



OREGON BOARD OF DENTISTRY
2021-2023
LEGISLATIVELY ADOPTED BUDGET

TABLE OF CONTENTS

	Page
INTRODUCTORY INFORMATION	
Table of Contents	i
Certification	iii
I. LEGISLATIVE ACTION	
2019-21 Budget Reports and Measure Summaries	1
II. AGENCY SUMMARY	
Budget Summary Graphics.....	05
Mission Statement and Statutory Authority	07
Agency Plans	08
2017 - 20 Three-Year Plan	11
Partnerships	13
Agency Initiatives	31
Criteria for 2017-19 Budget Development.....	32
Technology Initiatives	33
Other Considerations.....	33
Annual Performance Progress Report for Fiscal Year 2017.....	34
Reduction Options – 107BF17.....	44
Organization Chart 2019-21	46
Organization Chart 2021-23	47
Summary of 2019-21 Budget-BDV104.....	49
ORBITS Agency-wide Program Unit Summary.....	57

TABLE OF CONTENTS

	Page
III. REVENUES	
Revenue Forecast Narrative	58
Detail of Fee, License or Assessment Revenue Increase	58
2021-2023 Estimated Revenue by Source Graphic	63
Detail of Lottery Funds, Other Funds, and Federal Funds Revenue – BPR012	64
IV. PROGRAM UNITS	
Program Unit Narrative	66
Essential Packages	66
Policy Option Packages.....	68
ORBITS Essential and Policy Package Fiscal Impact Summary – BPR013.....	69
Detail of Lottery Funds, Other Funds, and Federal Funds Revenue – BPR012	79
V. SPECIAL REPORTS	
Facility Proposal Impact on Work Space Requirements	82
Summary Cross Reference Listings and Packages – BSU003A.....	86
Policy Package List by Priority – BSU004A	88
Agency Worksheet – Revenue and Expenditures (Agency/SCR) – BDV103A.....	89
Detail Revenues and Expenditures – Requested Budget (Agency/SCR) – ANA100A.....	101
Detail Revenues and Expenditures – Essential Packages (Agency/SCR – ANA101A	106
Position Budget Report List by DCR - PIC100	120
OBD Affirmative Action Report	123

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 DENTISTRY

AGENCY NAME

1500 SW 1st Ave., Suite #770. Portland, OR. 97201

AGENCY ADDRESS



SIGNATURE

President

TITLE

Notice: Requests of agencies headed by a board or commission must be approved by official action of those bodies and signed by the board or commission chairperson. The requests of other agencies must be approved and signed by the agency director or administrator.

_____ Agency Request

_____ Governor's Budget

X Legislatively Adopted

BUDGET NARRATIVE

80th Oregon Legislative Assembly – 2019 Regular Session

HB 5013 A BUDGET REPORT and MEASURE SUMMARY

Carrier: Sen. Roblan

Joint Committee On Ways and Means

Action Date: 03/01/19

Action: Do pass the A-Eng bill.

Senate Vote

Yeas: 10 - Beyer, Frederick, Girod, Hansell, Heard, Johnson, Manning Jr, Roblan, Steiner Hayward, Wagner

Exc: 2 - Thomsen, Winters

House Vote

Yeas: 9 - Gomberg, Holvey, McLain, McLane, Nosse, Piluso, Rayfield, Smith G, Stark

Prepared By: Breanna McGehee, Department of Administrative Services

Reviewed By: Meg Bushman Reinhold, Legislative Fiscal Office

Board of Dentistry

2019-21

HB 5013 A

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

1 of 4

BUDGET NARRATIVE

Budget Summary*

	2017-19 Legislatively Approved Budget ⁽¹⁾	2019-21 Current Service Level	2019-21 Committee Recommendation	Committee Change from 2017-19 Leg. Approved	
				\$ Change	% Change
Other Funds Limited	\$ 3,328,763	\$ 3,491,238	\$ 3,591,238	\$ 262,475	7.9%
Total	\$ 3,328,763	\$ 3,491,238	\$ 3,591,238	\$ 262,475	7.9%

Position Summary

Authorized Positions	8	8	8	0
Full-time Equivalent (FTE) positions	8.00	8.00	8.00	0.00

⁽¹⁾ Includes adjustments through December 2018

* Excludes Capital Construction expenditures

Summary of Revenue Changes

The Board of Dentistry is funded with revenues generated primarily from fees paid by licensees and applicants for licenses and permits. With the adoption of the Subcommittee recommendations, the agency's estimated 2019-21 ending fund balance is the equivalent of approximately five months of operating expenditures.

Summary of Education Subcommittee Action

The Board of Dentistry is charged with the regulation of the practice of dentistry and dental hygiene by setting standards for entry to practice, examination of applicants, issuance and renewal of licenses and enforcing standards of practice. The Board also establishes standards for the administration of anesthesia in dental offices and determines dental procedures that may be delegated to dental assistants and establishes standards for training and certification of dental assistants.

The Subcommittee approved the following recommendations:

- Package 100 – IT Database and Support: Increases Other Funds expenditure limitation in Services and Supplies by \$100,000. This package provides funding for the implementation of a new licensing database and on-going IT support.

Summary of Performance Measure Action

See attached Legislatively Adopted 2017-19 Key Performance Measures form.

BUDGET NARRATIVE

DETAIL OF JOINT COMMITTEE ON WAYS AND MEANS ACTION

Oregon Board of Dentistry
Breanna McGehee - (971)-301-0189

DESCRIPTION	GENERAL FUND	LOTTERY FUNDS	OTHER FUNDS		FEDERAL FUNDS		TOTAL ALL FUNDS	POS	FTE
			LIMITED	NONLIMITED	LIMITED	NONLIMITED			
2017-19 Legislatively Approved Budget at Dec 2018 *	\$ -	\$ -	\$ 3,328,763	\$ -	\$ -	\$ -	3,328,763	8	8.00
2019-21 Current Service Level (CSL)*	\$ -	\$ -	\$ 3,491,238	\$ -	\$ -	\$ -	3,491,238	8	8.00
<u>SUBCOMMITTEE ADJUSTMENTS (from CSL)</u>									
Package 100: IT Database and Support Services and Supplies	\$ -	\$ -	\$ 100,000	\$ -	\$ -	\$ -	100,000		
TOTAL ADJUSTMENTS	\$ -	\$ -	\$ 100,000	\$ -	\$ -	\$ -	100,000	0	0.00
SUBCOMMITTEE RECOMMENDATION *	\$ -	\$ -	\$ 3,591,238	\$ -	\$ -	\$ -	3,591,238	8	8.00
% Change from 2017-19 Leg Approved Budget	0.0%	0.0%	7.9%	0.0%	0.0%	0.0%	7.9%	0.0%	0.0%
% Change from 2019-21 Current Service Level	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%

*Excludes Capital Construction Expenditures

BUDGET NARRATIVE

Legislatively Approved 2019 - 2021 Key Performance Measures

Agency: Dentistry, Board of

Published: 2/13/2019 9:39:50 AM

Mission Statement:

To promote high quality oral health care in the State of Oregon by equitably regulating dental professionals.

Legislatively Approved KPMs	Metrics	Agency Request	Last Reported Result	Target 2020	Target 2021
1. Continuing Education Compliance - Percent of Licensees in compliance with continuing education requirements.		Approved	100%	100%	100%
2. Time to Investigate Complaints - Average months from receipt of new complaints to completed investigation.		Approved	7	7.50	7.50
3. Days to Complete License Paperwork - Average number of working days from receipt of completed paperwork to issuance of license.		Approved	7	7	7
4. CUSTOMER SATISFACTION WITH AGENCY SERVICES - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information.	Accuracy	Approved	80%	90%	90%
	Timeliness		78%	90%	90%
	Overall		80%	90%	90%
	Availability of Information		77%	90%	90%
	Helpfulness		83%	90%	90%
	Expertise		83%	90%	90%
5. Board Best Practices - Percent of total best practices met by the Board.		Approved	100%	100%	100%

LFO Recommendation:

Approve the 2019-21 Key Performance Measures and targets as proposed.

SubCommittee Action:

Subcommittee approved 2019-21 Key Performance Measures and targets.

HB 5013 A

4 of 4

2021 – 2023

☐ Agency Request

☐ Governor's Recommended

☒ Legislatively Adopted

Budget Page

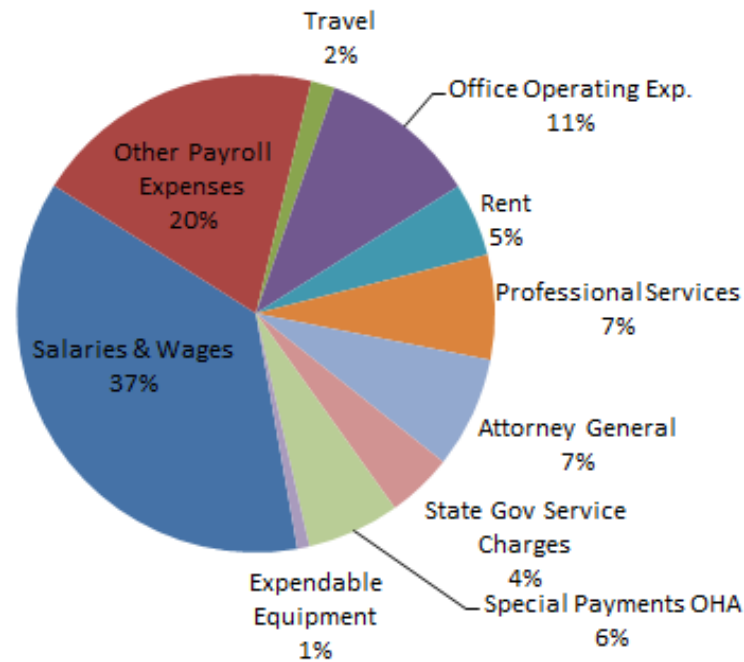
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BUDGET NARRATIVE

BUDGET SUMMARY GRAPHICS

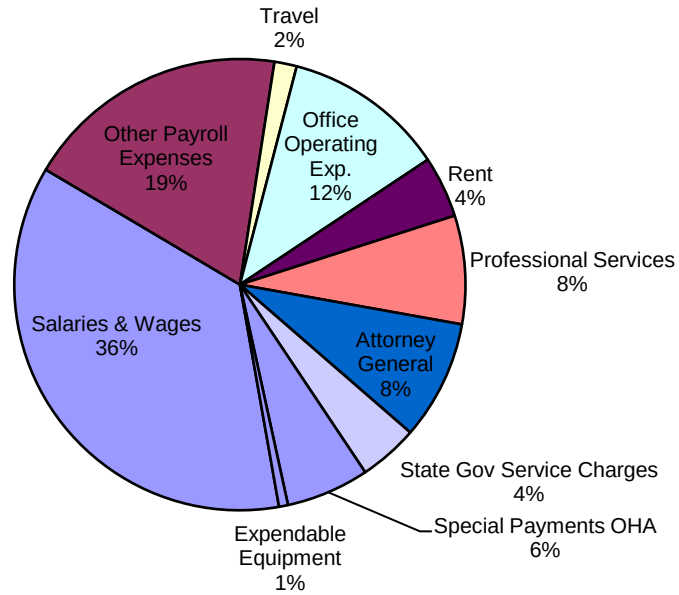
The Board of Dentistry's funding is 100% Other Funds generated primarily from fees paid by licensees and applicants for licenses and permits. A small portion (less than nine percent) of the Board's revenue is from miscellaneous revenues generated from the sale of documents and records, late fees and civil penalties. The agency budget is allocated as one program unit.

Board of Dentistry 2021-2023 Legislatively Adopted Budget \$3,225,200 - 8.0 FTE



BUDGET NARRATIVE

Board of Dentistry 2021-2023
Agency Request Budget
\$3,797,401 -- 8.0 FTE



BUDGET NARRATIVE

MISSION STATEMENT AND STATUTORY AUTHORITY

The mission of the Oregon Board of Dentistry is to promote high quality oral healthcare in the State of Oregon by equitably regulating dental professionals.

The authority and responsibilities of the Board are contained in Oregon Revised Statutes Chapter 679 (Dentists), Chapter 680.010 to 680.205 (Dental Hygienists), and Oregon Administrative Rules, Chapter 818. These statutes charge the Board of Dentistry with the responsibility to regulate the practice of dentistry and dental hygiene by enforcing the standards of practice established in statute and rule. The statutes define the practice of dentistry and dental hygiene and require that any person practicing either of those professions do so only while holding a license duly issued by the Board. The statutes require that the Board examine and license dentists, dental instructors and dental hygienists; establish and enforce regulations regarding sedation in dental offices; investigate complaints regarding the practice of dentistry and dental hygiene; discipline licensees found to have violated the provisions of the Dental Practice Act; regulate and monitor continuing education requirements for licensees; and establish training, examination and certification standards for dental auxiliaries.

The authority and responsibilities of the Oregon Board of Dentistry (OBD) are contained in Oregon Revised Statutes Chapter 679 (Dentists), Chapter 680.010 to 680.205 (Dental Hygienists), and Oregon Administrative Rules, Chapter 818. These statutes charge the OBD with the responsibility to regulate the practice of dentistry and dental hygiene by enforcing the standards of practice established in statute and rule.

In late 2015 the board and staff of the OBD discussed and approved a strategic planning initiative. The launch was timely, as the last time the board conducted a strategic planning process and developed a plan was in 2007. All OBD board members joined the board after 2008 and a new executive director was hired in June 2015.

In order to deliver on its statutory obligations and its mission - to promote high quality oral health care in the State of Oregon by equitably regulating dental professionals - the OBD is challenged to address a rapid and accelerating rate of change. Significant shifts are occurring in dentistry practice, organizational structures, business models and markets. As a result, the OBD is experiencing increase in the number of complaints submitted, the technical complexity of cases, and litigation in response to patient complaints and resulting investigations.

The OBD is also experiencing internal change. Its small staff of expert and experienced professional investigators and administrative staff will experience a high degree of attrition due to retirements within the upcoming four years.

The OBD sees its mission as elevating the standard of oral health care in Oregon, not solely through regulation but through information, outreach and education. Surveys conducted throughout 2019-2020 indicate an 79% approval rating for the OBD among those returning the surveys; however more remains to be done to insure that oral healthcare practitioners in Oregon are informed and educated about the Dental Practice Act and the rules and statutes that regulate dentistry in Oregon.

BUDGET NARRATIVE

The OBD mission exhorts the agency to ensure high standards and quality of oral health care. However economic forces in general and a widening income-to-cost-of-living gap in Oregon are forcing many to seek lowest-cost dentistry options. Defining “*high quality oral health care*” that is accessible at all income levels while providing clear guidelines for practitioners and for OBD’s investigative staff is a mission-critical challenge. The board was unanimous in adding the word “equitably” to the mission statement, assuring and clarifying that both the public and licensees will be treated fairly in all matters before the board.

OTHER STATUTORY MANDATES:

ORS 676.160 – Complaint investigations.

These statutes require that upon receipt of a complaint filed by any person against a licensee or applicant the Board shall (1) assign an investigator, (2) the investigator shall collect evidence and interview witnesses; (3) the investigator shall prepare a report that describes the evidence gathered, results of witness interviews and any other information considered in preparing the report and (4) the investigator shall make a report to the Board within 120 days of receipt of the complaint. This statute also declares that investigatory information gathered by the agency is exempt from public disclosure.

ORS 676.345 – Registration program for health care professionals claiming liability limitation

This statute requires several health licensing Boards, including the Board of Dentistry, to maintain a registration program for health practitioners who provide health care services without compensation and who wish to be subject to the liability limitation provided by ORS 676.340.

SB 786 (Oregon Law, Chapter 973, 2001) –Cultural diversity in regulated health professions

This law, effective January 1, 2002 requires that health-licensing boards establish programs to increase the representation of people of color and bilingual people on the boards and in the professions that they represent. Programs are required to promote the education, recruitment and professional practice of members of these targeted populations. The law also requires that each health professional regulatory board maintain records of the racial and ethnic makeup of applicants and professionals regulated by the board. This information is to be reported to the Legislative Assembly biennially.

AGENCY STRATEGIC PLANS

The Agency Strategic Plan was adopted in 1999, updated in 2007 and most recently updated in the spring of 2016 to assess progress toward goals and to adjust goals to reflect current and projected needs. The Board of Dentistry has in place a 2017 -2020 Strategic Plan. The Board of Dentistry’s short and long-range plan is directed by its mandate to protect the health, safety and welfare of Oregonians and by its newly revised mission is to promote high quality oral healthcare in the state and equitably regulate dental professionals. The Board strives to ensure that its activities fulfill its mission within the resources allocated by the Legislature and effectively provides appropriate public protection.

BUDGET NARRATIVE

OBD 2017-2020 Strategic Plan

The Board has addressed and worked on all strategic priorities identified in the plan. The Board has reviewed reports from the Executive Director throughout the last three years in Board Meetings and when conducting the executive director's performance and service annually. The Board will be discussing the next steps to plan and implement the next Strategic Plan at the end of 2020 and into early 2021.

Oregon Benchmarks

The Board of Dentistry has no Primary Links to the Oregon Benchmarks; however, Board activities support the following Benchmarks as secondary links:

#29 Skills Training: Percentage of Oregonians in the labor force who received at least 20 hours of skills training in the past year.

Licensees of the Board are required to complete continuing education requirements biennially in order to renew their professional licenses (40 hours for dentists; 36 hours for dental hygienists holding Limited Access Permits; and 24 hours for all other dental hygienists). In addition to this mandatory requirement, most licensees voluntarily participate in study clubs and take courses that enhance their professional skills. Many continuing education courses are available via the Internet and are an effective means of receiving training.

#30 Volunteerism: Percentage of Oregonians who volunteer at least 50 hours of their time per year to civic, community or nonprofit activities.

The Board supports volunteerism by encouraging uncompensated dental and dental hygiene care provided through various non-profit and community based clinics. In cases where unacceptable patient care is not an issue, the Board frequently requires uncompensated services as a part of settlement agreements in disciplinary cases. During 2011 - 2013 Oregonians received over 300 hours of dental or dental hygiene care through these Board actions.

Feedback from practitioners has been positive and many continue their volunteer relationship with the dental clinic after the Board's requirements have been fulfilled.

In January of 2005 in cooperation with the Oregon Dental Association and Dentists Benefits Insurance Company the Board created a Volunteer Dentist/Dental Hygiene license designation program. As of August 1, 2016 22 dentists and three dental hygienists who currently have a volunteer dentist licensee designation

A dentist who maintains an Oregon license but is retired from active practice may obtain liability insurance through the Department of Administrative Services in order to provide uncompensated dental services through nonprofit corporations offering community services and dental services to low-income patients. (ORS 679.510).

BUDGET NARRATIVE

The Board maintains a registry of dentists and dental hygienists who provide dental and dental hygiene services without compensation in accordance with ORS 676.340. By registering with the Board annually, licensees providing uncompensated health care are not liable for any injury, death or other loss arising out of the provision of the services unless the injury, death or other loss results from the gross negligence of the practitioner.

Every member of the Board (six dentists, two dental hygienists and two public members) are volunteers and collectively donate hundreds of hours of time to Board work, through Board meetings, committee meetings, Legislative appearances, public appearances and speaking engagements, serving as examiners for regional clinical dental and dental hygiene examinations, and representing the State of Oregon at national meetings germane to the licensure, examination and regulation of the two professions under its jurisdiction..

#44 Adult Non-smokers: Percentage of Oregonians, 18 and older, who smoke cigarettes.

#52 Substance Use During Pregnancy: Percentage of pregnant women who abstain from using: a. alcohol; b. tobacco.

The Board recognizes that tobacco use prevention and cessation are an important part of oral health and directly related to the prevention of other health conditions. In 1988, the Board issued its position statement on the health hazards associated with tobacco and determined that the prescribing of drugs such as Nicorette, Nicoderm, and Zyban were within the scope of practice of dentistry. The Board supports and encourages dental professionals to educate their patients on the dangers of tobacco use. The Board of Dentistry maintains a smoke-free workplace and all meetings of the Board are smoke free in accordance with Oregon Public Meetings Law and agency policy.

#50 Child Abuse or Neglect: Number of children, per 1,000 persons under 18, who are: a. neglected/abused; b. at a substantial risk of being neglected/abused.

Under ORS 419B.005, dentists are required to report suspected incidents of child abuse or neglect. The Board regularly publishes in its newsletter information on the requirement to report, symptoms and physical indications of abuse, and contact numbers for reporting in various areas of the state.

BUDGET NARRATIVE

2017-2020 THREE-YEAR PLAN (Strategic Plan)

The Board of Dentistry's strategic plan was originally completed in 1999, reviewed in October of 2007 and updated in 2016 for progress towards meeting established goals, adjusting goals to reflect current or projected needs and to re-assess priorities. The Board of Dentistry's long and short-range plan is directed by both its mission to assure that Oregonians receive high quality dental care and by its statutory mandate to protect the health, safety and welfare of the citizens of Oregon. The Board strives to ensure that its goals and objectives are realistic and within the resources allocated by the Legislature. Previous goals from 2007 remain in place as they are the foundation of the Agency's work, focus and mission.

Goal 1: Assure that licensees are qualified and competent to practice safely.

Benchmark/High-Level Outcome

Agency mission.

Intermediate Outcomes:

- Licenses will only be granted to applicants possessing the appropriate requirements for education and examination.
- Examinations for licensure will be valid and reliable.
- National FBI Criminal Background checks will be conducted for all applicants by submitting fingerprints to the Oregon State Police and inquiries of the National Practitioners Data Bank and the Healthcare Integrity and Protection Data Bank.
- All licensees will complete required hours of verifiable continuing education related to clinical patient care.
- Licensees with performance or substance abuse issues will be remediated and monitored during their recovery and remediation process.
- Licensees under disciplinary sanction will be actively monitored to ensure compliance with terms of probation, and to restore them to active, useful service to Oregon's citizens whenever appropriate.
- Maintain a network of consultants and evaluation/treatment facilities capable of meeting the need and scope of expertise required to assist the Board in its mission to rehabilitate licensees in need of assistance.

Performance Measures:

1. Licenses will be issued or renewed within 7 business days of receipt of completed paperwork.
2. 100% of all applicants will have background checks.
3. Compliance with continuing education requirements will be audited for 15% of all licensees each year.
4. 100% of licensees who are under consent orders for substance abuse issues will appear before the Board at least annually.
5. 85% of licensees on monitoring status will complete the terms of disciplinary sanctions within original time frames established in their order.

Goal 2: Promote access to oral care.

Benchmark/High-Level Outcome

Benchmark #30; Agency mission.

Intermediate Outcomes:

- Promote volunteerism.

BUDGET NARRATIVE

- Review scopes of practice of dental hygienists and dental assistants to provide broader scope where appropriate.
- Provide for reasonable access to education and testing in rural areas; i.e. long distance learning.
- Support increased funding for education of dental, dental hygiene and dental assisting.
- Partner with communities of interest to provide incentives to enter dental health care careers.
- Participate in workforce studies to determine the extent of the workforce problems and identify possible solutions.
- Support community prevention activities; i.e. Early Childhood Caries Prevention Project, and statewide fluoridation effort

Performance Measures:

1. At least 90% of licenses disciplined for continuing education noncompliance or practicing without a license will be required to provide volunteer dental services.
2. Encourage Dentists and Dental Hygienists to join the Boards Volunteer License Designation Program.
3. Dental Hygiene and Dental Assisting rules will be reviewed each annually.

Goal 3: Standards of practice, statutes and regulations will be realistic, understandable and applied appropriately

Benchmark/High-Level Outcome

Benchmark #29 and #30, Agency Mission, Legislative mandate

Intermediate Outcomes:

- Investigate allegations of unprofessional conduct, unacceptable patient care or other violations of the Dental Practice Act in a fair, prompt, objective and thorough manner.
- Take an active stance in preventing practice problems that endanger patients through educational outreach.
- Where unacceptable care is identified, Board emphasis will be on remediation through education and restitution to patients when appropriate.
- Participate in the Statewide HPSP diversion program for licensees with substance abuse disorders.
- Disciplinary issues will be mediated and resolved through mutual agreements to the greatest extent possible.
- Review all statutes and rules at least annually for consistency and cohesion.

Performance Measures:

1. Investigations will be completed within six months from date of receipt.
2. At least 95% of disciplinary actions will be settled through negotiated consent agreements rather than Contested Case Hearing.
3. The percent of licensees who are disciplined will decrease each biennium.

Goal 4: Communicate timely and useful information regarding the Board's mission, services, policies and standards of practice to the public and licensees.

Benchmark/High-Level Outcome

Agency Mission, Strategic Plan

BUDGET NARRATIVE

Intermediate Outcomes

- Improve public awareness of the Board as a resource for, and provider of, information and services.
- Provide appropriate information regarding licensees to the extent allowed by law.
- Continue to make the Board's website a useful resource for citizens and licensees.
- Review of all potential partnerships during the planning of all board initiatives to maximize synergy and resources.
- Communicate regularly with licensees, educators, professional associations and interested community organizations regarding Board policies and expectations

Performance Measures

1. The number of pages viewed ("hits") on the Board's website.
2. Feedback provided from the Customer Services Survey posted on the website.
3. Produce and distribute two newsletters per year, mailed to all licensees, other state dental boards and professional associations, and post on the website.
4. Number of presentations made by staff and Board members to dental, dental hygiene and dental assisting students; licensees and professional organizations.

PARTNERSHIPS

- **Professional Organizations:** Oregon Dental Association, Oregon Dental Hygienists' Association, Oregon Dental Assistants Association, Oregon Academy of General Dentistry, and various dental specialty organizations.
- **Education System:** Oregon Health and Science University, School of Dentistry; Community College Dental Hygiene and Dental Assisting programs; Oregon Department of Education, licensed trade schools and independent educators.
- **Health care regulatory agencies and public health organizations:** Board of Pharmacy, Board of Nursing, Board of Medical Examiners, Board of Denture Technology, dental licensing boards in other states, other health licensing boards, Department of Human Services, Health Services; Oregon Medical Assistance Programs, and local community health programs.
- **Law Enforcement Agencies:** U.S. Drug Enforcement Agency, Federal Bureau of Investigation, Oregon Department of Justice, Medicaid Fraud; local police agencies, etc.
- **Malpractice carriers:** i.e. Dental Benefits Insurance Company, etc.
- **National Dental Organizations:** American Dental Association (ADA) and American Association of Dental Boards (AADB). The ADA accredits dental schools and dental hygiene and dental assisting programs, and conducts regular evaluations of programs to assure compliance with national education standards. The ADA also conducts the written dental and dental hygiene examinations (National Board Examinations) that are recognized by all states for initial licensure. AADB is comprised of state dental boards, dental educators, board administrators and board attorneys. Its focus is on licensing standards for dentists and dental hygienists. This association appoints members to the American Dental Association Council on Dental Education, Commission on Dental Accreditation (CODA) which is responsible for the evaluation and accreditation of dental education programs; and to the Joint Commission on National Dental

BUDGET NARRATIVE

Examinations which conducts standardized written dental and dental hygiene examinations that are recognized by all fifty states for licensure. This organization maintains a clearinghouse of disciplinary actions issued by State dental boards and disseminates a monthly report to all member agencies.

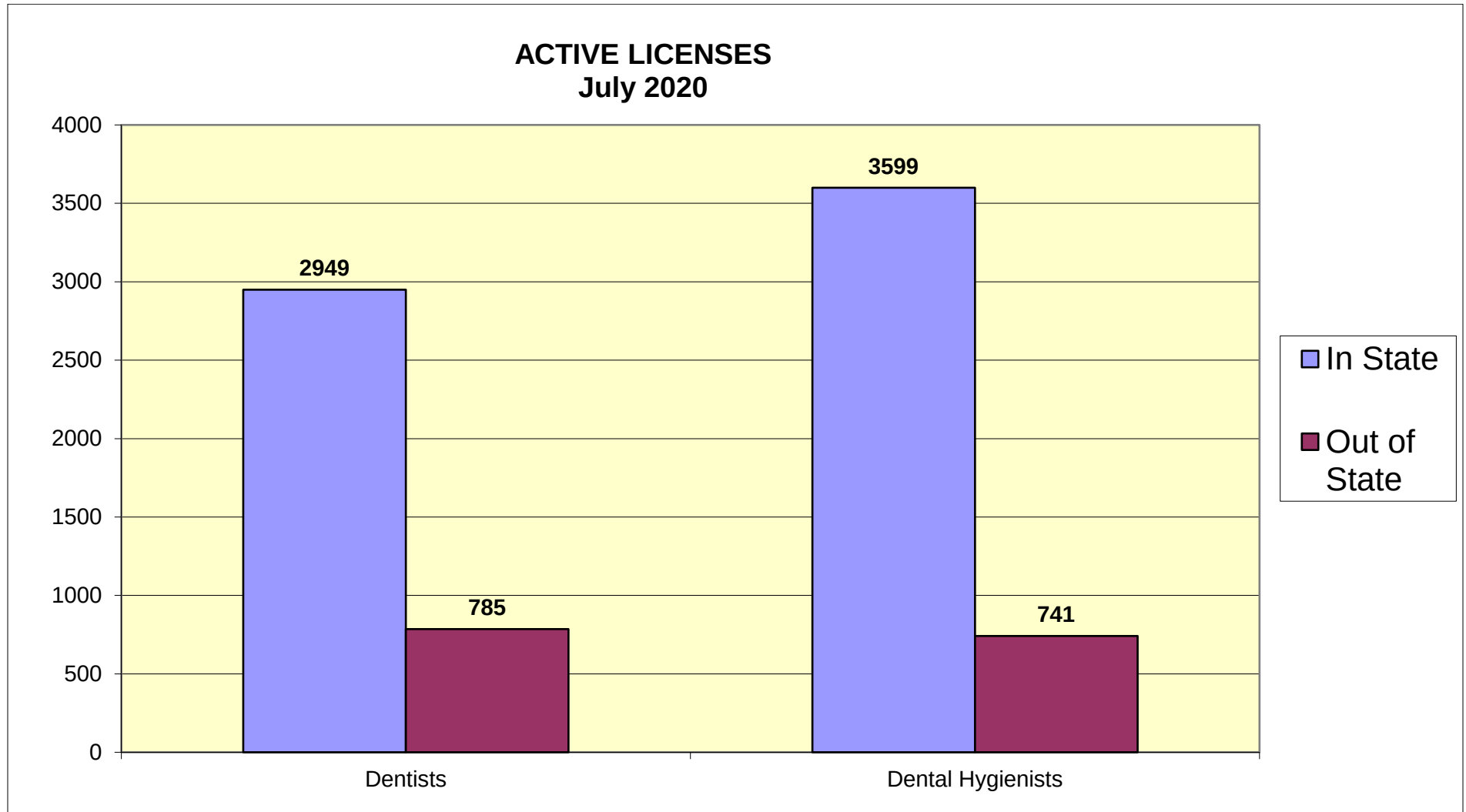
- **Dental Testing Agencies:** Western Regional Examining Board, American Board of Dental Examiners, Central Regional Dental Testing Service, The Commission on Dental Competency Assessments, Southern Regional Testing Boards, Council of Interstate Testing Agencies, and the Dental Assisting National Board. These organizations conduct examinations for dentists, dental hygienists and dental assistants and are recognized by the Oregon Board for initial qualification for licensure (dentists and dental hygienists), or certification (dental assistants). The Board holds membership in the Western Regional Examining Board and American Board of Dental Examiners.
- **Federal Reporting Agencies:** National Practitioner Data Bank (NPDB) and Healthcare Integrity and Protection Data Bank (HIPDB). The Board is required by Federal law to report disciplinary actions to these two data banks. These national databases facilitate background checks and help licensing boards evaluate the qualifications of practitioners to practice safely. Checks of records of applicants for licensure, or of current licensees applying for renewal, can reveal information that has not been self-reported and which warrants attention by the Board.
- **Treatment facilities and providers** (particularly those with experience in treating health professionals). Twelve-step and other self-help programs, diversion programs of other health licensing Boards. The Board works closely with professionals who specialize in the evaluation, treatment and recovery of people with substance abuse issues.

AGENCY PROGRAMS

The Board of Dentistry is charged with the regulation of the practice of dentistry and dental hygiene by setting standards for entry to practice, examination of applicants, issuance and renewal of licenses, and enforcing the standards of practice. The Board also is required by law to establish standards for the administration of anesthesia in dental offices. The Board determines dental procedures that may be delegated to dental assistants and establishes standards for training and certification of dental assistants.

As of July 1, 2020, there were 3,734 dentists, and 4,340 dental hygienists holding Oregon licenses. Dentists who wish to utilize other than local anesthesia may apply for one of four levels of anesthesia permit. The type of permit issued is based on the level of consciousness induced. Dental Hygienists may obtain a permit to administer nitrous oxide. 2,066 dentists hold anesthesia permits, and 2,883 dental hygienists hold a nitrous oxide anesthesia permit. Approximately 4,200 dental assistants are employed by dentists to assist in providing dental services. A high percentage of these dental assistants hold certificates issued by the Board to perform advanced procedures (Expanded Function Dental Assistant) or to take x-rays (Certificate of Radiologic Proficiency

BUDGET NARRATIVE



BUDGET NARRATIVE

The Board operates in an atmosphere of constant change, rapidly developing technology, changing treatment modalities, demographic and geographic disparities in access to dental care, growing public demand for a greater diversity of provider groups, and constantly shifting societal norms and values.

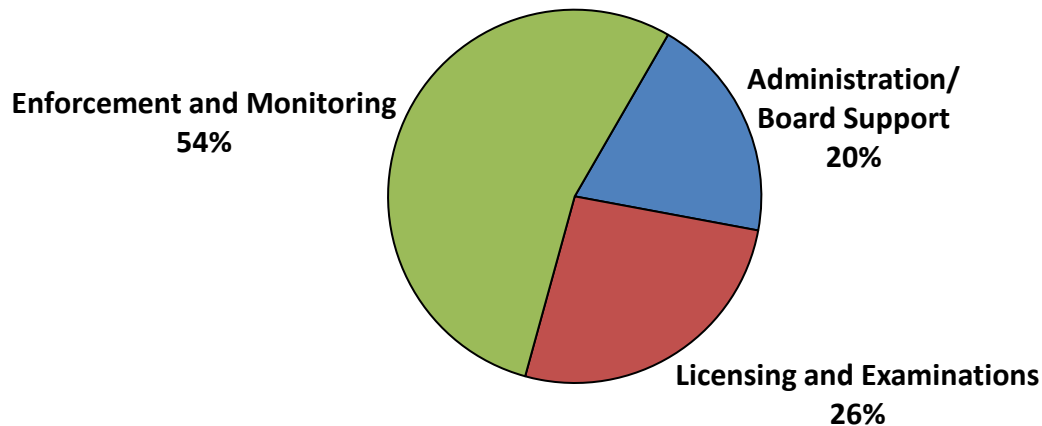
Agency operations are supported solely from license application, renewal, exam and permit fees plus revenues generated from fines imposed for late renewals, civil penalties assessed, and miscellaneous receipts from the sale of mailing lists and copies of public records.

The Board is composed of ten members appointed by the Governor and confirmed by the Senate for four-year terms. There are six dentists, one of whom must be a dental specialist, two dental hygienists and two public members.

There are 8.0 FTE staff who carry out the day-to-day functions of the agency. In addition, the Board contracts with dental professionals at times to provide expertise in specific dental specialty areas.

Primary program activities are Licensing and Examination, Enforcement and Monitoring, and Administration. Estimated program level activity for the eight staff members is quantified in the chart below:

**Board of Dentistry 2019-21
Program Level Activity**



BUDGET NARRATIVE

Licensing and Examination

This activity includes licensure of dentists, dental specialists, dental instructors and dental hygienists, administers specialty examinations per year, biennial renewal of licenses, and issuance and renewal of various permits and certificates (anesthesia permits, Limited Access Dental Hygiene Permits, and certification of dental assistants to take radiographs and to perform expanded functions).

The Board receives and reviews license applications to assure that applicants have the required education, have passed the National Board written examinations and have passed a clinical examination recognized by the Board. A thorough background check is conducted on each applicant for a new license and, where a past history is revealed, an investigation is conducted and results are presented to the Board for determination. Staff also administers a Jurisprudence Examination for each new applicant and conducts random audits of 15% of license renewals annually for compliance with continuing education requirements.

Customers of this activity are dentists, dental hygienists, dental assistants, those who employ them and, ultimately, the public.

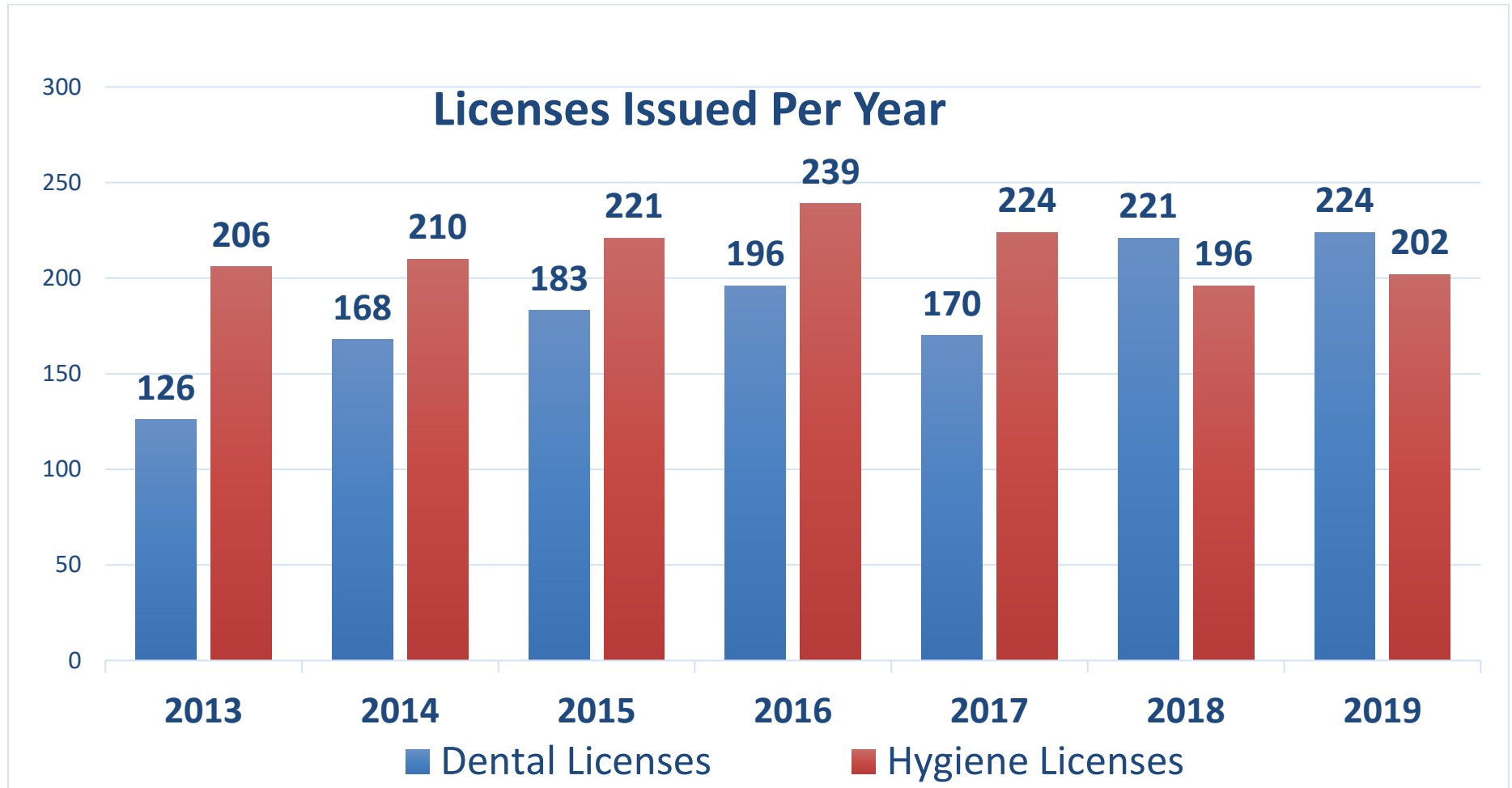
The table below shows the historical and projected workload for the agency in this activity.

Licensing and Examination Workload	2003-05	2005-07	2007-09	2009-11	2011-13	2013-15	2015-17	2017-19	2019-21	2021-2023
	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Estimated	Estimated
Licenses Issued:										
Dental	322	350	355	305	340	397	397	414	400	400
Dental Hygiene	294	335	375	434	450	518	458	403	425	425
Total New Licenses Issued:	616	685	730	739	790	915	862	817	825	825
Licenses Renewed:										
Dental	3254	3300	3325	3389	3400	3431	3903	3864	3860	3500
Dental Hygiene	3180	3265	3386	3613	3700	3715	4268	4304	4300	4300
Total Licenses Renewed:	6434	6595	6712	7002	7100	7146	8171	8168	8160	7800
Specialty Examinations Conducted	9	5	3	3	3	4	0	0	0	0
Candidates Examined	7	5	3	5	3	4	0	0	0	0
Anesthesia Permits Issued/Renewed	3795	3969	3,750	4359	4400	4783	4719	4688	4650	4650

BUDGET NARRATIVE

Dental Assistants Certified	2095	2260	2,449	2638	2650	2263	2265	2288	2290	2290
Dental Assisting Instructor Permits Issued/Renewed	102	124	106	110	125	131	128	126	125	125

The graphic below shows the historical growth in the number of dental and dental and dental hygiene licenses issued.



BUDGET NARRATIVE

Enforcement and Monitoring

The Dental Practice Act (ORS 679 and 680.010 through 680.205) and the Board’s Administrative Rules (OAR 818) establish the grounds and methods of discipline that may be imposed on licensees who violate the act. The statutes and rules of the Board define unprofessional conduct, unacceptable patient care, establish standards for record keeping and infection control guidelines, and define appropriate management and record keeping for controlled substances. The Board is required by ORS 676.165 to conduct investigations of any complaint received regarding licensees or applicants. In addition, the Dental Practice Act allows the Board to open investigations on its own motion. Cases opened by the Board might be based on information the Board receives ancillary to another case, from reports submitted by insurance companies regarding malpractice claims, criminal convictions, or based on disciplinary actions taken by other state dental boards or by other licensing boards since several of the Boards licensees have dual licenses; i.e. physician/dentist or dental hygienist/denturist.

Staff investigators conduct investigations by interviewing the complainant, the patient, the respondent (licensee), subsequent treating dentists, or any other witness germane to the case. Investigators review patient records, consult with outside experts contracted by the Board for this purpose, review insurance claims, and any other material or witnesses necessary to determine the facts of the case. Investigative findings are presented to a sub-committee of the Board comprised of two dentists (Evaluators) who review the cases in-depth with the staff investigators. The recommendation of the Evaluators, as well as the recommendation made by staff, is presented to the full Board for final action. The Board’s findings fall into one of four categories: No Violation, No Further Action, Letter of Concern or Discipline. “No Further Action” reflects a case where an investigation was not completed for some reason – the Board did not have jurisdiction of the issue submitted, the complainant withdrew the complaint and the Board was satisfied with the reasons, or the licensee is no longer under the Board’s jurisdiction. A “Letter of Concern” is issued when the Board determines that the licensee violated some aspect of the Dental Practice Act, but the matter warrants a warning rather than formal disciplinary action. All investigative findings are confidential and may not be revealed to any member of the public. Formal disciplinary actions are public record and, upon request, the Board provides copies of Notice of Proposed Disciplinary Action and any final Orders. Disciplinary actions are reported as required by Federal Law to both the National Practitioners’ Data Bank (NPDB) and the Healthcare Integrity and Protection Data Bank (HIPDB).

Disposition of Cases 2017 - 2019

No Further Action	27%
No Violation	29%
Letter of Concern	26%
Discipline	18%
Total Cases	478

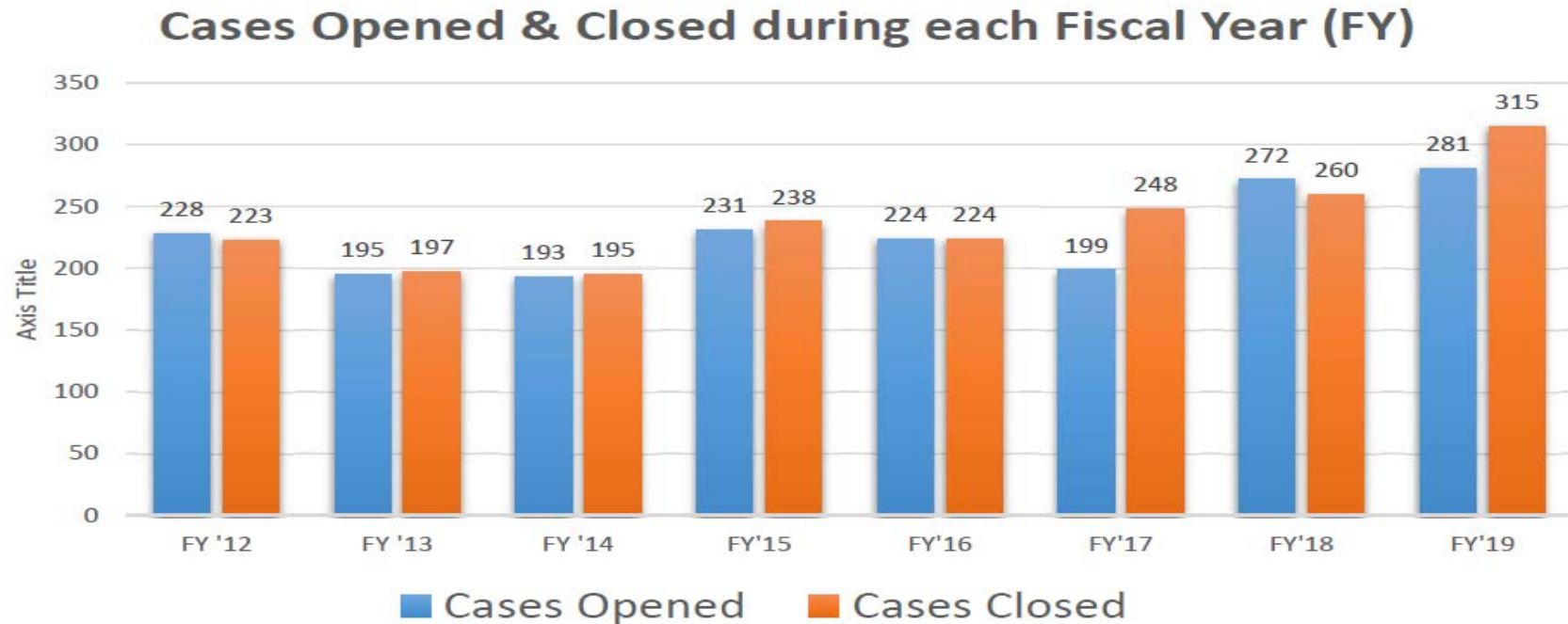
The Board may impose disciplinary action ranging from a reprimand to suspension or revocation of a license. It may also place a licensee on probation, order a licensee to obtain substance abuse treatment, impose a civil penalty or any other discipline the Board deems appropriate. The Board's goal is

BUDGET NARRATIVE

remediation rather than punishment – and where appropriate, the Board requires additional education and skill building to improve clinical skills. As part of settlement agreements the Board frequently requires the dentist to make restitution to the patient and to complete un-remunerated community service. Most disciplinary actions imposed by the Board are entered into by mutual agreement between the Board and the licensee through a negotiated Consent Order. Those that cannot be settled by consent agreement are referred to the Hearing Officer Panel for conduct of a Contested Case Hearing. Staff investigators and expert witnesses appear at these hearings to testify to the facts of the Board’s case. The Board is represented by the Department of Justice in these cases.

Monitoring involves tracking licensees who are under disciplinary sanction for compliance with the terms of their Board order. This involves tracking disciplinary actions, requirements and timelines, routine communication with the licensee, working with treatment providers to assure compliance, scheduling appearances before the Board for those licensees required to make regular personal appearances. At any given time, the staff compliance officer is monitoring approximately 40 - 60 licensees. Some licensees placed in the monitoring caseload are typically monitored for a minimum of five years since these cases involve drug and alcohol abuse or sexual boundary issues.

Enforcement and Monitoring Workload



BUDGET NARRATIVE

Board Action	FY '10	FY '11	FY '12	FY '13	FY' 14	FY'15	FY'16	FY'17	FY'18	FY '19	Total	Percent
No Violation	96	96	73	67	61	59	50	56	52	59	1111	29.40%
No Further Action	61	62	48	50	41	84	38	58	62	104	962	25.50%
Letter of Concern	58	55	55	33	62	50	76	77	67	79	1047	27.70%
Discipline	39	28	47	47	31	45	60	57	89	99	655	17.40%
Total	251	242	223	197	195	238	224	248	270	341	3775	100.00%

** Some cases have multiple respondents and will have more than one outcome.

The Board has been proactive in communicating to Licensees and stakeholders in the area of enforcement and investigations. The standard Board presentations given by the Executive Director and Chief Investigator include an overview of common complaints received each year from complainants. The presentations cover the investigative process from start to finish. The Board has also had in effect for many years standard disciplinary protocols for common issues that arise that are public and are regularly updated with the Board's attorney reviewing as well. The Board is extremely transparent about investigations and enforcement issues and all Board actions are always summarized in Board Meeting Minutes and made available on the Board's website.

There are many interested parties regarding who wants to know information about Licensees' disciplinary history including: the public, insurance companies, law enforcement agencies, other health care licensing boards, and the dental community.

Administration

Administrative activities include support of Board and committee meetings, implementation of Board policy; assuring that agency operations are conducted in compliance with all State laws and regulations, program evaluation, coordination and supervision of agency operations, and personnel recruitment and supervision. It also includes coordination with the Department of Justice on various Board legal issues, development and implementation of administrative rules, policies and procedures; development of legislative concepts, tracking of legislation that impacts agency operations and preparation and presentation of testimony at Legislative hearings. Administrative staff are responsible for budget planning, development, and monitoring; management of agency equipment, supplies and information systems. On behalf of the Board, the Executive Director provides public information, outreach and education (production of the Newsletter, maintenance of website, public appearances and presentations, etc.); responds to inquiries by the media, represents the Board on various statewide taskforces such as Department of Human Services Oral Health Advisory Board. The Executive Director acts as a liaison for the Board and maintains effective relationships with all communities of interest whether local, statewide or national. Customers are the Board, the dental community, the Legislature, and the public.

BUDGET NARRATIVE

ENVIRONMENTAL FACTORS INFLUENCING THE BOARD

Workforce Factors

National and State-Level Projections of Dentists and Dental Hygienists in the U.S., 2012-2025 (Feb 2015)

U.S. Department of Health and Human Services Health Resources and Services Administration Bureau of Health Workforce National Center for Health Workforce Report (Summary)- About the National Center for Health Workforce Analysis

The National Center for Health Workforce Analysis informs public and private-sector decision-making on the U.S. health workforce by expanding and improving health workforce data and its dissemination to the public, and improving and updating projections of the supply of and demand for health workers. For more information about the National Center, please visit our website at <http://bhpr.hrsa.gov/healthworkforce/index.html>.

This brief presents national and state-level estimates of supply and demand for dentists and dental hygienists at baseline in 2012 and for 2025 using the Health Resources and Services Administration's (HRSA) Health Workforce Simulation Model (HWSM).¹ While the nuances of modeling supply and demand differ for individual health professions in this model, the basic framework remains the same. Data on supply and demand for providers in 2012 (with demand for dentists adjusted for shortages in Dental Health Professional Shortage Areas [DHPSA]² in 2012) are used as baseline to project supply of and demand for dentists and dental hygienists in 2025. Assuming current national patterns of labor supply and service demand remain unchanged, the supply side projections account for new entrants to the workforce as well as changing workforce decisions (e.g. retirement and hours worked patterns) arising from the changing characteristics of the workforce. The demand projections account only for the changing population size and composition and assume that the number of visits covered by each provider remains constant over time. Both supply and demand projections are reported as full time equivalents (FTE).

KEY FINDINGS

Dentists

Nationally, increases in supply will not meet the increases in demand for dentists, which will exacerbate the existing shortage.

- Approximately 190,800 dentists were estimated to be active in the workforce in 2012.

Assuming that the workforce participation patterns remain unchanged, the supply of dentists is expected to grow by 11,800 full-time equivalents (FTEs) – from 190,800 in 2012 to 202,600 in 2025 – a 6 percent increase nationally.

The national demand for dentists is projected to grow by 20,400 FTEs – from 197,800 in 2012 to 218,200 in 2025 - a 10 percent increase.

BUDGET NARRATIVE

All 50 states and the District of Columbia are projected to experience a shortage of dentists.

- Projected changes in supply and demand for dentists between 2012 and 2025 differ by state, resulting in a variation in the extent of shortage across states in 2025.
- States projected to experience the greatest shortfalls in the number of dentists in 2025 are California (with 1,234 fewer FTE dentists than needed), Florida (with 1,152 fewer FTE dentists than needed), and New York (with 1,024 fewer FTE dentists than needed).

Dental Hygienists

At the national level, supply will outpace the demand for dental hygienists.

- Assuming the continuation of current training levels and workforce participation patterns, the supply of dental hygienists is expected to grow by 43,600 FTEs – from 153,600 FTEs in 2012 to 197,200 FTEs in 2025 – a 28 percent increase nationally.
- The national demand for dental hygienists is projected to grow by 15,500 FTEs – from

153,600 FTEs in 2012 to 169,100 FTEs in 2025 – a 10 percent increase nationally.

Excess supply of dental hygienists at the national level masks projected shortages in some states.

- States projected to have the greatest surplus in dental hygienist are California (with 5,154 additional FTEs than needed), Texas (with 3,324 additional FTEs than needed) and Florida (with 2,768 additional FTEs than needed).
- Five states are projected to experience a smaller growth in dental hygienist supply relative to demand, resulting in shortages by 2025. Shortages of dental hygienists in Mississippi, Montana, North Dakota, South Dakota, and West Virginia are expected to range from 21-93 FTE.

Evolving Role of the Dental Hygienist

Changes in oral health delivery and in health systems may somewhat ameliorate dentist shortages by maximizing the productivity of the existing dental health workforce.

- The roles of dental hygienists are expanding in some states.

Increased use of dental hygienists could reduce the projected dentist shortage if they are effectively integrated into the delivery system. Research to model the implications of these recent trends in care delivery is ongoing and will inform future workforce projection models.

BUDGET NARRATIVE

Oral health care is provided by dentists and dental hygienists, with support from dental assistants. Although other care delivery settings (such as corporate, community-based, school-based, or mobile settings) are gaining popularity, dental services are commonly provided in private clinic settings.

Dentists provide diagnostic, preventative, therapeutic, and restorative oral health services. To become a dentist, individuals must complete an accredited 4-year post-baccalaureate program. They may be educated in both general and specialty dentistry, depending on the length and focus of their training program. The average student debt for dental graduates in 2011 was \$245,497. The high level of debt has been identified as a barrier to practicing in rural and low-income communities where earning potential is lower.³

Dental hygienists offer preventative and therapeutic services including cleanings, fluoride varnish, dental sealants, and patient education. Hygienists are educated in three types of programs accredited by the Commission on Dental Accreditation (CODA): 2-year associate degree programs, post-secondary certificate programs, and 4-year baccalaureate degree programs. Of late, some states have been looking to create professional certification for advanced practice dental hygienists/dental therapists to broaden dental hygienists' scope of practice and develop new models of team-based care with expanded roles for dental hygienists. These roles may include providing some basic restorative services, such as applying temporary crowns, performing diagnostic examinations, and prescribing antibiotics or painkillers, in addition to oral health cleanings and preventative services.⁴

CONCLUSIONS

The demand for dental care services is projected to grow on a national level, attributable primarily to future demographic changes. Supply of the oral health workforce is also expected to grow. However, the growth in the supply of dentists in 2025 will be smaller than that of demand, leading to a significant unmet demand nationally. This unmet demand will likely exacerbate access problems for underserved populations who forgo basic oral health care because of lack of proximity to a provider, inability to pay for care, and limited oral health literacy. Over 46 million people in the U.S. currently live in DHPSAs, lacking basic access to dental care. In addition to approximately 7,000 FTE dentists needed to eliminate these shortage designations,¹⁰ HWSM projections show that up to 8,600 additional dentists (for a total of 15,600 dentists), may be required for the national supply of dentists to be adequate in 2025. In contrast to the projected shortage in the supply of dentists, dental hygienist supply is projected to be more than adequate to meet the requirements in 2025. States are projected to vary widely in terms of their ability to meet the demands for dentists and dental hygienists in 2025. Analysis at the state-level shows that while disparities in access to dental care and oral health persists nationwide,^{11,12} supply constraints in some states may create additional challenges to oral health service provision,¹³ with expected shortages in the supply of dentists ranging from about 25 FTE to over a thousand in 2025. The high unmet demand in some states like California, Florida, and New York, will likely exacerbate access problems for the underserved populations that live in those states. Changes in oral health delivery and in health systems may somewhat ameliorate dentist shortages by maximizing the productivity of the existing dental health workforce. Across the country, states are

BUDGET NARRATIVE

grappling with ways to expand access to dental care.^{14,15} For example, Minnesota and Maine, are exploring ways to expand the reach of dentists by providing additional training to dental hygienists.¹⁶ HRSA is providing support to the states for developing innovative programs to address oral health workforce needs in DPHSAs.¹⁷ HRSA is also supporting the training of advanced dental hygienists who will expand dental hygienist roles to the maximum allowable under state scope practice laws.¹⁸ However, training programs to support expanded roles are in their infancy and effects on dentist supply projections are not yet known.

SOURCE:

¹ This model uses a micro-simulation approach where supply is projected based on the simulation of career choices of individual health workers. Demand for health care services is simulated for a representative sample of the current and future U.S. population based on each person's demographic and socioeconomic characteristics, health-related behavior, and health risk factors that affect their health care utilization patterns. For more information on data and methods, please see the technical documentation at <http://bhpr.hrsa.gov/healthworkforce/supplydemand/simulationmodeldocumentation.pdf>.

² U.S. Department of Health and Human Services, Health Resources and Services Administration, *Dental HPSA Designation Overview* available at <http://bhpr.hrsa.gov/shortage/hpsas/designationcriteria/dentalhpsaoverview.html>. accessed December 2014.

³ American Dental Education Association, Survey of Dental School Seniors, 2011 Graduating Class, Average Educational Debt 1996 to 2011. Accessed at: <http://www.adea.org/publications/tde/Pages/Students.aspx>.

⁴ American Dental Hygienists' Association, Competencies for the Advanced Dental Hygiene Practitioner (ADHP). Accessed at: http://www.adha.org/resources-docs/72612_ADHP_Competencies.pdf.

⁵ Analysis for other health professions (such as physicians) finds that health profession databases tend to overstate the number of active providers at the oldest age groups—often due to delays in updating a person's status after that person retires. To account for the overestimate of older active dentists from the American Dental Association data, HWSM discounts dentists older than 75 years.

⁶ Frank, R.H. *Microeconomics and Behavior*, Chapter 2, McGraw-Hill/Irwin Series in Economics. 2010.

⁷ U.S. Department of Health and Human Services, Health Resources and Services Administration, *Dental HPSA Designation Overview* available at <http://bhpr.hrsa.gov/shortage/hpsas/designationcriteria/dentalhpsaoverview.html>. Accessed December

⁸ American Dental Association, Affordable Care Act Expands Dental Benefits for Children but Does Not Address Critical Access to Dental Care Issues. Accessed at http://www.ada.org/sections/professionalResources/pdfs/HPRCBrief_0413_3.pdf.

⁹ Institute of Medicine and National Research Council. 2011. Improving access to oral health care for vulnerable and underserved populations. Washington, DC: The National Academy Press.

¹⁰ Shortage Designation: Health Professional Shortage Areas & Medically Underserved Areas/Populations. U.S. DHHS, HRSA, 2013. <http://datawarehouse.hrsa.gov/>.

¹¹ Dye BA, Li X, Thornton-Evans G. Oral health disparities as determined by selected Healthy People 2020 oral health objectives for the United States, 2009–2010. NCHS data brief, no 104. Hyattsville, MD: National Center for Health Statistics. 2012.

¹² Centers for Disease Control and Prevention, National Center for Health Statistics, Health, United States, 2012: With Special Feature on Emergency Care. Hyattsville, MD. May 2013, citing the National Health Interview Survey, See: <http://www.cdc.gov/nchs/hus.htm>.

¹³ Institute of Medicine, Advancing Oral Health in America. 2011. Washington, D.C. National Academies Press citing Isong et.al, 2010.

¹⁴ National Governors Association Report: The role of dental hygienist in providing access to oral health care. Accessed February 2014 from <http://www.nga.org/files/live/sites/NGA/files/pdf/2014/1401DentalHealthCare.pdf>.

BUDGET NARRATIVE

¹⁵ Institute of Medicine and National Research Council. Improving Access to oral health care for vulnerable and underserved populations. Washington DC: The National Academies Press

¹⁶ American Dental Hygienists' Association, The Benefits of Dental Hygiene-Based Oral Health Provider Models. Accessed at www.adha.org/resources-docs/75112_Hygiene_Based_Workforce_Models.pdf.

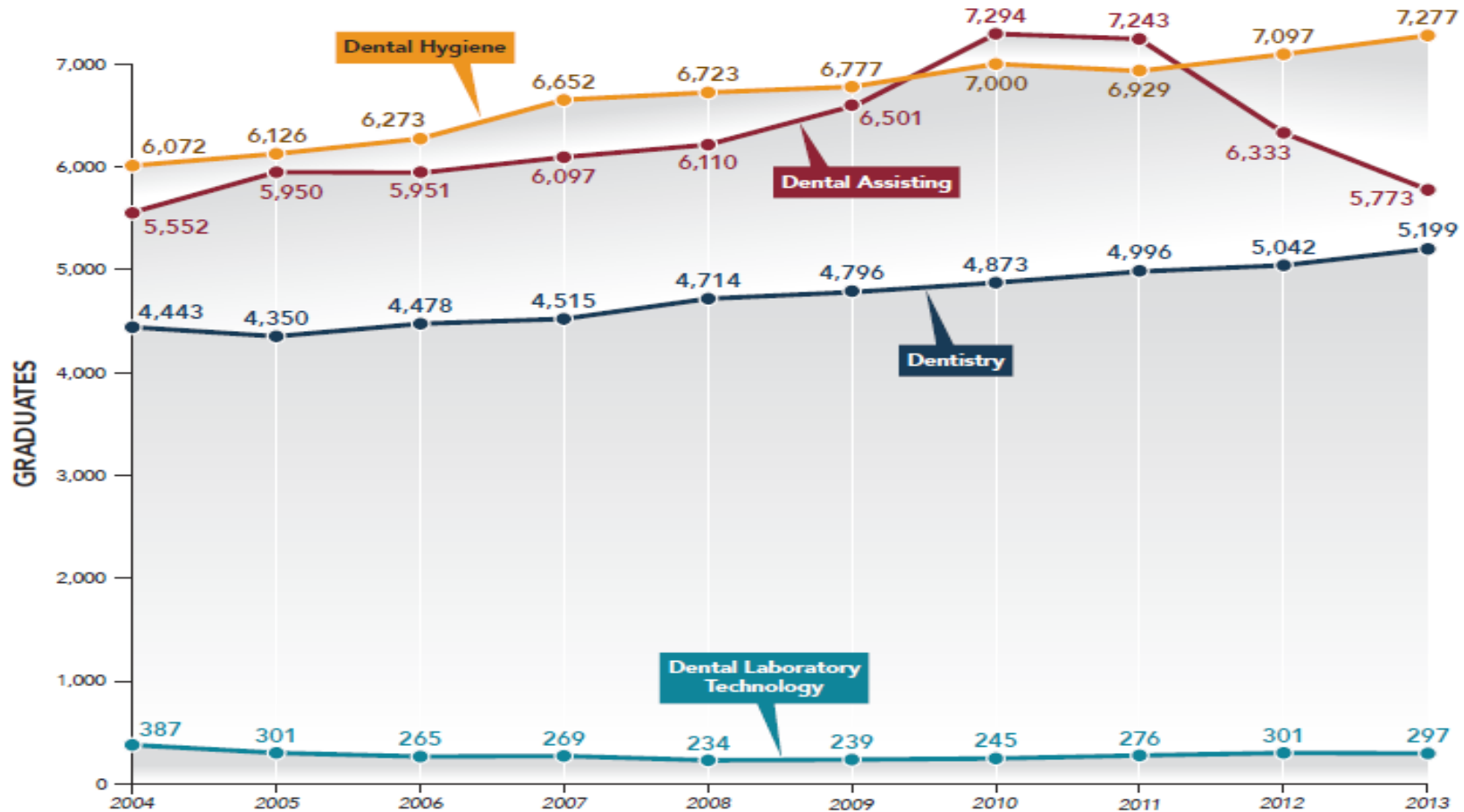
¹⁷ US DHHS, HRSA. Grants to Support Oral Health Workforce Activities. Funding Opportunity Number HRSA-15-052 available at <http://apply07.grants.gov/apply/opportunities/instructions/oppHRSA-15-052-cfda93.236-cidHRSA-15-052-instructions.pdf>.

¹⁸ US DHHS, HRSA. Predoctoral Training in General, Pediatric and Public Health Dentistry and Dental Hygiene. Funding Opportunity Number HRSA-15-50 available at <http://apply07.grants.gov/apply/opportunities/instructions/oppHRSA-15-050-cfda93.059-cidHRSA-15-050-instructions.pdf>.

Graduates of Accredited Dental and Allied Dental Education Programs

2003-04 to 2012-13 academic years

ADEA
Snapshot
of Dental
Education
2015-2016



Source: American Dental Association, Health Policy Institute, Surveys of Dental Hygiene Education Programs, Surveys of Dental Assisting Education Programs, Surveys of Dental Laboratory Technology Education Programs, and Surveys of Dental Education.

BUDGET NARRATIVE

Societal Factors

The public has a greater understanding and desire to be protected from potentially hazardous substances and are exposed to vast amounts of information about either the potential benefits or hazards of products utilized in dentistry and other aspects of everyday life. Information can be very convincing yet has no valid basis in scientific studies. The Board is faced with issues such as the safety of dental amalgams, the efficacy of fluoride to prevent caries, and questions regarding the appropriate frequency of having dental radiographs taken. As new technology and procedures are developed; i.e. tooth whitening/bleaching, or brush biopsy for screening for oral cancers, both potential clients and dental providers seek Board's position or response.

Greater awareness of the health effects of certain behaviors, such as use of tobacco, alcohol, the role of diet, and the need for good basic hygiene has contributed to a generally healthier population with increased life expectancy and improved oral health. As the population is aging, it is also becoming more racially and ethnically diverse. Demographic changes are expected to alter disease patterns as well as cultural attitudes and expectations. Today's dental workforce is not representative of the ethnic and racial makeup of the population. The dental workforce needs to be educationally and culturally prepared to deal with the diverse population it serves.

The public has a high expectation for excellent service and high-quality care without complication or pain, and treatment modalities that will last longer than dentistry can reasonably provide. Patients complain about crowns that fail after ten years, dentures that break or don't fit twenty years after they were first placed, unexpected post-treatment complications beyond the control of the doctor such as dry sockets, failure of root canal treatment, and development of periodontal disease without accepting responsibility for appropriate home dental hygiene.

Many patients expect dental treatment to be pain free and do not anticipate that there may be pain in the course of post-surgical recovery. The Board also receives complaints because the treatment recommended by their dentist, and to which the patient agreed, was not fully covered by individual dental insurance coverage, and submit complaints regarding perceived "bad manners" on the part of front office staff. Patients need to be educated regarding all aspects of the proposed treatment, including potential complications and any alternatives to the treatment recommended by the practitioners. Patients also should be fully informed about their own insurance coverage and not rely on the dental office to only provide treatment that is covered. Dentists need to take time to carefully discuss with patients the proposed treatment plan, alternative treatments, risks involved in the treatment plan and answer all questions the patient may have.

BUDGET NARRATIVE

Dental professionals, as well as the rest of the population, want to be able to move from state to state with their professional license and not have to re-take examinations designed for those just entering practice. In addition, more and more people either change professions or want to have the flexibility. The Board has several licensees who hold dual licenses or professional degrees. For instance, since the Board began gathering this information in mid-2001, it has found that approximately 23 dentists are also licensed physicians; seven dentists are pharmacists, five are Registered Nurses, one is a Physical Therapist, two are Massage Therapists and two have a J.D. degree. Five dental hygienists are also licensed denturists. With multiple licensees who hold dual licenses, it is necessary for regulatory Boards to be aware of disciplinary actions taken against all current or previous licenses and to have the jurisdiction to take appropriate action.

Regulatory Mandates

As new Federal and State laws are passed that impact either the dental profession or the Board, limited resources of the Board are stretched ever thinner. Implementation of the Healthcare Integrity and Protection Data Bank, essentially a duplicate reporting requirement of the National Practitioner's Data Bank, during 1999-2001 biennium; and in 2001-2003 implementation of the Health Insurance Portability and Accountability Act (HIPAA), require Board and staff time, analysis, and production of information to practitioners on the regulatory impact of these regulations.

Passage of SB 786 in 2001, requiring twenty Oregon Health Related Licensing Boards to gather and compile information regarding the ethnic and racial background of licensees and applicants resulted in the Board having to create a survey document, include it with application and renewal packets, modify its data base to record the information, to input this additional information and to generate reports.

HB 2469 passed by the 2001 Legislature requires that the Board accept Licensure by Credential for dentists and dental hygienists licensed in other states. Although the Board was moving in this direction to implement staged changes over time, the legislative action required broader implementation than the Board initially envisioned and virtually "opened the gates" for those who wanted to cross state borders, or retire to Oregon and continue their chosen profession after careers in the military, Public Health Service or in another state. While this statutory change is beneficial to Oregonians, and enhances mobility for practitioners, it created a not un-anticipated workload increase.

Demographics

Demographic Trends -- The demographics of the population is changing. People are living longer and retaining good oral health. The number of Oregonians aged 65 and older is over 438,000 and this population is expected to increase by 100% by the year 2025. In 1974 approximately 45% of adults between the ages of 65 and 74 were edentulous (had no teeth). In 1994, just 28% of Americans in this age group were edentulous. (American Dental Association, *Future of Dentistry—Executive Summary*, 2002). This aging of the population increases the numbers of people with disabilities, and special needs that may not be very mobile or may be residents of long-term care facilities. Dental professionals must be equipped to manage the oral health effects of co-morbidities and medications, and will be required to interact more often with other health care providers, social service agencies and institutionalized patients.

BUDGET NARRATIVE

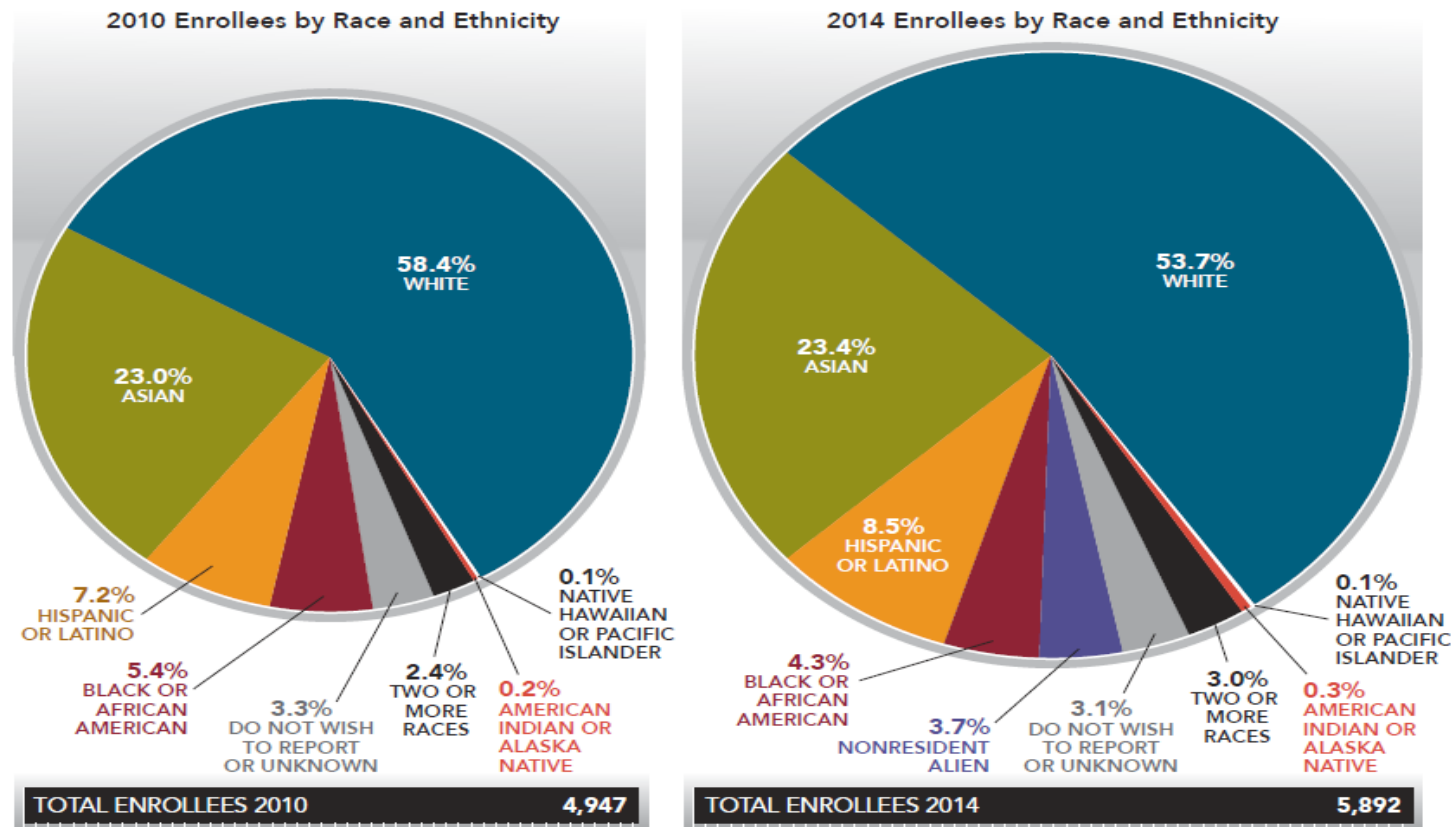
The general population of Oregon, and the U.S., is growing at a faster rate than the supply of dentists. According to the Dental Workforce Model, an entity-based projection model developed to simulate the demographic trends among all U.S. dentists through the year 2020, the number of active private practitioners is expected to increase 10.5% through the first 20 years of the 21st century, much slower than the last 20 years. During that same time, the U.S. Population is expected to increase 17.4%. (Source: *Journal of the American Dental Association*, Vol. 130, December 1999, p. 1745.)

Diversity in the Workforce –A rapidly changing race/ethnic profile will require a dental workforce that is confident and culturally competent to address both routine and uncommon oral problems. The Oregon Board of Dentistry stays informed on diversity the field by regularly reviewing information from nation dental organizations. The American Dental Education Association (ADEA) is a valuable resource. Its members include all 76 U.S. and Canadian dental schools, over 800 allied and advanced dental education programs, 66 corporations and more than 20,000 individuals. The mission of ADEA is to lead institutions and individuals in the dental education community to address contemporary issues influencing education, research and the delivery of oral health care for the overall health and safety of the public. ADEA is committed to conducting research into contemporary and emerging issues that are likely to impact decisions in the dental education and policy-making communities. Each year, ADEA collects data on topics of particular interest to dental school deans, program directors, faculty, students, residents and fellows. The resulting ADEA Snapshot of Dental Education presents findings on discrete subject areas to help the ADEA membership and related stakeholders better understand the academic dental profession and its role in health and health care. The information in this report is taken from data compiled by ADEA, the American Dental Association and other sources. The associated online resources are updated regularly and are available for download at: adea.org/snapshot. The chart below shows enrollee by race and ethnicity at Dental Schools in the U.S.

Dental School Enrollees by Race and Ethnicity

2010 and 2014

ADEA
Snapshot
of Dental
Education
2015-2016



Source: American Dental Education Association, U.S. Dental School Applicants and Enrollees, 2010 and 2014 Entering Classes
ADEA adheres to the revised federal guidelines for collecting and reporting race and ethnicity. Percentages may add up to more than 100% due to rounding.

BUDGET NARRATIVE

Economic and Internal Issues

The Board enjoys excellent collaborative relationships with the professional associations and the School of Dentistry, and close interaction with other health licensing boards on issues of mutual concern. These partnerships allow the Board to leverage its limited resources in its mission to protect the public and enhance communications with licensees and consumers. The Board relies heavily on volunteers from the dental professions to assist the board by serving on committees to review various issues and make recommendations to the Board. The Board also relies heavily on the dental profession to provide expert consultation services and conduct of its specialty examinations at rates of reimbursement that are far below standard rates for those services. The Board is expected to be immediately responsive to patient complaints about dental care received, provide access to information that is by law required to be held confidential, and to assure that over 8,000 licensees are ethical and competent to practice and maintain that competency during the course of their careers. At a time when thousands of Oregonians are without jobs and without insurance coverage, there is tremendous pressure on State government to be responsive to emergent needs. However, State agencies, regardless of funding source, are urged to cut back and to be conservative in seeking any increases in fees, or enhancements to programs. This is a dilemma for all branches of government that must be dealt with in collaborative ways that can affect the best result for the lowest cost.

AGENCY INITIATIVES

Agency plans for accomplishment of its goals for 2021-2023 include:

- Continue to promote and encourage participation in the Statewide HPSP diversion program for licensees with substance abuse addictions.
- Continue to promote and encourage participation in the volunteer Dentist/Dental Hygienist program to increase access to quality dental care.
- Continue to use OBD/OAGD Mentoring Program as one avenue to resolve disciplinary cases.
- Monitor expansion of OHP dental benefits to adults and the care, numbers and types of complaints received.
- Utilize the website, newsletter and personal presentations to communicate Board policies and expectations.
- Refine On-line renewal process.
- Continue to collect data on the ethnic and racial makeup of licensees and work with policy makers, educators, and students to encourage a representative diversity in the dental workforce.
- Refine participation in the Health Care Workforce Initiative project to address the issues of health care workforce shortages and access to care.
- Continue the implementation of more electronic media for communication and Board functions.

CRITERIA FOR 2021-2023 BUDGET DEVELOPMENT

In developing the 2021-2023 Agency Budget Request, the following criteria were used:

- Does requested budget allow the Board to meet its basic Legislative mandates of licensure and enforcement?
- Can the requested budget be achieved with existing staffing and funding levels?
- Does the requested budget help achieve the Board's goals and move the Board toward achievement of its long-term goals?
- What additional resources are needed to meet the Board's long-term goals?
- Would the dental community, which pays for the Board's activities, and the Legislature, support proposed, enhanced activities of the Board?

BUDGET NARRATIVE

PERFORMANCE MEASUREMENT CRITERIA

In accordance with HB 3358 passed in the 2001 legislative session, agency Goals, Key Performance Measures and targets have been submitted to the Oregon Progress Board. The Board of Dentistry's "Links to Oregon Benchmarks" form is found on the following page. The agency's goals, objectives, outcomes and measures are more fully discussed under the 2017-2020 Strategic Plan earlier in this document.

STATE –OWNED Buildings & Infrastructure – Not Applicable- The Board leases office space in a professional building in downtown Portland.

MAJOR TECHNOLOGY PROJECTS/INITIATIVES

The Board has no major technology initiatives (defined as equal to or exceeding \$500,000).

OTHER CONSIDERATIONS

Impact of Ballot Measure 30 -- Unfunded Mandates

Article XI, Section 15, Oregon Constitution

The Board of Dentistry has neither introduced any legislation, nor has it passed any rules, requiring other state agencies or local governments to establish new program or increase services within existing programs that might constitute unfunded mandates.

Dispute Resolution

The Board has adopted by reference the Attorney General's Model Rules on the use of collaborative dispute resolution in rulemaking (OAR 137-001-0009) and the Attorney General's Model Rule on the use of collaborative dispute resolution in contested case hearings (OAR 137-003-0565). In compliance with ORS 36.242(4), the Board also has adopted the combined rules on Confidentiality and Inadmissibility of Mediation Communications developed by the Department of Justice and the Department of Administrative Services.

Inmate Work Opportunities

Ballot Measure 17 (1994)

Oregon Corrections Enterprises (OCE), an inmate work program within the Department of Corrections is the agency's vendor of choice for purchase of office furniture. OCE has been utilized since 1997 for distribution of mass mailings such as notices of rulemaking, license renewal notifications and Newsletters when DOC can meet the project and time requirements of the job.

BUDGET NARRATIVE

Dentistry, Board of

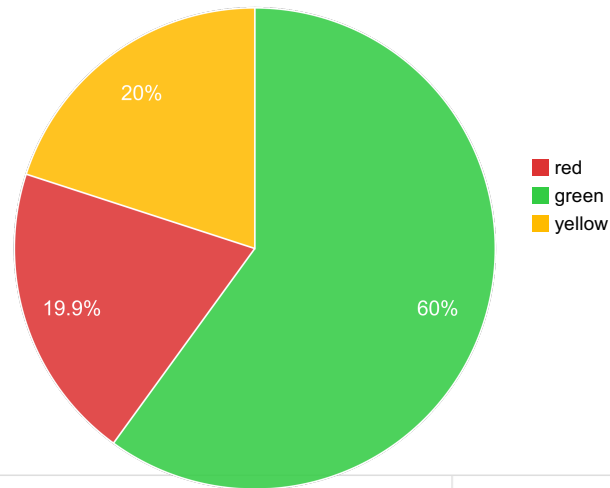
Annual Performance Progress Report

Reporting Year 2020

Published: 9/28/2020 8:18:04 AM

BUDGET NARRATIVE

KPM #	Approved Key Performance Measures (KPMs)
1	Continuing Education Compliance - Percent of Licensees in compliance with continuing education requirements.
2	Time to Investigate Complaints - Average months from receipt of new complaints to completed investigation.
3	Days to Complete License Paperwork - Average number of working days from receipt of completed paperwork to issuance of license.
4	CUSTOMER SATISFACTION WITH AGENCY SERVICES - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information.
5	Board Best Practices - Percent of total best practices met by the Board.



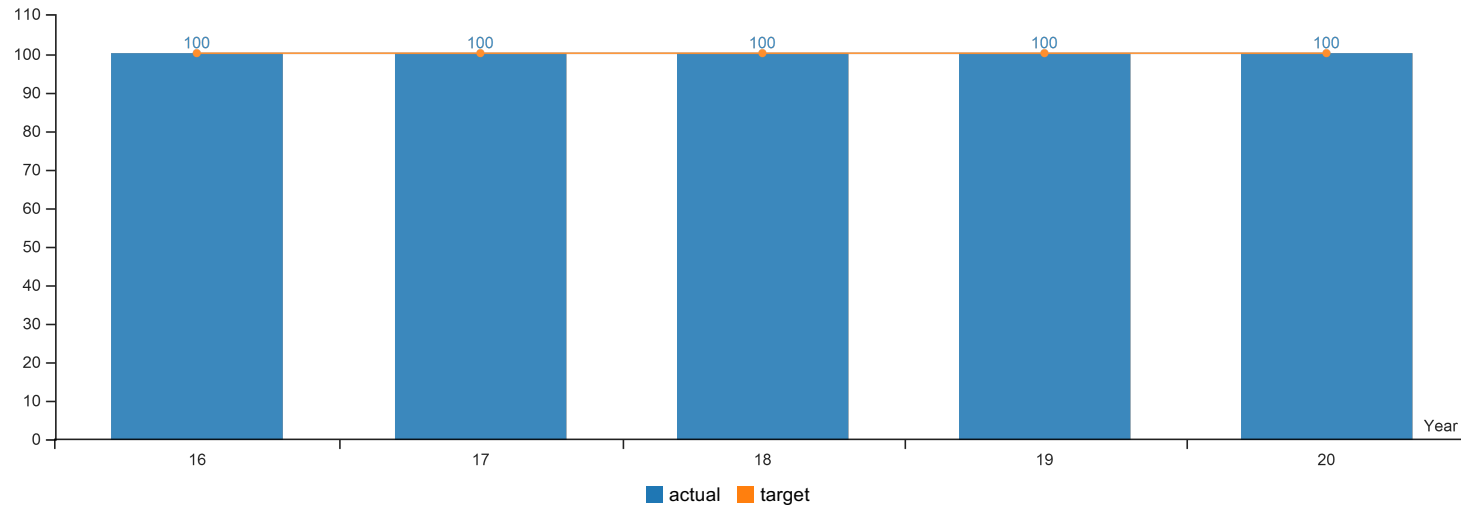
Performance Summary	Green	Yellow	Red
	= Target to -5%	= Target -5% to -15%	= Target > -15%
Summary Stats:	60%	20%	20%

BUDGET NARRATIVE

KPM #1	Continuing Education Compliance - Percent of Licensees in compliance with continuing education requirements.
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Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2016	2017	2018	2019	2020
Percent of Licensees in Compliance with Continuing Education Requirements					
Actual	100%	100%	100%	100%	100%
Target	100%	100%	100%	100%	100%

How Are We Doing

For FY 2020 we accomplished this goal by requiring our Licensees to complete continuing education requirements. We monitor their compliance with questions on their license renewal forms and with audits. Staff follows up with Licensees as needed to ensure all requirements are met.

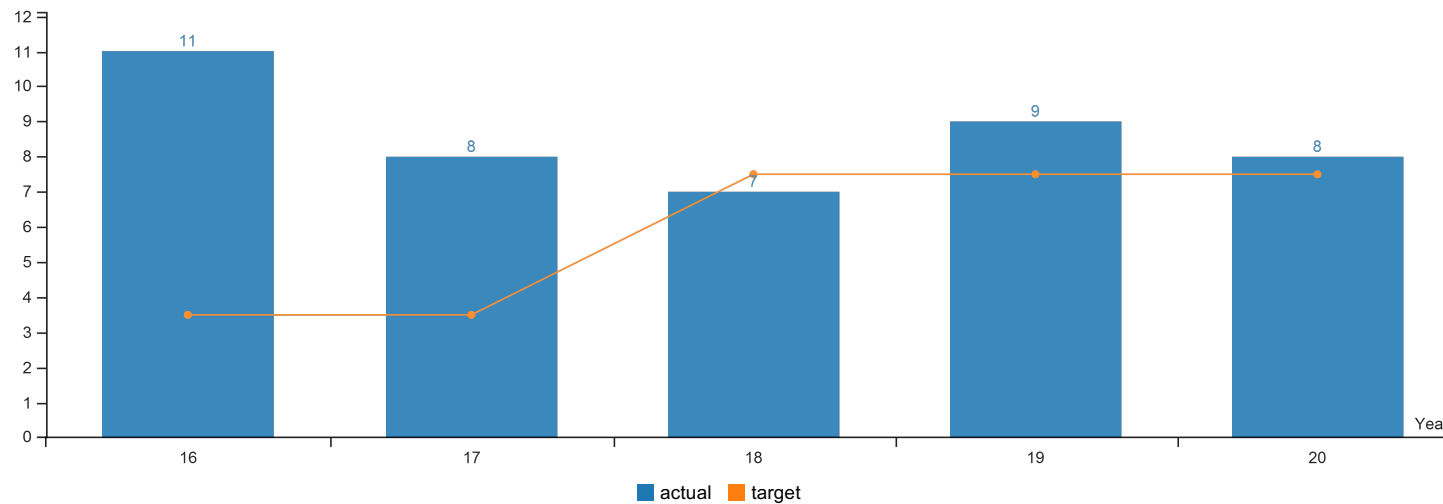
Factors Affecting Results

Experienced staff work with our Licensees to communicate effectively regarding the continuing education requirements.

BUDGET NARRATIVE

KPM #2	Time to Investigate Complaints - Average months from receipt of new complaints to completed investigation. Data Collection Period: Jul 01 - Jun 30
--------	---

* Upward Trend = negative result



Report Year	2016	2017	2018	2019	2020
Average time to Investigate Complaints					
Actual	11	8	7	9	8
Target	3.50	3.50	7.50	7.50	7.50

How Are We Doing

For FY 2020 the investigators worked hard to close a number of pending cases that dragged on due to them being part of or considered for the Health Professionals' Services Program. Other cases were finally resolved that were delayed for legal due process and complicated cases involving multiple licensees and voluminous records.

Investigations always take time for a number of reasons: the number of treatment providers involved, the complexity of the case, the timely responses of those involved in the matter and the cooperation of the parties as well.

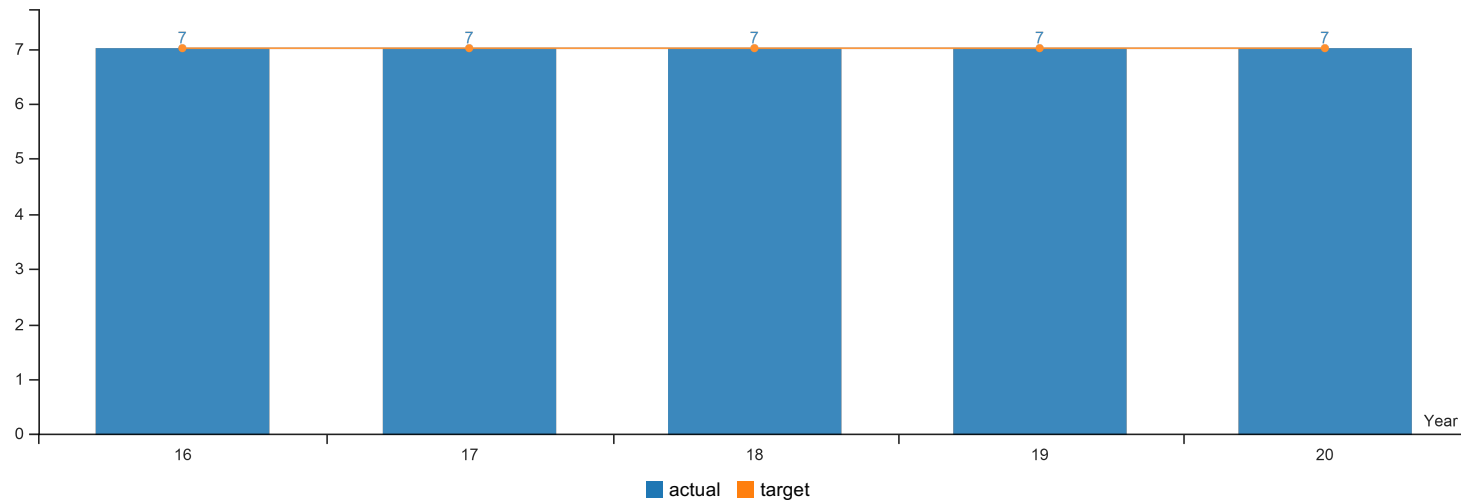
Factors Affecting Results

The total number of investigations opened in FY 2020 was 216, compared to 281 in FY 2019. The number of cases closed in FY 2020 was 286, compared to 315 in FY 2019. We surmise the lower number of new cases opened was because the pandemic closed or severely limited operations at many dental practices for 4 months of this reporting period.

BUDGET NARRATIVE

KPM #3	Days to Complete License Paperwork - Average number of working days from receipt of completed paperwork to issuance of license. Data Collection Period: Jul 01 - Jun 30
--------	--

* Upward Trend = positive result



Report Year	2016	2017	2018	2019	2020
Average Number of Working Days to Issue license after Paperwork is Completed.					
Actual	7	7	7	7	7
Target	7	7	7	7	7

How Are We Doing

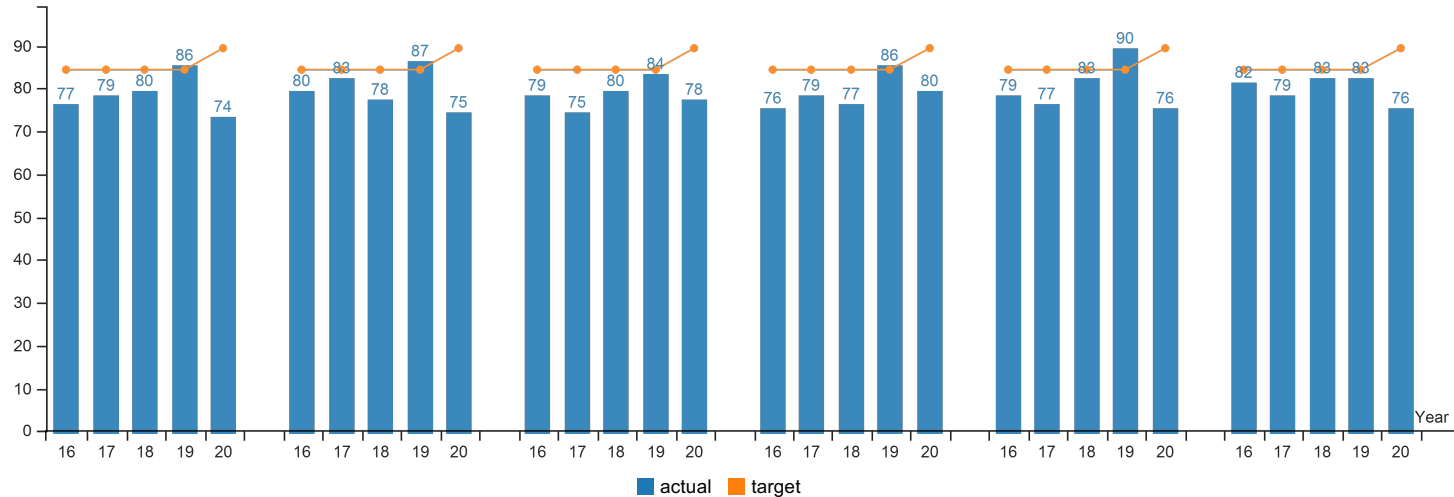
For FY 2020 we achieved this goal. The Board's strategy is that the processing of accurate and complete paperwork for the issuance of a new or renewed license, should take place in a reasonable period of time to fulfill one of our statutory requirements of those desiring to license from the Oregon Board of Dentistry in a timely fashion.

Factors Affecting Results

It is one of our top priorities that applications and renewals be processed accurately and efficiently and that we not create any barriers for someone to practice once they meet all applicable statutes and rules.

BUDGET NARRATIVE

KPM #4 CUSTOMER SATISFACTION WITH AGENCY SERVICES - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information.
Data Collection Period: Jul 01 - Jun 30



Report Year	2016	2017	2018	2019	2020
Accuracy					
Actual	77%	79%	80%	86%	74%
Target	85%	85%	85%	85%	90%
Timeliness					
Actual	80%	83%	78%	87%	75%
Target	85%	85%	85%	85%	90%
Overall					
Actual	79%	75%	80%	84%	78%
Target	85%	85%	85%	85%	90%
Availability of Information					
Actual	76%	79%	77%	86%	80%
Target	85%	85%	85%	85%	90%
Helpfulness					
Actual	79%	77%	83%	90%	76%
Target	85%	85%	85%	85%	90%
Expertise					
Actual	82%	79%	83%	83%	76%
Target	85%	85%	85%	85%	90%

How Are We Doing

2021 – 2023

 Agency Request

 Governor's Recommended

 X Legislatively Adopted

Budget Page

BUDGET NARRATIVE

For FY 2020 we did not achieve this goal. Although targets were not met, the overall response is positive and we will continue to encourage people to submit feedback and review the comments received, to assess our service. The survey results were negatively impacted due to the pandemic and subsequent feedback from licensees that were less than pleased with decisions by the state to permit dental operations to resume. As the pandemic and response to it carried on through the year the overall response to our surveys were more in line with past results, and overall positive.

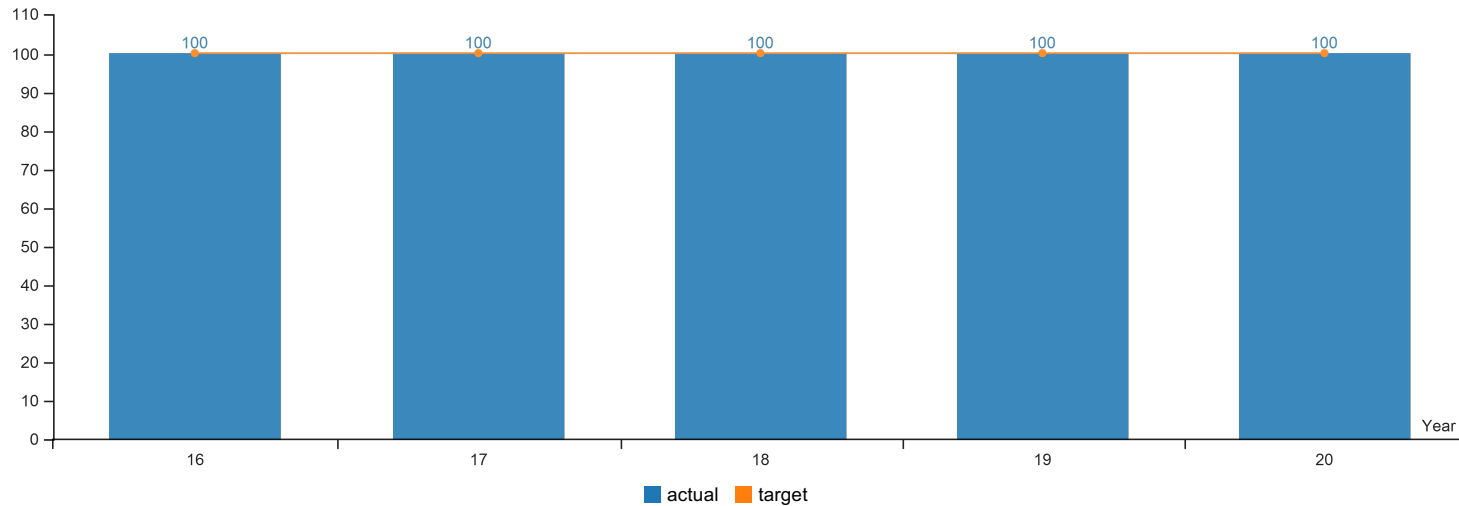
Factors Affecting Results

People choose to respond to surveys and we will continue to promote the survey and encourage feedback. We take the feedback seriously and it helps the Board in messaging and understanding the concerns of our Licensees and stakeholders.

BUDGET NARRATIVE

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

* Upward Trend = positive result



Report Year	2016	2017	2018	2019	2020
Compliance with Best Practices Performance Measurement					
Actual	100%	100%	100%	100%	100%
Target	100%	100%	100%	100%	100%

How Are We Doing

For FY 2020 we achieved this goal. Annually at the August Board Meeting the Board reviews these metrics and conducts the performance review of the Executive Director. The Board is in 100% compliance with Best Practices Performance Measurements for Governing Boards and Commissions.

Factors Affecting Results

The Board Members are engaged and dedicated to their responsibilities, duties and obligations serving Oregon in their capacity. The Board reviewed the Board Best Practices at its August 21, 2020 Board meeting.

Best Practices Self-Assessment

Annually, Board members are to self-evaluate their adherence to a set of best practices and report the percent total best practices met by the Board (percent of yes responses in the table below) in the Annual Performance Progress Report as specified in the agency Budget instructions.

BUDGET NARRATIVE

Best Practices Assessment Score Card

Best Practices Criteria	Yes	No
1. Executive Director's performance expectations are current.	✓	
2. Executive Director receives annual performance feedback.	✓	
3. The agency's mission and high-level goals are current and applicable.	✓	
4. The Board reviews the Annual Performance Progress Report.	✓	
5. The Board is appropriately involved in review of agency's key communications.	✓	
6. The Board is appropriately involved in policy-making activities.	✓	
7. The agency's policy option budget packages are aligned with their mission and goals.	✓	
8. The Board reviews all proposed budgets.	✓	
9. The Board periodically reviews key financial information and audit findings.	✓	
10. The Board is appropriately accounting for resources.	✓	
11. The agency adheres to accounting rules and other relevant financial controls.	✓	
12. Board members act in accordance with their roles as public representatives.	✓	
13. The Board coordinates with others where responsibilities and interest overlap.	✓	
14. The Board members identify and attend appropriate training sessions.	✓	
15. The Board reviews its management practices to ensure best practices are utilized.	✓	
Total Number	15	
Percentage of total:	100%	

At the August 21, 2020 Board Meeting, the Board reviewed the best practices self-assessment documents and unanimously agreed that all Best Practices were met.

Program Prioritization for 2021-23

202021 – 2023	Agency Request	Governor's Recommended	X Legislatively Adopted	Budget Page 43
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BUDGET NARRATIVE

HOUSE BILL 3182 REDUCTIONS

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. INCLUDE POSITIONS)	(GF, LF, OF, FF. IDENTIFY REVENUE SOURCE FOR OF, FF)	(RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)
Eliminate funding for temporary clerical services.	TEMPORARY CLERICAL SERVICES ARE USED TO ASSIST THE AGENCY WITH MAJOR PROJECTS SUCH AS PURGING AND ARCHIVING RECORDS, ASSISTING WITH HEAVY WORKLOAD PERIODS DURING LICENSE RENEWALS, AND AS FILL IN FOR STAFF ON MEDICAL/FAMILY LEAVE. ELIMINATION OF THIS ITEM WOULD DELAY PROJECTS, INCREASE THE AMOUNT OF TIME TO RENEW LICENSES AND INCREASE STRESS ON EXISTING STAFF. <i>NO POSITIONS WOULD BE REDUCED.</i>	\$3,500 OF LICENSE APPLICATION AND RENEWAL FEES	RANK #1
Reduce expenses for production and distribution of Newsletters.	NEWSLETTERS ARE MAILED TWICE EACH YEAR TO ALL ACTIVE LICENSEES AND THOSE WHO HAVE RETIRED BUT CAN REACTIVATE FOR A PERIOD OF FOUR YEARS. NEWSLETTERS PROVIDE LICENSEES WITH INFORMATION ABOUT BOARD POLICIES, RULE AND STATUTORY CHANGES THAT ALL LICENSEES SHOULD BE AWARE OF. EXPENSES COULD BE REDUCED BY LIMITING THE NUMBER OF COPIES MAILED, BY REDUCING THE QUALITY OF THE PAPER USED, ELIMINATING COLOR AND MAILING AT A LOWER POSTAGE RATE. <i>NO POSITIONS WOULD BE REDUCED.</i>	\$15,000 OF LICENSE APPLICATION AND RENEWAL FEES	RANK #2
Reduce expenses for dental specialty examinations.	THESE EXAMINATIONS ARE SELF-FUNDED. EXPENSES ARE INCURRED FOR RENTAL OF CLINIC SPACE AT THE SCHOOL OF DENTISTRY AND TO PAY FOR CONTRACTED SERVICES OF LICENSED SPECIALISTS TO CONDUCT THE EXAMINATIONS. EXPENSES MAY BE ABLE TO BE REDUCED BY SEEKING THESE SERVICES AT NO COST. THIS OPTION IS CONSIDERED BECAUSE ELIMINATION OF SPECIALTY EXAMINATIONS WOULD REDUCE THE NUMBER OF DENTISTS WITH SPECIALIZED SKILLS WHO WISH TO COME TO OREGON TO PRACTICE BUT DO NOT QUALIFY FOR LICENSURE BY CREDENTIAL. (IN 2011-2013) THIS IS ESTIMATED TO BE ABOUT 10 DENTISTS). <i>NO POSITIONS WOULD BE REDUCED.</i>	\$10,000 OF LICENSE APPLICATION AND RENEWAL FEES	RANK #3
Eliminate contract dental consultants	THE BOARD'S INVESTIGATIVE WORKLOAD HAS INCREASED ALMOST 25% FROM WHAT IT WAS SIX YEARS AGO. OVER 75% OF BOARD CASES INVOLVE CLINICAL DENTISTRY AND REQUIRE THE EXPERTISE OF A TRAINED DENTIST TO ANALYZE THE COMPLEX ISSUES INVOLVED. THERE IS ONLY ONE DENTIST ON STAFF, ADDITIONAL DENTAL EXPERTISE IS CONTRACTED. THE BOARD'S GOAL IS TO INVESTIGATE CASES IN A FAIR, OBJECTIVE, THOROUGH AND TIMELY MANNER. IT CURRENTLY TAKES ABOUT 2.5 MONTHS TO COMPLETE AN INVESTIGATION. ELIMINATION OF CONTRACTED DENTAL CONSULTANTS WOULD HAMPER THE BOARD'S ABILITY TO CONTINUE AT THE CURRENT LEVEL AND IS CONTRARY TO THE BOARD'S GOAL OF IMPROVING THE TIME IT TAKES TO RESOLVE CASES AND BE RESPONSIVE TO THE PUBLIC'S CONCERNS. <i>NO POSITIONS WOULD BE REDUCED.</i>	\$105,000 OF LICENSE APPLICATION AND RENEWAL FEES	RANK #4

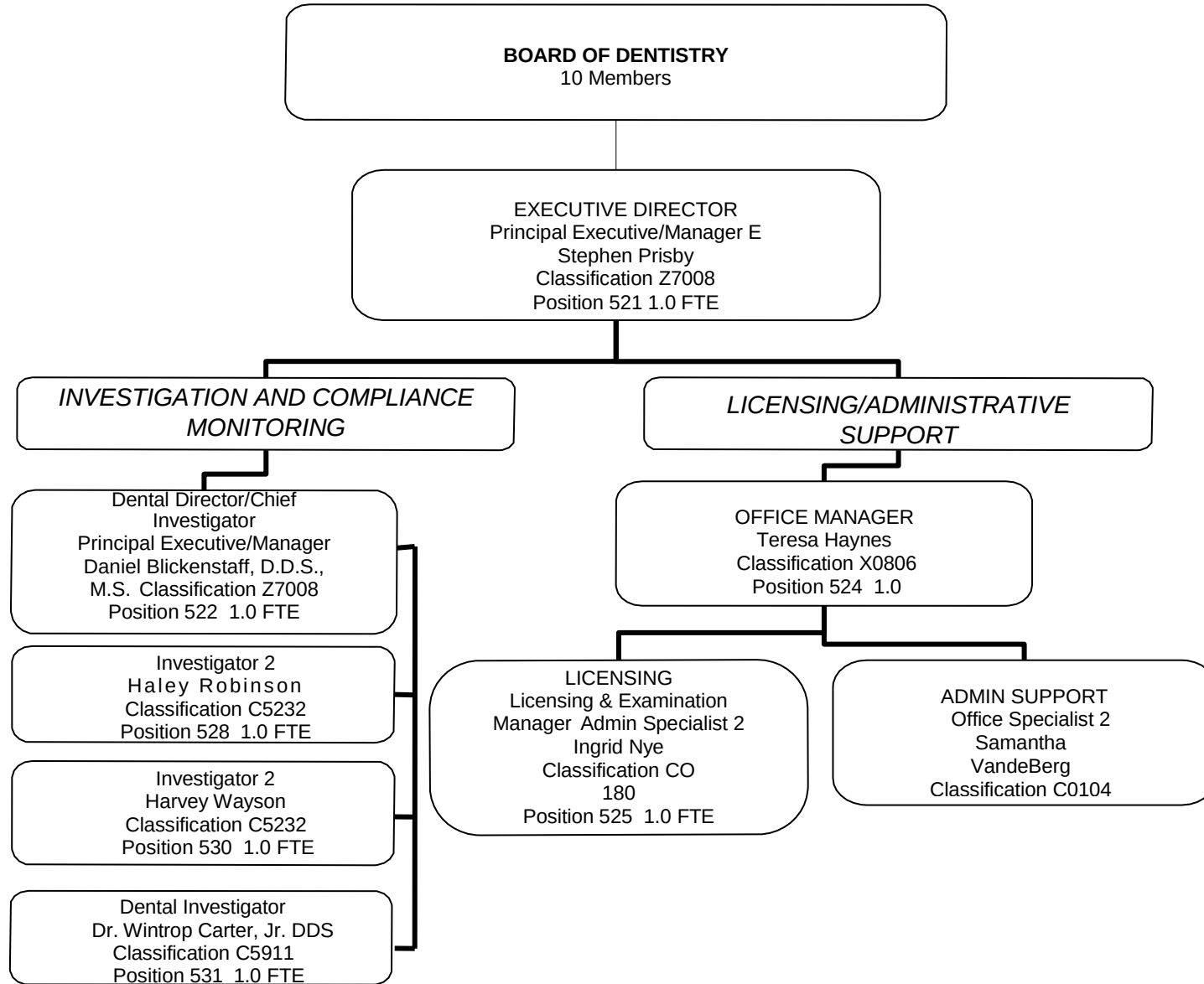
BUDGET NARRATIVE

HOUSE BILL 3182 REDUCTIONS

Reduce Office Supplies	REDUCE THE PURCHASE OF ALL OFFICE SUPPLIES BY 20%. <i>NO POSITIONS WOULD BE REDUCED</i>	\$18,000 OF LICENSE, APPLICATION AND RENEWAL FEES	RANK #5
Reduce Attorney General Support	THIS REDUCTION WOULD INCREASE THE BOARD'S RISK OF NOT BEING RESPONSIVE TO LEGAL ISSUES, NOT SEEKING APPROPRIATE INTERPRETATION OF STATUTES AND RULES, AND WOULD AFFECT PROSECUTION OF CONTESTED CASES HEARINGS. REDUCED ATTORNEY TIME FOR THE AGENCY WOULD LIMIT THE BOARD'S ABILITY TO SEEK PREVENTIVE LEGAL ADVICE THUS RAISING THE RISK OF INCREASED LEGAL ISSUES AT A LATER TIME. <i>NO POSITIONS WOULD BE REDUCED.</i>	\$50,000 OF LICENSE APPLICATION AND RENEWAL FEES	RANK #6
Reduce travel expenses by 33%.	BOARD MEMBERS INCUR TRAVEL EXPENSES TO ATTEND BOARD MEETINGS AND COMMITTEE MEETINGS, RULEMAKING HEARINGS, AND LEGISLATIVE SESSIONS THROUGHOUT THE BIENNIUM. FOUR MEMBERS LIVE OVER 300 MILES AWAY FROM THE BOARD OFFICE AND THREE LIVE 80-100 MILES AWAY. STAFF INCUR TRAVEL EXPENSES IN THE INVESTIGATION OF CASES, CONDUCTING OFFICE INSPECTIONS, GIVING PRESENTATIONS TO DENTAL STUDENTS AND PROFESSIONAL ORGANIZATIONS, AND ATTENDING INTER-AGENCY MEETINGS AND TRAINING SESSIONS. BOARD MEMBERS AND THE EXECUTIVE DIRECTOR ATTEND MEETINGS OF NATIONAL AND REGIONAL IMPORTANCE THAT AFFECT THE PRACTICE OF DENTISTRY, DENTAL AND DENTAL HYGIENE EDUCATION, LICENSURE AND ENFORCEMENT, AND ISSUES SUCH AS CONTINUING COMPETENCY AND BEST PRACTICES FOR DEALING WITH THE ADDICTED PROFESSIONAL. REDUCING TRAVEL WOULD LIMIT THE ABILITY OF BOARD AND STAFF TO MAINTAIN OPEN AND CLEAR COMMUNICATIONS WITH THE PROFESSION, EDUCATION PROGRAMS, OTHER STATE AGENCIES, AND TO PARTICIPATE IN THE POLICY SETTING ON A NATIONAL LEVEL. <i>NO POSITIONS WOULD BE REDUCED.</i>	\$23,000 OF LICENSE APPLICATION AND RENEWAL FEES	RANK #7

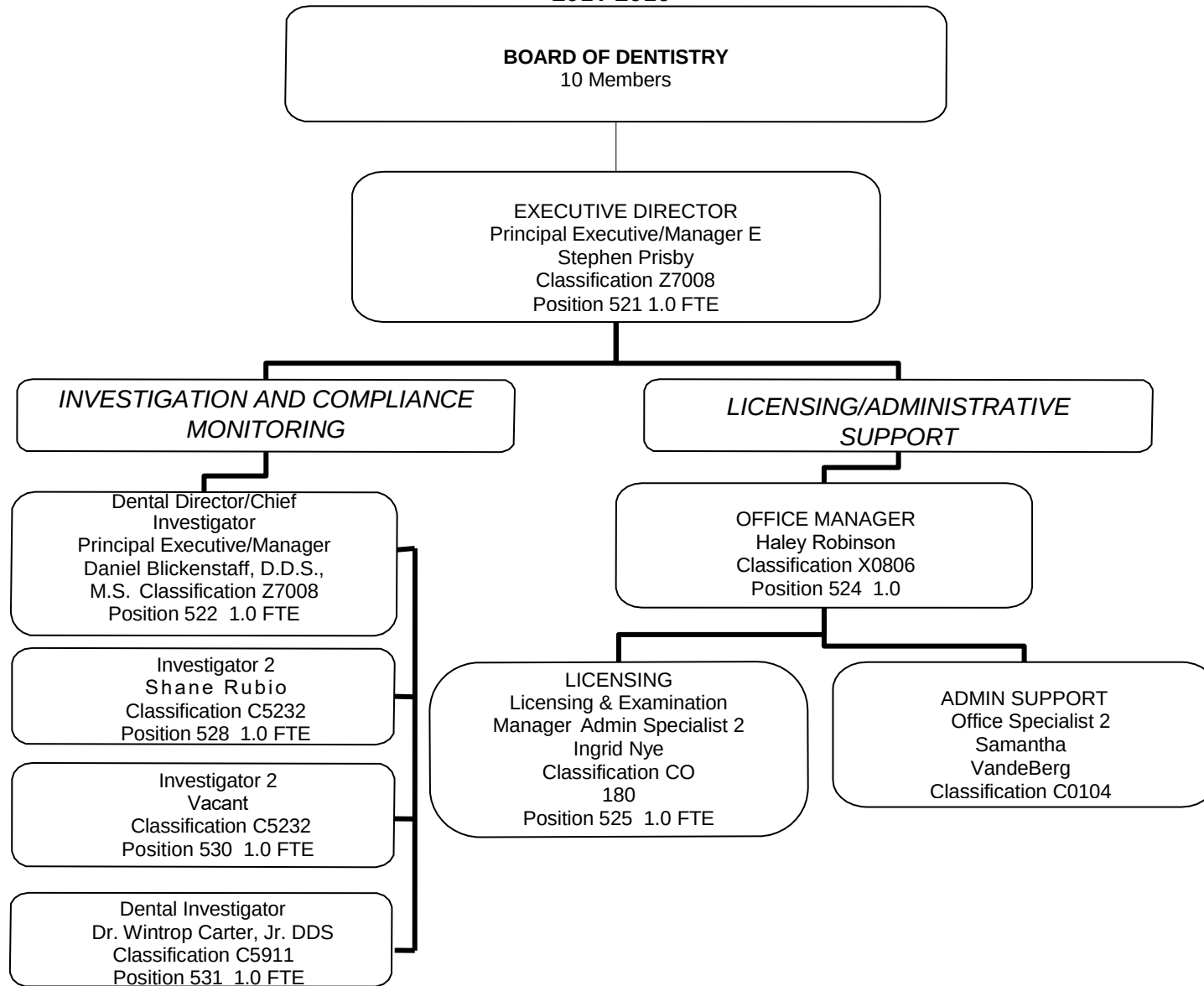
BUDGET NARRATIVE

OREGON BOARD OF DENTISTRY 2019-2021



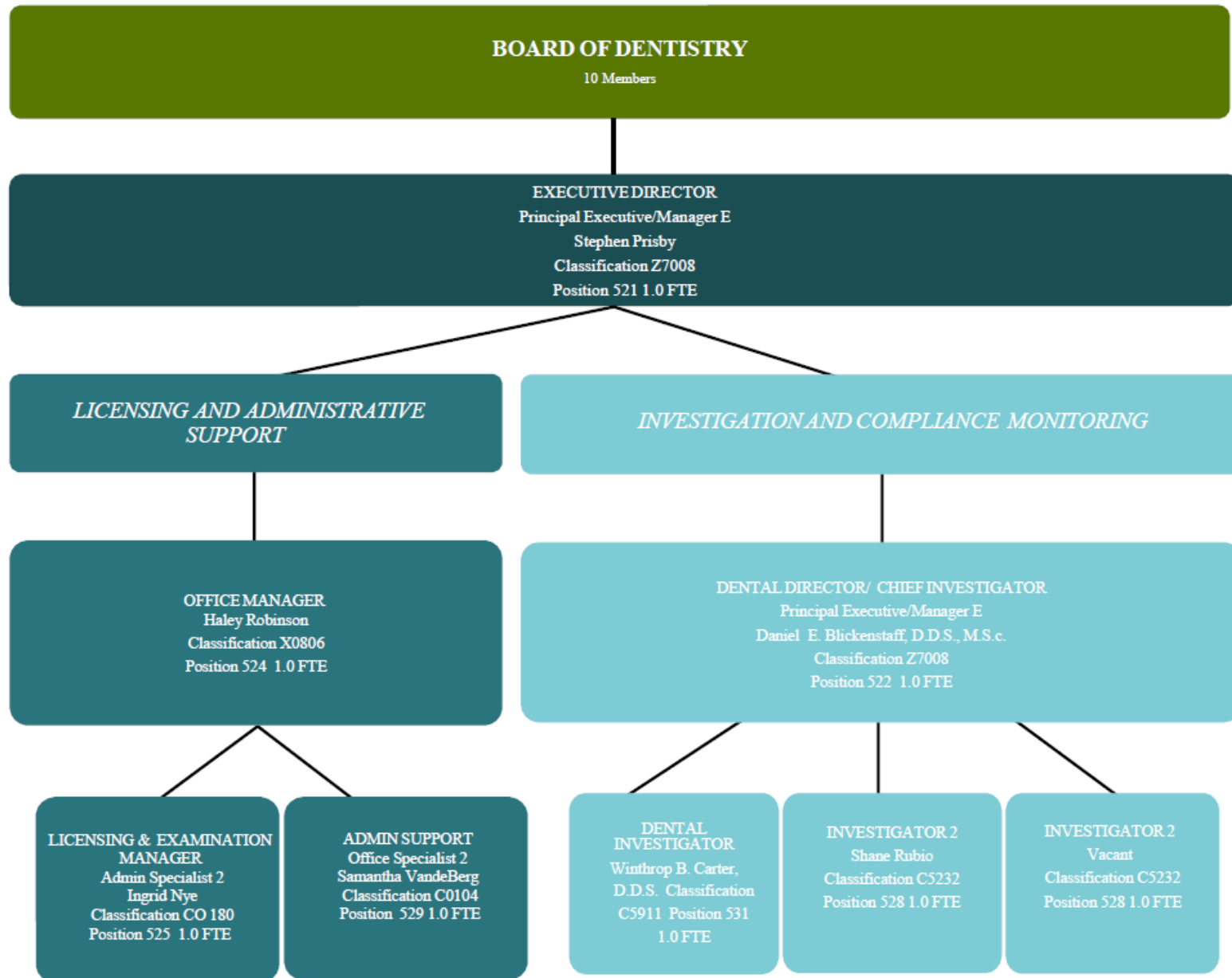
BUDGET NARRATIVE

OREGON BOARD OF DENTISTRY 2021-2023



BUDGET NARRATIVE

OREGON BOARD OF DENTISTRY 2021-2023



BUDGET NARRATIVE

Summary of 2021-23 Biennium Budget

Oregon Board of Dentistry
Oregon Board of Dentistry
2021-23 Biennium

Leg. Adopted Budget
Cross Reference Number: 83400-000-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
2019-21 Leg Adopted Budget	8	8.00	3,535,260	-	-	3,535,260	-	-	-
2019-21 Emergency Boards	-	-	-	-	-	-	-	-	-
2019-21 Leg Approved Budget	8	8.00	3,535,260	-	-	3,535,260	-	-	-
2021-23 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	120,248	-	-	120,248	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2021-23 Base Budget	8	8.00	3,655,508	-	-	3,655,508	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Vacancy Factor (Increase)/Decrease	-	-	23,354	-	-	23,354	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	9,205	-	-	9,205	-	-	-
Subtotal	-	-	32,559	-	-	32,559	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	108,155	-	-	108,155	-	-	-
State Gov't & Services Charges Increase/(Decrease)			(84,237)	-	-	(84,237)	-	-	-

09/13/21
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Page 1 of 8

BDV104 - Biennial Budget Summary
BDV104

BUDGET NARRATIVE

Summary of 2021-23 Biennium Budget

Oregon Board of Dentistry
Oregon Board of Dentistry
2021-23 Biennium

Leg. Adopted Budget
Cross Reference Number: 83400-000-00-00-00000

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal	-	-	23,918	-	-	23,918	-	-	-
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2019-21 Current Service Level	8	8.00	3,711,985	-	-	3,711,985	-	-	-

BUDGET NARRATIVE

Summary of 2021-23 Biennium Budget

Oregon Board of Dentistry
Oregon Board of Dentistry
2021-23 Biennium

Leg. Adopted Budget
Cross Reference Number: 83400-000-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal: 2019-21 Current Service Level	8	8.00	3,711,985	-	-	3,711,985	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2019-21 Current Service Level	8	8.00	3,711,985	-	-	3,711,985	-	-	-
080 - E-Boards									
080 - March 2020 Eboard	-	-	-	-	-	-	-	-	-
081 - April 2020 Eboard	-	-	-	-	-	-	-	-	-
082 - May 2020 Eboard	-	-	-	-	-	-	-	-	-
083 - June 2020 Eboard	-	-	-	-	-	-	-	-	-
084 - June 2020 Special Session	-	-	-	-	-	-	-	-	-
087 - August 2020 Special Session	-	-	-	-	-	-	-	-	-
089 - Post-September 2020 Leg. Actions	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
088 - September 2020 Emergency Board	-	-	-	-	-	-	-	-	-
090 - Analyst Adjustments	-	-	-	-	-	-	-	-	-
091 - Elimination of S&S Inflation	-	-	-	-	-	-	-	-	-
092 - Personal Services Adjustments	-	-	-	-	-	-	-	-	-
093 - Transfers to General Fund	-	-	-	-	-	-	-	-	-
094 - Revenue Solutions	-	-	-	-	-	-	-	-	-
096 - Statewide Adjustment DAS Chgs	-	-	-	-	-	-	-	-	-
097 - Statewide AG Adjustment	-	-	-	-	-	-	-	-	-
099 - Microsoft 365 Consolidation	-	-	(5,643)	-	-	(5,643)	-	-	-

09/13/21
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Page 3 of 8

BDV104 - Biennial Budget Summary
BDV104

BUDGET NARRATIVE

Summary of 2021-23 Biennium Budget

Oregon Board of Dentistry
Oregon Board of Dentistry
2021-23 Biennium

Leg. Adopted Budget
Cross Reference Number: 83400-000-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
801 - LFO Analyst Adjustments	-	-	-	-	-	-	-	-	-
810 - Statewide Adjustments	-	-	(23,039)	-	-	(23,039)	-	-	-
811 - Budget Reconciliation Adjustments	-	-	-	-	-	-	-	-	-
813 - Policy Bills	-	-	-	-	-	-	-	-	-
816 - Capital Construction	-	-	-	-	-	-	-	-	-
850 - Program Change Bill	-	-	-	-	-	-	-	-	-
100 - OBD Database and Data Processing System	-	-	85,416	-	-	85,416	-	-	-
Subtotal Policy Packages	-	-	56,734	-	-	56,734	-	-	-
Total 2021-23 Leg. Adopted Budget	8	8.00	3,768,719	-	-	3,768,719	-	-	-
Percentage Change From 2019-21 Leg Approved Budget	-	-	6.60%	-	-	6.60%	-	-	-
Percentage Change From 2019-21 Current Service Level	-	-	1.53%	-	-	1.53%	-	-	-

BUDGET NARRATIVE

Summary of 2021-23 Biennium Budget

**Oregon Board of Dentistry
Board of Dentistry
2021-23 Biennium**

**Leg. Adopted Budget
Cross Reference Number: 83400-001-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
2019-21 Leg Adopted Budget	8	8.00	3,535,260	-	-	3,535,260	-	-	-
2019-21 Emergency Boards	-	-	-	-	-	-	-	-	-
2019-21 Leg Approved Budget	8	8.00	3,535,260	-	-	3,535,260	-	-	-
2021-23 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	120,248	-	-	120,248	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2021-23 Base Budget	8	8.00	3,655,508	-	-	3,655,508	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Vacancy Factor (Increase)/Decrease	-	-	23,354	-	-	23,354	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	9,205	-	-	9,205	-	-	-
Subtotal	-	-	32,559	-	-	32,559	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	108,155	-	-	108,155	-	-	-
State Gov't & Services Charges Increase/(Decrease)			(84,237)	-	-	(84,237)	-	-	-

09/13/21
9:23 PM

Page 5 of 8

BDV104 - Biennial Budget Summary
BDV104

BUDGET NARRATIVE

Summary of 2021-23 Biennium Budget

Oregon Board of Dentistry
Board of Dentistry
2021-23 Biennium

Leg. Adopted Budget
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal	-	-	23,918	-	-	23,918	-	-	-
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2019-21 Current Service Level	8	8.00	3,711,985	-	-	3,711,985	-	-	-

BUDGET NARRATIVE

Summary of 2021-23 Biennium Budget

Oregon Board of Dentistry
Board of Dentistry
2021-23 Biennium

Leg. Adopted Budget
Cross Reference Number: 83400-001-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal: 2019-21 Current Service Level	8	8.00	3,711,985	-	-	3,711,985	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2019-21 Current Service Level	8	8.00	3,711,985	-	-	3,711,985	-	-	-
080 - E-Boards									
080 - March 2020 Eboard	-	-	-	-	-	-	-	-	-
081 - April 2020 Eboard	-	-	-	-	-	-	-	-	-
082 - May 2020 Eboard	-	-	-	-	-	-	-	-	-
083 - June 2020 Eboard	-	-	-	-	-	-	-	-	-
084 - June 2020 Special Session	-	-	-	-	-	-	-	-	-
087 - August 2020 Special Session	-	-	-	-	-	-	-	-	-
089 - Post-September 2020 Leg. Actions	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
088 - September 2020 Emergency Board	-	-	-	-	-	-	-	-	-
090 - Analyst Adjustments	-	-	-	-	-	-	-	-	-
091 - Elimination of S&S Inflation	-	-	-	-	-	-	-	-	-
092 - Personal Services Adjustments	-	-	-	-	-	-	-	-	-
093 - Transfers to General Fund	-	-	-	-	-	-	-	-	-
094 - Revenue Solutions	-	-	-	-	-	-	-	-	-
096 - Statewide Adjustment DAS Chgs	-	-	-	-	-	-	-	-	-
097 - Statewide AG Adjustment	-	-	-	-	-	-	-	-	-
099 - Microsoft 365 Consolidation	-	-	(5,643)	-	-	(5,643)	-	-	-

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Page 7 of 8

BDV104 - Biennial Budget Summary
BDV104

BUDGET NARRATIVE

Summary of 2021-23 Biennium Budget

Oregon Board of Dentistry
Board of Dentistry
2021-23 Biennium

Leg. Adopted Budget
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
801 - LFO Analyst Adjustments	-	-	-	-	-	-	-	-	-
810 - Statewide Adjustments	-	-	(23,039)	-	-	(23,039)	-	-	-
811 - Budget Reconciliation Adjustments	-	-	-	-	-	-	-	-	-
813 - Policy Bills	-	-	-	-	-	-	-	-	-
816 - Capital Construction	-	-	-	-	-	-	-	-	-
850 - Program Change Bill	-	-	-	-	-	-	-	-	-
100 - OBD Database and Data Processing System	-	-	85,416	-	-	85,416	-	-	-
Subtotal Policy Packages	-	-	56,734	-	-	56,734	-	-	-
Total 2021-23 Leg. Adopted Budget	8	8.00	3,768,719	-	-	3,768,719	-	-	-
Percentage Change From 2019-21 Leg Approved Budget	-	-	6.60%	-	-	6.60%	-	-	-
Percentage Change From 2019-21 Current Service Level	-	-	1.53%	-	-	1.53%	-	-	-

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agencywide Program Unit Summary
2021-23 Biennium**

Version: Z - 01 - Leg. Adopted Budget

Summary Cross Reference Number	Cross Reference Description	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
001-00-00-00000	Board of Dentistry						
	Other Funds	3,013,093	3,535,260	3,535,260	3,797,401	3,658,308	3,768,719
TOTAL AGENCY							
	Other Funds	3,013,093	3,535,260	3,535,260	3,797,401	3,658,308	3,768,719

___ Agency Request 2021-23 Biennium

___ Governor's Budget Page

___X___ Legislatively Adopted Agencywide Program Unit Summary -
BPR010

BUDGET NARRATIVE

REVENUES

Source of Funds

The Board of Dentistry is funded solely by Other Funds received from license and application fees, renewal fees, permit fees, civil penalties and from the sale of labels, lists and public documents as allowed by law and interest on investments. All fees received are deposited in the State Treasury and are dedicated to the administration costs of the Board and the enforcement of ORS Chapter 679 and ORS Chapter 680.010 to 680.205. License and permit fees comprise 90% of all revenue collected by the Board.

Fee Policy

Fees charged by the Board are set in a manner that is fair and reasonable to sufficiently fund agency operations. Fees are designed so that revenues collected will not exceed the cost of administering the Board's programs and are established only after consultation with licensees, their professional associations and are subject to prior approval of the Department of Administrative Services and subsequently authorized by the Legislative Assembly. Fees were last raised in 2015 to cover the cost of adding a new full time dental investigator to the staff. The purpose of this package is to allow the Board to hire an additional 1.0 FTE Dental Investigator. For the past 20 years the Board has hired independent contractor dental consultant investigators on a part-time basis to assist with the investigation of dental cases, this process has simply not been able to keep up with the number of complaints as well as the complexity of those complaints. The current Board Dental Investigator who is the Chief Investigator has been with the Board for 26 years and is expected to retired in 2018. As of 2019 the OBD has an experienced Dentist in place as the new Dental Director/Chief Investigator and the Board has reduced the use of contractors for only investigations where a specialist's education, skills and experience are needed.

Basis for 2021-2023 Estimates

Revenue projections are based on the estimated number of application fees, license renewals, and anesthesia permits. Data used includes historical information on new licenses issued, the number of current active licenses and the average number of retirements and resignations per year.

Fees are primarily paid by dentists and dental hygienists already licensed or applying for a new license, 2021-2023 Estimated Revenue is based on the following numbers and rates:

	Rate	Total	Total*
Application Fees:			
Dentists	\$345.00	\$225,000.00	No Change
Dental Hygienists	\$180.00	\$170,000.00	No Change
License Fees (biennial/ new and renewal):			
Dental	\$390.00	\$1,500,000.00	No Change

BUDGET NARRATIVE

Dental Hygiene	\$230.00	\$1,000,000.00	No Change
Anesthesia Permits:			
Nitrous Oxide	\$ 40.00	\$180,000.00	No Change
Minimal Sedation	\$ 75.00	\$35,000.00	No Change
Moderate Sedation	\$ 75.00	\$ 10,000.00	No Change
Deep Sedation	\$ 75.00	\$10,000.00	No Change
General Anesthesia	\$140.00	\$ 15,000.00	No Change
		\$3,100,000.00	

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

Oregon Board of Dentistry
2021-23 Biennium

Agency Number: 83400

Cross Reference Number: 83400-000-00-00-00000

<i>Source</i>	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	3,223,110	3,270,000	3,270,000	3,100,000	3,100,000	3,100,000
Non-business Lic. and Fees	14,104	10,000	10,000	10,000	10,000	10,000
Charges for Services	24,476	20,000	20,000	18,000	18,000	18,000
Fines and Forfeitures	390,796	200,000	200,000	250,000	250,000	250,000
Interest Income	59,339	20,000	20,000	60,000	60,000	60,000
Other Revenues	14,821	50,000	50,000	14,000	14,000	14,000
Tsfr To Oregon Health Authority	(202,957)	(226,800)	(226,800)	(226,800)	(226,800)	(226,800)
Total Other Funds	\$3,523,689	\$3,343,200	\$3,343,200	\$3,225,200	\$3,225,200	\$3,225,200

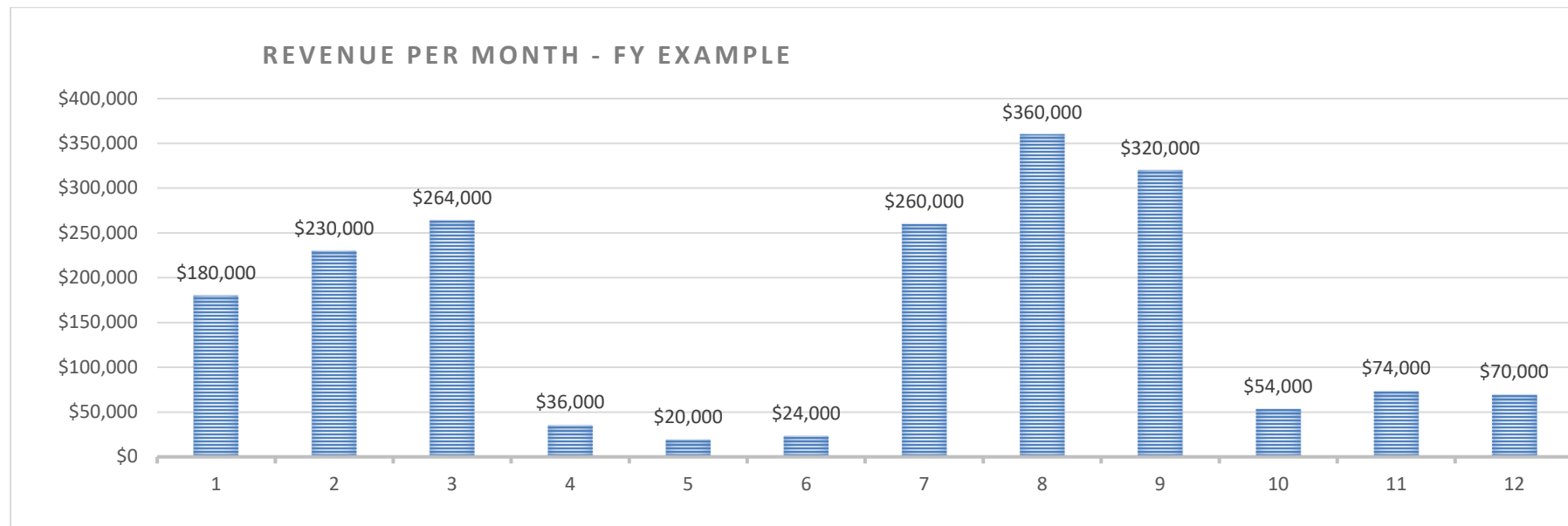
BUDGET NARRATIVE

The Board has historically required six months of beginning balance, for planning purposes for a new budget biennium

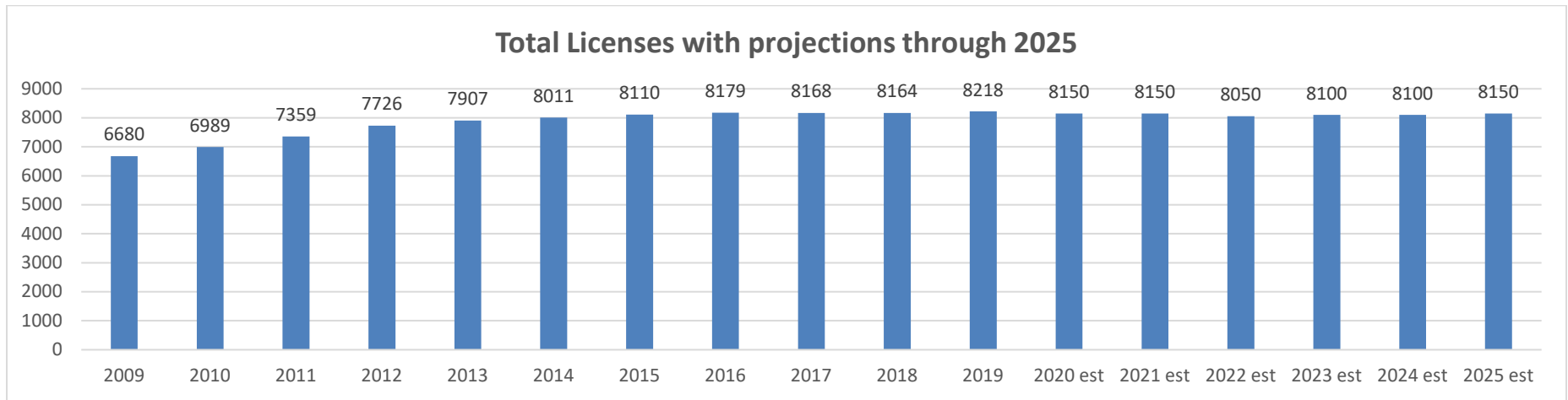
Licenses regulated by the Board are issued to expire and be renewed at the end of the odd numbered calendar years. The result is that our biennial revenue is primarily received at different times during each biennium. Half of the dentists renew spring each year and half our hygienists renew in the fall each year. Thus, the agency requires a minimum beginning balance equal to six months of operating expenses at the beginning of every biennium.

Revenue stream- uneven every year due to licensees renewing in spring & fall

Fiscal Year (FY) example of revenue stream per year:



BUDGET NARRATIVE



Comparison of license renewal fees from nearby states for reference.

	Dental license renewal fees every 2 years	Hygiene license renewal fees every 2 years
<i>Washington</i>	\$800	\$100
<i>California</i>	\$650	\$160
<i>Idaho</i>	\$375	\$175
<i>Nevada</i>	\$600	\$300
<i>Montana</i>	\$612	\$280
<i>Oregon</i>	\$336	\$226

Note dentists are also charged \$50.00 every license renewal period for the Prescription Drug Monitoring Program (PDMP) and that money is transferred to the OHA. Also both dentists and dental hygienists are charged \$4.00 every license renewal period for the Oregon Healthcare Workforce Survey and that money is also transferred to the OHA.

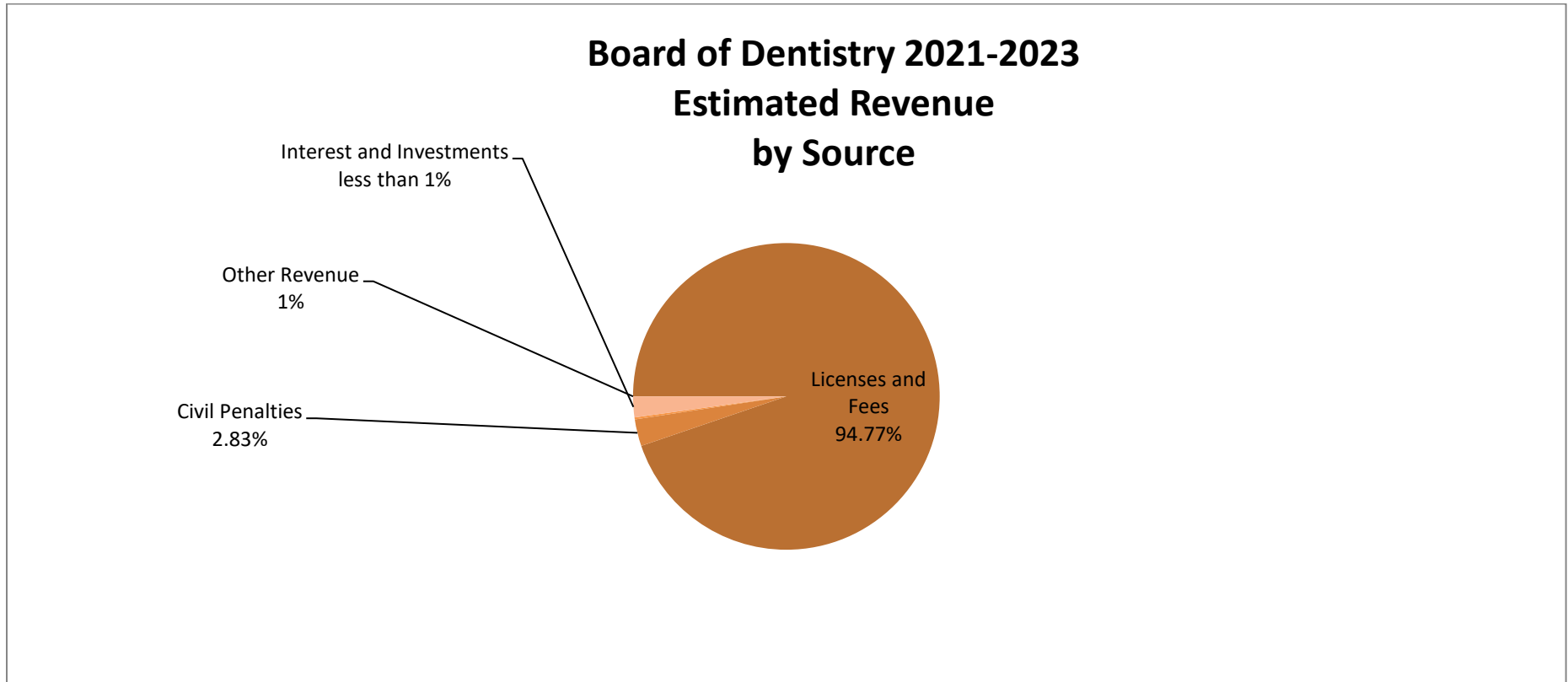
BUDGET NARRATIVE

The current fee schedule in effect 2019-21 is planned for 2021-23 is provided:

<i>Fee</i>	<i>OBD Category</i>
\$336	License fee – active Dentist
\$226	License fee – active Dental Hygiene
\$336	Dental Renewal fee
\$226	Dental Hygiene Renewal fee
\$345	Application fee - Dentist
\$790	Application fee - LOWFE – Dentist
\$180	Application fee – Dental Hygiene
\$790	Application fee – LOWFE – Dental Hygiene
\$75 or \$50	Application fee – Dental Assistant & DANB Checks
\$335	Faculty - License Fee
\$305	Faculty – Application Fee
\$40	Anesthesia Permit – Nitrous Oxide
\$75	Anesthesia Permit – Minimal
\$75	Anesthesia Permit – Deep Sedation
\$140	Anesthesia Permit – General Anesthesia
\$75	Anesthesia Permit – Moderate
\$40	Instructor Permit
\$75	Expanded Practice Permit – Dental Hygiene
\$50	Restorative Functions - Hygiene
\$50, \$100, \$150 \$250 \$500	Delinquent fees/ Reinstatement
\$60	Subscription to Minutes
\$2.50 ea.	Verification of Licensure
\$20	Certificate of Standing
Varies	Data Processing Orders
Varies	Public Records
\$50	Prescription Monitoring Program
\$4	OHWI Data Collection
Varies	Miscellaneous Revenue
Varies	Civil Penalties
\$3.50	Merchant Card - Credit Card Service Fees

BUDGET NARRATIVE

The revenue sources in the table represent 90% of estimated revenue for 2021-2023. The remaining 5% is derived from delinquent fees, charges for services such as public records requests, data processing information, verification of licensure, dental assistant certification and civil penalties and interest on investments. Sources and percent of total revenue are depicted in the chart.



BUDGET NARRATIVE

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

Oregon Board of Dentistry
2021-23 Biennium

Agency Number: 83400

Cross Reference Number: 83400-000-00-00-00000

Source	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	3,223,110	3,270,000	3,270,000	3,100,000	3,100,000	3,100,000
Non-business Lic. and Fees	14,104	10,000	10,000	10,000	10,000	10,000
Charges for Services	24,476	20,000	20,000	18,000	18,000	18,000
Fines and Forfeitures	390,796	200,000	200,000	250,000	250,000	250,000
Interest Income	59,339	20,000	20,000	60,000	60,000	60,000
Other Revenues	14,821	50,000	50,000	14,000	14,000	14,000
Tsfr To Oregon Health Authority	(202,957)	(226,800)	(226,800)	(226,800)	(226,800)	(226,800)
Total Other Funds	\$3,523,689	\$3,343,200	\$3,343,200	\$3,225,200	\$3,225,200	\$3,225,200

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Detail of LF, OF, and FF Revenues - BPR012

BUDGET NARRATIVE

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

Oregon Board of Dentistry
2021-23 Biennium

Agency Number: 83400

Cross Reference Number: 83400-001-00-00-00000

Source	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	3,223,110	3,270,000	3,270,000	3,100,000	3,100,000	3,100,000
Non-business Lic. and Fees	14,104	10,000	10,000	10,000	10,000	10,000
Charges for Services	24,476	20,000	20,000	18,000	18,000	18,000
Fines and Forfeitures	390,796	200,000	200,000	250,000	250,000	250,000
Interest Income	59,339	20,000	20,000	60,000	60,000	60,000
Other Revenues	14,821	50,000	50,000	14,000	14,000	14,000
Tsfr To Oregon Health Authority	(202,957)	(226,800)	(226,800)	(226,800)	(226,800)	(226,800)
Total Other Funds	\$3,523,689	\$3,343,200	\$3,343,200	\$3,225,200	\$3,225,200	\$3,225,200

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Detail of LF, OF, and FF Revenues - BPR012

BUDGET NARRATIVE

PROGRAM UNITS

For budget purposes, the Board of Dentistry is one operational unit and all major issues have been presented in the Agency Plans portion of this Budget Request.

The Agency Budget Request is based on revenue from existing fees and available cash balance. The Current Service Level budget was developed in accordance with Department of Administrative Services guidelines. Personal Services costs are automatically generated by State's computerized budget system (ORBITS) based on the salary level of incumbents. Services and Supplies line items have been calculated based on the standard inflation factor of 4.1% provided by DAS, or approved by DAS as an exception to the standard inflation rate (Attorney General, rent, State Government Service Charges).

ESSENTIAL PACKAGES

Essential Packages make budget adjustments.

Package 010: Non-PICS Personal Services

Package 010 calculates limitation needs for salary and per diem and pension bond related expenses that are not calculated by PICS (inflation factor on temporary appointments, mass transit tax and social security and new payments toward pension bonds). The total amount of this package is \$32,559.

Package 030: Standard Inflation and Price List Adjustments

Services and Supplies line items are projected at the standard inflation rate of 3.0% with some exceptions. Facilities Rental and Taxes increase has been calculated at the 4.3% allowed based on the current rental lease. All exceptions have been reviewed and approved by the Department of Administrative Services prior to inclusion in the Board's Current Service Level Budget. Total amount of this package is \$108,155.

Package 060: Technical Adjustments

Total amount of this package is not available at this time (July 30, 2020).

BUDGET NARRATIVE

State Government Service Charges 2021 - 2023 Price List of Goods and Services

Please note: This online model does not include any service charges for volume or activity-based usage.

This report only reflects fixed State Government Service Charges.

STATE GOVERNMENT SERVICE CHARGES Dentistry, Board of -- 83400	
Description	ARB Amount
Central Government Service Charge	\$8,815
COBID - Certification Office for Business Inclusion and Diversity	\$577
DAS - Chief Financial Office	\$5,000
DAS - Chief Human Resources Office	\$7,156
DAS - Chief Operating Office	\$2,138
DAS - Enterprise Goods & Services-Liability (Auto & General)	\$9,808
DAS - Enterprise Goods & Services-Procurement Services	\$1,689
DAS - Enterprise Goods & Services-Property (Auto & General)	\$651
DAS - Enterprise Goods & Services-Workers' Compensation	\$1,370
DAS - Enterprise Information Services (EIS)	\$5,000
DAS - Enterprise Information Services - Data Center Services (DCS)	\$12,110
DAS - Enterprise Information Services-Microsoft 365	\$7,453
Oregon Government Ethics Commission	\$166
Secretary of State-Archives & Records Management	\$2,429
Secretary of State-Archives Record Center	\$6,897
Secretary of State-Audits	\$4,100
Secretary of State-Compact Shelving	\$140
State Library of Oregon	\$933
State of Oregon Law Library	\$669
Total	\$77,101

BUDGET NARRATIVE

POLICY OPTION PACKAGES:

Package 100 OBD Database and Data Processing Project

- The purpose of this package is to implement new database, systems and realign critical IT within the state data center.
- **How Achieved:** The OBD is in process of transitioning to a new IT provider, which will entail migrating over to ETS for email and server support and utilize InLumon to transition our current database to a new system. The Oregon Board of Dentistry in early 2020 contracted with inLumon, an established regulatory software provider supporting dozens of government agencies, state licensing boards and commissions in over 15 states, to implement a new Application, Licensing and Investigation system. The new system will be designed to improve efficiencies and track compliance for the issuance, renewal, and maintenance of licenses for dentists and dental hygienists within the state. The new web-based system will enable a variety of users, including applicants, current licensees, Board staff, and the public, a highly-secure and intuitive platform for easily accessing online services. Some benefits of the new system will include:
 - Online portal for Applicants and Licensees to apply online, submit information and receive status updates electronically.
 - Automated workflows and notifications for staff and constituents.
 - Real time report generation of licensing data.
 - All OBD technology resources aligned with state data center
 - New Servers needed for this enhancement
 - State CIO's Office provided costs estimates

The project will be implemented in stages to ensure functionality and workflow meet the project's requirements.

- **Staffing Impact:** It will be incorporated into current workload which is significant and will be monitored closely, but due to these difficult financial times, we will do our best with the resources we have at hand.
- **Services and Supplies:** \$85,146
- **Revenue Source:** The Board of Dentistry's funding is 100% Other Funds generated primarily from fees paid by licensees and applicants for licenses and permits. A small portion (less than six percent) of the Board's revenue is from miscellaneous revenues generated from the sale of documents and records, late fees and civil penalties.

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 010 - Non-PICS Psnl Svc / Vacancy Factor

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Temporary Appointments	-	-	181	-	-	-	181
Overtime Payments	-	-	264	-	-	-	264
All Other Differential	-	-	1,642	-	-	-	1,642
Public Employees' Retire Cont	-	-	326	-	-	-	326
Pension Obligation Bond	-	-	6,198	-	-	-	6,198
Social Security Taxes	-	-	160	-	-	-	160
Mass Transit Tax	-	-	434	-	-	-	434
Vacancy Savings	-	-	23,354	-	-	-	23,354
Total Personal Services	-	-	\$32,559	-	-	-	\$32,559
Total Expenditures							
Total Expenditures	-	-	32,559	-	-	-	32,559
Total Expenditures	-	-	\$32,559	-	-	-	\$32,559
Ending Balance							
Ending Balance	-	-	(32,559)	-	-	-	(32,559)
Total Ending Balance	-	-	(\$32,559)	-	-	-	(\$32,559)

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 031 - Standard Inflation

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	2,184	-	-	-	2,184
Out of State Travel	-	-	325	-	-	-	325
Employee Training	-	-	2,332	-	-	-	2,332
Office Expenses	-	-	3,923	-	-	-	3,923
Telecommunications	-	-	1,072	-	-	-	1,072
State Gov. Service Charges	-	-	(84,237)	-	-	-	(84,237)
Data Processing	-	-	2,944	-	-	-	2,944
Publicity and Publications	-	-	639	-	-	-	639
Professional Services	-	-	14,587	-	-	-	14,587
IT Professional Services	-	-	7,982	-	-	-	7,982
Attorney General	-	-	52,844	-	-	-	52,844
Employee Recruitment and Develop	-	-	30	-	-	-	30
Dues and Subscriptions	-	-	448	-	-	-	448
Facilities Rental and Taxes	-	-	7,701	-	-	-	7,701
Facilities Maintenance	-	-	25	-	-	-	25
Agency Program Related S and S	-	-	5,644	-	-	-	5,644
Other Services and Supplies	-	-	4,214	-	-	-	4,214
Expendable Prop 250 - 5000	-	-	251	-	-	-	251
IT Expendable Property	-	-	1,010	-	-	-	1,010
Total Services & Supplies	-	-	\$23,918	-	-	-	\$23,918

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 031 - Standard Inflation

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Total Expenditures							
Total Expenditures	-	-	23,918	-	-	-	23,918
Total Expenditures	-	-	\$23,918	-	-	-	\$23,918
Ending Balance							
Ending Balance	-	-	(23,918)	-	-	-	(23,918)
Total Ending Balance	-	-	(\$23,918)	-	-	-	(\$23,918)

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 091 - Elimination of S&S Inflation

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	-	-	-	-	-
Out of State Travel	-	-	-	-	-	-	-
Employee Training	-	-	-	-	-	-	-
Office Expenses	-	-	-	-	-	-	-
Telecommunications	-	-	-	-	-	-	-
Publicity and Publications	-	-	-	-	-	-	-
Professional Services	-	-	-	-	-	-	-
Employee Recruitment and Develop	-	-	-	-	-	-	-
Dues and Subscriptions	-	-	-	-	-	-	-
Facilities Maintenance	-	-	-	-	-	-	-
Agency Program Related S and S	-	-	-	-	-	-	-
Other Services and Supplies	-	-	-	-	-	-	-
Expendable Prop 250 - 5000	-	-	-	-	-	-	-
IT Expendable Property	-	-	-	-	-	-	-
Total Services & Supplies	-	-	-	-	-	-	-
Total Expenditures							
Total Expenditures	-	-	-	-	-	-	-
Total Expenditures	-	-	-	-	-	-	-
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 092 - Personal Services Adjustments

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Vacancy Savings	-	-	-	-	-	-	-
Total Personal Services	-	-	-	-	-	-	-
Total Expenditures							
Total Expenditures	-	-	-	-	-	-	-
Total Expenditures	-	-	-	-	-	-	-
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 096 - Statewide Adjustment DAS Chgs

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
State Gov. Service Charges	-	-	-	-	-	-	-
Other Services and Supplies	-	-	-	-	-	-	-
Total Services & Supplies	-	-	-	-	-	-	-
Total Expenditures							
Total Expenditures	-	-	-	-	-	-	-
Total Expenditures	-	-	-	-	-	-	-
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 097 - Statewide AG Adjustment

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Attorney General	-	-	-	-	-	-	-
Total Services & Supplies	-	-	-	-	-	-	-
Total Expenditures							
Total Expenditures	-	-	-	-	-	-	-
Total Expenditures	-	-	-	-	-	-	-
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 099 - Microsoft 365 Consolidation

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
State Gov. Service Charges	-	-	-	-	-	-	-
Other Services and Supplies	-	-	(5,643)	-	-	-	(5,643)
Total Services & Supplies	-	-	(\$5,643)	-	-	-	(\$5,643)
Total Expenditures							
Total Expenditures	-	-	(5,643)	-	-	-	(5,643)
Total Expenditures	-	-	(\$5,643)	-	-	-	(\$5,643)
Ending Balance							
Ending Balance	-	-	5,643	-	-	-	5,643
Total Ending Balance	-	-	\$5,643	-	-	-	\$5,643

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 100 - OBD Database and Data Processing System

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Data Processing	-	-	85,416	-	-	-	85,416
Total Services & Supplies	-	-	\$85,416	-	-	-	\$85,416
Total Expenditures							
Total Expenditures	-	-	85,416	-	-	-	85,416
Total Expenditures	-	-	\$85,416	-	-	-	\$85,416
Ending Balance							
Ending Balance	-	-	(85,416)	-	-	-	(85,416)
Total Ending Balance	-	-	(\$85,416)	-	-	-	(\$85,416)

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 810 - Statewide Adjustments

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
State Gov. Service Charges	-	-	(3,828)	-	-	-	(3,828)
Attorney General	-	-	(18,092)	-	-	-	(18,092)
Agency Program Related S and S	-	-	-	-	-	-	-
Other Services and Supplies	-	-	(1,119)	-	-	-	(1,119)
Total Services & Supplies	-	-	(\$23,039)	-	-	-	(\$23,039)
Total Expenditures							
Total Expenditures	-	-	(23,039)	-	-	-	(23,039)
Total Expenditures	-	-	(\$23,039)	-	-	-	(\$23,039)
Ending Balance							
Ending Balance	-	-	23,039	-	-	-	23,039
Total Ending Balance	-	-	\$23,039	-	-	-	\$23,039

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

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

Oregon Board of Dentistry
2021-23 Biennium

Agency Number: 83400

Cross Reference Number: 83400-000-00-00-00000

Source	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	3,223,110	3,270,000	3,270,000	3,100,000	3,100,000	-
Non-business Lic. and Fees	14,104	10,000	10,000	10,000	10,000	-
Charges for Services	24,476	20,000	20,000	18,000	18,000	-
Fines and Forfeitures	390,796	200,000	200,000	250,000	250,000	-
Interest Income	59,339	20,000	20,000	60,000	60,000	-
Other Revenues	14,821	50,000	50,000	14,000	14,000	-
Tsfr To Oregon Health Authority	(202,957)	(226,800)	(226,800)	(226,800)	(226,800)	-
Total Other Funds	\$3,523,689	\$3,343,200	\$3,343,200	\$3,225,200	\$3,225,200	-

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Detail of LF, OF, and FF Revenues - BPR012

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 010 - Non-PICS Psnl Svc / Vacancy Factor

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Temporary Appointments	-	-	181	-	-	-	181
Overtime Payments	-	-	264	-	-	-	264
All Other Differential	-	-	1,642	-	-	-	1,642
Public Employees' Retire Cont	-	-	326	-	-	-	326
Pension Obligation Bond	-	-	6,198	-	-	-	6,198
Social Security Taxes	-	-	160	-	-	-	160
Mass Transit Tax	-	-	434	-	-	-	434
Vacancy Savings	-	-	23,354	-	-	-	23,354
Total Personal Services	-	-	\$32,559	-	-	-	\$32,559
Total Expenditures							
Total Expenditures	-	-	32,559	-	-	-	32,559
Total Expenditures	-	-	\$32,559	-	-	-	\$32,559
Ending Balance							
Ending Balance	-	-	(32,559)	-	-	-	(32,559)
Total Ending Balance	-	-	(\$32,559)	-	-	-	(\$32,559)

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 031 - Standard Inflation

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	2,184	-	-	-	2,184
Out of State Travel	-	-	325	-	-	-	325
Employee Training	-	-	2,332	-	-	-	2,332
Office Expenses	-	-	3,923	-	-	-	3,923
Telecommunications	-	-	1,072	-	-	-	1,072
State Gov. Service Charges	-	-	(84,237)	-	-	-	(84,237)
Data Processing	-	-	2,944	-	-	-	2,944
Publicity and Publications	-	-	639	-	-	-	639
Professional Services	-	-	14,587	-	-	-	14,587
IT Professional Services	-	-	7,982	-	-	-	7,982
Attorney General	-	-	52,844	-	-	-	52,844
Employee Recruitment and Develop	-	-	30	-	-	-	30
Dues and Subscriptions	-	-	448	-	-	-	448
Facilities Rental and Taxes	-	-	7,701	-	-	-	7,701
Facilities Maintenance	-	-	25	-	-	-	25
Agency Program Related S and S	-	-	5,644	-	-	-	5,644
Other Services and Supplies	-	-	4,214	-	-	-	4,214
Expendable Prop 250 - 5000	-	-	251	-	-	-	251
IT Expendable Property	-	-	1,010	-	-	-	1,010
Total Services & Supplies	-	-	\$23,918	-	-	-	\$23,918

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

Facility Proposal Impact on Work Space Requirements

None

Audit Response Report

A Secretary of State Audit was last conducted for the period July 1, 2005, through December 31, 2007. The Final report was issued September 10, 2008.

Affirmative Action Report

Agency Affirmative Action Policy: The Board of Dentistry affirms and 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. The Board of Dentistry will not tolerate discrimination or harassment on the basis of race, color, sex, marital status, religion, national origin, age, mental or physical disability, or any reason prohibited by state or federal statute. The Board and its management further adopts and affirms the Governor's beliefs that the State has a commitment to the right of all persons to work and advance on the basis of merit, ability and potential.

The Board of Dentistry has eight positions budgeted at 8.0 FTE.

Status of 8 staff positions at July 1, 2020:

Official/Administrator	1.0 White/Male/over 40
Professional/Technical	4.0 White/Male/over 40
Administrative/Support	1.0 White/Female/over 40
	1.0 White/Female/under 40
	1.0 White/Female/under 40

The ten members of the Board are appointed by the Governor and confirmed by the Senate to four-year terms. By statute, six members are licensed dentists, two are licensed hygienists and two are public members.

1.0 Hispanic/Female/over 40
1.0 Native American/Female/under 40
1.0 African American/Male/under 40
1.0 Asian/Male/under 40
1.0 Middle Eastern/Male/over 40
1.0 Hispanic/Male/over 40
2.0 White/Female/over 40
2.0 White/Male/over 40

BUDGET NARRATIVE

SB 786 – Diversity Report

Senate Bill 786 (ORS Chapter 973), passed by the 2001 Legislature, requires that the health professional regulatory boards listed in ORS 676.160 collect and maintain information regarding racial, ethnic and bilingual status of licensees and applicants and report to the 2003 Legislature. Provision of the information by licensees is voluntary.

This law was the result of a study performed by the Governor’s Racial and Ethnic Health Task Force, which determined that access to health care by racial and ethnic minorities, is inadequate to address the chronic health issues these communities face. People of color and people with native languages other than English experience extreme difficulty accessing health services. Culturally competent health care providers are critical in providing appropriate health care and the collection of the information requested below will assist decision makers in developing programs to address the disparity in access to health care experienced by various communities.

In 2002, the Board participated in the Oregon Health Workforce Project conducted by OHSU, Area Health Education Centers Program, to determine the workforce and demographic makeup of several health care professions. Results of that survey with updated results from August 2018 are shown in the following tables:

Race	Dentists	Hygienists
American Indian/Alaska Native	.11%	.60%
Asian/Pacific Islander	11.12%	4.09%
Black or African American	.63%	.34%
Multi-ethnic	1.72%	1.62%
White (not Hispanic)	68.94%	96%
Gender		
Female	24%	97%
Male	76%	3%

BUDGET NARRATIVE

Languages Spoken	Dentists	Hygienists
Spanish	13%	.92%
Chinese	2.3%	.45%
Vietnamese	2.9%	2.65%
Russian	1.03%	1.26%
Korean	2.3%	.26%
Cambodian	0%	0%
Laotian	0%	0%
English	94.6%	86.5%

To comply with the requirements of SB 786, a survey instrument was developed in collaboration with other health licensing boards in late 2001. The Board of Dentistry decided that the most economical way to gather this information would be to include the survey with renewal applications. Approximately one-half of all licensees renew their licenses each year. (Dentists renew their licenses every two years by March 30 based on even or odd-numbered year of issue and Dental Hygiene licenses are renewed by September 30 in the same manner.) For the purposes of compliance with the requirements of SB 786, it will take two years to complete the survey of all licensees.

In January 2002, the survey was included in the renewal mailings for all licensees during the 2-year renewal cycle which ended September 30, 2003, a total of 3,478 licensees responded. Effective January 2002, the survey form was included in application packets for new licenses. The following is an update table of all responses through July 1, 2018.

BUDGET NARRATIVE

Results of OBD surveys returned as of August 1, 2018:

Race	Total	% of those Responding	Speak a language other than English
American Indian/Alaska Native	27	0.37%	2
Asian/Pacific Islander	560	7.68%	431
Black (not Hispanic)	35	0.48%	12
Hispanic	193	2.65%	118
Other (Multi-ethnic)	122	1.67%	26
White (not Hispanic)	5493	75.32%	850
Not specific	863	11.83%	262
Total	7293	100.00%	1701

In addition to implementation of the survey, the Board has met with the Oregon Dental Association and the Dean of the OHSU School of Dentistry to discuss ways in which these three organizations can partner to advance the purposes of SB 786 in attracting people of ethnic and racial background to the professions of dentistry and dental hygiene. Several meetings have also been held with representatives of the affected licensing boards, the Office of Multicultural Health, Department of Administrative Services Diversity Outreach and Executive Recruitment section. Representatives from the Commission on Black Affairs, Commission on Asian Affairs and Commission on Indian Services were also invited to attend. Discussions were conducted to develop strategies for collaborative outreach efforts to recruit Board members from ethnic and racially diverse populations and to educate these populations about opportunities in health professional careers.

BUDGET NARRATIVE

Oregon Board of Dentistry

Summary Cross Reference Listing and Packages
2021-23 Biennium

Agency Number: 83400

BAM Analyst: Heath, Patrick

Budget Coordinator: Brandt, Carol - (971)673-2679

Cross Reference Number	Cross Reference Description	Package Number	Priority	Package Description	Package Group
001-00-00-00000	Board of Dentistry	010	0	Non-PICS Psnl Svc / Vacancy Factor	Essential Packages
001-00-00-00000	Board of Dentistry	021	0	Phase-in	Essential Packages
001-00-00-00000	Board of Dentistry	022	0	Phase-out Pgm & One-time Costs	Essential Packages
001-00-00-00000	Board of Dentistry	031	0	Standard Inflation	Essential Packages
001-00-00-00000	Board of Dentistry	032	0	Above Standard Inflation	Essential Packages
001-00-00-00000	Board of Dentistry	033	0	Exceptional Inflation	Essential Packages
001-00-00-00000	Board of Dentistry	080	0	March 2020 Eboard	Policy Packages
001-00-00-00000	Board of Dentistry	081	0	April 2020 Eboard	Policy Packages
001-00-00-00000	Board of Dentistry	082	0	May 2020 Eboard	Policy Packages
001-00-00-00000	Board of Dentistry	083	0	June 2020 Eboard	Policy Packages
001-00-00-00000	Board of Dentistry	087	0	August 2020 Special Session	Policy Packages
001-00-00-00000	Board of Dentistry	088	0	September 2020 Emergency Board	Policy Packages
001-00-00-00000	Board of Dentistry	090	0	Analyst Adjustments	Policy Packages
001-00-00-00000	Board of Dentistry	091	0	Elimination of S&S Inflation	Policy Packages
001-00-00-00000	Board of Dentistry	092	0	Personal Services Adjustments	Policy Packages
001-00-00-00000	Board of Dentistry	093	0	Transfers to General Fund	Policy Packages
001-00-00-00000	Board of Dentistry	094	0	Revenue Solutions	Policy Packages
001-00-00-00000	Board of Dentistry	096	0	Statewide Adjustment DAS Chgs	Policy Packages
001-00-00-00000	Board of Dentistry	097	0	Statewide AG Adjustment	Policy Packages
001-00-00-00000	Board of Dentistry	099	0	Microsoft 365 Consolidation	Policy Packages
001-00-00-00000	Board of Dentistry	801	0	LFO Analyst Adjustments	Policy Packages
001-00-00-00000	Board of Dentistry	810	0	Statewide Adjustments	Policy Packages

09/13/21
9:21 PM

Page 1 of 2

Summary Cross Reference Listing and Packages
BSU-003A

BUDGET NARRATIVE

Oregon Board of Dentistry

Summary Cross Reference Listing and Packages

Agency Number: 83400

2021-23 Biennium

BAM Analyst: Heath, Patrick

Budget Coordinator: Brandt, Carol - (971)673-2679

<i>Cross Reference Number</i>	<i>Cross Reference Description</i>	<i>Package Number</i>	<i>Priority</i>	<i>Package Description</i>	<i>Package Group</i>
001-00-00-00000	Board of Dentistry	811	0	Budget Reconciliation Adjustments	Policy Packages
001-00-00-00000	Board of Dentistry	813	0	Policy Bills	Policy Packages
001-00-00-00000	Board of Dentistry	816	0	Capital Construction	Policy Packages
001-00-00-00000	Board of Dentistry	850	0	Program Change Bill	Policy Packages
001-00-00-00000	Board of Dentistry	100	0	OBD Database and Data Processing System	Policy Packages

09/13/21

9:21 PM

Page 2 of 2

Summary Cross Reference Listing and Packages

BSU-003A

BUDGET NARRATIVE

Oregon Board of Dentistry

Policy Package List by Priority
2021-23 Biennium

Agency Number: 83400

BAM Analyst: Heath, Patrick

Budget Coordinator: Brandt, Carol - (971)673-2679

Priority	Policy Pkg Number	Policy Pkg Description	Summary Cross Reference Number	Cross Reference Description
0	080	March 2020 Eboard	001-00-00-00000	Board of Dentistry
	081	April 2020 Eboard	001-00-00-00000	Board of Dentistry
	082	May 2020 Eboard	001-00-00-00000	Board of Dentistry
	083	June 2020 Eboard	001-00-00-00000	Board of Dentistry
	087	August 2020 Special Session	001-00-00-00000	Board of Dentistry
	088	September 2020 Emergency Board	001-00-00-00000	Board of Dentistry
	090	Analyst Adjustments	001-00-00-00000	Board of Dentistry
	091	Elimination of S&S Inflation	001-00-00-00000	Board of Dentistry
	092	Personal Services Adjustments	001-00-00-00000	Board of Dentistry
	093	Transfers to General Fund	001-00-00-00000	Board of Dentistry
	094	Revenue Solutions	001-00-00-00000	Board of Dentistry
	096	Statewide Adjustment DAS Chgs	001-00-00-00000	Board of Dentistry
	097	Statewide AG Adjustment	001-00-00-00000	Board of Dentistry
	099	Microsoft 365 Consolidation	001-00-00-00000	Board of Dentistry
	100	OBD Database and Data Processing System	001-00-00-00000	Board of Dentistry
	801	LFO Analyst Adjustments	001-00-00-00000	Board of Dentistry
	810	Statewide Adjustments	001-00-00-00000	Board of Dentistry
	811	Budget Reconciliation Adjustments	001-00-00-00000	Board of Dentistry
	813	Policy Bills	001-00-00-00000	Board of Dentistry
	816	Capital Construction	001-00-00-00000	Board of Dentistry
	850	Program Change Bill	001-00-00-00000	Board of Dentistry

09/13/21

Page 1 of 1

Policy Package List by Priority

9:22 PM

BSU-004A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-000-00-00-00000

2021-23 Biennium

Oregon Board of Dentistry

Description	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	963,546	950,000	950,000	1,500,000	1,500,000	1,500,000
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	3,223,110	3,270,000	3,270,000	3,100,000	3,100,000	3,100,000
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	14,104	10,000	10,000	10,000	10,000	10,000
LICENSES AND FEES						
3400 Other Funds Ltd	3,237,214	3,280,000	3,280,000	3,110,000	3,110,000	3,110,000
TOTAL LICENSES AND FEES	\$3,237,214	\$3,280,000	\$3,280,000	\$3,110,000	\$3,110,000	\$3,110,000
CHARGES FOR SERVICES						
0410 Charges for Services						
3400 Other Funds Ltd	24,476	20,000	20,000	18,000	18,000	18,000
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	390,796	200,000	200,000	250,000	250,000	250,000
INTEREST EARNINGS						
0605 Interest Income						
3400 Other Funds Ltd	59,339	20,000	20,000	60,000	60,000	60,000
OTHER						
0975 Other Revenues						

09/13/21

9:23 PM

Page 1 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures

BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-000-00-00-00000

2021-23 Biennium

Oregon Board of Dentistry

Description	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
3400 Other Funds Ltd	14,821	50,000	50,000	14,000	14,000	14,000
REVENUE CATEGORIES						
3400 Other Funds Ltd	3,726,646	3,570,000	3,570,000	3,452,000	3,452,000	3,452,000
TOTAL REVENUE CATEGORIES	\$3,726,646	\$3,570,000	\$3,570,000	\$3,452,000	\$3,452,000	\$3,452,000
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(202,957)	(226,800)	(226,800)	(226,800)	(226,800)	(226,800)
AVAILABLE REVENUES						
3400 Other Funds Ltd	4,487,235	4,293,200	4,293,200	4,725,200	4,725,200	4,725,200
TOTAL AVAILABLE REVENUES	\$4,487,235	\$4,293,200	\$4,293,200	\$4,725,200	\$4,725,200	\$4,725,200
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	1,145,868	1,257,164	1,257,164	1,327,436	1,327,436	1,327,436
3160 Temporary Appointments						
3400 Other Funds Ltd	68,293	4,219	4,219	4,400	4,400	4,400
3170 Overtime Payments						
3400 Other Funds Ltd	5,210	6,136	6,136	6,400	6,400	6,400
3180 Shift Differential						
3400 Other Funds Ltd	50	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	13,243	38,194	38,194	39,836	39,836	39,836

09/13/21

Page 2 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures

9:23 PM

BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-000-00-00-00000

2021-23 Biennium

Oregon Board of Dentistry

<i>Description</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Agency Request Budget</i>	<i>2021-23 Governor's Budget</i>	<i>2021-23 Leg. Adopted Budget</i>
SALARIES & WAGES						
3400 Other Funds Ltd	1,232,664	1,305,713	1,305,713	1,378,072	1,378,072	1,378,072
TOTAL SALARIES & WAGES	\$1,232,664	\$1,305,713	\$1,305,713	\$1,378,072	\$1,378,072	\$1,378,072
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	298	427	427	464	464	464
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	157,700	206,422	206,422	220,731	220,731	220,731
3221 Pension Obligation Bond						
3400 Other Funds Ltd	63,386	73,260	73,260	79,458	79,458	79,458
3230 Social Security Taxes						
3400 Other Funds Ltd	93,663	99,886	99,886	104,164	104,164	104,164
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	410	464	464	368	368	368
3260 Mass Transit Tax						
3400 Other Funds Ltd	7,048	7,834	7,834	8,268	8,268	8,268
3270 Flexible Benefits						
3400 Other Funds Ltd	202,070	281,472	281,472	305,856	305,856	305,856
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	524,575	669,765	669,765	719,309	719,309	719,309
TOTAL OTHER PAYROLL EXPENSES	\$524,575	\$669,765	\$669,765	\$719,309	\$719,309	\$719,309
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						

09/13/21
9:23 PM

Page 3 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-000-00-00-00000

2021-23 Biennium

Oregon Board of Dentistry

<i>Description</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Agency Request Budget</i>	<i>2021-23 Governor's Budget</i>	<i>2021-23 Leg. Adopted Budget</i>
3400 Other Funds Ltd	-	(23,354)	(23,354)	-	(68,904)	-
3465 Reconciliation Adjustment						
3400 Other Funds Ltd	-	(7,550)	(7,550)	-	-	-
P.S. BUDGET ADJUSTMENTS						
3400 Other Funds Ltd	-	(30,904)	(30,904)	-	(68,904)	-
TOTAL P.S. BUDGET ADJUSTMENTS	-	(\$30,904)	(\$30,904)	-	(\$68,904)	-
PERSONAL SERVICES						
3400 Other Funds Ltd	1,757,239	1,944,574	1,944,574	2,097,381	2,028,477	2,097,381
TOTAL PERSONAL SERVICES	\$1,757,239	\$1,944,574	\$1,944,574	\$2,097,381	\$2,028,477	\$2,097,381
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	39,620	50,785	50,785	52,969	50,785	52,969
4125 Out of State Travel						
3400 Other Funds Ltd	548	7,563	7,563	7,888	7,563	7,888
4150 Employee Training						
3400 Other Funds Ltd	27,891	54,222	54,222	56,554	54,222	56,554
4175 Office Expenses						
3400 Other Funds Ltd	74,390	91,230	91,230	95,153	91,230	95,153
4200 Telecommunications						
3400 Other Funds Ltd	24,123	24,925	24,925	25,997	24,925	25,997
4225 State Gov. Service Charges						
3400 Other Funds Ltd	121,310	161,338	161,338	77,101	69,808	73,273
4250 Data Processing						

09/13/21
9:23 PM

Page 4 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-000-00-00-00000

2021-23 Biennium

Oregon Board of Dentistry

<i>Description</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Agency Request Budget</i>	<i>2021-23 Governor's Budget</i>	<i>2021-23 Leg. Adopted Budget</i>
3400 Other Funds Ltd	42,310	68,458	68,458	156,818	156,818	156,818
4275 Publicity and Publications						
3400 Other Funds Ltd	8,831	14,855	14,855	15,494	14,855	15,494
4300 Professional Services						
3400 Other Funds Ltd	284,038	255,911	255,911	270,498	255,911	270,498
4315 IT Professional Services						
3400 Other Funds Ltd	26,100	140,031	140,031	148,013	148,013	148,013
4325 Attorney General						
3400 Other Funds Ltd	289,807	271,973	271,973	324,817	305,620	306,725
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	705	705	735	705	735
4400 Dues and Subscriptions						
3400 Other Funds Ltd	7,610	7,126	7,126	10,874	10,426	10,874
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	166,705	179,097	179,097	186,798	186,798	186,798
4475 Facilities Maintenance						
3400 Other Funds Ltd	-	583	583	608	583	608
4575 Agency Program Related S and S						
3400 Other Funds Ltd	40,749	134,566	134,566	136,910	131,266	136,910
4650 Other Services and Supplies						
3400 Other Funds Ltd	88,471	98,000	98,000	102,214	90,985	95,452
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	4,016	5,836	5,836	6,087	5,836	6,087

09/13/21

9:23 PM

Page 5 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures

BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-000-00-00-00000

2021-23 Biennium

Oregon Board of Dentistry

<i>Description</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Agency Request Budget</i>	<i>2021-23 Governor's Budget</i>	<i>2021-23 Leg. Adopted Budget</i>
4715 IT Expendable Property						
3400 Other Funds Ltd	9,335	23,482	23,482	24,492	23,482	24,492
SERVICES & SUPPLIES						
3400 Other Funds Ltd	1,255,854	1,590,686	1,590,686	1,700,020	1,629,831	1,671,338
TOTAL SERVICES & SUPPLIES	\$1,255,854	\$1,590,686	\$1,590,686	\$1,700,020	\$1,629,831	\$1,671,338
EXPENDITURES						
3400 Other Funds Ltd	3,013,093	3,535,260	3,535,260	3,797,401	3,658,308	3,768,719
TOTAL EXPENDITURES	\$3,013,093	\$3,535,260	\$3,535,260	\$3,797,401	\$3,658,308	\$3,768,719
ENDING BALANCE						
3400 Other Funds Ltd	1,474,142	757,940	757,940	927,799	1,066,892	956,481
TOTAL ENDING BALANCE	\$1,474,142	\$757,940	\$757,940	\$927,799	\$1,066,892	\$956,481
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	8	8	8	8	8	8
TOTAL AUTHORIZED POSITIONS	8	8	8	8	8	8
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	8.00	8.00	8.00	8.00	8.00	8.00
TOTAL AUTHORIZED FTE	8.00	8.00	8.00	8.00	8.00	8.00

09/13/21

9:23 PM

Page 6 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures

BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Board of Dentistry

Description	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	963,546	950,000	950,000	1,500,000	1,500,000	1,500,000
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	3,223,110	3,270,000	3,270,000	3,100,000	3,100,000	3,100,000
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	14,104	10,000	10,000	10,000	10,000	10,000
LICENSES AND FEES						
3400 Other Funds Ltd	3,237,214	3,280,000	3,280,000	3,110,000	3,110,000	3,110,000
TOTAL LICENSES AND FEES	\$3,237,214	\$3,280,000	\$3,280,000	\$3,110,000	\$3,110,000	\$3,110,000
CHARGES FOR SERVICES						
0410 Charges for Services						
3400 Other Funds Ltd	24,476	20,000	20,000	18,000	18,000	18,000
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	390,796	200,000	200,000	250,000	250,000	250,000
INTEREST EARNINGS						
0605 Interest Income						
3400 Other Funds Ltd	59,339	20,000	20,000	60,000	60,000	60,000
OTHER						
0975 Other Revenues						

09/13/21

Page 7 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures

9:23 PM

BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Board of Dentistry

<i>Description</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Agency Request Budget</i>	<i>2021-23 Governor's Budget</i>	<i>2021-23 Leg. Adopted Budget</i>
3400 Other Funds Ltd	14,821	50,000	50,000	14,000	14,000	14,000
REVENUE CATEGORIES						
3400 Other Funds Ltd	3,726,646	3,570,000	3,570,000	3,452,000	3,452,000	3,452,000
TOTAL REVENUE CATEGORIES	\$3,726,646	\$3,570,000	\$3,570,000	\$3,452,000	\$3,452,000	\$3,452,000
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(202,957)	(226,800)	(226,800)	(226,800)	(226,800)	(226,800)
AVAILABLE REVENUES						
3400 Other Funds Ltd	4,487,235	4,293,200	4,293,200	4,725,200	4,725,200	4,725,200
TOTAL AVAILABLE REVENUES	\$4,487,235	\$4,293,200	\$4,293,200	\$4,725,200	\$4,725,200	\$4,725,200
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	1,145,868	1,257,164	1,257,164	1,327,436	1,327,436	1,327,436
3160 Temporary Appointments						
3400 Other Funds Ltd	68,293	4,219	4,219	4,400	4,400	4,400
3170 Overtime Payments						
3400 Other Funds Ltd	5,210	6,136	6,136	6,400	6,400	6,400
3180 Shift Differential						
3400 Other Funds Ltd	50	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	13,243	38,194	38,194	39,836	39,836	39,836

09/13/21

9:23 PM

Page 8 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures

BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Board of Dentistry

<i>Description</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Agency Request Budget</i>	<i>2021-23 Governor's Budget</i>	<i>2021-23 Leg. Adopted Budget</i>
SALARIES & WAGES						
3400 Other Funds Ltd	1,232,664	1,305,713	1,305,713	1,378,072	1,378,072	1,378,072
TOTAL SALARIES & WAGES	\$1,232,664	\$1,305,713	\$1,305,713	\$1,378,072	\$1,378,072	\$1,378,072
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	298	427	427	464	464	464
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	157,700	206,422	206,422	220,731	220,731	220,731
3221 Pension Obligation Bond						
3400 Other Funds Ltd	63,386	73,260	73,260	79,458	79,458	79,458
3230 Social Security Taxes						
3400 Other Funds Ltd	93,663	99,886	99,886	104,164	104,164	104,164
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	410	464	464	368	368	368
3260 Mass Transit Tax						
3400 Other Funds Ltd	7,048	7,834	7,834	8,268	8,268	8,268
3270 Flexible Benefits						
3400 Other Funds Ltd	202,070	281,472	281,472	305,856	305,856	305,856
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	524,575	669,765	669,765	719,309	719,309	719,309
TOTAL OTHER PAYROLL EXPENSES	\$524,575	\$669,765	\$669,765	\$719,309	\$719,309	\$719,309
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						

09/13/21

Page 9 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures

9:23 PM

BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Board of Dentistry

<i>Description</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Agency Request Budget</i>	<i>2021-23 Governor's Budget</i>	<i>2021-23 Leg. Adopted Budget</i>
3400 Other Funds Ltd	-	(23,354)	(23,354)	-	(68,904)	-
3465 Reconciliation Adjustment						
3400 Other Funds Ltd	-	(7,550)	(7,550)	-	-	-
P.S. BUDGET ADJUSTMENTS						
3400 Other Funds Ltd	-	(30,904)	(30,904)	-	(68,904)	-
TOTAL P.S. BUDGET ADJUSTMENTS	-	(\$30,904)	(\$30,904)	-	(\$68,904)	-
PERSONAL SERVICES						
3400 Other Funds Ltd	1,757,239	1,944,574	1,944,574	2,097,381	2,028,477	2,097,381
TOTAL PERSONAL SERVICES	\$1,757,239	\$1,944,574	\$1,944,574	\$2,097,381	\$2,028,477	\$2,097,381
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	39,620	50,785	50,785	52,969	50,785	52,969
4125 Out of State Travel						
3400 Other Funds Ltd	548	7,563	7,563	7,888	7,563	7,888
4150 Employee Training						
3400 Other Funds Ltd	27,891	54,222	54,222	56,554	54,222	56,554
4175 Office Expenses						
3400 Other Funds Ltd	74,390	91,230	91,230	95,153	91,230	95,153
4200 Telecommunications						
3400 Other Funds Ltd	24,123	24,925	24,925	25,997	24,925	25,997
4225 State Gov. Service Charges						
3400 Other Funds Ltd	121,310	161,338	161,338	77,101	69,808	73,273
4250 Data Processing						

09/13/21

Page 10 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures

9:23 PM

BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Board of Dentistry

<i>Description</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Agency Request Budget</i>	<i>2021-23 Governor's Budget</i>	<i>2021-23 Leg. Adopted Budget</i>
3400 Other Funds Ltd	42,310	68,458	68,458	156,818	156,818	156,818
4275 Publicity and Publications						
3400 Other Funds Ltd	8,831	14,855	14,855	15,494	14,855	15,494
4300 Professional Services						
3400 Other Funds Ltd	284,038	255,911	255,911	270,498	255,911	270,498
4315 IT Professional Services						
3400 Other Funds Ltd	26,100	140,031	140,031	148,013	148,013	148,013
4325 Attorney General						
3400 Other Funds Ltd	289,807	271,973	271,973	324,817	305,620	306,725
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	705	705	735	705	735
4400 Dues and Subscriptions						
3400 Other Funds Ltd	7,610	7,126	7,126	10,874	10,426	10,874
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	166,705	179,097	179,097	186,798	186,798	186,798
4475 Facilities Maintenance						
3400 Other Funds Ltd	-	583	583	608	583	608
4575 Agency Program Related S and S						
3400 Other Funds Ltd	40,749	134,566	134,566	136,910	131,266	136,910
4650 Other Services and Supplies						
3400 Other Funds Ltd	88,471	98,000	98,000	102,214	90,985	95,452
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	4,016	5,836	5,836	6,087	5,836	6,087

09/13/21

9:23 PM

Page 11 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures

BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Board of Dentistry

Description	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
4715 IT Expendable Property						
3400 Other Funds Ltd	9,335	23,482	23,482	24,492	23,482	24,492
SERVICES & SUPPLIES						
3400 Other Funds Ltd	1,255,854	1,590,686	1,590,686	1,700,020	1,629,831	1,671,338
TOTAL SERVICES & SUPPLIES	\$1,255,854	\$1,590,686	\$1,590,686	\$1,700,020	\$1,629,831	\$1,671,338
EXPENDITURES						
3400 Other Funds Ltd	3,013,093	3,535,260	3,535,260	3,797,401	3,658,308	3,768,719
TOTAL EXPENDITURES	\$3,013,093	\$3,535,260	\$3,535,260	\$3,797,401	\$3,658,308	\$3,768,719
ENDING BALANCE						
3400 Other Funds Ltd	1,474,142	757,940	757,940	927,799	1,066,892	956,481
TOTAL ENDING BALANCE	\$1,474,142	\$757,940	\$757,940	\$927,799	\$1,066,892	\$956,481
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	8	8	8	8	8	8
TOTAL AUTHORIZED POSITIONS	8	8	8	8	8	8
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	8.00	8.00	8.00	8.00	8.00	8.00
TOTAL AUTHORIZED FTE	8.00	8.00	8.00	8.00	8.00	8.00

09/13/21

9:23 PM

Page 12 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures

BDV103A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Version / Column Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Board of Dentistry

Description	Governor's Budget (Y-01) 2021-23 Base Budget	Leg. Adopted Budget (Z-01) 2021-23 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
BEGINNING BALANCE				
0025 Beginning Balance				
3400 Other Funds Ltd	1,500,000	1,500,000	0	-
REVENUE CATEGORIES				
LICENSES AND FEES				
0205 Business Lic and Fees				
3400 Other Funds Ltd	3,100,000	3,100,000	0	-
0210 Non-business Lic. and Fees				
3400 Other Funds Ltd	10,000	10,000	0	-
TOTAL LICENSES AND FEES				
3400 Other Funds Ltd	3,110,000	3,110,000	0	-
CHARGES FOR SERVICES				
0410 Charges for Services				
3400 Other Funds Ltd	18,000	18,000	0	-
FINES, RENTS AND ROYALTIES				
0505 Fines and Forfeitures				
3400 Other Funds Ltd	250,000	250,000	0	-
INTEREST EARNINGS				
0605 Interest Income				
3400 Other Funds Ltd	60,000	60,000	0	-
OTHER				
0975 Other Revenues				
3400 Other Funds Ltd	14,000	14,000	0	-
TOTAL REVENUES				

09/13/21

Page 1 of 5

ANA100A - Version / Column Comparison Report - Detail

9:24 PM

ANA100A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Version / Column Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Board of Dentistry

Description	Governor's Budget (Y-01) 2021-23 Base Budget	Leg. Adopted Budget (Z-01) 2021-23 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	3,452,000	3,452,000	0	-
TRANSFERS OUT				
2443 Tsfr To Oregon Health Authority				
3400 Other Funds Ltd	(226,800)	(226,800)	0	-
AVAILABLE REVENUES				
3400 Other Funds Ltd	4,725,200	4,725,200	0	-
EXPENDITURES				
PERSONAL SERVICES				
SALARIES & WAGES				
3110 Class/Unclass Sal. and Per Diem				
3400 Other Funds Ltd	1,327,436	1,327,436	0	-
3160 Temporary Appointments				
3400 Other Funds Ltd	4,219	4,219	0	-
3170 Overtime Payments				
3400 Other Funds Ltd	6,136	6,136	0	-
3190 All Other Differential				
3400 Other Funds Ltd	38,194	38,194	0	-
TOTAL SALARIES & WAGES				
3400 Other Funds Ltd	1,375,985	1,375,985	0	-
OTHER PAYROLL EXPENSES				
3210 Empl. Rel. Bd. Assessments				
3400 Other Funds Ltd	464	464	0	-
3220 Public Employees' Retire Cont				
3400 Other Funds Ltd	220,405	220,405	0	-

09/13/21

Page 2 of 5

ANA100A - Version / Column Comparison Report - Detail

9:24 PM

ANA100A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Version / Column Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Board of Dentistry

Description	Governor's Budget (Y-01) 2021-23 Base Budget	Leg. Adopted Budget (Z-01) 2021-23 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3221 Pension Obligation Bond				
3400 Other Funds Ltd	73,260	73,260	0	-
3230 Social Security Taxes				
3400 Other Funds Ltd	104,004	104,004	0	-
3250 Worker's Comp. Assess. (WCD)				
3400 Other Funds Ltd	368	368	0	-
3260 Mass Transit Tax				
3400 Other Funds Ltd	7,834	7,834	0	-
3270 Flexible Benefits				
3400 Other Funds Ltd	305,856	305,856	0	-
TOTAL OTHER PAYROLL EXPENSES				
3400 Other Funds Ltd	712,191	712,191	0	-
P.S. BUDGET ADJUSTMENTS				
3455 Vacancy Savings				
3400 Other Funds Ltd	(23,354)	(23,354)	0	-
TOTAL PERSONAL SERVICES				
3400 Other Funds Ltd	2,064,822	2,064,822	0	-
SERVICES & SUPPLIES				
4100 Instate Travel				
3400 Other Funds Ltd	50,785	50,785	0	-
4125 Out of State Travel				
3400 Other Funds Ltd	7,563	7,563	0	-
4150 Employee Training				
3400 Other Funds Ltd	54,222	54,222	0	-

09/13/21

Page 3 of 5

ANA100A - Version / Column Comparison Report - Detail

9:24 PM

ANA100A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Version / Column Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Board of Dentistry

Description	Governor's Budget (Y-01) 2021-23 Base Budget	Leg. Adopted Budget (Z-01) 2021-23 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
4175 Office Expenses				
3400 Other Funds Ltd	91,230	91,230	0	-
4200 Telecommunications				
3400 Other Funds Ltd	24,925	24,925	0	-
4225 State Gov. Service Charges				
3400 Other Funds Ltd	161,338	161,338	0	-
4250 Data Processing				
3400 Other Funds Ltd	68,458	68,458	0	-
4275 Publicity and Publications				
3400 Other Funds Ltd	14,855	14,855	0	-
4300 Professional Services				
3400 Other Funds Ltd	255,911	255,911	0	-
4315 IT Professional Services				
3400 Other Funds Ltd	140,031	140,031	0	-
4325 Attorney General				
3400 Other Funds Ltd	271,973	271,973	0	-
4375 Employee Recruitment and Develop				
3400 Other Funds Ltd	705	705	0	-
4400 Dues and Subscriptions				
3400 Other Funds Ltd	10,426	10,426	0	-
4425 Facilities Rental and Taxes				
3400 Other Funds Ltd	179,097	179,097	0	-
4475 Facilities Maintenance				
3400 Other Funds Ltd	583	583	0	-

09/13/21

Page 4 of 5

ANA100A - Version / Column Comparison Report - Detail

9:24 PM

ANA100A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Version / Column Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Board of Dentistry

Description	Governor's Budget (Y-01) 2021-23 Base Budget	Leg. Adopted Budget (Z-01) 2021-23 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
4575 Agency Program Related S and S				
3400 Other Funds Ltd	131,266	131,266	0	-
4650 Other Services and Supplies				
3400 Other Funds Ltd	98,000	98,000	0	-
4700 Expendable Prop 250 - 5000				
3400 Other Funds Ltd	5,836	5,836	0	-
4715 IT Expendable Property				
3400 Other Funds Ltd	23,482	23,482	0	-
TOTAL SERVICES & SUPPLIES				
3400 Other Funds Ltd	1,590,686	1,590,686	0	-
TOTAL EXPENDITURES				
3400 Other Funds Ltd	3,655,508	3,655,508	0	-
ENDING BALANCE				
3400 Other Funds Ltd	1,069,692	1,069,692	0	-
AUTHORIZED POSITIONS				
8150 Class/Unclass Positions	8	8	0	-
AUTHORIZED FTE				
8250 Class/Unclass FTE Positions	8.00	8.00	0	-

09/13/21

Page 5 of 5

ANA100A - Version / Column Comparison Report - Detail

9:24 PM

ANA100A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Non-PICS Psnl Svc / Vacancy Factor

Board of Dentistry

Pkg Group: ESS Pkg Type: 010 Pkg Number: 010

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3160 Temporary Appointments

3400 Other Funds Ltd	181	181	0	0.00%
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3170 Overtime Payments

3400 Other Funds Ltd	264	264	0	0.00%
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3190 All Other Differential

3400 Other Funds Ltd	1,642	1,642	0	0.00%
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SALARIES & WAGES

3400 Other Funds Ltd	2,087	2,087	0	0.00%
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TOTAL SALARIES & WAGES

	\$2,087	\$2,087	\$0	0.00%
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OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

3400 Other Funds Ltd	326	326	0	0.00%
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3221 Pension Obligation Bond

3400 Other Funds Ltd	6,198	6,198	0	0.00%
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3230 Social Security Taxes

3400 Other Funds Ltd	160	160	0	0.00%
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09/13/21

Page 1 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Non-PICS Psnl Svc / Vacancy Factor

Board of Dentistry

Pkg Group: ESS Pkg Type: 010 Pkg Number: 010

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3260 Mass Transit Tax				
3400 Other Funds Ltd	434	434	0	0.00%
OTHER PAYROLL EXPENSES				
3400 Other Funds Ltd	7,118	7,118	0	0.00%
TOTAL OTHER PAYROLL EXPENSES	\$7,118	\$7,118	\$0	0.00%
P.S. BUDGET ADJUSTMENTS				
3455 Vacancy Savings				
3400 Other Funds Ltd	23,354	23,354	0	0.00%
PERSONAL SERVICES				
3400 Other Funds Ltd	32,559	32,559	0	0.00%
TOTAL PERSONAL SERVICES	\$32,559	\$32,559	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	32,559	32,559	0	0.00%
TOTAL EXPENDITURES	\$32,559	\$32,559	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(32,559)	(32,559)	0	0.00%
TOTAL ENDING BALANCE	(\$32,559)	(\$32,559)	\$0	0.00%

09/13/21

Page 2 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Standard Inflation

Board of Dentistry

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

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4100 Instate Travel

3400 Other Funds Ltd	2,184	2,184	0	0.00%
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4125 Out of State Travel

3400 Other Funds Ltd	325	325	0	0.00%
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4150 Employee Training

3400 Other Funds Ltd	2,332	2,332	0	0.00%
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4175 Office Expenses

3400 Other Funds Ltd	3,923	3,923	0	0.00%
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4200 Telecommunications

3400 Other Funds Ltd	1,072	1,072	0	0.00%
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4225 State Gov. Service Charges

3400 Other Funds Ltd	(84,237)	(84,237)	0	0.00%
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4250 Data Processing

3400 Other Funds Ltd	2,944	2,944	0	0.00%
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4275 Publicity and Publications

3400 Other Funds Ltd	639	639	0	0.00%
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4300 Professional Services

09/13/21

Page 3 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Standard Inflation

Board of Dentistry

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

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	14,587	14,587	0	0.00%
4315 IT Professional Services				
3400 Other Funds Ltd	7,982	7,982	0	0.00%
4325 Attorney General				
3400 Other Funds Ltd	52,844	52,844	0	0.00%
4375 Employee Recruitment and Develop				
3400 Other Funds Ltd	30	30	0	0.00%
4400 Dues and Subscriptions				
3400 Other Funds Ltd	448	448	0	0.00%
4425 Facilities Rental and Taxes				
3400 Other Funds Ltd	7,701	7,701	0	0.00%
4475 Facilities Maintenance				
3400 Other Funds Ltd	25	25	0	0.00%
4575 Agency Program Related S and S				
3400 Other Funds Ltd	5,644	5,644	0	0.00%
4650 Other Services and Supplies				
3400 Other Funds Ltd	4,214	4,214	0	0.00%
4700 Expendable Prop 250 - 5000				
3400 Other Funds Ltd	251	251	0	0.00%

09/13/21

Page 4 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Standard Inflation

Board of Dentistry

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

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
4715 IT Expendable Property				
3400 Other Funds Ltd	1,010	1,010	0	0.00%
SERVICES & SUPPLIES				
3400 Other Funds Ltd	23,918	23,918	0	0.00%
TOTAL SERVICES & SUPPLIES	\$23,918	\$23,918	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	23,918	23,918	0	0.00%
TOTAL EXPENDITURES	\$23,918	\$23,918	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(23,918)	(23,918)	0	0.00%
TOTAL ENDING BALANCE	(\$23,918)	(\$23,918)	\$0	0.00%

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Elimination of S&S Inflation

Board of Dentistry

Pkg Group: POL Pkg Type: 090 Pkg Number: 091

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4100 Instate Travel

3400 Other Funds Ltd	(2,184)	-	2,184	100.00%
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4125 Out of State Travel

3400 Other Funds Ltd	(325)	-	325	100.00%
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4150 Employee Training

3400 Other Funds Ltd	(2,332)	-	2,332	100.00%
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4175 Office Expenses

3400 Other Funds Ltd	(3,923)	-	3,923	100.00%
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4200 Telecommunications

3400 Other Funds Ltd	(1,072)	-	1,072	100.00%
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4275 Publicity and Publications

3400 Other Funds Ltd	(639)	-	639	100.00%
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4300 Professional Services

3400 Other Funds Ltd	(14,587)	-	14,587	100.00%
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4375 Employee Recruitment and Develop

3400 Other Funds Ltd	(30)	-	30	100.00%
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4400 Dues and Subscriptions

09/13/21

Page 6 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Elimination of S&S Inflation

Board of Dentistry

Pkg Group: POL Pkg Type: 090 Pkg Number: 091

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	(448)	-	448	100.00%
4475 Facilities Maintenance				
3400 Other Funds Ltd	(25)	-	25	100.00%
4575 Agency Program Related S and S				
3400 Other Funds Ltd	(5,644)	-	5,644	100.00%
4650 Other Services and Supplies				
3400 Other Funds Ltd	(4,214)	-	4,214	100.00%
4700 Expendable Prop 250 - 5000				
3400 Other Funds Ltd	(251)	-	251	100.00%
4715 IT Expendable Property				
3400 Other Funds Ltd	(1,010)	-	1,010	100.00%
SERVICES & SUPPLIES				
3400 Other Funds Ltd	(36,684)	-	36,684	100.00%
TOTAL SERVICES & SUPPLIES	(\$36,684)	-	\$36,684	100.00%
EXPENDITURES				
3400 Other Funds Ltd	(36,684)	-	36,684	100.00%
TOTAL EXPENDITURES	(\$36,684)	-	\$36,684	100.00%
ENDING BALANCE				
3400 Other Funds Ltd	36,684	-	(36,684)	(100.00%)

09/13/21

Page 7 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Elimination of S&S Inflation

Board of Dentistry

Pkg Group: POL Pkg Type: 090 Pkg Number: 091

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
TOTAL ENDING BALANCE	\$36,684	-	(\$36,684)	(100.00%)

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Personal Services Adjustments

Board of Dentistry

Pkg Group: POL Pkg Type: 090 Pkg Number: 092

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

PERSONAL SERVICES

P.S. BUDGET ADJUSTMENTS

3455 Vacancy Savings

3400 Other Funds Ltd	(68,904)	-	68,904	100.00%
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PERSONAL SERVICES

3400 Other Funds Ltd	(68,904)	-	68,904	100.00%
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TOTAL PERSONAL SERVICES	(\$68,904)	-	\$68,904	100.00%
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EXPENDITURES

3400 Other Funds Ltd	(68,904)	-	68,904	100.00%
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TOTAL EXPENDITURES	(\$68,904)	-	\$68,904	100.00%
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ENDING BALANCE

3400 Other Funds Ltd	68,904	-	(68,904)	(100.00%)
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TOTAL ENDING BALANCE	\$68,904	-	(\$68,904)	(100.00%)
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09/13/21

Page 9 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Statewide Adjustment DAS Chgs

Board of Dentistry

Pkg Group: POL Pkg Type: 090 Pkg Number: 096

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4225 State Gov. Service Charges

3400 Other Funds Ltd	(7,293)	-	7,293	100.00%
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4650 Other Services and Supplies

3400 Other Funds Ltd	(1,372)	-	1,372	100.00%
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SERVICES & SUPPLIES

3400 Other Funds Ltd	(8,665)	-	8,665	100.00%
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TOTAL SERVICES & SUPPLIES

(\$8,665)	-	\$8,665	100.00%
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EXPENDITURES

3400 Other Funds Ltd	(8,665)	-	8,665	100.00%
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TOTAL EXPENDITURES

(\$8,665)	-	\$8,665	100.00%
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ENDING BALANCE

3400 Other Funds Ltd	8,665	-	(8,665)	(100.00%)
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TOTAL ENDING BALANCE

\$8,665	-	(\$8,665)	(100.00%)
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09/13/21

Page 10 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Statewide AG Adjustment

Board of Dentistry

Pkg Group: POL Pkg Type: 090 Pkg Number: 097

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4325 Attorney General

3400 Other Funds Ltd	(19,197)	-	19,197	100.00%
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SERVICES & SUPPLIES

3400 Other Funds Ltd	(19,197)	-	19,197	100.00%
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TOTAL SERVICES & SUPPLIES	(\$19,197)	-	\$19,197	100.00%
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EXPENDITURES

3400 Other Funds Ltd	(19,197)	-	19,197	100.00%
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TOTAL EXPENDITURES	(\$19,197)	-	\$19,197	100.00%
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ENDING BALANCE

3400 Other Funds Ltd	19,197	-	(19,197)	(100.00%)
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TOTAL ENDING BALANCE	\$19,197	-	(\$19,197)	(100.00%)
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09/13/21

Page 11 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Microsoft 365 Consolidation

Board of Dentistry

Pkg Group: POL Pkg Type: 090 Pkg Number: 099

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4650 Other Services and Supplies

3400 Other Funds Ltd	(5,643)	(5,643)	0	0.00%
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SERVICES & SUPPLIES

3400 Other Funds Ltd	(5,643)	(5,643)	0	0.00%
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TOTAL SERVICES & SUPPLIES	(\$5,643)	(\$5,643)	\$0	0.00%
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EXPENDITURES

3400 Other Funds Ltd	(5,643)	(5,643)	0	0.00%
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TOTAL EXPENDITURES	(\$5,643)	(\$5,643)	\$0	0.00%
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ENDING BALANCE

3400 Other Funds Ltd	5,643	5,643	0	0.00%
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TOTAL ENDING BALANCE	\$5,643	\$5,643	\$0	0.00%
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09/13/21

Page 12 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: OBD Database and Data Processing System

Board of Dentistry

Pkg Group: POL Pkg Type: POL Pkg Number: 100

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4250 Data Processing

3400 Other Funds Ltd	85,416	85,416	0	0.00%
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SERVICES & SUPPLIES

3400 Other Funds Ltd	85,416	85,416	0	0.00%
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TOTAL SERVICES & SUPPLIES	\$85,416	\$85,416	\$0	0.00%
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EXPENDITURES

3400 Other Funds Ltd	85,416	85,416	0	0.00%
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TOTAL EXPENDITURES	\$85,416	\$85,416	\$0	0.00%
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ENDING BALANCE

3400 Other Funds Ltd	(85,416)	(85,416)	0	0.00%
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TOTAL ENDING BALANCE	(\$85,416)	(\$85,416)	\$0	0.00%
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09/13/21

Page 13 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Package Comparison Report - Detail

Cross Reference Number: 83400-001-00-00-00000

2021-23 Biennium

Package: Statewide Adjustments

Board of Dentistry

Pkg Group: POL Pkg Type: LFO Pkg Number: 810

Description	Governor's Budget (Y-01)	Leg. Adopted Budget (Z-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4225 State Gov. Service Charges

3400 Other Funds Ltd	-	(3,828)	(3,828)	100.00%
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4325 Attorney General

3400 Other Funds Ltd	-	(18,092)	(18,092)	100.00%
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4650 Other Services and Supplies

3400 Other Funds Ltd	-	(1,119)	(1,119)	100.00%
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SERVICES & SUPPLIES

3400 Other Funds Ltd	-	(23,039)	(23,039)	100.00%
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TOTAL SERVICES & SUPPLIES

-	(\$23,039)	(\$23,039)	100.00%
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EXPENDITURES

3400 Other Funds Ltd	-	(23,039)	(23,039)	100.00%
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TOTAL EXPENDITURES

-	(\$23,039)	(\$23,039)	100.00%
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ENDING BALANCE

3400 Other Funds Ltd	-	23,039	23,039	100.00%
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TOTAL ENDING BALANCE

-	\$23,039	\$23,039	100.00%
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09/13/21

Page 14 of 14

ANA101A - Package Comparison Report - Detail

ANA101A

9:24 PM

BUDGET NARRATIVE

PIC100 - Position Budget Report

Oregon Board of Dentistry

2021-23 Biennium

Cross Reference Number: 83400-000-00-00-00000

Budget Preparation

Legislatively Adopted 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												-	-	1,327,436	-	1,327,436
Total OPE												-	-	619,789	-	619,789
Total Personal Services												-	-	1,947,225	-	1,947,225

BUDGET NARRATIVE

PIC100 - Position Budget Report

Board of Dentistry

2021-23 Biennium
Budget Preparation

Cross Reference Number: 83400-001-01-00-00000
Legislatively Adopted 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
0000521	MEAH Z7008 HF	PRINCIPAL EXECUTIVE/MANAGER E	33X	PF	1	1.00	24	10	10813	SAL	-	-	259,512	-	259,512
										OPE	-	-	102,643	-	102,643
0000522	MESN Z7008 AF	PRINCIPAL EXECUTIVE/MANAGER E	33X	PF	1	1.00	24	2	6883	SAL	-	-	165,192	-	165,192
										OPE	-	-	79,270	-	79,270
0000524	MMS X0806 AP	OFFICE MANAGER 2	22	PF	1	1.00	24	3	4439	SAL	-	-	106,536	-	106,536
										OPE	-	-	64,736	-	64,736
0000525	OAS C0108 AP	ADMINISTRATIVE SPECIALIST 2	20	PF	1	1.00	24	6	4310	SAL	-	-	103,440	-	103,440
										OPE	-	-	63,968	-	63,968
0000528	OAS C5232 AP	INVESTIGATOR 2	23	PF	1	1.00	24	2	4122	SAL	-	-	98,928	-	98,928
										OPE	-	-	62,850	-	62,850
0000529	OAS C0104 AP	OFFICE SPECIALIST 2	15	PF	1	1.00	24	4	3150	SAL	-	-	75,600	-	75,600
										OPE	-	-	57,069	-	57,069
0000530	OAS C5232 AP	INVESTIGATOR 2	23	PF	1	1.00	24	9	5726	SAL	-	-	137,424	-	137,424
										OPE	-	-	72,390	-	72,390
0000531	OAS C5911 EP	HEALTH CARE INVESTIGTR/ADVISR	26	PF	1	1.00	24	9	12321	SAL	-	-	295,704	-	295,704
										OPE	-	-	110,353	-	110,353
0004501	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004502	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004503	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004504	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004505	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004506	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004507	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004508	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510

09/13/21
9:24 PM

Page 2 of 3

PIC100 - Position Budget Report
PIC100

BUDGET NARRATIVE

PIC100 - Position Budget Report

Board of Dentistry

2021-23 Biennium
Budget Preparation

Cross Reference Number: 83400-001-01-00-00000
Legislatively Adopted 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	
0004509	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	651	-	651	
										SAL	-	-	8,510	-	8,510	
0004511	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	651	-	651	
										SAL	-	-	8,510	-	8,510	
											OPE	-	-	651	-	651
Total Salary												-	-	1,327,436	-	1,327,436
Total OPE												-	-	619,789	-	619,789
Total Personal Services												-	-	1,947,225	-	1,947,225

Oregon Board of Dentistry



Stephen Prisby, Executive Director
1500 SW 1st Ave, Suite 770
Portland OR, 97201
(971)-673-3200

Affirmative Action Plan
2021 – 2023 Biennium



Oregon

Kate Brown, Governor

Board of Dentistry
1500 SW 1st Ave. Ste 770
Portland, OR 97201-5837
(971) 673-3200
Fax: (971) 673-3202

November 18, 2020

Steve Lee
Affirmative Action Manager
900 Court Street NE, Suite 254
Salem, OR 97301

Dear Mr. Lee:

I am pleased to submit to your office the Affirmative Action Plan for the Oregon Board of Dentistry. I am committed to leading our agency and undertaking the responsibilities in this plan and I look forward to the challenge of creating and maintaining a diverse and inclusive workforce to serve the public in the state of Oregon.

Sincerely,

Stephen Prisby
Executive Director

**BOARD OF DENTISTRY
AFFIRMATIVE ACTION PLAN
2021-2023 BIENNium**

A. Background Information	1
B. Affirmative Action Policy Statement.....	2
C. Diversity and Inclusion Statement	2
D. Affirmative Action Summary Statement.....	2
a. Name of Governor's Policy Advisor	7
b. Affirmative Action Representative.....	7
c. Organizational Chart.....	8
d. Human Resources contact from the Oregon Medical Board	9
e. Employee Diversity Training/Professional Development	9
f. Agency Community Engagement Efforts	10
g. Affirmative Action 2019-2021 objectives	11
i. Goals your agency has set and met (with example[s])	
ii. Goals your agency did not or does not expect to meet (explain)	
h. Affirmative Action 2021-2023 objectives	12
Goals your agency plans to meet in the future (description of plan). Include training, recruitment & retention, advancement, procurement and contracting or other activities related to Diversity & Inclusion / Affirmative Action	
i. Agency Director/Administrator on AAP Statement.....	13-14

A. BACKGROUND INFORMATION

Mission and Objectives

The mission: The Mission of the Oregon Board of Dentistry is to promote high quality oral health care in the State of Oregon by equitably regulating dental professionals.

Statutory Authority:

The first Act regulating the practice of dentistry was adopted by the Oregon Legislature on February 23, 1887. The Oregon Dental Practice Act is comprised of Oregon Revised Statutes, Chapters 679, 680.010 to 680.210 and 680.990. These statutes, enacted by the Oregon Legislature authorize the Board to regulate the practice of dentistry and dental hygiene. Administrative Rules of the Board are found in OAR 818-001-0000 through 818-042-0130.

Agency Staffing:

The Oregon Board of Dentistry was created in 1887 and administers the Dental Practice Act and rules of the board, establishes standards for licensure, and examines and licenses dentists and dental hygienists. The board regulates the use of anesthesia in the dental office and certifies dental assistants in radiologic proficiency and expanded functions. The board investigates alleged violations of the Dental Practice Act and may discipline licensees. Members of the Board of Dentistry are appointed by the governor and confirmed by the senate. There are ten board members: six dentists, one of whom must be a specialist, two dental hygienists and two public members. Members serve for four years.

The board is supported solely by revenues received from licensees, including application, license, permit and certification fees. The 2021-2023 biennial budget will be approximately \$3.50 million dollars.

The Executive Director directly supervises the Dental Director/Chief Investigator and the Office Manager and answers to the members of the Board. The Dental Director supervises the Investigators and all of their activities. The Office Manager directly supervises the Licensing Manager and Office Specialist.

B. AGENCY AFFIRMATIVE ACTION POLICY STATEMENT

Introduction

The purpose of this plan is to update and maintain the previously initiated affirmative action program for the Oregon Board of Dentistry, in keeping with the directive of the Governor, state and federal laws and regulations, executive orders of the President of the United States of America concerning affirmative action, discrimination/non-discrimination guidelines appropriate under the Civil Rights Acts, equal employment opportunity (EEO) policies, and the Americans with Disabilities Act by which our good faith efforts must be directed.

Policy Statement

The Oregon Board of Dentistry affirms and 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.

C. AGENCY DIVERSITY AND INCLUSION STATEMENT

The Executive and Management Staff of the Oregon Board of Dentistry ensure that the agency has created, maintains and embeds a diverse and inclusive environment and organizational culture throughout the state delivery system. Our office also ensures that all Oregonians, regardless of gender, age, race, national origin, color, ethnicity, religion, people with disabilities, sexual orientation, veterans (etc.), have a fair and equal chance for available job opportunities at the agency.

We work both inside and outside of state government with everyone from state agency heads, human resources and on-the-ground staff to community-based organizations and the general public. This not only identifies systemic barriers and weaknesses that stand in the way of a diverse and inclusive workforce, but also finds and implements effective solutions that will fix the problems and improve the performance and service delivery of state organizations.

While the Governor's Diversity & Inclusion and Affirmative Action Office was created by federal and state laws, we are working to build an organization that uses the concepts of Diversity & Inclusion, e.g. problem-solving, innovation, organizational development, to create workplaces that are stronger, better functioning, and more dynamic – and can deliver the best possible service to the people of Oregon.

D. AFFIRMATIVE ACTION AGENCY STATEMENT

Responsibilities and Accountabilities

As part of the Oregon Board of Dentistry's 2021-2023 Affirmative Action Plan, the agency will increase multicultural training through staff meetings and strive to seek diversity and cultural competency within our staff and Board Members. The Board surveys Licensees regarding their continuing education regarding cultural competency continuing education courses completed. The survey questions are voluntary. A culturally competent organization is able to use the policies, people and resources it has to systematically anticipate, recognize and respond to varying expectations of customers and employees. A culturally competent organization values individuals for their differences instead of expecting individuals to adapt to the organizations culture. The state is making momentous strides and taking positive actions to assist in transforming state government that which accurately reflect the rich diversity of its citizens. The OBD is welcoming these actions which will benefit all of our licensees, consumers and stakeholders.

Executive Director

- Foster and promote to employees the importance of a diverse and discrimination and harassment free workplace. Participate in cultural diversity trainings, orientations, and be an example of cultural sensitivity.
- Meet as needed, with the Board's Office Manager to review equal employment opportunities, evaluate affirmative action and diverse work environment progress, and identify problems. Approve strategies and timetables for meeting goals.
- Annual performance reviews will include ratings on the Director's support and effectiveness of the agency's Affirmative Action Plan.
- Ensure incorporation of the Affirmative Action Plan, diversity, and inclusion responsibilities.
- Hold managers accountable for participating in and promoting affirmative action activities and for communicating this same responsibility to their subordinate supervisors and employees. The effectiveness of managers and supervisors in promoting the affirmative action activities, goals and objectives for OBD is included in their annual performance appraisals. ORS 659.025(1) states:

"To achieve the public policy of the State of Oregon for persons in the state to attain employment and advancement without discrimination because of race, religion, color, sex, marital status, national origin, handicap or age, every state agency shall be required to include in the evaluation of all management personnel the manager's or supervisor's effectiveness in achieving affirmative action objectives as a key consideration of the manager's or supervisor's performance."

Managers and Supervisors

- Foster and promote to employees the importance of a diverse and discrimination and harassment free workplace.
- Managers and supervisors will receive an orientation on the Board's affirmative action goals, understand their own responsibilities, and evaluate how well they are achieving the Board's affirmative action goals and objectives. They will attend cultural competency training, attend orientations, and promote cultural awareness.
- Subordinate supervisors will be evaluated on their effectiveness in carrying out the responsibilities they have for participating in and promoting affirmative action activities.
- In undertaking these evaluations, managers will consider how well the supervisor fosters and promotes a diverse workforce, how well s/he promotes the affirmative action goals and objectives, and that his/her staff are knowledgeable about OBD policies and procedures that encourage a welcoming environment.
- Inform applicants for vacant positions that the Board is an equal employment employer committed to workforce diversity. Have a copy of the Board's Affirmative Action Plan available for applicants to review on request.
- Work with the Human Resources Section to utilize State of Oregon procedures and rules in filling vacancies.
- Attend equal opportunity, affirmative action and other diversity and inclusion-related training in order to be informed of current issues.
- Display the Board's Affirmative Action Policy Statement and have available a hard copy of the Affirmative Action Plan in the office. An electronic copy of the Board's Affirmative Action Policy Statement will also be maintained on the OBD website.
- Act in a timely manner if they become aware of any Board employee engaging in any type of harassment.
- Periodically report to employees on the Board's progress in attaining its' affirmative action goals

and on other affirmative action matters.

- Be held accountable for promoting affirmative action on their annual performance evaluations.

Affirmative Action Officer and/or Designee

- Work with the Executive Director, managers and supervisors to promote a diverse workforce environment and help attain the AA goals of the Board. Encourage the retention of existing employees and create new learning opportunities for them.
- Report AA activities to the Executive Director in one-on-one meetings as well as staff meetings. Obtain support for proposed changes to the AA Plan to reach goals and objectives. Respond to AA issues and attend AA meetings on behalf of the Director.
- Emphasize the Board's support of equal employment opportunity, affirmative action and the benefits of a diverse workforce.
- Train managers to have diverse interview panels including, when possible, one member who works outside the hiring section/division and one member from a protected class.
- Research training opportunities and topics for presentation to all staff. Actively participate in those trainings.
- Have hard copies and/or electronic copies of the Board's Affirmative Action Policy Statement and Plan available for review by all managers, supervisors and employees and post the Affirmative Action Policy in a visible area with the contact information for the Affirmative Action Representative. Make hard or electronic copies available to applicants for employment on request. Recommend changes to the Plan and update it as required. Compile statistics and keep management informed of the Board's AA status during management meetings. Solicit comments from managers requesting how Human Resources can assist them in promoting affirmative action activities and how best to create a more diverse workforce.
- Discuss the State of Oregon/Board Affirmative Action Plan and Policy in New Employee Orientation. Make the orientation as welcoming as possible. Include in the discussion:
- Our expectations surrounding a respectful workplace and talk about what that means to the agency as well as the employee.
- Our commitment to supporting the personal and professional growth of our employees.
- Our encouragement to contribute and participate in agency activities that will assist the agency in meeting its objectives.
- Our doors are always open for questions and concerns.
- Train and inform managers, supervisors and employees at New Employee Orientation as to their rights and responsibilities under the Board's affirmative action policy and other Board policies to eliminate any harassment based on race, sex, age, religion, sexual orientation, or disability.
- Respond to and investigate complaints. Enforce policies and procedures.
- Offer the Statewide Exit Interview Survey to all terminated employees. Analyze for trends. If it appears that discrimination or harassment was a factor in employee separation, conduct an investigation and take appropriate action. Inform the Executive Director of the results.
- Evaluate revised and new policies for possible adverse impact on the Board's commitment to affirmative action and equal employment opportunities.
- Serve as a liaison between the Board, the state and federal agencies that protect civil rights.

Providers and Volunteers

- The Oregon Board of Dentistry does not have any Providers or Volunteers.

Contractors/Vendors

- When contracts are established or renewed, the Oregon Board of Dentistry provides vendors with a copy of the Affirmative Action Plan or directs them to the Board's website where the Plan is available for public viewing.

Programs

The Oregon Board of Dentistry uses a number of approaches in executing its diversity and inclusion program and bringing new people into the work force, creating opportunities for existing employees, and promoting an environment that is welcoming, tolerant and supportive. Some of the initiatives and activities include:

- Communicating to all staff in a variety of mediums the importance of diversity and inclusion;
- Drawing upon different sources to advertise our recruitments such as the new state recruiting system E-Recruit, and increase awareness of our openings by contacting minority and community organizations.
- Promoting a respectful workplace by offering training on diversity awareness, improving communications, conflict management, and an open atmosphere to talk about problems and ideas;
- Creating a welcoming environment by fostering an acceptance of people's differences and treating everyone with respect and professionalism whether they are staff or customer;
- Posting notices and forwarding e-mails that talk about cultural activities and other information that supports diversity and tolerance; and
- Displaying the agency's commitment to the Affirmative Action Plan by publicizing it on their website and having hard copies available in strategic locations for everyone to read.

Statewide Exit Interview Survey

The Oregon Board of Dentistry offers exit interviews to all departing staff. Discuss and follow-up with the Executive Director on any concerns or trends. Ensure each departing employee is sent the link to the State's exit interview survey monkey as required by the Governor's Affirmative Action Office.

Performance Evaluations of all Management Personnel

The Oregon Board of Dentistry remains committed to compliance with the Governor's executive orders requiring the inclusion of diversity and affirmative action requirements in position descriptions and annual performance evaluations. Performance accountability in the areas of Affirmation Action and Diversity will be reviewed during annual evaluations.

Status of contracts to Minority Businesses (ORS 659A.015)

The Oregon Board of Dentistry issues a small number of contracts which are very specific individual personal contracts for individual investigative cases. These contractors are Oregon licensed dentists. All contracts are prepared internally and the type of individuals that the Oregon Board of Dentistry needs are tracked and

SB 786 – Diversity Report

Senate Bill 786 (ORS Chapter 973), passed by the 2001 Legislature, requires that the health professional regulatory boards listed in ORS 676.160 collect and maintains information regarding racial, ethnic and bilingual status of licensees and applicants and report to the 2003 Legislature. Provision of the information by licensees is voluntary.

This law was the result of a study performed by the Governor's Racial and Ethnic Health Task Force, which determined that access to health care by racial and ethnic minorities, is inadequate to address the chronic health issues these communities face. People of color and people with native languages other than English experience extreme difficulty accessing health services. Culturally competent health care providers are critical in providing appropriate health care and the collection of the information requested below will assist decision makers in developing programs to address the disparity in access to health care experienced by various

In 2002, the Board participated in the Oregon Health Workforce Project conducted by OHSU, Area Health Education Centers Program, to determine the workforce and demographic makeup of several health care professions. Results of that survey are shown in the following tables:

I. Race	Dentists	Hygienists
American Indian/Alaska Native	.11%	.6%
Asian/Pacific Islander	11.12%	4.09%
Black or African American	.63%	.34%
Multi-ethnic	1.72%	1.62%
White (not Hispanic)	68.94%	81.14%
II. Gender		
Female	23.73%	95.5%
Male	73.26%	2.8%

Languages Spoken	Dentists	Hygienists
Spanish	13.1%	6.92%
Chinese	2.3%	.45%
Vietnamese	2.9%	2.65%
Russian	1.03%	1.26%
Korean	2.3%	.26%
Cambodian	0%	0%
Laotian	0%	0%
English	78.4%	88.5%

To comply with the requirements of SB 786, a survey instrument was developed in collaboration with other health licensing boards in late 2001. The Board of Dentistry decided that the most economical way to gather this information would be to include the survey with renewal applications. Approximately one-half of all licensees renew their licenses each year. (Dentists renew their licenses every two years by March 30 based on even or odd-numbered year of issue and Dental Hygiene licenses are renewed by September 30 in the same manner.) For the purposes of compliance with the requirements of SB 786, it will take two years to complete the survey of all licensees.

Starting in January 2002, the survey was included in the renewal mailings for all licensees during the 2-year renewal cycle which ended September 30, 2015, a total of 3,478 licensees responded. Also effective January 2002, the survey form was included in application packets for new licenses.

Results of OBD surveys returned as of March 31, 2018:

Race	Total	% of those Responding	Speak a language other than English
American Indian/Alaska Native	37	0.46%	14
Asian/Pacific Islander	375	4.7%	245
Black (not Hispanic)	20	0.24%	11
Hispanic	129	1.6%	51
Other (Multi-ethnic)	49	0.6%	23
White (not Hispanic)	3257	40.5%	1352
Not specific	4171	51.9%	2009
Total	8038		3705

In addition to implementation of the survey, the Board has met with the Oregon Dental Association and the Dean of the OHSU School of Dentistry to discuss ways in which these three organizations can partner to advance the purposes of SB 786 in attracting people of ethnic and racial background to the professions of dentistry and dental hygiene.

a. The Governor's Policy Advisor

The Governor's Policy Advisor for the Oregon Board of Dentistry is:
Ms. Jackie Yerby, Phone number 971-239-7568

b. The Affirmative Action Representative

The Affirmative Action Representative for the Oregon Board of Dentistry is:
Mr. Stephen Prisby
Phone number 971-673-3200

c. Agency Organizational Chart

A current organizational chart for the Oregon Board of Dentistry follows this page.

BOARD OF DENTISTRY

10 Members

EXECUTIVE DIRECTOR
Principal Executive/Manager E
Stephen Prisby
Classification Z7008
Position 521 1.0 FTE

LICENSING AND ADMINISTRATIVE SUPPORT

OFFICE MANAGER
Haley Robinson
Classification X0806
Position 524 1.0 FTE

LICENSING & EXAMINATION
MANAGER
Admin Specialist 2
Ingrid Nye
Classification CO 180
Position 525 1.0 FTE

ADMIN SUPPORT
Office Specialist 2
Samantha VandeBerg
Classification C0104
Position 529 1.0 FTE

INVESTIGATION AND COMPLIANCE MONITORING

DENTAL DIRECTOR/ CHIEF INVESTIGATOR
Principal Executive/Manager E
Daniel E. Blickenstaff, D.D.S., M.S.c.
Classification Z7008
Position 522 1.0 FTE

DENTAL
INVESTIGATOR
Winthrop B. Carter,
D.D.S. Classification
C5911 Position 531
1.0 FTE

INVESTIGATOR 2
Shane Rubio
Classification C5232
Position 528 1.0 FTE

INVESTIGATOR 2
Vacant
Classification C5232
Position 528 1.0 FTE

d. The Board of Dentistry has an Inter-Agency Agreement with the Oregon Medical Board to provide Human Resources Support.

Ms. Jessica Bates, HR Manager, Oregon Medical Board
Phone Number is 971-673-2697

The Oregon Board of Dentistry uses a number of approaches in executing its diversity and inclusion program and bringing new people into the work force, creating opportunities for existing employees, and promoting an environment that is welcoming, tolerant and supportive. Some of the initiatives and activities include:

- Communicating to all staff in a variety of mediums the importance of diversity and inclusion;
- Drawing upon different sources to advertise our recruitments such as the new state recruiting system E-Recruit, and increase awareness of our openings by contacting minority and community organizations.
- Promoting a respectful workplace by offering training on diversity awareness, improving communications, conflict management, and an open atmosphere to talk about problems and ideas;
- Creating a welcoming environment by fostering an acceptance of people's differences and treating everyone with respect and professionalism whether they are staff or customer;
- Posting notices and forwarding e-mails that talk about cultural activities and other information that supports diversity and tolerance; and
- Displaying the agency's commitment to the Affirmative Action Plan by publicizing it on their website and having hard copies available in strategic locations for everyone to read.

e. Agency Employee Diversity Training/Professional Development

Staff

- The Oregon Board of Dentistry is a very small agency of only eight employees. All employees are made aware of any Affirmative Action and Diversity training via state e-mail, the posting of training information on the employee bulletin board and announcement at weekly staff meetings.
- Employees are encouraged to attend Affirmative Action and Diversity training and we have monthly health and wellness meetings that incorporate a holistic approach to health and this includes topics on workplace acceptance, culture acceptance and positivity.
- Demographics of Staff:

	Hispanic	Caucasian	Multiple Ethnicities
Male	1	2	1
Female		4	

Board Members

- Provide new Board Members with a copy of the Affirmative Action Plan or direct them to the Board's website where the Plan is available for public viewing.
- Invite them to participate in the Board's cultural diversity training sessions.
- Demographics of Board Members:

	African American	Middle Eastern	Asian	Latino	Native American	Caucasian
Male	1	1	1	1		2
Female				1	1	2

f. Agency Community Engagement Efforts

Outreach

The Oregon Board of Dentistry is committed to open communication with the licenses and citizens of the state. The Executive Director and staff give approximately 24 presentations throughout the year to associations and students regarding licensing steps, new rules, and feedback on how to stay out of trouble and practice within the scope of the law. The OBD coordinates education and rule making with the major dental groups in the state. The OBD maintains a robust web site, and also utilizes email lists and mailings to communicate important Board information to all licensees.

The Oregon Board of Dentistry will develop a plan to enhance its cultural competence over the 2021-2023 Biennium. Implementation of the plan will result in:

- People of diverse backgrounds and experience effectively working together;
- People understanding and appreciating one another's differences;
- People effectively communicating with and being respectful of those differences; and

The plan will focus on:

- Licensees understanding and appreciating the value of the Board's requirements.
- Greater awareness among the members of OBD's workforce;
- Possible changes to policies and procedures that will enhance effective communication and utilize differing strengths;
- Identifying training events that all employees might enjoy and participate in; and
- An increased respect for and understanding of diverse cultures within the workforce.
- Evaluating and assessing any trends showing an increase or decrease in discrimination and/or harassment claims.
- Working to improve implementation of the Affirmative Action Plan through the use of performance assessments and/or performance evaluations.

OREGON BOARD OF DENTISTRY
AFFIRMATIVE ACTION PLAN
July 1, 2019 – June 30, 2021

Mission Statement: The mission of the Oregon Board of Dentistry is to assure that all citizens of Oregon receive the highest possible quality oral health care.

**ORGANIZATIONAL STRUCTURE
AND RESPONSIBILITIES FOR PLAN IMPLEMENTATION**

The Affirmative Action objectives of the Oregon Board of Dentistry for the 2019-2021 biennium was to:

1. Educate and provide strategies to hire more employees from diverse backgrounds.

Achieved- We fully support the Governor and DAS' efforts to recruit the most diverse workforce possible. Our small Board only has 8 full time employees. All employees are encouraged to attend training and development programs. Managers are required to maintain cultural competency and their performance is reviewed annually each year. This is a continued expectation and will continue in 2021-2023.

2. Utilize creative means to advertise vacancies to people of color, disabled individuals and women.

Achieved - We complied with all DAS HR policies for job announcements and recruitment. We follow best practices for recruitment learned from the Medical Board, who is responsible for our recruitment and HR support.

3. Continue the focus on developing an OBD work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees' differences.

Achieved - We have implemented a new (in 2018) standing Health & Wellness Committee for staff to share best practices to create a healthier and more attractive workplace. This committee has equitable approaches to retaining staff and communication with our Licensees and stakeholders. Individuals are encouraged and share best practices in life that run the gamut from mental health, healthy recipes, physical health and coping strategies with the complexities of life.

We integrate cultural competency education and discussion in our weekly staff meetings. We utilize OHA and OMB resources to more fully understand the need for cultural competency literacy among staff and our licensees.

4. Offer career development and training opportunities for employees of color, employees with disabilities and female employees to prepare them for advancement.

Achieved - We utilize available state resources for relevant employee training and development. Employees and managers are provided opportunities for mandatory group training and individualized training. Authorized training is reported to the supervisor and kept in the

employee's official personnel file and is reviewed by the supervisor during the annual performance appraisal process. Feedback is provided and employees are encouraged to attend training as needed on various topics pertaining to their individual goals. Cultural competence is encouraged and recommended/required if needed.

The agency's leadership continues to invest in employees through access to training. The Director continued the practice of purchasing unlimited access to iLearn resources and encourages employees to attend educational opportunities that enhances employment opportunities, work life balance and further learning options to keep current with evolving work standards. This will continue during 2021-2023 by providing career development and training to the fullest extent possible.

5. Develop/utilize strategies for filling entry-level positions with individuals in protected classes.

Achieved - We comply with all federal and state hiring laws. We provide all new board members and employees with an orientation program to assist with acclimating in a new environment, establishing expectations that include cultural competency awareness, diversity and inclusion expectations.

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

Achieved - We have promoted from within and offered advancement opportunities internally to grow and develop our staff and retain them.

7. Work closely with Governor's Office on achieving statewide goals regarding diversity and inclusion.

Achieved - We are engaged with all executive orders and the governor's meetings related to diversity and equity. Meetings are either attended in person or via teleconference. Providing presentations to healthcare and stakeholder organizations about the work of the Board of Dentistry which creates interest in jobs at our agency and interest in oral health care. Displaying the agency's commitment to the Affirmative Action Plan by publishing on our website. Respectful Leadership Training (Diversity, Equity & Inclusion), and Sexual Harassment. All staff are expected to review and adhere to the Department of Administrative Services Chief Human Resources policies: Maintaining a Harassment Free and professional Workplace and Preventing Sexual Harassment. Training is required of all staff and is to be completed annually.

OREGON BOARD OF DENTISTRY
STRATEGIES FOR IMPLEMENTATION OF
2021-2023 AFFIRMATIVE ACTION PLAN

h. The Affirmative Action goals of the Oregon Board of Dentistry for the 2021-2023 biennium are to:

1. Educate and provide strategies to hire more employees from diverse backgrounds.

The OBD will comply with all OBD and DAS HRSD Hiring Policies and Rules once a vacancy exists. The OBD will continue to utilize the Oregon Medical Board's HR staff for support and guidance on achieving diversity goals. The OBD will identify partners in diversity to explore more focused areas to promote career opportunities at our agency when they arise. The OBD will work with our partner professional associations like the Oregon Dental Association and the Oregon Dental Hygienists Association to communicate staff and board opportunities.

2. Utilize creative means to advertise vacancies to people of color, disabled individuals and women.

The OBD will comply with all OBD and DAS HRSD Hiring Policies and Rules once a vacancy exists. The OBD will continue to utilize the Oregon Medical Board's HR staff for support and guidance on achieving diversity goals. Utilize Partners in Diversity for expanding outreach efforts in recruitment.

3. Continue the focus on developing an OBD work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees' differences.

The OBD continues to provide a good work environment for all employees.

4. Offer career development and training opportunities for employees of color, employees with disabilities and female employees to prepare them for advancement.

Employees are informed and aware of how to access state employment job site to review employment opportunities within state government. Current OBD Position Descriptions do not provide for specific position advancement with the OBD.

5. Develop/utilize strategies for filling entry-level positions with individuals in protected classes.

The OBD will comply with all OBD and DAS HRSD Hiring Policies and Rules once a vacancy exists. The OBD will continue to utilize the Oregon Medical Board's HR staff for support and guidance on achieving diversity goals.

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

Employees are informed and aware of how to access state employment job site to review employment opportunities within state government. Current OBD Position Descriptions do not provide for specific position advancement with the OBD.

7. Work closely with Governor's Office on achieving statewide goals regarding diversity and inclusion. The OBD is very interested to follow the work and directives that come out of the Racial Justice Council.

Continue to develop positive relationships with the Governor's Office. Attend meetings and stay up to date on equity and inclusiveness issues. Be a positive supporter and proponent of orders, plans and strategies from the Governor's Office to increase diversity and inclusiveness at the OBD.

8. Identify relevant diversity and inclusion goals in the OBD's next strategic plan. The planning process begins in early 2021.
9. Work closely with the Oregon Health Authority on its implementation of the revised REALD requirements and ensure our Licensees are informed of its mandates. The expansion of the surveys, questions and reporting will help inform OHA and the state on important demographics of its providers and barriers that exist in delivering culturally competent care to its citizens.
10. Work closely with the Legislature during the 2021 Legislative session and on the subsequent legislation that is enacted supporting diversity and inclusiveness efforts.
11. Be a strong proponent of Dental Therapy Legislation and rule writing efforts to support this new type of Licensee, a midlevel provider to the oral health team. Dental Therapists are an opportunity for the expansion of the oral health care workforce who do not have the resources or ability to attend dental or dental hygiene schools which can be costly and have limited seats each year for admission.
12. Reduce barriers on dental assistant rules and certification requirements where possible. This will make it easier and less expensive for these providers to enter the field and expand their skill set. The Board has been proactive in eliminating or amending rules that have created barriers and restrictions while having no impact on patient safety.

This revision of the Board's Affirmative Action Plan is effective upon the acceptance of it by the Governor's Office and shall be evaluated annually or as needed when statewide changes occur. The Board's Affirmative Action Representative is Stephen Prisby, 971-673-3200.


Stephen Prisby, Executive Director