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NOTICE OF PROPOSED RULEMAKING INCLUDING STATEMENT OF NEED & FISCAL IMPACT

CHAPTER 409
OREGON HEALTH AUTHORITY
HEALTH POLICY AND ANALYTICS

FILED

09/29/2025 1:53 PM
ARCHIVES DIVISION
SECRETARY OF STATE

FILING CAPTION: OHA is raising the fee for the Health Care Workforce Reporting Survey and Database.

LAST DAY AND TIME TO OFFER COMMENT TO AGENCY: 10/21/2025 5:00 PM

The Agency requests public comment on whether other options should be considered for achieving the rule's substantive goals while reducing negative economic impact of the rule on business.

CONTACT: Andy Davis
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Ste 850
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Filed By:
Pete Edlund
Rules Coordinator

HEARING(S)

Auxiliary aids for persons with disabilities are available upon advance request. Notify the contact listed above.

DATE: 10/15/2025

TIME: 2:05 PM - 2:55 PM

OFFICER: Pete Edlund

REMOTE HEARING DETAILS

MEETING URL: [Click here to join the meeting](#)

PHONE NUMBER: 669-254-5252

CONFERENCE ID: 1601390442

SPECIAL INSTRUCTIONS:

The meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired or for other accommodations for persons with disabilities should be made at least 48 hours before the meeting to Andy Davis at (503) 586-9957 or by email at andy.davis@oha.oregon.gov.

Topic: 409-026 HCWF public rules hearing

Time: Oct 15, 2025 02:00 PM Pacific Time (US and Canada)

Join ZoomGov Meeting

<https://www.zoomgov.com/j/1601390442?pwd=EUwEINiB0kfX3XrkSJGTLh7WtI1TJm.1>

Meeting ID: 160 139 0442

Passcode: 908675

Dial by your location

- +1 669 254 5252 US (San Jose)
- +1 646 828 7666 US (New York)

Meeting ID: 160 139 0442

Find your local number: <https://www.zoomgov.com/join/ac8RyNvfoL>

Join by SIP

- 1601390442@sip.zoomgov.com

Join by H.323

- 161.199.138.10 (US West)
- 161.199.136.10 (US East)

Meeting ID: 160 139 0442

Passcode: 908675

NEED FOR THE RULE(S)

OHA is updating rule 409-026-0130 to amend the maximum fees to be paid by individuals applying to renew a license with a health care workforce regulatory board. ORS 676.410 specifies that these fees are reasonably calculated to reimburse program expenses for the Health Care Workforce Reporting Survey and Database. Program revenue has not fully covered expenses since 2021 and the gap between expenses and revenue continues to widen. OHA proposes to increase the fee from \$2 per license year to \$4 per license year to allow enough revenue to cover program costs for database.

DOCUMENTS RELIED UPON, AND WHERE THEY ARE AVAILABLE

Internal financial analysis from OHA Health Policy and Analytics Office of Business Operations

STATEMENT IDENTIFYING HOW ADOPTION OF RULE(S) WILL AFFECT RACIAL EQUITY IN THIS STATE

The information collected and analyzed by HWRP includes a variety of demographic data elements that provide awareness into who may be impacted by changes to the fees associated with health profession license renewal in Oregon.

Based on analysis of the existing licensed health profession workforce, as published in The Diversity of Oregon's Licensed Health Care Workforce, 2024, there are several segments of the workforce that may experience disproportionate impact from this change. For example, there are several profession groups that have higher or lower levels of race/ethnicity representation than the general Oregon population. Chiropractic Assistants, Certified Nursing Assistants, and Clinical Social Work Associates all have higher representation of Latino/a/x professionals than the general population. Respondents who identified as American Indian are represented at a lower rate across the licensed health profession workforce (1.7%) than in Oregon (2.8%). However, there is not a universal trend across professions for race/ethnicity.

The licensed health profession workforce does have significantly higher representation from those identifying as female than the Oregon population.

While there is measurable difference between the Oregon population and some of the professional populations in this program, there is minimal total impact on the Oregon population or any specific group.

Additionally, because of the minimal financial impact per person in this rule change, the impact on any group is expected to be minimal. Licensed professions with relatively lower income levels will be more impacted by this change as a proportion of their income. Because some demographic groups, such as women and people of color, are more likely to work in lower wage professions, they are likely to be relatively more impacted by this rule change.

This rule has been identified as Tier 3 per the tribal consultation policy, so no Dear Tribal Leader Letter was sent and no consultation meeting with tribal partners was held.

OHA plans to engage the populations that are impacted by the rules to raise awareness of the proposed changes and allow them to provide feedback and suggestions through partnership with professional organizations that directly work with and represent the impacted workforce. OHA will issue a public invitation to submit testimony in the public comment period.

OHA will respond to public testimony or RAC feedback that identifies equity impacts not foreseen to date by outreach to partner agencies and professional associations to plan mitigation strategies and to address any significant negative equity impacts.

FISCAL AND ECONOMIC IMPACT:

This rule change will impact renewing holders of health care professional licenses in Oregon. There will be a cost increase of \$2 per year for individual license holders.

This rule change will also impact the available budget for the Oregon Health Care Workforce Reporting Program within Oregon Health Authority. For the 2026-27 biennium, the program is estimated to have a carryover of \$384,555, which will decline in future biennia as program costs increase.

This rule change will necessitate a parallel rule change process for several health profession regulatory boards in Oregon and will cause administrative burden related to that process and any processes associated with fee collection by the regulatory boards.

The rule change will not have an impact on the general population of Oregon.

COST OF COMPLIANCE:

(1) Identify any state agencies, units of local government, and members of the public likely to be economically affected by the rule(s). (2) Effect on Small Businesses: (a) Estimate the number and type of small businesses subject to the rule(s); (b) Describe the expected reporting, recordkeeping and administrative activities and cost required to comply with the rule(s); (c) Estimate the cost of professional services, equipment supplies, labor and increased administration required to comply with the rule(s).

(1) Current staff at OHA will implement the changes including updates to contracts and invoicing as part of routine services. Health profession regulatory boards will similarly implement the change as part of existing fee collection. No change to staff or payroll in state agencies is anticipated as a result of this rule change.

Current license holders renewing a health profession license in Oregon will pay \$2 per year more for renewing their license.

(2) No small businesses should be directly impacted by this rule change. Indirect impacts to small businesses who

employ licensed healthcare providers will be minimal (\$2 per provider per year, paid by the provider).

(a) None.

(b) There should be no additional reporting, recordkeeping or administrative activities associated with this rule change.

(c) There should be no additional administrative cost associated with this rule change.

DESCRIBE HOW SMALL BUSINESSES WERE INVOLVED IN THE DEVELOPMENT OF THESE RULE(S):

Small businesses were not involved in the development of this rule.

WAS AN ADMINISTRATIVE RULE ADVISORY COMMITTEE CONSULTED? YES

AMEND: 409-026-0130

RULE SUMMARY: Fee amount changed. Implementation year changed.

CHANGES TO RULE:

409-026-0130

Fees ¶¶

(1) The Authority shall establish a per-license fee to cover the cost of collecting and reporting health care workforce information. The fee shall be calculated by adding the costs necessary to compile, maintain, and analyze the health care workforce information and dividing that cost by the approximate number of individuals licensed in Oregon.¶¶

(2) Each health care licensing board shall submit, in a format agreed to by the Authority and each Board, the total number of individuals renewed in accordance with the schedule set forth in OAR 409-026-0120 for use in determination of fee calculation for the previous license period.¶¶

(3) The fee may not exceed ~~\$48.00~~ per individual licensed for two years and ~~\$24.00~~ per individual licensed for one year for individuals renewing on or after January 1, 201~~2~~6. If the per-license fee calculation results in a figure above ~~\$48.00~~, the Authority shall review the process for calculating the fee with a stakeholder group with representation from each health care workforce regulatory board.¶¶

(4) The health care workforce information fees collected by health care workforce regulatory boards shall be paid to the Authority on a schedule agreed to by the Authority and each health care workforce regulatory board.¶¶

(5) Late payments are subject to recovery in accordance with the laws of the State of Oregon.

Statutory/Other Authority: ORS 676.410

Statutes/Other Implemented: ORS 676.410