



Oregon Mental Health Regulatory Agency

2027 - 2029 Agency Request Budget

Oregon Board of Psychology
3218 Pringle Road SE, Ste. 130
Salem, OR 97302-6309
www.oregon.gov/psychology

Oregon Board of Licensed Professional Counselors & Therapists
3218 Pringle Road SE, Ste. 120
Salem, OR 97302-6309
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MENTAL HEALTH REGULATORY AGENCY

INTRODUCTORY INFORMATION

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CERTIFICATION

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

Mental Health Regulatory Agency
AGENCY NAME

3218 Pringle Rd. SE, Suite 130, Salem 97302-6309
AGENCY ADDRESS

Todd Younkin
SIGNATURE

Executive Director, Todd Younkin
TITLE

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LEGISLATIVE ACTION

LEGISLATIVE ACTION

The following is a summarized list of budget reports, bill numbers, and emergency board action that impacted MHRA's 2025-27 budget or will have direct budget impact to MHRA in the 2027-29 biennium.

10800 - Mental Health Regulatory Agency

Agency Contact: Todd Younkin, Executive Director

Date Submitted: 31-Jul-26

CFO Analyst: Jealinda Patton, Assistant Policy and Budget Analyst

Session/Eboard	Month (Eboard only)	Year	Bill Number	Short Description of Action Taken
83rd Oregon Legislative Assembly		2025	SB 5532	Financial administration of boards (MHRA budget bill)
83rd Oregon Legislative Assembly		2025	HB 5006	Adjustments to Expenditure Limitations
83rd Oregon Legislative Assembly		2026	HB 5204	Adjustments to Expenditure Limitations
83rd Oregon Legislative Assembly		2026	HB 5203	Fee Approvals

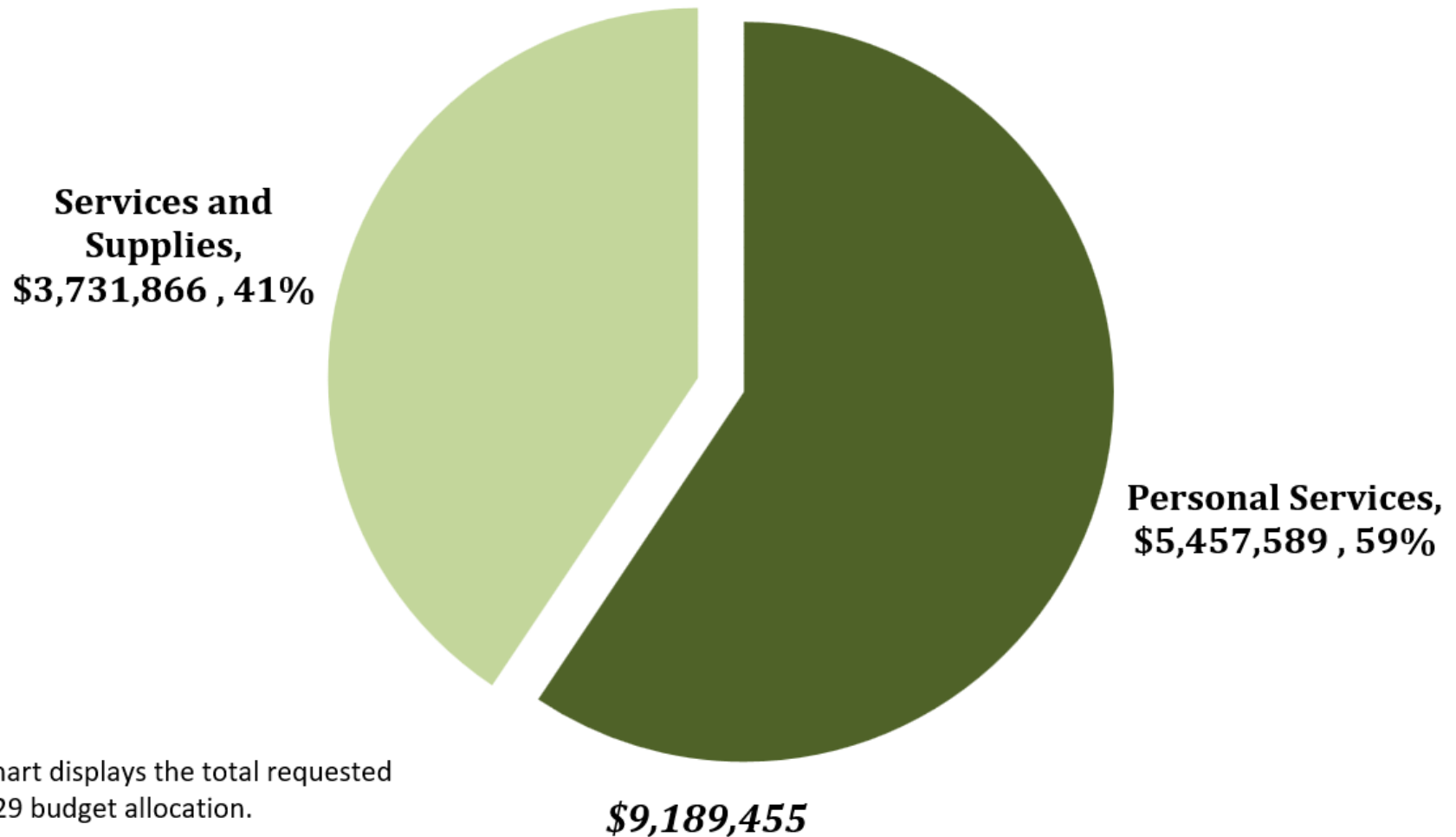
MENTAL HEALTH REGULATORY AGENCY
LEGISLATIVE ACTION

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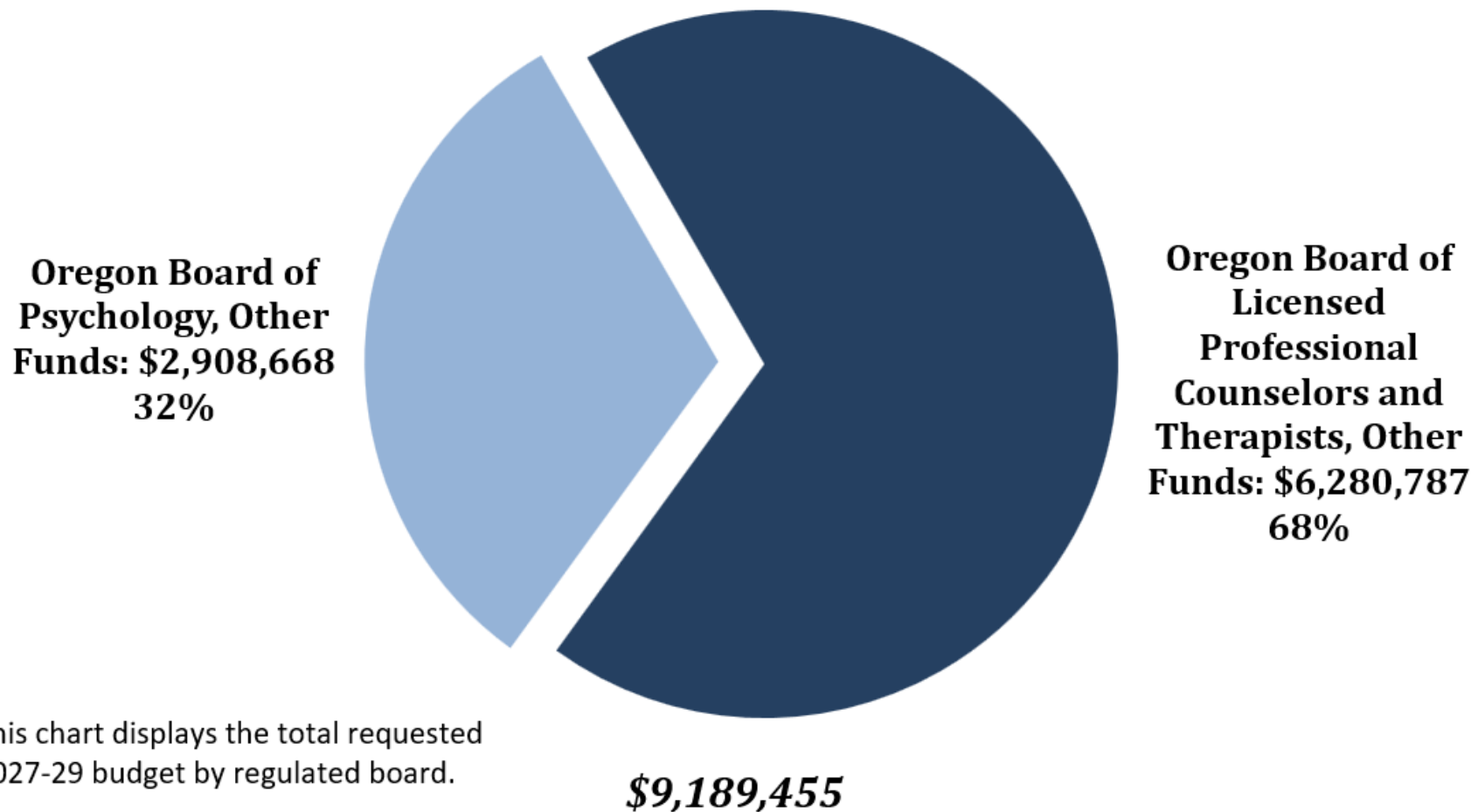
BUDGET SUMMARY GRAPHICS

Agency Request Budget
2027-29



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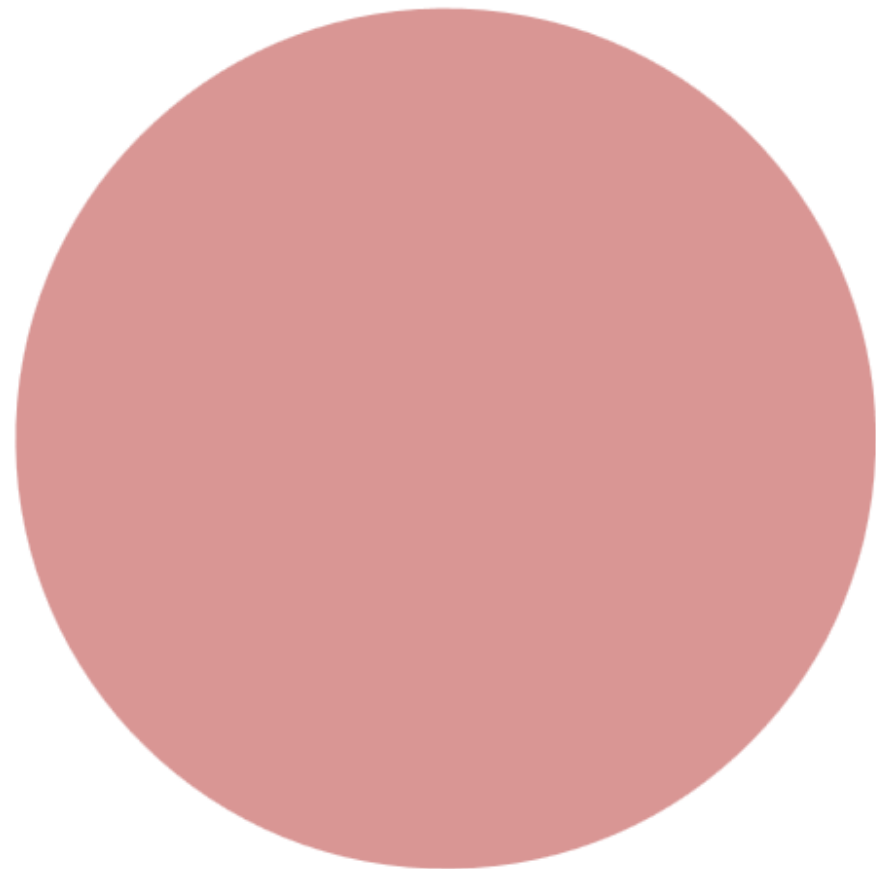
Distribution by Program Area
2027-29 Agency Request Budget



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Distribution by Fund Type

2027-29 Agency Request Budget



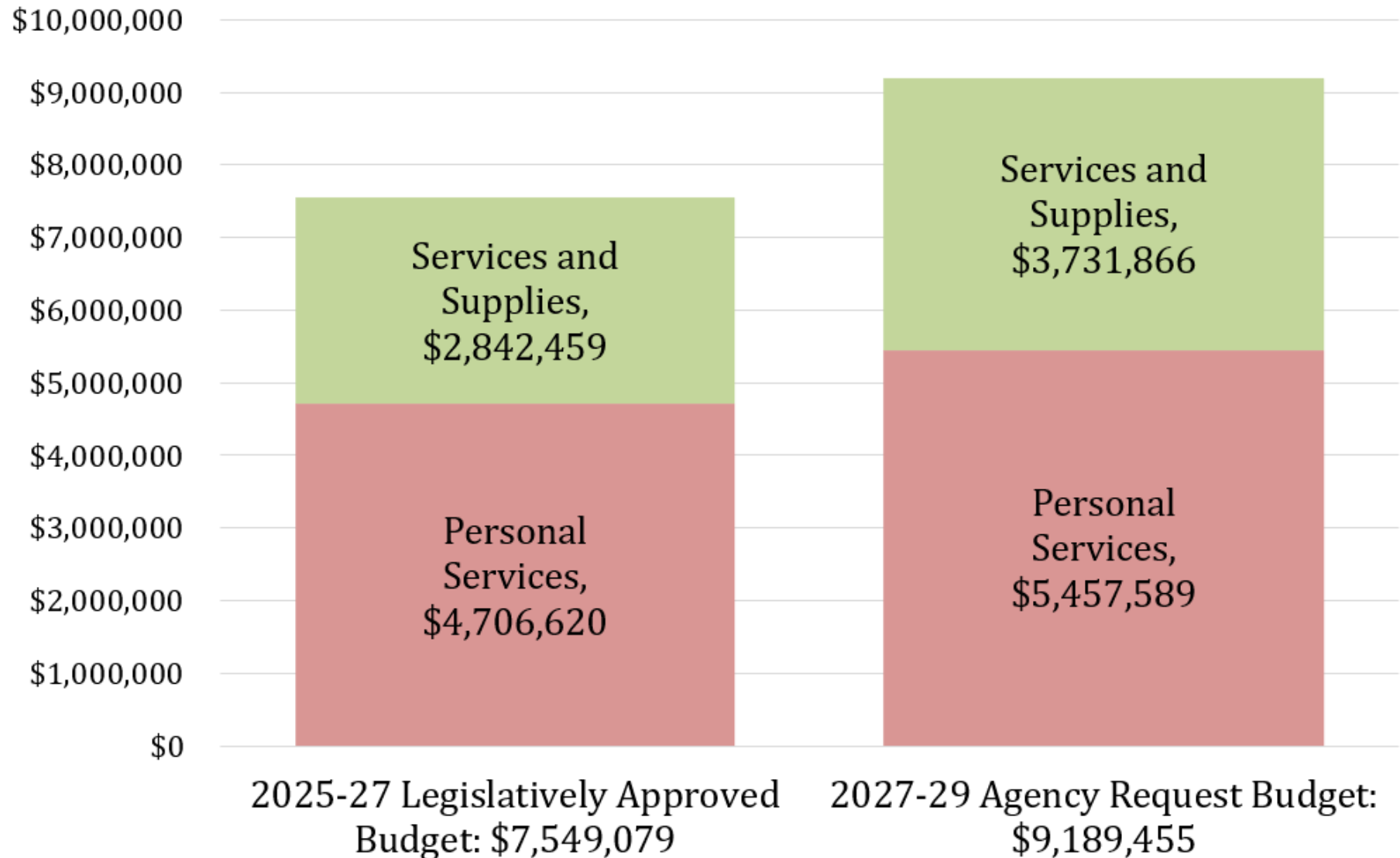
**Other Funds,
\$9,189,455 , 100%**

This chart displays the total requested
2027-29 budget by fund type.

\$9,189,455

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Budget Comparison



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MISSION STATEMENT & STATUTORY AUTHORITY

The Mental Health Regulatory Agency (MHRA) was created to protect the public from harm by providing administrative and regulatory oversight to two boards that oversee mental health professions in the State:

- The Board of Psychology; and
- The Board of Licensed Professional Counselors and Therapists.

MHRA's enabling statutes can be found at [ORS 675.160](#) through 178.

MHRA performs the following functions for the Regulated Boards:

- Budgeting;
- Recordkeeping;
- Staffing;
- Contracting;
- Procedure and policymaking; and
- Performance and standard setting functions.

The Boards maintain their own separate authority for:

- Complaint investigations;
- Regulatory enforcement;
- Establishment and collection of fees;
- Licensing criteria including education, training, and examination; and
- Practice standards including the adoption of a code of ethics.

MHRA is under the supervision and control of one Executive Director who is responsible for the performance of the duties, functions and powers, and organization of the Agency. The Boards are supported by “Other Funds” generated from licensing renewals, fees, and civil penalties.

Oregon Board of Psychology – Mission and Description of the Board

The mission of the Oregon Board of Psychology (OBOP) is to promote, preserve, and protect the public health and welfare by ensuring the ethical and legal practice of psychology. Beginning in 2027, its mission will expand to the regulation of licensed behavioral health and wellness practitioners

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(LBHWPs) in accordance with Senate Bill 1547 (2026). OBOP was created for the purpose of determining the qualifications of applicants to practice psychology in Oregon, and issuing and renewing licenses. The Board is charged with safeguarding the people of the State of Oregon from the dangers of unqualified and improper practice of psychology. It investigates complaints of professional misconduct made against licensees and the conduct of unlicensed individuals allegedly engaged in the practice of psychology.

Practicing psychology means rendering or offering to render supervision, consultation, evaluation or therapy services to individuals, groups or organizations for the purpose of diagnosing or treating behavioral, emotional or mental disorders. It is unlawful to practice psychology or represent oneself as a psychologist without first being properly licensed by the OBOP. To "represent oneself as a psychologist" means to use any terminology, title or description of services incorporating the words "psychology," "psychological," "psychotherapy," or "psychologist," or to offer or render to individuals or to groups of individuals services included in the practice of psychology. Additionally, in 2027, use of the title "licensed behavioral health and wellness practitioner" will become unlawful unless the person has a current Board-issued license.

OBOP consists of nine members who are appointed by the Governor to three-year terms and confirmed by the Senate. Six members are licensed psychologists, and three members are from the general public, not associated with the profession. MHRA staff administer all official Board business. OBOP regularly meets bimonthly in odd-numbered months, usually at its offices in Salem, with an option for video conferencing. Decisions are made in open public meetings where guests are encouraged to attend.

Board program areas include:

- **Applications:** In 2025, the Board received and processed 265 applications for licensure. This process includes verification of education, work experience, other credentials, references, and a fingerprint-based national criminal background check. The Board reviews and approves psychologist resident supervision contracts, which allow licensure candidates to complete the required post-doctoral supervised work experience in Oregon. Beginning in 2027, the Board will begin accepting applications for LPHWP licensure, anticipating approximately 17 in the first year.
- **Examinations:** The Board approves candidates' eligibility to take the national written examination (the Examination for Professional Practice in Psychology, or EPPP). The Board also prepares and mandates passage of an Oregon Jurisprudence Examination, which is administered online as of January 2021. MHRA staff coordinate with the Board's Education / Diversity, Equity, and Inclusion Committee to review current exam questions and modify or develop new items.
- **Licensing:** Through biennial birth month licensure renewals, the Board processes approximately 2,600 renewals biennially to psychologists (doctorate level) and psychologist associates (master's level). In 2027, it will also begin renewing LBHWP licenses (bachelor's level). Additionally, the Board issues about 145 limited permits to out-of-state psychologists annually.

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- **Continuing Education:** Licensees are required to complete 40 hours of continuing education (CE) activities every two years, including four hours devoted to professional ethics, four hours of cultural competency training, two hours of suicide risk assessment, treatment, and management, and one hour of pain management. Licensees attest to having met the CE requirements at renewal, and annually the Board randomly selects renewed licensees for an audit of compliance. Audited licensees must provide complete proof of CE activities.
- **Consumer Protection:** The Board pursues all complaints relating to the unethical, unprofessional, or unlicensed practice of psychology. The Board opened 77 new compliance cases in 2025. Complaints are typically reported to the Board; however, on occasion the Board will initiate investigations when it becomes aware of alleged unethical or illegal behavior of licensees, applicants, and those practicing psychology or representing themselves as psychologists without a license. The Board proposes and administers sanctions when it finds violations, and also monitors disciplined licensees or residents.

Many of the issues brought to the Board include custody evaluations, parole evaluations, unlicensed practice of psychology, dual relationships, inappropriate therapy or treatment plans, and breaches of confidentiality. Allegations of sexual misconduct are especially demanding on the Board's time and resources. In general, once the investigation is complete, the Board's compliance staff provide a final written report to the Board for its review. After evaluation of the evidence, the Board decides whether to dismiss the case, to gather more information, or to take steps towards issuing a sanction. The Board's authority to discipline licensees is specified in ORS 675.070 and limited by ORS 675.090. The range of discipline includes refusal to issue or renew a license, issue a reprimand, suspend or revoke a license, impose a civil penalty, or require additional training or supervision. When discipline is proposed, the respondent is notified about the Board's intent to impose a sanction and has an opportunity to challenge the Board's notice through a contested case hearing process before an administrative law judge in the Office of Administrative Hearings. Frequently, the Board and the Attorney General's office work together to explore the option of negotiating a settlement before scheduling a case hearing. Beginning in 2025, OBOP has limited authority to recover some costs of the disciplinary process, bringing it more into alignment with other health-related licensing boards to help alleviate historically significant enforcement-related costs that were absorbed by the Board (and passed on to licensees).

Oregon Board of Licensed Professional Counselors and Therapists – Mission and Description of the Board

The mission of the Oregon Board of Licensed Professional Counselors and Therapists (OBLPCT) is to protect the public by identifying and regulating the practice of qualified mental health counseling and marriage and family therapy. OBLPCT was created for the purpose of licensing and regulating licensed professional counselors (LPCs) and licensed marriage and family therapists (LMFTs). The Board is also charged with safeguarding the people of the State of Oregon from the dangers of unqualified and improper practice of professional counseling and marriage and family therapy.

“Marriage and family therapy” means the assessment, diagnosis, or treatment of mental, emotional, or behavioral disorders involving the application of family systems or other psychotherapeutic principles and methods in the delivery of services to individuals, couples, children, families, groups or organizations.

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“Professional counseling” means the assessment, diagnosis, or treatment of mental, emotional, or behavioral disorders involving the application of mental health counseling or other psychotherapeutic principles and methods in the delivery of services to individuals, couples, children, families, groups, or organizations.

Unless exempted, it is unlawful for a person not licensed by OBLPCT to engage in or purport to the public to be engaged in the practice of professional counseling under the title “licensed professional counselor,” or to engage in or purport to the public to be engaged in the practice of marriage and family therapy under the title of “licensed marriage and family therapist.” The Board may pursue cases of unlicensed practice of these professions- unless the practitioner does not have a master’s degree that would qualify them for licensure as an LPC or LMFT (the “education exemption loophole” found in ORS 675.825(4)).

The Board consists of eight members: three professional counselors; two marriage and family therapists; a member of faculty of a school that trains counselors or therapists; and two public members. All members are appointed by the Governor to three-year terms and confirmed by the Senate. The Board regularly meets bimonthly in even-numbered months, usually at its offices in Salem, with an option for video conferencing. Decisions are made in open public meetings where guests are encouraged to attend.

Board program areas include:

- **Applications:** In 2025, the Board received and processed 2,201 applications for licensure. This process includes verification of education, work experience, other credentials, references, and a fingerprint-based national criminal background check. The Board reviews and approves associate registration plans which allow licensure candidates to complete the required post-master’s degree supervised work experience in Oregon.
- **Examinations:** The Board approves candidates’ eligibility to take a qualifying national written examination as a prerequisite to licensure. The Board also prepares and mandates passage of an online Oregon Law and Rule Examination. MHRA staff coordinate with the Board’s Education / Diversity, Equity, and Inclusion Committee to review current exam questions and modify or develop new test items.
- **Licensing:** The Board processes approximately 12,000 renewals biennially to licensees and registered associates (master’s degree level practitioners).
- **Continuing Education:** Licensees are required to complete 40 hours of continuing education (CE) activities every two years, including six hours devoted to professional ethics, four hours of cultural competency training, and two hours of suicide risk assessment, treatment, and management. Licensees attest to having met the CE requirements at renewal, and annually the Board randomly selects renewed licensees for an audit of compliance. Audited licensees must provide complete proof of CE activities.
- **Consumer Protection:** The Board pursues all complaints relating to the unethical, unprofessional, or unlicensed practice of professional counseling or marriage and family therapy. The Board opened 305 new compliance cases in 2025. Complaints are typically reported to the

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Board; however, on occasion the Board will initiate investigations when it becomes aware of alleged unethical or illegal behavior of licensees, applicants, and those practicing without a license. The Board proposes and administers sanctions when it finds violations, and also monitors disciplined licensees and registrants.

The types of complaints include breach of ethics, confidentiality, inappropriate relationships with clients, negligence, incompetence, alcohol or drug use, mental health issues, failure to report child abuse, providing false information on application for license or renewal, and unlicensed practice of professional counseling or marriage and family therapy. The Board's authority to discipline licensees is specified in ORS 675.745 and limited by ORS 675.825(3)-(4). The range of discipline includes refusal to issue or renew a license, issue a reprimand, suspend or revoke a license, impose a civil penalty, or require additional training or supervision. The Board also has authority to recover costs of the disciplinary process.

Oregon Revised Statutes (ORS)

Boards' Enabling Statutes:

[ORS Chapter 675](#)

ORS 675.010 - 675.150 – PSYCHOLOGISTS

See also: [Or Laws 2026, Ch 26](#) (Senate Bill 1547) - LICENSED BEHAVIORAL HEALTH AND WELLNESS PRACTITIONERS

ORS 675.705 - 675.835 – LICENSED PROFESSIONAL COUNSELORS AND MARRIAGE AND FAMILY THERAPISTS

- Defines the practice of the regulated professions
- Licensure requirements and exemptions
- Investigations, enforcement procedures, sanctions & civil penalties
- Powers and structure of the Boards

Statutes Pertaining to the Practice of Psychology, Professional Counseling, and Marriage & Family Therapy:

- [ORS Ch. 40](#), Oregon Evidence Code (Privileges)

Rule 504, Psychotherapist – Patient Privilege

Rule 504-5, Communications Revealing Intent to Commit Certain Crimes

Rule 507, Counselor-Client Privilege

Rule 507-1, Certified advocate-victim privilege

Rule 511, Waiver of privilege by voluntary disclosure

- [ORS 107.154](#), Authority of Parent when Other Parent Granted Sole Custody of Child

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- [ORS 109.672 - 109.695](#), Rights of Minors
- [ORS 124.050 - 124.095](#), Reporting of Abuse of Elderly Persons
- [ORS 137.765 - 137.771](#), Sexually Violent Dangerous Offenders
- [ORS 179.495 - 179.509](#), Inmate Records
- [ORS 192.515 - 192.517](#), Records of Individuals with Disability or Mental Illness
- [ORS 192.553 – 192.581](#), Protected Health Information. *See also, HIPAA (45 C.F.R. parts 160 and 164).*
- [ORS 419B.005 - 419B.055](#), Reporting of Child Abuse Reporting of Child Abuse
- [ORS 419B195](#), Counsel
- [ORS 426.005 – 426.702](#), Persons with Mental Illness; Sexually Dangerous Persons
- [ORS 430.731 - 430.768](#), Abuse Reporting for Mentally Ill or Developmentally Disabled Persons
- [ORS 675.850](#), Conversion Therapy
- [ORS 609.650 - 609.654](#), Reporting of Animal Abuse
- **[ORS 676](#), Health Professionals Generally**
 - Doctor Title Act- regulates use of the title “doctor”
 - Duty to report prohibited or unprofessional conduct
 - Processing of complaints against health professionals

Oregon Administrative Rules (OARs)

Board of Psychology:

[OAR Chapter 858](#)

- [Division 10](#) - Procedural Rules (includes educational requirements for licensure and application process)
- [Division 20](#) - Complaints, Investigations, and Contested Case Hearings
- [Division 30](#) - Fees
- [Division 40](#) - Continuing Education

[APA Ethical Principles of Psychology and Code of Conduct](#)

Adopted as the code of professional conduct for licensees, temporary practitioners, residents, and applicants of the Board (OAR 858-010-0075).

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Board of Licensed Professional Counselors and Therapists:

[OAR Chapter 833](#)

- [Division 1](#) - Procedural
- [Division 10](#) - Definitions
- [Division 20](#) - Application Methods
- [Division 30](#) - Requirements for Licensed Professional Counselors
- [Division 40](#) - Requirements for Licensed Marriage and Family Therapists
- [Division 50](#) - Registered Associates
- [Division 70](#) - Fees
- [Division 75](#) - General Licensure Provisions
- [Division 80](#) - Continuing Education
- [Division 100](#) - Code of Ethics
- [Division 110](#) - Compliance
- [Division 120](#) - Criminal History Checks
- [Division 130](#) - Registered Associate Supervisor Requirements

[2014 ACA Code of Ethics](#)

Adopted as the code of professional conduct for licensees, registered associates, temporary practitioners, and applicants, including the applicant's conduct during the period of education, training, and employment which is required for licensure (OAR 833-100-0011).

MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

AGENCY STRATEGIC PLAN

The following is MHRA's 2024-27 Strategic Plan (text).

Agency Information

The Mental Health Regulatory Agency (MHRA), established in 2018, provides administrative oversight for two mental health regulatory boards. MHRA is under the supervision and control of one Executive Director who is responsible for the performance of the duties, functions and powers, and organization of the Agency. The Board of Psychology (BOP) regulates psychologists, and the Oregon Board of Licensed Professional Counselors and Therapists (BLPCT) regulates licensed professional counselors and licensed marriage and family therapists. The Boards maintain their own separate authority for complaint investigations, regulatory enforcement, establishment and collection of fees, licensing criteria (including education, training, and examination), and practice standards including the adoption of a code of ethics. The Boards meet regularly in alternative months, each maintaining various committees as well. Decisions are made in open public meetings where guests are encouraged to attend. Board operations are funded solely from licensing-related fees and other miscellaneous revenues such as publication sales and civil penalties.

MHRA Vision

Ensure safe and competent mental and behavioral health services for Oregonians.

MHRA Mission

Protect the public from harm by providing administrative and regulatory oversight to two regulated boards that set the standards for and oversee mental and behavioral health professions in the State.

MHRA Values

- Make decisions that are fair and equitable.
- Exemplify accountability, dignity, and inclusion throughout all agency operations.
- Provide prompt and courteous customer service.
- Conduct business with transparency while complying with confidentiality requirements.
- Continuously improve and innovate within minimal resources.

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MHRA Equity Statement

The Mental Health Regulatory Agency is dedicated to building and maintaining a culture of inclusiveness. We believe that all forms of diversity—age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, socioeconomic status, religion, military status and perspective—create immense value within the agency and helps drive our strong core commitment to public protection. We strive to create a workplace that reflects the stakeholders we serve and where everyone feels empowered to bring their full, authentic selves to work.

Access, advantages, and benefits are not universal, so we must dismantle barriers to ensure that everyone can succeed and is valued and feels like they matter. We believe that all people are worthy simply by existing, and our work aims to show that in words and actions. We ask that all members of our boards, staff, and our community work to uphold these values, together.

PESTLE Analysis

Examining and planning for external factors (Political, Economic, Sociological, Technological, Legal, and Environmental) is vital in strategic planning. This analysis looks at issues and events that have impact but are largely outside of the control of MHRA.

Political

- Expanded insurance coverage for the mental health services will promote growth in the regulated professions.
- The Boards have experienced political pressure to reduce competency standards, which can stand in contrast with their public protection mandates.

Economic

- Higher inflation and property prices have fueled Oregon's homelessness and fentanyl crises, increasing the need for competent mental health services.

Social

- Oregon's population has declined slightly over the past two years while the volume of licensed mental health professions has grown.
- Social stigma associated with seeking and receiving mental health services has declined in the U.S., leading to an increased demand.
- Increased consumer knowledge in mental health care and social media attention tends to increase patient expectations, leading to increased board complaints.
- The Boards' investigative and enforcement roles, coupled with confidentiality requirements, lend to public misconception and distrust for regulatory bodies.

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Technological

- The availability of more customized and comprehensive licensing software solutions is expanding.
- Secure online therapy platforms have become more available and user-friendly.
- The growth of artificial intelligence (AI) presents both advancements in healthcare delivery and unique regulatory challenges (e.g. therapy bots).

Legal

- Oregon legislators have focused on regulatory boards as a means to address provider shortages and Oregon's mental health crisis.
- MHRA often faces unexpected and unfunded legislative mandates that strain resources and redirect focus from planned strategic initiatives.

Environmental

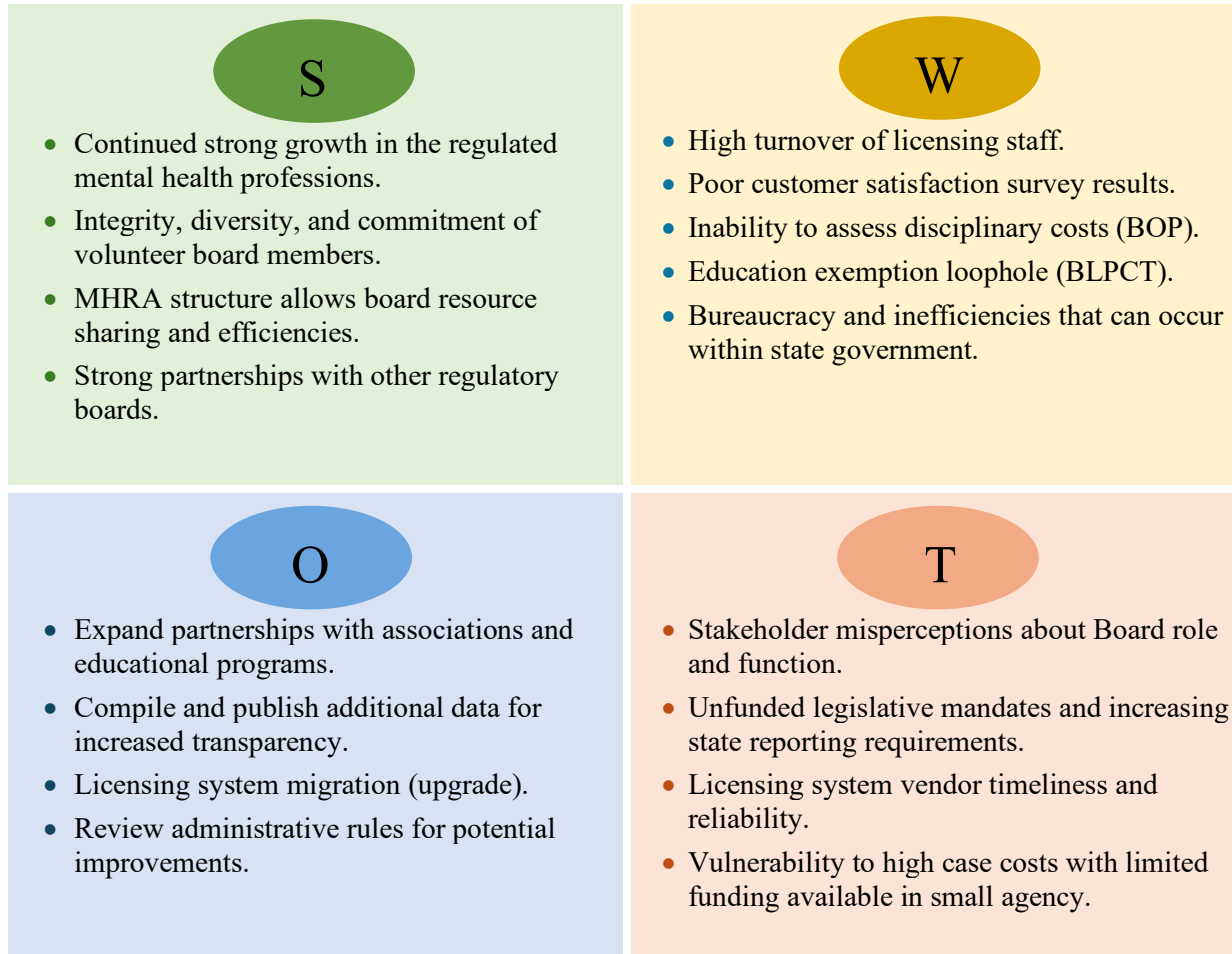
- The COVID pandemic fast tracked the use of technology for therapy service delivery and shifted thinking around the need for in-person services.

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SWOT Analysis

The following chart analyzes MHRA's Strengths, Weaknesses, Opportunities, and Threats.



SMART Goals & Objectives

MHRA has set the following Specific, Measurable, Achievable, Relevant, and Time-Bound (SMART) goals and objectives.

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Goal #1: Improve Customer Service

Excellent customer service is a top priority at MHRA and begins with timely and successful recruitment and retention of qualified employees. Improving customer services is one of the Governor's top four priorities in her vision for 2025-27. The Boards' annual customer satisfaction surveys have shown declining satisfaction ratings over the past four years. The percentage of stakeholders ranking customer services as "excellent" or "good" fell below the target of 75% in all areas in the most recent survey year (2023). Feedback has included lack of timeliness, inaccurate or conflicting information, and generic responses that do not address the person's question. Addressing this issue requires ensuring adequate staffing levels and expertise.

Objectives & Strategies

- **Reduce Licensing Staff Turnover by 25%**
Work with DAS Chief Human Resources Office (CHRO) to evaluate current staff positions, identify need for reclassifications and additional resources, and create a plan for implementation. Request funding as needed in e-board and 2025-27 agency request budget.
- **Enhance Employee Training**
Build a comprehensive, customer service-focused employee training program that enhances retention by positioning staff to achieve success and job satisfaction.
- **Facilitate Knowledge Transfer and Cross-Training**
Promote knowledge retention and transfer processes for new employees, and create job development strategies based on employee strengths. As the agency grows, cross-training efforts and interagency promotion opportunities become more feasible, though it is currently limited by the small size. Explore creative solutions to address limitations.
- **Address Shortcomings in Hiring Process**
Work with the Governor's Office, Chief Operating Officer, and legislators to address delays and compensation deficits in the state hiring process. Explore alternative human resource options and consider whether to contract with a vendor other than DAS CHRO.

Action Plan

MHRA leadership has begun the foundational steps towards developing this goal, which requires consultation and guidance from DAS CHRO, support from the regulated Boards, and preliminary planning steps in preparation for the 2025-27 budget cycle. Changes in FTE levels or classifications must be submitted as part of the 2025-27 agency request budget (due approximately July 31, 2024), along with licensing fee increases if necessary.

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Resource Allocation

MHRA will dedicate staffing resources needed to accomplish this project. Budgetary needs will be identified as part of the 2025-27 budget development cycle.

Goal #2: Diversity, Equity, and Inclusion (DEI) Objectives

The December 2022 [Diversity Study](#) highlighted strengths and weaknesses within the licensing, compliance, and character and fitness review processes of the Boards. It made recommendations for consideration, which are summarized as follows:

1. Make and sustain a viable, active commitment to DEI.
2. Reconsider licensing policies and procedures to support equity.
3. Add safeguards around complaints, investigations, and disciplinary actions.
4. Audit and improve communications and service. (See also, [Goal #1](#), above).
5. Identify and to the extent possible advocate for, influence, or support changes in factors external to MHRA and the Boards to foster equity.

MHRA and the Boards have made considerable progress towards DEI initiatives since Study publication, and are committed to continuing this work as described in the [MHRA Written Report](#) and [DEI Plan](#).

Objectives & Strategies

- **Develop the Next DEI & Affirmative Action Plans (July 1, 2025 to June 30, 2027)**
Work closely with board DEI committees and enterprise champions to review 2023-25 progress and develop new strategies and goals for 2025-27.
- **Prioritize Diversity in Recruitment**
As part of the staffing efforts in customer service improvements identified in [Goal #1](#) (above), MHRA leadership will continue to prioritize multiple aspects of diversity in its recruitment efforts. This includes staffing and Board membership positions.
- **Publish Additional Data**
Collect and analyze additional data- particularly demographic and compliance-related data- to identify trends, inform other entities, and dispel misperceptions about the Boards that lead to distrust.
- **Racial Impact Statements**
Begin creating racial impact statements in accordance with House Bill 2167 (2021). Utilize the Racial Equity Toolkit developed by the Chief Financial Office, and work with the Racial Justice Council to develop this information as part of the 2025-27 agency request budget.

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Action Plan

MHRA leadership continuously reviews information needed for the DEI and AA plans, and will submit draft plans by the due dates (first deadline expected September 2024; final September 2025). The first racial impact statement must be submitted in the 2025-27 agency request budget (due approximately July 31, 2024).

Resource Allocation

MHRA will dedicate available staffing resources needed to accomplish this project. The need for additional budgetary resources is not anticipated.

Goal #3: Improve Licensing System

The Boards rely heavily on their licensing systems, which have significant impact on operational efficiencies and customer satisfaction. These systems include online submission and tracking of applications for licensing, registration, and permits; online investigation requests; internal processing of applications and complaints; license issuance, renewal, and reactivation; contact information changes, continuing education submission and auditing, financial tracking and reporting; information requests; and other important functions. The Board transitioned from its old, dysfunctional systems in October 2020 (BLPCT) and April 2021 (BOP) to the Thentia Open Regulate system. Though this has resulted in significant efficiencies, the Boards have faced delays and problems in implementation that have led to complaints and criticism by stakeholders.

Objectives & Strategies

- **Migrate to Thentia Cloud 2.0**
Work with the vendor to develop and execute a migration plan to transition away from the legacy Open Regulate system to Thentia Cloud 2.0. This will allow expanded system capabilities and facilitate smoother development in a system that is more efficient for ongoing support.
- **Eliminate Ticket Backlog**
Work with the vendor to complete work related to tickets going back to 2022, including important regulatory changes resulting from rulemaking and legislation.
- **Identify and Implement System Efficiencies**
Once the backlog is eliminated, there will be increased focus on identifying other ways to improve the system by reducing manual work required by staff and system users. This will free staff to focus on customer service-oriented tasks with the growing volume of applicants, licensees, and investigations.
- **Review Contract with Current Vendor**
Review performance of licensing system vendor and product, availability of alternative vendors, and budgetary resources. Consider whether to renew contract or to pursue alternative system. This includes continued discussion with the State Chief Information Office regarding the potential development of an enterprise licensing solution. Ensure thorough review of any contract to mitigate future vendor issues.

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Action Plan

Planning for the migration to Thentia 2.0 is expected to begin prior to the implementation of this Strategic Plan, in early- to mid-2024, with migration and ticket backlog to be completed in late 2024. Contract review will be ongoing, with final decision in early 2025.

Resource Allocation

MHRA will dedicate available staffing resources needed to accomplish these objectives. If additional budgetary resources are needed, this will be analyzed and developed as part of the 2027-29 budget cycle, which begins in 2026, and/or via e-board request if funding is required sooner.

Goal #4: Enhance Post-Degree Process Supports

The Boards have received feedback describing resident (BOP) and registered associate (BLPCT) difficulties in navigating the supervision process, including licensing portal documentation and completion of forms that track and evaluate supervised clinical experience. Also, the Boards have become increasingly concerned with the volume of complaints about pre-licensed individuals who make technical errors such as initiating practice prior to Board authorization. This initiative will facilitate front-end support for future applicants and their supervisors to be prepared for the process and reduce the need for repeated individual questions to Board staff. MHRA's proactive approach will help to alleviate confusion and reduce the volume of misunderstandings and complaints.

Objectives & Strategies

- **Create Supervisor Training**
Develop an online training for supervisors who provide clinical supervision services to residents (BOP) and registered associates (BLPCT) who are working towards licensure.
- **Presentations to Oregon Training Programs**
Develop a comprehensive presentation structure to orient future Board applicants to the licensing process and system, including helpful hints and pitfalls to avoid. Dedicate trained MHRA licensing personnel to present professional trainings to Oregon mental health training programs.
- **Improve the Quality of Correspondence**
Update form letters and response templates to improve clarity and consistency. Ensure correspondences are easy for applicants, supervisors, and supervisees to read and understand.

Action Plan

Development work for these objectives will begin in early 2025, in advance of the July 1, 2025 start of the 2025-27 biennium budget cycle when licensing staff position changes resulting from [Goal #1](#) (above) will be implemented. This will include identification and training of the personnel responsible for presentations. These initiatives will go live no later than January 1, 2026.

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Resource Allocation

MHRA will dedicate available staffing resources needed to accomplish these objectives. Additional budgetary resources beyond those to be identified in [Goal #1](#) (above) are not expected for this Goal #4.

Goal #5: Identify and Address Barriers to Licensure

While this Goal is closely tied to the other three goals above- to improve the areas of customer service, DEI, and licensing systems- addressing barriers to licensure is set forth as its own separate goal due to its significant scope and stand-alone importance as it relates to operational efficiency. As a regulatory agency with a consumer protection mission, MHRA must keep this mission at the forefront while exploring ways to reduce the burden on those seeking licensure to serve our most vulnerable populations in Oregon.

Objectives & Strategies

- **Review Oregon Administrative Rules**
Review Board OARs to identify the need for updates, elimination of redundancies, and to identify processes or requirements that create unnecessary barriers to licensure. Reinstitute Board Law and Rule Committees, gather stakeholder feedback, and propose rule amendments as needed.
- **Update Board Forms**
Work with staff and Board committees to review licensing forms and ensure they collect sufficient information in accordance with current requirements, and provide clear and concise instructions for applicants, supervisors, or others completing the forms.
- **Consider Interjurisdictional Practice Compacts**
Work collaboratively with compact vendors, professional associations, the Governor's Office, legislators, and stakeholders to review the benefits and risks to Oregon's adoption of interjurisdictional practice compacts- the Psychology Interjurisdictional Compact (PSYPACT) and the Counseling Compact. This includes navigating state constitution, statute, and rule conflict challenges. Implement compact(s) if adopted by Legislature.
- **Review National Examination Requirements**
Consider research and data on national clinical competency exams to consider validity, exam bias, implications with joining compacts, and accessibility. In particular, BOP must implement the EPPP Part 2 by January 2026, including rulemaking, web, and systems changes.

Action Plan

Work to review interjurisdictional practice compacts and national examinations has already begun and is expected to continue through this Strategic Plan period. Timeline for compact implementation will be determined if one or both is adopted via required legislation. EPPP Part 2 integration and administrative rule reviews will begin in early 2025 to allow a January 1, 2026 effective date.

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Resource Allocation

MHRA will dedicate available staffing resources needed to accomplish these objectives. If additional budgetary resources are needed for compact implementation, this will be analyzed and developed as part of the 2027-29 budget cycle, which begins in 2026, and/or via e-board request if funding is required sooner.

Monitoring and Evaluating

MHRA will begin implementing this Strategic Plan in July of 2024, and the three-year planning lifecycle concludes in June of 2027. Progress towards the strategic priorities will be measured as follows, with recognition that many of the goals and objectives are interwoven and build upon one another.

Goal #1: Improve Customer Service

MHRA will measure success primarily from customer satisfaction ratings and written comments, and also based on internal review of employees' satisfaction with trainings. Management will evaluate the overall effectiveness of trainings.

Goal #2: Diversity, Equity, and Inclusion (DEI) Objectives

MHRA will measure success according to feedback and guidance from the Governor's Office and Oregon Department of Administrative Services (DAS) for state agency plans.

Goal #3: Improve Licensing System

MHRA will measure success primarily from customer satisfaction ratings and written comments; also based on staff feedback regarding system effectiveness.

Goal #4: Enhance Post-Degree Process Supports

MHRA will measure success based on feedback received related to supervision trainings and presentation, both informally and in written comments via the customer satisfaction survey. Data on investigations over time should show a reduction in the proportion of complaints against pre-licensed individuals.

Goal #5: Identify and Address Barriers to Licensure

MHRA will measure success based on the timeliness of administrative rules amended/adopted as a result of the objectives, and also based on feedback received related to these topics, both informally and in written comments via the customer satisfaction survey.

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The MHRA Executive Director will manage plan implementation, including resource allocation, and monitor outcomes on an ongoing basis. The regulated Boards will discuss and make decisions as needed regarding plan components as they progress during regular meetings, and review overall strategic planning progress and accomplishments during their respective annual strategic planning meetings. MHRA leadership will review and update the strategic plan every three years.

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CRITERIA FOR 2027-29 BUDGET DEVELOPMENT

This biennium, the Agency has focused on the costs of operating the Boards professionally and successfully to ensure the protection of Oregon's public while supporting Excellence in State Government. The Agency reviewed and evaluated the cost of Board operations, the need to ensure performance measure excellence, and the ability to meet the long-term and short-term goals of the Boards. Below is a brief discussion of the criteria used in the 2027-29 Board budget development process.

Cost of Board Operations

The Agency based the 2027-29 budget on the costs associated with operating the Boards to ensure the protection of Oregon's public. The budget was reviewed to meet the needs of the agency and its stakeholders. Primary costs are related to staffing and office space needed to meet the increasing workload. The Boards have faced a continued growing number of licensure applications received, license renewals processed, and compliance investigations.

Long Term and Short Term Goals

The Agency considered the Boards' long-term and short-term goals in the 2027-29 Budget, as indicated in the strategic and DEI action plans, as well as the MHRA Succession Plan. In particular, there is a focus on sustaining growth while making customer service improvements.

Environmental Factors

The Agency incorporates the following environmental factors in developing and implementing its strategic plan and budget:

- Population Growth/Migration
The demand for qualified practitioners in the professions regulated by the Boards continues to outpace the State's population growth.
- Performance Measurement
The statewide initiative to quantify government performance and its effect on the State's quality of living provides the Boards with an effective mechanism to measure its progress in key performance areas, based on the Boards' mission and goals. The Agency budgeted for the resources needed to ensure the achievement of performance measure excellence.
- Regulatory Streamlining
Statewide efforts to make regulation simpler, faster, and cheaper for business form the backdrop that influences much of the Boards' decision-making process in determining how to best provide services that reduce barriers to practice while retaining public protection standards.
- Economic Conditions
The Boards are funded solely by licensee fees and penalties and do not receive general or lottery funds. General statewide economic conditions affect Boards' operations. Changes to the structure of funding and delivery of health and mental health care may have significant impact on the behavioral health professions. Continued unfunded mandates and increases in statewide service assessments challenge the Agency's ability to maintain service levels without increasing fees, despite healthy revenue growth.

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- Professional Development

Ongoing developments in the professions regulated by the Agency provide a constant challenge to “stay ahead of the curve” and to respond quickly and effectively to clarify regulatory and practice issues for both practitioners and the public. There will continue to be a heightened need for trained practitioners in health and mental wellness fields in the future.

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RACIAL EQUITY IMPACT STATEMENT AND DIVERSITY, EQUITY, AND INCLUSION PLAN

MHRA Racial Equity Impact Statement

1. Who is completing this agency REIS?

Todd Younkin, MHRA Executive Director

2. Does your agency have a DEIB practitioner?

No. MHRA is a small agency, and Executive Director serves as the Affirmative Action Representative and the Agency Champion who is designated to lead MHRA's DEI efforts. There is no Community Engagement Manager, Community Outreach Manager, or Data Analyst position within the Agency.

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

Beneficiaries of the programs of the Mental Health Regulatory Agency (MHRA) are most directly the Oregonian consumers of mental and behavioral health services. Those who receive services from MHRA's licensed providers can be assured that their psychologist, counselor, or therapist has been evaluated to ensure they meet character and fitness criteria and minimal competency standards (education, examination, and experience) that qualify them to practice. Consumers can also expect their provider to abide by a professional code of ethics and applicable Oregon laws and rules administered by MHRA's Regulated Boards. Those consumers who feel harmed by their provider may request a board investigation of alleged misconduct. The Boards enforce ethical and legal standards and impose sanctions on providers for violations, sometimes including revocation of a practice authorization when necessary, to protect the public from further harm. Licensees also benefit from MHRA programs because their license information, available on the Boards' websites, signifies their authority to practice their profession in Oregon and allows them to participate in related credentialing activities. Indirectly, family members of mental and behavioral health consumers and the general public benefit from the protections provided by MHRA when the services of competent practitioners contribute to a safe and healthy Oregon. Employers can also be assured that licensed providers meet minimal standards when making important hiring decisions.

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

The potential burden of MHRA's programs lies in the administrative effort required to adequately document licensure qualifications, and the timeline to do so. This process relies on the active engagement by licensure applicants, their supervisors, other credentialing entities, universities, and other Oregon agencies (for example, Oregon State Police which processes fingerprints and provides criminal history reports). Applicants must ensure all required materials are received before their application may be reviewed and approved, which takes time, and must pay any costs associated with obtaining records from other entities. Additionally, those who comply with board investigations (licensees, applicants, supervisors, patients, and other witnesses) are burdened by investigative process which requires MHRA staff to gather evidence, interview witnesses, and report to the Boards for case deliberation and decision, ensuring due process protections are upheld.

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5. What opportunities exist in your agency's mission, goals, and programs that could help advance racial equity?
As outlined in the DEI Plan and Affirmative Action Plan, MHRA and the Regulated Boards have taken active steps to increase racial equity, both to program beneficiaries and to staffing and board membership within. Any new process or program is closely evaluated for potential unintended racial equity consequences while advancing the underlying mission of public protection. When envisioned and carried out correctly, these concepts are mutually inclusive. The lesser heard voices and perspectives in MHRA's programs, unfortunately, are the consumers of mental and behavioral health services. This tends to be a tricky population to reach in general. Although all meetings and administrative rulemakings are published and open for public attendance/comment, much of the consuming public is unaware of role or services provided by the Boards. In 2022, MHRA contracted with an independent consulting firm to complete a diversity study that advised on actions the Boards could consider in promoting diversity and eliminating barriers to licensure. One of the noted shortcomings in the study was the focus on opinions of licensed/registered practitioners and applicants, without the perspective of consumers that may have opposing views on proposed reductions in competency standards purported to increase diversity.
6. How is community voice included in your assessments of progress, equity, and racial disparities?
The MHRA Boards make active efforts to ensure that multiple perspectives are considered as a part of the decision-making process. Decisions are made in open public meetings that may be attended in-person or virtually. Regular meetings include a "public forum" portion for members of the public to address the Board with comments related to matters within the Boards' purview. The board websites and listservs are important tools for distributing information and gathering feedback, for example, quarterly newsletters, surveys, rulemaking proposals, and notice of regulatory changes affecting applicants or licensees. The Boards often involve stakeholders such as professional associations, educational institutions, employers of behavioral health practitioners, and other states or local agencies for partnership when considering impactful policy or procedural changes.
7. What measures are you using to track equity changes over time?
Each Board has established diversity, equity, and inclusion committees that meet monthly to discuss DEI initiatives. Committee staff maintains a living document that contains Board accomplishments, in-progress initiatives, and considerations for future exploration as identified in MHRA's Written Report on Demographic Study and Diversity Plan. New equity considerations often arise outside of the previously identified recommendations, causing the Board and Committee to pivot as needed to address the most pressing needs. MHRA also uses past and current DEI and Affirmative Action plans to track and document changes over time.
8. Describe any racial disparities or trends you are noticing across your agency, programs, and data.
While white healthcare workers remain overrepresented in MHRA professions compared to the general population, diversity is steadily increasing. From 2020 to 2024, the white workforce decreased from 88.7% to 85.4% in counseling and therapy, and from 87.3% to 84.6% in psychology. Though pipeline challenges limit direct board control, these demographic trends provide critical context for upcoming initiatives.

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Diversity, Equity, and Inclusion Plan

The following is MHRA's 2023-25 Diversity, Equity, & Inclusion (DEI) Initial Plan (text & appendices). Note that there is no 2027-29 plan; the Oregon Agency Expectations Steering Committee recently approved changes to the DEI Action Plan reporting schedule such that the next plan will cover 2027-30 and allow agencies to combine it with their strategic plans.

Agency Information

The Mental Health Regulatory Agency (MHRA) was established in 2018 to protect the public from harm by providing administrative and regulatory oversight to two regulated boards that set the standards for and oversee mental and behavioral health professions in the State. MHRA provides various functions including budgeting, recordkeeping, staffing, contracting, procedure and policymaking, and performance and standard setting functions for the Boards.

MHRA is committed to the principles of affirmative action and equal opportunity, and to creating and sustaining an agency that is:

- Free from harassment and discrimination;
- Empowered by valuing employees and their talents; and
- Intentionally recruiting, developing, and retaining a diverse workforce.

The Oregon Board of Psychology regulates psychologists and psychologist associates, and the Oregon Board of Licensed Professional Counselors and Therapists regulates licensed professional counselors and licensed marriage and family therapists. The Boards maintain their own separate authority for complaint investigations, regulatory enforcement, establishment and collection of fees, licensing criteria (including education, training, and examination), and practice standards including the adoption of a code of ethics. The Boards meet regularly in alternative months, each maintaining various committees as well. Decisions are made in open public meetings where guests are encouraged to attend. The Boards are funded solely from licensing-related fees and other miscellaneous revenues such as publication sales and civil penalties.

Oregon Board of Psychology

The mission of the Oregon Board of Psychology (OBOP) is to promote, preserve, and protect the public health and welfare by ensuring the ethical and legal practice of psychology. OBOP was created for the purpose of determining the qualifications of applicants to practice psychology in Oregon, and issuing and renewing licensees. The Board investigates complaints of professional misconduct made against licensees, and is also charged with safeguarding the people of the State of Oregon from the dangers of unqualified and improper practice of psychology. At the conclusion of 2022, OBOP had 2,587 psychologists, permitted practitioners, and residents pursuing licensure. The volume of regulated professionals has been growing at an average rate of 3.4% per year over the last decade.

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OBOP consists of nine members. Six members are licensed psychologists and three members are from the general public, not associated with the profession. All members are appointed by the Governor to three-year terms and confirmed by the Senate.

Oregon Board of Licensed Professional Counselors and Therapists

The mission of the Oregon Board of Licensed Professional Counselors and Therapists (OBLPCT) is to protect the public by identifying and regulating the practice of qualified mental health counselors and marriage and family therapists. OBLPCT was created for the purpose of licensing and regulating licensed professional counselors (LPCs) and licensed marriage and family therapists (LMFTs). The Board is also charged with safeguarding the people of the State of Oregon from the dangers of unqualified and improper practice of professional counseling and marriage and family therapy.

The Board consists of eight members: three professional counselors, two marriage and family therapists, a member of faculty of a school that trains counselors or therapists, and two public members. All members are appointed by the Governor to three-year terms and confirmed by the Senate. At the conclusion of 2022, OBLPCT had 8,149 LPCs, LMFTs, and registered associates pursuing licensure. The volume of regulated professionals has been growing at an average rate of 9.3% per year over the last decade.

Agency Organization

MHRA is under the supervision and control of one Executive Director who is responsible for the performance of the duties, functions and powers, and organization of the Agency. MHRA's organizational chart may be found in the [Appendix A](#). This displays the agency structure in the 2023-25 Governor's Budget, which is expected to be approved as part of the Legislatively Adopted Budget for 2023-25.

The Agency outsources human resources services to the Department of Administrative Services, Chief Human Resources Office (CHRO) via a service level agreement. The CHRO service package includes leave management, records management, recruitment, position management, HR advice and interpretation, worker compensation and safety support, employee investigations/audits, HR management and limited "soft-skills" training, consultation, affirmative action and inclusion, and Workday Oregon agency system administration.

DEI Introduction

The Mental Health Regulatory Agency's (MHRA) Diversity, Equity, and Inclusion (DEI) plan serves as an overarching DEI strategy tool. It unifies MHRA's commitment to racial equity, diversity, and inclusion with the Boards' missions to protect Oregon consumers of mental and behavioral health services. By doing this work, MHRA aspires to make DEI organizational values that are reflected in all its policies, programs, services, and day-to-day-interactions.

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Statewide DEI Action Plan

In 2021, the Governor's Office of Diversity, Equity, and Inclusion (DEI) along with the Office of Cultural Change developed and released a [State of Oregon DEI Action Plan](#). This plan is designed to guide the still early efforts of the state enterprise to dismantle structural racism in state government and establish a shared understanding. It is intended to complement individual agencies' existing equity initiatives and provide guidance to agencies just embarking on the journey, threading the collective equity initiatives across the state. Over time, MHRA is committed to continually moving from unconnected programs and goals to personal commitments and formal policies and practices that dismantle racism.

Governor's Expectations

Oregon Governor Tina Kotek released a letter of expectations to state agencies on January 11, 2023 that included a requirement that each agency have an initial DEI plan no later than June 1, 2023. Agencies were encouraged to adopt the strategies, goals, and implementation processes from the Statewide DEI Plan to fit their mission. The letter explained that agencies' Affirmative Action Plans were to serve as an element of their DEI Plans and supplement the implantation to achieve both DEI and Affirmative Action goals.

MHRA Diversity Study

Section 266 of House Bill 5006 (2021), effective August 6, 2021, allocated \$300,000 in General Funds to MHRA "for a demographic study of licensees and a diversity plan." To carry out this work, MHRA formed an ad-hoc HB 5006 Contract Workgroup made up of seven volunteer Board members including the Chairs of each Board. The Workgroup met 10 times between August 2021 and March 2022 and worked with Agency staff, legal counsel, and an assigned procurement analyst from the Department of Administrative Services on the procurement process for a third-party consultant. They developed the project scope of work, determined how long to accept bids, formulated the criteria for evaluating potential contractors, and determined methods of evaluating the selected contractor's work. The Workgroup selected Keen Independent Research, LLC (Keen) as the vendor, and finalized the contract in June 2022.

Over the next several months, Agency staff provided information, compiled, and sent requested data, and worked with Keen representatives to build Keen's study webpage and virtual workshop. Keen engaged in detailed research and data analysis and gathered stakeholder input via the study website, virtual workshops, in-depth interviews, and focus groups. In December 2022, Keen produced the [Diversity Study](#) with appendices that highlighted strengths and weaknesses within the licensing, compliance, and character and fitness review processes of the Boards, and made recommendations to consider. More information on the work involved and timeline can be found in MHRA's [Project Chart](#).

The Diversity Study included five recommendations based on quantitative and qualitative information gleaned from the six-month long study, including comparative analysis of other jurisdictions, review of licensee and Oregon population demographic data, summaries of surveys and interviews with stakeholders, and analysis of Agency and Board laws, rules, policies, and procedures. The report explained that "key themes behind these recommendations include the need for: (a) visible, consistent efforts to avoid exacerbating inequities and challenges facing professionals, (b) support for professionals and diversity in the professions as a means of supporting and protecting mental health consumers." Keen and the Boards

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were pleased to see a relatively high level of participation in the study by Oregon mental health professionals. The recommendations to the Boards are summarized as follows:

1. Make and sustain a viable, active commitment to DEI.
2. Reconsider licensing policies and procedures to support equity.
3. Add safeguards around complaints, investigations, and disciplinary actions.
4. Audit and improve communications and service.
5. Identify and to the extent possible advocate for, influence, or support changes in factors external to MHRA and the Boards to foster equity.

MHRA quickly produced a [Written Report](#) that contained a plan for the Boards to review the recommendations and consider implementing changes. On February 1, 2023, MHRA and Keen presented the Diversity Study and Written Report to the Joint Committee on Ways and Means Subcommittee on Education at the State Capital.

Terminology

DEI-related terms and concepts referenced in this Plan are defined in [Appendix II](#) of the State of Oregon DEI Action Plan.

Racial Equity Vision

MHRA adopts the Racial Equity Vision as set forth in the Statewide DEI Plan, as follows.

Within the context of historical harms, changing demographics, intersectional identities, and more; our vision for the next five years and beyond is to:

- **Dismantle** institutional and structural racism in Oregon state government, and by doing so, have resounding impacts on the communities of our great state.
- **Build** a more equitable Oregon where everyone has the opportunity to thrive and everyone's voice is heard.
- **Ensure** an inclusive and welcoming Oregon for all by celebrating our collective diversity of race, ethnicity, culture, color, disability, gender, gender identity, marital status, national origin, age, religion, sex, sexual orientation, socio-economic status, veteran status, and immigration status.

Racial Equity Values

MHRA adopts the Racial Equity Values as set forth in the Statewide DEI Plan, as follows.

- **Putting racial equity at the forefront while understanding intersectionality.** We must be bold and put racial equity at the forefront as a primary and pervasive location of oppression that connects with and worsens other identity-based inequities.

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- **Prioritize equity, anti-racism, and racial justice actions.** Commitment to prioritizing equity and eliminating racial disparities involves taking action in our policies, budgets, decision-making, and daily work.
- **Foster internal and external partnerships.** Across the state enterprise and other institutions, community-based organizations are crucial to achieving racial equity. True partnership means shared power, listening, resolving tensions by creating solutions together, and scaling up what already works well.
- **Ensure collective responsibility and accountability.** As public servants, we have a collective responsibility at every level of government to proactively reduce racial disparities and barriers. We must establish measurements of success so that we can ensure improvements are real and ongoing.

Racial Equity Goals

MHRA adopts the Racial Equity Goals as set forth in the Statewide DEI Plan, as follows.

- **Establish** strong leadership to eradicate racial and other forms of disparities in all aspects of state government.
- **Center** equity in budgeting, planning, procurement, and policymaking.
- **Strengthen** public involvement through transformational community engagement, access to information, and decision-making opportunities.
- **Improve** equitable access to services, programs, and resources including education, health, housing, human services, environmental justice, criminal justice, and economic opportunities.
- **Foster** an inclusive workplace culture and promote equitable hiring, retention, and promotion practices.

DEI Action Plan

While the timelines are important, MHRA's DEI Plan is a living plan with the goal of successfully carrying out various described actions while remaining adaptable and responsive to Board and stakeholder needs.

DEI Team & Partners

The DEI planning team is responsible for developing and managing the agency's DEI action plan for implementation, ensuring the plan supports MHRA's mission, vision, laws, rules, policies, and financial structure. DEI champions exist at both the enterprise and agency level. It is important for everyone to work collaboratively toward operationalizing and advancing the strategies outlined in this Plan.

The MHRA Executive Director serves as the Agency Champion who is designated to lead MHRA's DEI efforts. The Director establishes agency racial equity plans, set goals and timelines, appoints necessary staff, and is accountable to the enterprise level. The Executive Director also serves as

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the agency Affirmative Action Representative, providing pertinent information from the agency Affirmative Action Plan and other relevant agency policies and procedures, collaborating with DAS CHRO as needed regarding workforce success efforts, and engaging other staff members as needed to ensure project success. The MHRA Policy Advisor assists the Executive Director in project management including plan development, and serves as the Agency Champion in the Executive Director's absence.

Enterprise Champions provide the framework, context, environment, and help to centralize the collective effort while holding agencies and agency champions accountable. The following key partners are involved in the development of MHRA's DEI Plan:

- Strategic Initiatives and Enterprise Accountability Division
Department of Administrative Services
- Equity and Racial Justice Office
Office of Governor Kotek
- Office of Cultural Change
Department of Administrative Services

Plan Development

MHRA is committed to racial equity, diversity, equity, and inclusion. As described in the MHRA Affirmative Action Plan, equity is at the forefront of the Agency's employee hiring and Board member recruitment efforts, promotion considerations, and succession planning. The AA Plan should be referenced in consideration of MHRA's workforce planning efforts. This initial agency-specific DEI Plan is created to review the positive work MHRA and the Boards have recently completed and to form a basis for future DEI planning efforts over the next biennium.

Agency Progress, 2021-23

The Mental Health Regulatory Agency (MHRA) has achieved many DEI accomplishments during the 2021-23 biennium, as listed below.

- The Boards affirmed their intent to continue to offer meeting access via videoconferencing, with no plans to change those arrangements. While team relationships, collegiality, and goodwill have been better fostered by the Boards in-person, maintaining a remote meeting participation option will continue to promote accessibility for both board members and members of the public.
- In 2021, the Oregon Board of Psychology (OBOP) moved from an in-person to an online-based Oregon Jurisprudence Examination, a well-received change that allowed psychologists to become licensed expediently and with greater accessibility. This change has allowed practitioners to get working more quickly in Oregon rather than facing the time and cost to travel from out of state for an in-person exam.
- In preparation for the 2022 Special Session and 2023 Regular Legislative Session, the MHRA Executive Director and board leadership have worked closely with the Governor's Appointments Office to recruit a sizable and diverse pool of applicants for Board membership. The

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success of these efforts is demonstrated under [Appendix B: Board Diversity Data](#). In July of 2021, the Executive Director established a Recruitment and Selection Committee for each board to facilitate this process.

- In November of 2021, the Boards formed a joint committee of members of both boards, in consultation with the Agency’s Assistant Attorney General and MHRA Policy Advisor, to explore possible revisions to the MHRA Character and Fitness Policy, with particular consideration of whether any potential barriers to licensure could be eliminated while maintaining strong standards for consumer protection. The committee proposed draft recommendations that were approved by both boards during public meetings on February 4, 2022 (OBLPCT) and March 11, 2022 (OBOP). The new process removed some procedural hurdles in the application processing. It delegated more authority to the Executive Director to review misdemeanor arrests, allowing applications to move forward quickly when there is no nexus to the practice of the profession rather than delay of approval for further review. It includes explicit direction for consideration of whether a nexus exists, limiting actionable criminal information to what is relevant to the practice of the profession.

The revised application questions no longer ask about misdemeanor arrests or charges that are older than 6 months, and invite preemptive disclosure and explanation of information regarding the person’s background. This provides an opportunity for applicants to explain things like a history of substance abuse, which is specifically identified as part of the Boards’ consideration, particularly when there is a history of multiple arrests related to past substance abuse. These revisions help mitigate the need for additional follow-up questions after disclosure.

- MHRA leadership engaged with the Boards and a third-party consultant to conduct a Diversity Study which was published in December 2022 (see above, [MHRA Diversity Study](#)). MHRA produced a written report and presented the information to the Joint Committee on Ways and Means Subcommittee on Education in February 2023. The following recommendations have been implemented by MHRA:
 - The Diversity Study recommended a reduction in the frequency of professional counselor and marriage and family therapist license renewal, which required legislative change. The Board of Licensed Professional Counselors and Therapists requested a legislative concept for introduction in the 2023 Legislative Session that will remove the word “annual” from the statute, ORS 675.725, allowing it to implement a biennial renewal schedule in alignment with the Board of Psychology. This concept was not pre-session filed by the Governor’s Office as the Board requested. However, following the Agency’s budget presentation to the Joint Ways and Means Education Subcommittee, Representatives Susan McLain and Ricki Ruiz graciously offered to help with introducing the concept. And so it became House Bill 3300. MHRA has provided testimony and answered legislator questions, and expects the bill to be successful.
 - The Board of Licensed Professional Counselors and Therapists’ House Bill 3300 will also add a limited practice option outside of regular full licensure for individuals who are licensed as a professional counselor or marriage and family therapist outside of Oregon, allowing them to provide services to a client who relocates to the State, or to an Oregonian who has a particular need. The regular licensure process takes time to ensure qualifications are met, requires a larger application fee in proportion to the limited services that are being sought, and comes with added requirements like a continuing education. The new limited permit option will reduce service gaps and possible discontinuity of care for clients who rely on behavioral health services in Oregon.

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- The Board of Licensed Professional Counselors and Therapists made changes to the clinical supervised work experience requirements for LPC and LMFT licensure in Oregon that become effective July 1, 2023. The Board heard a presentation with recommendations from Keen Independent Research during the October 7, 2022 public meeting. Keen's comparative analysis found that similar to Oregon, most states specify hours that must be direct client contact. The average range of between 1,500 to 1,999 hours of direct client contact was the most common among states. For LPC post-degree direct client contact hours, only Alabama (2,250) required more than Oregon (2,000), and only Idaho and Vermont required the same as Oregon. For LMFT post-degree direct client contact hours, only Arkansas (2,200) required more than Oregon (2,000), and only Idaho and Vermont required the same as Oregon. Keen recommended that BLPCT consider revising supervised clinical experience requirements to be comparable to other states that also have rigorous standards. It also recommended these requirements continue to be set forth in administrative rule rather than statute to allow flexibility as information about optimal requirements become forthcoming in the future. During the December 2, 2022 public session meeting, the Board voted to file a notice of proposed rulemaking to implement recommended changes. During the February 3, 2023 meeting, the Board reviewed public comments received on the proposal and voted to file a permanent administrative rule. The changes will be as follows:

The direct client contact hours requirement is reduced by 500, and the LMFT direct couple, family or group specific hours are reduced by 250. The rule amendment changes the requirements for reciprocity applicants coming from other states, allowing more flexibility in the allowable substitution of post-licensure clinical experience to would help facilitate interjurisdictional mobility for early career professionals. The Board hopes to bolster the volume of counselors and therapists who consider relocating to Oregon to provide crucial mental health services to Oregonians. The rule change also removes the requirement that registered associates must complete at least 1,000 of the required hours of direct client contact while in a Board-approved associate registration plan. The Board found this to be an unnecessary barrier to licensure for individuals coming to Oregon from out of state that have substantially completed the clinical experience requirements.

- Although the Diversity Study found licensing fees to be modest expenses when compared to the costs of education (student loans), low or unpaid internship and post-degree experiences, and supervision costs that are outside of the Boards' span of control, it did note these fees as a potential hardship. Some study participants opined that licensing fees may be a hinderance to diversity in the mental health professions. Accordingly, the Boards proposed significant reductions to licensing fees in the 2023-25 Governor's Budget, and these are recommended for approval in the Legislatively Approved Budget. These reductions were made possible through the continued efforts of MHRA leadership to streamline operations and maximize efficiencies since the new agency structure was formed in 2018.
- The Diversity Study recommended that the Boards review the possibility of joining interstate compacts that would allow an expedited approach to the practice of the professions across state lines. Each Board has received legal advice and discussed their respective professional compacts during meetings in 2022 and the first half of 2023. In April 2023, the Board of Psychology gathered stakeholder feedback by surveying all licensees and licensure applicants regarding their opinion on the best direction for Oregon. The Board had learned in October 2022 that the Association of State and Provincial Psychology Boards (ASPPB) which creates and owns

MENTAL HEALTH REGULATORY AGENCY

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the national psychology examination, the Examination for Professional Practice in Psychology (EPPP), announced it would require a second “Part 2” of the exam to be integrated with the original EPPP. The Board discussed that psychologists in Oregon had mixed opinions about the added step to licensure. Some shared concern over the additional expense and equity issues with the EPPP and/or standardized testing generally.

- Oregon psychologists also expressed interest in Oregon becoming a Psychology Interjurisdictional Compact (PSYPACT) state. PSYPACT is a national organization that facilitates agreements between states such that individual PSYPACT providers can practice telepsychology in other PSYPACT states. However, in order for an individual to become part of PSYPACT, the state must be designated as a PSYPACT state (which would require legislation in Oregon), and the individual must apply through PSYPACT, whose requirements include passing the EPPP (which will include both parts in January 2026). In order to authorize individuals to take the EPPP, a state must have a requirement for passage of the EPPP in the state's licensure process (non-EPPP states are not allowed to authorize individuals to take the EPPP). Because of the logistics outlined above, the EPPP and PSYPACT are essentially mutually exclusive options. Survey results showed that 84% of respondents favored legislation to join PSYPACT, even though it means retaining the EPPP requirement, including EPPP Part 2 starting January 2026.
 - To address limitations in language translations in Board website PDF documents, MHRA staff has begun to integrate information contained in PDF format into the body of Board websites which have integrated language translation (Google Translate). This gradual approach to change respects inclusive processes to remove language barriers while reducing resource allocation pressure on the Boards.
- In late 2022, all MHRA investigators completed training on trauma-informed investigation procedures.
 - The MHRA 2023-25 Agency Request Budget proposes to add two new permanent positions to help alleviate the workload and allow leadership to have a greater focus on DEI efforts and other board mission-oriented tasks and improvements going forward.
 - MHRA’s [2023-25 Affirmative Action Plan](#) was approved by the Statewide Affirmative Action Manager on February 27, 2023. This Plan includes MHRA’s Affirmative Action Policy Statement and Diversity & Inclusion Statement. It contains strategies and goals to continue MHRA’s work to create a diverse and respectful agency in the 2023-25 biennium.
 - MHRA developed and adopted a Succession Plan in May 2023 that includes DEI efforts as they relate to succession planning, including a commitment to intentionally recruiting, developing, and retaining a diverse workforce.
 - MHRA developed and adopted this initial agency-specific DEI Plan in May 2023.

Agency Strategy & Goals, 2023-25

Ongoing actions highlight the work that has begun and will be continually built upon and put into practice. The goals set by the Mental Health Regulatory Agency are as follows:

MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

- Agency and Board leadership will continue to review the recommendations contained within Keen Independent Research’s Diversity Study to determine strategies for improving organization transparency and accountability within the Agency, including ways Agency policies and procedures may impact affirmative action initiatives and results. Identified strategies will assist in the review and development of next MHRA Affirmative Action and DEI plans.
- Beginning in 2023, the Boards will include Diversity, Equity, and Inclusion as a standing agenda item for discussion during each annual strategic planning meeting. Each year the Boards will review accomplishments and discuss short- and long-term DEI goals.
- During the next strategic planning meeting, each Board will:
 - Begin the development of a Public Commitment to Racial Equity statement for placement on their websites.
 - Consider forming a DEI Committee and developing its scope of work and composition. This committee may explore the need to enlist a DEI implementation consultant to advise the agency and boards on diversity-related improvements, assist with development of creative and more effective communications with stakeholders, and who can assist, guide, and develop public education and public relations efforts.
 - Explore methods for more inclusive meeting facilitation. Discuss strategies to conduct meetings in a manner that supports racial equity and inclusion, and values diverse ways of speaking, thinking, debating, reflecting and making decisions.
 - Begin a discussion of communications improvement to explore new and creative ways to hear from stakeholders and to respond to feedback.
- MHRA management will engage the Boards in rulemaking and incorporate changes made during the 2023 Legislative Session into agency systems and web materials, including:
 - Licensing fee reductions effective January 1, 2024.
 - New limited permit rule and application process for counselors and therapists.
 - Change from annual to biennial renewal cycle for counselors and therapists, effective January 1, 2024.
- In the 2025-27 Agency Request Budget:
 - Per House Bill 2167 (2021), MHRA will begin creating a racial impact statement. When the next budget development cycle begins in March 2024, Agency leadership will utilize the Racial Equity Toolkit developed by the Chief Financial Office and work with the Racial Justice Council to develop this supplemental information. MHRA will apply a racial equity lens to the budget development process and assess how its programs benefit and/or burden Tribal/Native American, Black/African American, Latino/a/x, Asian, Pacific Islander, Arab/Middle Eastern/North African, Immigrant, and Refugee communities.

MENTAL HEALTH REGULATORY AGENCY

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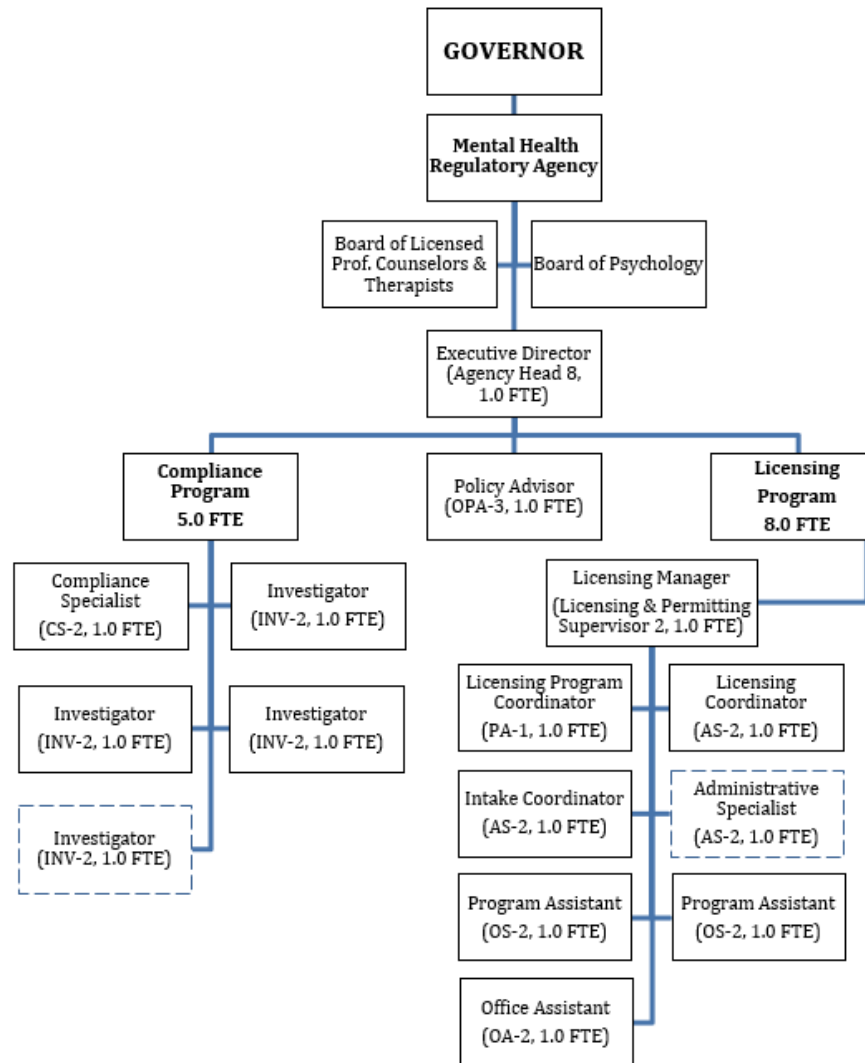
- The Boards will work with budgetary and legislative partners to allocate the resources needed and pass the legislation required to implement effective change. MHRA will identify related system and resource needs to achieve stated goals, in preparation to present to legislative committees in the next legislative session.
 - MHRA will closely monitor the impact of licensing fee reductions and ensure a healthy biennium ending balance for continuity of operations.
- The Boards will continue to review the possibility of joining interstate compacts that would allow an expedited approach to the practice of the professions across state lines. If such legislation is proposed, MHRA will provide information to legislators and other stakeholders as needed. If legislation is passed, MHRA and the Boards will work collaboratively with stakeholders to ensure successful implementation that includes culturally respectful and inclusive community engagement.
- The Boards will continue to explore options for smoother, faster and more flexible acceptance. This includes methods to expedite the licensing process for those currently licensed in other jurisdictions (reciprocity applicants for BLPCT, and licensure by endorsement applicants for BOP).
- MHRA leadership will continue to prioritize multiple aspects of diversity in its recruitment efforts for staff and board member positions.
- The MHRA Executive Director will continue to participate in the bimonthly Affirmative Action Representatives meeting to share ideas and strategy with other state partners in diversity.
- Following the July 1, 2023 effective date of the Board of Licensed Professional Counselors and Therapists' amendments to the clinical supervised work experience requirements for LPC and LMFT licensure, the Board will monitor for and respond to any unintended consequences, for example tracking the rate of complaints against early career professionals before and after the reduction in competency standards for counselors and therapists practicing in Oregon.
- The Boards will further explore methods to improve communications related to character and fitness reviews. This includes reviewing application instructions and wording of web materials to consider expanding descriptions about what is being asked, how it is viewed, and how it is protected.
- To promote language accessibility, MHRA staff will continue to integrate information contained in PDF format into the body of Board websites which have integrated language translation (Google Translate), with the goal of 100% completion by the end of 2023-25.
- The Boards will continue to monitor for assessment and/or evidence that may suggest cause for caution about validity and bias in national examinations required for licensure.

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APPENDIX A: MHRA Organizational Chart

2023-25 (Expected)



* Positions shown with dashed lines indicate new permanent FTE authorized for 2023-25.

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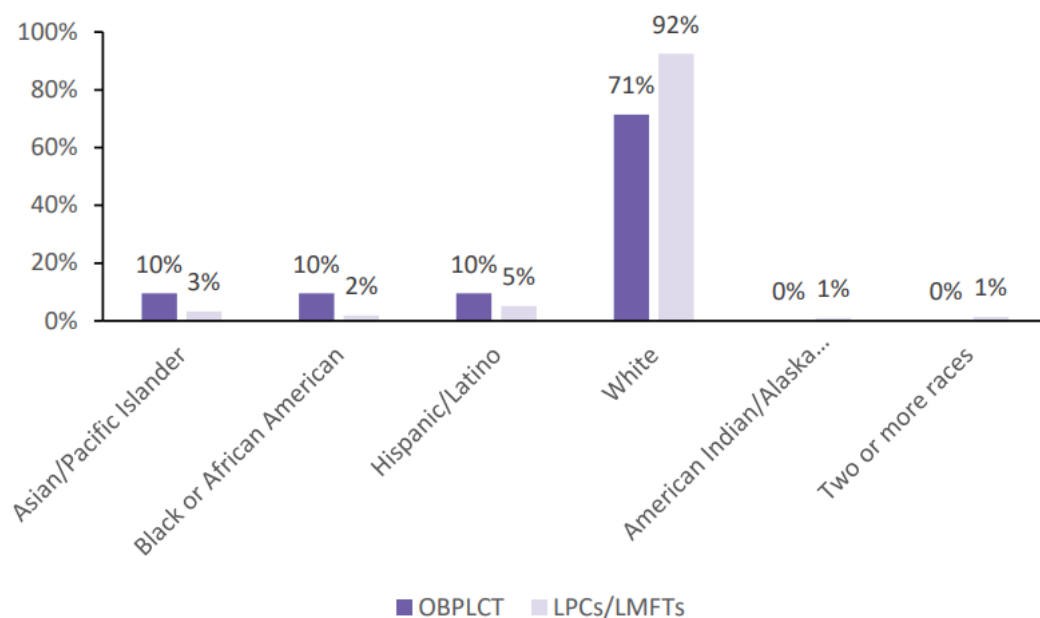
AGENCY SUMMARY

APPENDIX B: BOARD DIVERSITY DATA

The role of data is to help identify the populations the Boards are working with, optimal conditions for access to services, and opportunities for service delivery improvement. The 2022 Diversity Study conducted by Keen Independent Research examined the license affiliation, gender, race/ethnicity and sexual orientation of members of the Board of Licensed Professional Counselors and Therapists (BLPCT), the Board of Psychology (BOP), and staff of the Mental Health Regulatory Agency (MHRA). Select summary graphs are provided below.

Race/Ethnicity of BLPCT Members Compared to all Oregon Licensees, 2015-2022

Keen found that BLPCT members were less white and more racially diverse than the Oregon population of Licensed Professional Counselors (LPCs) and Licensed Marriage and Family Therapists (LMFTs).

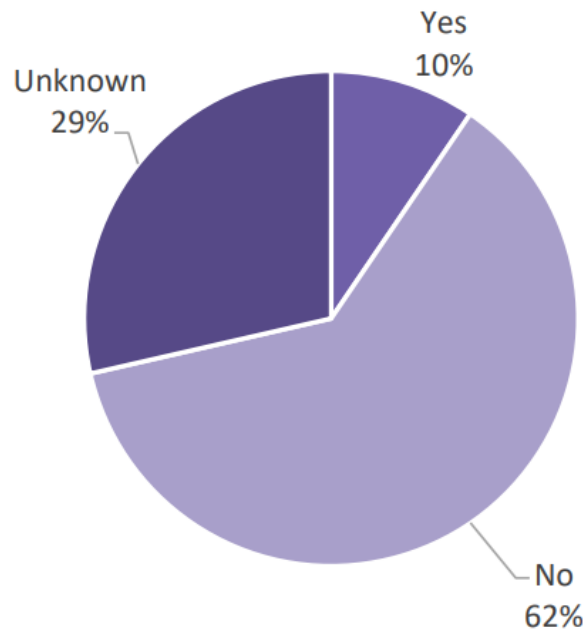


Note: Asian and Native Hawaiian/Pacific Islander were combined categories in the board data but separate categories in the practitioner data. We combined the categories into Asian/Pacific Islander here for ease of comparison.

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LGBTQ+ Status of BLPCT Members, 2015-2022



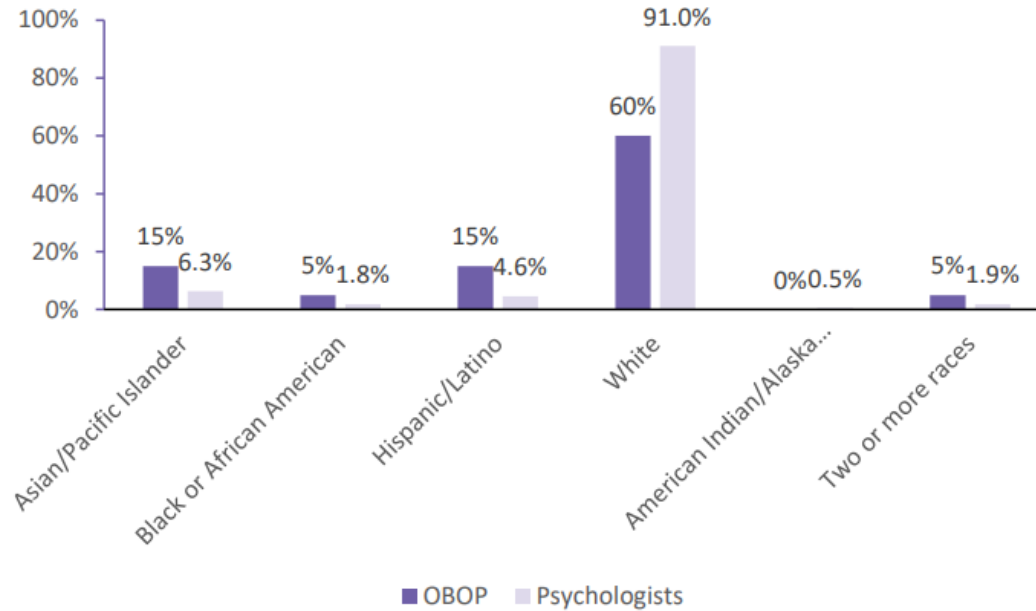
Note: Numbers add to more than 100 percent due to rounding.

Race/Ethnicity of BOP Members Compared to all Oregon Licensees, 2015-2022

Keen found that BOP members were substantially less white and more racially diverse than the Oregon population of psychologists.

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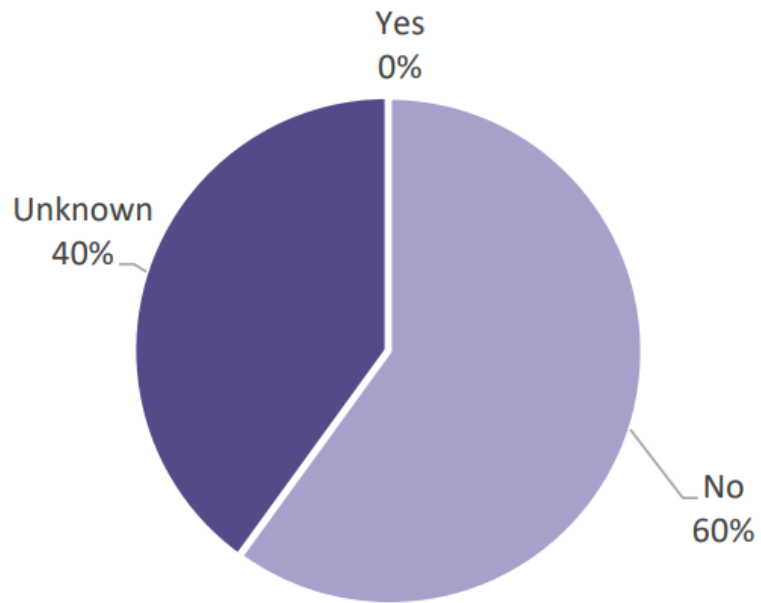


Note: Asian and Native Hawaiian/Pacific Islander were combined categories in the board data but separate categories in the practitioner data. We combined the categories into Asian/Pacific Islander here for ease of comparison.

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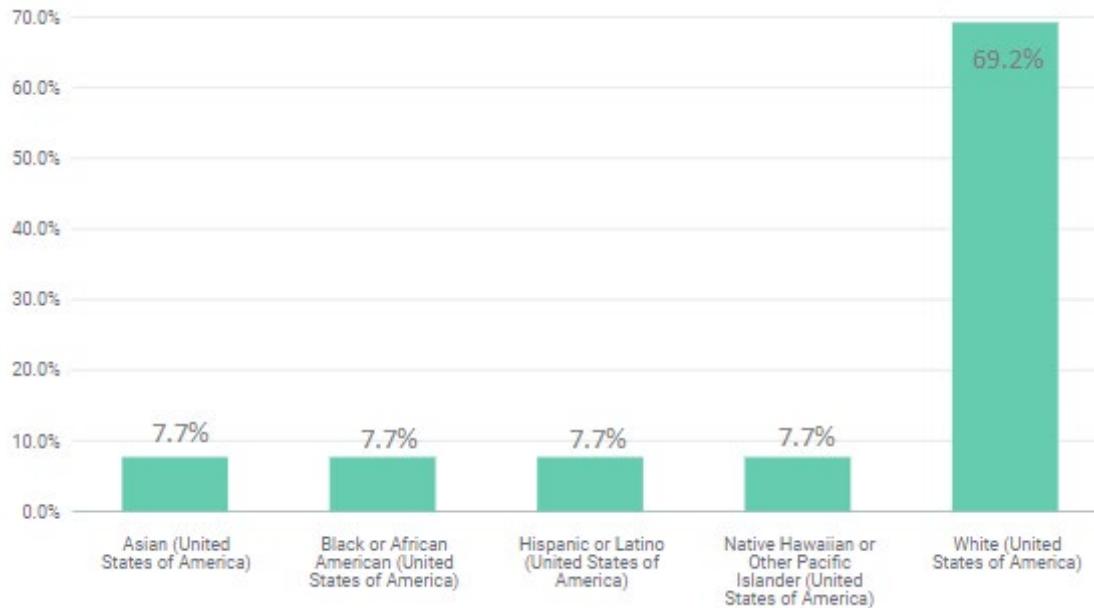
LGBTQ+ Status of BOP Members, 2015-2022



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Race and Ethnicity of MHRA Staff



Source: Workday Oregon, MHRA DEI Dashboard, data accessed April 28, 2023. Note: Workday Oregon does not collect LGBTQ+ data.

The most recent data on Oregon's health care workforce race and ethnicity, including those specific to psychology and counselors/therapists as compared to the Oregon population, please see the Oregon Health Authority's 2022 Edition of [The Diversity of Oregon's Licensed Health Care Workforce](#), published by the Office of Health Analytics in March 2023.

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STATE-OWNED BUILDINGS AND INFRASTRUCTURE

The Agency leases office space and does not plan to own any buildings or infrastructure during the 2027-29 biennium.

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IT PROJECT PRIORITIZATION MATRIX

There is no project prioritization matrix to present because the Agency has no IT projects exceeding \$1,000,000 for the 2027-29 biennium.

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AGENCY SUMMARY

SUMMARY OF 2027-29 BUDGET (BDV104)

Summary of 2027-29 Biennium Budget

Mental Health Regulatory Agency
Mental Health Regulatory Agency
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 10800-000-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
2025-27 Leg Adopted Budget	17	17.00	7,351,536	-	-	7,351,536	-	-	-
2025-27 Emergency Boards	-	-	197,543	-	-	197,543	-	-	-
2025-27 Leg Approved Budget	17	17.00	7,549,079	-	-	7,549,079	-	-	-
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	330,527	-	-	330,527	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	17	17.00	7,879,606	-	-	7,879,606	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/acancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	2,742	-	-	2,742	-	-	-
Subtotal	-	-	2,742	-	-	2,742	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	187,620	-	-	187,620	-	-	-
State Gov't & Services Charges Increase/(Decrease)			1,937	-	-	1,937	-	-	-
Subtotal	-	-	189,557	-	-	189,557	-	-	-

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Summary of 2027-29 Biennium Budget

Mental Health Regulatory Agency
Mental Health Regulatory Agency
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 10800-000-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2027-29 Current Service Level	17	17.00	8,071,905	-	-	8,071,905	-	-	-

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Summary of 2027-29 Biennium Budget

Mental Health Regulatory Agency
Mental Health Regulatory Agency
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 10800-000-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal: 2027-29 Current Service Level	17	17.00	8,071,905	-	-	8,071,905	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2027-29 Current Service Level	17	17.00	8,071,905	-	-	8,071,905	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - Licensing Database ongoing support	-	-	85,000	-	-	85,000	-	-	-
101 - Licensing Database	-	-	590,000	-	-	590,000	-	-	-
102 - Investigator 2 position	1	1.00	250,995	-	-	250,995	-	-	-
103 - PSR3 Position	1	1.00	191,555	-	-	191,555	-	-	-
Subtotal Policy Packages	2	2.00	1,117,550	-	-	1,117,550	-	-	-
Total 2027-29 Agency Request Budget	19	19.00	9,189,455	-	-	9,189,455	-	-	-
Percentage Change From 2025-27 Leg Approved Budget	11.76%	11.76%	21.73%	-	-	21.73%	-	-	-
Percentage Change From 2027-29 Current Service Level	11.76%	11.76%	13.84%	-	-	13.84%	-	-	-

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Summary of 2027-29 Biennium Budget

**Mental Health Regulatory Agency
Board of Counselors & Therapists
2027-29 Biennium**

**Agency Request Budget
Cross Reference Number: 10800-001-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
2025-27 Leg Adopted Budget	17	12.50	5,129,711	-	-	5,129,711	-	-	-
2025-27 Emergency Boards	-	-	149,580	-	-	149,580	-	-	-
2025-27 Leg Approved Budget	17	12.50	5,279,291	-	-	5,279,291	-	-	-
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	212,168	-	-	212,168	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	17	12.50	5,491,459	-	-	5,491,459	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	1,924	-	-	1,924	-	-	-
Subtotal	-	-	1,924	-	-	1,924	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	116,542	-	-	116,542	-	-	-
State Gov't & Services Charges Increase/(Decrease)			1,449	-	-	1,449	-	-	-
Subtotal	-	-	117,991	-	-	117,991	-	-	-

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Summary of 2027-29 Biennium Budget

**Mental Health Regulatory Agency
Board of Counselors & Therapists
2027-29 Biennium**

**Agency Request Budget
Cross Reference Number: 10800-001-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2027-29 Current Service Level	17	12.50	5,611,374	-	-	5,611,374	-	-	-

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Summary of 2027-29 Biennium Budget

**Mental Health Regulatory Agency
Board of Counselors & Therapists
2027-29 Biennium**

**Agency Request Budget
Cross Reference Number: 10800-001-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal: 2027-29 Current Service Level	17	12.50	5,611,374	-	-	5,611,374	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2027-29 Current Service Level	17	12.50	5,611,374	-	-	5,611,374	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - Licensing Database ongoing support	-	-	42,500	-	-	42,500	-	-	-
101 - Licensing Database	-	-	295,000	-	-	295,000	-	-	-
102 - Investigator 2 position	1	0.75	188,247	-	-	188,247	-	-	-
103 - PSR3 Position	1	0.75	143,666	-	-	143,666	-	-	-
Subtotal Policy Packages	2	1.50	669,413	-	-	669,413	-	-	-
Total 2027-29 Agency Request Budget	19	14.00	6,280,787	-	-	6,280,787	-	-	-
Percentage Change From 2025-27 Leg Approved Budget	11.76%	12.00%	18.97%	-	-	18.97%	-	-	-
Percentage Change From 2027-29 Current Service Level	11.76%	12.00%	11.93%	-	-	11.93%	-	-	-

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Summary of 2027-29 Biennium Budget

Mental Health Regulatory Agency
Oregon Board of Psychologists
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 10800-002-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
2025-27 Leg Adopted Budget	-	4.50	2,221,825	-	-	2,221,825	-	-	-
2025-27 Emergency Boards	-	-	47,963	-	-	47,963	-	-	-
2025-27 Leg Approved Budget	-	4.50	2,269,788	-	-	2,269,788	-	-	-
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	118,359	-	-	118,359	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	-	4.50	2,388,147	-	-	2,388,147	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	818	-	-	818	-	-	-
Subtotal	-	-	818	-	-	818	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	71,078	-	-	71,078	-	-	-
State Gov't & Services Charges Increase/(Decrease)			488	-	-	488	-	-	-
Subtotal	-	-	71,566	-	-	71,566	-	-	-

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Summary of 2027-29 Biennium Budget

Mental Health Regulatory Agency
Oregon Board of Psychologists
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 10800-002-00-00-00000

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2027-29 Current Service Level	-	4.50	2,460,531	-	-	2,460,531	-	-	-

MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

Summary of 2027-29 Biennium Budget

Mental Health Regulatory Agency
Oregon Board of Psychologists
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 10800-002-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal: 2027-29 Current Service Level	-	4.50	2,460,531	-	-	2,460,531	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2027-29 Current Service Level	-	4.50	2,460,531	-	-	2,460,531	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - Licensing Database ongoing support	-	-	42,500	-	-	42,500	-	-	-
101 - Licensing Database	-	-	295,000	-	-	295,000	-	-	-
102 - Investigator 2 position	-	0.25	62,748	-	-	62,748	-	-	-
103 - PSR3 Position	-	0.25	47,889	-	-	47,889	-	-	-
Subtotal Policy Packages	-	0.50	448,137	-	-	448,137	-	-	-
Total 2027-29 Agency Request Budget	-	5.00	2,908,668	-	-	2,908,668	-	-	-
Percentage Change From 2025-27 Leg Approved Budget	-	11.11%	28.15%	-	-	28.15%	-	-	-
Percentage Change From 2027-29 Current Service Level	-	11.11%	18.21%	-	-	18.21%	-	-	-

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BDV104 - Biennial Budget Summary
BDV104

MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

PROGRAM PRIORITIZATION FOR 2027-29 (107BF23)

Program 1: Oregon Board of Licensed Professional Counselors and Therapists

Program Prioritization for 2027-29																					
Agency Name: Mental Health Regulatory Agency														Agency Number: 10800							
2027-29 Biennium																					
Program 1: Oregon Board of Licensed Professional Counselors and Therapists																					
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 Mandato ry (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request
Agcy	Prgm/ Div																				
10800	001	MHRA	OBLPCT	Oregon Board of Licensed Professional Counsors and Therapists	1,2,3,4	3			5,611,374				\$ 5,611,374	5	4.50	Y	Y	S	ORS 675.715-675.885		ARB = \$6,280,787; represents increase of \$669,413
													\$ -								
													\$ -								
													\$ -								
													\$ -								
													\$ -								
													\$ -								
													\$ -								
							-	-	5,611,374		-	-	\$ 5,611,374	5	4.50						

7. Primary Purpose Program/Activity Exist

- 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

Within each Program/Division area, prioritize each Budget Program Unit (Activities) by detail budget level in ORBITS

Document criteria used to prioritize activities:

N/A

MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

Program 2: Oregon Board of Psychology

Program Prioritization for 2027-29																					
Agency Name: Mental Health Regulatory Agency														Agency Number: 10800							
2027-29 Biennium																					
Program 2: Oregon Board of Psychology																					
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																				
10800	002	MHRA	OBOP	Oregon Board of Psychology	1, 2, 3, 4	3			2,460,531				\$ 2,460,531	13	12.50	Y	Y	S	ORS 675.010 - 675.150 & Or Laws 2026, Ch 26		ARB = \$2,908,668; represents increase of \$448,137
													\$ -								
													\$ -								
													\$ -								
													\$ -								
													\$ -								
													\$ -								
													\$ -								
													\$ -								
													\$ -								
							-	-	2,460,531	-	-	-	\$ 2,460,531	13	12.50						

7. Primary Purpose Program/Activity Exist

- 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

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S Statutory

Within each Program/Division area, prioritize each Budget Program Unit (Activities)
by detail budget level in ORBITS

Document criteria used to prioritize activities:

N/A

MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

Agency-Wide

Program Prioritization for 2027-29																					
Agency Name: Mental Health Regulatory Agency																				Agency Number: 10800	
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	Prgmt Div																				
10800	002	MHRA	OBOP	Oregon Board of Psychology	1, 2, 3, 4	3			2,460,531				\$ 2,460,531	13	12.50	Y		Y	S	ORS 675.010 - 675.150 & Or Laws 2026, Ch 26	ARB = \$2,908,668; represents increase of \$448,137
10800	001	MHRA	OBLPCT	Oregon Board of Licensed Professional Counselors and Therapists	1, 2, 3, 4	3			5,611,374				\$ 5,611,374	5	4.50	Y		Y	S	ORS 675.715 - 675.885	ARB = \$6,280,787; represents increase of \$663,413
													\$ -								
													\$ -								
													\$ -								
													\$ -								
													\$ -								
													\$ -								
							-	-	8,071,905	-	-	-	\$ 8,071,905	17	17.00						

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

Within each Program/Division area, prioritize each Budget Program Unit (Activities) by detail budget level in ORBITS

Document criteria used to prioritize activities:

While the Agency considers both Boards high priority, OBOP was established in 1963 to regulate the practice of psychology, many years prior to OBLPCT's establishment in 1989. Licensure as a professional counselor and marriage and family therapist was not required, and the Board did not have a practice act until recent years. Therefore, the OBOP program was ranked higher priority.

MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

REDUCTION OPTIONS

10% Reduction Options (ORS 291.216)

5% Increment Number 1 (\$401,017)

Activity or Program	Reduction Description	GF	LF	OF	NL-OF	FF	NL-FF	Total Funds	Pos.	FTE	Rank and Justification
1. Out-of-State Travel	Eliminate Out of State Travel. Decreases the ability for national networking and training, reducing access to professional development and the Agency's ability to keep up on national trends and contacts.			\$14,254				\$14,254	-	-	9- Keeping up with trends and non-local training are very low in priority compared to other more mission-oriented and operations-sustaining activities.
2. Instate Travel	Eliminate Instate Travel. Ends in-person board and committee meetings and strategic planning sessions and training opportunities. Reduces professional development, relationship building, thoughtful engagement, and creativity in discussions of complex ideas and strategy.			\$31,907				\$31,907	-	-	8- In-person meetings are very low in priority compared to other activities, particularly when the agency adjusted well to virtual meetings during the pandemic.
3. Employee Training / Recruitment and Development (25%)	Reduce employee training and eliminate recruitment and development expenditures by 25%. Decreases the ability of the Agency to recruit and for staff to maintain and strengthen their skills.			\$11,080				\$11,080	-	-	7- This does not eliminate, but rather cuts one quarter of expenditures related to employee recruitment and training, so that learning opportunities can be focused in-house to a greater extent. Ongoing staff development is important, but not at the expense of FTE.

MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

4. Dues & Subscriptions	Eliminate association memberships and subscriptions. Decreases the ability for national networking, reducing the Agency's ability to keep up on national trends and contacts. Reduces training opportunities for board members and staff at conferences.			\$15,114				\$15,114	-	-	6- Networking and training in this manner is lower in priority compared to directly mission-oriented activities, at least in the short-term.
5. Administrative Services	Eliminate 1.0 FTE Office Specialist 2 position. Reduces Agency's ability to provide customer service for daily operations. Agency processing of licensure applications, renewals, and compliance cases will slow significantly.			\$204,365				\$204,365	1	1.00	5- The OS-2 is one of several administrative positions that may be eliminated with the lowest overall impact on agency operations, as the duties may be distributed to other positions.
6. Professional Services (8%)	Reduce professional services by 8%. Hinders contracting expert witnesses for compliance hearings, reducing the Agency's ability to support and uphold enforcement actions that protect the public from improper mental health practice.			\$36,521				\$36,521	-	-	4- While professional services are crucial to the Boards' effectiveness in protecting the public, it is not expected that an 8% reduction in this area will be excessively disruptive. The AAG may need to be creative in defensive solutions and/or barter for lower fees from vendors.
7. Administrative Services	Reduce 1.0 FTE Office Assistant 2 position to 0.5 FTE. Reduces Agency's ability to maintain updated data and records, slowing service time. Places burden on licensing and investigative staff to perform clerical tasks, taking away from crucial mission-oriented tasks.			\$92,209				\$92,209	1	0.50	3- A further reduction in clerical staff would be prioritized over other key positions that have mission-specific duties which are more difficult to redistribute.

MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

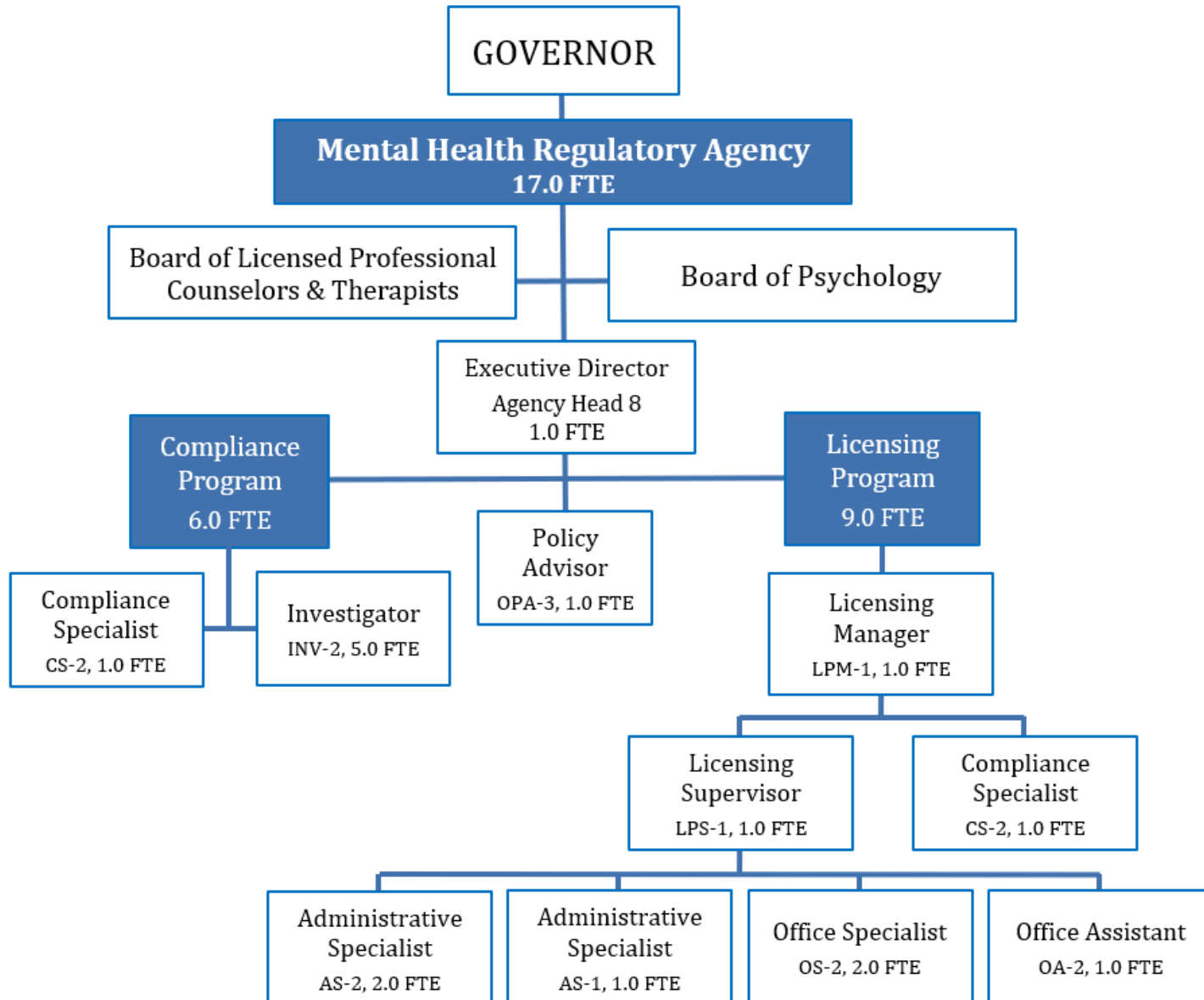
5% Increment Number 2 (\$402,330)

Activity or Program	Reduction Description	GF	LF	OF	NL-OF	FF	NL-FF	Total Funds	Pos.	FTE	Rank and Justification
(WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)	(DESCRIBE THE EFFECTS OF THIS REDUCTION. IDENTIFY REVENUE SOURCE FOR OF, FF. INCLUDE POSITIONS AND FTE FOR 2025-27 AND 2027-29)	GF	LF	OF	NL-OF	FF	NL-FF	Total Funds	Pos.	FTE	(RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)
8: Investigations	Eliminate 1.0 FTE Investigator 2 position. Threatens the Boards' ability to properly protect the public through timely and thorough compliance investigations.			\$246,905				\$246,905	1	1.00	2- The INV-2 is one of five compliance positions that may be reduced with the lowest overall impact on agency operations, as the workload may be absorbed by the other investigators and compliance specialist.
9: Attorney General	Reduce utilization of assigned assistant attorney general by 16.5%. This impairs the Agency's access to legal advice to interpret and enforce laws and rules, and to pursue and uphold enforcement actions that protect the public from improper mental health practice.			\$155,425				\$155,425	-	-	1- The AAG is among the higher cost budget items, and also the highest benefit of all the reduction options. However, it is determined that a 16.5% reduction will have lower impact on agency operations compared to eliminating other FTE or services that are directly tied to the agency's consumer protection charge.
Total		\$ -	\$ -	\$803,347	\$ -	\$ -	\$ -	\$803,347	3	2.50	

MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

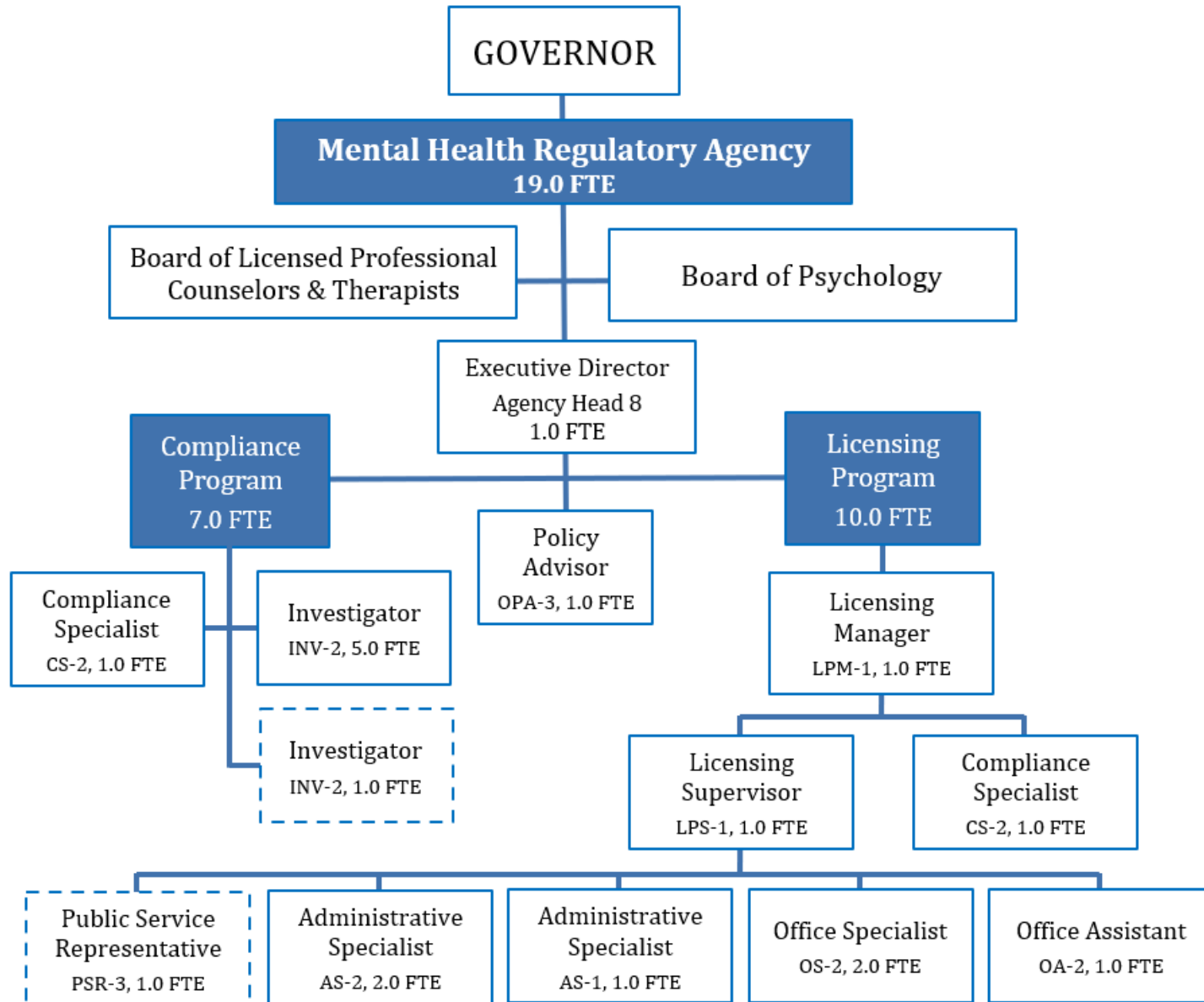
ORGANIZATION CHART 2025-27



MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

ORGANIZATION CHART 2027-29



MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

AGENCY-WIDE PROGRAM UNIT SUMMARY (BPR010)

Mental Health Regulatory Agency

Agency Number: 10800

**Agencywide Program Unit Summary
2027-29 Biennium**

Version: V - 01 - Agency Request Budget

<i>Summary Cross Reference Number</i>	<i>Cross Reference Description</i>	<i>2023-25 Actuals</i>	<i>2025-27 Leg Adopted Budget</i>	<i>2025-27 Leg Approved Budget</i>	<i>2027-29 Agency Request Budget</i>	<i>2027-29 Governor's Budget</i>	<i>2027-29 Leg. Adopted Budget</i>
001-00-00-00000	Board of Counselors & Therapists						
	Other Funds	4,355,746	5,129,711	5,279,291	6,280,787	-	-
002-00-00-00000	Oregon Board of Psychologists						
	Other Funds	1,598,165	2,221,825	2,269,788	2,908,668	-	-
TOTAL AGENCY							
	Other Funds	5,953,911	7,351,536	7,549,079	9,189,455	-	-

MENTAL HEALTH REGULATORY AGENCY

AGENCY SUMMARY

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MENTAL HEALTH REGULATORY AGENCY

REVENUE

REVENUE FORECAST NARRATIVE (107BF02)

Sources

The Agency is Other Funds supported by licensing fees- applications, renewals, and examinations; and other miscellaneous sources, including civil penalties and sales of publications. Interest earned on agency funds accrues to the General Fund and thus does not constitute an income source for the agency.

Matching Funds

The Agency receives no revenue subject to matching funds.

Agency Programs

The Agency supports two similar programs: the Board of Psychology (BOP) and the Board of Licensed Professional Counselors and Therapists (BLPCT).

General Limitations on Use

BOP's revenues are funds dedicated under ORS 675.140 to carry out its administrative and regulatory functions. ORS 675.115 requires BOP not to establish fees or charges in excess of the cost for which the fee or charge is established. BLPCT's revenues are funds dedicated under ORS 675.805 to carry out its administrative and regulatory functions. ORS 675.785(3) grants the BLPCT authority to establish non-refundable fees through administrative rules.

Additionally, pursuant to ORS 676.410, the Boards must collect a pass-through fee from renewing licensees for the Oregon Health Authority, which is currently set at \$8 per biennial renewal.

Basis for 2027-29 Biennium Revenue Estimates

The revenue forecast is predominantly based on a conservative assumption of growth in the number of licensees. The criminal background check fees paid by licensure applicants are entirely a pass-through item, offset by the equivalent amount to be paid by the Boards to the Oregon State Police, but are still counted as expenditures and charged against the Boards' expenditure limitations. Approximately 98% of the Boards' revenue is derived from fees paid by licensees, registered associates, predetermination petitioners, and applicants for licensure and/or permit. The remainder is revenue received from civil penalties paid by licensees, applicants, and unlicensed persons practicing in violation of the law, and miscellaneous service charges.

Following is BOP's fee schedule for the 2027-29 biennium:

- Application for Licensure: \$325
- Criminal Background Check: Actual cost assessed by the Oregon State Police and Federal Bureau of Investigation; \$48

MENTAL HEALTH REGULATORY AGENCY

REVENUE

- Jurisprudence Examination: \$155
- Biennial License Renewals:
 - Active Status License: \$600
 - Semi-Active Status License: \$300
 - Inactive Status License: \$90
- Limited Permit: \$120
- Temporary Practice Authorization: \$700
- Miscellaneous Fees:
 - Certified verification of licensure: \$5
 - Certified transfer of application information: \$20
 - Student loan deferment letter: \$5
 - Duplicating request: \$2.50 for the first five copies; \$.25 for each copy thereafter
 - Laws and administrative rules: \$5
 - Electronic file of mailing labels: \$35
 - Application packet, including laws and administrative rules: \$10
 - Duplicate wall display certificate of licensure: \$12
 - Certified duplicate license: \$10
 - Cumulative disciplinary report: \$7.50

During 2027-29, BOP is projected to renew 2,768 licenses, receive 631 licensure applications, assess 53 delinquent fees, register 562 jurisprudence exam candidates, and issue 355 limited permits. These represent an expected 3% annual increase in renewals and permits based on a ten-year history of average annual growth rates in the licensee base, and an expected 6% annual increase in applications and exams based on a ten-year history of average annual growth rates in applications received.

Following is BLPCT's fee schedule for the 2027-29 biennium:

- Application for Licensure: \$175
- Criminal Background Check: Actual cost assessed by the Oregon State Police and Federal Bureau of Investigation; \$48
- Initial License: \$115

MENTAL HEALTH REGULATORY AGENCY

REVENUE

- Biennial License Renewal:
 - Active Status License: \$290
 - Inactive Status License: \$180
- Annual Registered Associate Renewal: \$105
- Temporary Practice Authorization: \$405
- Limited Permit: \$100
- Restoration fees:
 - Delinquent fee for late renewals: \$50
 - Reactivation of inactive status license: \$125
- Duplicate license or certificate of licensure: \$5
- Verification of licensure or examination scores for applicant or licensee to other licensing or certifying agencies: \$10

During 2027-29, BLPCT is projected to issue 3,425 initial licenses, process renewals for 11,769 licenses and 4,576 associate registrations, receive 6,060 licensure applications, and assess 1,027 delinquent fees. These represent an expected 10% annual increase in volume of license fees and 8% increase in registration-related fees based on a ten-year history of average annual growth rates in the licensee and registered associate bases, and an expected 12% annual increase in applications based on a ten-year history of average annual growth rates in applications received.

Proposed Changes

There are no proposed new or amended fees in 2027-29.

New Legislation

The agency is not proposing any new legislation in 2027.

MENTAL HEALTH REGULATORY AGENCY REVENUE

DETAIL OF FEE, LICENSE, OR ASSESSMENT REVENUE PROPOSED FOR INCREASE (107BF08)

There are currently no fees proposed to be established or increased in the 2027-29 budget.

MENTAL HEALTH REGULATORY AGENCY REVENUE

DETAIL OF LOTTERY FUNDS, OTHER FUNDS, AND FEDERAL FUNDS REVENUE (BPR012)

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

Mental Health Regulatory Agency
2027-29 Biennium

Agency Number: 10800

Cross Reference Number: 10800-000-00-00-00000

<i>Source</i>	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Leg Approved Budget	2027-29 Agency Request Budget	2027-29 Governor's Budget	2027-29 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	5,749,920	5,102,600	5,102,600	6,852,298	-	-
Non-business Lic. and Fees	241,905	707,722	707,722	835,895	-	-
Charges for Services	25,673	28,097	28,097	40,682	-	-
Fines and Forfeitures	329,463	181,536	181,536	400,782	-	-
Tsfr To Oregon Health Authority	(34,964)	(42,872)	(42,872)	(114,808)	-	-
Total Other Funds	\$6,311,997	\$5,977,083	\$5,977,083	\$8,014,849	-	-

MENTAL HEALTH REGULATORY AGENCY

REVENUE

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

Mental Health Regulatory Agency
2027-29 Biennium

Agency Number: 10800

Cross Reference Number: 10800-001-00-00-00000

<i>Source</i>	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Leg Approved Budget	2027-29 Agency Request Budget	2027-29 Governor's Budget	2027-29 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	4,066,153	3,496,616	3,496,616	4,955,287	-	-
Non-business Lic. and Fees	221,564	687,834	687,834	809,750	-	-
Charges for Services	20,037	22,405	22,405	35,514	-	-
Fines and Forfeitures	287,980	152,746	152,746	307,608	-	-
Tsfr To Oregon Health Authority	(25,900)	(32,896)	(32,896)	(92,752)	-	-
Total Other Funds	\$4,569,834	\$4,326,705	\$4,326,705	\$6,015,407	-	-

MENTAL HEALTH REGULATORY AGENCY

REVENUE

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

Mental Health Regulatory Agency
2027-29 Biennium

Agency Number: 10800

Cross Reference Number: 10800-002-00-00-00000

<i>Source</i>	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Leg Approved Budget	2027-29 Agency Request Budget	2027-29 Governor's Budget	2027-29 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	1,683,767	1,605,984	1,605,984	1,897,011	-	-
Non-business Lic. and Fees	20,341	19,888	19,888	26,145	-	-
Charges for Services	5,636	5,692	5,692	5,168	-	-
Fines and Forfeitures	41,483	28,790	28,790	93,174	-	-
Tsfr To Oregon Health Authority	(9,064)	(9,976)	(9,976)	(22,056)	-	-
Total Other Funds	\$1,742,163	\$1,650,378	\$1,650,378	\$1,999,442	-	-

MENTAL HEALTH REGULATORY AGENCY REVENUE

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MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

ESSENTIAL PACKAGES

Purpose:

The essential packages and current adjustments are needed to bring the base budget to current service level and represent the cost for continuing legislatively adopted programs in 2027-29 for the Board of Psychology (BOP) and the Board of Licensed Professional Counselors and Therapists (BLPCT).

001 Base Adjustment

This package makes a base adjustment at CSL to correct the step on MHRA Position Number 660, Compliance Specialist 2. The total for this essential package is \$42,683 – BLPCT and \$14,227 – BOP.

010 Vacancy Factor and Non-PICS Personnel Service

This package includes inflation adjustments for the 2027-29 biennium from such as unemployment assessments, overtime, temporary employees, shift differentials, and mass transit taxes (0.6% of total salaries and wages). There is no vacancy factor adjustment applied to this agency with 30 or less FTE. The total for this essential package is \$1,924 – BLPCT and \$818 – BOP.

031 Standard Inflation

This package includes the cost of goods and services adjusted for anticipated inflation. For the 2027-29 biennium, the standard inflation factor is 4.9%, and includes services and supplies, non-PICS personal services costs, capital outlay, and some special payments. The non-state employee personnel costs (contract providers) rate, as applied to the Professional Services line item, is 9.3%. State government service charges are determined by the statewide price list. The total for this essential package is \$117,991 – BLPCT and \$71,566 – BOP.

MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency

Cross Reference Name: Board of Counselors & Therapists

Pkg: 010 - Vacancy Factor and Non-ORPICS Personal Services

Cross Reference Number: 10800-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Overtime Payments	-	-	113	-	-	-	113
All Other Differential	-	-	188	-	-	-	188
Public Employees' Retire Cont	-	-	74	-	-	-	74
Social Security Taxes	-	-	23	-	-	-	23
Paid Family Medical Leave Insurance	-	-	1	-	-	-	1
Mass Transit Tax	-	-	1,525	-	-	-	1,525
Total Personal Services	-	-	\$1,924	-	-	-	\$1,924
Total Expenditures							
Total Expenditures	-	-	1,924	-	-	-	1,924
Total Expenditures	-	-	\$1,924	-	-	-	\$1,924
Ending Balance							
Ending Balance	-	-	(1,924)	-	-	-	(1,924)
Total Ending Balance	-	-	(\$1,924)	-	-	-	(\$1,924)

MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 031 - Standard Inflation

Cross Reference Name: Board of Counselors & Therapists
Cross Reference Number: 10800-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	1,123	-	-	-	1,123
Out of State Travel	-	-	260	-	-	-	260
Employee Training	-	-	805	-	-	-	805
Office Expenses	-	-	2,420	-	-	-	2,420
Telecommunications	-	-	2,112	-	-	-	2,112
State Gov. Service Charges	-	-	1,449	-	-	-	1,449
Data Processing	-	-	2,011	-	-	-	2,011
Publicity and Publications	-	-	9	-	-	-	9
Professional Services	-	-	29,132	-	-	-	29,132
IT Professional Services	-	-	8,121	-	-	-	8,121
Attorney General	-	-	35,303	-	-	-	35,303
Employee Recruitment and Develop	-	-	159	-	-	-	159
Dues and Subscriptions	-	-	560	-	-	-	560
Facilities Rental and Taxes	-	-	7,684	-	-	-	7,684
Agency Program Related S and S	-	-	6,308	-	-	-	6,308
Other Services and Supplies	-	-	18,201	-	-	-	18,201
Expendable Prop 250 - 5000	-	-	1,821	-	-	-	1,821
IT Expendable Property	-	-	513	-	-	-	513
Total Services & Supplies	-	-	\$117,991	-	-	-	\$117,991
Total Expenditures							
Total Expenditures	-	-	117,991	-	-	-	117,991
Total Expenditures	-	-	\$117,991	-	-	-	\$117,991

MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 031 - Standard Inflation

Cross Reference Name: Board of Counselors & Therapists
Cross Reference Number: 10800-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	(117,991)	-	-	-	(117,991)
Total Ending Balance	-	-	(\$117,991)	-	-	-	(\$117,991)

MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 010 - Vacancy Factor and Non-ORPICS Personal Services

Cross Reference Name: Oregon Board of Psychologists
Cross Reference Number: 10800-002-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Overtime Payments	-	-	174	-	-	-	174
Public Employees' Retire Cont	-	-	43	-	-	-	43
Social Security Taxes	-	-	13	-	-	-	13
Paid Family Medical Leave Insurance	-	-	1	-	-	-	1
Mass Transit Tax	-	-	587	-	-	-	587
Total Personal Services	-	-	\$818	-	-	-	\$818
Total Expenditures							
Total Expenditures	-	-	818	-	-	-	818
Total Expenditures	-	-	\$818	-	-	-	\$818
Ending Balance							
Ending Balance	-	-	(818)	-	-	-	(818)
Total Ending Balance	-	-	(\$818)	-	-	-	(\$818)

MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 031 - Standard Inflation

Cross Reference Name: Oregon Board of Psychologists
Cross Reference Number: 10800-002-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	367	-	-	-	367
Out of State Travel	-	-	406	-	-	-	406
Employee Training	-	-	230	-	-	-	230
Office Expenses	-	-	759	-	-	-	759
Telecommunications	-	-	669	-	-	-	669
State Gov. Service Charges	-	-	488	-	-	-	488
Data Processing	-	-	659	-	-	-	659
Publicity and Publications	-	-	4	-	-	-	4
Professional Services	-	-	9,711	-	-	-	9,711
IT Professional Services	-	-	2,707	-	-	-	2,707
Attorney General	-	-	44,847	-	-	-	44,847
Employee Recruitment and Develop	-	-	48	-	-	-	48
Dues and Subscriptions	-	-	181	-	-	-	181
Facilities Rental and Taxes	-	-	2,561	-	-	-	2,561
Agency Program Related S and S	-	-	2,103	-	-	-	2,103
Other Services and Supplies	-	-	5,375	-	-	-	5,375
Expendable Prop 250 - 5000	-	-	281	-	-	-	281
IT Expendable Property	-	-	170	-	-	-	170
Total Services & Supplies	-	-	\$71,566	-	-	-	\$71,566
Total Expenditures							
Total Expenditures	-	-	71,566	-	-	-	71,566
Total Expenditures	-	-	\$71,566	-	-	-	\$71,566

MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 031 - Standard Inflation

Cross Reference Name: Oregon Board of Psychologists
Cross Reference Number: 10800-002-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	(71,566)	-	-	-	(71,566)
Total Ending Balance	-	-	(\$71,566)	-	-	-	(\$71,566)

MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

POS116 - Net Package Fiscal Impact Report

Board of Counselors & Therapists

2027-29 Biennium

Cross Reference Number: 10800-001-00-00-00000

Current Service Level

Package Number: 1

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
660	1442320	179172	UA	C5247 A P COMPLIANCE SPECIALIST 2	25	PF		10	8,441	32,148	10,535	42,683	0	0.00
										General Funds	0	0	0	
										Lottery Funds	0	0	0	
										Other Funds	32,148	10,535	42,683	
										Federal Funds	0	0	0	
										Total Funds	32,148	10,535	42,683	0 0.00

MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

POS116 - Net Package Fiscal Impact Report

Oregon Board of Psychologists

2027-29 Biennium

Cross Reference Number: 10800-002-00-00-00000

Current Service Level

Package Number: 1

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
660	1442320	179172	UA	C5247 A P COMPLIANCE SPECIALIST 2	25	PF		10	8,441	10,716	3,511	14,227	0	0.00
										General Funds	0	0	0	
										Lottery Funds	0	0	0	
										Other Funds	10,716	3,511	14,227	
										Federal Funds	0	0	0	
										Total Funds	10,716	3,511	14,227	0 0.00

MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

POLICY OPTION PACKAGE 100 – Licensing Database Ongoing Support

Purpose:

This package requests ongoing expenditure limitation to support the maintenance of a new licensing system (database) for the Board of Psychology and the Board of Licensed Professional Counselors and Therapists. It is a companion to Policy Option Package 101 which requests funding to replace the Boards' current system. This supports the MHRA Strategic Plan, the Governor's priorities around strong customer service, and the Behavioral Health Talent Council's Strategy LC 3.1 to invest in an updated licensing database for MHRA.

How Achieved:

This package protects the Boards' investment in Policy Option Package 101 by providing the coverage necessary to maintain the new licensing system and support ongoing board operations.

Staffing Impact:

This package has no direct impact on staffing. However, it is expected that a more functional database will enable the Regulated Boards to scale efficiently, reducing the need for proportional staff growth in future biennia.

Quantifying Results:

This proposal will allow the Agency to meet the following strategic plan goals:

- Improve the licensing system
- Streamline Board operations
- Efficient and effective administration of programs
- Optimal customer satisfaction

The Agency will review trends in all key performance measures, particularly customer satisfaction, and also timely processing of applications and complaint investigations, in order to quantify the results if this proposal is approved.

This proposal supports the Agency's mission to protect the public from harm through the timely licensing and regulation of behavioral and mental health professions in Oregon. Without necessary funding, the Agency may continue to face the consequences of an inadequate licensing system.

MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

Revenue Source:

The funding source is 100% Other Funds from licensing-related fees. The total requested ongoing limitation increase is \$85,000 in Services and Supplies (allocated \$42,500 to BLPCT, \$42,500 to BOP). No fee increase is needed to support this package.

Racial Equity Impact Statement Worksheet:

Program Overview

1. Please describe the POP being proposed.
This package requests ongoing expenditure limitation to support the maintenance of a new licensing system (database) for MHRA's Regulated Boards. It is a companion to Policy Option Package 101 which requests funding to replace the current systems.
2. Why is the POP being proposed?
This package protects the Boards' investment in Policy Option Package 101 by providing the coverage necessary to maintain the new licensing system and support ongoing board operations.

Consultation

3. Who is completing this REIS?
Todd Younkin, MHRA Executive Director
4. Who is responsible for tracking equity outcomes? What method(s) are they using to track outcomes?
The MHRA Executive Director evaluates equity outcomes across the Regulated Boards by analyzing licensing database metrics (limited by the current system), including disaggregated demographic data, application processing timelines, and compliance investigation cycles, to identify and mitigate systemic barriers in the behavioral health workforce pipeline.
5. Does your agency have a DEIB practitioner?
No. MHRA is a small agency, and Executive Director serves as the Affirmative Action Representative and the Agency Champion who is designated to lead MHRA's DEI efforts.
6. Did you collaborate with your agency's data analysts, community engagement managers, outreach managers, and/or others that regularly interact with underserved and marginalized communities on this REIS?
Not applicable.

MENTAL HEALTH REGULATORY AGENCY

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Community Engagement and Data

7. Identify the specific racial groups and communities that may be impacted by this POP, both directly and indirectly.
This POP directly impacts Oregon's underrepresented behavioral health workforce and the historically underserved communities they serve. The implementation of a modern, optimized licensing system will mitigate administrative burden and processing delays that disproportionately create financial and entry barriers for Black, Indigenous, and People of Color, Hispanic, Latino, and Native American professionals. Indirectly, an agile database will accelerate the deployment of qualified clinicians into rural, tribal, and medically underserved areas. This stabilizes staffing at culturally specific clinics and community mental health centers reliant on a diverse workforce to meet local behavioral health needs. OHA healthcare workforce studies continue to show that practicing counselors, therapists, and psychologists are disproportionately less diverse than the communities they serve. This operational gap emphasizes the immediate need for database upgrades to accurately track and improve practitioner credentialing pipelines.
8. How did you ensure multiple perspectives were part of the decision-making process for this POP?
To deliver a comprehensive and equitable decision-making framework, the MHRA Executive Director aligned this proposal with key enterprise, regulatory, and workforce stakeholders. Enterprise collaboration with the Governor's Office, the State Chief Information Officer, State Procurement Services, and DAS Shared Financial Services ensured technical and fiscal compliance and statewide policy alignment. Internal operational needs were mapped through direct consultations with the MHRA Policy Advisor, Licensing Manager, compliance investigators, frontline administrative staff, and members of both Regulated Boards. The Director integrated strategic workforce directives from the Behavioral Health Talent Council and synthesized systemic feedback from recent applicants, licensees, and professional associations to ensure the new platform directly addresses and resolves consumer-facing pipeline barriers.

Impacts and Accountability

9. If this POP is not funded, please describe which racial or ethnic communities would be most impacted, and how disparities would likely persist or worsen.
Without funding for this POP, existing administrative limitations within the legacy system will continue to impede application processing and other licensing functions. This administrative friction directly conflicts with findings from the [2026 Behavioral Health Talent Council Report](#), which highlighted an alarming workforce crisis where more than two-thirds of workers in high-turnover behavioral health fields intend to leave their positions. These compounding system limitations disproportionately impact underrepresented behavioral health professionals trying to enter the workforce or maintain licensure. Consequently, pipeline delays will persist for rural residents and Oregon's nine federally recognized tribes that rely on specialized, culturally responsive clinics to fill critical staffing vacancies. MHRA will continue to operate without the advanced data infrastructure required to extract the granular demographic metrics necessary to optimize regulatory workflows, leaving the agency unable to provide valuable pipeline data to state partners working to address systemic disparities.

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

The MHRA Executive Director will serve as the primary authority monitoring outcomes, utilizing data analysis and operational reporting provided by the MHRA Policy Advisor, Licensing Manager, and key agency compliance staff.

a. How will progress be reported?

Progress will primarily be documented in the MHRA strategic/DEI plan and Affirmative Action Plan. Updates will be presented during the regularly scheduled public meetings of the Regulated Boards.

b. How will leadership be informed of equity impacts?

The MHRA Executive Director will continue to discuss equity impacts with leadership, both internally to the agency and with enterprise state partners.

c. How will the community be involved in monitoring outcomes?

The community will continue to be encouraged to provide feedback via the annual customer service survey, direct submission of written comments to the Board, in regular communication with staff, and during public forums held at the Boards' regular meetings.

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency

Cross Reference Name: Board of Counselors & Therapists

Pkg: 100 - Licensing Database ongoing support

Cross Reference Number: 10800-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Data Processing	-	-	42,500	-	-	-	42,500
Total Services & Supplies	-	-	\$42,500	-	-	-	\$42,500
Total Expenditures							
Total Expenditures	-	-	42,500	-	-	-	42,500
Total Expenditures	-	-	\$42,500	-	-	-	\$42,500
Ending Balance							
Ending Balance	-	-	(42,500)	-	-	-	(42,500)
Total Ending Balance	-	-	(\$42,500)	-	-	-	(\$42,500)

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PROGRAM UNITS

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency

Pkg: 100 - Licensing Database ongoing support

Cross Reference Name: Oregon Board of Psychologists

Cross Reference Number: 10800-002-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Data Processing	-	-	42,500	-	-	-	42,500
Total Services & Supplies	-	-	\$42,500	-	-	-	\$42,500
Total Expenditures							
Total Expenditures	-	-	42,500	-	-	-	42,500
Total Expenditures	-	-	\$42,500	-	-	-	\$42,500
Ending Balance							
Ending Balance	-	-	(42,500)	-	-	-	(42,500)
Total Ending Balance	-	-	(\$42,500)	-	-	-	(\$42,500)

MENTAL HEALTH REGULATORY AGENCY

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POLICY OPTION PACKAGE 101 – LICENSING DATABASE

Purpose:

This package requests expenditure limitation to enable the Board of Psychology and the Board of Licensed Professional Counselors and Therapists to replace their licensing systems (database). The Boards' five-year contract with the current vendor expired in 2024, but the parties continue to operate under its terms in the interim. The current legacy system is unreliable and insufficiently supported. MHRA leadership is engaged with the office of the Oregon State Chief Information Officer and State Procurement Services to identify and select an alternative platform. This outlay package will fund project initiation and management, licensing, system planning and design, building and testing, data migration, and new system launch. It supports the MHRA Strategic Plan, the Governor's priorities around strong customer service, and the Behavioral Health Talent Council's Strategy LC 3.1 to invest in an updated licensing database for MHRA.

How Achieved:

The MHRA Regulated Boards rely heavily on their licensing systems for daily operations in licensing and compliance, functions that are core to the Boards' missions in public protection. These systems ensure behavioral health licenses, registrations, and permits are issued and renewed, applications are processed, and compliance matters are managed successfully. They allow the consuming public and insurers to look up licensee status and information on the Board websites. They facilitate various routine tasks, from contact information updates and document requests to post-degree clinical experience tracking and supervisor registry application. The Boards need a comprehensive and reliable system administered by a responsive vendor. To establish consistency and address operational challenges faced by smaller boards, the state issued a Request for Proposals (RFP) for regulatory licensing systems via OregonBuys on July 2, 2026. MHRA intends to procure a system from an identified suitable vendor following this process.

Staffing Impact:

This package has no direct impact on staffing. Expected additional workload for current staff to implement the new licensing system will be absorbed within current staffing resources.

Quantifying Results:

This proposal will allow the Agency to meet the following strategic plan goals:

- Improve the licensing system
- Streamline Board operations
- Efficient and effective administration of programs

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- Optimal customer satisfaction

The Agency will review trends in all key performance measures, particularly customer satisfaction, and also timely processing of applications and complaint investigations, in order to quantify the results if this proposal is approved.

This proposal supports the Agency's mission to protect the public from harm through the timely licensing and regulation of behavioral and mental health professions in Oregon. Without necessary funding, the Agency may continue to face the consequences of an inadequate licensing system.

Revenue Source:

The funding source is 100% Other Funds from licensing-related fees. The total requested one-time limitation increase is \$590,000 in Services and Supplies (allocated \$295,000 to BLPCT, \$295,000 to BOP). This package does not directly add revenue to the Agency appropriation, but it allows the Boards to maintain continued increases in other current revenue sources through gained efficiencies. No fee increase is needed to support this package.

Racial Equity Impact Statement Worksheet:

Program Overview

1. Please describe the POP being proposed.
This package requests one-time expenditure limitation to enable the Board of Psychology and the Board of Licensed Professional Counselors and Therapists to replace their licensing systems (database).
2. Why is the POP being proposed?
The Boards' five-year contract with the current vendor expired in 2024, but the parties continue to operate under its terms in the interim. The current legacy system is unreliable and insufficiently supported.

Consultation

3. Who is completing this REIS?
Todd Younkin, MHRA Executive Director
4. Who is responsible for tracking equity outcomes? What method(s) are they using to track outcomes?
The MHRA Executive Director evaluates equity outcomes across the Regulated Boards by analyzing licensing database metrics

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(limited by the current system), including disaggregated demographic data, application processing timelines, and compliance investigation cycles, to identify and mitigate systemic barriers in the behavioral health workforce pipeline.

5. Does your agency have a DEIB practitioner?

No. MHRA is a small agency, and Executive Director serves as the Affirmative Action Representative and the Agency Champion who is designated to lead MHRA's DEI efforts.

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

Not applicable.

Community Engagement and Data

7. Identify the specific racial groups and communities that may be impacted by this POP, both directly and indirectly.

This POP directly impacts Oregon's underrepresented behavioral health workforce and the historically underserved communities they serve. The implementation of a modern, optimized licensing system will mitigate administrative burden and processing delays that disproportionately create financial and entry barriers for Black, Indigenous, and People of Color, Hispanic, Latino, and Native American professionals. Indirectly, an agile database will accelerate the deployment of qualified clinicians into rural, tribal, and medically underserved areas. This stabilizes staffing at culturally specific clinics and community mental health centers reliant on a diverse workforce to meet local behavioral health needs. OHA healthcare workforce studies continue to show that practicing counselors, therapists, and psychologists are disproportionately less diverse than the communities they serve. This operational gap emphasizes the immediate need for database upgrades to accurately track and improve practitioner credentialing pipelines.

8. How did you ensure multiple perspectives were part of the decision-making process for this POP?

To deliver a comprehensive and equitable decision-making framework, the MHRA Executive Director aligned this proposal with key enterprise, regulatory, and workforce stakeholders. Enterprise collaboration with the Governor's Office, the State Chief Information Officer, State Procurement Services, and DAS Shared Financial Services ensured technical and fiscal compliance and statewide policy alignment. Internal operational needs were mapped through direct consultations with the MHRA Policy Advisor, Licensing Manager, compliance investigators, frontline administrative staff, and members of both Regulated Boards. The Director integrated strategic workforce directives from the Behavioral Health Talent Council and synthesized systemic feedback from recent applicants, licensees, and professional associations to ensure the new platform directly addresses and resolves consumer-facing pipeline barriers.

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Impacts and Accountability

9. If this POP is not funded, please describe which racial or ethnic communities would be most impacted, and how disparities would likely persist or worsen.
- Without funding for this POP, existing administrative limitations within the legacy system will continue to impede application processing and other licensing functions. This administrative friction directly conflicts with findings from the [2026 Behavioral Health Talent Council Report](#), which highlighted an alarming workforce crisis where more than two-thirds of workers in high-turnover behavioral health fields intend to leave their positions. These compounding system limitations disproportionately impact underrepresented behavioral health professionals trying to enter the workforce or maintain licensure. Consequently, pipeline delays will persist for rural residents and Oregon's nine federally recognized tribes that rely on specialized, culturally responsive clinics to fill critical staffing vacancies. MHRA will continue to operate without the advanced data infrastructure required to extract the granular demographic metrics necessary to optimize regulatory workflows, leaving the agency unable to provide valuable pipeline data to state partners working to address systemic disparities.
10. Who will be monitoring racial equity outcomes over time for this POP?
- The MHRA Executive Director will serve as the primary authority monitoring outcomes, utilizing data analysis and operational reporting provided by the MHRA Policy Advisor, Licensing Manager, and key agency compliance staff.
- How will progress be reported?
Progress will primarily be documented in the MHRA strategic/DEI plan and Affirmative Action Plan. Updates will be presented during the regularly scheduled public meetings of the Regulated Boards.
 - How will leadership be informed of equity impacts?
The MHRA Executive Director will continue to discuss equity impacts with leadership, both internally to the agency and with enterprise state partners.
 - How will the community be involved in monitoring outcomes?
The community will continue to be encouraged to provide feedback via the annual customer service survey, direct submission of written comments to the Board, in regular communication with staff, and during public forums held at the Boards' regular meetings.

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 101 - Licensing Database

Cross Reference Name: Board of Counselors & Therapists
Cross Reference Number: 10800-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
IT Professional Services	-	-	295,000	-	-	-	295,000
Total Services & Supplies	-	-	\$295,000	-	-	-	\$295,000
Total Expenditures							
Total Expenditures	-	-	295,000	-	-	-	295,000
Total Expenditures	-	-	\$295,000	-	-	-	\$295,000
Ending Balance							
Ending Balance	-	-	(295,000)	-	-	-	(295,000)
Total Ending Balance	-	-	(\$295,000)	-	-	-	(\$295,000)

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 101 - Licensing Database

Cross Reference Name: Oregon Board of Psychologists
Cross Reference Number: 10800-002-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
IT Professional Services	-	-	295,000	-	-	-	295,000
Total Services & Supplies	-	-	\$295,000	-	-	-	\$295,000
Total Expenditures							
Total Expenditures	-	-	295,000	-	-	-	295,000
Total Expenditures	-	-	\$295,000	-	-	-	\$295,000
Ending Balance							
Ending Balance	-	-	(295,000)	-	-	-	(295,000)
Total Ending Balance	-	-	(\$295,000)	-	-	-	(\$295,000)

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POLICY OPTION PACKAGE 102 – INVESTIGATOR 2 POSITION

Purpose:

This package requests the establishment of a new permanent Investigator 2 (1.0 FTE) position to meet the increasing compliance caseload faced by the Regulated Boards. This is necessary to meet the Agency's personnel needs to carry out the Boards' public protection functions of investigating complaints of misconduct and monitoring sanctioned practitioners for compliance. It supports the MHRA Strategic Plan, the Governor's priorities around strong customer service, and the Behavioral Health Talent Council's Strategy LC 3.2 to bolster staffing at licensing agencies.

How Achieved:

This proposal adds the permanent position of Investigator 2 to support agency compliance functions. The Investigator will help the Agency meet its strategic goals of timely complaint investigation processing and optimal customer satisfaction to those who have filed complaints and respondents subject to investigations. This position will support the completion of timely, thorough, and procedurally sound investigations. The Agency's Compliance Section is facing an ever-increasing number of investigation requests and complex cases, and must dedicate significant time to each case to ensure that Board members have sufficient information to take appropriate action based on the facts. This proposal promotes a more effective compliance section whose complete investigations are strong and defensible in contested case hearing or on appeal. The Boards' ability to work more effectively and efficiently will result in improved customer service and enhanced ability to protect the public.

The Investigator 2 will join a team of five other investigators, performing important compliance functions that include:

- Complaint investigations
- Investigation reporting and documentation
- Other duties as assigned

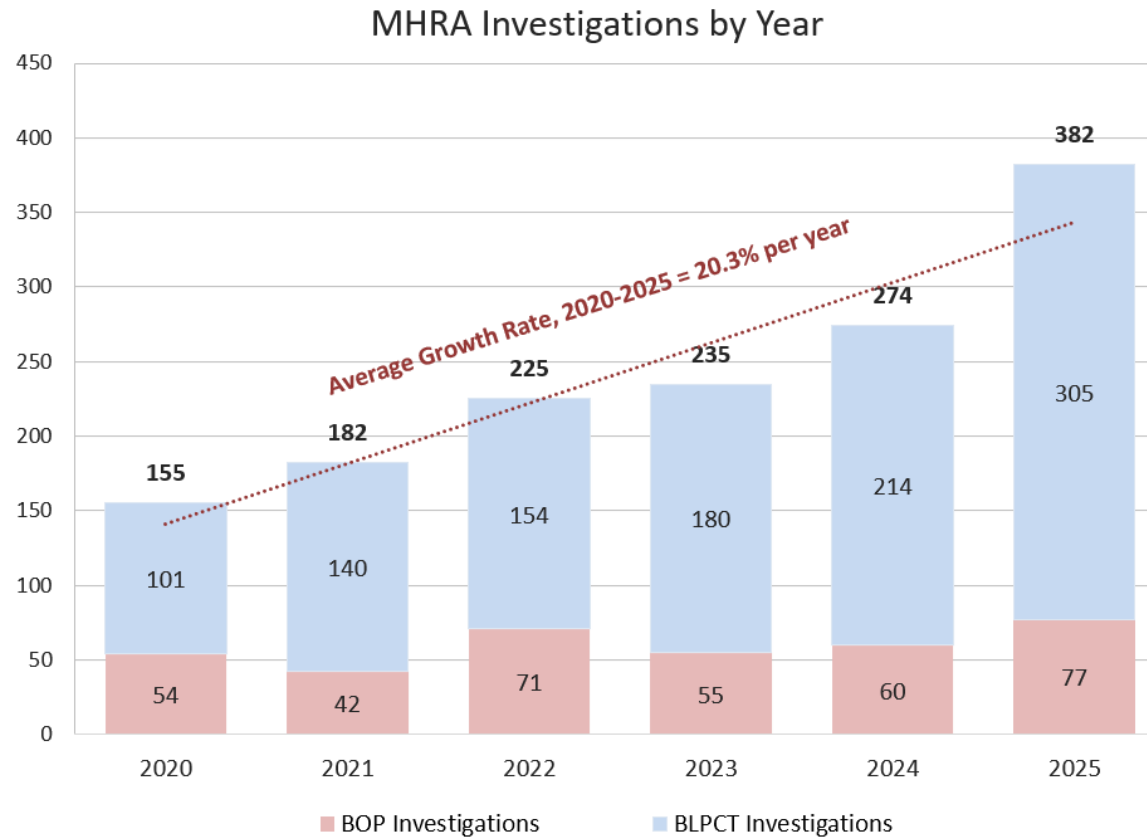
The graphic below illustrates the Boards' expanding compliance caseload. Over the past six years, the annual volume of investigations grew by an average of 20.3% per year, far outpacing growth in the licensing base. This trend peaked with an unprecedented 39.4% surge in cases between 2024 and 2025.

This caseload spike mirrors a decade of massive workforce expansion. In 2016, the active licensing base—encompassing psychologists, psychologist associates, licensed professional counselors, and marriage and family therapists—stood at 5,738. By the end of 2025, that number more than doubled to 11,609 licensees. Similarly, the number of registered associates overseen by BLPCT doubled from 1,171 in

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2016 to 2,391 at year-end 2025. A larger practitioner and applicant pool naturally drives a higher volume of consumer complaints, significantly increasing the compliance workload for MHRA to manage.



Staffing Impact:

This package establishes one new permanent Investigator 2 (1.0 FTE) position within MHRA.

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Quantifying Results:

This proposal will allow the Agency to meet the following strategic plan goals:

- Optimal customer satisfaction
- Streamline Board operations
- Prioritize Diversity in Recruitment

The Agency will review trends in all key performance measures, particularly timely processing of complaint investigations and overall customer satisfaction, in order to quantify the results if this proposal is approved.

This proposal supports the Agency's mission to protect the public from harm through the timely investigations and regulation of mental health professions in Oregon. Without necessary funding, the Agency may continue to face case backlogs, untimely resolution of compliance matters that involve harm to the public, and other consequences of staffing shortfalls.

Revenue Source:

The funding source is 100% Other Funds from licensing-related fees. The total requested ongoing limitation increase is \$238,570 in Personal Services and \$12,425 in Services and Supplies (allocated \$188,247 to BLPCT, \$62,748 to BOP). No fee increase is needed to support this package.

Racial Equity Impact Statement Worksheet:

Program Overview

1. Please describe the POP being proposed.
This package requests the establishment of a new permanent Investigator 2 (1.0 FTE) position to meet the increasing compliance caseload faced by the Regulated Boards.
2. Why is the POP being proposed?
This package is necessary to meet the Agency's personnel needs to carry out the Boards' public protection functions of investigating complaints of misconduct and monitoring sanctioned practitioners for compliance. The Agency's Compliance Section is facing an ever-increasing number of investigation requests and complex cases, and must dedicate significant time to each case to ensure that Board members have sufficient information to take appropriate action based on the facts.

MENTAL HEALTH REGULATORY AGENCY

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Consultation

3. Who is completing this REIS?
Todd Younkin, MHRA Executive Director
4. Who is responsible for tracking equity outcomes? What method(s) are they using to track outcomes?
The MHRA Executive Director evaluates equity outcomes across the Regulated Boards by analyzing licensing database metrics, including disaggregated demographic data and compliance investigation cycles.
5. Does your agency have a DEIB practitioner?
No. MHRA is a small agency, and Executive Director serves as the Affirmative Action Representative and the Agency Champion who is designated to lead MHRA's DEI efforts.
6. Did you collaborate with your agency's data analysts, community engagement managers, outreach managers, and/or others that regularly interact with underserved and marginalized communities on this REIS?
Not applicable.

Community Engagement and Data

7. Identify the specific racial groups and communities that may be impacted by this POP, both directly and indirectly.
This package directly impacts MHRA's licensed behavioral health professionals and public consumers, while indirectly stabilizing access to care for diverse patient communities. Compliance backlogs create prolonged professional uncertainty that threatens to destabilize the provider pipeline, disproportionately burdening underrepresented and bilingual clinicians and undermining patient trust in the regulatory system. Adding a sixth investigator position will allow the Regulated Boards to process compliance workloads more efficiently, reducing timelines that threaten staffing continuity at culturally responsive and rural clinics that rely on specialized providers. An adequately staffed compliance unit removes reporting barriers for vulnerable consumer populations, including immigrant, refugee, and linguistically diverse patients, ensuring that complaints alleging misconduct by licensed or unlicensed practitioners are investigated thoroughly, safely, and equitably to uphold public safety.
8. How did you ensure multiple perspectives were part of the decision-making process for this POP?
To deliver a comprehensive and equitable decision-making framework, the MHRA Executive Director aligned this proposal with key enterprise, regulatory, and workforce stakeholders. Enterprise collaboration with the Governor's Office, Chief Human Resources Office, and DAS Shared Financial Services ensured technical and fiscal compliance and statewide policy alignment. Internal operational needs were mapped through direct consultations with the MHRA Policy Advisor, Licensing Manager, compliance staff,

MENTAL HEALTH REGULATORY AGENCY

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and board leadership. The Director integrated strategic workforce directives from the Behavioral Health Talent Council and synthesized systemic feedback from licensees and professional associations regarding investigation timeliness and the impacts of delays.

Impacts and Accountability

9. If this POP is not funded, please describe which racial or ethnic communities would be most impacted, and how disparities would likely persist or worsen.

Without funding for this POP, compliance staffing shortfalls will continue to impede investigation processing and regulatory oversight functions. This operational delay directly conflicts with the strategic goals of the [2026 Behavioral Health Talent Council Report](#), which calls for comprehensive, state-level actions to streamline credentialing pathways and reduce administrative friction across the workforce pipeline. Extended compliance timelines place a disparate burden on underrepresented behavioral health professionals, resulting in prolonged career disruption. Indirectly, these processing backlogs mean critical vacancies will go unresolved at culturally specific clinics serving rural resident populations and Oregon's nine federally recognized tribes. An understaffed compliance unit will limit the Regulated Boards' ability to thoroughly investigate complex complaints brought forward by immigrant, refugee, and linguistically diverse consumers, leaving equity disparities in public protection unaddressed.

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

The MHRA Executive Director will serve as the primary authority monitoring outcomes, utilizing data analysis and operational reporting provided by the MHRA Policy Advisor, Licensing Manager, and key agency compliance staff.

- a. How will progress be reported?

Progress will primarily be documented in the MHRA strategic/DEI plan, Affirmative Action Plan, and Agency Performance Progress Report. Updates will be presented during the regularly scheduled public meetings of the Regulated Boards.

- b. How will leadership be informed of equity impacts?

The MHRA Executive Director will continue to discuss equity impacts with leadership, both internally to the agency and with enterprise state partners.

- c. How will the community be involved in monitoring outcomes?

The community will continue to be encouraged to provide feedback via the annual customer service survey, direct submission of written comments to the Board, in regular communication with staff, and during public forums held at the Boards' regular meetings.

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 102 - Investigator 2 position

Cross Reference Name: Board of Counselors & Therapists
Cross Reference Number: 10800-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	109,260	-	-	-	109,260
Empl. Rel. Bd. Assessments	-	-	60	-	-	-	60
Public Employees' Retire Cont	-	-	27,009	-	-	-	27,009
Social Security Taxes	-	-	8,358	-	-	-	8,358
Paid Family Medical Leave Insurance	-	-	437	-	-	-	437
Worker's Comp. Assess. (WCD)	-	-	28	-	-	-	28
Mass Transit Tax	-	-	656	-	-	-	656
Flexible Benefits	-	-	33,120	-	-	-	33,120
Total Personal Services	-	-	\$178,928	-	-	-	\$178,928
Services & Supplies							
Employee Training	-	-	375	-	-	-	375
Office Expenses	-	-	225	-	-	-	225
Telecommunications	-	-	1,440	-	-	-	1,440
Data Processing	-	-	2,929	-	-	-	2,929
Other Services and Supplies	-	-	750	-	-	-	750
Expendable Prop 250 - 5000	-	-	750	-	-	-	750
IT Expendable Property	-	-	2,850	-	-	-	2,850
Total Services & Supplies	-	-	\$9,319	-	-	-	\$9,319
Total Expenditures							
Total Expenditures	-	-	188,247	-	-	-	188,247
Total Expenditures	-	-	\$188,247	-	-	-	\$188,247

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 102 - Investigator 2 position

Cross Reference Name: Board of Counselors & Therapists
Cross Reference Number: 10800-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	(188,247)	-	-	-	(188,247)
Total Ending Balance	-	-	(\$188,247)	-	-	-	(\$188,247)
Total Positions							
Total Positions							1
Total Positions	-	-	-	-	-	-	1
Total FTE							
Total FTE							0.75
Total FTE	-	-	-	-	-	-	0.75

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 102 - Investigator 2 position

Cross Reference Name: Oregon Board of Psychologists
Cross Reference Number: 10800-002-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	36,420	-	-	-	36,420
Empl. Rel. Bd. Assessments	-	-	20	-	-	-	20
Public Employees' Retire Cont	-	-	9,003	-	-	-	9,003
Social Security Taxes	-	-	2,786	-	-	-	2,786
Paid Family Medical Leave Insurance	-	-	146	-	-	-	146
Worker's Comp. Assess. (WCD)	-	-	9	-	-	-	9
Mass Transit Tax	-	-	218	-	-	-	218
Flexible Benefits	-	-	11,040	-	-	-	11,040
Total Personal Services	-	-	\$59,642	-	-	-	\$59,642
Services & Supplies							
Employee Training	-	-	125	-	-	-	125
Office Expenses	-	-	75	-	-	-	75
Telecommunications	-	-	480	-	-	-	480
Data Processing	-	-	976	-	-	-	976
Other Services and Supplies	-	-	250	-	-	-	250
Expendable Prop 250 - 5000	-	-	250	-	-	-	250
IT Expendable Property	-	-	950	-	-	-	950
Total Services & Supplies	-	-	\$3,106	-	-	-	\$3,106
Total Expenditures							
Total Expenditures	-	-	62,748	-	-	-	62,748
Total Expenditures	-	-	\$62,748	-	-	-	\$62,748

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 102 - Investigator 2 position

Cross Reference Name: Oregon Board of Psychologists
Cross Reference Number: 10800-002-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	(62,748)	-	-	-	(62,748)
Total Ending Balance	-	-	(\$62,748)	-	-	-	(\$62,748)
Total FTE							
Total FTE							0.25
Total FTE	-	-	-	-	-	-	0.25

MENTAL HEALTH REGULATORY AGENCY

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POS116 - Net Package Fiscal Impact Report

Board of Counselors & Therapists

2027-29 Biennium

Cross Reference Number: 10800-001-00-00-00000

Agency Request Budget

Package Number: 102

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
662	1451551		OAS C5232 A P	INVESTIGATOR 2	23	PF	24	5	6,070	109,260	69,012	178,272	1	0.75
										0	0	0		
										0	0	0		
										109,260	69,012	178,272		
										0	0	0		
										109,260	69,012	178,272	1	0.75

MENTAL HEALTH REGULATORY AGENCY

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POS116 - Net Package Fiscal Impact Report

Oregon Board of Psychologists

2027-29 Biennium

Cross Reference Number: 10800-002-00-00-00000

Agency Request Budget

Package Number: 102

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
662	1451551		OAS C5232 A P	INVESTIGATOR 2	23	PF	24	5	6,070	36,420	23,004	59,424	0	0.25
										0	0	0		
										0	0	0		
										36,420	23,004	59,424		
										0	0	0		
										36,420	23,004	59,424	0	0.25

MENTAL HEALTH REGULATORY AGENCY

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POLICY OPTION PACKAGE 103 – PSR3 POSITION

Purpose:

This package requests the establishment of a new permanent Public Service Representative 3 (1.0 FTE) position to meet the increasing licensing volume faced by the Regulated Boards. This is necessary to meet the Agency's personnel needs to carry out the Boards' public protection functions of issuing and renewing licenses and other professional practice authorizations, administering established standards of licensure and professional practice, and administrative tasks necessary to successful agency operations. It supports the MHRA Strategic Plan, the Governor's priorities around strong customer service, and the Behavioral Health Talent Council's Strategy LC 3.2 to increase staffing at MHRA to allow for quicker processing of licenses and more robust customer service for people seeking to be licensed.

How Achieved:

This proposal adds the permanent position of Public Service Representative 3 to help the Agency meet its strategic goals of efficient application processing and exceptional customer service. Driven by a steadily expanding licensee base, the Regulated Boards face a significant increase in operational workload. Securing adequate staffing is essential to balancing this workload, maintaining service delivery standards, and supporting the Boards' administrative functions. This position allows the Agency to expedite licensure applications and renewals while remaining highly responsive to stakeholder needs.

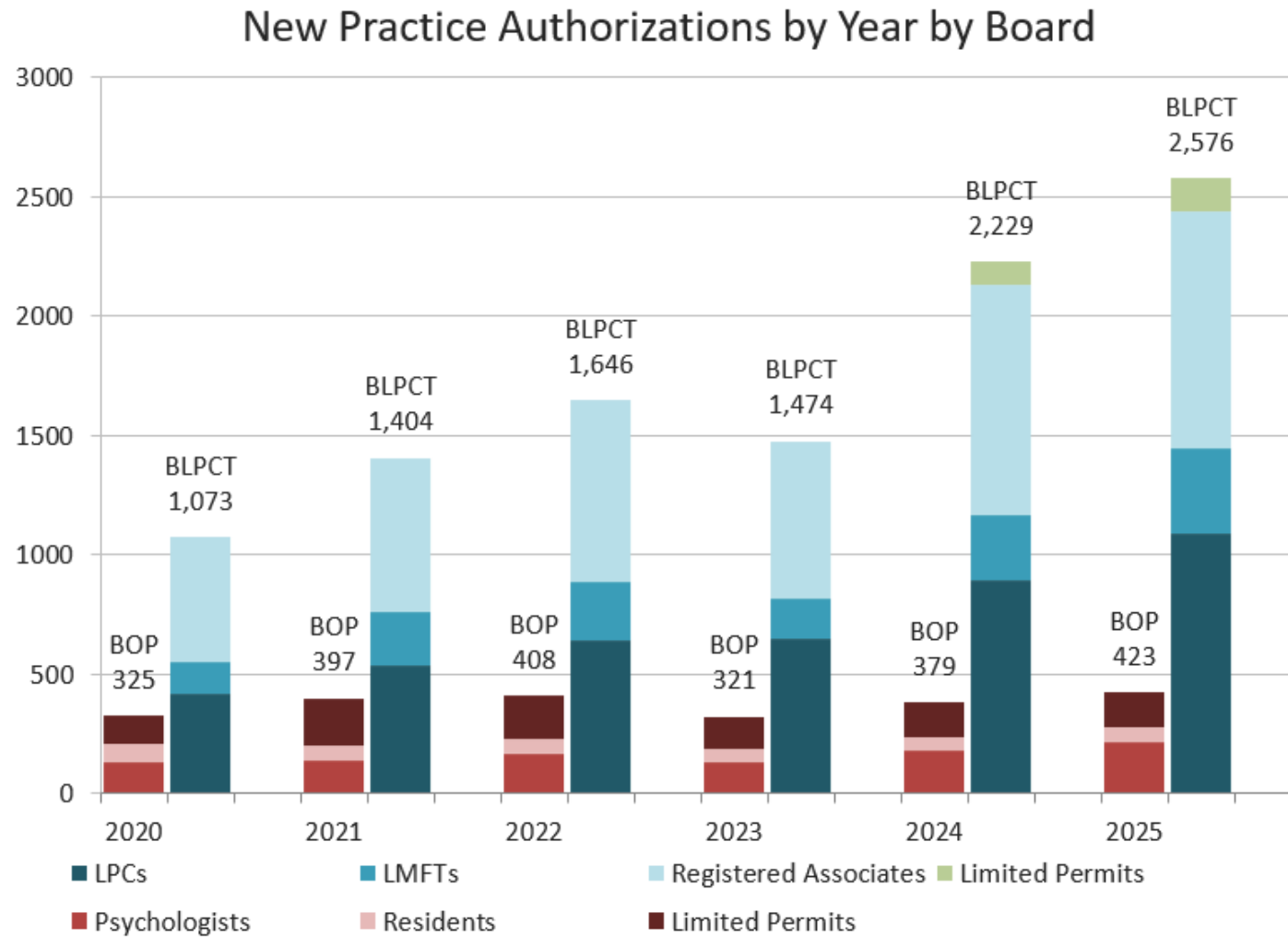
The Public Service Representative 3 will join a team of six other licensing and administrative staff members, performing important customer service functions that include:

- Respond to public inquiries and explain licensing requirements and procedures
- Route public inquiries to proper personnel within or outside the agency
- Review submitted documentation to determine accuracy and conformance to processing criteria
- Other duties as assigned

The graphic below illustrates the Boards' increasing licensing volume from 2020 through 2025. In the past six years, the annual volume of new practice authorizations issued by the Boards more than doubled and shows no signs of slowing in the current year. A larger practitioner and applicant pool naturally drives a higher volume of consumer and applicant/licensee inquiries for the MHRA licensing team to manage. The Agency expects program volume to continue to increase significantly each year, as the demand for behavioral and mental health services in Oregon continues to grow.

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Staffing Impact:

This package establishes one permanent Public Service Representative 3 position within MHRA.

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Quantifying Results:

This proposal will allow the Agency to meet the following strategic plan goals:

- Improving customer service, which is the Agency's top priority for this biennium
- Efficient and effective Board operations, particularly licensing processes
- Enhance Post-Degree Process Supports
- Prioritize Diversity in Recruitment

The Agency will review trends in all key performance measures, particularly timely processing of applications and overall customer satisfaction, in order to quantify the results if this proposal is approved.

This proposal supports the Agency's mission to protect the public from harm through the licensing and regulation of behavioral and mental health professions in Oregon. Without necessary funding, the Agency may face service interruptions, declines in customer satisfaction ratings, and slow processing of applications that delay the practice of behavioral health professionals who wish to serve Oregonians.

Revenue Source:

The funding source is 100% Other Funds from licensing-related fees. The total requested ongoing limitation increase is \$179,130 in Personal Services and \$12,425 in Services and Supplies (allocated \$143,666 to BLPCT, \$47,889 to BOP). No fee increase is needed to support this package.

Racial Equity Impact Statement Worksheet:

Program Overview

1. Please describe the POP being proposed.

This package requests the establishment of a new permanent Public Service Representative 3 (1.0 FTE) position to meet the increasing licensing volume faced by the Regulated Boards.

2. Why is the POP being proposed?

This package is necessary to meet the Agency's personnel needs to carry out the Boards' public protection functions of issuing and renewing licenses and other professional practice authorizations, administering established standards of licensure and professional practice, and administrative tasks necessary to successful agency operations. The Regulated Boards have faced a steadily expanding licensee base, causing a significant increase in operational workload. Securing adequate staffing is essential to balancing this workload and maintaining service delivery standards.

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Consultation

3. Who is completing this REIS?
Todd Younkin, MHRA Executive Director
4. Who is responsible for tracking equity outcomes? What method(s) are they using to track outcomes?
The MHRA Executive Director evaluates equity outcomes across the Regulated Boards by analyzing licensing database metrics, including disaggregated demographic data and application processing timelines.
5. Does your agency have a DEIB practitioner?
No. MHRA is a small agency, and Executive Director serves as the Affirmative Action Representative and the Agency Champion who is designated to lead MHRA's DEI efforts.
6. Did you collaborate with your agency's data analysts, community engagement managers, outreach managers, and/or others that regularly interact with underserved and marginalized communities on this REIS?
Not applicable.

Community Engagement and Data

7. Identify the specific racial groups and communities that may be impacted by this POP, both directly and indirectly.
This package directly impacts applicants pursuing licensure and indirectly impacts the diverse communities awaiting care. Navigating the licensing requirements and systems is a primary barrier for underrepresented professionals and leads to licensing delays. Prompt and accurate application processing and responses to consumer inquiries helps to stabilize the provider pipeline, which disproportionately impacts underrepresented and bilingual clinicians. A dedicated public service representative position will manage frontline communication and technical triage, allowing licensing specialists to process workloads more efficiently. This operational optimization reduces processing timelines that threaten staffing continuity at culturally responsive and rural clinics reliant on specialized providers. An adequately staffed licensing unit ensures transparent communication to keep applicants of color engaged, allowing diverse professionals to quickly enter the workforce and strengthen behavioral healthcare access for geographically isolated and vulnerable Oregonians.
8. How did you ensure multiple perspectives were part of the decision-making process for this POP?
To deliver a comprehensive and equitable decision-making framework, the MHRA Executive Director aligned this proposal with key enterprise, regulatory, and workforce stakeholders. Enterprise collaboration with the Governor's Office, Chief Human Resources Office, and DAS Shared Financial Services ensured technical and fiscal compliance and statewide policy alignment. Internal

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operational needs were mapped through direct consultations with the MHRA Policy Advisor, Licensing Manager, licensing staff, and regulated board leadership. The Director integrated strategic workforce directives from the Behavioral Health Talent Council and synthesized systemic feedback from licensees and professional associations regarding licensing timeliness and customer satisfaction.

Impacts and Accountability

9. If this POP is not funded, please describe which racial or ethnic communities would be most impacted, and how disparities would likely persist or worsen.

Without funding for this POP, the licensing unit will be unable to keep pace with the continued growth of the licensee base and effectively support applicants navigating the process. Such staffing constraints run directly counter to the [2026 Behavioral Health Talent Council Report](#), which calls for comprehensive, state-level systemic changes to streamline credentialing pathways and lift administrative burdens that historically hinder BIPOC and multilingual providers. Without dedicated frontline triage, extended processing timelines will place a disparate burden on underrepresented behavioral health professionals trying to establish their practices. These administrative backlogs mean critical vacancies will go unresolved at culturally responsive clinics serving rural areas and tribal health networks. Consequently, the lack of dedicated public service support will perpetuate ongoing provider shortages, preventing diverse professionals from entering the field rapidly enough to resolve systemic healthcare inequities across Oregon.

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

The MHRA Executive Director will serve as the primary authority monitoring outcomes, utilizing data analysis and operational reporting provided by the MHRA Policy Advisor, Licensing Manager, and key agency licensing staff.

- a. How will progress be reported?

Progress will primarily be documented in the MHRA strategic/DEI plan, Affirmative Action Plan, and Agency Performance Progress Report. Updates will be presented during the regularly scheduled public meetings of the Regulated Boards.

- b. How will leadership be informed of equity impacts?

The MHRA Executive Director will continue to discuss equity impacts with leadership, both internally to the agency and with enterprise state partners.

- c. How will the community be involved in monitoring outcomes?

The community will continue to be encouraged to provide feedback via the annual customer service survey, direct submission of written comments to the Board, in regular communication with staff, and during public forums held at the Boards' regular meetings.

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 103 - PSR3 Position

Cross Reference Name: Board of Counselors & Therapists
Cross Reference Number: 10800-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	75,834	-	-	-	75,834
Empl. Rel. Bd. Assessments	-	-	60	-	-	-	60
Public Employees' Retire Cont	-	-	18,746	-	-	-	18,746
Social Security Taxes	-	-	5,801	-	-	-	5,801
Paid Family Medical Leave Insurance	-	-	303	-	-	-	303
Worker's Comp. Assess. (WCD)	-	-	28	-	-	-	28
Mass Transit Tax	-	-	455	-	-	-	455
Flexible Benefits	-	-	33,120	-	-	-	33,120
Total Personal Services	-	-	\$134,347	-	-	-	\$134,347
Services & Supplies							
Employee Training	-	-	375	-	-	-	375
Office Expenses	-	-	225	-	-	-	225
Telecommunications	-	-	1,440	-	-	-	1,440
Data Processing	-	-	2,929	-	-	-	2,929
Other Services and Supplies	-	-	750	-	-	-	750
Expendable Prop 250 - 5000	-	-	750	-	-	-	750
IT Expendable Property	-	-	2,850	-	-	-	2,850
Total Services & Supplies	-	-	\$9,319	-	-	-	\$9,319
Total Expenditures							
Total Expenditures	-	-	143,666	-	-	-	143,666
Total Expenditures	-	-	\$143,666	-	-	-	\$143,666

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 103 - PSR3 Position

Cross Reference Name: Board of Counselors & Therapists
Cross Reference Number: 10800-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	(143,666)	-	-	-	(143,666)
Total Ending Balance	-	-	(\$143,666)	-	-	-	(\$143,666)
Total Positions							
Total Positions							1
Total Positions	-	-	-	-	-	-	1
Total FTE							
Total FTE							0.75
Total FTE	-	-	-	-	-	-	0.75

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 103 - PSR3 Position

Cross Reference Name: Oregon Board of Psychologists
Cross Reference Number: 10800-002-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	25,278	-	-	-	25,278
Empl. Rel. Bd. Assessments	-	-	20	-	-	-	20
Public Employees' Retire Cont	-	-	6,249	-	-	-	6,249
Social Security Taxes	-	-	1,934	-	-	-	1,934
Paid Family Medical Leave Insurance	-	-	101	-	-	-	101
Worker's Comp. Assess. (WCD)	-	-	9	-	-	-	9
Mass Transit Tax	-	-	152	-	-	-	152
Flexible Benefits	-	-	11,040	-	-	-	11,040
Total Personal Services	-	-	\$44,783	-	-	-	\$44,783
Services & Supplies							
Employee Training	-	-	125	-	-	-	125
Office Expenses	-	-	75	-	-	-	75
Telecommunications	-	-	480	-	-	-	480
Data Processing	-	-	976	-	-	-	976
Other Services and Supplies	-	-	250	-	-	-	250
Expendable Prop 250 - 5000	-	-	250	-	-	-	250
IT Expendable Property	-	-	950	-	-	-	950
Total Services & Supplies	-	-	\$3,106	-	-	-	\$3,106
Total Expenditures							
Total Expenditures	-	-	47,889	-	-	-	47,889
Total Expenditures	-	-	\$47,889	-	-	-	\$47,889

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Mental Health Regulatory Agency
Pkg: 103 - PSR3 Position

Cross Reference Name: Oregon Board of Psychologists
Cross Reference Number: 10800-002-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	(47,889)	-	-	-	(47,889)
Total Ending Balance	-	-	(\$47,889)	-	-	-	(\$47,889)
Total FTE							
Total FTE							0.25
Total FTE	-	-	-	-	-	-	0.25

MENTAL HEALTH REGULATORY AGENCY

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POS116 - Net Package Fiscal Impact Report

Board of Counselors & Therapists

2027-29 Biennium

Cross Reference Number: 10800-001-00-00-00000

Agency Request Budget

Package Number: 103

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
663	1451651		OAS C0323 A P	PUBLIC SERVICE REPRESENTATIV	15	PF	24	5	4,213	75,834	58,058	133,892	1	0.75
										0	0	0		
										0	0	0		
										75,834	58,058	133,892		
										0	0	0		
										75,834	58,058	133,892	1	0.75

MENTAL HEALTH REGULATORY AGENCY

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POS116 - Net Package Fiscal Impact Report

Oregon Board of Psychologists

2027-29 Biennium

Cross Reference Number: 10800-002-00-00-00000

Agency Request Budget

Package Number: 103

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
663	1451651		OAS C0323 A P	PUBLIC SERVICE REPRESENTATIV	15	PF	24	5	4,213	25,278	19,353	44,631	0	0.25
										0	0	0		
										0	0	0		
										25,278	19,353	44,631		
										0	0	0		
										25,278	19,353	44,631	0	0.25

MENTAL HEALTH REGULATORY AGENCY

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DETAIL OF LOTTERY FUNDS, OTHER FUNDS, AND FEDERAL FUNDS REVENUE (BPR012)

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

Mental Health Regulatory Agency 2027-29 Biennium					Agency Number: 10800 Cross Reference Number: 10800-000-00-00-00000	
Source	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Leg Approved Budget	2027-29 Agency Request Budget	2027-29 Governor's Budget	2027-29 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	5,749,920	5,102,600	5,102,600	6,852,298	-	-
Non-business Lic. and Fees	241,905	707,722	707,722	835,895	-	-
Charges for Services	25,673	28,097	28,097	40,682	-	-
Fines and Forfeitures	329,463	181,536	181,536	400,782	-	-
Tsfr To Oregon Health Authority	(34,964)	(42,872)	(42,872)	(114,808)	-	-
Total Other Funds	\$6,311,997	\$5,977,083	\$5,977,083	\$8,014,849	-	-

MENTAL HEALTH REGULATORY AGENCY

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

Mental Health Regulatory Agency
2027-29 Biennium

Agency Number: 10800

Cross Reference Number: 10800-001-00-00-00000

Source	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Leg Approved Budget	2027-29 Agency Request Budget	2027-29 Governor's Budget	2027-29 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	4,066,153	3,496,616	3,496,616	4,955,287	-	-
Non-business Lic. and Fees	221,564	687,834	687,834	809,750	-	-
Charges for Services	20,037	22,405	22,405	35,514	-	-
Fines and Forfeitures	287,980	152,746	152,746	307,608	-	-
Tsfr To Oregon Health Authority	(25,900)	(32,896)	(32,896)	(92,752)	-	-
Total Other Funds	\$4,569,834	\$4,326,705	\$4,326,705	\$6,015,407	-	-

MENTAL HEALTH REGULATORY AGENCY

PROGRAM UNITS

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

Mental Health Regulatory Agency
2027-29 Biennium

Agency Number: 10800

Cross Reference Number: 10800-002-00-00-00000

<i>Source</i>	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Leg Approved Budget	2027-29 Agency Request Budget	2027-29 Governor's Budget	2027-29 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	1,683,767	1,605,984	1,605,984	1,897,011	-	-
Non-business Lic. and Fees	20,341	19,888	19,888	26,145	-	-
Charges for Services	5,636	5,692	5,692	5,168	-	-
Fines and Forfeitures	41,483	28,790	28,790	93,174	-	-
Tsfr To Oregon Health Authority	(9,064)	(9,976)	(9,976)	(22,056)	-	-
Total Other Funds	\$1,742,163	\$1,650,378	\$1,650,378	\$1,999,442	-	-

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IT STRATEGIC PLAN

The following is MHRA's 2025-27 Information Technology Strategic Plan (text).

Agency Information

The Mental Health Regulatory Agency (MHRA), established in 2018, provides administrative oversight for two mental health regulatory boards. MHRA is under the supervision and control of one Executive Director who is responsible for the performance of the duties, functions and powers, and organization of the Agency. The Board of Psychology (BOP) regulates psychologists, and the Oregon Board of Licensed Professional Counselors and Therapists (BLPCT) regulates licensed professional counselors and licensed marriage and family therapists. The Boards maintain their own separate authority for complaint investigations, regulatory enforcement, establishment and collection of fees, licensing criteria (including education, training, and examination), and practice standards including the adoption of a code of ethics. The Boards meet regularly in alternative months, each maintaining various committees as well. Decisions are made in open public meetings where guests are encouraged to attend. Board operations are funded solely from licensing-related fees and other miscellaneous revenues such as publication sales and civil penalties.

MHRA Vision

Ensure safe and competent mental and behavioral health services for Oregonians.

MHRA Mission

Protect the public from harm by providing administrative and regulatory oversight to two regulated boards that set the standards for and oversee mental and behavioral health professions in the State.

MHRA Values

- Make decisions that are fair and equitable.
- Exemplify accountability, dignity, and inclusion throughout all agency operations.
- Provide prompt and courteous customer service.
- Conduct business with transparency while complying with confidentiality requirements.
- Continuously improve and innovate within minimal resources.

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MHRA Equity Statement

The Mental Health Regulatory Agency is dedicated to building and maintaining a culture of inclusiveness. We believe that all forms of diversity—age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, socioeconomic status, religion, military status and perspective—create immense value within the agency and helps drive our strong core commitment to public protection. We strive to create a workplace that reflects the stakeholders we serve and where everyone feels empowered to bring their full, authentic selves to work.

Access, advantages, and benefits are not universal, so we must dismantle barriers to ensure that everyone can succeed and is valued and feels like they matter. We believe that all people are worthy simply by existing, and our work aims to show that in words and actions. We ask that all members of our boards, staff, and our community work to uphold these values, together.

PESTLE Analysis

Examining and planning for external factors (Political, Economic, Sociological, Technological, Legal, and Environmental) is vital in strategic planning. This analysis looks at issues and events that have impact but are largely outside of the control of MHRA.

Political

- Expanded insurance coverage for the mental health services will promote growth in the regulated professions.
- The Boards have experienced political pressure to reduce competency standards, which can stand in contrast with their public protection mandates.

Economic

- Higher inflation and property prices have fueled Oregon's homelessness and fentanyl crises, increasing the need for competent mental health services.

Social

- Oregon's population has declined slightly over the past two years while the volume of licensed mental health professions has grown.
- Social stigma associated with seeking and receiving mental health services has declined in the U.S., leading to an increased demand.
- Increased consumer knowledge in mental health care and social media attention tends to increase patient expectations, leading to increased board complaints.
- The Boards' investigative and enforcement roles, coupled with confidentiality requirements, lend to public misconception and distrust for regulatory bodies.

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Technological

- The availability of more customized and comprehensive licensing software solutions is expanding.
- Secure online therapy platforms have become more available and user-friendly.
- The growth of artificial intelligence (AI) presents both advancements in healthcare delivery and unique regulatory challenges (e.g. therapy bots).

Legal

- Oregon legislators have focused on regulatory boards as a means to address provider shortages and Oregon's mental health crisis.
- MHRA often faces unexpected and unfunded legislative mandates that strain resources and redirect focus from planned strategic initiatives.

Environmental

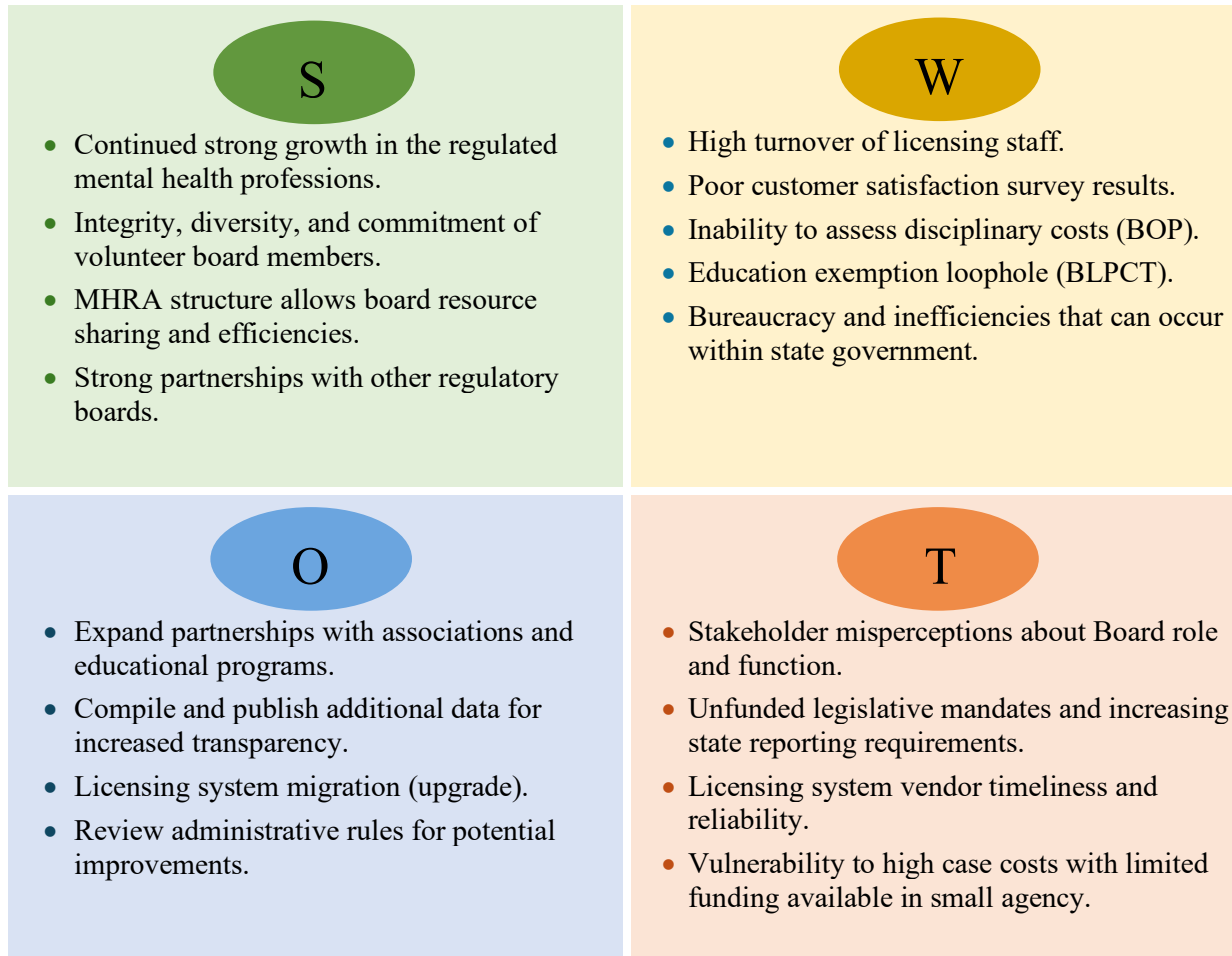
- The COVID pandemic fast tracked the use of technology for therapy service delivery and shifted thinking around the need for in-person services.

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SWOT Analysis

The following chart analyzes MHRA's Strengths, Weaknesses, Opportunities, and Threats.



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Goals & Objectives

Goal #1: Improve Licensing System Through Migration to New Platform

The Boards rely heavily on their licensing systems, which have significant impact on operational efficiencies and customer satisfaction. These systems include online submission and tracking of applications for licensing, registration, and permits; online investigation requests; internal processing of applications and complaints; license issuance, renewal, and reactivation; contact information changes, continuing education submission and auditing, financial tracking and reporting; information requests; and other important functions. The Board transitioned from its previous system in October 2020 (BLPCT) and April 2021 (BOP) to the Thentia Open Regulate system. Though this has resulted in significant efficiencies, the Boards have faced delays and problems in implementation that have led to complaints and criticism by stakeholders. The vendor now considers Open Regulate to be a legacy system and has limited resources to allocate to maintenance or improvement.

Objectives & Strategies

- Collaborate with EIS Senior Portfolio Manager to determine:
 - Potential enterprise-level partners (other boards/commissions)
 - Landscape/environment relative to potential vendors
 - Procurement strategy
 - Necessary concurrent/follow-on activities (fee reviews, document revisions, etc.)
- Collaborate with partners and EIS to review/confirm/enhance requirements development work accomplished for last implementation
- Collaborate with partners and EIS to execute flawless procurement/implementation:
 - Development of requirements
 - Solicitation
 - Review of Proposals
 - Project award
 - Project Management
 - Project Review and Completion
- Implement continuous improvement strategy through ongoing system review and enhancement.

Action Plan

Planning for the migration to a new licensing system is ongoing, with additional strategy development to commence upon end of the 2025 Legislative Session.

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Resource Allocation

MHRA will dedicate available staffing resources needed to accomplish these objectives, possibly through using shared resources among partners (EIS, other boards/commissions). If additional budgetary resources are needed, this will be analyzed and developed as part of a request to the Interim Joint Committee on Ways and Means or Emergency Board during the 2025-26 interim legislative period, and/or the 2027-29 budget cycle, including fee increase requests as appropriate.

Goal #2: Continuously Improve Agency IT Support Contracts and Services

The Agency relies on a mix of external and internal input for IT support. Internal support includes staff execution of minor website changes, business analyst support, and equipment procurement and inventory. External support includes Department of Administrative Services Shared Information Technology Services (DAS IT) help desk and device/inventory support.

Objectives & Strategies

- Renew the Interagency Agreement for 2025-27 with DAS IT for computer and technology support needs, including:
 - Device setup, including remote work
 - Deployment and configurations of new desktop, laptop, tablet, and printers
 - PC Asset and lifecycle management
 - Workstation moves and transfers
 - Network access and security
 - Staff onboarding
 - Delivery of requested computing devices and IT resources, ready and configured
 - Service desk and field technicians for technical support for users
 - Software and hardware management
 - Installation and upgrades to software applications
 - Patches and hardware upgrades and accessories
- Coordinate with agency staff and DAS IT to identify IT needs and replace or add new hardware and/or software, complete updates, and ensure the security of agency systems.
- Monitor, and update if needed, Agency service agreements with online platform service providers including Zoom and Box.
- Continue to work with the OSCIO to comply with state initiatives and reporting requirements related to IT security and data.

Action Plan

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Development work for these objectives began in early 2025, in advance of the July 1, 2025 start of the 2025-27 biennium budget, and are ongoing.

Resource Allocation

MHRA will dedicate available staffing resources needed to accomplish these objectives. Additional budgetary resources beyond those to be identified in Goal #1 (above) are not expected for this Goal #2.

Monitoring and Evaluating

MHRA will begin implementing this Strategic Plan in July of 2025, and the planning lifecycle concludes in June of 2027, to allow this IT strategic plan to be incorporated into the overall MHRA Strategic plan. Progress towards the strategic priorities will be measured as follows, with recognition that many of the goals and objectives are interwoven and build upon one another.

Goal #1: Improve Licensing System Through Migration to New Platform

MHRA will measure success of the planning and implementation using measurement tools available for project budget and schedule planning and completion. Overall success of the project will be measured using staff and customer feedback and survey results as well as management assessment of overall system performance.

Goal #2: Continuously Improve Agency IT Support Contracts and Services

MHRA will measure success on an ongoing basis through identifying and mitigating system, service, or equipment failures and outages.

The MHRA Executive Director will manage plan implementation, including resource allocation, and monitor outcomes on an ongoing basis. The regulated Boards will discuss and make decisions as needed regarding plan components as they progress during regular meetings, and review overall IT strategic planning progress and accomplishments during their respective annual strategic planning meetings. Upon incorporating the plan into the overall MHRA Strategic Plan, MHRA leadership will review and update the MHRA strategic plan every three years.

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ANNUAL PERFORMANCE PROGRESS REPORT / KEY PERFORMANCE MEASURES

Oregon Board of Psychology

KPM Measure	GOAL	2024	2025
1- CUSTOMER SERVICE – Percent of customers rating their satisfaction with the agency’s customer service as “good” or “excellent”			
Accuracy	≥75	52	76
Availability of Information	≥75	57	73
Expertise	≥75	63	76
Helpfulness	≥75	59	77
Overall	≥75	56	74
Timeliness	≥75	58	75
2 - BOARD BEST PRACTICES- Percent of total best practices met by the Board.	≥95	94	100
3 - TIMELY INVESTIGATIONS- Percent of complaints presented to the Board within 180 days of receipt.	≥75	25	18
4- EFFICIENT APPLICATION PROCESSING- Average number of calendar days from completed license application file to application approval.	≤7	2	1

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Oregon Board of Licensed Professional Counselors and Therapists

KPM Measure	GOAL	2024	2025
1- CUSTOMER SERVICE – Percent of customers rating their satisfaction with the agency’s customer service as “good” or “excellent”			
Accuracy	≥75	44	52
Availability of Information	≥75	43	52
Expertise	≥75	49	55
Helpfulness	≥75	42	48
Overall	≥75	42	52
Timeliness	≥75	36	51
2 - BOARD BEST PRACTICES- Percent of total best practices met by the Board.	≥95	99	99
3 - TIMELY INVESTIGATIONS- Percent of complaints presented to the Board within 180 days of receipt.	≥75	64	51
4- EFFICIENT APPLICATION PROCESSING- Average number of calendar days from completed license application file to application approval.	≤5	2	2

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AUDITS RESPONSE REPORT

There have been no audit findings or recommendations by the Secretary of State since February 2024, and there are no audits currently being conducted regarding the Agency.

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AFFIRMATIVE ACTION REPORT

The following is MHRA's 2027-29 Affirmative Action Plan (text).

Agency Overview

The Mental Health Regulatory Agency (MHRA) was created to protect the public from harm by providing administrative and regulatory oversight to two regulated boards that set the standards for and oversee mental health professions in the State. MHRA provides various functions including budgeting, recordkeeping, staffing, contracting, procedure and policymaking, and performance and standard setting functions for the Boards. MHRA is under the supervision and control of one Executive Director who is responsible for the performance of the duties, functions and powers, and organization of the Agency.

MHRA is committed to the principles of affirmative action and equal opportunity, and to creating and sustaining an agency that is:

- Free from harassment and discrimination;
- Empowered by valuing our employees and their talents; and
- Intentionally recruiting, developing, and retaining a diverse workforce.

The Oregon Board of Psychology regulates psychologists and psychologist associates, and beginning January 1, 2027, will also oversee licensed behavioral health and wellness practitioners per Senate Bill 1547 (2026). The Oregon Board of Licensed Professional Counselors and Therapists regulates licensed professional counselors and licensed marriage and family therapists. The Boards maintain their own separate authority for complaint investigations, regulatory enforcement, establishment and collection of fees, licensing criteria (including education, training and examination), and practice standards including the adoption of a code of ethics. The Regulated Boards are funded solely from licensing fees and other miscellaneous revenues such as publication sales and civil penalties.

MHRA is committed to achieving a work force that represents the diversity of Oregon's population and to providing fair and equal employment opportunities, and to an affirmative action program that provides equal opportunities for all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, age, or disability.

MHRA is committed to maintaining a work environment for each applicant, employee, and member that is free from sexual harassment, as well as harassment and intimidation on account of an individual's race, ethnicity, culture, color, religion, gender, sexual orientation, gender identity, national origin, age, marital status, socio-economic status, veteran status, immigration status, or disability. MHRA employment practices are consistent with the State's Affirmative Action Plan Guidelines and with state and federal laws, which preclude discrimination.

MHRA is an equal-opportunity employer and will not discriminate, nor tolerate discrimination, against any applicant, employee or member because of physical or mental disability in regard to any position for which the known candidate is qualified. MHRA is committed to providing

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broad and culturally enriched training, career growth, and developmental opportunities to all employees on an equal basis, enabling them to further advance and promote their knowledge, skills, and abilities, and value of diversity.

MHRA agrees to take affirmative action to employ, advance in employment, and otherwise treat known qualified individuals with disabilities without regard to their physical or mental disabilities in all human resources selection and decision practices. This includes advertising, benefits, compensation, discipline (including probation, suspension, and/or termination for cause or layoff), employee facilities, performance evaluation, recruitment, social/recreational programs, and training. MHRA will also continue to administer these practices without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, marital status, or disability. Additionally, all applicants, employees, and members are protected from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation under this policy.

MHRA remains committed to its policy on Affirmative Action and Equal Opportunity and to a rigorous and active affirmative action program. The Agency will not discriminate or tolerate discrimination against any employee because they are a member of, apply to be a member of, perform, have performed, applied to perform or have an obligation to perform service in a uniformed service (ORS 659A.082). Likewise, this Plan represents the Agency's commitment to equal opportunity and affirmative action in employment and public service consistent with all applicable federal and state laws, including, but not limited to: Executive Order 11246; Executive Order 16-09; Title VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1974; the Vietnam Era Veterans Readjustment Assistance Act; and the Americans with Disabilities Act.

Mission and Objectives

Oregon Board of Psychology

The mission of the Oregon Board of Psychology (OBOP) is to promote, preserve, and protect the public health and welfare by ensuring the ethical and legal practice of psychology. OBOP was created for the purpose of determining the qualifications of applicants to practice psychology in Oregon, and issuing and renewing licenses. The Board investigates complaints of professional misconduct made against licensees, and is also charged with safeguarding the people of the State of Oregon from the dangers of unqualified and improper practice of psychology.

Practicing psychology means rendering or offering to render supervision, consultation, evaluation, or therapy services to individuals, groups, or organizations for the purpose of diagnosing or treating behavioral, emotional, or mental disorders. Unless exempted, it is unlawful to practice psychology or represent oneself as a psychologist without first being properly licensed by the Board. To "represent oneself as a psychologist" means to use any terminology, title, or description of services incorporating the words "psychology," "psychological," "psychotherapy," or "psychologist," or to offer or render to individuals or to groups of individuals services included in the practice of psychology.

Licensed behavioral health and wellness practitioners will practice behavioral health promotion, prevention, and brief intervention, which includes early identification of behavioral health concerns; psychoeducation; skills training and skills support; brief, evidence-based behavioral

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health interventions and prevention services; risk identification and referral; and collaboration, consultation, and care coordination with other behavioral health providers. Beginning January 1, 2027, it will be unlawful for an unlicensed individual to use the title “licensed behavioral health and wellness practitioner.”

OBOP consists of nine members: six Oregon psychologists and three members from the general public not associated with the profession. All members are appointed by the Governor to three-year terms and confirmed by the Senate. The Board regularly meets every other month, usually at its offices in Salem, with a videoconference option. Decisions are made in open public meetings where guests are encouraged to attend.

Oregon Board of Licensed Professional Counselors and Therapists

The mission of the Oregon Board of Licensed Professional Counselors and Therapists (OBLPCT) is to protect the public by identifying and regulating the practice of qualified mental health counselors and marriage and family therapists. OBLPCT was created for the purpose of licensing and regulating licensed professional counselors (LPCs) and licensed marriage and family therapists (LMFTs). The Board is also charged with safeguarding the people of the State of Oregon from the dangers of unqualified and improper practice of professional counseling and marriage and family therapy.

“Marriage and family therapy” means the assessment, diagnosis, or treatment of mental, emotional, or behavioral disorders involving the application of family systems or other psychotherapeutic principles and methods in the delivery of services to individuals, couples, children, families, groups, or organizations.

“Professional counseling” means the assessment, diagnosis, or treatment of mental, emotional, or behavioral disorders involving the application of mental health counseling or other psychotherapeutic principles and methods in the delivery of services to individuals, couples, children, families, groups, or organizations.

Unless exempted, it is unlawful for a person not licensed by the Board to engage in or purport to the public to be engaged in the practice of professional counseling under the title “licensed professional counselor,” or to engage in or purport to the public to be engaged in the practice of marriage and family therapy under the title of “licensed marriage and family therapist.”

The Board consists of eight members: three professional counselors; two marriage and family therapists; a member of faculty of a school that trains counselors or therapists; and two public members. All members are appointed by the Governor to three-year terms and confirmed by the Senate. The Board regularly meets bimonthly, usually at its offices in Salem. Decisions are made in open public meetings where guests are encouraged to attend.

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MHRA Employees

The Mental Health Regulatory Agency (MHRA) provides an environment for each applicant and employee that is free from sexual harassment, as well as harassment and intimidation on account of an individual's race, color, religion, gender, sex, sexual orientation, gender identity, marital status, national origin, age, familial status, or disability. Every employee plays a part in our diverse workforce and inclusive work environment by being respectful and supportive, and by acting with integrity to one another. Each person's skills, talents, knowledge, experiences, and personalities broaden the range of perspectives in and approaches to conducting the work we do at MHRA.

MHRA can best promote excellence by recruiting, retaining, and accommodating a diverse group of staff in an environment of respect that is supportive of their workplace success. This climate of diversity, inclusion, and excellence is critical to successfully attaining our mission of public protection to Oregonian consumers of mental and behavioral health services.

As an equal-opportunity employer, MHRA is committed to a proactive role in the recruitment and selection process, and to providing broad and culturally enriched training, career growth, and developmental opportunities to all employees on an equal basis, enabling them to further advance and promote their knowledge, skills, and abilities and their value of diversity.

MHRA's Affirmative Action Plan, which includes state and federal affirmative action policies referenced in the Appendix, is published to the Agency and Board websites each biennium. It is accessible to all employees and partners to download and review. It is also provided to all new employees upon hire, and to all new Board members upon appointment. All MHRA employees, with a higher emphasis of responsibility placed on management employees, are responsible for the implementation of the Affirmative Action Policy and Diversity & Inclusion in the workplace. Managers are expected to ensure that they are aware of and follow the Affirmative Action Policy as it pertains to their work, especially during the hiring process.

Agency Director/Administrator

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Governor's Policy Advisor

Amy Baker
Behavioral Health Initiative Director
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Affirmative Action Representative

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Human Resources & Employee Recruitment:

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Client Agency HR Manager
DAS Chief Human Resource Office
155 Cottage ST
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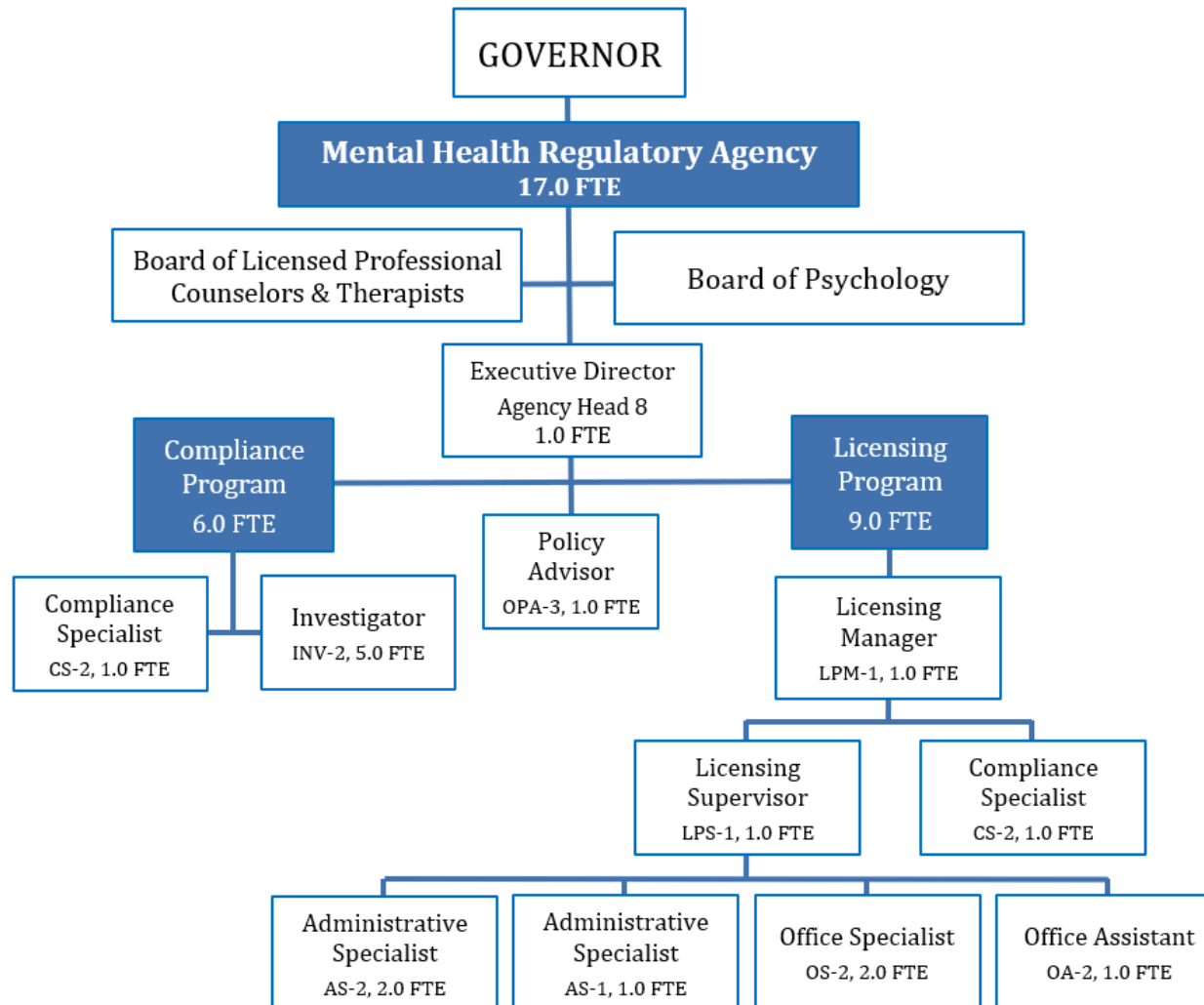
Lead for Certification Office for Business Inclusion and Diversity (COBID) Contracting and Procurement

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MHRA Organizational Chart



Affirmative Action Plan Implementation

The Mental Health Regulatory Agency (MHRA) is dedicated to building and maintaining a culture of inclusiveness. We believe that all forms of diversity—age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, socioeconomic status, religion, military status, and

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perspective—create immense value within the agency and helps drive our strong core commitment to public protection. We strive to create a workplace that reflects the stakeholders we serve and where everyone feels empowered to bring their full, authentic selves to work.

Roles and Responsibilities

MHRA's Executive Director serves as its Affirmative Action Representative, acting as the EEO/AA liaison for the Agency and investigating and addressing complaints of harassment or discrimination.

Equity is at the forefront of the Agency's employee hiring and Board member recruitment efforts, promotion considerations, and succession planning. In 2017, the CHRO began assisting the Agency in compliance with House Bill 2005, Pay Equity, in order to ensure that the Agency employees earn an equitable salary based on responsibilities, qualifications, and effectiveness. The Agency Executive Director and Licensing Manager job descriptions include developing and implementing the Board's Affirmative Action/ EEOC policy and requirements.

The Agency outsources human resources services to the Department of Administrative Services, Chief Human Resources Office (CHRO) via a service level agreement. The CHRO service package includes leave management, records management, recruitment, position management, HR advice and interpretation, worker compensation and safety support, employee investigations/audits, HR management and limited "soft-skills" training, consultation, affirmative action and inclusion, and Workday Oregon agency system administration.

Accountability Mechanisms

Oregon Revised Statute 659A.012 requires agencies, in order to achieve the public policy of the State of Oregon for persons in the state to attain employment and advancement without discrimination because of race, religion, color, sex, marital status, national origin, disability, or age, to include in the evaluation of all management personnel the manager's or supervisor's effectiveness in achieving affirmative action objectives as a consideration of the manager's or supervisor's performance. The Executive Director is evaluated by the Boards annually for adherence to the MHRA Affirmative Action Plan as part of a standard performance evaluation.

In addition, as part of Governor Kotek's expectation that each agency director and executive director be evaluated every two years, the Executive Director undergoes a 360-performance evaluation every February in even-numbered years. The Director is evaluated for building DEI organizational capacity, fostering and promoting an inclusive workplace environment, creating and fostering an environment where everyone has access and opportunity to thrive, and alignment with the goals and direction of the Governor.

The Executive Director includes in the quarterly Performance Accountability Feedback evaluations of the Agency's two management positions a segment that discusses their efforts in achieving the affirmative action plan goals. These quarterly conversations are also recorded in Workday.

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Executive Staff

The MHRA Executive Director is the only executive staff member and serves as the Agency Affirmative Action Representative. In addition to the Management responsibilities listed below, the Executive Director represents the agency at the Governor's Diversity and Inclusion meetings and during new employee orientations, reviews and discusses the MHRA affirmative action plan and affirmative action goals, enforces its provisions, and makes revisions to future plans in accordance with ongoing evaluations and collaboration with the management team.

Management Staff

Agency management staff are responsible for understanding their role and for supporting and enforcing statewide policies on respectful workplace behaviors. MHRA management promotes and shows by example the importance of a diverse and respectful workplace. Supervisors review with CHRO the hiring, promotion, and retention rates of women, individuals from diverse racial and ethnic categories, and individuals with disabilities within MHRA, and discusses strategies and opportunities for improving recruitment and retention in the workplace. They work with CHRO to utilize State of Oregon procedures when filling vacancies.

Leaders are responsible for identifying potential problem areas and reporting those to the Executive Director, and for assisting with necessary remedial action. The Executive Director assists CHRO recruiters in identifying challenges with regard to affirmative action and assists in developing strategies to eliminate the issues identified. Managers also continuously work to improve the Agency's utilization of minority and women-owned businesses.

Agency management and Board leadership are expected to complete required training to participate in the development and implementation of a program that fosters cultural competency and multi-cultural organizational development. Because of the small size, the MHRA primarily looks to the Governor's Office of Cultural Change, CHRO, and other sources for statewide diversity training and professional development opportunities. When available, the Agency distributes these opportunities to staff and encourages their active participation.

MHRA leadership supports training which is measured through the annual performance appraisal and training plans, and also through quarterly conversations conducted directly with staff and recorded in Workday. In accordance with Statewide Policy 50-010-01, MHRA management closely monitors staff and board member completion of the annual required Preventing Discrimination and Harassment digital course, which covers inappropriate workplace behavior, discrimination, workplace harassment, and sexual harassment; key definitions; laws and statewide policies; responsibilities of employees and managers; how to report, and the criteria for investigations; and bystander intervention techniques. Managers are responsible for working with their employees and creating employee development plans that include trainings specific to their position and career goals.

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Other Staff

Agency staff and board members are responsible for understanding their role and for following statewide policies on respectful workplace behaviors. They are responsible for completing mandatory annual training and are encouraged to seek out additional training opportunities when feasible. Additionally, MHRA staff are encouraged to self-report their gender, ethnicity, and disability status in Workday such that MHRA reports can accurately reflect the diversity of the Agency. Departing staff are encouraged to complete the statewide web-based exit interview survey.

All employees are provided access to Workday Oregon, the state's online learning management system. Employees can explore a large variety of program topics and register for trainings through this system. Topics include various job-specific trainings, HR-specific trainings, the Statewide Diversity Conference, DOJ Continuing Legal Education, and Management Development Series training. These learning opportunities include diversity topics such as Domestic Violence, Harassment, Sexual Assault, and Stalking; Equal Pay Analysis Methodology and Pay Equity; Social Networking Legal and Policy Workshops; FMLA/OFLA Law; Preparing for Diversity in Human Resource Leadership in the 21st Century; Generational Issues in the Workplace; and Welcoming Home Veterans.

Current Biennium Affirmative Action Progress Report

Progress Towards Strategies and Goals

The Mental Health Regulatory Agency (MHRA) has continued its work to create a diverse and respectful agency. Accomplishments achieved during the 2025-27 plan to date (just over half of the biennium) are listed below.

- MHRA announced in a [July 20, 2026 press release](#) that the two Regulated Boards were recognized as 2026 Wellbeing First Champions by ALL IN: Wellbeing First for Healthcare for supporting health workers' access to mental health care. This important milestone facilitates positive change to the healthcare culture and ensures our Oregon workers know their mental health and wellbeing is a priority.
- MHRA's Regulated Boards have held a total of 24 meetings of their Diversity, Equity, and Inclusion Committees, collaborating with the MHRA Executive Director and Policy Advisor as they continue to review and make or suggest to the full Board important changes as described in the MHRA [Written Report on Demographic Study and Diversity Plan](#). These achievements will be further articulated in the next iteration of the MHRA DEI Plan.
- MHRA posted its [2025-27 Affirmative Action Plan](#) on the Agency and Board websites, and has met with the Office of Cultural Change to discuss and receive feedback on the current plan and strategize for the next plan.
- MHRA has hired one new staff member and internally promoted another staff member in the current biennium. Both recruitment announcements included the Agency's Equal Opportunity/Affirmative Action employer statement. The new staff member was

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assigned a mentor to support onboarding efforts, provided with a copy of the Affirmative Action Plan, and encouraged to review and discuss questions or concerns with their supervisor.

- Two staff members separated from MHRA on June 30, 2025 when their limited duration employment terms ended. Another staff member accepted a promotion within the state at another agency. None of these employees completed the Workday-administered exit survey; however, MHRA supervisors will continue to review the results of any survey completed for input and possible action.
- The MHRA Executive Director has updated the position descriptions for the licensing manager and all investigator positions. One position was reclassified to a more appropriate position, and an attempt to reclass another position to promote a staff member to another classification was unsuccessful.
- Staff retention has improved significantly in the current biennium, evidenced by a 75% reduction in turnover from four departures in FY25 to just one in FY26. This increased stability advances MHRA's affirmative action goals by preserving diverse talent, maintaining representation, and preventing the loss of historically underrepresented groups.
- Starting this year, the Agency has implemented regular meetings within units to support comprehensive training and collaboration to promote job satisfaction and employee retention. The compliance team meets monthly, the management team meets biweekly, and the licensing team meets weekly.
- The MHRA Licensing Manager has implemented a unit-wide project to identify and memorialize standard operating procedures for all positions. This project uses Microsoft one-note to facilitate ease of access for all staff.
- MHRA leadership has continued to provide information and opportunities for staff to participate in diversity training and multi-cultural events that it becomes aware of. For example, all staff were notified of and encouraged to participate in a Black History Month videoconference panel in February.
- Board members and staff have attended and are scheduled to attend various conferences and learning activities in the current biennium, including the Association of State and Provincial Psychology Boards' Spring and Fall conferences, the Center for Credentialing and Education's 2026 Counseling Regulatory Boards Summit, an American Association of State Counseling Boards workshop on governance, AI, and supervision, and the Council on Licensure, Enforcement and Regulation 2026 Educational Conference.
- One MHRA manager is participating in the 2026 Leadership Oregon program, which focuses on leading as a public service ambassador in Oregon state government by modeling the values of excellence, equity, accountability, and integrity in leadership. The year-long program schedule has included important leadership curriculum, including Mentoring and Developing Yourself (February 25-26), Equity (March 18-19), Communication (May 20-21), and Mentoring and Developing Others (underway in July).

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- The Executive Director's 360-performance evaluation was completed through DAS CHRO in February 2026, which included adherence to affirmative action and diversity, equity, and inclusion objectives. The Executive Director has also evaluated the effectiveness of MHRA's two managers during quarterly performance accountability feedback check-ins.
- In preparation for the 2026 Special Session and 2027 Regular Legislative Session, the Agency Executive Director and board leadership have worked closely with the Governor's Appointments Office to recruit a sizable and diverse pool of applicants for Board membership. The Governor and Regulated Boards are committed to ensuring that members represent the growing age, racial and gender diversity of the state. Four board vacancies have been filled in the current biennium, including one Board of Licensed Professional Counselors and Therapists member and three Board of Psychology members. MHRA continues to prioritize multiple aspects of diversity in its recruitment efforts. Current and new members were provided with a copy of the MHRA 2025-27 Affirmative Action Plan.
- The MHRA Executive Director and Policy Advisor met in July 2026 to review demographic data captured in Workday (staff voluntarily self-reported gender, ethnicity, and disability status), noting some improvements in representation of protected classes.
- Since the formation of the Mental Health Regulatory Agency in 2018, the unified agency has access to a larger pool of staff members with shared staff duties and increased opportunities for advancement within the Agency (as described above), which has been historically limited due to qualification requirements of only a few positions in past biennia. The merger and subsequent restructuring of staff have also allowed for further cross-training to accommodate key employee absences and facilitated development of employees' skillsets.

Plan Alignment

The MHRA Affirmative Action Plan is aligned with the Agency's Diversity, Equity, and Inclusion Plan, Strategic Plan, and Succession Plan. The Executive Director takes a thoughtful and strategic approach to succession planning within the confines of a smaller agency. The creation of MHRA, which administratively merged the two Boards in 2018, has provided enhanced opportunities and staffing levels that allow planning for succession. Staff training and development is an essential component of the MHRA culture, and qualified staff are promoted when possible. MHRA leadership encourages staff to participate in training programs that support affirmative action objectives.

Leadership Evaluation Report

Oregon Revised Statute 659A.012 requires agencies to carry out policy against discrimination in employment and requires an evaluation of all management personnel and their effectiveness in achieving affirmative action objectives as a key consideration of their performance. As described above, under [Accountability Mechanisms](#), the Executive Director is evaluated by the Boards annually for adherence to the MHRA Affirmative Action Plan as part of a standard performance evaluation, and undergoes a 360-performance

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evaluation biennially as part of the Governor's expectations. The Agency's two management positions are evaluated quarterly by the Executive Director for their efforts in achieving the affirmative action plan goals.

Next Biennium Affirmative Action Plan

The strategies and goals set by the Mental Health Regulatory Agency for 2027-29 are as follows:

- Continue to post the Agency's Affirmative Action Plan on the Agency and Board websites, provide it to new board members upon appointment and employees upon hire, and encourage staff to review and discuss questions or concerns with their supervisor. This will result in increased transparency that builds trust with stakeholders and the public. Open lines of communication empower staff to raise concerns early, minimizing formal grievances. This goal will be measured on an ongoing basis, with a target threshold of 100% digital accessibility and distribution within 30 days.
- Regularly monitor all hiring actions, including job applications, interviews, internal promotions, and disciplinary measures, to verify unbiased selection patterns. This will promote complete objectivity, elimination of systemic bias, and protection of equal employment opportunities. This goal will be measured by comparison of recruitment and promotion rates among demographic groups.
- Cultivate an organizational culture of shared responsibility where MHRA leadership champions the Affirmative Action Plan goals and all employees are empowered, evaluated, and held accountable for maintaining an inclusive, high-opportunity work environment. Accountability actively deters microaggressions and marginalizing behaviors, increasing overall workforce well-being. An inclusive environment will support higher retention rates, protecting the agency from the institutional knowledge loss of departing staff. Success will be measured by the percentage of manager evaluations that included adherence to the Affirmative Action Plan. Biennially, the Executive Director's 360-performance review will be evaluated for the number of "effective" and "very effective" ratings received in response to questions related to DEI, inclusivity, and accountability, with the goal of 100%.
- Maximize MHRA's reach to diverse talent pools by systematically branding all recruitment materials and job boards with the official Equal Opportunity/Affirmative Action statement, verifying compliance through a 100% mandatory pre-posting audit. Explicitly stating an active commitment to diversity encourages qualified individuals from marginalized or underrepresented backgrounds to confidently apply. Publicly declaring the Agency's core values establishes clear organizational expectations for candidates before they enter the pipeline.
- Maximize professional development opportunities by providing information and encouraging staff to participate in diversity training and multicultural events. This includes working with the DAS Cultural Change Office to incorporate resource-efficient activities despite limited resources in a smaller agency. Regular exposure to diverse historical perspectives and communication styles reduces friction, mitigates workplace bias, and improves internal collaboration. To invest in the workforce, MHRA will consider training requests, including but not limited to peer mentoring, special skills training, and internal/external job rotations to the extent feasible. In addition to agency staff meetings, management training sessions are held to keep our workforce informed of business changes and improved practices. Through each Regulated Board's Board Training and Development Policy, MHRA prioritizes and provides initial and ongoing

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trainings to appointed Board members in a manner that maximizes beneficial learning opportunities while considering budgetary limitations. Success will be measured by employee and member participation in training over time.

- Periodically review the results of the Statewide Exit Survey administered by HR to separating employees and discuss any concerns or trends. As employees change agencies or separate from state employment, MHRA leadership is interested in how employees view their tenure and what information and suggestions they can provide related to their experience. If the analysis identifies a negative opinion regarding the agency's workplace environment, the Agency will use this information as an opportunity to make changes to improve the work environment for the current employees and improve job satisfaction.
- Partner continuously with CHRO to execute regular employee pay assessments, ensuring MHRA strictly adheres to the Oregon Equal Pay Act. Standardizing compensation checks ensures that factors like gender, race, or age do not influence salary decisions, building an undeniably equitable workplace culture. Employee salaries will be adjusted if an unjustified pay gap is identified (though never lowering pay to comply), and trends in such adjustments will be monitored over time.
- Institutionalize proactive recruitment, retention, and career advancement strategies that leverage cross-training, work-out-of-class assignments, and targeted professional development to build equitable internal talent pipelines and maximize the potential of a diverse workforce. MHRA recognizes the value of individual and cultural differences and creates a work environment where talents and abilities are valued. Employees who see a clear, actionable pathway for internal advancement are significantly more likely to stay, driving down recruitment costs and protecting historical affirmative action gains. Opportunities will be monitored each fiscal year, and success will be measured by reductions in overall MHRA employee turnover.
- Continue to work with board leadership and the Governor's Office to identify and recommend diverse applicants for board appointment. Boards composed of diverse lived experiences bring nuanced perspectives to behavioral health regulation, directly improving policy decisions and consumer safety. MHRA leadership will track and review trends in board demographics over time to ensure members match the demographic diversity of the public they oversee.
- Support the continued momentum of the Board DEI committees in their work to review recommendations from the [Diversity Study](#) and facilitate implementation of changes. MHRA seeks to develop aligned strategies for improving organization transparency and accountability within the Agency, including ways Agency policies and procedures may impact affirmative action initiatives and results. Identified strategies will assist in the review and development of next MHRA Affirmative Action plan.
- Focus on developing a work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees' differences. Create a welcoming environment by sharing learning opportunities, posting posters on the employee bulletin board, encouraging employees to share their thoughts and ideas, and responding to issues quickly and efficiently. Respectful workplace behaviors will be expected and enforced. Mandating swift, efficient responses to employee issues catches minor interpersonal friction before it escalates into formal grievances or toxic dynamics. The MHRA Executive Director will closely review any employee issue submission and monitor trends over time.

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- Encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government. Actively supporting an employee's professional growth, even if it ultimately leads to a promotion outside of MHRA, fosters deep organizational loyalty, high engagement, and strong day-to-day productivity. Supervisors will discuss career counseling touchpoints during regular employee evaluation meetings.
- Embed diversity as a core operational asset by institutionalizing demographic-inclusive dialogue within routine staff meetings, translating diverse perspectives into actionable operational choices, and equipping management with mandatory cultural competency training to lead multicultural organizational development. Regular management team meetings will include review and discussion of how equity, inclusion, or cross-cultural topics were incorporated into licensing and compliance section meetings, with success being measured by the frequency and receptivity of these topics.

Complaint Options

Informal Complaint Process

An employee may notify the MHRA Executive Director of an issue or concern regarding discrimination in order to raise awareness or put the agency on alert without filing a formal complaint. In these situations:

- i. The employee may ask the Executive Director to keep the matter and identity of the employee confidential. (MHRA will comply with the request, if possible.)
- ii. The employee will sign documentation stating that they wish their identity to remain confidential.
- iii. The discussion will be documented.
- iv. The Affirmative Action Representative will review the information and maintain confidentiality of the employee's identity when it is determined that action is necessary to correct the problem or to prevent a reoccurrence in similar situations.

Internal Complaint Process

- i. Any individual who believes they have been subjected to unlawful discriminatory actions may file a complaint within 30 calendar days of the alleged incident.
- ii. Represented employees may file a complaint either through the Collective Bargaining Agreement grievance procedure or by using the procedures provided by MHRA.

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- iii. An employee may submit a written complaint to the Executive Director that explains the basis for the complaint, identifies the alleged discriminating party or parties and the date the discriminatory action(s) occurred, and specifies the relief requested.
- iv. The Executive Director will review/investigate the complaint and provide the complainant written notification of the findings within 30 days. If additional time is needed for investigating the allegations or to issue a report of the findings, the agency will notify the employee in writing of the need for additional time.
- v. If the investigation substantiates the complaint, appropriate corrective action will be initiated, including discipline if warranted.

External Complaint Process

If an employee is not satisfied with the complaint process within MHRA and wishes to appeal an MHRA decision, the employee may contact one of the organizations listed below. Nothing in this policy prevents any person from filing a grievance in accordance with the Collective Bargaining Agreement, or from filing a formal complaint with the Bureau of Labor and Industries (BOLI) or Equal Employment Opportunity Commission (EEOC). However, some collective bargaining agreements may require an employee to choose between the complaint procedure outlined in the agency's guideline for filing a BOLI or EEOC complaint.

[Oregon Bureau of Labor and Industries - Civil Rights Division](#)

Email: boli_help@boli.oregon.gov
Phone Number: 971-245-3844

The Bureau of Labor and Industries (BOLI) protects workers' rights through enforcement of state labor laws. BOLI ensures Oregon workers have access to their rights by investigating worker claims and complaints and enforcing state laws relating to wages, hours, terms and conditions of employment. In cases where there is substantial evidence of unlawful practice, BOLI pursues justice through conciliation, corrective action, settlement, or taking the case to an administrative hearing.

[U.S. Equal Employment Opportunity Commission](#)

Email: info@eeoc.gov
Phone Number: 1-800-669-4000
1-800-669-6820 (TTY for Deaf/Hard of Hearing callers only)
1-844-234-5122 (ASL Video Phone for Deaf/Hard of Hearing callers only)

The U.S. Equal Employment Opportunity Commission (EEOC) is a federal agency that enforces laws that prohibit discrimination in the workplace. The EEOC's mission is to promote equal employment opportunities through administrative and judicial enforcement, education, and technical assistance.

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[The Civil Rights Office of Health & Human Services](#)

Email: OCRMail@hhs.gov

Phone Number: 1-800- 368-1019

TDD Phone Number: 206-615-2296

The U.S. Department of Health and Human Services (HHS) Office for Civil Rights (OCR), enforces federal civil rights laws, conscience and religious freedom laws, the Health Insurance Portability and Accountability Act (HIPAA) Privacy, Security, and Breach Notification Rules, and the Patient Safety Act and Rule, which together protect your fundamental rights of nondiscrimination, conscience, religious freedom, and health information privacy at covered entities.

Other Resources

[Ombuds Office for Oregon Workers](#)

Email: oow.questions@dcbs.oregon.gov

Phone Number: 503-378-3351

The Ombuds Office for Oregon Workers is the state office that serves as an independent advocate for workers by helping them understand their rights, benefits, protections, and responsibilities within the workers' compensation system and workplace safety and health laws and rules. The Ombuds team also provides educational and informational seminars to labor groups, employers, insurance companies, and others interested in workers' issues related to workers' compensation and workplace safety and health.

[Office of Governor Tina Kotek](#)

Phone Number: 503-378-4582

The Oregon Governor plays a significant role in shaping and implementing policies related to affirmative action, including the issuance of executive orders, advocating for and supporting legislation that promotes affirmative action, appointing officials to promote diversity and inclusion, allocating state funds to support related initiatives, and raising awareness.

[U.S. Department of Labor](#)

Phone Number: 503-848-6969

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The U.S. Department of Labor (DOL) works to promote the welfare of American workers, retirees, and job seekers. The DOL's mission is to: Improve working conditions, Ensure work-related rights and benefits, and Advance opportunities for profitable employment.

Mental Health Regulatory Agency Affirmative Action Representative

Todd Younkin, Executive Director
3218 Pringle Road SE, Suite 130
Salem, OR 97302-6309
Phone Number: 503-373-1155

The Mental Health Regulatory Agency remains committed to its policy on Affirmative Action and Equal Opportunity and to a rigorous and active affirmative action program. Likewise, the Statement represents the Agency's commitment to equal opportunity and affirmative action in employment and public service consistent with all applicable federal and state laws, including, but not limited to: Executive Order 11246; Executive Order 16-09; Title VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1974; the Vietnam Era Veterans Readjustment Assistance Act; and the Americans with Disabilities Act.

Contracting

ORS 659A.015 requires affirmative action reports to include information on awards of construction, service, and personal service contracts awarded to minority businesses. The Mental Health Regulatory Agency (MHRA) enters into very few contracts outside of those for services provided by other state agencies, namely the Department of Administrative Services for accounting, human resources, IT and desktop support, and payroll services. Outside contracting is primarily for expert witnesses in contested case matters. So far during the period of July 1, 2025 through June 30, 2026, MHRA has entered into one contract with a minority or women-owned business.

APPENDIX

State Policy Documentation

- [Statewide Diversity, Equity, and Inclusion Action Plan](#)
- [Oregon Executive Order 22-11](#)
- Affirmative Action Policy ([ORS 182.100](#))
- Policy of affirmative action and fair and equal employment opportunities and advancement ([ORS 243.305](#))
- State agencies to carry out policy against discrimination in employment; evaluation of supervisors; affirmative action reports ([ORS 659A.012](#))

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- ADA and Reasonable Accommodation Policy ([Statewide Policy 50.020.10](#))
- Discrimination and Harassment Free Workplace ([Statewide Policy 50.010.01](#))
- Statewide Workforce Learning and Development ([Statewide policy 10-040-01](#))
- 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 Public Employment ([ORS 408.230](#))
- Equal Opportunity and Affirmative Action Rule ([OAR 105-040-0001](#))
- Collective Bargaining Agreement ([SEIU 503 Specials Coalition Contract](#))

Federal Documentation

- [Age Discrimination in Employment Act of 1967](#) (ADEA)
- [Disability Discrimination Title I of the Americans with Disability Act of 1990](#)
- [Genetic Information Discrimination Title II of the Genetic Information Nondiscrimination Act of 2008](#) (GINA)
- [Equal Pay and Compensation Discrimination Equal Pay Act of 1963](#)
- [Title VII of the Civil Rights Act of 1964](#)
- National Origin Discrimination
- Discrimination
- Race/Color Discrimination
- Religious Discrimination
- Sex-Based Discrimination
- Sexual Harassment
- [Retaliation Title VII of Civil Agency Affirmative Action Policy](#)
- [Executive Order 11246](#) (OFCCP regulations)

MENTAL HEALTH REGULATORY AGENCY

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SUMMARY CROSS REFERENCE LISTING AND PACKAGES (BSU003A)

Mental Health Regulatory Agency

Summary Cross Reference Listing and Packages

2027-29 Biennium

Agency Number: 10800

BAM Analyst: Patton, Jealinda

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

<i>Cross Reference Number</i>	<i>Cross Reference Description</i>	<i>Package Number</i>	<i>Priority</i>	<i>Package Description</i>	<i>Package Group</i>
001-00-00-00000	Board of Counselors & Therapists	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
001-00-00-00000	Board of Counselors & Therapists	021	0	Phase-in	Essential Packages
001-00-00-00000	Board of Counselors & Therapists	022	0	Phase-out Pgm & One-time Costs	Essential Packages
001-00-00-00000	Board of Counselors & Therapists	031	0	Standard Inflation	Essential Packages
001-00-00-00000	Board of Counselors & Therapists	032	0	Above Standard Inflation	Essential Packages
001-00-00-00000	Board of Counselors & Therapists	033	0	Exceptional Inflation	Essential Packages
001-00-00-00000	Board of Counselors & Therapists	040	0	Mandated Caseload	Essential Packages
001-00-00-00000	Board of Counselors & Therapists	050	0	Fundshifts	Essential Packages
001-00-00-00000	Board of Counselors & Therapists	060	0	Technical Adjustments	Essential Packages
001-00-00-00000	Board of Counselors & Therapists	070	0	Revenue Shortfalls	Policy Packages
001-00-00-00000	Board of Counselors & Therapists	081	0	June 2026 Emergency Board	Policy Packages
001-00-00-00000	Board of Counselors & Therapists	100	0	Licensing Database ongoing support	Policy Packages
001-00-00-00000	Board of Counselors & Therapists	101	0	Licensing Database	Policy Packages
001-00-00-00000	Board of Counselors & Therapists	102	0	Investigator 2 position	Policy Packages
001-00-00-00000	Board of Counselors & Therapists	103	0	PSR3 Position	Policy Packages
002-00-00-00000	Oregon Board of Psychologists	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
002-00-00-00000	Oregon Board of Psychologists	021	0	Phase-in	Essential Packages
002-00-00-00000	Oregon Board of Psychologists	022	0	Phase-out Pgm & One-time Costs	Essential Packages
002-00-00-00000	Oregon Board of Psychologists	031	0	Standard Inflation	Essential Packages
002-00-00-00000	Oregon Board of Psychologists	032	0	Above Standard Inflation	Essential Packages
002-00-00-00000	Oregon Board of Psychologists	033	0	Exceptional Inflation	Essential Packages
002-00-00-00000	Oregon Board of Psychologists	040	0	Mandated Caseload	Essential Packages

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Summary Cross Reference Listing and Packages

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Mental Health Regulatory Agency

Summary Cross Reference Listing and Packages
2027-29 Biennium

Agency Number: 10800
BAM Analyst: Patton, Jealinda
Budget Coordinator: Kay, Irina - (971)900-7668

<i>Cross Reference Number</i>	<i>Cross Reference Description</i>	<i>Package Number</i>	<i>Priority</i>	<i>Package Description</i>	<i>Package Group</i>
002-00-00-00000	Oregon Board of Psychologists	050	0	Fundshifts	Essential Packages
002-00-00-00000	Oregon Board of Psychologists	060	0	Technical Adjustments	Essential Packages
002-00-00-00000	Oregon Board of Psychologists	070	0	Revenue Shortfalls	Policy Packages
002-00-00-00000	Oregon Board of Psychologists	081	0	June 2026 Emergency Board	Policy Packages
002-00-00-00000	Oregon Board of Psychologists	100	0	Licensing Database ongoing support	Policy Packages
002-00-00-00000	Oregon Board of Psychologists	101	0	Licensing Database	Policy Packages
002-00-00-00000	Oregon Board of Psychologists	102	0	Investigator 2 position	Policy Packages
002-00-00-00000	Oregon Board of Psychologists	103	0	PSR3 Position	Policy Packages

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Summary Cross Reference Listing and Packages
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POLICY PACKAGE LIST BY PRIORITY (BSU004A)

Mental Health Regulatory Agency

Policy Package List by Priority
2027-29 Biennium

Agency Number: 10800

BAM Analyst: Patton, Jealinda

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

<i>Priority</i>	<i>Policy Pkg Number</i>	<i>Policy Pkg Description</i>	<i>Summary Cross Reference Number</i>	<i>Cross Reference Description</i>
0	070	Revenue Shortfalls	001-00-00-00000	Board of Counselors & Therapists
			002-00-00-00000	Oregon Board of Psychologists
	081	June 2026 Emergency Board	001-00-00-00000	Board of Counselors & Therapists
			002-00-00-00000	Oregon Board of Psychologists
	100	Licensing Database ongoing support	001-00-00-00000	Board of Counselors & Therapists
			002-00-00-00000	Oregon Board of Psychologists
	101	Licensing Database	001-00-00-00000	Board of Counselors & Therapists
			002-00-00-00000	Oregon Board of Psychologists
	102	Investigator 2 position	001-00-00-00000	Board of Counselors & Therapists
			002-00-00-00000	Oregon Board of Psychologists
	103	PSR3 Position	001-00-00-00000	Board of Counselors & Therapists
			002-00-00-00000	Oregon Board of Psychologists

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Policy Package List by Priority

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AGENCY WORKSHEET – REVENUES AND EXPENDITURES – AGENCYWIDE/SCR LEVELS (BDV001A)

Mental Health Regulatory Agency

Agency Number: 10800

Agency Worksheet - Revenues & Expenditures

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-000-00-00-00000

Mental Health Regulatory Agency

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	2,891,366	2,912,443	-	2,912,443	3,201,996	3,201,996
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	5,749,920	5,102,600	-	5,102,600	6,852,298	6,852,298
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	241,905	707,722	-	707,722	835,895	835,895
TOTAL LICENSES AND FEES						
3400 Other Funds Ltd	5,991,825	5,810,322	-	5,810,322	7,688,193	7,688,193
TOTAL LICENSES AND FEES	\$5,991,825	\$5,810,322	-	\$5,810,322	\$7,688,193	\$7,688,193
CHARGES FOR SERVICES						
0410 Charges for Services						
3400 Other Funds Ltd	25,673	28,097	-	28,097	40,682	40,682
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	329,463	181,536	-	181,536	400,782	400,782
REVENUES						
3400 Other Funds Ltd	6,346,961	6,019,955	-	6,019,955	8,129,657	8,129,657

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MENTAL HEALTH REGULATORY AGENCY

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Mental Health Regulatory Agency

Agency Number: 10800

Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Mental Health Regulatory Agency

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-000-00-00-00000

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(34,964)	(42,872)	-	(42,872)	(114,808)	(114,808)
AVAILABLE REVENUES						
3400 Other Funds Ltd	9,203,363	8,889,526	-	8,889,526	11,216,845	11,216,845
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	2,467,582	2,789,472	-	2,789,472	3,140,952	3,140,952
3115 Board Member Stipend						
3400 Other Funds Ltd	29,278	86,766	-	86,766	86,766	86,766
3160 Temporary Appointments						
3400 Other Funds Ltd	19,527	-	-	-	-	-
3170 Overtime Payments						
3400 Other Funds Ltd	64,689	5,876	-	5,876	5,876	6,163
3180 Shift Differential						
3400 Other Funds Ltd	1,599	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	16,243	3,827	-	3,827	3,827	4,015
TOTAL SALARIES & WAGES						

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BDV001A - Agency Worksheet - Revenues & Expenditures
BDV001A

MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Mental Health Regulatory Agency

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-000-00-00-00000

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
3400 Other Funds Ltd	2,598,918	2,885,941	-	2,885,941	3,237,421	3,237,896
TOTAL SALARIES & WAGES	\$2,598,918	\$2,885,941	-	\$2,885,941	\$3,237,421	\$3,237,896
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	851	1,224	193,593	194,817	1,342	1,342
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	446,146	586,651	-	586,651	776,143	776,260
3221 Pension Obligation Bond						
3400 Other Funds Ltd	116,151	98,209	5,221	103,430	-	-
3230 Social Security Taxes						
3400 Other Funds Ltd	197,667	214,135	-	214,135	241,017	241,053
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	10,293	11,154	-	11,154	12,558	12,560
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	612	698	-	698	630	630
3260 Mass Transit Tax						
3400 Other Funds Ltd	15,410	17,316	-	17,316	17,316	19,428
3270 Flexible Benefits						
3400 Other Funds Ltd	679,855	720,936	-	720,936	750,720	750,720
TOTAL OTHER PAYROLL EXPENSES						

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Mental Health Regulatory Agency

Agency Number: 10800

Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Mental Health Regulatory Agency

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-000-00-00-00000

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
3400 Other Funds Ltd	1,466,985	1,650,323	198,814	1,849,137	1,799,726	1,801,993
TOTAL OTHER PAYROLL EXPENSES	\$1,466,985	\$1,650,323	\$198,814	\$1,849,137	\$1,799,726	\$1,801,993
P.S. BUDGET ADJUSTMENTS						
3465 Reconciliation Adjustment						
3400 Other Funds Ltd	-	(28,458)	-	(28,458)	-	-
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	4,065,903	4,507,806	198,814	4,706,620	5,037,147	5,039,889
TOTAL PERSONAL SERVICES	\$4,065,903	\$4,507,806	\$198,814	\$4,706,620	\$5,037,147	\$5,039,889
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	10,343	30,417	-	30,417	30,417	31,907
4125 Out of State Travel						
3400 Other Funds Ltd	13,396	13,588	-	13,588	13,588	14,254
4150 Employee Training						
3400 Other Funds Ltd	12,042	21,124	-	21,124	21,124	22,159
4175 Office Expenses						
3400 Other Funds Ltd	32,521	64,867	-	64,867	64,867	68,046
4200 Telecommunications						
3400 Other Funds Ltd	31,647	56,743	-	56,743	56,743	59,524
4225 State Gov. Service Charges						

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Mental Health Regulatory Agency

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-000-00-00-00000

<i>DESCRIPTION</i>	<i>2023-25 Actuals</i>	<i>2025-27 Leg Adopted Budget</i>	<i>2025-27 Emergency Boards</i>	<i>2025-27 Leg Approved Budget</i>	<i>2027-29 Base Budget</i>	<i>2027-29 Current Service Level</i>
3400 Other Funds Ltd	160,419	267,019	-	267,019	267,019	268,956
4250 Data Processing						
3400 Other Funds Ltd	96,094	54,494	-	54,494	54,494	57,164
4275 Publicity and Publications						
3400 Other Funds Ltd	2,489	249	-	249	249	262
4300 Professional Services						
3400 Other Funds Ltd	139,063	417,667	-	417,667	417,667	456,510
4315 IT Professional Services						
3400 Other Funds Ltd	42,075	116,424	-	116,424	116,424	127,252
4325 Attorney General						
3400 Other Funds Ltd	493,547	861,822	-	861,822	861,822	941,972
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	4,222	-	4,222	4,222	4,429
4400 Dues and Subscriptions						
3400 Other Funds Ltd	14,527	15,114	-	15,114	15,114	15,855
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	256,185	209,086	-	209,086	209,086	219,331
4575 Agency Program Related S and S						
3400 Other Funds Ltd	224,130	171,654	-	171,654	171,654	180,065
4650 Other Services and Supplies						
3400 Other Funds Ltd	319,039	482,399	(1,271)	481,128	481,128	504,704

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MENTAL HEALTH REGULATORY AGENCY

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Agency Number: 10800

Agency Worksheet - Revenues & Expenditures

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-000-00-00-00000

Mental Health Regulatory Agency

<i>DESCRIPTION</i>	<i>2023-25 Actuals</i>	<i>2025-27 Leg Adopted Budget</i>	<i>2025-27 Emergency Boards</i>	<i>2025-27 Leg Approved Budget</i>	<i>2027-29 Base Budget</i>	<i>2027-29 Current Service Level</i>
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	3,979	42,896	-	42,896	42,896	44,998
4715 IT Expendable Property						
3400 Other Funds Ltd	36,512	13,945	-	13,945	13,945	14,628
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	1,888,008	2,843,730	(1,271)	2,842,459	2,842,459	3,032,016
TOTAL SERVICES & SUPPLIES	\$1,888,008	\$2,843,730	(\$1,271)	\$2,842,459	\$2,842,459	\$3,032,016
EXPENDITURES						
3400 Other Funds Ltd	5,953,911	7,351,536	197,543	7,549,079	7,879,606	8,071,905
ENDING BALANCE						
3400 Other Funds Ltd	3,249,452	1,537,990	(197,543)	1,340,447	3,337,239	3,144,940
TOTAL ENDING BALANCE	\$3,249,452	\$1,537,990	(\$197,543)	\$1,340,447	\$3,337,239	\$3,144,940
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	15	17	-	17	17	17
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	15.00	17.00	-	17.00	17.00	17.00

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MENTAL HEALTH REGULATORY AGENCY

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Agency Number: 10800

Agency Worksheet - Revenues & Expenditures

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-001-00-00-00000

Board of Counselors & Therapists

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	1,446,497	1,235,297	-	1,235,297	1,611,215	1,611,215
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	4,066,153	3,496,616	-	3,496,616	4,955,287	4,955,287
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	221,564	687,834	-	687,834	809,750	809,750
TOTAL LICENSES AND FEES						
3400 Other Funds Ltd	4,287,717	4,184,450	-	4,184,450	5,765,037	5,765,037
TOTAL LICENSES AND FEES	\$4,287,717	\$4,184,450	-	\$4,184,450	\$5,765,037	\$5,765,037
CHARGES FOR SERVICES						
0410 Charges for Services						
3400 Other Funds Ltd	20,037	22,405	-	22,405	35,514	35,514
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	287,980	152,746	-	152,746	307,608	307,608
REVENUES						
3400 Other Funds Ltd	4,595,734	4,359,601	-	4,359,601	6,108,159	6,108,159

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MENTAL HEALTH REGULATORY AGENCY

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Agency Number: 10800

Agency Worksheet - Revenues & Expenditures

Version: V - 01 - Agency Request Budget

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Cross Reference Number: 10800-001-00-00-00000

Board of Counselors & Therapists

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(25,900)	(32,896)	-	(32,896)	(92,752)	(92,752)
AVAILABLE REVENUES						
3400 Other Funds Ltd	6,016,331	5,562,002	-	5,562,002	7,626,622	7,626,622
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	1,787,226	2,005,596	-	2,005,596	2,259,486	2,259,486
3115 Board Member Stipend						
3400 Other Funds Ltd	11,651	40,380	-	40,380	40,380	40,380
3160 Temporary Appointments						
3400 Other Funds Ltd	15,817	-	-	-	-	-
3170 Overtime Payments						
3400 Other Funds Ltd	60,744	2,315	-	2,315	2,315	2,428
3180 Shift Differential						
3400 Other Funds Ltd	1,506	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	12,477	3,827	-	3,827	3,827	4,015
TOTAL SALARIES & WAGES						

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MENTAL HEALTH REGULATORY AGENCY

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Agency Number: 10800

Agency Worksheet - Revenues & Expenditures

Version: V - 01 - Agency Request Budget

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Board of Counselors & Therapists

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
3400 Other Funds Ltd	1,889,421	2,052,118	-	2,052,118	2,306,008	2,306,309
TOTAL SALARIES & WAGES	\$1,889,421	\$2,052,118	-	\$2,052,118	\$2,306,008	\$2,306,309
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	648	900	146,421	147,321	983	983
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	325,103	422,565	-	422,565	559,232	559,306
3221 Pension Obligation Bond						
3400 Other Funds Ltd	84,640	70,222	4,112	74,334	-	-
3230 Social Security Taxes						
3400 Other Funds Ltd	143,754	153,898	-	153,898	173,317	173,340
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	7,500	8,034	-	8,034	9,048	9,049
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	462	517	-	517	467	467
3260 Mass Transit Tax						
3400 Other Funds Ltd	11,753	12,313	-	12,313	12,313	13,838
3270 Flexible Benefits						
3400 Other Funds Ltd	501,283	530,100	-	530,100	552,000	552,000
TOTAL OTHER PAYROLL EXPENSES						

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Agency Number: 10800

Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Board of Counselors & Therapists

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-001-00-00-00000

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
3400 Other Funds Ltd	1,075,143	1,198,549	150,533	1,349,082	1,307,360	1,308,983
TOTAL OTHER PAYROLL EXPENSES	\$1,075,143	\$1,198,549	\$150,533	\$1,349,082	\$1,307,360	\$1,308,983
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	2,964,564	3,250,667	150,533	3,401,200	3,613,368	3,615,292
TOTAL PERSONAL SERVICES	\$2,964,564	\$3,250,667	\$150,533	\$3,401,200	\$3,613,368	\$3,615,292
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	2,847	22,928	-	22,928	22,928	24,051
4125 Out of State Travel						
3400 Other Funds Ltd	7,313	5,308	-	5,308	5,308	5,568
4150 Employee Training						
3400 Other Funds Ltd	9,829	16,425	-	16,425	16,425	17,230
4175 Office Expenses						
3400 Other Funds Ltd	24,568	49,382	-	49,382	49,382	51,802
4200 Telecommunications						
3400 Other Funds Ltd	22,040	43,099	-	43,099	43,099	45,211
4225 State Gov. Service Charges						
3400 Other Funds Ltd	119,825	200,264	-	200,264	200,264	201,713
4250 Data Processing						
3400 Other Funds Ltd	72,689	41,044	-	41,044	41,044	43,055

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MENTAL HEALTH REGULATORY AGENCY

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Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Board of Counselors & Therapists

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-001-00-00-00000

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
4275 Publicity and Publications						
3400 Other Funds Ltd	1,814	174	-	174	174	183
4300 Professional Services						
3400 Other Funds Ltd	86,830	313,252	-	313,252	313,252	342,384
4315 IT Professional Services						
3400 Other Funds Ltd	29,950	87,318	-	87,318	87,318	95,439
4325 Attorney General						
3400 Other Funds Ltd	350,395	379,599	-	379,599	379,599	414,902
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	3,252	-	3,252	3,252	3,411
4400 Dues and Subscriptions						
3400 Other Funds Ltd	6,086	11,421	-	11,421	11,421	11,981
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	191,624	156,815	-	156,815	156,815	164,499
4575 Agency Program Related S and S						
3400 Other Funds Ltd	197,751	128,740	-	128,740	128,740	135,048
4650 Other Services and Supplies						
3400 Other Funds Ltd	237,167	372,396	(953)	371,443	371,443	389,644
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	3,070	37,155	-	37,155	37,155	38,976
4715 IT Expendable Property						

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Agency Number: 10800

Agency Worksheet - Revenues & Expenditures

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Cross Reference Number: 10800-001-00-00-00000

Board of Counselors & Therapists

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
3400 Other Funds Ltd	27,384	10,472	-	10,472	10,472	10,985
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	1,391,182	1,879,044	(953)	1,878,091	1,878,091	1,996,082
TOTAL SERVICES & SUPPLIES	\$1,391,182	\$1,879,044	(\$953)	\$1,878,091	\$1,878,091	\$1,996,082
EXPENDITURES						
3400 Other Funds Ltd	4,355,746	5,129,711	149,580	5,279,291	5,491,459	5,611,374
ENDING BALANCE						
3400 Other Funds Ltd	1,660,585	432,291	(149,580)	282,711	2,135,163	2,015,248
TOTAL ENDING BALANCE	\$1,660,585	\$432,291	(\$149,580)	\$282,711	\$2,135,163	\$2,015,248
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	15	17	-	17	17	17
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	11.00	12.50	-	12.50	12.50	12.50

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MENTAL HEALTH REGULATORY AGENCY

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Agency Number: 10800

Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-002-00-00-00000

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	1,444,869	1,677,146	-	1,677,146	1,590,781	1,590,781
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	1,683,767	1,605,984	-	1,605,984	1,897,011	1,897,011
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	20,341	19,888	-	19,888	26,145	26,145
TOTAL LICENSES AND FEES						
3400 Other Funds Ltd	1,704,108	1,625,872	-	1,625,872	1,923,156	1,923,156
TOTAL LICENSES AND FEES	\$1,704,108	\$1,625,872	-	\$1,625,872	\$1,923,156	\$1,923,156
CHARGES FOR SERVICES						
0410 Charges for Services						
3400 Other Funds Ltd	5,636	5,692	-	5,692	5,168	5,168
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	41,483	28,790	-	28,790	93,174	93,174
REVENUES						
3400 Other Funds Ltd	1,751,227	1,660,354	-	1,660,354	2,021,498	2,021,498

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Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget
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DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(9,064)	(9,976)	-	(9,976)	(22,056)	(22,056)
AVAILABLE REVENUES						
3400 Other Funds Ltd	3,187,032	3,327,524	-	3,327,524	3,590,223	3,590,223
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	680,356	783,876	-	783,876	881,466	881,466
3115 Board Member Stipend						
3400 Other Funds Ltd	17,627	46,386	-	46,386	46,386	46,386
3160 Temporary Appointments						
3400 Other Funds Ltd	3,710	-	-	-	-	-
3170 Overtime Payments						
3400 Other Funds Ltd	3,945	3,561	-	3,561	3,561	3,735
3180 Shift Differential						
3400 Other Funds Ltd	93	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	3,766	-	-	-	-	-
TOTAL SALARIES & WAGES						

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MENTAL HEALTH REGULATORY AGENCY

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Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget
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DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
3400 Other Funds Ltd	709,497	833,823	-	833,823	931,413	931,587
TOTAL SALARIES & WAGES	\$709,497	\$833,823	-	\$833,823	\$931,413	\$931,587
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	203	324	47,172	47,496	359	359
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	121,043	164,086	-	164,086	216,911	216,954
3221 Pension Obligation Bond						
3400 Other Funds Ltd	31,511	27,987	1,109	29,096	-	-
3230 Social Security Taxes						
3400 Other Funds Ltd	53,913	60,237	-	60,237	67,700	67,713
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	2,793	3,120	-	3,120	3,510	3,511
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	150	181	-	181	163	163
3260 Mass Transit Tax						
3400 Other Funds Ltd	3,657	5,003	-	5,003	5,003	5,590
3270 Flexible Benefits						
3400 Other Funds Ltd	178,572	190,836	-	190,836	198,720	198,720
TOTAL OTHER PAYROLL EXPENSES						

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2027-29 Biennium
Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget
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DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
3400 Other Funds Ltd	391,842	451,774	48,281	500,055	492,366	493,010
TOTAL OTHER PAYROLL EXPENSES	\$391,842	\$451,774	\$48,281	\$500,055	\$492,366	\$493,010
P.S. BUDGET ADJUSTMENTS						
3465 Reconciliation Adjustment						
3400 Other Funds Ltd	-	(28,458)	-	(28,458)	-	-
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	1,101,339	1,257,139	48,281	1,305,420	1,423,779	1,424,597
TOTAL PERSONAL SERVICES	\$1,101,339	\$1,257,139	\$48,281	\$1,305,420	\$1,423,779	\$1,424,597
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	7,496	7,489	-	7,489	7,489	7,856
4125 Out of State Travel						
3400 Other Funds Ltd	6,083	8,280	-	8,280	8,280	8,686
4150 Employee Training						
3400 Other Funds Ltd	2,213	4,699	-	4,699	4,699	4,929
4175 Office Expenses						
3400 Other Funds Ltd	7,953	15,485	-	15,485	15,485	16,244
4200 Telecommunications						
3400 Other Funds Ltd	9,607	13,644	-	13,644	13,644	14,313
4225 State Gov. Service Charges						

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MENTAL HEALTH REGULATORY AGENCY

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Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget
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DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
3400 Other Funds Ltd	40,594	66,755	-	66,755	66,755	67,243
4250 Data Processing						
3400 Other Funds Ltd	23,405	13,450	-	13,450	13,450	14,109
4275 Publicity and Publications						
3400 Other Funds Ltd	675	75	-	75	75	79
4300 Professional Services						
3400 Other Funds Ltd	52,233	104,415	-	104,415	104,415	114,126
4315 IT Professional Services						
3400 Other Funds Ltd	12,125	29,106	-	29,106	29,106	31,813
4325 Attorney General						
3400 Other Funds Ltd	143,152	482,223	-	482,223	482,223	527,070
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	970	-	970	970	1,018
4400 Dues and Subscriptions						
3400 Other Funds Ltd	8,441	3,693	-	3,693	3,693	3,874
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	64,561	52,271	-	52,271	52,271	54,832
4575 Agency Program Related S and S						
3400 Other Funds Ltd	26,379	42,914	-	42,914	42,914	45,017
4650 Other Services and Supplies						
3400 Other Funds Ltd	81,872	110,003	(318)	109,685	109,685	115,060

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BDV001A - Agency Worksheet - Revenues & Expenditures
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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-002-00-00-00000

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	909	5,741	-	5,741	5,741	6,022
4715 IT Expendable Property						
3400 Other Funds Ltd	9,128	3,473	-	3,473	3,473	3,643
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	496,826	964,686	(318)	964,368	964,368	1,035,934
TOTAL SERVICES & SUPPLIES	\$496,826	\$964,686	(\$318)	\$964,368	\$964,368	\$1,035,934
EXPENDITURES						
3400 Other Funds Ltd	1,598,165	2,221,825	47,963	2,269,788	2,388,147	2,460,531
ENDING BALANCE						
3400 Other Funds Ltd	1,588,867	1,105,699	(47,963)	1,057,736	1,202,076	1,129,692
TOTAL ENDING BALANCE	\$1,588,867	\$1,105,699	(\$47,963)	\$1,057,736	\$1,202,076	\$1,129,692
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	4.00	4.50	-	4.50	4.50	4.50

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BDV001A - Agency Worksheet - Revenues & Expenditures
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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

DETAIL REVENUES AND EXPENDITURES – REQUESTED BUDGET – AGENCYWIDE/SCR LEVELS (BDV002A)

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-000-00-00-00000

Mental Health Regulatory Agency

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	3,201,996	-	3,201,996	-	3,201,996
REVENUE CATEGORIES					
LICENSES AND FEES					
0205 Business Lic and Fees					
3400 Other Funds Ltd	6,852,298	-	6,852,298	-	6,852,298
0210 Non-business Lic. and Fees					
3400 Other Funds Ltd	835,895	-	835,895	-	835,895
TOTAL LICENSES AND FEES					
3400 Other Funds Ltd	7,688,193	-	7,688,193	-	7,688,193
CHARGES FOR SERVICES					
0410 Charges for Services					
3400 Other Funds Ltd	40,682	-	40,682	-	40,682
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
3400 Other Funds Ltd	400,782	-	400,782	-	400,782
TOTAL REVENUES					
3400 Other Funds Ltd	8,129,657	-	8,129,657	-	8,129,657
TRANSFERS OUT					
2443 Tsfr To Oregon Health Authority					
3400 Other Funds Ltd	(114,808)	-	(114,808)	-	(114,808)
AVAILABLE REVENUES					

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-000-00-00-00000

Mental Health Regulatory Agency

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	11,216,845	-	11,216,845	-	11,216,845
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
3400 Other Funds Ltd	3,140,952	-	3,140,952	246,792	3,387,744
3115 Board Member Stipend					
3400 Other Funds Ltd	86,766	-	86,766	-	86,766
3170 Overtime Payments					
3400 Other Funds Ltd	5,876	287	6,163	-	6,163
3190 All Other Differential					
3400 Other Funds Ltd	3,827	188	4,015	-	4,015
TOTAL SALARIES & WAGES					
3400 Other Funds Ltd	3,237,421	475	3,237,896	246,792	3,484,688
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	1,342	-	1,342	160	1,502
3220 Public Employees' Retire Cont					
3400 Other Funds Ltd	776,143	117	776,260	61,007	837,267
3230 Social Security Taxes					
3400 Other Funds Ltd	241,017	36	241,053	18,879	259,932
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	12,558	2	12,560	987	13,547

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-000-00-00-00000

Mental Health Regulatory Agency

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	630	-	630	74	704
3260 Mass Transit Tax					
3400 Other Funds Ltd	17,316	2,112	19,428	1,481	20,909
3270 Flexible Benefits					
3400 Other Funds Ltd	750,720	-	750,720	88,320	839,040
TOTAL OTHER PAYROLL EXPENSES					
3400 Other Funds Ltd	1,799,726	2,267	1,801,993	170,908	1,972,901
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	5,037,147	2,742	5,039,889	417,700	5,457,589
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	30,417	1,490	31,907	-	31,907
4125 Out of State Travel					
3400 Other Funds Ltd	13,588	666	14,254	-	14,254
4150 Employee Training					
3400 Other Funds Ltd	21,124	1,035	22,159	1,000	23,159
4175 Office Expenses					
3400 Other Funds Ltd	64,867	3,179	68,046	600	68,646
4200 Telecommunications					
3400 Other Funds Ltd	56,743	2,781	59,524	3,840	63,364
4225 State Gov. Service Charges					
3400 Other Funds Ltd	267,019	1,937	268,956	-	268,956

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

**Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-000-00-00-00000**

Mental Health Regulatory Agency

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
4250 Data Processing					
3400 Other Funds Ltd	54,494	2,670	57,164	92,810	149,974
4275 Publicity and Publications					
3400 Other Funds Ltd	249	13	262	-	262
4300 Professional Services					
3400 Other Funds Ltd	417,667	38,843	456,510	-	456,510
4315 IT Professional Services					
3400 Other Funds Ltd	116,424	10,828	127,252	590,000	717,252
4325 Attorney General					
3400 Other Funds Ltd	861,822	80,150	941,972	-	941,972
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	4,222	207	4,429	-	4,429
4400 Dues and Subscriptions					
3400 Other Funds Ltd	15,114	741	15,855	-	15,855
4425 Facilities Rental and Taxes					
3400 Other Funds Ltd	209,086	10,245	219,331	-	219,331
4575 Agency Program Related S and S					
3400 Other Funds Ltd	171,654	8,411	180,065	-	180,065
4650 Other Services and Supplies					
3400 Other Funds Ltd	481,128	23,576	504,704	2,000	506,704
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	42,896	2,102	44,998	2,000	46,998
4715 IT Expendable Property					

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

**Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-000-00-00-00000**

Mental Health Regulatory Agency

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	13,945	683	14,628	7,600	22,228
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	2,842,459	189,557	3,032,016	699,850	3,731,866
TOTAL EXPENDITURES					
3400 Other Funds Ltd	7,879,606	192,299	8,071,905	1,117,550	9,189,455
ENDING BALANCE					
3400 Other Funds Ltd	3,337,239	(192,299)	3,144,940	(1,117,550)	2,027,390
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	17	-	17	2	19
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	17.00	-	17.00	2.00	19.00

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-001-00-00-00000

Board of Counselors & Therapists

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	1,611,215	-	1,611,215	-	1,611,215
REVENUE CATEGORIES					
LICENSES AND FEES					
0205 Business Lic and Fees					
3400 Other Funds Ltd	4,955,287	-	4,955,287	-	4,955,287
0210 Non-business Lic. and Fees					
3400 Other Funds Ltd	809,750	-	809,750	-	809,750
TOTAL LICENSES AND FEES					
3400 Other Funds Ltd	5,765,037	-	5,765,037	-	5,765,037
CHARGES FOR SERVICES					
0410 Charges for Services					
3400 Other Funds Ltd	35,514	-	35,514	-	35,514
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
3400 Other Funds Ltd	307,608	-	307,608	-	307,608
TOTAL REVENUES					
3400 Other Funds Ltd	6,108,159	-	6,108,159	-	6,108,159
TRANSFERS OUT					
2443 Tsfr To Oregon Health Authority					
3400 Other Funds Ltd	(92,752)	-	(92,752)	-	(92,752)
AVAILABLE REVENUES					

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget

Version: V - 01 - Agency Request Budget

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Cross Reference Number: 10800-001-00-00-00000

Board of Counselors & Therapists

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	7,626,622	-	7,626,622	-	7,626,622
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
3400 Other Funds Ltd	2,259,486	-	2,259,486	185,094	2,444,580
3115 Board Member Stipend					
3400 Other Funds Ltd	40,380	-	40,380	-	40,380
3170 Overtime Payments					
3400 Other Funds Ltd	2,315	113	2,428	-	2,428
3190 All Other Differential					
3400 Other Funds Ltd	3,827	188	4,015	-	4,015
TOTAL SALARIES & WAGES					
3400 Other Funds Ltd	2,306,008	301	2,306,309	185,094	2,491,403
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	983	-	983	120	1,103
3220 Public Employees' Retire Cont					
3400 Other Funds Ltd	559,232	74	559,306	45,755	605,061
3230 Social Security Taxes					
3400 Other Funds Ltd	173,317	23	173,340	14,159	187,499
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	9,048	1	9,049	740	9,789

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-001-00-00-00000

Board of Counselors & Therapists

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	467	-	467	56	523
3260 Mass Transit Tax					
3400 Other Funds Ltd	12,313	1,525	13,838	1,111	14,949
3270 Flexible Benefits					
3400 Other Funds Ltd	552,000	-	552,000	66,240	618,240
TOTAL OTHER PAYROLL EXPENSES					
3400 Other Funds Ltd	1,307,360	1,623	1,308,983	128,181	1,437,164
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	3,613,368	1,924	3,615,292	313,275	3,928,567
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	22,928	1,123	24,051	-	24,051
4125 Out of State Travel					
3400 Other Funds Ltd	5,308	260	5,568	-	5,568
4150 Employee Training					
3400 Other Funds Ltd	16,425	805	17,230	750	17,980
4175 Office Expenses					
3400 Other Funds Ltd	49,382	2,420	51,802	450	52,252
4200 Telecommunications					
3400 Other Funds Ltd	43,099	2,112	45,211	2,880	48,091
4225 State Gov. Service Charges					
3400 Other Funds Ltd	200,264	1,449	201,713	-	201,713

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
Board of Counselors & Therapists

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-001-00-00-00000

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
4250 Data Processing					
3400 Other Funds Ltd	41,044	2,011	43,055	48,358	91,413
4275 Publicity and Publications					
3400 Other Funds Ltd	174	9	183	-	183
4300 Professional Services					
3400 Other Funds Ltd	313,252	29,132	342,384	-	342,384
4315 IT Professional Services					
3400 Other Funds Ltd	87,318	8,121	95,439	295,000	390,439
4325 Attorney General					
3400 Other Funds Ltd	379,599	35,303	414,902	-	414,902
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	3,252	159	3,411	-	3,411
4400 Dues and Subscriptions					
3400 Other Funds Ltd	11,421	560	11,981	-	11,981
4425 Facilities Rental and Taxes					
3400 Other Funds Ltd	156,815	7,684	164,499	-	164,499
4575 Agency Program Related S and S					
3400 Other Funds Ltd	128,740	6,308	135,048	-	135,048
4650 Other Services and Supplies					
3400 Other Funds Ltd	371,443	18,201	389,644	1,500	391,144
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	37,155	1,821	38,976	1,500	40,476
4715 IT Expendable Property					

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

**Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
Board of Counselors & Therapists**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-001-00-00-00000**

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	10,472	513	10,985	5,700	16,685
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	1,878,091	117,991	1,996,082	356,138	2,352,220
TOTAL EXPENDITURES					
3400 Other Funds Ltd	5,491,459	119,915	5,611,374	669,413	6,280,787
ENDING BALANCE					
3400 Other Funds Ltd	2,135,163	(119,915)	2,015,248	(669,413)	1,345,835
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	17	-	17	2	19
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	12.50	-	12.50	1.50	14.00

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-002-00-00-00000

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	1,590,781	-	1,590,781	-	1,590,781
REVENUE CATEGORIES					
LICENSES AND FEES					
0205 Business Lic and Fees					
3400 Other Funds Ltd	1,897,011	-	1,897,011	-	1,897,011
0210 Non-business Lic. and Fees					
3400 Other Funds Ltd	26,145	-	26,145	-	26,145
TOTAL LICENSES AND FEES					
3400 Other Funds Ltd	1,923,156	-	1,923,156	-	1,923,156
CHARGES FOR SERVICES					
0410 Charges for Services					
3400 Other Funds Ltd	5,168	-	5,168	-	5,168
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
3400 Other Funds Ltd	93,174	-	93,174	-	93,174
TOTAL REVENUES					
3400 Other Funds Ltd	2,021,498	-	2,021,498	-	2,021,498
TRANSFERS OUT					
2443 Tsfr To Oregon Health Authority					
3400 Other Funds Ltd	(22,056)	-	(22,056)	-	(22,056)
AVAILABLE REVENUES					

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-002-00-00-00000

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	3,590,223	-	3,590,223	-	3,590,223
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
3400 Other Funds Ltd	881,466	-	881,466	61,698	943,164
3115 Board Member Stipend					
3400 Other Funds Ltd	46,386	-	46,386	-	46,386
3170 Overtime Payments					
3400 Other Funds Ltd	3,561	174	3,735	-	3,735
TOTAL SALARIES & WAGES					
3400 Other Funds Ltd	931,413	174	931,587	61,698	993,285
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	359	-	359	40	399
3220 Public Employees' Retire Cont					
3400 Other Funds Ltd	216,911	43	216,954	15,252	232,206
3230 Social Security Taxes					
3400 Other Funds Ltd	67,700	13	67,713	4,720	72,433
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	3,510	1	3,511	247	3,758
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	163	-	163	18	181

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-002-00-00-00000

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3260 Mass Transit Tax					
3400 Other Funds Ltd	5,003	587	5,590	370	5,960
3270 Flexible Benefits					
3400 Other Funds Ltd	198,720	-	198,720	22,080	220,800
TOTAL OTHER PAYROLL EXPENSES					
3400 Other Funds Ltd	492,366	644	493,010	42,727	535,737
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	1,423,779	818	1,424,597	104,425	1,529,022
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	7,489	367	7,856	-	7,856
4125 Out of State Travel					
3400 Other Funds Ltd	8,280	406	8,686	-	8,686
4150 Employee Training					
3400 Other Funds Ltd	4,699	230	4,929	250	5,179
4175 Office Expenses					
3400 Other Funds Ltd	15,485	759	16,244	150	16,394
4200 Telecommunications					
3400 Other Funds Ltd	13,644	669	14,313	960	15,273
4225 State Gov. Service Charges					
3400 Other Funds Ltd	66,755	488	67,243	-	67,243
4250 Data Processing					
3400 Other Funds Ltd	13,450	659	14,109	44,452	58,561

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget
Cross Reference Number: 10800-002-00-00-00000

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
4275 Publicity and Publications					
3400 Other Funds Ltd	75	4	79	-	79
4300 Professional Services					
3400 Other Funds Ltd	104,415	9,711	114,126	-	114,126
4315 IT Professional Services					
3400 Other Funds Ltd	29,106	2,707	31,813	295,000	326,813
4325 Attorney General					
3400 Other Funds Ltd	482,223	44,847	527,070	-	527,070
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	970	48	1,018	-	1,018
4400 Dues and Subscriptions					
3400 Other Funds Ltd	3,693	181	3,874	-	3,874
4425 Facilities Rental and Taxes					
3400 Other Funds Ltd	52,271	2,561	54,832	-	54,832
4575 Agency Program Related S and S					
3400 Other Funds Ltd	42,914	2,103	45,017	-	45,017
4650 Other Services and Supplies					
3400 Other Funds Ltd	109,685	5,375	115,060	500	115,560
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	5,741	281	6,022	500	6,522
4715 IT Expendable Property					
3400 Other Funds Ltd	3,473	170	3,643	1,900	5,543
TOTAL SERVICES & SUPPLIES					

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BDV002A

MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number: 10800

Detail Revenues & Expenditures - Requested Budget

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-002-00-00-00000

Oregon Board of Psychologists

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	964,368	71,566	1,035,934	343,712	1,379,646
TOTAL EXPENDITURES					
3400 Other Funds Ltd	2,388,147	72,384	2,460,531	448,137	2,908,668
ENDING BALANCE					
3400 Other Funds Ltd	1,202,076	(72,384)	1,129,692	(448,137)	681,555
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	4.50	-	4.50	0.50	5.00

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BDV002A

MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

DETAIL REVENUES AND EXPENDITURES – ESSENTIAL PACKAGES – AGENCYWIDE/SCR LEVELS (BDV004B)

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-000-00-00-00000

Mental Health Regulatory Agency

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00			
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3170 Overtime Payments

3400 Other Funds Ltd	287	287	-	
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3190 All Other Differential

3400 Other Funds Ltd	188	188	-	
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SALARIES & WAGES

3400 Other Funds Ltd	475	475	-	
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TOTAL SALARIES & WAGES

	\$475	\$475	-	
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OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

3400 Other Funds Ltd	117	117	-	
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3230 Social Security Taxes

3400 Other Funds Ltd	36	36	-	
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	2	2	-	
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3260 Mass Transit Tax

3400 Other Funds Ltd	2,112	2,112	-	
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OTHER PAYROLL EXPENSES

3400 Other Funds Ltd	2,267	2,267	-	
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TOTAL OTHER PAYROLL EXPENSES

	\$2,267	\$2,267	-	
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Detail Revenues & Expenditures - Essential Packages

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

2027-29 Biennium

Mental Health Regulatory Agency

Version: V - 01 - Agency Request Budget

Cross Reference Number: 10800-000-00-00-00000

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00			
PERSONAL SERVICES						
3400 Other Funds Ltd	2,742	2,742	-			
TOTAL PERSONAL SERVICES	\$2,742	\$2,742	-			
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	1,490	-	1,490			
4125 Out of State Travel						
3400 Other Funds Ltd	666	-	666			
4150 Employee Training						
3400 Other Funds Ltd	1,035	-	1,035			
4175 Office Expenses						
3400 Other Funds Ltd	3,179	-	3,179			
4200 Telecommunications						
3400 Other Funds Ltd	2,781	-	2,781			
4225 State Gov. Service Charges						
3400 Other Funds Ltd	1,937	-	1,937			
4250 Data Processing						
3400 Other Funds Ltd	2,670	-	2,670			
4275 Publicity and Publications						
3400 Other Funds Ltd	13	-	13			
4300 Professional Services						
3400 Other Funds Ltd	38,843	-	38,843			
4315 IT Professional Services						

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Detail Revenues & Expenditures - Essential Packages

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

2027-29 Biennium

Mental Health Regulatory Agency

Version: V - 01 - Agency Request Budget

Cross Reference Number: 10800-000-00-00-00000

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services	Pkg: 031 Standard Inflation			
		Priority: 00	Priority: 00			
3400 Other Funds Ltd	10,828	-	10,828			
4325 Attorney General						
3400 Other Funds Ltd	80,150	-	80,150			
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	207	-	207			
4400 Dues and Subscriptions						
3400 Other Funds Ltd	741	-	741			
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	10,245	-	10,245			
4575 Agency Program Related S and S						
3400 Other Funds Ltd	8,411	-	8,411			
4650 Other Services and Supplies						
3400 Other Funds Ltd	23,576	-	23,576			
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	2,102	-	2,102			
4715 IT Expendable Property						
3400 Other Funds Ltd	683	-	683			
SERVICES & SUPPLIES						
3400 Other Funds Ltd	189,557	-	189,557			
TOTAL SERVICES & SUPPLIES	\$189,557	-	\$189,557			
EXPENDITURES						
3400 Other Funds Ltd	192,299	2,742	189,557			

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

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2027-29 Biennium

Mental Health Regulatory Agency

Version: V - 01 - Agency Request Budget

Cross Reference Number: 10800-000-00-00-00000

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00			
TOTAL EXPENDITURES	\$192,299	\$2,742	\$189,557			
ENDING BALANCE						
3400 Other Funds Ltd	(192,299)	(2,742)	(189,557)			
TOTAL ENDING BALANCE	(\$192,299)	(\$2,742)	(\$189,557)			

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Detail Revenues & Expenditures - Essential Packages

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

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Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-001-00-00-00000

Board of Counselors & Therapists

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00			
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3170 Overtime Payments

3400 Other Funds Ltd	113	113	-	
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3190 All Other Differential

3400 Other Funds Ltd	188	188	-	
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SALARIES & WAGES

3400 Other Funds Ltd	301	301	-	
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TOTAL SALARIES & WAGES	\$301	\$301	-	
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OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

3400 Other Funds Ltd	74	74	-	
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3230 Social Security Taxes

3400 Other Funds Ltd	23	23	-	
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	1	1	-	
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3260 Mass Transit Tax

3400 Other Funds Ltd	1,525	1,525	-	
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OTHER PAYROLL EXPENSES

3400 Other Funds Ltd	1,623	1,623	-	
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TOTAL OTHER PAYROLL EXPENSES	\$1,623	\$1,623	-	
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Detail Revenues & Expenditures - Essential Packages

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

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2027-29 Biennium

Board of Counselors & Therapists

Version: V - 01 - Agency Request Budget

Cross Reference Number: 10800-001-00-00-00000

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00			
PERSONAL SERVICES						
3400 Other Funds Ltd	1,924	1,924	-			
TOTAL PERSONAL SERVICES	\$1,924	\$1,924	-			
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	1,123	-	1,123			
4125 Out of State Travel						
3400 Other Funds Ltd	260	-	260			
4150 Employee Training						
3400 Other Funds Ltd	805	-	805			
4175 Office Expenses						
3400 Other Funds Ltd	2,420	-	2,420			
4200 Telecommunications						
3400 Other Funds Ltd	2,112	-	2,112			
4225 State Gov. Service Charges						
3400 Other Funds Ltd	1,449	-	1,449			
4250 Data Processing						
3400 Other Funds Ltd	2,011	-	2,011			
4275 Publicity and Publications						
3400 Other Funds Ltd	9	-	9			
4300 Professional Services						
3400 Other Funds Ltd	29,132	-	29,132			
4315 IT Professional Services						

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Detail Revenues & Expenditures - Essential Packages

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

2027-29 Biennium

Board of Counselors & Therapists

Version: V - 01 - Agency Request Budget

Cross Reference Number: 10800-001-00-00-00000

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00			
3400 Other Funds Ltd	8,121	-	8,121			
4325 Attorney General						
3400 Other Funds Ltd	35,303	-	35,303			
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	159	-	159			
4400 Dues and Subscriptions						
3400 Other Funds Ltd	560	-	560			
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	7,684	-	7,684			
4575 Agency Program Related S and S						
3400 Other Funds Ltd	6,308	-	6,308			
4650 Other Services and Supplies						
3400 Other Funds Ltd	18,201	-	18,201			
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	1,821	-	1,821			
4715 IT Expendable Property						
3400 Other Funds Ltd	513	-	513			
SERVICES & SUPPLIES						
3400 Other Funds Ltd	117,991	-	117,991			
TOTAL SERVICES & SUPPLIES	\$117,991	-	\$117,991			
EXPENDITURES						
3400 Other Funds Ltd	119,915	1,924	117,991			

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Detail Revenues & Expenditures - Essential Packages

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-001-00-00-00000

Board of Counselors & Therapists

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00			
TOTAL EXPENDITURES	\$119,915	\$1,924	\$117,991			
ENDING BALANCE						
3400 Other Funds Ltd	(119,915)	(1,924)	(117,991)			
TOTAL ENDING BALANCE	(\$119,915)	(\$1,924)	(\$117,991)			

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Detail Revenues & Expenditures - Essential Packages

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

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Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-002-00-00-00000

Oregon Board of Psychologists

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00			
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3170 Overtime Payments

3400 Other Funds Ltd	174	174	-	
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OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

3400 Other Funds Ltd	43	43	-	
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3230 Social Security Taxes

3400 Other Funds Ltd	13	13	-	
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	1	1	-	
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3260 Mass Transit Tax

3400 Other Funds Ltd	587	587	-	
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OTHER PAYROLL EXPENSES

3400 Other Funds Ltd	644	644	-	
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TOTAL OTHER PAYROLL EXPENSES	\$644	\$644	-	
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PERSONAL SERVICES

3400 Other Funds Ltd	818	818	-	
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TOTAL PERSONAL SERVICES	\$818	\$818	-	
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SERVICES & SUPPLIES

4100 Instate Travel

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Detail Revenues & Expenditures - Essential Packages

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

2027-29 Biennium

Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget

Cross Reference Number: 10800-002-00-00-00000

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services	Pkg: 031 Standard Inflation			
		Priority: 00	Priority: 00			
3400 Other Funds Ltd	367	-	367			
4125 Out of State Travel						
3400 Other Funds Ltd	406	-	406			
4150 Employee Training						
3400 Other Funds Ltd	230	-	230			
4175 Office Expenses						
3400 Other Funds Ltd	759	-	759			
4200 Telecommunications						
3400 Other Funds Ltd	669	-	669			
4225 State Gov. Service Charges						
3400 Other Funds Ltd	488	-	488			
4250 Data Processing						
3400 Other Funds Ltd	659	-	659			
4275 Publicity and Publications						
3400 Other Funds Ltd	4	-	4			
4300 Professional Services						
3400 Other Funds Ltd	9,711	-	9,711			
4315 IT Professional Services						
3400 Other Funds Ltd	2,707	-	2,707			
4325 Attorney General						
3400 Other Funds Ltd	44,847	-	44,847			
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	48	-	48			

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Detail Revenues & Expenditures - Essential Packages

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

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2027-29 Biennium

Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget

Cross Reference Number: 10800-002-00-00-00000

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00			
4400 Dues and Subscriptions						
3400 Other Funds Ltd	181	-	181			
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	2,561	-	2,561			
4575 Agency Program Related S and S						
3400 Other Funds Ltd	2,103	-	2,103			
4650 Other Services and Supplies						
3400 Other Funds Ltd	5,375	-	5,375			
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	281	-	281			
4715 IT Expendable Property						
3400 Other Funds Ltd	170	-	170			
SERVICES & SUPPLIES						
3400 Other Funds Ltd	71,566	-	71,566			
TOTAL SERVICES & SUPPLIES	\$71,566	-	\$71,566			
EXPENDITURES						
3400 Other Funds Ltd	72,384	818	71,566			
TOTAL EXPENDITURES	\$72,384	\$818	\$71,566			
ENDING BALANCE						
3400 Other Funds Ltd	(72,384)	(818)	(71,566)			
TOTAL ENDING BALANCE	(\$72,384)	(\$818)	(\$71,566)			

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Detail Revenues & Expenditures - Essential Packages

BDV004B

MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

DETAIL REVENUES AND EXPENDITURES – POLICY PACKAGES – AGENCYWIDE/SCR LEVELS (BDV004B)

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-000-00-00-00000

Mental Health Regulatory Agency

Description	Total Policy Packages	Pkg: 100 Licensing Database ongoing support Priority: 00	Pkg: 101 Licensing Database Priority: 00	Pkg: 102 Investigator 2 position Priority: 00	Pkg: 103 PSR3 Position Priority: 00	
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

3400 Other Funds Ltd	246,792	-	-	145,680	101,112
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OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

3400 Other Funds Ltd	160	-	-	80	80
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3220 Public Employees Retire Cont

3400 Other Funds Ltd	61,007	-	-	36,012	24,995
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3230 Social Security Taxes

3400 Other Funds Ltd	18,879	-	-	11,144	7,735
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	987	-	-	583	404
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3250 Workers Comp. Assess. (WCD)

3400 Other Funds Ltd	74	-	-	37	37
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3260 Mass Transit Tax

3400 Other Funds Ltd	1,481	-	-	874	607
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3270 Flexible Benefits

3400 Other Funds Ltd	88,320	-	-	44,160	44,160
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OTHER PAYROLL EXPENSES

3400 Other Funds Ltd	170,908	-	-	92,890	78,018
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TOTAL OTHER PAYROLL EXPENSES	\$170,908	-	-	\$92,890	\$78,018
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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

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Mental Health Regulatory Agency

Version: V - 01 - Agency Request Budget

Cross Reference Number: 10800-000-00-00-00000

Description	Total Policy Packages	Pkg: 100 Licensing Database ongoing support Priority: 00	Pkg: 101 Licensing Database Priority: 00	Pkg: 102 Investigator 2 position Priority: 00	Pkg: 103 PSR3 Position Priority: 00	
PERSONAL SERVICES						
3400 Other Funds Ltd	417,700	-	-	238,570	179,130	
TOTAL PERSONAL SERVICES	\$417,700	-	-	\$238,570	\$179,130	
SERVICES & SUPPLIES						
4150 Employee Training						
3400 Other Funds Ltd	1,000	-	-	500	500	
4175 Office Expenses						
3400 Other Funds Ltd	600	-	-	300	300	
4200 Telecommunications						
3400 Other Funds Ltd	3,840	-	-	1,920	1,920	
4250 Data Processing						
3400 Other Funds Ltd	92,810	85,000	-	3,905	3,905	
4315 IT Professional Services						
3400 Other Funds Ltd	590,000	-	590,000	-	-	
4650 Other Services and Supplies						
3400 Other Funds Ltd	2,000	-	-	1,000	1,000	
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	2,000	-	-	1,000	1,000	
4715 IT Expendable Property						
3400 Other Funds Ltd	7,600	-	-	3,800	3,800	
SERVICES & SUPPLIES						
3400 Other Funds Ltd	699,850	85,000	590,000	12,425	12,425	

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

2027-29 Biennium

Mental Health Regulatory Agency

Version: V - 01 - Agency Request Budget

Cross Reference Number: 10800-000-00-00-00000

Description	Total Policy Packages	Pkg: 100 Licensing Database ongoing support Priority: 00	Pkg: 101 Licensing Database Priority: 00	Pkg: 102 Investigator 2 position Priority: 00	Pkg: 103 PSR3 Position Priority: 00	
TOTAL SERVICES & SUPPLIES	\$699,850	\$85,000	\$590,000	\$12,425	\$12,425	
EXPENDITURES						
3400 Other Funds Ltd	1,117,550	85,000	590,000	250,995	191,555	
TOTAL EXPENDITURES	\$1,117,550	\$85,000	\$590,000	\$250,995	\$191,555	
ENDING BALANCE						
3400 Other Funds Ltd	(1,117,550)	(85,000)	(590,000)	(250,995)	(191,555)	
TOTAL ENDING BALANCE	(\$1,117,550)	(\$85,000)	(\$590,000)	(\$250,995)	(\$191,555)	
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	2	-	-	1	1	
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	2.00	-	-	1.00	1.00	

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-001-00-00-00000

Board of Counselors & Therapists

Description	Total Policy Packages	Pkg: 100 Licensing Database ongoing support Priority: 00	Pkg: 101 Licensing Database Priority: 00	Pkg: 102 Investigator 2 position Priority: 00	Pkg: 103 PSR3 Position Priority: 00	
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

3400 Other Funds Ltd	185,094	-	-	109,260	75,834
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OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

3400 Other Funds Ltd	120	-	-	60	60
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3220 Public Employees Retire Cont

3400 Other Funds Ltd	45,755	-	-	27,009	18,746
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3230 Social Security Taxes

3400 Other Funds Ltd	14,159	-	-	8,358	5,801
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	740	-	-	437	303
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3250 Workers Comp. Assess. (WCD)

3400 Other Funds Ltd	56	-	-	28	28
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3260 Mass Transit Tax

3400 Other Funds Ltd	1,111	-	-	656	455
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3270 Flexible Benefits

3400 Other Funds Ltd	66,240	-	-	33,120	33,120
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OTHER PAYROLL EXPENSES

3400 Other Funds Ltd	128,181	-	-	69,668	58,513
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TOTAL OTHER PAYROLL EXPENSES	\$128,181	-	-	\$69,668	\$58,513
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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

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Board of Counselors & Therapists

Version: V - 01 - Agency Request Budget

Cross Reference Number: 10800-001-00-00-00000

Description	Total Policy Packages	Pkg: 100 Licensing Database ongoing support Priority: 00	Pkg: 101 Licensing Database Priority: 00	Pkg: 102 Investigator 2 position Priority: 00	Pkg: 103 PSR3 Position Priority: 00	
PERSONAL SERVICES						
3400 Other Funds Ltd	313,275	-	-	178,928	134,347	
TOTAL PERSONAL SERVICES	\$313,275	-	-	\$178,928	\$134,347	
SERVICES & SUPPLIES						
4150 Employee Training						
3400 Other Funds Ltd	750	-	-	375	375	
4175 Office Expenses						
3400 Other Funds Ltd	450	-	-	225	225	
4200 Telecommunications						
3400 Other Funds Ltd	2,880	-	-	1,440	1,440	
4250 Data Processing						
3400 Other Funds Ltd	48,358	42,500	-	2,929	2,929	
4315 IT Professional Services						
3400 Other Funds Ltd	295,000	-	295,000	-	-	
4650 Other Services and Supplies						
3400 Other Funds Ltd	1,500	-	-	750	750	
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	1,500	-	-	750	750	
4715 IT Expendable Property						
3400 Other Funds Ltd	5,700	-	-	2,850	2,850	
SERVICES & SUPPLIES						
3400 Other Funds Ltd	356,138	42,500	295,000	9,319	9,319	

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Detail Revenues & Expenditures - Policy Packages

BDV004B

MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-001-00-00-00000

Board of Counselors & Therapists

Description	Total Policy Packages	Pkg: 100 Licensing Database ongoing support Priority: 00	Pkg: 101 Licensing Database Priority: 00	Pkg: 102 Investigator 2 position Priority: 00	Pkg: 103 PSR3 Position Priority: 00	
TOTAL SERVICES & SUPPLIES	\$356,138	\$42,500	\$295,000	\$9,319	\$9,319	
EXPENDITURES						
3400 Other Funds Ltd	669,413	42,500	295,000	188,247	143,666	
TOTAL EXPENDITURES	\$669,413	\$42,500	\$295,000	\$188,247	\$143,666	
ENDING BALANCE						
3400 Other Funds Ltd	(669,413)	(42,500)	(295,000)	(188,247)	(143,666)	
TOTAL ENDING BALANCE	(\$669,413)	(\$42,500)	(\$295,000)	(\$188,247)	(\$143,666)	
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	2	-	-	1	1	
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	1.50	-	-	0.75	0.75	

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Detail Revenues & Expenditures - Policy Packages

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-002-00-00-00000

Oregon Board of Psychologists

Description	Total Policy Packages	Pkg: 100 Licensing Database ongoing support Priority: 00	Pkg: 101 Licensing Database Priority: 00	Pkg: 102 Investigator 2 position Priority: 00	Pkg: 103 PSR3 Position Priority: 00	
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

3400 Other Funds Ltd	61,698	-	-	36,420	25,278
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OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

3400 Other Funds Ltd	40	-	-	20	20
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3220 Public Employees Retire Cont

3400 Other Funds Ltd	15,252	-	-	9,003	6,249
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3230 Social Security Taxes

3400 Other Funds Ltd	4,720	-	-	2,786	1,934
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	247	-	-	146	101
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3250 Workers Comp. Assess. (WCD)

3400 Other Funds Ltd	18	-	-	9	9
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3260 Mass Transit Tax

3400 Other Funds Ltd	370	-	-	218	152
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3270 Flexible Benefits

3400 Other Funds Ltd	22,080	-	-	11,040	11,040
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OTHER PAYROLL EXPENSES

3400 Other Funds Ltd	42,727	-	-	23,222	19,505
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TOTAL OTHER PAYROLL EXPENSES	\$42,727	-	-	\$23,222	\$19,505
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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

2027-29 Biennium

Oregon Board of Psychologists

Version: V - 01 - Agency Request Budget

Cross Reference Number: 10800-002-00-00-00000

Description	Total Policy Packages	Pkg: 100 Licensing Database ongoing support Priority: 00	Pkg: 101 Licensing Database Priority: 00	Pkg: 102 Investigator 2 position Priority: 00	Pkg: 103 PSR3 Position Priority: 00	
PERSONAL SERVICES						
3400 Other Funds Ltd	104,425	-	-	59,642	44,783	
TOTAL PERSONAL SERVICES	\$104,425	-	-	\$59,642	\$44,783	
SERVICES & SUPPLIES						
4150 Employee Training						
3400 Other Funds Ltd	250	-	-	125	125	
4175 Office Expenses						
3400 Other Funds Ltd	150	-	-	75	75	
4200 Telecommunications						
3400 Other Funds Ltd	960	-	-	480	480	
4250 Data Processing						
3400 Other Funds Ltd	44,452	42,500	-	976	976	
4315 IT Professional Services						
3400 Other Funds Ltd	295,000	-	295,000	-	-	
4650 Other Services and Supplies						
3400 Other Funds Ltd	500	-	-	250	250	
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	500	-	-	250	250	
4715 IT Expendable Property						
3400 Other Funds Ltd	1,900	-	-	950	950	
SERVICES & SUPPLIES						
3400 Other Funds Ltd	343,712	42,500	295,000	3,106	3,106	

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Detail Revenues & Expenditures - Policy Packages

BDV004B

MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

Mental Health Regulatory Agency

Agency Number 10800

BDV004B

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 10800-002-00-00-00000

Oregon Board of Psychologists

Description	Total Policy Packages	Pkg: 100 Licensing Database ongoing support Priority: 00	Pkg: 101 Licensing Database Priority: 00	Pkg: 102 Investigator 2 position Priority: 00	Pkg: 103 PSR3 Position Priority: 00	
TOTAL SERVICES & SUPPLIES	\$343,712	\$42,500	\$295,000	\$3,106	\$3,106	
EXPENDITURES						
3400 Other Funds Ltd	448,137	42,500	295,000	62,748	47,889	
TOTAL EXPENDITURES	\$448,137	\$42,500	\$295,000	\$62,748	\$47,889	
ENDING BALANCE						
3400 Other Funds Ltd	(448,137)	(42,500)	(295,000)	(62,748)	(47,889)	
TOTAL ENDING BALANCE	(\$448,137)	(\$42,500)	(\$295,000)	(\$62,748)	(\$47,889)	
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	0.50	-	-	0.25	0.25	

MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

POSITION BUDGET REPORT LIST BY DCR AT ARB (PIC100)

PIC100 - Position Budget Report

Mental Health Regulatory Agency

2027-29 Biennium

Cross Reference Number: 10800-000-00-00-00000

Budget Preparation

Agency Request Budget

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/ OPE	Salary/OPE					
											GF	LF	OF	FF	AF	
Total Salary												-	-	3,387,744	-	3,387,744
Total OPE												-	-	1,948,677	-	1,948,677
Total Personal Services						19	19.00	-	-	5,336,421	-	5,336,421				

MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

PIC100 - Position Budget Report

Board of Counselors & Therapists

2027-29 Biennium

Cross Reference Number: 10800-001-01-00-00000

Budget Preparation

Agency Request Budget

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/OPE	Salary/OPE				
											GF	LF	OF	FF	AF
0000590	MMN X0872 AP	OPERATIONS & POLICY ANALYST 3	30	PF	1	0.75	18	10	11754	SAL	-	-	211,572	-	211,572
										OPE	-	-	102,540	-	102,540
0000591	MMS X7437 AP	LICENSING AND PERMITTING SUPERVISOR 24X	24X	PF	1	0.75	18	3	5977	SAL	-	-	107,586	-	107,586
										OPE	-	-	68,463	-	68,463
0000592	OAS C5232 AP	INVESTIGATOR 2	23	PF	1	0.75	18	11	8059	SAL	-	-	145,062	-	145,062
										OPE	-	-	80,744	-	80,744
0000597	OAS C0104 AP	OFFICE SPECIALIST 2	15	PF	1	0.75	18	11	5525	SAL	-	-	99,450	-	99,450
										OPE	-	-	65,798	-	65,798
0000640	MEAH Z7588 HF	AGENCY HEAD 8	34X	PF	1	0.50	12	11	15233	SAL	-	-	182,796	-	182,796
										OPE	-	-	82,041	-	82,041
0000641	OAS C0108 AP	ADMINISTRATIVE SPECIALIST 2	20	PF	1	0.75	18	8	6070	SAL	-	-	109,260	-	109,260
										OPE	-	-	69,012	-	69,012
0000643	UA C0108 AP	ADMINISTRATIVE SPECIALIST 2	20	PF	1	0.75	18	8	5918	SAL	-	-	106,524	-	106,524
										OPE	-	-	68,116	-	68,116
0000645	UA C5232 AP	INVESTIGATOR 2	23	PF	1	0.75	18	11	7199	SAL	-	-	129,582	-	129,582
										OPE	-	-	75,672	-	75,672
0000648	UA C5232 AP	INVESTIGATOR 2	23	PF	1	0.75	18	11	7199	SAL	-	-	129,582	-	129,582
										OPE	-	-	75,672	-	75,672
0000649	OAS C0102 AP	OFFICE ASSISTANT 2	10	PF	1	0.75	18	11	4398	SAL	-	-	79,164	-	79,164
										OPE	-	-	59,150	-	59,150
0000650	UA C0104 AP	OFFICE SPECIALIST 2	15	PF	1	0.75	18	9	5024	SAL	-	-	90,432	-	90,432
										OPE	-	-	62,843	-	62,843
0000652	UA C5247 AP	COMPLIANCE SPECIALIST 2	25	PF	1	0.75	18	11	8844	SAL	-	-	159,192	-	159,192
										OPE	-	-	85,375	-	85,375
0000653	MMS X7435 AP	LICENSING AND PERMITTING MANAGER 31X	31X	PF	1	0.75	18	8	10683	SAL	-	-	192,294	-	192,294
										OPE	-	-	96,222	-	96,222
0000655	OAS C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	0.75	18	11	6054	SAL	-	-	108,972	-	108,972
										OPE	-	-	68,918	-	68,918
0000656	OAS C5232 AP	INVESTIGATOR 2	23	PF	1	0.75	18	6	6359	SAL	-	-	114,462	-	114,462
										OPE	-	-	70,717	-	70,717
0000660	UA C5247 AP	COMPLIANCE SPECIALIST 2	25	PF	1	0.75	18	10	8441	SAL	-	-	151,938	-	151,938

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

PIC100 - Position Budget Report

Board of Counselors & Therapists

2027-29 Biennium

Cross Reference Number: 10800-001-01-00-00000

Budget Preparation

Agency Request Budget

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/OPE	Salary/OPE				
											GF	LF	OF	FF	AF
0000661	OAS C5232 AP	INVESTIGATOR 2	23	PF	1	0.75	18	10	7681	OPE	-	-	82,998	-	82,998
										SAL	-	-	138,258	-	138,258
0000662	OAS C5232 AP	INVESTIGATOR 2	23	PF	1	0.75	18	5	6070	OPE	-	-	78,515	-	78,515
										SAL	-	-	109,260	-	109,260
0000663	OAS C0323 AP	PUBLIC SERVICE REPRESENTATIVE 3	15	PF	1	0.75	18	5	4213	OPE	-	-	69,012	-	69,012
										SAL	-	-	75,834	-	75,834
0004701	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	58,058	-	58,058
										SAL	-	-	420	-	420
0004702	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	32	-	32
										SAL	-	-	420	-	420
0004703	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	32	-	32
										SAL	-	-	420	-	420
0004704	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	32	-	32
										SAL	-	-	420	-	420
0004705	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	32	-	32
										SAL	-	-	420	-	420
0004706	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	32	-	32
										SAL	-	-	420	-	420
0004707	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	32	-	32
										SAL	-	-	420	-	420
0004708	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	32	-	32
										SAL	-	-	420	-	420
Total Salary											-	-	2,444,580	-	2,444,580
Total OPE											-	-	1,420,122	-	1,420,122
Total Personal Services											-	-	3,864,702	-	3,864,702

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

PIC100 - Position Budget Report

Oregon Board of Psychologists

2027-29 Biennium

Cross Reference Number: 10800-002-01-00-00000

Budget Preparation

Agency Request Budget

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/OPE	Salary/OPE				
											GF	LF	OF	FF	AF
0000590	MMN X0872 AP	OPERATIONS & POLICY ANALYST 3	30	PF	0	0.25	6	10	11754	SAL	-	-	70,524	-	70,524
										OPE	-	-	34,180	-	34,180
0000591	MMS X7437 AP	LICENSING AND PERMITTING SUPERVIS 24X		PF	0	0.25	6	3	5977	SAL	-	-	35,862	-	35,862
										OPE	-	-	22,820	-	22,820
0000592	OAS C5232 AP	INVESTIGATOR 2	23	PF	0	0.25	6	11	8059	SAL	-	-	48,354	-	48,354
										OPE	-	-	26,914	-	26,914
0000597	OAS C0104 AP	OFFICE SPECIALIST 2	15	PF	0	0.25	6	11	5525	SAL	-	-	33,150	-	33,150
										OPE	-	-	21,933	-	21,933
0000640	MEAH Z7588 HF	AGENCY HEAD 8	34X	PF	0	0.50	12	11	15233	SAL	-	-	182,796	-	182,796
										OPE	-	-	82,041	-	82,041
0000641	OAS C0108 AP	ADMINISTRATIVE SPECIALIST 2	20	PF	0	0.25	6	8	6070	SAL	-	-	36,420	-	36,420
										OPE	-	-	23,004	-	23,004
0000643	UA C0108 AP	ADMINISTRATIVE SPECIALIST 2	20	PF	0	0.25	6	8	5918	SAL	-	-	35,508	-	35,508
										OPE	-	-	22,705	-	22,705
0000645	UA C5232 AP	INVESTIGATOR 2	23	PF	0	0.25	6	11	7199	SAL	-	-	43,194	-	43,194
										OPE	-	-	25,224	-	25,224
0000648	UA C5232 AP	INVESTIGATOR 2	23	PF	0	0.25	6	11	7199	SAL	-	-	43,194	-	43,194
										OPE	-	-	25,224	-	25,224
0000649	OAS C0102 AP	OFFICE ASSISTANT 2	10	PF	0	0.25	6	11	4398	SAL	-	-	26,388	-	26,388
										OPE	-	-	19,717	-	19,717
0000650	UA C0104 AP	OFFICE SPECIALIST 2	15	PF	0	0.25	6	9	5024	SAL	-	-	30,144	-	30,144
										OPE	-	-	20,948	-	20,948
0000652	UA C5247 AP	COMPLIANCE SPECIALIST 2	25	PF	0	0.25	6	11	8844	SAL	-	-	53,064	-	53,064
										OPE	-	-	28,457	-	28,457
0000653	MMS X7435 AP	LICENSING AND PERMITTING MANAGER 31X		PF	0	0.25	6	8	10683	SAL	-	-	64,098	-	64,098
										OPE	-	-	32,073	-	32,073
0000655	OAS C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	0	0.25	6	11	6054	SAL	-	-	36,324	-	36,324
										OPE	-	-	22,972	-	22,972
0000656	OAS C5232 AP	INVESTIGATOR 2	23	PF	0	0.25	6	6	6359	SAL	-	-	38,154	-	38,154
										OPE	-	-	23,573	-	23,573
0000660	UA C5247 AP	COMPLIANCE SPECIALIST 2	25	PF	0	0.25	6	10	8441	SAL	-	-	50,646	-	50,646

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MENTAL HEALTH REGULATORY AGENCY

SPECIAL REPORTS

PIC100 - Position Budget Report

Oregon Board of Psychologists

2027-29 Biennium

Cross Reference Number: 10800-002-01-00-00000

Budget Preparation

Agency Request Budget

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/OPE	Salary/OPE				
											GF	LF	OF	FF	AF
0000661	OAS C5232 AP	INVESTIGATOR 2	23	PF	0	0.25	6	10	7681	OPE	-	-	27,666	-	27,666
										SAL	-	-	46,086	-	46,086
0000662	OAS C5232 AP	INVESTIGATOR 2	23	PF	0	0.25	6	5	6070	OPE	-	-	26,171	-	26,171
										SAL	-	-	36,420	-	36,420
0000663	OAS C0323 AP	PUBLIC SERVICE REPRESENTATIVE 3	15	PF	0	0.25	6	5	4213	OPE	-	-	23,004	-	23,004
										SAL	-	-	25,278	-	25,278
0005201	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	19,353	-	19,353
										SAL	-	-	840	-	840
0005202	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	64	-	64
										SAL	-	-	840	-	840
0005203	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	64	-	64
										SAL	-	-	840	-	840
0005204	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	64	-	64
										SAL	-	-	840	-	840
0005205	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PF	0	0.00	0	0	0	OPE	-	-	64	-	64
										SAL	-	-	840	-	840
0005206	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	64	-	64
										SAL	-	-	840	-	840
0005207	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	64	-	64
										SAL	-	-	840	-	840
0005208	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	64	-	64
										SAL	-	-	840	-	840
0005209	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	64	-	64
										SAL	-	-	840	-	840
Total Salary											-	-	943,164	-	943,164
Total OPE											-	-	528,555	-	528,555
Total Personal Services					0	5.00					-	-	1,471,719	-	1,471,719

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