

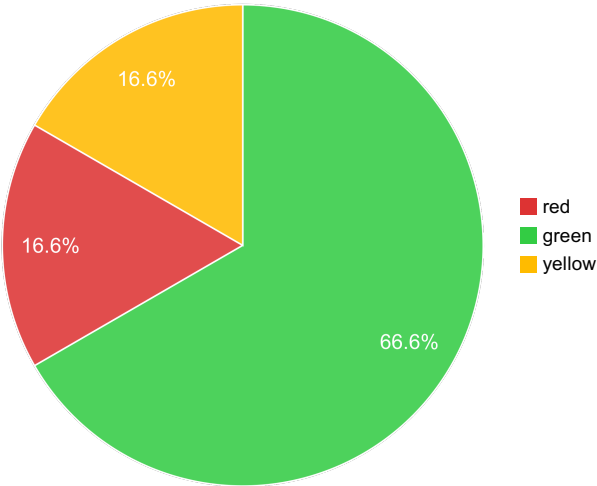
Government Ethics Commission

Annual Performance Progress Report

Reporting Year 2026

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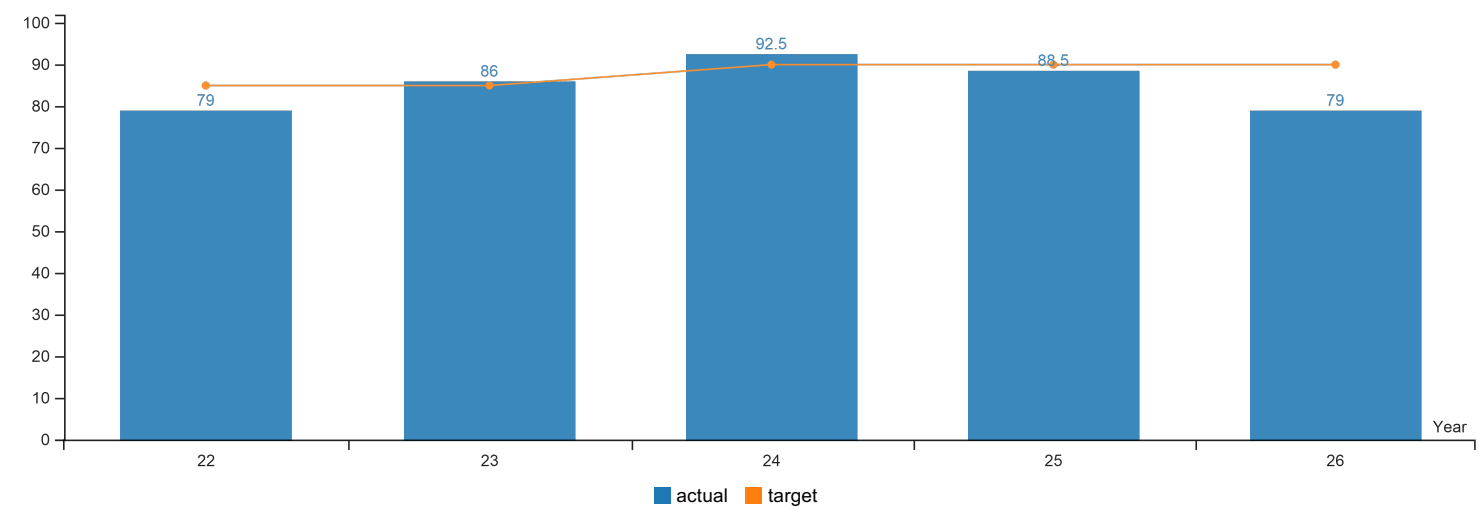
KPM #	Approved Key Performance Measures (KPMs)
1	Percentage of statutory time limit used for preliminary reviews, investigations, staff opinions and Commission advisory opinions. -
2	Quality of investigations completed through peer review. -
3	Training Program's Effectiveness - Percentage of wrong answers 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	2022	2023	2024	2025	2026
percent usage of statutory time limits, preliminary reviews, investigations, staff and advisory opinions					
Actual	79%	86%	92.50%	88.50%	79%
Target	85%	85%	90%	90%	90%

How Are We Doing

The data is reflected from calendar year 2025. Categories are as follows: Preliminary Reviews (90%), Investigations (71%), Commission Advisory Opinions (78%). The average (79%) exceeds our goal of 90% and demonstrates the efficiency of the agency at providing advice and completing investigations. General advice has taken a longer time to respond to than prior years, according to our data, there was a two-day increase in overall response time. OGEC did not receive any requests for Staff Advisory Opinions. ORS 244.280(2) allows a 60-day extension of the 60-day time limit for Commission Advisory Opinions, which was utilized 3 times, partly due to conflicting meeting schedules and workload.

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. 2025 was the first full year that OGEC had enforcement of Public Meetings Law with Oregon Revised Rules in place.

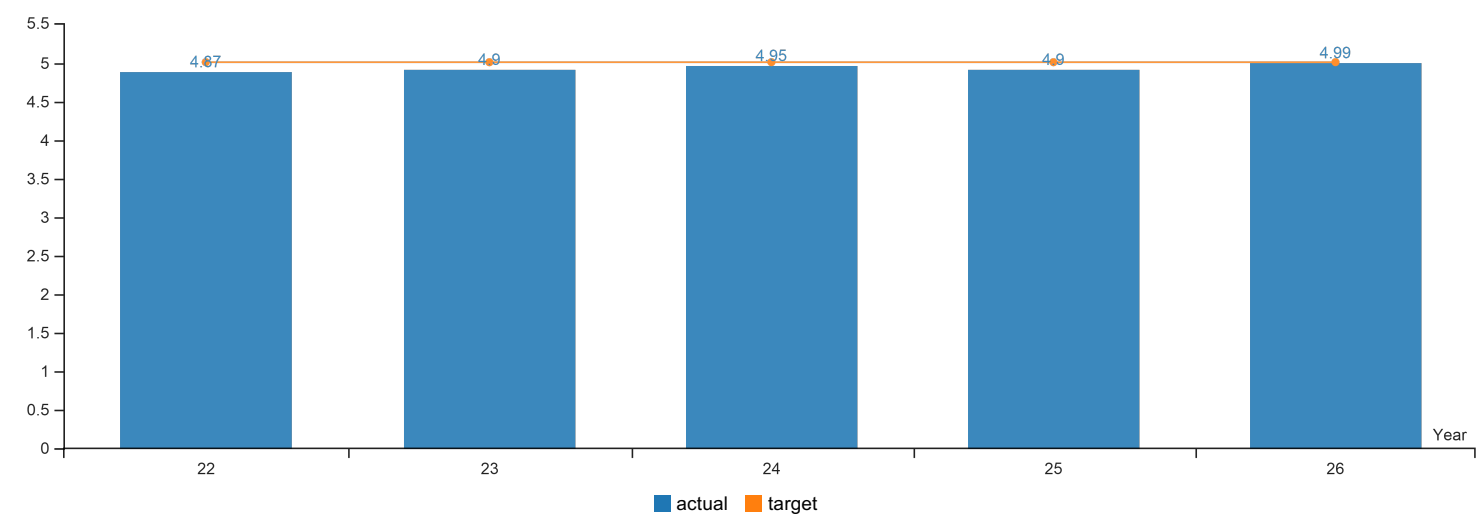
This new area of law required a level of review by the Department of Justice, which could have had a negative impact on the agency's timeliness. However, OGEC was able to navigate a complex area of law, with increased scrutiny, and still meet the agency's overall time limits. There was the slight uptick in time for general advice, but a decrease in time for Commission Advisory Opinions.

Historically, there has been a steady increase in complaints and requests for advice which is a growing burden on OGEC resources. In 2024, OGEC had a total of 566 complaints and 272 opened cases. In contrast, in 2025, OGEC has 770 complaints and 420 opened cases.

OGEC's staff demonstrated their competence and expertise, as they produced high-quality Investigatory Reports and Commission Advisory Opinions.

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

* Upward Trend = positive result



Report Year	2022	2023	2024	2025	2026
Quality of Investigations					
Actual	4.87	4.90	4.95	4.90	4.99
Target	5	5	5	5	5

How Are We Doing

The review categories scored at Timeliness (5), Accessibility (5), Objectivity (4.95), and Organization (5) for an average score of 4.99 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 4 different cases, providing a random sample of 20 different cases covering all three jurisdictions under OGEC’s purview.

Factors Affecting Results

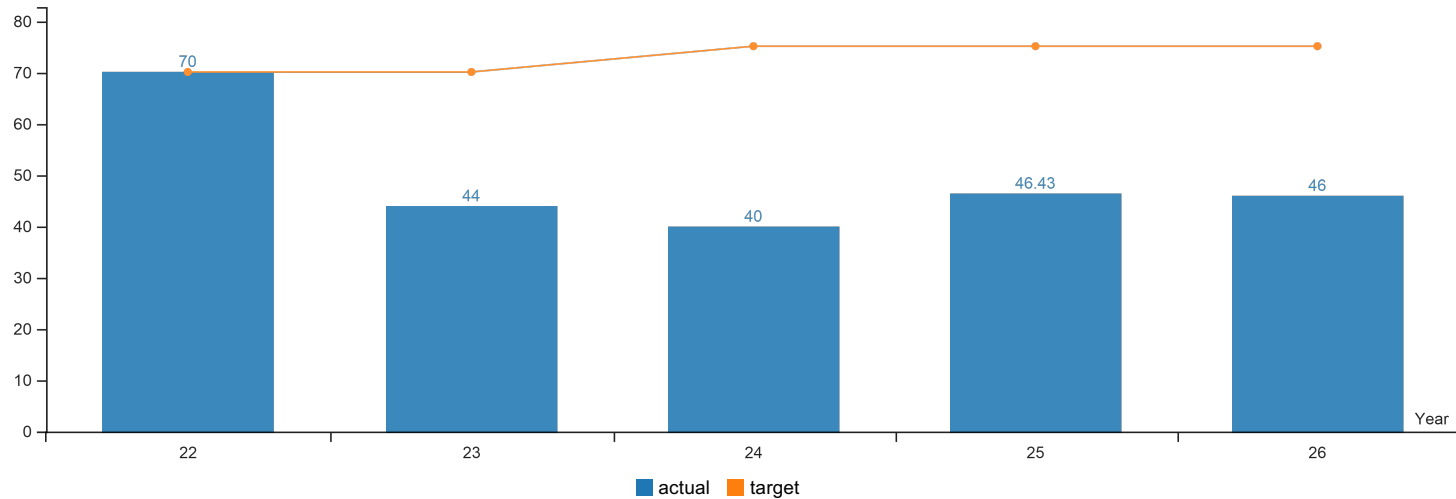
As stated previously, OGEC gained jurisdiction over the entirety of Public Meetings Law in 2023 and 2025 was the first full year of enforcement with Oregon Administrative Rules in place.

OGEC was short-staffed for half of 2025, which meant that 3 Investigators were doing the work of 4 while there was a record-breaking number of cases.

In 2025, investigators maintained a high level of quality while handling an increasing volume of cases. For example, in 2023, OGEC had 207 cases. In 2024, OGEC had 272 cases, but in 2025, there were almost double the prior year with 420 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 OGEC staff. 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 statutory 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	2022	2023	2024	2025	2026
Percentage of increase/decrease of knowledge base					
Actual	70%	44%	40%	46.43%	46%
Target	70%	70%	75%	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 2025. In October of 2024, Public Meetings Law was added to the training curriculum. 2025 was the first full year where Public Meetings Law was implemented in the training curriculum, and it did not come without its own hurdles, which are addressed in detail below.

In the first full year that Public Meetings Law trainings occurred, OGE staff completed 175 trainings on Public Meetings Law (164) and executive sessions (11). OGE trainers averaged over 3 Public Meetings Law trainings a week. All told, OGE trainers completed 310 trainings and trained 12,015 public officials in 2025. That is just under 6 trainings a week for only 4 trainers. Participants were also asked how confident they were in their knowledge in Public Meetings Law pre and post training. There was a significant increase in confidence following each training.

Before the trainings, participants answered 35.17% of the questions incorrectly. After the trainings, participants answered 19.85% of the questions incorrectly. This shows a decrease of 46% of incorrect answers. This is a significant increase in knowledge but does not meet expectations.

Factors Affecting Results

As stated above, 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. 2025 was the first full year with the new material which continued to change as the Oregon Government Ethics Commission voted on Commission Advisory opinions and case outcomes, and as the agency published FAQs clarifying Public Meetings Law. Having to continually update training material and answer complex questions during trainings would be a challenge for a large agency, let alone a training team of 4 trainers and 1 Curriculum & Training Coordinator.

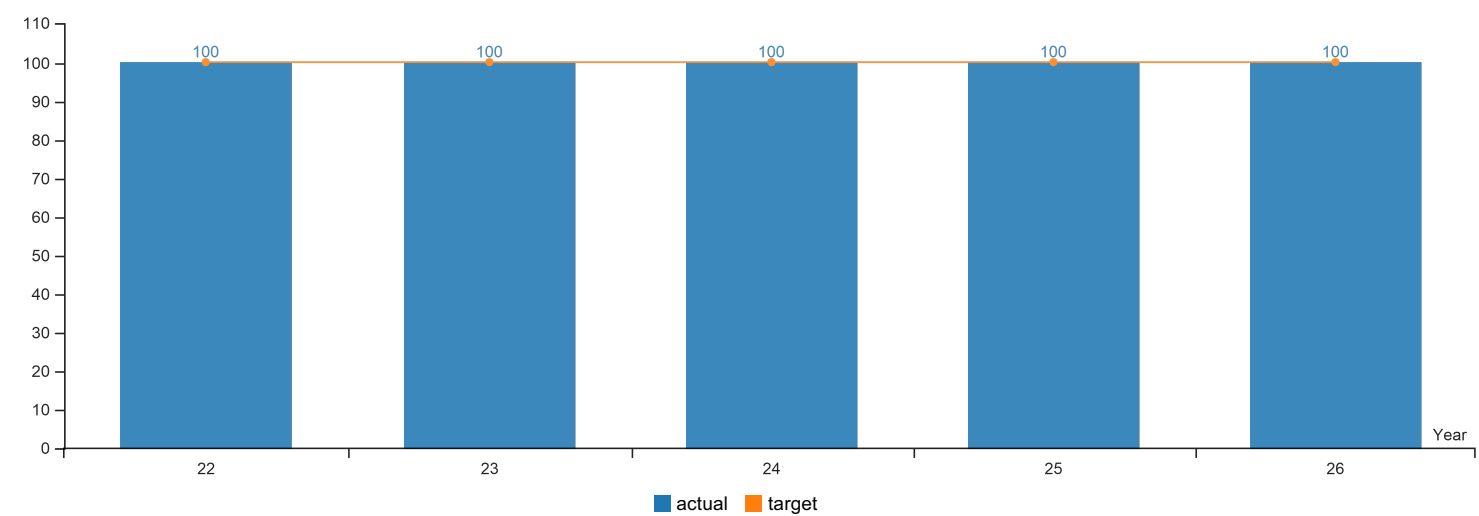
A change in question format from True/False to multiple choice is partially responsible for the higher percentage of incorrect questions in the post tests. The change in question format, while having a negative effect on the training program's numbers, provided learners a more in-depth and engaging learning experience. Survey data was not always capturable due to system restrictions.

Additionally, in 2025, 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 is exploring ideas on how to better measure the effectiveness of the training and updating the key performance measures. .

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	2022	2023	2024	2025	2026
Percentage of Contested Cases Settled Before Hearing					
Actual	100	100	100	100	100
Target	100	100	100	100	100

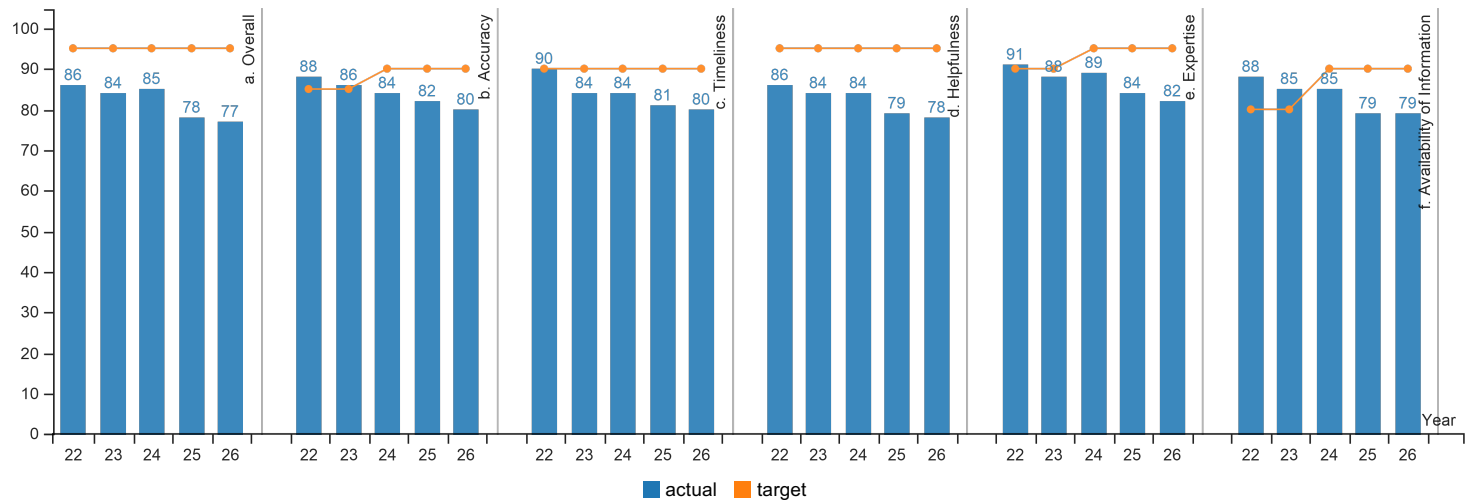
How Are We Doing

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 and in keeping with OGEC’s mission to educate public officials

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	2022	2023	2024	2025	2026
a. Overall					
Actual	86	84	85	78	77
Target	95	95	95	95	95
b. Accuracy					
Actual	88	86	84	82	80
Target	90	90	90	90	90
c. Timeliness					
Actual	90	84	84	81	80
Target	90	90	90	90	90
d. Helpfulness					
Actual	86	84	84	79	78
Target	95	95	95	95	95
e. Expertise					
Actual	91	88	89	84	82
Target	90	90	95	95	95
f. Availability of Information					
Actual	88	85	85	79	79
Target	80	80	90	90	90

How Are We Doing

The data includes 862 responses, which is a slight increase from the prior year's 825 responses. Our overall satisfaction score was 77%. OGEC's expertise was rated 82%, which was the agency's highest rated metric, though accuracy and timeliness was close behind with a score of 80%. OGEC continues to focus on our customer service by looking for improvements in each year. This data reporting on feedback and data from the year 2025.

Many constituents shared their appreciation for OGEC's ability to provide advice 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. Many of the comments stated that staff were patient and kind when they called and spoke with staff. Staff's overall demeanor and helpfulness was rated highly throughout the comments. The continued additions to OGEC's website, including updated training calendars and resources, were a frequently mentioned compliment.

Factors Affecting Results

2025 was the first full year under the oversight of the new Executive Director Susan Myers and the first full year with Public Meetings Law and Oregon Administrative Rules. OGEC continues to adapt to the passage of House Bill 2805 in 2023 which gave OGEC jurisdiction over Public Meetings Law in September of 2023.

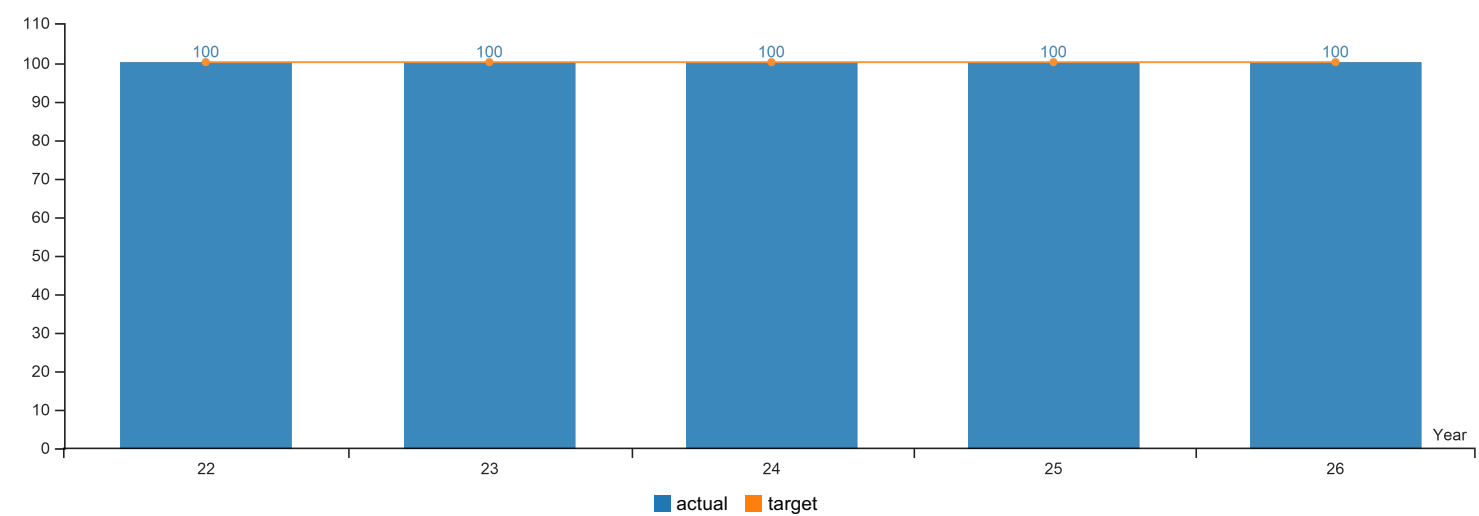
There were vacancies in staffing that affected staff efficiency and caused delays and slower response times than OGEC's constituents are used to.

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 negative impact on OGEC's customer service results as lobbyists were unsatisfied with the training opportunities offered by Legislative Equity's 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 were differing opinions concerning the interpretation of ORS 244 and ORS 192 in 2025 with the Commission, OGEC staff, and several larger associations. These differences caused some turmoil which is reflected in several of the comments on the survey. OGEC does not limit the survey to only those that would give positive feedback and reviews the comments left by survey-takers. OGEC is focusing on improving those relationships in 2026 with ongoing work sessions and focus groups.

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	2022	2023	2024	2025	2026
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 members noted concerns about increased workload and longer Commission meetings.

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 is looking forward to partnerships with associations and the public in 2026.