

TABLE A

FACTORS		POINTS	244	171	192.660
Number of Violations	1 to 5	=	1	Apply	Apply
	6 to 10	=	2		
	11 >	=	3		
Number of Equivalent Actions¹	5 to 10	=	1	Apply	Apply
	11 to 15	=	2		
	16 to 20	=	3		
	21 to 25	=	4		
	26 to 30	=	5		
	30 to 50	=	6		
	50 >	=	7		
Prior Violations	each violation	=	1	Apply	Apply
Aggregate Financial Benefit	\$0	=	0	Apply	N/A
	\$1K<	=	1		
	\$1K to 5K	=	2		
	\$5K to 10K	=	3		
	\$10K to 50K	=	4		
	\$50K to 100K	=	5		
	\$100K to 200K	=	6		
	\$200K >	=	7		
Length of Time Actions Occurred	6 mo<	=	1	Apply	Apply
	6 mo to 1 yr	=	2		
	1 yr >	=	3		
Training Received in Relevant Law		=	1	Apply	Apply
Criminal Conviction		=	1	Apply	N/A
Confinement or Probation		=	-1	Apply	N/A
Restitution or Reimbursement		=	-1	Apply	N/A
Cooperation to Resolve Matter		=	-2	Apply	Apply
Advice Sought and Followed Prior to Violation	Agency	=	-1	Apply	Apply
	Agency Counsel	=	-2		
	OGEC	=	-5		

Complied with Agency Policy²	=	-1	Apply	N/A	Apply
Self-Report	=	-1	Apply	Apply	Apply
Action to Rectify Before Complaint	=	-1	Apply	Apply	Apply

1 Equivalent action means an action that would constitute a distinct violation, but it has occurred repeatedly under the same circumstances. See OAR 199-001-0014.

2 If a public official commits a violation and that violation occurred while the public official was complying with the government agency's policy, the compliance with the policy may be considered a mitigating factor.

TABLE B

Total Points	Sanction
2 or Less	Letter of Reprimand or Correction
3 to 5	1 to 20% of Maximum Civil Penalty for each Violation and 1 to 20% of Maximum Forfeiture
6 to 10	20 to 40% of Maximum Civil Penalty for Each Violation and 20 to 40% of Maximum Forfeiture
11 to 15	40 to 60% of Maximum Civil Penalty for Each Violation and 40 to 60% of Maximum Forfeiture
16 to 20	60 to 80% of Maximum Civil Penalty for Each Violation and 60 to 80% of Maximum Forfeiture
21 plus	80 to 100% of Maximum Civil Penalty for Each Violation and 80 to 100% of Maximum Forfeiture