



**OREGON BOARD OF
PHARMACY**
Governor's Budget
2025-27

BUDGET NARRATIVE – 2025-27

TABLE OF CONTENTS

	Page
INTRODUCTORY INFORMATION	
Table of Contents	2-3
Certification (107BFO1).....	4
 A: LEGISLATIVE ACTION	
Summary of Budgetary Legislative Actions (BSM002a)	6
Legislatively Approved 2023 – 2025 Key Performance Measures	7
 B: AGENCY SUMMARY	
Agency Summary Narrative	10
• Budget Summary Graphics.....	13
• Mission Statement and Statutory Authority.....	15
• 2024-2029 OBOP Strategic Plan	19
• Program Objectives.....	28
• Environmental Factors.....	29
• Agency Process Improvement Efforts	30
• Criteria for 2025-27 Budget Development	32
• Diversity, Equity and Inclusion Plan Memo.....	33
• Agency Diversity, Equity, Inclusion and Belonging Action Plan	35
• Summary of 2025-27 Budget (BDV104 & BPR010).....	40
• Program Prioritization for 2023-25 (107BF23)	47
• 10% Reduction Option	48
• Reduction Options (ORBITS Narrative, 107BF17)	49
2023-2025 Organizational Chart	51
2025-2027 Proposed Organizational Chart	53

BUDGET NARRATIVE – 2025-27

C: REVENUES

Revenue Forecast Narrative/Graphics.....	56
Fee Change Detail Memo.....	59
Fee Change Detail Report (107BF22).....	60
Fee Approval Form.....	61
Detail of Fee License Assessment Revenue Increase (107BF08).....	62
Detail of Lottery Funds, Other Funds, and Federal Funds Revenue (107BF07)	63
ORBITS Detail of Lottery Funds, Other Funds, and Federal Funds Revenue (BPR012)	65

D: PROGRAM UNITS

Organization Chart 2023-25.....	68
Proposed Organization Chart for 2025-27.	70
Program Unit Executive Summary.....	72
Program Funding Request.....	74
Program Description.....	76
Program Justification and Link to 10 Year Outcomes.	78
Program Performance & Graphics.....	78
Essential Packages	82
Policy Packages	83
ORBITS Essential and Policy Package Fiscal Impact Summary (BPR013)	89
Detail of Lottery Funds, Other Funds, and Federal Funds Revenue (BPR012 & 107BF07).....	101

E: SPECIAL REPORTS

IT Project Budget Spreadsheet.....	106
2023 Annual Performance Progress Report.....	107
Affirmative Action Report.	117
Ethnic Breakdown (graphic)	146
Bi-lingual Information (graphic)	147
Summary Cross Reference Listing and Packages (BSU003A).....	148
Policy Package List by Priority (BSU-004A).....	150
Budget Support - Revenues and Expenditures (BDV003A).....	151
Version / Column Comparison Report - Detail (ANA100A).....	163
Package Comparison Report - Detail (ANA101A)	168
Position Budget Report by DCR - (PIC 100)	184

BUDGET NARRATIVE – 2025-27

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 Board of Pharmacy

AGENCY NAME



SIGNATURE

Notice: Requests of agencies headed by 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.

Agency Request

800 NE Oregon St., Suite 150 Portland, OR 97232

AGENCY ADDRESS

Board President

TITLE

Governor's Budget

Legislatively Adopted

2025-27

107BF01



LEGISLATIVE ACTION

BUDGET NARRATIVE – 2025-27

Summary of Budgetary Legislative Actions

85500 - Oregon Board of Pharmacy

Agency Contact: **Jamal T. Fox**

Date Submitted: 7/31/2024

CFO Analyst: Hari Vellaipandian

BUDGET NARRATIVE – 2025-27

Legislatively Approved 2023 - 2025 Key Performance Measures

Published: 5/11/2023 10:44:59 AM

Agency: Board of Pharmacy

Mission Statement: The Oregon Board of Pharmacy serves to promote and protect public health, safety, and welfare by ensuring high standards in the practice of pharmacy and through effective regulation of the manufacture and distribution of drugs.

Legislatively Approved KPMs	Metrics	Agency Request	Last Reported Result	Target 2024	Target 2025
1. Percent of inspected pharmacies that are in compliance annually.		Approved	82%	85%	85%
2. Percentage of individual and facility licenses that are issued within 30 days.		Approved	63%	75%	75%
3. Percent of pharmacies inspected every two years.		Approved	41%	50%	50%
4. Average number of days to complete an investigation from complaint to board presentation.		Approved	123	100	100
5. Customer Service - Percent of customers rating their satisfaction with the agency's customer service as "Good" or "Excellent": Overall Customer Service, Timeliness, Accuracy, Helpfulness, Expertise, and Availability of Information.	a) Timeliness	Approved	81%	90%	90%
	b) Expertise		95%	90%	90%
	c) Accuracy		91%	90%	90%
	d) Helpfulness		90%	90%	90%
	e) Overall		89%	90%	90%
	f) Availability of Information		84%	90%	90%
6. Board Best Practices - Percent of total best practices met by the Board.		Approved	98%	100%	100%

LFO Recommendation: LFO recommends approval of the KPMs and targets as presented.

SubCommittee Action: The Education Subcommittee approved the KPMs and targets.

BUDGET NARRATIVE – 2025-27

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AGENCY SUMMARY

BUDGET NARRATIVE – 2025-27

Agency Summary Narrative

The Oregon Board of Pharmacy (“board”) is an other-funded agency established in 1891 to ensure that only qualified and competent individuals are licensed to engage in the practice of pharmacy. The board is responsible for both the licensure of individuals (pharmacists, interns, certified Oregon pharmacy technicians, pharmacy technicians, preceptors) and the registration of thirty-four drug outlet categories such as retail drug outlets (pharmacies), institutional drug outlets (hospitals/nursing homes), drug manufacturers, wholesalers, non-prescription outlets, and others. The board’s purpose is to promote, preserve and protect the public health, safety and welfare by and through the effective control and regulation of the practice of pharmacy and of the registration of drug outlets engaged in the manufacture, production, sale and distribution of drugs, medications, devices and such other materials as may be used in the diagnosis and treatment of injury, illness and disease.

The nine-member board consists of five licensed Pharmacists, two licensed Pharmacy Technicians and two public members who are appointed by the Governor and confirmed by the Senate and may be reappointed. Board members are responsible for the activities of the agency and outcomes concerning licensure, registration and discipline. Board members appoint and review the work of the Executive Director, who is responsible for planning and leading all activities of the agency staff. The seven-member Public Health and Pharmacy Formulary Advisory Committee, established in 2018, consists of two Physicians, two Advanced Practice Nurses and three Pharmacists appointed by the Governor. The committee evaluates concepts for protocols or post-diagnostic drugs and devices to recommend to the board for adoption by rule. These rules allow pharmacists to provide patient care services to improve the health of Oregonians.

The board office is located in the Portland State Office Building and consists of 24 full-time equivalents (FTE). Agency staff is organized into four distinct divisions, including Licensing, Compliance and Administrative Services and Executive. The Licensing Department is responsible for the processing of license and registration applications and renewals. There are 34 license categories, including Pharmacists, Interns, Pharmacy Technicians, and multiple types of drug outlets including retail, institutional, non-prescription, wholesaler, manufacturer, and others. This team manages over 32,000 active licenses. The Compliance Department is responsible for investigations and inspections to ensure that Licensees and Registrants meet standards for safe and legal dispensing, distribution, and delivery of drugs. In addition, this team actively responds to inquiries and assists in providing educational outreach. The department relies on close collaboration with various state and federal regulatory agencies to regulate practice, and ensure patient safety, health, and welfare. The Administrative Services Department is responsible for ensuring the agency is in compliance with State processes of financial management, procurement, information technology, public record requests, agency policy, training, or program coordination, and overall office management. The Executive Department is responsible for day-to-day agency operations, strategy, personnel management, legislative processes, communications including public outreach, rulemaking, records management, agency staff committee management, affirmative action, and diversity, equity, and inclusion, and succession planning.

The Agency tracks expenditures separately for board meetings, board member activities and the Public Health and Pharmacy Formulary Advisory Committee. The board is budgeted and accounted for as a single program unit and the source of funds is 100% Other Funds.

BUDGET NARRATIVE – 2025-27

Agency Programs:

Agency staff is internally organized into four divisions including Licensing, Compliance, Administrative Services and Executive.

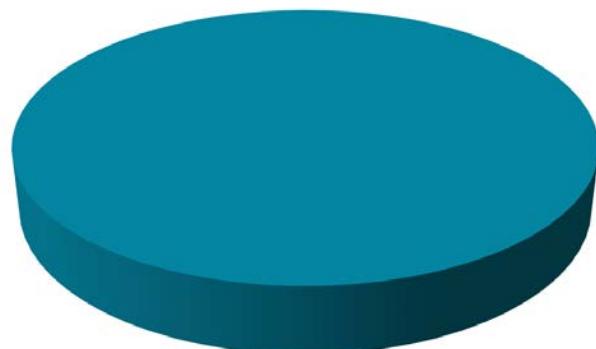
Licensing Department consists of seven full-time equivalents (7 FTE): Licensing Director (Business Operations Supervisor 1) and six Licensing Representatives responsible for providing technical assistance, performing primary source verification / qualification analysis and processing information related to licensing and examinations including applications, renewals, continuing education audits, and processing of more than 32,000 active licenses. Licensees and applicants of the board represent 34 different categories of licensure for individuals and drug outlets. Examinations include the North American Pharmacy Licensure Examination (NAPLEX), the Multi-state Pharmacy Jurisprudence Examination (MPJE), the Foreign Pharmacy Graduate Equivalency Examination (FPGEE), and the Test of English as a Foreign Language (TOEFL). The board requires national fingerprint-based FBI background checks for all new applicants for Pharmacist, Intern, Certified Oregon Pharmacy Technician, Pharmacy Technician licensure. The Licensing team also performs criminal background checks with established Policies and Procedures using the Oregon Law Enforcement Data System (LEDS).

Compliance Department consists of twelve full-time equivalents (12 FTE): Compliance Director (Compliance & Regulatory Manager 1), a Chief Compliance Officer, seven Compliance Officers and three Compliance Assistants. The Compliance Department is responsible for performing pharmacy inspections, performing investigations of alleged violations of law and/or rule via complaints from the public, licensees/ registrants or the board, drafting and issuing notices of proposed disciplinary actions, consent orders, and final orders, monitoring licensees/ registrants placed on probation, communicating and collaborating with federal government agencies, communicating and collaborating with the Department of Justice and the Office of Administrative Hearings, responding to inquiries from the public and licensees/registrants and providing educational outreach.

Administrative Services Department consists of three full-time equivalents (3 FTE): Chief Financial & Administrative Officer (Business Operations Supervisor 2), Strategic Initiatives Manager (Executive Assistant) and an Officer Manager. They are responsible for ensuring the agency compliant with State processes of financial management, procurement and agency contracts, public record requests, records retention, and overall office management.

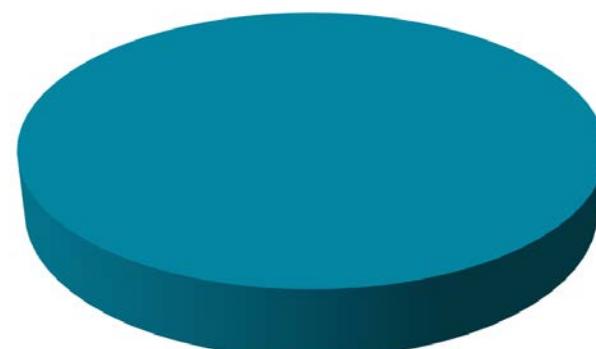
The Executive Department consists of two full-time equivalents (2 FTE): Executive Director (Agency Head 6) and Operations Manager (Operations Policy Analyst 2). The Executive Director is responsible for day-to-day agency operations, strategy, personnel management, legislative processes, communications including public outreach, rulemaking, records management, agency staff committee management, affirmative action, diversity, equity, inclusion and belonging and succession planning. The Executive Director is responsible for the overall operation of the agency, which includes supervision of each department Director as well as the performance of agency staff, the interpretation and implementation of board policy, oversight of public and media relations, active partnership with the National Association of Boards of Pharmacy (NABP), the American Council of Pharmaceutical Education (ACPE), and the state and federal regulatory bodies including the U.S. Food and Drug Administration (FDA) and Drug Enforcement Administration (DEA). Agency staff regularly provides outreach to the schools/college of pharmacy in Oregon.

Oregon Board of Pharmacy Funding Limitations 23-25 LAB



■ Other Funds - \$11,391,000

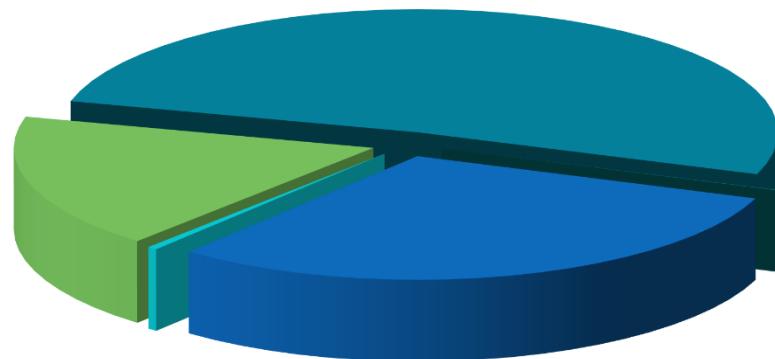
Oregon Board of Pharmacy Funding Limitations 25-27 GRB



■ Other Funds - \$14,210,412

BUDGET NARRATIVE – 2025-27

Budget Summary Graphics

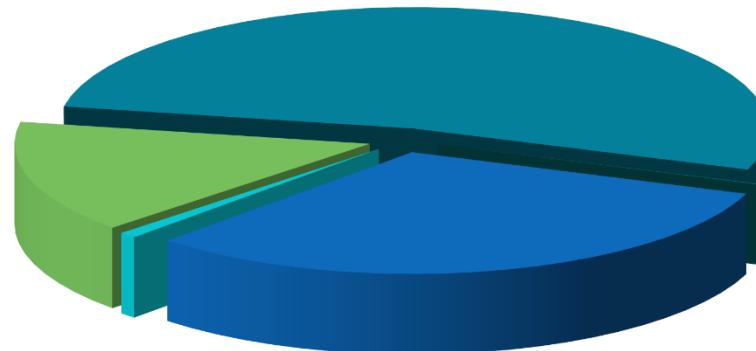


2023-2025 Program Allocation

- Operations (Administration, Communications & Policy) 30%
- Board Meeting and Member Activities 1.5%
- Licensing 16%
- Compliance 52%
- Public Health & Pharmacy Formulary Advisory Committee .5%

2025-2027 Program Allocation

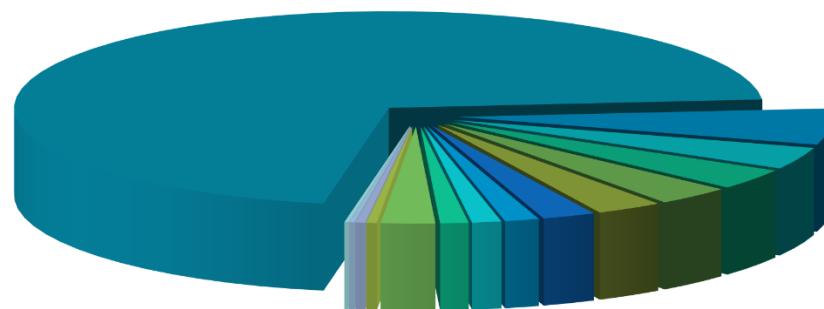
- Operations (Administration, Communications & Policy) 31.5%
- Board Meeting and Member Activities 0.8%
- Licensing 15.0%
- Compliance 52.6%
- Public Health & Pharmacy Formulary Advisory Committee 0.1%



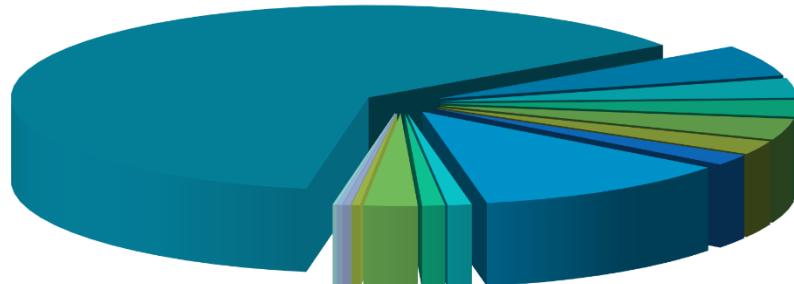
BUDGET NARRATIVE – 2025-27

- Personnel Services 70.83%
- Attorney General 6.03%
- Other Services & Supplies, Banking 3.68%
- Data Processing & Telecommunications 3.46%
- Prof. Services/Hearings Panel, HPSP 3.24%
- Facilities & Rent 2.89%
- Agency Program Related S & S (Fingerprinting) 2.29% *PASS THRU
- IT Professional Services 1.49%
- Office Expenses/Supplies (Includes Storage Fees & Postage) 1.27%
- Travel 1.22%
- State Government Service Charges 2.34%
- Publicity & Publications 0.45%
- IT Expendable Property 0.41%
- Employee Training 0.24%
- Expendable Property 0.15%
- Medical Services & Supplies 0.01%

2023-2025 Expenditures by Type \$11,391,000



2025-2027 Expenditures by Type \$14,210,412



- Personnel Services 62.63%
- Attorney General 5.51%
- Other Services & Supplies, Banking 3.43%
- Data Processing & Telecommunications 2.95%
- Prof. Services/Hearings Panel, HPSP 3.67%
- Facilities & Rent 2.41%
- Agency Program Related S & S (Fingerprinting) 1.91% *PASS THRU
- IT Professional Services 11.83%
- Office Expenses/Supplies (Includes Storage Fees & Postage) 1.09%
- Travel 1.03%
- State Government Service Charges 2.42%
- Publicity & Publications 0.39%
- IT Expendable Property 0.35%
- Employee Training 0.23%
- Expendable Property 0.15%
- Medical Services & Supplies 0.01%

BUDGET NARRATIVE – 2025-27

Mission Statement and Statutory Authority

Mission

The Oregon Board of Pharmacy serves to promote and protect public health, safety, and welfare by ensuring high standards in the practice of pharmacy and through effective regulation of the manufacture and distribution of drugs.

Statutory Authority

The authority and responsibilities of the Board of Pharmacy are contained in Chapter 689 of the Oregon Revised Statutes (The Oregon Pharmacy Act) and Chapter 475 (Uniform Controlled Substances Act). The Oregon Administrative Rules for the Oregon Board of Pharmacy reside in Chapter 855.

• ORS 689.005 - 995	Pharmacists; Pharmacy Technicians, Drug Outlets; Drug Sales
• ORS 475.005 - 980	Controlled Substances; Illegal Drug Cleanup; Paraphernalia; Precursors
• OAR 855 Divisions 006-143	Board of Pharmacy Oregon Administrative Rules

Statement of Purpose

The practice of pharmacy in the State of Oregon is declared a professional practice affecting public health, safety and welfare and is subject to regulation and control in the public interest. It is further declared to be a matter of public interest and concern that the practice of pharmacy merits and receive the confidence of the public and that only qualified persons be permitted to engage in the practice of pharmacy in the State of Oregon.

In healthcare, most board practice acts are specific to the profession and scope of practice, however the pharmacy practice act includes both the professional practice of pharmacy as well as regulation of drug outlets, distributors, and manufacturers. The purpose of the Board of Pharmacy under chapter 689 is to promote, preserve, and protect the public health, safety, and welfare by and through:

1. The effective control and regulation of the practice of pharmacy.
2. Regulation through registration of all entities involved in the commerce, manufacture, production, sale, and distribution of:
 - a. Prescription drugs
 - b. Over-the-counter (nonprescription) drugs
 - c. Controlled substances (drugs with abuse or dependency potential)
 - d. Devices
 - e. Other materials used in the diagnosis and treatment of injury, illness, and disease.

BUDGET NARRATIVE – 2025-27

“Practice of Pharmacy” means: [ORS 689.005(29)]

- (a) The interpretation and evaluation of prescription orders;
- (b) The compounding, dispensing and labeling of drugs and devices, except labeling by a manufacturer, packer or distributor of nonprescription drugs and commercially packaged legend drugs and devices;
- (c) The prescribing and administering of vaccines and immunizations and the providing of patient care services pursuant to ORS 689.645;
- (d) The administering of drugs and devices to the extent permitted under ORS 689.655;
- (e) The participation in drug selection and drug utilization reviews;
- (f) The proper and safe storage of drugs and devices and the maintenance of proper records regarding the safe storage of drugs and devices;
- (g) The responsibility for advising, where necessary or where regulated, of therapeutic values, content, hazards and use of drugs and devices;
- (h) The monitoring of therapeutic response or adverse effect to drug therapy;
- (i) The optimizing of drug therapy through the practice of clinical pharmacy;
- (j) Patient care services, including medication therapy management and comprehensive medication review;
- (k) The offering or performing of those acts, services, operations, or transactions necessary in the conduct, operation, management, and control of pharmacy;
- (l) The prescribing and administering of injectable hormonal contraceptives and the prescribing and dispensing of self-administered hormonal contraceptives pursuant to ORS 689.689;
- (m) The prescribing and dispensing of emergency refills of insulin and associated insulin-related devices and supplies pursuant to ORS 689.696;
- (n) The prescribing, dispensing and administering of preexposure prophylactic antiretroviral therapies and post-exposure prophylactic antiretroviral therapies, pursuant to ORS 689.704 and rules adopted by the board under ORS 689.645 and 689.704; and
- (o) The delegation of tasks to other health care providers who are appropriately trained and authorized to perform the delegated tasks.

“Drug Outlet” means: [ORS 689.005(12)]

Any pharmacy, nursing home, shelter home, convalescent home, extended care facility, drug abuse treatment center, penal institution, hospital, family planning clinic, student health center, retail store, wholesaler, manufacturer, mail-order vendor or other establishment with facilities located within or out of this state that is engaged in dispensing, delivery or distribution of drugs within this state.

BUDGET NARRATIVE – 2025-27

Licensing, Standards and Discipline for Individuals [ORS 689.151, ORS 689.225 – 689.295, ORS 689.486 – 689.499]

Any individual engaged in the practice of pharmacy on behalf of an Oregon patient must be licensed by the board.

INDIVIDUALS LICENSED IN OREGON	
This includes the following individual categories as of 7/1/2024	
Pharmacist	8,992
Intern	617
Certified Oregon Pharmacy Technician	5,388
Pharmacy Technician	1,577
Preceptor*	3,534
Federal Preceptor*	36
Non-Pharmacist Preceptor*	5
TOTAL	20,185

(*Note: All preceptors are licensed Pharmacists in Oregon with the exception of non-pharmacist preceptors)

Registration of drug outlets; rules [ORS 689.305]

- (1) All drug outlets shall annually register with the State Board of Pharmacy.
- (2) (a) Each drug outlet shall apply for a certificate of registration in one or more of the following classifications:
 - (A) Retail drug outlet.
 - (B) Institutional drug outlet.
 - (C) Manufacturing drug outlet.
 - (D) Wholesale drug outlet.
 - (E) Nonprescription drug outlet.
 - (F) Third-party logistics provider drug outlet.
- (b) An individual who is employed by a corporation which is registered under any classification listed in paragraph (a) of this subsection is not required to register under the provisions of this section.
- (3) The board shall establish by rule pursuant to ORS 689.155 and 689.205 the criteria that each drug outlet must meet to qualify for registration

BUDGET NARRATIVE – 2025-27

in each classification designated in subsection (2)(a) of this section. The board may issue various types of certificates of registration with varying restrictions to the designated outlets where the board deems it necessary by reason of the type of drug outlet requesting a certificate.

(4) The board shall establish by rule pursuant to ORS 689.155 and 689.205 the criteria that each drug outlet must meet to qualify for registration in each classification designated in subsection (2)(a) of this section. The board may issue various types of certificates of registration with varying restrictions to the designated outlets where the board deems it necessary by reason of the type of drug outlet requesting a certificate.

DRUG OUTLETS REGISTERED IN OREGON			
This includes the following categories of drug outlets as of 7/1/2024			
Animal Euthanasia	22	Non-Prescript Drug Outlet-D	4
Charitable Pharmacy	6	Non-Prescript Drug Outlet-E	9
Community Health Clinic	1	Pharmacy Prescription Kiosk	0
Controlled Substance	2,005	Pharmacy Prescription Locker	5
Correctional Facility	51	Precursor	8
Dispensing Practitioner Drug Outlet	98	Prophylactic/Contraceptive	30
Drug Distribution Agent	475	Remote Dispensing Machine	1
Home Dialysis Drug Outlet	16	Remote Distribution Facility	4
Hospital Drug Room	6	Remote Dispensing Site Pharmacy	1
Institutional Drug Outlet	129	Retail Drug Outlet	1,472
Manufacturer	1,459	Wholesaler - Class III	199
Med Device/Equip/Gases-C	485	Wholesaler - Nonprescription	157
Non-Prescript Drug Outlet-A	3,037	Wholesaler with Prescription	540
OUTLET TOTAL			10,220

The total number of Board of Pharmacy licensees and registrants as of 7/1/2024 is 30,302.

BUDGET NARRATIVE – 2025-27

Agency Strategic Plan

In the [Oregon Board of Pharmacy 2024-2029 Strategic Plan](#) adopted at the April 2024 board meeting, the board reaffirmed its purpose as stated in its Mission, Vision, Equity Statement, and Values.

Mission: The Oregon Board of Pharmacy serves to promote and protect public health, safety, and welfare by ensuring high standards in the practice of pharmacy and through effective regulation of the manufacture and distribution of drugs.

Vision: All Oregonians have equitable access to medication and pharmacy services, provided safely and conveniently, through a network of highly skilled and dedicated Pharmacists, Interns and Pharmacy Technicians along with a well-regulated manufacturing and distribution network.

Equity Statement: The Oregon Board of Pharmacy is committed to Diversity, Equity, Inclusion, and Belonging (DEIB) within its organization and for the public it serves. This commitment is reflected in board membership, agency staffing, the services provided, and its efforts to promote patient safety and ensure access to quality pharmacy care. Our actions, outlined in our DEIB and Affirmative Action Plans, demonstrate this commitment.

The following principles guide our approach:

- Promote a welcoming, safe, and inclusive culture for people of all backgrounds
- Foster an inclusive environment where all current and prospective licensees and registrants receive fair and unbiased service from the agency staff and board
- Advance Diversity and Equity in access through culturally responsive service delivery that addresses the changing climate within the pharmacy profession
- Ensure all patients needing pharmacy services are able to receive safe and timely access to medications, regardless of place of residence, economic or social status, physical ability, ethnicity, or gender identity

Values: Equity, Service, Safety, Adaptability, Integrity & Accountability and Professionalism

BUDGET NARRATIVE – 2025-27

VALUES

These values reflect both how the board and agency staff strive to conduct ourselves, and the behaviors the board seeks to instill across the practice of pharmacy in Oregon.

Equity

Each individual and group are valued, respected, and treated fairly ensuring equal access to medications and support for their unique and diverse requirements.

Professionalism

We are committed to promoting excellence in pharmacy practice through expertise, commitment, and competence.

Service

We deliver a consistent standard of excellence in all work and respond promptly to the needs of patients, Licensees, Registrants, providers, and partners.

Integrity & Accountability

Transparency and honesty govern the board's work. We accept responsibility for our actions, products, decisions, and policies.

Safety

We are committed to protecting the health, safety, and welfare of the public. Safety is the foundation of the board's Mission.

Adaptability

We are open to new ideas and to responding to the changing needs and challenges in the field of healthcare and pharmacy.

BUDGET NARRATIVE – 2025-27

When the COVID-19 pandemic emerged in the Spring of 2020, the board and agency staff were engaged in a major effort to revise and update Chapter 855 Oregon Administrative Rules and processes to address ongoing changes in healthcare, demographics, professional roles, technology, and more. The pandemic forced the board to shift to “emergency” mode to cope with new demands and capacity needs. The one constant through the height of the pandemic has been the board’s focus on safeguarding patient safety.

The COVID-19 pandemic served as a catalyst, highlighting the paramount need to prioritize three key areas for ongoing development of a more robust healthcare system: ensuring equitable access to essential medications, implementing safe pharmacy practices, and investing in a sustainable pharmacy workforce. These initiatives extend beyond ethical considerations; they represent strategic imperatives that will contribute to a more efficient and resilient healthcare infrastructure. This Strategic Plan acknowledges the ongoing need to balance the board’s regulatory role with its commitment to service, support, equity, and diversity.

The pharmacy profession, like many other healthcare professions, has taken on additional patient care services to improve public health and safety. This includes providing immunizations, performing laboratory tests, prescribing and dispensing medications under collaborative drug therapy management agreements and protocols adopted by board rule which increased a demand in pharmacy services. As public health needs continue to grow, Pharmacists remain the most accessible healthcare providers, making their role even more crucial. However, this expanded role comes with challenges. Pharmacies are facing staffing shortages and financial hardships, leading to reduced staff and closures. These issues, present before the pandemic, have intensified. The board has seen a significant rise in consumer complaints, likely reflecting these strains on the system.

The pandemic, along with these trends, underscores a vital connection: ensuring “safety” necessitates not only safeguarding patients but also enabling equitable access to healthcare, supporting environments conducive to safe pharmacy practices, and fostering a well-qualified and motivated pharmacy workforce. This reinforces the critical need for the agency to effectively balance its regulatory function with a commitment to service, support, equity, and diversity.

Strategic Priorities

At its Strategic Planning meeting in November 2023, the Board, Executive Director and the Leadership Team identified and evaluated a wide range of trends and challenges facing the practice of pharmacy and our agency. This process and deliberation led to agreement and identified that six Strategic Pillars outlined in the plan will be the guiding force for the Board and agency staff, with goals that will help us establish the necessary regulatory framework to promote and integrate the best pharmacy practices, ultimately ensuring public health and safety. The six Strategic Pillars are Licensees, Registrants, Innovation, Operations, Regulation & Compliance and Communication. In identifying and selecting goals and key actions under each pillar described in the next section the board gave clear direction to the Executive Director and agency staff that meaningful progress on these items should be made over the next two to five years, while recognizing that some of these items will remain important issues over an even longer time span. The board and agency staff will regularly assess the progress of these goals.

BUDGET NARRATIVE – 2025-27

LICENSEES

Goals: Promote deployment and effective implementation of newly adopted Licensee rules to ensure they achieve intended outcomes of clarity, diversity, professional competency and commitment to patient care and safety. Enhance and/or support factors that can positively impact the well-being and ability of Licensees to serve patients safely and equitably.

Key Actions:

1. Monitor questions, concerns, and impacts of new Licensee rules to assess their effectiveness in promoting safety and equity and identify any unintended consequences and/or need for clarification.
2. Act as needed to potentially amend Licensee rules, to ensure clarity and achieve the intended results in line with the board's mission to promote and protect public health, safety, and welfare for all Oregonians.
3. Collect and analyze data to gain insights into trends, challenges and opportunities related to Licensee diversity, job competence and satisfaction.
4. Collect and analyze data to gain insights into trends, challenges and opportunities related to Licensee diversity, job competence and satisfaction.
5. Explore options for national certification and/or enhanced training standards for licensees while ensuring these measures support equity and diversity in the profession.
6. Explore options for national certification and/or enhanced training standards for licensees while ensuring these measures support equity and diversity in the profession.

Current Situation:

- The anticipated challenges impacting pharmacy service providers, identified in the board's previous Strategic Plan, have further intensified. Staffing constraints, closures, and the pressure to meet patient needs continue to weigh heavily on the morale and professional well-being of Pharmacists, Interns, and Pharmacy Technicians. This critical workforce demand presents a strategic opportunity to expand and diversify the population of professionals within the field, fostering inclusivity and bolstering long-term sustainability.

REGISTRANTS

Goals: Amend existing rules for pharmacy Registrants to clarify categories and operating standards, support safe and equitable access, and avoid unnecessary administrative effort. Update rules for non-pharmacy Registrants: manufacturers, wholesalers, outsourcing facilities, third-party logistics providers, drug distribution agents and non-prescription drug outlets, to address changes in federal

BUDGET NARRATIVE – 2025-27

regulations. Engage with public and other interested parties to tackle challenges faced by Registrants in ensuring equitable access to medication, addressing workforce shortages, and ensuring patient safety.

Key Actions:

1. Establish clear goals, priorities, and a high-level plan for the pharmacy Registrant rule revision process.
2. Evaluate and refine each proposed rule amendment to minimize compliance and registration challenges while prioritizing public safety, equity, and access to medication.
3. Harmonize existing rules with Federal regulations to ensure consistency and alignment.
4. Identify and address gaps in rules to mitigate risks to patients, support efficient drug distribution and provide clear operating guidelines for non-pharmacy Registrants.
5. Identify individuals, groups and locations facing obstacles to accessing pharmacy services and/or ability to join the practice of pharmacy.
6. Continue the Safe Pharmacy Practice Conditions initiative, considering enhancements to promote diverse representation and more effectively address safe practice challenges.

Current Situation:

- Entities that make up the pharmacy supply chain, from manufacturers and distributors to retail and institutional pharmacies, continue to deal with economic challenges and supply chain disruptions in the wake of the COVID pandemic. Particularly troubling are the increasing closures and reduced operating hours of community pharmacies. These closures disproportionately impact underserved urban and rural communities. The remaining pharmacies struggle to serve a larger customer base, leading to strained service capacity, extended wait times and increased stress and workload for pharmacy employees. When access to medications is delayed or unavailable, it puts patients' health at risk. The rules that govern Registrants need to be revised to clarify registration requirements and be flexible enough to address industry evolution and future trends.

INNOVATION

Goals: *Proactively assess and manage the impact of emerging technologies on pharmacy practice, patient safety, diversity, and equity. Explore and adopt innovative approaches to enhance access to board rules, information, and services.*

Key Actions:

1. Monitor the adoption of innovative technologies in the pharmacy industry, evaluating their potential benefits and challenges in terms of pharmacy access, service, patient safety risks and equity.
2. Identify areas where the board can act to facilitate the safe and effective implementation of innovative technology solutions, including potential modifications to statutes and rules.

BUDGET NARRATIVE – 2025-27

3. Examine potential applications and implications of Artificial Intelligence in the context of the board's work and the overall practice of pharmacy, highlighting both advantages and concerns.

Current Situation:

- Innovation has become a key focus for the board. This strategic plan reflects a shift in focus by broadening the “technology” pillar to encompass all aspects of “innovation.” This broadened focus allows the board to address not only specific technological advancements but also broader innovations impacting pharmacy practice, patient safety, and equity. The board will actively anticipate, assess, and manage the potential consequences of these innovations, both positive and negative. This shift in emphasis towards innovation permeates all sections of the plan and will remain a core area of development for the board moving forward.

OPERATIONS

Goals: *Address opportunities to promote efficiency and access to board provided services and support. Ensure the agency has capacity, capability and diversity to achieve operational and strategic priorities, deliver effective service to customers, and optimize resource utilization. Improve support for board member engagement and participation.*

Key Actions:

1. Continuously enhance the online information and tools provided to Licensees, Registrants, and the public prioritizing user-friendliness and accessibility.
 - a. Regularly evaluate the effectiveness of Registrant self-inspection forms and guidance documents to ensure they remain relevant, informative, and easy to understand.
 - b. Expand access to Pharmacist-in-Charge training and other high-demand training programs. Ensure adequate tracking mechanisms are in place to keep accurate records of participation and completion.
2. Refine application review and revision procedures to provide clarity, improve understanding and reduce application processing times.
3. Conduct a comprehensive analysis of agency staff roles, diversity, skill levels, budgets, and organizational culture in relation to workload, priorities, and values.
4. Complete and execute a succession and development plan to promote growth in staff skills and avoid gaps related to potential turnover.
5. Implement realignments to agency staffing levels, roles and responsibilities as needed to achieve Key Performance Measures, promote agency staff diversity, foster strong morale, and deliver on key goals.
6. Evaluate existing processes, procedures, and systems/software tools to identify and take action to streamline operations and ensure high quality performance with an emphasis on patient safety.
7. Support the Governor's strategic initiatives and fulfill all agency requirements within the assigned timeframes.

BUDGET NARRATIVE – 2025-27

8. Strengthen and reinforce board member onboarding and orientation process, ensuring a regular review of procedures and responsibilities and supporting the diverse backgrounds and needs of each individual.
9. Review the agenda build process to broaden input and provide flexibility in addressing emerging priorities.
10. Develop and provide training on board guidelines and procedures for meeting decorum, using Roberts Rules of Order.

Current Situation:

- Operations, a new Pillar in the Strategic Plan, was added due to growing work volumes and expanding priorities requiring the agency to become more efficient and customer focused. This focus on efficiency and customer service strengthens the agency's ability to support entities with the information and resources they need to deliver safe and effective pharmacy services.

REGULATION & COMPLIANCE

Goals: *Continue and refine rule review and revision efforts, balancing patient safety goals with speed of progress, volume of changes, and board/constituent capacity. Address causes and impact of significant growth in case and complaint volume.*

Key Actions:

1. Proceed with planned overhaul of rules governing Registrants and implementation of recent Licensee rule updates and reorganization.
2. Expand opportunities for board review, discussion and input on rule priorities, rationale, and scoping.
3. Review current rule-writing process and implement measures to ensure early, diverse, and thoughtful input from various interested parties, through outreach to diverse audiences, Rule Advisory Committees, Workgroups, board standing committees and other approaches.
4. Continuously monitor the impact of newly adopted rules on safe and equitable practice of pharmacy and gather feedback from Licensees and Registrants. Act as needed to refine rule writing.
5. Conduct thorough, fact-based review and analysis of cases submitted for board review and identify patterns and potential root causes of regulation violations.
6. Based on analysis and ongoing review of case trends, take appropriate mitigating action. This may include providing information for Licensees and Registrants to avoid violations, adding resources and/or adapting processes to manage case volumes.
7. Continue to improve organization of case information for effective board review.
8. Design and implement an enhanced case tracking process to improve monitoring and response to trends and compliance issues.

BUDGET NARRATIVE – 2025-27

Current Situation:

- Regulation and Compliance have seen significant change in recent years and will continue to be a focus of attention and action over the period of this strategic plan.
- In the past few years, the board has revised a significant number of rules to improve clarity, respond to changes in practice, and address new state and federal laws.
- Increased changes and pressures on the practice of pharmacy have resulted in a significant increase in the number of cases.

COMMUNICATION

Goals: *Enhance and increase understanding of board communications across the practice of pharmacy and drug supply chain to promote safe and equitable access to medications and promote a culture of trust and professionalism. Promote awareness and knowledge of rule changes and other board actions to support understanding and compliance. Develop a more responsive, service-oriented approach to providing timely and useful information to customers and the public.*

Key Actions:

1. Share and promote the board's Strategic Plan and Governor's Strategic Initiatives and Enterprise Accountability as a foundation for communication and collaboration with Licensees, Registrants and interested parties.
2. Expand outreach and networking with diverse organizations, colleges and schools of pharmacy, agencies, and individuals to gain a deeper understanding of shared needs, identify opportunities for collaboration, and develop joint actions to achieve mutual goals to address workforce shortages.
3. Evaluate the effectiveness of current communications methods and channels and identify approaches to enhance the impact of agency messaging.
4. Review clarity and usability of frequently used public-facing documents and revise as needed to enhance accessibility and understanding.
5. Implement comprehensive pre- and post-launch communication strategies for rule updates, targeting Licensees, Registrants and other affected or interested parties.
6. Establish accessible “inbound” communication channels to facilitate feedback and address questions on rule amendments.
7. Explore and implement more diverse and effective methods to strengthen communication and interaction between board and agency staff, ensuring clarity of goals, challenges, and decisions.
8. Investigate and evaluate approaches and options for handling Licensee, Registrant, and interested party questions while maintaining a clear distinction between providing information and offering legal advice.
9. Identify and test various methods to enhance and streamline the processing of inquiries.

BUDGET NARRATIVE – 2025-27

10. Evaluate and implement response strategies while continuously assessing their effectiveness in ensuring regulatory compliance, maintaining high service quality, and positively shaping the public perception of the Oregon Board of Pharmacy.
11. Agency staff will regularly monitor progress on the Strategic Plan and annually report status updates on implementation progress to the board. The reports will be posted publicly as part of the board's meeting agenda and made available on the website for public review.

BUDGET NARRATIVE – 2025-27

Program Objectives

On-site Inspections of Drug Outlets:

Board Compliance Officers perform on-site inspections of pharmacies and other drug outlets. The board provides a self-inspection form for each type of drug outlet annually to provide clarity of expectations and transparency in the inspection process. This communication provides licensees and registrants the opportunity to review applicable laws and rules to aid in compliance and ensure patient safety. Inspections are a critical tool for the board to ensure public safety.

Investigate all Complaints of Alleged Violations of Law and Rule:

The board's Compliance team investigates all complaints of alleged violation of law and rule as required by ORS 689.405. Board investigations include, but are not limited to drug theft or diversion, impairment of licensees, practicing pharmacy without a license, fraud, and unregistered drug outlets. The board regulates licensees and registrants which creates an additional layer of complexity to investigations in an already dynamic and complex practice setting. All investigations are presented to the board to determine if a violation has occurred and if disciplinary action is warranted. The board and agency staff work closely with the Oregon Department of Justice (DOJ) legal counsel during investigations, proposed disciplinary action and the hearing process.

Collaborate with Federal, State and Local Partnerships:

The board collaborates with federal and state government agencies to protect the health, safety and welfare of Oregonians. The board works closely with the Medical, Nursing, Veterinary, Dental and Naturopathic Boards, the Drug Enforcement Agency (DEA), the Food and Drug Administration (FDA), and the Office of the Inspector General (OIG). The board registers Dispensing Practitioner Drug Outlets in collaboration with the Oregon Medical Board and Oregon Board of Nursing for their licensees who dispense drugs directly to their patients. The board also communicates regularly with national and state pharmacy associations, the National Association of the Boards of Pharmacy, and the state schools/colleges of pharmacy to ensure that interested party input is maintained. The board utilizes the Health Professionals Services Program (HPSP) established in 2010 for licensees who have been diagnosed with substance use or mental health disorders. This program allows the board to refer licensees for monitoring of drug testing as part of disciplinary orders.

Maintain Staffing Levels and Necessary Resources:

To achieve the goals and actions as directed by the board's 2024-2029 Strategic Plan as well as legislative mandates and other directives, it is critical that the Agency maintain or increase staffing levels as applicable. As the Agency's workload and responsibilities continue to increase, so must the Agency's staffing and resource levels.

BUDGET NARRATIVE – 2025-27

Environmental Factors

1. The board is continuing a major revision of the organization of its Oregon Administrative Rules, called the “Division Vision”, to improve clarity, transparency and compliance. As rules are systematically updated, they are organized into a standardized format and given a new division number. This process will continue over the next 5-8 years. The board adopted new Divisions for Pharmacists, Interns, Pharmacy Technicians and Continuing Pharmacy Education rules. The board adopted new rules for Pharmacy Prescription Kiosk, Universal rules and Board Administration. The board adopted over 100 rules in the calendar year 2023.
2. U.S. drug supplies are generally considered safe, incidents of counterfeit and diverted or stolen drugs continue to challenge the national drug supply chain. The Board of Pharmacy works with Federal and State partners to assure that the prescription and nonprescription drugs sold in Oregon are legitimate and have been manufactured, transported, stored, and distributed in a manner that maintains purity and potency.

The Drug Quality and Security Act (DQSA) was enacted by Congress on November 27, 2013. Title II of DQSA, the Drug Supply Chain Security Act (DSCSA), outlines steps to achieve interoperable, electronic tracing of products at the package level to identify and trace certain prescription drugs as they are distributed in the United States. The DSCSA is designed to ensure that the drug supply chain remains secure and that prescription drugs moving through the supply chain are properly stored, handled, and transported. These measures are intended to help protect consumers from drugs that may be counterfeit, stolen, contaminated, or otherwise harmful. These requirements will also improve detection and removal of potentially dangerous drugs from the drug supply chain to protect Oregon and U.S. consumers. The DSCSA directs the FDA to establish national licensure standards for wholesale distributors and third-party logistics providers and requires these entities to report licensure and other information to FDA annually. The FDA is currently in the process of implementing these standards.

3. Prescription drug abuse and overutilization: Compliance staff investigates illegal drug distribution, drug diversion and theft of controlled substances from pharmacies. The media often request information, interviews and statements from the board. The opioid crisis continues to have devastating consequences for Oregonians.
4. In addition to the ongoing increase in the number of licensees and registrants, the agency’s workload continues to be driven primarily by an increase in the complexity of consumer complaints, and to the growing complexity as well as number of investigations and requests for information. This has led to an increase in the amount of staff time required to adequately address issues raised by interested parties. More pharmacies than ever before are owned and operated by corporations, many of whom are large, publicly held national and multinational companies with complex business and financial structures, with heavily staffed legal departments and government relations teams. Medicaid, managed care companies and pharmacy benefit management companies (PBM’s), in their efforts to reduce costs, are inadvertently contributing to a disruptive environment by placing barriers, restrictions and requirements on access to and reimbursement for pharmacy services, drugs and devices.

BUDGET NARRATIVE – 2025-27

5. As the state's population rises in age and number, the use of prescription and non-prescription drugs continues to increase. This increase in demand for prescription drugs and services is challenging pharmacies' ability to meet the expanding demand for their services.
6. Pharmacists' professional activities include expanding responsibility in areas of direct patient care, such as prescribing and administering immunizations, COVID-19 therapeutics, contraceptives, short-acting Opioid Antagonists, HIV pre- and post-exposure prophylaxis (PEP & PrEP), statewide protocols, collaborative drug therapy management (CDTM) and clinical laboratory testing. Pharmacy Technicians are being trained, certified, and licensed to perform many of the mechanical tasks of preparing and packaging medications and other production functions that were previously performed by pharmacists. Pharmacists and Interns are developed and are more focused on patient care and drug therapy management activities while Pharmacy Technicians are focused on production activities under the supervision, direction and control of the pharmacist.

Agency Process Improvement Efforts

The Agency regularly analyzes processes and proposes and develops ways to improve and streamline processes. The Leadership Team tracks performance measurement for Licensing and Compliance, as well as other administrative responsibilities. Some of the most significant improvements implemented towards continuous improvement are:

- The Agency continues to incorporate LEAN process improvement methods, to increase efficiency and standardization in important agency processes
- Continuous improvement of board website as technology and standards continue to evolve
- Improved workplace culture, communication and collaboration process and policies
- Increased learning and professional development training opportunities
- Implemented virtual on demand PIC training course which allows greater access for licensees to complete training at any time as well as the ability to obtain continuing education for attending
- Revised and implemented new online 2024 Self-Inspection forms
- Developed and improved new Board and Staff Member Orientation process
- Developed the 2024 – 2029 Strategic Plan

BUDGET NARRATIVE – 2025-27

- Developed 2024 - 2026 DEIB Action Plan
- Developed Agency Succession Plan
- Developed a more robust Continuity of Operations Plan
- Developed 2025-27 Affirmative Action Plan
- Implemented Agency staff committees (DEI Champions, Employee Engagement, Leadership Development, Budget, and Administrative Support)
- Agency Staff Realignment and Continuous Improvement
 - Agency realignment is continuing through the lens of customer service, service delivery, and efficiency focused on:
 - Relationships- to establish and build trust with key stakeholders (internal/external: board/agency staff/community) through leadership that is transparent, collaborative, cohesive, and fosters an accountability culture.
 - Strategic Alignments- to improve agency staff workload challenges and improve operational performance in meeting both the Governor's and Board's priorities.
 - Brand Management- to improve the agency's brand recognition and visibility with all Oregonians.
 - Agency made a change to the DOJ assigned primary general counsel and reimagined operating processes.
- Continuous improvement of the eGov online system
 - The eGov system grants accessibility to applicants to apply for initial licensure, maintain their own license record, renew a license, and order license documents. The system currently contains online applications for licensure and renewal for almost all license types. The board's license and registration verification system provide access to the public and employers. Overall, the system ensures greater security for agency data and continues to create efficiencies for applicants, licensees, registrants and staff.

BUDGET NARRATIVE – 2025-27

Criteria for 2025-27 Budget Development

In addition to the work of the agency described above and the goals identified in the board's 2024-2029 Strategic Plan and 2024-2026 DEIB Action Plan, the following goals are core to the agency and have been identified by the board to be used as a basis to develop this budget proposal. From these general goals, agency activities and allocation of resources are determined. The Executive Director and agency staff continue to ensure that agency direction remains consistent with the mission to ensure public health, safety and welfare for all Oregonians.

Goal 1: Protect Oregonians by regulating the practice of pharmacy and the manufacture and distribution of drugs

Goal 2: Implement all Governors Agency Expectations

Goal 3: Implement all directives in the board's 2024-2029 Strategic Plan, the 2024-2026 DEIB Action Plan, the 2025-2027 Affirmative Action Plan and the agency's Succession Plan

Goal 4: Incorporate Diversity, Equity, Inclusion and Belonging when developing or amending administrative rules, policies & procedures

BUDGET NARRATIVE – 2025-27

Diversity, Equity and Inclusion Plan Memo



July 31, 2024

Hari Vellaipandian, Assistant Policy & Budget Analyst
Chief Financial Office
Department of Administrative Services
155 Cottage St. NE
Salem, OR 97301

RE: Diversity, Equity and Inclusion Plan Cover Memo

Dear Hari,

As part of the 2025-27 Agency Request Budget, please see the agency's response to the required Diversity, Equity and Inclusion questions as proposed.

1. Who benefits from agency programs, both directly and indirectly?
 - a. Oregonians, licensees, registrants, board and committee members and agency staff.
2. Who will be burdened by agency programs?
 - a. Regulation can sometimes be considered a burden to the public such as compounding regulations or access to medications.
3. How does the agency increase or decrease racial equity? Do proposed new programs have potential unintended consequences? What benefits may result from the program?
 - a. The agency considers racial equity when drafting Oregon Administrative Rules, during the hiring process and where applicable in other agency programs. The agency strives to eliminate unintended consequences when fulfilling the mission of the board. Benefits such as reducing barriers to licensure and access to medication are results of the board's dedication to keeping the public safe.
4. Whose voice and perspectives are not at the table? Why?
 - a. Sometimes the patient voice and perspectives are not at the table during public comment portion of rulemaking. This may be due to lack of knowledge of the state rulemaking process. Public comments are typically provided by pharmacy corporations or pharmacy organizations.

The Oregon Board of Pharmacy serves to promote and protect public health, safety, and welfare by ensuring high standards in the practice of pharmacy and through effective regulation of the manufacture and distribution of drugs.

BUDGET NARRATIVE – 2025-27



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5. What does the agency do to ensure multiple perspectives are part of our decision-making process?
 - a. The agency drafts proposed rules in plain language and amends existing rules or internal policies that may be outdated (e.g., removing he or she and outdated language related to people with different needs).
 - b. The agency recently developed internal committees to ensure that each department is represented, and that agency staff have a way to contribute. The agency created and convened several internal committees such as the DEI&B Champions, Employee Engagement Committee and Leadership Development Committee.

Thank you for your consideration,

A handwritten signature in black ink that reads "Jamal T. Fox".

Jamal T. Fox, MPA
Executive Director
Oregon Board of Pharmacy

The Oregon Board of Pharmacy serves to promote and protect public health, safety, and welfare by ensuring high standards in the practice of pharmacy and through effective regulation of the manufacture and distribution of drugs.

BUDGET NARRATIVE – 2025-27

Agency Diversity, Equity, Inclusion and Belonging Action Plan 2024-2026

- 2024 – 2026 OBOP Diversity, Equity, Inclusion and Belonging Action Plan

Goals: *To embed Diversity, Equity, Inclusion and Belonging principles into our workplace culture, our mission, our communication methods, our agency policies, and decision-making processes with a focus on prioritized, measurable, and actionable strategies.*

Timeline:

- A. Conception
 - a. Develop Strategy Areas with a focus on inclusive communications, community engagement, disaggregated data, and creating an inclusive workplace with no tolerance for racism, hate and discrimination - 2/2024
 - b. Develop Actions - 3/2024
 - c. Develop Implementation Timeline – 5/2024
- B. Adoption
 - a. Board Review – 4/2024
 - b. Submit to Office of Cultural Change for last look – 6/2024
- C. Implementation
 - a. Strategy #1 – Inclusive Communications – Ongoing timelines
 - b. Strategy #2 – Community Engagement – Ongoing timelines
 - c. Strategy #3 – Creating an Inclusive Workplace with no Tolerance for Racism, Hate and Discrimination – Ongoing timelines
 - d. Strategy #4 Disaggregated Data as a Lever – Ongoing timelines

ENGAGEMENT APPROACH

The Oregon Board of Pharmacy (OBOP) has been working closely in partnership with the DAS Office of Cultural Change to explore and gather information, identify areas for improvement, develop best practices and policies and explore how to begin the journey of engaging with the community using outreach. The current outreach the agency provides is focused primarily on informing organizations and students about pharmacy related regulations. The agency is seeking to implement progressive and modern practices to encourage open communication and exploring additional methods to increase community engagement.

BUDGET NARRATIVE – 2025-27

HOW DO WE PLAN ON ENGAGING INTERESTED PARTIES IN OUR PLAN?

- The agency will create and add a survey link to board website to gather data from licensees/registrants and interested parties
 - Does the public have concerns about DEIB related to access to pharmacy services?
 - Do licensees/registrants have concerns about DEIB when interacting with OBOP?
- GovDelivery
 - Utilize current listserve database to communicate DEIB initiatives
- Website
 - Agency staff will develop a more robust Equity webpage with new DEIB resources
 - Agency staff will draft DEIB centered questions and add to current complaint form on board website
- Word of mouth – Agency staff will encourage all board and Public Health & Pharmacy Formulary Advisory Committee members to communicate DEIB initiatives
- Create a budget request to fund creating new marketing materials utilizing DAS Publishing & Distribution services
- Integrate DEIB initiatives into New Board Member & New Agency Staff Member orientation and interactive presentations
- Develop and implement outreach presentations for students attending Community Colleges/Pharmacy Technician Programs
 - Develop a list of all Pharmacy Technician Programs being offered in Oregon
 - Set up presentation schedule for outreach
- Agency staff will inquire and set up a meeting with the Oregon Department of Education to explore ideas and outreach opportunities for high school/
- middle school students about careers in pharmacy
- Participate in the 2025 Portland Workforce Alliance Expo
 - Complete the process to participate in the Workforce Alliance Expo, recruit board and staff members to attend and engage with attendees about careers in pharmacy or state government

EXPECTED PLAN COMPONENTS AND STRATEGY AREAS

Strategy 1: Inclusive Communications

A communication approach that enables as many different and unique individuals as possible to be included in interactions with the Oregon Board of Pharmacy (OBOP). This style of communication, when practiced ensures that all forms of communication, not just written and spoken language are recognized, respected and accepted to ensure that agency staff is communicating effectively with applicants, licensees/registrants, and interested parties. By incorporating these best practices, the agency will improve our efforts for inclusive communication, an increase in transparency and will ensure that people who interact with OBOP will feel welcomed, valued, heard, respected, and able to participate in open, positive dialogue without barriers.

BUDGET NARRATIVE – 2025-27

Actions: *Increase the quality of customer service provided by OBOP by ensuring people's needs are being met in a timely manner regardless of barriers created by language, ability, physical location, or lack of access to technology. Develop and implement a pilot project to evaluate the need for registration application/renewal translation services from English to Spanish for Non-Prescription Drug Outlets to determine if barriers exist.*

Actions to increase quality of customer service include:

1. Review current customer service survey and internal processes to determine how satisfaction rates could be increased if applicable and if new methods of capturing customer satisfaction are necessary (e.g., adding current customer service survey to email signatures, provide current customer service survey to licensees who renew, not just new applicants)
2. Review and revise current forms and documents to meet accessibility standards (e.g., no green or red font for individuals with a visual impairment, review comprehension/readability level)
3. DEI Champions Committee will develop a survey and poll current staff members to determine if there is a need / interest for additional resources outside of the current statewide policy to assist with properly using pronouns while communicating with licensees/registrants/interested parties
 - a. DEI Champions Committee will compile survey results and if applicable, will explore available training materials related to unconscious bias, understanding microaggressions and listening and speaking with inclusivity – Estimated Timeline: 1/2025
4. DEI Champions will collaborate with Licensing Director to draft a short survey in English and Spanish
5. Agency staff will send the voluntary survey to registered Non-Prescription Drug Outlet Class A registrants
6. Agency staff will compile and review the results from the survey to determine if registration application/renewal translation services would be beneficial
7. If applicable, the Leadership Team will determine if it's possible for the licensing database/paper application and renewal forms to be translated into Spanish and determine if the licensing database vendor and staff are able to modify the current licensing database to allow the end user to review, complete and submit an application/renewal form in Spanish
8. If translation services are determined to be beneficial and the 2025-2027 Legislatively Adopted Budget supports the acquisition for both the translation services vendor and the licensing database vendor services, the DEI Champions Committee will collaborate
9. with the agency Designated Procurement Officer to seek a request for quote (RFQ) including an FAQ or guide in Spanish
10. Agency IT will investigate adding “Languages” conversion option to agency website – Estimated Timeline: 7/2025

Strategy 2: Community Engagement

Community engagement is the process of working collaboratively with a community to achieve shared goals. It's a two-way street where OBOP and community members connect and build relationships. The ultimate goal of community engagement is to create a stronger, more vibrant community where everyone feels like they have a voice, a shared vision with a focus on leveraging the strengths, knowledge, and experiences of community members as it relates to the regulation of pharmacy.

BUDGET NARRATIVE – 2025-27

Key ideas of what community engagement means:

- ✓ Collaboration: Working together with community members, organizations, businesses and individuals to address issues and find solutions
- ✓ Empowerment: Giving people the tools and resources they need to participate in decisions that affect them. This can be things like providing information in accessible formats, holding meetings in convenient locations, considering all public comments when adopting rules
- ✓ Communication: Sharing information with the community and listening to their feedback. This can be done through a variety of channels, such as social media, public meetings, and surveys.

Actions:

1. Strengthen and increase our network by identifying and creating a comprehensive list of community-based organizations and professionals who support different segments of the community and identify their expertise and the populations they serve (e.g., patient advocacy groups, non-profits, Governor's Office of Appointments, DAS HR, ask board/Public Health & Pharmacy Formulary Advisory Committee (PHPFAC) members for referrals).
2. The agency will appoint a single point of contact (SPOC) to explore and compile a list enterprise-wide efforts related to community engagement opportunities.
3. The agency appointed SPOC will proactively request board & PHPFAC members and agency staff to volunteer to participate in enterprise-wide opportunities.
4. The agency will remain engaged by recruiting board & PHPFAC members and agency staff to promote initiatives, develop and support new partnerships and or volunteer (e.g., outreach to local schools to present career opportunities in pharmacy & state government, volunteer for non-profit organizations other than just focusing on the annual food drive).
5. The Leadership Team will engage with identified community partners to develop partnerships to leverage partner resources for open recruitments for board and PHPFAC members, agency staff and workgroup/rules advisory committees.
6. Pending budget approval, the agency will determine and investigate joining additional professional organizations, including those that require subscription/membership fees, to increase the board's visibility for open recruitments to reach a larger network of professionals.
7. The agency will submit a budget request to allow for procurement of graphic design services from DAS Publishing & Distribution to design agency branded marketing materials. The Leadership Team will explore approved opportunities to engage with the Legislative Assembly where applicable.

Strategy 3: Creating an Inclusive Workplace with No Tolerance for Racism, Hate and Discrimination

The Oregon Board of Pharmacy recognizes and deeply values the lived experiences, unique talents, skills and perspectives of a culturally rich and ethnically diverse board, PHPFAC and agency staff. By upholding our commitment to establishing a safe, inclusive, and accessible environment with no tolerance for racism, hate and discrimination, we are ensuring that everyone feels welcomed, respected, and valued. This approach will contribute to a thriving and supportive workplace that enhances the agency's service to our mission, values, and organization. Working in tandem with the agency's Affirmative Action Plan, the creation of a DEI Champions Committee and an Employee Engagement Committee contributes to an environment where staff can communicate, create partnerships, listen with intent and create solutions to address challenges while also acknowledging the importance of work-life balance, self-care and

BUDGET NARRATIVE – 2025-27

the disparities due to multiple factors including inaccessibility to wellness services, cultural stigmas, and discrimination across historically marginalized communities. A focus on work-life balance, self-care and awareness may help reduce stress, improve engagement and encourage collaboration and support.

Actions:

1. [OBOP 2025-27 Affirmative Action Plan.](#)
2. Establish a DEI Champions Committee consisting of Leadership Team members and representatives from each department
3. Develop, draft and submit the OBOP DEI Plan.
4. Collaborate with the Employee Engagement Committee (EEC) to obtain and distribute DEIB resources to board and PHPFAC members and agency staff.
5. Work with Office of Cultural Change to recruit a DEI Subject Matter Expert to present at a future All-Staff Meeting.
6. Establish Employee Engagement Committee (EEC) consisting of representatives from each agency department
7. Hold Quarterly All-Staff meetings and incorporate various topics, guest speakers, and Subject Matter Experts
8. Procure the Gallup Q12 Employee Engagement Survey *pending budget approval
9. Invest and implement 12-week Professional Development Leadership Training to develop a culture of learning *agency staff completed 7/2024
10. Work-Life Balance/Health & Wellness – Provide agency staff with training opportunities related to work-life balance, health and wellness (e.g., Trauma Informed Care Services)

Strategy 4: Disaggregated Data as a Lever

To align with the state's Data Strategy with a focus on establishing guiding themes and principles around effective management, ethical use, and data-informed culture in order to make data informed decisions that increase diversity, equity, inclusion, and belonging.

Actions:

1. The agency will execute the Gallup Q12 Employee Engagement Survey.
2. The Leadership Team will analyze the Gallup Q12 Employee Engagement Survey results and determine the next steps to increase employee engagement.
3. Compile board member, PHPFAC member and agency staff workforce data.
4. Compile and analyze the most recent OHA Workforce Data for Pharmacists and Certified Oregon Pharmacy Technicians practicing in Oregon to identify pharmacy trends to inform policy discussion to bring to a future board meeting.
5. Compile and analyze OHA Workforce Supply between Counties to identify trends and gaps in population-to-provider ratios for Pharmacists, utilize data to inform board policy discussion at a future board meeting.
6. Compile and analyze OHA Workforce Supply between Counties to identify trends and gaps in population-to-provider ratios for Certified Oregon Pharmacy Technicians, utilize data to inform board policy discussion at a future board meeting.

BUDGET NARRATIVE – 2025-27

Summary of 2025-27 Budget

Summary of 2025-27 Biennium Budget

Pharmacy, Board of Governor's Budget
 Pharmacy, Board Of Cross Reference Number: 85500-000-00-00-0000
 2025-27 Biennium

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
2023-25 Leg Adopted Budget	23	23.00	10,709,144	-	-	10,709,144	-	-	-
2023-25 Emergency Boards	1	0.63	681,856	-	-	681,856	-	-	-
2023-25 Leg Approved Budget	24	23.63	11,391,000	-	-	11,391,000	-	-	-

2025-27 Base Budget Adjustments

Net Cost of Position Actions

Administrative Biennialized E-Board, Phase-Out	-	0.37	744,141	-	-	744,141	-	-	-
Estimated Cost of Merit Increase	-	-	-	-	-	-	-	-	-
Base Debt Service Adjustment	-	-	-	-	-	-	-	-	-
Base Nonlimited Adjustment	-	-	-	-	-	-	-	-	-
Capital Construction	-	-	-	-	-	-	-	-	-
Subtotal 2025-27 Base Budget	24	24.00	12,135,141	-	-	12,135,141	-	-	-

Essential Packages

010 - Non-PICS Pers Svc/Vacancy Factor

Vacancy Factor (Increase)/Decrease	-	-	44,046	-	-	44,046	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	(4,967)	-	-	(4,967)	-	-	-
Subtotal	-	-	39,079	-	-	39,079	-	-	-

020 - Phase In / Out Pgm & One-time Cost

021 - Phase-in	-	-	42,733	-	-	42,733	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	42,733	-	-	42,733	-	-	-

030 - Inflation & Price List Adjustments

Cost of Goods & Services Increase/(Decrease)	-	-	326,559	-	-	326,559	-	-	-
State Gov't & Services Charges Increase/(Decrease)	-	-	51,176	-	-	51,176	-	-	-

12/30/24

9:54 AM

Page 1 of 6

BDV104 - Biennial Budget Summary

BDV104

BUDGET NARRATIVE – 2025-27

Summary of 2025-27 Biennium Budget

Pharmacy, Board of Pharmacy, Board Of 2025-27 Biennium		Governor's Budget							
		Cross Reference Number: 85500-000-00-00-0000							
<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	-	-	377,735	-	-	377,735	-	-	-
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions	-	-	-	-	-	-	-	-	-
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2025-27 Current Service Level	24	24.00	12,594,688	-	-	12,594,688	-	-	-

BUDGET NARRATIVE – 2025-27

Summary of 2025-27 Biennium Budget

Governor's Budget									
Cross Reference Number: 85500-000-00-00-0000									
Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal: 2025-27 Current Service Level	24	24.00	12,594,688			12,594,688			
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2025-27 Current Service Level	24	24.00	12,594,688			12,594,688			
080 - E-Boards									
081 - May 2024 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-						
Policy Packages									
082 - September 2024 Emergency Board	-	-	-	-	-	-	-	-	-
090 - Analyst Adjustments	-	-	-	-	-	-	-	-	-
092 - Statewide AG Adjustment	-	-	(63,263)	-	-	(63,263)	-	-	-
093 - Statewide Adjustment DAS Chgs	-	-	4,247	-	-	4,247	-	-	-
101 - Licensing Fee Increase	-	-	-	-	-	-	-	-	-
102 - Licensing Database Maintenance	-	-	1,500,000	-	-	1,500,000	-	-	-
103 - HPSP Ongoing Services	-	-	126,441	-	-	126,441	-	-	-
104 - Staffing Reclasses	-	-	48,299	-	-	48,299	-	-	-
Subtotal Policy Packages	-	-	1,615,724			1,615,724			
Total 2025-27 Governor's Budget	24	24.00	14,210,412			14,210,412			
Percentage Change From 2023-25 Leg Approved Budget	-	1.57%	24.75%	-	-	24.75%	-	-	-
Percentage Change From 2025-27 Current Service Level	-	-	12.83%	-	-	12.83%	-	-	-

12/30/24
9:54 AM

Page 3 of 6

BDV104 - Biennial Budget Summary
BDV104

BUDGET NARRATIVE – 2025-27

Summary of 2025-27 Biennium Budget

Pharmacy, Board of Board of Pharmacy 2025-27 Biennium		Governor's Budget							
		Cross Reference Number: 85500-001-00-00-00000							
Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
2023-25 Leg Adopted Budget	23	23.00	10,709,144	-	-	10,709,144	-	-	-
2023-25 Emergency Boards	1	0.63	681,856	-	-	681,856	-	-	-
2023-25 Leg Approved Budget	24	23.63	11,391,000	-	-	11,391,000	-	-	-
2025-27 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	0.37	744,141	-	-	744,141	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2025-27 Base Budget	24	24.00	12,135,141	-	-	12,135,141	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Vacancy Factor (Increase)/Decrease	-	-	44,046	-	-	44,046	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	(4,967)	-	-	(4,967)	-	-	-
Subtotal	-	-	39,079	-	-	39,079	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	42,733	-	-	42,733	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	42,733	-	-	42,733	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	326,559	-	-	326,559	-	-	-
State Gov't & Services Charges Increase/(Decrease)			51,176	-	-	51,176	-	-	-

12/30/24
9:54 AM

Page 4 of 6

BDV104 - Biennial Budget Summary
BDV104

BUDGET NARRATIVE – 2025-27

Summary of 2025-27 Biennium Budget

Governor's Budget									
Cross Reference Number: 85500-001-00-00000									
Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal	-	-	377,735	-	-	377,735	-	-	-
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions	-	-	-	-	-	-	-	-	-
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2025-27 Current Service Level	24	24.00	12,594,688	-	-	12,594,688	-	-	-

BUDGET NARRATIVE – 2025-27

Summary of 2025-27 Biennium Budget

Pharmacy, Board of Board of Pharmacy 2025-27 Biennium								Governor's Budget	
								Cross Reference Number: 85500-001-00-00-0000	
Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal: 2025-27 Current Service Level	24	24.00	12,594,688			12,594,688			
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls									
Modified 2025-27 Current Service Level	24	24.00	12,594,688			12,594,688			
080 - E-Boards									
081 - May 2024 Emergency Board									
Subtotal Emergency Board Packages	-	-	-						
Policy Packages									
082 - September 2024 Emergency Board									
090 - Analyst Adjustments									
092 - Statewide AG Adjustment			(63,263)			(63,263)			
093 - Statewide Adjustment DAS Chgs			4,247			4,247			
101 - Licensing Fee Increase									
102 - Licensing Database Maintenance			1,500,000			1,500,000			
103 - HPSP Ongoing Services			126,441			126,441			
104 - Staffing Reclasses			48,299			48,299			
Subtotal Policy Packages	-	-	1,615,724			1,615,724			
Total 2025-27 Governor's Budget	24	24.00	14,210,412			14,210,412			
Percentage Change From 2023-25 Leg Approved Budget		1.57%	24.75%			24.75%			
Percentage Change From 2025-27 Current Service Level		-	12.83%			12.83%			

12/30/24
9:54 AM

Page 6 of 6

BDV104 - Biennial Budget Summary
BDV104

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Agencywide Program Unit Summary

Version: Y - 01 - Governor's Budget

2025-27 Biennium

Summary Cross Reference Number	Cross Reference Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
001-00-00-00000	Board of Pharmacy						
	Other Funds	9,086,439	10,709,144	11,391,000	13,184,428	14,210,412	-
TOTAL AGENCY							
	Other Funds	9,086,439	10,709,144	11,391,000	13,184,428	14,210,412	-

____ Agency Request
2025-27 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Agencywide Program Unit Summary - BPR010

BUDGET NARRATIVE – 2025-27

Program Prioritization for 2025-27

Program Prioritization for 2025-27																						
Agency Name: Oregon Board of Pharmacy 2025-27 Biennium																						
Program 1																						
Program/Division Priorities for 2025-27 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 Performance Measure(s)	Primary Purpose Program- Activity Code	GF	LF	OF	NL- OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (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 Prgmf Div																						
85500	1	OBOP	Operations (Administration, Communications & Policy)	855001-6	3			4,538,335				\$4,538,335		7.00	N	Y	S	ORS 475 & 689			None unless 10% Reductions are considered. The impact is included on the Reduction form 107bf17.	
85500	1	OBOP	Licensing & Exams	855002.5	3			2,494,506				\$2,494,506		7.00	N	Y	S	ORS 475 & 689			None unless 10% Reductions are considered. The impact is included on the Reduction form 107bf17.	
85500	1	OBOP	Compliance	855001,3,4,5	3			7,060,544				\$7,060,544		10.00	N	Y	S	ORS 475 & 689			Includes HPSP, if 10% Reductions are considered, see 107bf17.	
85500	1	OBOP	Board Activities	855006	3			107,380				\$ 107,380		0.00	N	Y	S	ORS 475 & 689			The Board has 9 members, if in-state or out of state travel is reduced, there will be an impact.	
85500	1	OBOP	Formulary Committee	Agency Mission	3			9,647				\$ 9,647		0.00	N	N	S	ORS 689.645 and .649			This Committee includes 7 members, legislatively authorized and effective 1/1/18. The Committee is meeting approximately 6 times per year.	
								-	-	14,210,412		\$14,210,412	0	24.00								
7. Primary Purpose Program/Activity Exists												19. Legal Requirement Code										
												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										
												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:												The agency is budgeted as one Program Unit. For the purpose of this exercise, we have broken out the key areas of agency function. However, all areas are required to accomplish the statutory mission of the agency.										

BUDGET NARRATIVE – 2025-27

10% REDUCTION OPTIONS

As a small Other Funded agency, a reduction in staff would create a significant challenge to maintaining our current service levels. made. A 10% reduction for the Agency's 25-27 current service level is \$1,288,877.85. The proposed reductions would create critical personnel and program issues that would negatively impact the agency and the work of the board.

For this mandatory requirement, the board submits the following for reduction, additional detail is available on form 107BF17 following this page

2025-27 Proposed Reductions 10% Exercise		Amount
Services and Supplies		
Board Meetings Reduction		\$72,660.00
Personnel		
Health Care Investigator/Advisor (Job Share) reduced 100%		\$522,760.43
Public Service Representative reduced 100%		\$170,696.99
Health Care Investigator/Advisor (Pharmacy Consultant) reduced 100%		\$522,760.43
TOTAL		\$1,288,877.85

Fund Type: Other Funds

BUDGET NARRATIVE – 2025-27

Reduction Options

10% Reduction Options (ORS 291.216)

ACTIVITY OR PROGRAM (WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)	DESCRIBE REDUCTION (DESCRIBE THE EFFECTS OF THIS REDUCTION)	AMOUNT AND FUND TYPE (GF, LF, OF, FF. IDENTIFY REVENUE SOURCE FOR OF, FF)	RANK AND JUSTIFICATION (RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)
1. Eliminate funding for Services & Supplies	Moving from 3-day to 2-day board meetings and having 3 in-person meetings per year and 3 virtual meetings per year will significantly reduce costs in the areas of instate travel, lodging, daily per diem, meal per diem, parking reimbursement and catering costs. Negative impacts due to less board meetings may include a longer timeline to implement strategic plan initiatives such as reviewing and amending administrative rules and other policy discussions.	\$72,660.00 OF	RANK #1
2. Eliminate One Full Time Healthcare Inspector/Investigator Position – Personal Services Budget Object (Compliance)	Eliminate a Healthcare Inspector/Investigator position. A reduction would result in delay of pharmacy inspections and negatively impact the amount of time to complete an investigation arising from inspection impacting statutory compliance of 120 days to report to the board. May negatively impact KPMs.	\$522,760.43 OF	RANK #2
3. Eliminate One Full Time Public Service Representative (Licensing) Personal Services Budget Objects	Eliminate a Public Service Representative 3. Reduction would negatively impact the processing of new applicant/licensee and registrant applications and renewals. This	\$170,696.96 OF	RANK #3

BUDGET NARRATIVE – 2025-27

	significantly impacts an applicant's employment opportunity. Eliminating this position would require restructuring and reassigning duties to remaining Licensing staff. May negatively impact KPMs.		
4.Eliminate One Full Time Healthcare Inspector/Investigator Position – Personal Services Budget Object	Eliminate a Healthcare Inspector/Investigator position. A reduction would result in delay of pharmacy inspections and negatively impact the amount of time to complete an investigation arising from inspection impacting statutory compliance of 120 days to report to the board. This position also oversees drafting policy discussion, proposed amendments or draft OARs, facilitates the PHPFAC members and assists SMEs with providing draft Formulary and Protocol Compendium amendments, assists with legislative mandates and fiscals, communication to licensees, outreach to colleges/schools of pharmacy. The agency would need to restructure and reassign the Pharmacy Consultant duties which would negatively impact the Compliance department as well as impact the directives of the PHPFAC and delay administrative rulemaking directives and strategic plan initiatives.	\$522,760.43 OF	Rank #4

BUDGET NARRATIVE – 2025-27

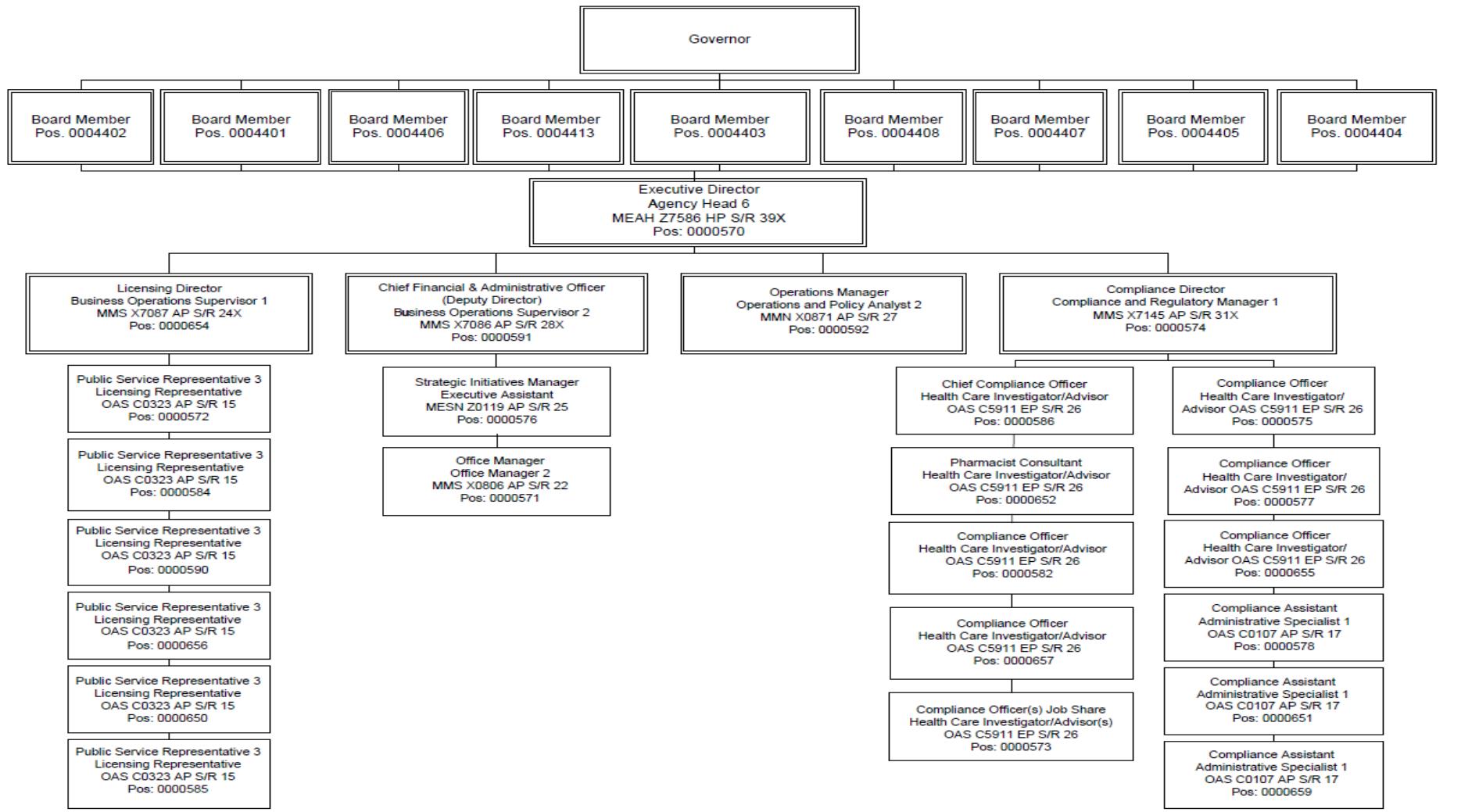
Oregon Board of Pharmacy – Organizational Chart 2023-25

24 FTE (9 Board Member & 7 Public Health & Pharmacy Formulary Advisory Committee)

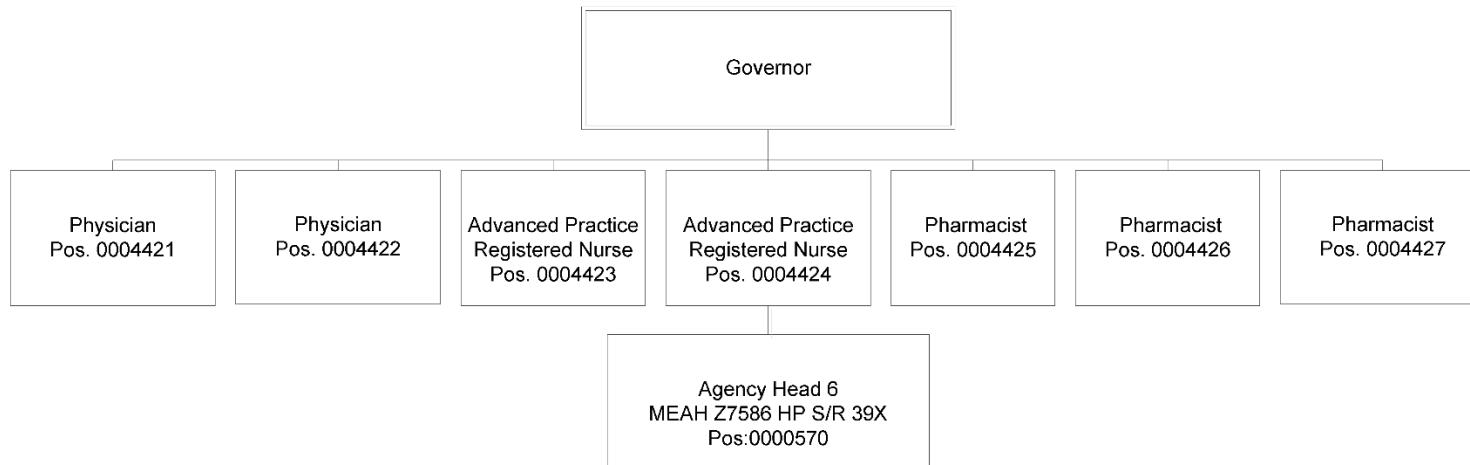
Oregon Board of Pharmacy

Organizational Chart 2025-2027

24 FTE (9 Board Members & 7 Member Public Health & Pharmacy Formulary Advisory Committee)



BUDGET NARRATIVE – 2025-27



PUBLIC HEALTH AND PHARMACY FORMULARY ADVISORY COMMITTEE

Established January 1, 2018

Members are appointed by the Governor to make recommendations to the Oregon Board of Pharmacy regarding pharmacist prescriptive authority

BUDGET NARRATIVE – 2025-27

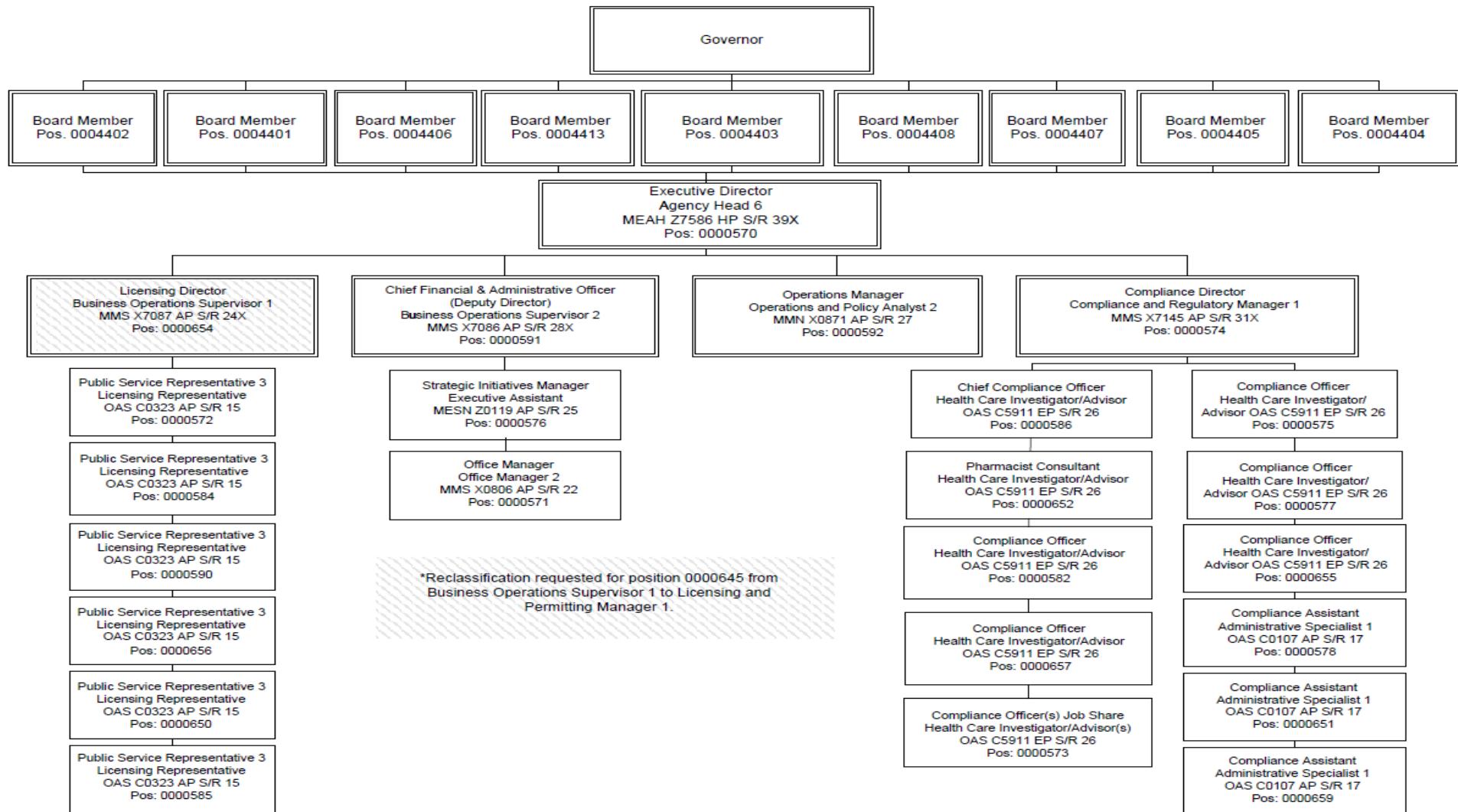
Oregon Board of Pharmacy – Proposed Organizational Chart 2025-27

24 FTE (9 Board Member & 7 Public Health & Pharmacy Formulary Advisory Committee)

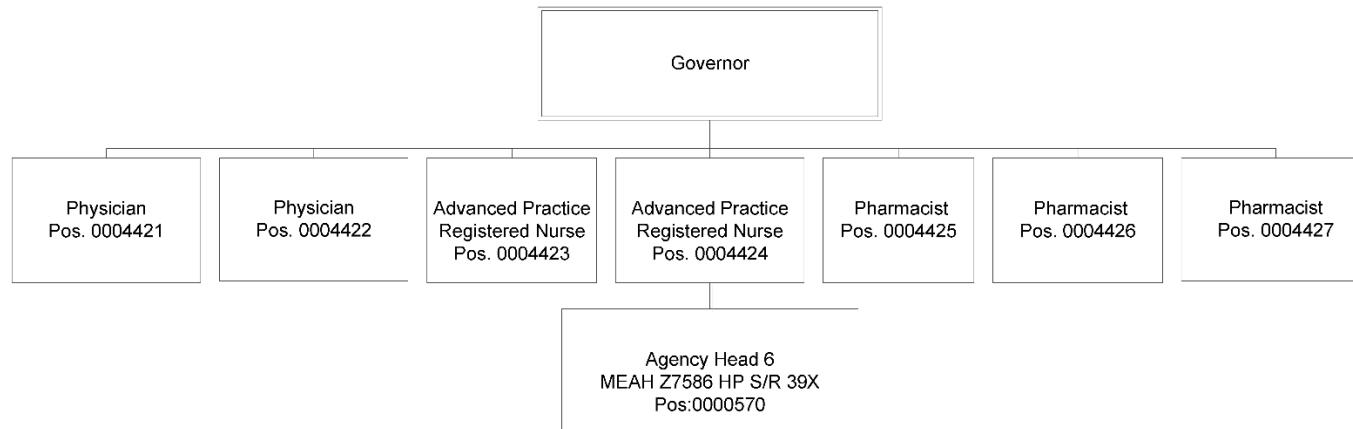
Oregon Board of Pharmacy

Organizational Chart 2025-2027

24 FTE (9 Board Members & 7 Member Public Health & Pharmacy Formulary Advisory Committee)



BUDGET NARRATIVE – 2025-27



PUBLIC HEALTH AND PHARMACY FORMULARY ADVISORY COMMITTEE

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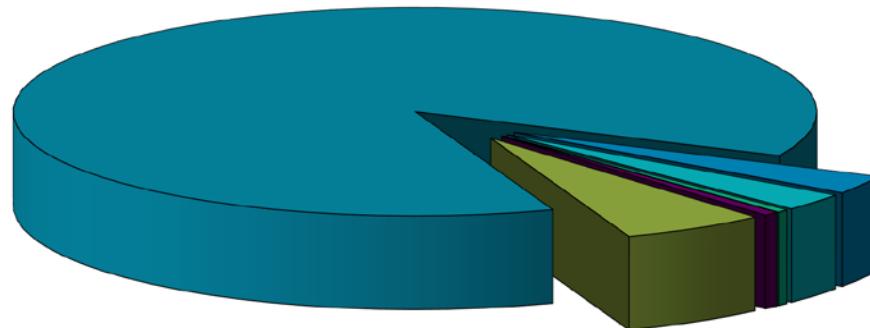
REVENUES

BUDGET NARRATIVE – 2025-27

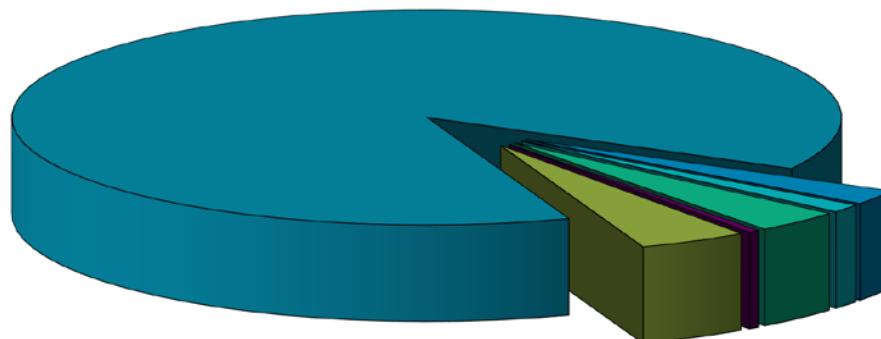
Other Fund Revenues

2023-25 LAB Proposed Revenues \$9,381,190

- Business Licensing Fees - 87.51%
- Non-Businesss Lic & Fees - 2.89%
- Delinquent Fees & Civil Penalites - 2.71%
- Interest Income - 0.47%
- Miscellaneous Sales - 0.60%
- Includes \$617,120 Tsfr to OHA 5.81%



2025-27 ARB Proposed Revenues \$13,576,081



- Business Licensing Fees - 88.47%
- Non-Businesss Lic & Fees - 2.23%
- Delinquent Fees & Civil Penalites - 1.23%
- Interest Income - 3.40%
- Miscellaneous Sales - 0.43%
- Includes \$629,120 Tsfr to OHA 4.24%

BUDGET NARRATIVE – 2025-27

Revenue Forecast Narrative

- Oregon Board of Pharmacy revenues are in the Other Fund category and generated from Pharmacist, Intern, and Pharmacy Technician and various drug outlet license/registration fees and miscellaneous charges. Miscellaneous charges include late license fees, charges for printing and mailing statutes and rules, producing public records or photocopying, civil penalties, and interest income. All agency programs are funded by Other Funds.
- The projected revenue estimate for 2025-27 was calculated by taking a predicted number of licensees and registrants then multiplying by the amount of each fee. Licensees and Registrants pay the fees. The projected revenue anticipates the revenue impact for new and lapsing applicants as well as each for each category. This method assumes projected changes in the numbers of licensees and registrants based upon analysis of factors affecting the state's economy, the profession, and the industry, but this is often very challenging to accurately project due to unknown factors.
- These factors include Pharmacists who live and work out of state and work in pharmacies that provide dispensing services into the State of Oregon. Many of these individuals change employment, opt not to renew licensure which required another pharmacist to replace that individual, causing them or their employer to pay for license transfer fees, take exams to achieve competency in Oregon's pharmacy statutes and rules. Alternatively, an outlet inside or out of Oregon may move locations, change their corporate structure, go out of business or merge with a chain retail outlet. Most of these have a fee(s) associated with them.
- The board is proposing a 40% fee increase for all current licensing/registration fees for both individuals and all facilities/outlets. See form 107bf22 below for a list of proposed fees and the license/registration type.
- The board is proposing two Bills for 2025-27:
 - **HB3045** – Proposes to amend ORS 689.135 to give the board authority to require a licensee to undergo a mental, physical, chemical dependency or competency evaluation
 - **HB3046** – Proposes to amend ORS 475.005(17) to include pharmacists within the definition of “practitioner” allowing them to prescribe medications for opioid use disorders, including controlled substances for opioid use disorder treatment. Proposes to amend 2024 HB 4002 Section 7 – by removing the limitations on prescribing of MOUDs to only early refills. Additionally, if ORS 475.005 is amended as proposed, this solution removes the potential for a pharmacist to violate their corresponding responsibility pursuant to DEA Regulations in Title 21 Code of Regulations 1306.04(a). To resolve the issue of prohibiting a pharmacist from administering MOUDs, we propose to allow a pharmacist to administer MOUDs. To resolve the issue of redundant prescribing requirements by listing elements already covered by the PHPFAC statewide protocols in ORS 689.645, we propose streamlining prescribing requirements by requiring the use of the already established PHPFAC process. 2024 HB 4002 Section 8 - To resolve the issue of the board's lack of authority to direct a federal agency's

BUDGET NARRATIVE – 2025-27

actions, the proposed amendments, removes the exemption from registering with the DEA. To resolve the issues with the name of the mechanical device, we propose amending the name to “pharmacy prescription lockers” for both on-site and off-site devices ensuring consistency with OAR 855-143 and providing clarity to licensees/registrants and the public. To resolve the issue with the proposed amendments in Section 7 that create inconsistencies in Section 9, we propose to modify ORS 689.005(29)(p) to ensure consistency with our proposed amendments in Section 7 of HB 4002.

- The board is proposing four Policy Packages for 2025-27:

- **Policy Package #1 – Licensing Database**

This package would fund the agency's current licensing database (MyLicense Office/eGov) by providing ongoing maintenance to maintain current service levels from 7/1/2025 – 6/30/2027. This package would allow the agency to choose a vendor/database and implement the new system while providing resources for the transition to the new platform. This package increases expenditures by \$1,500,000.00

- **Policy Package #2 – Health Professional Services Program (HPSP) Ongoing Services**

This package funds current costs of the HPSP program. This package increases expenditures by \$126,441.00 for the 2025-27 biennium in order to cover the costs associated with continuing current HPSP services. This estimate was calculated to show the continued participation of the Oregon Medical Board and the Oregon Board of Pharmacy only and accounts for the departure of the Oregon Board of Nursing and Oregon Board of Dentistry from the program.

- **Policy Package #3 – Agency Staffing Realignment**

The agency in partnership with DAS CHRO identified critical staffing issues that require reclassification. This package increases expenditures by \$48,299.00. The agency is requesting to reclassify the Business Operations Supervisor 1 position to Licensing and Permitting Manager. The current BOS 1 position is currently approved for work out of class. This position as identified in the Oregon Management Project (TOMP) require correction and are necessary to fulfill the Governors Agency Expectations and directives of the 2024-2029 Strategic Plan.

- **Policy Package #4 – Licensing/Registration Fee Increase**

The board is recommending consideration of a 40% license/registration fee increase to be effective July 1, 2025 as a resolution to address the lack of critical operational resources to fund the licensing and compliance programs in the 2025-2027 biennium. The last meaningful increase was in 2001. The proposed fee increases of 40% would impact the 2025-27 revenue by \$3,517,540

BUDGET NARRATIVE – 2025-27



Oregon

Tina Kotek, Governor

Oregon Board of Pharmacy
800 NE Oregon St, Suite 150
Portland, OR 97232
Phone: 971-673-0001
Fax: 971-673-0002
pharmacy.board@bop.oregon.gov
www.oregon.gov/pharmacy

June 21, 2024

Hari Vellaipandian, Assistant Policy & Budget Analyst Chief Financial Office
Department of Administrative Services 155 Cottage St. NE
Salem, OR 97301

RE: Request for Fee Increase

Dear Hari,

Please see the attached amended 107bf22 Fee Change Detail Report for the Oregon Board of Pharmacy Proposed Fee Increase request for 2025-2027.

The agency is proposing to increase current licensing and registration fees for all categories by 40%, to be effective July 1, 2025. The Chief Financial Office and Governor's Office are aware of the proposed change from 30% to 40% fee increase. The last meaningful fee increase was in 2001. The board increased several fees in 2011, however most were reverted to the 2001 fees in 2013 due to an unexpected surplus of funds.

The agency submitted an analysis of current licensing and registration fees for Oregon, Washington, California and Idaho with our Legislative Concepts and Policy Option Packages and have determined that an increase of 40% is comparable to neighboring states.

The board is recommending consideration of a license/registration fee increase as a resolution to address the lack of operational resources to fund our licensing and compliance programs. If a fee increase were approved for 2025-2027, the agency would be able to fund the proposed licensing/compliance database modernization project and other critical operational agency needs.

Thank you for your consideration,

Jamal T. Fox, MPA Executive Director
Oregon Board of Pharmacy

The Oregon Board of Pharmacy serves to promote and protect public health, safety, and welfare by ensuring high standards in the practice of pharmacy and through effective regulation of the manufacture and distribution of drugs.

BUDGET NARRATIVE – 2025-27

FEE CHANGE DETAIL REPORT

Fee Title/Description	ORS/OAR	Who Pays Fee	Increase, Establish, or Decrease	Date of Last Change	Amount of Last Change	Effective Date of Requested Change	Current Fee	Proposed Fee	Amount of Proposed Fee Change	Number of 2023-25 Transactions with New Fee	Estimated Impact on 2023-25 Revenue	Total 2023-25 Revenue	Projected 2025-27 Transactions with New Fee	Impact on 2025-27 Revenue	Total 2025-27 Revenue	Legislative Concept Number	Policy Package Number
Animal Euthanasia Drug Outlet	ORS 475.095 / OAR 855-110-0007	Drug Outlet Individual / Licensee	Increase	7/1/2019	\$25	7/1/2025	\$75	\$105	\$30	-	-	46	\$1,380	\$4,830		101	
Certified Pharmacy Technician- 2 yr license	ORS 689.135 / OAR 855-110-0005	Drug Outlet Individual / Licensee	Increase	7/1/2019	\$25	7/1/2025	\$100	\$140	\$40	-	-	6,825	\$273,000	\$955,500		101	
Charitable Pharmacy Drug Outlet	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$0	7/1/2025	\$75	\$105	\$30	-	-	12	\$360	\$1,260		101	
Community Health Clinic Drug Outlet	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$25	7/1/2025	\$100	\$140	\$40	-	-	240	\$9,600	\$33,600		101	
Controlled Substance	ORS 475.095 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$50	7/1/2025	\$100	\$140	\$40	-	-	4,736	\$189,440	\$663,040		101	
Correctional Facility / Hospital Drug Room Drug Outlet	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$25	7/1/2025	\$100	\$140	\$40	-	-	140	\$5,600	\$19,600		101	
Dispensing Practitioner Drug Outlet	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$0	7/1/2025	\$100	\$140	\$40	-	-	210	\$8,400	\$29,400		101	
Drug Distribution Agents	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$0	7/1/2025	\$400	\$560	\$160	-	-	1,062	\$169,920	\$594,720		101	
Intitutional Drug Outlet Pharmacy	ORS 689.135 / OAR 855-110-0007	Drug Outlet Individual / Licensee	Increase	7/1/2019	\$50	7/1/2025	\$225	\$315	\$90	-	-	266	\$23,940	\$83,790		101	
Intern - 2 yr license	ORS 689.135 / OAR 855-110-0005	Drug Outlet Individual / Licensee	Increase	7/1/2019	\$0	7/1/2025	\$100	\$140	\$40	-	-	720	\$28,800	\$100,800		101	
Manufacturers	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$125	7/1/2025	\$525	\$735	\$210	-	-	3,350	\$703,500	\$2,462,250		101	
Med Device/Equip/Gases Drug Outlet - Class C	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$25	7/1/2025	\$75	\$105	\$30	-	-	1,156	\$34,680	\$121,380		101	
Non-Prescript - Drug Outlet – Class A	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$25	7/1/2025	\$75	\$105	\$30	-	-	7,276	\$218,280	\$763,980		101	
Non-Prescript - Drug Outlet – Class D	ORS 689.135 / OAR 855-110-0007	Drug Outlet Individual / Licensee	Increase	1998 or prior	Unknown	7/1/2025	\$100	\$140	\$40	-	-	4	\$160	\$560		101	
Pharmacist - 2 yr license	ORS 689.135 / OAR 855-110-0005	Drug Outlet Individual / Licensee	Increase	7/1/2019	\$130	7/1/2025	\$250	\$350	\$100	-	-	9,790	\$979,000	\$3,426,500		101	
Pharmacy Kiosk	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	Established	\$120	7/1/2025	\$120	\$168	\$48	-	-	5	\$240	\$840		101	
Pharmacy Locker	ORS 689.135 / OAR 855-110-0007	Drug Outlet Individual / Licensee	Increase	Established	\$120	7/1/2025	\$120	\$168	\$48	-	-	10	\$480	\$1,680		101	
Pharmacy Technician - 2 yr license	ORS 689.135 / OAR 855-110-0005	Drug Outlet Individual / Licensee	Increase	7/1/2019	\$0	7/1/2025	\$100	\$140	\$40	-	-	3,025	\$121,000	\$423,500		101	
Precursor - Schedule II Drug Outlet	ORS 475.095 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$25	7/1/2025	\$75	\$105	\$30	-	-	20	\$600	\$2,100		101	
Prophylactic / Contraceptive	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	1998 or prior	Unknown	7/1/2025	\$50	\$70	\$20	-	-	60	\$1,200	\$4,200		101	
Remote Dispensing Machine Drug Outlet	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$0	7/1/2025	\$120	\$168	\$48	-	-	2	\$96	\$336		101	
Remote Dispensing Site Pharmacy Drug Outlet	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	Established	\$225	7/1/2025	\$225	\$315	\$90	-	-	10	\$900	\$3,150		101	
Remote Distribution Facility Drug Outlet	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$0	7/1/2025	\$120	\$168	\$48	-	-	8	\$384	\$1,344		101	
Retail Drug Outlet/ Home Dialysis Pharmacy	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$50	7/1/2025	\$225	\$315	\$90	-	-	3,442	\$309,780	\$1,084,230		101	
Wholesalers	ORS 689.135 / OAR 855-110-0007	Drug Outlet	Increase	7/1/2019	\$125	7/1/2025	\$525	\$735	\$210	-	-	2,080	\$436,800	\$1,528,800		101	

2025-27

107BF22

BUDGET NARRATIVE – 2025-27

Fee Approval Form REQUEST FOR FEE INCREASE/ESTABLISHMENT/DECREASE		Date received:
PART 1 (State agencies: Complete when requesting authority to increase or establish fees administratively, or when notifying DAS of a fee decrease.)		
Agency Name: <u>Oregon Board of Pharmacy</u>	Agency Number: <u>85500</u>	
Division/Program: _____	Contact: <u>Jamal T. Fox 971-673-0001</u> (Name and phone number.)	
Brief Description of Fee Change: The agency is proposing to increase current licensing and registration fees for all categories by 40%. to be effective July 1, 2025. The board is recommending consideration of a license/registration fee increase as a resolution to address the lack of operational resources to fund our licensing and compliance programs.	<u>800 NE Oregon St., Suite 150</u> (Address)	
	<u>Portland, OR 97232</u> (City, State, Zip)	
Check one:	<input checked="" type="checkbox"/> Fee Increase <input type="checkbox"/> Fee Establishment <input type="checkbox"/> Fee Decrease Statutory Authority for fee: <u>ORS 689.135</u>	
Please check all statements that apply and provide the anticipated date(s) below:		
<input checked="" type="checkbox"/> Date proposed rule(s), or rule(s) change, to be filed with the Secretary of State:	<u>June 2025</u>	
<input checked="" type="checkbox"/> Anticipated rule adoption date:	<u>June 2025</u>	
<input checked="" type="checkbox"/> Date fee schedule becomes effective:	<u>July 1, 2025</u>	
<input type="checkbox"/> Date of proposed E-Board Action:		
REQUIRED - Attach Form 107BF22 and cover letter, with information on each fee affected. (See instructions on back.)		
Approved: <input type="checkbox"/>	Denied: <input type="checkbox"/>	Date: <u> / / </u>
<input type="checkbox"/> Reviewed by: _____		By: _____ Director, Department of Administrative Services
PART 2 (State agencies: Complete following rule adoption or fee effective date.)		
Administrative Rule Reference: _____		Date rule adopted or fee effective: <u> / / *</u>
Actual fee amount(s) adopted: _____		
Authorized agency signature: _____		Date: <u> / / </u>

BUDGET NARRATIVE – 2025-27

Detail of Fee, License, or Assessment Revenue Proposed for Increase

Detail of Fee, License, or Assessment Revenue Increase Proposed For Increase/Establishment

Purpose or Type of Fee, License or Assessment	Who Pays	2023-25 Estimated Revenue	2025-27 Agency Request	2025-27 Governor's Budget	2025-27 Legislatively Adopted	Explanation
Precursor -Schedule II Drug Outlet Registration	Drug Outlets	\$ 1,500	\$ 2,100	\$ 2,100		Fee Increase Requested - \$75 to \$105 OAR 855-110-0007
Prophylactic/Contraceptive Registration	Drug Outlets	\$ 3,000	\$ 4,200	\$ 4,200		Fee Increase Requested - \$50 to \$70 OAR 855-110-0007
Remote Dispensing Machine Drug Outlet Registration	Drug Outlets	\$ 480	\$ 336	\$ 336		Fee Increase Requested - \$120 to \$168 OAR 855-110-0007
Remote Dispensing Site Drug Outlet Pharmacy Registration	Drug Outlets	\$ 450	\$ 3,150	\$ 3,150		Fee Increase Requested - \$75 to \$105 OAR 855-110-0007
Remote Dispensing Facility Drug Outlet Registration	Drug Outlets	\$ 1,200	\$ 1,344	\$ 1,344		Fee Increase Requested - \$120 to \$168 OAR 855-110-0007
Retail / Institutional / Home Dialysis Drug Outlet Registration	Drug Outlets	\$ 720,990	\$ 1,084,230	\$ 1,084,230		Fee Increase Requested - \$225 to \$315 OAR 855-110-0007
Wholesaler Registration	Drug Outlets	\$ 1,055,100	\$ 1,528,800	\$ 1,528,800		Fee Increase Requested - \$525 to \$735 OAR 855-110-0007

2025-27

107BF08

BUDGET NARRATIVE – 2025-27

Detail of Lottery Funds, Other Funds, and Federal Funds Revenue

Source	Fund	ORBITS Revenue Acct	2021-23 Actual	2023-25 Leg Adopted	2023-25 Estimates	2025-27		
						Agency Requested	Governor's Budget	Legislatively Adopted
Animal Euthanasia	4360	205	\$ 3,600	\$ 3,450	\$ 3,450	\$ 4,830	\$ 4,830	
Certified Pharmacy Technician	4360	205	\$ 653,431	\$ 748,000	\$ 661,500	\$ 955,500	\$ 955,500	
Charitable Pharmacy	4360	205	\$ 600	\$ 2,400	\$ 750	\$ 1,260	\$ 1,260	
Community Health Clinic	4360	205	\$ 26,000	\$ 26,000	\$ 24,000	\$ 33,600	\$ 33,600	
Controlled Substance	4360	205	\$ 448,765	\$ 449,680	\$ 457,900	\$ 663,040	\$ 663,040	
Correctional Facility / Hospital Drug Room	4360	205	\$ 14,500	\$ 15,000	\$ 14,000	\$ 19,600	\$ 19,600	
Dispensing Practitioner Drug Outlet	4360	205	\$ 19,900	\$ 17,250	\$ 21,000	\$ 29,400	\$ 29,400	
Drug Distribution Agents	4360	205	\$ 414,800	\$ 368,000	\$ 392,800	\$ 594,720	\$ 594,720	
Interns	4360	205	\$ 74,604	\$ 80,000	\$ 72,000	\$ 100,800	\$ 100,800	
Manufacturers	4360	205	\$ 1,781,850	\$ 1,642,200	\$ 1,728,175	\$ 2,462,250	\$ 2,462,250	
Med Device/Equip/Gases-Class C	4360	205	\$ 81,825	\$ 77,625	\$ 86,625	\$ 121,380	\$ 121,380	
Non-Prescript – Drug Outlet – Class A	4360	205	\$ 526,420	\$ 252,000	\$ 537,075	\$ 763,980	\$ 763,980	
Non-Prescript – Drug Outlet – Class D	4360	205	\$ 400	\$ 600	\$ 800	\$ 560	\$ 560	
Pharmacist	4360	205	\$ 2,226,743	\$ 2,805,000	\$ 2,480,000	\$ 3,426,500	\$ 3,426,500	
Pharmacy Kiosk	4360	205	\$ -	\$ -	\$ 120	\$ 840	\$ 840	
Pharmacy Locker	4360	205	\$ -	\$ -	\$ 720	\$ 1,680	\$ 1,680	
Pharmacy Technician	4360	205	\$ 317,344	\$ 220,000	\$ 275,000	\$ 423,500	\$ 423,500	
Schedule 2 Precursor	4360	205	\$ 1,575	\$ 1,350	\$ 1,500	\$ 2,100	\$ 2,100	
Prophylactic/Contraceptive	4360	205	\$ 2,900	\$ 2,000	\$ 3,000	\$ 4,200	\$ 4,200	
Remote Dispensing /Distribution	4360	205	\$ 1,680	\$ 2,400	\$ 1,680	\$ 1,344	\$ 1,344	
Remote Dispensing Site Pharmacy	4360	205	\$ -	-	\$ 480	\$ 3,150	\$ 3,150	
Retail/Institutional Drug Outlet	4360	205	\$ 791,265	\$ 780,750	\$ 779,490	\$ 1,167,989	\$ 1,167,989	

BUDGET NARRATIVE – 2025-27

Wholesalers	4360	505	\$ 1,086,225	\$ 1,071,000	\$ 1,055,100	\$ 1,528,800	\$ 1,528,800	
Delinquent Fees	4360	205	\$ 34,675	\$ 37,760	\$ 32,000	\$ 32,000	\$ 32,000	
Reciprocity	4360	205	\$ 108,159	\$ 85,000	\$ 85,000	\$ 85,000	\$ 85,000	
Score Transfer/NAPLEX	4360	505	\$ 23,800	\$ 27,500	\$ 65,000	\$ 32,500	\$ 32,500	
Civil Penalty	4360	605	\$ 297,018	\$ 250,000	\$ 150,000	\$ 182,000	\$ 182,000	
Interest Income	4360	975	\$ 155,870	\$ 50,000	\$ 476,594	\$ 504,000	\$ 504,000	
NSF	4360	975	\$ 1,540	\$ 1,750	\$ 1,500	\$ 1,750	\$ 1,750	
Misc Fees	4360	975	\$ 36,506	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000	
Laws & Rules	4360	205	\$ 3,650	\$ 5,000	\$ 2,500	\$ 2,500	\$ 2,500	
Prescription Drug Monitoring Fee – transfer to OHA	4360	210	\$ 555,952	\$ 602,000	\$ 609,000	\$ 609,000	\$ 609,000	
Workforce Data Collection – Transfer to OHA	4360	210	\$ 57,489	\$ 75,320	\$ 74,860	\$ 78,560	\$ 78,560	
Fingerprinting Fees – Transfer to OSP	4360	210	\$ 236,272	\$ 231,250	\$ 249,750	\$ 249,750	\$ 249,750	

2025-27

107BF07

BUDGET NARRATIVE – 2025-27

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

Pharmacy, Board of 2025-27 Biennium		Agency Number: 85500 Cross Reference Number: 85500-000-00-00000				
Source	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	8,908,208	9,290,005	9,290,005	13,124,581	13,124,581	-
Non-business Lic. and Fees	293,760	306,570	306,570	330,930	330,930	-
Fines and Forfeitures	325,475	287,760	287,760	182,000	182,000	-
Interest Income	155,870	50,000	50,000	504,000	504,000	-
Other Revenues	64,821	63,975	63,975	63,850	63,850	-
Tsfr To Oregon Health Authority	(556,127)	(617,120)	(617,120)	(629,280)	(629,280)	-
Total Other Funds	\$9,192,007	\$9,381,190	\$9,381,190	\$13,576,081	\$13,576,081	-

____ Agency Request
2025-27 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Detail of LF, OF, and FF Revenues - BPR012

BUDGET NARRATIVE – 2025-27

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

Pharmacy, Board of 2025-27 Biennium		Agency Number: 85500 Cross Reference Number: 85500-001-00-00-00000				
Source	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	8,908,208	9,290,005	9,290,005	13,124,581	13,124,581	-
Non-business Lic. and Fees	293,760	306,570	306,570	330,930	330,930	-
Fines and Forfeitures	325,475	287,760	287,760	182,000	182,000	-
Interest Income	155,870	50,000	50,000	504,000	504,000	-
Other Revenues	64,821	63,975	63,975	63,850	63,850	-
Tsfr To Oregon Health Authority	(556,127)	(617,120)	(617,120)	(629,280)	(629,280)	-
Total Other Funds	\$9,192,007	\$9,381,190	\$9,381,190	\$13,576,081	\$13,576,081	-

____ Agency Request
2025-27 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Detail of LF, OF, and FF Revenues - BPR012



PROGRAM UNITS

BUDGET NARRATIVE – 2025-27

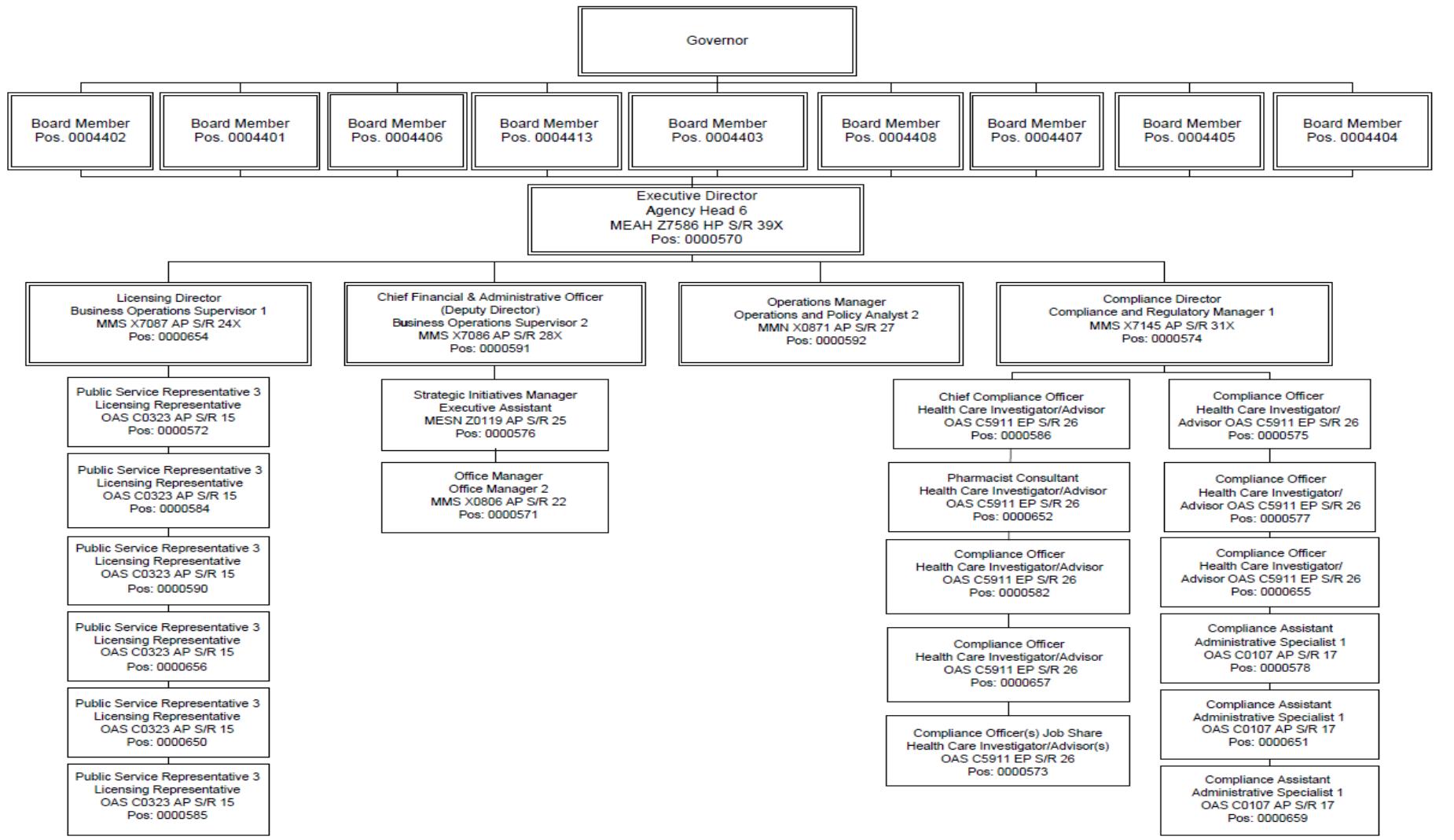
Oregon Board of Pharmacy – Organizational Chart 2023-25

24 FTE (9 Board Member & 7 Public Health & Pharmacy Formulary Advisory Committee)

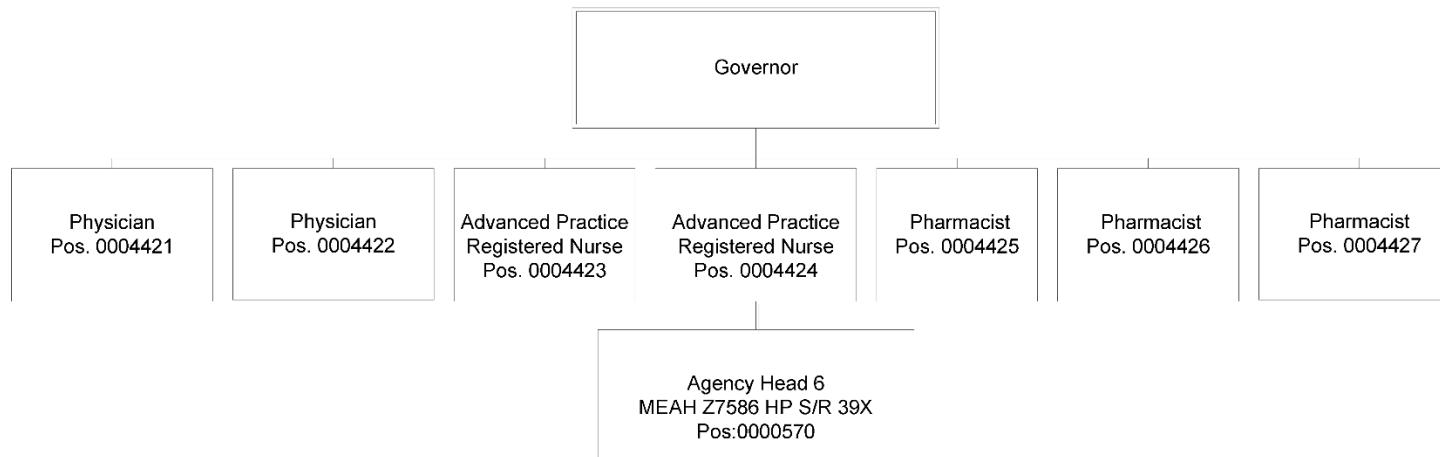
Oregon Board of Pharmacy

Organizational Chart 2025-2027

24 FTE (9 Board Members & 7 Member Public Health & Pharmacy Formulary Advisory Committee)



BUDGET NARRATIVE – 2025-27

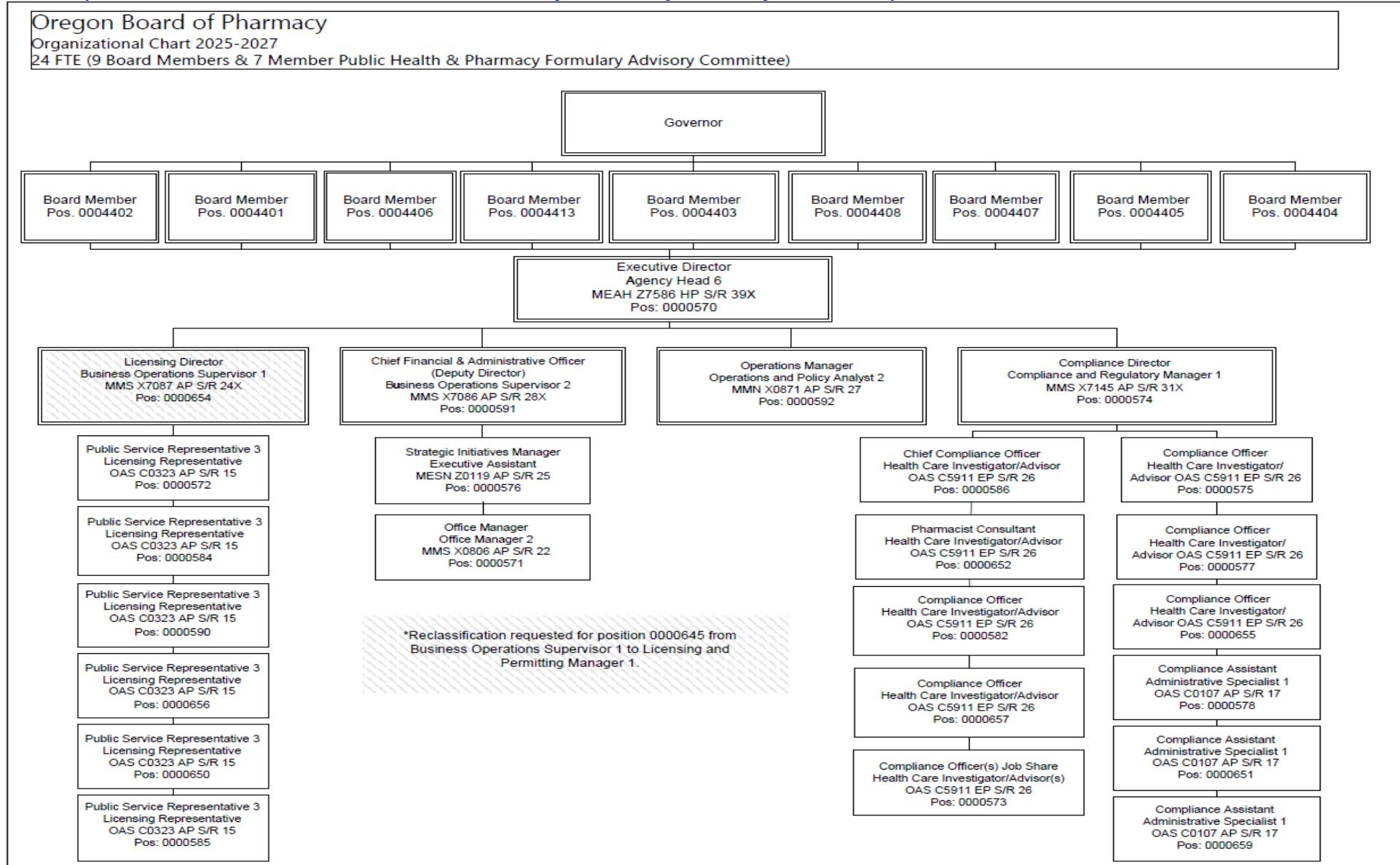


PUBLIC HEALTH AND PHARMACY FORMULARY ADVISORY COMMITTEE Established January 1, 2018

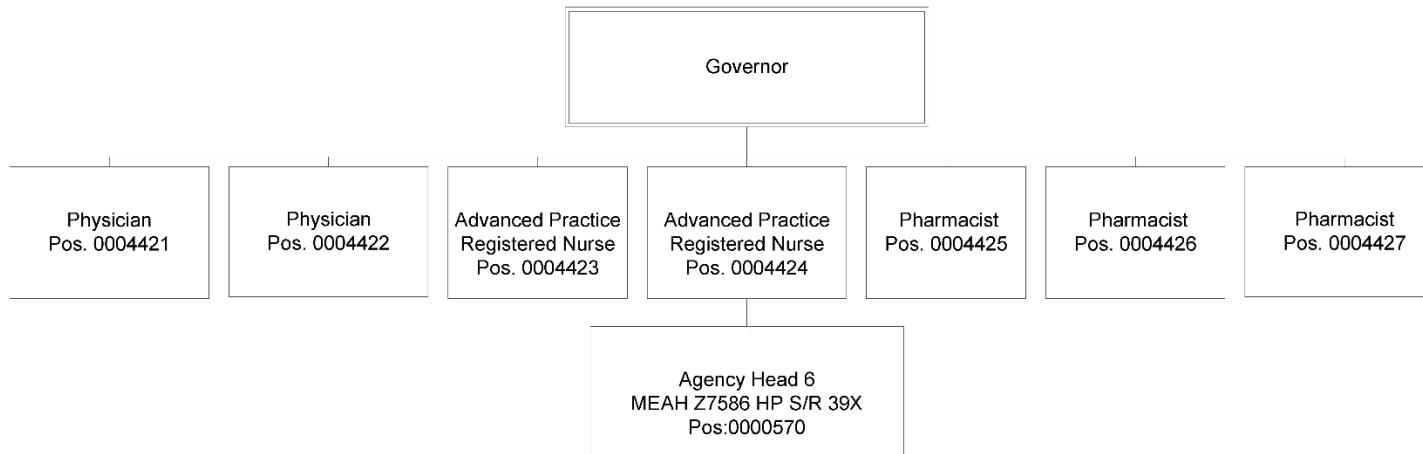
Members are appointed by the Governor to make recommendations to the Oregon Board of Pharmacy regarding pharmacist prescriptive authority

BUDGET NARRATIVE – 2025-27

Oregon Board of Pharmacy – Proposed Organizational Chart 2025-27 24 FTE (9 Board Member & 7 Public Health & Pharmacy Formulary Advisory Committee)



BUDGET NARRATIVE – 2025-27



PUBLIC HEALTH AND PHARMACY FORMULARY ADVISORY COMMITTEE

Established January 1, 2018

Members are appointed by the Governor to make recommendations to the Oregon Board of Pharmacy regarding pharmacist prescriptive authority

BUDGET NARRATIVE – 2025-27

PROGRAM UNIT

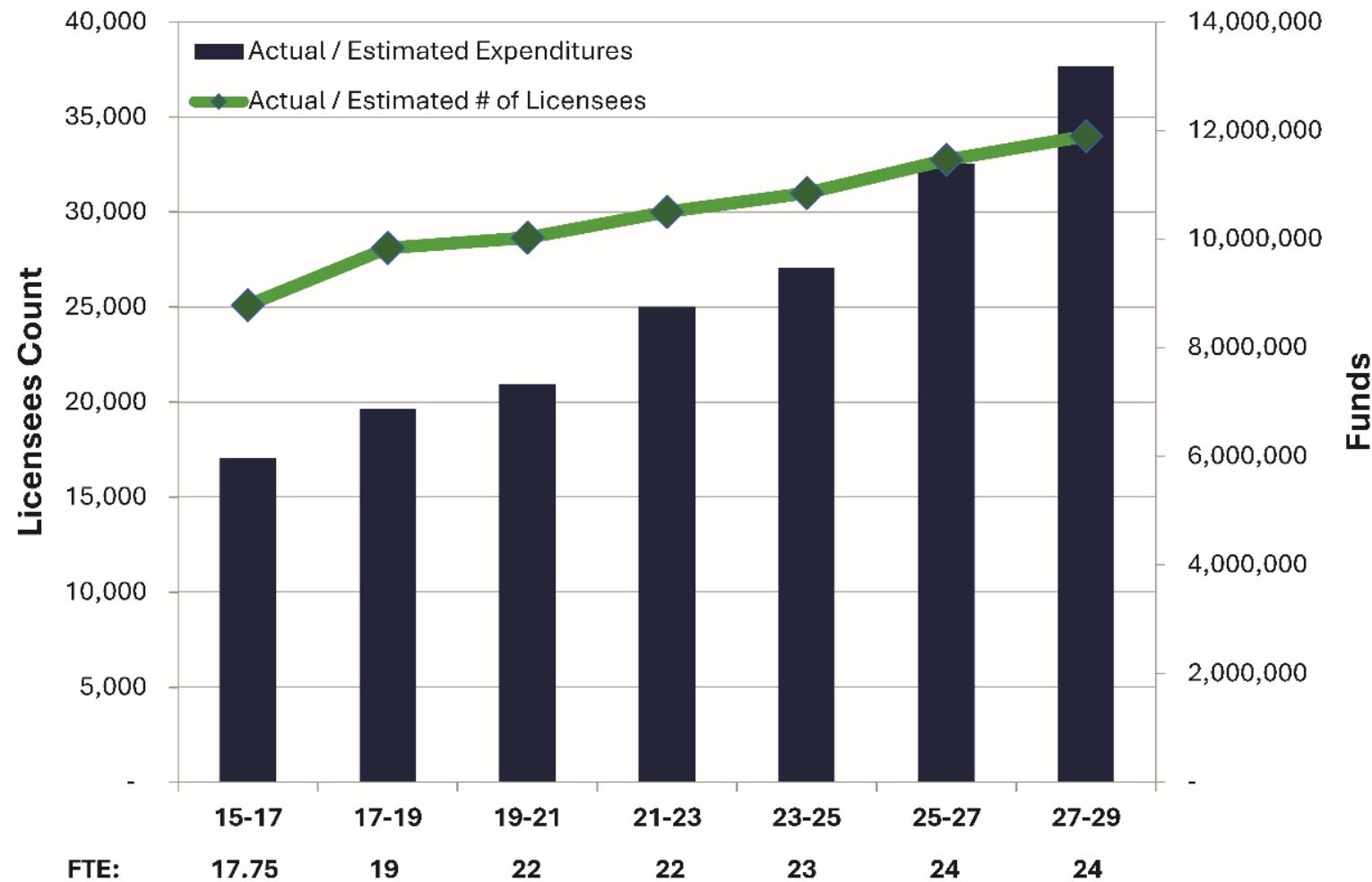
PROGRAM UNIT EXECUTIVE SUMMARY

10 Year Plan Outcome Areas Impacted by the Program

Primary Outcome Area: Patient Safety
Secondary Outcome Area: N/A
Program Contact: Rosa Klein 971-673-0001

The following chart reflects the actual and estimated expenditures and licensee numbers for the Oregon Board of Pharmacy from 2013-2031. Pharmacy is undergoing a rapid transformation, driven by technological advancements such as artificial intelligence, electronic health records, telepharmacy expanding access to care. There is an increased emphasis on preventative care and chronic disease management and pharmacists have a growing role as providers including expanding pharmacy services beyond dispensing medication. Aging population with complex medication regimens, rising prevalence of chronic diseases and a demanding increase for personalized medication and patient education. The agency continues to see an increase in the number of licensees and registrants and anticipates significant growth in the future. The board acknowledges these trends in pharmacy and incorporated the environmental factors when they developed the goals and actions as noted in the 2024-2029 Strategic Plan.

BUDGET NARRATIVE – 2025-27



BUDGET NARRATIVE – 2025-27

Program Overview

The Oregon Board of Pharmacy under ORS Chapter 689 regulates the practice of pharmacy and the manufacture, production, sale and distribution of drugs, medications, devices and such other materials as may be used in the diagnosis and treatment of injury, illness and disease within and into the State. The practice of pharmacy in the State of Oregon has been declared by the Oregon Legislature to be a health care professional practice affecting the public health, safety and welfare and is subject to regulation and control in the public interest. The Legislature further declared it to be a matter of public interest and concern that the practice of pharmacy merit and receive the confidence of the citizens of Oregon and that only qualified persons are permitted to engage in the practice of pharmacy in the State.

Program Funding Request

The board's Agency Request Budget includes an Other Funds budget limitation of \$13,184,428.00 for the 2025-27 biennium. This includes funding the Current Service Level and four Policy Packages to support expanding workload and program needs for Compliance, Licensing and Operations. The following describes this package briefly and the desired outcomes:

Policy Package #1 Licensing Fee Increase

The board is recommending consideration of a 40% license/registration fee increase to be effective July 1, 2025, as a resolution to address the lack of critical operational resources to fund the licensing and compliance programs and increase the licensee customer experience in the 2025-2027 biennium. The last meaningful increase was in 2001.

Policy Package #2 Licensing Database

This package would fund the agency's online licensing database to maintain current service levels and allow the agency to choose a vendor/database and implement the new system. This package is necessary in order to allow applicants/licensees/registrants to continue to apply and renew their licenses/registrations using an online system, allowing agency staff to continue issuing licenses and registrations as well as track required data for compliance investigations and complaints.

Policy Package #3 Health Professional Services Program (HPSP) Ongoing Services

This package funds the continued costs to participate in the current HPSP program pursuant to directives of ORS 676. The current contract for HPSP expires June 30, 2025, and the agency needs to continue to pay for these services through the end of 2027. The policy option package estimate was calculated to show the continued participation of the Oregon Medical Board and the Oregon Board of Pharmacy only. It does account for the departure of the Oregon Board of Nursing and Oregon Board of Dentistry from the program as it is anticipated they are potentially leaving the program.

BUDGET NARRATIVE – 2025-27

Policy Package #4 Staffing Reclass

The agency in partnership with DAS CHRO identified critical staffing issues that require reclassification. The agency is requesting to reclassify the Business Operations Supervisor 1 position to Licensing and Permitting Manager. The current BOS 1 position is currently approved for work out of class. This position as identified in the Oregon Management Project (TOMP) require correction and are necessary in order to fulfill the Governors Agency Expectations and directives of the 2024-2029 Strategic Plan.

BUDGET NARRATIVE – 2025-27

Program Description

The purpose of the Oregon Board of Pharmacy under ORS Chapter 689 is to promote, preserve, and protect the health, safety and welfare of Oregonians by control and regulation of the practice of pharmacy (*individual licensure*) and the quality and distribution of drugs through outlets which are registered and involved in the manufacture, production, sale and distribution of legend drugs (*prescription*), over-the-counter (*non-prescription*) drugs, controlled substances (*drugs identified by the U.S. Drug Enforcement Administration (DEA) as having abuse or addiction potential*) and devices and other materials as may be used in the diagnosis, cure, mitigation, prevention and treatment of injury, illness and disease.

This is accomplished by the agency through: Examinations, Licensing, Investigations, Inspections, Outreach, and responses to inquiries.

Agency costs are primarily reflected in staff payroll. Ongoing expenses for Services and Supplies are inherent and tend not to fluctuate significantly. Major cost drivers are described below.

Personnel is the largest single expenditure of the agency. Providing licensing and compliance regulatory services for over 30,302 licensees for both people and places require adequate staffing to complete the statutory obligations, Governor's agency expectations, and board and strategic plan directives.

Attorney General is the second highest expenditure for the agency. Board Counsel is essential to the work of the agency for the compliance, enforcement, and communications functions of the board.

Instate Travel is another cost, while not among the highest, travel for pharmacy inspections and investigations occur throughout the State. Board members reside throughout the State and travel to board meetings every other month typically held at the Portland State Office Building.

Administrative Initiatives and projects such as budget preparation, document security, business continuity planning, workforce data collection, disaster/emergency planning, information technology management and cybersecurity, rulemaking requirements, public meeting logistics and requirements, compiling and analyzing data requires a large amount of staff's time.

Legislative Mandates requires a significant number of resources. The agency consistently absorbs directives without having adequate staffing or resources. 2023 Legislative mandates include HB 2278 authorized pharmacists to administer influenza vaccine to persons 6 months of age or older, HB 2395 Allows pharmacist to prescribe kit, allows Public Health Officer or physician employed by Oregon Health Authority to issue standing order to prescribe kit to specified persons, prohibits providing single-use drug test strips or drug testing tools to minor under 15 years of age unless strips or tools are part of minor's substance use disorder treatment and provided by mental health care provider, exempts from definition of "drug paraphernalia" certain items designed to prevent or reduce potential harm associated with use of controlled substances, HB 2486 allows certain pharmacy technicians to administer vaccines, SB 11 directs board to post public meeting recordings on website, SB 207 authorizes Oregon Government Ethics Commission to proceed on own motion to review and investigate, if commission has reason to believe that public body conducted meetings in executive session that were not in compliance with laws authorizing

BUDGET NARRATIVE – 2025-27

executive sessions, SB 450 exempts from labeling requirements drug intended to reverse opioid overdose when drug is dispensed by health care provider, SB 970 revises definitions related to pharmacy for consistency with applicable federal law.

2024 Legislative mandates include HB 4002 prohibits insurers from requiring prior authorization or other utilization review for coverage of substance use disorder medications and specifies exceptions, requires coordinated care organizations to provide to members medications for treatment of opioid use disorder and any co-occurring substance use disorder or mental health condition, prohibits coordinated care organizations and public payers of health insurance from requiring prior authorization for medication-assisted treatment, allows pharmacists to prescribe and dispense early refills of medication for opioid use disorder under specified conditions, allows pharmacists to have on-site prescription drug lockers without obtaining a license or registration from the State Board of Pharmacy, requires coordinated care organizations to have adequate networks of addiction treatment providers, directs the Alcohol and Drug Policy Commission to conduct a study related to access to opioid use disorder treatment and interventions, requires commission to report recommendations to Legislative Assembly to address barriers to accessing opioid use disorder treatment and interventions, establishes a certified community behavioral health clinic program in the Oregon Health Authority and specifies the requirements for the program, establishes the Joint Task Force on Regional Behavioral Health Accountability to make recommendations to the Legislative Assembly to improve the governance of behavioral health systems and strengthen evidence-based and equitable funding decisions and accountability of behavioral health systems, sunsets January 2, 2026, establishes the Task Force on Improving the Safety of Behavioral Health Workers to make recommendations to the Legislative Assembly to address the safety concerns that are prevalent in the behavioral health industry. Sunsets January 2, 2026, establishes the United We Heal Medicaid Payment Program in the authority to provide supplemental medical assistance payments to behavioral health providers to enable the providers to access enhanced apprenticeship and training programs and opportunities by participating in a labor-management training trust. modifies the definition of “delivery” for purposes of the Uniform Controlled Substance Act. Increases presumptive sentences when unlawful delivery of a controlled substance occurs in specified locations, increases penalties for unlawful possession of a controlled substance on September 1, 2024. Designates crime as a drug enforcement misdemeanor and specifies sentence, creates a new form of conditional discharge for drug enforcement misdemeanors and establishes processes for sealing records related to the crime, establishes the Oregon Behavioral Health Deflection Program consisting of grants awarded to fund deflection programs, directs the Oregon Criminal Justice Commission to track data including arrests and prosecutions for possession and delivery crimes and data concerning deflection program. Outcomes, increases the number of hours a person can be held in a facility when admitted to the facility due to intoxication or being under the influence of controlled substances, authorizes members of a mobile crisis intervention team to take a person to a sobering facility or appropriate facility, modifies immunity from civil and criminal liability for certain persons involved in the provision of treatment, establishes the Oregon Jail-Based Medications for Opioid Use Disorder Grant Program and declares an emergency, effective on passage, HB 4010 Specifies that flavoring of a prescription drug is not compounding, SB 1506 allows a pharmacist to test and prescribe, dispense and administer treatment for and treat a certain virus SARS-CoV-2.

BUDGET NARRATIVE – 2025-27

Program Justification and Link to 10-Year Outcome

Because of the efforts and diligence of the board in administering the Oregon Pharmacy Act and the Oregon Controlled Substances Act, the safety of Oregonians is enhanced and a number one priority. All the items included in the program description work together for the agency to successfully achieve its statutory mission of public safety.

Program Performance

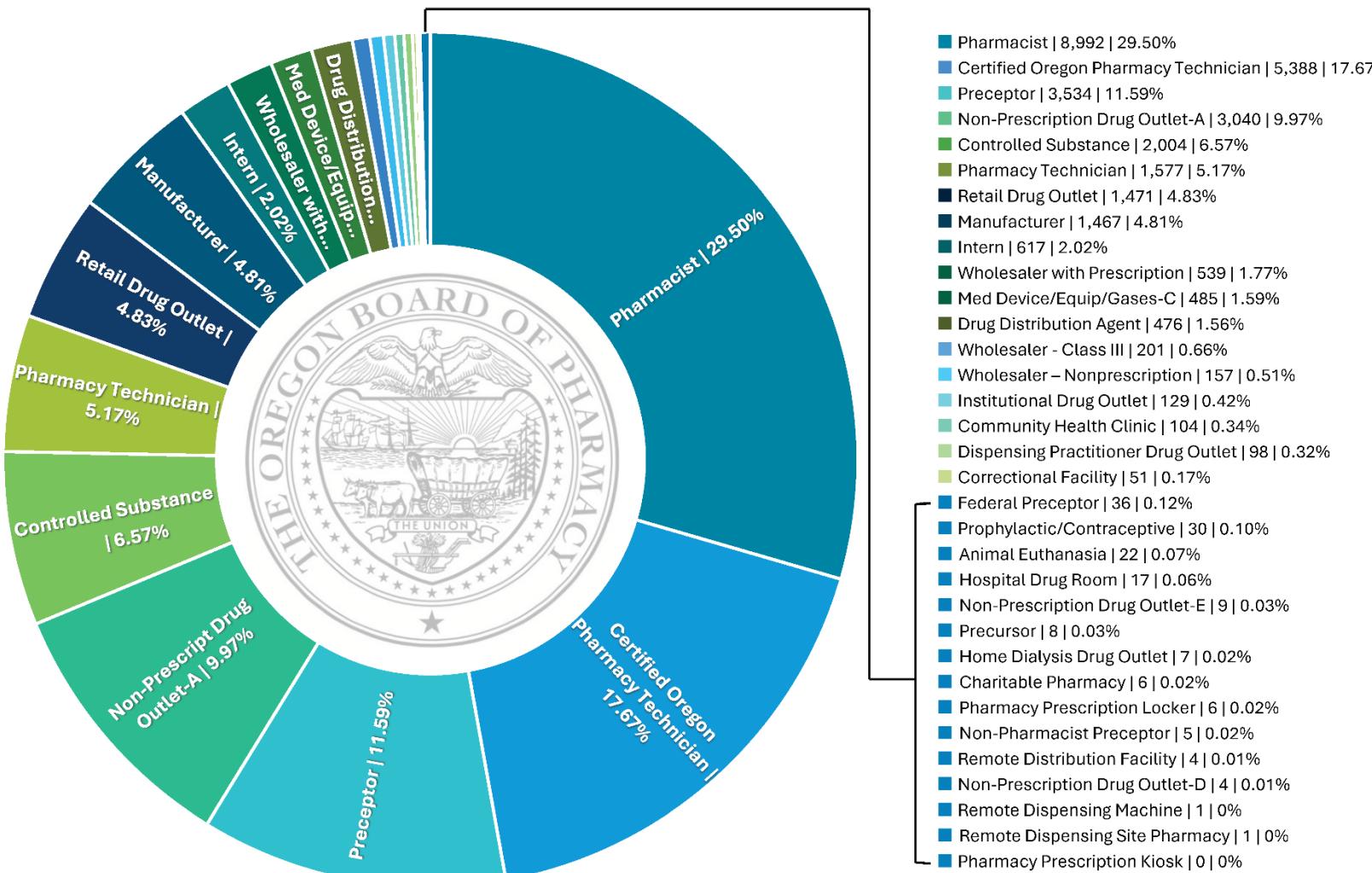
Compliance

The Compliance program continues to see a trend in the number of compliance cases per year. The number of cases is a result of public complaints, pharmacy inspections and other reported violations that result in the need for board-initiated cases to be opened and investigated. The board expects to see continued growth in compliance and complaint-related issues due to the increasing complexity of the profession and pharmaceutical supply chain, including the number of drugs available, the changing landscape of healthcare delivery and increased laws and regulation. The total number of cases has increased significantly over the last three years. This increase includes cases resulting from pharmacy inspections, non-compliance and complaints. The board is required to investigate any complaint of potential violation it receives. Some complaints do not result in disciplinary action. The complexity of the board's oversight and regulating both people and places makes it difficult to depict the depth of work that is completed by our Compliance staff on behalf of the board. Case number data is located on page 87.

BUDGET NARRATIVE – 2025-27

Licensing

The board continues to receive over 200 new applications per month. The following is a list of the current active licenses and registrations by category. The chart is a graphic representation of the 34 different categories of licensure and registration issued by the board and the percentage each represents. Each license and registration type is unique and requires all board staff to understand the statutes and rules associated with each type.



BUDGET NARRATIVE – 2025-27

Please see the KPMs in the Special Report tab to review performance metrics for both Compliance and Licensing programs. For this exercise, a rough estimate would be the 2025-27 ARB limitation request divided by the current number of licensees/registrants equals \$435.10 per service unit. However, it is difficult to estimate the cost per service unit due to the many variables related to our programs. Not all licenses are alike and not all services the board provides directly impact individual licenses or registrants.

Enabling Legislation/Program Authorization

The board was established and received its authority and responsibility through a mandate of the Oregon Legislature, ORS Chapter 689 the Oregon Pharmacy Act. The board received further authority and responsibility through ORS Chapter 475, the Oregon Controlled Substances Act.

Funding Streams

The board is entirely “other funded” and receives revenue by fees charged to licensees, civil penalties, and a handful of administrative “user” fees authorized by ORS 689.135. No lottery or general funds are allotted to the board.

Significant Proposed Program Changes from 2025-27

There are no significant proposed program changes for the 2025-27 biennium.

BUDGET NARRATIVE – 2025-27

Program Unit Narrative

The Oregon Board of Pharmacy is funded exclusively with Other Funds. The board is currently made up of five pharmacists, two pharmacy technicians, and two members of the public and 24 full or part time positions as well as the seven-member Public Health and Pharmacy Formulary Advisory Committee, consisting of two physicians, two advanced practice nurses and three pharmacists. The board is budgeted and accounted as a single program. The staff is internally organized into four departments including Licensing, Compliance, Administration and Executive. The agency additionally tracks expenditures separately for Board Member activities and Public Health and Pharmacy Formulary Advisory Committee activities.

The agency's operating revenue is "other funds" and is derived from biennial license and annual registration fees collected during the year for 34 different categories of licensure/registration for individuals and outlets. Details on who pays, and the revenue expected in the 2025-27 biennium are on form 107BF07 Detail of Lottery Funds, Other Funds, and Federal Funds Revenue. The board is not proposing to establish additional license or registration types or fees in 2025-27, however the board is requesting a 40% increase for all current license and registration fees. A current list of the licensing/registration categories and the associated fees is also included in the Revenue Tab for reference.

The Board of Pharmacy is proposing two Bills:

- HB 3045 – Licensee Evaluations – The board is proposing to add new statutory language to ORS 689.135 to give the board the authority to require a licensee to undergo a mental, physical, chemical dependency or competency evaluation when the board has objectively reasonable grounds to believe that the person is or may be unable to practice pharmacy with reasonable skill and safety. Without this authority, the board lacks an essential tool to protect public safety.
- HB 3046 – 2024 HB 4002 Directives – ORS 475 & 689 – the board is proposing to amend ORS 475.005(17), amend 2024 HB 4002 Sections 7, 8 and 9 to resolve current issues in statute that don't allow for the bills directives to be enacted. Some of this issues include pharmacists ability to prescribe controlled substances like medications for opioid use disorder, early refills and prescribing and administration of medications for opioid use disorder, requiring the board to adopt rules to allow a pharmacist to obtain a DEA registration number which is outside of the board's authority, permitting a prescription drug locker that meet certain conditions with an exemption from registering with the DEA which is outside of the board's authority to exempt registration with the DEA, the current law provides two different names for the same mechanical device depending on its physical location causing confusion to licensees/registrants and the public and inconsistencies with current law in ORS 689.005(29)(p).

BUDGET NARRATIVE – 2025-27

Packages

Pharmacy – 85500

ESSENTIAL PACKAGES

010 – Vacancy Factor and Non-ORPICS Personal Services

Package Description

This essential package includes vacancy savings position costs identified as salary adjustments in the 2025-27 biennium. This package totals: \$39,079

021 – Phase-in

Package Description

This essential package includes budget adjustments including inflation resulting from personal services funded during the 2023-25 biennium. This package totals: \$42,733

031- Standard Inflation

Package Description

This essential package consists of a standard 4.2% general inflation for costs increases in Services and Supplies. This package totals: \$324,534

032- Above Standard Inflation

Package Description

This essential package includes the amount above standard inflation for DAS Price List items such as motor pool and printing services. This package totals: \$7,547

033- Exceptional Inflation

Package Description

This essential package includes the rate difference from AY25 and AY27 for the Shared Financial Services charges increased significantly and is not supported by the standard inflation rate. This package includes what is needed to pay the estimated charges for AY27 that is not captured in package 031 and 032. This package totals: \$45,654

BUDGET NARRATIVE – 2025-27

Pharmacy - 85500 POLICY PACKAGES

Policy Package 101: Licensing Fee Increase – Governor Recommended

Package Description

Purpose:

The board is proposing to increase current licensing and registration fees for all categories by 40%, to be effective July 1, 2025. The last meaningful fee increase occurred in 2001. The board increased several fees in 2011, however most were reverted to the 2001 fees in 2013 due to an unexpected surplus of funds. The agency analyzed current licensing and registration fees for Oregon, Washington, California and Idaho and determined that the increase of 40% is comparable to neighboring states. The board is recommending a fee increase as a resolution to address the lack of operational resources to fund the licensing and compliance programs and other critical operational agency needs. This package increases total revenue by \$3,517,890.

Policy Package 102: Licensing– Governor Recommended

Package Description

Purpose:

The agency is proposing to modernize the Licensing/Registrant database. My License Office is the database that staff use to issue licenses and regulate licensees and registrants. The agency has determined that the existing database needs to be modernized due to gaps in technology and lack of investigatory, continued education and reporting abilities. The existing database will require ongoing maintenance/hosting to continue at the current service level through the end of the 2025-27 biennium; the platform is being discontinued with minimal support offered. The agency will need to continue using the current vendor to conduct business as usual while inquiring about procuring new software with the current provider or a new provider. This package increases Service & Supplies IT Professional Services expenditures by \$1,500,000.

Policy Package 103: HPSP Ongoing Services – Governor Recommended

Package Description

Purpose:

The current contract for HPSP expires 6/30/2025 and the agency needs to continue to pay for the services beyond the contract expiration date to carry us through 2027. We believe that the Oregon Board of Nursing and the Oregon Board of Dentistry intend to leave the program effective 6/30/2025. The issue is that the Oregon Medical Board and the Oregon Board Pharmacy intend to continue using HPSP program in the 2025-27 biennium but the cost to the agency will dramatically increase due to the other boards who are intending to leave the program. The other issue is that OBOP doesn't have the authority to require a licensee under investigation to undergo a mental, physical, chemical dependency or competency evaluation when the board has objectively

BUDGET NARRATIVE – 2025-27

reasonable grounds to believe that the licensee may be unable to practice pharmacy with reasonable skill and safety. To solve the issue of the dramatic increase in costs to participate in the current HPSP program, the agency must increase license/registration fees in the 2025-27 biennium. The agency will need to continue to comply with the directives pursuant to ORS 676 and does not have other alternatives to consider at this time. The Oregon Board of Pharmacy, the Oregon Medical Board, Oregon Board of Dentistry and Oregon Board of Nursing are currently engaged in discussions and considering a new vendor and other options that may be available in the future beyond the contract expiration. The Oregon Board of Nursing is engaged with a third-party to assess the cost, the effectiveness of the current vendor, and the objective of the program. The Oregon Medical Board is currently anticipating renewing the existing contract if a new vendor or new program isn't in place by the time the existing contract expires on 6/30/2025. This package increases Services & Supplies Professional Services by \$126,441.

Policy Package 104: Staffing Reclass – Governor Recommended

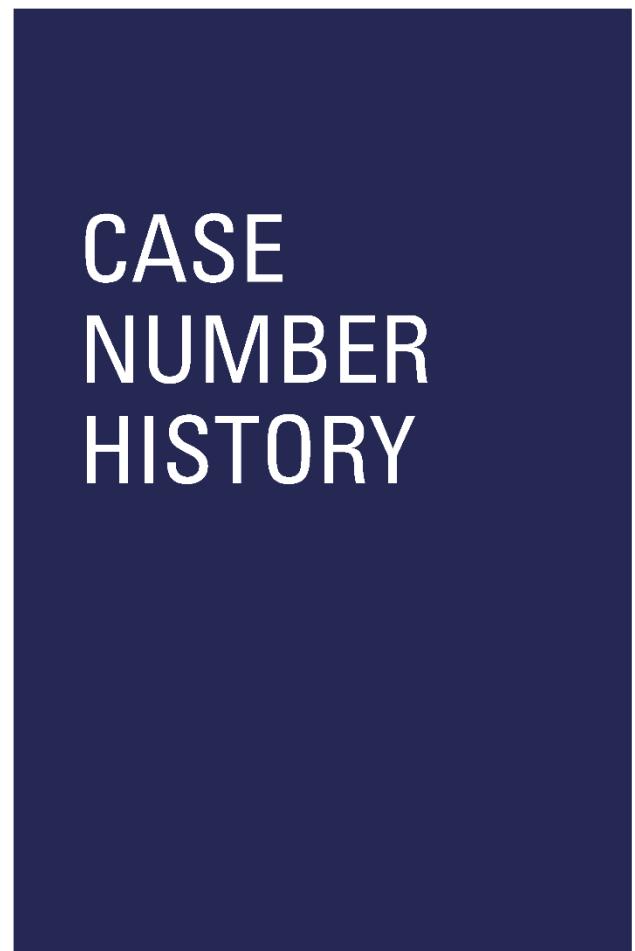
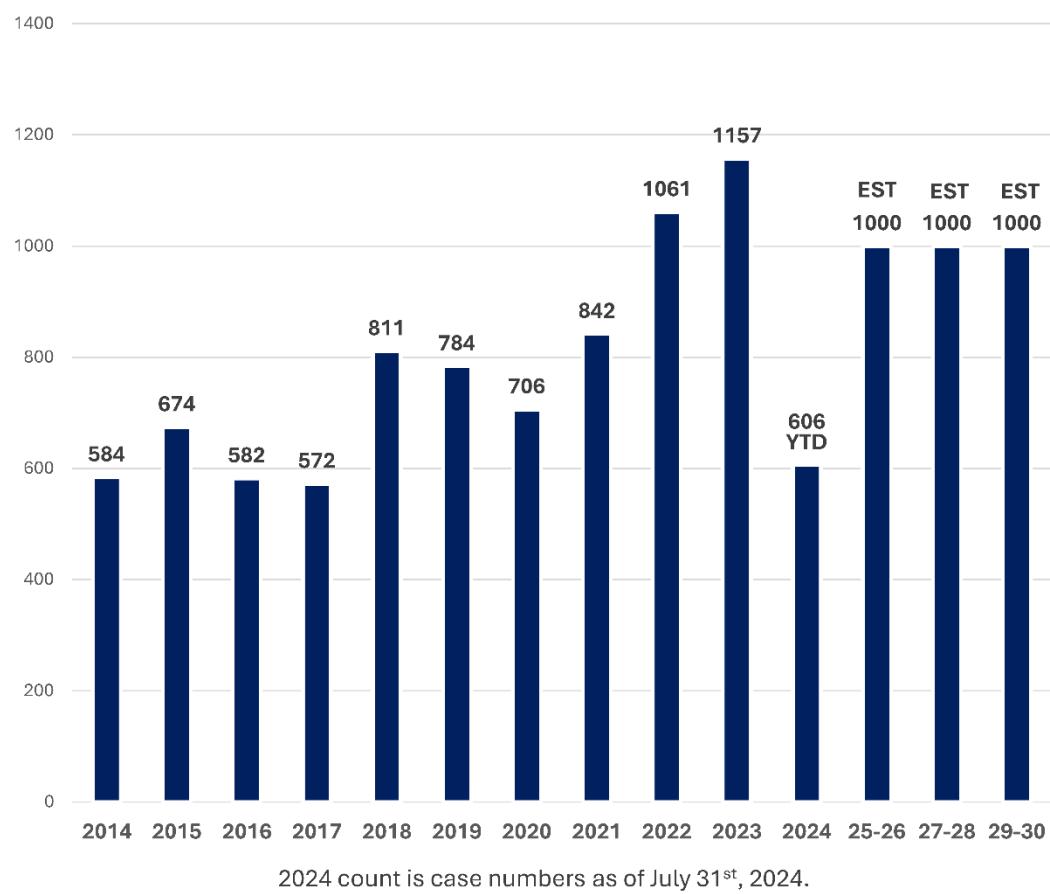
Package Description

Purpose:

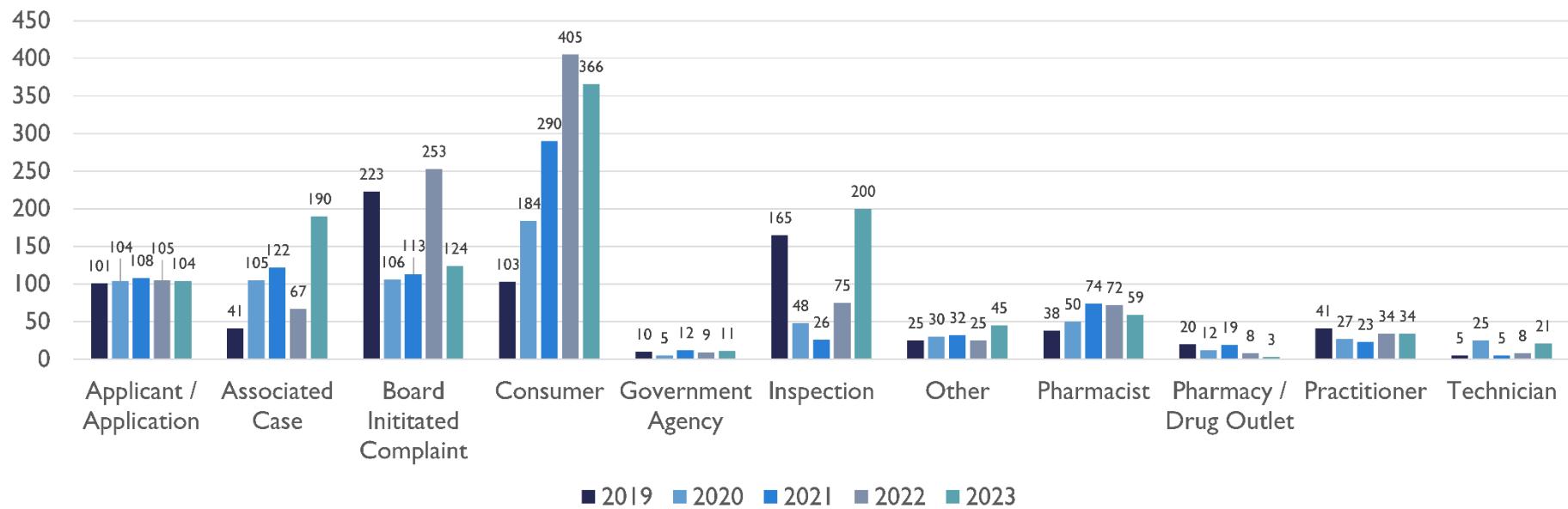
The agency, in partnership with DAS CHRO, requests critical staffing resources to support the directives of the Governor's Agency Expectations and the Board's Strategic Plan. Currently one position requires reclassification to align the position duties with appropriate classification. The agency is proposing to reclass the Business Operations Supervisor 1 to Licensing and Permitting Manager 1. This position as identified in the "The Oregon Management Project" (TOMP) require correction. The position is currently approved for work out of class with the intention to sure up during the 2025-2027 budget process. This package increases personal Services expenditures by \$48,299.

The charts below provide the compliance case data from 2014 – July 2024 and estimated compliance cases through 2030 as well as the source of where the cases originated. The board has adopted a record number of administrative rules over the past two years as part of the Strategic Plan and will continue to review and revise Chapter 855 rules moving forward. Due to legislative mandates, board directives and new federal laws, the board will continue to need resources to regulate the practice of pharmacy in Oregon at the current service level.

BUDGET NARRATIVE – 2025-27

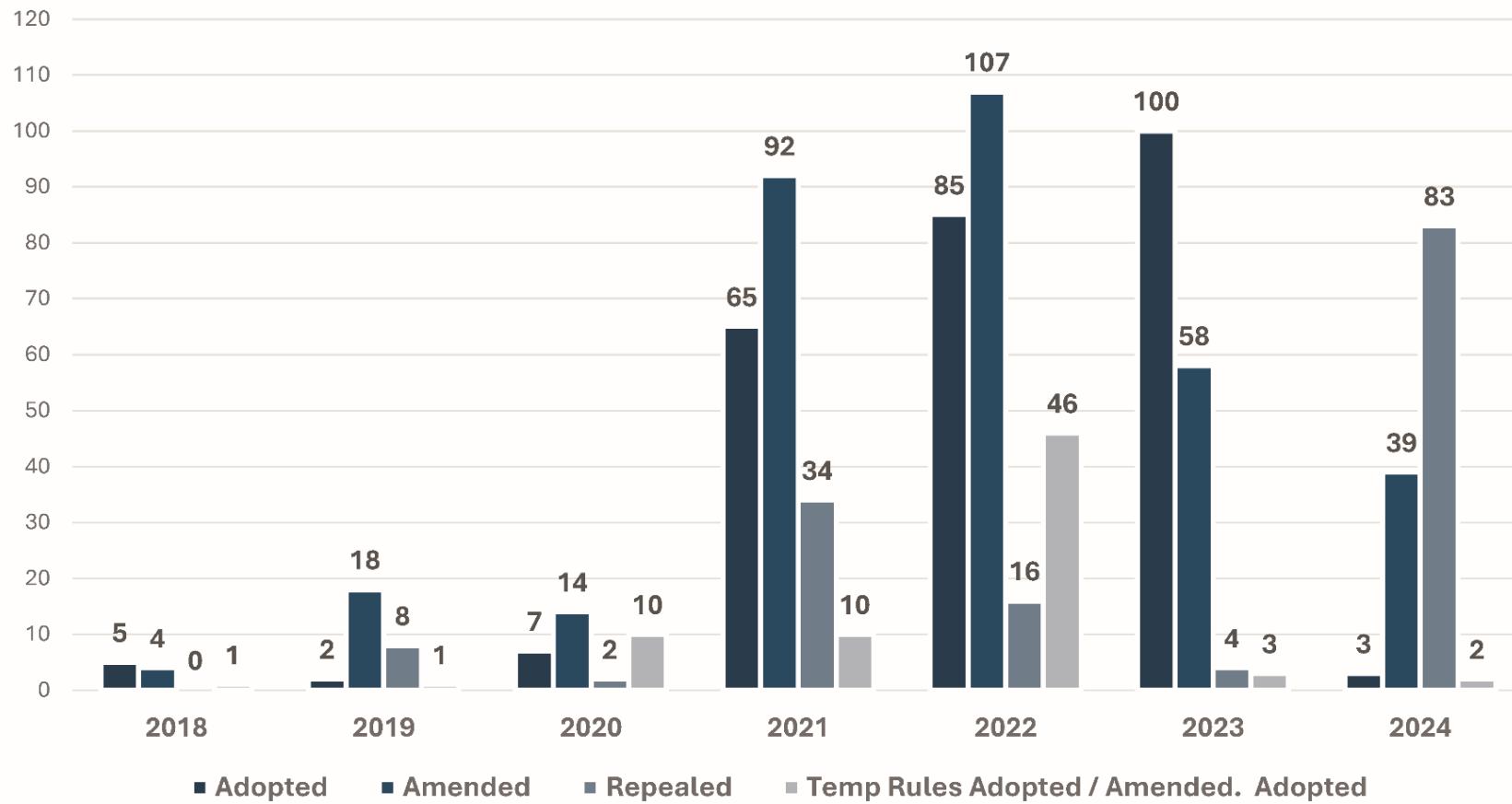


COMPLIANCE CASE SOURCE HISTORY



Pharmacy Related Oregon Administrative Rule Changes Per Year

BUDGET NARRATIVE – 2025-27



BUDGET NARRATIVE – 2025-27

How Achieved:

The approval of the policy option packages will allow the agency to continue to operate at current service levels. A fee increase is necessary in order to continue to comply with new legislative mandates, Governor's expectations, and board directives from the Strategic Plan, the DEIB Action Plan and the Succession Plan. The approval will also address the issue of our licensing database program that is nearing end of life, will continue to fund the Health Professional Services Program through the end of the biennium and align job classifications so they meet state standards. Each policy option package allows the board to continue to achieve its mission.

Staffing Impact and Revenue Source:

As noted above, this package impacts one current position submitted for reclassification.

Position 0000654 – Business Operations Supervisor 1 to Licensing and Permitting Manager 1

Total Other Funds: \$48,299

Staffing: We request legislative approval to reclassify this position.

Quantifying Results:

With the approval of these policy option packages the agency will be able to address the lack of operational resources required to meet the mission of the board to effectively support the licensing and compliance programs, fulfill legislative mandates, the Governor's agency expectations, board directives as well as achieve goals and implement actions from the Strategic Plan, the DEIB Action Plan, the Affirmative Action Plan and the Succession Plan. These critical resources will allow the agency to modernize the aging licensing database and address the lack of enforcement, inspection and enhanced reporting capabilities as well as increase licensee/end user satisfaction. These additional resources will allow the agency to continue to meet current service levels, increase key performance measure targets and should positively impact agency responsiveness to inquiries to ensure public safety.

Revenue Source:

The revenue source is Other Funds, Agency 85500 State Board of Pharmacy.

Total Other Funds Request is \$4,107,630

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 010 - Vacancy Factor and Non-ORPICS Personal Services

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Temporary Appointments	-	-	1,195	-	-	-	1,195
All Other Differential	-	-	8,692	-	-	-	8,692
Public Employees' Retire Cont	-	-	1,829	-	-	-	1,829
Pension Obligation Bond	-	-	(19,196)	-	-	-	(19,196)
Social Security Taxes	-	-	756	-	-	-	756
Paid Family Medical Leave Insurance	-	-	35	-	-	-	35
Mass Transit Tax	-	-	1,722	-	-	-	1,722
Vacancy Savings	-	-	44,046	-	-	-	44,046
Total Personal Services	-	-	\$39,079	-	-	-	\$39,079
Total Expenditures							
Total Expenditures	-	-	39,079	-	-	-	39,079
Total Expenditures	-	-	\$39,079	-	-	-	\$39,079
Ending Balance							
Ending Balance	-	-	(39,079)	-	-	-	(39,079)
Total Ending Balance	-	-	(\$39,079)	-	-	-	(\$39,079)

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 021 - Phase-in

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	671	-	-	-	671
Employee Training	-	-	3,364	-	-	-	3,364
Office Expenses	-	-	4,235	-	-	-	4,235
Telecommunications	-	-	7,905	-	-	-	7,905
Data Processing	-	-	996	-	-	-	996
Publicity and Publications	-	-	498	-	-	-	498
Employee Recruitment and Develop	-	-	498	-	-	-	498
Dues and Subscriptions	-	-	498	-	-	-	498
Other Services and Supplies	-	-	21,077	-	-	-	21,077
Expendable Prop 250 - 5000	-	-	2,991	-	-	-	2,991
Total Services & Supplies	-	-	\$42,733	-	-	-	\$42,733
Total Expenditures							
Total Expenditures	-	-	42,733	-	-	-	42,733
Total Expenditures	-	-	\$42,733	-	-	-	\$42,733
Ending Balance							
Ending Balance	-	-	(42,733)	-	-	-	(42,733)
Total Ending Balance	-	-	(\$42,733)	-	-	-	(\$42,733)

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 031 - Standard Inflation

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	5,099	-	-	-	5,099
Out of State Travel	-	-	745	-	-	-	745
Employee Training	-	-	1,112	-	-	-	1,112
Office Expenses	-	-	6,060	-	-	-	6,060
Telecommunications	-	-	2,548	-	-	-	2,548
State Gov. Service Charges	-	-	51,176	-	-	-	51,176
Data Processing	-	-	13,987	-	-	-	13,987
Publicity and Publications	-	-	1,916	-	-	-	1,916
Professional Services	-	-	25,133	-	-	-	25,133
IT Professional Services	-	-	11,505	-	-	-	11,505
Attorney General	-	-	159,815	-	-	-	159,815
Employee Recruitment and Develop	-	-	50	-	-	-	50
Dues and Subscriptions	-	-	257	-	-	-	257
Facilities Rental and Taxes	-	-	13,801	-	-	-	13,801
Facilities Maintenance	-	-	2	-	-	-	2
Medical Services and Supplies	-	-	53	-	-	-	53
Agency Program Related S and S	-	-	10,962	-	-	-	10,962
Other Services and Supplies	-	-	17,596	-	-	-	17,596
Expendable Prop 250 - 5000	-	-	738	-	-	-	738
IT Expendable Property	-	-	1,979	-	-	-	1,979
Total Services & Supplies	-	-	\$324,534	-	-	-	\$324,534

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 031 - Standard Inflation

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Total Expenditures							
Total Expenditures	-	-	324,534	-	-	-	324,534
Total Expenditures	-	-	\$324,534	-	-	-	\$324,534
Ending Balance							
Ending Balance	-	-	(324,534)	-	-	-	(324,534)
Total Ending Balance	-	-	(324,534)	-	-	-	(324,534)

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 032 - Above Standard Inflation

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Other Services and Supplies	-	-	7,547	-	-	-	7,547
Total Services & Supplies	-	-	\$7,547	-	-	-	\$7,547
Total Expenditures							
Total Expenditures	-	-	7,547	-	-	-	7,547
Total Expenditures	-	-	\$7,547	-	-	-	\$7,547
Ending Balance							
Ending Balance	-	-	(7,547)	-	-	-	(7,547)
Total Ending Balance	-	-	(\$7,547)	-	-	-	(\$7,547)

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 033 - Exceptional Inflation

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Other Services and Supplies	-	-	45,654	-	-	-	45,654
Total Services & Supplies	-	-	\$45,654	-	-	-	\$45,654
Total Expenditures							
Total Expenditures	-	-	45,654	-	-	-	45,654
Total Expenditures	-	-	\$45,654	-	-	-	\$45,654
Ending Balance							
Ending Balance	-	-	(45,654)	-	-	-	(45,654)
Total Ending Balance	-	-	(\$45,654)	-	-	-	(\$45,654)

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 092 - Statewide AG Adjustment

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Attorney General	-	-	(63,263)	-	-	-	(63,263)
Total Services & Supplies	-	-	(\$63,263)	-	-	-	(\$63,263)
Total Expenditures							
Total Expenditures	-	-	(63,263)	-	-	-	(63,263)
Total Expenditures	-	-	(\$63,263)	-	-	-	(\$63,263)
Ending Balance							
Ending Balance	-	-	63,263	-	-	-	63,263
Total Ending Balance	-	-	\$63,263	-	-	-	\$63,263

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 093 - Statewide Adjustment DAS Chgs

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
State Gov. Service Charges	-	-	27,258	-	-	-	27,258
Other Services and Supplies	-	-	(23,011)	-	-	-	(23,011)
Total Services & Supplies	-	-	\$4,247	-	-	-	\$4,247
Total Expenditures							
Total Expenditures	-	-	4,247	-	-	-	4,247
Total Expenditures	-	-	\$4,247	-	-	-	\$4,247
Ending Balance							
Ending Balance	-	-	(4,247)	-	-	-	(4,247)
Total Ending Balance	-	-	(\$4,247)	-	-	-	(\$4,247)

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 101 - Licensing Fee Increase

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
Business Lic and Fees	-	-	3,517,890	-	-	-	3,517,890
Total Revenues	-	-	\$3,517,890	-	-	-	\$3,517,890
Ending Balance							
Ending Balance	-	-	3,517,890	-	-	-	3,517,890
Total Ending Balance	-	-	\$3,517,890	-	-	-	\$3,517,890

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 102 - Licensing Database Maintenance

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
IT Professional Services	-	-	1,500,000	-	-	-	1,500,000
Total Services & Supplies	-	-	\$1,500,000	-	-	-	\$1,500,000
Total Expenditures							
Total Expenditures	-	-	1,500,000	-	-	-	1,500,000
Total Expenditures	-	-	\$1,500,000	-	-	-	\$1,500,000
Ending Balance							
Ending Balance	-	-	(1,500,000)	-	-	-	(1,500,000)
Total Ending Balance	-	-	(\$1,500,000)	-	-	-	(\$1,500,000)

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 103 - HPSP Ongoing Services

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Professional Services	-	-	126,441	-	-	-	126,441
Total Services & Supplies	-	-	\$126,441	-	-	-	\$126,441
Total Expenditures							
Total Expenditures	-	-	126,441	-	-	-	126,441
Total Expenditures	-	-	\$126,441	-	-	-	\$126,441
Ending Balance							
Ending Balance	-	-	(126,441)	-	-	-	(126,441)
Total Ending Balance	-	-	(126,441)	-	-	-	(126,441)

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE – 2025-27

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Pharmacy, Board of
Pkg: 104 - Staffing Reclasses

Cross Reference Name: Board of Pharmacy
Cross Reference Number: 85500-001-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	37,416	-	-	-	37,416
Public Employees' Retire Cont	-	-	7,872	-	-	-	7,872
Social Security Taxes	-	-	2,862	-	-	-	2,862
Paid Family Medical Leave Insurance	-	-	149	-	-	-	149
Total Personal Services	-	-	\$48,299	-	-	-	\$48,299
Total Expenditures							
Total Expenditures	-	-	48,299	-	-	-	48,299
Total Expenditures	-	-	\$48,299	-	-	-	\$48,299
Ending Balance							
Ending Balance	-	-	(48,299)	-	-	-	(48,299)
Total Ending Balance	-	-	(\$48,299)	-	-	-	(\$48,299)

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Essential and Policy Package Fiscal Impact Summary - BPR13

BUDGET NARRATIVE – 2025-27

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

Pharmacy, Board of 2025-27 Biennium		Agency Number: 85500 Cross Reference Number: 85500-000-00-00000				
Source	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	8,908,208	9,290,005	9,290,005	13,124,581	13,124,581	-
Non-business Lic. and Fees	293,760	306,570	306,570	330,930	330,930	-
Fines and Forfeitures	325,475	287,760	287,760	182,000	182,000	-
Interest Income	155,870	50,000	50,000	504,000	504,000	-
Other Revenues	64,821	63,975	63,975	63,850	63,850	-
Tsfr To Oregon Health Authority	(556,127)	(617,120)	(617,120)	(629,280)	(629,280)	-
Total Other Funds	\$9,192,007	\$9,381,190	\$9,381,190	\$13,576,081	\$13,576,081	-

Agency Request
2025-27 Biennium

Governor's Budget
Page _____

Legislatively Adopted
Detail of LF, OF, and FF Revenues - BPR012

BUDGET NARRATIVE – 2025-27

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

Pharmacy, Board of 2025-27 Biennium		Agency Number: 85500 Cross Reference Number: 85500-001-00-00-00000				
Source	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	8,908,208	9,290,005	9,290,005	13,124,581	13,124,581	-
Non-business Lic. and Fees	293,760	306,570	306,570	330,930	330,930	-
Fines and Forfeitures	325,475	287,760	287,760	182,000	182,000	-
Interest Income	155,870	50,000	50,000	504,000	504,000	-
Other Revenues	64,821	63,975	63,975	63,850	63,850	-
Tsfr To Oregon Health Authority	(556,127)	(617,120)	(617,120)	(629,280)	(629,280)	-
Total Other Funds	\$9,192,007	\$9,381,190	\$9,381,190	\$13,576,081	\$13,576,081	-

____ Agency Request
2025-27 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Detail of LF, OF, and FF Revenues - BPR012

BUDGET NARRATIVE – 2025-27

Detail of Lottery Funds, Other Funds, and Federal Funds Revenue

Source	Fund	ORBITS Revenue Acct	2021-23 Actual	2023-25 Leg Adopted	2023-25 Estimates	2025-27		
						Agency Requested	Governor's Budget	Legislatively Adopted
Animal Euthanasia	4360	205	\$ 3,600	\$ 3,450	\$ 3,450	\$ 4,830	\$ 4,830	
Certified Pharmacy Technician	4360	205	\$ 653,431	\$ 748,000	\$ 661,500	\$ 955,500	\$ 955,500	
Charitable Pharmacy	4360	205	\$ 600	\$ 2,400	\$ 750	\$ 1,260	\$ 1,260	
Community Health Clinic	4360	205	\$ 26,000	\$ 26,000	\$ 24,000	\$ 33,600	\$ 33,600	
Controlled Substance	4360	205	\$ 448,765	\$ 449,680	\$ 457,900	\$ 663,040	\$ 663,040	
Correctional Facility / Hospital Drug Room	4360	205	\$ 14,500	\$ 15,000	\$ 14,000	\$ 19,600	\$ 19,600	
Dispensing Practitioner Drug Outlet	4360	205	\$ 19,900	\$ 17,250	\$ 21,000	\$ 29,400	\$ 29,400	
Drug Distribution Agents	4360	205	\$ 414,800	\$ 368,000	\$ 392,800	\$ 594,720	\$ 594,720	
Interns	4360	205	\$ 74,604	\$ 80,000	\$ 72,000	\$ 100,800	\$ 100,800	
Manufacturers	4360	205	\$ 1,781,850	\$ 1,642,200	\$ 1,728,175	\$ 2,462,250	\$ 2,462,250	
Med Device/Equip/Gases-Class C	4360	205	\$ 81,825	\$ 77,625	\$ 86,625	\$ 121,380	\$ 121,380	
Non-Prescript – Drug Outlet – Class A	4360	205	\$ 526,420	\$ 252,000	\$ 537,075	\$ 763,980	\$ 763,980	
Non-Prescript – Drug Outlet – Class D	4360	205	\$ 400	\$ 600	\$ 800	\$ 560	\$ 560	
Pharmacist	4360	205	\$ 2,226,743	\$ 2,805,000	\$ 2,480,000	\$ 3,426,500	\$ 3,426,500	
Pharmacy Kiosk	4360	205	\$ -	\$ -	\$ 120	\$ 840	\$ 840	
Pharmacy Locker	4360	205	\$ -	\$ -	\$ 720	\$ 1,680	\$ 1,680	
Pharmacy Technician	4360	205	\$ 317,344	\$ 220,000	\$ 275,000	\$ 423,500	\$ 423,500	
Schedule 2 Precursor	4360	205	\$ 1,575	\$ 1,350	\$ 1,500	\$ 2,100	\$ 2,100	
Prophylactic/Contraceptive	4360	205	\$ 2,900	\$ 2,000	\$ 3,000	\$ 4,200	\$ 4,200	
Remote Dispensing /Distribution	4360	205	\$ 1,680	\$ 2,400	\$ 1,680	\$ 1,344	\$ 1,344	
Remote Dispensing Site Pharmacy	4360	205	\$ -	\$ -	\$ 480	\$ 3,150	\$ 3,150	

BUDGET NARRATIVE – 2025-27

Retail/Institutional Drug Outlet	4360	205	\$ 791,265	\$ 780,750	\$ 779,490	\$ 1,167,989	\$ 1,167,989	
Wholesalers	4360	505	\$ 1,086,225	\$ 1,071,000	\$ 1,055,100	\$ 1,528,800	\$ 1,528,800	
Delinquent Fees	4360	205	\$ 34,675	\$ 37,760	\$ 32,000	\$ 32,000	\$ 32,000	
Reciprocity	4360	205	\$ 108,159	\$ 85,000	\$ 85,000	\$ 85,000	\$ 85,000	
Score Transfer/NAPLEX	4360	505	\$ 23,800	\$ 27,500	\$ 65,000	\$ 32,500	\$ 32,500	
Civil Penalty	4360	605	\$ 297,018	\$ 250,000	\$ 150,000	\$ 182,000	\$ 182,000	
Interest Income	4360	975	\$ 155,870	\$ 50,000	\$ 476,594	\$ 504,000	\$ 504,000	
NSF	4360	975	\$ 1,540	\$ 1,750	\$ 1,500	\$ 1,750	\$ 1,750	
Misc Fees	4360	975	\$ 36,506	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000	
Laws & Rules	4360	205	\$ 3,650	\$ 5,000	\$ 2,500	\$ 2,500	\$ 2,500	
Prescription Drug Monitoring Fee – transfer to OHA	4360	210	\$ 555,952	\$ 602,000	\$ 609,000	\$ 609,000	\$ 609,000	
Workforce Data Collection – Transfer to OHA	4360	210	\$ 57,489	\$ 75,320	\$ 74,860	\$ 78,560	\$ 78,560	
Fingerprinting Fees – Transfer to OSP	4360	210	\$ 236,272	\$ 231,250	\$ 249,750	\$ 249,750	\$ 249,750	

2025-27

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SPECIAL REPORTS

BUDGET NARRATIVE – 2025-27

IT Project Budget Spreadsheet

Policy Group	Agency Name	IT Project Name	PPM Idea/Project ID	PPM Idea/Project Name	Mandate	Short Description	Start Date	End Date	Policy Option Package Request (Y/N)	POP #	Total Budget \$ (PPM)	Total Cost
						Current Licensing Database program (MyLicense Office) is coming to end of life. The agency determined that the database needs to be modernized due to gaps in technology and lack of investigatory, CE and reporting abilities. The agency is working with DAS Procurement and Travis Miller from EIS to do market research to see what options may meet the agency's needs. If it is determined that the agency is unable to fund a new database the agency will need to continue using the current program and will require funding for ongoing maintenance and hosting at the current service level through the end of the 25-27 biennium.	2025-07-01	2027-06-30	Yes	1	1,500,000.00	\$ 1,500,000.00
Healthy People	OBOP	Licensing Database Continued Maintenance/Modernization	P-00009999	Database Modernization/Ongoing Maintenance	None							
Previous Biennium (2023-2025) GF Cost	Previous Biennium (2023-2025) OF Cost	Previous Biennium (2023-2025) LF Cost	Previous Biennium (2023-2025) FF Cost	Current Biennium (2025-2027) GF Cost	Current Biennium (2025-2027) OF Cost	Current Biennium (2025-2027) LF Cost	Current Biennium (2025-2027) FF Cost	Future Biennia (2027 - and ongoing) GF Cost	Future Biennia (2027 - and ongoing) OF Cost	Future Biennia (2027 - and ongoing) LF Cost	Future Biennia (2027 - and ongoing) FF Cost	
\$ -	\$ 64,158.00	\$ -	\$ -	\$ 1,500,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	

BUDGET NARRATIVE – 2025-27

Annual Performance Progress Report (APPR)

The board has the following legislatively approved Key Performance Measures:

- Percent of inspected pharmacies that are in compliance annually
- Percent of individual and facility licensees that are issued within 30 days
- Percent of pharmacies inspected every two years
- Average number of days required to complete an investigation from complaint to board presentation
- Percent of customers rating their satisfaction with the agency's customer services as "good" or "excellent"
- Board Best Practices – Percent of total best practices met by the board

The [2023 Annual Performance Progress Report](#) (APPR) which reflects data collected from 2/1/2022 – 6/30/2023 is available on the board's website. The full 2023 report is included in the Special Reports tab. The [2022 APPR](#) and the [2021 APPR](#) is available on the board's website.

BUDGET NARRATIVE – 2025-27

Board of Pharmacy

Annual Performance Progress Report

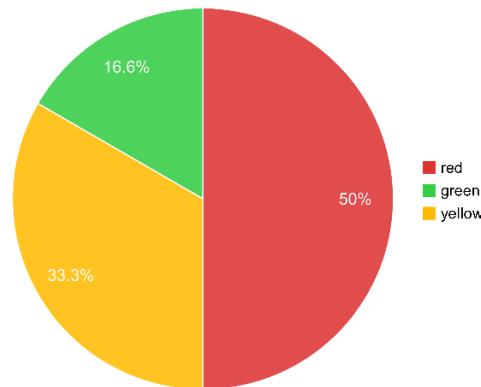
Reporting Year 2023

Published: 12/22/2023 4:18:53 PM

Please note, for Measures #1 and #3, the accurate data collection period reflects 2/1/22 through 6/30/23 (17 months)

BUDGET NARRATIVE – 2025-27

KPM #	Approved Key Performance Measures (KPMs)
1	Percent of inspected pharmacies that are in compliance annually. -
2	Percentage of individual and facility licenses that are issued within 30 days. -
3	Percent of pharmacies inspected every two years. -
4	Average number of days to complete an investigation from complaint to board presentation. -
5	Customer Service - Percent of customers rating their satisfaction with the agency's customer service as "Good" or "Excellent": Overall Customer Service, Timeliness, Accuracy, Helpfulness, Expertise, and Availability of Information.
6	Board Best Practices - Percent of total best practices met by the Board.

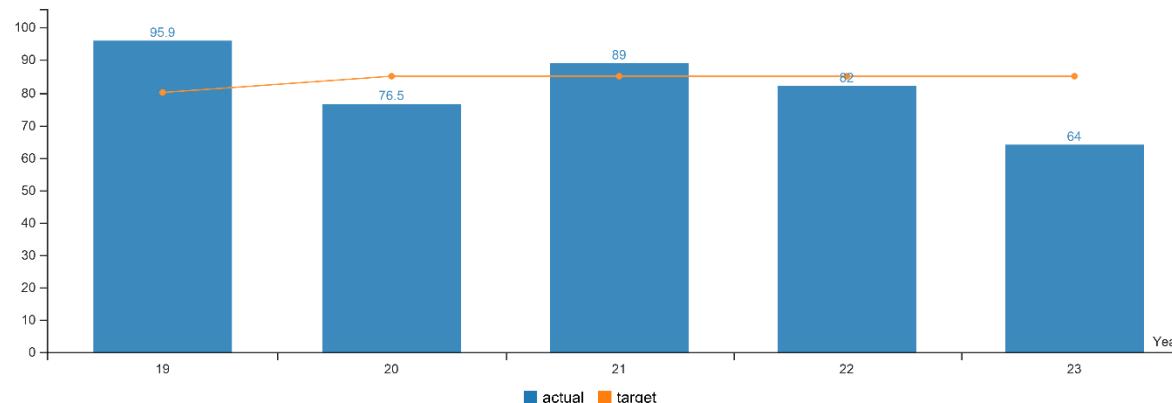


Performance Summary	Green	Yellow	Red
Summary Stats:	= Target to -5% 16.67%	= Target -5% to -15% 33.33%	= Target > -15% 50%

BUDGET NARRATIVE – 2025-27

KPM #1	Percent of inspected pharmacies that are in compliance annually. -
Data Collection Period: Feb 01 - Jun 30	

* Upward Trend = positive result



Report Year	2019	2020	2021	2022	2023
Percentage of Pharmacies that are in compliance annually.					
Actual	95.90%	76.50%	89%	82%	64%
Target	80%	85%	85%	85%	85%

How Are We Doing

This report reflects 17 months.

From February 1, 2022 - June 30, 2023 board Compliance Officers completed 678 Retail and Institutional pharmacy inspections of which 437 were in compliance. Of the 678 completed inspections, 139 passed inspection, 298 passed with notes for improvement, 73 received deficiency notifications and 170 notifications of non compliance were issued; note all notifications are reviewed by the board to determine if disciplinary action is warranted.

Additional inspections completed: 1 Charitable Pharmacy, 1 Consulting / Drugless Pharmacy, 14 Dispensing Practitioner Drug Outlet, 4 Wholesalers - 2 outlets - 64% of outlets inspected in 2022/23 were in compliance.

Note, the board shifted its reporting for this measure to correspond to with rule changes.

Factors Affecting Results

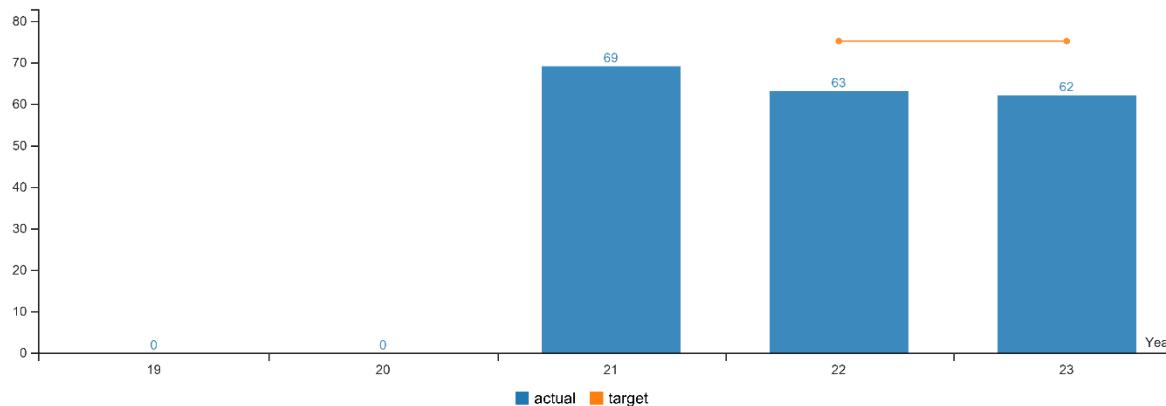
The COVID-19 public health emergency continued into May 2023, virtual and in person inspections were conducted with a focus on locations assessed to be places of concern related to patient safety. Virtual inspections take more time than in person inspections due to the time to get information from outlets and review off-site while pharmacies and staffing shortages have been stretched to provide increased COVID-19 services.

Compliance staff' focus was on responding to COVID-19 questions and the many rule or guidance changes that impacted licensees/registrants throughout this inspection cycle. COVID-19 had a significant impact on pharmacies due to staff shortages and changing rules due to the public health emergency.

BUDGET NARRATIVE – 2025-27

KPM #2	Percentage of individual and facility licenses that are issued within 30 days. -
	Data Collection Period: Jan 01 - Dec 31

* Upward Trend = positive result



Report Year	2019	2020	2021	2022	2023
Percentage of individual and facility licenses that are issued within 30 days.					
Actual			69%	63%	62%
Target				75%	75%

How Are We Doing

In 2022, the percentage of licenses that were issued within 30 days was 62%. This is down 1% from 2021. There were a total of 2948 licenses issued. In 2022 average number of days to issue a license was 38 days for facilities and 35 days for individuals. While the overall percentage was down 1%, we saw improvement in the average number of days to issue a license. In 2021, the average number of days to issue a license was 48 days for facilities and 54 days for individuals.

Factors Affecting Results

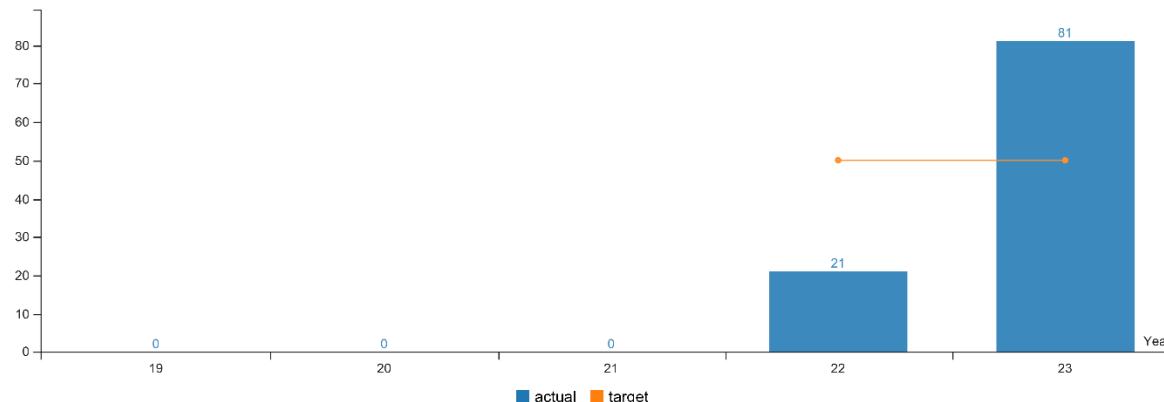
In 2022, two long term employees issued their overlapping resignations from state service. This was a 33% reduction in staffing in the first and second quarters of 2022 which greatly affected application processing times. The second quarter of each year is typically the board's busiest time of the year for incoming applications and renewals.

Board staff is focusing on continued improved communication with applicants, as well as creating efficient workflow processes within the agency. In 2022, board staff worked closely with Board Counsel to review all aspects of the license applications to update and clarify general application instructions and reporting requirements in plain language. On January 1, 2023, the Board launched the new and improved applications with the goal of streamlining the application process for individuals. The focus for 2023 is to do the same for facility registration applications.

BUDGET NARRATIVE – 2025-27

KPM #3	Percent of pharmacies inspected every two years. -
	Data Collection Period: Feb 01 - Jun 30

* Upward Trend = positive result



Report Year	2019	2020	2021	2022	2023
Percent of pharmacies inspected every 2 years.					
Actual				21%	81%
Target				50%	50%

How Are We Doing

This measure reflects 17 months of data.

In 2021, this measure was changed to reflect a two year inspection cycle where a focused priority to complete inspections at places of concern related to patient safety. 2023 is the first year reporting with data from 2-1-2022 through 6-30-2023 data.

684 inspections were completed in a transition cycle of 17 months equaling 81% of the pharmacies.

At present, in a two year cycle, there are 847 retail and institutional pharmacies located in Oregon. The board seeks to also complete inspections of other drug outlet registration on a rotating basis.

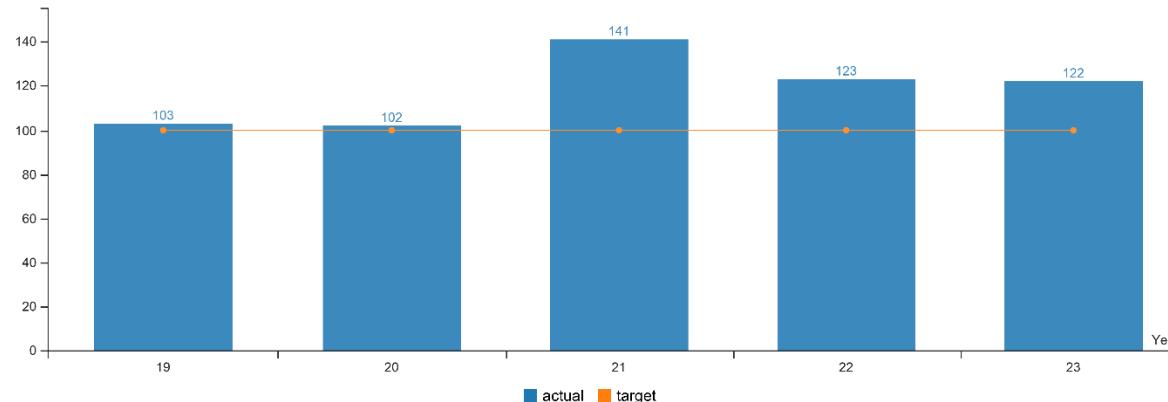
Factors Affecting Results

This was the first cycle of going from annual to biennial inspections and unfortunately due to COVID, high case volume and limited staff resources we were unable to complete all inspections.

BUDGET NARRATIVE – 2025-27

KPM #4	Average number of days to complete an investigation from complaint to board presentation. -
	Data Collection Period: Jan 01 - Dec 31

* Upward Trend = negative result



Report Year	2019	2020	2021	2022	2023
Number of days to process complete investigation from complaint to Board presentation.					
Actual	103	102	141	123	122
Target	100	100	100	100	100

How Are We Doing

The total number of investigatory cases from January 1, 2022 - December 31, 2022 was 1061, which is an increase of 220 from 2021. This number is inclusive of all cases, which include those initiated from inspection results, licensee and registrant application cases, drug diversion and theft cases, impairment cases, unprofessional conduct cases and all consumer complaints. Cases are triaged to ensure that the public's safety is maintained which may cause delays in processing of other types of cases. On average, cases were reported and presented to the Board within 121.81 or (122 rounded up) days. This is a decrease of 1 days from 2021 and 2 days from the statutory requirement of 120 days unless an exception is allowed.

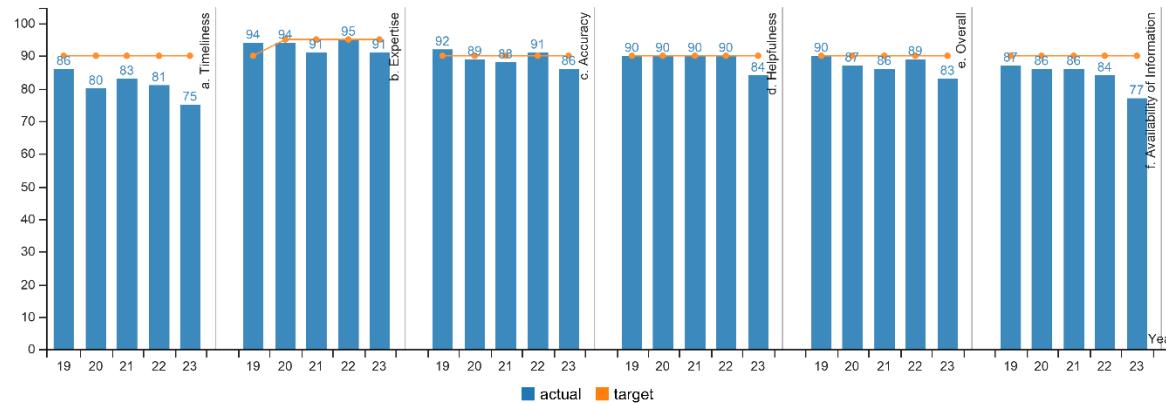
Factors Affecting Results

Continuous quality process improvements and redirected resources allowed for greater focus on investigations during 2022, which helped see improvement for this measure. An additional Compliance Officer position was approved in the 2023-25 Legislatively Adopted Budget to address increased case workload.

BUDGET NARRATIVE – 2025-27

KPM #5 Customer Service - Percent of customers rating their satisfaction with the agency's customer service as "Good" or "Excellent" : Overall Customer Service, Timeliness, Accuracy, Helpfulness, Expertise, and Availability of Information.

Data Collection Period: Jan 01 - Dec 31



Report Year	2019	2020	2021	2022	2023
a. Timeliness					
Actual	86%	80%	83%	81%	75%
Target	90%	90%	90%	90%	90%
b. Expertise					
Actual	94%	94%	91%	95%	91%
Target	90%	95%	95%	95%	95%
c. Accuracy					
Actual	92%	89%	88%	91%	86%
Target	90%	90%	90%	90%	90%
d. Helpfulness					
Actual	90%	90%	90%	90%	84%
Target	90%	90%	90%	90%	90%
e. Overall					
Actual	90%	87%	86%	89%	83%
Target	90%	90%	90%	90%	90%
f. Availability of Information					
Actual	87%	86%	86%	84%	77%
Target	90%	90%	90%	90%	90%

How Are We Doing

BUDGET NARRATIVE – 2025-27

We emailed a link to the SurveyMonkey Customer Service Survey to Board customers that obtained a new license between the dates of January 1, 2022 and December 31, 2022. We utilized the tools in Survey Monkey to directly email the survey link to 2889 new licensees. 234 individuals either fully completed or partially completed the survey. This represents an overall response rate of 8.1%. This is a 2.7% decrease from the 2021 overall response rate of 10.1%. The Board continues to see a decline in responses from licensees. 2162 of the 2889 licensees opened the email and of those 10.8% responded to the survey.

The percentage results provided represent the respondents who responded with a rating of either Excellent or Good. Those that responded "Don't Know" or "N/A" were not factored into these ratings. Our overall customer satisfaction average of 83%.

Factors Affecting Results

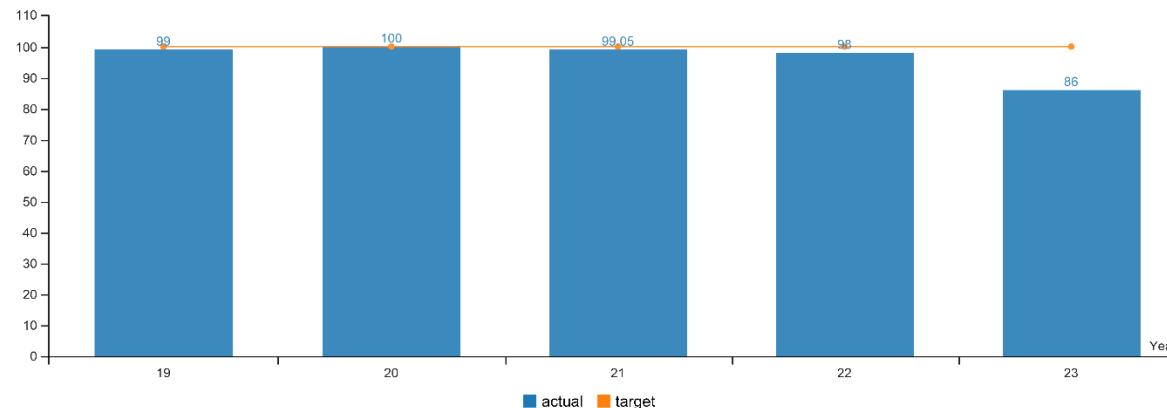
Factors that contributed to the results:

- 33% reduction in licensing staff due to overlapping resignations (1 failed recruitment – increased hiring timframes)
- Staff resources at a minimum during peak workload times
- Staff category reassessments & additional training times on additional licensure categories
- Training time for new employees

BUDGET NARRATIVE – 2025-27

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

* Upward Trend = positive result



Report Year	2019	2020	2021	2022	2023
Is the Board following Best Practices?					
Actual	99%	100%	99.05%	98%	86%
Target	100%	100%	100%	100%	100%

How Are We Doing

The full Board participated in the response this year. A score of 86% of the 15 questions received a yes response, 14% received a no response with comments and questions from one or two people.

The Board regularly works to follow best practices. The Executive Director provides weekly communications to the Board and meets with the President as needed in between meetings.

Factors Affecting Results

This year, nine out of nine members participated in providing feedback for this measure. Two of the members responded for the first time this year, that may be the reason for the no responses with comments and questions. Staff will be spending more time during orientation to ensure members understand the Best Practices questions and answer their questions up front moving forward.



OREGON BOARD OF PHARMACY **Affirmative Action Plan** 2025-2027

BUDGET NARRATIVE – 2025-27



Oregon

Tina Kotek, Governor

Oregon Board of Pharmacy

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Portland, OR, 97232

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The Oregon Board of Pharmacy (OBOP) prioritizes building a more inclusive and diverse workforce. By recruiting, developing, and retaining high performing staff, the board aims to better serve all Oregonians. The board is committed to and aligned with Governor Kotek's priorities on education, good governance, enhanced customer service, and advancing public safety.

The Affirmative Action Plan represents the agency's commitment to Diversity, Equity, Inclusion and Belonging and dedication to both the Oregonians and equal opportunity and affirmative action in employment and public service in compliance with all applicable federal and state laws, including, but not limited to: Executive Order 11246; Title VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1974; the Vietnam Era Veterans Readjustment Assistance Act; and the Americans with Disabilities Act. The OBOP Affirmative Action Plan has my complete support and commitment.

Rosa Klein

Interim Executive Director
Oregon Board of Pharmacy
(971) 673-0001

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Table of Contents

Introduction	4
1. Overview	4
2. Mission & Objectives	5
3. Key Employees	6
4. Organization Chart	7
5. Agency Affirmative Action Policy	9
Roles for Implementation of Affirmative Action Plan	10
1. Roles and Responsibilities for Plan Implementation; and	10
2. Accountability Mechanisms	10
2023-2025 Affirmative Action Plan Progress Report	13
1. Progress towards Strategies and Goals	13
2. Promotions	15
3. Other Accomplishments	15
4. Alignment of Affirmative Action Plan with DEIB Plan & Strategic Plan	16
5. Leadership Evaluation Report – ORS 659A.012	19
Next Biennium Affirmative Action Plan - 2025-2027 Goals	21
1. Recruitment Strategy	21
2. Retention Strategy	22
3. Employee Engagement Strategy	23
4. Employee Data Strategy	24
Complaint Avenues	26
Succession Plan	26
Contracting	26
Appendix.....	28
1. State Policy Documentation	28
2. Federal Employment Law Documents	28
3. Internal Policies & Goals Supporting Affirmative Action	28

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Introduction

1. Overview

The Oregon Board of Pharmacy was created by the Oregon State Legislature in 1891. Today, the board consists of nine members, five members are licensed pharmacists, two are licensed pharmacy technicians and two are representatives of the public. The Governor appoints each member of the board for a term of four years, subject to approval by the State Senate, and they may be reappointed.

The Oregon Board of Pharmacy is headquartered in Portland and currently consists of 24 dedicated agency staff members who, in addition to supporting the board, provide services in Licensing, Compliance, Administrative Services, and Operations.

The Licensing Department is responsible for the processing of license and registration applications and renewals. There are 37 license categories, including Pharmacists, Interns, Pharmacy Technicians, and multiple types of drug outlets including retail and institutional pharmacies, non-prescription, wholesaler, manufacturer, and others. This team manages over 32,000 active licenses.

The Compliance Department is responsible for investigations and inspections to ensure that Licensees and Registrants meet standards for safe and legal dispensing, distribution, and delivery of drugs. In addition, this team actively responds to inquiries and assists in providing educational outreach. The department relies on close collaboration with various state and federal regulatory agencies to regulate practice, and ensure patient safety, health, and welfare.

The Administrative Services Department is responsible for ensuring the agency is compliant with State processes of financial management, procurement, information technology, public record requests, agency policy, training, program coordination, and overall office management.

The Executive Department is responsible for day-to-day agency operations, strategy, personnel management, legislative processes, communications including public outreach, rulemaking, records management, agency staff committee management, affirmative action, and diversity, equity, and inclusion, and succession planning.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

2. Mission & Objectives

Mission: The Oregon Board of Pharmacy serves to promote and protect public health, safety, and welfare by ensuring high standards in the practice of pharmacy and through effective regulation of the manufacture and distribution of drugs.

Vision: All Oregonians have equitable access to medication and pharmacy services, provided safely and conveniently, through a network of highly skilled and dedicated Pharmacists, Interns and Pharmacy Technicians along with a well-regulated manufacturing and distribution network.

Equity Statement: The Oregon Board of Pharmacy is committed to Diversity, Equity, Inclusion, and Belonging (DEIB) within its organization and for the public it serves. This commitment is reflected in board membership, agency staffing, the services provided, and its efforts to promote patient safety and ensure access to quality pharmacy care. Our actions, outlined in our DEIB and Affirmative Action Plans, demonstrate this commitment. The following principles guide our approach:

- Promote a welcoming, safe, and inclusive culture for people of all backgrounds.
- Foster an inclusive environment where all current and prospective licensees and registrants receive fair and unbiased service from the agency staff and board.
- Advance Diversity and Equity in access through culturally responsive service delivery that addresses the changing climate within the pharmacy profession.
- Ensure all patients needing pharmacy services are able to receive safe and timely access to medications, regardless of place of residence, economic or social status, physical ability, ethnicity, or gender identity.

Values: These values reflect both how the board and agency staff strive to conduct ourselves, and the behaviors the board seeks to instill across the practice of pharmacy in Oregon.

- **Equity** - *Each individual and group are valued, respected, and treated fairly, ensuring equal access to medications and support for their unique and diverse requirements.*
- **Service** - *We deliver a consistent standard of excellence in all work and respond promptly to the needs of patients, Licensees, Registrants, providers and partners.*
- **Safety** - *We are committed to protecting the health, safety, and welfare of the public. Safety is the foundation of the board's Mission.*
- **Adaptability** - *We are open to new ideas and to responding to the changing needs and challenges in the field of healthcare and pharmacy.*
- **Integrity & Accountability** - *Transparency and honesty govern the board's work. We accept responsibility for our actions, products, decisions, and policies.*
- **Professionalism** - *We are committed to promoting excellence in pharmacy practice through expertise, commitment, and competence.*

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

3. Key Employees

Interim Executive Director

Rosa Klein

Interim Executive Director, Oregon Board of Pharmacy

rosa.klein@bop.oregon.gov

(971) 673-0001

The Governor's Policy Advisor

Kristina Narayan

Senior Health Advisor, Office of Governor Tina Kotek

Kristina.narayan@oregon.gov

Affirmative Action Representatives

Naomi Graham

Office Manager

Naomi.graham@bop.oregon.gov

(971) 673-0001

Chelsea Dascher

Strategic Initiatives Manager

Chelsea.dascher@bop.oregon.gov

(971) 673-0001

Ciji Shelton-Flores

Chief Financial and Administrative Officer

Ciji.Shelton-Flores@bop.oregon.gov

(971) 673-0001

Sherry Lauer

DAS Client Agency Human Resources Manager

Sherry.lauer@das.oregon.gov

(971) 301-0110

Equity Leader

Chelsea Dascher

Strategic Initiatives Manager

Chelsea.dascher@bop.oregon.gov

(971) 673-0001

Lead for Certification Office for Business Inclusion and Diversity (COBID) Contracting and Procurement

Ciji Shelton-Flores

Chief Financial and Administrative Officer

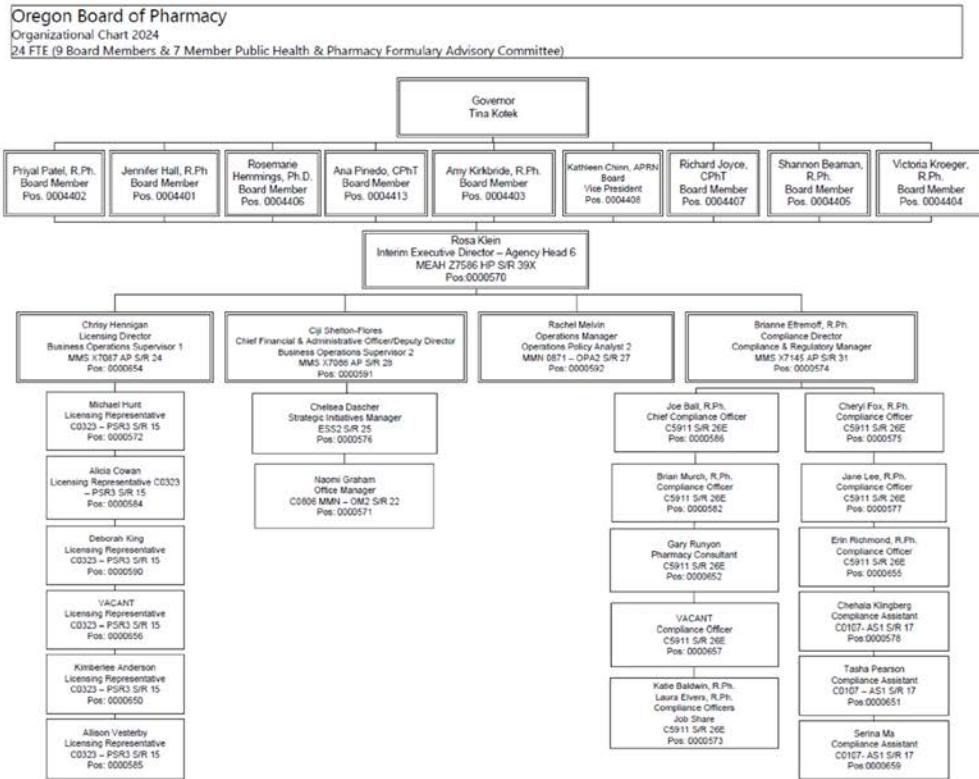
Ciji.Shelton-Flores@bop.oregon.gov

(971) 673-0001

BUDGET NARRATIVE – 2025-27

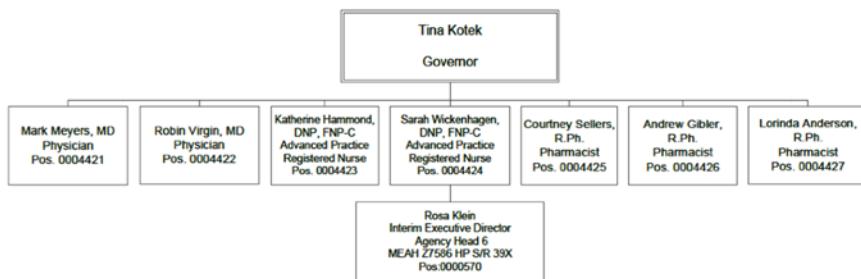
2025-2027 | OBOP Affirmative Action Plan

4. Organization Chart



BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan



PUBLIC HEALTH AND PHARMACY FORMULARY ADVISORY COMMITTEE

Established January 1, 2018

Members are appointed by the Governor to make recommendations to the Oregon Board of Pharmacy regarding pharmacist prescriptive authority

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

5. Agency Affirmative Action Policy

Statement:

The Oregon Board of Pharmacy (OBOP) is committed to Diversity, Equity, Inclusion, and Belonging (DEIB) within its organization and for the public it serves. This commitment is reflected in board membership, agency staffing, the services provided, and its efforts to promote patient safety and ensure access to quality pharmacy care. Each individual and group are valued, respected, and treated fairly, ensuring equal access to medications and support for their unique and diverse requirements.

Policy:

All Oregon Board of Pharmacy employees must adhere to the Affirmative Action Policy and Plan. Oregon Revised Statute 659A.012 – 659.015 requires agencies to carry out policy against discrimination in employment. The OBOP is an equal-opportunity employer that is committed to a proactive role in the recruitment and selection process.

The OBOP will ensure that we provide 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.

The OBOP 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 roles and responsibilities related to Affirmative Action are outlined for all staff in this plan, and the principles outlined in our Equity Statement above guide our approach.

The Affirmative Action Plan is posted on the agency's website, as well as in the executive director's office. All newly appointed board and committee members, new employees and contracted vendors are provided with the link to the plan.

Agency staff are provided with contact information and available resources and are encouraged to bring all complaints to the attention of the executive director or alternate designee in accordance with ORS Chapter 659A. The current agency Designated Individual(s) are:

- Sherry Lauer, Department of Administrative Services, Client Agency Human Resources Manager
- Rosa Klein, Interim Executive Director

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Roles for Implementation of Affirmative Action Plan

1. Roles and Responsibilities for Plan Implementation; and

2. Accountability Mechanisms

Executive Director:

- **DEIB Communication:** Regularly communicate the importance of a discrimination-free, diverse, and harassment-free workplace. Lead by example by participating in cultural diversity training sessions and orientations. For example, send out all-staff emails addressing racial justice and promote educational opportunities on equity.
- **Human Resources Partnership:** Schedule and conduct frequent meetings with the Human Resources Manager to review equal employment opportunities, evaluate affirmative action and diversity progress, and identify issues. Approve and monitor strategies and timelines for meeting these goals.
- **Accountability:** Be held accountable through annual performance evaluations. These evaluations will include ratings on the Director's ability to build DEIB organizational capacity and whether they foster and promote an inclusive work environment.
- **Manager Accountability:** Hold managers accountable for participating in and promoting affirmative action activities. Ensure they communicate this responsibility to their employees. The effectiveness of managers and supervisors in promoting DEI organizational capacity and fostering an inclusive work environment will be included in their quarterly check-ins. In support of the statewide adoption of the Performance Accountability and Feedback process, managers and employees no longer receive annual performance evaluations and receive quarterly performance check-ins. ORS 659A.012(1) states:

"To achieve the public policy of the State of Oregon for persons in the state to attain employment and advancement without discrimination because of race, religion, color, sex, marital status, national origin, disability or age, every state agency shall be required to include in the evaluation of all management personnel the manager's or supervisor's effectiveness in achieving affirmative action objectives as a key consideration of the manager's or supervisor's performance."

Managers & Supervisors:

- **DEIB Communication:** Encourage and promote a discrimination-free, diverse, and harassment-free workplace. Support affirmative action goals and objectives. Ensure staff are knowledgeable about the OBOP policies and procedures that encourage an inclusive environment.
- **Filling Vacancies:** Work with Human Resources to utilize State of Oregon policies, procedures, laws, and rules if applicable in filling vacancies. Use diverse recruitment strategies to identify and attract candidates. Establish interview panels that represent protected-class groups, Attend equal opportunity, affirmative action, and other diversity-related training to stay informed on current issues.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

- **Job Applicants:** Inform job applicants that the board is an equal opportunity employer committed to workforce diversity. Provide the board's Affirmative Action Plan for applicants to review upon request.
- **Orientations and Evaluations:** Receive an orientation on the board's affirmative action goals. Ensure new employees receive the Affirmative Action Plan during their orientation. Support employees to understand their responsibilities and evaluate their progress in achieving these goals and objectives.
- **Skill-building:** Enhance the skills of current employees through mentoring, job rotations, and formal training to prepare them for higher-level positions within the organization and the State.
- **Internal Harassment:** Act promptly to address and/or report any harassment incidents within the agency.
- **DEIB Trainings and Events:** Managers and supervisors are encouraged to attend trainings and/or events related to DEIB applicable to their program areas.
- **Accountability:** Leadership Team members will evaluate their direct report managers on their effectiveness in operationalizing equity in their day-to-day duties.

Affirmative Action Representatives:

- **DEIB Communication:** Collaborate with the executive director, managers, supervisors, and committees to promote a diverse workforce and an inclusive work environment. Display the board's Affirmative Action Policy Statement in the office.
- **Plan Updates:** Update Affirmative Action Plan every two years. Obtain support for proposed changes to the Affirmative Action Plan to reach goals and objectives.
- **Policy and Plan:** Provide electronic copies of the OBOP Affirmative Action Policy Statement and Plan to all managers, supervisors, and employees. Provide copies to job applicants upon request. Recommend changes to the plan and update it as required. Compile statistics and inform management of the board's Affirmative Action status during leadership meetings.
- **Stay Updated:** Inform management of the latest law and rule changes pertaining to EEO/AA. Attend Affirmative Action meetings and Office of Cultural Change events as available.
- **Report Progress:** Report Affirmative Action Plan activity progress to the executive director and to agency staff at staff meetings.
- **Policy Reviews:** Assess new and revised policies for potential adverse impacts on the board's commitment to affirmative action and equal employment opportunities.
- **Agency Trainings:** Ensure agency trainings are free from discrimination based on race, religion, national origin, age, gender, sexual orientation, veteran status, or disability, visible and invisible.
- **New Trainings:** Research and present training opportunities to all staff related to diversity, equity, inclusion, and belonging.
- **Career Development:** Inform employees of career development opportunities and assist with meeting promotional job requirements.
- **DEIB Trainings and Events:** Affirmative action representatives are encouraged to attend trainings and/or events related to DEIB applicable to their program areas.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

- **Accountability:** Affirmative action representatives will be evaluated by their respective managers on their ability to operationalize equity in their day-to-day duties.

Non-managerial Employees:

- **Orientation:** All new employees receive information about their rights and responsibilities under the board's Affirmative Action Plan during orientation.
- **DEIB Resources:** Non-managerial staff are encouraged to read resources about DEIB sent to them by the DEIB Committee and affirmative action representatives.
- **DEIB Trainings and Events:** Non-managerial staff are encouraged to attend trainings and/or events related to diversity, equity, inclusion, and belonging applicable to their program areas as they become available.
- **Accountability:** Non-managerial employees will be evaluated on their ability to operationalize equity in their day-to-day duties in their quarterly check-ins.

Board Members:

- **Orientation:** Receive Affirmative Action Plan during onboarding. Additionally, provide newly appointed board and Public Health and Pharmacy Formulary Advisory Committee (PHPFAC) members with the current agency Affirmative Action Plan.
- **Plan Review:** Support Affirmative Action Plan development by reviewing amended versions every biennium.
- **Meeting Agendas:** Include the mission, vision, equity statement, and values on all board meeting agendas.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

2023-2025 Affirmative Action Plan Progress Report

Our Goal: Hire and Retain Underrepresented Groups

1. Progress towards Strategies and Goals

The Oregon Board of Pharmacy (OBOP) had a 2023-2025 Affirmative Action Plan which determined the agency required focus on improving hiring and retention practices in order to fill in gaps in diversity.

Progress: Recruitment

The agency underwent an extensive overhaul of hiring practices in partnership with the executive director, HR, Office of Culture Change, and Hiring Managers. During this process, the agency developed a robust recruitment toolkit to create process consistency across the agency. It also incorporated DEIB principles to enhance accessibility and increase fairness in the interview process.

Key changes to recruitment include:

- Development of a comprehensive recruitment plan that clearly identifies each step and action items to be used across the agency.
- Inclusion of DEIB language in job listing.
- Identification of additional sources for posting job listings to reach out to historically excluded groups:
 - [National Alliance for Partnerships in Equity \(NAPE\)](#)
 - [Portland NCAAP](#)
 - [Urban League of Portland, Oregon](#)
 - [Coalition of Communities of Color](#)
 - [Portland Development Commission](#)
 - [APANO Communities United Fund](#)
- Bias Interrupters resources for Hiring Managers.
- Continuation of using VidCruiter for first round structured interview to promote both accessibility and equity in the interview process.
- Collaboration with Office of Cultural Change as first round interview panel participants.

Using the new recruitment toolkit, the agency filled four vacant positions and increased diversity, skillset, and culture with the hiring of people of color and those who identify as LGBTQ2SIA+.

Progress: Retention

The agency has taken a multi-step process to understand its current workforce culture. Considering employee morale and its relation to retention as important factors of culture, the agency has determined areas for improvement, growth, and belonging.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Under the leadership of Executive Director Fox, and as a first step towards intra-agency collaboration for inclusion, belonging, and cultivation of culture, the agency created the Employee Engagement Committee, DEIB Champions Committee, and the Leadership Development Committee. The committees discuss, actively listen, and work towards understanding each program area's unique challenges to problem solve together.

- **DEIB Champions Committee**
 - **Role:** Development of the agency's DEIB Plan, creation of a diverse, equitable and inclusive workplace, identification of systematic inequities internally and externally, and embedding equity-building practices agency-wide.
 - **Progress:** The DEIB Champion Committee worked to identify DEIB actions both for agency staff, licensees and other interested parties, creating an actionable 2024-2026 DEIB Plan, which was met with praise and approval from the board. Additionally, the DEIB and EEC collaborated to produce a series of educational emails about the history of Juneteenth.
 - **Training:** The committee provided access to training for all staff: Identifying Personal and Professional Limitations and Boundaries held by the City of Portland and Office of Community & Civic Life.
- **Employee Engagement Committee (EEC)**
 - **Role:** Development of a workplace that values employee engagement and well-being.
 - **Progress:** The Employee Engagement Committee presented team-building exercise ideas to the Leadership Team for quarterly all-staff meetings. These ideas included using icebreaker activities to encourage discussion, providing learning opportunities to create connections, and hosting Canopy to present on personal well-being and employee resources. These ideas were implemented in June 2024. The EEC is also partnering with the DEIB committee to recognize important international/national days and heritage months, providing opportunities for learning and understanding.
- **Leadership Development Committee**
 - **Role:** Identifying equal opportunity professional development agency-wide.
 - **Progress:** April 2024 – July 2024 Professional Leadership Development course taken by most of the agency.
 - **Training:** The entire agency was enrolled in a High Performance Leadership Training program containing four courses:
 1. Leadership Mindset & Positive Engagement
 2. Leading Effective Change
 3. Communication and Collaboration
 4. Leading High Performance Teams

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

2. Promotions

Supervisor Promotion by Racial Categories & Gender

No promotions to supervisory roles were made as of June 30, 2024.

Non-Supervisor Promotion by Racial Categories & Gender

No promotions to non-supervisory roles were made as of June 30, 2024.

3. Other Accomplishments

1. The agency hired a strategic initiatives manager to lead planning, implementation, progress tracking, and measurement for the Strategic Plan, the DEIB Plan, and Affirmative Action Plan to ensure the agency is meeting goals and deadlines. This position will develop the Affirmative Action Plan, update the plans in the future, and operationalize these three plans with both internal and external lenses incorporated. The strategic initiatives manager will lead content creation for and deliver key components of the Affirmative Action and DEIB plan.
2. The executive director, Leadership Team, and agency staff actively provide outreach to schools and colleges of pharmacy four to six times each year.
3. The executive director leads the agency by being an active participant in Office of Cultural Change meetings.
4. Executive Director Fox participated in Black History Month panel discussion that brought together Black, African, and African American DEI practitioners from eight different state agencies titled, [The Unique Perspectives of State Government DEI Practitioners of the African Diaspora](#). Sharing their lived experiences and perspectives, the panelists discussed motivations for entering the field, the unique challenges they faced, and areas lacking support and advice for newcomers. The recording was shared with agency staff.
5. Juneteenth 2024 was observed at the agency. Members of the Leadership Team attended Juneteenth events and the Employee Engagement Committee and DEIB Committee collaborated to produce a series of 4 emails sent over the week:
 - 06/16/24: Introduction to Juneteenth by Executive Director Fox to staff
 - 06/17/24: Historical Context of Juneteenth and resources for further learning to staff
 - 06/18/24: Official Juneteenth message from Executive Director Fox to board members and staff
 - 06/20/24: Photos and videos of Juneteenth celebrations through the years along with interesting facts and resources surrounding the culture of Juneteenth celebration

The Office of Cultural Change appreciated the series, and, with permission from Executive Director Fox, shared his official message with the DEI Leaders across all state agencies and the Governor's Office.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

6. Quarterly all-staff meetings have been implemented for team building and belonging, high-level updates, and opportunities to learn. Guests from across the Governor's Office, DAS, the Office of Culture Change, Shared Financial Management Services, Human Resources, and Canopy have presented their areas of expertise at these meetings. Additionally, the executive director makes time to answer questions from staff members.
7. Upon adoption of the 2024 -2029 Strategic Plan, the Board President now reads the equity statement at all public meetings.
8. Quarterly staff check-ins have been updated to discuss operationalizing equity in day-to-day duties and DEIB practice.
9. Members of the Leadership Team attended trauma informed care trainings.
10. The Licensing Director and Office Manager started a DEIB, leadership and personal development book club.

4. Alignment of Affirmative Action Plan with DEIB Plan & Strategic Plan

Strategic Plan

The [OBOP Strategic Plan \(2024-2029\)](#) integrates our ongoing DEIB and Affirmative Action work with our future goals, while addressing our internal needs. In this Strategic Plan, the pillar, Operations, was added due to growing work volumes and expanding priorities requiring the agency to become more efficient and customer focused.

This focus on diversity and customer service strengthens the agency's ability to support entities with the information and resources they need to deliver safe and effective pharmacy services. Here are the Operations goals from the Strategic Plan and related actions:

Goal A: Address opportunities to promote efficiency and access to board provided services and support.

Key Actions:

1. Continuously enhance the online information and tools provided to Licensees, Registrants, and the public prioritizing user-friendliness and accessibility.
 - a. Regularly evaluate the effectiveness of Registrant self-inspection forms and guidance documents to ensure they remain relevant, informative, and easy to understand.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Goal B. Ensure the agency has capacity, capability and diversity to achieve operational and strategic priorities, deliver effective service to customers, and optimize resource utilization.

Key Actions:

1. Conduct a comprehensive analysis of agency staff roles, diversity, skill levels, budgets, and organizational culture in relation to workload, priorities, and values.
2. Complete and execute a succession and development plan to promote growth in staff skills and avoid gaps related to potential turnover.
3. Implement realignments to agency staffing levels, roles and responsibilities as needed to achieve Key Performance Measures, promote agency staff diversity, foster strong morale, and deliver on key goals.
4. Evaluate existing processes, procedures, and systems/software tools to identify and take action to streamline operations and ensure high quality performance with an emphasis on patient safety.
5. Support the Governor's strategic initiatives and fulfill all agency requirements within the assigned timeframes.

Goal C. Improve support for board member engagement and participation.

Key Actions:

1. Strengthen and reinforce board member onboarding and orientation process, ensuring a regular review of procedures and responsibilities and supporting the diverse backgrounds and needs of each individual.

These goals and actions in the Strategic Plan consider online information and tool accessibility and address the diverse backgrounds and needs of individuals in onboarding documents and trainings. They also ensure a thorough analysis of current roles, diversity, and organizational culture, enabling targeted strategies to address gaps and promote inclusivity.

Additionally, the implementation of a succession and development plan fosters skill growth and prepares the agency for potential turnover. This will hopefully lead to retaining staff and maintaining a diverse and capable workforce.

DEIB Plan

As of June 2024, the Office of Cultural Change approved the finalized OBOP Diversity, Equity, Inclusion, and Belonging (DEIB) Plan. The OBOP DEIB Plan was drafted to embed DEIB principles into the OBOP's workplace culture, mission, communication methods,

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

agency policies, and decision-making processes. The plan focuses on prioritized, measurable, and actionable strategies.

The OBOP recognizes and deeply values the lived experiences, unique talents, skills and perspectives of a culturally rich and ethnically diverse board, Public Health and Pharmacy Formulary Advisory Committee (PHPFAC), and agency staff. To this end, the Oregon Board of Pharmacy has been working in partnership with the DAS Office of Cultural Change to gather information, identify areas for improvement, develop best practices, and explore how to engage with the community using outreach.

By upholding our commitment to establishing a safe, inclusive, and accessible environment with no tolerance for racism, hate, and discrimination, the OBOP DEIB Plan will be used to ensure that everyone feels welcomed, respected, and valued. This is the approach the DEIB Plan is taking to contribute to a thriving and supportive workplace that enhances the agency's service to its mission, values, and organization. These are the strategies within the DEIB Plan:

Strategy 1: Inclusive Communications

Strategy 2: Community Engagement

Strategy 3: Creating an Inclusive Workplace with no Tolerance for Racism, Hate and Discrimination

Strategy 3 Actions include actions related to affirmative action, such as:

- Produce OBOP 2025-27 Affirmative Action Plan - [Current OBOP 2023-2025 AA Plan](#)
- Establish a DEI Champions Committee consisting of Leadership Team members and representatives from each department
- Collaborate with the Employee Engagement Committee (EEC) to obtain and distribute DEIB resources to board and agency staff
- Work with Office of Cultural Change to recruit a DEI Subject Matter Expert to present at a future all-staff meeting
- Establish Employee Engagement Committee (EEC) consisting of representatives from each agency department
- Hold all-staff meetings and incorporate various topics, guest speakers, and Subject Matter Experts
- Procure the Gallup Q12 Employee Engagement Survey
- Invest and implement 12-week Professional Development Leadership Training to develop a culture of learning
- Work-Life Balance/Health & Wellness – Provide agency staff with training opportunities related to work-life balance, health and wellness (e.g., Trauma Informed Care Services)

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Strategy 4: Disaggregated Data as a Lever

Strategy 4 Actions include actions related to affirmative action, such as:

- The agency will execute the Gallup Q12 Employee Engagement Survey
- Leadership Team will analyze the Gallup Q12 Employee Engagement Survey results and determine next steps to increase employee engagement
- Compile board member, PHPFAC member and agency staff workforce data
- Compile and analyze Licensee Demographic Data by age, gender, race and Ethnicity to identify trends and gaps in licensee demographics and use this data to determine future community outreach goals
- Compile and analyze most recent OHA Workforce Data for Pharmacists and Certified Oregon Pharmacy Technicians practicing in Oregon to identify pharmacy trends to inform policy discussion to bring to a future board meeting
- Compile and analyze OHA Workforce Supply between Counties to identify trends and gaps in population-to-provider ratios for Pharmacists, utilize data to inform board policy discussion at a future board meeting
- Compile and analyze OHA Workforce Supply between Counties to identify trends and gaps in population-to-provider ratios for Certified Oregon Pharmacy Technicians, utilize data to inform board policy discussion at a future board meeting

5. Leadership Evaluation Report – ORS 659A.012

Executive Director Evaluation

For management personnel, the State of Oregon has transitioned to the Performance Accountability and Feedback (PAF) model, requiring quarterly check-ins. ORS 659A.012 requires agencies “*to achieve the public policy of the State of Oregon for persons in the State to attain employment and advancement without discrimination because of race, religion, color, sex, marital status, national origin, disability or age, every State agency shall be required to include in the evaluation of all management personnel the manager's or supervisor's effectiveness in achieving affirmative action objectives as a consideration of the manager's or supervisor's performance.*”

Therefore, small boards and commissions, including the OBOP, must conduct annual evaluations per legislative requirements. The executive director's annual evaluation generally takes place during the month of the executive director's employment anniversary. However, the OBOP's last evaluation for the former executive director was in 2022, and as he extended his tenure in 2023 to aid in recruitment efforts, the 2023 evaluation was omitted. The next evaluation (the first for Executive Director Fox) was scheduled for November 2024, however Executive Director Fox submitted his resignation in September 2024. The agency is in active recruitment for a new executive director. The next evaluation will occur on their anniversary and will be reported on in the next Affirmative Action Plan.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Leadership Team Evaluations

The executive director has quarterly check-ins with members of the Leadership Team. These managers will be assessed on the steps they are taking to advance the agency's DEI and affirmative action goals. Below are a few of the expectations for the Leadership Team:

- **Performance Expectation #4:** Focus on operationalizing equity in your day-to-day duties and DEI practice.
 - The goal of this expectation is to promote and set the tone for the rest of the agency on the importance of a diverse and respectful workplace.
- **Performance Expectation #5:** Intentional efforts made on professional development and growth through training and leadership courses.
 - The goal of this expectation is to encourage participation in training programs that support leadership, engagement, and affirmative action objectives.

During the first year of the biennium, the agency's Leadership Team participated in a 12-week leadership academy training program focused on building inclusion within their teams. A few focus areas of the training included: how to empower staff, how to create a positive work environment through leadership, how to see success as a social journey, and effective and inclusive organizational change. The leadership team plans on using information they learned during this academy to create more inclusive and collaborative teams. They will discuss this work with the executive director during their check-ins.

The OBOP tracks quarterly check-in information in Workday, and the executive director plans to analyze the comments and scores related to these expectations annually.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Next Biennium Affirmative Action Plan - 2025-2027 Goals

1. Recruitment Strategy

Goal: *Increase diversity in the agency's board, staff, and committee membership by utilizing DEI recruitment tools when positions are vacant.*

Outcomes:

1. Newly recruited positions are filled with candidates who undergo a recruitment process where DEIB is a core value.
2. Diversity in workforce data increases (i.e. age; ethnicity; gender; gender identity; military status; language differences; nationality; parental status; physical, mental, and developmental abilities; race; religion; and/or sexual orientation).

Key Actions:

1. Reach out to schools and colleges of pharmacy, including attending job fairs.
2. Engage underserved groups to improve the agency's hiring of qualified candidates.
3. Post job listings through identified sources to reach historically excluded groups.
4. Collaborate with recruitment professionals to post jobs in venues that increase visibility to potential candidates from underserved populations.
5. Include DEIB language in job listings.
6. Use the new OBOP recruitment toolkit to create consistency and incorporate DEIB principles to enhance accessibility and increase fairness in the interview process.
7. Distribute Bias Interrupters resources to hiring managers.
8. Provide accessibility options to job candidates (e.g. use VidCruiter or similar platform for first-round interviews; use structured interviews to promote accessibility and equity).
9. Invite the Office of Cultural Change (OCC) to participate as first-round interview panel members when possible.
10. Present recruitment data in leadership meetings when discussing hiring and affirmative action next steps.

Measures:

1. Track and measure the number of new hires who go through a recruitment process utilizing VidCruiter, sources for finding historically excluded groups, outreach to schools, OCC support, and/or the OBOP recruitment toolkit.
2. Annually export workplace diversity data from Workday and compare it over time, focusing on available data such as age, ethnicity, gender, gender identity, military status, language differences, nationality, parental status, physical, mental, and developmental abilities, race, religion, and sexual orientation.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Implementation:

1. Hiring managers (managers and supervisors) will incorporate DEIB practices into recruitment. Human Resources and affirmative action representatives will be available for support as needed.
2. Affirmative action representatives and Human Resources will assist hiring managers with posting recruitments and distributing Bias Interrupters resources.
3. Affirmative action representatives will collaborate with Human Resources to export diversity data from Workday. In particular, the strategic initiatives manager was recently hired to manage tasks such as tracking diversity data and analyzing changes in Smartsheet.
4. The Leadership Team will review diversity data, discuss changes, and plan next steps during annual update meetings.
5. Agency diversity statistics will be shared in subsequent Affirmative Action Plans, DEIB Plans, and check-ins with the Office of Cultural Change, if requested.

2. Retention Strategy

Goal: *Retain competent, diverse board, staff, and Public Health and Pharmacy Formulary Advisory Committee (PHPFAC) members through providing more opportunities, resources, and spaces for engagement.*

Outcomes:

1. All staff complete at least one training annually and have access to multiple opportunities for trainings and professional development.
2. Committees have full membership and meet regularly to advance their goals.
3. Staff have avenues for requesting support (e.g., for ADA accommodations, harassment issues, or discrimination complaints).

Key Actions:

1. Continue staff participation in the Employee Engagement Committee to foster a workplace that values employee engagement and well-being.
2. Pay for a 12-week professional development leadership training course to promote a culture of learning.
3. Share development and training opportunities both within and outside the agency.
4. Provide resources and avenues for support related to workplace harassment and discrimination.
5. Implement and execute a succession and development plan to promote staff skill growth and avoid gaps due to potential turnover.

Measures:

1. Track trainings mandated by the executive director in Workday.
2. Track resources distributed on critical topics such as accessibility, ADA accommodations, harassment, and discrimination in Smartsheet.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Implementation:

1. Affirmative action representatives, along with the strategic initiatives manager, will track mandated trainings and resources distributed on critical topics.
2. The Leadership Team will lead committees to ensure progress and organization.
3. The DEIB Champions Committee, EEC, and Leadership Team will share critical resources and trainings with affirmative action representatives or the DEIB Committee for distribution to agency staff.
4. All staff will complete a 12-week professional development leadership training course, with supervisors tracking completion.
5. Agency-mandated trainings and critical resources will be shared in subsequent Affirmative Action Plans, DEIB Plans, and check-ins with the Office of Cultural Change, if requested.

3. Employee Engagement Strategy

Goal: *Actively utilize committees, trainings, meetings, and plans focused on DEIB to advance Affirmative Action efforts to create a more engaged workforce and inclusive workplace.*

Outcomes:

1. Staff feel there is a culture of belonging and non-discrimination at the OBOP.
2. Staff regularly receive opportunities to learn about DEIB and resources to support their health and wellbeing.

Key Actions:

1. Revise and finalize a DEIB Plan to share with agency board, staff, and others.
2. The DEIB Champions Committee will share DEIB resources with the board, PHPFAC, and agency staff to create an environment where staff can communicate, form partnerships, listen with intent, and solve challenges; and acknowledge the importance of work-life balance, self-care, and addressing disparities.
3. The Employee Engagement Committee (EEC) will collaborate with the DEIB Champions Committee to find and distribute DEIB resources to agency staff.
4. The committees will coordinate to identify and present quarterly educational moments to staff.
5. Work with Office of Cultural Change to recruit a DEIB subject matter expert to present at a future all-staff meeting.
6. Hold all-staff meetings and incorporate various topics, guest speakers, and subject matter experts.
7. Provide agency staff with training opportunities related to work-life balance, health, and wellness.
8. Use results from the Gallup Q12 Employee Engagement Survey (conducted in the second half of 2024) to inform next steps for increasing employee engagement.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Measures:

1. Publish a final version of the DEIB Plan on the OBOP website.
2. Track and measure the number of resources sent to staff by the DEIB Champions Committee and affirmative action representatives.
3. Annually assess the percentage of managers who report attending DEIB training, events, or conferences in their evaluations (quarterly check-ins).
4. Track speakers who have presented at the OBOP all-staff meetings.
5. Compile Gallup Q12 Employee Engagement Survey results to assess staff feelings on inclusion and belonging in the workplace.

Implementation:

1. Affirmative action representatives and Leadership Team will finalize and publish the DEIB Plan on the agency website.
2. Affirmative action representatives, including the strategic initiatives manager, will track and measure resource numbers and guest speakers at all-staff meetings in Smartsheet.
3. Affirmative action representatives will work with the Leadership Team to document the percentage of managers who list that they have attended a DEI training, event, or conference in their evaluations.
4. The Leadership Team will lead committees to ensure progress and organization.
5. The DEIB Champions Committee and affirmative action representatives will provide agency staff with training opportunities related to work-life balance, health, and wellness.
6. Affirmative action representatives will analyze Gallup Q12 Employee Engagement Survey results to assess staff feelings on inclusion and belonging.
7. The Leadership Team will review Gallup Q12 Survey results and discuss next steps during annual update meetings.
8. Survey results and next steps will be shared in subsequent Affirmative Action Plans, DEIB Plans, and check-ins with the Office of Cultural Change, if requested.

4. Employee Data Strategy

Goal: Align with the State of Oregon's Data Strategy to make data-informed decisions that increase diversity, equity, inclusion, and belonging.

Outcomes:

1. Workforce data is collected and disaggregated where possible to better:
 - a. Understand employee engagement needs.
 - b. Assess staff roles, diversity, skill levels, budgets, and organizational culture in relation to workload, priorities, and values and implement necessary realignments.
 - c. Inform future outreach goals.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Key Actions:

1. Compile board member, PHPFAC member, and agency staff workforce data.
2. Compile and analyze disaggregated Licensee Demographic Data to inform future community outreach goals.
3. Compile and analyze disaggregated OHA Workforce Data for Pharmacists and Certified Oregon Pharmacy Technicians practicing in Oregon to inform future outreach goals.
4. Conduct a comprehensive analysis of agency staff roles, diversity, skill levels, budgets, and organizational culture in relation to workload, priorities, and values.
5. Implement realignments to staffing levels, roles, and responsibilities as needed to achieve Key Performance Measures, promote agency staff diversity, foster morale, and achieve key goals.
6. Procure and execute the Gallup Q12 Employee Engagement Survey.
7. Analyze the Gallup Q12 Employee Engagement Survey results.

Measures:

1. Annually compile workforce data, disaggregated by available diversity categories.
2. Annually compile and analyze disaggregated Licensee Demographic Data and OHA Workforce Data for Pharmacists and Certified Oregon Pharmacy Technicians practicing in Oregon to inform future outreach goals.
3. Ensure at least 70% of staff complete the Gallup Q12 Employee Engagement Survey.
4. Analyze and present Gallup Q12 Employee Engagement Survey results to the Leadership Team and all staff.

Implementation:

1. The Leadership Team will procure, execute, and analyze the Gallup Q12 Employee Engagement Survey results and determine next steps to increase employee engagement.
2. The agency will procure Smartsheet for the strategic initiatives manager to track key actions, monitor progress, and analyze data for the Affirmative Action Plan, DEIB Plan, and Strategic Plan.
3. Affirmative action representatives, including the strategic initiatives manager, will compile and analyze workforce and licensee demographic data. The licensee data will be provided to the executive director and pharmacy consultant to develop outreach strategies.
4. In collaboration with the executive director, Leadership Team members will conduct a comprehensive analysis of agency staff roles, diversity, skill levels, budgets, and organizational culture in relation to workload, priorities, and values.
5. The executive director will implement realignments to agency staffing levels, roles and responsibilities as needed to achieve Key Performance Measures, promote agency staff diversity, promote staff morale, and deliver on key goals.
6. The Leadership Team will discuss Gallup Q12 Employee Engagement Survey results and workforce data, and next steps during the leadership meetings.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

7. Workforce data collection results will be shared in subsequent Affirmative Action Plans, DEIB Plans, and check-ins with the Office of Cultural Change, if requested.

Complaint Avenues

The Oregon Board of Pharmacy has several options to file complaints:

- Collective bargaining grievance procedures:
<http://seiu503.org/contact-us/>
- Filing a complaint with BOLI's Civil Rights Division:
https://www.oregon.gov/boli/CRD/Pages/C_Cmpl.aspx
- File a complaint with the Federal Equal Employment Opportunity Commission (EEOC):
https://www.eeoc.gov/federal/fed_employees/filing_complaint.cfm
- File a civil suit in State Circuit Court:
<https://www.courts.oregon.gov/how/Pages/file.aspx>
- File a civil suit in Federal District Court:
<http://www.uscourts.gov/about-federal-courts/types-cases/civil-cases>

Succession Plan

The [Oregon Board of Pharmacy's Succession Plan](#) outlines the strategy for assessing and forecasting workforce needs by identifying critical positions and developing necessary competencies. This process begins before vacancies arise, aligning with agency strategic planning and budget processes, and spans the entire position lifecycle.

Key components of the Succession Plan include recruitment plans, employee development, and strategic organizational realignment to support agency goals. As part of updating this plan, recent changes in the agency will be incorporated to reflect new positions, organizational structures, a focus on customer service, and efficiency improvements.

Contracting

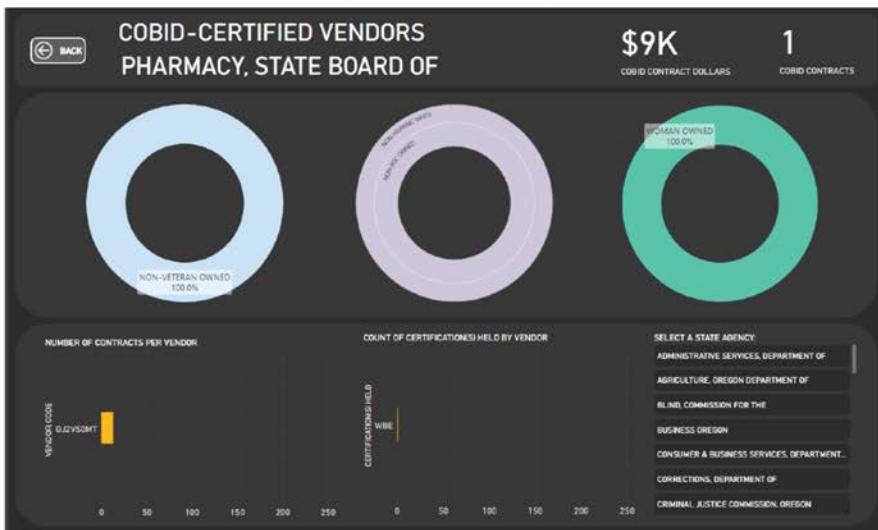
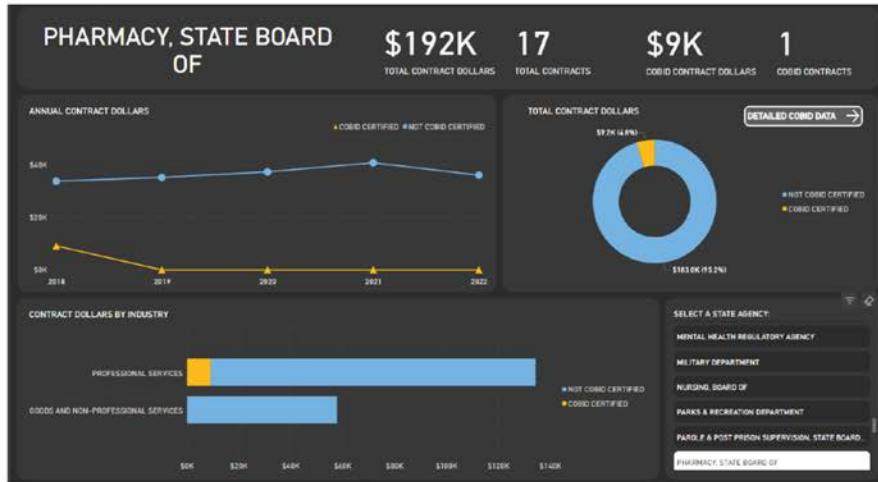
As a small agency, the Oregon Board of Pharmacy does not have many large procurement needs. However, when the procurement of goods or services is required, the agency complies with the Oregon Procurement Manual. The OBOP actively reviews the COBID database and OregonBuys for women and minority owned businesses.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Disparity Study Quantitative Dashboard

Data include contracts and procurements awarded during fiscal years 2018-2022 (July 1, 2017 – June 30, 2022)



BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

Appendix

1. State Policy Documentation

- [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 - \(Statewide Policy No. 50.010.01\)](#)
- [Statewide Workforce Learning and Development \(Statewide Policy 10-040-01\)](#)
- [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 Employment \(ORS 408.230\)](#)
- [Equal Opportunity and Affirmative Action Rule \(OAR 105-040-0001\)](#)
- [Executive Order 11246 \(OFCCP Regulations\)](#)

2. Federal Employment Law Documents

- [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, and Title VII of the Civil Rights Act of 1964](#)
- [Title VII of the Civil Rights Act of 1964](#)
- [Retaliation Title VII of the Civil Agency Affirmative Action Policy](#)

3. Internal Policies & Goals Supporting Affirmative Action

Documentation in Support of the Agency's Affirmative Action Plan

The agency will work collectively to provide equal opportunities for all applicants and agency staff while continuing to implement and achieve the agency's goals of creating and maintaining a diverse and inclusive work environment. The agency believes that current methods utilized have been effective but realize that the agency's office culture is organic and is influenced by progress and best practices that grow and evolve.

The Oregon Board of Pharmacy prioritizes building a more inclusive and diverse workforce. By recruiting, developing, and retaining high performing staff, the board aims to better serve all Oregonians. The board is committed to and aligned with Governor Kotek's priorities on education, good governance, enhanced customer service, and advancing public safety.

The OBOP has conducted an analysis to guide the development of the best structure for our organization. This refined structure will allow us to operate with a strong focus on customer service, efficient service delivery, and achieving the board's overall objectives.

BUDGET NARRATIVE – 2025-27

2025-2027 | OBOP Affirmative Action Plan

The OBOP will continue evaluating its operations to ensure optimal service alignment while also preparing for the evolving needs of the pharmacy workforce. These ongoing realignments will directly support the agency in meeting statutory obligations. The focuses will be:

- **Relationships** - to establish and build trust with key interested parties (internal/external: board/agency staff/community) through leadership that is transparent, collaborative, cohesive, and fosters an accountability culture.
- **Strategic Alignments** - to improve agency staff workload challenges and improve operational performance in meeting both the Governor's and board's priorities.
- **Brand Management** - to improve the agency's brand recognition and visibility with all Oregonians.

The agency's current best practices in the areas of training, education and professional development are a work in progress. The agency's affirmative action representatives (including the strategic initiatives manager) attend the Office of Cultural Change's educational workshops related to DEIB and Affirmative Action. The representatives then distribute relevant notes to agency staff via email and present relevant information during DEIB Committee meetings.

The DEIB Committee will continue to encourage employees to participate in webinars, events, trainings, and other offerings in the spirit of [Executive Order 22-11](#). The committee will aim to develop an internal community where equity, diversity, inclusion, and belonging is evidenced in the makeup of the agency board, staff, and committee members.

Diversity Equity and Inclusion (DEI) - Focused Plans or Policies

The Oregon Board of Pharmacy encourages and supports board and committee members, and agency staff participation in any educational or experiential programs to further their understanding of diversity, equity, and inclusion.

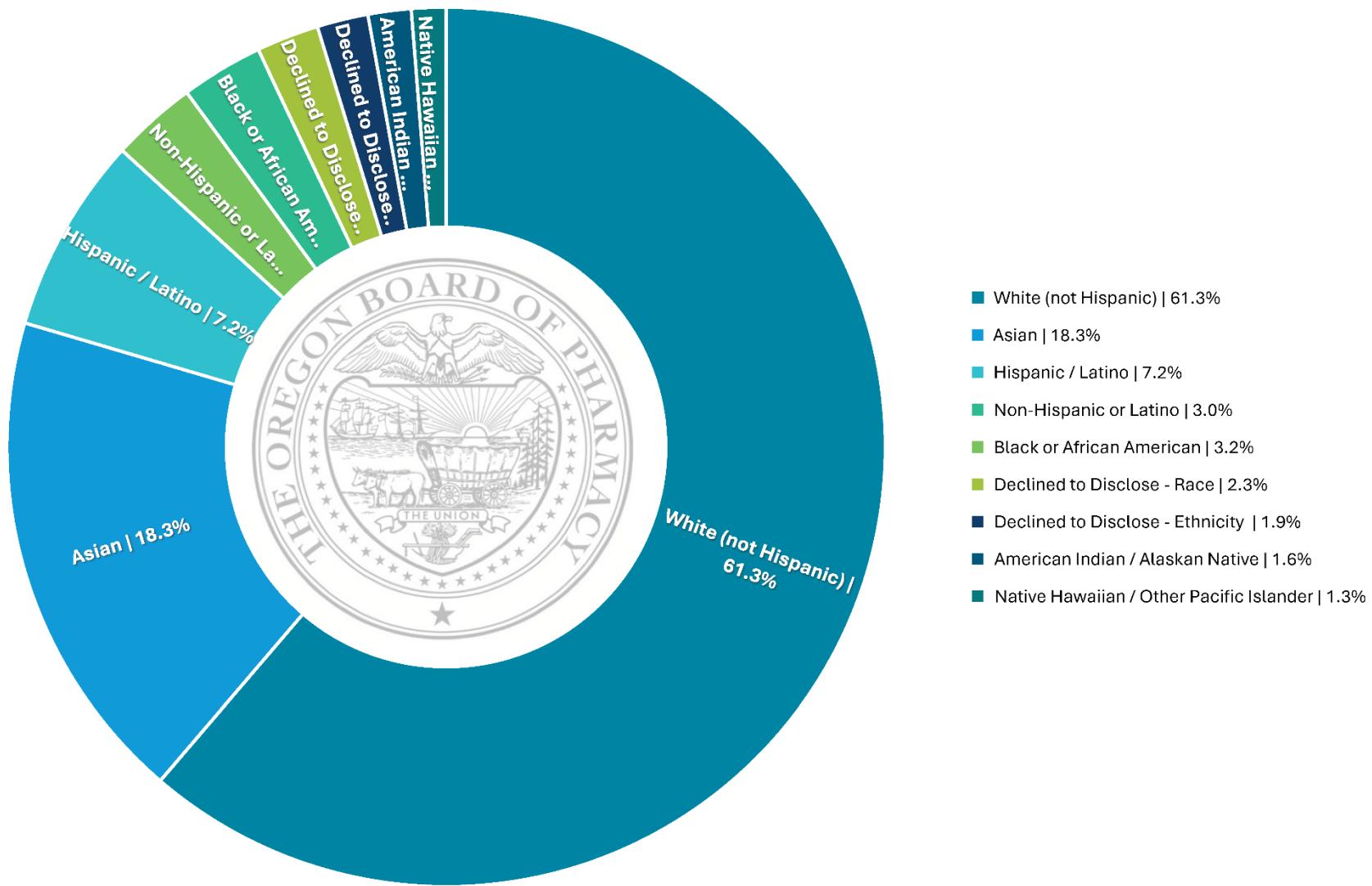
The Affirmative Action Plan is posted on the agency's website and available to print. All newly appointed board members, committee members and new employees and vendors are provided with the link to the plan.

Additional resources and the current Affirmative Action Plan can be found on the OBOP Health Equity page: <https://www.oregon.gov/pharmacy/pages/Health-Equity.aspx>

BUDGET NARRATIVE – 2025-27

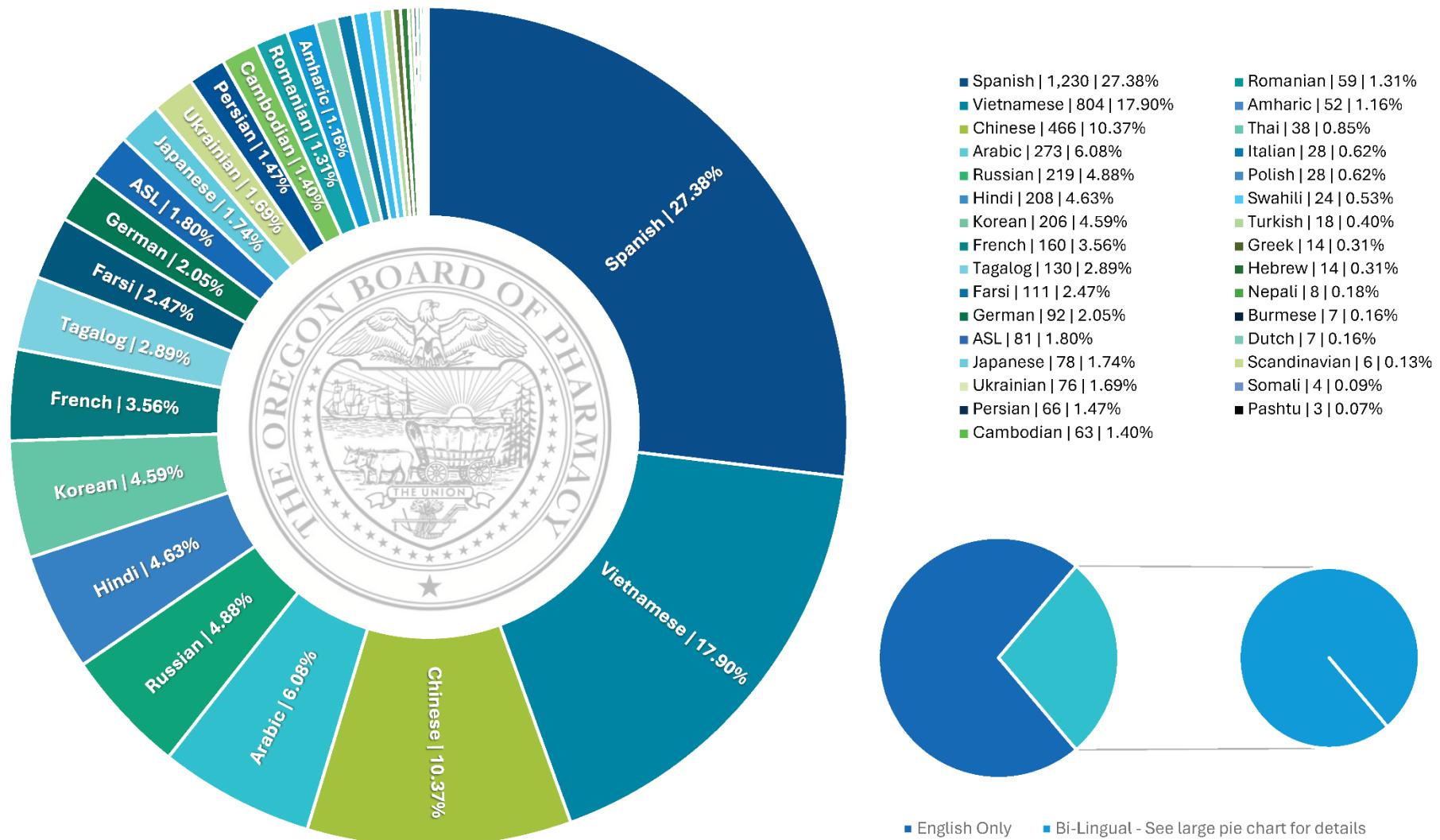
Oregon Board of Pharmacy – 2024

Active Licensees Demographics - Ethnicity & Race



BUDGET NARRATIVE – 2025-27

Oregon Board of Pharmacy – 2024 Bi-Lingual Information – Active Licensees



BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Summary Cross Reference Listing and Packages

Agency Number: 85500

2025-27 Biennium

M Analyst: Vellaipandian, Harikrishnan

Budget Coordinator: Towers, Taylor

Cross Reference Number	Cross Reference Description	Package Number	Priority	Package Description	Package Group
001-00-00-00000	Board of Pharmacy	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
001-00-00-00000	Board of Pharmacy	021	0	Phase-in	Essential Packages
001-00-00-00000	Board of Pharmacy	022	0	Phase-out Pgm & One-time Costs	Essential Packages
001-00-00-00000	Board of Pharmacy	031	0	Standard Inflation	Essential Packages
001-00-00-00000	Board of Pharmacy	032	0	Above Standard Inflation	Essential Packages
001-00-00-00000	Board of Pharmacy	033	0	Exceptional Inflation	Essential Packages
001-00-00-00000	Board of Pharmacy	040	0	Mandated Caseload	Essential Packages
001-00-00-00000	Board of Pharmacy	050	0	Fundshifts	Essential Packages
001-00-00-00000	Board of Pharmacy	060	0	Technical Adjustments	Essential Packages
001-00-00-00000	Board of Pharmacy	070	0	Revenue Shortfalls	Policy Packages
001-00-00-00000	Board of Pharmacy	081	0	May 2024 Emergency Board	Policy Packages
001-00-00-00000	Board of Pharmacy	082	0	September 2024 Emergency Board	Policy Packages
001-00-00-00000	Board of Pharmacy	090	0	Analyst Adjustments	Policy Packages
001-00-00-00000	Board of Pharmacy	092	0	Statewide AG Adjustment	Policy Packages
001-00-00-00000	Board of Pharmacy	093	0	Statewide Adjustment DAS Chgs	Policy Packages
001-00-00-00000	Board of Pharmacy	101	1	Licensing Fee Increase	Policy Packages
001-00-00-00000	Board of Pharmacy	102	2	Licensing Database Maintenance	Policy Packages
001-00-00-00000	Board of Pharmacy	103	3	HPSP Ongoing Services	Policy Packages
001-00-00-00000	Board of Pharmacy	104	4	Staffing Reclasses	Policy Packages
999-00-00-00000	Suspense	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
999-00-00-00000	Suspense	021	0	Phase-in	Essential Packages
999-00-00-00000	Suspense	022	0	Phase-out Pgm & One-time Costs	Essential Packages

12/30/24
9:51 AM

Page 1 of 2

Summary Cross Reference Listing and Packages
BSU-003A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Summary Cross Reference Listing and Packages

Agency Number: 85500

2025-27 Biennium

M Analyst: Vellaipandian, Harikrishnan

Budget Coordinator: Towers, Taylor

Cross Reference Number	Cross Reference Description	Package Number	Priority	Package Description	Package Group
999-00-00-00000	Suspense	031	0	Standard Inflation	Essential Packages
999-00-00-00000	Suspense	032	0	Above Standard Inflation	Essential Packages
999-00-00-00000	Suspense	033	0	Exceptional Inflation	Essential Packages
999-00-00-00000	Suspense	040	0	Mandated Caseload	Essential Packages
999-00-00-00000	Suspense	050	0	Fundshifts	Essential Packages
999-00-00-00000	Suspense	060	0	Technical Adjustments	Essential Packages
999-00-00-00000	Suspense	070	0	Revenue Shortfalls	Policy Packages
999-00-00-00000	Suspense	081	0	May 2024 Emergency Board	Policy Packages
999-00-00-00000	Suspense	082	0	September 2024 Emergency Board	Policy Packages
999-00-00-00000	Suspense	090	0	Analyst Adjustments	Policy Packages
999-00-00-00000	Suspense	092	0	Statewide AG Adjustment	Policy Packages
999-00-00-00000	Suspense	093	0	Statewide Adjustment DAS Chgs	Policy Packages

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Policy Package List by Priority

Agency Number: 85500

2025-27 Biennium

BAM Analyst: Vellaipandian, Harikrishnan

Budget Coordinator: Towers, Taylor

Priority	Policy Pkg Number	Policy Pkg Description	Summary Cross Reference Number	Cross Reference Description
0	070	Revenue Shortfalls	001-00-00-00000 999-00-00-00000	Board of Pharmacy Suspense
	081	May 2024 Emergency Board	001-00-00-00000 999-00-00-00000	Board of Pharmacy Suspense
	082	September 2024 Emergency Board	001-00-00-00000 999-00-00-00000	Board of Pharmacy Suspense
	090	Analyst Adjustments	001-00-00-00000 999-00-00-00000	Board of Pharmacy Suspense
	092	Statewide AG Adjustment	001-00-00-00000 999-00-00-00000	Board of Pharmacy Suspense
	093	Statewide Adjustment DAS Chgs	001-00-00-00000 999-00-00-00000	Board of Pharmacy Suspense
1	101	Licensing Fee Increase	001-00-00-00000	Board of Pharmacy
2	102	Licensing Database Maintenance	001-00-00-00000	Board of Pharmacy
3	103	HPSP Ongoing Services	001-00-00-00000	Board of Pharmacy
4	104	Staffing Reclasses	001-00-00-00000	Board of Pharmacy

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-000-00-00-00000

2025-27 Biennium

Pharmacy, Board Of

Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	4,714,144	2,848,229	2,848,229	2,848,229	2,848,229	-
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	831,623	831,623	976,052	976,052	-
BEGINNING BALANCE						
3400 Other Funds Ltd	4,714,144	3,679,852	3,679,852	3,824,281	3,824,281	-
TOTAL BEGINNING BALANCE	\$4,714,144	\$3,679,852	\$3,679,852	\$3,824,281	\$3,824,281	-
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	8,908,208	9,290,005	9,290,005	13,124,581	13,124,581	-
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	293,760	306,570	306,570	330,930	330,930	-
LICENSES AND FEES						
3400 Other Funds Ltd	9,201,968	9,596,575	9,596,575	13,455,511	13,455,511	-
TOTAL LICENSES AND FEES	\$9,201,968	\$9,596,575	\$9,596,575	\$13,455,511	\$13,455,511	-
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	325,475	287,760	287,760	182,000	182,000	-
INTEREST EARNINGS						
0605 Interest Income						
3400 Other Funds Ltd	155,870	50,000	50,000	504,000	504,000	-

12/30/24
9:54 AM

Page 1 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-000-00-00000

2025-27 Biennium

Pharmacy, Board Of

Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	64,821	63,975	63,975	63,850	63,850	-
REVENUE CATEGORIES						
3400 Other Funds Ltd	9,748,134	9,998,310	9,998,310	14,205,361	14,205,361	-
TOTAL REVENUE CATEGORIES	\$9,748,134	\$9,998,310	\$9,998,310	\$14,205,361	\$14,205,361	-
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(556,127)	(617,120)	(617,120)	(629,280)	(629,280)	-
AVAILABLE REVENUES						
3400 Other Funds Ltd	13,906,151	13,061,042	13,061,042	17,400,362	17,400,362	-
TOTAL AVAILABLE REVENUES	\$13,906,151	\$13,061,042	\$13,061,042	\$17,400,362	\$17,400,362	-
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	4,189,915	4,689,308	5,186,716	5,611,268	5,611,268	-
3115 Board Member Stipend						
3400 Other Funds Ltd	-	90,426	90,426	90,426	90,426	-
3160 Temporary Appointments						
3400 Other Funds Ltd	2,200	28,453	28,453	29,648	29,648	-
3170 Overtime Payments						
3400 Other Funds Ltd	13,727	-	-	-	-	-

12/30/24
9:54 AM

Page 2 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-000-00-00000

2025-27 Biennium

Pharmacy, Board Of

Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
3180 Shift Differential						
3400 Other Funds Ltd	19	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	173,642	206,958	206,958	215,650	215,650	-
SALARIES & WAGES						
3400 Other Funds Ltd	4,379,503	5,015,145	5,512,553	5,946,992	5,946,992	-
TOTAL SALARIES & WAGES	\$4,379,503	\$5,015,145	\$5,512,553	\$5,946,992	\$5,946,992	-
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	1,236	1,219	1,254	1,728	1,728	-
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	755,872	870,442	959,821	1,217,798	1,217,798	-
3221 Pension Obligation Bond						
3400 Other Funds Ltd	233,412	244,713	245,891	226,695	226,695	-
3230 Social Security Taxes						
3400 Other Funds Ltd	312,680	359,628	397,679	430,112	430,112	-
3240 Unemployment Assessments						
3400 Other Funds Ltd	219	-	-	-	-	-
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	5,058	17,514	19,235	22,000	22,000	-
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	857	1,058	1,089	1,008	1,008	-
3260 Mass Transit Tax						

12/30/24
9:54 AM

Page 3 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-000-00-00000

2025-27 Biennium

Pharmacy, Board Of

Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
3400 Other Funds Ltd	25,807	30,091	33,735	35,457	35,457	-
3270 Flexible Benefits						
3400 Other Funds Ltd	780,414	910,800	940,852	1,017,792	1,017,792	-
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	2,115,555	2,435,465	2,599,556	2,952,590	2,952,590	-
TOTAL OTHER PAYROLL EXPENSES	\$2,115,555	\$2,435,465	\$2,599,556	\$2,952,590	\$2,952,590	-
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
3400 Other Funds Ltd	-	(44,046)	(44,046)	-	-	-
PERSONAL SERVICES						
3400 Other Funds Ltd	6,495,058	7,406,564	8,068,063	8,899,582	8,899,582	-
TOTAL PERSONAL SERVICES	\$6,495,058	\$7,406,564	\$8,068,063	\$8,899,582	\$8,899,582	-
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	69,877	121,084	121,406	127,176	127,176	-
4125 Out of State Travel						
3400 Other Funds Ltd	1,826	17,739	17,739	18,484	18,484	-
4150 Employee Training						
3400 Other Funds Ltd	24,897	24,871	26,485	30,961	30,961	-
4175 Office Expenses						
3400 Other Funds Ltd	66,472	142,250	144,282	154,577	154,577	-
4200 Telecommunications						
3400 Other Funds Ltd	57,295	56,862	60,655	71,108	71,108	-

12/30/24
9:54 AM

Page 4 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-000-00-00000

2025-27 Biennium

Pharmacy, Board Of

Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
4225 State Gov. Service Charges						
3400 Other Funds Ltd	203,140	265,996	265,996	317,172	344,430	-
4250 Data Processing						
3400 Other Funds Ltd	359,287	332,540	333,018	348,001	348,001	-
4275 Publicity and Publications						
3400 Other Funds Ltd	22,950	45,388	45,627	48,041	48,041	-
4300 Professional Services						
3400 Other Funds Ltd	247,465	369,608	369,608	521,182	521,182	-
4315 IT Professional Services						
3400 Other Funds Ltd	1,690	169,185	169,185	595,690	1,680,690	-
4325 Attorney General						
3400 Other Funds Ltd	553,383	687,079	687,079	846,894	783,631	-
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	949	1,188	1,736	1,736	-
4400 Dues and Subscriptions						
3400 Other Funds Ltd	4,476	5,885	6,124	6,879	6,879	-
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	288,565	328,585	328,585	342,386	342,386	-
4475 Facilities Maintenance						
3400 Other Funds Ltd	1,949	57	57	59	59	-
4525 Medical Services and Supplies						
3400 Other Funds Ltd	-	1,252	1,252	1,305	1,305	-
4575 Agency Program Related S and S						

12/30/24
9:54 AM

Page 5 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-000-00-00000

2025-27 Biennium

Pharmacy, Board Of

Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
3400 Other Funds Ltd	242,448	260,999	260,999	271,961	271,961	-
4650 Other Services and Supplies						
3400 Other Funds Ltd	440,714	408,987	418,953	510,827	487,816	-
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	1,110	16,136	17,571	21,300	21,300	-
4715 IT Expendable Property						
3400 Other Funds Ltd	3,837	47,128	47,128	49,107	49,107	-
SERVICES & SUPPLIES						
3400 Other Funds Ltd	2,591,381	3,302,580	3,322,937	4,284,846	5,310,830	-
TOTAL SERVICES & SUPPLIES	\$2,591,381	\$3,302,580	\$3,322,937	\$4,284,846	\$5,310,830	-
EXPENDITURES						
3400 Other Funds Ltd	9,086,439	10,709,144	11,391,000	13,184,428	14,210,412	-
TOTAL EXPENDITURES	\$9,086,439	\$10,709,144	\$11,391,000	\$13,184,428	\$14,210,412	-
ENDING BALANCE						
3400 Other Funds Ltd	4,819,712	2,351,898	1,670,042	4,215,934	3,189,950	-
TOTAL ENDING BALANCE	\$4,819,712	\$2,351,898	\$1,670,042	\$4,215,934	\$3,189,950	-
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	22	23	24	24	24	-
TOTAL AUTHORIZED POSITIONS	22	23	24	24	24	-
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	22.00	23.00	23.63	24.00	24.00	-
TOTAL AUTHORIZED FTE	22.00	23.00	23.63	24.00	24.00	-

12/30/24
9:54 AM

Page 6 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-001-00-00000

2025-27 Biennium

Board of Pharmacy

Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	4,714,144	2,848,229	2,848,229	2,848,229	2,848,229	-
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	831,623	831,623	976,052	976,052	-
BEGINNING BALANCE						
3400 Other Funds Ltd	4,714,144	3,679,852	3,679,852	3,824,281	3,824,281	-
TOTAL BEGINNING BALANCE	\$4,714,144	\$3,679,852	\$3,679,852	\$3,824,281	\$3,824,281	-
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	8,908,208	9,290,005	9,290,005	13,124,581	13,124,581	-
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	293,760	306,570	306,570	330,930	330,930	-
LICENSES AND FEES						
3400 Other Funds Ltd	9,201,968	9,596,575	9,596,575	13,455,511	13,455,511	-
TOTAL LICENSES AND FEES	\$9,201,968	\$9,596,575	\$9,596,575	\$13,455,511	\$13,455,511	-
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	325,475	287,760	287,760	182,000	182,000	-
INTEREST EARNINGS						
0605 Interest Income						
3400 Other Funds Ltd	155,870	50,000	50,000	504,000	504,000	-

12/30/24
9:54 AM

Page 7 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Board of Pharmacy

Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	64,821	63,975	63,975	63,850	63,850	-
REVENUE CATEGORIES						
3400 Other Funds Ltd	9,748,134	9,998,310	9,998,310	14,205,361	14,205,361	-
TOTAL REVENUE CATEGORIES	\$9,748,134	\$9,998,310	\$9,998,310	\$14,205,361	\$14,205,361	-
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(556,127)	(617,120)	(617,120)	(629,280)	(629,280)	-
AVAILABLE REVENUES						
3400 Other Funds Ltd	13,906,151	13,061,042	13,061,042	17,400,362	17,400,362	-
TOTAL AVAILABLE REVENUES	\$13,906,151	\$13,061,042	\$13,061,042	\$17,400,362	\$17,400,362	-
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	4,189,915	4,689,308	5,186,716	5,611,268	5,611,268	-
3115 Board Member Stipend						
3400 Other Funds Ltd	-	90,426	90,426	90,426	90,426	-
3160 Temporary Appointments						
3400 Other Funds Ltd	2,200	28,453	28,453	29,648	29,648	-
3170 Overtime Payments						
3400 Other Funds Ltd	13,727	-	-	-	-	-

12/30/24
9:54 AM

Page 8 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Board of Pharmacy

Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
3180 Shift Differential						
3400 Other Funds Ltd	19	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	173,642	206,958	206,958	215,650	215,650	-
SALARIES & WAGES						
3400 Other Funds Ltd	4,379,503	5,015,145	5,512,553	5,946,992	5,946,992	-
TOTAL SALARIES & WAGES	\$4,379,503	\$5,015,145	\$5,512,553	\$5,946,992	\$5,946,992	-
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	1,236	1,219	1,254	1,728	1,728	-
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	755,872	870,442	959,821	1,217,798	1,217,798	-
3221 Pension Obligation Bond						
3400 Other Funds Ltd	233,412	244,713	245,891	226,695	226,695	-
3230 Social Security Taxes						
3400 Other Funds Ltd	312,680	359,628	397,679	430,112	430,112	-
3240 Unemployment Assessments						
3400 Other Funds Ltd	219	-	-	-	-	-
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	5,058	17,514	19,235	22,000	22,000	-
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	857	1,058	1,089	1,008	1,008	-
3260 Mass Transit Tax						

12/30/24
9:54 AM

Page 9 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Board of Pharmacy

<i>Description</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Agency Request Budget</i>	<i>2025-27 Governor's Budget</i>	<i>2025-27 Leg. Adopted Budget</i>
3400 Other Funds Ltd	25,807	30,091	33,735	35,457	35,457	-
3270 Flexible Benefits						
3400 Other Funds Ltd	780,414	910,800	940,852	1,017,792	1,017,792	-
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	2,115,555	2,435,465	2,599,556	2,952,590	2,952,590	-
TOTAL OTHER PAYROLL EXPENSES	\$2,115,555	\$2,435,465	\$2,599,556	\$2,952,590	\$2,952,590	-
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
3400 Other Funds Ltd	-	(44,046)	(44,046)	-	-	-
PERSONAL SERVICES						
3400 Other Funds Ltd	6,495,058	7,406,564	8,068,063	8,899,582	8,899,582	-
TOTAL PERSONAL SERVICES	\$6,495,058	\$7,406,564	\$8,068,063	\$8,899,582	\$8,899,582	-
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	69,877	121,084	121,406	127,176	127,176	-
4125 Out of State Travel						
3400 Other Funds Ltd	1,826	17,739	17,739	18,484	18,484	-
4150 Employee Training						
3400 Other Funds Ltd	24,897	24,871	26,485	30,961	30,961	-
4175 Office Expenses						
3400 Other Funds Ltd	66,472	142,250	144,282	154,577	154,577	-
4200 Telecommunications						
3400 Other Funds Ltd	57,295	56,862	60,655	71,108	71,108	-

12/30/24
9:54 AM

Page 10 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Board of Pharmacy

Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
4225 State Gov. Service Charges						
3400 Other Funds Ltd	203,140	265,996	265,996	317,172	344,430	-
4250 Data Processing						
3400 Other Funds Ltd	359,287	332,540	333,018	348,001	348,001	-
4275 Publicity and Publications						
3400 Other Funds Ltd	22,950	45,388	45,627	48,041	48,041	-
4300 Professional Services						
3400 Other Funds Ltd	247,465	369,608	369,608	521,182	521,182	-
4315 IT Professional Services						
3400 Other Funds Ltd	1,690	169,185	169,185	595,690	1,680,690	-
4325 Attorney General						
3400 Other Funds Ltd	553,383	687,079	687,079	846,894	783,631	-
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	949	1,188	1,736	1,736	-
4400 Dues and Subscriptions						
3400 Other Funds Ltd	4,476	5,885	6,124	6,879	6,879	-
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	288,565	328,585	328,585	342,386	342,386	-
4475 Facilities Maintenance						
3400 Other Funds Ltd	1,949	57	57	59	59	-
4525 Medical Services and Supplies						
3400 Other Funds Ltd	-	1,252	1,252	1,305	1,305	-
4575 Agency Program Related S and S						

12/30/24
9:54 AM

Page 11 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Board of Pharmacy

Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
3400 Other Funds Ltd	242,448	260,999	260,999	271,961	271,961	-
4650 Other Services and Supplies						
3400 Other Funds Ltd	440,714	408,987	418,953	510,827	487,816	-
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	1,110	16,136	17,571	21,300	21,300	-
4715 IT Expendable Property						
3400 Other Funds Ltd	3,837	47,128	47,128	49,107	49,107	-
SERVICES & SUPPLIES						
3400 Other Funds Ltd	2,591,381	3,302,580	3,322,937	4,284,846	5,310,830	-
TOTAL SERVICES & SUPPLIES	\$2,591,381	\$3,302,580	\$3,322,937	\$4,284,846	\$5,310,830	-
EXPENDITURES						
3400 Other Funds Ltd	9,086,439	10,709,144	11,391,000	13,184,428	14,210,412	-
TOTAL EXPENDITURES	\$9,086,439	\$10,709,144	\$11,391,000	\$13,184,428	\$14,210,412	-
ENDING BALANCE						
3400 Other Funds Ltd	4,819,712	2,351,898	1,670,042	4,215,934	3,189,950	-
TOTAL ENDING BALANCE	\$4,819,712	\$2,351,898	\$1,670,042	\$4,215,934	\$3,189,950	-
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	22	23	24	24	24	-
TOTAL AUTHORIZED POSITIONS	22	23	24	24	24	-
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	22.00	23.00	23.63	24.00	24.00	-
TOTAL AUTHORIZED FTE	22.00	23.00	23.63	24.00	24.00	-

12/30/24
9:54 AM

Page 12 of 12

BDV103A - Budget Support - Detail Revenues & Expenditures
BDV103A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Version / Column Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Board of Pharmacy

Description	Agency Request Budget (V-01) 2025-27 Base Budget	Governor's Budget (Y-01) 2025-27 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
BEGINNING BALANCE				
0025 Beginning Balance				
3400 Other Funds Ltd	2,848,229	2,848,229	0	-
0030 Beginning Balance Adjustment				
3400 Other Funds Ltd	976,052	976,052	0	-
TOTAL BEGINNING BALANCE				
3400 Other Funds Ltd	3,824,281	3,824,281	0	-
REVENUE CATEGORIES				
LICENSES AND FEES				
0205 Business Lic and Fees				
3400 Other Funds Ltd	9,606,691	9,606,691	0	-
0210 Non-business Lic. and Fees				
3400 Other Funds Ltd	330,930	330,930	0	-
TOTAL LICENSES AND FEES				
3400 Other Funds Ltd	9,937,621	9,937,621	0	-
FINES, RENTS AND ROYALTIES				
0505 Fines and Forfeitures				
3400 Other Funds Ltd	182,000	182,000	0	-
INTEREST EARNINGS				
0605 Interest Income				
3400 Other Funds Ltd	504,000	504,000	0	-
OTHER				
0975 Other Revenues				
3400 Other Funds Ltd	63,850	63,850	0	-

12/30/24
9:54 AM

Page 1 of 5

ANA100A - Version / Column Comparison Report - Detail
ANA100A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Version / Column Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Board of Pharmacy

Description	Agency Request Budget (V-01) 2025-27 Base Budget	Governor's Budget (Y-01) 2025-27 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
TOTAL REVENUES				
3400 Other Funds Ltd	10,687,471	10,687,471	0	-
TRANSFERS OUT				
2443 Tsfr To Oregon Health Authority				
3400 Other Funds Ltd	(629,280)	(629,280)	0	-
AVAILABLE REVENUES				
3400 Other Funds Ltd	13,882,472	13,882,472	0	-
EXPENDITURES				
PERSONAL SERVICES				
SALARIES & WAGES				
3110 Class/Unclass Sal. and Per Diem				
3400 Other Funds Ltd	5,573,852	5,573,852	0	-
3115 Board Member Stipend				
3400 Other Funds Ltd	90,426	90,426	0	-
3160 Temporary Appointments				
3400 Other Funds Ltd	28,453	28,453	0	-
3190 All Other Differential				
3400 Other Funds Ltd	206,958	206,958	0	-
TOTAL SALARIES & WAGES				
3400 Other Funds Ltd	5,899,689	5,899,689	0	-
OTHER PAYROLL EXPENSES				
3210 Empl. Rel. Bd. Assessments				
3400 Other Funds Ltd	1,728	1,728	0	-
3220 Public Employees' Retire Cont				

12/30/24
9:54 AM

Page 2 of 5

ANA100A - Version / Column Comparison Report - Detail
ANA100A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Version / Column Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Board of Pharmacy

Description	Agency Request Budget (V-01) 2025-27 Base Budget	Governor's Budget (Y-01) 2025-27 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	1,208,097	1,208,097	0	-
3221 Pension Obligation Bond				
3400 Other Funds Ltd	245,891	245,891	0	-
3230 Social Security Taxes				
3400 Other Funds Ltd	426,494	426,494	0	-
3241 Paid Family Medical Leave Insurance				
3400 Other Funds Ltd	21,816	21,816	0	-
3250 Worker's Comp. Assess. (WCD)				
3400 Other Funds Ltd	1,008	1,008	0	-
3260 Mass Transit Tax				
3400 Other Funds Ltd	33,735	33,735	0	-
3270 Flexible Benefits				
3400 Other Funds Ltd	1,017,792	1,017,792	0	-
TOTAL OTHER PAYROLL EXPENSES				
3400 Other Funds Ltd	2,956,561	2,956,561	0	-
P.S. BUDGET ADJUSTMENTS				
3455 Vacancy Savings				
3400 Other Funds Ltd	(44,046)	(44,046)	0	-
TOTAL PERSONAL SERVICES				
3400 Other Funds Ltd	8,812,204	8,812,204	0	-
SERVICES & SUPPLIES				
4100 Instate Travel				
3400 Other Funds Ltd	121,406	121,406	0	-
4125 Out of State Travel				

12/30/24

Page 3 of 5

ANA100A - Version / Column Comparison Report - Detail

9:54 AM

ANA100A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Version / Column Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Board of Pharmacy

Description	Agency Request Budget (V-01) 2025-27 Base Budget	Governor's Budget (Y-01) 2025-27 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	17,739	17,739	0	-
4150 Employee Training				
3400 Other Funds Ltd	26,485	26,485	0	-
4175 Office Expenses				
3400 Other Funds Ltd	144,282	144,282	0	-
4200 Telecommunications				
3400 Other Funds Ltd	60,655	60,655	0	-
4225 State Gov. Service Charges				
3400 Other Funds Ltd	265,996	265,996	0	-
4250 Data Processing				
3400 Other Funds Ltd	333,018	333,018	0	-
4275 Publicity and Publications				
3400 Other Funds Ltd	45,627	45,627	0	-
4300 Professional Services				
3400 Other Funds Ltd	369,608	369,608	0	-
4315 IT Professional Services				
3400 Other Funds Ltd	169,185	169,185	0	-
4325 Attorney General				
3400 Other Funds Ltd	687,079	687,079	0	-
4375 Employee Recruitment and Develop				
3400 Other Funds Ltd	1,188	1,188	0	-
4400 Dues and Subscriptions				
3400 Other Funds Ltd	6,124	6,124	0	-
4425 Facilities Rental and Taxes				

12/30/24
9:54 AM

Page 4 of 5

ANA100A - Version / Column Comparison Report - Detail
ANA100A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Version / Column Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Board of Pharmacy

Description	Agency Request Budget (V-01) 2025-27 Base Budget	Governor's Budget (Y-01) 2025-27 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	328,585	328,585	0	-
4475 Facilities Maintenance				
3400 Other Funds Ltd	57	57	0	-
4525 Medical Services and Supplies				
3400 Other Funds Ltd	1,252	1,252	0	-
4575 Agency Program Related S and S				
3400 Other Funds Ltd	260,999	260,999	0	-
4650 Other Services and Supplies				
3400 Other Funds Ltd	418,953	418,953	0	-
4700 Expendable Prop 250 - 5000				
3400 Other Funds Ltd	17,571	17,571	0	-
4715 IT Expendable Property				
3400 Other Funds Ltd	47,128	47,128	0	-
TOTAL SERVICES & SUPPLIES				
3400 Other Funds Ltd	3,322,937	3,322,937	0	-
TOTAL EXPENDITURES				
3400 Other Funds Ltd	12,135,141	12,135,141	0	-
ENDING BALANCE				
3400 Other Funds Ltd	1,747,331	1,747,331	0	-
AUTHORIZED POSITIONS				
8150 Class/Unclass Positions	24	24	0	-
AUTHORIZED FTE				
8250 Class/Unclass FTE Positions	24.00	24.00	0	-

12/30/24

Page 5 of 5

ANA100A - Version / Column Comparison Report - Detail

9:54 AM

ANA100A

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Package: Vacancy Factor and Non-ORPICS Personal Services

Board of Pharmacy

Pkg Group: ESS Pkg Type: 010 Pkg Number: 010

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3160 Temporary Appointments

3400 Other Funds Ltd 1,195 1,195 0 0.00%

3190 All Other Differential

3400 Other Funds Ltd 8,692 8,692 0 0.00%

SALARIES & WAGES

3400 Other Funds Ltd 9,887 9,887 0 0.00%

TOTAL SALARIES & WAGES

\$9,887 **\$9,887** **\$0** **0.00%**

OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

3400 Other Funds Ltd 1,829 1,829 0 0.00%

3221 Pension Obligation Bond

3400 Other Funds Ltd (19,196) (19,196) 0 0.00%

3230 Social Security Taxes

3400 Other Funds Ltd 756 756 0 0.00%

3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd 35 35 0 0.00%

12/30/24

Page 1 of 16

ANA101A - Package Comparison Report - Detail

ANA101A

9:55 AM

107BF02

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00000

2025-27 Biennium

Package: Vacancy Factor and Non-ORPICS Personal Services

Board of Pharmacy

Pkg Group: ESS Pkg Type: 010 Pkg Number: 010

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3260 Mass Transit Tax				
3400 Other Funds Ltd	1,722	1,722	0	0.00%
OTHER PAYROLL EXPENSES				
3400 Other Funds Ltd	(14,854)	(14,854)	0	0.00%
TOTAL OTHER PAYROLL EXPENSES	(\$14,854)	(\$14,854)	\$0	0.00%
P.S. BUDGET ADJUSTMENTS				
3455 Vacancy Savings				
3400 Other Funds Ltd	44,046	44,046	0	0.00%
PERSONAL SERVICES				
3400 Other Funds Ltd	39,079	39,079	0	0.00%
TOTAL PERSONAL SERVICES	\$39,079	\$39,079	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	39,079	39,079	0	0.00%
TOTAL EXPENDITURES	\$39,079	\$39,079	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(39,079)	(39,079)	0	0.00%
TOTAL ENDING BALANCE	(\$39,079)	(\$39,079)	\$0	0.00%

12/30/24

Page 2 of 16

ANA101A - Package Comparison Report - Detail

ANA101A

9:55 AM

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00000

2025-27 Biennium

Package: Phase-in

Board of Pharmacy

Pkg Group: ESS Pkg Type: 020 Pkg Number: 021

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4100 Instate Travel

3400 Other Funds Ltd 671 671 0 0.00%

4150 Employee Training

3400 Other Funds Ltd 3,364 3,364 0 0.00%

4175 Office Expenses

3400 Other Funds Ltd 4,235 4,235 0 0.00%

4200 Telecommunications

3400 Other Funds Ltd 7,905 7,905 0 0.00%

4250 Data Processing

3400 Other Funds Ltd 996 996 0 0.00%

4275 Publicity and Publications

3400 Other Funds Ltd 498 498 0 0.00%

4375 Employee Recruitment and Develop

3400 Other Funds Ltd 498 498 0 0.00%

4400 Dues and Subscriptions

3400 Other Funds Ltd 498 498 0 0.00%

4650 Other Services and Supplies

12/30/24

Page 3 of 16

ANA101A - Package Comparison Report - Detail

ANA101A

9:55 AM

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00000

2025-27 Biennium

Package: Phase-in

Board of Pharmacy

Pkg Group: ESS Pkg Type: 020 Pkg Number: 021

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	21,077	21,077	0	0.00%
4700 Expendable Prop 250 - 5000				
3400 Other Funds Ltd	2,991	2,991	0	0.00%
SERVICES & SUPPLIES				
3400 Other Funds Ltd	42,733	42,733	0	0.00%
TOTAL SERVICES & SUPPLIES	\$42,733	\$42,733	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	42,733	42,733	0	0.00%
TOTAL EXPENDITURES	\$42,733	\$42,733	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(42,733)	(42,733)	0	0.00%
TOTAL ENDING BALANCE	(\$42,733)	(\$42,733)	\$0	0.00%

12/30/24

Page 4 of 16

ANA101A - Package Comparison Report - Detail

ANA101A

9:55 AM

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Package: Standard Inflation

Board of Pharmacy

Pkg Group: ESS Pkg Type: 030 Pkg Number: 031

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4100 Instate Travel

3400 Other Funds Ltd 5,099 5,099 0 0.00%

4125 Out of State Travel

3400 Other Funds Ltd 745 745 0 0.00%

4150 Employee Training

3400 Other Funds Ltd 1,112 1,112 0 0.00%

4175 Office Expenses

3400 Other Funds Ltd 6,060 6,060 0 0.00%

4200 Telecommunications

3400 Other Funds Ltd 2,548 2,548 0 0.00%

4225 State Gov. Service Charges

3400 Other Funds Ltd 51,176 51,176 0 0.00%

4250 Data Processing

3400 Other Funds Ltd 13,987 13,987 0 0.00%

4275 Publicity and Publications

3400 Other Funds Ltd 1,916 1,916 0 0.00%

4300 Professional Services

12/30/24

Page 5 of 16

ANA101A - Package Comparison Report - Detail

ANA101A

9:55 AM

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

Package: Standard Inflation

2025-27 Biennium

Pkg Group: ESS Pkg Type: 030 Pkg Number: 031

Board of Pharmacy

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	25,133	25,133	0	0.00%
4315 IT Professional Services				
3400 Other Funds Ltd	11,505	11,505	0	0.00%
4325 Attorney General				
3400 Other Funds Ltd	159,815	159,815	0	0.00%
4375 Employee Recruitment and Develop				
3400 Other Funds Ltd	50	50	0	0.00%
4400 Dues and Subscriptions				
3400 Other Funds Ltd	257	257	0	0.00%
4425 Facilities Rental and Taxes				
3400 Other Funds Ltd	13,801	13,801	0	0.00%
4475 Facilities Maintenance				
3400 Other Funds Ltd	2	2	0	0.00%
4525 Medical Services and Supplies				
3400 Other Funds Ltd	53	53	0	0.00%
4575 Agency Program Related S and S				
3400 Other Funds Ltd	10,962	10,962	0	0.00%
4650 Other Services and Supplies				
3400 Other Funds Ltd	17,596	17,596	0	0.00%

12/30/24

Page 6 of 16

ANA101A - Package Comparison Report - Detail

ANA101A

9:55 AM

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00000

2025-27 Biennium

Package: Standard Inflation

Board of Pharmacy

Pkg Group: ESS Pkg Type: 030 Pkg Number: 031

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
4700 Expendable Prop 250 - 5000				
3400 Other Funds Ltd	738	738	0	0.00%
4715 IT Expendable Property				
3400 Other Funds Ltd	1,979	1,979	0	0.00%
SERVICES & SUPPLIES				
3400 Other Funds Ltd	324,534	324,534	0	0.00%
TOTAL SERVICES & SUPPLIES	\$324,534	\$324,534	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	324,534	324,534	0	0.00%
TOTAL EXPENDITURES	\$324,534	\$324,534	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(324,534)	(324,534)	0	0.00%
TOTAL ENDING BALANCE	(\$324,534)	(\$324,534)	\$0	0.00%

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Package: Above Standard Inflation

Board of Pharmacy

Pkg Group: ESS Pkg Type: 030 Pkg Number: 032

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4650 Other Services and Supplies

3400 Other Funds Ltd	7,547	7,547	0	0.00%
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SERVICES & SUPPLIES

3400 Other Funds Ltd	7,547	7,547	0	0.00%
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TOTAL SERVICES & SUPPLIES

\$7,547	\$7,547	\$0	0.00%
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EXPENDITURES

3400 Other Funds Ltd	7,547	7,547	0	0.00%
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TOTAL EXPENDITURES

\$7,547	\$7,547	\$0	0.00%
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ENDING BALANCE

3400 Other Funds Ltd	(7,547)	(7,547)	0	0.00%
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TOTAL ENDING BALANCE

(\$7,547)	(\$7,547)	\$0	0.00%
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BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Package: Exceptional Inflation

Board of Pharmacy

Pkg Group: ESS Pkg Type: 030 Pkg Number: 033

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4650 Other Services and Supplies

3400 Other Funds Ltd	45,654	45,654	0	0.00%
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SERVICES & SUPPLIES

3400 Other Funds Ltd	45,654	45,654	0	0.00%
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TOTAL SERVICES & SUPPLIES

	\$45,654	\$45,654	\$0	0.00%
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EXPENDITURES

3400 Other Funds Ltd	45,654	45,654	0	0.00%
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TOTAL EXPENDITURES

	\$45,654	\$45,654	\$0	0.00%
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ENDING BALANCE

3400 Other Funds Ltd	(45,654)	(45,654)	0	0.00%
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TOTAL ENDING BALANCE

	(\$45,654)	(\$45,654)	\$0	0.00%
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BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00000

2025-27 Biennium

Package: Statewide AG Adjustment

Board of Pharmacy

Pkg Group: POL Pkg Type: 090 Pkg Number: 092

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4325 Attorney General

3400 Other Funds Ltd	-	(63,263)	(63,263)	100.00%
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SERVICES & SUPPLIES

3400 Other Funds Ltd	-	(63,263)	(63,263)	100.00%
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TOTAL SERVICES & SUPPLIES

-	(\$63,263)	(\$63,263)	100.00%
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EXPENDITURES

3400 Other Funds Ltd	-	(63,263)	(63,263)	100.00%
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TOTAL EXPENDITURES

-	(\$63,263)	(\$63,263)	100.00%
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ENDING BALANCE

3400 Other Funds Ltd	-	63,263	63,263	100.00%
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TOTAL ENDING BALANCE

-	\$63,263	\$63,263	100.00%
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12/30/24

Page 10 of 16

ANA101A - Package Comparison Report - Detail

ANA101A

9:55 AM

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Package: Statewide Adjustment DAS Chgs

Board of Pharmacy

Pkg Group: POL Pkg Type: 090 Pkg Number: 093

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4225 State Gov. Service Charges

3400 Other Funds Ltd - 27,258 27,258 100.00%

4650 Other Services and Supplies

3400 Other Funds Ltd - (23,011) (23,011) 100.00%

SERVICES & SUPPLIES

3400 Other Funds Ltd - 4,247 4,247 100.00%

TOTAL SERVICES & SUPPLIES

- \$4,247 \$4,247 100.00%

EXPENDITURES

3400 Other Funds Ltd - 4,247 4,247 100.00%

TOTAL EXPENDITURES

- \$4,247 \$4,247 100.00%

ENDING BALANCE

3400 Other Funds Ltd - (4,247) (4,247) 100.00%

TOTAL ENDING BALANCE

- (\$4,247) (\$4,247) 100.00%

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Package: Licensing Fee Increase

Board of Pharmacy

Pkg Group: POL Pkg Type: POL Pkg Number: 101

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

REVENUE CATEGORIES

LICENSES AND FEES

0205 Business Lic and Fees

3400 Other Funds Ltd	3,517,890	3,517,890	0	0.00%
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AVAILABLE REVENUES

3400 Other Funds Ltd	3,517,890	3,517,890	0	0.00%
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TOTAL AVAILABLE REVENUES

	\$3,517,890	\$3,517,890	\$0	0.00%
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ENDING BALANCE

3400 Other Funds Ltd	3,517,890	3,517,890	0	0.00%
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TOTAL ENDING BALANCE

	\$3,517,890	\$3,517,890	\$0	0.00%
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BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00000

2025-27 Biennium

Package: Licensing Database Maintenance

Board of Pharmacy

Pkg Group: POL Pkg Type: POL Pkg Number: 102

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4315 IT Professional Services

3400 Other Funds Ltd	415,000	1,500,000	1,085,000	261.45%
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SERVICES & SUPPLIES

3400 Other Funds Ltd	415,000	1,500,000	1,085,000	261.45%
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TOTAL SERVICES & SUPPLIES

TOTAL SERVICES & SUPPLIES	\$415,000	\$1,500,000	\$1,085,000	261.45%
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EXPENDITURES

3400 Other Funds Ltd	415,000	1,500,000	1,085,000	261.45%
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TOTAL EXPENDITURES	\$415,000	\$1,500,000	\$1,085,000	261.45%
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ENDING BALANCE

3400 Other Funds Ltd	(415,000)	(1,500,000)	(1,085,000)	(261.45%)
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TOTAL ENDING BALANCE	(\$415,000)	(\$1,500,000)	(\$1,085,000)	(261.45%)
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12/30/24

Page 13 of 16

ANA101A - Package Comparison Report - Detail

ANA101A

9:55 AM

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00000

2025-27 Biennium

Package: HPSP Ongoing Services

Board of Pharmacy

Pkg Group: POL Pkg Type: POL Pkg Number: 103

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4300 Professional Services

3400 Other Funds Ltd	126,441	126,441	0	0.00%
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SERVICES & SUPPLIES

3400 Other Funds Ltd	126,441	126,441	0	0.00%
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TOTAL SERVICES & SUPPLIES

\$126,441	\$126,441	\$0	0.00%
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EXPENDITURES

3400 Other Funds Ltd	126,441	126,441	0	0.00%
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TOTAL EXPENDITURES

\$126,441	\$126,441	\$0	0.00%
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ENDING BALANCE

3400 Other Funds Ltd	(126,441)	(126,441)	0	0.00%
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TOTAL ENDING BALANCE

(\$126,441)	(\$126,441)	\$0	0.00%
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BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Package: Staffing Reclasses

Board of Pharmacy

Pkg Group: POL Pkg Type: POL Pkg Number: 104

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

3400 Other Funds Ltd	37,416	37,416	0	0.00%
SALARIES & WAGES				
3400 Other Funds Ltd	37,416	37,416	0	0.00%
TOTAL SALARIES & WAGES	\$37,416	\$37,416	\$0	0.00%

OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

3400 Other Funds Ltd	7,872	7,872	0	0.00%
3230 Social Security Taxes				
3400 Other Funds Ltd	2,862	2,862	0	0.00%
3241 Paid Family Medical Leave Insurance				

3400 Other Funds Ltd

149	149	0	0.00%
OTHER PAYROLL EXPENSES			
3400 Other Funds Ltd	10,883	10,883	0

TOTAL OTHER PAYROLL EXPENSES

\$10,883

\$0

PERSONAL SERVICES

12/30/24

Page 15 of 16

ANA101A - Package Comparison Report - Detail

ANA101A

9:55 AM

BUDGET NARRATIVE – 2025-27

Pharmacy, Board of

Agency Number: 85500

Package Comparison Report - Detail

Cross Reference Number: 85500-001-00-00-00000

2025-27 Biennium

Package: Staffing Reclasses

Board of Pharmacy

Pkg Group: POL Pkg Type: POL Pkg Number: 104

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	48,299	48,299	0	0.00%
TOTAL PERSONAL SERVICES	\$48,299	\$48,299	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	48,299	48,299	0	0.00%
TOTAL EXPENDITURES	\$48,299	\$48,299	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(48,299)	(48,299)	0	0.00%
TOTAL ENDING BALANCE	(\$48,299)	(\$48,299)	\$0	0.00%

BUDGET NARRATIVE – 2025-27

PIC100 - Position Budget Report

Pharmacy, Board Of

2025-27 Biennium
Budget Preparation

Cross Reference Number: 85500-000-00-00-00000
Governors Budget

Position Number	Classification	Classification Name	Sal	Pos	Pos	FTE	Mos	Step	Rate	SAL/	Salary/OPE			
			Rng	Type	Cnt					OPE	GF	LF	OF	FF
Total Salary										-	-	5,611,268	-	5,611,268
Total OPE										-	-	2,625,437	-	2,625,437
Total Personal Services						24	24.00			-	-	8,236,705	-	8,236,705

BUDGET NARRATIVE – 2025-27

PIC100 - Position Budget Report

Board of Pharmacy

2025-27 Biennium

Cross Reference Number: 85500-001-01-00-00000

Budget Preparation

Governors 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
0000570	MEA H Z7586 HF	AGENCY HEAD 6	39X	PF	1	1.00	24	10	17336	SAL	-	-	416,064	-	416,064
										OPE	-	-	158,350	-	158,350
0000571	MMS X0806 AP	OFFICE MANAGER 2	22	PF	1	1.00	24	9	7128	SAL	-	-	171,072	-	171,072
										OPE	-	-	92,287	-	92,287
0000572	OAS C0323 AP	PUBLIC SERVICE REPRESENTATIVE 3	15	PF	1	1.00	24	10	4943	SAL	-	-	118,632	-	118,632
										OPE	-	-	77,032	-	77,032
0000573	OAS C5911 EP	HEALTH CARE INVESTIGATOR/ADVISOR	26	PF	1	1.00	24	10	15503	SAL	-	-	372,072	-	372,072
										OPE	-	-	148,456	-	148,456
0000574	MMS X7145 AP	COMPLIANCE AND REGULATORY MANAGER	31X	PF	1	1.00	24	10	11028	SAL	-	-	264,672	-	264,672
										OPE	-	-	119,515	-	119,515
0000575	OAS C5911 EP	HEALTH CARE INVESTIGATOR/ADVISOR	26	PF	1	1.00	24	10	15503	SAL	-	-	372,072	-	372,072
										OPE	-	-	148,456	-	148,456
0000576	MESN Z0119 AF	EXECUTIVE SUPPORT SPECIALIST 2	20	PF	1	1.00	24	9	6469	SAL	-	-	155,256	-	155,256
										OPE	-	-	87,686	-	87,686
0000577	OAS C5911 EP	HEALTH CARE INVESTIGATOR/ADVISOR	26	PF	1	1.00	24	10	15503	SAL	-	-	372,072	-	372,072
										OPE	-	-	148,456	-	148,456
0000578	OAS C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	1.00	24	10	5419	SAL	-	-	130,056	-	130,056
										OPE	-	-	80,355	-	80,355
0000582	OAS C5911 EP	HEALTH CARE INVESTIGATOR/ADVISOR	26	PF	1	1.00	24	10	15503	SAL	-	-	372,072	-	372,072
										OPE	-	-	148,456	-	148,456
0000584	OAS C0323 AP	PUBLIC SERVICE REPRESENTATIVE 3	15	PF	1	1.00	24	10	4943	SAL	-	-	118,632	-	118,632
										OPE	-	-	77,032	-	77,032
0000585	OAS C0323 AP	PUBLIC SERVICE REPRESENTATIVE 3	15	PF	1	1.00	24	8	4499	SAL	-	-	107,976	-	107,976
										OPE	-	-	73,932	-	73,932
0000586	OAS C5911 EP	HEALTH CARE INVESTIGATOR/ADVISOR	26	PF	1	1.00	24	10	15503	SAL	-	-	372,072	-	372,072
										OPE	-	-	148,456	-	148,456
0000590	OAS C0323 AP	PUBLIC SERVICE REPRESENTATIVE 3	15	PF	1	1.00	24	6	4118	SAL	-	-	98,832	-	98,832
										OPE	-	-	71,272	-	71,272
0000591	MMS X7086 AP	BUSINESS OPERATIONS SUPERVISOR	28X	PF	1	1.00	24	10	9542	SAL	-	-	229,008	-	229,008
										OPE	-	-	109,140	-	109,140
0000592	MMN X0872 AP	OPERATIONS & POLICY ANALYST 3	30	PF	1	1.00	24	5	8658	SAL	-	-	207,792	-	207,792

12/30/24
9:33 AM

Page 2 of 4

PIC100 - Position Budget Report
PIC100

BUDGET NARRATIVE – 2025-27

PIC100 - Position Budget Report

Board of Pharmacy

2025-27 Biennium
Budget Preparation

Cross Reference Number: 85500-001-01-00-00000
Governors 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
0000650	OAS C0323 AP	PUBLIC SERVICE REPRESENTATIVE 3	15	PF	1	1.00	24	10	4943	OPE	-	-	102,968	-	102,968
										SAL	-	-	118,632	-	118,632
										OPE	-	-	77,032	-	77,032
0000651	OAS C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	1.00	24	5	4300	SAL	-	-	103,200	-	103,200
										OPE	-	-	72,543	-	72,543
0000652	OAS C5911 EP	HEALTH CARE INVESTIGATOR/ADVISOR	26	PF	1	1.00	24	10	15503	SAL	-	-	372,072	-	372,072
										OPE	-	-	148,456	-	148,456
0000654	MMS X7435 AP	LICENSING AND PERMITTING MANAGER	31X	PF	1	1.00	24	6	9095	SAL	-	-	218,280	-	218,280
										OPE	-	-	106,019	-	106,019
0000655	OAS C5911 EP	HEALTH CARE INVESTIGATOR/ADVISOR	26	PF	1	1.00	24	8	14081	SAL	-	-	337,944	-	337,944
										OPE	-	-	140,781	-	140,781
0000656	OAS C0323 AP	PUBLIC SERVICE REPRESENTATIVE 3	15	PF	1	1.00	24	10	4943	SAL	-	-	118,632	-	118,632
										OPE	-	-	77,032	-	77,032
0000657	OAS C5911 EP	HEALTH CARE INVESTIGATOR/ADVISOR	26	PF	1	1.00	24	7	13419	SAL	-	-	322,056	-	322,056
										OPE	-	-	136,208	-	136,208
0000659	OAS C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	1.00	24	5	4300	SAL	-	-	103,200	-	103,200
										OPE	-	-	72,543	-	72,543
0004401	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	3,700	-	3,700
										OPE	-	-	283	-	283
0004402	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	3,700	-	3,700
										OPE	-	-	283	-	283
0004403	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	3,700	-	3,700
										OPE	-	-	283	-	283
0004404	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	3,700	-	3,700
										OPE	-	-	283	-	283
0004405	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	3,700	-	3,700
										OPE	-	-	283	-	283
0004406	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	3,700	-	3,700
										OPE	-	-	283	-	283
0004407	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	3,700	-	3,700
										OPE	-	-	283	-	283

12/30/24
9:33 AM

Page 3 of 4

PIC100 - Position Budget Report
PIC100

BUDGET NARRATIVE – 2025-27

PIC100 - Position Budget Report

Board of Pharmacy

2025-27 Biennium

Budget Preparation

Cross Reference Number: 85500-001-01-00-00000

Governors 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
0004408	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	3,700	-	3,700
										OPE	-	-	283	-	283
0004413	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	3,700	-	3,700
										OPE	-	-	283	-	283
0004421	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	800	-	800
										OPE	-	-	61	-	61
0004422	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	800	-	800
										OPE	-	-	61	-	61
0004423	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	800	-	800
										OPE	-	-	61	-	61
0004424	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	800	-	800
										OPE	-	-	61	-	61
0004425	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	800	-	800
										OPE	-	-	61	-	61
0004426	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	800	-	800
										OPE	-	-	61	-	61
0004427	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	800	-	800
										OPE	-	-	61	-	61
Total Salary											-	-	5,611,268	-	5,611,268
Total OPE											-	-	2,625,437	-	2,625,437
Total Personal Services						24	24.00				-	-	8,236,705	-	8,236,705

BUDGET NARRATIVE – 2025-27

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