

**GOVERNING BOARD SPECIAL MEETING**  
**OREGON DEPARTMENT OF GEOLOGY AND MINERAL INDUSTRIES**

**July 22, 2024**  
**2:00 p.m.**

**Teleconference Public Meeting Agenda**

This public meeting will be conducted as a virtual meeting. Written testimony can be submitted in advance, but no later than 3:00 p.m. on the meeting day to [lori.calarruda@dogami.oregon.gov](mailto:lori.calarruda@dogami.oregon.gov). Written comments received will be distributed to the Board.

**Dial: 1-253-215-8782**

**When prompted, enter ID number: 878 1642 2300**

**If prompted for a Password: 064772**

The Board makes every attempt to hold strictly to the sequence of the distributed agenda. Times and topics may change up to the last minute. This agenda is available on the DOGAMI website: [www.oregon.gov/dogami](http://www.oregon.gov/dogami).

- |                  |                |  |
|------------------|----------------|--|
| <b>2:00 p.m.</b> | <b>Item 1:</b> | <b>Call to Order</b> – Chair Linda Kozlowski   |
| <b>2:05 p.m.</b> | <b>Item 2:</b> | <b>Introductions</b> – Chair Linda Kozlowski and Staff   |
| <b>2:10 p.m.</b> | <b>Item 3:</b> | <b>Review 2025-27 Agency Request Budget (ARB)</b> – Ruarri Day-Stirrat, Director<br>Board Action: The Board will be asked to take an action on this item |
| <b>2:45 p.m.</b> | <b>Item 4:</b> | <b>Discuss September 19, 2024 Board Meeting</b> – Chair Linda Kozlowski<br>Board Action: The Board will/may be asked to take an action on this item      |
| <b>2:55 p.m.</b> | <b>Item 5:</b> | <b>Public Comment</b><br>Only <u>written comments</u> received prior to or by 3:00 p.m. on the day of the meeting will be accepted                       |
| <b>3:00 p.m.</b> | <b>Item 6:</b> | <b>Board Adjourn</b>   |

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**PLEASE NOTE**

**AGENDA**

The Board meeting will begin at 2:00 p.m. and proceed chronologically through the agenda. Times listed on the agenda are approximate. At the discretion of the chair, the time and order of agenda items—including addition of intermittent breaks—may change to maintain meeting flow.

**PUBLIC TESTIMONY**

For this special meeting, only written comments will be accepted.

**REASONABLE ACCOMMODATION OF DISABILITIES**

Please contact us at least three business days prior to the meeting to let us know if you need reasonable accommodations. Contact the Director's Office at (971) 673-1555 to make your request.

# Staff Report and Memorandum

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To: Chair, Vice-Chair, and members of the DOGAMI Governing Board

From: Ruarri Day-Stirrat, Director

Date: July 15, 2024

**Regarding: Agenda Item 3 – Review 2025-27 Agency Request Budget (ARB)**

Ruarri Day-Stirrat, Director, will review the 2025-27 Agency Request Budget (ARB) for DOGAMI.

***Proposed Board Action: The Board moves to approve the DOGAMI Governing Board authorizes Chair Kozlowski to sign and certify the DOGAMI 2025-2027 Agency Request Budget on behalf of the Governing Board.***



OREGON  
DEPARTMENT  
OF GEOLOGY  
AND MINERAL  
INDUSTRIES

**2025-27 AGENCY REQUEST BUDGET**

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# BUDGET NARRATIVE

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# BUDGET NARRATIVE

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## CERTIFICATION

Place Holder for Certification signed by Board Chair

Agency Request

Governor's Budget

Legislatively Adopted

Budget Page 5

# BUDGET NARRATIVE

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## LEGISLATIVE ACTION

A summarized list of Budget Report(s) and Emergency Board Actions using the Legislative Action

63200 – Department of Geology & Mineral Industries

Session/Eboard	Month (Eboard only)	Year	Bill Number	Action Taken
May 2023		2023	SB 5510	Establish Agency Budget
May 2023		2023	SB 211	Establish a surcharge on permitting fees for ePermitting
May 2023		2023	SB 5506	Final session adjustment – adding Funds

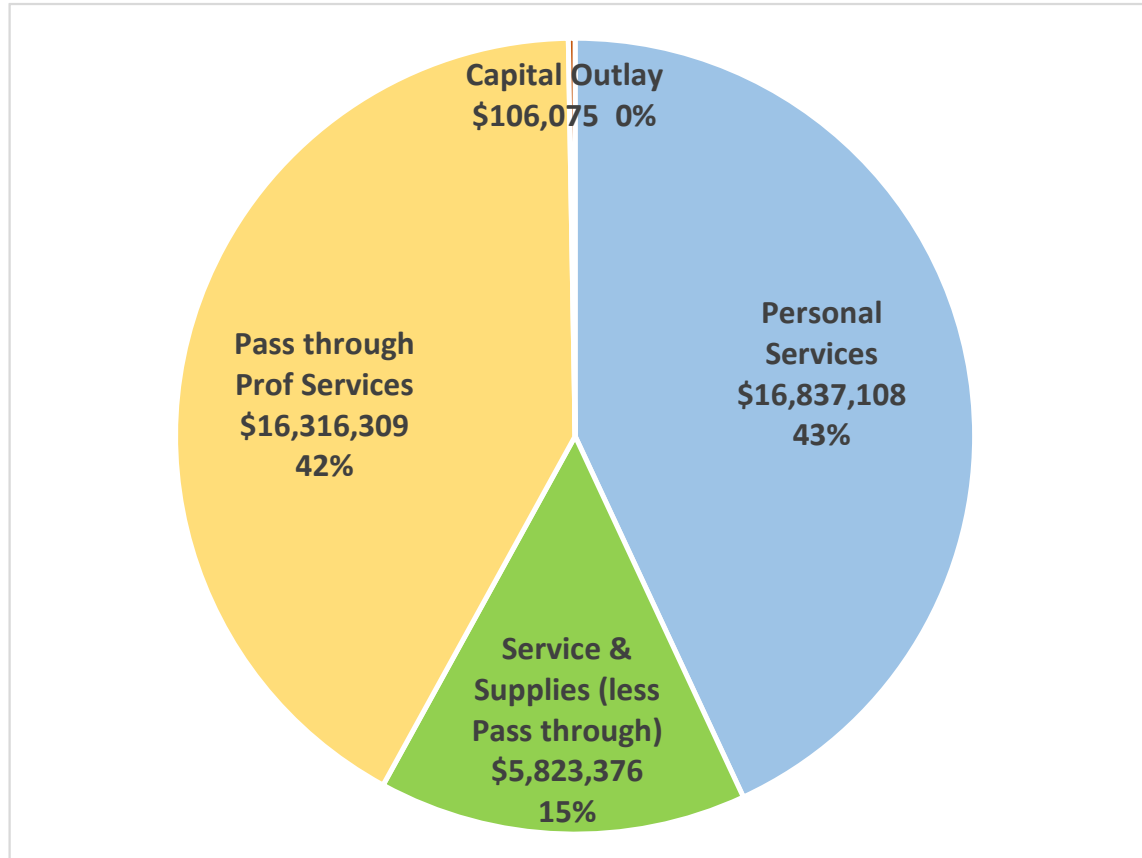


# BUDGET NARRATIVE

## AGENCY SUMMARY

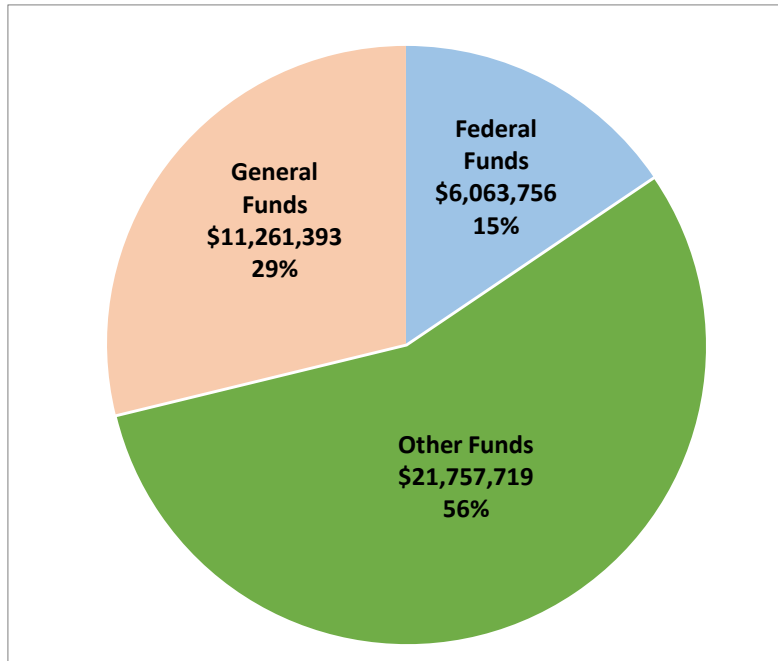
### Agency Summary Narrative

#### Budget Summary Graphics

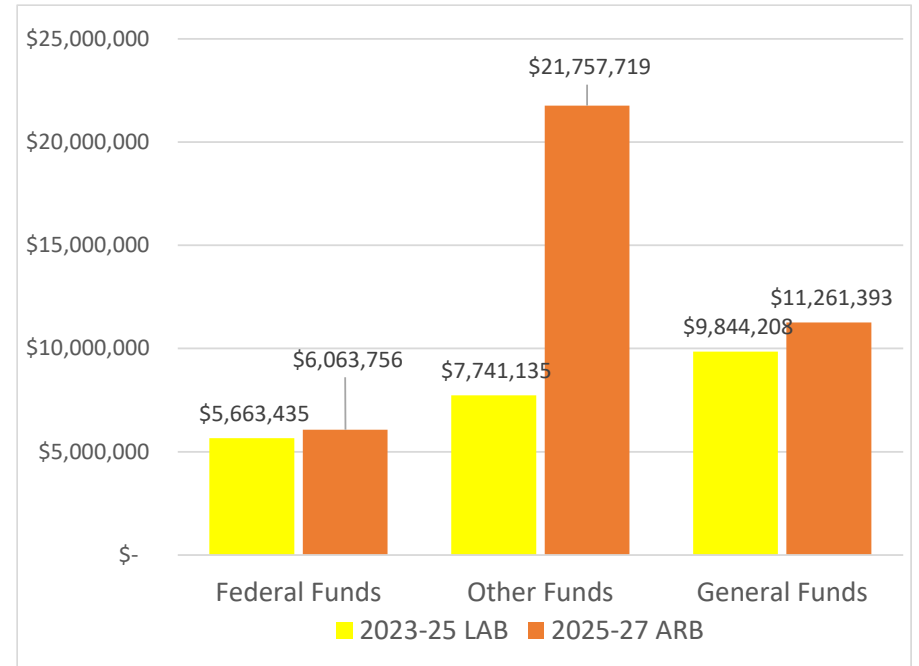


2025-27 Agency Expenditures by Expenditure Type (ARB)

# BUDGET NARRATIVE



**2025-27 Expenditure Distribution by Fund Type (ARB)**



**Comparison of 2025-27 ARB with the 2023-25 LAB**

# BUDGET NARRATIVE

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## **Mission Statement and Statutory Authority**

The Department of Geology and Mineral Industries (DOGAMI) is guided by a five-member Governing Board appointed by the Governor and confirmed by the Senate. The Board sets Agency policy and oversees general operations and adopts a strategic plan to advance DOGAMI's mission and objectives. As active members of their communities, Board members provide an important connection between Oregonians and DOGAMI's work.

### ***Mission, Vision and Values***

- DOGAMI provides earth science information and regulation to make Oregon safe and prosperous.
- Through science and stewardship, DOGAMI is working toward an Oregon where: People and places are prepared for natural hazards, decisions for Oregon's future always consider natural hazards, resource potential is fully understood and responsibly developed, earth science contributes to the health of our coast, rivers, forests and other ecosystems, geologic learning and discovery abound
- We hold our work and ourselves to the highest standards of science and professionalism. We seek opportunities for innovation and collaboration. We build our capacity for sustainable success. We are open, engaged, responsive, and respectful in all we do.

### ***Statutory Authority***

- ORS 516: Establishes DOGAMI as Oregon's authority on geologic resources and hazard science, and outlines the Agency's responsibilities for developing maps, reports, data, and other information to help Oregon manage natural resources and better understand and prepare for natural hazards. Establishes and defines the duties of the Governing Board and the State Geologist.

- ORS 517, 520 and 522: Establishes DOGAMI's regulatory authority for overseeing surface mining, oil and gas exploration and production, and geothermal exploration and production, as well as working to minimize impacts of natural resource extraction and to maximize opportunities for land reclamation.
- Additional DOGAMI Statutes
  - ORS 182: Environmental Justice Council participation, outreach, and mapping tool
  - ORS 195: Landslide mapping
  - ORS 401: Developing tsunami warning systems and information in cooperation with the Department of Emergency Management; DOGAMI coordination with Seismic Safety Policy Advisory Commission
  - ORS 455: Determining the tsunami inundation zone, building code standards, and tsunami impact; school seismic safety
- Other Statutes:
  - ORS 184: Department of Transportation permit application assistance
  - ORS 196: Ocean Policy Advisory Council membership shall include DOGAMI
  - ORS 197: Department of Land Conservation and Development shall consider floodplains and geologic hazards in goals and guidelines
  - ORS 215: Geologic hazards on agricultural lands
  - ORS 244: State Geologist statement of economic interest
  - ORS 273: Mineral and geothermal resources leased by Department of State Lands

# BUDGET NARRATIVE

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- ORS 274: Department of State Lands consultation with DOGAMI regarding leases and permits on submersible and submerged lands
- ORS 284: Coordination with Regional Solutions
- ORS 329 and 332: Seismic risk for schools
- ORS 352: DOGAMI may serve on the Research Vessel Council
- ORS 390: Removal of natural products rules and permits by the Parks and Recreation Department
- ORS 469: Department of Energy's energy security plan and energy facility siting
- ORS 527: Rules made by the Board of Forestry regard standard forest practices
- ORS 537: Geothermal wells and water rights
- ORS 541: Watershed Enhancement Board's Oregon Plan
- ORS 672: Establishes State Board of Geologist Examiners and defines practice of geology

## ***Administrative Rules***

OAR Chapter 632

# BUDGET NARRATIVE

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## **Agency Strategic Plan**

DOGAMI serves Oregonians through two programs: the Geological Survey & Services (GS&S) and the Mineral Land Regulation & Reclamation (MLRR) Programs. Under each program, work is organized by technical focus area or regulatory oversight and performed by teams of technical experts and operational specialists to ensure Oregon is prepared, resilient, and looking forward.

Under GS&S, there are three established focus areas: Natural Hazards Mapping, Geologic Mapping & Mineral Resource Evaluation, and Lidar & Remote Sensing. MLRR's three focus areas are Surface Mining & Exploration, Gas & Geothermal Well Drilling, and Chemical Process Mining. Agency-wide Governance, Operations and Outreach are included in the GS&S program area for budgetary reporting.

DOGAMI's 2024 Strategic Plan defines goals that span the agency's established focus areas and programs to align the Agency's work with the needs of Oregonians. The Strategic Plan establishes five Agency imperatives, and outlines objectives and initiatives related to each to prioritize operations and actions within program focus areas:

### ***Maintain Excellence***

DOGAMI is a respected authority in geology and mineral resource management. We will be most effective in an evolving external environment with clear direction on agency priorities and goals.

### ***Embrace Innovation***

DOGAMI is positioned to leverage opportunities to the benefit and advancement of Oregon and Oregonians. We are committed to building resiliency, exploring new technology, adapting to climate change, and enabling environmentally sound economic development and solutions.

### ***Build Resiliency***

DOGAMI is committed to equity and environmental justice, recognizing the importance of diversity in fulfilling our mission to make all of Oregon's communities safe and prosperous. We will apply our expertise to long-term planning that enables people and infrastructure to adapt to the effects of climate change and prepare for the energy transition.

### ***Improve Service***

DOGAMI is transparent and accessible in the administration of regulatory oversight and the distribution of geologic information. We have opportunities to speed up our delivery of information while not compromising on accuracy or regulatory rigor.

### ***Expand Outreach***

Oregonians understand how to access and use DOGAMI's products and services. Oregonians know they can approach DOGAMI for unbiased geological, geohazard, and regulatory information that is clearly communicated.

Short-term goals are developed during each biennium to advance specific objectives. Success is evaluated based on our objectives and focus efforts through related initiatives. These initiatives and goals inform the 2025-27 budget development and seek to impact our Key Performance Measures.

DOGAMI's 2024 Strategic Plan is available on the agency's website and included in the 2025-27 ARB as a Special Report.

# BUDGET NARRATIVE

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## Key Performance Measures (KPMs)

The Agency does not propose any changes to our six KPMs:

*KPM #1 – Hazard and Risk Assessment Completion* measures the percent of population residing in Oregon Urban Growth Boundary Areas that have completed geologic hazard and risk assessments suitable to initiate Department of Land Conservation and Development goal 7 planning for earthquake, landslide, tsunami, coastal erosion, volcanic and flooding hazards.

*KPM #2 – Detailed Geologic Map Completion* measures the percentage of Oregon where geologic data in the form of high-resolution maps have been completed to be used for local problem solving.

*KPM #3 – Lidar Data Completion* measures the percentage of Oregon with lidar data at USGS quality level 2 or better (density and accuracy).

*KPM #4 – Active Mine Sites Inspected Annually* measures the percentage of mine sites known to be actively mining (permitted or unpermitted) that are inspected each year.

*KPM #5 – Customer Service* measures the percentage of customers rating their satisfaction with Agency services as “good” or “excellent” for the categories of helpfulness, accuracy, expertise, availability of information, timeliness, and overall service.

*KPM #6 – Governance* measures whether Agency operations meet best practices; performance is assessed by the DOGAMI Governing Board.

## Criteria for 2025-27 Budget Development

The Agency continues to strengthen the significant progress made over the last two biennia within each program area and across agency business operations.

The GS&S Program manages over 30 active grants and contracts (state and federal) at any given time within recent biennia. The 2023-25 Budget Period saw the largest ever Geological Mapping Award to the Agency, four times higher than in 2021-23. Likewise, the MLRR Program is experiencing significant growth in permit applications over the past two biennia. The program has initiated implementation of an ePermitting system and has advanced the first consolidated mining permit application in state history to permit drafting.

## **2025-27: Building a Resilient Future**

The Agency’s 2025-27 focus is to continue building a solid operational and regulatory foundation while maintaining a strong science presence, thereby achieving its mission of providing earth science information and regulation to make Oregon safe and prosperous.

The Agency is positioned to develop resources for the State and continues to help mitigate geohazards, the Agency Request Budget includes the following Policy Option Packages:

- Policy Option Package 100 – ESRI licenses
- Policy Option Package 101 – ePermitting
- Policy Option Package 102 – Subsurface Mapping
- Policy Option Package 103 – MLRR Rightsizing
- Policy Option Package 104 – MLRR Program Establishment
- Policy Option Package 105 – MLRR Class VI UIC Regulatory Program
- Policy Option Package 106 – GS&S Floodplain Mapping Coordinator

In achieving these priority initiatives, the Agency ensures continued progress for the State and positions the Agency for the challenges that a rapidly changing global dynamic presents.

# BUDGET NARRATIVE

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## Racial Equity Impact Statements

We acknowledge the systemic inequities that have created disparate outcomes for Oregon’s diverse communities and understand our responsibility in addressing these challenges is built on the principles of fairness, respect, and equality. We are firm in our commitment to equity and environmental justice, recognizing the importance of diversity in fulfilling our mission to make all of Oregon’s communities safe and prosperous. We are dedicated to creating and sustaining an environment – within the agency and in the broader community – where all individuals, irrespective of race, ethnicity, gender, gender identity, age, disability, sexual orientation, religion, or socioeconomic status, can engage with and benefit from our work.

<https://www.oregon.gov/dogami/about/Pages/govboard.aspx>

## State-Owned Buildings and Infrastructure

The agency does have buildings or infrastructure to report under this section.

## Agency IT Strategic Plan

Although the Agency size (<50 FTE) does not meet the threshold to require adoption of a formal IT Strategic Plan, since 2022 the agency has convened an IT Governance committee quarterly to monitor and guide strategic IT initiatives under a formal IT Governance Policy. Development of an IT Strategic Plan is anticipated for 2025.

## IT Project Prioritization Matrix

DOGAMI has a single IT project that has been the Agency’s priority since 2018. ePermitting is an IT modernization project that will implement an online permitting solution for DOGAMI’s regulatory

programs for surface mining and exploration activities (ORS 517) and oil, gas and geothermal well drilling (ORS 520, 522). The project has the support of stakeholders and the regulated community and received legislative funding for the 2023-25 biennium. ePermitting will improve the efficiency of DOGAMI’s regulatory program by using appropriate and emerging technologies to transform permit processing from paper-based legacy files to a modern online system.

Improving process efficiency supports the Governor’s Strategic Plan of Modernizing State Information Technology. ePermitting will improve regulatory data access for the public and increase transparency in the permit application process for permittees and the communities in which they operate. The majority of DOGAMI permits are for surface mining operations that provide aggregate materials to the construction industry in directly support of housing and infrastructure projects.

In evaluating the investment in the ePermitting system, DOGAMI followed guidance from Oregon’s Diversity Equity and Inclusion Action Plan. The benefits of an ePermitting system are broad and equitable, expanding access to mine site information for the public by providing an additional online, visual portal for requesting and viewing information, while retaining the existing phone and email-based customer service model. Applicants and interested stakeholders will be able to track the permit application process online, minimizing the barriers to information about natural resource management decisions and increasing opportunities for community engagement across the state, including remote areas that may be disproportionately impacted by resource extraction. Transparency of public records and permit information will decrease the number of calls and relieve the administrative burden for these projects, allowing staff to provide expanded outreach and services to a wider population.

# BUDGET NARRATIVE

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This IT modernization project aligns to the EIS Enterprise Framework, Cloud Forward Strategy and Open Data Policy by:

- Improving customer service for Oregonians while protecting public and agency information assets by implementing a secure and resilient system
- Maturing IT Resource Management by reducing risk (via increased security and data reliability with a new system), reducing cost (via staff time savings), and ensuring agency internal IT governance by aligning to DOGAMI's IT Policy and Charter
- Modernizing and future-proofing the agency by implementing a scalable and resilient cloud-based Software-as-a-Service (SaaS) system.
- Leveraging consistent, reliable data to gain new program insights and encourage data-driven decision-making through implementation of dynamic reporting capabilities.

DOGAMI's IT Prioritization Matrix and IT Project Budget Spreadsheet are included in the 20257-27 ARB as Special Reports.



# BUDGET NARRATIVE

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## Summary of 2025-27 Budget (ORBITS)

Waiting for final reports from DAS – confirm footers match ORBITS numbers

# BUDGET NARRATIVE

## Program Prioritization for 2025-27 (107BF23)

### Geologic Survey & Services

#### Program Prioritization for 2025-27

Agency Name: Department of Geology and Mineral Industries																					
2025-27 Biennium										Agency Number: 63200											
Program 1																					
Program/Division Priorities for 2025-27 Biennium																					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Priority (ranked with highest priority first)	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program- Activity Code	GF	LF	OF	NL- OF	FF	NL- FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D, FM, FO, S)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request	
Agcy	Prgm/ Div																				
632	10-40	DOGAMI	GS&S	<b>Geologic Mapping and Resource Inventory</b> - Acquire and organize complete and current descriptions of the geology, landforms, and geoprocesses to assess resources and natural hazards, to support healthy ecosystems, and to guide safe and prudent rural and urban development.	KPM # 1: Hazard and Risk Assessment 2: Detailed Geologic Map	6	10,914,681	75,568		0		\$ 10,990,249	6	6.00	Y	N	S,FO	ORS 516	Federal grantees have specific data deliverables and other requirements to stay in federal compliance.	POP 102 - Subsurface Geology and mapping Program	
632	10-60	DOGAMI	GS&S	<b>GS&amp;S Operations</b> - Geoscientific staff and GS&S program leadership for the operations to achieve the Agency's mission.	ALL	9	2,760,712	465,075		1,865,271		\$ 5,091,058	15	15.00	Y	N	S	ORS 516		POP100 - ESRI cost increase, POP 105 - Class VI Underground Injection Wells, POP 106 - FloodPlain	
632	10-30	DOGAMI	GS&S	<b>Geologic Hazards and Risk Assessment</b> - Create and compile comprehensive assessments of natural hazards and community vulnerability, and promote risk reduction strategies to build resilient communities.	KPM # 1: Hazard and Risk Assessment 2: Detailed Geologic Map	2	250,277			75,027		\$ 325,304	1	1.00		N	S,FO	ORS 516	Federal grantees have specific data deliverables and other requirements to stay in federal compliance.		
632	10-50	DOGAMI	GS&S	<b>Lidar</b> - Collect high-resolution lidar data to support hazard studies, and multiple uses of lidar data by state and national partners.	KPM # 3: Lidar data completion	2	507,982	877,021		3,564,930		\$ 4,949,933	2	2.00		N	FO	ORS 516	Federal grantees require work to be completed to specific specifications and data to be acquired, quality checked and delivered according to agreement guidelines.		
632	10-20	DOGAMI	GS&S	<b>Outreach and Education</b> - Provide earth science, resource management, and natural hazards information to support decisions and solutions on individual, local, regional, and statewide levels.	ALL	12	0		0	0		\$ -				N	S	ORS 516, 517, 520, 522			
632	10-70	DOGAMI	GS&S	<b>Shared Services and Administration</b> - Provide overall agency leadership and general agency business that maintains professional standards to optimize operations to achieve the Agency's mission.	ALL	4	5,002,741		1,327,493	558,528		\$ 6,888,762	6	5.70		N	S	ORS 516			
GS&S Program Total							19,436,393	-	2,745,157	-	6,063,756	-	\$ 28,245,306	30	29.70						

**7. Primary Purpose Program/Activity Exists**

- 1 Civil Justice
- 2 Community Development
- 3 Consumer Protection
- 4 Administrative Function
- 5 Criminal Justice
- 6 Economic Development
- 7 Education & Skill Development
- 8 Emergency Services
- 9 Environmental Protection
- 10 Public Health
- 11 Recreation, Heritage, or Cultural
- 12 Social Support

**19. Legal Requirement Code**

- C Constitutional
- D Debt Service
- FM Federal - Mandatory
- FO Federal - Optional (once you choose to participate, certain requirements exist)
- S Statutory

**Document criteria used to prioritize activities:**

1. Does this activity directly satisfy Agency mission/core strategies?	Yes.	Ranking:	HIGH
2. Could this activity be incorporated into another section?	No.	Ranking:	HIGH
3. Is the activity a direct mandate or a service mandate?	Yes	Ranking:	HIGH
4. Could the Agency stay intact without this activity?	Yes	Ranking:	MEDIUM

X  Agency Request

   Governor's Budget

   Legislatively Adopted

Budget Page  16

# BUDGET NARRATIVE

## MLRR and Agency Total

### Program Prioritization for 2025-27

<b>Agency Name: Department of Geology and Mineral Industries</b>																						
<b>2025-27 Biennium</b>																	<b>Agency Number: 63200</b>					
<b>Program 1</b>																						
<b>Program/Division Priorities for 2025-27 Biennium</b>																						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
<b>Priority</b> (ranked with highest priority first)	<b>Agency</b> <b>Initials</b>	<b>Program or</b> <b>Activity</b> <b>Initials</b>	<b>Program Unit/Activity Description</b>	<b>Identify Key Performance Measure(s)</b>	<b>Primary Purpose Program-Activity Code</b>	<b>GF</b>	<b>LF</b>	<b>OF</b>	<b>NL-OF</b>	<b>FF</b>	<b>NL-FF</b>	<b>TOTAL FUNDS</b>	<b>Pos.</b>	<b>FTE</b>	<b>New or Enhanced Program (Y/N)</b>	<b>Included as Reduction Option (Y/N)</b>	<b>Legal Req. Code (C, D, FM, FO, S)</b>	<b>Legal Citation</b>	<b>Explain What is Mandatory (for C, FM, and FO Only)</b>	<b>Comments on Proposed Changes to CSL included in Agency Request</b>		
Agcy	Prgm/Div																					
632	20-10	DOGAMI	MLRR	<b>Mineral Land Regulation and Reclamation Program (MLRR)</b> - Administer effective and balanced regulation of mineral, oil and gas, and geothermal energy development to support the environment, economy, and people of Oregon.	KPM # 4: Percent of permitted sites inspected biennially			9,012,562				\$ 9,012,562	26	26.30	Y	N	S	ORS 517.520.522			POP103 - MLRR Rightsizing, POP104 -MLRR Program Establish	
632	20-30	DOGAMI	MLRR	<b>ePermitting</b> - Implementation of an on-line permitting program	KPM # 4: Percent of permitted sites inspected biennially	1,825,000						\$ 1,825,000	1	1.00		N					POP 101 -ePermitting	
632	20	DOGAMI	MLRR	<b>Deposit Liability (Reclamation Funds)</b> - Permittee obtained bond or security for reclamation cost if the agency were to perform reclamation of permitted site.	KPM # 4: Percent of permitted sites inspected biennially							\$ -	0	0.00		N	S	ORS 517.810				
<b>MLRR Program Total</b>						1,825,000	-	9,012,562	-	-	-	\$ 10,837,562	27	27.30								
<b>Agency Total</b>						21,261,393	-	11,757,719	-	6,063,756	-	\$ 39,082,868	57	57.00								

**7. Primary Purpose Program/Activity Exists**

- 1 Civil Justice
- 2 Community Development
- 3 Consumer Protection
- 4 Administrative Function
- 5 Criminal Justice
- 6 Economic Development
- 7 Education & Skill Development
- 8 Emergency Services
- 9 Environmental Protection
- 10 Public Health
- 11 Recreation, Heritage, or Cultural
- 12 Social Support

**19. Legal Requirement Code**

- C Constitutional
- D Debt Service
- FM Federal - Mandatory
- FO Federal - Optional (once you choose to participate, certain requirements exist)
- S Statutory

**Document criteria used to prioritize activities:**

1. Does this activity directly satisfy Agency mission/core strategies?	Yes.	Ranking: HIGH
2. Could this activity be incorporated into another section?	No.	Ranking: HIGH
3. Is the activity a direct mandate or a service mandate?	Yes	Ranking: HIGH
4. Could the Agency stay intact without this activity?	Yes	Ranking: MEDIUM

Agency Request

Governor's Budget

Legislatively Adopted

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# BUDGET NARRATIVE

## Reductions Options

### 10% Reduction Options (ORS 291.216)

Activity or Program (WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)	Describe Reduction	Amount and Fund Type							Rank and Justification
		GF	LF	OF	FF	Total Funds	Pos.	FTE	
	(DESCRIBE THE EFFECTS OF THIS REDUCTION. IDENTIFY REVENUE SOURCE FOR OF, FF. INCLUDE POSITIONS AND FTE FOR 2025-27 AND 2027-29)								(RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)
1	Reduce Travel -GS&S (a)	\$ 25,000		\$ 5,000	\$ 10,000	\$ 40,000			Reduce field travel
2	Reduce General office supplies -GS&S	\$ 10,059				\$ 10,059			Reduction in Dues/Subscriptions, Employee recruitment and development, Publicity, Expendable Technology purchases, Reduce telecommunications costs.
3	Reduce General office supplies -MLRR			\$ 3,013		\$ 3,013			Reduction in Dues/Subscriptions, Employee recruitment and development, Publicity, Reduce general office supplies
4	Office upgrade (blinds, wall paneling, sit-stand desks, chairs, office storage)	\$ 20,000		\$ 7,000		\$ 27,000			pause office improvements until later
5	Postpone non-capital technology replacements (a)	\$ 40,000				\$ 40,000			Pause small equipment or other non-capital replacement and/or new purchaes
6	Reduce Employee Training -GS&S (a)	\$ 15,000		\$ 5,000	\$ 5,000	\$ 25,000			Reduction in Training opportunities.
7	Postpone capital technology replacements (a)	\$ 25,000				\$ 25,000			Reduce capital technology purchases
8	Eliminate purchase of scientific data sets (a)	\$ 37,600				\$ 37,600			Reduce purchasing geoscientific data used in analysis and exploration work.
9	Cancel Lidar services (GF - Lost of indirects from Grant work) (a)	\$ 45,408		\$ 168,000	\$ 134,718	\$ 348,126			Reduce # of LIDAR project(s) and the areas flown. Possible cancelling Federal Grants will put DOGAMI in a very bad situation. Loss of indirects to the General fund as cost recovery of agency overhead.
Subtotal --- 2.5%		Sub total >>	\$ 218,067	\$ -	\$ 188,013	\$ 149,718	\$ 555,798		

# BUDGET NARRATIVE

Activity or Program (WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)	Describe Reduction	Amount and Fund Type						Rank and Justification
10 Postpone non-capital technology replacements (b)	Postponing the normal replacement cycle of aging laptops/desktops increases the risk of computer failure, potential data loss, and loss of staff production time. Impacts KPM #6	\$ 25,000				\$ 25,000		Postpone/reduce replacemnt of small equipment or technology related items
11 Postpone technology replacements -MLRR (b)	Postponing the normal replacement cycle of aging laptops/desktops increases the risk of computer failure, potential data loss, and loss of staff production time. Impacts KPM #6			\$ 5,000		\$ 5,000		Postpone/reduce replacemnt of small equipment or technology related items
12 Reduce Travel -GS&S (b)	Reducing travel impacts our geology research and work in the field, which is a critical component to the science. Travel for training events would be cancelled.	\$ 25,000		\$ 5,000	\$ 10,000	\$ 40,000		Reduce field work and/or conferences, training opportunities
13 Reduce Travel -MLRR (a)	Reducing travel impacts ability to visit/inspect mine sites and meet permittee at their locations.			\$ 10,000		\$ 10,000		Reduce field work and mine site visits, and/or conferences, training opportunities
14 Reduce Employee Training -GS&S (b)	Reducing the availability of training options for staff. Reducing new Geoscience and technical skills increases the risk of not using the latest information for producing great work for the state and federal partners. Impacts KPM #6	\$ 18,000				\$ 18,000		Reduce training options
15 Reduce Employee Training -MLRR (a)	Reduce the availability of training options for staff. Reducing technical skills increases the risk of not using the latest information for producing mine site inspections. Impacts KPM #6			\$ 5,000		\$ 5,000		Reduce training options
16 Eliminate purchase of scientific data sets (b)	Will postpone or eliminate purchase of scientific data sets. This will delay new areas of study that are in demand at the State and Federal levels. Impacts KPM #2	\$ 51,900				\$ 51,900		Reduce purchasing geoscientific data used in analysis and exploration work.
17 Reduce one (1) vehicle -GS&S	Reducing field travel and training, may provide the decision to eliminate one vehicle. Unfortunately, one of the core activities of our agency is field work.	\$ 12,750				\$ 12,750		Less travel, field work, conferences from earlier reduction - leads to option to reduce vehicls count by 1
18 Cancel Lidar services (GF funded portion of project)	Impacts negatively KPM #3. Eliminating the opportunity for the Agency to invest in (participate with others) for Lidar projects, may lead to a cancellation of other Lidar work options with the Lidar consortium.	\$ 40,000				\$ 40,000		LIDAR project(s) will greatly reduce the area flown. Cancelling Federal Grants will put DOGAMI in a very bad situation. Loss of indirects to the General fund as cost recovery of agency overhead.
19 Cancel Lidar services (GF - Lost of indirects from Grant work) (b)	Impacts negatively KPM #3. Requires DOGAMI to notify Federal and Other Funders in reducing or eliminate areas of study from existing grants. Doing this would put DOGAMI in a potential situation to not be awarded grants in the future.	\$ 45,418		\$ 163,013	\$ 139,718	\$ 348,149		LIDAR project(s) will greatly reduce the area flown. Cancelling Federal Grants will put DOGAMI in a very bad situation. Loss of indirects to the General fund as cost recovery of agency overhead.
Subtotal -- 5.0%	Sub total >>	\$ 436,134	\$ -	\$ 376,026	\$ 299,436	\$ 1,111,596		

# BUDGET NARRATIVE

Activity or Program (WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)	Describe Reduction	Amount and Fund Type								Rank and Justification
20	Reduce Travel -GS&S (c )	Reducing the availability of training options for staff. Reducing new Geoscience and technical skills increases the risk of not using the latest information for producing great work for the state and federal partners. Impacts KPM #6	\$ 20,000		\$ 2,000	\$ 4,000	\$ 26,000			Reduce field work and/or conferences, training opportunities
21	Reduce Data processing -MLRR	Eliminate the renewal of Planet Labs, an incredible resource and efficient tool to inspect properties, mine sites, land distribubances, etc.			\$ 39,000		\$ 39,000			Eliminate a purchased service
22	Reduce Employee Training -GS&S (c)	Greatly reduce the availability of training options for staff. Reducing new Geoscience and technical skills increases the risk of not using the latest information for producing great work for the state and federal partners. Impacts KPM #6			\$ 5,000	\$ 5,000	\$ 10,000			Reduce opportunities for staff training
23	Reduce Employee Training -MLRR (b)	Greatly reduce the availability of training options for staff. Reducing new Geoscience and technical skills increases the risk of not using the latest information for producing great work for the state and federal partners. Impacts KPM #6			\$ 10,000		\$ 10,000			Reduce opportunities for staff training
24	Eliminate Water Quality Sampling	Will eliminate purchase of water quality sampling. This has been critical using science to answer public needs and questions. Impacts KPM #2	\$ 25,000				\$ 25,000			eliminate Specialized analysis, which was critical for solving issues
25	Eliminate Rock Analysis (a)	Will postpone or eliminate purchase of scientific data sets. This will delay new areas of study that are in demand at the State and Federal levels. Impacts KPM #2	\$ 45,000				\$ 45,000			Eliminate Specialized geoscientific analysis, which was critical for determining composition and solving issues
26	Postpone capital technology replacements (b)	Postponing the replacement of aging laptops and desktops (10) increases the risk of computer failure, potential data loss, and loss of staff production time. Impacts KPM #6	\$ 50,000				\$ 50,000			Reduction in capital technology purchases
27	Reduce Legal Services -MLRR	Reduce/eliminate select Legal services that are important for permitting process. This will limit capacity to advance the permitting process.			\$ 32,000		\$ 32,000			Reduce Legal services, be very selective where calling upon legal advice. This advice is to help resolve issues between parties
28	Reduce Prof Services -MLRR	Reduce/eliminate select professional services that are important for permitting where the Agency does not have the available resources (time or specialized knowledge). This will limit capacity to advance permitting process.			\$ 68,000		\$ 68,000			Reduction in specilized services and expertise of outside professionals
29	Cancel Lidar services (GF - Lost of indirects from Grant work) (c )	Impacts negatively KPM #3. Requires DOGAMI to notify Federal and Other Funders in reducing or eliminate areas of study from existing grants. Doing this would put DOGAMI in a potential situation to not be awarded grants in the future.	\$ 24,188		\$ 17,013	\$ 140,718	\$ 181,919			LIDAR project(s) will greatly reduce the area flown. Cancelling Federal Grants will put DOGAMI in a very bad situation. Loss of indirects to the General fund as cost recovery of agency overhead.
30	Reduce Travel -MLRR (b)	Reducing travel impacts ability to visit/inspect mine sites and meet permittee at their locations.			\$ 15,000		\$ 15,000			Reduce field work, mine site visits, conferences, training opportunities
31	Reduce Other supplies -GS&S	Reduction of various office spending in a variety of budget categories	\$ 53,879				\$ 53,879			Employee recruitment/development, Publicity, Expendable Technology purchases, and Reducing telecommunications costs.
Subtotal -- 7.5%		Sub total >>	\$ 654,201	\$ -	\$ 564,039	\$ 449,154	\$ 1,667,394	-	-	

# BUDGET NARRATIVE

Activity or Program (WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)	Describe Reduction	Amount and Fund Type							Rank and Justification	
32	Reduce Prof Services -MLRR (b)	Reduce/eliminate select professional services that are important for permitting where the Agency does not have the available resources (time or specialized knowledge). This will limit capacity to advance permitting process.			\$ 20,000		\$ 20,000			Reduction of available professional services used in permit processing
33	Reduce one (1) vehicle -MLRR	With reduced travel to mine sites and permittee location, MLRR would reduce their vehicles from 2 to 1.			\$ 12,000		\$ 12,000			Less travel available for mine site inspections, conferences, training, etc
34	Eliminate Rock Analysis (b)	Will eliminate purchase of rock analysis. These analysis is critical to provide the geoscientific work. Impacts KPM #2	\$ 45,000				\$ 45,000			Eliminate new /enhanced rock analysis
35	Reduce IT Expendable -GS&S	Eliminate the purchase of new equipment.	\$ 68,095		\$ 25,000		\$ 93,095			Eliminate the purchase of new equipment.
36	Reduce Prof Services -GS&S	Eliminate purchase of professional services (analysis) where using science to answer public needs and questions. Impacts KPM #2	\$ 75,000				\$ 75,000			Reduce or eliminate professional services -- geoscience analysis expertise
37	Cancel Lidar services GF - Lost of indirects from Grant work (d)	Impacts negatively KPM #3. Requires DOGAMI to notify Federal and Other Funders in reducing or eliminate areas of study from existing grants. Doing this would put DOGAMI in a potential situation to not be awarded grants in the future.	\$ 29,972		\$ 50,097	\$ 149,718	\$ 229,787			LIDAR project(s) will greatly reduce the area flown. Cancelling Federal Grants will put DOGAMI in a very bad situation. Loss of indirects to the General fund as cost recovery of agency overhead.
38	Reduce Legal Services -MLRR	Postone or eliminate legal services during the permitting process, which will slow the process down			\$ 32,000		\$ 32,000			Postone or eliminate legal services during the permitting process.
39	Reduce position (0103004) from 100% to 75%	Cut this position from 1 FTE (full time) to 75%			\$ 48,916		\$ 48,916	0.25	0.25	Reduction in staffing
	Subtotal -- 10.0%	Sub total >>	\$ 872,268	\$ -	\$ 752,052	\$ 598,872	\$ 2,223,192	0.25	0.25	

Agency Request

Governor's Budget

Legislatively Adopted

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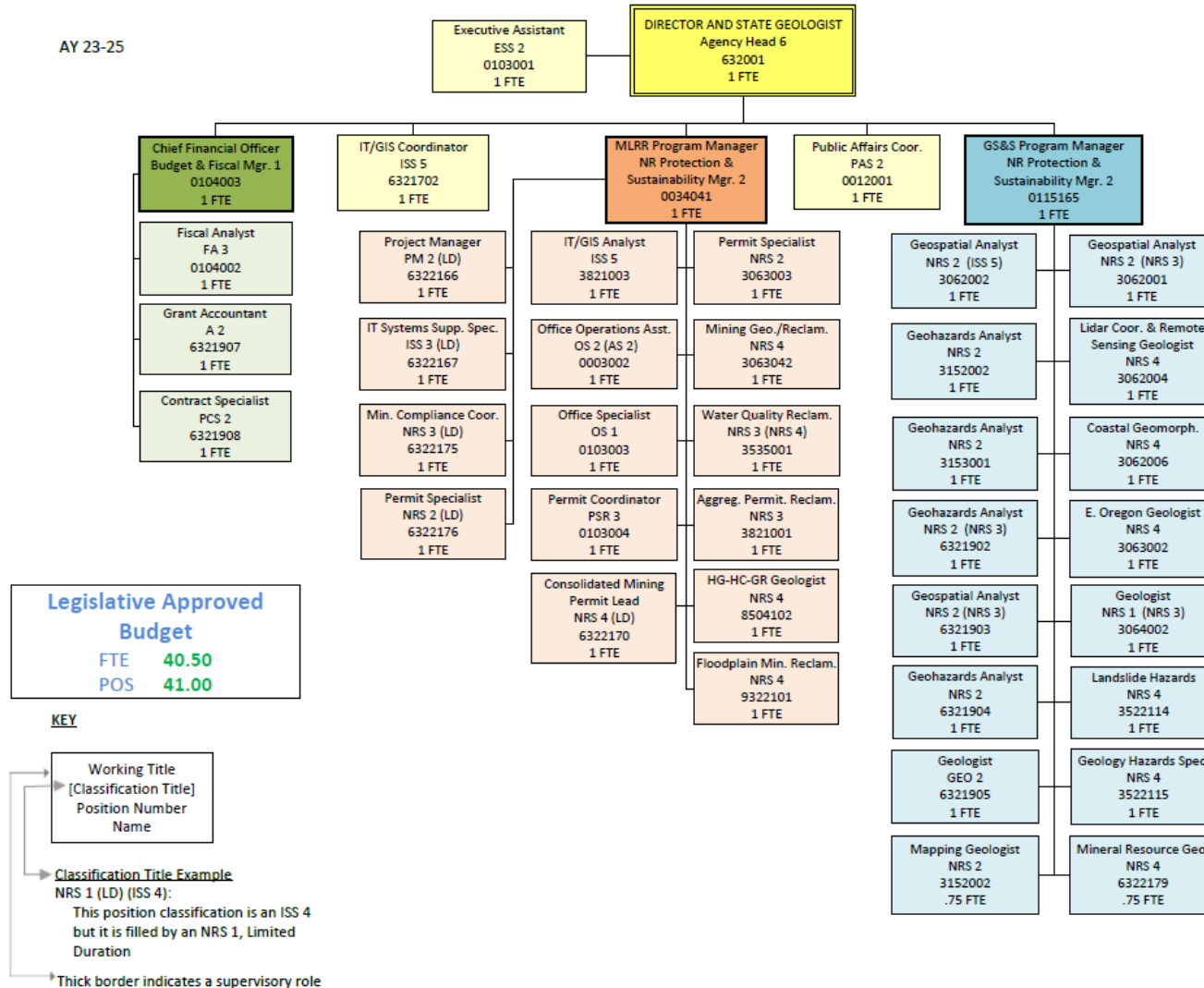
# BUDGET NARRATIVE

## 2023-2025 Agency Organization Chart

### OREGON DEPARTMENT OF GEOLOGY AND MINERAL INDUSTRIES

AY 23-25

October 2023





# BUDGET NARRATIVE

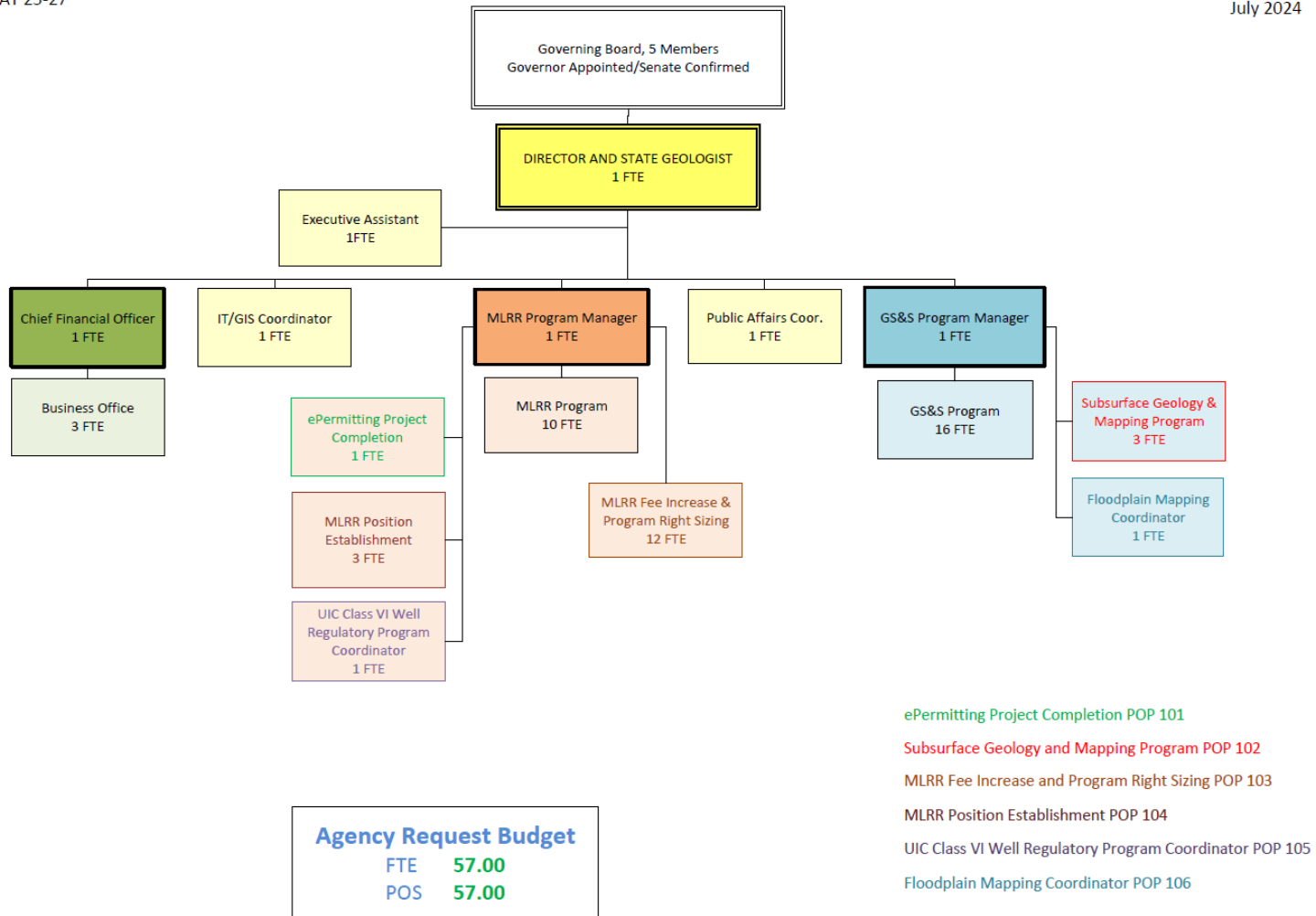
## 2025-2027 Agency Organization Chart: Agency Requested Budget

OREGON DEPARTMENT OF GEOLOGY AND MINERAL INDUSTRIES

**PROPOSED**

AY 25-27

July 2024



Agency Request

Governor's Budget

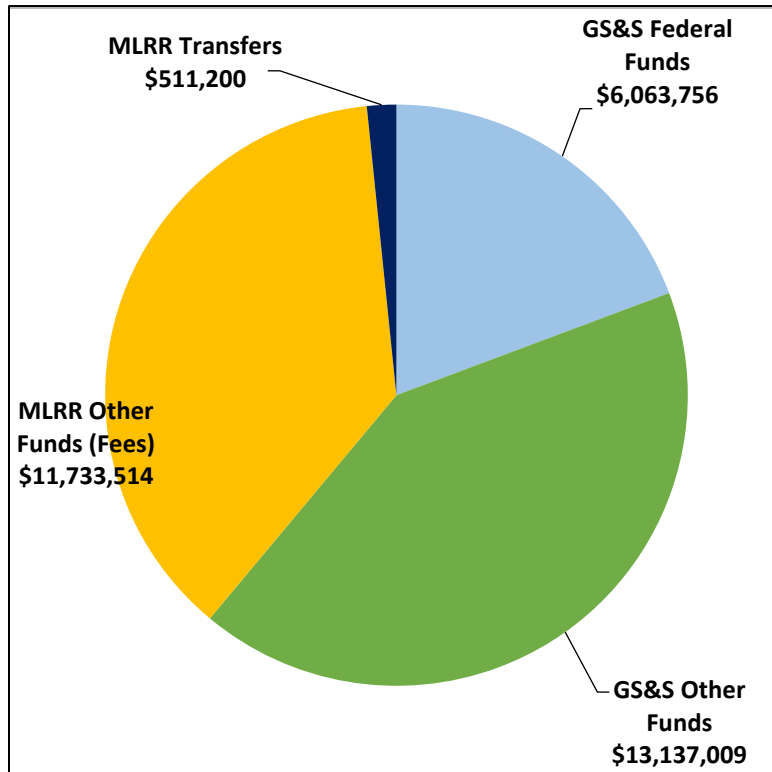
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# BUDGET NARRATIVE

## REVENUES

### Revenue Forecast Narrative (107BF102)



The Agency's revenue is a diverse mix of Federal and Other Funds generated by Geological Survey & Services (GS&S) program partnerships and projects, and fees collected by the Mineral Land Regulation & Reclamation (MLRR) program. All revenues are non-discretionary and limited to expenditures directly related to the project or program.

### MLRR Program Revenues

Other Fund fee revenues support MLRR Program regulation of the specific mineral resource being extracted or developed. Fees are expected to be equitable across regulatory programs where the permitting process demands similar staff resources.

- Surface mining fees: Application and renewal fees for exclusion certificates, exploration permits, operating permits and an annual production fee calculated per tons reported.
- Oil and gas fees: Permit application and renewal fees.
- Geothermal fees: Permit application and renewal fees.
- Chemical Process Mining: cost-recovery for permit application review.

The MLRR revenue projection is based on a combination of past biennia fee collections and a proposed enacted fee increase effective January 2026. Fees are paid by mining permittees and include permit applications, annual permit renewals, exclusion certificates and mining production fees per tonnage. Fees paid by both Oil and Gas and Geothermal permittees include new permit applications and annual permit renewals.

# BUDGET NARRATIVE

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## GS&S Program Revenues

Federal Fund and Other Fund partners provide project funding and grant revenue to support much of the Agency's geologic hazard and resource study and mapping. Projections for these projects and other non-General Fund estimates are based on prior biennia grant awards and anticipated changes in projects.

Federal Funding Partners include:

- Bureau of Land Management (BLM)
- Federal Emergency Management Agency (FEMA) with these two programs: the Cooperating Technical Partners (CTP) RiskMap Program and the Building Resilient Infrastructure and Communities (BRIC) Program.
- National Oceanic and Atmospheric Administration (NOAA) National Weather Service (NWS) and National Tsunami Hazard Mitigation Program (NTHMP)
- U.S. Geological Survey (USGS) across six programs
- Environmental Protection Agency (EPA)
- U.S. Department of Energy (DOE) and the National Energy Technology Laboratory program (NETL).

Other Fund Partners include:

- State agencies
- Counties, cities and other governing bodies
- Tribes
- Universities
- Public & Private Entities

## Key Considerations for Agency Revenue Projections

The Agency, particularly the GS&S program, relies on funding sources that are highly variable, with funding availability outside of the Agency's control. Key considerations:

- Revenue forecasts for Federal and Other Funds for GS&S project priorities are frequently based on funding sources that are not confirmed yet have historically been available to the Agency.
- Other Oregon agencies receive and direct Federal Funds of high importance to DOGAMI's work, including Federal Emergency Management Agency pre-disaster mitigation funds. DOGAMI partners with other state natural resource agencies to provide services and data essential to help manage these federal programs.

## Basis for 2025-27 Estimates

Revenue calculations are further guided by these assumptions:

- The Agency will continue to be successful in capturing Federal and Other Funds to support GS&S program work on coastal hazards, earthquake and landslide hazard mapping, flood mapping, and geologic mapping.
- Demand for Agency services and need for Agency information will continue.
- Funding will be secured for projects currently in the development stages.
- Ongoing projects advance Oregon's long-term goals, the Agency's Strategic Framework goals and Key Performance measures, and are of statewide importance.

## Matching Funds

Match requirements anticipated for the 2025-27 biennium are limited to three U.S. Geological Survey (USGS) federal grant types that have a 1:1 match requirement. The matches are made in the form of staff time on the project and recently acquired scientific data.

# BUDGET NARRATIVE

## Detail of Fee, License, or Assessment Revenue Proposed for Increase (107BF08)

Detail of Fee, License, or Assessment Revenue Increase						
Proposed For Increase/Establishment						
Purpose or Type of Fee, License or Assessment	Who Pays	2023-25 Estimated Revenue	2025-27 Agency Request	2025-27 Governor's Budget	2025-27 Legislatively Adopted	Explanation
Permit application fee	Applicant	\$ 121,250	\$ 306,000			Fee change in Statute, Fee increase is necessary to support on-going agency operations plus POP103 for right sizing the program due to
Permit renewal base fee (no production) fee	Permittee	\$ 1,008,950	\$ 1,483,500			
Permit renewal base fee (production) fee	Permittee	\$ 1,185,600	\$ 1,454,520			
Permit renewal production (tons) fee	Permittee	\$ 930,568	\$ 1,076,250			
Exclusion certificate new fee	Certificate holder	\$ 1,440	\$ 1,800			
Exclusion certificate renewal fee *1	Certificate holder	\$ 41,250	\$ 7,875			Fee change set in Rule
Exploration application fee	Applicant	\$ 48,000	\$ 45,000			Fee change in Statute, Fee increase is necessary to support on-going agency operations plus POP103 for
Exploration renewal fee	Permittee	\$ 55,888	\$ 91,800			
Special inspection fee	Operator		\$ -			Fee change in Statute, Fee increase is necessary to support on-going agency operations plus POP103 for
Notice of intent - consolidation application fee	Applicant		\$ -			
Well permit application fee	Permittee	\$ 2,000	\$ 6,000			Fee change in Statute, Fee increase is necessary to support on-going agency operations plus POP103 for right sizing the program due to permit work load.
Annual well permit/ 2nd+ year renewal fee	Permittee		\$ 7,680			
Well permit modification & 1st year renewal fee	Applicant	\$ 189,080	\$ 360,000			
Information hole drill application fee	Applicant		\$ 1,000			
Seismic program application fee	Applicant		\$ -			
Prospective well drill fee	Applicant	\$ 21,800	\$ 6,000			Fee change in Statute, Fee increase is necessary to support on-going agency operations plus POP103 for
Annual prospective well / 2nd+ year renewal fee	Permittee	\$ 10,900	\$ 10,200			
Prospective well transfer fee	Applicant		\$ -			Fee change in Statute, Fee increase is necessary to support on-going agency operations plus POP103 for
Geothermal well annual / 2nd+ year renewal fee	Permittee	\$ 73,575	\$ 48,450			
Geothermal well transfer fee	Applicant		\$ -			
Geothermal well plug and decommission fee	Permittee		\$ -			
Geothermal well modification & 1st year renewal fee	Permittee		\$ 6,000			

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# BUDGET NARRATIVE

## FEE CHANGE DETAIL REPORT

Fee Title/Description	ORS/OAR	Who Pays Fee	Increase, Establish, or Decrease	Date of Last Change	Amount of Last Change	Effective Date of Requested Change	Current Fee	Proposed Fee	Amount of Proposed Fee Change	Number of 2023-25 Transactions with New Fee	Estimated Impact on 2023-25 Revenue	Total 2023-25 Revenue	Projected 2025-27 Transactions with New Fee	Impact on 2025-27 Revenue (New Fee)	Total 2025-27 Revenue	Legislative Concept Number	Policy Package Number
Permit application fee	ORS 517.800	Applicant	Increase	1/1/2021	\$ 250.00	1/1/2026	2,000	6,500	4,500	-	-	-	68	306,000	486,000	LC 63200-001	POP 03
Permit renewal base fee (no production) fee	ORS 517.800	Permittee	Increase	1/1/2021	\$ 350.00	1/1/2026	1,200	3,500	2,300	-	-	-	645	1,483,500	2,515,500	LC 63200-001	POP 03
Permit renewal base fee (production) fee	ORS 517.800	Permittee	Increase	1/1/2021	\$ 610.00	1/1/2026	1,460	3,500	2,040	-	-	-	713	1,454,520	2,841,520	LC 63200-001	POP 03
Permit renewal production (tons) fee	ORS 517.800	Permittee	Increase	1/1/2021	\$ 0.0030	1/1/2026	0.0125	0.0300	0.0175	-	-	-	61,500,000	1,076,250	2,101,250	LC 63200-001	POP 03
Exclusion certificate new fee	ORS 517.753	Certificate holder	Increase	1/1/2021	80	1/1/2026	200	200	120	-	-	-	15	1,800	3,400	LC 63200-001	POP 03
Exclusion certificate renewal fee *1	ORS 517.753	Certificate holder	Increase	1/1/2021	\$ 15.00	1/1/2026	165	200	35	-	-	-	225	7,875	57,375	LC 63200-001	POP 03
Exploration application fee	ORS 517.705	Applicant	Increase	1/1/2021	\$ 1,600.00	1/1/2026	2,000	5,000	3,000	-	-	-	15	45,000	85,000	LC 63200-001	POP 03
Exploration renewal fee	ORS 517.710	Permittee	Increase	1/1/2021	\$ 1,160.00	1/1/2026	1,460	3,500	2,040	-	-	-	45	91,800	179,400	LC 63200-001	POP 03
Special inspection fee	ORS 517.800	Operator	Increase	1/1/2021	\$ 1,500.00	1/1/2026	2,000	4,000	2,000	-	-	-	-	-	-	LC 63200-001	POP 03
Notice of intent - consolidation application fee	ORS 517.973	Applicant	Increase	1/1/2021		1/1/2026	2,000	4,000	2,000	-	-	-	-	-	-	LC 63200-001	POP 03
Well permit application fee	ORS 520.017	Permittee	Increase	1/1/2021	\$ 500.00	1/1/2026	2,000	5,000	3,000	-	-	-	2	6,000	12,000	LC 63200-001	POP 03
Annual well permit/ 2nd+ year renewal fee	ORS 520.017	Permittee	Increase	1/1/2021	\$ 1,160.00	1/1/2026	1,160	5,000	3,840	-	-	-	2	7,680	11,160	LC 63200-001	POP 03
Well permit modification & 1st year renewal fee	ORS 520.017	Applicant	Increase	1/1/2021	\$ 2,000.00	1/1/2026	2,000	5,000	3,000	-	-	-	120	360,000	680,000	LC 63200-001	POP 03
Information hole drill application fee	ORS 520.017	Applicant	Increase	1/1/2021	\$ 1,000.00	1/1/2026	2,000	2,500	500	-	-	-	2	1,000	5,000	LC 63200-001	POP 03
Seismic program application fee	ORS 520.017	Applicant	Increase	1/1/2021	\$ 1,000.00	1/1/2026	2,000	2,500	500	-	-	-	-	-	-	LC 63200-001	POP 03
Prospective well drill fee	ORS 522.055	Applicant	Increase	1/1/2021	\$ 1,000.00	1/1/2026	2,000	5,000	3,000	-	-	-	2	6,000	10,000	LC 63200-001	POP 03
Annual prospective well / 2nd+ year renewal fee	ORS 522.055	Permittee	Increase	1/1/2021	\$ 2,225.00	1/1/2026	2,725	4,000	1,275	-	-	-	8	10,200	40,175	LC 63200-001	POP 03
Prospective well transfer fee	ORS 522.055	Applicant	Increase	1/1/2021	\$ 1,500.00	1/1/2026	2,000	2,500	500	-	-	-	-	-	-	LC 63200-001	POP 03
Geothermal well annual / 2nd+ year renewal fee	ORS 522.115	Permittee	Increase	1/1/2021	\$ 2,725.00	1/1/2026	2,725	4,000	1,275	-	-	-	38	48,450	184,700	LC 63200-001	POP 03
Geothermal well transfer fee	ORS 522.115	Applicant	Increase	1/1/2021	\$ 1,500.00	1/1/2026	2,000	5,000	3,000	-	-	-	-	-	-	LC 63200-001	POP 03
Geothermal well plug and decommission fee	ORS 522.115	Permittee	No change	1/1/2021	\$ (1,000.00)	1/1/2026	-	-	-	-	-	-	2	-	-	LC 63200-001	POP 03
Geothermal well modification & 1st year renewal fee	ORS 522.115	Permittee	Increase	1/1/2021	\$ 500.00	1/1/2026	2,000	5,000	3,000	-	-	-	2	6,000	10,000	LC 63200-001	POP 03

\*1 -- This item is set in Rule, not statute, but is listed here for information and tracking purposes.

# BUDGET NARRATIVE

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## Detail of Lottery Funds, Other Funds, and Federal Funds Revenue (ORBITS BPR012)

Waiting for final reports from DAS

Agency Request

Governor's Budget

Legislatively Adopted

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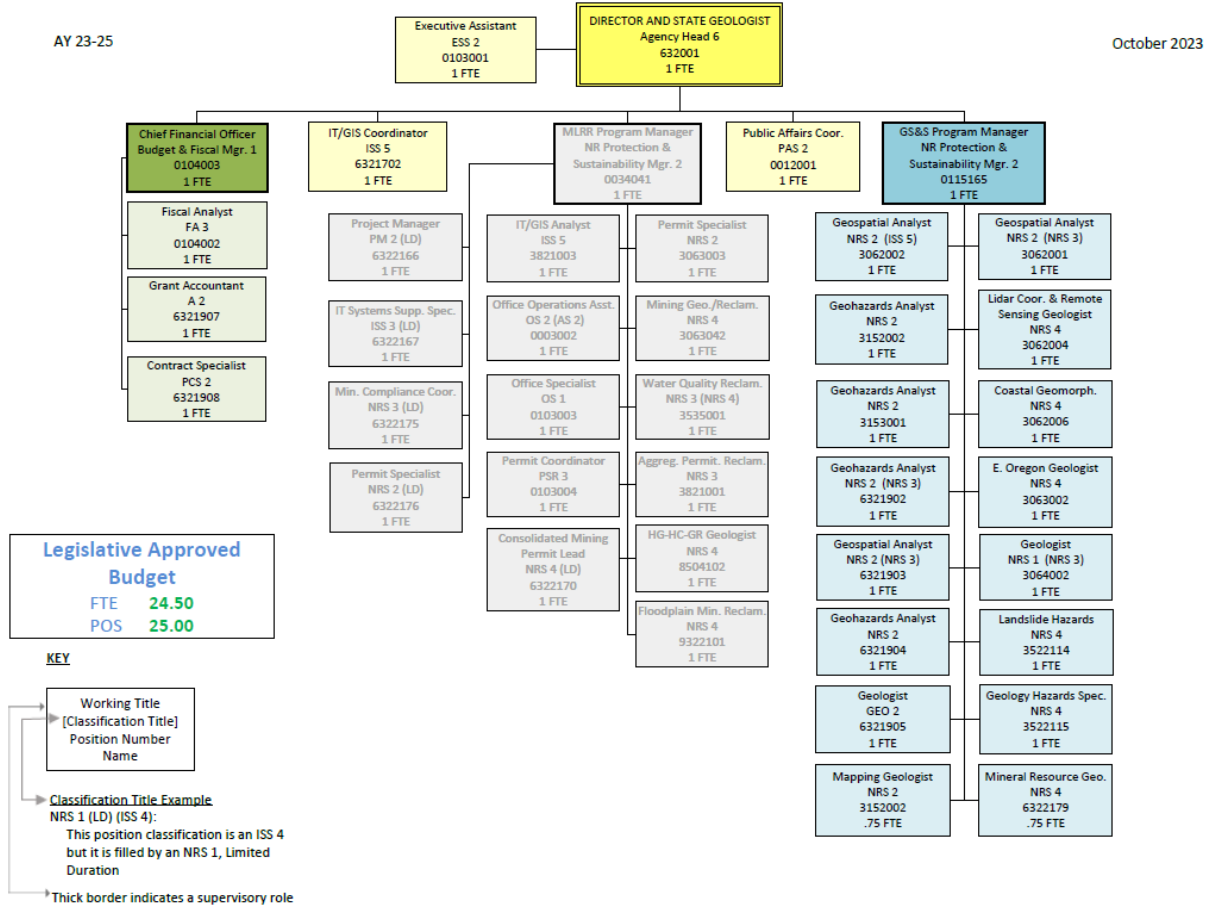
# BUDGET NARRATIVE

## GEOLOGICAL SURVEY & SERVICES PROGRAM

### Geological Survey & Services Organizational Charts

#### 2023-2025 GS&S Program Organization Chart

#### OREGON DEPARTMENT OF GEOLOGY AND MINERAL INDUSTRIES



# BUDGET NARRATIVE

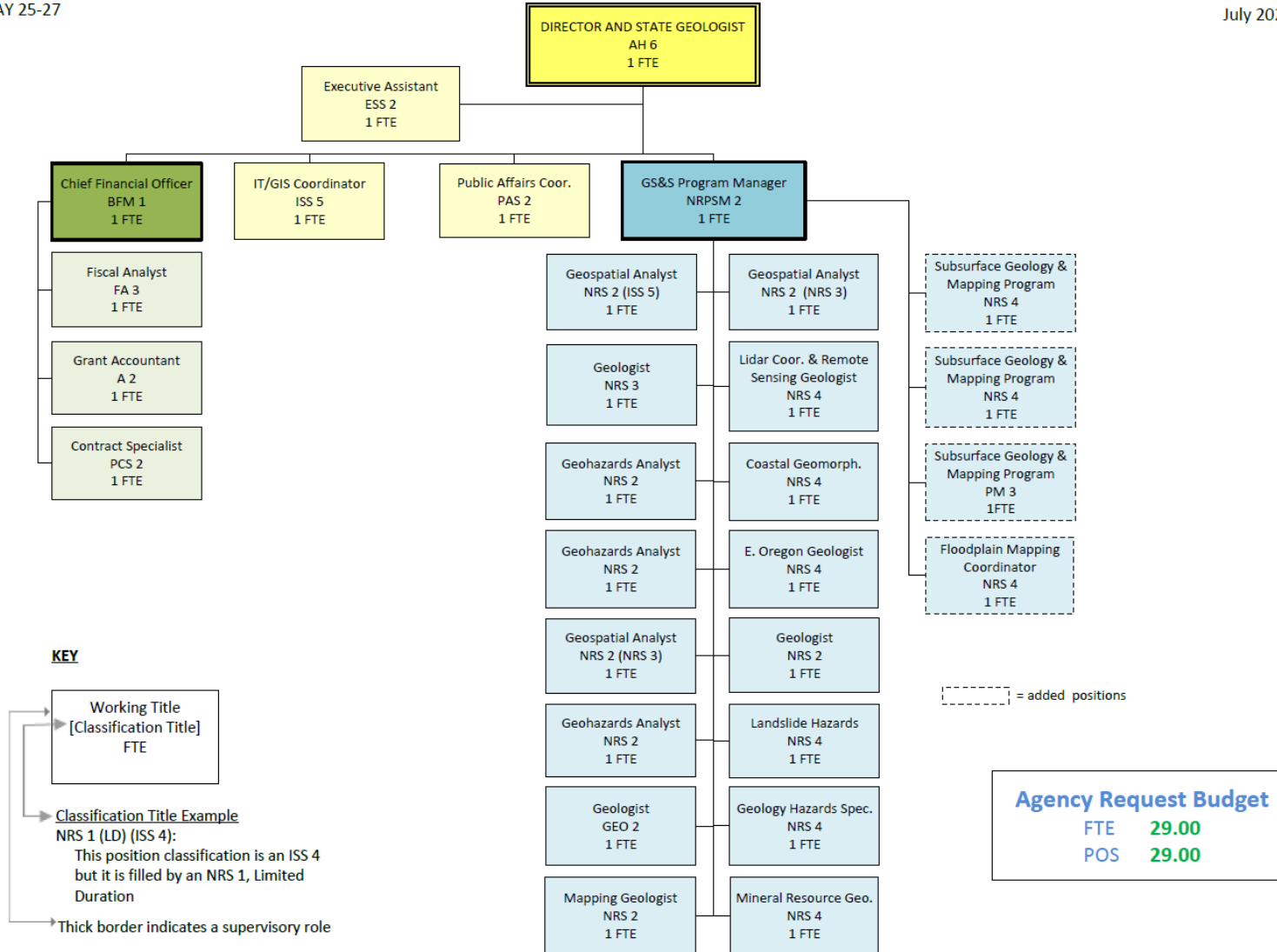
## 2025-2027 Proposed GS&S Program Organization Chart: Agency Request Budget

### OREGON DEPARTMENT OF GEOLOGY AND MINERAL INDUSTRIES

**PROPOSED**

July 2024

AY 25-27



Agency Request

Governor's Budget

Legislatively Adopted

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# BUDGET NARRATIVE

## Geological Survey & Services (GS&S) Program Executive Summary

### Long-Term Focus Area

GS&S's long-term focus area is defined by legislative authority and fundamental to the agency's mission to provide earth science information and regulation to make Oregon safe and prosperous.

As described by the imperatives, initiatives and objectives of DOGAMI's 2024 Strategic Plan, GS&S strives for continuous improvement in developing maps, reports, and data to help Oregon understand and manage natural resources and prepare for natural hazards.

### Program Overview

The Geological Survey & Services Program (GS&S) gathers geoscientific data and maps mineral resources and hazards. GS&S includes three established focus areas: Lidar & Remote Sensing, Geologic Mapping & Mineral Resource Evaluation, and Natural Hazards Mapping. The GS&S program also provides publication and outreach functions and houses the agency's administration, including budgeting, accounting, and human resource services. This information is shared with state and local policymakers for land-use planning, facility siting, building code and zoning changes, emergency planning and enhancing community resiliency.

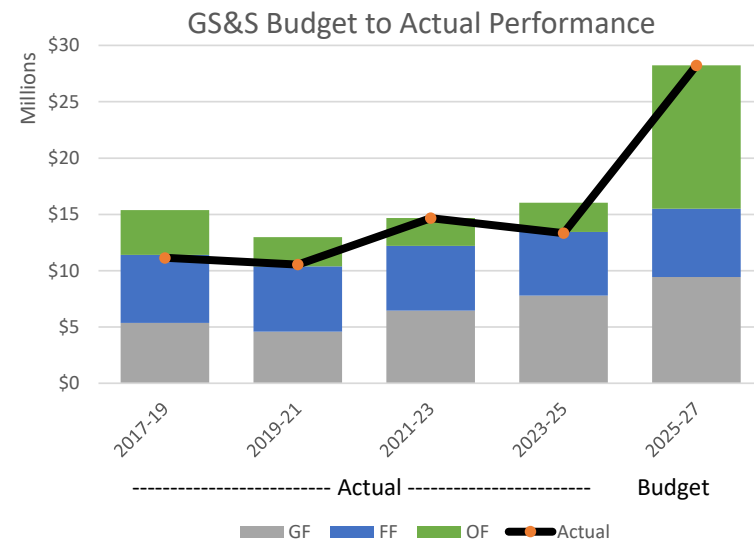
### Primary Program Contact

Jason D. McClaughry, GS&S Program Manager, 541-519-3419

### Program Funding Request

The Agency Requested Budget (ARB) for 2025-27 supports the GS&S program with \$12,745,157 in Other Funds and \$6,063,756 in Federal Funds expenditure limitation and with \$9,436,393 in General Fund appropriation for a total of 28.7 FTE. These numbers and FTE are the current service level (CSL) plus the Policy Option Packages 100, 102 and 106.

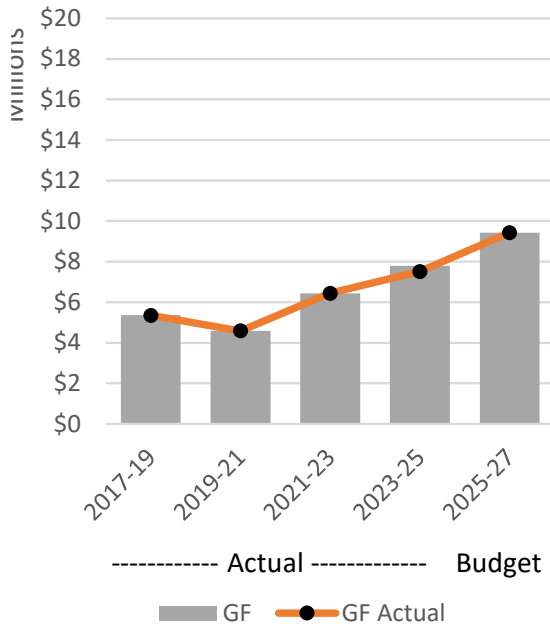
### Historic Budget Performance



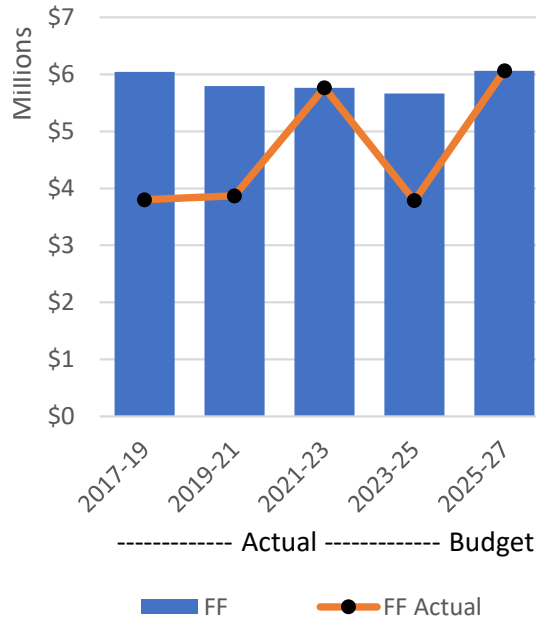
# BUDGET NARRATIVE

## Historic Budget Performance by Fund

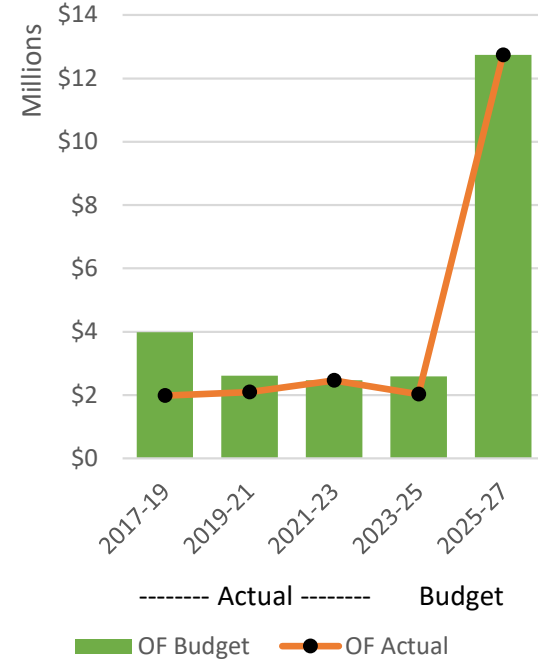
### GS&S - General Funds



### GS&S - Federal Funds



### GS&S - Other Funds



# BUDGET NARRATIVE

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## Program Description

### Purpose

The GS&S Program develops and distributes practical scientific information that is critical for Oregon's communities, governments, businesses and public to understand the state's geology, resources, and natural hazards. Making the information easy to find and use, promoting the availability of the information through outreach and education strategies, and publishing all GS&S Program work on the Agency website for free download, helps ensure that information connects with Oregonians – and is used to make informed decisions that increase Oregon's resilience and prosperity. The GS&S Program also partners with the US Geological Survey to deliver scientific information nationally.

### *Services, Clients and Partnerships*

Core GS&S Program services include:

- Geologic mapping to help understand water and mineral resources, study and prepare for natural hazards, support healthy ecosystems, and guide rural and urban development.
- Mapping, characterizing, assessing community vulnerability, and identifying ways to reduce risk from natural hazards including landslides, channel migration, coastal erosion, earthquakes, and tsunamis.
- Collecting high-resolution lidar topographic data statewide.
- Conducting outreach, education and engagement activities to ensure widespread awareness of the Agency's work and develop tools and materials to help increase usefulness and applicability of information.
- Publishing data that is accessible, understandable, and usable to a wide variety of applications.

All Oregonians are served by GS&S Program work. Statewide tools, such as interactive geologic, mineral, lidar, and hazard maps provide broad access to DOGAMI data. A searchable and freely downloadable collection of DOGAMI publications increases public and researcher access. The GS&S Program typically publishes 15-20 detailed scientific publications annually.

General Fund covers some aspects of the GS&S Program but mainly supports non-revenue generating activities within the agency. The GS&S Program depends on developing stakeholder-collaborator partnerships with community leaders and local, state, and federal agencies and identifying funding streams that support DOGAMI's mission and goals. The GS&S Program has long standing relationships with federal funding agencies (USGS, FEMA, NOAA, BLM). Key state agency partners are ODF (Lidar), Parks and Recreation (climate resiliency), ODOE (facility siting), DSL (mineral resources), DLCD (multi-hazard risk assessment), OWRD (aquifer mapping), and OEM (geohazard/tsunami mapping). GS&S partners with State Universities in Oregon and has well established collaborative relationships with Tribal Governments. The GS&S Program is funded mainly by federal grants, that often require a state match, under a budgetary Federal Fund expenditure limitation. GS&S Other Funds are from the agencies cited above, under a budgetary Other Fund expenditure limitation.

The availability and continuity of that funding is outside the Agency's control, which makes revenue forecasting difficult, and creates uncertainty around service delivery capacity. The services the Agency provides with that funding also reflect the priorities of funding partners, which may or may not align with the priorities of Oregon. Initiatives in the 2025-27 budget look to refocus on a systematic approach to meet Oregon's needs for geology, resource, and natural hazard information.

# BUDGET NARRATIVE

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Close collaboration and continued community engagement far after scientific studies are completed is essential to ensure that GS&S Program products are accessible to empower communities to take actions to build resiliency and meet societal challenges.

## **Cost Drivers**

Information produced by the Agency needs to provide the people of the State of Oregon with the best possible understanding of geology, resources, and natural hazards to be most useful for decision-making. The GS&S Program's primary cost drivers are the highly specialized staff, state-of-the-art technology tools and IT infrastructure, and ongoing management of program data to protect the state's investment. The return on investment is increased productivity, quality of information, and more usable, long-enduring products.

## **Performance Improvement Opportunities:**

Improvements to the program's service delivery systems are being pursued in 2025-27 as progress continues to increase the effectiveness of operations Agency-wide. These include:

- Continuation of DOGAMI Information Technology improvements. The GS&S program collects, analyzes, stores and distributes significant amounts of data that are critical to both the work of the Agency and the work of many partners statewide. Continued implementation of the Agency IT plan helps ensure the program has the mission-critical tools it needs to deliver information, and that data is protected and continues to be available as an ongoing service.
- Updates to the Agency's website to increase access to, and improve user experience with, program information. The Agency has a Publications Center, an online hub for the public to find and freely download published Agency information and data. In 2025-27 efforts continue to

provide free, easy access to information by publishing archived geologic and natural hazard information held by the Agency, as well as updating the website to make finding and interacting with information easier. By making information readily available, the Agency also increases its efficiency and transparency in responding to public record requests and other requests for information.

- Updates to social media and the Agency media policy. To reach a wider base of Oregonians the Agency has begun to build out its social media presence. In the 2025-27 Biennium the Agency intends to use this as one outreach tool to increase dissemination of information.

In support of improved program performance, GS&S initiatives for 2025-2027 include:

- Policy Option Package 100 – ESRI: In this biennium and into the next, DOGAMI's Esri (GIS) license fees will increase by \$93,750 per year (\$187,500 for the next biennium) and this has not been budgeted into Services and Supplies. Three quarters of Agency staff use Esri.
- Policy Option Package 102 – Subsurface Geology and Mapping Program Establishment: Builds a new program to organize data, focus on subsurface geologic characterization, and build momentum towards shovel-ready Geologic Carbon Sequestration projects.
- Policy Option Package 106 – Floodplain Mapping Coordinator: Creates an NRS 4-level position to serve as the Floodplain Mapping coordinator, providing scientific leadership of floodplain mapping activities and allowing the agency to proactively identify and address flood and channel migration hazards.

# BUDGET NARRATIVE

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## Program Justification

Oregon's spectacular landscapes come with natural hazards that put people, places, and resources at risk. Understanding those hazards, as well as the state's diverse geology, helps make Oregon a safer and healthier place. Strategic actions for the GS&S program align with the agency strategic plan under all five imperatives.

- Create and compile comprehensive assessments of natural hazards and community vulnerability and promote risk reduction strategies to build resilient communities.
- Acquire and organize complete and current descriptions of Oregon's geology, landforms, and geo-processes to assess resources and natural hazards, to support healthy ecosystems, and to guide safe and prudent rural and urban development.
- Provide earth science, resource management, and natural hazards information to support decisions and solutions on individual, local, regional, and statewide levels.

The GS&S program directly contributes to the Governor's priorities by providing Oregon with the best available science and practical tools for increasing resilience to natural hazards and managing natural resources. Ensuring that scientific information is easy to use and freely available – for the benefit of the public and for the many local, state, and federal agencies that use DOGAMI information for their work.

The program also contributes to the economic resiliency of Oregon by improving the understanding of the state's mineral resource potential, and associated economic development and employment opportunities, through geologic mapping and studies. Geologic mapping and research also provide groundwater

resource information critical for agricultural sector investments and development.

## Program Performance

GS&S program performance is tracked via Key Performance Measures for hazard and risk assessment completion (KPM #1); detailed geologic map completion (KPM #2) and Lidar data completion (KPM#3) and customer service (KPM #5).

Key Performance Measure #6 tracks the Governing Board's adherence to Best Practices for agency oversight and guidance.

## Enabling Legislation

The program is mandated under ORS Chapter 516–Department of Geology and Mineral Resources.

## Funding Streams

The GS&S program is funded through the General Fund, Federal Funds, and Other Funds. These Federal and Other funds are generated by project contracts and grants from federal, state and local government agencies. General fund also supports the Agency indirect activities. Federal and Other Funds availability may be enhanced with leveraging of General Fund.

## Comparison to 2023-25 Funding

The 2025-27 Agency Requested Budget increases the overall Agency's GS&S Program total funding support by \$12,211,977 from 2023-25 budget. By Fund, \$1,652,208 increase in General Funding, \$400,321 in Federal Funding and \$1,159,448 in Other Funding.

# BUDGET NARRATIVE

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## Geological Survey & Services Program

### Unit Narrative

#### Expenditures

2025-27 ARB Expenditures total \$28,245,306, and include:

- \$9,436,393 - GF
- \$12,745,157 - OF
- \$6,063,756 - FF
- 29 Positions, 28.7 FTE

#### Revenues

The program is 33.4% funded by the General Fund, 21.5% by Federal Funds and 45.1% by Other Funds.

Federal Funding Partners include:

- Bureau of Land Management (BLM)
- Federal Emergency Management Agency (FEMA):
  - Cooperating Technical Partners (CTP) RiskMap Program
  - Building Resilient Infrastructure and Communities (BRIC) Program.
- National Oceanic and Atmospheric Administration (NOAA) National Weather Service (NWS) and National Tsunami Hazard Mitigation Program (NTHMP)
- U.S. Geological Survey (USGS):
  - National Cooperative Geologic Mapping Program (StateMap)
  - 3D Elevation Program (3DEP).
  - Landslide Hazards Program (LHP).
  - Earth Mapping Resources Initiative (Earth MRI)

- Mine Waste Cooperative Program.
- Mineral Resources Program.
- Environmental Protection Agency (EPA)
- U.S. Department of Energy (DOE) and the National Energy Technology Laboratory program (NETL).

Other Fund Partners include:

- State agencies:
  - Department of State Lands
  - Department of Land Conservation and Development
  - Department of Environmental Quality
  - Oregon Parks and Recreation Department
  - Oregon Department of Emergency Management
  - Oregon Department of Forestry
  - Oregon Department of Energy
  - Oregon Watershed Enhancement Board
- Baker, Benton, Jackson, and Klamath Counties
- Cities of Ashland, Eugene, Keizer, Philomath, Salem, and Silverton
- Confederated Tribes of the Umatilla Indian Reservation
- University of Oregon, Oregon State University, and University of Washington
- Other Public & Private Entities:
  - Ames National Laboratory
  - Lane Council of Governments,
  - Medford Water Commission,
  - NW Natural Gas

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# BUDGET NARRATIVE

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The following Federal Fund grant opportunities have match requirement as a 2025-27 revenue sources:

- GS&S STATEMAP – U.S. Geological Survey (USGS) has a required 1:1 match requirement. The match is in-staff time on the project.
- GS&S Data Preservation - U.S. Geological Survey (USGS) has a required 1:1 match requirement. The match is in the form of staff time on the project
- GS&S McDermitt Earth MRI - U.S. Geological Survey (USGS) has a required 1:1 match requirement. The match is a mix of staff time on the project and recently acquired geoscientific data.
- 

Programs Funded by Revenue Sources: GS&S programs include mapping and lidar for landslide inventory & susceptibility, flood & channel migration, earthquake and seismic hazards, tsunami & coastal erosion, and geological & mineral resources.

General Limits on Use of Funds: Federal Funds and Other Funds can only be used to support contracted work and allowable indirect costs.

Basis for 2025-27 estimates: The basis is continuation of our existing grants and the anticipation to submit for new grants of a similar nature to the funding agencies.

## Other Considerations

There are no new known proposed laws that affect the program.

# BUDGET NARRATIVE

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## Geological Survey & Services Essential and Policy Packages (ORBITS BPR013)

Waiting for final reports from DAS.

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# BUDGET NARRATIVE

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## Policy Option Package 100 – Agency Allotment

\$150,000

### ***Purpose***

In this biennium and into the next, DOGAMI's Esri (GIS) license fees will increase by \$93,750 per year (\$187,500 for the next biennium) and this has not been budgeting into Services and Supplies. Three quarters of Agency staff use Esri.

### ***How Achieved***

\$150,000 of General Fund to cover increased Esri license fees.

### ***Staffing Impact***

None

### ***Quantifying Results***

Meeting agency KPMs.

### ***Revenue Sources***

The General Fund request is \$150,000 in Service & Supplies.

# BUDGET NARRATIVE

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## Policy Option Package 102 – Subsurface Geology and Mapping Program Establishment

\$10,000,000

### ***Purpose***

Oregon has limited subsurface geology information that is necessary to develop opportunities in Geologic Carbon Sequestration from gasification of forest products or Direct Air Capture (DAC), and Geothermal Energy Generation. This challenges our ability to react to coming opportunities, and relative to surrounding States (WA, CA, NV) Oregon is behind in being able to identify shovel-ready Geologic Carbon Sequestration locations. This POP has synergies with Oregon's climate goals and seeks to address data gaps.

### ***How Achieved***

GOAL: Gather and organize data and build momentum towards shovel-ready Geologic Carbon Sequestration projects. This POP Builds a new program for Geologic Carbon Sequestration with a focus on subsurface geologic characterization. Includes funding to drill a stratigraphic test well, and analyze data, including rock and water samples. State funds will be used to match federal funds. DOGAMI will partner with National Laboratories, Universities, and non-profit organizations to successfully advance larger projects.

### ***Staffing Impact***

Addition of 3.0 FTE permanent positions:

- 1.0 FTE, Project Manager 3 (PM 3), permanent
- 2.0 FTE, Natural Resource Specialist 4 (NRS 4), permanent

### ***Quantifying Results***

Key Performance Measure (KPM) #2 – Detailed Geologic Map Completion, #3 – Lidar Data Completion, #5 - Customer Service. Ultimately, this POP would lead to outside investment in the State of Oregon.

### ***Revenue Sources***

- The POP total is \$10,000,000.
- Request by Fund: Other Funds
- Total staffing costs = \$975,480, which includes \$903,900 in direct personal costs plus \$71,580 in associated service & supplies.
- Total Service & Supplies costs = \$9,024,520.

# BUDGET NARRATIVE

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## Policy Option Package 106 – Floodplain Mapping Coordinator

\$325,304

### ***Purpose***

The Agency seeks to create an NRS 4-level position to serve as the Floodplain Mapping coordinator. This position will provide scientific leadership of floodplain mapping activities; allow the agency to proactively identify and address flood and channel migration hazards; promote community resiliency through education and outreach to those who are at risk from floods, river erosion, dam and levee failures, and climate change; seek grant funding to support flood hazard and risk assessment studies; respond during natural disasters; and coordinate with local, state, and federal partners on hazard mitigation and risk reduction.

This POP request corrects a legacy organizational structural issue in DOGAMI's Geological Survey and Services Program. The new NRS 4 position is in alignment with other GSS hazard programs (e.g., coastal, earthquake, landslide) that are led by NRS 4-level staff.

### ***How Achieved***

This package would allow the Agency to hire a permanent NRS-4 Floodplain Mapping coordinator necessary to support the State of Oregon.

### ***Staffing Impact***

1.0 FTE, Permanent Natural Resource Specialist 4 (NRS 4)

### ***Quantifying Results***

Appropriately reflects budget and actual identification providing for more accurate fiscal management. Scientific work will be done at the appropriate staff classification. Tasks that have been eliminated or postponed indefinitely will now be reviewed and assigned. Key Performance Measure (KPM) #1 – Hazard and Risk Assessment Completion; #5 – Customer Service

### ***Revenue Sources***

Total request is \$325,304. This is an NRS 4 at \$301,004 in direct personal costs plus an associated \$24,300 in service & supplies. The funding for this position is to be covered by 75 percent General Fund and 25 percent Federal funds.

Request by Fund: General Fund = \$250,277 and Federal Fund = \$75,027.

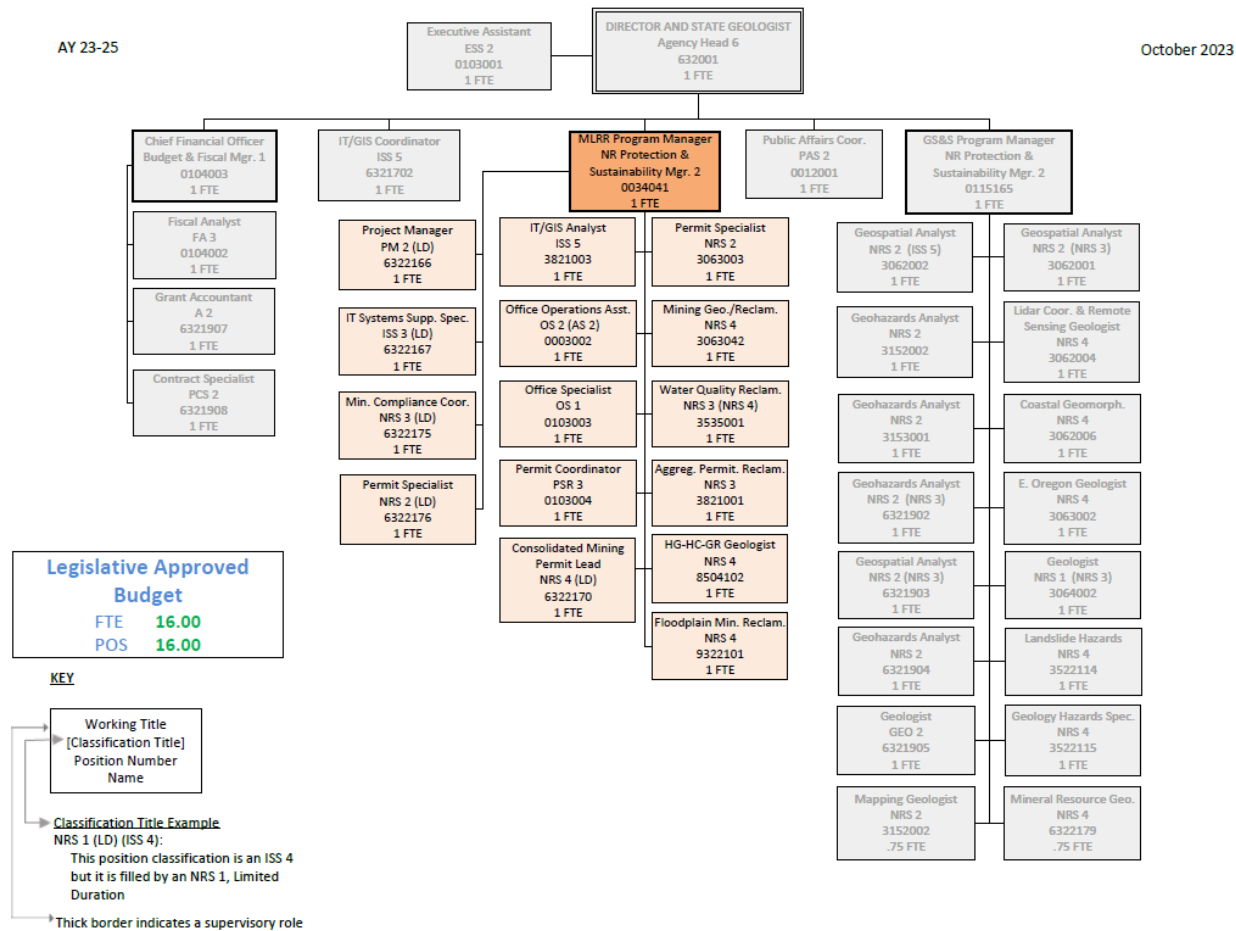
# BUDGET NARRATIVE

## MINERAL LAND REGULATION & RECLAMATION PROGRAM

### Mineral Land Regulation & Reclamation Organizational Charts

#### 2023-2025 MLRR Program Organization Chart

#### OREGON DEPARTMENT OF GEOLOGY AND MINERAL INDUSTRIES



# BUDGET NARRATIVE

## 2025-2027 Proposed MLRR Program Organizational Chart: Agency Request Budget

### OREGON DEPARTMENT OF GEOLOGY AND MINERAL INDUSTRIES

**PROPOSED**

AY 25-27

July 2024

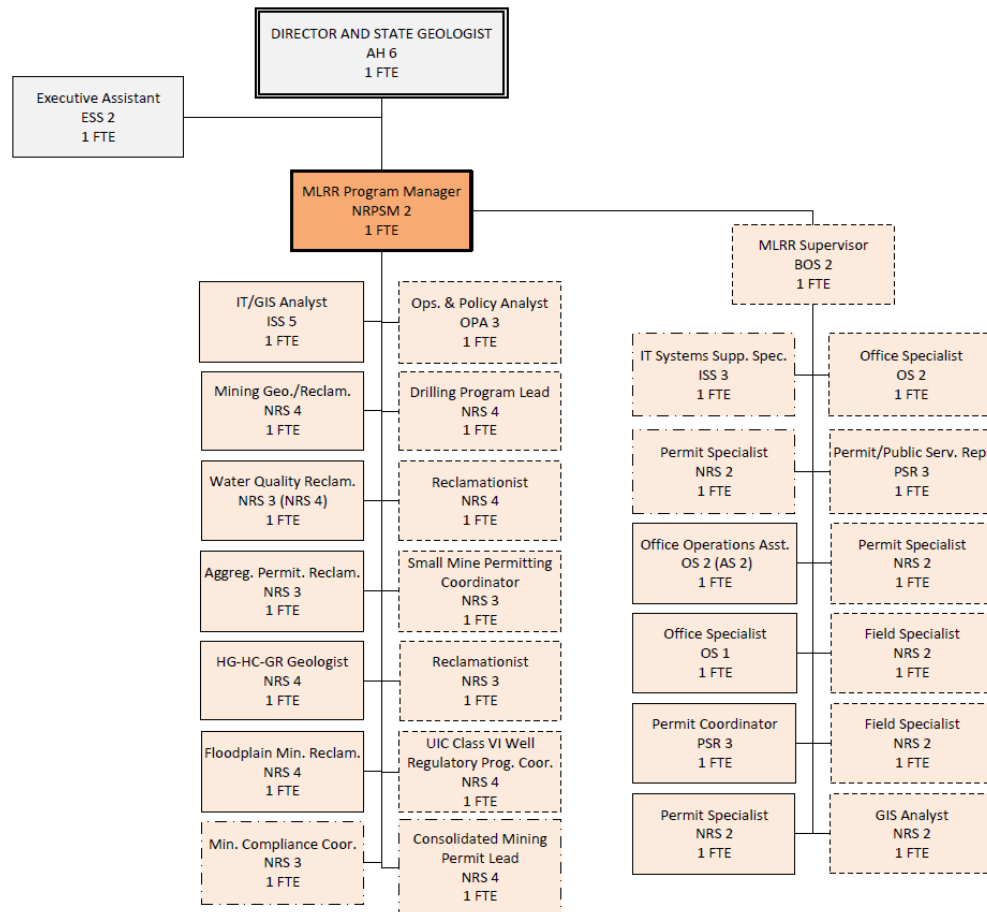
Agency Request Budget	
FTE	28.00
POS	28.00

**KEY**

Working Title  
[Classification Title]

Classification Title Example  
NRS 1 (LD) (ISS 4):  
This position classification is an ISS 4  
but it is filled by an NRS 1, Limited  
Duration

Thick border indicates a supervisory role



[Dashed box] = change existing LD position to full FTE  
[Dotted box] = added positions

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# BUDGET NARRATIVE

## Mineral Land Regulation & Reclamation (MLRR) Program Executive Summary

### Long-Term Focus Area

MLRR's long-term focus area is defined by legislative authority and fundamental to the agency's mission to provide earth science information and regulation to make Oregon safe and prosperous. As described by the imperatives, initiatives and objectives of DOGAMI's 2024 Strategic Plan, MLRR strives for continuous improvement in the administration of effective and balanced regulation and reclamation of mineral, oil and gas, and geothermal energy development to support the environment, economy, and people of Oregon.

### Program Overview

The Mineral Land Regulation & Reclamation (MLRR) Program is a statutorily required program regulating Oregon's \$4 billion mining industry. MLRR regulates the exploration, extraction, and production of mineral and energy resources and ensures the reclamation and preservation of secondary beneficial use of mined lands. The majority of MLRR's focus is on Surface Mining & Exploration, with smaller programs for Gas & Geothermal Well Drilling, and Chemical Process Mining.

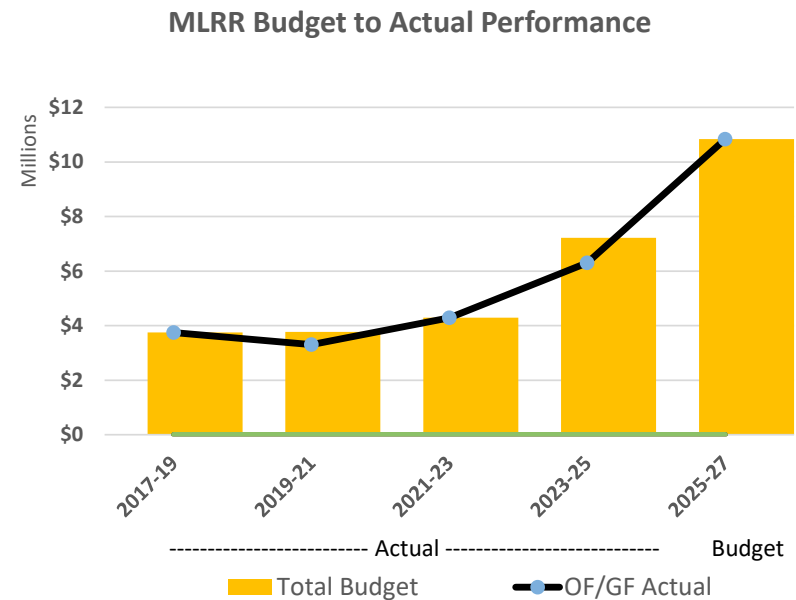
### Primary Program Contact

Sarah Lewis, MLRR Program Manager, 503-853-5139

### Program Funding Request

For the 2025-27 Agency Requested Budget for the MLRR program, the Agency requests \$10,837,562 consisting of \$9,012,562 in Other Fund expenditure limitation (normal operations + POP 101, 103, 104 and 105) and \$1,825,000 in General Funds supporting a total of 28 positions and 28.3 FTE.

### Historical Budget Performance



# BUDGET NARRATIVE

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## Program Description

### *Purpose*

The MLRR program permits and monitors extraction of mineral resources statewide, including surface mining, oil and gas wells, and geothermal wells, through Albany-based permitting operations and field-based site inspections. The MLRR program ensures, through enforcement of permit conditions or through direct reclamation action, that mined lands are returned to beneficial uses when mining activity ceases. The program coordinates closely with state and federal agencies, local land use authorities and the Tribes to mitigate the environmental impacts of mining and exploration.

### *Services, Clients and Partnerships*

MLRR regulatory oversight begins with appropriate permitting of a site and continues throughout the life cycle of a mining or drilling site to final reclamation of mined lands. Program services include:

- Operating and Exploration Permits, Oil, Gas & Geothermal Well Drilling Permits, and Drilling Permits for Seismic and Information Holes,
- Exclusion Certificates for surface mining activities below Operating Permit thresholds,
- Collaboration with other permitting and advisory agencies for appropriate permit conditioning,
- Complaint Response, including investigation of unpermitted or improperly permitted mining activities
- Mine site inspection,
- Management of developing issues through education and regulation, and
- Return of mined land to beneficial secondary uses such as agriculture open space, and wetlands.

Among those served by the program are mine operators and regulated industry, local governments and communities, and state and federal agencies. Collaboration with partners is critical to the success of the program and the effectiveness of the regulatory framework, which relies on coordinated review of operating permits and conditioning of permits based on input from state and federal natural resource agencies, local land use authorities and the 9 federally recognized Tribes of Oregon. Policies and best practices are informed by advisory programs, and in cooperation with industry.

### *Cost Drivers*

The operations of the program are 100 percent fee funded (Other Funds). The program's proactive approach to regulation through education helps minimize the potential environmental impacts and violations before they occur, as well as avoiding costly enforcement actions and suspension of mining activity. The staff time and field expenses needed to support this approach are the program's primary cost drivers. Expenses can dramatically increase when unforeseen issues require additional staff time and site visits. Managing emerging problems can also impact service levels:

### *Performance Improvement Opportunities*

An Agency priority is IT modernization and program improvement for MLRR to better meet the needs of the mining industry, stakeholders and people of Oregon. The development and implementation of an online, modern customer relationship management and permitting system (ePermitting). The realization of this system will result in significant performance improvements: more efficient operations, more effective delivery of service, and higher customer satisfaction.

The MLRR is long-overdue for a right sizing of the program to improve customer service and compliance outcomes in the

# BUDGET NARRATIVE

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mining sector in Oregon. With increased staffing, the program will be more efficient and effective at balancing environmental management with economic development, allowing the state to meet its infrastructure and housing goals.

- Providing adequate staff and resources for the surface mining, oil and gas, and geothermal programs will:
- Deliver application review on established regulatory timelines, limiting permit processing delays.
- Perform routine site inspections in alignment with performance metrics and permittee requests.
- Fully develop compliance program to protect natural resources and minimize environmental harm.
- Expand delivery of resources and outreach for regulated community and the public.
- Maintain a six-month program reserve for program stability as established by the legislature in 2020.

In support of improved program performance, MLRR initiatives for 2025-2027 include:

- Develop and implement a comprehensive online permit application and tracking system, See additional detail in Policy Option Package 101.
- Support essential program services for the efficient permitting and monitoring of mineral, oil and gas, and geothermal sites. See additional detail in Policy Option Package 103, 104
- Expand program to support regulatory oversight of emerging underground (geologic) carbon storage initiatives. See additional detail in Policy Option Package 105.

## Program Justification

The goal of the MLRR program to administer effective, and balanced regulation of mineral, oil and gas, and geothermal energy development to support the environment, the economy, and the people of Oregon. Strategic actions for the MLRR program align with the agency strategic plan under all five imperatives.

Long-term goals of Oregon's mineral industries are to provide essential goods and services, from the construction materials needed to build and maintain our communities and roads to energy sources that power our day-to-day lives. These goals are in support of the infrastructure needed to realize the Governor's Priority to address the housing and homelessness crisis.

The program seeks to ensure that regulation of Oregon's mining activity is comprehensive, effective, and coordinated among the many agencies and partners who serve as stewards of Oregon's lands and waters. An MLRR permitting process that's efficient, transparent, and fair helps ensure the availability of mineral resources, contributes to the viability of Oregon's economy, and is a responsible steward of Oregon's natural resources.

## Program Performance

Program performance is tracked via Key Performance Measures for active mine sites inspected annually (KPM #4) and Customer Service (KPM #5).



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## Enabling Legislation

The Mineral Land Regulation and Reclamation Program is authorized by:

- ORS Chapter 516 – Department of Geology and Mineral Industries
- ORS Chapter 517 – Mining and Mining Claims
- ORS Chapter 520 – Conservation of Oil and Gas
- ORS Chapter 522 – Geothermal Resources

## Funding Streams

The normal operations of the program are 100 percent fee-based (Other Funds \$9,012,562). Fees are paid by the regulated industry, and any changes to fees require statutory amendment. The General Fund support request of \$1,825,000 is for the implementation of an ePermitting platform and support to handle to very high workload of the current permit applications and support to pursue unpermitted mines sites as described in POP 101.

## Comparison to 2023-25 Funding

The 2025-27 Agency Requested Budget increases the Agency's MLRR Program total funding authority from the 2023-25 Legislative Approved Budget (LAB) by \$3,622,113. The Other Fund increase is \$3,857,136 (74.8%) over the previous budget. The change in the ePermitting project (GF support) decreases by \$235,023, which is expected as the project started in 2023-25 and finishes in the 2025-27 biennium.

# BUDGET NARRATIVE

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## Mineral Land Regulation & Reclamation Program Unit Narrative

### Expenditures

2025-27 ARB Expenditures total \$10,837,562 and include:

- \$9,012,562 - OF
- \$1,825,000 - GF,
- 28 Positions, 28.3 FTE

### Revenues

The normal program operation is 100% funded by Other Funds. Revenue comes from permit fees and is dependent on state economic factors.

An ePermitting initiative is proposed for the 2023-25 and th2025-27 biennia to improve program efficiency and increase delivery of service, which is General Fund supported by \$1,825,000 in 2025-27.

Required Match: N/A

Programs Funded by Revenue Sources: All MLRR regulatory programs including Surface Mining (aggregate, non-aggregate, exploration), Oil & Gas, and Geothermal are funded by statutorily determined permit fees. Under an agreement with the Oregon Department of Environmental Quality, MLRR receives a portion of DEQ permit fees and administers select DEQ water quality permits for DOGAMI permitted mine sites. Chemical Process Mining permitting is funded by cost-recovery of expenditures.

General Limits on Use of Funds: N/A

Basis for 2025-27 estimates: The budget is based on the fees associated with the projected permit application and renewal numbers and industry production of aggregate and other rock products as extracted from mine sites.

### Other Considerations

The revenue estimates for 2025-27 include a program wide fee increase as described in the agency's only Legislative Concept for the biennium (LC 63200-001).

# BUDGET NARRATIVE

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## Mineral Land Regulation & Reclamation Essential and Policy Packages (ORBITS BPR013)

Waiting for final reports from DAS

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## Policy Option Package 101 – ePermitting Project Completion

\$1,825,000

### ***Purpose***

To provide General Fund adequate for completion of DOGAMI’s priority IT modernization project, as scoped and approved in the 2023-25 budget.

### ***How Achieved***

Implementation of a modern, paperless permitting system and online customer interface (ePermitting) will improve Mineral Land Regulation & Reclamation Program service delivery. ePermitting will result in significant performance improvements: more efficient operations, more effective delivery of service, higher customer satisfaction, and speed up public records requests.

### ***Staffing Impact***

The project includes a cost recovery agreement with DEQ for their Project Manager to oversee the project development and implementation while updating the Limited Duration IT Systems Support Specialist in 2023-25 to maintain the system to a permanent position.

- 1 FTE (existing) IT Systems Support Specialist 3 (ISS3), permanent

### ***Quantifying Results***

An ePermitting system will result in significant performance improvements, including more efficient operations, that can be tracked by DOGAMI’s Key Performance Measure (KPM) # 4 - Percent of active mine sites inspected annually, and more effective delivery of service, and higher customer satisfaction, that can be tracked by KPM #5 - Customer Service.

### ***Revenue Sources***

Total General Fund request is \$1,825,000.

In the 2023-25 biennium, \$2,000,000 of General Fund was allotted for the ePermitting project. As a result of the delay with completing DEQ’s online project, DOGAMI will close out the current biennium with unspent money and will need to reestablish the projected unspent amount of \$1,325,000. Plus, in the original approved request for ePermitting, DOGAMI noted that \$500,000 will be needed to complete the ePermitting project in 2025-27, for a total of \$1,825,000.

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## Policy Option Package 103 – MLRR Fee Increase & Program Right Sizing

\$3,313,507

### ***Purpose***

The Oregon Department of Geology and Mineral Industries (DOGAMI) - Mineral Land Regulation & Reclamation (MLRR) program, oversees the state's mineral production, and works to minimize impacts of natural resource extraction and to maximize the opportunities for disturbed land reclamation. Since its establishment the MLRR program has been funded exclusively by permit fees (Other Funds).

The last MLRR program fee increase was effective January 1, 2021. The fee increase has been successful in meeting the described goals:

- Fund the current MLRR program service level and avoid service disruption and layoffs.
- Build to a 6-month beginning balance in the MLRR program by the start of the 2025-27 biennium.

Beginning in late 2020, the program concurrently experienced an increase in permit applications from the construction and aggregate industry and an increase in public inquiries and complaints, resulting in slower permit processing times and limiting opportunities for routine site inspections, outreach, and education. The agency and the industry agree on the need for an increase in the number of program staff to provide adequate customer service.

The goal of the MLRR program's 2025 fee bill is to realize a long-overdue right-sizing of the program and elevate customer service and compliance outcomes in the mining sector in Oregon. The agency proposed fee schedule (Legislative Concept LC 63200-001) supports a reimagining of the MLRR program and positions it to be a program focused on balancing environmental management with economic development, allowing the state to meet its infrastructure and housing goals.

### ***How Achieved***

A strategic expansion of the MLRR program to meet regulatory and customer service needs. Technical, administrative and supervisory staff to fully support identified priorities, including efficient permit processing, routine site inspections (KPM#4) and responsive customer service, based on stakeholder survey results from Fall 2023. The reorganization will also provide career growth for staff and improve succession planning:

#### **Increase Site Inspections (4 FTE)**

- Field Technicians (3) to perform routine inspections (internally scheduled and permittee requests) and respond to complaints and compliance (externally driven).
- GIS Analyst (1) to support field mapping and image processing needs.

#### **Operations & Supervision (1 FTE)**

- Business & Operations Supervisor (1) to oversee operations of Albany Office and supervise 12 non-exempt office staff and the field staff. Program Manager will retain policy and technical oversight and supervision of exempt employees.

#### **Expand Permitting Program (1 FTE)**

- Permit Writer (1) for Small Mine Operator Permitting to parallel existing Aggregate Permitting position. Workload has exceeded position capacity for 3+ years. Small mine operators have differing needs relative to entities with many permits.

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## **Improve Customer Service & Support (2 FTE)**

- One additional public service representative dedicated to responding to permitting and public inquiries (phone & email)
- One Office Specialist to provide general support to increased office size, including ePermitting system support, public record requests (PRRs) and complaint response.

## **Add Technical Expertise (4 FTE)**

- One Lead for drilling programs (currently 0.5 FTE of existing Hydrogeologist Position). This gives the gas & geothermal programs dedicated support and adds capacity for a known increase in exploration and potential development of Carbon Sequestration regulatory program.
- One1 Lead and one Support for surface mine reclamation plan development and completion.
- One Operations and Policy Analyst to support rulemaking, statute review, stakeholder engagement, and outreach.

The regulatory program is fee funded and a significant increase in the program requires a proportionate change to the fee structure. The agency has a companion Legislative Concept for fee increases across the Surface Mining, Exploration, Oil & Gas and Geothermal programs adequate to support the proposed structure and maintain a 6-month operating balance.

## **Staffing Impact**

- 1.0 FTE, Business & Operations Supervisor 1 (BOS 1), MLRR Supervisor, permanent
- 1.0 FTE, Operations and Policy Analyst 3, (OPA 3), permanent
- 1.0 FTE, Office Specialist 2 (OS 2), permanent
- 2.0 FTE, Natural Resource Specialist 4 (NRS 4), Drilling Program Lead (1) and Reclamationist (1), permanent
- 2.0 FTE, Natural Resource Specialist 3 (NRS 3), Small Mine Permitting Coordinator (1) and Reclamationist (1), permanent
- 4.0 FTE, Natural Resource Specialist 2 (NRS 2), Field Technicians (3) and GIS Analyst (1), permanent
- 1.0 FTE, Public Service Representative 3 (PSR 3), permanent

## **Quantifying Results**

A right-sizing of the program will result in significant performance improvements including operational efficiency, timely delivery of service, and higher customer satisfaction that will tracked by DOGAMI's Key Performance Measure (KPM) # 4 - Percent of active mine sites inspected annually, and KPM #5 - Customer Service.

## **Revenue Sources**

The revenues will be driven from the MLRR fee increase (LC 63200-001) and is estimated to generate new revenues of \$4,912,075 supporting the MLRR program plus this right sizing POP. Total expenditure request is \$3,313,507. This amount is for twelve positions where \$2,813,339 is direct personal costs plus an associated \$500,168 in service & supplies.

Request by Fund: Other Fund Revenues \$4,912,075; Other Fund expenditures \$3,313,507.

# BUDGET NARRATIVE

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## Policy Option Package 104 – MLRR Position Establishment

\$575,101

### ***Purpose***

This package will establish as permanent three Limited Duration positions in two MLRR Program areas:

Consolidated Mining Permits: In accordance with Oregon regulations, DOGAMI is responsible to coordinate a multi-phase, multi-year application review process with other affected agency cooperators, stakeholders and the public under Oregon’s Chemical Mining Rules. These rules are being used for the first time in reviewing a proposed gold mine project. If the permit is issued, administration and oversight of this permit will continue for the active mine life (10 years) and decades of post-mining monitoring. The agency anticipates the submission of new applications for metal and critical resource mineral mining operations that would follow Oregon’s Chemical Mining Rules. In 2020, the legislature approved a 0.75 FTE Limited Duration NRS 4 Position to act as Coordinator for the Permit Application. In 2023, the legislature approved making the Limited Duration Position full-time (1.0 FTE). The position is funded through a cost-recovery agreement.

Mining Compliance: Efforts to bring unpermitted and incorrectly permitted surface mining operations into compliance with state regulations need to be adequately resourced to address compliance issues and level the playing field for all permit holders who maintain permits in compliance with state statutes. Sufficient funding is needed so that the program can fulfill its responsibilities instead of only responding to the most egregious transgressions. In 2023, the legislature established two Limited Duration Positions. Permanent positions are needed to process the high workload and investigate complaints, perform site inspections, track enforcement actions, coordinate submissions of required materials and follow-up with recalcitrant respondents.

### ***How Achieved***

DOGAMI requests the three limited duration positions be made permanent to meet the existing and anticipated workload.

### ***Staffing Impact***

1.0 FTE (existing), Natural Resource Specialist 4 (NRS 4), Consolidated Mining Permit Lead, permanent

1.0 FTE (existing), Natural Resource Specialist 3 (NRS 3), Mining Compliance Coordinator, permanent

1.0 FTE (existing), Natural Resource Specialist 2 (NRS 2), Permit Specialist, permanent

### ***Quantifying Results***

Program performance and customer service is tracked by DOGAMI’s Key Performance Measure (KPM) # 4 - Percent of active mine sites inspected annually, and KPM #5 - Customer Service.

### ***Revenue Sources***

Total Other Fund: \$942,383. This amount is for three positions where \$889,333 is in direct personal costs plus \$53,050 in service & supplies. NRS 4: \$367,282 (cost-recovery); NRS 3: \$334,519 and NRS 2: \$240,582 (fee-funded).

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# BUDGET NARRATIVE

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## Policy Option Package 105 – MLRR UIC Class VI Well Regulatory Program Lead

\$315,428

### ***Purpose***

Oregon is identified as one of 25 states/Tribes eligible to apply for up to \$1.9 million in Federal Funds from the U.S. Environmental Protection Agency (EPA) to use toward the development of State regulatory program for Class VI Underground Injection Control Wells for Geologic Carbon Sequestration. There is significant interest in Oregon as a location for the geologic sequestration of carbon dioxide. There are 2 funded grants from U.S. DOE to entities interested in developing carbon sequestration technologies in Oregon, and DOGAMI has received one proposal for a methane injection well related to a landfill.

The Department of Environmental Quality (DEQ) and the Department of Geology and Mineral Industries (DOGAMI) are undertaking a joint-agency effort to explore the development of a regulatory program to administer Class VI Underground Injection Control (UIC) Wells for Carbon Sequestration. If a grant application is successful, the agencies will coordinate a joint program, similar to existing efforts for Class II and Class V UIC wells. This is a limited opportunity with available funds sunsetting in 2028. If the state does not successfully gain primacy, DOGAMI will still need to determine the state regulatory path in coordination with Federal EPA UIC permitting.

### ***How Achieved***

State resources will be required to develop a Carbon Sequestration regulatory program, and legislative approval is required for grant submission. DOGAMI requests an NRS 4 position to lead the development of new drilling rules for the DOGAMI portion of the regulatory program and coordinate with EPA or DEQ who will hold or assume the Class VI UIC authority. The position is initially funded by General Fund, with potential leveraging of Federal Funds. Once established, the position will be funded through fees for Carbon Sequestration Well Drilling Applications and Permits.

### ***Staffing Impact***

1.0 FTE, permanent Natural Resource Specialist 4 (NRS 4)

### ***Quantifying Results***

This full-time position is needed to support the development of a new regulatory program tied to a federal funding opportunity. The agency tracks the program's ability to provide service with Key Performance Measure (KPM) # 5 – Customer Service.

### ***Revenue Sources***

Total request is \$315,428. This is for an NRS 4 at \$289,128 in direct personal costs plus an associated \$24,300 in service & supplies.

Request by Fund: General Fund = \$315,428.

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# BUDGET NARRATIVE

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## CAPITAL BUDGETING

This page is not applicable to DOGAMI

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### IT Project Prioritization Matrix

#### *Enterprise IT Project Prioritization | 2025-27*

			ePermitting
			84
CRITERIA	WEIGHT	TOTAL PROJECT SCORE (0-100) SCORING GUIDE	
<b>Technology and Strategic Alignment</b>	35%	WEIGHTED SUBTOTAL	35
<b>Alignment to Strategic Plans</b> <ul style="list-style-type: none"> <li>Does this investment adhere to the Governor's Strategic Plan (Action Plan: User Friendly, Reliable and Secure: Modernizing State Information Technology Systems and Oversight)?</li> <li>Does this investment align with and support the vision, goals, and guiding principles outlined in the EIS Strategic Framework, Cloud Forward: A Framework for Embracing the Cloud in Oregon, Oregon's Data Strategy: Unlocking Oregon's Potential, and the Modernization Playbook?</li> <li>Does this investment align with and support the State of Oregon, Diversity, Equity, and Inclusion (DEI) Action Plan: A Roadmap to Racial Equity and Belonging, the sponsor's agency-specific Racial Equity Plan, and ethical use of data—investing in data justice and representation, visibility, and ethics to serve all Oregonians?</li> <li>Does this investment optimize service delivery to the public and/or internally by modernizing agency-specific and cross-agency systems?</li> <li>Does this investment align with and support the agency's IT and business strategic plans, including strategies for modernizing legacy systems?</li> <li>Does this investment fulfill a legislative mandate, enable compliance with current State or Federal law, or address specific audit findings?</li> </ul>			3
<b>Technology Best Practices and Priorities</b> <ul style="list-style-type: none"> <li>Does this investment align with and support the following enterprise information technology priorities?                             <ul style="list-style-type: none"> <li>- <i>Information Security</i>. Improving the security and resilience of the state's systems</li> <li>- <i>Modernization</i>. Optimizing service delivery through resilient, adaptive, secure, and customer-centered digital transformation</li> <li>- <i>A Better Oregon Through Better Data</i>. Leveraging data as a strategic asset—improving data analysis, data quality, information-sharing, decision-making, and ethical use.</li> <li>- <i>Cloud Forward</i>. Enabling Oregon to conduct 75% of its business via cloud-based services and infrastructure</li> </ul> </li> <li>Does this investment align with IT best practices (e.g., cloud-first, modular implementation, agile practices, configuration over customization, open systems, transparency and privacy by design, security principles, and other modern hosting technologies)?</li> <li>For system modernizations that include data or data systems, has the agency evaluated the current data being collected, its overall quality, and a migration approach if relevant?</li> <li>Has there been evaluation of the data contained within the system to see if changes need to be made to the data collection itself?</li> </ul>			3

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## Enterprise IT Project Prioritization | 2025-27

			ePermitting
			84
CRITERIA	WEIGHT	TOTAL PROJECT SCORE (0-100)	
		SCORING GUIDE	
<b>Business and People-Centered Approach</b>	25%	<b>WEIGHTED SUBTOTAL</b>	<b>19</b>
<b>People-Centered Approach</b>			
<ul style="list-style-type: none"> <li>Does this investment put people first—the people who rely on essential services and those working to provide those services?</li> <li>Does this investment help to eradicate racial and other forms of disparities in state government?</li> <li>Does this investment improve equitable access to services, programs, and resources, or make the agency's overall service portfolio more accessible or usable for diverse populations?</li> <li>Does the agency intend to strengthen public involvement through transformational community engagement, access to information, and decision-making opportunities?</li> <li>Does this investment reduce or eliminate administrative burdens* that have created barriers to access or reinforced existing inequalities for historically underserved and underrepresented communities?</li> <li>Has the agency utilized the Racial Equity Toolkit within the DEI Action Plan in assessing and planning the project?</li> <li>If the investment is for agency use, does it improve the agency users' experience?</li> </ul>		<ul style="list-style-type: none"> <li>3 - Fully Aligned (all applicable criteria addressed)</li> <li>2 - Mostly Aligned (most applicable criteria addressed)</li> <li>1 - Partially Aligned (some applicable criteria addressed)</li> <li>0 - Not Aligned (no or very few applicable criteria addressed)</li> </ul>	2
<b>Business Process Transformation</b>			
<ul style="list-style-type: none"> <li>Does this investment contribute to business process improvement/transformation?</li> <li>Does this investment improve service delivery to customers, partners, or other stakeholders?</li> <li>Has the agency done public engagement, outreach, or an internal evaluation to identify which populations are most highly impacted (positively and negatively) by these business process changes (e.g., considering populations without home internet in creating a digital application process)?</li> <li>Have measurable business outcomes and benefits been established, including the return on investment if applicable?</li> </ul>		<ul style="list-style-type: none"> <li>3 - Fully Aligned (all applicable criteria addressed)</li> <li>2 - Mostly Aligned (most applicable criteria addressed)</li> <li>1 - Partially Aligned (some applicable criteria addressed)</li> <li>0 - Not Aligned (no or very few applicable criteria addressed)</li> </ul>	3
<b>Investment Risk</b>			
<ul style="list-style-type: none"> <li>Would inaction impact systems or solutions that support critical business functions?</li> <li>Would inaction increase risk to continuity of services to customers, particularly vulnerable or underserved populations?</li> <li>Are there community impacts of not undertaking this project?</li> <li>Has the agency identified an inequity or imbalance in service provision that this initiative would resolve?</li> <li>Is there increased risk if investment is not addressed during this budget cycle (e.g., security, safety, legal, funding source, or any other related risk)?</li> <li>Does the investment address non-compliance of federal or state requirement, audit finding, or mandate?</li> <li>Does this investment address an identified and documented highly probable agency risk?</li> </ul>		<ul style="list-style-type: none"> <li>3 - Fully Aligned (all applicable criteria addressed)</li> <li>2 - Mostly Aligned (most applicable criteria addressed)</li> <li>1 - Partially Aligned (some applicable criteria addressed)</li> <li>0 - Not Aligned (no or very few applicable criteria addressed)</li> </ul>	2

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## Enterprise IT Project Prioritization | 2025-27

TOTAL PROJECT SCORE (0-100)			ePermitting
CRITERIA	WEIGHT	SCORING GUIDE	84
Agency Readiness and Solution Appropriateness	40%	WEIGHTED SUBTOTAL	30
<b>Organizational Change Management (OCM)</b> <ul style="list-style-type: none"> <li>• Does the investment significantly impact operations throughout the organization?</li> <li>• Does the agency have, or intend to acquire, OCM resources with the skillsets and experience for the size and complexity of the project?</li> <li>• Does the agency plan to address and mitigate impact or adoption risks through a change management plan or intend to follow a formal OCM methodology?</li> <li>• Has the agency identified community engagement or community involvement as a component of the change management process?</li> <li>• Is external outreach or training planned to implement this change with constituents?</li> </ul>	3 - Fully Aligned (all applicable criteria addressed)  2 - Mostly Aligned (most applicable criteria addressed)  1 - Partially Aligned (some applicable criteria addressed)  0 - Not Aligned (no or very few applicable criteria addressed)	2	30
<b>Solution Scale and Approach</b> <ul style="list-style-type: none"> <li>• Has the agency engaged customers, partners, and communities to understand and structure the business problem, benefits, and outcomes?</li> <li>• Does the investment fully address the agency's business problem, benefits and outcomes?</li> <li>• Is the solution of the appropriate size and scale?</li> <li>• Does this investment adhere to principles in <i>EIS Cloud Forward</i> (p.4) or <i>Modernization Playbook</i> (p.6), etc.?</li> <li>• Will the agency continue to engage customers and communities to inform design, approach, and usability of the solution?</li> </ul>	3 - Fully Aligned (all applicable criteria addressed)  2 - Mostly Aligned (most applicable criteria addressed)  1 - Partially Aligned (some applicable criteria addressed)  0 - Not Aligned (no or very few applicable criteria addressed)	3	
<b>Capacity</b> <ul style="list-style-type: none"> <li>• Has the agency considered skillsets and capacity requirements needed to effectively resource this initiative?</li> <li>• Does the agency have resources with the necessary skillsets and knowledge, or can the agency acquire the resources?</li> <li>• Will this investment impact the agency's ability to deliver on its core business functions?</li> <li>• Has the agency considered capacity for various non-technical resources, including organizational change management, project management, business analysis, testing, communication and community engagement activities?</li> <li>• Does the agency or project environment foster an inclusive workplace culture and promote equitable hiring, retention, and promotion practices?</li> </ul>	3 - Fully Aligned (all applicable criteria addressed)  2 - Mostly Aligned (most applicable criteria addressed)  1 - Partially Aligned (some applicable criteria addressed)  0 - Not Aligned (no or very few applicable criteria addressed)	2	
<b>Governance and Project Management Processes</b> <ul style="list-style-type: none"> <li>• Does the agency have formal IT governance in place that will oversee this investment?</li> <li>• Does the investment have executive sponsorship and steering committee in place?</li> <li>• Does the agency employ adequate project governance structure and practices to oversee vendor/contract management, change control, quality control and quality assurance, and data management and usage?</li> <li>• For projects that impact data or data systems, is there a data governance body or other body responsible for data management that is engaged in the process? Is there an agency data lead who is engaged as part of the project?</li> <li>• Are agency DEI staff involved in the IT Governance and prioritization process?</li> <li>• Does the agency intend to involve customer or partner representation on project forums (i.e. steering committees, advisory boards, etc.)?</li> <li>• Has the agency established processes for community outreach, feedback, engagement, or advice in accordance with the Racial Equity Framework and DEI Action Plan?</li> <li>• Does the agency have, or intend to acquire, project management resources with the skillsets and experience for the size and complexity of the project?</li> <li>• Does the agency use mature project management practices (PMBOK)?</li> </ul>	3 - Fully Aligned (all applicable criteria addressed)  2 - Mostly Aligned (most applicable criteria addressed)  1 - Partially Aligned (some applicable criteria addressed)  0 - Not Aligned (no or very few applicable criteria addressed)	2	

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## IT Project Budget Spreadsheet

Policy Group	Agency Name	IT Project Name	PPM Idea/Project ID	PPM Idea/Project Name	Mandate	Short Description	Start Date	End Date	Policy Option Package Request (Y/N)	POP #	Total Budget \$ (PPM)	Total Cost	Previous Biennium (2023 -2025) GF Cost	Current Biennium (2025-2027) GF Cost	Future Biennia (2027 - and ongoing) GF Cost
Natural Resources	DOGAMI	MLRR ePermitting	P-00001515	MLRR ePermitting	Legislature	Development and Implementation of online customer and permit management system.	2023-12-19	2026-12-31	Yes	101	\$ 3,305,200	\$3,305,200	\$ 762,300	\$ 1,871,900	\$ 671,000

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## Key Performance Measures (KPMs)

The Agency does not propose any changes to our six KPMs. Our budget and Strategic Plan have been built to impact all Agency KPMs:

*KPM #1 - Hazard and Risk Assessment Completion* measures the percent of population residing in Oregon Urban Growth Boundary Areas that have completed geologic hazard and risk assessments suitable to initiate Department of Land Conservation and Development goal 7 planning for earthquake, landslide, tsunami, coastal erosion, volcanic and flooding hazards.

*KPM #2 - Detailed Geologic Map Completion* measures the percentage of Oregon where geologic data in the form of high-resolution maps have been completed to be used for local problem solving.

*KPM #3 - Lidar Data Completion* measures the percentage of Oregon with lidar data at USGS quality level 2 or better (density and accuracy).

*KPM #4 - Active Mine Sites Inspected Annually* measures the percentage of mine sites known to be actively mining (permitted or unpermitted) that are inspected each year.

*KPM #5 - Customer Service* measures the percentage of customers rating their satisfaction with Agency services as “good” or “excellent” for the categories of helpfulness, accuracy, expertise, availability of information, timeliness, and overall service.

*KPM #6 - Governance* measures whether Agency operations meet best practices; performance is assessed by the DOGAMI Governing Board.

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## Audits Response Report

This page is not applicable to DOGAMI

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# SPECIAL REPORTS

## Affirmative Action Plan



**Oregon**  
Tim Cook, Governor

Department of Geology and Mineral Industries  
Administrative Offices  
800 NE Oregon Street, Suite 965  
Portland, OR 97232-2162  
(971) 673-1555  
Fax: (971) 673-1562  
[www.oregon.gov/dogami](http://www.oregon.gov/dogami)

July 3, 2024

Juliet Valdez, Affirmative Action  
Manager Department of Administrative  
Services Office of Cultural Change  
155 Cottage St. NE  
Salem, OR 97301-0000

Dear Juliet:

The Department of Geology and Mineral Industries (DOGAMI) is strongly committed to 1) continuously improving our strategies to attract and retain employees that reflect the diversity of Oregon, and 2) providing a work environment that is safe, respectful, and emphasizes opportunities for career development and advancement to promote equity.

In the communities directly impacted by DOGAMI's work, our commitment is to ensure that all stakeholders, especially those representing communities most potentially impacted by a decision, are at the table and provided the opportunity to meaningfully participate.

DOGAMI'S Affirmative Action Plan for the 2025-2027 biennium provides a roadmap for creating greater traction toward accomplishing Diversity, Equity, and Inclusion goals within DOGAMI and provides concrete implementation steps to achieve success.

DOGAMI'S leadership team will continue to engage all DOGAMI staff in affirming the principles of Affirmative Action and accomplishing the goals established in the 2025-2027 Affirmative Action Plan.

Sincerely,

Ruarni J. Day-Shrat  
Director and State Geologist



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## Oregon Department of Geology and Mineral Industries

Ruarni J. Day-Shirat, Director and State  
Geologist 800 NE Oregon Street, Suite 965  
Portland, OR 97232-2162  
(971) 673-1555

### **Affirmative Action Plan**

July 1, 2025 – June 30, 2027

July 2024

Oregon Department of Geology and Mineral Industries Affirmative Action Plan July 1, 2025 – June 30, 2027

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## I. Agency Overview

### A. Agency mission and objectives

The Department of Geology and Mineral Industries (DOGAMI) provides earth science information and regulation to make Oregon safe and prosperous.

Through science and stewardship, DOGAMI is working toward an Oregon where:

- People and places are prepared for natural hazards.
- Decisions for Oregon's future always consider natural hazards.
- Resource potential is fully understood and responsibly developed.
- Earth science contributes to the health of our coast, rivers, forests, and other ecosystems; and
- Geologic learning and discovery abound.

The Geological Survey and Services (GSS) program develops maps, reports, and data to help Oregon manage natural resources and prepare for natural hazards such as earthquakes, tsunamis, landslides, floods, volcanoes, coastal erosion, and climate change.

The Mineral Land Regulation and Reclamation (MLRR) program oversees the state's mineral production and works to minimize the impacts of natural resource extraction and to maximize the opportunities for land reclamation.

### B. Agency affirmative action policy statement

It is DOGAMI's policy to respect and be inclusive of the diversity among its staff, stakeholders, partners, and the public. To successfully carry out its mission, DOGAMI is committed to promoting equity to enable all people to attain their full potential and to ensure that the important work performed by DOGAMI benefits all of Oregon's communities. DOGAMI recognizes that it can provide the best public service by embracing diversity of thought and culture. DOGAMI is committed to ensuring that its staff and work reflect the diversity of Oregon's communities.

It is DOGAMI's responsibility and policy to provide an equal opportunity for recruitment, employment, training, and advancement regardless of race, color, national origin, sex (including pregnancy related conditions), gender identity, religion, age, physical or mental disability, marital status, family relationship, sexual orientation, veteran status, whistleblower status or any other status as provided for by law or policy of the State or Federal Government. We strive to provide a safe and respectful work environment that reflects the diversity of Oregon.

As a public agency responsible for providing valuable information to the community about public safety and mineral resources, DOGAMI understands the importance of making its work available and accessible to all community members. DOGAMI will ensure that the information it presents to the public is culturally and linguistically appropriate to the maximum extent practicable.

Harassment violates human dignity, undermines integrity, and diminishes morale. Harassment of any nature is not tolerated. DOGAMI and the Governing Board shall maintain a work environment free from behavior, action or language that can be interpreted as harassment. DOGAMI's expectation is that all employees, customers, clients, contractors, and visitors to any DOGAMI work site enjoy an environment free from harassing behavior. All employees have the responsibility to conduct themselves in accordance with this policy to maintain an environment that is free from harassment.

State Affirmative Action Policy shall be adhered to by all DOGAMI staff. Supervisory and

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management staff, in particular, shall actively help assure that the intent as well as the stated requirements are implemented in all employee relations and personnel practices.

Any violation of state policy may result in disciplinary action up to and including dismissal.

Managers and supervisors who know of conduct in violation of this policy and who fail to report such behavior, or fail to take prompt, appropriate, corrective action, are subject to disciplinary action up to and including dismissal.

#### **C. Agency Equity Statement**

We acknowledge the systemic inequities that have created disparate outcomes for Oregon's diverse communities and understand our responsibility in addressing these challenges is built on the principles of fairness, respect, and equality. We are firm in our commitment to equity and environmental justice, recognizing the importance of diversity in fulfilling our mission to make all of Oregon's communities safe and prosperous. We are dedicated to creating and sustaining an environment – within the agency and in the broader community – where all individuals, irrespective of race, ethnicity, gender, gender identity, age, disability, sexual orientation, religion, or socioeconomic status, can engage with and benefit from our work.

#### **D. Agency Director/Administrator**

Ruarni J. Day-Shratt, Director and State Geologist  
800 NE Oregon Street, Suite 965  
Portland, OR 97232  
(971) 673-1535  
ruarni.day-shratt@dogami.oregon.gov

#### **E. Governor's Policy Advisor**

Geoff Huntington, Senior Natural Resources Advisor  
Office of Governor Brown, State of Oregon  
(503) 689-4350

#### **F. Affirmative Action Representative**

Lori Calarruda, Executive Assistant  
(971) 673-1537  
Lori.Calarruda@dogami.oregon.gov

#### **G. Equity Leader**

DOGAMI does not have a designated FTE with "diversity", "inclusion", "access", or "equity" in their working title.

#### **H. CORID Contracting and Procurement Lead**

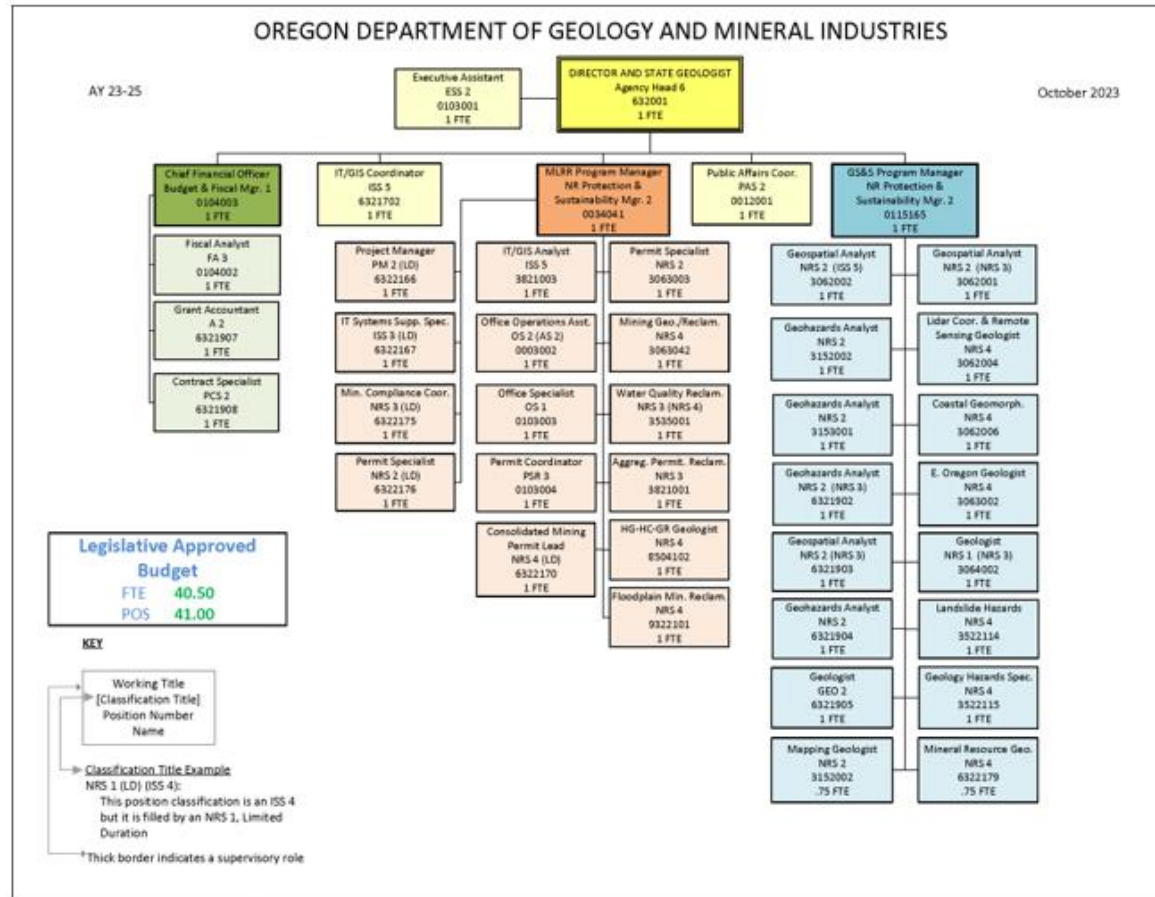
Steve Dahlberg, Chief Financial Officer  
(503) 964-2453  
Steve.Dahlberg@dogami.oregon.gov

#### **I. Agency Organizational Chart**

DOGAMI's organizational chart follows:

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Oregon Department of Geology and Mineral Industries Affirmative Action Plan July 1, 2025 – June 30, 2027



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## II. Roles for Implementation of Affirmative Action Plan

### A. Roles and Responsibilities

#### i) Director/Administrators

Executive Order (EO) 22-11 orders the office of Cultural Change, the Governor's Office, and Agency Directors to review and discuss agency Affirmative Action Plans (AAP) and goals to improve hiring and developmental opportunities. DOGAMI awaits the issuance of a new executive order addressing Affirmative Action policies for state agencies.

The Director is responsible for setting the Affirmative Action standards, authorizing additions or deletions to the AAP and Operations Policy manuals, and serving as the agency authority on matters of discrimination. In addition, the Director promotes and shows by example the importance of a diverse and respectful workplace, encourages the establishment of training programs that support Affirmative Action goals; reviews demographic data; discusses opportunities for improving recruitment and retention in the workplace; and, reviews hiring, promotion and retention rates of protected classes.

#### ii) Managers and Supervisors

Managers and supervisors are responsible for promoting diversity, equity, and inclusion in the agency's culture and hiring practices. DOGAMI managers and supervisors are the initial contacts for any oral or written discrimination complaints. Working with the Affirmative Action Representative and Human Resources Business Partner, managers and supervisors are responsible for investigating any complaint, determining the appropriate action to be taken and if possible, resolving the complaint at the appropriate level.

Managers and supervisors in the agency are also responsible for:

- Knowing and understanding the AAP, actively supporting the goals and strategies in the plan, and communicating AAP goals and strategies to general DOGAMI staff.
  - Assisting the person who has a discrimination or harassment complaint with the process. If the need should arise, the manager or supervisor will direct the person who has a complaint to State of Oregon resources outside of DOGAMI for assistance.
  - Immediately notify the Director of any complaints received from staff. The Director becomes involved if a situation cannot be resolved at the managerial or supervisory level. If the complaint can be resolved at this level, the Director is informed of the results.
  - Initiating hiring searches that will increase the number of applicants for employment from the ranks of women, minorities, veterans, and persons with disabilities. This includes exploring options to advertise open positions beyond the state employment system, expanding recruitment efforts to a nationwide audience, utilizing social media to advertise open positions, and engaging with external geoscience organizations to promote recruitments.
- iii) Affirmative Action Representative (AAR)
- The AAR is responsible for:
- Maintaining all affirmative action documents and files.
  - Receiving all communications from the Office of Cultural Change and forwarding them to DOGAMI staff.
  - Printing and displaying Affirmative Action posters, flyers, and calendars in all common areas.
  - Collaborating with the Director and Agency Leadership Team to revise the AAP

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at least once each biennium.

- Periodically compiling agency demographic information for review by agency leadership.

**iv) Agency Staff**

All agency staff are expected to adhere to DOGAMI policies related to Affirmative Action.

**B. Accountability Mechanisms**

Agency leadership is responsible for ensuring that staff contribute to a safe and harassment-free work environment, and take actions to increase diversity in agency staffing, contracting, and community engagement. All agency staff are expected to adhere to Affirmative Action related statutes and policies and are subject to formal and informal accountability processes.

To ensure a safe and harassment free workplace, agency leadership shall ensure that staff are trained in understanding what constitutes a violation of workplace policies. Staff must understand that channels of communication with management are open and available for reporting violations. DOGAMI staff must be familiar with State of Oregon workplace policies and follow established procedures for recognizing and reporting incidents of harassment. Agency managers and supervisors shall take a proactive role in identifying violations by engaging staff in periodic discussions to demonstrate that leadership is fully committed to investigating and addressing violations of workplace policies.

Agency staff must also be familiar with the goals and strategies in the AAP for increasing and maintaining diversity in the agency, and actively contribute to agency efforts to diversity DOGAMI staff. Managers and supervisors are responsible for communicating expectations to staff and encouraging staff to actively participate in agency DEI efforts.

**III. 2023-2025 Affirmative Action Plan Progress Report**

**A. Accomplishments for 2023-2025**

**i) Creative Marketing for recruitment**

During the first part of the 2023-2025 biennium, DOGAMI leadership has continued expanding candidate recruitments to national searches using multiple recruitment platforms. DOGAMI's Public Affairs Coordinator continues to explore the expanded use of social media and various organizational job boards for distributing and marketing job recruitments and board vacancies.

**ii) Diverse Interview Panels**

During the 2023-2025 biennium, DOGAMI has continued to diversity interview panels by soliciting a rotating slate of participants from staff irrespective of staff level. Committees are gender balanced and occasionally include participants outside of DOGAMI. By including general staff in interview panels, DOGAMI aims to bring a diversity of experiences and perspectives into the hiring process.

**iii) Diversity Outreach Partnerships**

Due to constraints on staff capacity, DOGAMI has had limited opportunities to engage with the State of Oregon and external diversity outreach partners. However, DOGAMI staff participated in multiple outreach events at Oregon universities, including Western Oregon University, a Hispanic Serving Institution, and the Society for the Advancement of Chicano and Native Americans in Science (SACNAS) convention held in Portland in 2023. DOGAMI anticipates increased engagement with diversity outreach partners during the remainder of the 2023-2025 biennium and continuing into the 2025-2027 biennium. A list of diversity outreach

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partners can be found in appendix C and is subject to change.

#### **iv) Work to diversity DOGAMI board and advisory committees**

During the first year of the 2023-2025 biennium, DOGAMI has worked to diversity its Governing Board by expanding the distribution of board recruitment and vacancy announcements. Moving forward, DOGAMI anticipates continuing to increase the use of social media and working with the Office of Cultural Change to more widely distribute board service recruitments.

#### **v) Use recruitment, internship, and mentoring opportunities to enhance diversity**

During the 2023-2025 biennium, DOGAMI has made progress in using the recruitment process to enhance agency diversity through the expanded use of social media, nationwide candidate searches, and rotating interview panels. DOGAMI will continue to use these methods in the remainder of the biennium to increase agency diversity.

#### **vi) Build on the existing momentum of leadership DEI training**

In the 2023-2025 biennium, select DOGAMI leadership staff have participated in State of Oregon leadership training opportunities, including DEI concepts. During the remainder of the 2023-2025 biennium, DOGAMI leadership and staff will continue to identify additional internal and external training resources for increasing staff competency with DEI concepts.

#### **B. Alignment of Strategic Plan with AA and DEI Plans**

DOGAMI completed the Strategic planning process in 2024 with the creation of the new DOGAMI Strategic Plan. The new strategic plan includes an equity statement that clearly presents the agency's values and commitments related to Diversity, Equity, Inclusion, and Accessibility and Affirmative Action.

#### **C. Leadership Evaluation**

DOGAMI's Governing Board recently completed its 360 Evaluation of Executive Director Ruarrri Day-Shrat. However, the evaluation did not include specific assessment of the director's performance relative to AA or DEIA. Additionally, current leadership evaluations do not include reviews of performance related to AA and DEI based on historical precedent. DOGAMI staff will work with the Performance Board to ensure that future evaluations of the Executive Director include measures of performance related to AA and DEI. Additionally, beginning in 2025, management evaluations will include measurement of effectiveness in achieving AA objectives as part of staff performance reviews.

#### **D. Progress towards program strategies and goals for the 2023-2025 Affirmative Action Plan:**

Implementation of the strategies and goals of the 2023-2025 AAP has been significantly impacted by ongoing staff capacity constraints. However, DOGAMI is on track to complete some of the goals established in the 2023-2025 AA Plan this biennium with a focus on including/building more diversity within its outreach programs to bring geoscience educational opportunities to diverse populations in Oregon.

With a new Strategic Plan approved by the DOGAMI Governing Board in 2024, DOGAMI has an increased capacity and enthusiasm for achieving AAP goals with a focus on continuing to build diversity among staff and governing board members as well as developing a diverse future workforce in the geosciences.

#### **E. Additional Goals for the remainder of 2023-2025 biennium:**

In late 2024, DOGAMI will establish a working group to evaluate potential outreach (and other DEI-related) activities, with a December 30, 2024, deadline for an actionable outreach plan. The

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outreach working group will:

- Consist of DOGAMI management, staff, and representatives from DAS and the Office of Cultural Change;
- Convene quarterly meetings to brainstorm, discuss, and make recommendations for outreach activities;
- Utilize resources provided by State of Oregon (Office of Cultural Change – Affirmative Action Manager) as well as outside organizations (American Geosciences Institute, National Science Foundation, etc.) to explore outreach opportunities; and
- Identify training for leadership, management, and staff in internalized bias, anti-racist principals, and equitable hiring practices.

#### F. Additional Accomplishments

- **Environmental Justice Council**  
DOGAMI continues to participate in the State of Oregon Environmental Justice Task Force and strongly endorses the environmental justice goals of collaborative governance. Additionally, DOGAMI has continued to contribute to the development of the State of Oregon Environmental Justice Screening Tool. Collaborative governance ensures that all stakeholders, especially those in low-income communities and communities of color, who are often most impacted by agency decisions, are afforded the opportunity for meaningful participation in agency processes.
- **Legislative Commission on Indian Services**  
The Director, senior management and DOGAMI's staff representative continue to participate in the Annual Summit with the Nine Federally Recognized Tribal Governments of Oregon. Additionally, the staff representative works with the Tribes throughout the year as DOGAMI's representative on the Tribal State Natural Resources Workgroup and Cultural Resource Cluster Group. The Mineral Land Regulation and Reclamation Program regularly works with Tribal governments on appropriate conditioning of DOGAMI permits related to mineral resource extraction and the Geological Survey and Services Program works with Tribal governments on geological research collaboration.
- **Oregon Roadmap to Equity and Belonging**  
DOGAMI has received the Oregon Roadmap to Equity and Belonging as part of the statewide Diversity, Equity, and Inclusion action plan. The agency is working through various strategies to understand how to apply those strategies both internally and to outreach partners.

#### IV. 2025-2027 Affirmative Action Plan

##### A. 2025-2027 Affirmative Action Goals

DOGAMI remains committed to continued progress in DEIA and AA with a goal of increasing DOGAMI's staff percentage of people of color, those with disabilities, and veterans. DOGAMI will continue taking advantage of recent opportunities for increasing staff diversity.

Additionally, DOGAMI also recognizes its role in promoting earth and geological science outreach opportunities to younger generations of Oregonians with a goal of addressing the long-term challenge of increasing diversity in the earth sciences in general.

##### B. 2025-2027 Affirmative Action Strategies/Timelines

Strategies to achieve the Affirmative Action goals, outcomes, measures, and implementation for the 2025-2027 biennium include:

Oregon Department of Geology and Mineral Industries Affirmative Action Plan July 1, 2025 – June 30, 2027

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- Continued utilization of the Oregon Roadmap to Racial Equity and Belonging to enhance DOGAMI's efforts to increase and maintain diversity, equity, and inclusion for staff.
- Continued convening of the DEI working group for ongoing assessment of DEI related outreach activities. An outreach plan will be finalized by December 1, 2024, and will include how DOGAMI will expand:
  - Language support, specifically for natural hazards information.
  - Outreach to marginalized communities (Spanish speaking coastal residents, rural Oregonians, etc.).
  - Outreach to educational institutions including schools, universities and colleges, and cultural institutions; and
  - Marketing for job opportunities and board recruitment to reach a diverse applicant pool.
- Continued rotation of positions on interview panels to ensure participation by a diverse group of staff members.
- Identifying and providing training for leadership, management, and staff in internalized bias and anti-racist principals. Training options will be identified by agency leadership and a training plan to address these goals will be established by July 1, 2025.
- Identifying and providing training for management on equitable hiring practices. Training options will be identified by agency leadership and a training plan to address these goals will be established by July 1, 2025.
- Increasing support for translation of public safety information to the maximum extent practicable.

## C. Outcomes and Results

DOGAMI will use demographic information collected by DAS as well as guidance from the Office of Cultural Change to evaluate progress relative to the goal of increasing diversity among DOGAMI leadership and staff. By comparing year over year demographic measures, DOGAMI's progress in recruiting and retaining a diverse workforce can be quantified and efforts at diversification can be evaluated.

Relative to the second goal of increasing diversity in geology and the earth sciences in general, DOGAMI will track outreach and education events and the demographics of the communities engaged with a goal of increasing outreach opportunities in communities underrepresented in the geosciences.

## D. Training, Education, and Development Plan

### ii) Employees

All staff, supervisors and managers will receive training during the 2025-2027 biennium in the following policies:

- Discrimination and Harassment-free workplace;
- Violence-Free Workplace;
- Maintaining a Professional Workplace;
- Cultural Competency, Diversity, and Inclusion; and
- Internalized biases.

For supervisors and managers, focused training will include Environmental Justice and Government-to-Government relationships.

### iii) Volunteers

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DOGAMI provides volunteers with copies of the following policies:

- Discrimination and harassment-free workplace;
- Violence-Free Workplace;
- Maintaining a Professional Workplace; and
- DOGAMI will collect demographic data on any volunteers.

**iii) Contractors**

DOGAMI provides an electronic copy of the Affirmative Action Plan to vendors upon request and as otherwise indicated.

**E. Programs**

Historically, DOGAMI has maintained multiple programs related to increasing the engagement and participation of individuals from diverse backgrounds. While limited staff capacity has limited those efforts in recent years, DOGAMI expects activity related to its internship, mentorship, and community outreach programs to increase during the remainder of the 2023-2025 biennium and through the 2025-2027 biennium.

**i) Internship Programs**

- DOGAMI does not currently have a formal Internship Program.
- DOGAMI occasionally hires students that can be considered informal interns and provides copies of policies as presented in section C above. Typically, these students help with data analysis that is related to their course work at a university.
- DOGAMI will collect demographic data on any interns.

**ii) Mentorship Programs**

- DOGAMI does not currently have a Mentorship Program but continues to evaluate this option.

**iii) Community Outreach Programs**

Community events are a key component of DOGAMI's outreach and education efforts, which aim to connect Oregonians with resources and information about the state's natural resources and hazards and provide educational opportunities for individuals from communities underrepresented in the geosciences. Staff participate in events across the state, reaching diverse audiences. DOGAMI anticipates increased outreach activity during the remainder of the 2023-2025 biennium and through the 2025-2027 biennium.

DOGAMI's outreach and education efforts include:

**a. Community Presentations**

DOGAMI presents to community groups across the state, in venues including science pubs, town halls, field trips, informal chats, and commission meetings. Topics are wide-ranging and have historically included earthquake and tsunami science and impacts, ground water availability, Oregon's geologic treasures, interactive hazard maps, coastal erosion, landslides, and more.

**b. Interactive Displays at Community Events**

DOGAMI provides pop-up displays for events such as the Oregon Science Teachers Association Conference, the Oregon Aquarium's Summer Guest Displays, Northwest Natural's 'Get Ready!' Preparedness fairs, the Eastern Oregon

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Mining Association Economic Forum, and public safety and emergency management information fairs.

**c. Large-Scale Special Events**

Historically, DOGAMI has regularly collaborated on special events to increase awareness of and preparedness for natural hazards. For example, in September 2015, DOGAMI partnered with the Office of Emergency Management, the City of Cannon Beach, Clatsop County Emergency Management, FEMA and others on Race the Wave, a 5K fun-run to promote practicing tsunami evacuation routes. DOGAMI has also participated in multiple events related to the release of Unprepared, an Oregon Public Broadcasting documentary that highlighted Cascadia Subduction Zone earthquake and tsunami risks and encouraged preparedness.

**d. Inclusion of Outreach in Grant Applications**

DOGAMI includes requests for funding for outreach to diverse audiences in grant applications for upcoming research. By including outreach at the earliest stages of project work, the Agency establishes the importance of outreach, DELA, and AA at the beginning of project work.

**e. Mine Operator Outreach**

DOGAMI's Mineral Land Regulation and Reclamation program provides training and assistance for mine operators in site reclamation, storm water discharge and habitat restoration. On a regular basis, Natural Resource Specialists travel to mines across the state to monitor and assist in reclamation efforts.

**iv) Diversity Awareness Programs**

DOGAMI is a small agency working in the geosciences, which have historically been less diverse than many other science, technology, engineering, and mathematics career fields, and less diverse than the U.S. workforce. Additionally, DOGAMI has recently experienced budgetary limitations and disruptions due to the COVID-19 pandemic. These factors have limited the agency's ability to diversify its staff and outreach efforts. DOGAMI anticipates increased activity related to diversity, equity, inclusion, and accessibility during the remainder of the 2023-2025 biennium and through the 2025-2027 biennium.

**a. Agency-wide Diversity Council**

DOGAMI plans to establish an Agency-wide Diversity Council by December 31, 2024, and will continue supporting the council through the 2025-2027 biennium.

**b. Employee Resource Groups/Affinity Groups**

DOGAMI currently does not have any employee resources or affinity groups. However, as DOGAMI's staff is diversified, the development of these groups will be evaluated to support staff.

**c. Diversity Presentations, Trainings and or activities**

- DOGAMI will provide diversity and inclusion training as specified in Part C above.
- DOGAMI will continue increasing diversity awareness in the 2025-2027 biennium by providing diversity, equity, and inclusion training to all staff. In addition, supervisors and managers will receive training in

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Environmental Justice principles and Government-to-Government relationships.

- DOGAMI will continue to identify additional training opportunities for staff on DEI related topics.

#### v) Leadership Development Training Programs

DOGAMI will continue to pursue leadership development training that addresses diversity, equity, and inclusion (as mentioned in section II C above). Agency leadership is expected to participate in State of Oregon leadership training and to continue to identify external training opportunities that specifically address Affirmative Action principals. DOGAMI will partner with the Office of Cultural Change (OCC) to create reports and dashboards to identify trends and patterns in demographics. This information will inform future strategies in Affirmative Action Plans.

##### a. Equal Employment Opportunity (EEO) Data of Trainees

DOGAMI will collect demographic information on all trainees participating in leadership training.

##### b. Results of development/training program

Using demographic information collected by State of Oregon human resources systems, DOGAMI will track enrollment in leadership training to evaluate the program's impact on staff diversity and Affirmative Action goals.

#### F. Executive Order Updates

##### i) Statewide Diversity Equity and Inclusion Action Plan

Executive Order 22-11 addresses the State of Oregon's Affirmative Action goals and strategies. The order establishes actions required of state agencies related to Affirmative Action policies and outlines the responsibilities of the Office of Cultural Change in creating the Affirmative Action Plan and Diversity, Equity, and Inclusion Plan.

##### G. Status of Contracts to Minority Businesses (ORS 695A.015)

##### i) Number of Contracts with Minority or Women Owned Businesses

DOGAMI currently contracts with Gneiss Editing, a State of Oregon Woman Owned Business Enterprise (WBE) and Emerging Small Business (ESB).

##### ii) If zero contracts were awarded to Minority or Women Owned Businesses, why?

Although DOGAMI has one contract with a company categorized as a Minority business, DOGAMI continues to seek contracting opportunities with COBID certified companies.

#### H. Succession Planning

DOGAMI has completed some aspects of succession planning using the Continuation of Operations planning tools. The Agency anticipates more formal succession planning to be conducted in the latter half of the 2023-2025 biennium, continuing through the 2025-2027 biennium.

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## V.

### Appendix A: State Policy Documentation State employment law documents:

- ADA and Reasonable Accommodation Policy (Statewide Policy 50.020.10);
- Discrimination and Harassment Free Workplace (Statewide Policy No. 50.010.01);
- Employee Development and Implementation of Oregon Benchmarks for Workforce Development (Statewide Policy 50.045.01);
- Duties of Administrator (ORS 240.145);
- Rules Applicable to Management Services (ORS 240.250);
- Recruitment and Selection (Statewide Policy 40.010.02);
- Veterans Preference in Employment (ORS 408.230);
- Equal Opportunity and Affirmative Action Rule (105-040-0001); and
- Executive Order XX-XX: Relating to Affirmative Action and Diversity and Inclusion (Updated and under review).

## VI.

### Appendix B: Federal Documentation Federal employment law documents:

- Age Discrimination in Employment Act of 1967 (ADEA);
- Disability Discrimination Title I of the Americans with Disability Act of 1990;
- Equal Pay and Compensation Discrimination Equal Pay Act of 1963, and Title VII of the Civil Rights Act of 1964;
- Genetic Information Discrimination Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA);
- National Origin Discrimination Title VII of the Civil Rights Act of 1964;
- Pregnancy Discrimination Title VII of the Civil Rights Act of 1964;
- Race/Color Discrimination Title VII of the Civil Rights Act of 1964;
- Religious Discrimination Title VII of the Civil Rights Act of 1964;
- Sex-Based Discrimination Title VII of the Civil Rights Act of 1964;
- Sexual Harassment Title VII of the Civil Rights Act of 1964; and
- Retaliation Title VII of Civil Agency Affirmative Action Policy.

## VII.

### Appendix C: Agency documentation in support of its Affirmative Action Plan

- An electronic copy of the Affirmative Action Plan and Policy Statement is available to all employees in DOGAMI's electronic resources library.
- State and Federal law documents are also included in this Affirmative Action Plan via web links in appendices.
- Partners outside the Agency can obtain this information by asking any DOGAMI employee who will either provide the information directly or connect them with our Agency Affirmative Action Representative.

## VIII. Appendix D: Additional Federal Documentation

- Executive Order 11246 (OFCCP regulations)

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- **Complaint Options**  
Complaint options start with informally communicating directly with the person(s) who has violated the policy. If not feasible or advisable, formal complaint options include communicating with anyone in a position of responsibility (lead, supervisor, manager, Leadership Team member, the Director, and the Governing Board). Additionally, DOGAMI encourages staff to complete the Discrimination/Harassment Complaint form in Appendix F. DOGAMI Leadership expects that all complaints will be addressed promptly and include the immediate involvement of our Human Resources Business Partner.

## IX. Appendix E: Diversity Outreach Partners

DOGAMI collaborates with the following external partners to advance diversity, equity, and inclusion.

- Oregon State University
- Geological Society of America
- Oregon State Board of Geologist Examiners
- American Geosciences Institute

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**X. Appendix F: Discrimination/Harassment Complaint Form**  
**Department of Geology and Mineral Industries**  
**Discrimination/Harassment Complaint Form**

To: \_\_\_\_\_ Date: \_\_\_\_\_

Employee Filing the Complaint:

\_\_\_\_\_

Immediate Supervisor:

\_\_\_\_\_

Name of person(s) against whom the charge(s) is made:

\_\_\_\_\_

Clearly and concisely state the facts constituting each alleged complaint. When known, include the dates, times, and places of the act(s) that occurred (use extra paper if necessary):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name(s) of Witness(es):

\_\_\_\_\_

Signature of Complainant:

\_\_\_\_\_ Date: \_\_\_\_\_

Signature of Person Drafting Complaint, if other than Complainant:

\_\_\_\_\_ Date: \_\_\_\_\_

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## Maximum Supervisory Ratio Report

This page is not applicable to DOGAMI

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## Agency Strategic Plan

DOGAMI's 2024 Strategic Plan defines goals that span the agency's established focus areas and programs to align the Agency's work with the needs of Oregonians. The Strategic Plan establishes five Agency imperatives, and outlines objectives and initiatives related to each to prioritize operations and actions within program focus areas.



DOGAMI's 2024 Strategic Plan is also available on the agency's website:

[https://www.oregon.gov/dogami/about/Documents/DOGAMI\\_2024\\_Strategic\\_Plan.pdf](https://www.oregon.gov/dogami/about/Documents/DOGAMI_2024_Strategic_Plan.pdf)

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**Oregon Department of Geology and Mineral Industries**  
**Keeping Oregon Safe and Prosperous**



**OUR MISSION**  
The Oregon Department of Geology and Mineral Industries (DOGAMI) provides earth science information and regulation to make Oregon safe and prosperous.

**OUR VISION**  
DOGAMI envisions an Oregon where people and places are prepared for natural hazards; where decisions for Oregon's future always consider natural hazards; where resource potential is fully understood and responsibly developed with our current and future needs in mind; where earth science contributes to the health of our coast, rivers, forests, and other ecosystems; and where geologic learning and discovery abound.

**OUR VALUES**  
We hold our work and ourselves to the highest standards of science and professionalism. We seek opportunities for innovation and collaboration. We build our capacity for sustainable success. We are open, engaged, responsive, and respectful in all we do.

**EQUITY**  
We acknowledge the systemic inequities that have created disparate outcomes for Oregon's diverse communities and understand our responsibility in addressing these challenges. We are firm in our commitment to equity and environmental justice, recognizing the importance of diversity in fulfilling our mission to make all of Oregon's communities safe and prosperous. We are dedicated to creating and sustaining an environment — within the agency and in the broader community — where all individuals, irrespective of race, ethnicity, gender, gender identity, age, disability, sexual orientation, religion, or socioeconomic status, can engage with and benefit from our work.

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**OUR PROGRAMS**

DOGAMI serves Oregonians through two programs: the Geological Survey & Services and the Mineral Lands Regulation & Reclamation Programs.

Under each program, work is organized by strategic focus area or regulatory oversight and performed by teams of technical experts and operational specialists to ensure Oregon is prepared, resilient, and forward looking.

DOGAMI is guided by a five-person governing board and coordinates closely with other agencies within the natural resources policy area.

**WHAT WE DO**

The Geological Survey & Services Program gathers geoscientific data, and maps mineral resources and hazards. We conduct tsunami hazard mapping, landslide hazard studies, flooding hazard studies, and earthquake risk mapping. This information is shared with state and local policymakers for land-use planning, facility siting, building code and zoning changes, emergency planning and enhancing community resiliency.

The Mineral Lands Regulation & Reclamation Program regulates the exploration, extraction, and production of mineral and energy resources and ensures the reclamation and preservation of secondary beneficial use of mined lands. We issue and administer permits for oil, natural gas, geothermal, and surface mineral exploration and extraction with the objective of stewardship of mineral resources and protection of the environment while providing for the economic uses of the mined materials. We coordinate with other agencies to mitigate the environmental impacts of mining and exploration.

**STRATEGIC FOCUS & ACTION**

DOGAMI is:

- a respected authority in geology and mineral resource management
- positioned to leverage opportunities to the benefit and advancement of Oregon and Oregonians
- committed to equity and environmental justice, recognizing the importance of diversity in fulfilling our mission to Oregon's communities
- transparent and accessible in the administration of regulatory oversight and the distribution of geologic information

In the future, DOGAMI will advance our mission through five key imperatives. We will evaluate our success based on our objectives and focus efforts through related initiatives.

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**Oregon Department of Geology and Mineral Industries**  
**Keeping Oregon Safe and Prosperous**

**IMPERATIVE:**  
**MAINTAIN EXCELLENCE**  
 DOGAMI is a respected authority in geology and mineral resource management.

*We will be most effective in an evolving external environment with clear direction on agency priorities and goals.*

**OBJECTIVE:** Recruit and retain a diverse staff with appropriate expertise to fulfill agency needs.

**INITIATIVE:** Update and improve staff training and development; formalize programs to address agency needs with expertise and future leadership.

**OBJECTIVE:** Improve score in "I have enough time to complete everything I need to do at work" in Gallup Employee Engagement Survey.

**INITIATIVE:** Empower staff to improve internal processes and drive efficiencies. Evaluate mechanisms and structures in the regulatory program and geologic survey to increase capacity.

**OBJECTIVE:** Expand diversity of stakeholder groups.

**INITIATIVE:** Implement assessment of external engagement partners and address gaps in connection to communities.

**OBJECTIVE:** Proactively engage with Tribal governments.

**INITIATIVE:** Listen to Tribal needs and concerns and incorporate Tribal knowledge, values, and feedback into agency decision-making and actions.

**IMPERATIVE:**  
**EMBRACE INNOVATION**  
 DOGAMI is positioned to leverage opportunities to the benefit and advancement of Oregon and Oregonians.

*We are committed to building resiliency, exploring new technology, adapting to climate change, and enabling environmentally sound economic development and solutions.*

**OBJECTIVE:** Partner across disciplines, state and federal agencies, Tribes, and stakeholders to identify innovative opportunities for Oregon.

**INITIATIVES:**  
 Track emerging opportunities in earth science and technology and evaluate against state needs.  
 Create a culture of sharing by forming theme-based collaborative partnerships to maximize success.  
 Seek out external committee roles for staff and leadership to proactively identify innovation, technology, and solutions for Oregon.  
 Utilize AI tools, guided by robust data governance and ethics, to realize efficiencies in our processes and products.

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**Oregon Department of Geology and Mineral Industries**  
**Keeping Oregon Safe and Prosperous**

**IMPERATIVE:**  
**BUILD RESILIENCY**  
DOGAMI is committed to equity and environmental justice, recognizing the importance of diversity in fulfilling our mission to make all of Oregon's communities safe and prosperous.

*We will apply our expertise to long-term planning that enables people and infrastructure to adapt to the effects of climate change and prepare for the energy transition.*

**OBJECTIVE:** Be adaptive, and let our products and services contribute to Oregon's resilient future.

**INITIATIVES:**  
Serve as a trusted and data-driven resource to state, Tribal, federal, and local leaders on matters related to geohazards, water, mineral resources, and future earth science-related opportunities.  
Advance Oregon's preparedness by continuing our work in identifying risks related to chronic and catastrophic coastal hazards, earthquakes, flood and channel migration, landslides, and post-fire debris flows, while fostering a culture of prevention, mitigation, and swift and sustainable recovery.  
Integrate the full breadth of earth science data and insight into state strategies around climate solutions.

**IMPERATIVE:**  
**IMPROVE SERVICE**  
DOGAMI is transparent and accessible in the administration of regulatory oversight and the distribution of geologic information.

*We have opportunities to speed up our delivery of information while not compromising on accuracy or regulatory rigor.*

**OBJECTIVE:** Ensure that customer satisfaction Key Performance Measure (#5) meets or exceeds target metrics.

**INITIATIVES:**  
Develop and utilize best practices for communication with Oregonians within the resource constraints of the agency.  
Implement systems to streamline the permit application process and public records requests.  
Implement timely and targeted customer satisfaction surveys.

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**IMPERATIVE:**  
**EXPAND OUTREACH**  
 Oregonians understand how to access and use DOGAMI's products and services.  
*Oregonians know they can approach DOGAMI for unbiased geological, geohazard, and regulatory information that is clearly communicated.*

**OBJECTIVE:** Ensure that all communities have the knowledge and resources to understand critical earth science issues locally, statewide, and nationally.

**INITIATIVES:**  
 Communicate our science effectively across a broad spectrum of audiences.  
 Develop accessible issue- and location-specific outreach materials, based on community engagement.  
 Deliver Earth Science Week educational materials to all school districts in Oregon to foster curiosity in science.

**OBJECTIVE:** Oregonians understand the regulatory authority and function of agency oversight.

**INITIATIVES:**  
 Provide preapplication training and resources for permits to ensure regulatory processes are understood.  
 Offer community outreach on natural resource development in Oregon and assist communities in understanding how to engage in the regulatory process.

**DEVELOPING THE PLAN**  
 The Agency developed this plan with direct employee input and an Employee Engagement Survey; a Stakeholder Survey; structured input from the Oregon Geologic Mapping Advisory Committee; Governing Board direction; and insights developed from Governor Kotek's 2023 Agency Expectations.

LEARN MORE ABOUT DOGAMI: <https://www.oregon.gov/dogami>

# SPECIAL REPORTS



Oregon Department of Geology and Mineral Industries  
Keeping Oregon Safe and Prosperous



Agency Request

Governor's Budget

Legislatively Adopted

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# Staff Report and Memorandum

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To: Chair, Vice-Chair, and members of the DOGAMI Governing Board

From: Linda Kozlowski, Governing Board Chair

Date: July 15, 2024

**Regarding: Agenda Item 4 – Discuss September 19, 2024 Board Meeting**

Currently the next DOGAMI Quarterly Board meeting is scheduled for Thursday, September 19, 2024 in Portland or via Zoom.

***Proposed Board Action: The Board may be asked to take action on this item by Confirming or Amending the currently scheduled Board meeting date.***