

OREGON GOVERNMENT ETHICS COMMISSION



2027 - 2029 AGENCY REQUEST BUDGET

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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 accuracy of all numerical information has been verified.

Oregon Government Ethics Commission

AGENCY NAME

3218 Pringle Rd SE, Suite 220, Salem, OR 97302

AGENCY ADDRESS

Shenoa Payne

SIGNATURE

Chair

TITLE

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

☐ Governor's Budget

☐ Legislatively Adopted

LEGISLATIVE SUMMARY

Oregon Government Ethics Commission

2026 Regular Session

[HB 5204](#) – [Legislative Budget Report](#) for end of session budget adjustments, including salary pot for multiple state agencies, including OGE.

2025 Regular Session

[HB 5522](#) – [Legislative Budget Report](#) for OGE's primary budget authorization bill; it provided the agency the authorized 2025-27 budget.

[SB 5006](#) - [Legislative Budget Report](#); it provides multiple state agencies, including OGE, with General Fund money for biennial expenses. OGE's allocations are listed on page 31 of the bill and page 38 of the Legislative Budget Report.

2024 Regular Session

[HB 4117](#) – Enrolled bill that provided OGE's the authority to provide advice for Public Meetings Law.

2023 Regular Session

[HB 5021](#) – [Legislative Budget Report](#) for OGE's primary budget

authorization bill; it provided the agency the authorized 2023-25 budget.

[HB 2805](#) – [Legislative Budget Report](#) for Public Meetings Law authorization; it provides the agency jurisdiction over Public Meetings Law.

[HB 2038](#) – [Legislative Budget Report](#) for Statements of Economic Interest; it updates the Annual Statement of Economic Interest form.

[SB 5506](#) - [Legislative Budget Report](#); it provides multiple state agencies, including OGE, with General Fund money for biennial expenses. OGE's allocations are listed on page 44 of the bill and pages 3 and 18 of the Legislative Budget Report.

[SB 207](#) – Enrolled bill that provided OGE's own motion authority for alleged executive session violations.

2022 Regular Session

[HB 4114](#) – Enrolled bill that requires every member of a district school board of a common school district of a union high school district to file an Annual Statement of Economic Interest.

LEGISLATIVE SUMMARY

Oregon Government Ethics Commission

Agency Contact: Becky Maison

Date Submitted: 6/31/2026

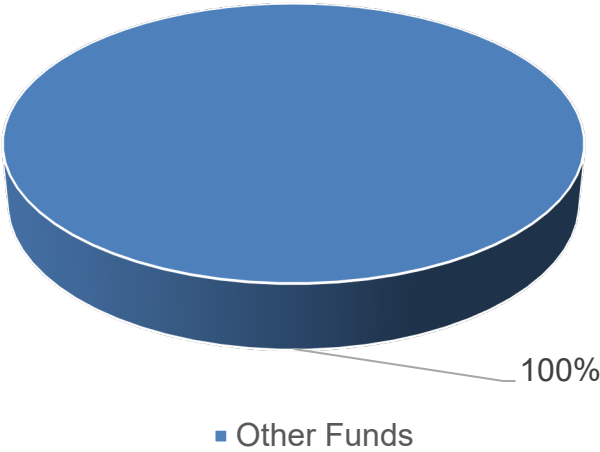
CFO Analyst: Jason Trombley

Session/Eboard	Year	Bill Number	Short Description of Action Taken
Session	2026	HB 5204	End of Session adjustment; Salary Pot
Session	2025	HB 5522	OGEC Budget Bill
Session	2025	SB 5006	Omnibus Bill; \$35,644
Session	2024	HB 4117	Permitted OGEC authority to provide advice for PML
Session	2023	HB 5021	OGEC Budget Bill
Session	2023	HB 2805	PML; Expanded program and area of law for OGEC
Session	2023	HB 2038	Updated Statements of Economic Interest (SEI)
Session	2023	SB 5506	Omnibus Bill; \$34,122
Session	2023	SB 207	PML; Permitted own motion authority for alleged executive session violations
Session	2022	HB 4114	SEI; Added every member of district school board of common school districts to file an SEI

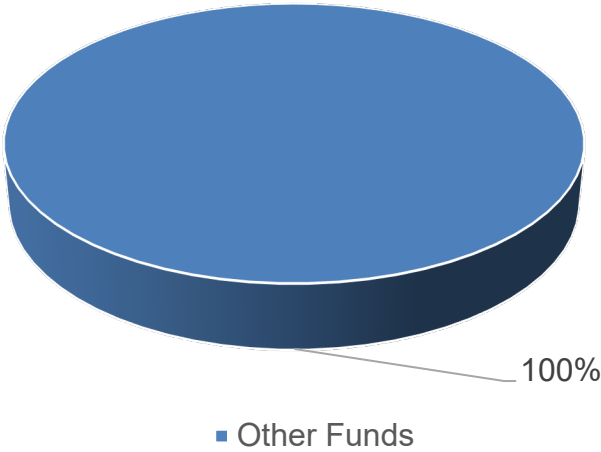
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Budget Summary Graphics

2025-2027 Legislatively Adopted
Budget
\$7,624,709



2027-2029 Agency Request Budget
\$7,719,569



AGENCY SUMMARY

Mission Statement and History

The mission of the Oregon Government Ethics Commission (OGEC) is to impartially and effectively administer and enforce Oregon's Government Ethics Laws for the benefit of Oregon's citizens. OGEC emphasizes education in achieving its mission.

In 1974, more than 70 percent of the voters approved a statewide ballot measure to create the Oregon Government Ethics Commission (OGEC). The ballot measure also established a set of laws (Oregon Revised Statutes (ORS) Chapter 244) requiring financial disclosure by certain officials and creating a process to deal with conflicts of interest. The drafters of the original laws recognized that conflicts of interest are inevitable in any government that relies on citizen lawmakers.

Agency Structure

OGEC has nine volunteer commissioners. Eight commissioners are appointed by the Governor upon recommendation by the Democratic and Republican leaders of the Oregon House and Senate. The Governor selects one commissioner directly. All

commissioners must be confirmed by the Senate, and no more than three of the commissioners may be from the same political party. The law allows commissioners to serve two four-year terms.

OGEC is administered by an executive director selected by the commissioners. OGEC has three divisions: Administration, Training, and Investigation. In 2023, OGEC grew from nine FTE to 15 FTE with the passage of the budget and House Bill 2805, which expanded OGEC's jurisdiction to include the entirety of Public Meetings Law, instead of just the executive session provisions of Public Meetings Law.

Statutory Authority

OGEC has regulatory jurisdiction of three distinct areas of law.

- **Oregon Government Ethics Law** ORS Chapter 244
- **Oregon Public Meetings Law** ORS 192.610 to 192.705
- **Oregon Lobby Regulation Law** ORS 171.725 to 171.785 and 171.992

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Additional information regarding the implementation of these statutes is contained in OGEC's administrative rules, located in Oregon Administrative Rules (OAR) Division 199.

In addition to enforcing the statutes within its jurisdiction, OGEC focuses on education and training of public officials, lobbyists, and the public on Oregon Government Ethics Law, Lobbying Regulation Law, and Public Meetings Law so that violations can be avoided. This focus on education is a key part of what differentiates OGEC from other enforcement entities.

OGEC STRATEGIC PLAN

OGEC developed a Strategic Plan in 2024, that was updated in 2025 to include an IT Strategic Plan. OGEC continues to update its Strategic Plan as progress is made. OGEC also developed a Diversity, Equity, & Inclusion Plan in 2024. OGEC is in the process of combining its Strategic Plan, Affirmative Action Plan, and DEI Plan into a comprehensive plan for the agency. Complete copies of the plans can be found in the Special Reports section.

OGEC envisions an agency that is able to support the training and educational needs of the State of Oregon with regards to Oregon Ethics Law, Public Meetings Law, and Lobby Law, while ensuring effective compliance is in place. This vision includes future investments in growth of the agency to include a Communication Specialist and a structuring of the training and investigation staff.

Values:

- Focusing on education and training.

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- Striving to make ethical choices the standard for all public officials.
- Championing government transparency.
- Building racial equity into the foundation of OGEc.
- Investing in sustainable operations for a better climate future.
- Serving Oregon Constituents.

Additionally, OGEc staff recognizes the importance of diversity and inclusion, expertise, personal responsibility, collaboration, effectiveness, accountability, and effective communication in accomplishing our mission.

OGEc's Key Strategic Goals:

1. Increase by 15% the number of Oregon public officials trained through live webinars or in-persons trainings by OGEc staff on the laws within OGEc's jurisdiction by the end of 2027 through accessible and inclusive training, to support OGEc's educational ideal over the two prior calendar years.
2. Improve access to and use of OGEc's resources by 20% by the end of 2026 through strategic technology enhancements and annual access assessments, to support OGEc's accessible resources ideal.
3. Achieve full implementation of updated Succession, Affirmative Action, and DEI Plans by December 2027, with measurable progress reviewed semiannually, to support OGEc's accountability ideal.

OGEc has three primary strategic ideals:

- Serve Oregonians by educating public officials on the laws within OGEc's jurisdiction.
- Ensure OGEc resources are available, and used efficiently, effectively, and transparently.
- Strive for excellence and be accountable to the public we serve.

AGENCY SUMMARY

CRITERIA FOR 2027-29 BUDGET DEVELOPMENT

Budget Principles and Initiatives

During the 2027-29 biennium, OGEc will continue to focus its efforts on improving access to its resources, and the education and training of public officials, lobbyists, and lobbyist clients. OGEc will continue to improve its IT systems and provide training and assistance on these systems and filing requirements. OGEc has a long-standing and ongoing effort to provide superior customer service to Oregon constituents, including public officials and public agencies.

1. **Serve Oregonians by educating public officials on laws within OGEc's jurisdiction:**

OGEc's mission is to educate and train public officials, lobbyists, and lobbyist clients on application of the laws within OGEc's jurisdiction, and to enforce those laws when necessary. In terms of education and training, part of the two-year plan is to continue to develop OGEc's

training program. Current projections show steady growth in several areas, specifically with regard to in-person trainings and live webinars. OGEc has made a targeted effort to reach out to every county in the state and offer live trainings through its outreach program. In the 2025-27 biennium, OGEc was able to provide trainings to 32 counties out of Oregon's 36 counties.

OGEc will continue to increase its outreach, expand the amount and variety of education and trainings it offers, and update the platforms and technology used for training. This includes further development of interactive web-based training and videos. In the post-COVID era, in-person restrictions have been lifted and the demand for diverse trainings offerings has skyrocketed. There continues to be a demand for in-person and hybrid training with more interactive elements to ensure participation and learner information retention.

With the passage of House Bill 2805 in 2023, OGEc now has four full-time trainers devoting their time to training public officials, lobbyists, and lobbyist clients, and providing written and oral advice to those who call or

AGENCY SUMMARY

write to OGEc with questions about the application of the statutes within its jurisdiction. Since many of the complaints OGEc receives are a result of public officials not knowing or understanding the restrictions set forth in the laws, the continued growth of OGEc's training program is crucial to help public officials, lobbyists and lobbyist clients avoid violations.

An additional burden on the training team, specifically the Curriculum & Training Coordinator, includes the review and approval of Public Meetings Law trainings offered by other organizations. This training assessment process is an in-depth procedure that is both collaborative and iterative between OGEc and the requesting organization and this can take significant periods of time, depending on various factors. The time burden of this process was underestimated when originally taken on by OGEc. OGEc is updating the assessment process to make it more efficient and effective both for OGEc and for the organizations delivering the training.

OGEc continues to invest in advanced training software such as Articulate 360 that allows the creation of intricate

trainings to be made available on YouTube and Workday Learning. It will also include improvements to the training platforms to increase accessibility in the training program, as such software enabling OGEc's trainers to customize its training based on the needs of each organization. OGEc's ability to develop and expand the reach of its training program, especially with regards to Public Meetings Law, is demonstrated by the growth in training numbers by in-person and live webinar participants.

An intended outcome and goal of OGEc is the continued growth of the training program with an increase in the number of trainings, including webinars, in-person, and asynchronous. OGEc trainers demonstrated their flexibility when presented with the passage of House Bill (HB) 4114 in 2022 when school board members became required to file annual Statements of Economic Interest (SEI). The trainers quickly pivoted and updated and presented SEI trainings daily for 2023 and 2024 during SEI season to ensure all filers had an opportunity to be educated for free. In 2023, HB 2038 passed which expanded the information required on the SEI. Again, the

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trainers pivoted quickly and created in-depth trainings and resources for jurisdictional contacts and SEI filers. This flexibility and growth only continues to demonstrate the demand on OGEC's trainers. The trainers are also responsible for updating and publishing yearly guides for [Jurisdictional Contacts \(JCs\)](#) and [SEI Filers](#). These guides are frequently commented on by filers and JCs as wildly useful resources.

On October 1, 2024, OGEC's Executive Director and Rules Coordinators implemented and updated its Administrative Rules ([OAR Division 199](#)) to provide clarity and guidance on application of the Public Meetings Law. OGEC established an educated, experienced, and diverse Rules Advisory Committee (RAC) to work together to refine the rules. The new and updated rules provide comprehensive guidance in areas of law that frequently create questions for public officials. However, last two years of enforcement of Public Meetings Law have shown there are areas that need additional changes, so OGEC is in the process of putting together a new RAC to update the Public Meetings Law Rules to

help provide additional clarity.

OGEC published a revised version of [Guide to Lobbying in Oregon](#) in 2021 and recently completed and adopted (effective 6/12/26) an updated [Government Ethics Law Guide \(formerly called the Guide for Public Officials\)](#).

OGEC continues to adapt to the changing needs, particularly in terms of accessibility. OGEC has long term goals of updating all resources, including its Guides, to Spanish and additional languages upon request. One of its staff is in the process of getting certified to update documents to Spanish.

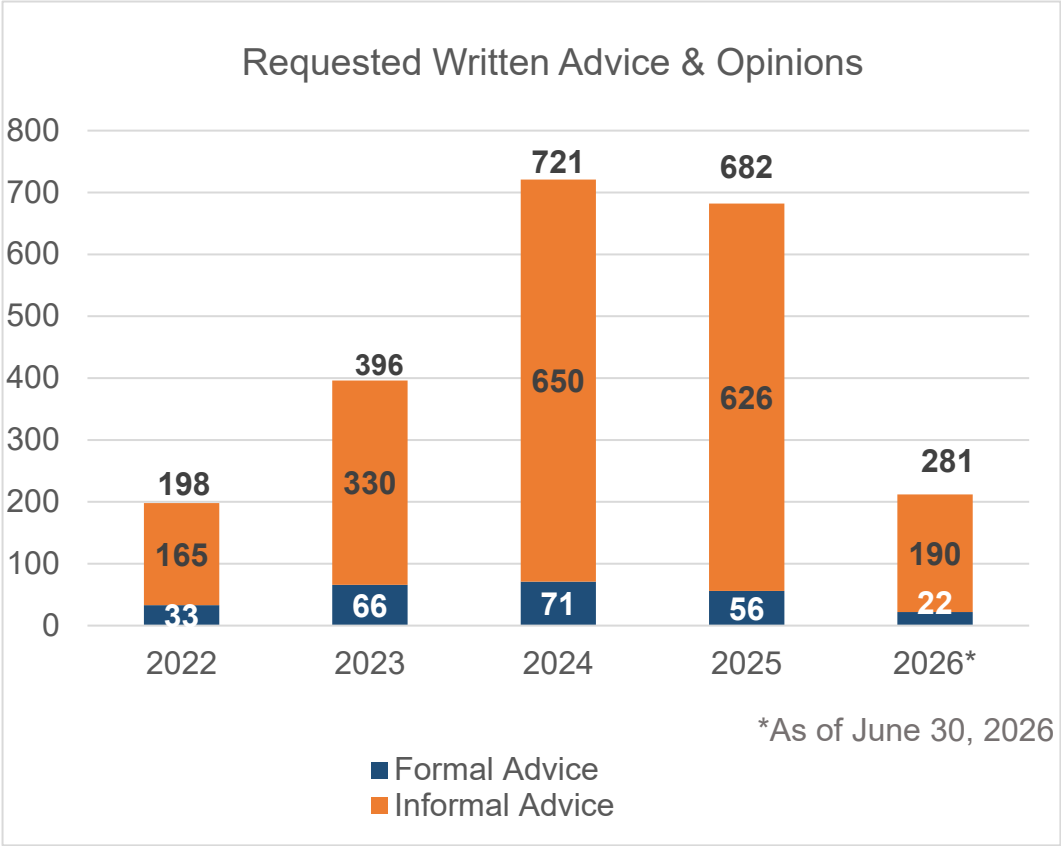
Statutory changes made in 2009 dramatically increased OGEC's workload by permitting public officials and public bodies to request informal advice from OGEC and providing safe harbor protections for public officials who follow OGEC's advice and opinions. Legislation in 2021 (Senate Bill 61) extended the scope of OGEC's advice authority, along with the safe harbor protections, to guidance on the application of the executive session provisions of Oregon Public Meetings Law. House Bill 4117 passed in the Spring of 2024 enabled OGEC

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authority to issue advice on Public Meetings Law, not just the executive session provisions. These changes help support OGEC’s mission and strategic plan to provide education to public officials.

Staff advice, both formal and informal, is a major consumer of staff resources. The number of requests for formal advice or advisory opinions has decreased, with public officials choosing to request quicker, informal staff advice. Formal advice is issued under the Executive Director’s signature or the Commission’s Chair’s signature. Informal staff advice is typically issued by email from OGEC staff. The chart below illustrates the growth in request for informal advice. As shown, the amount of informal advice has steadily grown. As of June 30, 2026, OGEC has issued 22 pieces of formal advice and 190 pieces of informal advice, just six months into the year. In 2025, OGEC issued 56 pieces of formal advice and 626 pieces of informal advice. In 2024, OGEC issued a total of 721 pieces of formal and informal advice. In 2023, OGEC issued 330 pieces of informal advice for the entire year.

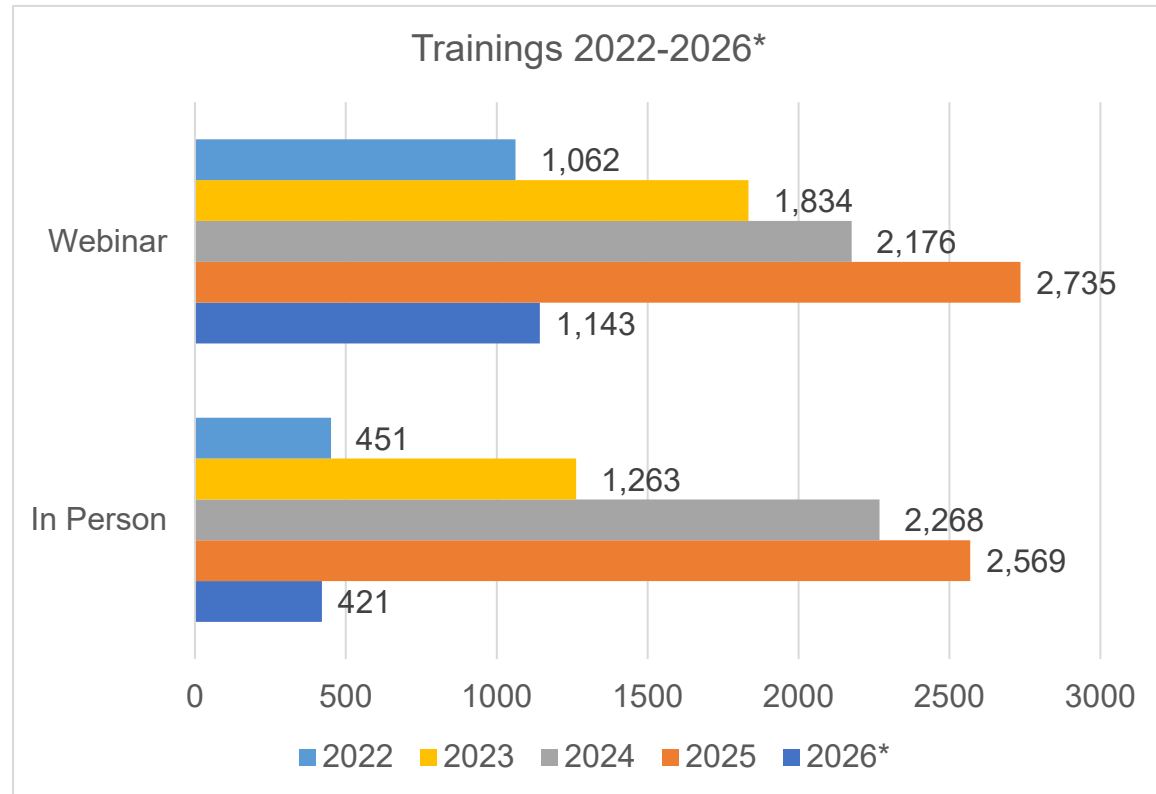
This continued growth demonstrates the success of OGEC’s outreach efforts and support that OGEC staff provides public officials. The chart provides a visual demonstration of how the requests for advice from OGEC staff have almost doubled each year since 2022. There was a slight decrease from 2025 to 2026 but that was due to several factors, including OGEC staffing vacancies



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within the training and investigation programs, who primarily write the advice. OGE staff collaborates with the Department of Justice to ensure that Oregon public officials are getting the best advice available. OGE takes pride in the high quality of work and advice they issue, which is also why many of the pieces of advice are viewable online through CMS. Another intended outcome and goal is the continued outreach of OGE and subsequent increase in requests for advice and opinions.

Future investments in training staff would help alleviate the burden on the Curriculum & Training Coordinator and trainers. By adding a Training & Development Manager and additional Learning & Development Specialist 2s, OGE would be better equipped to tackle the complex Public Meetings Law training approval process and high volume of trainings. A Communications Specialist would allow OGE to have enhanced communications with all parties that are interested and involved with OGE, including the public.



2. Ensure OGE resources are available, and used efficiently, effectively, and transparently.

With a focus on OGE's Affirmative Action Plan, Diversity, Equity, and Inclusion (DEI) Plan, and Strategic Plan, OGE intends on providing solutions to increase the overall accessibility of OGE's resources and

AGENCY SUMMARY

programs. OGEC has created an internal accessibility workgroup that focuses on updates to OGEC materials and the OGEC website. These updates include changes to OGEC's training materials, administrative materials, and even investigative materials. Staff have gone through and updated previously issued advice into screen reader friendly formats as a part of this initiative. Additional updates include changing the formatting and verbiage to OGEC's Letters of Education to increase the readability and functionality of the letters.

In the 2025-27 biennium, OGEC implemented Docusign to increase the ease and accessibility of compliance documents, such as Stipulated Final Orders, Letters of Education, and case closing letters. By utilizing Docusign, OGEC is able to send documents to respondents via email, where they can easily view and sign documents without having to print, which increased the responsiveness of respondents. This is particularly helpful for respondents who live in rural areas that do not have easy access to printers or scanners. It also makes it more affordable for respondents as they do not have to

pay postage to mail signed documents back to OGEC as it is all done electronically through Docusign at no cost to them. This also made it easier for respondents and their attorneys to receive their case closing documents in a single, secure, confidential email through Docusign.

OGEC's Strategic Plan and DEI plan continue to focus on accessibility. OGEC's mission is to ensure all educational resources are available and readily accessible. OGEC will continue to focus on making sure OGEC meets WCAG 2.1 guidelines during the 2027-29 biennium. The accessibility workgroup is also working with Tyler Tech to make sure all website templates are up to date and compliant with WCAG 2.2 guidelines. OGEC continues to look for additional resources to assist in making resources accessible and looks to continue to educate staff as well. The roster of public officials in Oregon is continuously in flux, which requires OGEC to engage in outreach to ensure that public officials are made aware of OGEC's training options and resources. One of OGEC's DEI goals, that is directly tied to the Strategic Plan and budget, is to increase the accessibility of resources.

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Accessibility can be interpreted in several ways such the making of information meaningful and usable or the making of as many people as possible. What this means to OGEC is that OGEC staff are constantly looking for ways to make resources, such as handouts and news bulletins, in formats that are easy to read and accessible for as many people as possible. OGEC has also expanded its outreach so that training activities are available and accessible in multiple formats, whether in-person, online or a hybrid of both, so that as many public officials can be educated as possible.

During the COVID-19 pandemic, OGEC pivoted from an in-person format for its commission meetings and trainings to a hybrid format. The hybrid format made OGEC increasingly more accessible, especially for constituents in rural or frontier locations. The agency will continue to use its website, GovDelivery, and relations developed through outreach, and social media to assist in the delivery of its products. OGEC will continue to look for ways to be more accessible to the public.

OGEC is mid-process of replacing the Electronic Filing

System (EFS) and the Case Management System (CMS). The two systems are tied directly to the mission and function of the agency. EFS provides an online reporting mechanism for public officials to file SEIs and for lobbyists and lobbyist clients to file quarterly expenditure reports. When EFS was launched, it helped streamlined the process for public officials, lobbyists, and lobbyist clients to file their statutorily required reports, and it currently serves Oregonians by making the information from these reports free and immediately available. OGEC pays an annual subscription fee for EFS that is built into OGEC's budget. Originally, there was the option to expand its capabilities with additional projects and fees. One such expansion occurred when the Legislature passed House Bill 3377 (2019) which required lobbyists to take a two hour "Respectful Workplace" Training and to report completion of the training in EFS. In 2022, the Legislature passed House Bill 4114, which added members of the boards of directors for common school districts or union high school districts to the list of public officials required to file SEIs, as recommended by the Secretary of State's audit report.

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In 2023, the Legislature passed House Bill 2038 which expanded the information required by SEI filers to report with regards to businesses and sources of income. This change to EFS was implemented just in time for the 2024 SEI reports.

OGEC's Case Management System (CMS) enables OGEC to electronically track and publish case dispositions for investigations and advice and it allows the public to submit complaints to OGEC. It then permits the public, government agencies, attorneys, and public officials to access OGEC's advice and information on completed cases online. OGEC pays a monthly subscription fee for access to CMS that is built into the budget.

Both CMS and EFS are over a decade old and are not cloud-based, which is why OGEC is currently in the middle of the procurement process to replace both systems with a comprehensive, cloud-based system. Originally, both systems included options for expansion and changes but after the last improvement in 2023 to EFS, the developer strongly suggested moving towards a

newer, cloud-based system.

As the State of Oregon focuses on transparency, OGEC is continually looking to increase transparency and accessibility.

OGEC's CMS provides a platform for the public and public officials to access advisory opinions and staff advice, as well as case information. OGEC's EFS allows public officials to file SEIs through OGEC's website. Lobbyists also register through the system, and lobbyists and lobbyist clients file quarterly expense reports online. All submissions are immediately available to the public free of charge. The result of these two electronic systems is that the work of OGEC is much more transparent and accessible to the public. OGEC will ensure these applications remain functional until a suitable replacement is fully implemented.

Touching back on future investment opportunities, a Communications Specialist would help OGEC increase its transparency by having a coordinated communications schedule and contact person. This is something that

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OGEC is looking for in the future to continue with the goal of increased transparency and connectivity.

3. Strive for excellence and be accountable to the public we serve.

Unlike many of the smaller boards and commission, OGEC is frequently in the public's focus. Because of this, OGEC tries to lead by example, especially when it comes to accountability and transparency. On the Commission Meeting page of OGEC's website, one can find clearly laid out demonstrations of how to follow Public Meetings Law. The agency strives to ensure the website is updated regularly, not just to keep the public informed but to be a model.

Like many boards and commissions, COVID-19 caused a pivot on how meetings were held. Due to various restrictions, the Commission adopted a virtual platform, which permitted public officials and their attorneys, as well as the public, to attend via Microsoft Teams or by telephone. The virtual platform increased the accessibility for members of the public who were previously unable to

participate due to financial or geographical restrictions. OGEC now offers a hybrid format for meetings, meaning that public officials, media, and interested members of the public, along with the Commissioners themselves, may attend in person, by Microsoft Teams or telephone. OGEC updates its website to ensure that Commission meeting recordings, minutes, and meeting materials are available on its website after each meeting for those that are unable to attend. OGEC has updated its minutes and agenda formatting to increase accessibility and continues to change and adapt, based on feedback.

In the next two years, OGEC will continue its outreach efforts to ensure public officials are informed and educated to prevent unintended violations of the Government Ethics Law, Lobby Law, and Public Meetings Law. OGEC has increased and continues to increase its virtual presence with the creation of LinkedIn, Bluesky, and X/Twitter accounts and a larger offering of online webinars. OGEC continues to utilize its website, by creating an online calendar that reflects the available webinars, filing due dates, and Commission meetings.

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The website and social media accounts are continually being updated by staff to ensure the most up-to-date information and increase awareness of OGEc resources. OGEc uses its YouTube channel by posting training videos, streaming Rules Advisory Committee Meetings, and posting Commission meeting recordings for public viewing.

As recommended by the 2020 Secretary of State Audit, OGEc produced and will continue to publish the quarterly newsletter *Ethics Matters* that highlights resources, links to recent written advice, meeting notifications, hiring advertisements, reminders of filing requirements and deadlines, and topics relevant for OGEc's constituents. OGEc has invested in Granicus Communications (formerly GovDelivery) which has allowed OGEc to maximize its distribution and tracking of its communications. One indicator of the success of the training program and outreach program is an increase in requests for advice and, interestingly enough, an increase in complaints, as people become aware of what is and isn't permitted by statute. Because of this, OGEc

receives a wide variety of complaints. The chart below indicates the number of cases opened by OGEc each year. In 2021, for example, OGEc received 250 complaints. Of these complaints, OGEc opened 103 cases, and the remaining 147 complaints were not within OGEc's jurisdiction. In 2022, OGEc opened 155 cases out of 278 complaints. 2023 was a new high with 207 opened cases out of 398 complaints. In 2024, OGEc opened 272 cases and received an additional 294 non-jurisdictional complaints. In 2025, OGEc opened 420 cases and received an additional 350 non-jurisdictional complaints. As of June 30, 2026, OGEc opened 201 cases out of 429 complaints with only 6 months into the year. OGEc is averaging approximately 71 complaints a month. If this trend continues, OGEc will have over 850 complaints in 2026. There is an ongoing increasing trend of complaints and cases. In handling these complaints, OGEc investigators continue to meet the statutory timelines in the investigatory process, including those for completion of preliminary reviews. To ensure that OGEc's investigations are held to a high degree of consistency, the Department of Justice is frequently

AGENCY SUMMARY

consulted.

With consideration for future investments in staffing, OGEC would restructure the Investigations team to include an Investigations Manager and additional Compliance Specialist 3s to provide support. The Investigations Manager role would allow OGEC to require a law degree to hold the position, which would help provide an additional level of professionalism and legal protection for the investigations and advice provided. Additional Compliance Specialist 3s would allow OGEC to separate and specialize investigative staff into Ethics Law, Public Meetings Law and Lobby Law roles.

As a part of OGEC's goal to be as transparent and accountable as possible, OGEC publishes all case dispositions online for free through CMS. OGEC is proud of the work the investigators produce with the guidance of the Department of Justice. OGEC Commissioners are the ones that act on cases, such as to move a case forward or to find violations, but the OGEC investigators work hard to ensure the information is accurate and available in an unbiased format so the Commissioners

can make informed decisions.

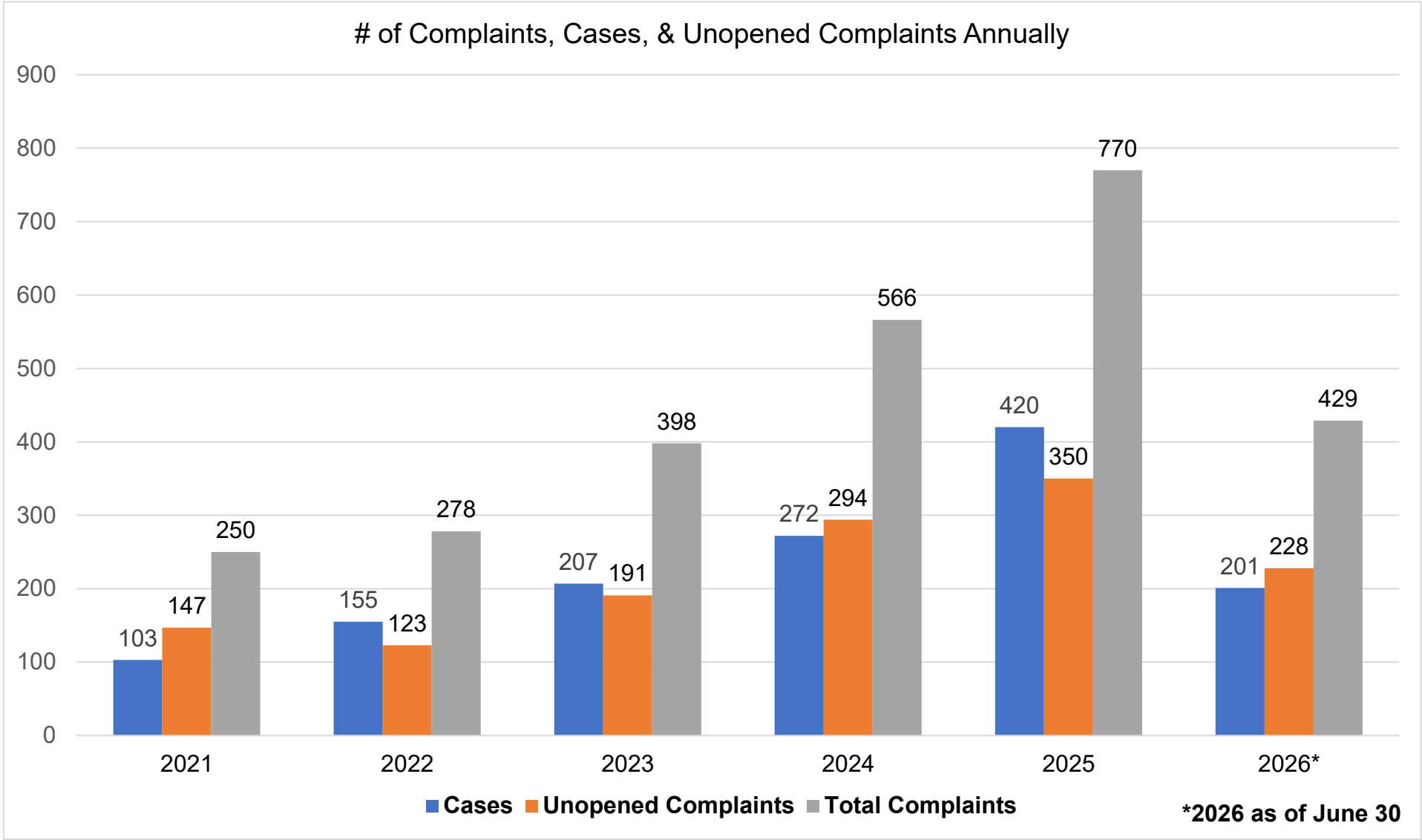
As a cost and time saving method for both respondents and OGEC, OGEC uses negotiated settlement in the disposition of cases with a high degree of success. OGEC attempts to resolve all contested cases through a negotiated settlement agreements, such as a stipulated final order. In the past four years, nearly 100% of the contested cases have been completed through a negotiated settlement, which are all viewable through CMS.

OGEC has also implemented multiple formats of customer satisfaction surveys to help improve customer satisfaction and overall performance. After every training, a follow-up bulletin is sent with additional training resources and a quick survey asking for feedback and throughout the year, a customer satisfaction survey is sent to everyone who has had contact with OGEC asking for feedback. OGEC uses this information for Key Performance Measures and to help improve services.

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In summary, during the 2027-29 biennium, OGEc will focus on expanding its training program with a renewed passion for accessibility and technological advances. Goals include an increased number of trainings and educational opportunities for public officials, lobbyists and lobbyist clients in the state, updated technological systems, and increased transparency. OGEc has future investment goals in staffing and restructuring to help optimize functionality and connections with Oregon constituents.

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RACIAL IMPACT STATEMENT

Racial Impact Statement – Agency

TO: Racial Justice Commission

FROM: Susan V. Myers, Director, Oregon Government Ethics Commission

The Oregon Government Ethics Commission is committed to improving its processes and programs to advance racial equity.

1. Who is completing this agency REIS?

The Executive Director, Susan Myers, and Senior Operations Manager, Becky Maison.

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

While not officially a DEIB practitioner, OGEC's Senior Operations Manager is a regular attendee of the State's

DEIB meetings. She actively contributed to the completion of the REIS with ongoing discussions about the Commission's missions, goals, and programs.

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

The agency's mission is to enforce the laws within its jurisdiction impartially and effectively. OGEC emphasizes education in achieving its mission. The laws in OGEC's jurisdiction focus on transparency and accountability, in government ethics, public meetings, and lobbying. While enforcement of these laws does not have a specific racial equity impact intent, racial equity may be a concern raised in individual cases.

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

The main barriers that exist that may hinder the advancement of racial equity are the systemic reliance on historical precedents, which themselves may not always

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be racially equitable, and the lack of diversity among the members of the Commission and staff.

OGEC relies on outside parties, specifically the Governor and the House and Senate Caucuses, to nominate individuals to serve on the Commission. OGEC staff does not have a role in filling the seats on the Commission.

This process means that OGEC depends on the three parties to ensure that racial equity is not an afterthought. While both the Commission itself and agency staff are far more diverse (both in gender, race, age, experience, and even location) than in the past, we recognize that further improvements can always be made.

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

OGEC is currently working on an accessibility project to ensure that all agency written materials are accessible to persons with disabilities. We recently completed an updated Government Ethics Law Guide that was revised with a focus on use of plain language. Agency staff have

expressed interest in working to provide Spanish language versions of our quick-reference sheets and other guidance; however, the agency does not currently have the resources (including staff time) needed to begin this project.

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

OGEC utilizes the quarterly newsletter "Ethics Matters" to advertise any openings on the Commission so that the available openings are shared with a wider audience, which includes progress updates to OGEC's Strategic Plan, DEI Plan, and Affirmative Action Plan.

During Rulemaking, OGEC strives to ensure that community members from across all geographic areas and public service sectors of Oregon are included in the rulemaking process.

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

AGENCY SUMMARY

OGEC tracks equity measures with regard to staff and Commission members and how it relates to the Affirmative Action Plan but currently does not have the capacity or capability to track additional equity measures at this time. This is something that OGEC is looking into for the future.

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

OGEC has always struggled to have a diverse Commission but as mentioned above, progress has been made and OGEC is reliant upon outside parties for Commission makeup.

There may have been an increase in comments from respondents that complaints are racially motivated. In conducting preliminary reviews and investigations, OGEC staff must remain neutral and unbiased in applying the law to the facts in all cases. Political motivation is another trend that has been seen, but again, OGEC staff must remain neutral and look at the complaint, not the

complainant. Final determinations and decisions, whether to dismiss or to find violations, are the responsibility of the Commission members.

AGENCY SUMMARY

RACIAL IMPACT STATEMENT

Racial Impact Statement – Policy Option Package

TO: Racial Justice Commission

FROM: Susan V. Myers, Director, Oregon Government Ethics
Commission

1. Please describe the POP being proposed.

OGEC's singular Policy Option Package (POP) is to increase limitation for the 2027-29 biennium to carry forward any remaining funds from an ongoing IT project to replace OGEC's Electronic Filing System (EFS) and Case Management System (CMS).

2. Why is the POP being proposed?

The POP is being proposed to ensure OGEC is able to complete the ongoing IT project and have access to the funding to do so.

3. Who is completing this REIS?

The Executive Director, Susan Myers, and Senior Operations Manager, Becky Maison.

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

The Executive Director, Susan Myers, and Senior Operations Manager, Becky Maison, are responsible for the outcomes 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 limitation. In the future, should OGEC need to track equity outcomes, OGEC will look at ways in conjunction with the Office of Cultural Change and follow their advice and guidance.

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

AGENCY SUMMARY

While not officially a DEIB practitioner, OGEC's Senior Operations Manager 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?

- a. If yes, describe how you collaborated with them on this REIS. N/A
- b. If they were not involved in the development of this REIS, please explain why. Describe what you did instead to incorporate equity expertise and community input (e.g. listening sessions, advisory review, analysis of existing community feedback, partnering with trusted community partners, etc.).

We are a small agency and do not have the resources to have designated data analysts, community engagement managers, outreach managers, etc.

Additionally, because the sole purpose of the POP is to increase the agency's other funds limitation for the 2027-29 biennium for the ongoing IT project, such outreach and collaboration does not seem 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

AGENCY SUMMARY

d. How are communities impacted by this POP?

What are the disproportionate impacts? Please be specific. n/a

There are no specific racial groups or communities that may be impacted by this POP, both directly or indirectly, as the funds have already been acquired and the project started. This POP simply permits the project to continue, if it is not completed at the end of the 2025-27 biennium.

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

We did not engage multiple perspectives or impacted groups for feedback as this POP was requested/required as a way to ensure OGEC would be able to complete the ongoing IT Project with previously acquired funds.

As the purpose of this POP is solely to extend the agency's other funds limitation for the ongoing IT project, such community engagement and collaboration does not seem appropriate or necessary.

AGENCY SUMMARY

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 agency's other funds limitation is not extended and the ongoing IT project is not completed before the end of the 2025-27 biennium, the IT project would need to be cancelled. There would be no racial or ethnic communities impacted more over another.

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

- 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

Racial equity outcomes are not currently being monitored with regards to this POP. Should they need to be monitored, the Executive Director, Susan Myers, and Senior Operations Manager, Becky Maison, would be responsible for monitoring and reporting the outcomes to leadership.

Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
Oregon Government Ethics Commission
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-000-00-00-00000

<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	15	15.00	7,129,553	-	-	7,129,553	-	-	-
2025-27 Emergency Boards	-	-	178,755	-	-	178,755	-	-	-
2025-27 Leg Approved Budget	15	15.00	7,308,308	-	-	7,308,308	-	-	-
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	316,401	-	-	316,401	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	15	15.00	7,624,709	-	-	7,624,709	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	2,714	-	-	2,714	-	-	-
Subtotal	-	-	2,714	-	-	2,714	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	(559,740)	-	-	(559,740)	-	-	-
Subtotal	-	-	(559,740)	-	-	(559,740)	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	170,656	-	-	170,656	-	-	-
State Gov't & Services Charges Increase/(Decrease)			1,230	-	-	1,230	-	-	-
Subtotal	-	-	171,886	-	-	171,886	-	-	-

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BDV104 - Biennial Budget Summary
BDV104

Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
Oregon Government Ethics Commission
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-000-00-00-00000

<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	15	15.00	7,239,569	-	-	7,239,569	-	-	-

Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
Oregon Government Ethics Commission
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-000-00-00-00000

<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	15	15.00	7,239,569	-	-	7,239,569	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2027-29 Current Service Level	15	15.00	7,239,569	-	-	7,239,569	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - IT Limitation Increase	-	-	480,000	-	-	480,000	-	-	-
Subtotal Policy Packages	-	-	480,000	-	-	480,000	-	-	-
Total 2027-29 Agency Request Budget									
	15	15.00	7,719,569	-	-	7,719,569	-	-	-
Percentage Change From 2025-27 Leg Approved Budget									
	-	-	5.63%	-	-	5.63%	-	-	-
Percentage Change From 2027-29 Current Service Level									
	-	-	6.63%	-	-	6.63%	-	-	-

Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
General Program
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-010-00-00-00000

<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	15	15.00	7,129,553	-	-	7,129,553	-	-	-
2025-27 Emergency Boards	-	-	178,755	-	-	178,755	-	-	-
2025-27 Leg Approved Budget	15	15.00	7,308,308	-	-	7,308,308	-	-	-
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	316,401	-	-	316,401	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	15	15.00	7,624,709	-	-	7,624,709	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	2,714	-	-	2,714	-	-	-
Subtotal	-	-	2,714	-	-	2,714	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	(559,740)	-	-	(559,740)	-	-	-
Subtotal	-	-	(559,740)	-	-	(559,740)	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	170,656	-	-	170,656	-	-	-
State Gov't & Services Charges Increase/(Decrease)			1,230	-	-	1,230	-	-	-
Subtotal	-	-	171,886	-	-	171,886	-	-	-

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Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
General Program
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-010-00-00-00000

<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	15	15.00	7,239,569	-	-	7,239,569	-	-	-

Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
General Program
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-010-00-00-00000

<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	15	15.00	7,239,569	-	-	7,239,569	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2027-29 Current Service Level	15	15.00	7,239,569	-	-	7,239,569	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - IT Limitation Increase	-	-	480,000	-	-	480,000	-	-	-
Subtotal Policy Packages	-	-	480,000	-	-	480,000	-	-	-
Total 2027-29 Agency Request Budget									
	15	15.00	7,719,569	-	-	7,719,569	-	-	-
Percentage Change From 2025-27 Leg Approved Budget									
	-	-	5.63%	-	-	5.63%	-	-	-
Percentage Change From 2027-29 Current Service Level									
	-	-	6.63%	-	-	6.63%	-	-	-

Program Prioritization for 2027-29

Agency Name: Oregon Government Ethics Commission																					
2027-29 Biennium																			Agency Number: 19900		
Program 1																					
Program/Division Priorities for 2027-29 Biennium																					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Priority (ranked with highest priority first)	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performa nce Measure(s)	Primary Purpose Program- Activity Code	GF	LF	OF	NL- OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D, FM, FO, S)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)		Comments on Proposed Changes to CSL included in Agency Request
Agcy	Prgm																				
1	1	OGEC	CMS/EFS	Case Management System/Electronic Filing Systems	5	3		914,408				\$ 914,408			Y	N	S	ORS 244.290, ORS 171.745-171.750, 171.766	OGEC is required to have a functional Case Management System and Electronic Filing System for Statement of Economic Interest and Quarterly Expenditure Reports. Funds pay the vendor subscription fees for hosting data and system maintenance (and their		
2	2	OGEC	TRN	Training	2, 5	3		2,607,163				\$ 2,607,163	5	5.00	N	Y	S	ORS 244.290 ORS 192.700			
3	3	OGEC	INV	Investigations	1,3, & 5	3		2,276,425				\$ 2,276,425	5	5.00	N	Y	S	ORS Chap 244, ORS 171.725-785, ORS 192.685			
4	4	OGEC	ADMIN	Administration	4, 5, & 6	3		1,921,573				\$ 1,921,573	5	5.00	N	Y	S	ORS Chap 244, ORS Chap 171, ORS 192.705			
												\$ -									
												\$ -									
												\$ -									
							#	#	7,719,569	#	-	-	\$ 7,719,569	15	15.00						

7. Primary Purpose Program/Activity Exists

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

19. Legal Requirement Code

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

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

Document criteria used to prioritize activities:

OGEC is a small agency that depends on all programs to function properly to complete its mission. The agency has been focusing its efforts on training and education. Statute requires requires OGEC to train public officials, governing bodies, lobbyists and lobbyist clients in Oregon Ethics Law, Public Meetings Law, and Lobbyist Regulation Law . The prioritization is designed to reflect OGEC's focus; however, the agency is statutorily required to perform all functions. With only fifteen employees, it is difficult to reduce its functions. CMS/EFS funding is prioritized first as the agency is required by contract to pay the subscription fees for its Case Management System and Electronic Filing System to Tyler Technologies (formerly NIC USA) (and their replacement system). These systems increase transparency and accessibility for the public. Through these systems, the public can view Statements of Economic Interesting filings, lobbyist expenditure reports, case dispositions, and advice issued by OGEC. The public can report alleged violations online as well.

AGENCY SUMMARY

Reduction Options

OGEC's responsibilities are defined in statute and include required program activities such as providing a reporting mechanism for annual Statements of Economic Interest (SEI) reports for public officials, and quarterly expenditure reports for lobbyists and their clients, investigating complaints, and providing training on topics within OGEC's jurisdiction. Approximately 10% of OGEC's budget goes to IT Professional Services, either to DAS IT or to TylerTech, who manages OGEC's current filing and case management systems.

In pertinent part, the IT Professional Services provided by TylerTech and DAS IT cannot be reduced without significantly interfering with the functionality of OGEC's online services. These systems allow OGEC to not only engage in but excel at our commitment to the Governor's mandated transparency goals. Another 10% of OGEC's budget comes from Professional Legal Services, specifically Department of Justice (DOJ). DOJ reviews the majority of OGEC's work products to ensure high quality and accuracy of work, while achieving legal sufficiency. 58% of OGEC's budget is Personal Services; however, maintaining operations without reducing staff would require a

revision of statute to remove or amend OGEC's currently mandated functions.

A reduction made in Personal Services to sustain operations would have a direct impact on the ability of OGEC to meet its performance measures in most areas, including training, investigations, compliance reviews, and records maintenance. Staff reduction would seriously degrade the timeliness and quality of services offered. This would have a direct impact on meeting Oregon Benchmark No. 35, Public Management Quality.

A 5% reduction would be \$385,978 which would require OGEC to eliminate two FTE: the Office Specialist 2 and a Program Analyst 1 (Trainer). This reduction would impede OGEC's ability to function to the best of its abilities.

A 10% budget reduction would be \$771,957. A budget reduction of such magnitude would likely render the agency unable to perform its duties. Because IT Professional Services and Professional Legal Services cannot be reduced without negatively impacting legal and statutory functionality, a 10% budget reduction would need to come from Personal Services

AGENCY SUMMARY

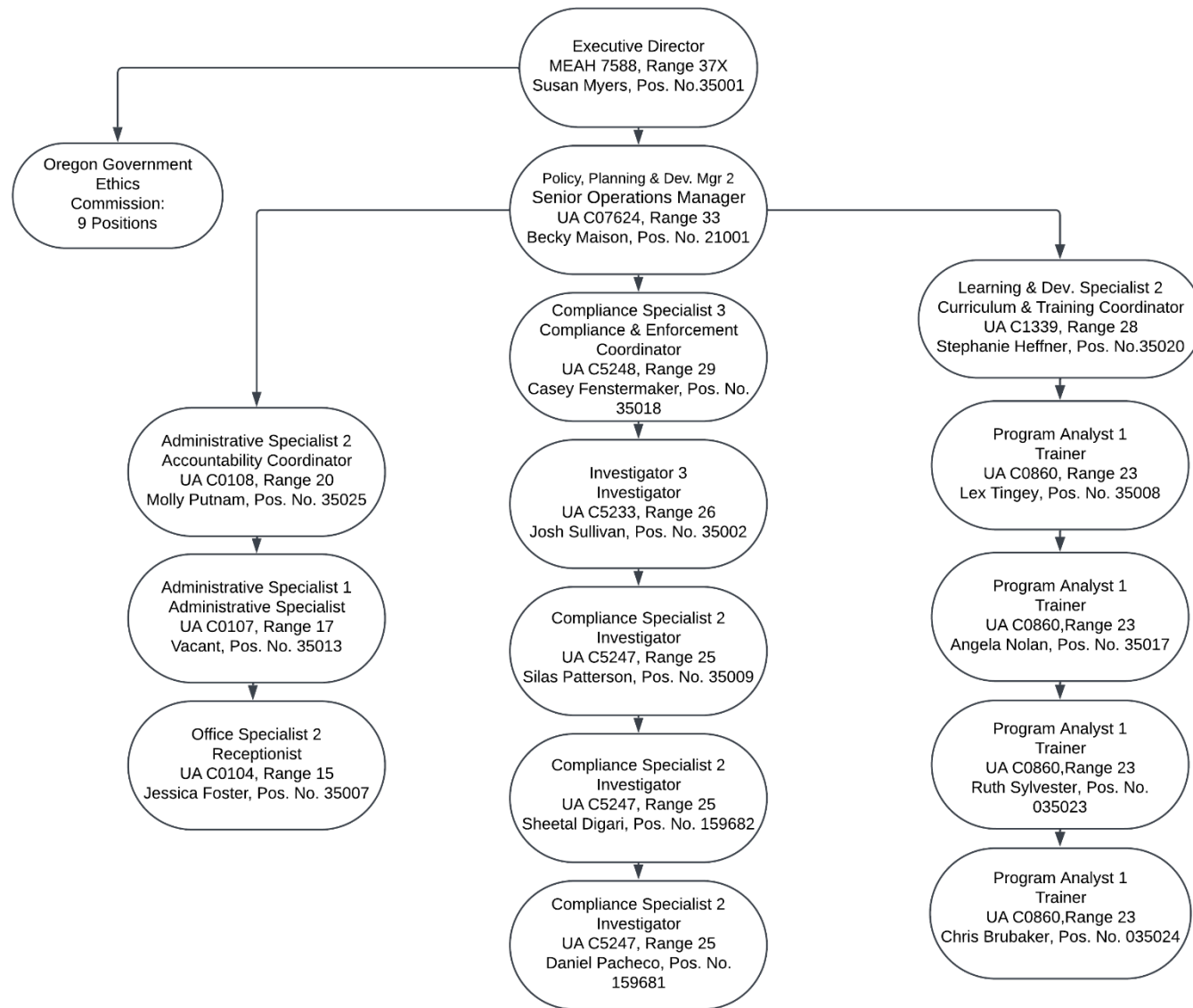
and Other Services & Supplies, the majority of which come from Personal Services. A 10% budget reduction would require a reduction of almost three out of the fifteen OGEC staff, including one of the four trainers and one of the four investigators, as well as one of the key administrative staff. This reduction in staff would make it nearly impossible for OGEC to meet its statutory deadlines, KPMs, and training requirements. OGEC would need to amend statutory deadlines to meet the current workload with the proposed staffing reduction. Additionally, a reduction in Other Services & Supplies of \$17,402 would need to be made to reach \$771,957.

10% Reduction Options (ORS 291.216)

Activity or Program	Describe Reduction	Amount and Fund Type									Rank and Justification
(Which Program Or Activity Will Not Be Undertaken)	(Describe The Effects Of This Reduction. Identify Revenue Source For OF, FF. Include Positions And FTE For 2025-27 & 2027-29)	GF	LF	OF	NL-OF	FF	NL-FF	Total Funds	Pos.	FTE	(Rank The Activities Or Programs Not Undertaken In Order Of Lowest Cost For Benefit Obtained)
1. Reduce Other Service & Supplies	Reduce Other Service & Supplies which would make it difficult to fund agency operations, including Shared Financial Services.	\$ -	\$ -	\$ 17,402	\$ -	\$ -	\$ -	\$ 17,402	-	-	1
2. Eliminate OS2/Receptionist Position	Eliminate OS2 which would decrease customer service as telephones would go unanswered, mail unopened, and reports not processed. OGEK would find it difficult to process public records requests.	\$ -	\$ -	\$ 220,203	\$ -	\$ -	\$ -	\$ 220,203	1	1.00	2
3. Eliminate 1 PA1/Trainer Position	Eliminate PA1 which would make it difficult to respond to training requests, respond to advice requests, and provide trainings.	\$ -	\$ -	\$ 288,839	\$ -	\$ -	\$ -	\$ 288,839	1	1.00	3
4. Reduce 1 CS2/Investigator	Reduce CS2 by 85% which would make it difficult to respond to advice requests and complete investigations.	\$ -	\$ -	\$ 245,513	\$ -	\$ -	\$ -	\$ 245,513	1	0.85	4
Total		\$ -	\$ -	\$ 771,957	\$ -	\$ -	\$ -	\$ 771,957	3	2.85	

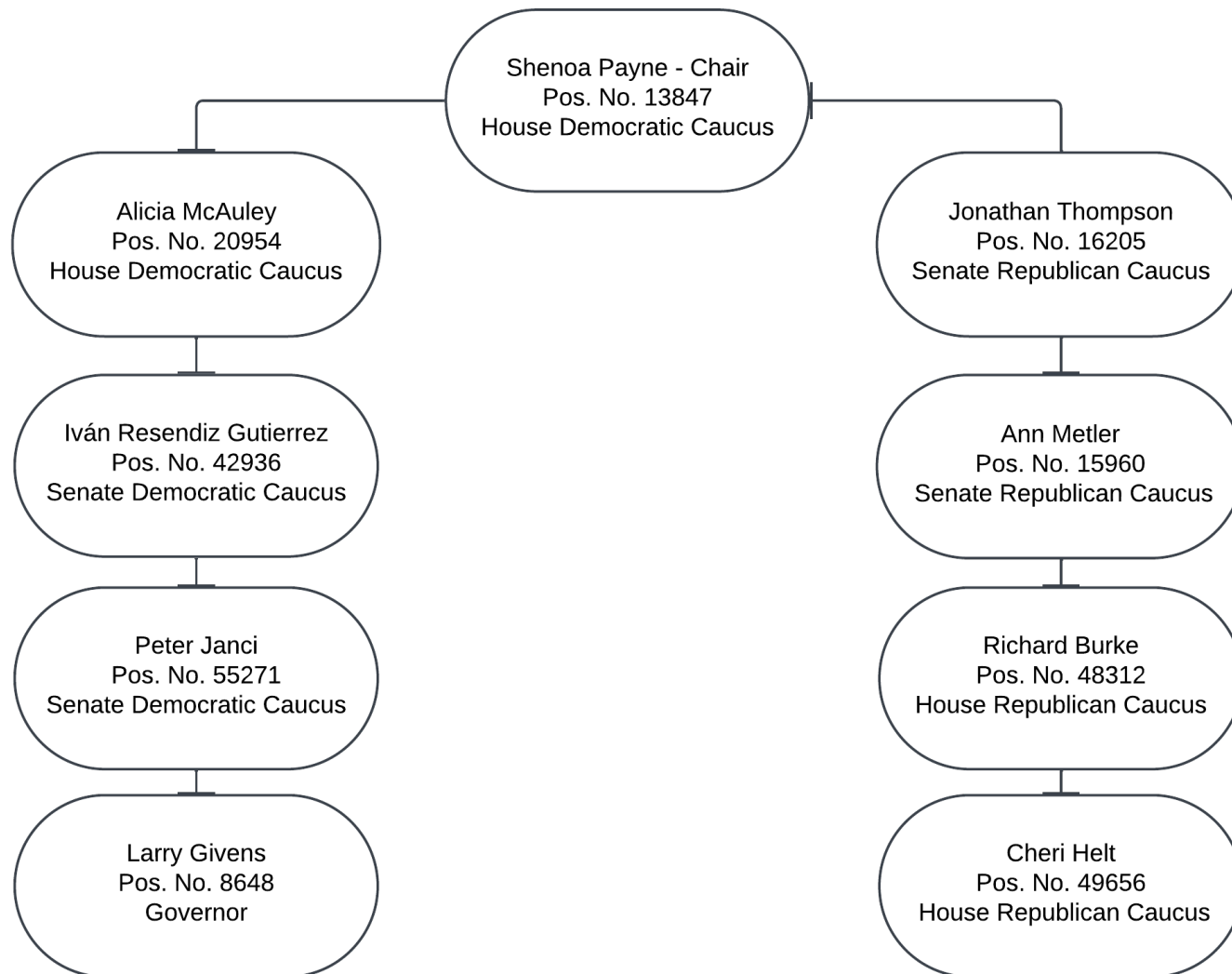
AGENCY SUMMARY

2025-27 Organizational Charts – Staff



AGENCY SUMMARY

2025-27 Organizational Charts – Commission



REVENUE FORECAST

Revenue Forecast - Sources

There are three primary sources of revenue for OGEC.

Assessments - \$8,104,126

OGEC receives its operating revenue from an assessment imposed on public entities. Half of the assessment comes from state government and the remaining half is received from local governments, local service districts, and special government bodies that are subject to the Municipal Audit Law. The state assessment is based on FTE. The local government assessment is based on the municipal audit fee the entities currently pay. A percentage is applied to that fee to determine the assessment. The Department of Administrative Services administers the assessment program, including collecting the assessments. For the 2027-29 biennium, the assessments total \$8,104,126, which is \$4,052,063 from local governments and \$4,052,063 from state agencies.

Fines & Forfeitures - \$90,000

ORS 171.992 and ORS 244.350 authorize OGEC to impose civil penalties for violations of Lobby Law, Oregon Ethics Law, and Public Meetings Law. In addition, ORS 244.360 permits OGEC to order a person who has been found in violation, and

who has obtained financial gain from public office, to forfeit a sum of up to twice the amount gained.

General Limitations on Use: All fines and forfeitures are deposited to the General Fund for general governmental purposes and are not available for agency use.

Other Services - \$0

OGEC charges fees to recover actual costs of producing and distributing public documents such as copies of investigative reports, opinions, lobbyist or public official filings, and audio recordings. The estimate for this potential revenue has been generally eliminated because of the Electronic Filing System and the Case Management System. Most items are available to the public online at no cost.

Limitation on Use: No restrictions apply. Expenditures from these revenues are used for general program purposes.

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

Oregon Government Ethics Commission
2027-29 Biennium

Agency Number: 19900

Cross Reference Number: 19900-000-00-00-00000

<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						
Admin and Service Charges	5,236,998	7,005,742	7,005,742	8,104,126	-	-
Fines and Forfeitures	55,850	50,000	50,000	90,000	-	-
Other Revenues	52	-	-	-	-	-
Transfer to General Fund	(55,850)	(50,000)	(50,000)	(90,000)	-	-
Total Other Funds	\$5,237,050	\$7,005,742	\$7,005,742	\$8,104,126	-	-

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

Oregon Government Ethics Commission
2027-29 Biennium

Agency Number: 19900

Cross Reference Number: 19900-010-00-00-00000

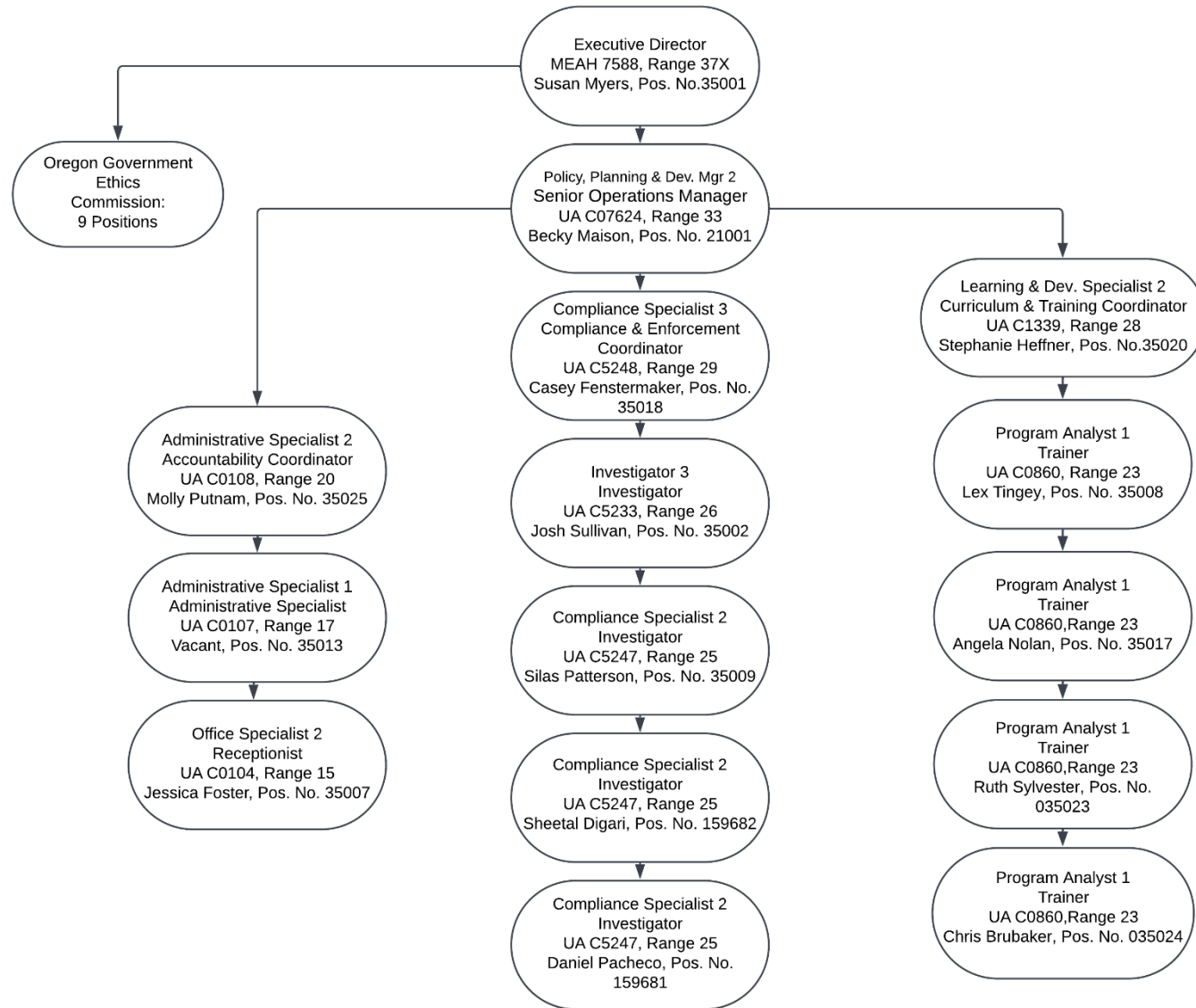
<i>Source</i>	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Leg Approved Budget	2027-29 Agency Request Budget	2027-29 Governor's Budget	2027-29 Leg. Adopted Budget
Other Funds						
Admin and Service Charges	5,236,998	7,005,742	7,005,742	8,104,126	-	-
Fines and Forfeitures	55,850	50,000	50,000	90,000	-	-
Other Revenues	52	-	-	-	-	-
Transfer to General Fund	(55,850)	(50,000)	(50,000)	(90,000)	-	-
Total Other Funds	\$5,237,050	\$7,005,742	\$7,005,742	\$8,104,126	-	-

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

Source	Fund	ORBITS Revenue Acct	2023-25 Actual	2025-27 Leg Adopted	2025-27 Estimates	2027-29		
						Agency Requested	Governor's Budget	Legislatively Adopted
Administrative & Service Charges- Other Fund	4150	0415	5,236,998	7,624,709	7,624,709	8,104,126		
Fine & Forfeitures-General Fund Revenue	0050	0505	55,850	50,000	97,591	90,000		
Other Revenues-Other Fund	4150	0975	52	0	0	0		
Transfer From Administrative Svcs- Other Fund	4150	1107	0	0	0	0		
Transfer to General Fund	0050	2060	(55,850)	(50,000)	(97,591)	(90,000)		
			5,237,050	7,624,709	7,624,709	8,104,126		

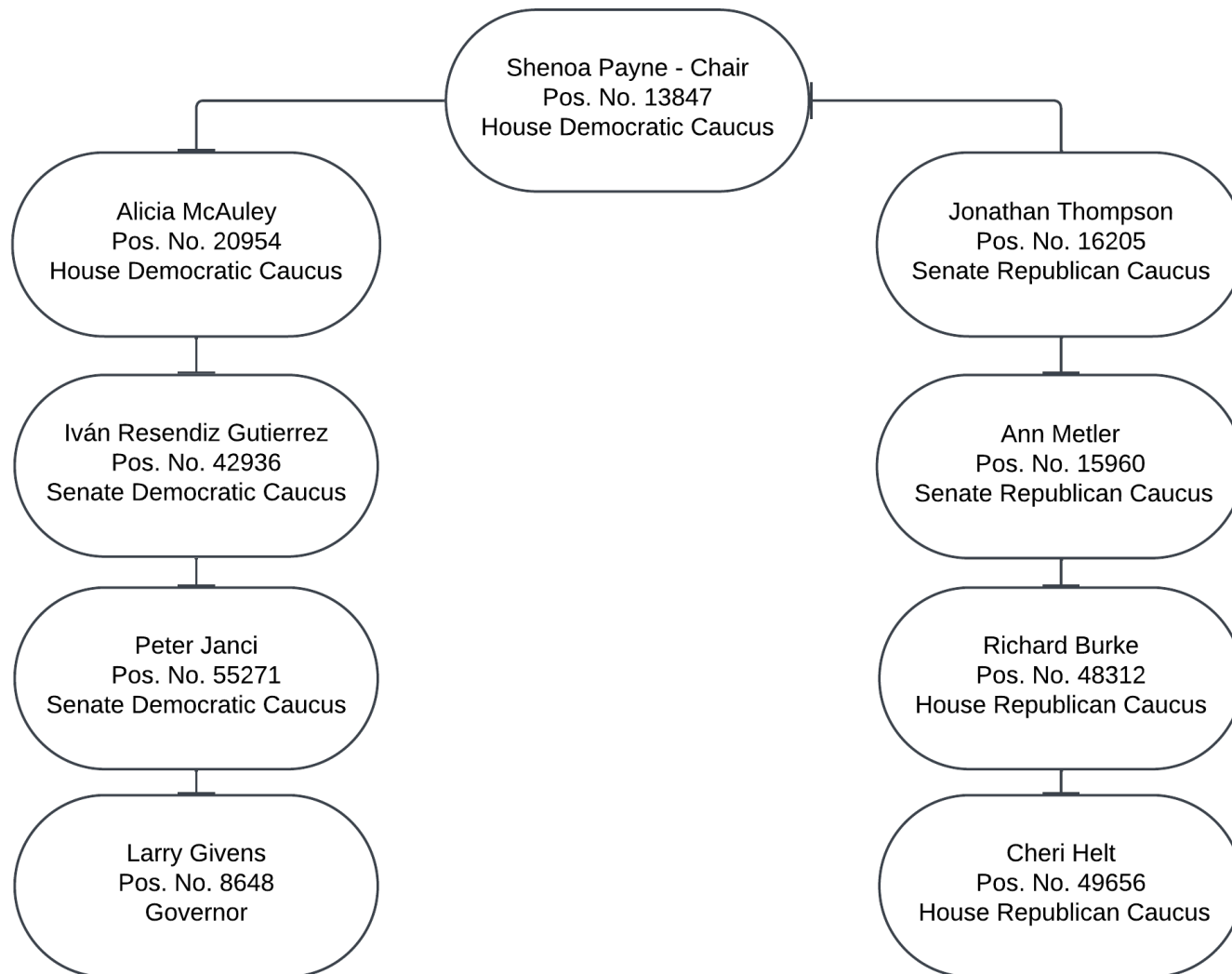
AGENCY SUMMARY

2025-27 Organizational Charts – Staff



AGENCY SUMMARY

2025-27 Organizational Charts – Commission



GENERAL PROGRAM

Program Description – Agency Summary

OGEC oversees three main areas of law as broken out below.

Government Ethics Law – ORS Chapter 244

ORS Chapter 244 prohibits public officials from using their official positions for personal financial gain, for the financial gain of relatives or members of their households, or for the financial gain of any businesses with which the public officials or their relatives or members of their households are associated. Other provisions deal with nepotism, methods of handling conflicts of interest, and limitations on the gifts that public officials may accept. Annual Statements of Economic Interest for approximately 6,000 public officials are also included within ORS 244. OGEC investigates alleged violations of ORS 244. Sanctions for violations range from a Letter of Education to a civil penalty of up to \$5,000 per violation, or for a willful violation of ORS 244.040, which prohibits using one's official position or office for personal financial gain, up to \$10,000 per violation. For public officials found in violation and who obtained a personal financial gain from their position or office, ORS 244.360 also permits OGEC to impose an additional civil penalty in an amount equal to twice the amount a public official realized from the violation.

Lobby Law – ORS 171.725 – 171.785, 171.992

Oregon Lobbying Regulations require certain people who engage in lobbying to register with OGEC, which manages the Electronic Filing System for registration of lobbyists and the clients on whose behalf they lobby. Lobbying is defined as influencing or attempting to influence legislative action through oral or written communication with legislative officials, solicitation of executive officials or other persons to influence or attempt to influence legislative action or attempting to obtain the goodwill of legislative officials. The lobbying regulations require each registered lobbyist and each registered client to submit quarterly reports of the amount of money spent on lobbying activities. OGEC investigates complaints of alleged Lobby Law violations. Sanctions for violations range from a Letter of Education to civil penalties of up to \$5,000 per violation.

Public Meetings Law – ORS 192.610 – 192.705

ORS 192.610 – 192.705 sets forth the specific provisions for governing bodies to ensure that a governing body's meetings and deliberations are open to the public, that the public has notice of the time and place of these meetings, and that the meetings are accessible to the people wishing to attend. It is the

GENERAL PROGRAM

intent of Public Meetings Law that decisions of governing bodies be arrived at openly. Public Meetings Law determines who is a governing body and what constitutes a public meeting. It also defines what is required of a governing body to make meetings accessible, the proper noticing requirements, minutes and record keeping requirements, and when a governing body may hold an executive session. Additionally, Public Meetings Law has training requirements that OGEc oversees. OGEc also investigates complaints of possible violations of Public Meetings Law by governing body members. Sanctions for violations range from a Letter of Education to a civil penalty of up to \$1,000 per violation. In 2023, House Bill 2805 granted OGEc jurisdiction over the entirety of Public Meetings Law, including providing and approving trainings on Public Meetings Law when previously OGEc only had jurisdiction over the executive session provisions of Public Meetings Law.

GENERAL PROGRAM

Policy Option Package

#100 - IT Limitation Increase

OGEC has a singular budget neutral Policy Option Package (POP) request this biennium. In the 2025-27 budget cycle, OGEC had requested funds to replace its aging Case Management System (CMS) and Electronic Filing System (EFS). While the work has begun, including the drafting and approval of the business case, charter and a Request for Information (RFI) and the assignment of a Department of Administrative Services Procurement Services Analyst, the project is not complete. OGEC's POP requests an IT Limitation increase for the 2027-29 budget for \$480,000, which is approximately the amount of unspent funds currently dedicated for the systems replacement project. This POP will ensure access to these funds in the event that the replacement project is not completed by the end of the 2025-27 biennium.

OGEC has experienced a few unexpected delays with changes in procurement staffing and key staff going on leave. The project team continues to remain cautiously optimistic that it could be completed within the 2025-27 biennium, but is being proactive in requesting the limitation increase, on the chance that there are

other unforeseen obstacles that further hinder the progress of the project. The amount requested may change through the budget process as the project progresses.

Both CMS and EFS are key to the operations of OGEC as they provide access to case dispositions, issued advice, and filed reports, by public officials, lobbyists and lobbyist client employers. CMS also provides an online capability for the public to file complaints about alleged violations in OGEC's jurisdiction. The replacement of these aging systems to a new cloud-based system will help in immeasurable ways.

Quantifying Results

The completion of the project will have a positive effect on all public officials required to file Statements of Economic Interests, lobbyists required to file quarterly expenditure reports, and any public official who requests advice from OGEC or is subject to a complaint as the completed new system will house these services.

Budget Detail

The POP does not affect revenue as it includes funds that OGEC has already received. The POP permits OGEC to retain

GENERAL PROGRAM

access to those funds into the new budget biennium. This is why it is considered a budget neutral request.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission

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

Cross Reference Name: General Program

Cross Reference Number: 19900-010-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Board Member Stipend	-	-	1,424	-	-	-	1,424
Temporary Appointments	-	-	27	-	-	-	27
Social Security Taxes	-	-	2	-	-	-	2
Mass Transit Tax	-	-	1,261	-	-	-	1,261
Total Personal Services	-	-	\$2,714	-	-	-	\$2,714
Total Expenditures							
Total Expenditures	-	-	2,714	-	-	-	2,714
Total Expenditures	-	-	\$2,714	-	-	-	\$2,714
Ending Balance							
Ending Balance	-	-	(2,714)	-	-	-	(2,714)
Total Ending Balance	-	-	(\$2,714)	-	-	-	(\$2,714)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission
Pkg: 022 - Phase-out Pgm & One-time Costs

Cross Reference Name: General Program
Cross Reference Number: 19900-010-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
IT Professional Services	-	-	(559,740)	-	-	-	(559,740)
Total Services & Supplies	-	-	(\$559,740)	-	-	-	(\$559,740)
Total Expenditures							
Total Expenditures	-	-	(559,740)	-	-	-	(559,740)
Total Expenditures	-	-	(\$559,740)	-	-	-	(\$559,740)
Ending Balance							
Ending Balance	-	-	559,740	-	-	-	559,740
Total Ending Balance	-	-	\$559,740	-	-	-	\$559,740

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission
Pkg: 031 - Standard Inflation

Cross Reference Name: General Program
Cross Reference Number: 19900-010-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	3,107	-	-	-	3,107
Employee Training	-	-	3,844	-	-	-	3,844
Office Expenses	-	-	1,665	-	-	-	1,665
Telecommunications	-	-	2,434	-	-	-	2,434
State Gov. Service Charges	-	-	1,230	-	-	-	1,230
Data Processing	-	-	6,090	-	-	-	6,090
Publicity and Publications	-	-	122	-	-	-	122
Professional Services	-	-	1,127	-	-	-	1,127
IT Professional Services	-	-	36,962	-	-	-	36,962
Attorney General	-	-	85,132	-	-	-	85,132
Employee Recruitment and Develop	-	-	253	-	-	-	253
Dues and Subscriptions	-	-	148	-	-	-	148
Facilities Rental and Taxes	-	-	9,854	-	-	-	9,854
Agency Program Related S and S	-	-	593	-	-	-	593
Other Services and Supplies	-	-	14,924	-	-	-	14,924
Expendable Prop 250 - 5000	-	-	726	-	-	-	726
IT Expendable Property	-	-	3,675	-	-	-	3,675
Total Services & Supplies	-	-	\$171,886	-	-	-	\$171,886
Total Expenditures							
Total Expenditures	-	-	171,886	-	-	-	171,886
Total Expenditures	-	-	\$171,886	-	-	-	\$171,886

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission
Pkg: 031 - Standard Inflation

Cross Reference Name: General Program
Cross Reference Number: 19900-010-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	(171,886)	-	-	-	(171,886)
Total Ending Balance	-	-	(\$171,886)	-	-	-	(\$171,886)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission
Pkg: 100 - IT Limitation Increase

Cross Reference Name: General Program
Cross Reference Number: 19900-010-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
IT Professional Services	-	-	480,000	-	-	-	480,000
Total Services & Supplies	-	-	\$480,000	-	-	-	\$480,000
Total Expenditures							
Total Expenditures	-	-	480,000	-	-	-	480,000
Total Expenditures	-	-	\$480,000	-	-	-	\$480,000
Ending Balance							
Ending Balance	-	-	(480,000)	-	-	-	(480,000)
Total Ending Balance	-	-	(\$480,000)	-	-	-	(\$480,000)

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

Oregon Government Ethics Commission
2027-29 Biennium

Agency Number: 19900

Cross Reference Number: 19900-000-00-00-00000

<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						
Admin and Service Charges	5,236,998	7,005,742	7,005,742	8,104,126	-	-
Fines and Forfeitures	55,850	50,000	50,000	90,000	-	-
Other Revenues	52	-	-	-	-	-
Transfer to General Fund	(55,850)	(50,000)	(50,000)	(90,000)	-	-
Total Other Funds	\$5,237,050	\$7,005,742	\$7,005,742	\$8,104,126	-	-

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

Oregon Government Ethics Commission
2027-29 Biennium

Agency Number: 19900

Cross Reference Number: 19900-010-00-00-00000

<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						
Admin and Service Charges	5,236,998	7,005,742	7,005,742	8,104,126	-	-
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Other Revenues	52	-	-	-	-	-
Transfer to General Fund	(55,850)	(50,000)	(50,000)	(90,000)	-	-
Total Other Funds	\$5,237,050	\$7,005,742	\$7,005,742	\$8,104,126	-	-

INFORMATION TECHNOLOGY PROJECT PRIORITIZATION

Not Applicable

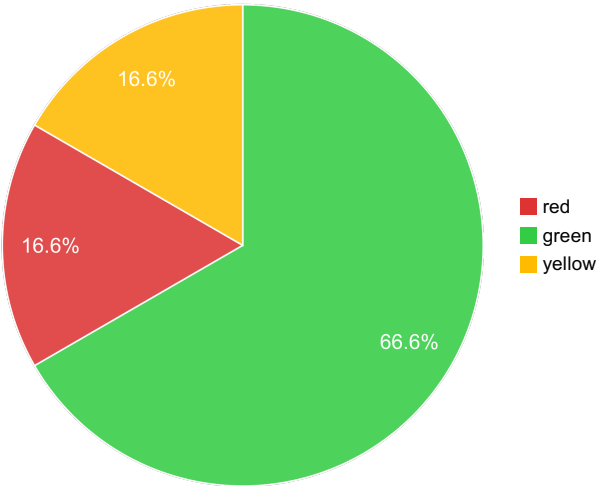
Government Ethics Commission

Annual Performance Progress Report

Reporting Year 2025

Published: 9/24/2025 3:44:25 PM

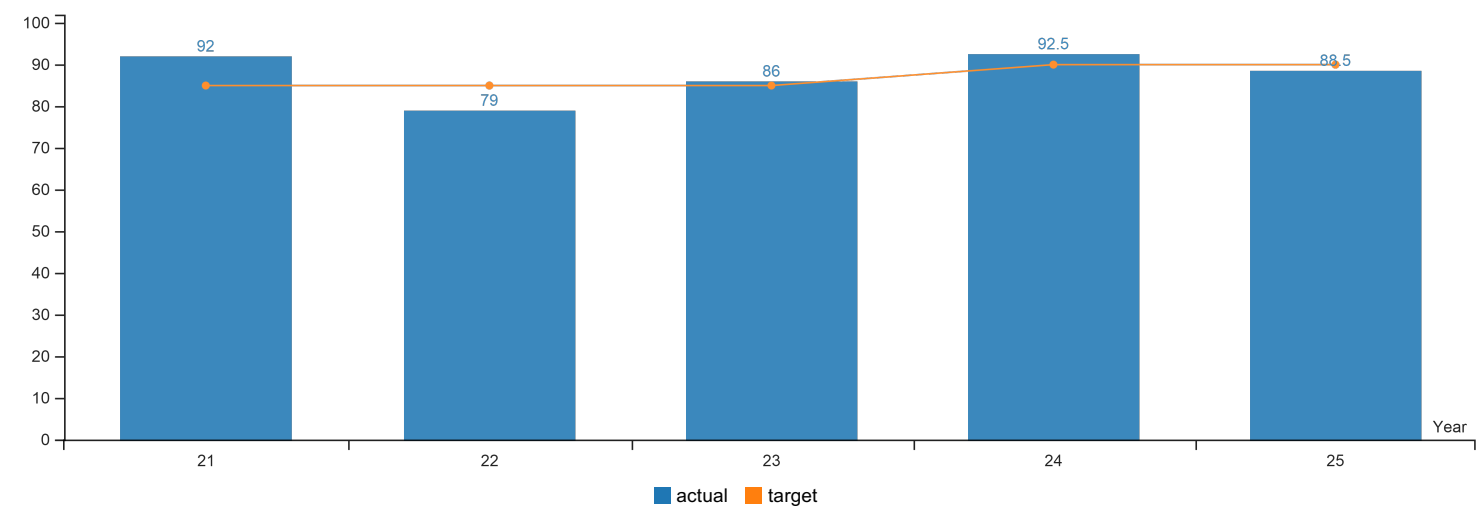
KPM #	Approved Key Performance Measures (KPMs)
1	Percentage of statutory time limit used for preliminary reviews, investigations, staff opinions and Commission advisory opinions. -
2	Quality of investigations completed through peer review. -
3	Training Program's Effectiveness - Percentage of wrong answers by training participants on questions after training compared to the percentage of wrong answers prior to training.
4	Minimize Case Disposition Costs - Percentage of contested cases settled before hearing.
5	Customer Service - Percentage of customers rating their satisfaction with agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information.
6	Governance Best Practices - Percent of total best practices met by the commission.



Performance Summary	Green	Yellow	Red
	= Target to -5%	= Target -5% to -15%	= Target > -15%
Summary Stats:	66.67%	16.67%	16.67%

KPM #1	Percentage of statutory time limit used for preliminary reviews, investigations, staff opinions and Commission advisory opinions. -
	Data Collection Period: Jan 01 - Dec 31

* Upward Trend = negative result



Report Year	2021	2022	2023	2024	2025
percent usage of statutory time limits, preliminary reviews, investigations, staff and advisory opinions					
Actual	92%	79%	86%	92.50%	88.50%
Target	85%	85%	85%	90%	90%

How Are We Doing

The data is reflected from calendar year 2024. Categories are as follows: Preliminary Reviews (88%), Investigations (78%), Staff Advisory Opinions (95%), and Commission Advisory Opinions (93%). The average (88.5%) exceeds our goal of 90% and demonstrates the efficiency of the agency at providing agency and completing investigations.

Factors Affecting Results

With the passage of House Bill 2805 in the 2023 Legislative Session, OGEC now has jurisdiction over the entirety of Public Meetings Law. Previously OGEC only had jurisdiction over the executive session provisions of Public Meetings Law.

OGEC hired two new investigators and three new trainers that started in the fourth quarter of 2023, all of whom produce advice. In 2024, the Compliance & Enforcement Coordinator was promoted to Executive Director which created a crucial vacancy. Additionally, a long-term investigator retired, and another investigator promoted to another state agency. Much of 2024 was spent training staff in Public Meetings Law and onboarding new staff to all of OGEC’s jurisdictions.

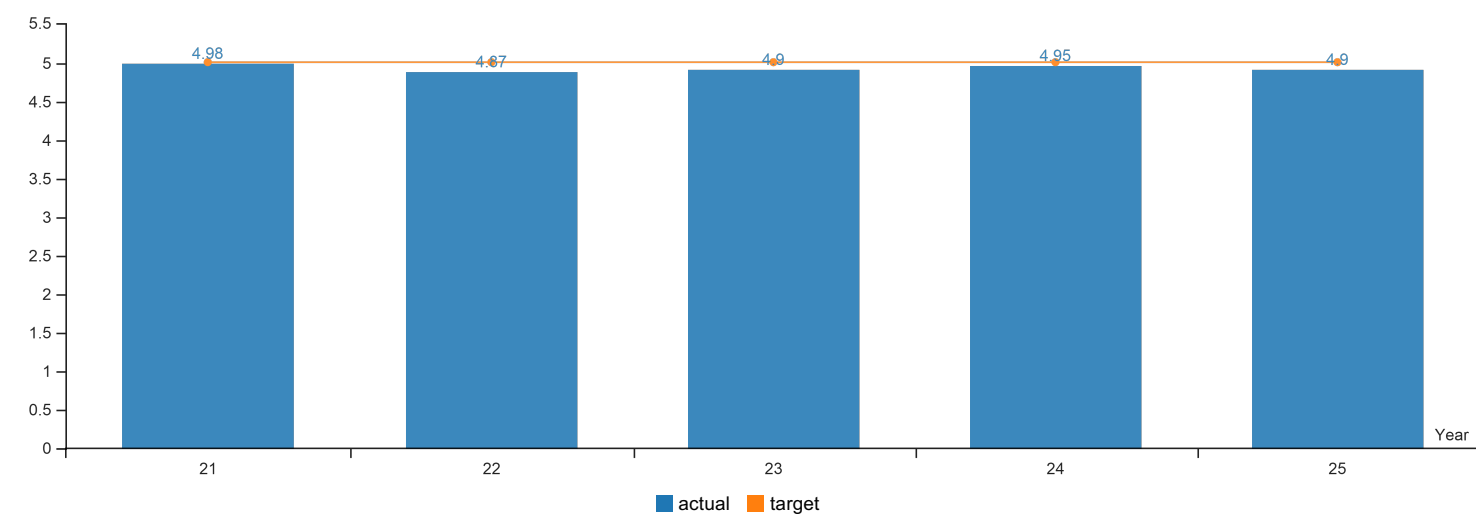
This new area of law required a level of review by the Department of Justice, which could have had a negative impact on the agency’s timeliness. However, OGEC was able to navigate a complex area of law, with increased scrutiny, and still meet the agency’s overall time limits.

Historically, there has been a steady increase in complaints and requests for advice which is a growing burden on OGEC resources. In 2022, there were 198 requests for advice. In 2023, there were 396 requests for advice, and in 2024, there were a record breaking 721 requests for advice.

OGEC's staff demonstrated their competence and expertise, as they produced high quality Staff Advisory Opinions and Commission Advisory Opinions. This demonstrates how quickly new staff were able to learn statutes and administrative rules, while existing staff were able to produce excellent products while facing a high demand.

KPM #2	Quality of investigations completed through peer review. -
	Data Collection Period: Jan 01 - Dec 31

* Upward Trend = positive result



Report Year	2021	2022	2023	2024	2025
Quality of Investigations					
Actual	4.98	4.87	4.90	4.95	4.90
Target	5	5	5	5	5

How Are We Doing

The review categories scored at Timeliness (4.85), Accessibility (4.95), Objectivity (4.95), and Organization (4.85) for an average score of 4.90 out of a maximum score of 5. OGEC will continue to strive for a perfect score of 5 in all categories. The investigators each reviewed 5 different cases, providing a random sampling of 25 different cases covering all three jurisdictions under OGEC's purview.

Factors Affecting Results

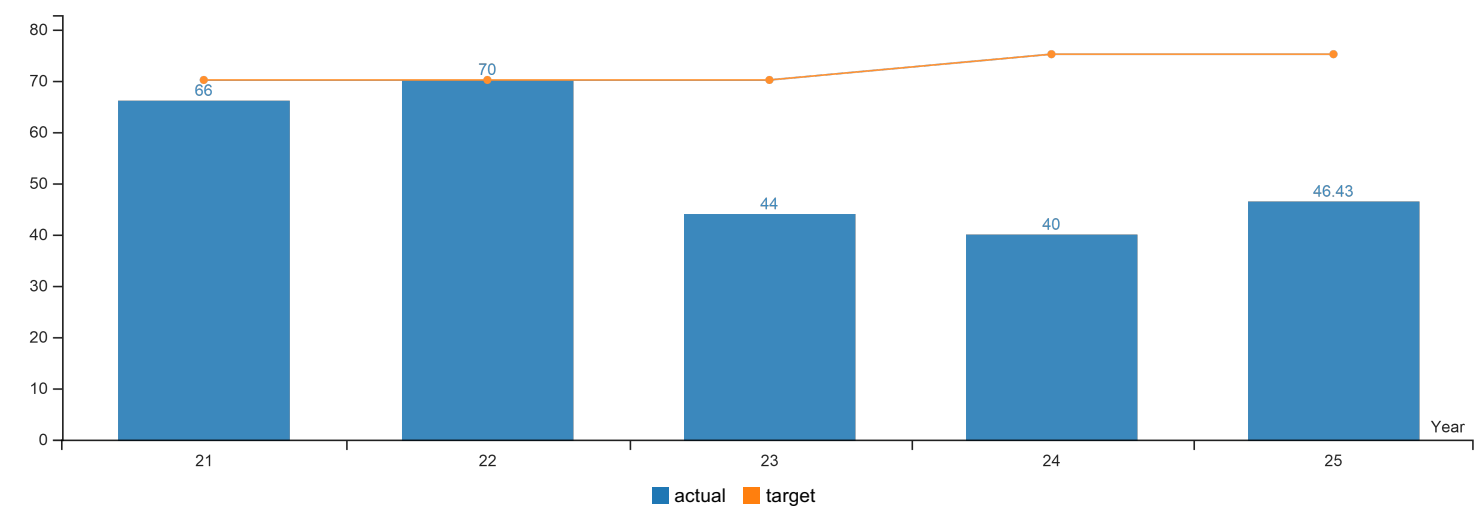
There was significant growth with the Investigation staff in 2023. OGEC hired two new Investigators in the fourth quarter of 2023 with the expansion of OGEC's jurisdiction. OGEC now has jurisdiction over the entirety of Public Meetings Law. Previously OGEC only had jurisdiction over the executive session provisions of Public Meetings Law.

Additionally, the two tenured Investigators left the agency, one retired and one accepted a promotion. The Compliance & Enforcement Coordinator accepted a promotion in the beginning of 2024 to the Executive Director role. This meant, in 2024, OGEC was essentially onboarding an entirely new investigative team. OGEC led to an intensive onboarding process to bring all the new investigative staff up to speed, while OGEC adapted to the new jurisdiction and new Executive Director.

In 2024, investigators maintained a high level of quality while handling an increasing volume of cases. For example, in 2022, OGEC had 155 cases. In 2023, OGEC has 207 cases, but in 2024, OGEC had a record 272 cases. The investigators are also partially responsible for writing advice, and OGEC has been experiencing an increase in requests for advice, which is an additional burden on the investigators. The investigators also assist in providing verbal advice over the phones, which disrupts their workflows. The investigators have shown their tenacity by being able to adapt to these demands and still meet stringent deadlines.

KPM #3	Training Program's Effectiveness - Percentage of wrong answers by training participants on questions after training compared to the percentage of wrong answers prior to training.
	Data Collection Period: Jan 01 - Dec 31

* Upward Trend = positive result



Report Year	2021	2022	2023	2024	2025
Percentage of increase/decrease of knowledge base					
Actual	66%	70%	44%	40%	46.43%
Target	70%	70%	70%	75%	75%

How Are We Doing

The training program’s effectiveness is measured by the difference between the number of incorrect answers to a pretest before the training in comparison to the number of incorrect answers at the end of the training session in 2024. In October of 2024, Public Meetings Law was added to the training curriculum.

Halfway through 2022, the training program changed the polling process for learners from True/False or Yes/No questions to multiple choice questions, including answers that are partially correct. In prior years, the question format provided learners a 50% chance of a correct response. The change to multiple choice decreased the chance of a correct response to 25%. This change made to the question format will continue to impact the percentage of correct responses as the questions are significantly harder. While the change in question format does have impact on the percentage of incorrect answers, our training department will continue to use this format as it does cause learners to think critically and brings forth additional discussion in the trainings which otherwise would not have happened.

Before the trainings, participants answered 33.71% of the questions incorrectly. After the trainings, participants answered 18.94% of the questions incorrectly. This shows a decrease of 46.43% of incorrect answers. This is a significant increase in knowledge but does not meet expectations.

In the three months that Public Meetings Law trainings occurred, OGE staff trained over 1,200 public officials in Public Meetings Law. Before trainings, participants answered 32.52% of the questions incorrectly and after the trainings, participants answered 15.99% of the questions incorrectly, which is a decrease of 54.99% of incorrect answers. This percentage is quite impressive for three months of tireless work.

Factors Affecting Results

The change in question format is partially responsible for the higher percentage of incorrect questions in the post tests. The change in question format, while having a negative effect on the training program's numbers, provided learners a more in-depth and engaging learning experience.

Additionally, in 2024, pre-test scores continued to be higher than previous pre-test scores indicating that learners were coming into the training with more knowledge which decreased the opportunity for improved scoring.

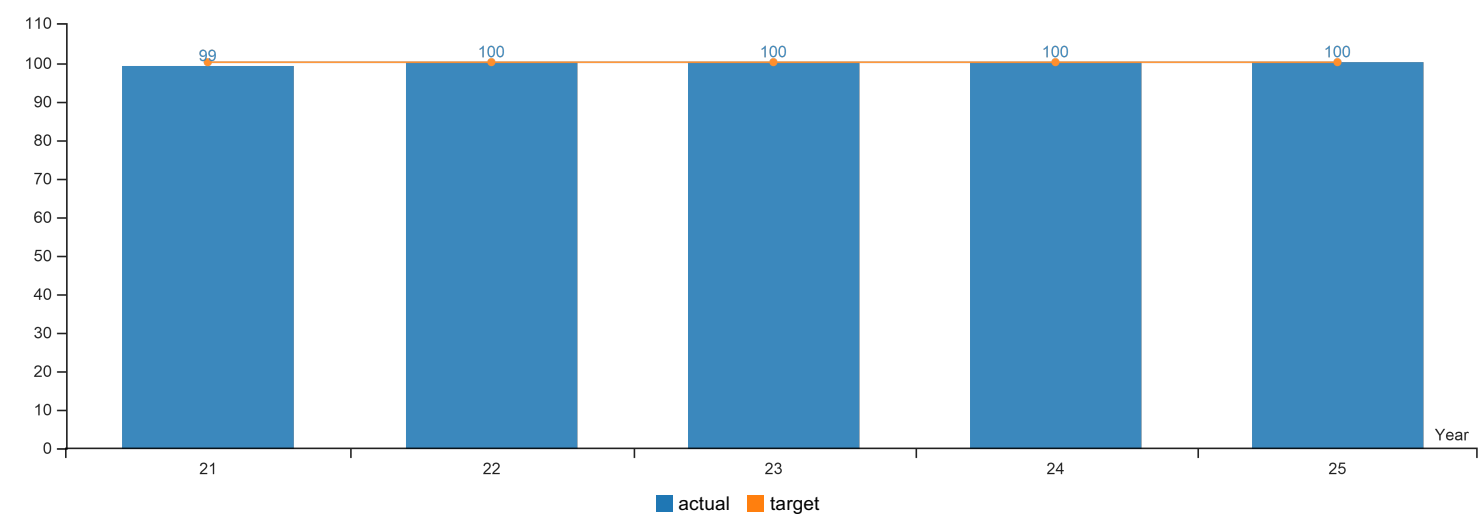
The training team expanded its training material with Public Meetings Law in October of 2024 after Oregon Administrative Rules were written regarding Public Meetings Law and could be incorporated into the training materials.

The training team is exploring ideas on how to better measure the effectiveness of the training and updating the key performance measures.

Data was not always capturable due to system restrictions.

KPM #4	Minimize Case Disposition Costs - Percentage of contested cases settled before hearing.
	Data Collection Period: Jan 01 - Dec 31

* Upward Trend = positive result



Report Year	2021	2022	2023	2024	2025
Percentage of Contested Cases Settled Before Hearing					
Actual	99	100	100	100	100
Target	100	100	100	100	100

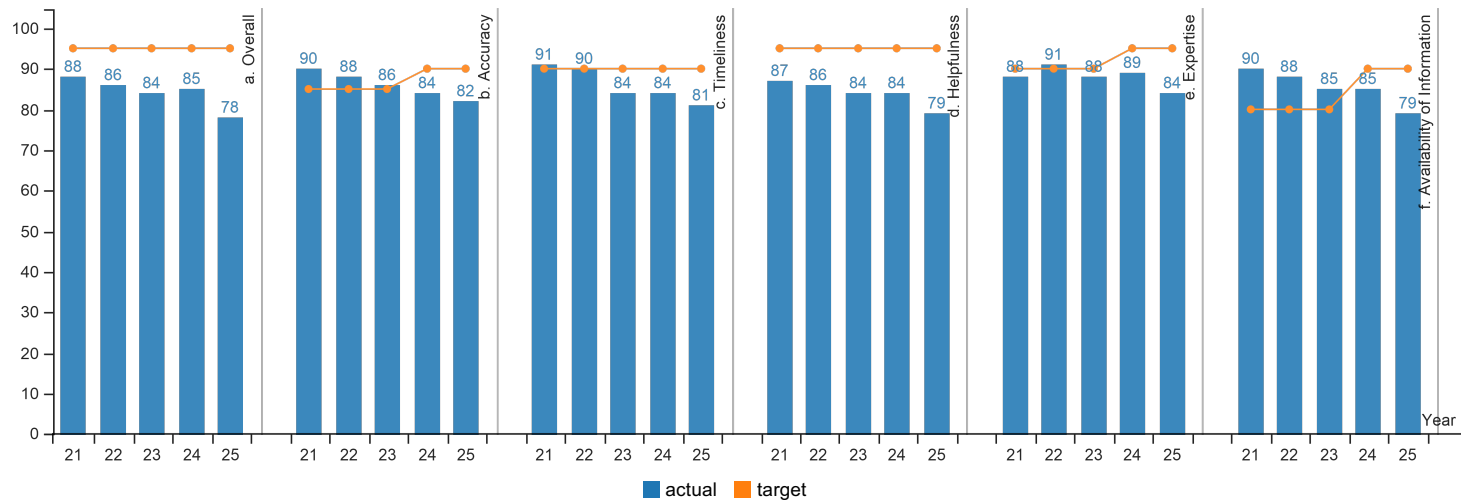
How Are We Doing

OGEC continues to strive to settle 100% of its cases.

Factors Affecting Results

Previously, OGEC was required to pay the respondent’s attorney fees if OGEC does not prevail in a contested case proceeding. OGEC was unique in state government with that requirement. The risk of taking cases to contested case hearings was simply too high; therefore, OGEC preferred to settle its cases. Legislation in 2019 changed this requirement, however, OGEC continues to settle cases as a cost saving method.

KPM #5	Customer Service - Percentage of customers rating their satisfaction with agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information.
	Data Collection Period: Jan 01 - Dec 31



Report Year	2021	2022	2023	2024	2025
a. Overall					
Actual	88	86	84	85	78
Target	95	95	95	95	95
b. Accuracy					
Actual	90	88	86	84	82
Target	85	85	85	90	90
c. Timeliness					
Actual	91	90	84	84	81
Target	90	90	90	90	90
d. Helpfulness					
Actual	87	86	84	84	79
Target	95	95	95	95	95
e. Expertise					
Actual	88	91	88	89	84
Target	90	90	90	95	95
f. Availability of Information					
Actual	90	88	85	85	79
Target	80	80	80	90	90

How Are We Doing

The data includes 825 responses, which is an uptick from the prior year of 639 responses. Our overall satisfaction score was 78%. OGEC's expertise was rated 84%, which was the agency's highest rated metric. OGEC continues to focus on our customer service by looking for improvements in each year. This data is reporting on the 2024 data.

Many constituents shared their appreciation for OGEC's ability to provide advice and opinions on issues they face as public officials and lobbyists. Multiple constituents expressed their gratitude for OGEC's trainers and their willingness to travel to their locations, even in rural Oregon. The continued additions to OGEC's website, including updated training calendars and resources, were a frequently mentioned compliment. Many people took the time to compliment OGEC staff on their overall demeanor and helpfulness

Factors Affecting Results

2024 was a tumultuous year for OGEC as the long-time director Ronald Bersin retired and the new Executive Director Susan Myers was hired. OGEC was adapting to the passage of House Bill 2805 in 2023 gave OGEC jurisdiction over Public Meetings Law in September of 2023. Additionally, OGEC could not provide advice or training until April of 2024 when House Bill 4117 was passed. OGEC was onboarding new staff for HB 2805, onboarding a new Executive Director, hiring a Compliance & Enforcement Coordinator, writing Public Meetings Law Rules, and adjusting to the influx of complaints, requests for advice, and trainings that only continued to grow. These all led to slower response times and complaints as OGEC struggled to adjust and get the authority to issue advice for Public Meetings Law.

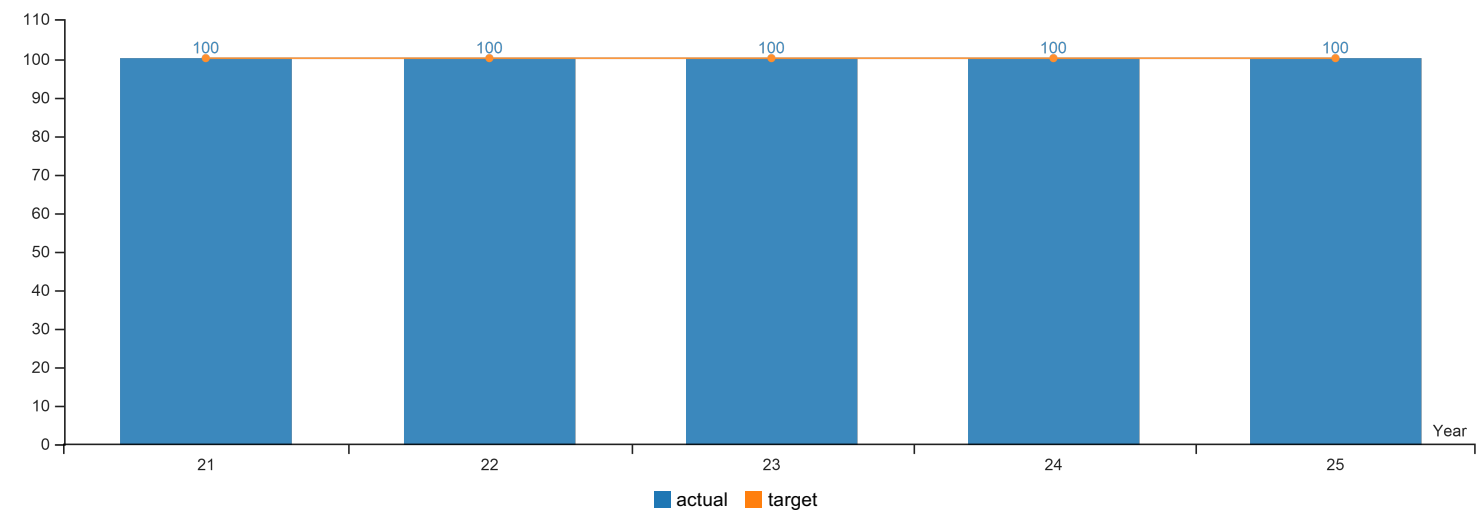
OGEC continues to be impacted by 2019 HB 3377 which requires lobbyists to take "Respectful Workplace" trainings provided by the Legislative Equity's Office. OGEC's responsibility is to provide a reporting mechanism for the lobbyists to report completed trainings. There is a significant negative impact on OGEC's customer service results as lobbyists were and continue to be unable to communicate successfully with the Legislative Equity's Office representative, infrequent training opportunities or dissatisfaction with the overall training experience from the Equity Office. OGEC is working with the Legislative Equity's Office to communicate available trainings as soon as they become available to help alleviate some of the lobbyists' concerns.

There are and continue to be complaints about the constraints around OGEC's jurisdiction. Many would like OGEC's jurisdiction to expand upon "ethics" and to include how a public body spends its money.

There were controversial cases in 2024 and the public shared their opinions on how the Commission handled those cases, including several in Southern Oregon. The OGEC staff can only make recommendations on how to proceed, but ultimately it is the 9 members of the Commission who make the decisions on each case.

KPM #6	Governance Best Practices - Percent of total best practices met by the commission.
	Data Collection Period: Jan 01 - Dec 31

* Upward Trend = positive result



Report Year	2021	2022	2023	2024	2025
Best Practices					
Actual	100	100	100	100	100
Target	100	100	100	100	100

How Are We Doing

OGEC continues to actively include and engage Commissioners in ongoing projects and goals. The Commission supports additional training for its members and more consistency throughout the investigative process, including enforcement. The Commission members noted concerns of increased workload due to the demands of Public Meetings Law.

Factors Affecting Results

As noted by the Commission, the passage of House Bill 2805 and the addition of Public Meetings Law has caused an increase in the workload of the OGEC staff. The Commission would like to see some changes in legislation and changes in reporting system software, which hopefully will be addressed in the upcoming biennium. The Commission continues to use the hybrid meeting setup, which has allowed increased participation and flexibility. OGEC will continue to encourage Commissioner involvement in best practices to ensure successful outcomes.

SPECIAL REPORTS

Strategic Plan

Oregon Government Ethics Commission

June 1, 2024

Revised June 1, 2025

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Key Strategic Goals.....

Key Smart Goal Strategies

IT Strategic Plan

Monitor and Evaluation



SPECIAL REPORTS

Mission and Vision

Mission:

Impartially and effectively administer and enforce Oregon's Government Ethics Laws for the benefit of Oregon's citizens. The Oregon Government Ethics Commission (OGEC) will emphasize education in achieving its mission.

Vision:

OGEC envisions an agency that is able to support the training needs of the State of Oregon with regards to Oregon Government Ethics Law, Public Meetings Law, and Lobby Law, while ensuring effective compliance is in place.

Values:

- Focusing on education and training.
- Striving to make ethical choices the standard for all public officials.
- Championing government transparency.
- Building racial equity into the foundation of OGEC.
- Investing in sustainable operations for a better climate future.
- Serving Oregon Constituents.

Ideals:

- Serve Oregonians by educating public officials on the laws within OGEC's jurisdiction.
- Ensure OGEC resources are available, and used efficiently, effectively, and transparently.
- Strive for excellence and be accountable to the public we serve.

Additionally, OGEC staff recognizes the importance of diversity and inclusion, expertise, personal responsibility, collaboration, effectiveness, accountability, and effective communication in accomplishing our mission.

Equity Statement:

We are working towards a commitment to diversity, equity, and inclusion. The State of Oregon is committed to establishing strong leadership to eradicate racial and other forms of disparities in all aspects of state government.

We look to center equity in rulemaking, training, investigation process, and resource availability. We are beginning to strengthen public involvement through community engagement, access to information, and decision-making opportunities.

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We are working towards improving equitable access to our services and resources. We are taking steps to foster an inclusive workplace culture, such as creating an actionable Diversity, Equity, and Inclusion (DEI) Plan.

OGEC has three primary ideals:

- Serve Oregonians by educating public officials on the laws within OGEC's jurisdiction.
- Ensure OGEC resources are available, and used efficiently, effectively, and transparently.
- Strive for excellence and be accountable to the public we serve.

Who We Are:

OGEC administers Oregon Government Ethics Law, Lobby Law, and Public Meetings Law.

The Commission is made up of nine Commissioners. Eight Commissioners are appointed by the Governor upon

recommendation of the Legislature, two each by the Democratic and Republican leaders of the Oregon House and Senate. The Governor selects one Commissioner directly. All Commissioners must be confirmed by the Senate. No more than three of the Commissioners may be from the same political party.

OGEC staff consist of the executive director, who is appointed by the Commission, and 14 full-time employees (FTE). Prior to the 2023 Legislative session, OGEC's total staff was 9; however, with the passage of 2023 OGEC's budget and House Bill 2805, OGEC grew by 6 FTE.

Our Goals and Plans:

OGEC's Strategic plan has three fundamental plans that are used to support, advance, and grow its mission for the next three years and beyond:

- Diversity, Equity, & Inclusion (DEI) Plan
- Succession Plan
- Affirmative Action Plan

Key Strategic Goals

OGEC has identified three key strategic goals that support

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OGEC's ideals with objectives and subgoals to work toward. As mentioned above, these goals directly tie into OGEC's Diversity, Equity, and Inclusion Plan, Succession Plan, and Affirmative Action Plan. OGEC utilized contributions from staff, Commissioners, and solicited feedback from the "Ethics Matters" newsletter to define the goals.

- 1. Increase by 15% the number of Oregon public officials trained by OGEC staff on the laws within OGEC's jurisdiction by the end of fiscal year 2027 through accessible and inclusive training, to support OGEC's educational ideal.**

Objectives:

- a. Deliver at least 300 live or online trainings annually, ensuring all materials meet current accessibility standards as outlined in the DEI Plan.
- b. Update 100% of online training and educational materials for accessibility and inclusivity by the end of FY2026.
- c. Provide all staff with a minimum of two professional development opportunities per year

focused on compliance education and accessibility best practices.

- 2. Improve access to and use of OGEC's resources by 20% by June 2026 through strategic technology enhancements and annual access assessments, to support OGEC's accessible resources ideal.**

Objectives:

- a. Complete annual reviews of training materials for accessibility compliance, with updates made within 120 days of each review, depending on the level of complexity, exceptions to be made for circumstances that require more in-depth changes or rework. Due to limited staffing, short turnaround times may not be realistic.
- b. Conduct and publish an annual access audit identifying areas of underutilization, with action plans created within six months of the report.
- c. Upgrade and publicize the Electronic Filing System and Case Management System by 2025-27 biennium, with biannual stakeholder surveys

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conducted to track satisfaction and identify improvement areas, beginning in July 2025.

3. **Achieve full implementation of updated Succession, Affirmative Action, and DEI Plans by December 2026, with measurable progress reviewed semiannually, to support OGEC's accountability ideal.**

Objectives:

- a. Conduct biannual progress reviews and update implementation steps for the Succession Plan, with documented milestones tracked by the Agency Programs Administrator.
- b. Finalize and implement the updated Affirmative Action Plan by September 2025, ensuring at least 90% of staff receive related training within 6 months.
- c. Launch and maintain an agency-wide DEI, Affirmative Action, Succession, and Strategic Plan implementation webpage by March 2026 to monitor progress and report publicly twice a year.

Key Smart Goal Strategies

1. **Increase by 15% the number of Oregon public officials trained by OGEC staff on the laws within OGEC's jurisdiction by the end of FY2027 through accessible and inclusive training.**

- a. Training Outreach Campaign.
 - i. Develop a targeted outreach plan by agency and region to promote OGEC's trainings to public officials.
 - ii. Partner with other state agencies and associations to cross-promote training opportunities.
- b. Content Development & Accessibility.
 - i. Create accessible and inclusive training standards for training materials.
 - ii. Conduct an annual accessibility audit of all training content.
 - iii. Work with accessibility and DEI consultants to update training formats and ensure compliance with WCAG 2.1 standards.

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c. Professional Development Program.

- i. Create a staff development calendar featuring learning sessions, accessibility certification courses, and workshops, utilizing resources such as the Office of Cultural Change and external organizations.
- ii. Integrate DEI training into the annual development goals of all staff.

d. Training Evaluation Loop.

- i. Collect and analyze post-training survey data quarterly to refine curriculum and measure impact.
- ii. Incorporate direct feedback from marginalized communities to ensure inclusivity.

2. Improve access to and use of OGEC's resources by 20% by June 2026 through strategic technology enhancements and annual access assessments.

a. Accessibility Roll-out.

- i. Create accessible and inclusive documents standards for OGEC materials.
- ii. Train all staff in creating accessible documents and how to utilize available resources by end of FY2027.
- iii. Convert existing documents to accessible formats by end of FY2027.

b. Resource Utilization Mapping.

- i. Research and identify tracking tools, such as Google analytics or other alternatives that are free or low cost that are approved by DAS EIS and Cyber Security Services (CSS), to utilize and maximize.
- ii. Identify gaps in access by analyzing usage patterns across regions, demographics, and platforms.
- iii. Build an internal resource equity dashboard to visualize and track trends.

c. Technology Modernization Plan.

- i. Implement the use of DocuSign's digital signatures and accessible document conversion by end of 2025.

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- ii. Upgrade the Electronic Filing System and Case Management System by collaborating with IT and accessibility specialists.
 - iii. Implement user testing with community and agency partners prior to full rollout.
 - d. Public Engagement & Communication.
 - i. Create and launch an awareness campaign about OGEC tools and services using social media and GovDelivery.
 - e. Performance Tracking & Improvement.
 - i. Develop and implement an annual IT resource satisfaction survey with 30% response rate targets from key user groups.
 - ii. Use survey data to develop iterative update plans every six months.
- 3. Achieve full implementation of updated Succession, Affirmative Action, and DEI Plans by December 2026, with measurable progress reviewed semi-annually.**
 - a. Integrated Workforce Planning.
 - ii. Align Succession Plan updates with annual performance reviews and agency strategic needs.
 - ii. Identify critical roles and competencies, then create development pathways.
 - b. Plan Ownership and Accountability.
 - i. Assign plan stewards for DEI, Succession, and Affirmative Action to oversee implementation and reporting.
 - ii. Develop a semiannual reporting framework using KPMs tied to each plan's goals.
 - c. Agency-Wide Engagement.
 - i. Implement monthly DEI discussions during staff meetings to create a culture of belonging.
 - ii. Use collaborative design processes to ensure plans reflect feedback from all staff levels.
 - d. Transparency and Reporting.
 - i. Highlight stories of implementation success and lessons learned in the "Ethics Matters" newsletter.

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- ii. Create a dedicated webpage for OGEC's DEI, Succession, Affirmative Action, and Strategic Plans showing progress toward plan milestones, updated every six months, once implemented.

IT Strategic Plan

Overview:

In alignment with Goal #2 and Strategy #2, OGEC is advancing the modernization of its two core systems: Electronic Filing System and Case Management System. The initiative aims to consolidate these systems into a single, integrated, end-to-end cloud-based platform designed to enhance customer experience and streamline operational efficiency. Implementation of the modernized system is planned for the 2025–2027 biennium, contingent upon legislative approval of the requested funding in the 2025 legislative session. Additionally, OGEC is implementing DocuSign to increase its electronic accessibility, with a goal of full implementation of documents related to the investigation process by the end of 2025.

Monitor and Evaluation

Monitor:

OGEC will work to build processes into the Compliance, Training, and Administration teams' workflows to establish the capability to monitor the progress of OGEC's goals and sub-goals.

As processes are established, the Strategic plan will be updated accordingly to reflect those processes, such as:

Training Team:

- Review post-training surveys for feedback.
- Review and get feedback from subject matter experts on training accessibility standards and measures used for training audit.
- Track accessibility changes that are needed for trainings and resources and use to identify ways to create better trainings and resources.
- Review trainings for accessibility throughout the year.

Compliance & Investigation Team:

- Review the current administrative process of opening and closing a case for ways to improve.

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- Collaborate on improving accessibility of investigative templates.

Administration Team:

- Build semi-annual survey to send to external partners that utilize the Electronic Filing System.
- Build semi-annual survey to send to external partners that utilize the Case Management System.
- Review the current administrative process of preparation of each Commission meeting for ways to improve.

Each year, OGEC is required by the Oregon Legislature to review the Annual Key Performance Measures, which include the review of statutory deadlines and the annual customer satisfaction survey. OGEC has been implementing changes to the customer satisfaction survey to make it a year-round process to give more accurate results throughout the year to allow for more immediate feedback. These Key Performance Measures also give OGEC an opportunity to review customer satisfaction and performance of the agency as a whole.

Evaluation:

The OGEC Leadership Team shall review and evaluate

progress and notate on each goal every six months and update the overall Strategic plan every two years. Every six months, OGEC leadership will post updates through the newsletter “Ethics Matters” to keep the public and interested parties informed.

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Affirmative Action Plan

Oregon Government Ethics Commission

June 30, 2026

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Mission and Vision

Mission:

Impartially and effectively administer and enforce Oregon's Government Ethics Laws for the benefit of Oregon's citizens. OGEC will emphasize education in achieving its mission.

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The Commission is made up of nine Commissioners. Eight Commissioners are appointed by the Governor upon recommendation by the Legislative Assembly, two each by the Democratic and Republican leaders of the Oregon House and Senate. The Governor selects one Commissioner directly. All

Commissioners must be confirmed by the Senate. No more than three of the Commissioners may be from the same political party.

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Agency Representatives:

Agency Director

Susan V. Myers, Executive Director
susan.myers@ogec.oregon.gov
503-378-5105

Governor's Policy Advisor

Richard Lane
Office of Governor Tina Kotek
503-378-6246

Affirmative Action Representative

Susan V. Myers, Executive Director
susan.myers@ogec.oregon.gov
503-378-5105

Equity Contact and Certification Office of Business Inclusion and Diversity (COBID) Lead

Becky Maison, Senior Operations Manager
becky.maison@ogec.oregon.gov
503-378-6803

Affirmative Action Policy

This policy applies to all OGEC employees and Commission members. This policy applies to all matters relating to hiring, firing, promotion, benefits, compensation, and other terms and conditions of employment, as well as delivery of OGEC services.

OGEC ensures that it creates, maintains, and embeds a diverse and inclusive environment and organizational culture throughout the agency in keeping with the Office of Culture Change (OCC) and the Governor's Office's (GO) policies. OGEC also ensures that all Oregonians, regardless of gender, age, race, national origin, color, ethnicity, religion, people with disabilities, sexual orientation, veterans' status, or other protected status have a fair and equal chance for available job opportunities within the agency.

OGEC will ensure that it provides an environment for all applicants and employees that is free from sexual harassment and intimidation, creating a professional workplace environment regardless of an individual's race, color, religion, gender, sexual orientation, national origin, age, or disability.

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OGEC supports the spirit and letter of equal employment opportunity laws, rules and regulations, affirmative action concepts, and the right of all persons to work and advance based on merit, ability, and potential. OGEC will not discriminate, nor tolerate discrimination, against any applicant or employee because of physical or mental disability in regard to any position for which the applicant for employment is qualified.

OGEC will continue to maintain zero tolerance for any action that discriminates against an individual for employment, advancement and/or training due to physical or mental disabilities, race, color, religion, gender, sexual orientation, national origin, or age.

OGEC is an autonomous agency, but it receives Human Resource services as a client agency of the Department of Administrative Services (DAS).

The purpose of this statement is to update and maintain the previously initiated affirmative action program for OGEC in keeping with the directive of the GO, State and Federal laws and regulations, and executive orders of the President of the United States of America concerning diversity and

inclusion/affirmative action, discrimination/non-discrimination guidelines appropriate under the Civil Rights Acts, equal employment opportunity (EEO) policies, and the Americans with Disabilities Act, by which our good faith efforts must be directed.

We support the work of the OCC and GO, both inside and outside of state government, with everyone from state agency heads, human resources, and on-the-ground staff to community-based organizations and the public. This work not only identifies systemic barriers and weaknesses that stand in the way of a diverse and inclusive workforce but also finds and implements effective solutions that will fix the problems and improve the performance and service delivery of state organizations. We model our agency's strategies and goals based on the State of Oregon's Diversity, Equity, and Inclusion Action Plan, A Roadmap to Racial Equity and Belonging (see Appendix A).

While OGEC is an organization created and governed by state laws, we are working to build an organization that uses the concepts of diversity, equity, and inclusion (DEI), such as problem-solving, innovation, and organizational development, to create a workplace that is stronger, better functioning, and more

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dynamic, and that can deliver the best possible service to the people of Oregon (see Appendix B).

2025-2027 Progress Report

OGEC continues to make progress towards its affirmative action, diversity, equity, inclusion, and ADA goals with each biennium. Change may not always be as quick as one would like but there is notable progress from OGEC's [2023-25 Affirmative Action Plan](#) and [2025-27 Affirmative Action Plan](#).

OGEC has taken a slow but methodical approach to implementing change within the agency and its practices with the hopes of creating long-lasting change.

A continued focus is the recruitment process, OGEC continued to maintain the progress made in prior biennia but also to learn from other agencies through the Statewide Recruitment meetings and HR trainings. OGEC continued to participate in statewide job fairs, even when not actively recruiting for open positions, which has given OGEC the opportunity to connect with a wide range of people and fields.

A newly implemented practice is informational sessions during

recruitments, which was suggested during a Human Resources training and during the Statewide Recruitment meetings. The first recruitment that OGEC used the informational session was a learning experience for OGEC. Originally OGEC had one informational session at the beginning of the recruitment, but based on feedback from applicants, OGEC had two informational sessions at different times during the next recruitment. This appeared to be a greater success. Many candidates expressed their gratitude as it gave them an opportunity to learn more about the agency and interview process, including how to utilize a cover letter to explain how their skills translate to the position. Holding these informational sessions is a practice that OGEC will continue to utilize as it has helped better prepare candidates for the position.

OGEC continues to send out interview questions in advance to candidates before interviews based on feedback from a self-shared neuro-divergent candidate. This change gave candidates time to provide in-depth and meaningful answers, while accounting for those who may need additional time to process information. Candidates have noted and appreciated this change. OGEC staff have discussed the possibility of

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candidates using AI to answer questions and this is something that will need to be continuously reviewed.

OGEC staff have continued to benefit from the expertise of other state agencies, such as the Oregon Commission of the Blind and the Legislative Commission on Indian Services. Both agencies have presented to OGEC and the Board of Licensed Social Workers, to educate on best practices and steps that can be taken to improve internal processes. OGEC is currently in talks with the Oregon Advocacy Commission to learn more about each of its boards. OGEC also benefits from internal conversations. Staff are given the opportunity, without requirement, to talk about their cultural interests during staff meetings. These opportunities are initially discussed and preapproved during their Performance Accountability and Feedback (PAF) meetings that are one on one or during meetings with their leads. This gives staff the chance to present their ideas in a safe, judgement-free area.

OGEC Commissioners and staff ratios have historically remained consistent in terms of the protected classes. OGEC has no influence in the makeup of the Commission itself as the Caucuses and Governor determine who makes up the nine-

member commission. (See Organization Charts Appendix C).

2023 was an eventful year for OGEC when it comes to change and growth. The passage of [House Bill 2805](#) and OGEC's budget bill allowed OGEC to grow from nine FTE to fifteen FTE. A total of six recruitments added two investigators, three trainers, and one admin to the staff at OGEC. This growth has also brought forth a change in the generational demographics. Previously, OGEC trended to have more Boomers and Gen-Xers, with a single Millennial. The recent rounds of hiring has made the demographics more equal in terms of generations. There have been several changes within the agency as employees have been promoted to other agencies or have retired, which have also allowed for additional recruitment opportunities. At the time of this report, the agency has 1 Boomer, 3 Generation X, and 11 Millennials. (See Organization Charts Appendix C).

The opportunity for promotion within the agency varies because of the diverse nature of the limited positions, but employees are urged to cross-train whenever possible so that they may take advantage of those opportunities when they do occur. OGEC's Executive Director continues to implement more staff training

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and encourages succession planning to help professional development and growth. OGEc's Executive Director also encourages staff to participate in professional development trainings and other opportunities that provide the skills and knowledge staff will need as they promote to other positions in state government.

OGEc's Affirmative Action Plan directly relates to [OGEc's Strategic Plan](#) in several ways. One of the goals in the Strategic Plan is to implement and continuously update an agency wide Affirmative Action Plan which OGEc is currently doing. The Strategic Plan also focuses on accessibility and inclusiveness, which is a key part of the Affirmative Action Plan. The Strategic Plan also has several key strategies that focus on professional development, training, and succession planning for OGEc staff.

2027-2029 Objectives

In the 2027-29 biennium, OGEc will pursue the following strategies, supporting goals, and implementation processes (goals marked with an * are new):

Strategy 1 – Continue to Update Recruitment Processes

Actions:

- Audit current recruitment processes.
 - Reviewed current recruitment processes for gaps and will implement suggestions, listed below.
- Continue to share employment opportunities with the Office of Cultural Change, Partners in Diversity, and other community-based organizations that serve historically marginalized communities.
 - Ongoing.
- Actively participate in Statewide recruitment efforts.
 - Ongoing.
- Implement and request feedback from informational sessions during recruitments.
 - Ongoing.
- *Implement post second-round interview surveys to gain immediate feedback on the recruitment process.

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- Work with ABCs and other Boards/Commissions to change/diversify interview panels.
 - Ongoing process

Outcomes/Results:

- Short Term: Increased data of applicants' experience of OGEC recruitment processes and increased awareness of OGEC recruitment opportunities.
- Long Term: More diverse interview panels and applicant pools.

Measures:

- Tools: Survey software (Microsoft forms or Survey Monkey), Email, Workday, Access to Statewide recruitment efforts/job fairs.
- Success: Data to act upon, more diverse panels and pools.

Implementation:

- Senior Operations Manager is assigned to help achieve the goals.

- Accountability Measures:
 - Number of Job Fairs.
 - Number of recruitments.
 - Number of post interview surveys and participation levels.
 - Diversity of panels.
- Roles: Varies by recruitment but will include assistance in panel selection, job fair participation, and data analysis.

Strategy 2 - Update Outreach Processes

Actions:

- Train staff to ensure OGEC trainings and opportunities are accessible to all. Created Accessibility Workgroup.
 - Ongoing.
- Review current outreach processes. (Part of Strategic Plan)
 - Still in progress.

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- Educate staff and Commission members on affirmative action processes every six months.
(Part of Strategic Plan)
 - Ongoing.

Outcomes/Results:

- Short Term: Building relationships with community partners and re-introducing Affirmative Action and DEI goals to staff.
- Long Term: Established, working relationships with community partners and internal support of DEI and Affirmative Action.

Measures:

- Tools: Educational resources for staff and updated software for the training team to increase the quality of training materials.
- Success: Established trust with community members and increased requests for advice and trainings.

Implementation:

- Senior Operations Manager and Curriculum and Training Coordinator are assigned to help achieve the goals.
- Accountability Measures:
 - Number of external trainings.
 - Number of requests for advice.
 - Number of staff educational sessions.
- Roles: Varies by type of training and request as certain requests will involve the Executive Director due to level of complexity.

Strategy 3 - Increase Awareness and Support of Diversity, Equity, and Inclusion among OGEC Commissioners and staff.

Actions:

- Create Affirmative Action Workgroup and Accessibility Workgroup.
- Stream all Department of Administrative Services and Office of Cultural Change DEI events in the conference room.
 - Ongoing.

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- Share and encourage participation by OGEC staff in all DEI events and educational opportunities, such as the Annual DEI Conference.
 - Ongoing.
- Draft and continuously update an actionable agency [DEI plan](#).
 - Ongoing.
- Implement bite-sized knowledge opportunities in staff meetings.
 - Ongoing.
- Add Leadership evaluation and employee satisfaction survey to hold leadership accountable.
 - In process.

Outcomes/Results:

- Short Term: Respectful discussions during staff meetings around DEI and various events and terminology.
- Long Term: An engrained knowledge and support of DEI within the agency and a safe space to discuss DEI topics.

Measures:

- Tools: Knowledge of DEI, trainings, support from the Office of Cultural Change.
- Success: A respectful and inclusive environment at OGEC.

Implementation:

- Senior Operations Manager and Executive Director are assigned to help achieve the goals.
- Accountability Measures:
 - Number of DEI staff trainings.
 - Leadership and staff accountability measures/surveys.
- Roles: Varies by staff member.

Our strategies to revise and update our current processes, while encouraging awareness of the importance of diversity, equity, and inclusion within our Commission and staff, will be implemented over the next biennium with the hopes of breaking down barriers and creating an inclusive working environment so that all OGEC employees and Commissioners can thrive and feel that they truly belong. OGEC is aware that this is a

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continuous process and will be ongoing as OGEC staff learn and grow.

Complaint Process

Informal concerns may be discussed with the Senior Operations Manager, Becky Maison. Formal complaints should be filed with the Executive Director, Susan Myers, unless the individual filing the complaint is concerned that the Executive Director may be subject to the complaint. If a potential complaint concerns the Executive Director, it should be filed with the Department of Administrative Services CHRO.

Succession Plan

OGEC experienced significant change regarding staffing and succession since the passage of House Bill 2805. In January of 2024, OGEC's long-time Executive Director, Ronald A. Bersin retired. Compliance and Education Coordinator Susan Myers stepped into the role of Executive Director. This change, along with many others, are documented in OGEC's Succession Plan. The Succession Plan includes actionable items such as a long-term training plan that leadership has begun to implement in the

2025-27 biennium and hopes to continue to strengthen to help provide additional structure and goals for staff.

Contracting

Historically, OGEC has not awarded any contracts, services, or personal service contracts to any COBID-certified businesses, including minority or women-owned businesses. OGEC is a small agency that relies primarily on DAS to handle most of our contracting; minimal as the number of contracts may be. From July 1, 2022 to June 30, 2026, 1.8% of contracts awarded through DAS were awarded to COBID-certified businesses (See COBID Charts Appendix D).

Leadership Evaluation Report

OGEC will conduct a leadership evaluation that reports on the Executive Director's progress in advancing Affirmative Action goals during their required performance review. Previously, the Executive Director had been the only supervisory role at the agency. OGEC completes yearly reviews on the Executive Director and implemented the changes to the review as a part of the Governor's Expectations that were released in 2023 for the

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Director's 2025 review. OGEC is currently working to implement a review as a part of the Senior Operations Manager's PAF. These changes and updates will be included in the next iteration of OGEC's Affirmative Action Plan.

Appendix

Appendix A: State of Oregon Diversity, Equity and Inclusion Action Plan, A Roadmap to Racial Equity and Belonging



Appendix B: OGEC Diversity, Equity and Inclusion Statement

OGEC is committed to establishing, monitoring, and maintaining a diverse workforce, reflective of the population within the State of Oregon, where all employees are valued, treated fairly, and given opportunities to develop, thrive and feel that they truly belong. This is a commitment to an active program that provides equal opportunities for all persons regardless of race, color, religion, sex, sexual orientation, national origin, marital status, age, or disability. Every employee plays a part in our diverse workforce and inclusive work environment by being respectful and supportive, and by acting with integrity to one another. Each person's skills, talents, knowledge, experiences, and personalities broaden the range of perspectives in and approaches to conducting the work we do at OGEC.

OGEC can best promote excellence by recruiting, retaining, and accommodating a diverse group of staff in an environment of respect that is supportive of their workplace success. This climate of diversity, inclusion, and excellence is critical for a successful agency.

OGEC is an equal opportunity employer that is committed to a

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proactive role in the recruitment and selection process. OGEC will use diverse recruitment strategies to identify and attract candidates and establish interview panels that represent protected-class groups.

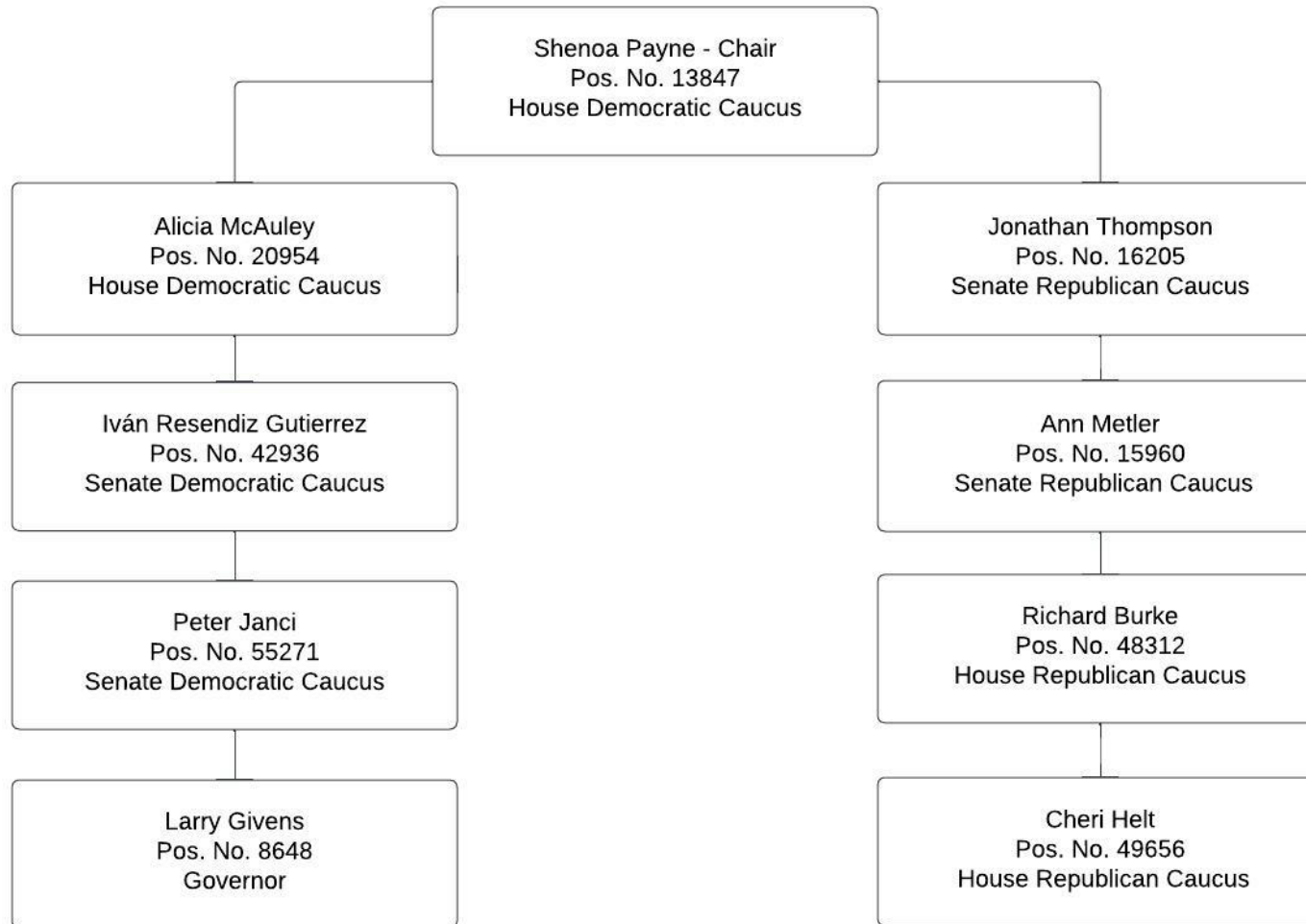
OGEC is committed to providing broad and culturally enriched training, career growth and developmental opportunities to all employees on an equal basis, enabling them to further advance and promote their knowledge, skills, and abilities and their value of diversity.

The Affirmative Action Policy and Diversity and Inclusion Statement will appear on OGEC's webpage. Additionally, OGEC's plan will be provided to all new employees, posted in the employees' common area, and linked in OGEC's quarterly newsletter. All OGEC employees, with a higher emphasis of responsibility placed on management employees, are responsible for the implementation of the Affirmative Action Policy and Diversity and Inclusion in the workplace. Employees and Commissioners are expected to ensure that they are aware of the Affirmative Action Policy and Diversity and Inclusion statement and follow the policy and statement guidelines as it pertains to their work, especially during the hiring process.

An individual who has been interviewed for employment, who believes they were denied employment based on any of the previously mentioned discriminatory factors, may file a complaint with the Executive Director on behalf of the Commission. If an individual believes the Executive Director was subject to the concerns, a complaint may be filed with the Department of Administrative Services CHRO. All reported incidents will be investigated promptly, thoroughly, impartially, and discreetly. The investigator will notify the complainant in writing of the results of the investigation. Formal appeals/complaints may also be filed with the state's Affirmative Action Office; the Bureau of Labor and Industries; the Equal Employment Opportunity Commission (909 First Avenue, Ste. 400, Seattle, WA 98104-1061); or the United States Department of Labor, Office of Civil Rights.

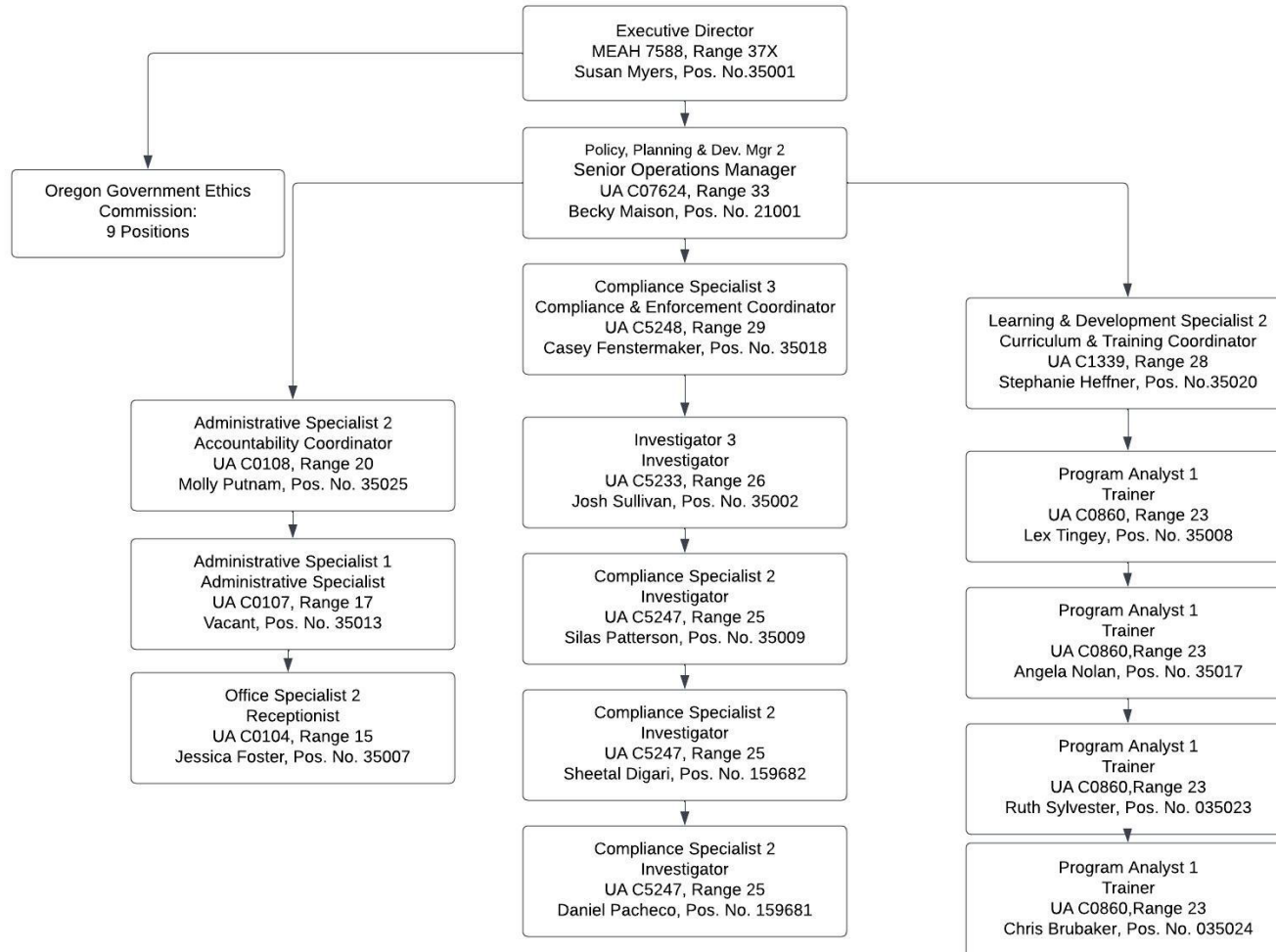
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Appendix C: OGEC Organizational Charts The Oregon Government Ethics Commission



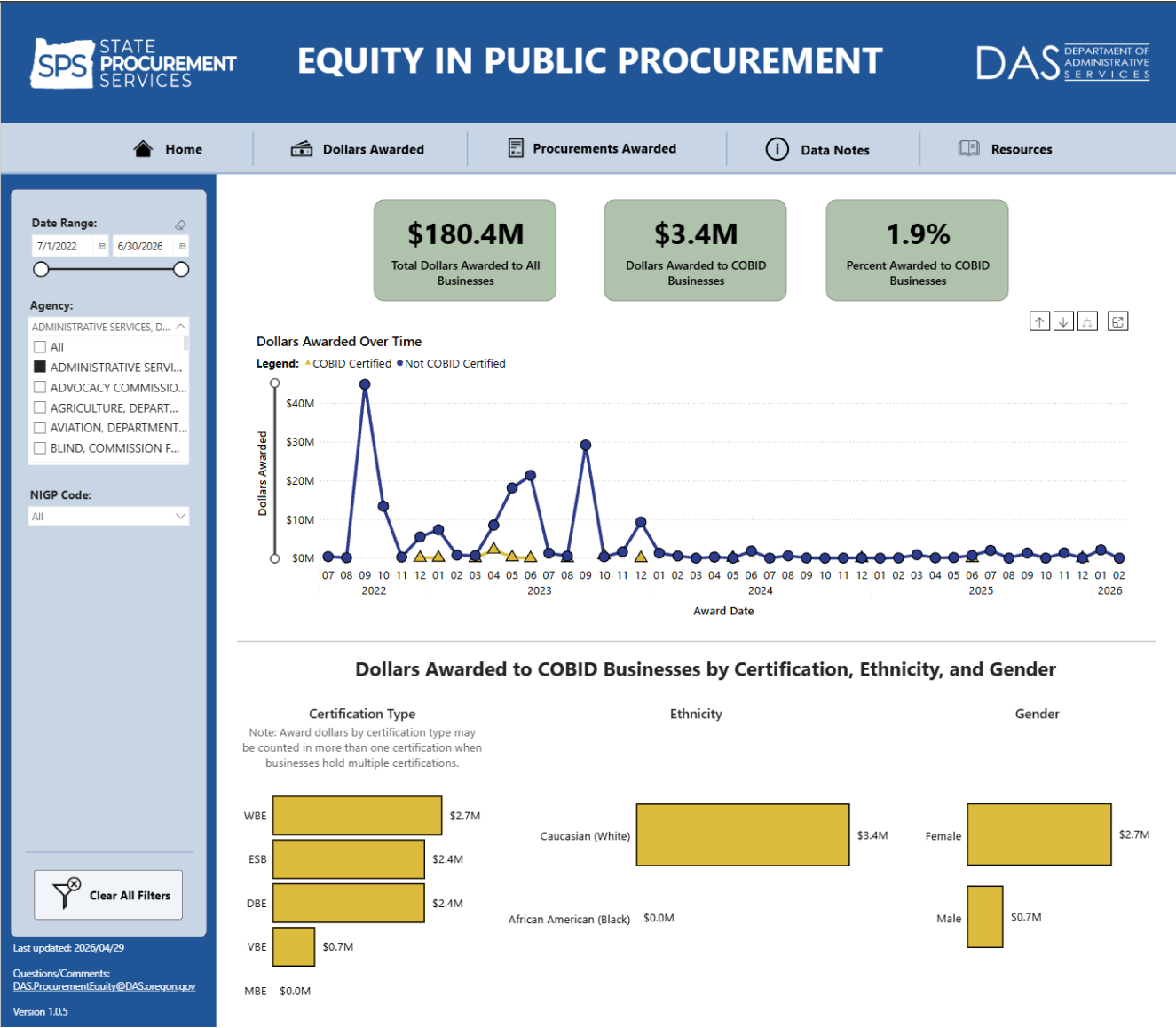
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The Oregon Government Ethics Commission Staff

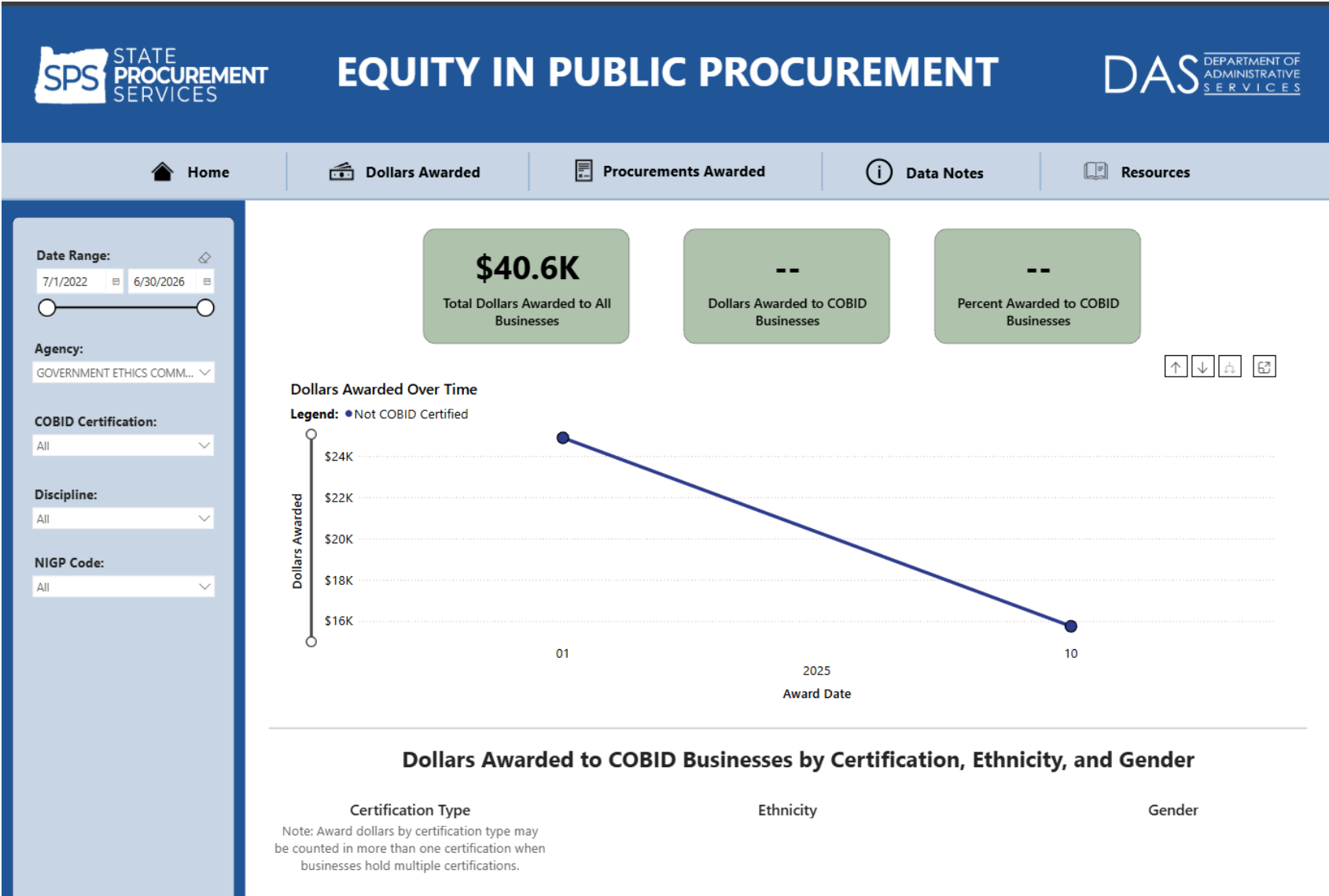


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Appendix D: [COBID Charts](#)



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Affirmative Action Related Policies and Resources

State Policies and Resources:

- [Affirmative Action Policy](#) (ORS 182.100)
- [Policy of affirmative action and fair and equal employment opportunities and advancement](#) (ORS 243.305)
- [Unlawful Discrimination in Employment, Public Accommodations and Real Property Transactions; Administrative and Civil Enforcement](#) (ORS 659A.012, 659A.015)
- [Statewide Diversity, Equity, and Inclusion Action Plan](#)
- [Executive Order 22-11](#)
- [ADA and Reasonable Accommodation Policy](#) (Statewide policy 50.020.10)
- [Discrimination and Harassment Free Workplace](#) (Statewide policy 50.010.01)
- [Duties of Administrator](#) (ORS 240.145)
- [Rules Applicable to Management Services](#) (ORS 240.250)
- [Recruitment and Selection](#) (Statewide policy 40.010.02)

- [Veterans Preference in Public Employment](#) (ORS 408.230)
- [Equal Opportunity and Affirmative Action Rule](#) (105.040.0001)

Federal Policies and Resources:

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

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**Diversity, Equity, and Inclusion (DEI)
Plan**

Oregon Government Ethics Commission

June 1, 2024

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Mission and Vision

Mission:

Impartially and effectively administer and enforce Oregon's Government Ethics Laws for the benefit of Oregon's citizens. OGEc will emphasize education in achieving its mission.

Vision:

OGEc envisions an agency that is able to support the training needs of the State of Oregon with regards to Oregon Ethics Law, Public Meetings Law, and Lobby Law, while ensuring effective compliance is in place.

Values:

- Striving to make ethical choices the standard for all public officials.
- Championing government transparency.
- Focusing on education and training.
- Building racial equity into the foundation of OGEc.
- Investing in sustainable operations for a better climate future.
- Serving Oregon Constituents.

Additionally, OGEc recognizes the importance of diversity and inclusion, expertise, personal responsibility, collaboration, effectiveness, accountability, and effective communication in accomplishing our mission.

Who We Are:

The Oregon Government Ethics Commission (OGEc) administers Oregon Ethics Law, Lobby Law, and Public Meetings Law.

The Commission is made up of nine Commissioners. Eight Commissioners are appointed by the Governor upon recommendation, two each by the Democratic and Republican leaders of the Oregon House and Senate. The Governor selects one Commissioner directly. All nine Commissioners must be confirmed by the Senate. No more than three of the Commissioners may be from the same political party.

OGEc staff consists of the Executive Director who is appointed by the Commission and 14 full-time employees (FTE). Prior to the 2023 Legislative session, OGEc's total staff was 9;

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however, with the passage of OGEC's budget and House Bill 2805, OGEC grew by 6 FTE. This new growth has given OGEC an opportunity to reshape its DEI plan and move forward from previous stagnation. The new FTE has brought in an increased passion for DEI and accessibility which will help OGEC learn from its gaps and shortcomings, while taking the time to appreciate the history of the agency. Previously, DEI attempts were hindered by a lack of buy-in from staff and Commissioners. OGEC is hopeful that the agency will be able to build up the passion and energy of the new staff and those of the existing staff to create a new culture within the agency.

Our Goals:

The OGEC DEI plan has two fundamental goals to advance its mission for the next three years and beyond:

- Educate on the laws within OGEC's jurisdiction in a manner that is accessible and inclusive.
- Strive to improve OGEC's internal and external DEI baseline.

OGEC has two primary DEI goals:

- Educate on the laws within OGEC's jurisdiction in a manner that is accessible and inclusive.
- Strive to improve OGEC's internal and external DEI baseline.

Key Engagement Strategies

The last twelve months have brought significant change in OGEC's structure and makeup as mentioned in the "Who we are" section. During this time, OGEC has experienced loss of staffing, including a long-term executive director, but have also gained new staff. This has given OGEC an opportunity to learn from past experiences and to hopefully grow and adapt. OGEC utilized contributions from staff, Commissioners, and solicited feedback from the "Ethics Matters" newsletter to craft OGEC's DEI plan.

Relationships, both internal and external, play key roles in DEI. OGEC has let previously established relationships lapse and needs to take the time to reestablish those relationships, as well

SPECIAL REPORTS

as establish new relationships and connections with other external invested parties, partners, and communities.

OGEc also needs to take the time to engage staff and initiate conversations internally about what DEI and an inclusive culture looks like to OGEc going forward.

Internal

1. Engage Staff – Define what engagement and disengagement looks like

- a. Initiate conversations and staff meetings around diversity, equity, and inclusion.
 - i. This could be small pockets of time set during weekly staff meetings to collaborate as a staff and work forward from there.
 - ii. Invite staff to bring forward ideas or topics that they are passionate about.
- b. Invite the Office of Cultural Change to speak to staff and potentially Commission about the importance of DEI.
- c. Stream sponsored statewide DEI trainings in the large conference room to encourage participation.

- d. Have staff look for free or affordable DEI resources/trainings/activities to spark conversation.

2. Hold Each Other Accountable – Define what an Inclusive Culture looks like to OGEc

- a. Define together what kind of culture OGEc wants to have.
- b. Establish ways to talk to each other when accountability is needed.
- c. Be accountable to each other as established in 2(b).

External

1. (Re)Build Relationships

- a. Re-establish working relationships with external partners that have collapsed over time. This will be a slow, methodical process.
 - i. Review relationships that have fallen behind and reach out in a variety of ways to reestablish contact and move forward at the pace established by the partner.

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- b. Establish new relationships with external partners that were overlooked previously. This will take time and will not be an immediate fix.

2. Trainings

- a. Review who attends OGEC trainings and who has access to the trainings.
- b. Extend the reach of OGEC trainings to those that have been historically under-represented. Establish contact with those that have been missing trainings. This will not be a quick process to form those connections.
- c. Ensure trainings are accessible.
 - i. Increase staff exposure to accessibility trainings and resources.
 - ii. Utilize tools such as plain language reviews and font/visual aid recommendations.
 - iii. Utilize training feedback surveys to gauge success.

Key Development and Operations Strategies

OGEC has identified three key operations and development strategies with actions to work toward that will ultimately help the agency meet the key engagement goals.

1. Assess and Reassess Status Quo

- a. Review current state of OGEC, both internally and externally, with a DEI focused lens.
 - i. This strategy will be repeated with each update of the Strategic Plan as OGEC progresses and changes the lens through which the state of OGEC is viewed.
- b. Determine the DEI related gaps in OGEC's internal and external processes.

2. Evaluate Resources

- a. Review available resources, both free and paid.
- b. Review OGEC resources for accessibility and accuracy.
- c. Coordinate with partners to develop additional resources for both internal and external use to

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improve equity and accessibility within OGEĆ's materials.

3. Train and Plan for the Future

- a. Create an agency wide development plan for staff that is more inclusive.
 - i. Note that this plan will take time to develop and implement.
 - ii. Address the gaps in the status quo and work towards closing the gaps.
 - iii. OGEĆ is looking to develop a more diverse and inclusive workforce and place of employment.
- b. Create a long-term plan for outreach.
 - i. Note that this will take time to develop and implement as the relationships will need to be re-established and developed.
 - ii. Establish short-term and long-term outreach goals.

Monitor and Evaluation

Monitor:

OGEĆ will work to build processes into the Compliance, Training, and Administration teams' workflows to establish the capability to monitor the progress of OGEĆ's goals and strategies. As processes are established, the DEI plan will be updated accordingly to reflect those processes, such as:

Training Team:

- Revise and review post-training surveys for feedback.
- Review trainings for accessibility throughout the year.

Compliance Team:

- Take an internal bias training annually to determine where biases may be during investigative process.
- Review and recommend revisions of the penalty matrix annually.

Administration Team

- Review communications to partners, both internally and externally, for accessibility through the year.

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- Create and send out post-Statement of Economic Interest Survey to public officials who are required to file an annual Statement of Economic Interest Survey for ways to improve DEI processes, including accessibility and access.

Each year, OGEC is required by the Oregon Legislature to review the Annual Key Performance Measures, which include the review of statutory deadlines and the annual customer satisfaction survey. OGEC has been implementing changes to the customer satisfaction survey to make it a year-round process to give more accurate results throughout the year to allow for more immediate feedback. These Key Performance Measures also give OGEC an opportunity to review customer satisfaction and performance of the agency as a whole.

Evaluation:

The OGEC Leadership Team shall review and evaluate progress and notate on each strategy and goal every six months and update the overall DEI plan every two years.

OGEC acknowledges the growth the agency has to do in terms of DEI. The staff is committed to taking the time to learn and grow together to make OGEC a more welcoming and diverse agency.

Oregon Government Ethics Commission

Summary Cross Reference Listing and Packages 2027-29 Biennium

Agency Number: 19900

BAM Analyst: Trombley, Jason

Budget Coordinator: Michelson, Alicia - (971)374-1957

<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>
010-00-00-00000	General Program	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
010-00-00-00000	General Program	021	0	Phase-in	Essential Packages
010-00-00-00000	General Program	022	0	Phase-out Pgm & One-time Costs	Essential Packages
010-00-00-00000	General Program	031	0	Standard Inflation	Essential Packages
010-00-00-00000	General Program	032	0	Above Standard Inflation	Essential Packages
010-00-00-00000	General Program	033	0	Exceptional Inflation	Essential Packages
010-00-00-00000	General Program	040	0	Mandated Caseload	Essential Packages
010-00-00-00000	General Program	050	0	Fundshifts	Essential Packages
010-00-00-00000	General Program	060	0	Technical Adjustments	Essential Packages
010-00-00-00000	General Program	070	0	Revenue Shortfalls	Policy Packages
010-00-00-00000	General Program	081	0	June 2026 Emergency Board	Policy Packages
010-00-00-00000	General Program	100	1	IT Limitation Increase	Policy Packages

Oregon Government Ethics Commission

Policy Package List by Priority
2027-29 Biennium

Agency Number: 19900
BAM Analyst: Trombley, Jason
Budget Coordinator: Michelson, Alicia - (971)374-1957

<i>Priority</i>	<i>Policy Pkg Number</i>	<i>Policy Pkg Description</i>	<i>Summary Cross Reference Number</i>	<i>Cross Reference Description</i>
0	070	Revenue Shortfalls	010-00-00-00000	General Program
	081	June 2026 Emergency Board	010-00-00-00000	General Program
1	100	IT Limitation Increase	010-00-00-00000	General Program

Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
Oregon Government Ethics Commission
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-000-00-00-00000

<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	15	15.00	7,129,553	-	-	7,129,553	-	-	-
2025-27 Emergency Boards	-	-	178,755	-	-	178,755	-	-	-
2025-27 Leg Approved Budget	15	15.00	7,308,308	-	-	7,308,308	-	-	-
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	316,401	-	-	316,401	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	15	15.00	7,624,709	-	-	7,624,709	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	2,714	-	-	2,714	-	-	-
Subtotal	-	-	2,714	-	-	2,714	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	(559,740)	-	-	(559,740)	-	-	-
Subtotal	-	-	(559,740)	-	-	(559,740)	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	170,656	-	-	170,656	-	-	-
State Gov't & Services Charges Increase/(Decrease)			1,230	-	-	1,230	-	-	-
Subtotal	-	-	171,886	-	-	171,886	-	-	-

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BDV104 - Biennial Budget Summary
BDV104

Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
Oregon Government Ethics Commission
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-000-00-00-00000

<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	15	15.00	7,239,569	-	-	7,239,569	-	-	-

Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
Oregon Government Ethics Commission
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-000-00-00-00000

<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	15	15.00	7,239,569	-	-	7,239,569	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2027-29 Current Service Level	15	15.00	7,239,569	-	-	7,239,569	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - IT Limitation Increase	-	-	480,000	-	-	480,000	-	-	-
Subtotal Policy Packages	-	-	480,000	-	-	480,000	-	-	-
Total 2027-29 Agency Request Budget	15	15.00	7,719,569	-	-	7,719,569	-	-	-
Percentage Change From 2025-27 Leg Approved Budget	-	-	5.63%	-	-	5.63%	-	-	-
Percentage Change From 2027-29 Current Service Level	-	-	6.63%	-	-	6.63%	-	-	-

Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
General Program
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-010-00-00-00000

<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	15	15.00	7,129,553	-	-	7,129,553	-	-	-
2025-27 Emergency Boards	-	-	178,755	-	-	178,755	-	-	-
2025-27 Leg Approved Budget	15	15.00	7,308,308	-	-	7,308,308	-	-	-
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	316,401	-	-	316,401	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	15	15.00	7,624,709	-	-	7,624,709	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	2,714	-	-	2,714	-	-	-
Subtotal	-	-	2,714	-	-	2,714	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	(559,740)	-	-	(559,740)	-	-	-
Subtotal	-	-	(559,740)	-	-	(559,740)	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	170,656	-	-	170,656	-	-	-
State Gov't & Services Charges Increase/(Decrease)			1,230	-	-	1,230	-	-	-
Subtotal	-	-	171,886	-	-	171,886	-	-	-

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Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
General Program
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-010-00-00-00000

<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	15	15.00	7,239,569	-	-	7,239,569	-	-	-

Summary of 2027-29 Biennium Budget

Oregon Government Ethics Commission
General Program
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 19900-010-00-00-00000

<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	15	15.00	7,239,569	-	-	7,239,569	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2027-29 Current Service Level	15	15.00	7,239,569	-	-	7,239,569	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - IT Limitation Increase	-	-	480,000	-	-	480,000	-	-	-
Subtotal Policy Packages	-	-	480,000	-	-	480,000	-	-	-
Total 2027-29 Agency Request Budget									
	15	15.00	7,719,569	-	-	7,719,569	-	-	-
Percentage Change From 2025-27 Leg Approved Budget									
	-	-	5.63%	-	-	5.63%	-	-	-
Percentage Change From 2027-29 Current Service Level									
	-	-	6.63%	-	-	6.63%	-	-	-

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	878,510	715,787	-	715,787	1,161,259	1,161,259
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	18,521	-	18,521	-	-
TOTAL BEGINNING BALANCE						
3400 Other Funds Ltd	878,510	734,308	-	734,308	1,161,259	1,161,259
TOTAL BEGINNING BALANCE	\$878,510	\$734,308	-	\$734,308	\$1,161,259	\$1,161,259
REVENUE CATEGORIES						
CHARGES FOR SERVICES						
0415 Admin and Service Charges						
3400 Other Funds Ltd	5,236,998	7,005,742	-	7,005,742	8,104,126	8,104,126
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
8800 General Fund Revenue	55,850	50,000	-	50,000	90,000	90,000
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	52	-	-	-	-	-
REVENUES						
3400 Other Funds Ltd	5,237,050	7,005,742	-	7,005,742	8,104,126	8,104,126

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
8800 General Fund Revenue	55,850	50,000	-	50,000	90,000	90,000
TOTAL REVENUES	\$5,292,900	\$7,055,742	-	\$7,055,742	\$8,194,126	\$8,194,126
TRANSFERS OUT						
2060 Transfer to General Fund						
8800 General Fund Revenue	(55,850)	(50,000)	-	(50,000)	(90,000)	(90,000)
AVAILABLE REVENUES						
3400 Other Funds Ltd	6,115,560	7,740,050	-	7,740,050	9,265,385	9,265,385
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	2,113,393	2,559,264	123,790	2,683,054	2,916,672	2,916,672
3115 Board Member Stipend						
3400 Other Funds Ltd	17,391	29,065	-	29,065	29,065	30,489
3160 Temporary Appointments						
3400 Other Funds Ltd	-	548	-	548	548	575
3170 Overtime Payments						
3400 Other Funds Ltd	397	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	14,858	-	-	-	-	-

Oregon Government Ethics Commission

Agency Number: 19900

**Agency Worksheet - Revenues & Expenditures
2027-29 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 19900-000-00-00-00000**

Oregon Government Ethics Commission

<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>
TOTAL SALARIES & WAGES						
3400 Other Funds Ltd	2,146,039	2,588,877	123,790	2,712,667	2,946,285	2,947,736
TOTAL SALARIES & WAGES	\$2,146,039	\$2,588,877	\$123,790	\$2,712,667	\$2,946,285	\$2,947,736
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	672	1,080	-	1,080	1,185	1,185
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	382,632	534,682	26,046	560,728	716,552	716,552
3221 Pension Obligation Bond						
3400 Other Funds Ltd	99,244	99,125	(4,560)	94,565	-	-
3230 Social Security Taxes						
3400 Other Funds Ltd	165,393	195,827	9,470	205,297	223,169	223,171
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	13,266	10,163	495	10,658	11,595	11,595
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	514	630	-	630	570	570
3260 Mass Transit Tax						
3400 Other Funds Ltd	12,769	15,344	1,073	16,417	16,417	17,678
3270 Flexible Benefits						
3400 Other Funds Ltd	537,019	636,120	23,610	659,730	662,400	662,400

Oregon Government Ethics Commission

Agency Number: 19900

Agency Worksheet - Revenues & Expenditures

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 19900-000-00-00-00000

Oregon Government Ethics Commission

<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>
TOTAL OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	1,211,509	1,492,971	56,134	1,549,105	1,631,888	1,633,151
TOTAL OTHER PAYROLL EXPENSES	\$1,211,509	\$1,492,971	\$56,134	\$1,549,105	\$1,631,888	\$1,633,151
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	3,357,548	4,081,848	179,924	4,261,772	4,578,173	4,580,887
TOTAL PERSONAL SERVICES	\$3,357,548	\$4,081,848	\$179,924	\$4,261,772	\$4,578,173	\$4,580,887
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	16,504	25,398	-	25,398	63,398	66,505
4125 Out of State Travel						
3400 Other Funds Ltd	1,195	-	-	-	-	-
4150 Employee Training						
3400 Other Funds Ltd	16,546	25,453	-	25,453	78,453	82,297
4175 Office Expenses						
3400 Other Funds Ltd	16,352	38,980	-	38,980	33,980	35,645
4200 Telecommunications						
3400 Other Funds Ltd	40,932	49,674	-	49,674	49,674	52,108
4225 State Gov. Service Charges						
3400 Other Funds Ltd	86,950	193,769	-	193,769	193,769	194,999
4250 Data Processing						

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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	82,936	124,288	-	124,288	124,288	130,378
4275 Publicity and Publications						
3400 Other Funds Ltd	667	2,490	-	2,490	2,490	2,612
4300 Professional Services						
3400 Other Funds Ltd	10,662	12,119	-	12,119	12,119	13,246
4315 IT Professional Services						
3400 Other Funds Ltd	476,953	957,186	-	957,186	957,186	434,408
4325 Attorney General						
3400 Other Funds Ltd	470,247	915,394	-	915,394	915,394	1,000,526
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	325	5,161	-	5,161	5,161	5,414
4400 Dues and Subscriptions						
3400 Other Funds Ltd	445	3,018	-	3,018	3,018	3,166
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	126,669	201,106	-	201,106	201,106	210,960
4575 Agency Program Related S and S						
3400 Other Funds Ltd	18,875	52,100	-	52,100	12,100	12,693
4650 Other Services and Supplies						
3400 Other Funds Ltd	156,939	333,749	(1,169)	332,580	304,580	319,504
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	69,415	32,820	-	32,820	14,820	15,546

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Agency Worksheet - Revenues & Expenditures
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Oregon Government Ethics Commission

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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
4715 IT Expendable Property						
3400 Other Funds Ltd	45,195	75,000	-	75,000	75,000	78,675
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	1,637,807	3,047,705	(1,169)	3,046,536	3,046,536	2,658,682
TOTAL SERVICES & SUPPLIES	\$1,637,807	\$3,047,705	(\$1,169)	\$3,046,536	\$3,046,536	\$2,658,682
EXPENDITURES						
3400 Other Funds Ltd	4,995,355	7,129,553	178,755	7,308,308	7,624,709	7,239,569
ENDING BALANCE						
3400 Other Funds Ltd	1,120,205	610,497	(178,755)	431,742	1,640,676	2,025,816
TOTAL ENDING BALANCE	\$1,120,205	\$610,497	(\$178,755)	\$431,742	\$1,640,676	\$2,025,816
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	15	15	-	15	15	15
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	13.63	15.00	-	15.00	15.00	15.00

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	878,510	715,787	-	715,787	1,161,259	1,161,259
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	18,521	-	18,521	-	-
TOTAL BEGINNING BALANCE						
3400 Other Funds Ltd	878,510	734,308	-	734,308	1,161,259	1,161,259
TOTAL BEGINNING BALANCE	\$878,510	\$734,308	-	\$734,308	\$1,161,259	\$1,161,259
REVENUE CATEGORIES						
CHARGES FOR SERVICES						
0415 Admin and Service Charges						
3400 Other Funds Ltd	5,236,998	7,005,742	-	7,005,742	8,104,126	8,104,126
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
8800 General Fund Revenue	55,850	50,000	-	50,000	90,000	90,000
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	52	-	-	-	-	-
REVENUES						
3400 Other Funds Ltd	5,237,050	7,005,742	-	7,005,742	8,104,126	8,104,126

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Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
General Program

Version: V - 01 - Agency Request Budget
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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>
8800 General Fund Revenue	55,850	50,000	-	50,000	90,000	90,000
TOTAL REVENUES	\$5,292,900	\$7,055,742	-	\$7,055,742	\$8,194,126	\$8,194,126
TRANSFERS OUT						
2060 Transfer to General Fund						
8800 General Fund Revenue	(55,850)	(50,000)	-	(50,000)	(90,000)	(90,000)
AVAILABLE REVENUES						
3400 Other Funds Ltd	6,115,560	7,740,050	-	7,740,050	9,265,385	9,265,385
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	2,113,393	2,559,264	123,790	2,683,054	2,916,672	2,916,672
3115 Board Member Stipend						
3400 Other Funds Ltd	17,391	29,065	-	29,065	29,065	30,489
3160 Temporary Appointments						
3400 Other Funds Ltd	-	548	-	548	548	575
3170 Overtime Payments						
3400 Other Funds Ltd	397	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	14,858	-	-	-	-	-

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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>
TOTAL SALARIES & WAGES						
3400 Other Funds Ltd	2,146,039	2,588,877	123,790	2,712,667	2,946,285	2,947,736
TOTAL SALARIES & WAGES	\$2,146,039	\$2,588,877	\$123,790	\$2,712,667	\$2,946,285	\$2,947,736
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	672	1,080	-	1,080	1,185	1,185
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	382,632	534,682	26,046	560,728	716,552	716,552
3221 Pension Obligation Bond						
3400 Other Funds Ltd	99,244	99,125	(4,560)	94,565	-	-
3230 Social Security Taxes						
3400 Other Funds Ltd	165,393	195,827	9,470	205,297	223,169	223,171
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	13,266	10,163	495	10,658	11,595	11,595
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	514	630	-	630	570	570
3260 Mass Transit Tax						
3400 Other Funds Ltd	12,769	15,344	1,073	16,417	16,417	17,678
3270 Flexible Benefits						
3400 Other Funds Ltd	537,019	636,120	23,610	659,730	662,400	662,400

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Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
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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
TOTAL OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	1,211,509	1,492,971	56,134	1,549,105	1,631,888	1,633,151
TOTAL OTHER PAYROLL EXPENSES	\$1,211,509	\$1,492,971	\$56,134	\$1,549,105	\$1,631,888	\$1,633,151
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	3,357,548	4,081,848	179,924	4,261,772	4,578,173	4,580,887
TOTAL PERSONAL SERVICES	\$3,357,548	\$4,081,848	\$179,924	\$4,261,772	\$4,578,173	\$4,580,887
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	16,504	25,398	-	25,398	63,398	66,505
4125 Out of State Travel						
3400 Other Funds Ltd	1,195	-	-	-	-	-
4150 Employee Training						
3400 Other Funds Ltd	16,546	25,453	-	25,453	78,453	82,297
4175 Office Expenses						
3400 Other Funds Ltd	16,352	38,980	-	38,980	33,980	35,645
4200 Telecommunications						
3400 Other Funds Ltd	40,932	49,674	-	49,674	49,674	52,108
4225 State Gov. Service Charges						
3400 Other Funds Ltd	86,950	193,769	-	193,769	193,769	194,999
4250 Data Processing						

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Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
General Program

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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	82,936	124,288	-	124,288	124,288	130,378
4275 Publicity and Publications						
3400 Other Funds Ltd	667	2,490	-	2,490	2,490	2,612
4300 Professional Services						
3400 Other Funds Ltd	10,662	12,119	-	12,119	12,119	13,246
4315 IT Professional Services						
3400 Other Funds Ltd	476,953	957,186	-	957,186	957,186	434,408
4325 Attorney General						
3400 Other Funds Ltd	470,247	915,394	-	915,394	915,394	1,000,526
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	325	5,161	-	5,161	5,161	5,414
4400 Dues and Subscriptions						
3400 Other Funds Ltd	445	3,018	-	3,018	3,018	3,166
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	126,669	201,106	-	201,106	201,106	210,960
4575 Agency Program Related S and S						
3400 Other Funds Ltd	18,875	52,100	-	52,100	12,100	12,693
4650 Other Services and Supplies						
3400 Other Funds Ltd	156,939	333,749	(1,169)	332,580	304,580	319,504
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	69,415	32,820	-	32,820	14,820	15,546

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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
4715 IT Expendable Property						
3400 Other Funds Ltd	45,195	75,000	-	75,000	75,000	78,675
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	1,637,807	3,047,705	(1,169)	3,046,536	3,046,536	2,658,682
TOTAL SERVICES & SUPPLIES	\$1,637,807	\$3,047,705	(\$1,169)	\$3,046,536	\$3,046,536	\$2,658,682
EXPENDITURES						
3400 Other Funds Ltd	4,995,355	7,129,553	178,755	7,308,308	7,624,709	7,239,569
ENDING BALANCE						
3400 Other Funds Ltd	1,120,205	610,497	(178,755)	431,742	1,640,676	2,025,816
TOTAL ENDING BALANCE	\$1,120,205	\$610,497	(\$178,755)	\$431,742	\$1,640,676	\$2,025,816
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	15	15	-	15	15	15
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	13.63	15.00	-	15.00	15.00	15.00

Oregon Government Ethics Commission

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	1,161,259	-	1,161,259	-	1,161,259
REVENUE CATEGORIES					
CHARGES FOR SERVICES					
0415 Admin and Service Charges					
3400 Other Funds Ltd	8,104,126	-	8,104,126	-	8,104,126
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
8800 General Fund Revenue	90,000	-	90,000	-	90,000
TOTAL REVENUES					
3400 Other Funds Ltd	8,104,126	-	8,104,126	-	8,104,126
8800 General Fund Revenue	90,000	-	90,000	-	90,000
TOTAL REVENUES	\$8,194,126	-	\$8,194,126	-	\$8,194,126
TRANSFERS OUT					
2060 Transfer to General Fund					
8800 General Fund Revenue	(90,000)	-	(90,000)	-	(90,000)
AVAILABLE REVENUES					
3400 Other Funds Ltd	9,265,385	-	9,265,385	-	9,265,385
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					

Oregon Government Ethics Commission**Agency Number: 19900****Detail Revenues & Expenditures - Requested Budget
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Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	2,916,672	-	2,916,672	-	2,916,672
3115 Board Member Stipend					
3400 Other Funds Ltd	29,065	1,424	30,489	-	30,489
3160 Temporary Appointments					
3400 Other Funds Ltd	548	27	575	-	575
TOTAL SALARIES & WAGES					
3400 Other Funds Ltd	2,946,285	1,451	2,947,736	-	2,947,736
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	1,185	-	1,185	-	1,185
3220 Public Employees' Retire Cont					
3400 Other Funds Ltd	716,552	-	716,552	-	716,552
3230 Social Security Taxes					
3400 Other Funds Ltd	223,169	2	223,171	-	223,171
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	11,595	-	11,595	-	11,595
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	570	-	570	-	570
3260 Mass Transit Tax					
3400 Other Funds Ltd	16,417	1,261	17,678	-	17,678
3270 Flexible Benefits					
3400 Other Funds Ltd	662,400	-	662,400	-	662,400
TOTAL OTHER PAYROLL EXPENSES					

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Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	1,631,888	1,263	1,633,151	-	1,633,151
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	4,578,173	2,714	4,580,887	-	4,580,887
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	63,398	3,107	66,505	-	66,505
4150 Employee Training					
3400 Other Funds Ltd	78,453	3,844	82,297	-	82,297
4175 Office Expenses					
3400 Other Funds Ltd	33,980	1,665	35,645	-	35,645
4200 Telecommunications					
3400 Other Funds Ltd	49,674	2,434	52,108	-	52,108
4225 State Gov. Service Charges					
3400 Other Funds Ltd	193,769	1,230	194,999	-	194,999
4250 Data Processing					
3400 Other Funds Ltd	124,288	6,090	130,378	-	130,378
4275 Publicity and Publications					
3400 Other Funds Ltd	2,490	122	2,612	-	2,612
4300 Professional Services					
3400 Other Funds Ltd	12,119	1,127	13,246	-	13,246
4315 IT Professional Services					
3400 Other Funds Ltd	957,186	(522,778)	434,408	480,000	914,408
4325 Attorney General					

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**Detail Revenues & Expenditures - Requested Budget
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Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	915,394	85,132	1,000,526	-	1,000,526
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	5,161	253	5,414	-	5,414
4400 Dues and Subscriptions					
3400 Other Funds Ltd	3,018	148	3,166	-	3,166
4425 Facilities Rental and Taxes					
3400 Other Funds Ltd	201,106	9,854	210,960	-	210,960
4575 Agency Program Related S and S					
3400 Other Funds Ltd	12,100	593	12,693	-	12,693
4650 Other Services and Supplies					
3400 Other Funds Ltd	304,580	14,924	319,504	-	319,504
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	14,820	726	15,546	-	15,546
4715 IT Expendable Property					
3400 Other Funds Ltd	75,000	3,675	78,675	-	78,675
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	3,046,536	(387,854)	2,658,682	480,000	3,138,682
TOTAL EXPENDITURES					
3400 Other Funds Ltd	7,624,709	(385,140)	7,239,569	480,000	7,719,569
ENDING BALANCE					
3400 Other Funds Ltd	1,640,676	385,140	2,025,816	(480,000)	1,545,816
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	15	-	15	-	15

Oregon Government Ethics Commission

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	15.00	-	15.00	-	15.00

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
General Program

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Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	1,161,259	-	1,161,259	-	1,161,259
REVENUE CATEGORIES					
CHARGES FOR SERVICES					
0415 Admin and Service Charges					
3400 Other Funds Ltd	8,104,126	-	8,104,126	-	8,104,126
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
8800 General Fund Revenue	90,000	-	90,000	-	90,000
TOTAL REVENUES					
3400 Other Funds Ltd	8,104,126	-	8,104,126	-	8,104,126
8800 General Fund Revenue	90,000	-	90,000	-	90,000
TOTAL REVENUES	\$8,194,126	-	\$8,194,126	-	\$8,194,126
TRANSFERS OUT					
2060 Transfer to General Fund					
8800 General Fund Revenue	(90,000)	-	(90,000)	-	(90,000)
AVAILABLE REVENUES					
3400 Other Funds Ltd	9,265,385	-	9,265,385	-	9,265,385
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					

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**Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
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Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	2,916,672	-	2,916,672	-	2,916,672
3115 Board Member Stipend					
3400 Other Funds Ltd	29,065	1,424	30,489	-	30,489
3160 Temporary Appointments					
3400 Other Funds Ltd	548	27	575	-	575
TOTAL SALARIES & WAGES					
3400 Other Funds Ltd	2,946,285	1,451	2,947,736	-	2,947,736
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	1,185	-	1,185	-	1,185
3220 Public Employees' Retire Cont					
3400 Other Funds Ltd	716,552	-	716,552	-	716,552
3230 Social Security Taxes					
3400 Other Funds Ltd	223,169	2	223,171	-	223,171
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	11,595	-	11,595	-	11,595
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	570	-	570	-	570
3260 Mass Transit Tax					
3400 Other Funds Ltd	16,417	1,261	17,678	-	17,678
3270 Flexible Benefits					
3400 Other Funds Ltd	662,400	-	662,400	-	662,400
TOTAL OTHER PAYROLL EXPENSES					

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

**Version: V - 01 - Agency Request Budget
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Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	1,631,888	1,263	1,633,151	-	1,633,151
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	4,578,173	2,714	4,580,887	-	4,580,887
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	63,398	3,107	66,505	-	66,505
4150 Employee Training					
3400 Other Funds Ltd	78,453	3,844	82,297	-	82,297
4175 Office Expenses					
3400 Other Funds Ltd	33,980	1,665	35,645	-	35,645
4200 Telecommunications					
3400 Other Funds Ltd	49,674	2,434	52,108	-	52,108
4225 State Gov. Service Charges					
3400 Other Funds Ltd	193,769	1,230	194,999	-	194,999
4250 Data Processing					
3400 Other Funds Ltd	124,288	6,090	130,378	-	130,378
4275 Publicity and Publications					
3400 Other Funds Ltd	2,490	122	2,612	-	2,612
4300 Professional Services					
3400 Other Funds Ltd	12,119	1,127	13,246	-	13,246
4315 IT Professional Services					
3400 Other Funds Ltd	957,186	(522,778)	434,408	480,000	914,408
4325 Attorney General					

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**Detail Revenues & Expenditures - Requested Budget
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Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	915,394	85,132	1,000,526	-	1,000,526
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	5,161	253	5,414	-	5,414
4400 Dues and Subscriptions					
3400 Other Funds Ltd	3,018	148	3,166	-	3,166
4425 Facilities Rental and Taxes					
3400 Other Funds Ltd	201,106	9,854	210,960	-	210,960
4575 Agency Program Related S and S					
3400 Other Funds Ltd	12,100	593	12,693	-	12,693
4650 Other Services and Supplies					
3400 Other Funds Ltd	304,580	14,924	319,504	-	319,504
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	14,820	726	15,546	-	15,546
4715 IT Expendable Property					
3400 Other Funds Ltd	75,000	3,675	78,675	-	78,675
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	3,046,536	(387,854)	2,658,682	480,000	3,138,682
TOTAL EXPENDITURES					
3400 Other Funds Ltd	7,624,709	(385,140)	7,239,569	480,000	7,719,569
ENDING BALANCE					
3400 Other Funds Ltd	1,640,676	385,140	2,025,816	(480,000)	1,545,816
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	15	-	15	-	15

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
General Program

Version: V - 01 - Agency Request Budget
Cross Reference Number: 19900-010-00-00-00000

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	15.00	-	15.00	-	15.00

BDV004B
2027-29 Biennium
Oregon Government Ethics Commission

Version: V - 01 - Agency Request Budget
Cross Reference Number: 19900-000-00-00-00000

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00		
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EXPENDITURES

PERSONAL SERVICES						
SALARIES & WAGES						
3115 Board Member Stipend						
3400 Other Funds Ltd	1,424	1,424	-	-		
3160 Temporary Appointments						
3400 Other Funds Ltd	27	27	-	-		
SALARIES & WAGES						
3400 Other Funds Ltd	1,451	1,451	-	-		
TOTAL SALARIES & WAGES	\$1,451	\$1,451	-	-		
OTHER PAYROLL EXPENSES						
3230 Social Security Taxes						
3400 Other Funds Ltd	2	2	-	-		
3260 Mass Transit Tax						
3400 Other Funds Ltd	1,261	1,261	-	-		
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	1,263	1,263	-	-		
TOTAL OTHER PAYROLL EXPENSES	\$1,263	\$1,263	-	-		
PERSONAL SERVICES						
3400 Other Funds Ltd	2,714	2,714	-	-		
TOTAL PERSONAL SERVICES	\$2,714	\$2,714	-	-		
SERVICES & SUPPLIES						

BDV004B

Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 19900-000-00-00-00000

Oregon Government Ethics Commission

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00		
4100 Instate Travel						
3400 Other Funds Ltd	3,107	-	-	3,107		
4150 Employee Training						
3400 Other Funds Ltd	3,844	-	-	3,844		
4175 Office Expenses						
3400 Other Funds Ltd	1,665	-	-	1,665		
4200 Telecommunications						
3400 Other Funds Ltd	2,434	-	-	2,434		
4225 State Gov. Service Charges						
3400 Other Funds Ltd	1,230	-	-	1,230		
4250 Data Processing						
3400 Other Funds Ltd	6,090	-	-	6,090		
4275 Publicity and Publications						
3400 Other Funds Ltd	122	-	-	122		
4300 Professional Services						
3400 Other Funds Ltd	1,127	-	-	1,127		
4315 IT Professional Services						
3400 Other Funds Ltd	(522,778)	-	(559,740)	36,962		
4325 Attorney General						
3400 Other Funds Ltd	85,132	-	-	85,132		
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	253	-	-	253		
4400 Dues and Subscriptions						

Oregon Government Ethics Commission

Agency Number 19900

BDV004B

2027-29 Biennium

Version: V - 01 - Agency Request Budget

Cross Reference Number: 19900-000-00-00-00000

Oregon Government Ethics Commission

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00		
3400 Other Funds Ltd	148	-	-	148		
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	9,854	-	-	9,854		
4575 Agency Program Related S and S						
3400 Other Funds Ltd	593	-	-	593		
4650 Other Services and Supplies						
3400 Other Funds Ltd	14,924	-	-	14,924		
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	726	-	-	726		
4715 IT Expendable Property						
3400 Other Funds Ltd	3,675	-	-	3,675		
SERVICES & SUPPLIES						
3400 Other Funds Ltd	(387,854)	-	(559,740)	171,886		
TOTAL SERVICES & SUPPLIES	(\$387,854)	-	(\$559,740)	\$171,886		
EXPENDITURES						
3400 Other Funds Ltd	(385,140)	2,714	(559,740)	171,886		
TOTAL EXPENDITURES	(\$385,140)	\$2,714	(\$559,740)	\$171,886		
ENDING BALANCE						
3400 Other Funds Ltd	385,140	(2,714)	559,740	(171,886)		
TOTAL ENDING BALANCE	\$385,140	(\$2,714)	\$559,740	(\$171,886)		

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Detail Revenues & Expenditures - Essential Packages

BDV004B

BDV004B
2027-29 Biennium
General Program

Version: V - 01 - Agency Request Budget
Cross Reference Number: 19900-010-00-00-00000

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00		
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EXPENDITURES

PERSONAL SERVICES						
SALARIES & WAGES						
3115 Board Member Stipend						
3400 Other Funds Ltd	1,424	1,424	-	-		
3160 Temporary Appointments						
3400 Other Funds Ltd	27	27	-	-		
SALARIES & WAGES						
3400 Other Funds Ltd	1,451	1,451	-	-		
TOTAL SALARIES & WAGES	\$1,451	\$1,451	-	-		
OTHER PAYROLL EXPENSES						
3230 Social Security Taxes						
3400 Other Funds Ltd	2	2	-	-		
3260 Mass Transit Tax						
3400 Other Funds Ltd	1,261	1,261	-	-		
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	1,263	1,263	-	-		
TOTAL OTHER PAYROLL EXPENSES	\$1,263	\$1,263	-	-		
PERSONAL SERVICES						
3400 Other Funds Ltd	2,714	2,714	-	-		
TOTAL PERSONAL SERVICES	\$2,714	\$2,714	-	-		
SERVICES & SUPPLIES						

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Version: V - 01 - Agency Request Budget

2027-29 Biennium

Cross Reference Number: 19900-010-00-00-00000

General Program

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00		
4100 Instate Travel						
3400 Other Funds Ltd	3,107	-	-	3,107		
4150 Employee Training						
3400 Other Funds Ltd	3,844	-	-	3,844		
4175 Office Expenses						
3400 Other Funds Ltd	1,665	-	-	1,665		
4200 Telecommunications						
3400 Other Funds Ltd	2,434	-	-	2,434		
4225 State Gov. Service Charges						
3400 Other Funds Ltd	1,230	-	-	1,230		
4250 Data Processing						
3400 Other Funds Ltd	6,090	-	-	6,090		
4275 Publicity and Publications						
3400 Other Funds Ltd	122	-	-	122		
4300 Professional Services						
3400 Other Funds Ltd	1,127	-	-	1,127		
4315 IT Professional Services						
3400 Other Funds Ltd	(522,778)	-	(559,740)	36,962		
4325 Attorney General						
3400 Other Funds Ltd	85,132	-	-	85,132		
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	253	-	-	253		
4400 Dues and Subscriptions						

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2027-29 Biennium

General Program

Version: V - 01 - Agency Request Budget

Cross Reference Number: 19900-010-00-00-00000

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00		
3400 Other Funds Ltd	148	-	-	148		
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	9,854	-	-	9,854		
4575 Agency Program Related S and S						
3400 Other Funds Ltd	593	-	-	593		
4650 Other Services and Supplies						
3400 Other Funds Ltd	14,924	-	-	14,924		
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	726	-	-	726		
4715 IT Expendable Property						
3400 Other Funds Ltd	3,675	-	-	3,675		
SERVICES & SUPPLIES						
3400 Other Funds Ltd	(387,854)	-	(559,740)	171,886		
TOTAL SERVICES & SUPPLIES	(\$387,854)	-	(\$559,740)	\$171,886		
EXPENDITURES						
3400 Other Funds Ltd	(385,140)	2,714	(559,740)	171,886		
TOTAL EXPENDITURES	(\$385,140)	\$2,714	(\$559,740)	\$171,886		
ENDING BALANCE						
3400 Other Funds Ltd	385,140	(2,714)	559,740	(171,886)		
TOTAL ENDING BALANCE	\$385,140	(\$2,714)	\$559,740	(\$171,886)		

BDV004B
2027-29 Biennium
Oregon Government Ethics Commission

Version: V - 01 - Agency Request Budget
Cross Reference Number: 19900-000-00-00-00000

Description	Total Policy Packages	Pkg: 100 IT Limitation Increase				
		Priority: 01				

EXPENDITURES

SERVICES & SUPPLIES

4315 IT Professional Services

3400 Other Funds Ltd	480,000	480,000
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ENDING BALANCE

3400 Other Funds Ltd	(480,000)	(480,000)
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TOTAL ENDING BALANCE	(\$480,000)	(\$480,000)
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BDV004B
2027-29 Biennium
General Program

Version: V - 01 - Agency Request Budget
Cross Reference Number: 19900-010-00-00-00000

Description	Total Policy Packages	Pkg: 100 IT Limitation Increase				
		Priority: 01				

EXPENDITURES

SERVICES & SUPPLIES

4315 IT Professional Services

3400 Other Funds Ltd	480,000	480,000
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ENDING BALANCE

3400 Other Funds Ltd	(480,000)	(480,000)
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TOTAL ENDING BALANCE	(\$480,000)	(\$480,000)
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PIC100 - Position Budget Report

Oregon Government Ethics Commission

2027-29 Biennium
Budget Preparation

Cross Reference Number: 19900-000-00-00-00000
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											-	-	2,916,672	-	2,916,672
Total OPE											-	-	1,615,429	-	1,615,429
Total Personal Services					15	15.00					-	-	4,532,101	-	4,532,101

PIC100 - Position Budget Report

General Program

**2027-29 Biennium
Budget Preparation**

**Cross Reference Number: 19900-010-01-00-00000
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
0021001	MMS X7624 AP	POLICY PLANNING AND DEVELOPMENT	33X	PF	1	1.00	24	9	12342	SAL	-	-	296,208	-	296,208
										OPE	-	-	141,345	-	141,345
0035001	MEAH Z7588 HF	AGENCY HEAD 8	34X	PF	1	1.00	24	8	13157	SAL	-	-	315,768	-	315,768
										OPE	-	-	147,754	-	147,754
0035002	UA C5233 AP	INVESTIGATOR 3	26	PF	1	1.00	24	8	8056	SAL	-	-	193,344	-	193,344
										OPE	-	-	107,636	-	107,636
0035007	UA C0104 AP	OFFICE SPECIALIST 2	15	PF	1	1.00	24	11	5521	SAL	-	-	132,504	-	132,504
										OPE	-	-	87,699	-	87,699
0035008	UA C0860 AP	PROGRAM ANALYST 1	23	PF	1	1.00	24	9	7314	SAL	-	-	175,536	-	175,536
										OPE	-	-	101,800	-	101,800
0035009	UA C5247 AP	COMPLIANCE SPECIALIST 2	25	PF	1	1.00	24	4	6353	SAL	-	-	152,472	-	152,472
										OPE	-	-	94,242	-	94,242
0035013	UA C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	1.00	24	11	6044	SAL	-	-	145,056	-	145,056
										OPE	-	-	91,812	-	91,812
0035017	UA C0860 AP	PROGRAM ANALYST 1	23	PF	1	1.00	24	10	7675	SAL	-	-	184,200	-	184,200
										OPE	-	-	104,639	-	104,639
0035018	UA C5248 AP	COMPLIANCE SPECIALIST 3	29	PF	1	1.00	24	10	10214	SAL	-	-	245,136	-	245,136
										OPE	-	-	124,609	-	124,609
0035019	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	2,000	-	2,000
										OPE	-	-	153	-	153
0035020	UA C1339 AP	LEARNING & DEVELOPMENT SPECIALIS	28	PF	1	1.00	24	11	10222	SAL	-	-	245,328	-	245,328
										OPE	-	-	124,671	-	124,671
0035021	UA C5247 AP	COMPLIANCE SPECIALIST 2	25	PF	1	1.00	24	8	7675	SAL	-	-	184,200	-	184,200
										OPE	-	-	104,639	-	104,639
0035022	UA C5247 AP	COMPLIANCE SPECIALIST 2	25	PF	1	1.00	24	5	6655	SAL	-	-	159,720	-	159,720
										OPE	-	-	96,618	-	96,618
0035023	UA C0860 AP	PROGRAM ANALYST 1	23	PF	1	1.00	24	8	6977	SAL	-	-	167,448	-	167,448
										OPE	-	-	99,150	-	99,150
0035024	UA C0860 AP	PROGRAM ANALYST 1	23	PF	1	1.00	24	7	6655	SAL	-	-	159,720	-	159,720
										OPE	-	-	96,618	-	96,618
0035025	UA C0108 AP	ADMINISTRATIVE SPECIALIST 2	20	PF	1	1.00	24	8	5918	SAL	-	-	142,032	-	142,032

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PIC100 - Position Budget Report
PIC100

PIC100 - Position Budget Report

General Program

**2027-29 Biennium
Budget Preparation**

**Cross Reference Number: 19900-010-01-00-00000
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	
1000001	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	90,820	-	90,820	
										SAL	-	-	2,000	-	2,000	
1000002	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	153	-	153	
										SAL	-	-	2,000	-	2,000	
1000003	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	153	-	153	
										SAL	-	-	2,000	-	2,000	
1000004	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	153	-	153	
										SAL	-	-	2,000	-	2,000	
1000005	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	153	-	153	
										SAL	-	-	2,000	-	2,000	
1000006	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	153	-	153	
										SAL	-	-	2,000	-	2,000	
1000007	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	153	-	153	
										SAL	-	-	2,000	-	2,000	
1000008	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	OPE	-	-	153	-	153	
										SAL	-	-	2,000	-	2,000	
											OPE	-	-	153	-	153
Total Salary												-	-	2,916,672	-	2,916,672
Total OPE												-	-	1,615,429	-	1,615,429
Total Personal Services					15	15.00						-	-	4,532,101	-	4,532,101

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