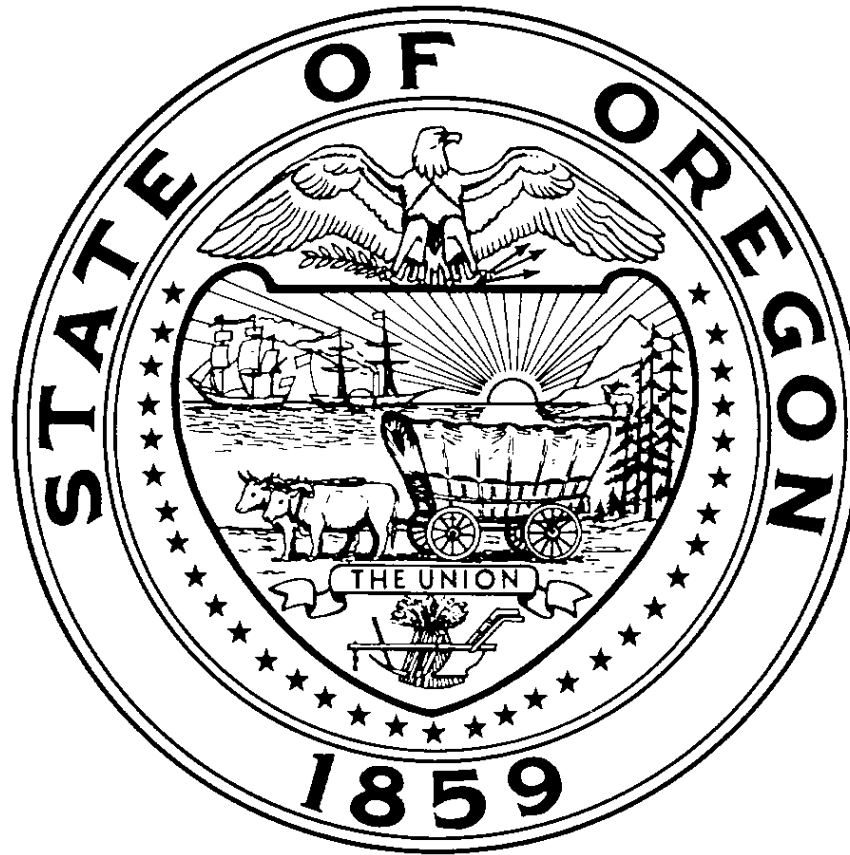


Oregon Board of Naturopathic Medicine



2027-2029

Agency Request Budget

OREGON BOARD OF NATUROPATHIC MEDICINE
2027- 2029 AGENCY REQUEST BUDGET

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CERTIFICATION

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

OREGON BOARD OF NATUROPATHIC MEDICINE

Agency Name

800 NE OREGON ST., STE 407, PORTLAND, OR 97232

Agency Address



Ryan Minarik, ND OBNM Board Chair

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

 X Agency Request

 Governor's

 Legislatively Adopted

Budget Page

Budget Narrative

MISSION STATEMENT

The mission of the Oregon Board of Naturopathic Medicine (Board / OBNM) is to regulate, through the Oregon Revised Statutes and Administrative Rules, the practices of naturopathic medicine to ensure protection of the public. The Board promotes excellence in the practice of naturopathic medicine by assuring quality education, regulating naturopathic practices, and fostering ongoing public outreach. In this manner, the Board cultivates public trust and safety by ensuring the State of Oregon is served by naturopathic professionals providing the highest standards of care.

STATUTORY AUTHORITY - The Board's authority and responsibility is defined in Oregon Revised Statute (ORS) Chapter 685, and Oregon Administrative Rules (OAR) Chapter 850

AGENCY PLANS

2025-2031 Six-Year Plan: In April 2024, Board members and staff held their biannual Board retreat to develop a six-year and two-year strategic plan. Unfortunately, due to budget constraints, Board members and staff will not be able to hold a follow-up retreat in the 27-29 biennium to engage new strategic planning or update our current strategic plans. However, the Board and Board staff continue to work on the action items included in the six-year strategic plan. The Board is committed to advancing and improving the Board's performance of its duties in the next biennium through the following concrete actions.

- Seek legislative options to find an additional revenue stream. The Oregon Board of Naturopathic Medicine is funded solely by licensure fees and civil penalties. Due to the increase in costs of goods and services, legislatively mandated salary increases for Board members and Board staff, and inflation; the Board had to increase licensure and other fees on the approximately 1200 naturopathic licensees in the last three biennium budget cycles to maintain the legislatively required six-month limitation.
- Develop an outreach strategy to create an inclusive and equitable recruitment and application process that leads to a more diverse pool of applicants for licensure, as well as support and retain licensees that serve and practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities.

Budget Narrative

- Revise “OAR 850-030-0030 Fitness for Licensure” through the rule making process and internally revise the initial licensee application and renewal application to remove real and perceived barriers to licensure by eliminating unnecessary and irrelevant questions, especially those related to criminal history and not related to the practice of naturopathic medicine.

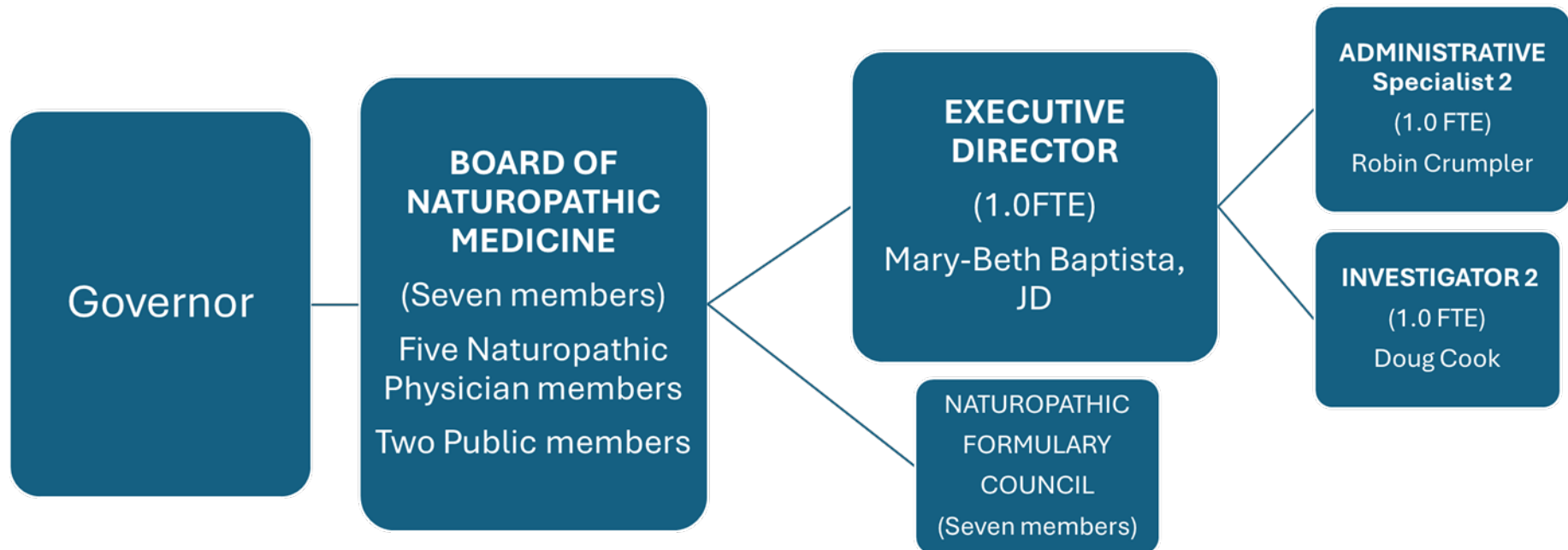
2025-27 Two-Year Plan Accomplishments: The Board completed the following action items from the Board 2025-2027 two-year strategic plan:

- ORS 685.110 Grounds for discipline; penalties. In the 25-27 Legislative Session; the Legislature passed the Board’s proposed amendments to ORS 685.110 that reflect the current state of technology, scope of practice and public expectations for transparency and accountability, adding clarity and relevance to the grounds for discipline, ensuring licensee accountability and protecting the public.
- OAR Division 50: Grounds for Discipline. Based on the amendments to ORS 685.110, passed in the 25-27 Legislative Session, the Board revised OAR Division 50: Grounds for Discipline, for clarity, transparency and enhanced accountability. Rules were revised using plain language and removed legal conclusions that were hard to understand or enforce. The Board reorganized Division 50, grouping discipline into categories: (1) Practice Violations (2) Ethical Violations (3) Professional Violations (4) Conduct that renders the applicant or licensee unfit to perform the duties of a naturopathic physician.
- The Board enhanced licensees’ engagement and understanding of the administrative rule making process, through direct communication using plain and inclusive language in targeted outreach regarding proposed changes to administrative rules.
- The Board developed a complaint review process to determine if a complaint, even if uncontroverted by additional investigation, would not lead to a statute or rule violation. By triaging complaint investigations that would not lead to violation and discipline, the Board is able efficiently employ their limited staff investigation resources on cases that have a direct impact on patient and public safety.
- Established a standing meeting prior to the bi-monthly Board meeting between the Board Chair, Executive Director, and when necessary, Board AAG, to preview investigations scheduled for Board review to flush out issues presented in the investigation and applicable rules to aid the Chair in facilitating efficient and focused Board deliberations.

Budget Narrative

- Created a “Procedural Roadmap” tool for board members to better understand the issues presented in a complaint, and applicable rules, to guide their deliberation to make consistent dismissal and discipline decisions.
- **2025-2027 Two-Year Plan – Next Steps:** The Board is committed to advancing and improving the Board’s performance of its duties through the following concrete actions outlined in the 2025-2027 two-year plan. Including:
 - Advocate for the Board’s 2027-2029 legislative concepts; including:
 - Revise ORS 685.145 Council on Naturopathic Physicians Formulary: Revise the language to reflect the role of the council as an advisory body, recognizing the Board’s rule making authority. Revise membership criteria of Council membership to reflect the current needs of the Council and Board. Change the Council membership to 4-year term, for increased efficiency and effectiveness of the Council.
 - Revise ORS 685.225 Investigation of complaints and alleged violations; subpoenas. Grant the Board authority to require a licensee to undergo a mental, physical, chemical dependency or competency evaluation.
 - Create opportunities for licensee/Board engagement through in-person and virtual activities, including in-person “open house” forums, virtual “town hall” meetings, recorded webinars. Listen and learn about the possible impact and barriers rules and policies have on licensees from underrepresented communities – with emphasis on licensees practicing outside of urban areas, specifically eastern Oregon, and rural areas.
 - Create an Investigation / Discipline spreadsheet, a written record of past violations and subsequent discipline to ensure the Board issues consistent and defensible discipline with each new case.

2027-2029 OBNM ORGANIZATIONAL CHART



Budget Narrative

PROGRAM DESCRIPTION

The Oregon Board of Naturopathic Medicine, was established by the 1927 Legislature, currently operates under the authority of Oregon Revised Statutes, Chapters 685 and under Chapter 850 of the Oregon Administrative Rules. Per ORS 685.160-201, the Board of Naturopathic Medicine shall consist of seven members - five licensed naturopathic doctors and two public members, appointed by the governor for three-year terms. Statutes and Rules bestow the Board with the authority to choose and /or approve hiring and discipline of the professional staff, as well as delegate administrative duties. Further, the Board enforces compliance with ORS and OAR through administrative rule making, statutory initiatives, continuing education, and investigations, discipline of licensees, and court actions. The statutes and rules set forth stringent requirements for education, degree, licensing, continuing education as well as the ability to impose discipline. The statutes and rules reflect the uniqueness of profession and have ensured high standards of accountability and expectations for the profession.

Oregon naturopathic doctors have one of the broadest scopes of practice in the country and are defined as primary care physicians in Oregon statute. Doctors who practice naturopathic medicine are trained to serve as primary care general practitioners who engage in the prevention, diagnosis, management, and treatment of both acute and chronic health conditions. Naturopathic physicians may perform minor surgery, practice natural childbirth, and administer injection therapies, giving Oregon ND's an expansive scope of practice and offer patients many options to address their healthcare needs. Naturopathic doctors are licensed to diagnose and treat disease, can perform or order diagnostic exams and tests.

Oregon naturopathic physicians may prescribe medication from one of the most comprehensive formularies in the nation, currently containing over 1700 drugs. Oregon NDs can prescribe any pharmaceutical needed for primary care. Naturopathic physicians are the only licensed health care providers with advanced training in drug-drug, drug-herb, and drug-nutrient interactions and/or complications. Currently, the Board professional staff consists of 3 FTE positions – an Executive Director, Board Investigator, and an Administrative Specialist 2. The Board and the Executive Director, along with the Board Investigator and Administrative Specialist, work very closely with the Board members. One of the main responsibilities of the staff is to ensure that all investigations into licensee conduct are thorough and accurate. By and through the close working relationship between the Board and staff, the Board investigator is not only keenly experienced to identify the complex issues present in an investigation of the conduct and practice of a Naturopathic Doctor.

Budget Narrative

HOW ACCOMPLISHED:

The purpose of the program is to protect the public by ensuring that practitioners meet and maintain high standards of practice.

- ❖ The program sets minimum requirements for licensees and administers tests to those who seek to become Naturopathic doctors.
- ❖ Licensees are required by Administrative Rule to obtain 32 hours of continuing education (CE) annually, including education in prescription drugs, pain management and ethics, cultural competence or suicide awareness.
- ❖ Licensees practicing certain modalities of naturopathic medicine must complete specific training and education prior to engaging in that practice area.
- ❖ Complaints and investigations against licensees or persons operating without a license may result in disciplinary action. The Board may impose discipline ranging from additional education and training, civil penalty, suspension, or revocation of a naturopathic license.
- ❖ The Board conducts a Law Enforcement Database Services (LEDS) and FBI criminal history check of each applicant as an additional means of assuring public safety.

The Board's customers include practitioner applicants, licensed practitioners, businesses that employ licensed practitioners, accredited naturopathic colleges and universities, naturopathic medical health care consumers, state, and federal regulatory bodies (Oregon State Police, FBI), businesses that offer continuing education seminars, professional organizations (local and national), other state agencies and the public.

Budget Narrative

ENVIRONMENTAL FACTORS:

- The Board is receiving a greater than ever number of inquiries from the public regarding naturopathic medicine as primary healthcare. Increasingly, Americans are seeking naturopathic physicians for their primary health care.
- There are currently seven accredited colleges, with new schools seeking accreditation through the Council on Naturopathic Medical Education (CNME).
- Educating the public on their rights is part of the Boards continued desire. Continuing to increase communication with the Licensees is important to maintaining the highest standards of care.
- The Formulary Council meets twice a year to assure the practitioners licensed in Oregon offer a high standard of care, and that public health and safety are upheld. They review the formulary rules and consider drugs for exclusion and inclusion in the scope of practice.

STRATEGIES

In April 2024, Board members and staff held a retreat to develop a six-year and two-year strategic plan. These strategic plans identify action items —tasks the Board and the Executive Director agreed to undertake in the near and long terms relating to areas of the Board's primary responsibilities. The Board identified concrete actions to achieve the goals set in the strategic plan and is committed to advancing and improving the Board's performance of its duties.

The Board and Board staff developed and submitted a Diversity, Equity and Inclusion Plan for 2025-2027. Diversity, equity, inclusion, is the practice of creating an environment that welcomes people from diverse backgrounds, with diverse identities and perspectives. To ensure everyone feels safe, supported, and respected. The Board plan establishes a comprehensive approach to develop a diverse, equitable and inclusive organizational culture. To achieve the plan goals, the Oregon Board of Naturopathic Medicine developed action-based strategies designed to reduce disparities and create a culture of inclusion. The plan identifies goals and objectives for increasing diversity through any systemic issues leading to inequity and expanding our equity lens to areas of the organization not previously considered.

Budget Narrative

CRITERIA FOR 27-29 BUDGET DEVELOPMENT

In developing the 27-29 budget, the Board considered several factors in determining the revenues and expenditures.

- Will it protect the public from potential harm by unlicensed people?
- Will it encourage better understanding of Oregon law for licensees?
- Will it lead to better communication with the public?
- Will it promote excellence in the practice of naturopathic medicine in Oregon?
- Will it provide more efficiency in the daily operation of Board business?

The Board is requesting in this budget only those activities that are essential in the regulation of Naturopathic Medicine

Budget Narrative

Agency Management Report KPMs for Reporting Year 2023-2024 OREGON BOARD OF NATUROPATHIC MEDICINE

Detailed Report:

KPMs	Actual	Target	Status	Most Recent Year	Management Comments
1 - Average time from receipt of a new complaint to completion of the investigation (months)	9.6 months	6-8 months		Jan 1 – Dec 31, 2024	The Board of Naturopathic Medicine has three full-time staff - the Executive Director, an Investigator 2, and an Administrative Specialist 2. The Board investigates every complaint received - approximately 40 investigations per year. In January 2025, ED Baptista transferred some probation duties and tracking responsibilities from the Board Investigator to the AS2 to more efficiently use investigator's time and resources, on complaint investigations. The ED also developed an open case and probation tracking system to more efficiently track both probation cases and on-going investigations.

Budget Narrative

2 - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise and availability of information	77%	100.00	Pending	Oct 1, 2024- Sept 30 2025	The Board improved across all customer service categories this KPM reporting period. However, a statistically significant number of respondents are responding with the "Don't Know" option. Removing the 13% of respondents that chose "Don't know" would reflect a 92% Excellent/Good rating.
3 - Percent of total best practices met by the Board	100.00	100.00		July 1, 2024- June 30 2025	The Board continues to review Best Practices to assure relevance.

Budget Narrative

SUSTAINABILITY

Not applicable to agency

2027-2029 REGULATORY STREAMLINING PLAN

The Board will continue to review its regulations and procedures to identify opportunities for streamlining processes and reducing regulatory burdens without compromising regulatory standards.

The Board will continue to monitor current practices of patient care within profession to identify and reduce regulatory burdens.

Methods for identifying opportunities include, but are not limited to:

- Regular review of licensing and renewal processes
- Encourage interested parties and the public provide input during legislative and administrative rulemaking processes
- Consider national trends and standards in licensing naturopathic physicians
- Utilize Oregon workforce data to identify practice area strengths and weaknesses

POLICY PACKAGES

Pkg: 101 Licensing Database Replacement.

Budget Narrative

LEGISLATIVE CONCEPTS

The Board is presenting two Legislative Concepts:

Agency Concept Number: 833418-001

LC Number: 404

Concept Subject or Title: Licensee evaluation and treatment

Add statutory language to **685.225 Investigation of complaints and alleged violations; subpoenas**; that gives the Board authority to require a licensee to undergo a mental, physical, chemical dependency or competency evaluation. The Board has the authority to investigate complaints to determine whether a licensee has violated a statute or rule. However, the Board is lacking the authority to require, as part of a discipline investigation, a licensee to undergo a mental, physical, chemical dependency or competency evaluation when the board has objectively reasonable grounds to believe that the person is or may be unable to practice naturopathic medicine with reasonable skill and safety. Several similarly situated Boards, including but not limited to the Oregon Medical Board, Nursing Board, Pharmacy Board, Physical Therapy Board, Medical Imaging Board, and Veterinary Board have this authority. With the lack of authority to require such an evaluation, the Oregon Board of Naturopathic Medicine is lacking an essential tool to protect public safety.

Fiscal Impact: None

Agency Concept Number: 833418-002

LC Number: 406

Concept Subject or Title: Council on Naturopathic Physicians Formulary

The Council on Naturopathic Physicians Formulary was established as a multidisciplinary group to establish a formulary of drugs that may be administered or prescribed by a naturopathic physician. The council shall review the formulary periodically to add a drug to the formulary by submitting an application to Oregon Board of Naturopathic Medicine. If the council determines that the drug may be beneficial in the practice of naturopathic medicine, the council may add the drug to the formulary. Problem #1 - Statute states: "If the council determines that the drug may be beneficial in the practice of naturopathic medicine, the council may add the drug to the formulary. Immediately upon adoption or revision of the formulary, the council shall transmit the formulary to the board, which must adopt the formulary by rule." The Council is an advisory body to the Board. Only the Board has rulemaking authority. This language is inconsistent with the role of an advisory body, and the Board's rule making authority. The council consists of seven members appointed

Budget Narrative

as follows: (a)One member of the Oregon Board of Naturopathic Medicine appointed by the Oregon Board of Naturopathic Medicine; (b)One physician licensed by the Oregon Board of Naturopathic Medicine appointed by the Oregon Board of Naturopathic Medicine; (c)Two pharmacists licensed by the State Board of Pharmacy appointed by the State Board of Pharmacy; (d)One physician licensed by the Oregon Medical Board appointed by the Oregon Medical Board; and (e)Two additional members appointed by the council who hold an advanced degree in a medical or pharmaceutical science. Problem #2 - The description / criteria for two members: "who hold an advanced degree in a medical or pharmaceutical science." is vague and creates confusion and difficulty recruiting members. Additionally, applicants for these two positions on the council have resulted in applicants / appointees with pharmaceutical degrees/ pharmacists or naturopathic degrees. Adding an additional naturopathic doctor or pharmacist is not keeping with the legislative intent / spirit of the law of having a multidisciplinary group. The term of each member of the council is two years. Problem #3: The Council meets biannually. Therefore, members only attend four meetings prior to having to reapply for appointment. This has created high turnover and lengthy vacancies and a constant recruitment cycle, leading to Council inefficiency and wasted staff resources.

Proposed Solution

Problem #1 - Revise the language to reflect the role of the council as an advisory body, recognizing the Board's rule making authority.

Problem #2 - Revise the vague language to reflect the legislative intent and have clearer criteria for the two members appointed by Council.

Problem #3 - Change the Council term to 4-year term, eligible for a second term – 8-year total.

Fiscal Impact: None

2027-2029

BOARD OF NATUROPAHTIC MEDICINE – REVENUE FORCAST NARRATIVE & PROJECTED SOURCES OF REVENUE

Source of Funds:

Source of Funds: The Oregon Board of Naturopathic Medicine is funded solely by Other Funds. Application, examination, and license fees make up approximately 93% of the Board's revenue, with the remainder derived from the sale of license lists, other administrative fees and civil penalties.

Program Funded:

All agency program expenditures/regulation of naturopathic medicine are funded through Other Funds revenue.

General Limits on Use of Funds:

The Board's budget must be used for the administration of ORS Chapter 685 and OAR Chapter 850.

Basis for 2027-2029 Biennium Estimates:

Basis for 27-29 estimates: Calculation is based on historical data as well as R-STARS actual revenue with projection of current license revenue categorized by license type.

Changes in Revenue Sources or Fees:

The Legislature approved a 28.5% fee increase to maintain a six-month contingency fund through AY 2029 in February 2026. As part of the budget discussions for the 25-27 biennium; Board budget analyst, LFO and CFO and the Board discussed whether the agency needed to raise fees in the 25-27 biennium to maintain a six-month contingency through the biennium. Based on the significant cuts the agency made to administrative costs, AG cost estimates based on actuals from the previous biennium, and a drastic cut in rent costs, we all agreed the agency did not need to raise fees in the 25-27 biennium.

However, due to increased costs that were not anticipated and accounted for in the 25-27 budget, the agency needed to raise fees to maintain a six-month contingency through AY 2029. Specifically, there was a significant increase in service costs that

Budget Narrative

was not anticipated in the budget projections; specifically, SFS costs went up 37% - an additional \$22,789. Additionally, IT doubled beyond the projected amount because we learned after the legislative session that Thentia (the contracting agency for the Board database) went into receivership. To maintain the current contractor and/or transition to a new database provider, costs will increase from the anticipated \$25,000 to approximately \$50,000. Additionally, due to salary increases, cost of living adjustments and PERS, the agency was looking at an approximately \$35,000 shortfall in those budget line items.

The Board raised licensure fees by 28.5% through rule on January 1, 2026, and was approved by the legislature in the 2026 short session for the remainder of the 25-27 biennia.

Financial Issues Facing the Board:

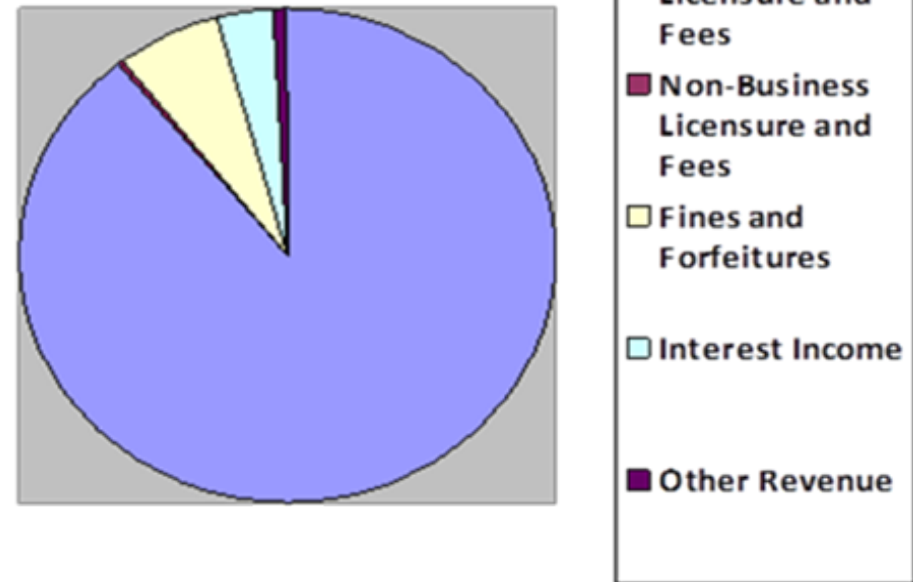
OBNM has a contract with the licensing database Thentia through March 2027. There is significant uncertainty regarding whether the Board will continue to contract with Thentia past the contract end date of March 2027. DAS Procurement is currently working on a statewide request for proposals for an enterprise-wide pricing agreement for licensure database services. The outcome of that price agreement is in flux. Based on estimated costs associated with licensure databases for small and medium licensure boards nationwide / in the State of Oregon, a reasonable estimate for annual database services is \$25,000-\$30,000, more than double OBNM budgeted in the 25-27 LAB.

Budget Narrative

2027-2029 Revenue Estimates

Total 2025-27 Projected Revenue: \$1,523,810

Business Licensure and Fees:	\$1,498,020	93%
Non-Business Licensure and Fees	\$7750	.5%
Fines and Forfeitures	\$65000	4.0%
Interest Income	\$30000	2.0%
Other Revenue	\$15500	1.0%
Transfer To Oregon Health Authority	(92,460)	
	\$1,523,810	~100%



RACIAL EQUITY IMPACT STATEMENT (REIS): AGENCY

TO: Racial Justice Commission

FROM: Mary-Beth Baptista, J.D., Executive Director, Oregon Board of Naturopathic Medicine

The Oregon Board of Naturopathic Medicine is committed to improving its processes and programs to advance racial equity.

1. Who is completing this agency REIS?

Mary-Beth Baptista, J.D., Executive Director, Oregon Board of Naturopathic Medicine

2. Does your agency have a DEIB practitioner?

The agency has a small staff of 3 FTE and does not have a specific DEIB practitioner. However, OBNM Executive Director is a regular attendee of the State's DEIB meetings.

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

The mission of the Oregon Board of Naturopathic Medicine is to regulate, through the Oregon Revised Statutes and Administrative Rules, the practices of naturopathic medicine in order to ensure protection of the public. We promote excellence in the practice of naturopathic medicine by assuring quality education, regulating naturopathic practices, and fostering ongoing public outreach. In this manner, the Board cultivates public trust and safety by ensuring the State of Oregon is served by naturopathic professionals providing the highest standards of care. We consistently seek out education and training to learn and employ best practices for creating an inclusive environment for non-majority people. We strive to cultivate an atmosphere that sustains their presence and participation in the workplace and on the Board.

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

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

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

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

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

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

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

In April 2024, Board leadership, membership and staff held a retreat to develop a six-year and two-year strategic plan. This plan identifies action items —tasks the Board and the Executive Director agreed to undertake with an equity lens and be deliberately inclusive as an organization when making decisions in the near-term relative to areas of the Board’s primary responsibilities. Board Chair and Vice chair were instrumental in setting the Board’s DEI goals and strategic plan. Board leadership, membership and Board staff set the agenda for each bi-monthly Board meeting agenda and will ensure that each agenda will include goals and actions to fulfill the stated concrete actions included in the Strategic Plan, DEI plan and Affirmative Action plan are on the agenda and progress toward each goal set is tracked.

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

The Board’s recruitment announcements and advertisements identify the Board as an Equal Opportunity/Affirmative Action employer and include: “The Oregon Board of Naturopathic Medicine as an equal opportunity, affirmative action employer committed to work force diversity”. The Board partnered with the Governor’s Office of Executive Appointments to appoint and promote increased diversity in the slate of candidates to fill vacant Board positions.

Diversity / Representation in Board and Council membership: In 2024, the Board and Council was represented by: Five (5) White males, Three (3) White females, Two (2) men and two (2) women who identify as one or more race, One (1) woman who identifies as Hispanic or Latino. In 2026, Board and Council is represented by: Four (4) White females, five (5) White males, two (2) females one or more race / Hispanic or Latino, one (1) female one or more race / Asian and one (1) male one or more race.

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

TO: Racial Justice Commission

FROM: Mary-Beth Baptista, J.D., Executive Director, Oregon Board of Naturopathic
Medicine

1. Please describe the POP being proposed.

OBNM has one Policy Option Package (POP), to replace the agency's licensure database system. The agency's contract with the current database provider ends on / about March 31, 2027.

2. Why is the POP being proposed?

This POP is being proposed to ensure OBNM has the funding to contract a database provider in the next biennium. The agency's contract with the current database provider ends on / about March 31, 2027.

3. Who is completing this REIS?

Mary-Beth Baptista, J.D., Executive Director, Oregon Board of Naturopathic
Medicine

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

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

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

The agency has a small staff of 3 FTE and does not have a specific DEIB practitioner. However, OBNM Executive Director is a regular attendee of the State's DEIB meetings.

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

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

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

- a. How did you identify these impacted groups? N/A
- b. What data are you using to validate your assessment? If possible, use outreach and engagement feedback to gather information and insight. N/A
- c. If possible, disaggregate the data by race, ethnicity, geography, income level, and other relevant characteristics. If disaggregated data is not available, please describe why. N/A
- d. How are communities impacted by this POP? What are the disproportionate impacts? Please be specific. N/A

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

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

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

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

- a. Which racial or ethnic communities would be most impacted.
- b. How disparities would likely persist or worsen.

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

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

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

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

Summary of 2027-29 Biennium Budget

Health Related Licensing Boards
Health Related Licensing Boards
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 83300-000-00-00-00000

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
2025-27 Leg Adopted Budget	24	23.50	10,694,044	-	-	10,694,044	-	-	-
2025-27 Emergency Boards	-	-	269,726	-	-	269,726	-	-	-
2025-27 Leg Approved Budget	24	23.50	10,963,770	-	-	10,963,770	-	-	-
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	571,594	-	-	571,594	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	24	23.50	11,535,364	-	-	11,535,364	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	4,846	-	-	4,846	-	-	-
Subtotal	-	-	4,846	-	-	4,846	-	-	-
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)	-	-	247,583	-	-	247,583	-	-	-
State Gov't & Services Charges Increase/(Decrease)			132,921	-	-	132,921	-	-	-
Subtotal	-	-	380,504	-	-	380,504	-	-	-

Summary of 2027-29 Biennium Budget

Health Related Licensing Boards
Health Related Licensing Boards
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 83300-000-00-00-00000

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
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	24	23.50	11,920,714	-	-	11,920,714	-	-	-

Summary of 2027-29 Biennium Budget

Health Related Licensing Boards
Health Related Licensing Boards
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 83300-000-00-00-00000

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal: 2027-29 Current Service Level	24	23.50	11,920,714	-	-	11,920,714	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2027-29 Current Service Level	24	23.50	11,920,714	-	-	11,920,714	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - Fee Increase	-	-	-	-	-	-	-	-	-
101 - Licensing Database Replacement	-	-	628,000	-	-	628,000	-	-	-
Subtotal Policy Packages	-	-	628,000	-	-	628,000	-	-	-
Total 2027-29 Agency Request Budget	24	23.50	12,548,714	-	-	12,548,714	-	-	-
Percentage Change From 2025-27 Leg Approved Budget	-	-	14.46%	-	-	14.46%	-	-	-
Percentage Change From 2027-29 Current Service Level	-	-	5.27%	-	-	5.27%	-	-	-

Summary of 2027-29 Biennium Budget

Health Related Licensing Boards
Naturopathic Medicine
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 83300-018-00-00-00000

<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	3	3.00	1,183,835	-	-	1,183,835	-	-	-
2025-27 Emergency Boards	-	-	29,364	-	-	29,364	-	-	-
2025-27 Leg Approved Budget	3	3.00	1,213,199	-	-	1,213,199	-	-	-
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	72,348	-	-	72,348	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	3	3.00	1,285,547	-	-	1,285,547	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	1,087	-	-	1,087	-	-	-
Subtotal	-	-	1,087	-	-	1,087	-	-	-
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)	-	-	15,901	-	-	15,901	-	-	-
State Gov't & Services Charges Increase/(Decrease)			12,440	-	-	12,440	-	-	-
Subtotal	-	-	28,341	-	-	28,341	-	-	-

Summary of 2027-29 Biennium Budget

Health Related Licensing Boards
Naturopathic Medicine
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 83300-018-00-00-00000

<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	3	3.00	1,314,975	-	-	1,314,975	-	-	-

Summary of 2027-29 Biennium Budget

Health Related Licensing Boards
Naturopathic Medicine
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 83300-018-00-00-00000

<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	3	3.00	1,314,975	-	-	1,314,975	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2027-29 Current Service Level	3	3.00	1,314,975	-	-	1,314,975	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - Fee Increase	-	-	-	-	-	-	-	-	-
101 - Licensing Database Replacement	-	-	100,000	-	-	100,000	-	-	-
Subtotal Policy Packages	-	-	100,000	-	-	100,000	-	-	-
Total 2027-29 Agency Request Budget	3	3.00	1,414,975	-	-	1,414,975	-	-	-
Percentage Change From 2025-27 Leg Approved Budget	-	-	16.63%	-	-	16.63%	-	-	-
Percentage Change From 2027-29 Current Service Level	-	-	7.60%	-	-	7.60%	-	-	-

OBNM 10% REDUCTION OPTIONS

10% Reduction Options (ORS 291.216)

Activity or Program	Describe Reduction	Amount and Fund Type									Rank and Justification
		GF	LF	OF	NL-OF	FF	NL-FF	Total Funds	Pos.	FTE	
(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 2027-29 and 2029-2031)										(RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)
REDUCTION from 3 FTE to 2FTE and 1 (one) 2/3 employee	OBNM will reduce if required. It would have a significant and detrimental impact on Board efficiency and Board member relations.			\$ 51,752				\$ 51,752	1 -	- 3	6
EMPLOYEE TRAINING /PROFESSIONAL SERVICES	OBNM will not provide outside training to employee or board members			\$ 11,000				\$ 11,000			2
Out of State Travel	OBNM will not provide outside training to employee or board members			\$ 1,500				\$ 1,500			2
OTHER SERVICES / SUPPLIES	OBNM will eliminate inperson board meetings and Board retreats			\$ 50,000				\$ 50,000	-	-	3
INSTATE TRAVEL	OBNM will eliminate inperson board meetings and Board retreats			\$ 15,000				\$ 15,000	-	-	3
OFFICE EXPENSES	OBNM will eliminate inperson board meetings and Board retreats			\$ 6,000				\$ 6,000	-	-	3
								\$ -	-	-	
Total		\$ -	\$ -	\$ 135,252	\$ -	\$ -	\$ -	\$ 135,252	-	-	

Health Related Licensing Boards**Agency Number: 83300****Agencywide Program Unit Summary
2027-29 Biennium****Version: V - 01 - Agency Request Budget**

Summary Cross Reference Number	Cross Reference Description	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Leg Approved Budget	2027-29 Agency Request Budget	2027-29 Governor's Budget	2027-29 Leg. Adopted Budget
017-00-00-00000	Mortuary and Cemetery Board						
	Other Funds	3,137,435	3,562,677	3,656,732	4,138,845	-	-
018-00-00-00000	Naturopathic Medicine						
	Other Funds	1,213,284	1,183,835	1,213,199	1,414,975	-	-
020-00-00-00000	Occupational Therapy Licensing						
	Other Funds	738,104	801,490	818,164	976,222	-	-
026-00-00-00000	Medical Imaging						
	Other Funds	1,548,485	1,847,695	1,891,497	2,112,321	-	-
028-00-00-00000	Speech-Language Path. and Audio.						
	Other Funds	1,148,901	1,349,603	1,376,976	1,609,844	-	-
029-00-00-00000	Veterinary Medical Examiners						
	Other Funds	1,773,727	1,948,744	2,007,202	2,296,507	-	-
TOTAL AGENCY							
	Other Funds	9,559,936	10,694,044	10,963,770	12,548,714	-	-

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

**Health Related Licensing Boards
2027-29 Biennium**

Agency Number: 83300

Cross Reference Number: 83300-000-00-00-00000

<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	6,812,274	7,885,965	7,885,965	9,832,080	-	-
Non-business Lic. and Fees	2,572,510	2,779,940	2,779,940	2,632,480	-	-
Charges for Services	-	25	25	-	-	-
Fines and Forfeitures	840,701	280,750	280,750	426,442	-	-
Interest Income	593,363	223,421	223,421	420,828	-	-
Other Revenues	226,406	138,375	138,375	147,723	-	-
Tsfr To Oregon Health Authority	(125,801)	(109,000)	(109,000)	(188,460)	-	-
Total Other Funds	\$10,919,453	\$11,199,476	\$11,199,476	\$13,271,093	-	-

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

**Health Related Licensing Boards
2027-29 Biennium**

Agency Number: 83300

Cross Reference Number: 83300-017-00-00-00000

<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	588,564	765,315	765,315	1,266,030	-	-
Non-business Lic. and Fees	2,570,760	2,777,940	2,777,940	2,624,730	-	-
Charges for Services	-	25	25	-	-	-
Fines and Forfeitures	203,476	30,000	30,000	150,000	-	-
Interest Income	194,122	14,000	14,000	198,500	-	-
Other Revenues	1,543	300	300	-	-	-
Total Other Funds	\$3,558,465	\$3,587,580	\$3,587,580	\$4,239,260	-	-

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

**Health Related Licensing Boards
2027-29 Biennium**

Agency Number: 83300

Cross Reference Number: 83300-018-00-00-00000

<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	1,136,108	1,133,200	1,133,200	1,498,020	-	-
Non-business Lic. and Fees	1,750	2,000	2,000	7,750	-	-
Fines and Forfeitures	57,023	81,750	81,750	65,000	-	-
Interest Income	28,903	41,421	41,421	30,000	-	-
Other Revenues	10,658	12,000	12,000	15,500	-	-
Tsfr To Oregon Health Authority	(83,397)	(63,000)	(63,000)	(92,460)	-	-
Total Other Funds	\$1,151,045	\$1,207,371	\$1,207,371	\$1,523,810	-	-

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

Health Related Licensing Boards
2027-29 Biennium

Agency Number: 83300

Cross Reference Number: 83300-020-00-00-00000

<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	748,300	723,965	723,965	917,130	-	-
Fines and Forfeitures	17,500	-	-	1,000	-	-
Interest Income	46,606	15,000	15,000	40,000	-	-
Other Revenues	27,625	26,075	26,075	26,875	-	-
Tsfr To Oregon Health Authority	(9,472)	(10,000)	(10,000)	(20,000)	-	-
Total Other Funds	\$830,559	\$755,040	\$755,040	\$965,005	-	-

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

Health Related Licensing Boards
2027-29 Biennium

Agency Number: 83300

Cross Reference Number: 83300-026-00-00-00000

<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	1,882,247	1,745,280	1,745,280	1,745,280	-	-
Fines and Forfeitures	480,849	144,000	144,000	144,000	-	-
Interest Income	173,456	23,000	23,000	23,000	-	-
Other Revenues	182,187	98,000	98,000	98,000	-	-
Tsfr To Oregon Health Authority	(21,644)	(20,000)	(20,000)	(44,000)	-	-
Total Other Funds	\$2,697,095	\$1,990,280	\$1,990,280	\$1,966,280	-	-

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

**Health Related Licensing Boards
2027-29 Biennium**

Agency Number: 83300

Cross Reference Number: 83300-028-00-00-00000

<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	1,138,285	1,540,350	1,540,350	1,645,237	-	-
Fines and Forfeitures	23,195	5,000	5,000	25,000	-	-
Interest Income	73,131	80,000	80,000	75,000	-	-
Tsfr To Oregon Health Authority	(11,288)	(16,000)	(16,000)	(32,000)	-	-
Total Other Funds	\$1,223,323	\$1,609,350	\$1,609,350	\$1,713,237	-	-

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

Health Related Licensing Boards
2027-29 Biennium

Agency Number: 83300

Cross Reference Number: 83300-029-00-00-00000

<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	1,318,770	1,977,855	1,977,855	2,760,383	-	-
Fines and Forfeitures	58,658	20,000	20,000	41,442	-	-
Interest Income	77,145	50,000	50,000	54,328	-	-
Other Revenues	4,393	2,000	2,000	7,348	-	-
Total Other Funds	\$1,458,966	\$2,049,855	\$2,049,855	\$2,863,501	-	-

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Health Related Licensing Boards

Cross Reference Name: Naturopathic Medicine

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

Cross Reference Number: 83300-018-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Board Member Stipend	-	-	596	-	-	-	596
Temporary Appointments	-	-	78	-	-	-	78
Social Security Taxes	-	-	6	-	-	-	6
Mass Transit Tax	-	-	407	-	-	-	407
Total Personal Services	-	-	\$1,087	-	-	-	\$1,087
Total Expenditures							
Total Expenditures	-	-	1,087	-	-	-	1,087
Total Expenditures	-	-	\$1,087	-	-	-	\$1,087
Ending Balance							
Ending Balance	-	-	(1,087)	-	-	-	(1,087)
Total Ending Balance	-	-	(\$1,087)	-	-	-	(\$1,087)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Health Related Licensing Boards
Pkg: 031 - Standard Inflation

Cross Reference Name: Naturopathic Medicine
Cross Reference Number: 83300-018-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	51	-	-	-	51
Employee Training	-	-	49	-	-	-	49
Office Expenses	-	-	122	-	-	-	122
Telecommunications	-	-	981	-	-	-	981
State Gov. Service Charges	-	-	12,440	-	-	-	12,440
Data Processing	-	-	201	-	-	-	201
Publicity and Publications	-	-	34	-	-	-	34
Professional Services	-	-	690	-	-	-	690
IT Professional Services	-	-	419	-	-	-	419
Attorney General	-	-	4,826	-	-	-	4,826
Dues and Subscriptions	-	-	37	-	-	-	37
Facilities Rental and Taxes	-	-	349	-	-	-	349
Agency Program Related S and S	-	-	56	-	-	-	56
Other Services and Supplies	-	-	2,653	-	-	-	2,653
Expendable Prop 250 - 5000	-	-	32	-	-	-	32
Total Services & Supplies	-	-	\$22,940	-	-	-	\$22,940
Total Expenditures							
Total Expenditures	-	-	22,940	-	-	-	22,940
Total Expenditures	-	-	\$22,940	-	-	-	\$22,940

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Health Related Licensing Boards
Pkg: 031 - Standard Inflation

Cross Reference Name: Naturopathic Medicine
Cross Reference Number: 83300-018-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	(22,940)	-	-	-	(22,940)
Total Ending Balance	-	-	(\$22,940)	-	-	-	(\$22,940)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Health Related Licensing Boards
Pkg: 032 - Above Standard Inflation

Cross Reference Name: Naturopathic Medicine
Cross Reference Number: 83300-018-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Other Services and Supplies	-	-	5,401	-	-	-	5,401
Total Services & Supplies	-	-	\$5,401	-	-	-	\$5,401
Total Expenditures							
Total Expenditures	-	-	5,401	-	-	-	5,401
Total Expenditures	-	-	\$5,401	-	-	-	\$5,401
Ending Balance							
Ending Balance	-	-	(5,401)	-	-	-	(5,401)
Total Ending Balance	-	-	(\$5,401)	-	-	-	(\$5,401)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Health Related Licensing Boards
Pkg: 101 - Licensing Database Replacement

Cross Reference Name: Naturopathic Medicine
Cross Reference Number: 83300-018-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
IT Professional Services	-	-	100,000	-	-	-	100,000
Total Services & Supplies	-	-	\$100,000	-	-	-	\$100,000
Total Expenditures							
Total Expenditures	-	-	100,000	-	-	-	100,000
Total Expenditures	-	-	\$100,000	-	-	-	\$100,000
Ending Balance							
Ending Balance	-	-	(100,000)	-	-	-	(100,000)
Total Ending Balance	-	-	(\$100,000)	-	-	-	(\$100,000)

POS116 - Net Package Fiscal Impact Report

2027-29 Biennium

Current Service Level

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

POS116 - Net Package Fiscal Impact Report

2027-29 Biennium

Agency Request Budget

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

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

**Health Related Licensing Boards
2027-29 Biennium**

Agency Number: 83300

Cross Reference Number: 83300-000-00-00-00000

<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	6,812,274	7,885,965	7,885,965	9,832,080	-	-
Non-business Lic. and Fees	2,572,510	2,779,940	2,779,940	2,632,480	-	-
Charges for Services	-	25	25	-	-	-
Fines and Forfeitures	840,701	280,750	280,750	426,442	-	-
Interest Income	593,363	223,421	223,421	420,828	-	-
Other Revenues	226,406	138,375	138,375	147,723	-	-
Tsfr To Oregon Health Authority	(125,801)	(109,000)	(109,000)	(188,460)	-	-
Total Other Funds	\$10,919,453	\$11,199,476	\$11,199,476	\$13,271,093	-	-

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

Health Related Licensing Boards
2027-29 Biennium

Agency Number: 83300

Cross Reference Number: 83300-017-00-00-00000

<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	588,564	765,315	765,315	1,266,030	-	-
Non-business Lic. and Fees	2,570,760	2,777,940	2,777,940	2,624,730	-	-
Charges for Services	-	25	25	-	-	-
Fines and Forfeitures	203,476	30,000	30,000	150,000	-	-
Interest Income	194,122	14,000	14,000	198,500	-	-
Other Revenues	1,543	300	300	-	-	-
Total Other Funds	\$3,558,465	\$3,587,580	\$3,587,580	\$4,239,260	-	-

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

Health Related Licensing Boards
2027-29 Biennium

Agency Number: 83300

Cross Reference Number: 83300-018-00-00-00000

<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	1,136,108	1,133,200	1,133,200	1,498,020	-	-
Non-business Lic. and Fees	1,750	2,000	2,000	7,750	-	-
Fines and Forfeitures	57,023	81,750	81,750	65,000	-	-
Interest Income	28,903	41,421	41,421	30,000	-	-
Other Revenues	10,658	12,000	12,000	15,500	-	-
Tsfr To Oregon Health Authority	(83,397)	(63,000)	(63,000)	(92,460)	-	-
Total Other Funds	\$1,151,045	\$1,207,371	\$1,207,371	\$1,523,810	-	-

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

Health Related Licensing Boards
2027-29 Biennium

Agency Number: 83300

Cross Reference Number: 83300-020-00-00-00000

<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	748,300	723,965	723,965	917,130	-	-
Fines and Forfeitures	17,500	-	-	1,000	-	-
Interest Income	46,606	15,000	15,000	40,000	-	-
Other Revenues	27,625	26,075	26,075	26,875	-	-
Tsfr To Oregon Health Authority	(9,472)	(10,000)	(10,000)	(20,000)	-	-
Total Other Funds	\$830,559	\$755,040	\$755,040	\$965,005	-	-

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

Health Related Licensing Boards
2027-29 Biennium

Agency Number: 83300

Cross Reference Number: 83300-026-00-00-00000

<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	1,882,247	1,745,280	1,745,280	1,745,280	-	-
Fines and Forfeitures	480,849	144,000	144,000	144,000	-	-
Interest Income	173,456	23,000	23,000	23,000	-	-
Other Revenues	182,187	98,000	98,000	98,000	-	-
Tsfr To Oregon Health Authority	(21,644)	(20,000)	(20,000)	(44,000)	-	-
Total Other Funds	\$2,697,095	\$1,990,280	\$1,990,280	\$1,966,280	-	-

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

**Health Related Licensing Boards
2027-29 Biennium**

Agency Number: 83300

Cross Reference Number: 83300-028-00-00-00000

<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	1,138,285	1,540,350	1,540,350	1,645,237	-	-
Fines and Forfeitures	23,195	5,000	5,000	25,000	-	-
Interest Income	73,131	80,000	80,000	75,000	-	-
Tsfr To Oregon Health Authority	(11,288)	(16,000)	(16,000)	(32,000)	-	-
Total Other Funds	\$1,223,323	\$1,609,350	\$1,609,350	\$1,713,237	-	-

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

Health Related Licensing Boards
2027-29 Biennium

Agency Number: 83300

Cross Reference Number: 83300-029-00-00-00000

<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	1,318,770	1,977,855	1,977,855	2,760,383	-	-
Fines and Forfeitures	58,658	20,000	20,000	41,442	-	-
Interest Income	77,145	50,000	50,000	54,328	-	-
Other Revenues	4,393	2,000	2,000	7,348	-	-
Total Other Funds	\$1,458,966	\$2,049,855	\$2,049,855	\$2,863,501	-	-

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

**Health Related Licensing Boards
2027-29 Biennium**

Agency Number: 83300

Cross Reference Number: 83300-000-00-00-00000

<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	6,812,274	7,885,965	7,885,965	9,832,080	-	-
Non-business Lic. and Fees	2,572,510	2,779,940	2,779,940	2,632,480	-	-
Charges for Services	-	25	25	-	-	-
Fines and Forfeitures	840,701	280,750	280,750	426,442	-	-
Interest Income	593,363	223,421	223,421	420,828	-	-
Other Revenues	226,406	138,375	138,375	147,723	-	-
Tsfr To Oregon Health Authority	(125,801)	(109,000)	(109,000)	(188,460)	-	-
Total Other Funds	\$10,919,453	\$11,199,476	\$11,199,476	\$13,271,093	-	-

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

**Health Related Licensing Boards
2027-29 Biennium**

Agency Number: 83300

Cross Reference Number: 83300-017-00-00-00000

<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	588,564	765,315	765,315	1,266,030	-	-
Non-business Lic. and Fees	2,570,760	2,777,940	2,777,940	2,624,730	-	-
Charges for Services	-	25	25	-	-	-
Fines and Forfeitures	203,476	30,000	30,000	150,000	-	-
Interest Income	194,122	14,000	14,000	198,500	-	-
Other Revenues	1,543	300	300	-	-	-
Total Other Funds	\$3,558,465	\$3,587,580	\$3,587,580	\$4,239,260	-	-

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

Health Related Licensing Boards
2027-29 Biennium

Agency Number: 83300

Cross Reference Number: 83300-018-00-00-00000

<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	1,136,108	1,133,200	1,133,200	1,498,020	-	-
Non-business Lic. and Fees	1,750	2,000	2,000	7,750	-	-
Fines and Forfeitures	57,023	81,750	81,750	65,000	-	-
Interest Income	28,903	41,421	41,421	30,000	-	-
Other Revenues	10,658	12,000	12,000	15,500	-	-
Tsfr To Oregon Health Authority	(83,397)	(63,000)	(63,000)	(92,460)	-	-
Total Other Funds	\$1,151,045	\$1,207,371	\$1,207,371	\$1,523,810	-	-

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

Health Related Licensing Boards
2027-29 Biennium

Agency Number: 83300

Cross Reference Number: 83300-020-00-00-00000

<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	748,300	723,965	723,965	917,130	-	-
Fines and Forfeitures	17,500	-	-	1,000	-	-
Interest Income	46,606	15,000	15,000	40,000	-	-
Other Revenues	27,625	26,075	26,075	26,875	-	-
Tsfr To Oregon Health Authority	(9,472)	(10,000)	(10,000)	(20,000)	-	-
Total Other Funds	\$830,559	\$755,040	\$755,040	\$965,005	-	-

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

**Health Related Licensing Boards
2027-29 Biennium**

Agency Number: 83300

Cross Reference Number: 83300-026-00-00-00000

<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	1,882,247	1,745,280	1,745,280	1,745,280	-	-
Fines and Forfeitures	480,849	144,000	144,000	144,000	-	-
Interest Income	173,456	23,000	23,000	23,000	-	-
Other Revenues	182,187	98,000	98,000	98,000	-	-
Tsfr To Oregon Health Authority	(21,644)	(20,000)	(20,000)	(44,000)	-	-
Total Other Funds	\$2,697,095	\$1,990,280	\$1,990,280	\$1,966,280	-	-

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

Health Related Licensing Boards
2027-29 Biennium

Agency Number: 83300

Cross Reference Number: 83300-028-00-00-00000

<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	1,138,285	1,540,350	1,540,350	1,645,237	-	-
Fines and Forfeitures	23,195	5,000	5,000	25,000	-	-
Interest Income	73,131	80,000	80,000	75,000	-	-
Tsfr To Oregon Health Authority	(11,288)	(16,000)	(16,000)	(32,000)	-	-
Total Other Funds	\$1,223,323	\$1,609,350	\$1,609,350	\$1,713,237	-	-

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

**Health Related Licensing Boards
2027-29 Biennium**

Agency Number: 83300

Cross Reference Number: 83300-029-00-00-00000

<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	1,318,770	1,977,855	1,977,855	2,760,383	-	-
Fines and Forfeitures	58,658	20,000	20,000	41,442	-	-
Interest Income	77,145	50,000	50,000	54,328	-	-
Other Revenues	4,393	2,000	2,000	7,348	-	-
Total Other Funds	\$1,458,966	\$2,049,855	\$2,049,855	\$2,863,501	-	-

Health Related Licensing Boards

Summary Cross Reference Listing and Packages

2027-29 Biennium

Agency Number: 83300

BAM Analyst: Patton, Jealinda

Budget Coordinator: Kreztschmar, Madeline - (971)718-2512

Cross Reference Number	Cross Reference Description	Package Number	Priority	Package Description	Package Group
017-00-00-00000	Mortuary and Cemetery Board	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
017-00-00-00000	Mortuary and Cemetery Board	021	0	Phase-in	Essential Packages
017-00-00-00000	Mortuary and Cemetery Board	022	0	Phase-out Pgm & One-time Costs	Essential Packages
017-00-00-00000	Mortuary and Cemetery Board	031	0	Standard Inflation	Essential Packages
017-00-00-00000	Mortuary and Cemetery Board	032	0	Above Standard Inflation	Essential Packages
017-00-00-00000	Mortuary and Cemetery Board	033	0	Exceptional Inflation	Essential Packages
017-00-00-00000	Mortuary and Cemetery Board	040	0	Mandated Caseload	Essential Packages
017-00-00-00000	Mortuary and Cemetery Board	050	0	Fundshifts	Essential Packages
017-00-00-00000	Mortuary and Cemetery Board	060	0	Technical Adjustments	Essential Packages
017-00-00-00000	Mortuary and Cemetery Board	070	0	Revenue Shortfalls	Policy Packages
017-00-00-00000	Mortuary and Cemetery Board	081	0	June 2026 Emergency Board	Policy Packages
017-00-00-00000	Mortuary and Cemetery Board	100	0	Fee Increase	Policy Packages
017-00-00-00000	Mortuary and Cemetery Board	101	0	Licensing Database Replacement	Policy Packages
018-00-00-00000	Naturopathic Medicine	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
018-00-00-00000	Naturopathic Medicine	021	0	Phase-in	Essential Packages
018-00-00-00000	Naturopathic Medicine	022	0	Phase-out Pgm & One-time Costs	Essential Packages
018-00-00-00000	Naturopathic Medicine	031	0	Standard Inflation	Essential Packages
018-00-00-00000	Naturopathic Medicine	032	0	Above Standard Inflation	Essential Packages
018-00-00-00000	Naturopathic Medicine	033	0	Exceptional Inflation	Essential Packages
018-00-00-00000	Naturopathic Medicine	040	0	Mandated Caseload	Essential Packages
018-00-00-00000	Naturopathic Medicine	050	0	Fundshifts	Essential Packages
018-00-00-00000	Naturopathic Medicine	060	0	Technical Adjustments	Essential Packages

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Summary Cross Reference Listing and Packages

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Health Related Licensing Boards

Summary Cross Reference Listing and Packages

2027-29 Biennium

Agency Number: 83300

BAM Analyst: Patton, Jealinda

Budget Coordinator: Kreztschmar, Madeline - (971)718-2512

Cross Reference Number	Cross Reference Description	Package Number	Priority	Package Description	Package Group
018-00-00-00000	Naturopathic Medicine	070	0	Revenue Shortfalls	Policy Packages
018-00-00-00000	Naturopathic Medicine	081	0	June 2026 Emergency Board	Policy Packages
018-00-00-00000	Naturopathic Medicine	100	0	Fee Increase	Policy Packages
018-00-00-00000	Naturopathic Medicine	101	0	Licensing Database Replacement	Policy Packages
020-00-00-00000	Occupational Therapy Licensing	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
020-00-00-00000	Occupational Therapy Licensing	021	0	Phase-in	Essential Packages
020-00-00-00000	Occupational Therapy Licensing	022	0	Phase-out Pgm & One-time Costs	Essential Packages
020-00-00-00000	Occupational Therapy Licensing	031	0	Standard Inflation	Essential Packages
020-00-00-00000	Occupational Therapy Licensing	032	0	Above Standard Inflation	Essential Packages
020-00-00-00000	Occupational Therapy Licensing	033	0	Exceptional Inflation	Essential Packages
020-00-00-00000	Occupational Therapy Licensing	040	0	Mandated Caseload	Essential Packages
020-00-00-00000	Occupational Therapy Licensing	050	0	Fundshifts	Essential Packages
020-00-00-00000	Occupational Therapy Licensing	060	0	Technical Adjustments	Essential Packages
020-00-00-00000	Occupational Therapy Licensing	070	0	Revenue Shortfalls	Policy Packages
020-00-00-00000	Occupational Therapy Licensing	081	0	June 2026 Emergency Board	Policy Packages
020-00-00-00000	Occupational Therapy Licensing	100	0	Fee Increase	Policy Packages
020-00-00-00000	Occupational Therapy Licensing	101	0	Licensing Database Replacement	Policy Packages
026-00-00-00000	Medical Imaging	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
026-00-00-00000	Medical Imaging	021	0	Phase-in	Essential Packages
026-00-00-00000	Medical Imaging	022	0	Phase-out Pgm & One-time Costs	Essential Packages
026-00-00-00000	Medical Imaging	031	0	Standard Inflation	Essential Packages
026-00-00-00000	Medical Imaging	032	0	Above Standard Inflation	Essential Packages

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Summary Cross Reference Listing and Packages

BSU-003A

Health Related Licensing Boards

Summary Cross Reference Listing and Packages 2027-29 Biennium

Agency Number: 83300

BAM Analyst: Patton, Jealinda

Budget Coordinator: Kreztschmar, Madeline - (971)718-2512

Cross Reference Number	Cross Reference Description	Package Number	Priority	Package Description	Package Group
026-00-00-00000	Medical Imaging	033	0	Exceptional Inflation	Essential Packages
026-00-00-00000	Medical Imaging	040	0	Mandated Caseload	Essential Packages
026-00-00-00000	Medical Imaging	050	0	Fundshifts	Essential Packages
026-00-00-00000	Medical Imaging	060	0	Technical Adjustments	Essential Packages
026-00-00-00000	Medical Imaging	070	0	Revenue Shortfalls	Policy Packages
026-00-00-00000	Medical Imaging	081	0	June 2026 Emergency Board	Policy Packages
026-00-00-00000	Medical Imaging	101	0	Licensing Database Replacement	Policy Packages
028-00-00-00000	Speech-Language Path. and Audio.	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
028-00-00-00000	Speech-Language Path. and Audio.	021	0	Phase-in	Essential Packages
028-00-00-00000	Speech-Language Path. and Audio.	022	0	Phase-out Pgm & One-time Costs	Essential Packages
028-00-00-00000	Speech-Language Path. and Audio.	031	0	Standard Inflation	Essential Packages
028-00-00-00000	Speech-Language Path. and Audio.	032	0	Above Standard Inflation	Essential Packages
028-00-00-00000	Speech-Language Path. and Audio.	033	0	Exceptional Inflation	Essential Packages
028-00-00-00000	Speech-Language Path. and Audio.	040	0	Mandated Caseload	Essential Packages
028-00-00-00000	Speech-Language Path. and Audio.	050	0	Fundshifts	Essential Packages
028-00-00-00000	Speech-Language Path. and Audio.	060	0	Technical Adjustments	Essential Packages
028-00-00-00000	Speech-Language Path. and Audio.	070	0	Revenue Shortfalls	Policy Packages
028-00-00-00000	Speech-Language Path. and Audio.	081	0	June 2026 Emergency Board	Policy Packages
028-00-00-00000	Speech-Language Path. and Audio.	100	0	Fee Increase	Policy Packages
028-00-00-00000	Speech-Language Path. and Audio.	101	0	Licensing Database Replacement	Policy Packages
029-00-00-00000	Veterinary Medical Examiners	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
029-00-00-00000	Veterinary Medical Examiners	021	0	Phase-in	Essential Packages

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Health Related Licensing Boards

Summary Cross Reference Listing and Packages

2027-29 Biennium

Agency Number: 83300

BAM Analyst: Patton, Jealinda

Budget Coordinator: Kreztschmar, Madeline - (971)718-2512

<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>
029-00-00-00000	Veterinary Medical Examiners	022	0	Phase-out Pgm & One-time Costs	Essential Packages
029-00-00-00000	Veterinary Medical Examiners	031	0	Standard Inflation	Essential Packages
029-00-00-00000	Veterinary Medical Examiners	032	0	Above Standard Inflation	Essential Packages
029-00-00-00000	Veterinary Medical Examiners	033	0	Exceptional Inflation	Essential Packages
029-00-00-00000	Veterinary Medical Examiners	040	0	Mandated Caseload	Essential Packages
029-00-00-00000	Veterinary Medical Examiners	050	0	Fundshifts	Essential Packages
029-00-00-00000	Veterinary Medical Examiners	060	0	Technical Adjustments	Essential Packages
029-00-00-00000	Veterinary Medical Examiners	070	0	Revenue Shortfalls	Policy Packages
029-00-00-00000	Veterinary Medical Examiners	081	0	June 2026 Emergency Board	Policy Packages
029-00-00-00000	Veterinary Medical Examiners	100	0	Fee Increase	Policy Packages
029-00-00-00000	Veterinary Medical Examiners	101	0	Licensing Database Replacement	Policy Packages

Health Related Licensing Boards

Policy Package List by Priority

2027-29 Biennium

Agency Number: 83300

BAM Analyst: Patton, Jealinda

Budget Coordinator: Kreztschmar, Madeline - (971)718-2512

Priority	Policy Pkg Number	Policy Pkg Description	Summary Cross Reference Number	Cross Reference Description
0	070	Revenue Shortfalls	017-00-00-00000	Mortuary and Cemetery Board
			018-00-00-00000	Naturopathic Medicine
			020-00-00-00000	Occupational Therapy Licensing
			026-00-00-00000	Medical Imaging
			028-00-00-00000	Speech-Language Path. and Audio.
			029-00-00-00000	Veterinary Medical Examiners
	081	June 2026 Emergency Board	017-00-00-00000	Mortuary and Cemetery Board
			018-00-00-00000	Naturopathic Medicine
			020-00-00-00000	Occupational Therapy Licensing
			026-00-00-00000	Medical Imaging
			028-00-00-00000	Speech-Language Path. and Audio.
			029-00-00-00000	Veterinary Medical Examiners
	100	Fee Increase	017-00-00-00000	Mortuary and Cemetery Board
			018-00-00-00000	Naturopathic Medicine
			020-00-00-00000	Occupational Therapy Licensing
			028-00-00-00000	Speech-Language Path. and Audio.
			029-00-00-00000	Veterinary Medical Examiners
	101	Licensing Database Replacement	017-00-00-00000	Mortuary and Cemetery Board
			018-00-00-00000	Naturopathic Medicine
			020-00-00-00000	Occupational Therapy Licensing
			026-00-00-00000	Medical Imaging
			028-00-00-00000	Speech-Language Path. and Audio.
			029-00-00-00000	Veterinary Medical Examiners

Health Related Licensing Boards**Agency Number: 83300****Agency Worksheet - Revenues & Expenditures****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-000-00-00-00000****Health Related Licensing Boards**

<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>
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	4,781,456	4,785,684	-	4,785,684	6,212,105	6,212,105
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	13	-	-	-	522,408	522,408
TOTAL BEGINNING BALANCE						
3400 Other Funds Ltd	4,781,469	4,785,684	-	4,785,684	6,734,513	6,734,513
TOTAL BEGINNING BALANCE	\$4,781,469	\$4,785,684	-	\$4,785,684	\$6,734,513	\$6,734,513
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	6,812,274	7,885,965	-	7,885,965	8,000,810	8,000,810
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	2,572,510	2,779,940	-	2,779,940	2,632,480	2,632,480
TOTAL LICENSES AND FEES						
3400 Other Funds Ltd	9,384,784	10,665,905	-	10,665,905	10,633,290	10,633,290
TOTAL LICENSES AND FEES	\$9,384,784	\$10,665,905	-	\$10,665,905	\$10,633,290	\$10,633,290
CHARGES FOR SERVICES						
0410 Charges for Services						
3400 Other Funds Ltd	-	25	-	25	-	-

Health Related Licensing Boards**Agency Number: 83300****Agency Worksheet - Revenues & Expenditures****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-000-00-00-00000****Health Related Licensing Boards**

<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>
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	840,701	280,750	-	280,750	426,442	426,442
INTEREST EARNINGS						
0605 Interest Income						
3400 Other Funds Ltd	593,363	223,421	-	223,421	420,828	420,828
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	226,406	138,375	-	138,375	147,723	147,723
REVENUES						
3400 Other Funds Ltd	11,045,254	11,308,476	-	11,308,476	11,628,283	11,628,283
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(125,801)	(109,000)	-	(109,000)	(188,460)	(188,460)
AVAILABLE REVENUES						
3400 Other Funds Ltd	15,700,922	15,985,160	-	15,985,160	18,174,336	18,174,336
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	4,098,604	4,598,652	243,486	4,842,138	5,211,924	5,211,924

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Health Related Licensing Boards**Agency Number: 83300****Agency Worksheet - Revenues & Expenditures****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-000-00-00-00000****Health Related Licensing Boards**

<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>
3115 Board Member Stipend						
3400 Other Funds Ltd	97,268	12,157	-	12,157	12,157	12,753
3160 Temporary Appointments						
3400 Other Funds Ltd	9,871	6,629	-	6,629	6,629	6,954
3170 Overtime Payments						
3400 Other Funds Ltd	31,042	-	-	-	-	-
3180 Shift Differential						
3400 Other Funds Ltd	238	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	13,918	-	-	-	-	-
TOTAL SALARIES & WAGES						
3400 Other Funds Ltd	4,250,941	4,617,438	243,486	4,860,924	5,230,710	5,231,631
TOTAL SALARIES & WAGES	\$4,250,941	\$4,617,438	\$243,486	\$4,860,924	\$5,230,710	\$5,231,631
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	736	1,692	-	1,692	1,856	1,856
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	773,947	952,012	-	952,012	1,270,123	1,270,123
3221 Pension Obligation Bond						
3400 Other Funds Ltd	202,868	178,641	(8,721)	169,920	-	-

Health Related Licensing Boards**Agency Number: 83300****Agency Worksheet - Revenues & Expenditures****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-000-00-00-00000****Health Related Licensing Boards**

<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>
3230 Social Security Taxes						
3400 Other Funds Ltd	323,189	352,310	-	352,310	399,225	399,250
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	16,875	18,102	-	18,102	20,551	20,551
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	817	987	-	987	893	893
3260 Mass Transit Tax						
3400 Other Funds Ltd	24,815	27,484	-	27,484	27,484	31,384
3270 Flexible Benefits						
3400 Other Funds Ltd	887,429	996,588	36,989	1,033,577	1,037,760	1,037,760
TOTAL OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	2,230,676	2,527,816	28,268	2,556,084	2,757,892	2,761,817
TOTAL OTHER PAYROLL EXPENSES	\$2,230,676	\$2,527,816	\$28,268	\$2,556,084	\$2,757,892	\$2,761,817
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	6,481,617	7,145,254	271,754	7,417,008	7,988,602	7,993,448
TOTAL PERSONAL SERVICES	\$6,481,617	\$7,145,254	\$271,754	\$7,417,008	\$7,988,602	\$7,993,448
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	60,068	165,617	-	165,617	165,617	173,732
4125 Out of State Travel						

Health Related Licensing Boards**Agency Number: 83300****Agency Worksheet - Revenues & Expenditures****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-000-00-00-00000****Health Related Licensing Boards**

<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	7,327	16,702	-	16,702	16,702	17,520
4150 Employee Training						
3400 Other Funds Ltd	19,780	25,028	-	25,028	25,028	26,254
4175 Office Expenses						
3400 Other Funds Ltd	46,244	107,700	-	107,700	107,700	112,978
4200 Telecommunications						
3400 Other Funds Ltd	110,837	146,580	-	146,580	146,580	153,763
4225 State Gov. Service Charges						
3400 Other Funds Ltd	244,650	336,773	-	336,773	336,773	469,694
4250 Data Processing						
3400 Other Funds Ltd	39,619	75,832	-	75,832	75,832	79,548
4275 Publicity and Publications						
3400 Other Funds Ltd	2,319	16,171	-	16,171	16,171	16,963
4300 Professional Services						
3400 Other Funds Ltd	85,928	56,753	-	56,753	56,753	62,031
4315 IT Professional Services						
3400 Other Funds Ltd	72,668	242,307	-	242,307	242,307	264,841
4325 Attorney General						
3400 Other Funds Ltd	665,718	766,429	-	766,429	766,429	837,707
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	2,371	-	2,371	2,371	2,487

Health Related Licensing Boards**Agency Number: 83300****Agency Worksheet - Revenues & Expenditures****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-000-00-00-00000****Health Related Licensing Boards**

<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>
4400 Dues and Subscriptions						
3400 Other Funds Ltd	17,874	9,635	-	9,635	9,635	10,108
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	338,680	313,992	-	313,992	313,992	329,379
4475 Facilities Maintenance						
3400 Other Funds Ltd	213	-	-	-	-	-
4575 Agency Program Related S and S						
3400 Other Funds Ltd	841,332	796,375	-	796,375	796,375	835,396
4650 Other Services and Supplies						
3400 Other Funds Ltd	465,686	419,758	(2,028)	417,730	417,730	481,611
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	117	18,109	-	18,109	18,109	18,996
4715 IT Expendable Property						
3400 Other Funds Ltd	59,259	32,658	-	32,658	32,658	34,258
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	3,078,319	3,548,790	(2,028)	3,546,762	3,546,762	3,927,266
TOTAL SERVICES & SUPPLIES	\$3,078,319	\$3,548,790	(\$2,028)	\$3,546,762	\$3,546,762	\$3,927,266
EXPENDITURES						
3400 Other Funds Ltd	9,559,936	10,694,044	269,726	10,963,770	11,535,364	11,920,714

ENDING BALANCE

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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	6,140,986	5,291,116	(269,726)	5,021,390	6,638,972	6,253,622
TOTAL ENDING BALANCE	\$6,140,986	\$5,291,116	(\$269,726)	\$5,021,390	\$6,638,972	\$6,253,622
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	24	24	-	24	24	24
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	23.25	23.50	-	23.50	23.50	23.50

Health Related Licensing Boards**Agency Number: 83300****Agency Worksheet - Revenues & Expenditures****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-018-00-00-00000****Naturopathic Medicine**

<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>
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	282,844	282,841	-	282,841	280,331	280,331
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	(3)	-	-	-	147,674	147,674
TOTAL BEGINNING BALANCE						
3400 Other Funds Ltd	282,841	282,841	-	282,841	428,005	428,005
TOTAL BEGINNING BALANCE	\$282,841	\$282,841	-	\$282,841	\$428,005	\$428,005
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	1,136,108	1,133,200	-	1,133,200	1,498,020	1,498,020
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	1,750	2,000	-	2,000	7,750	7,750
TOTAL LICENSES AND FEES						
3400 Other Funds Ltd	1,137,858	1,135,200	-	1,135,200	1,505,770	1,505,770
TOTAL LICENSES AND FEES	\$1,137,858	\$1,135,200	-	\$1,135,200	\$1,505,770	\$1,505,770
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	57,023	81,750	-	81,750	65,000	65,000

Health Related Licensing Boards**Agency Number: 83300****Agency Worksheet - Revenues & Expenditures
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Cross Reference Number: 83300-018-00-00-00000**

<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>
INTEREST EARNINGS						
0605 Interest Income						
3400 Other Funds Ltd	28,903	41,421	-	41,421	30,000	30,000
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	10,658	12,000	-	12,000	15,500	15,500
REVENUES						
3400 Other Funds Ltd	1,234,442	1,270,371	-	1,270,371	1,616,270	1,616,270
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(83,397)	(63,000)	-	(63,000)	(92,460)	(92,460)
AVAILABLE REVENUES						
3400 Other Funds Ltd	1,433,886	1,490,212	-	1,490,212	1,951,815	1,951,815
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	589,563	635,608	26,340	661,948	709,912	709,912
3115 Board Member Stipend						
3400 Other Funds Ltd	29,984	12,157	-	12,157	12,157	12,753
3160 Temporary Appointments						

Health Related Licensing Boards**Agency Number: 83300**

Agency Worksheet - Revenues & Expenditures
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Naturopathic Medicine

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<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	-	1,584	-	1,584	1,584	1,662
TOTAL SALARIES & WAGES						
3400 Other Funds Ltd	619,547	649,349	26,340	675,689	723,653	724,327
TOTAL SALARIES & WAGES	\$619,547	\$649,349	\$26,340	\$675,689	\$723,653	\$724,327
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	53	216	-	216	237	237
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	118,466	131,375	-	131,375	172,721	172,721
3221 Pension Obligation Bond						
3400 Other Funds Ltd	29,059	24,925	(1,439)	23,486	-	-
3230 Social Security Taxes						
3400 Other Funds Ltd	46,245	48,749	-	48,749	54,433	54,439
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	2,418	2,498	-	2,498	2,795	2,795
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	112	126	-	126	114	114
3260 Mass Transit Tax						
3400 Other Funds Ltd	3,537	3,935	-	3,935	3,935	4,342
3270 Flexible Benefits						

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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	148,226	127,224	4,722	131,946	132,480	132,480
TOTAL OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	348,116	339,048	3,283	342,331	366,715	367,128
TOTAL OTHER PAYROLL EXPENSES	\$348,116	\$339,048	\$3,283	\$342,331	\$366,715	\$367,128
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	967,663	988,397	29,623	1,018,020	1,090,368	1,091,455
TOTAL PERSONAL SERVICES	\$967,663	\$988,397	\$29,623	\$1,018,020	\$1,090,368	\$1,091,455
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	10,213	1,033	-	1,033	1,033	1,084
4150 Employee Training						
3400 Other Funds Ltd	3,828	1,009	-	1,009	1,009	1,058
4175 Office Expenses						
3400 Other Funds Ltd	1,148	2,485	-	2,485	2,485	2,607
4200 Telecommunications						
3400 Other Funds Ltd	16,247	20,021	-	20,021	20,021	21,002
4225 State Gov. Service Charges						
3400 Other Funds Ltd	26,965	38,190	-	38,190	38,190	50,630
4250 Data Processing						
3400 Other Funds Ltd	3,292	4,093	-	4,093	4,093	4,294

Health Related Licensing Boards**Agency Number: 83300****Agency Worksheet - Revenues & Expenditures****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-018-00-00-00000****Naturopathic Medicine**

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	102	701	-	701	701	735
4300 Professional Services						
3400 Other Funds Ltd	7,091	7,418	-	7,418	7,418	8,108
4315 IT Professional Services						
3400 Other Funds Ltd	10,246	4,510	-	4,510	4,510	4,929
4325 Attorney General						
3400 Other Funds Ltd	35,446	51,896	-	51,896	51,896	56,722
4400 Dues and Subscriptions						
3400 Other Funds Ltd	3,554	755	-	755	755	792
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	54,457	7,119	-	7,119	7,119	7,468
4575 Agency Program Related S and S						
3400 Other Funds Ltd	7,311	1,149	-	1,149	1,149	1,205
4650 Other Services and Supplies						
3400 Other Funds Ltd	61,282	54,397	(259)	54,138	54,138	62,192
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	-	662	-	662	662	694
4715 IT Expendable Property						
3400 Other Funds Ltd	4,439	-	-	-	-	-
TOTAL SERVICES & SUPPLIES						

Health Related Licensing Boards**Agency Number: 83300****Agency Worksheet - Revenues & Expenditures
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<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	245,621	195,438	(259)	195,179	195,179	223,520
TOTAL SERVICES & SUPPLIES	\$245,621	\$195,438	(\$259)	\$195,179	\$195,179	\$223,520
EXPENDITURES						
3400 Other Funds Ltd	1,213,284	1,183,835	29,364	1,213,199	1,285,547	1,314,975
ENDING BALANCE						
3400 Other Funds Ltd	220,602	306,377	(29,364)	277,013	666,268	636,840
TOTAL ENDING BALANCE	\$220,602	\$306,377	(\$29,364)	\$277,013	\$666,268	\$636,840
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	3	3	-	3	3	3
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	3.00	3.00	-	3.00	3.00	3.00

Health Related Licensing Boards**Agency Number: 83300****Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium****Version: V - 01 - Agency Request Budget
Cross Reference Number: 83300-000-00-00-00000****Health Related Licensing Boards**

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	6,212,105	-	6,212,105	-	6,212,105
0030 Beginning Balance Adjustment					
3400 Other Funds Ltd	522,408	-	522,408	-	522,408
TOTAL BEGINNING BALANCE					
3400 Other Funds Ltd	6,734,513	-	6,734,513	-	6,734,513
REVENUE CATEGORIES					
LICENSES AND FEES					
0205 Business Lic and Fees					
3400 Other Funds Ltd	8,000,810	-	8,000,810	1,831,270	9,832,080
0210 Non-business Lic. and Fees					
3400 Other Funds Ltd	2,632,480	-	2,632,480	-	2,632,480
TOTAL LICENSES AND FEES					
3400 Other Funds Ltd	10,633,290	-	10,633,290	1,831,270	12,464,560
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
3400 Other Funds Ltd	426,442	-	426,442	-	426,442
INTEREST EARNINGS					
0605 Interest Income					
3400 Other Funds Ltd	420,828	-	420,828	-	420,828
OTHER					
0975 Other Revenues					

Health Related Licensing Boards**Agency Number: 83300**

Detail Revenues & Expenditures - Requested Budget
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Health Related Licensing Boards

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	147,723	-	147,723	-	147,723
TOTAL REVENUES					
3400 Other Funds Ltd	11,628,283	-	11,628,283	1,831,270	13,459,553
TRANSFERS OUT					
2443 Tsfr To Oregon Health Authority					
3400 Other Funds Ltd	(188,460)	-	(188,460)	-	(188,460)
AVAILABLE REVENUES					
3400 Other Funds Ltd	18,174,336	-	18,174,336	1,831,270	20,005,606
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
3400 Other Funds Ltd	5,211,924	-	5,211,924	-	5,211,924
3115 Board Member Stipend					
3400 Other Funds Ltd	12,157	596	12,753	-	12,753
3160 Temporary Appointments					
3400 Other Funds Ltd	6,629	325	6,954	-	6,954
TOTAL SALARIES & WAGES					
3400 Other Funds Ltd	5,230,710	921	5,231,631	-	5,231,631
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	1,856	-	1,856	-	1,856
3220 Public Employees' Retire Cont					

Health Related Licensing Boards**Agency Number: 83300**

Detail Revenues & Expenditures - Requested Budget
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Health Related Licensing Boards

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	1,270,123	-	1,270,123	-	1,270,123
3230 Social Security Taxes					
3400 Other Funds Ltd	399,225	25	399,250	-	399,250
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	20,551	-	20,551	-	20,551
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	893	-	893	-	893
3260 Mass Transit Tax					
3400 Other Funds Ltd	27,484	3,900	31,384	-	31,384
3270 Flexible Benefits					
3400 Other Funds Ltd	1,037,760	-	1,037,760	-	1,037,760
TOTAL OTHER PAYROLL EXPENSES					
3400 Other Funds Ltd	2,757,892	3,925	2,761,817	-	2,761,817
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	7,988,602	4,846	7,993,448	-	7,993,448
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	165,617	8,115	173,732	-	173,732
4125 Out of State Travel					
3400 Other Funds Ltd	16,702	818	17,520	-	17,520
4150 Employee Training					
3400 Other Funds Ltd	25,028	1,226	26,254	-	26,254
4175 Office Expenses					

Health Related Licensing Boards**Agency Number: 83300****Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium****Version: V - 01 - Agency Request Budget
Cross Reference Number: 83300-000-00-00-00000****Health Related Licensing Boards**

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	107,700	5,278	112,978	-	112,978
4200 Telecommunications					
3400 Other Funds Ltd	146,580	7,183	153,763	-	153,763
4225 State Gov. Service Charges					
3400 Other Funds Ltd	336,773	132,921	469,694	-	469,694
4250 Data Processing					
3400 Other Funds Ltd	75,832	3,716	79,548	-	79,548
4275 Publicity and Publications					
3400 Other Funds Ltd	16,171	792	16,963	-	16,963
4300 Professional Services					
3400 Other Funds Ltd	56,753	5,278	62,031	-	62,031
4315 IT Professional Services					
3400 Other Funds Ltd	242,307	22,534	264,841	628,000	892,841
4325 Attorney General					
3400 Other Funds Ltd	766,429	71,278	837,707	-	837,707
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	2,371	116	2,487	-	2,487
4400 Dues and Subscriptions					
3400 Other Funds Ltd	9,635	473	10,108	-	10,108
4425 Facilities Rental and Taxes					
3400 Other Funds Ltd	313,992	15,387	329,379	-	329,379
4575 Agency Program Related S and S					
3400 Other Funds Ltd	796,375	39,021	835,396	-	835,396

Health Related Licensing Boards**Agency Number: 83300****Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium****Version: V - 01 - Agency Request Budget
Cross Reference Number: 83300-000-00-00-00000****Health Related Licensing Boards**

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
4650 Other Services and Supplies					
3400 Other Funds Ltd	417,730	63,881	481,611	-	481,611
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	18,109	887	18,996	-	18,996
4715 IT Expendable Property					
3400 Other Funds Ltd	32,658	1,600	34,258	-	34,258
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	3,546,762	380,504	3,927,266	628,000	4,555,266
TOTAL EXPENDITURES					
3400 Other Funds Ltd	11,535,364	385,350	11,920,714	628,000	12,548,714
ENDING BALANCE					
3400 Other Funds Ltd	6,638,972	(385,350)	6,253,622	1,203,270	7,456,892
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	24	-	24	-	24
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	23.50	-	23.50	-	23.50

Health Related Licensing Boards**Agency Number: 83300****Detail Revenues & Expenditures - Requested Budget****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-018-00-00-00000****Naturopathic Medicine**

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
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BEGINNING BALANCE**0025 Beginning Balance**

3400 Other Funds Ltd	280,331	-	280,331	-	280,331
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0030 Beginning Balance Adjustment

3400 Other Funds Ltd	147,674	-	147,674	-	147,674
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TOTAL BEGINNING BALANCE

3400 Other Funds Ltd	428,005	-	428,005	-	428,005
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REVENUE CATEGORIES**LICENSES AND FEES****0205 Business Lic and Fees**

3400 Other Funds Ltd	1,498,020	-	1,498,020	-	1,498,020
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0210 Non-business Lic. and Fees

3400 Other Funds Ltd	7,750	-	7,750	-	7,750
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TOTAL LICENSES AND FEES

3400 Other Funds Ltd	1,505,770	-	1,505,770	-	1,505,770
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FINES, RENTS AND ROYALTIES**0505 Fines and Forfeitures**

3400 Other Funds Ltd	65,000	-	65,000	-	65,000
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INTEREST EARNINGS**0605 Interest Income**

3400 Other Funds Ltd	30,000	-	30,000	-	30,000
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OTHER**0975 Other Revenues**

Health Related Licensing Boards**Agency Number: 83300****Detail Revenues & Expenditures - Requested Budget****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-018-00-00-00000****Naturopathic Medicine**

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	15,500	-	15,500	-	15,500
TOTAL REVENUES					
3400 Other Funds Ltd	1,616,270	-	1,616,270	-	1,616,270
TRANSFERS OUT					
2443 Tsfr To Oregon Health Authority					
3400 Other Funds Ltd	(92,460)	-	(92,460)	-	(92,460)
AVAILABLE REVENUES					
3400 Other Funds Ltd	1,951,815	-	1,951,815	-	1,951,815
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
3400 Other Funds Ltd	709,912	-	709,912	-	709,912
3115 Board Member Stipend					
3400 Other Funds Ltd	12,157	596	12,753	-	12,753
3160 Temporary Appointments					
3400 Other Funds Ltd	1,584	78	1,662	-	1,662
TOTAL SALARIES & WAGES					
3400 Other Funds Ltd	723,653	674	724,327	-	724,327
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	237	-	237	-	237
3220 Public Employees' Retire Cont					

Health Related Licensing Boards**Agency Number: 83300****Detail Revenues & Expenditures - Requested Budget****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-018-00-00-00000****Naturopathic Medicine**

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	172,721	-	172,721	-	172,721
3230 Social Security Taxes					
3400 Other Funds Ltd	54,433	6	54,439	-	54,439
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	2,795	-	2,795	-	2,795
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	114	-	114	-	114
3260 Mass Transit Tax					
3400 Other Funds Ltd	3,935	407	4,342	-	4,342
3270 Flexible Benefits					
3400 Other Funds Ltd	132,480	-	132,480	-	132,480
TOTAL OTHER PAYROLL EXPENSES					
3400 Other Funds Ltd	366,715	413	367,128	-	367,128
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	1,090,368	1,087	1,091,455	-	1,091,455
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	1,033	51	1,084	-	1,084
4150 Employee Training					
3400 Other Funds Ltd	1,009	49	1,058	-	1,058
4175 Office Expenses					
3400 Other Funds Ltd	2,485	122	2,607	-	2,607
4200 Telecommunications					

Health Related Licensing Boards**Agency Number: 83300****Detail Revenues & Expenditures - Requested Budget****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-018-00-00-00000****Naturopathic Medicine**

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	20,021	981	21,002	-	21,002
4225 State Gov. Service Charges					
3400 Other Funds Ltd	38,190	12,440	50,630	-	50,630
4250 Data Processing					
3400 Other Funds Ltd	4,093	201	4,294	-	4,294
4275 Publicity and Publications					
3400 Other Funds Ltd	701	34	735	-	735
4300 Professional Services					
3400 Other Funds Ltd	7,418	690	8,108	-	8,108
4315 IT Professional Services					
3400 Other Funds Ltd	4,510	419	4,929	100,000	104,929
4325 Attorney General					
3400 Other Funds Ltd	51,896	4,826	56,722	-	56,722
4400 Dues and Subscriptions					
3400 Other Funds Ltd	755	37	792	-	792
4425 Facilities Rental and Taxes					
3400 Other Funds Ltd	7,119	349	7,468	-	7,468
4575 Agency Program Related S and S					
3400 Other Funds Ltd	1,149	56	1,205	-	1,205
4650 Other Services and Supplies					
3400 Other Funds Ltd	54,138	8,054	62,192	-	62,192
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	662	32	694	-	694

Health Related Licensing Boards**Agency Number: 83300****Detail Revenues & Expenditures - Requested Budget****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-018-00-00-00000****Naturopathic Medicine**

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	195,179	28,341	223,520	100,000	323,520
TOTAL EXPENDITURES					
3400 Other Funds Ltd	1,285,547	29,428	1,314,975	100,000	1,414,975
ENDING BALANCE					
3400 Other Funds Ltd	666,268	(29,428)	636,840	(100,000)	536,840
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	3	-	3	-	3
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	3.00	-	3.00	-	3.00

Health Related Licensing Boards
Agency Number 83300
BDV004B
Version: V - 01 - Agency Request Budget
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Cross Reference Number: 83300-000-00-00-00000
Health Related Licensing Boards

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00		
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EXPENDITURES
PERSONAL SERVICES
SALARIES & WAGES
3115 Board Member Stipend

3400 Other Funds Ltd	596	596	-	-
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3160 Temporary Appointments

3400 Other Funds Ltd	325	325	-	-
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SALARIES & WAGES

3400 Other Funds Ltd	921	921	-	-
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TOTAL SALARIES & WAGES	\$921	\$921	-	-
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OTHER PAYROLL EXPENSES
3230 Social Security Taxes

3400 Other Funds Ltd	25	25	-	-
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3260 Mass Transit Tax

3400 Other Funds Ltd	3,900	3,900	-	-
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OTHER PAYROLL EXPENSES

3400 Other Funds Ltd	3,925	3,925	-	-
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TOTAL OTHER PAYROLL EXPENSES	\$3,925	\$3,925	-	-
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PERSONAL SERVICES

3400 Other Funds Ltd	4,846	4,846	-	-
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TOTAL PERSONAL SERVICES	\$4,846	\$4,846	-	-
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SERVICES & SUPPLIES

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Detail Revenues & Expenditures - Essential Packages

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BDV004B

Health Related Licensing Boards**Agency Number 83300****BDV004B****Version: V - 01 - Agency Request Budget****2027-29 Biennium****Cross Reference Number: 83300-000-00-00-00000****Health Related Licensing Boards**

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00		
4100 Instate Travel						
3400 Other Funds Ltd	8,115	-	8,115	-		
4125 Out of State Travel						
3400 Other Funds Ltd	818	-	818	-		
4150 Employee Training						
3400 Other Funds Ltd	1,226	-	1,226	-		
4175 Office Expenses						
3400 Other Funds Ltd	5,278	-	5,278	-		
4200 Telecommunications						
3400 Other Funds Ltd	7,183	-	7,183	-		
4225 State Gov. Service Charges						
3400 Other Funds Ltd	132,921	-	132,921	-		
4250 Data Processing						
3400 Other Funds Ltd	3,716	-	3,716	-		
4275 Publicity and Publications						
3400 Other Funds Ltd	792	-	792	-		
4300 Professional Services						
3400 Other Funds Ltd	5,278	-	5,278	-		
4315 IT Professional Services						
3400 Other Funds Ltd	22,534	-	22,534	-		
4325 Attorney General						
3400 Other Funds Ltd	71,278	-	71,278	-		
4375 Employee Recruitment and Develop						

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Detail Revenues & Expenditures - Essential Packages

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BDV004B

Health Related Licensing Boards
Agency Number 83300
BDV004B
Version: V - 01 - Agency Request Budget
2027-29 Biennium
Cross Reference Number: 83300-000-00-00-00000
Health Related Licensing Boards

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00		
3400 Other Funds Ltd	116	-	116	-		
4400 Dues and Subscriptions						
3400 Other Funds Ltd	473	-	473	-		
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	15,387	-	15,387	-		
4575 Agency Program Related S and S						
3400 Other Funds Ltd	39,021	-	39,021	-		
4650 Other Services and Supplies						
3400 Other Funds Ltd	63,881	-	20,469	43,412		
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	887	-	887	-		
4715 IT Expendable Property						
3400 Other Funds Ltd	1,600	-	1,600	-		
SERVICES & SUPPLIES						
3400 Other Funds Ltd	380,504	-	337,092	43,412		
TOTAL SERVICES & SUPPLIES	\$380,504	-	\$337,092	\$43,412		
EXPENDITURES						
3400 Other Funds Ltd	385,350	4,846	337,092	43,412		
TOTAL EXPENDITURES	\$385,350	\$4,846	\$337,092	\$43,412		
ENDING BALANCE						
3400 Other Funds Ltd	(385,350)	(4,846)	(337,092)	(43,412)		
TOTAL ENDING BALANCE	(\$385,350)	(\$4,846)	(\$337,092)	(\$43,412)		

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Detail Revenues & Expenditures - Essential Packages

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BDV004B

Health Related Licensing Boards
Agency Number 83300
BDV004B
Version: V - 01 - Agency Request Budget
2027-29 Biennium
Cross Reference Number: 83300-018-00-00-00000
Naturopathic Medicine

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00		
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EXPENDITURES
PERSONAL SERVICES
SALARIES & WAGES
3115 Board Member Stipend

3400 Other Funds Ltd	596	596	-	-
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3160 Temporary Appointments

3400 Other Funds Ltd	78	78	-	-
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SALARIES & WAGES

3400 Other Funds Ltd	674	674	-	-
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TOTAL SALARIES & WAGES	\$674	\$674	-	-
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OTHER PAYROLL EXPENSES
3230 Social Security Taxes

3400 Other Funds Ltd	6	6	-	-
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3260 Mass Transit Tax

3400 Other Funds Ltd	407	407	-	-
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OTHER PAYROLL EXPENSES

3400 Other Funds Ltd	413	413	-	-
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TOTAL OTHER PAYROLL EXPENSES	\$413	\$413	-	-
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PERSONAL SERVICES

3400 Other Funds Ltd	1,087	1,087	-	-
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TOTAL PERSONAL SERVICES	\$1,087	\$1,087	-	-
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SERVICES & SUPPLIES

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Detail Revenues & Expenditures - Essential Packages

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Health Related Licensing Boards
Agency Number 83300
BDV004B
Version: V - 01 - Agency Request Budget
2027-29 Biennium
Cross Reference Number: 83300-018-00-00-00000
Naturopathic Medicine

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00		
4100 Instate Travel						
3400 Other Funds Ltd	51	-	51	-		
4150 Employee Training						
3400 Other Funds Ltd	49	-	49	-		
4175 Office Expenses						
3400 Other Funds Ltd	122	-	122	-		
4200 Telecommunications						
3400 Other Funds Ltd	981	-	981	-		
4225 State Gov. Service Charges						
3400 Other Funds Ltd	12,440	-	12,440	-		
4250 Data Processing						
3400 Other Funds Ltd	201	-	201	-		
4275 Publicity and Publications						
3400 Other Funds Ltd	34	-	34	-		
4300 Professional Services						
3400 Other Funds Ltd	690	-	690	-		
4315 IT Professional Services						
3400 Other Funds Ltd	419	-	419	-		
4325 Attorney General						
3400 Other Funds Ltd	4,826	-	4,826	-		
4400 Dues and Subscriptions						
3400 Other Funds Ltd	37	-	37	-		
4425 Facilities Rental and Taxes						

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Detail Revenues & Expenditures - Essential Packages

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Health Related Licensing Boards
Agency Number 83300
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Version: V - 01 - Agency Request Budget
2027-29 Biennium
Cross Reference Number: 83300-018-00-00-00000
Naturopathic Medicine

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00		
3400 Other Funds Ltd	349	-	349	-		
4575 Agency Program Related S and S						
3400 Other Funds Ltd	56	-	56	-		
4650 Other Services and Supplies						
3400 Other Funds Ltd	8,054	-	2,653	5,401		
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	32	-	32	-		
SERVICES & SUPPLIES						
3400 Other Funds Ltd	28,341	-	22,940	5,401		
TOTAL SERVICES & SUPPLIES	\$28,341	-	\$22,940	\$5,401		
EXPENDITURES						
3400 Other Funds Ltd	29,428	1,087	22,940	5,401		
TOTAL EXPENDITURES	\$29,428	\$1,087	\$22,940	\$5,401		
ENDING BALANCE						
3400 Other Funds Ltd	(29,428)	(1,087)	(22,940)	(5,401)		
TOTAL ENDING BALANCE	(\$29,428)	(\$1,087)	(\$22,940)	(\$5,401)		

Health Related Licensing Boards

Agency Number 83300

BDV004B
2027-29 Biennium
Health Related Licensing Boards

Version: V - 01 - Agency Request Budget
Cross Reference Number: 83300-000-00-00-00000

Description	Total Policy Packages	Pkg: 100 Fee Increase Priority: 00	Pkg: 101 Licensing Database Replacement Priority: 00			
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	1,831,270	1,831,270	-			
AVAILABLE REVENUES						
3400 Other Funds Ltd	1,831,270	1,831,270	-			
TOTAL AVAILABLE REVENUES	\$1,831,270	\$1,831,270	-			
EXPENDITURES						
SERVICES & SUPPLIES						
4315 IT Professional Services						
3400 Other Funds Ltd	628,000	-	628,000			
ENDING BALANCE						
3400 Other Funds Ltd	1,203,270	1,831,270	(628,000)			
TOTAL ENDING BALANCE	\$1,203,270	\$1,831,270	(\$628,000)			

BDV004B
2027-29 Biennium
Naturopathic Medicine

Version: V - 01 - Agency Request Budget
Cross Reference Number: 83300-018-00-00-00000

Description	Total Policy Packages	Pkg: 101 Licensing Database Replacement Priority: 00				
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EXPENDITURES

SERVICES & SUPPLIES

4315 IT Professional Services

3400 Other Funds Ltd	100,000	100,000
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ENDING BALANCE

3400 Other Funds Ltd	(100,000)	(100,000)
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TOTAL ENDING BALANCE	(\$100,000)	(\$100,000)
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PIC100 - Position Budget Report

Health Related Licensing Boards

2027-29 Biennium
Budget Preparation

Cross Reference Number: 83300-000-00-00-00000
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											-	-	5,211,924	-	5,211,924	
Total OPE											-	-	2,729,902	-	2,729,902	
Total Personal Services					24	23.50						-	-	7,941,826	-	7,941,826

PIC100 - Position Budget Report

Naturopathic Medicine

**2027-29 Biennium
Budget Preparation**

**Cross Reference Number: 83300-018-01-00-00000
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
0000542	MEAH Z7589 HF	AGENCY HEAD 9	32X	PF	1	1.00	24	11	13817	SAL	-	-	331,608	-	331,608
										OPE	-	-	152,944	-	152,944
0000543	MENN Z0108 AF	ADMINISTRATIVE SPECIALIST 2	20	PF	1	1.00	24	10	7237	SAL	-	-	173,688	-	173,688
										OPE	-	-	101,195	-	101,195
0000546	OAS C5232 AP	INVESTIGATOR 2	23	PF	1	1.00	24	11	8059	SAL	-	-	193,416	-	193,416
										OPE	-	-	107,659	-	107,659
0004901	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	1,200	-	1,200
										OPE	-	-	92	-	92
0004902	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	400	-	400
										OPE	-	-	31	-	31
0004903	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	1,200	-	1,200
										OPE	-	-	92	-	92
0004904	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	1,200	-	1,200
										OPE	-	-	92	-	92
0004905	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	1,200	-	1,200
										OPE	-	-	92	-	92
0004906	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	400	-	400
										OPE	-	-	31	-	31
0004907	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	400	-	400
										OPE	-	-	31	-	31
0004908	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	400	-	400
										OPE	-	-	31	-	31
0004909	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	400	-	400
										OPE	-	-	31	-	31
0004910	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	1,200	-	1,200
										OPE	-	-	92	-	92
0004911	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	400	-	400
										OPE	-	-	31	-	31
0004912	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	400	-	400
										OPE	-	-	31	-	31
0004913	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	1,200	-	1,200

07/09/26
9:38 AM

PIC100 - Position Budget Report

Naturopathic Medicine

2027-29 Biennium

Cross Reference Number: 83300-018-01-00-00000

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
0004914	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	92	-	92
										SAL	-	-	1,200	-	1,200
										OPE	-	-	92	-	92
Total Salary											-	-	709,912	-	709,912
Total OPE											-	-	362,659	-	362,659
Total Personal Services					3	3.00					-	-	1,072,571	-	1,072,571

Affirmative Action Plan 2027-29



OREGON BOARD OF NATUROPATHIC MEDICINE

Executive Director Mary-Beth Baptista, JD
800 NE Oregon St. Suite 407
Portland, OR 97232
971-673-0193

The mission of the Oregon Board of Naturopathic Medicine is to regulate, through the Oregon Revised Statutes and Administrative Rules, the practices of naturopathic medicine to ensure protection of the public. We promote excellence in the practice of naturopathic medicine by assuring quality education, regulating naturopathic practices, and fostering ongoing public outreach. In this manner, the Board cultivates public trust and safety by ensuring the State of Oregon is served by naturopathic professionals providing the highest standards of care.

I. AFFIRMATIVE ACTION / DIVERSITY AND INCLUSION STATEMENT

A. Federal Executive Order: The Order gives priority to the development and implementation of a comprehensive, integrated, and strategic focus on diversity and inclusion as a key component of their human resources strategies. It includes an effort to identify and adopt best practices to promote diversity and inclusion and to identify and remove barriers to equal employment opportunity.

The Board is committed to equity, diversity, and inclusion. Our goal is to accomplish our mission by recruiting a diverse workforce, Board and Council membership to "achieve a work force from all segments of society," while avoiding discrimination for or against any employee or applicant based on race, color, religion, sex (including pregnancy or gender identity), national origin, age, disability, sexual orientation or any other prohibited basis. (5 U.S.C. 2301(b)(1), 2302(b)).

B. State Agencies, Boards and Commissions: All have an obligation to attain a diverse, qualified work force as a cornerstone of the merit-based state service. A continued goal is to use resources for all our members of our community and ensure fairness and justice in the workplace. But more than that, Diversity is more broadly defined to being open to diversity of thought, and the perspective that being open to diversity enriches our lives and helps us realize our full potential. Diversity and inclusion is a moral and business imperative to improve our public service within the State of Oregon.

Even with difficult budget restraints, there is an increased demand for innovation and efficiency. State Agencies can look to a diverse and inclusive work force to help meet the future challenges of the State of Oregon. Our state population is changing, and we recognize that inclusion and diversity, by creating a culture that fosters creativity and inclusion, are positive for us individually, for our work force, and for the State of Oregon.

C. The Federal Office of Diversity and Inclusion Strategic Plan in the Personnel Office: "Research shows that recruiting with an emphasis on cultural, experiential, and cognitive diversity will improve agencies' prospects of having a work force that is capable of addressing increasingly complex challenges more efficiently".

D. Work Force Diversity: Defined as "a collection of individual attributes that together help agencies pursue organizational objectives efficiently and effectively. These include, but are not limited to, characteristics such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures. The concept also encompasses differences among people concerning where they are from and where they have lived and their differences of thought and life experiences".

E. Inclusion: Defined as "a culture that connects each employee to the organization; encourages collaboration, flexibility, and fairness; and leverages diversity throughout the organization so that all individuals are able to participate and contribute to their full potential."

F. Best Practices for Diversity and Inclusion: Working on leadership, accountability, measurement, and training. The following goals are necessary for the successful growth of diversity and inclusion:

1. Recruit from a diverse group of potential applicants to secure a high performing work force drawn from all segments of the population.
2. Cultivate a culture that encourages collaboration, flexibility, and equity to encourage individuals to contribute to their full potential and achieve retention.
3. Develop structures and strategies to equip leaders with the tools to manage diversity, be accountable, measure results, refine approaches on the basis of such data, and institutionalize a culture of inclusion.

II. OREGON BOARD OF NATUROPATHIC MEDICINE NARRATIVE / PROGRAM DESCRIPTION

A. Mission Statement: The mission of the Oregon Board of Naturopathic Medicine (Board) is to regulate, through the Oregon Revised Statutes and Administrative Rules, the practices of naturopathic medicine to ensure protection of the public. The Board promotes excellence in the practice of naturopathic medicine by assuring quality education, regulating naturopathic practices, and fostering ongoing public outreach. In this manner, the Board cultivates public trust and safety by ensuring the State of Oregon is served by naturopathic professionals providing the highest standards of care.

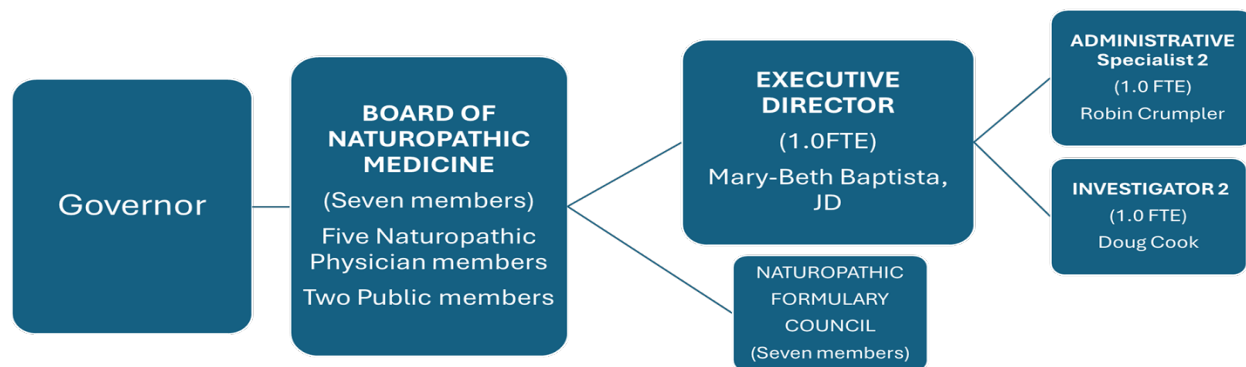
B. Policy Statement: Oregon Board of Naturopathic Medicine will not tolerate discrimination or harassment based on age, marital status, mental or physical abilities, national origin, race, religion, gender, sexual orientation, or any reason prohibited by state or federal statute.

C. Purpose: The purpose of this plan is to update and maintain the previously initiated affirmative action plan for the Oregon Board of Naturopathic Medicine in accordance with the directive of the Governor, state and federal laws and regulations, executive orders of the President of the United States concerning affirmative action, discrimination/non-discrimination guidelines appropriate under the Civil Rights Acts, Equal Employment Opportunity (EEO) policies, and the Americans with Disabilities Act.

D. Board Staff/Advisors: Mary-Beth Baptista, JD, marybeth.baptista@obnm.oregon.gov serves as the Executive Director, the Affirmative Action Representative, and lead for contracting and procurement. Due to the small staff, the Board does not have a position dedicated /title of DEI leader, Baptista fills this role. In addition to the Executive Director, the Board has two full-time employees: Robin Crumpler, Administrative Specialist 2 and Doug Cook, Board Investigator 2. Board Policy Advisors: Senior Health Advisor, Kristina Narayan, kristina.narayan@oregon.gov and Hari Vellaipandian Assistant Policy & Budget Analyst Madeline Kretzschmar, madeline.e.kretzschmar@das.oregon.gov

E. Oregon Board of Naturopathic Medicine: The Board of Naturopathic Medicine consists of seven members - five licensed naturopathic doctors and two public members, appointed by the governor for three-year terms. Statutes and Rules bestow the Board with the authority to choose and /or approve hiring and discipline of the professional staff, as well as delegate administrative duties. Further, the Board enforces compliance with ORS and OAR through administrative rule making, statutory initiatives, continuing education, compliant intake, expert investigations, discipline of licensees, and court actions.

F. Board Formulary Council: The Board is advised by the Formulary Council, a seven-member Council charged with reviewing and making recommendations for change, and or expansion of the formulary. The Formulary Council is comprised of a pharmacist appointed by the Oregon Board of Pharmacy, a medical doctor appointed by the Oregon Medical Board, two naturopathic physicians and two members with advanced science degrees, nominated by the Formulary Council and appointed by the Board of Naturopathic Medicine.



III. ROLES FOR IMPLEMENTATION OF AFFIRMATIVE ACTION PLAN:

A. Roles and Responsibilities: Mary-Beth Baptista, JD, marybeth.baptista@obnm.oregon.gov serves as the Executive Director, the Affirmative Action Representative, and lead for contracting and procurement. Due to the small staff, the Board does not have a position dedicated /title of DEI leader, Baptista fills this role.

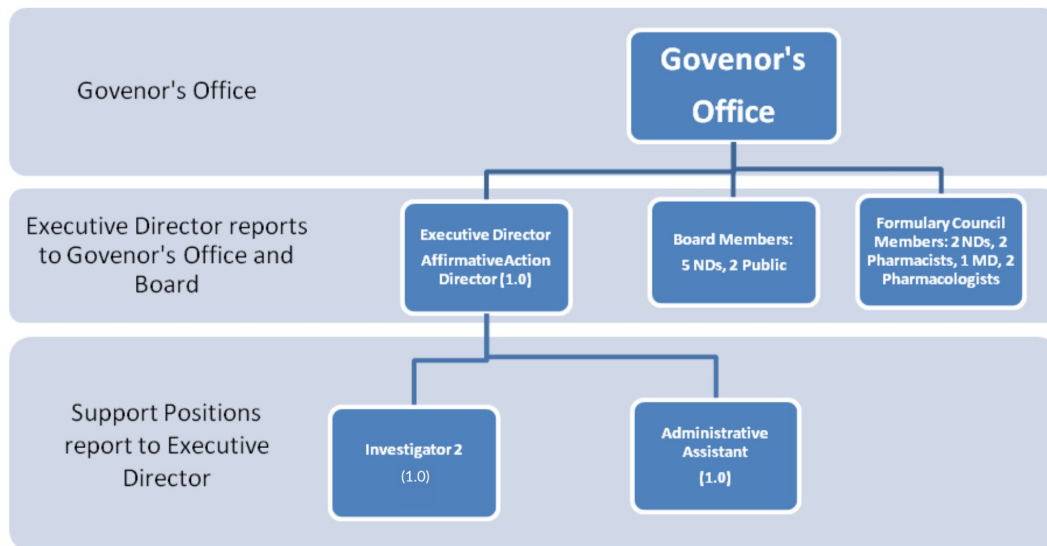
B. Agency Director Leadership: The Executive Director and the Board shall maintain and enhance the Affirmative Action Policy and Plan with the goal of repairing the impact of past or present discrimination, intended or unintended. The Executive Director and the Board shall continue to seek guidance to analyze present employment and volunteer patterns, practices, and/or policies with an eye to increasing inclusivity and equity among staff, Board and Council members.

C. Accountability Mechanisms: The Affirmative Action Plan is posted on the Board’s website and a hard copy is available at the Board office. It is included in the Board/Council Member On-

Boarding Manual. The Affirmative Action Policy Statement is posted on a bulletin board in the common area of the office alongside other required personnel posts.

D. Executive Staff / Board Staff / Board Engagement: Board and Council members are provided with and review the Affirmative Action plan during on-boarding training. All employees, Board and Council members are advised of the procedure for lodging a discrimination/harassment complaint. The Board members and the Executive Director encourage all employees and Board members to discuss any concerns related to affirmative action with either the Board Chair or the Executive Director, provided with Governor's Policy Advisors as an additional avenue to submit a complaint. Internal procedures supporting the statewide policy are included in the Plan.

1. 1.0 FTE Executive Director: Management, Professional, Executive Service hired by and works for the Board, serves at the pleasure of the Governor. Protective classifications: age, gender.
2. 1.0 FTE Administrative Specialist 2: Administrative Specialist hired by and works for the Director, serves at the pleasure of the Board. Protective classifications: age, gender.
3. 1.0 FTE Investigator 2: Represented position hired by and works for the Director, serves at the pleasure of the Board. Protective classifications: age, gender.



IV. CURRENT BIENNIUM AFFIRMATIVE ACTION PROGRESS REPORT:

A. Progress towards strategies and goals presented in the current Affirmative Action Plan:

1. The Agency Director has proactively promoted the intent and requirements of the Plan, and ensured the elements are implemented in all employee, and Board and Council member

relationships and personnel practices. All Board leadership, staff, Board and Council members are following the Affirmative Action Policy and Plan (Plan).

2. All employees, Board and Council members engage and embrace non-discriminatory practices, creating an environment free from any form of discrimination or harassment.
3. In 2022, the Board adopted an Oregon Administrative Rule requiring all licensees take one-hour of continuing education focused on cultural competency, equity, diversity, and inclusion for licensure renewal every even calendar year.
 - In 2025, the Board has revised the continuing education requirement to clearly identify requirements for approval of cultural competency continuing education: Cultural competency: Structured programs for physicians and health care professionals that meet the skill requirements established by the Oregon Health Authority under ORS 413.450 (Continuing education in cultural competency).
4. The Board's recruitment announcements and advertisements identify the Board as an Equal Opportunity/Affirmative Action employer and include: "The Oregon Board of Naturopathic Medicine as an equal opportunity, affirmative action employer committed to work force diversity". The Board partnered with the Governor's Office of Executive Appointments to appoint and promote increased diversity in the slate of candidates to fill vacant Board positions.
 - Diversity / Representation in Board and Council membership: In 2024, the Board and Council was represented by: Five (5) White males, Three (3) White females, Two (2) men and two (2) women who identify as one or more race, One (1) woman who identifies as Hispanic or Latino. In 2026, Board and Council is represented by: Four (4) White females, five (5) White males, two (2) females one or more race / Hispanic or Latino, one (1) female one or more race / Asian and one (1) male one or more race.
5. Status of Contracts to Minority Businesses (ORS 659A.015): The Board shall not conduct business with any vendor/provider for the State of Oregon who discriminates or harasses in the above-described manner. All employment and personnel actions of the Board, all licensing and disciplinary actions, all outsourcing, and contracts shall be administered according to this policy.
 - In 2025, the Board contracted expert consulting services with three (3) women owned businesses and one minority woman-owned business.

B. Aligning OBNM Affirmative Action Plan with the DEI Plan and Strategic Plan.

The Board recognizes diversity, equity and inclusion go beyond those employed by and serve on the Board. Diversity encompasses a wide range of identities, including but not limited to race, ethnicity, gender, sexual orientation, disability, age, religion, geographic region, socioeconomic status, and residence. At the Board of Naturopathic Medicine, we are committed to values that celebrate diversity, pursue equity in opportunities, and promote inclusion for all individuals within our agency and the naturopathic profession. Achieving DEI goals requires ongoing effort,

collaboration, and accountability. The Board believes the best way to serve our constituents is through learning, evolving, and improving our practices to advance diversity, equity, and inclusion.

In April 2024, Board members and staff held a retreat to develop a six-year and two-year strategic plan. This plan identifies action items —tasks the Board and the Executive Director agreed to undertake with an equity lens, and be deliberately inclusive as an organization when making decisions in the near-term relative to areas of the Board’s primary responsibilities:

- Licensing
- Legislation
- Administrative Rules and Policies
- Complaints, Investigations, and Discipline
- Scope of Practice and Standards of Practice
- Outreach and Engagement

The Board staff and membership is committed to advancing and improving the Board’s performance of each of its duties with an equity lens and be deliberately inclusive as an organization in making decisions and take the stated concrete actions in the DEI, Strategic Plan and Affirmative Action Plan.

C. Leadership evaluation report: Oregon Revised Statute 659A.012: All employees and Board members are evaluated on their efforts to reach the goals presented in the AA action plan along with other job performance criteria as part of their internal annual staff and Board review. Executive Director, staff and Board members are asked on their annual review questionnaire to provide feedback on additional strategies that individuals and the Board as a whole could implement to meet Affirmative Action standards and advance diversity and inclusion of the Board.

V. WORKFORCE DEMOGRAPHIC DATA AND ANALYSIS

- Agency Director/Executive / Management: One (1) White female
- Board Staff: One (1) White female and one (1) White male
- Board and Council is represented by: Five (5) White males, Three (3) White females, Two (2) men and two (2) women who identify as one or more race, One (1) woman who identifies as Hispanic or Latino. Board and Council represented by: Four (4) White females, five (5) White males, two (2) females one or more race / Hispanic or Latino, one (1) female one or more race / Asian and one (1) male one or more race.

VI. 2027-2029 BIENNIUM AFFIRMATIVE ACTION PLAN:

A. Goals/Outcome:

1. Licensing: The Board is committed to repairing the impact of past or present discrimination, intended or unintended, increasing diversity of licensure applicants and current licensees.
2. Administrative Rules and Board Policies: Remove real and perceived barriers to licensure by eliminating unnecessary and irrelevant questions, especially those related to criminal history and not related to the practice of naturopathic medicine.
3. Outreach and Engagement - Licensees: Recruit a more diverse pool of applicants for licensure, as well as support and retain licensees that serve and practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities.
4. Outreach and Engagement – Board / Council: Recruit new members and retain members representing diverse Oregon communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities.

B. Measures/Strategies:

1. Licensing/Outreach and Engagement - Licensees: Board is committed to repairing the impact of past or present discrimination, intended or unintended, increasing diversity of licensure applicants and retaining the diverse population of current licensees. With an equity lens, the Board will conduct a broad assessment of the way the Board communicates to and with potential applicants for licensure and current licensees, with an emphasis on persons that hail from or practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities; through collection of demographic licensure data, surveys, and focus groups across the State of Oregon.

Through in-person and virtual engagement activities; listen and learn about experiences, perspectives, real and perceived barriers impacting potential and actual applicants for licensure, as well as affect retention rates of current licensees, from the afore stated communities and individuals.

Develop an outreach strategy to create an inclusive and equitable recruitment and application process that leads to a more diverse pool of applicants for licensure, as well as support and retain licensees that serve and practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities.

2. Licensing/Administrative Rules and Board Policies: Revise “OAR 850-030-0030 Fitness for Licensure” through the rule making process, and internally revise the initial licensee application and renewal application to remove real and perceived barriers to licensure by eliminating unnecessary and irrelevant questions, especially those related to criminal history and not related to the practice of naturopathic medicine.

3. Outreach and Engagement – Board and Council: To appoint and promote increased diversity in the slate of candidates to fill vacant Board and Council positions, with an equity lens, the Board will conduct a broad assessment of the way the Board communicates to and with potential applicants for Board and Council membership, with an emphasis on persons that hail from a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities.

Partner with the Governor’s Office of Executive Appointments, and with leaders of non-majority communities through various diverse networks, and organizations with a diversity and equity lens to participate in in-person and virtual engagement activities; listen and learn about experiences, perspectives, real and perceived barriers impacting potential and actual applicants for Board and Council membership.

Develop an outreach strategy to create an inclusive and equitable Board and Council recruitment based on the broad assessment of the way the Board communicates to and with potential applicants for membership and current members and listening sessions and collaboration with our partners in the Governor’s Office and NGOs.

C. Contracts to Minority/Women Owned Businesses (ORS 659A.015): In 2025, the Board contracted expert consulting services with three (3) women owned businesses and one minority woman-owned business. The Board’s goal is to increase the number of contracts with women or minority owned businesses by 25%.

VI. IMPLEMENTATION

A. Assigned to help achieve the goals/role of the director/Affirmative Action Representative: Mary-Beth Baptista, JD, serves as the Executive Director, the Affirmative Action Representative, and lead for increasing diversity of licensure applicants and retaining the diverse population of current licensees, Board and Council membership recruitment, and contracting and procurement.

B. Accountability measures keep track of progress in achieving goals: In April 2024, Board leadership, membership and staff held a retreat to develop a six-year and two-year strategic plan. This plan identifies action items —tasks the Board and the Executive Director agreed to undertake with an equity lens and be deliberately inclusive as an organization when making decisions in the near-term relative to areas of the Board’s primary responsibilities. Board Chair and Vice chair were instrumental in setting the Board’s DEI goals and strategic plan. Board leadership, membership and Board staff set the agenda for each bi-monthly Board meeting agenda and will ensure that each agenda will include goals and actions to fulfill the stated concrete actions included in the Strategic Plan, DEI plan and Affirmative Action plan are on the agenda and progress toward each goal set is tracked.

VIII. COMPLAINT OPTIONS

The Executive Director went through the complaint process with staff, Board and Council members, in person as well as confirmed the complaint process thorough email, which included all necessary contact information.

The process directs any member of staff, Board or Council members, to submit a complaint to Executive Director Baptista, or in the alternative, Board Chair or Vice Chair if the Executive Director or Staff is the subject of the complaint, or if the complainant felt more comfortable reaching out to Board leadership. All were advised they always have the option to submit a complaint directly to the designated Governor’s Policy Advisor.

IX. SUCCESSION PLAN:

The Board has a succession and training plan outlined in the Boards Business Continuity Plan.

X. CONTRACTS TO MINORITY/WOMEN OWNED BUSINESSES (ORS 659A.015): In 2025, the Board contracted expert consulting services with three (3) women owned businesses and one minority woman-owned business. The Board’s goal is to increase the number of contracts with women or minority owned businesses by 25%.



Oregon

Tina Kotek, Governor

Board of Naturopathic Medicine
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Portland, OR 97232-2187
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www.oregon.gov/OBNM

May 31, 2024

To: Tobias Sherwood, Cultural Change Manager
From: Mary-Beth Baptista, JD – Executive Director
Re: Diversity Equity and Inclusion Plan– Oregon Board of Naturopathic Medicine

1. Introduction / Overview of Agency Mission

The mission of the Oregon Board of Naturopathic Medicine (Board) is to regulate, through the Oregon Revised Statutes and Administrative Rules, the practices of naturopathic medicine to ensure protection of the public. The Board promotes excellence in the practice of naturopathic medicine by assuring quality education, regulating naturopathic practices, and fostering ongoing public outreach. In this manner, the Board cultivates public trust and safety by ensuring the State of Oregon is served by naturopathic professionals providing the highest standards of care.

2. OBNM Diversity, Equity, and Inclusion (DEI) Statement

The Board of Naturopathic Medicine recognizes and appreciates the importance and benefits of inclusion. The Board is dedicated to promoting diversity, equity, and inclusion in all aspects of our work. We believe in developing a nurturing culture that engages and supports all efforts to ensure equity through inclusion, interrupt oppression, prevent discrimination and discriminatory practices; and promote a work force, membership slate and licensee pool that is representative of our diverse community.

The Board recognizes diversity, equity and inclusion go beyond those employed by and serve on the Board. Diversity encompasses a wide range of identities, including but not limited to race, ethnicity, gender, sexual orientation, disability, age, religion, geographic region, socioeconomic status, and residence. At the Board of Naturopathic Medicine, we are committed to values that celebrate diversity, pursue equity in opportunities, and promote inclusion for all individuals within our agency and the naturopathic profession.

Achieving DEI goals requires ongoing effort, collaboration, and accountability. The Board believes the best way to serve our constituents is through learning, evolving, and improving our practices to advance diversity, equity, and inclusion. The Board strives to create an inclusive agency where everyone feels valued and respected because of their difference – a place where all can be themselves to reach their potential, and collectively achieve the Board's DEI goals.

3. Developing a Plan and Strategy:

- **Plan:** Diversity, equity, inclusion, is the practice of creating an environment that welcomes people from diverse backgrounds, with diverse identities and perspectives. To ensure everyone feels safe, supported, and respected, a plan requires a comprehensive approach to develop a diverse, equitable and inclusive organizational culture.
- **Strategy:** To achieve the plan goals, the Oregon Board of Naturopathic Medicine developed this action-based strategy designed to reduce disparities and create a culture of inclusion. This plan identifies goals and objectives for increasing diversity through any systemic issues leading to inequity and expanding our equity lens to areas of the organization not previously considered.

4. Assessment and Commitment

- **Assessment:** With an equity lens, conduct a broad assessment of the way the Board communicates to and with potential applicants for Board membership and licensure and current licensees; with an emphasis on persons that hail from or practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities; through collection of demographic licensure data, surveys, and focus groups across the State of Oregon.
- **Commitment:** The Board is committed to repairing the impact of past or present discrimination, intended or unintended, and increase diversity of potential applicants for Board membership and licensure, and current licensees.

5. Outreach and Engagement

- **Outreach:** Develop an outreach strategy to create an inclusive and equitable recruitment and application process that leads to a more diverse pool of applicants for licensure and Board membership, as well as support and retain licensees that serve and practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities.
- **Engagement:** Through in-person and virtual engagement activities; listen and learn about experiences, perspectives, real and perceived barriers impacting potential and actual applicants for licensure and Board service, as well as affect retention rates of current licensees, from the afore stated communities and individuals.

6. Systemic Process Changes and Objectives

- Goal: From engagement feedback, develop an inclusive and equitable licensee and Board member recruitment and application process to eliminate barriers and increase equity.
- Objective: Through effective communication of the Board's commitment to DEI, broaden and diversify the Board member and licensure applicant pool, as well as retain diversity in the current licensee population from the afore stated communities.

7. Policy Review and Implementation

- Goal: Codify the process developed in this plan by revising "OAR 850-030-0030 Fitness for Licensure" through the rule making process, and internally revise the initial licensee application and renewal application to remove real and perceived barriers to licensure by eliminating unnecessary and irrelevant questions, especially those related to criminal history and not related to the practice of naturopathic medicine.
- Objective: Removing extraneous questions asking for irrelevant criminal history records and minimizing the length and complexity of the application process through changes in administrative rules will remove actual and perceived barriers to licensure and Board service and improve retention of current licensees.

Achieving DEI goals requires ongoing effort, collaboration, and accountability. To ensure everyone feels safe, supported, and respected, a plan requires a comprehensive approach to organizational change. To achieve the plan goals, Oregon Board of Naturopathic Medicine has developed this action-based strategy designed to reduce disparities and create a culture of inclusion. This plan identifies goals and objectives for increasing diversity through any systemic issues leading to inequity and expanding our equity lens to areas of organization not previously considered.