

**OREGON GOVERNMENT**

**ETHICS COMMISSION**



**2021 - 2023 LEGISLATIVELY ADOPTED BUDGET**

**CERTIFICATION**


I hereby certify that the accompanying summary and detailed statements are true and correct to the best of my knowledge and belief and that the accuracy of all numerical information has been verified.

Oregon Government Ethics Commission

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

*Agency Name*

*Agency Address*

  
\_\_\_\_\_  
*Signature*

Daniel Mason  
by Ronald A. Bersin, Executive Director

Chairperson

\_\_\_\_\_  
*Title*

OREGON GOVERNMENT ETHICS COMMISSION  
2021-2023 Legislatively Adopted Budget

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## LEGISLATIVE ACTION

**SB 5519 A BUDGET REPORT and MEASURE SUMMARY**

**Carrier:** Sen. Anderson

**Joint Committee On Ways and Means**

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**Action Date:** 05/07/21

**Action:** Do pass with amendments. (Printed A-Eng.)

**Senate Vote**

**Yeas:** 11 - Frederick, Girod, Golden, Gorsek, Hansell, Johnson, Knopp, Lieber, Steiner Hayward, Taylor, Thomsen

**Exc:** 1 - Anderson

**House Vote**

**Yeas:** 11 - Bynum, Drazan, Gomberg, Leif, McLain, Nosse, Rayfield, Sanchez, Smith G, Sollman, Stark

**Prepared By:** Drew Cohen, Department of Administrative Services

**Reviewed By:** Zane Potter, Legislative Fiscal Office

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**Government Ethics Commission**

**2021-23**

**Budget Summary\***

|                     | 2019-21<br>Legislatively Approved<br>Budget <sup>(1)</sup> | 2021 - 23<br>Current Service Level | 2021-23<br>Committee<br>Recommendation | Committee Change from 2019-21 Leg.<br>Approved |          |
|---------------------|--|------------------------------------|--|--|----------|
|                     |  |                                    |  | \$ Change                                      | % Change |
| Other Funds Limited | \$ 3,054,695   | \$ 3,329,862                       | \$ 3,323,513                           | \$ 268,818                                     | 8.8%     |
| Total               | \$ 3,054,695   | \$ 3,329,862                       | \$ 3,323,513                           | \$ 268,818                                     | 8.8%     |

**Position Summary**

|                                      |      |      |      |      |
|--------------------------------------|------|------|------|------|
| Authorized Positions                 | 9    | 9    | 9    | 0    |
| Full-time Equivalent (FTE) positions | 9.00 | 9.00 | 9.00 | 0.00 |

<sup>(1)</sup> Includes adjustments through January 2021

**Summary of Revenue Changes**

Funding for the Oregon Government Ethics Commission comes from an assessment equally shared between state agencies and local government entities. State agencies are assessed based upon their number of full-time equivalent positions. A portion of these assessment revenues originate as General Fund. Local entities are assessed based upon a formula connected to the Municipal Audit charge collected by the Secretary of State. Additionally, the Commission collects fines and forfeitures through the imposition of civil penalties. These revenues are transferred to the General Fund and are not used to support agency operations.

**Summary of General Government Subcommittee Action**

The mission of the Government Ethics Commission is to impartially administer and enforce Oregon’s government ethics laws. Oregon Government Ethics law, Lobbying Regulation law, and the executive session provisions of Oregon Public Meetings law are within the regulatory jurisdiction of the Commission.

The Subcommittee recommended a budget of \$3,323,513 Other Funds. The recommended budget is an 8.8 percent increase from the 2019-21 Legislatively Approved Budget and includes nine positions (9.00 FTE). The Subcommittee recommended the following package:

- **Package 099: Microsoft 365 Consolidation.** Microsoft 365 is being consolidated within the Office of the State Information Officer at the E5 level of service. This cost is built into the State Government Service Charge for every agency as a cost increase for the 2021-23

biennium. This package makes a corresponding reduction to the agency base budget in an amount equivalent to what agencies should be paying in the current 2019-21 biennium for Microsoft 365 at the E3 level of service.

**Summary of Performance Measure Action**

See attached Legislatively Adopted 2019-21 Key Performance Measures form.

**DETAIL OF JOINT COMMITTEE ON WAYS AND MEANS ACTION**

Oregon Government Ethics Commission  
 Drew Cohen (971) 707-8779

| DESCRIPTION   | GENERAL FUND | LOTTERY FUNDS | OTHER FUNDS         |             | FEDERAL FUNDS |             | TOTAL ALL FUNDS     | POS      | FTE         |
|---|--------------|---------------|---------------------|-------------|---------------|-------------|---------------------|----------|-------------|
|   |              |               | LIMITED             | NONLIMITED  | LIMITED       | NONLIMITED  |                     |          |             |
| 2019-21 Legislatively Approved Budget at Jan. 2021* | \$ -         | \$ -          | \$ 3,054,695        | \$ -        | \$ -          | \$ -        | \$ 3,054,695        | 9        | 9.00        |
| 2021-23 Current Service Level (CSL)*                | \$ -         | \$ -          | \$ 3,329,862        | \$ -        | \$ -          | \$ -        | \$ 3,329,862        | 9        | 9.00        |
| <b>SUBCOMMITTEE ADJUSTMENTS (from CSL)</b>          |              |               |                     |             |               |             |                     |          |             |
| <b>SCR 19900-000 Operations</b>                     |              |               |                     |             |               |             |                     |          |             |
| Package 099: Microsoft 365 Consolidation            |              |               |                     |             |               |             |                     |          |             |
| Services and Supplies                               | \$ -         | \$ -          | \$ (6,349)          | \$ -        | \$ -          | \$ -        | \$ (6,349)          |          |             |
| TOTAL ADJUSTMENTS                                   | \$ -         | \$ -          | \$ (6,349)          | \$ -        | \$ -          | \$ -        | \$ (6,349)          | 0        | 0.00        |
| <b>SUBCOMMITTEE RECOMMENDATION *</b>                | <b>\$ -</b>  | <b>\$ -</b>   | <b>\$ 3,323,513</b> | <b>\$ -</b> | <b>\$ -</b>   | <b>\$ -</b> | <b>\$ 3,323,513</b> | <b>9</b> | <b>9.00</b> |
| <br>  |              |               |                     |             |               |             |                     |          |             |
| % Change from 2019-21 Leg Approved Budget           | 0.0%         | 0.0%          | 8.8%                | 0.0%        | 0.0%          | 0.0%        | 8.8%                | 0.0%     | 0.0%        |
| % Change from 2021-23 Current Service Level         | 0.0%         | 0.0%          | -0.2%               | 0.0%        | 0.0%          | 0.0%        | -0.2%               | 0.0%     | 0.0%        |

\*Excludes Capital Construction Expenditures



# Legislatively Approved 2021 - 2023 Key Performance Measures

Published: 5/2/2021 2:58:35 PM

**Agency:** Government Ethics Commission

**Mission Statement:**

The Oregon Government Ethics Commission will impartially and effectively administer and enforce Oregon's government ethics laws for the benefit of Oregon's citizens. The Commission will emphasize education in achieving its mission. The regulatory jurisdiction of the Oregon Government Ethics Commission covers provisions of ORS Chapter 244, Oregon Government Ethics law; ORS 171.725 to 171.785 and 171.992, Lobby Regulation law; and executive session provisions of Oregon Public Meetings law, ORS 192.660

| Legislatively Approved KPMs  | Metrics                     | Agency Request | Last Reported Result | Target 2022 | Target 2023 |
|--|-----------------------------|----------------|----------------------|-------------|-------------|
| 1. Percentage of statutory time limit used for preliminary reviews, investigations, staff opinions and Commission advisory opinions.   |                             | Approved       | 86%                  | 85%         | 85%         |
| 2. Quality of investigations completed   |                             | Approved       | 4.98                 | 5           | 5           |
| 3. Training Program's Effectiveness  |                             | Approved       | 69%                  | 70%         | 70%         |
| 4. Minimize Case Disposition Costs - Percentage of contested cases settled before hearing.   |                             | Approved       | 100                  | 100         | 100         |
| 5. Customer Service - Percentage of customers rating their satisfaction with agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information. | Overall                     | Approved       | 92                   | 95          | 95          |
|  | Accuracy                    |                | 96                   | 85          | 85          |
|  | Timeliness                  |                | 95                   | 90          | 90          |
|  | Helpfulness                 |                | 92                   | 95          | 95          |
|  | Expertise                   |                | 92                   | 90          | 90          |
|  | Availability of Information |                | 90                   | 80          | 80          |
| 6. Governance Best Practices - Percent of total best practices met by the commission.  |                             | Approved       | 99                   | 100         | 100         |

**LFO Recommendation:**

The Legislative Fiscal Office recommends approval of the proposed Key Performance Measures and targets.

**SubCommittee Action:**

The General Government Subcommittee approved the Legislative Fiscal Office recommendations.

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## AGENCY SUMMARY

## **Oregon Government Ethics Commission**

### **Agency Summary**

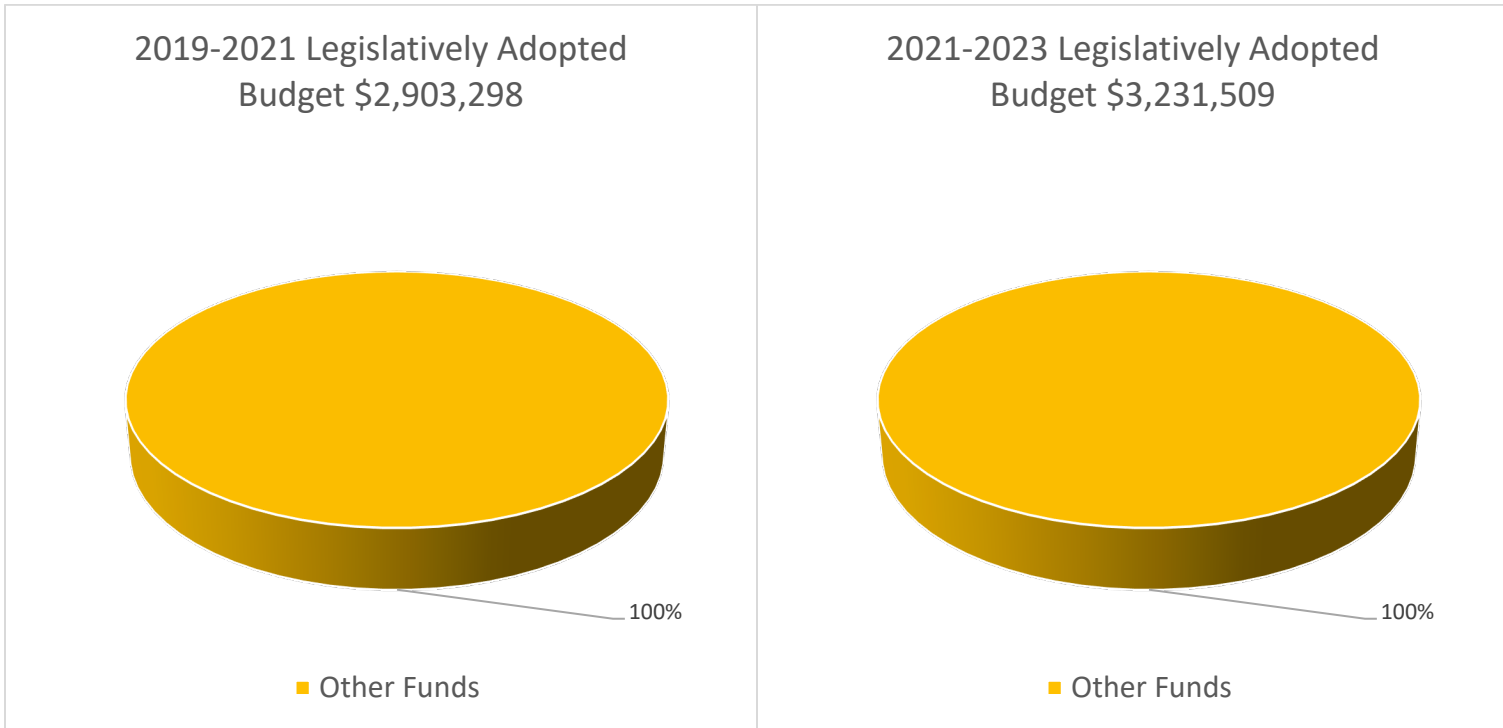
In 1974, more than 70 percent of the voters approved a statewide ballot measure to create the Oregon Government Ethics Commission. The ballot measure also established a set of laws (ORS Chapter 244) requiring financial disclosure by certain officials and creating a process to deal with conflicts of interest.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

The Government Ethics Commission issues advisory opinions and makes preliminary findings of violations of Oregon Government Ethics law and the Executive Session provisions of Public Meetings law (ORS 192.660). It also oversees the lobbying regulations of ORS 171.725-171.785. Staff members train public officials and lobbyists, provide written and oral advice to public officials, and investigate allegations of violations of the statutes within the Commission's jurisdiction.

The Commission has nine volunteer members. Eight members are appointed by the Governor upon recommendation by the Democratic and Republican leaders of the Oregon House and Senate. The Governor selects one member directly. All members must be confirmed by the Senate, and no more than three of the members may be from the same political party. The law allows members to serve only one four-year term.

The Government Ethics Commission is administered by an Executive Director who is selected by the commissioners. The Commission also employs investigative, educational, program, and support staff, who are appointed by the Executive Director.

# Oregon Government Ethics Commission



✓ Legislatively Adopted

# BUDGET NARRATIVE

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## MISSION STATEMENT AND STATUTORY AUTHORITY

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

The regulatory jurisdiction of the Commission includes ORS Chapter 244, Oregon Government Ethics law; ORS 171.725 to 171.785 and 171.992, Lobby Regulation law; and ORS 192.660, the executive session provisions of Oregon Public Meetings law. Additional information regarding the implementation of those statutes is contained in Oregon Administrative Rules Division 199, the Oregon Government Ethics Commission administrative rules.

In addition to enforcing the statutes within its jurisdiction, the Commission focuses on education and training of public officials, lobbyists and the public on Oregon Government Ethics law, lobbying regulations, and the executive session provisions of public meeting law so that violations can be avoided.

## COMMISSION PLANS

### 2017-2027 Long-Term Plan

The primary focus of the Commission's long-term plan is on education and transparency, with enforcement as a secondary focus. This was a fundamental shift for the Commission that began around 2007, since the Commission's primary role prior to that date was enforcement.

The Commission worked with the 2007 Legislature to develop Senate Bill 10, which created an assessment-based funding source for the Commission's biennial budget. The funding model assesses all state agencies based on FTE for 50% of the Commission's operating budget. The remaining 50% is assessed on local governments based on a percentage of their municipal audit fee. The Department of Administrative Services accounts for the collection of the assessments and transfers the moneys to the Commission. The assessment model was a collaborative effort among all local governments. The concept of using the municipal audit fee came directly from the cities, counties and special districts. The Commission continues to monitor the usage of its services (state agencies versus local governments) to alter the funding model to ensure an equitable division. Despite the fact that the Commission had to initiate collection efforts to achieve compliance from a few large jurisdictions, compliance with the assessment remains well over 99% for the 2019-21 biennium.

Since 2007, the Commission has focused on being proactive, directing its resources toward training public officials and lobbyists on the statutes within the Commission's jurisdiction rather than waiting until a violation is alleged. The Commission's two full-time trainers, positions funded by the Legislature in 2007 and 2009, devote their time to training public officials and lobbyists, as well as providing written and oral advice to public officials who call or write to the Commission with questions about the application of the statutes within its jurisdiction. The compliance & education coordinator, a position added in 2015, provides additional focus on education and advice. Since many of the complaints the Commission receives are a result of public officials not knowing or understanding the restrictions set forth by the ethics or public meeting laws, this education and advice is crucial to avoid violations.

Over the next decade, the Commission anticipates growth in several areas. First, the Commission continues to increase the amount of education and training given to public officials each year and to update the platforms through which the training takes place. This includes web-based trainings and videos, particularly effective during this COVID-19 era, as well as use of interactive technology when in-person training resumes.

Second, the Commission is reviewing and updating its administrative rules. The Legislature gave the Commission authority to write rules on executive session in 2020. The new and updated rules will provide comprehensive guidance in areas of law that frequently create questions for public officials.

Third, the Commission is using improved technology to increase transparency and address shorter investigatory timelines mandated by statute. The electronic filing system for statements and reports filed with the Commission, launched in December 2015, is online and immediately accessible by public officials and the public. The electronic filing system saves local jurisdictions, businesses, and lobbyists money and time in filing their statutorily required reports with the Commission. The electronic filing system serves Oregonians by making the information from these reports immediately available online and at no cost to them, and it has eliminated the need for postage and printing of the paper reports. The system has been a success and was recognized nationally as Innovation of the Year (2016) for the State Scoop Awards. The Commission continues to receive praise from filers on the ease of filing their reports, and from the public on the ease of obtaining the information contained on these electronically filed reports.

On the heels of the successful launch of the Commission's Electronic Filing System, the Commission was granted funds during the 2015-17 biennium to develop and launch a Case Management System (CMS) to electronically track and publish the outcome of investigations and the advice developed by the Commission. Launched in 2017, the CMS system provides online access to written advice and the outcome of completed cases. The public is no longer required to submit a public records request as the information is available for free on the Commission's website. The advice completed by the Commission is available online in a searchable format. The public, attorneys representing government agencies, and public officials themselves are able to access the advice and information on completed cases on their own, improving transparency and answering some of the more common inquiries that arise. This also helps to ensure that the advice the Commission develops for one public body or public official is consistent with that given to other public bodies and officials. Through CMS, the public may also submit complaints online. The CMS has improved Commission efficiency through streamlining of tasks related to preliminary reviews and investigations of complaints. In 2015 the timeline for preliminary reviews was shortened from 135 days to 30 days, resulting in a need for increased efficiency in addressing complaints as soon as they are received by the Commission. The CMS has enabled the Commission to meet these shortened statutory deadlines. The CMS was recognized nationally as Innovation of the Year (2018) for the State Scoop Awards.

## 2021-23 Short-Term Plan



1. Training on and enforcing the following programs:

**Administer Oregon Government Ethics law – ORS Chapter 244**

This chapter prohibits public officials from using their official positions for personal financial gain or for the financial gain of a relative or member of their household, or for the financial gain of a business with which the public official or a relative or member of their household is associated. It also addresses conflicts of interest, gifts that public officials may accept, and nepotism. The Commission's functions related to this program include disseminating advisory opinions and oral and written informal advice, publishing A Guide for Public Officials, providing education and training, collecting annual Statement of Economic Interest filings, and investigating complaints. Training for public officials covers the provisions of Ethics law as well as how to use the electronic reporting system to file their annual Statement of Economic Interest online. The Commission continues to emphasize training opportunities and during the current COVID-19 outbreak, has adapted its training modules to a virtual platform, allowing public officials to obtain needed training remotely. The Case Management System makes the Commission's advice and the outcome of investigations available on the Commission website in a searchable format, and when complaints are filed, it enables Commission staff to meet shortened deadlines for completing preliminary reviews.

**Administer Lobbying Regulation law – ORS 171.725 – 171.785**

These provisions require certain persons who lobby Legislative or Executive officials to register with the Commission. The law also requires each lobbyist and each entity (client) that utilizes a lobbyist to periodically report the amount of money they have spent in pursuit of their lobbying objectives. The registrations and quarterly filings are now done through the Commission's electronic filing system. The system eliminates the need to mail forms to the lobbyists. Lobbyists simply register themselves and their clients and then lobbyists and their clients file quarterly reports on the Commission's online system. The information contained within the reports is immediately available to the public on the Commission's website. Commission functions under this program area include providing training to educate lobbyists on the law and the electronic filing system, disseminating advisory opinions and oral and written informal advice, publishing a Guide to Lobbying in Oregon, and investigating complaints of suspected violations.

**Administer the Executive Sessions provisions of Public Meetings law – ORS 192.660**

This portion of the Oregon Public Meetings law identifies 14 specific purposes for which the governing body of a public body may convene a non-public meeting. It is the only provision of Oregon Public Meetings law that is enforceable by a government Commission. Commission functions under this program area include providing education and training to help public officials comply with the law. The Commission also investigates complaints of possible violations.

## 2. Environmental Factors

Revisions made to ORS Chapter 244 during prior legislative sessions both expanded the scope of work for the Commission and increased the workload for Commission staff. Statutory changes included restricting gifts to no more than \$50.00 per year from a source with a legislative or administrative interest, prohibiting the acceptance of entertainment by public officials, increasing the reporting frequency for lobbyists and their clients, expanding the number of Statement of Economic Interest filers, expanding the Commission's authority to promulgate administrative rules, and increasing the civil penalties for violations. Commission staffing was increased to accommodate the increased workload created by the statutory revisions.

In 2015 the Commission added a Compliance and Education Coordinator, a position that combines education and investigation, as well as work on administrative rules, advice and policy. Since then, the Commission has promulgated and adopted administrative rules to bring clarity to the changes to ORS Chapter 244 and to clarifying the provisions of executive session law. During the upcoming biennium, the Commission will propose new administrative rules and revise existing administrative rules to reflect the current state of the law. The Commission will also be publishing revised versions of the Guide for Public Officials and the Guide to Lobbying in Oregon.

Statutory changes made in 2009 dramatically increased the Commission's workload by allowing staff to give informal advice to public officials and public bodies and providing protections for public officials who follow informal advice from the Commission. The number of requests for formal advisory opinions decreased, with public officials choosing to use the less formal staff advice. In fiscal year 2018-2019, the Commission issued 32 pieces of written advice. The numbers increased significantly in fiscal year 2019-2020, with the Commission issuing 61 pieces of written advice. As public officials become increasingly aware of this option via training, staff field more questions on the informal level. Staff advice has been a major consumer of staff resources, to date, approximately 1.8 FTE, using the Commission trainers and investigators, as well as the executive director.

As the State of Oregon focuses on transparency, the Commission is continually looking to increase transparency and accessibility. The Commission's case management system provides a platform for the public and public officials to access both advisory opinions and informal staff advice, as well as case and complaint information. The Commission's electronic filing system allows public officials to file Statements of Economic Interest through the Commission website. Lobbyists also register through the system, and lobbyists and their clients file quarterly expense reports online. All submissions are immediately available to the public free of charge. The result of these two electronic systems is that the work of the Commission is much more visible and transparent to the people of the State of Oregon.

During the current COVID-19 outbreak, Commission meetings have been held on a virtual platform, permitting public officials and their attorneys, as well as the public, to attend via Skype for Business or by telephone. This change has been well received and may be continued after the COVID-19 outbreak. The Commission has also recently changed its website to the State's newly enhanced web platform, and is making an effort to ensure that recordings of the Commission's meetings are put onto the website within a few days after each meeting.

The Commission maintains a significant commitment to education and training. Because the roster of public officials in Oregon is always growing and changing, the Commission engages in outreach to ensure that new and existing public officials are made aware of the opportunity to access Commission advice and obtain free training. In the past biennium, the Commission partnered with the Department of Administrative Services and other public entities to provide training to staff and new members of Boards and Commissions. Prior to the COVID-19 outbreak, Commission trainers provided a mix of in-person training sessions, conducted on location at state agencies, local government bodies and special districts, and online webinars and training modules that could be accessed remotely. Because of the COVID-19 outbreak, the Commission has adapted its training presentations to a virtual platform, utilizing available software such as Adobe Connect, Turning Point and Camtasia. The Commission also plans to make some of its training videos available on YouTube and iLearn. The software enables the Commission's trainers to customize its training based on the needs of each organization. The incorporation of virtual polling and questioning allows for a more interactive experience and provides important feedback to the Commission. While there has been a decrease in the number of trainings since the COVID-19 outbreak, the online training has been well received and we expect to see a long-term paradigm shift from in-person training to online training.

The Commission will continue its outreach efforts to ensure public officials are informed and educated in order

to prevent unintended violations of the government ethics law, lobby regulations, and executive session provisions of public meetings law. Using the newly migrated website, the Commission plans to provide online bulletins to apprise public officials of the available training resources and provide links to recent written advice and reminders of filing requirements and deadlines.

The Commission has seen budgetary savings from moving in-person training to the virtual platform. Money saved by cancelling in-state travel has and will be used for new software and technology for both trainers and investigators. During the COVID-19 outbreak, the Commission has invested in new laptops and cellphones to enable the investigators to work remotely. The investigators have been able to effectively transition to remote work, as much of their investigations are conducted via mail, telephone and email communications.

The Commission continues to adjudicate complaints alleging violations of ORS Chapter 244, ORS 171.725-171.785, and ORS 192.660. Despite the COVID-19 outbreak, the number of complaints received through the Case Management System has increased from 75 during the first two quarters of 2019 to 93 during the first two quarters of 2020. Legislative changes made in 2015 shortened the statutory timeline, from 135 days to 30 days, for the Commission to complete preliminary reviews, which is the first stage of investigating a complaint. As the Commission has no control over the timing of the complaints, resources have, at times, been stretched to accommodate the shorter timelines, but Commission investigators have and will continue to meet the shortened timelines in the investigatory process.

|                     | <u>2015</u> | <u>2016</u> | <u>2017</u> | <u>2018</u> | <u>2019</u> | <u>2020</u> |
|---------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Complaints received | 109         | 52          | 97          | 113         | 111         | 90          |

### 3. Commission Initiatives

The Commission will continue to use education through online training programs, and in-person training sessions when they are safe to resume, along with formal written advisory opinions and informal staff advice to educate public officials on the current state of the law and administrative rules in the 2021-23 biennium. The Commission plans the following:

- Prepare and present training sessions *so that* public officials, lobbyists, and the public will have knowledge of the law (*intermediate outcome*).

Measure: Training Program's Effectiveness

- Prepare and issue advisory opinions and staff advice both upon request and by Commission initiative so *that* public officials and lobbyists have knowledge of the law (*intermediate outcome*).

Measure: Percentage of statutory time used for preliminary reviews, investigations, staff opinions and Commission advisory opinions.

The high-level outcome of both initiatives is to reduce the number of possible violations of the law reported to the Commission, thereby contributing to the achievement of Oregon Benchmark number 35, Public Management Quality. The result also contributes to the Commission's ten-year plan including improving government transparency and accessibility.

The Commission successfully implemented the electronic filing system and case management system. The implementation of these systems requires the Commission to provide user instructions to public officials, public bodies, and members of the public to allow them to access the full range of what the system offers. The Commission will also continue to improve the user experience with these systems by responding to experiences reported by users and staff.

4. Criteria for 2021-2023 Budget Development

The Oregon Government Ethics Commission has a primary link to Oregon Benchmark number 35, Public Management Quality. The Commission is also aligned with the 10-year outcome of improving government. A primary objective of the Commission is to provide education and information to all persons in the state who are subject to the Commission's jurisdiction, as well as the general public. This can be achieved through the proactive dissemination of educational information and through enforcement actions. The desired intermediate outcome is a decrease in the number of violations of state law committed by public officials and lobbyists. The desired high-level outcome is improving the quality of government and public management in Oregon.

The Commission's ability to achieve these outcomes was significantly impaired because of funding reductions in the 2001-2003 and 2003-2005 biennia and again in 2008. The Commission made progress on these outcomes with the increased funding that started in the 2009-11 biennium; however, the size of the Commission, changes in the law, and the constantly-changing roster of public officials throughout Oregon

means that the task of training public officials is ongoing.

The electronic filing system has relieved some of the pressure of quarterly and annual mailing and receipt of filings from public officials, lobbyists and lobbyist clients. The Commission completed a second electronic system, a case management system, to address new timelines and legislative requirements for publication of certain Commission documents. Both electronic systems increase governmental transparency because they make information from filings, advice and cases available to the public online. This also alleviates the resources needed to respond to the frequent requests for public records the Commission experiences. Significant staff resources are applied to train and assist public officials, lobbyists and lobbyist clients on these systems and their filing requirements. This continues to improve with each round of filing.

During the 2021-23 biennium, the Commission will continue to focus its efforts towards education and training of public officials, lobbyists and the public on the requirements of the laws under its jurisdiction. The Commission will continue to improve the electronic filing system and the case management system, and provide training and assistance on these systems and the filing requirements to promote the decrease in the number of late or missed filings. The Commission will continue its outreach efforts and communications with the public to convey the value of the Commission to Oregonians and how they can benefit from the Commission's success.

The criteria for development of the 2021-23 budget are as follows:

1. Meet training needs of public bodies, public officials statewide, lobbyists, entities that hire lobbyists and the public through the increased use of on-line, web-based trainings.
2. Shift Commission operations to accommodate for the Covid-19 environment. This includes delivery of training, advice, Commission meetings, and investigations. The focus of the shift of operations will be to fewer in-person and more virtual activities for the safety of all involved. The agency will use its new website to assist in the delivery of its products.
3. Increase customer service to public bodies and public officials statewide, including responding to requests for advice to help educate on specific matters.

**5. Performance Measurement Criteria**

- Relationship to Commission goals and high-level outcomes
- Within Commission control
- Availability and reliability of measurement data
- Realistic and identifiable targets
- Legislative mandates

**6. Other Considerations**

- a. Inmate work opportunities – The Commission has not had nor do we anticipate any inmate work opportunities due to the specialized nature of Commission responsibilities.
- b. Alternative Dispute Resolution – The Commission has used ADR (negotiated settlement) in the disposition of cases for over a decade with a high degree of success. The Commission continues to attempt to resolve all contested cases through a negotiated settlement agreement. In the past three years, 100% of the contested cases have been completed through a negotiated settlement.

**7. Policy Packages**

None.

**8. Major Information Technology Projects**

None

**9. Sustainability**

Not applicable to this Commission

**10. Regulatory Streamlining**

Not applicable to this Commission

**Summary of 2021-23 Biennium Budget**

**Oregon Government Ethics Commission  
Oregon Government Ethics Commission  
2021-23 Biennium**

**Leg. Adopted Budget  
Cross Reference Number: 19900-000-00-00-00000**

| <i>Description</i>                                 | <i>Positions</i> | <i>Full-Time Equivalent (FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery Funds</i> | <i>Other Funds</i> | <i>Federal Funds</i> | <i>Nonlimited Other Funds</i> | <i>Nonlimited Federal Funds</i> |
|--|------------------|-----------------------------------|------------------|---------------------|----------------------|--------------------|----------------------|-------------------------------|---------------------------------|
| 2019-21 Leg Adopted Budget                         | 9                | 9.00                              | 2,903,298        | -                   | -                    | 2,903,298          | -                    | -                             | -                               |
| 2019-21 Emergency Boards                           | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>2019-21 Leg Approved Budget</b>                 | <b>9</b>         | <b>9.00</b>                       | <b>2,903,298</b> | <b>-</b>            | <b>-</b>             | <b>2,903,298</b>   | <b>-</b>             | <b>-</b>                      | <b>-</b>                        |
| <b>2021-23 Base Budget Adjustments</b>             |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| Net Cost of Position Actions                       |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| Administrative Biennialized E-Board, Phase-Out     | -                | -                                 | 177,483          | -                   | -                    | 177,483            | -                    | -                             | -                               |
| Estimated Cost of Merit Increase                   |                  |                                   | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| Base Debt Service Adjustment                       |                  |                                   | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| Base Nonlimited Adjustment                         |                  |                                   | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| Capital Construction                               |                  |                                   | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Subtotal 2021-23 Base Budget</b>                | <b>9</b>         | <b>9.00</b>                       | <b>3,080,781</b> | <b>-</b>            | <b>-</b>             | <b>3,080,781</b>   | <b>-</b>             | <b>-</b>                      | <b>-</b>                        |
| <b>Essential Packages</b>                          |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 010 - Non-PICS Pers Svc/Vacancy Factor             |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| Vacancy Factor (Increase)/Decrease                 | -                | -                                 | (9,997)          | -                   | -                    | (9,997)            | -                    | -                             | -                               |
| Non-PICS Personal Service Increase/(Decrease)      | -                | -                                 | 9,145            | -                   | -                    | 9,145              | -                    | -                             | -                               |
| <b>Subtotal</b>                                    | <b>-</b>         | <b>-</b>                          | <b>(852)</b>     | <b>-</b>            | <b>-</b>             | <b>(852)</b>       | <b>-</b>             | <b>-</b>                      | <b>-</b>                        |
| 020 - Phase In / Out Pgm & One-time Cost           |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 021 - Phase-in                                     | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 022 - Phase-out Pgm & One-time Costs               | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Subtotal</b>                                    | <b>-</b>         | <b>-</b>                          | <b>-</b>         | <b>-</b>            | <b>-</b>             | <b>-</b>           | <b>-</b>             | <b>-</b>                      | <b>-</b>                        |
| 030 - Inflation & Price List Adjustments           |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| Cost of Goods & Services Increase/(Decrease)       | -                | -                                 | 236,635          | -                   | -                    | 236,635            | -                    | -                             | -                               |
| State Gov't & Services Charges Increase/(Decrease) |                  |                                   | 13,298           | -                   | -                    | 13,298             | -                    | -                             | -                               |



**Summary of 2021-23 Biennium Budget**

Oregon Government Ethics Commission  
 Oregon Government Ethics Commission  
 2021-23 Biennium

Leg. Adopted Budget  
 Cross Reference Number: 19900-000-00-00-00000

| <i>Description</i>                             | <i>Positions</i> | <i>Full-Time Equivalent (FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery Funds</i> | <i>Other Funds</i> | <i>Federal Funds</i> | <i>Nonlimited Other Funds</i> | <i>Nonlimited Federal Funds</i> |
|--|------------------|-----------------------------------|------------------|---------------------|----------------------|--------------------|----------------------|-------------------------------|---------------------------------|
| <b>Subtotal</b>                                | -                | -                                 | <b>249,933</b>   | -                   | -                    | <b>249,933</b>     | -                    | -                             | -                               |
| 040 - Mandated Caseload                        |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 040 - Mandated Caseload                        | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 050 - Fundshifts and Revenue Reductions        |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 050 - Fundshifts                               | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 060 - Technical Adjustments                    |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 060 - Technical Adjustments                    | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Subtotal: 2019-21 Current Service Level</b> | <b>9</b>         | <b>9.00</b>                       | <b>3,329,862</b> | -                   | -                    | <b>3,329,862</b>   | -                    | -                             | -                               |

**Summary of 2021-23 Biennium Budget**

**Oregon Government Ethics Commission  
Oregon Government Ethics Commission  
2021-23 Biennium**

**Leg. Adopted Budget  
Cross Reference Number: 19900-000-00-00-00000**

| <i>Description</i>                             | <i>Positions</i> | <i>Full-Time Equivalent (FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery Funds</i> | <i>Other Funds</i> | <i>Federal Funds</i> | <i>Nonlimited Other Funds</i> | <i>Nonlimited Federal Funds</i> |
|--|------------------|-----------------------------------|------------------|---------------------|----------------------|--------------------|----------------------|-------------------------------|---------------------------------|
| <b>Subtotal: 2019-21 Current Service Level</b> | <b>9</b>         | <b>9.00</b>                       | <b>3,329,862</b> | -                   | -                    | <b>3,329,862</b>   | -                    | -                             | -                               |
| 070 - Revenue Reductions/Shortfall             |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 070 - Revenue Shortfalls                       | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Modified 2019-21 Current Service Level</b>  | <b>9</b>         | <b>9.00</b>                       | <b>3,329,862</b> | -                   | -                    | <b>3,329,862</b>   | -                    | -                             | -                               |
| 080 - E-Boards                                 |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 080 - March 2020 Eboard                        | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 081 - April 2020 Eboard                        | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 082 - May 2020 Eboard                          | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 083 - June 2020 Eboard                         | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 084 - June 2020 Special Session                | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 087 - August 2020 Special Session              | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 089 - Post-September 2020 Leg. Actions         | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Subtotal Emergency Board Packages</b>       | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| Policy Packages                                |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 088 - September 2020 Emergency Board           | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 090 - Analyst Adjustments                      | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 091 - Elimination of S&S Inflation             | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 092 - Personal Services Adjustments            | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 093 - Transfers to General Fund                | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 094 - Revenue Solutions                        | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 096 - Statewide Adjustment DAS Chgs            | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 097 - Statewide AG Adjustment                  | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 099 - Microsoft 365 Consolidation              | -                | -                                 | (6,349)          | -                   | -                    | (6,349)            | -                    | -                             | -                               |

**Summary of 2021-23 Biennium Budget**

Oregon Government Ethics Commission  
 Oregon Government Ethics Commission  
 2021-23 Biennium

Leg. Adopted Budget  
 Cross Reference Number: 19900-000-00-00-00000

| <i>Description</i>                                   | <i>Positions</i> | <i>Full-Time Equivalent (FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery Funds</i> | <i>Other Funds</i> | <i>Federal Funds</i> | <i>Nonlimited Other Funds</i> | <i>Nonlimited Federal Funds</i> |
|--|------------------|-----------------------------------|------------------|---------------------|----------------------|--------------------|----------------------|-------------------------------|---------------------------------|
| 801 - LFO Analyst Adjustments                        | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 810 - Statewide Adjustments                          | -                | -                                 | (92,004)         | -                   | -                    | (92,004)           | -                    | -                             | -                               |
| 811 - Budget Reconciliation Adjustments              | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 813 - Policy Bills                                   | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 816 - Capital Construction                           | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 850 - Program Change Bill                            | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Subtotal Policy Packages</b>                      | -                | -                                 | <b>(98,353)</b>  | -                   | -                    | <b>(98,353)</b>    | -                    | -                             | -                               |
| <b>Total 2021-23 Leg. Adopted Budget</b>             | <b>9</b>         | <b>9.00</b>                       | <b>3,231,509</b> | -                   | -                    | <b>3,231,509</b>   | -                    | -                             | -                               |
| Percentage Change From 2019-21 Leg Approved Budget   | -                | -                                 | 11.30%           | -                   | -                    | 11.30%             | -                    | -                             | -                               |
| Percentage Change From 2019-21 Current Service Level | -                | -                                 | -2.95%           | -                   | -                    | -2.95%             | -                    | -                             | -                               |

**Summary of 2021-23 Biennium Budget**

**Oregon Government Ethics Commission  
General Program  
2021-23 Biennium**

**Leg. Adopted Budget  
Cross Reference Number: 19900-010-00-00-00000**

| <i>Description</i>                                 | <i>Positions</i> | <i>Full-Time Equivalent (FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery Funds</i> | <i>Other Funds</i> | <i>Federal Funds</i> | <i>Nonlimited Other Funds</i> | <i>Nonlimited Federal Funds</i> |
|--|------------------|-----------------------------------|------------------|---------------------|----------------------|--------------------|----------------------|-------------------------------|---------------------------------|
| 2019-21 Leg Adopted Budget                         | 9                | 9.00                              | 2,903,298        | -                   | -                    | 2,903,298          | -                    | -                             | -                               |
| 2019-21 Emergency Boards                           | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>2019-21 Leg Approved Budget</b>                 | <b>9</b>         | <b>9.00</b>                       | <b>2,903,298</b> | <b>-</b>            | <b>-</b>             | <b>2,903,298</b>   | <b>-</b>             | <b>-</b>                      | <b>-</b>                        |
| <b>2021-23 Base Budget Adjustments</b>             |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| Net Cost of Position Actions                       |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| Administrative Biennialized E-Board, Phase-Out     | -                | -                                 | 177,483          | -                   | -                    | 177,483            | -                    | -                             | -                               |
| Estimated Cost of Merit Increase                   |                  |                                   | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| Base Debt Service Adjustment                       |                  |                                   | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| Base Nonlimited Adjustment                         |                  |                                   | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| Capital Construction                               |                  |                                   | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Subtotal 2021-23 Base Budget</b>                | <b>9</b>         | <b>9.00</b>                       | <b>3,080,781</b> | <b>-</b>            | <b>-</b>             | <b>3,080,781</b>   | <b>-</b>             | <b>-</b>                      | <b>-</b>                        |
| <b>Essential Packages</b>                          |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 010 - Non-PICS Pers Svc/Vacancy Factor             |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| Vacancy Factor (Increase)/Decrease                 | -                | -                                 | (9,997)          | -                   | -                    | (9,997)            | -                    | -                             | -                               |
| Non-PICS Personal Service Increase/(Decrease)      | -                | -                                 | 9,145            | -                   | -                    | 9,145              | -                    | -                             | -                               |
| <b>Subtotal</b>                                    | <b>-</b>         | <b>-</b>                          | <b>(852)</b>     | <b>-</b>            | <b>-</b>             | <b>(852)</b>       | <b>-</b>             | <b>-</b>                      | <b>-</b>                        |
| 020 - Phase In / Out Pgm & One-time Cost           |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 021 - Phase-in                                     | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 022 - Phase-out Pgm & One-time Costs               | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Subtotal</b>                                    | <b>-</b>         | <b>-</b>                          | <b>-</b>         | <b>-</b>            | <b>-</b>             | <b>-</b>           | <b>-</b>             | <b>-</b>                      | <b>-</b>                        |
| 030 - Inflation & Price List Adjustments           |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| Cost of Goods & Services Increase/(Decrease)       | -                | -                                 | 236,635          | -                   | -                    | 236,635            | -                    | -                             | -                               |
| State Gov't & Services Charges Increase/(Decrease) |                  |                                   | 13,298           | -                   | -                    | 13,298             | -                    | -                             | -                               |

**Summary of 2021-23 Biennium Budget**

Oregon Government Ethics Commission  
 General Program  
 2021-23 Biennium

Leg. Adopted Budget  
 Cross Reference Number: 19900-010-00-00-00000

| <i>Description</i>                             | <i>Positions</i> | <i>Full-Time Equivalent (FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery Funds</i> | <i>Other Funds</i> | <i>Federal Funds</i> | <i>Nonlimited Other Funds</i> | <i>Nonlimited Federal Funds</i> |
|--|------------------|-----------------------------------|------------------|---------------------|----------------------|--------------------|----------------------|-------------------------------|---------------------------------|
| <b>Subtotal</b>                                | -                | -                                 | <b>249,933</b>   | -                   | -                    | <b>249,933</b>     | -                    | -                             | -                               |
| 040 - Mandated Caseload                        |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 040 - Mandated Caseload                        | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 050 - Fundshifts and Revenue Reductions        |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 050 - Fundshifts                               | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 060 - Technical Adjustments                    |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 060 - Technical Adjustments                    | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Subtotal: 2019-21 Current Service Level</b> | <b>9</b>         | <b>9.00</b>                       | <b>3,329,862</b> | -                   | -                    | <b>3,329,862</b>   | -                    | -                             | -                               |

**Summary of 2021-23 Biennium Budget**

**Oregon Government Ethics Commission  
General Program  
2021-23 Biennium**

**Leg. Adopted Budget  
Cross Reference Number: 19900-010-00-00-00000**

| <i>Description</i>                             | <i>Positions</i> | <i>Full-Time Equivalent (FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery Funds</i> | <i>Other Funds</i> | <i>Federal Funds</i> | <i>Nonlimited Other Funds</i> | <i>Nonlimited Federal Funds</i> |
|--|------------------|-----------------------------------|------------------|---------------------|----------------------|--------------------|----------------------|-------------------------------|---------------------------------|
| <b>Subtotal: 2019-21 Current Service Level</b> | <b>9</b>         | <b>9.00</b>                       | <b>3,329,862</b> | -                   | -                    | <b>3,329,862</b>   | -                    | -                             | -                               |
| 070 - Revenue Reductions/Shortfall             |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 070 - Revenue Shortfalls                       | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Modified 2019-21 Current Service Level</b>  | <b>9</b>         | <b>9.00</b>                       | <b>3,329,862</b> | -                   | -                    | <b>3,329,862</b>   | -                    | -                             | -                               |
| 080 - E-Boards                                 |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 080 - March 2020 Eboard                        | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 081 - April 2020 Eboard                        | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 082 - May 2020 Eboard                          | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 083 - June 2020 Eboard                         | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 084 - June 2020 Special Session                | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 087 - August 2020 Special Session              | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 089 - Post-September 2020 Leg. Actions         | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Subtotal Emergency Board Packages</b>       | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| Policy Packages                                |                  |                                   |                  |                     |                      |                    |                      |                               |                                 |
| 088 - September 2020 Emergency Board           | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 090 - Analyst Adjustments                      | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 091 - Elimination of S&S Inflation             | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 092 - Personal Services Adjustments            | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 093 - Transfers to General Fund                | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 094 - Revenue Solutions                        | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 096 - Statewide Adjustment DAS Chgs            | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 097 - Statewide AG Adjustment                  | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 099 - Microsoft 365 Consolidation              | -                | -                                 | (6,349)          | -                   | -                    | (6,349)            | -                    | -                             | -                               |

**Summary of 2021-23 Biennium Budget**

**Oregon Government Ethics Commission  
General Program  
2021-23 Biennium**

**Leg. Adopted Budget  
Cross Reference Number: 19900-010-00-00-00000**

| <i>Description</i>                                   | <i>Positions</i> | <i>Full-Time Equivalent (FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery Funds</i> | <i>Other Funds</i> | <i>Federal Funds</i> | <i>Nonlimited Other Funds</i> | <i>Nonlimited Federal Funds</i> |
|--|------------------|-----------------------------------|------------------|---------------------|----------------------|--------------------|----------------------|-------------------------------|---------------------------------|
| 801 - LFO Analyst Adjustments                        | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 810 - Statewide Adjustments                          | -                | -                                 | (92,004)         | -                   | -                    | (92,004)           | -                    | -                             | -                               |
| 811 - Budget Reconciliation Adjustments              | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 813 - Policy Bills                                   | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 816 - Capital Construction                           | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| 850 - Program Change Bill                            | -                | -                                 | -                | -                   | -                    | -                  | -                    | -                             | -                               |
| <b>Subtotal Policy Packages</b>                      | -                | -                                 | <b>(98,353)</b>  | -                   | -                    | <b>(98,353)</b>    | -                    | -                             | -                               |
| <b>Total 2021-23 Leg. Adopted Budget</b>             | <b>9</b>         | <b>9.00</b>                       | <b>3,231,509</b> | -                   | -                    | <b>3,231,509</b>   | -                    | -                             | -                               |
| Percentage Change From 2019-21 Leg Approved Budget   | -                | -                                 | 11.30%           | -                   | -                    | 11.30%             | -                    | -                             | -                               |
| Percentage Change From 2019-21 Current Service Level | -                | -                                 | -2.95%           | -                   | -                    | -2.95%             | -                    | -                             | -                               |

**PROGRAM PRIORITIZATION FOR 2021-23**

| Agency Name: Oregon Government Ethics Commission |                 |                              |                                   |   |                                       |    |    |              |       |    |       |              |      |      |                               |                                    |                                   |                            | Agency Number: 19900                               |  |    |
|--|-----------------|------------------------------|-----------------------------------|---|---------------------------------------|----|----|--------------|-------|----|-------|--------------|------|------|-------------------------------|------------------------------------|-----------------------------------|----------------------------|--|--|----|
| 2021-23 Biennium                                 |                 |                              |                                   |   |                                       |    |    |              |       |    |       |              |      |      |                               |                                    |                                   |                            |  |  |    |
| Agency-Wide Priorities for 2021-23 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   | Prgm/Div        |                              |                                   |   |                                       |    |    |              |       |    |       |              |      |      |                               |                                    |                                   |                            |  |  |    |
| 1  | 1               | OGE                          | CMS/EFS                           | Case Management System/Electronic Filing System | 5                                     | 3  |    | \$ 331,937   |       |    |       | \$ 331,937   | 0    | 0.00 | Y                             | N                                  | S                                 | ORS 244.290                |  | Agency was required to have a functional Case Management System and Electronic Filing System for Statement of Economic Interest Statements and Lobby reporting. Funds are used to pay for the subscription fees to vendor for hosting data and maintenance of systems. |    |
| 2  | 2               | OGE                          | TRN                               | Training  | 2, 5                                  | 3  |    | \$ 660,513   |       |    |       | \$ 660,513   | 2    | 2.50 | N                             | Y                                  | S                                 | ORS 244.290                |  | Includes 1/2 CS3 position for training   |    |
| 3  | 3               | OGE                          | INV                               | Investigations                                  | 1,3 & 5                               | 3  |    | \$ 902,444   |       |    |       | \$ 902,444   | 3    | 2.50 | N                             | Y                                  | S                                 | ORS Chap 244               |  | Includes 1/2 CS2 position for investigations   |    |
| 4  | 4               | OGE                          | ADMIN                             | Administration                                  | 4, 5 & 6                              | 3  |    | \$ 1,336,615 |       |    |       | \$ 1,336,615 | 4    | 4.00 | N                             | Y                                  | S                                 | ORS Chap 244, ORS Chap 171 |  |  |    |
|  |                 |                              |                                   |   |                                       |    |    | \$ -         |       |    |       | \$ -         |      |      |                               |                                    |                                   |                            |  |  |    |
|  |                 |                              |                                   |   |                                       |    |    | \$ -         |       |    |       | \$ -         |      |      |                               |                                    |                                   |                            |  |  |    |
|  |                 |                              |                                   |   |                                       |    |    | \$ -         |       |    |       | \$ -         |      |      |                               |                                    |                                   |                            |  |  |    |
|  |                 |                              |                                   |   |                                       |    |    | \$ -         |       |    |       | \$ -         |      |      |                               |                                    |                                   |                            |  |  |    |
|  |                 |                              |                                   |   |                                       |    |    | \$ 3,231,509 |       |    |       | \$ 3,231,509 | 9    | 9.00 |                               |                                    |                                   |                            |  |  |    |

**7. Primary Purpose Program/Activity Exists**

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

**19. Legal Requirement Code**

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

Prioritize each program activity for the Agency as a whole

**Document criteria used to prioritize activities:**

Oregon Government Ethics Commission is a small agency that depends on all programs to function properly to complete its mission. The agency has been focusing its efforts on training during the past two biennia to reduce the number of violations occurring with public officials throughout the state. Also, the past two biennia have produced many changes to the Ethics laws, requiring the agency to train public officials. The prioritization is designed to reflect the agency's focus; however, the agency is statutorily required to perform all functions. With only nine employees, it is difficult to reduce its functions. The \$342,040 is prioritized first, because the agency is required by contract to pay the subscription fees for its Case Management System and Electronic Filing System to NIC USA. These electronic systems help the agency meet its transparency goals set out in prior legislative sessions. Both electronic systems give the public access through the agency's website to the Statement of Economic Interest and Lobby filings, and the final dispositions and final advice issued by the agency. The public can now report violations online using the case management system.



## BUDGET NARRATIVE

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### Reduction Options

The Government Ethics Commission responsibilities are defined in statute and require certain activities by the agency, such as collecting public official and lobbyist forms, and requiring associated records to be created and maintained. In order for the Commission to continue the administration of these programs and provide service for compliance with the various filing requirements, certain costs for overhead cannot be reduced. The subscription services costs cannot be reduced without significantly interfering in the functionality of the agency's online electronic filing and case management systems. A reduction could be made in personal services; however, this would require the elimination of a position or the conversion of full-time positions to part-time. Alternatively, to continue operations under a potential reduction utilizing existing staff, a revision of statute to remove or amend currently mandated functions would be needed.

Any reduction in FTE would have an impact on the ability of the Government Ethics Commission to meet its performance measures in most areas, including training, investigations, compliance review, and records maintenance. It would seriously degrade the timeliness and quality of services offered to stakeholders and the public. This would have a direct impact on meeting Oregon Benchmark No. 35, Public Management Quality.

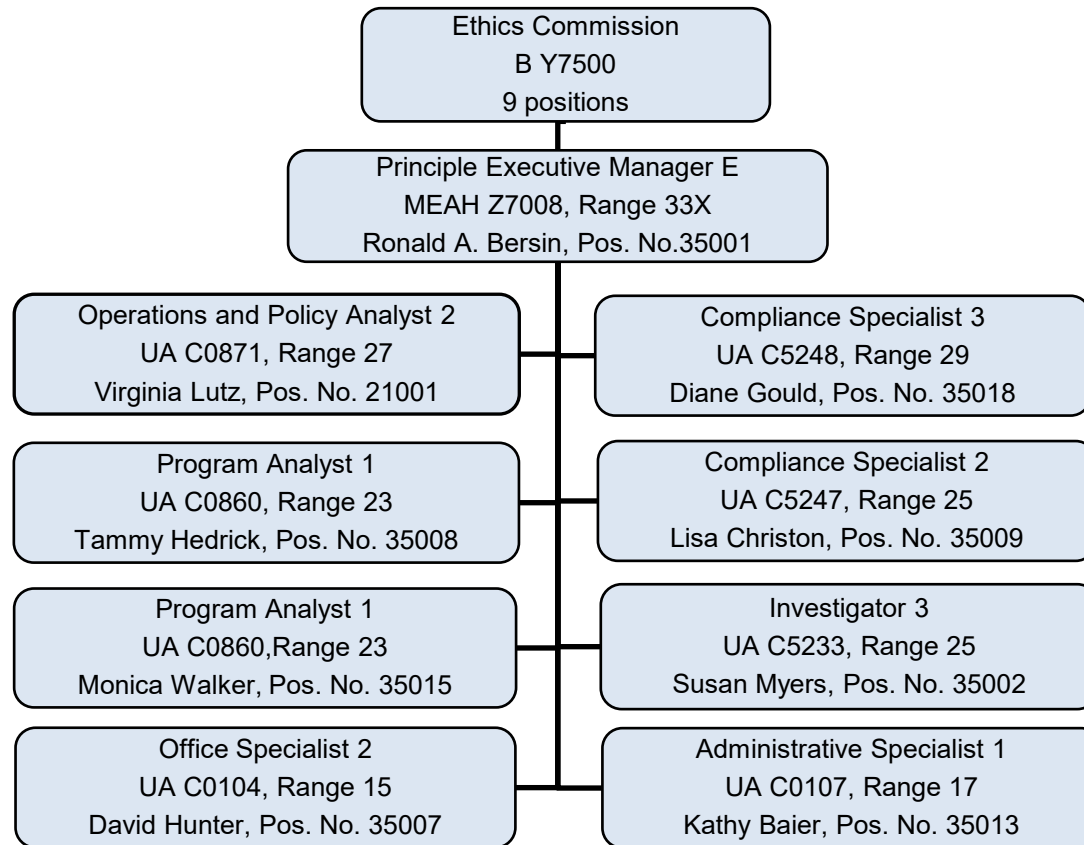
A 10% budget reduction would be \$323,151. A budget reduction of such magnitude would likely render the agency unable to effectively perform its duties. The Government Ethics Commission has nine employees, and its budget is such that approximately two-thirds is devoted to personal services. Subscription services for the agency's online electronic filing system and its case management system are approximately 10% of the agency's operating budget.

A budget reduction of 25% would require a reduction of four out of the nine staff members including one of the two trainers and one of the two investigators, as well as the remaining front desk staff person not already eliminated in the 10% reduction plan. This reduction in staff would make it impossible for the agency to meet its statutory deadlines and training requirements.

| ACTIVITY OR PROGRAM                                | DESCRIBE REDUCTION   | AMOUNT AND FUND TYPE                                 | RANK AND JUSTIFICATION  |
|--|--|--|---|
| (WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN) | (DESCRIBE THE EFFECTS OF THIS REDUCTION. INCLUDE POSITIONS AND FTE IN 2019-21 AND 2021-23)   | (GF, LF, OF, FF. IDENTIFY REVENUE SOURCE FOR OF, FF) | (RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED) |
| 1. Eliminate OS2 position                          | Elimination of position would prevent the agency from answering telephones, opening mail, and processing reports timely. The agency also would find it very difficult to answer public records requests.                       | \$161,688 OF   | 1   |
| 2. Eliminate PA1 Trainer                           | Elimination of a trainer position (reducing from two positions to one) will make it difficult to respond to requests for trainings, respond to telephone and email questions and writing informal and formal advice requested. | \$194,241 OF   | 2   |
|  |  |  |   |
|  |  |  |   |
|  |  |  |   |

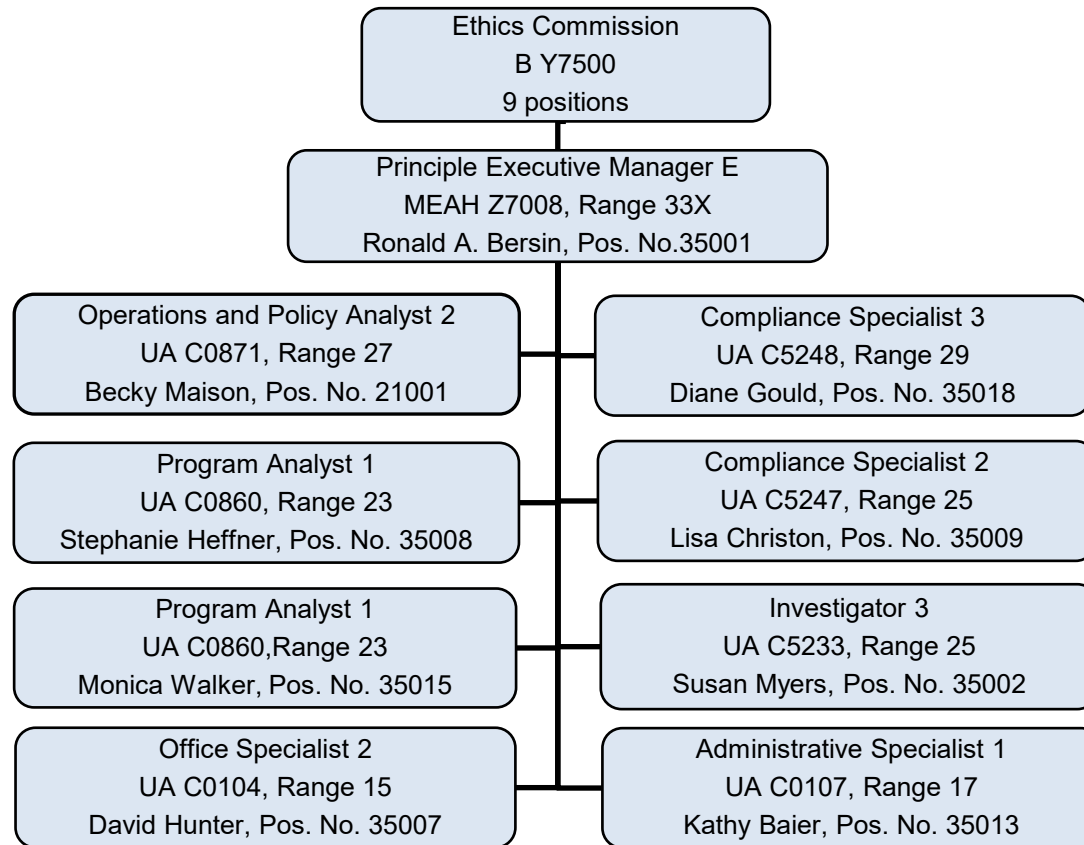
Oregon Government Ethics Commission

2019 - 2021 Organizational Chart



Oregon Government Ethics Commission

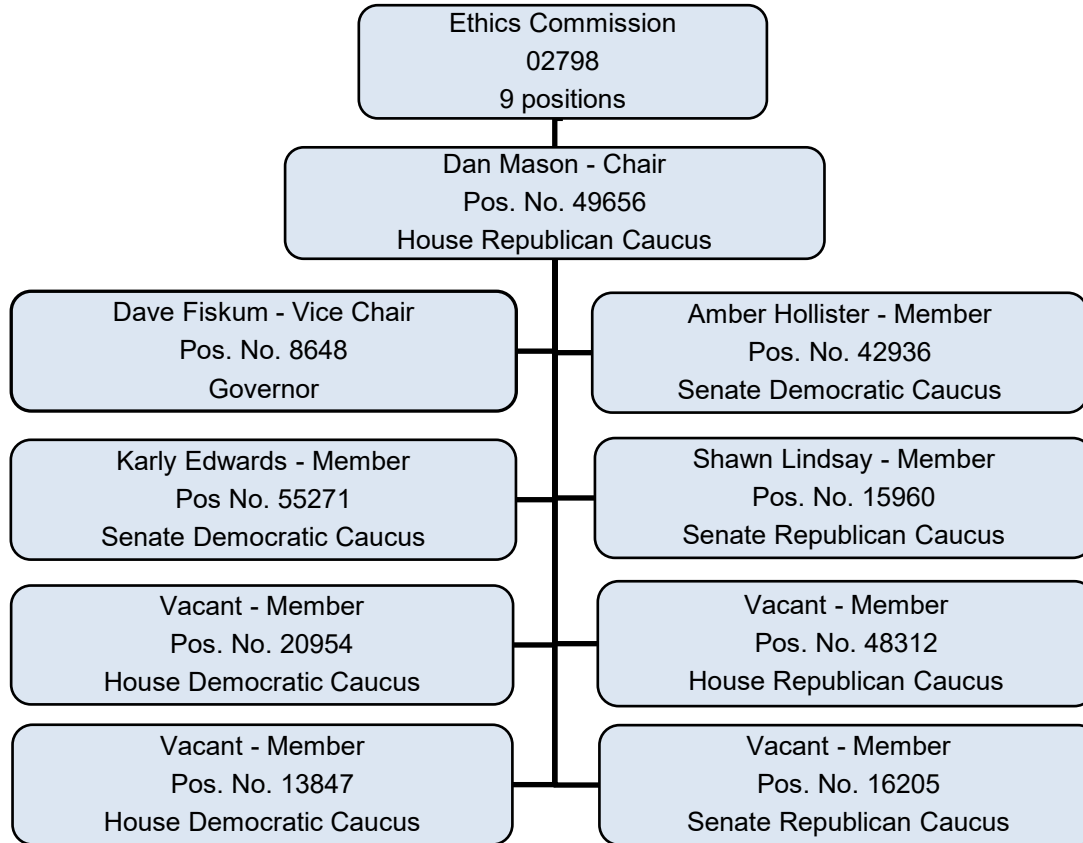
2021 - 2023 Organizational Chart



✓ Legislatively Adopted

Oregon Government Ethics Commission

2021 - 2023 Organizational Chart



Agencywide Program Unit Summary  
2021-23 Biennium

Version: Z - 01 - Leg. Adopted Budget

| <i>Summary<br/>Cross Reference<br/>Number</i> | <i>Cross Reference Description</i> | <i>2017-19<br/>Actuals</i> | <i>2019-21 Leg<br/>Adopted<br/>Budget</i> | <i>2019-21 Leg<br/>Approved<br/>Budget</i> | <i>2021-23<br/>Agency<br/>Request<br/>Budget</i> | <i>2021-23<br/>Governor's<br/>Budget</i> | <i>2021-23 Leg.<br/>Adopted<br/>Budget</i> |
|---|------------------------------------|----------------------------|---|--|--|--|--|
| 010-00-00-00000                               | General Program                    |                            |   |  |  |  |  |
|   | Other Funds                        | 2,571,969                  | 2,903,298                                 | 2,903,298                                  | 3,329,862  | 3,191,597                                | 3,231,509                                  |
| <b>TOTAL AGENCY</b>                           |                                    |                            |   |  |  |  |  |
|   | Other Funds                        | 2,571,969                  | 2,903,298                                 | 2,903,298                                  | 3,329,862  | 3,191,597                                | 3,231,509                                  |

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# REVENUES



## BUDGET NARRATIVE

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### REVENUE FORECAST NARRATIVE

#### SOURCES

1. Fines and Forfeitures - \$30,000

- ORS 171.992 and ORS 244.350 authorize the Oregon Government Ethics Commission (OGEC) to impose civil penalties for violations of Lobby Regulation laws, Government Ethics laws and Executive Sessions provisions of the Public Meetings laws. In addition, ORS 244.360 permits OGEC to order a person who has been found in violation, and who has obtained financial gain from public office, to forfeit a sum of up to twice the amount gained.
- General Limitations on Use: All fines and forfeitures are deposited to the General Fund for general governmental purposes and are not available for agency use.

2. Charges for Other Services - \$0

- OGEC charges fees to recover actual costs of producing and distributing public documents such as copies of investigative reports, opinions, lobbyist or public official filings, and audio recordings. The estimate for this potential revenue has been eliminated because of the Electronic Filing System and the Case Management System. Most items are or soon will be available online at no cost.
- Limitation on Use: No restrictions apply. Expenditures from these revenues are used for general program purposes, primarily to augment payment of Attorney General legal fees.

### 3. Assessments on Public Entities

- OGEC receives its operating revenue from an assessment imposed on public entities. Half of the assessment comes from state government and the remaining half is received from all other public entities. The state assessment is based on FTE. Other public entities' assessments are based on the municipal audit fee they currently pay. A percentage is applied to that fee to determine the assessment. The Department of Administrative Services administers the assessment program, including collecting the assessments. The assessments total \$3,050,688 for the 2021-23 biennium, which is \$1,525,344 from local governments and \$1,525,344 from state agencies.

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

Oregon Government Ethics Commission  
2021-23 Biennium

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

| <i>Source</i>             | 2017-19 Actuals    | 2019-21 Leg<br>Adopted Budget | 2019-21 Leg<br>Approved Budget | 2021-23 Agency<br>Request Budget | 2021-23<br>Governor's Budget | 2021-23 Leg.<br>Adopted Budget |
|---------------------------|--------------------|-------------------------------|--------------------------------|----------------------------------|------------------------------|--------------------------------|
| <b>Other Funds</b>        |                    |                               |                                |                                  |                              |                                |
| Admin and Service Charges | 2,513,008          | 2,958,949                     | 2,958,949                      | 3,050,688                        | 3,050,688                    | 3,050,688                      |
| Fines and Forfeitures     | 62,627             | 30,000                        | 30,000                         | 30,000                           | 30,000                       | 30,000                         |
| Other Revenues            | 649                | -                             | -                              | -                                | -                            | -                              |
| Transfer to General Fund  | (62,627)           | (30,000)                      | (30,000)                       | (30,000)                         | (30,000)                     | (30,000)                       |
| <b>Total Other Funds</b>  | <b>\$2,513,657</b> | <b>\$2,958,949</b>            | <b>\$2,958,949</b>             | <b>\$3,050,688</b>               | <b>\$3,050,688</b>           | <b>\$3,050,688</b>             |

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

Oregon Government Ethics Commission  
2021-23 Biennium

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

| <i>Source</i>             | 2017-19 Actuals    | 2019-21 Leg<br>Adopted Budget | 2019-21 Leg<br>Approved Budget | 2021-23 Agency<br>Request Budget | 2021-23<br>Governor's Budget | 2021-23 Leg.<br>Adopted Budget |
|---------------------------|--------------------|-------------------------------|--------------------------------|----------------------------------|------------------------------|--------------------------------|
| <b>Other Funds</b>        |                    |                               |                                |                                  |                              |                                |
| Admin and Service Charges | 2,513,008          | 2,958,949                     | 2,958,949                      | 3,050,688                        | 3,050,688                    | 3,050,688                      |
| Fines and Forfeitures     | 62,627             | 30,000                        | 30,000                         | 30,000                           | 30,000                       | 30,000                         |
| Other Revenues            | 649                | -                             | -                              | -                                | -                            | -                              |
| Transfer to General Fund  | (62,627)           | (30,000)                      | (30,000)                       | (30,000)                         | (30,000)                     | (30,000)                       |
| <b>Total Other Funds</b>  | <b>\$2,513,657</b> | <b>\$2,958,949</b>            | <b>\$2,958,949</b>             | <b>\$3,050,688</b>               | <b>\$3,050,688</b>           | <b>\$3,050,688</b>             |

**Detail of Lottery Funds, Other Funds, and Federal Funds Revenue  
2021-23 Oregon Government Ethics Commission**

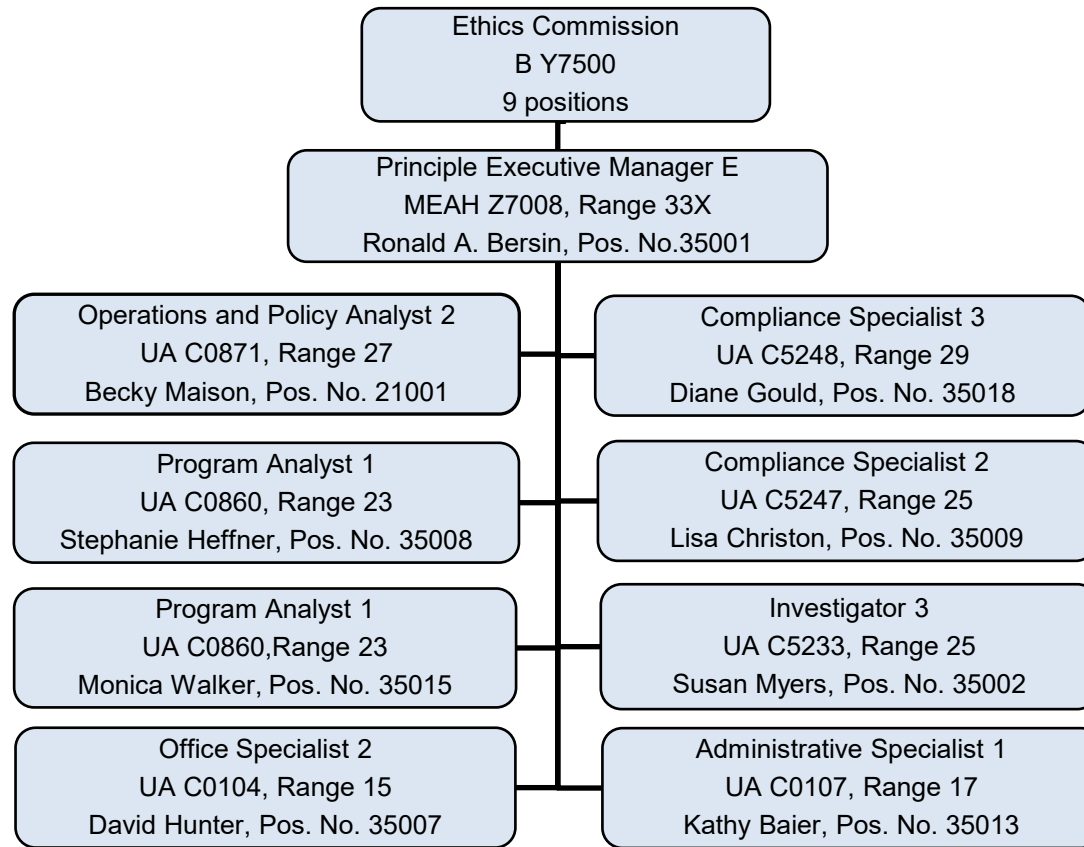
| Source  | Fund | ORBITS<br>Revenue<br>Acct | 2017-2019<br>Actuals | 2019-21<br>Legislatively<br>Adopted | 2019-21<br>Legislatively<br>Approved | 2021-23           |                           |                          |
|---|------|---------------------------|----------------------|-------------------------------------|--------------------------------------|-------------------|---------------------------|--------------------------|
|   |      |                           |                      |                                     |                                      | Agency<br>Request | Governor's<br>Recommended | Legislatively<br>Adopted |
| Administrative and<br>Service Charges –<br>Other Fund | 4150 | 0415                      | 2,513,008            | 2,958.949                           | 2,958.949                            | 3,050,688         | 3,050,688                 | 3,050,688                |
| Fines and Forfeitures<br>– General Fund<br>Revenue    | 0050 | 0505                      | 62,627               | 30,000                              | 30,000                               | 30,000            | 30,000                    | 30,000                   |
| Other Revenues –<br>Other Fund                        | 4150 | 0975                      | 649                  | 0                                   | 0                                    | 0                 | 0                         | 0                        |
| Transfer to General<br>Fund                           | 0050 | 2060                      | (62,627)             | (30,000)                            | (30,000)                             | (30,000)          | (30,000)                  | (30,000)                 |
| TOTAL:  |      |                           | \$2,513,657          | \$2,958.949                         | 2,958.949                            | 3,050,688         | 3,050,688                 | 3,050,688                |

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# PROGRAM UNITS

Oregon Government Ethics Commission

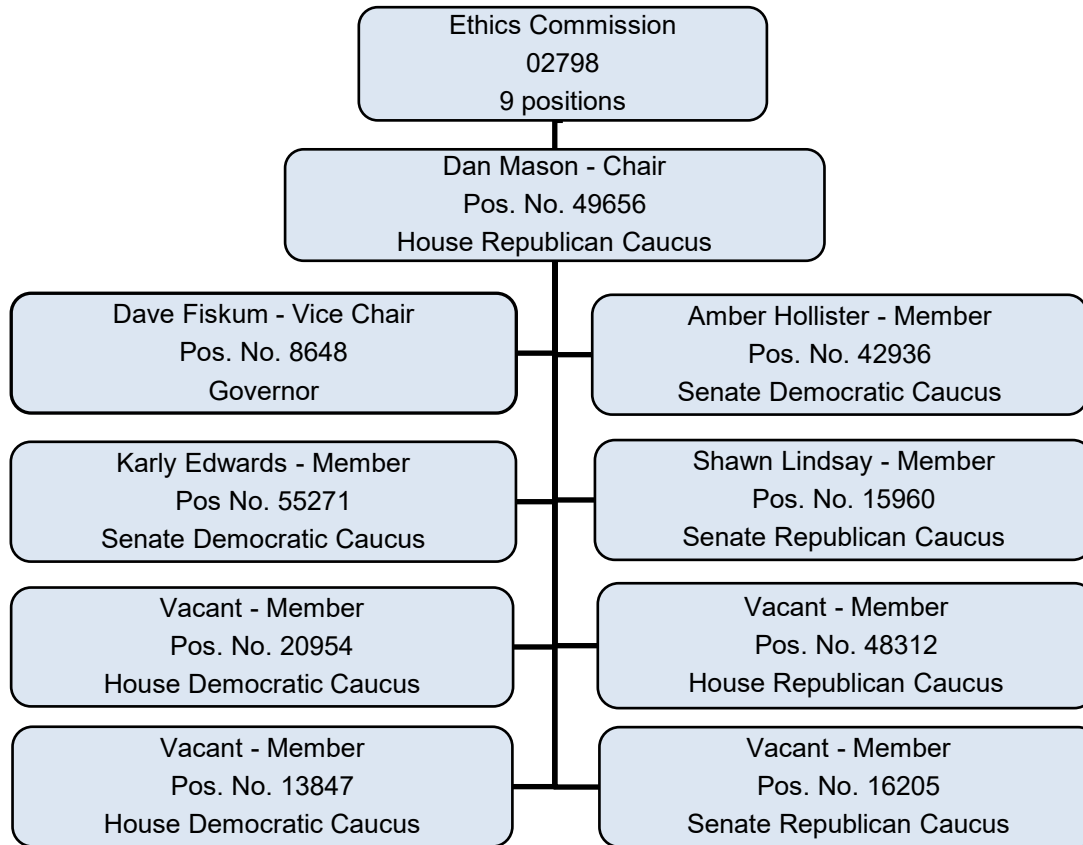
2021 - 2023 Organizational Chart





Oregon Government Ethics Commission

2021 - 2023 Organizational Chart



## **General Program**

### **Program Description:**

#### **Administer Government Ethics law – ORS Chapter 244**

This chapter prohibits public officials from using their official position for personal financial gain, for the financial gain of a relative or member of their household, or for the financial gain of a business with which the public official or a relative or member of their household is associated. Other provisions deal with nepotism, methods of handling conflicts of interest, and limitations on gifts that public officials may accept. The Ethics Commission's functions related to this program include providing written and oral advice to public officials, making training presentations, managing online filing of annual Statements of Economic Interest, and investigating complaints of ethics violations. Violations can result in sanctions ranging from a letter of education to a \$5,000 civil penalty per violation. In 2015, HB 2020 raised the maximum possible sanction to \$10,000 per violation in cases where a public official willfully violates the provisions of ORS 244.040, which prohibits use of official position or office for personal financial gain. For public officials who have been found in violation and who obtained the financial gain from their public office, ORS 244.360 permits the Commission to order forfeiture of a sum up to twice the amount gained.

#### **Administer Lobbying Regulation law – ORS 171.725 – 171.785**

These provisions require certain persons who lobby the Legislative Assembly to register with the Ethics Commission. Registration takes place online. It requires contact information of the lobbyist and the clients on whose behalf they lobby. The law also requires each lobbyist and each client to submit quarterly reports of the amount of money they have spent in pursuit of their lobbying objectives. The Commission's functions under this program area include providing written and oral advice, providing training to help lobbyists comply with the law, and assisting lobbyists and their clients with registration and the electronic filing of their quarterly reports. This provision also provides that the Commission investigate complaints of suspected violations. Violations can result in civil penalties.

### **Administer Executive Sessions provisions of Public Meetings law – ORS 192.660**

This portion of law identifies 14 specific purposes for which the governing body of a public body may convene a non-public meeting. It is the only provision of Oregon Public Meetings law that is enforceable by a government agency. The Commission functions under this program area include providing education and training to help public officials understand and comply with the law. The Commission also investigates complaints of possible violations. Violations can result in sanctions for the members of a governing body who participated in the unauthorized executive session ranging from a letter of education up to \$1,000 civil penalty per violation.

**ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY**

Oregon Government Ethics Commission  
 Pkg: 010 - Non-PICS Psnl Svc / Vacancy Factor

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

| <i>Description</i>             | General Fund | Lottery Funds | Other Funds    | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds      |
|--------------------------------|--------------|---------------|----------------|---------------|------------------------|--------------------------|----------------|
| <b>Personal Services</b>       |              |               |                |               |                        |                          |                |
| Temporary Appointments         | -            | -             | 21             | -             | -                      | -                        | 21             |
| Pension Obligation Bond        | -            | -             | 8,443          | -             | -                      | -                        | 8,443          |
| Social Security Taxes          | -            | -             | 2              | -             | -                      | -                        | 2              |
| Mass Transit Tax               | -            | -             | 679            | -             | -                      | -                        | 679            |
| Vacancy Savings                | -            | -             | (9,997)        | -             | -                      | -                        | (9,997)        |
| <b>Total Personal Services</b> | -            | -             | <b>(\$852)</b> | -             | -                      | -                        | <b>(\$852)</b> |
| <b>Total Expenditures</b>      |              |               |                |               |                        |                          |                |
| Total Expenditures             | -            | -             | (852)          | -             | -                      | -                        | (852)          |
| <b>Total Expenditures</b>      | -            | -             | <b>(\$852)</b> | -             | -                      | -                        | <b>(\$852)</b> |
| <b>Ending Balance</b>          |              |               |                |               |                        |                          |                |
| Ending Balance                 | -            | -             | 852            | -             | -                      | -                        | 852            |
| <b>Total Ending Balance</b>    | -            | -             | <b>\$852</b>   | -             | -                      | -                        | <b>\$852</b>   |

**ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY**

**Oregon Government Ethics Commission**  
**Pkg: 031 - Standard Inflation**

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

| <i>Description</i>                   | General Fund | Lottery Funds | Other Funds     | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds       |
|--------------------------------------|--------------|---------------|-----------------|---------------|------------------------|--------------------------|-----------------|
| <b>Services &amp; Supplies</b>       |              |               |                 |               |                        |                          |                 |
| Instate Travel                       | -            | -             | 844             | -             | -                      | -                        | 844             |
| Employee Training                    | -            | -             | 316             | -             | -                      | -                        | 316             |
| Office Expenses                      | -            | -             | 896             | -             | -                      | -                        | 896             |
| Telecommunications                   | -            | -             | 836             | -             | -                      | -                        | 836             |
| State Gov. Service Charges           | -            | -             | 13,298          | -             | -                      | -                        | 13,298          |
| Data Processing                      | -            | -             | 4,201           | -             | -                      | -                        | 4,201           |
| Publicity and Publications           | -            | -             | 46              | -             | -                      | -                        | 46              |
| Professional Services                | -            | -             | 562             | -             | -                      | -                        | 562             |
| IT Professional Services             | -            | -             | 18,445          | -             | -                      | -                        | 18,445          |
| Attorney General                     | -            | -             | 36,287          | -             | -                      | -                        | 36,287          |
| Employee Recruitment and Develop     | -            | -             | 111             | -             | -                      | -                        | 111             |
| Dues and Subscriptions               | -            | -             | 20              | -             | -                      | -                        | 20              |
| Facilities Rental and Taxes          | -            | -             | 4,218           | -             | -                      | -                        | 4,218           |
| Other Services and Supplies          | -            | -             | 7,057           | -             | -                      | -                        | 7,057           |
| Expendable Prop 250 - 5000           | -            | -             | 340             | -             | -                      | -                        | 340             |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>\$87,477</b> | -             | -                      | -                        | <b>\$87,477</b> |
| <b>Total Expenditures</b>            |              |               |                 |               |                        |                          |                 |
| Total Expenditures                   | -            | -             | 87,477          | -             | -                      | -                        | 87,477          |
| <b>Total Expenditures</b>            | -            | -             | <b>\$87,477</b> | -             | -                      | -                        | <b>\$87,477</b> |

**ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY**

Oregon Government Ethics Commission  
 Pkg: 031 - Standard Inflation

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

| <i>Description</i>          | General Fund | Lottery Funds | Other Funds       | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds         |
|-----------------------------|--------------|---------------|-------------------|---------------|------------------------|--------------------------|-------------------|
| <b>Ending Balance</b>       |              |               |                   |               |                        |                          |                   |
| Ending Balance              | -            | -             | (87,477)          | -             | -                      | -                        | (87,477)          |
| <b>Total Ending Balance</b> | -            | -             | <b>(\$87,477)</b> | -             | -                      | -                        | <b>(\$87,477)</b> |

**ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY**

**Oregon Government Ethics Commission**  
**Pkg: 032 - Above Standard Inflation**

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

| <i>Description</i>                   | General Fund | Lottery Funds | Other Funds        | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds          |
|--------------------------------------|--------------|---------------|--------------------|---------------|------------------------|--------------------------|--------------------|
| <b>Beginning Balance</b>             |              |               |                    |               |                        |                          |                    |
| Beginning Balance Adjustment         | -            | -             | -                  | -             | -                      | -                        | -                  |
| <b>Total Beginning Balance</b>       | -            | -             | -                  | -             | -                      | -                        | -                  |
| <b>Personal Services</b>             |              |               |                    |               |                        |                          |                    |
| Mass Transit Tax                     | -            | -             | -                  | -             | -                      | -                        | -                  |
| <b>Total Personal Services</b>       | -            | -             | -                  | -             | -                      | -                        | -                  |
| <b>Services &amp; Supplies</b>       |              |               |                    |               |                        |                          |                    |
| Telecommunications                   | -            | -             | -                  | -             | -                      | -                        | -                  |
| State Gov. Service Charges           | -            | -             | -                  | -             | -                      | -                        | -                  |
| Data Processing                      | -            | -             | 78,730             | -             | -                      | -                        | 78,730             |
| Other Services and Supplies          | -            | -             | 83,726             | -             | -                      | -                        | 83,726             |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>\$162,456</b>   | -             | -                      | -                        | <b>\$162,456</b>   |
| <b>Total Expenditures</b>            |              |               |                    |               |                        |                          |                    |
| Total Expenditures                   | -            | -             | 162,456            | -             | -                      | -                        | 162,456            |
| <b>Total Expenditures</b>            | -            | -             | <b>\$162,456</b>   | -             | -                      | -                        | <b>\$162,456</b>   |
| <b>Ending Balance</b>                |              |               |                    |               |                        |                          |                    |
| Ending Balance                       | -            | -             | (162,456)          | -             | -                      | -                        | (162,456)          |
| <b>Total Ending Balance</b>          | -            | -             | <b>(\$162,456)</b> | -             | -                      | -                        | <b>(\$162,456)</b> |

**ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY**

**Oregon Government Ethics Commission**  
**Pkg: 091 - Elimination of S&S Inflation**

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

| <i>Description</i>                   | General Fund | Lottery Funds | Other Funds | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds |
|--------------------------------------|--------------|---------------|-------------|---------------|------------------------|--------------------------|-----------|
| <b>Services &amp; Supplies</b>       |              |               |             |               |                        |                          |           |
| Instate Travel                       | -            | -             | -           | -             | -                      | -                        | -         |
| Employee Training                    | -            | -             | -           | -             | -                      | -                        | -         |
| Office Expenses                      | -            | -             | -           | -             | -                      | -                        | -         |
| Telecommunications                   | -            | -             | -           | -             | -                      | -                        | -         |
| Data Processing                      | -            | -             | -           | -             | -                      | -                        | -         |
| Publicity and Publications           | -            | -             | -           | -             | -                      | -                        | -         |
| Professional Services                | -            | -             | -           | -             | -                      | -                        | -         |
| Employee Recruitment and Develop     | -            | -             | -           | -             | -                      | -                        | -         |
| Dues and Subscriptions               | -            | -             | -           | -             | -                      | -                        | -         |
| Other Services and Supplies          | -            | -             | -           | -             | -                      | -                        | -         |
| Expendable Prop 250 - 5000           | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Services &amp; Supplies</b> | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Expenditures</b>            |              |               |             |               |                        |                          |           |
| Total Expenditures                   | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Expenditures</b>            | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Ending Balance</b>                |              |               |             |               |                        |                          |           |
| Ending Balance                       | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Ending Balance</b>          | -            | -             | -           | -             | -                      | -                        | -         |



**ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY**

Oregon Government Ethics Commission  
 Pkg: 092 - Personal Services Adjustments

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

| <i>Description</i>             | General Fund | Lottery Funds | Other Funds | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds |
|--------------------------------|--------------|---------------|-------------|---------------|------------------------|--------------------------|-----------|
| <b>Personal Services</b>       |              |               |             |               |                        |                          |           |
| Vacancy Savings                | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Personal Services</b> | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Expenditures</b>      |              |               |             |               |                        |                          |           |
| Total Expenditures             | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Expenditures</b>      | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Ending Balance</b>          |              |               |             |               |                        |                          |           |
| Ending Balance                 | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Ending Balance</b>    | -            | -             | -           | -             | -                      | -                        | -         |

**ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY**

Oregon Government Ethics Commission  
 Pkg: 096 - Statewide Adjustment DAS Chgs

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

| <i>Description</i>                   | General Fund | Lottery Funds | Other Funds | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds |
|--------------------------------------|--------------|---------------|-------------|---------------|------------------------|--------------------------|-----------|
| <b>Services &amp; Supplies</b>       |              |               |             |               |                        |                          |           |
| State Gov. Service Charges           | -            | -             | -           | -             | -                      | -                        | -         |
| Other Services and Supplies          | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Services &amp; Supplies</b> | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Expenditures</b>            |              |               |             |               |                        |                          |           |
| Total Expenditures                   | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Expenditures</b>            | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Ending Balance</b>                |              |               |             |               |                        |                          |           |
| Ending Balance                       | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Ending Balance</b>          | -            | -             | -           | -             | -                      | -                        | -         |

**ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY**

**Oregon Government Ethics Commission**  
**Pkg: 097 - Statewide AG Adjustment**

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

| <i>Description</i>                   | General Fund | Lottery Funds | Other Funds | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds |
|--------------------------------------|--------------|---------------|-------------|---------------|------------------------|--------------------------|-----------|
| <b>Services &amp; Supplies</b>       |              |               |             |               |                        |                          |           |
| Attorney General                     | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Services &amp; Supplies</b> | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Expenditures</b>            |              |               |             |               |                        |                          |           |
| Total Expenditures                   | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Expenditures</b>            | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Ending Balance</b>                |              |               |             |               |                        |                          |           |
| Ending Balance                       | -            | -             | -           | -             | -                      | -                        | -         |
| <b>Total Ending Balance</b>          | -            | -             | -           | -             | -                      | -                        | -         |

**ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY**

Oregon Government Ethics Commission  
 Pkg: 099 - Microsoft 365 Consolidation

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

| <i>Description</i>                   | General Fund | Lottery Funds | Other Funds      | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds        |
|--------------------------------------|--------------|---------------|------------------|---------------|------------------------|--------------------------|------------------|
| <b>Services &amp; Supplies</b>       |              |               |                  |               |                        |                          |                  |
| Data Processing                      | -            | -             | (6,349)          | -             | -                      | -                        | (6,349)          |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>(\$6,349)</b> | -             | -                      | -                        | <b>(\$6,349)</b> |
| <b>Total Expenditures</b>            |              |               |                  |               |                        |                          |                  |
| Total Expenditures                   | -            | -             | (6,349)          | -             | -                      | -                        | (6,349)          |
| <b>Total Expenditures</b>            | -            | -             | <b>(\$6,349)</b> | -             | -                      | -                        | <b>(\$6,349)</b> |
| <b>Ending Balance</b>                |              |               |                  |               |                        |                          |                  |
| Ending Balance                       | -            | -             | 6,349            | -             | -                      | -                        | 6,349            |
| <b>Total Ending Balance</b>          | -            | -             | <b>\$6,349</b>   | -             | -                      | -                        | <b>\$6,349</b>   |

**ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY**

**Oregon Government Ethics Commission**  
**Pkg: 810 - Statewide Adjustments**

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

| <i>Description</i>                   | General Fund | Lottery Funds | Other Funds       | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds         |
|--------------------------------------|--------------|---------------|-------------------|---------------|------------------------|--------------------------|-------------------|
| <b>Services &amp; Supplies</b>       |              |               |                   |               |                        |                          |                   |
| Instate Travel                       | -            | -             | (174)             | -             | -                      | -                        | (174)             |
| Office Expenses                      | -            | -             | (162)             | -             | -                      | -                        | (162)             |
| State Gov. Service Charges           | -            | -             | (2,392)           | -             | -                      | -                        | (2,392)           |
| Data Processing                      | -            | -             | (63,606)          | -             | -                      | -                        | (63,606)          |
| Publicity and Publications           | -            | -             | (1,108)           | -             | -                      | -                        | (1,108)           |
| Attorney General                     | -            | -             | (12,424)          | -             | -                      | -                        | (12,424)          |
| Facilities Rental and Taxes          | -            | -             | -                 | -             | -                      | -                        | -                 |
| Other Services and Supplies          | -            | -             | (12,138)          | -             | -                      | -                        | (12,138)          |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>(\$92,004)</b> | -             | -                      | -                        | <b>(\$92,004)</b> |
| <b>Total Expenditures</b>            |              |               |                   |               |                        |                          |                   |
| Total Expenditures                   | -            | -             | (92,004)          | -             | -                      | -                        | (92,004)          |
| <b>Total Expenditures</b>            | -            | -             | <b>(\$92,004)</b> | -             | -                      | -                        | <b>(\$92,004)</b> |
| <b>Ending Balance</b>                |              |               |                   |               |                        |                          |                   |
| Ending Balance                       | -            | -             | 92,004            | -             | -                      | -                        | 92,004            |
| <b>Total Ending Balance</b>          | -            | -             | <b>\$92,004</b>   | -             | -                      | -                        | <b>\$92,004</b>   |

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

Oregon Government Ethics Commission  
2021-23 Biennium

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

| <i>Source</i>             | 2017-19 Actuals    | 2019-21 Leg<br>Adopted Budget | 2019-21 Leg<br>Approved Budget | 2021-23 Agency<br>Request Budget | 2021-23<br>Governor's Budget | 2021-23 Leg.<br>Adopted Budget |
|---------------------------|--------------------|-------------------------------|--------------------------------|----------------------------------|------------------------------|--------------------------------|
| <b>Other Funds</b>        |                    |                               |                                |                                  |                              |                                |
| Admin and Service Charges | 2,513,008          | 2,958,949                     | 2,958,949                      | 3,050,688                        | 3,050,688                    | 3,050,688                      |
| Fines and Forfeitures     | 62,627             | 30,000                        | 30,000                         | 30,000                           | 30,000                       | 30,000                         |
| Other Revenues            | 649                | -                             | -                              | -                                | -                            | -                              |
| Transfer to General Fund  | (62,627)           | (30,000)                      | (30,000)                       | (30,000)                         | (30,000)                     | (30,000)                       |
| <b>Total Other Funds</b>  | <b>\$2,513,657</b> | <b>\$2,958,949</b>            | <b>\$2,958,949</b>             | <b>\$3,050,688</b>               | <b>\$3,050,688</b>           | <b>\$3,050,688</b>             |

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

Oregon Government Ethics Commission  
2021-23 Biennium

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

| <i>Source</i>             | 2017-19 Actuals    | 2019-21 Leg<br>Adopted Budget | 2019-21 Leg<br>Approved Budget | 2021-23 Agency<br>Request Budget | 2021-23<br>Governor's Budget | 2021-23 Leg.<br>Adopted Budget |
|---------------------------|--------------------|-------------------------------|--------------------------------|----------------------------------|------------------------------|--------------------------------|
| <b>Other Funds</b>        |                    |                               |                                |                                  |                              |                                |
| Admin and Service Charges | 2,513,008          | 2,958,949                     | 2,958,949                      | 3,050,688                        | 3,050,688                    | 3,050,688                      |
| Fines and Forfeitures     | 62,627             | 30,000                        | 30,000                         | 30,000                           | 30,000                       | 30,000                         |
| Other Revenues            | 649                | -                             | -                              | -                                | -                            | -                              |
| Transfer to General Fund  | (62,627)           | (30,000)                      | (30,000)                       | (30,000)                         | (30,000)                     | (30,000)                       |
| <b>Total Other Funds</b>  | <b>\$2,513,657</b> | <b>\$2,958,949</b>            | <b>\$2,958,949</b>             | <b>\$3,050,688</b>               | <b>\$3,050,688</b>           | <b>\$3,050,688</b>             |

**Detail of Lottery Funds, Other Funds, and Federal Funds Revenue  
2021-23 Oregon Government Ethics Commission**

| Source  | Fund | ORBITS<br>Revenue<br>Acct | 2017-2019<br>Actuals | 2019-21<br>Legislatively<br>Adopted | 2019-21<br>Legislatively<br>Approved | 2021-23           |                           |                          |
|---|------|---------------------------|----------------------|-------------------------------------|--------------------------------------|-------------------|---------------------------|--------------------------|
|   |      |                           |                      |                                     |                                      | Agency<br>Request | Governor's<br>Recommended | Legislatively<br>Adopted |
| Administrative and<br>Service Charges –<br>Other Fund | 4150 | 0415                      | 2,513,008            | 2,958.949                           | 2,958.949                            | 3,050,688         | 3,050,688                 | 3,050,688                |
| Fines and Forfeitures<br>– General Fund<br>Revenue    | 0050 | 0505                      | 62,627               | 30,000                              | 30,000                               | 30,000            | 30,000                    | 30,000                   |
| Other Revenues –<br>Other Fund                        | 4150 | 0975                      | 649                  | 0                                   | 0                                    | 0                 | 0                         | 0                        |
| Transfer to General<br>Fund                           | 0050 | 2060                      | (62,627)             | (30,000)                            | (30,000)                             | (30,000)          | (30,000)                  | (30,000)                 |
| TOTAL:  |      |                           | \$2,513,657          | \$2,958.949                         | 2,958.949                            | 3,050,688         | 3,050,688                 | 3,050,688                |



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# SPECIAL REPORTS

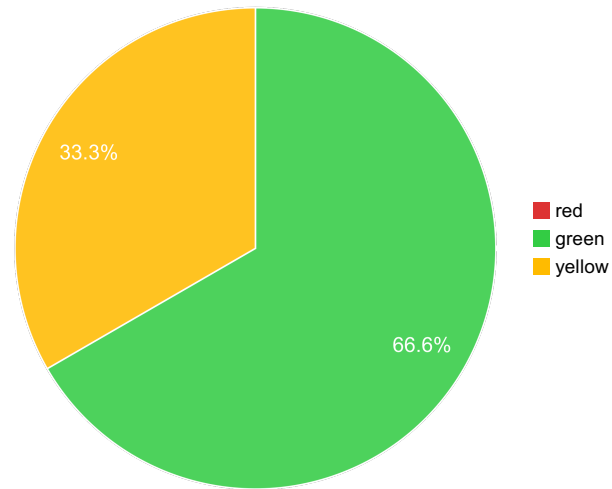
# Government Ethics Commission

Annual Performance Progress Report

Reporting Year 2021

Published: 9/22/2021 2:44:30 PM

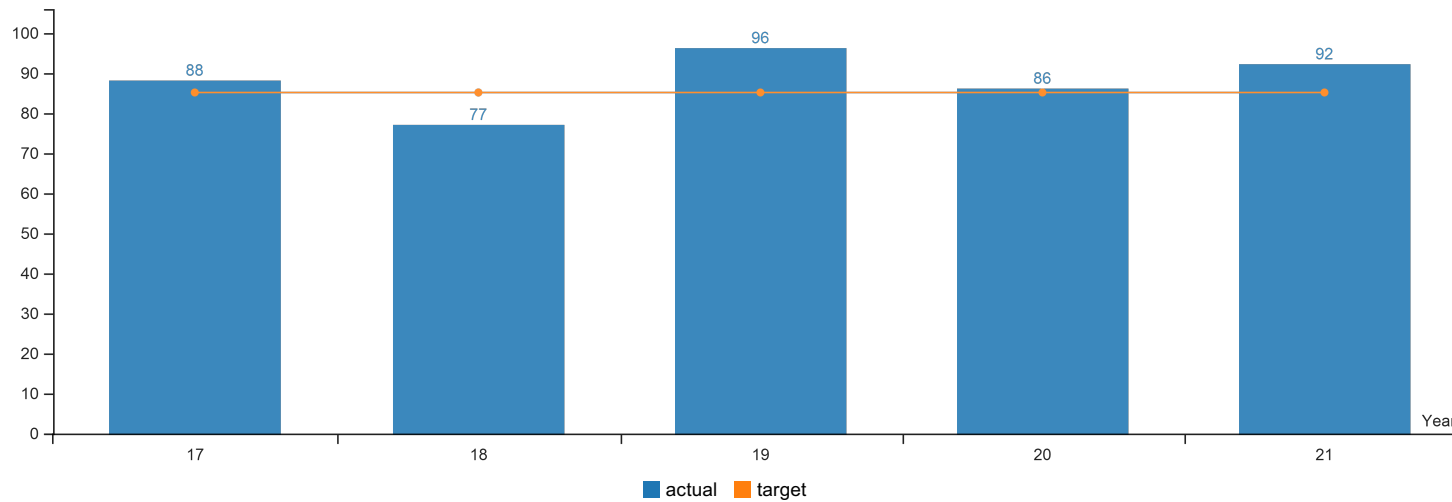
| KPM # | Approved Key Performance Measures (KPMs)  |
|-------|---|
| 1     | Percentage of statutory time limit used for preliminary reviews, investigations, staff opinions and Commission advisory opinions. -   |
| 2     | Quality of investigations completed -   |
| 3     | Training Program's Effectiveness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



| Performance Summary | Green           | Yellow               | Red             |
|---------------------|-----------------|----------------------|-----------------|
|                     | = Target to -5% | = Target -5% to -15% | = Target > -15% |
| Summary Stats:      | 66.67%          | 33.33%               | 0%              |

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

\* Upward Trend = negative result



| Report Year   | 2017 | 2018 | 2019 | 2020 | 2021 |
|---|------|------|------|------|------|
| <b>percent usage of statutory time limits, preliminary reviews, investigations, staff and advisory opinions</b> |      |      |      |      |      |
| Actual  | 88%  | 77%  | 96%  | 86%  | 92%  |
| Target  | 85%  | 85%  | 85%  | 85%  | 85%  |

**How Are We Doing**

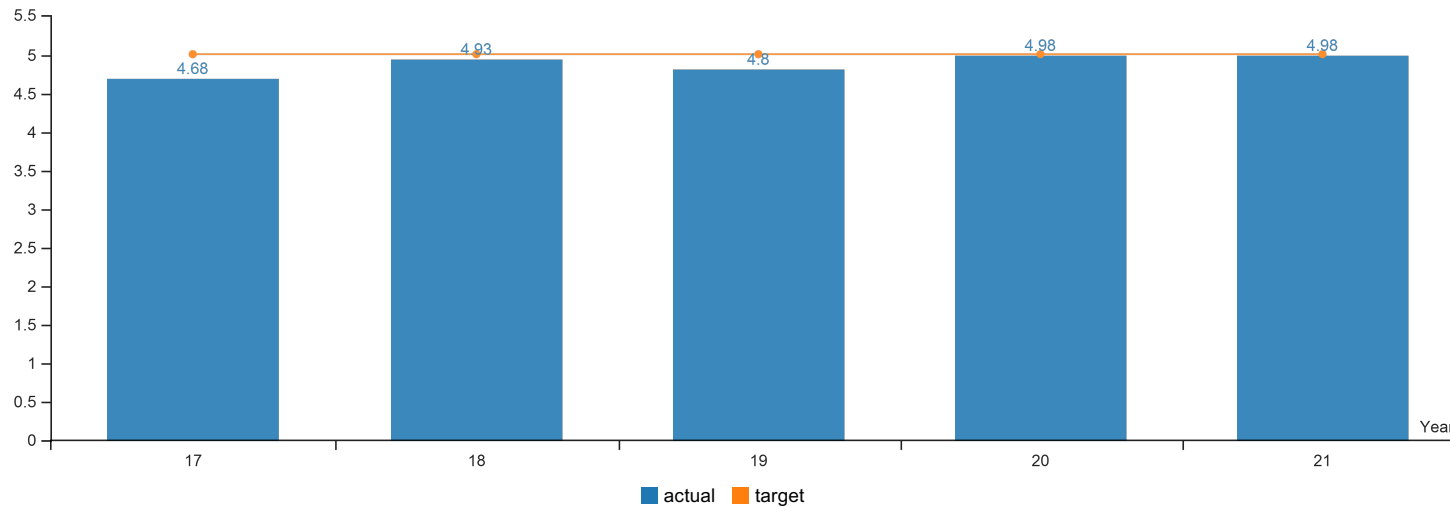
The data is reflected from calendar year 2020. Categories are as follows: Preliminary Reviews (94%), Investigations (85%), Staff Opinion (97%), and Advisory Opinion (N/A). Although the average (92%) is above our goal, it is under statutory limits. The Commission did not receive any requests for a Commission Advisory Opinions in 2020.

**Factors Affecting Results**

The increase in investigation time is due to an increase in cases that were suspended or had time waived due to ongoing criminal investigations or negotiations. The Agency was impacted by the COVID-19 pandemic but quickly adapted to the changing requirements.

|        |   |
|--------|---|
| KPM #2 | Quality of investigations completed -   |
|        | Data Collection Period: Jan 01 - Dec 31 |

\* Upward Trend = positive result



| Report Year                      | 2017 | 2018 | 2019 | 2020 | 2021 |
|----------------------------------|------|------|------|------|------|
| <b>Quality of Investigations</b> |      |      |      |      |      |
| Actual                           | 4.68 | 4.93 | 4.80 | 4.98 | 4.98 |
| Target                           | 5    | 5    | 5    | 5    | 5    |

#### How Are We Doing

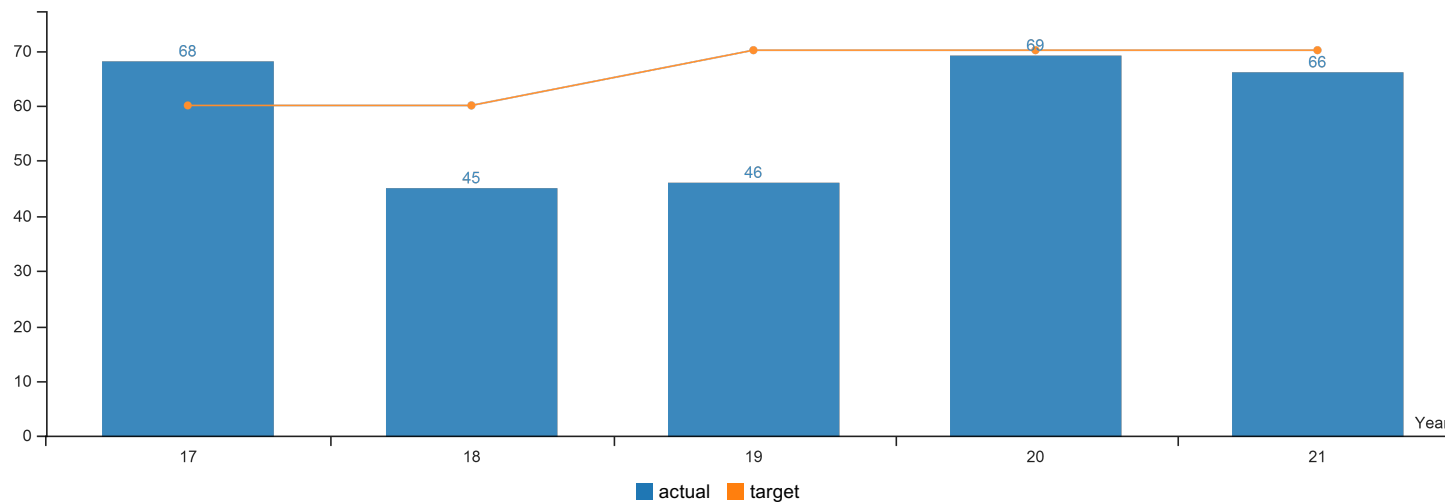
The review categories scored at Timeliness (5), Accessibility (5), Objectivity (5), and Organization (4.9), out of a maximum score of 5. The agency will continue to strive for a perfect score 5 of 5.

#### Factors Affecting Results

There was no turnover in 2020 for the investigator positions. The stability of these positions and the experience and quality of the personnel filling the positions has increased the overall quality of the work performed.

|        |   |
|--------|---|
| KPM #3 | Training Program's Effectiveness -      |
|        | Data Collection Period: Jan 01 - Dec 31 |

\* Upward Trend = positive result



| Report Year  | 2017 | 2018 | 2019 | 2020 | 2021 |
|--|------|------|------|------|------|
| <b>Percentage of increase/decrease of knowledge base</b> |      |      |      |      |      |
| Actual   | 68%  | 45%  | 46%  | 69%  | 66%  |
| Target   | 60%  | 60%  | 70%  | 70%  | 70%  |

#### How Are We Doing

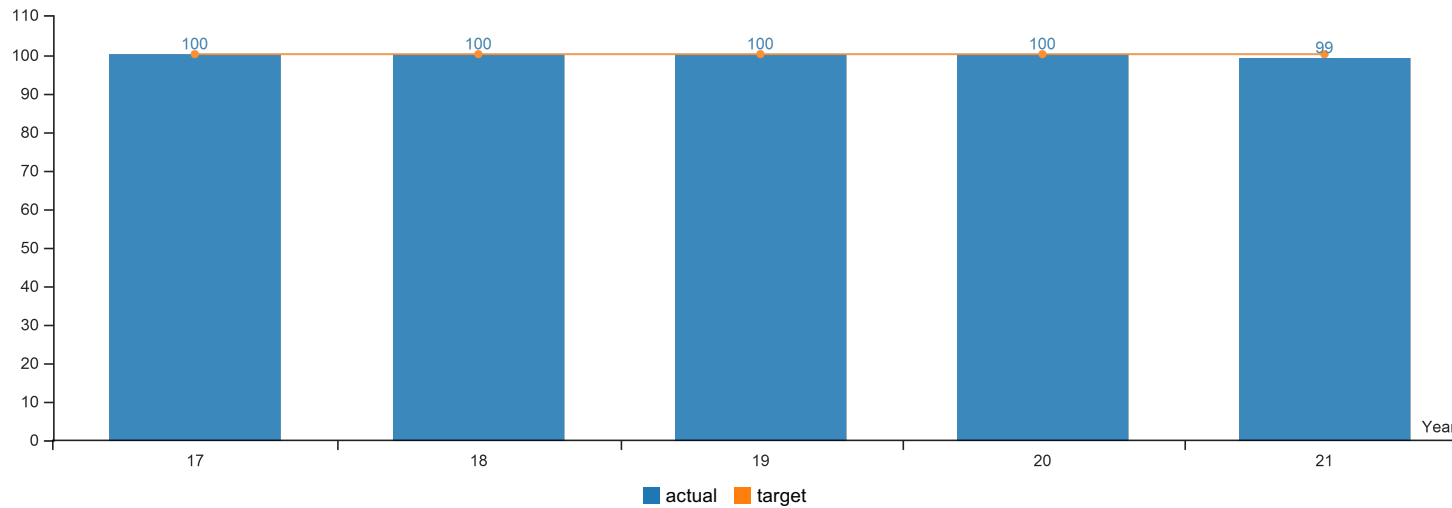
The training program's effectiveness is measured by the difference between the number of incorrect answers to a pretest before the training compared to the number of incorrect answers at the end of the training session in 2020. Before the trainings, participants answered 40.07% of the questions incorrectly. After the trainings, participants answered 13.51% of the questions incorrectly. This shows a decrease of 66.29% of incorrect answers. This is a substantial increase in knowledge but just below target.

#### Factors Affecting Results

There was turnover in the training program in 2020 as well as the impact of the COVID-19 pandemic. The trainers quickly adapted to the new virtual learning environment and continue to strive to improve this measure.

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

\* Upward Trend = positive result



| Report Year   | 2017 | 2018 | 2019 | 2020 | 2021 |
|---|------|------|------|------|------|
| <b>Percentage of Contested Cases Settled Before Hearing</b> |      |      |      |      |      |
| Actual  | 100  | 100  | 100  | 100  | 99   |
| Target  | 100  | 100  | 100  | 100  | 100  |

**How Are We Doing**

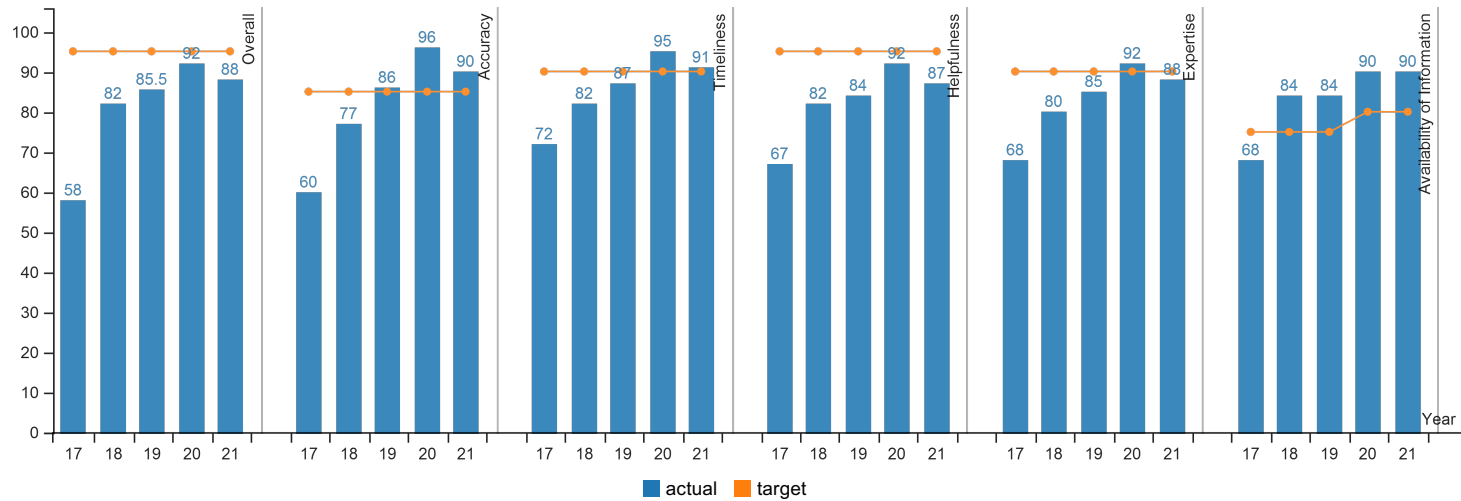
There was one contested case in 2020 in which the Oregon Court of Appeals affirmed without opinion (AWOP) the administrative law judge's order. The agency continues to strive to settle 100% of its cases.

**Factors Affecting Results**

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



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



| Report Year                        | 2017 | 2018 | 2019  | 2020 | 2021 |
|------------------------------------|------|------|-------|------|------|
| <b>Overall</b>                     |      |      |       |      |      |
| Actual                             | 58   | 82   | 85.50 | 92   | 88   |
| Target                             | 95   | 95   | 95    | 95   | 95   |
| <b>Accuracy</b>                    |      |      |       |      |      |
| Actual                             | 60   | 77   | 86    | 96   | 90   |
| Target                             | 85   | 85   | 85    | 85   | 85   |
| <b>Timeliness</b>                  |      |      |       |      |      |
| Actual                             | 72   | 82   | 87    | 95   | 91   |
| Target                             | 90   | 90   | 90    | 90   | 90   |
| <b>Helpfulness</b>                 |      |      |       |      |      |
| Actual                             | 67   | 82   | 84    | 92   | 87   |
| Target                             | 95   | 95   | 95    | 95   | 95   |
| <b>Expertise</b>                   |      |      |       |      |      |
| Actual                             | 68   | 80   | 85    | 92   | 88   |
| Target                             | 90   | 90   | 90    | 90   | 90   |
| <b>Availability of Information</b> |      |      |       |      |      |
| Actual                             | 68   | 84   | 84    | 90   | 90   |
| Target                             | 75   | 75   | 75    | 80   | 80   |

How Are We Doing

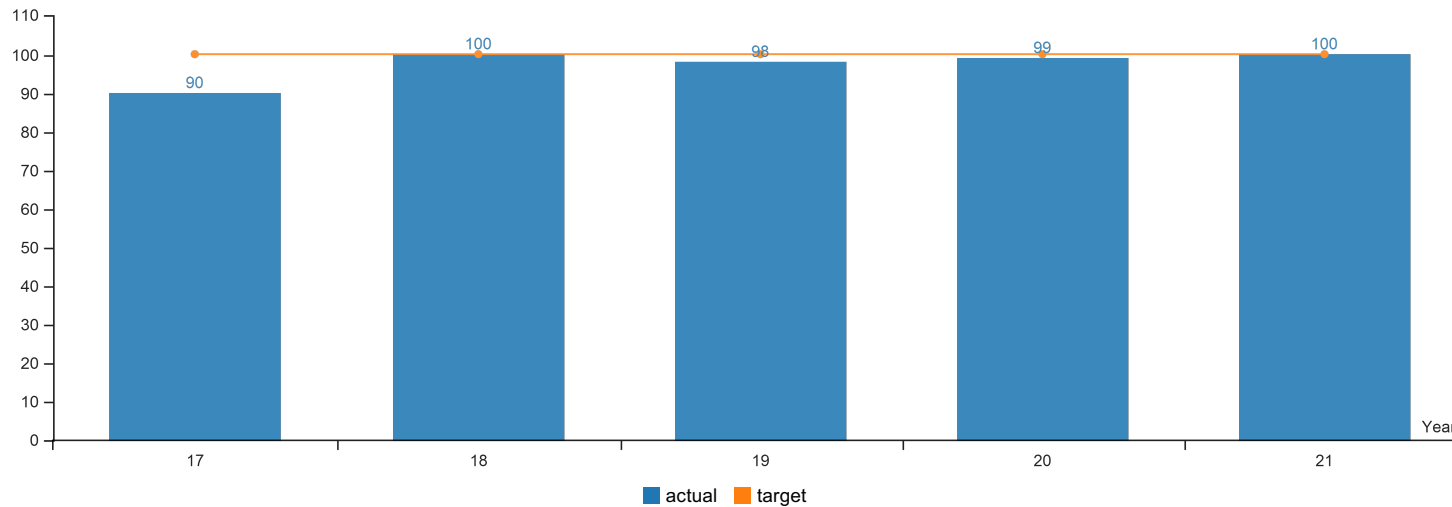
The data includes 641 responses for 2020. There was a slight decrease in our overall measurements. Our overall satisfaction score was 88%. The agency continues to focus on our customer service by looking for improvements in each year. The office remained fully staffed during the COVID-19 pandemic to ensure all questions and concerns were handled in a timely and efficient manner.

**Factors Affecting Results**

The agency was impacted by the COVID-19 pandemic and restrictions placed on government agencies. The public used our customer satisfaction survey as an opportunity to express their displeasure with the State's overall handling of COVID-19 which was outside of our jurisdiction. Customers reported not being able to communicate with State agencies during the pandemic, although OGEC personnel responded to every customer within normal response times. The agency was also impacted by 2019 HB 3377 which requires lobbyists to take "Respectful Workplace" trainings starting in 2021 provided by the Legislative Equity's Office and OGEC to provide a reporting mechanism for the lobbyists to report completed trainings. Due to turnover in the Legislative Equity's Office, there was a negative impact on customer service results as lobbyists were unable to communicate successfully with the Legislative Equity's Office representative to complete statutorily required training.

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

\* Upward Trend = positive result



| Report Year           | 2017 | 2018 | 2019 | 2020 | 2021 |
|-----------------------|------|------|------|------|------|
| <b>Best Practices</b> |      |      |      |      |      |
| Actual                | 90   | 100  | 98   | 99   | 100  |
| Target                | 100  | 100  | 100  | 100  | 100  |

#### How Are We Doing

The Commission staff collaborated with Commission members to draft four legislative concepts to be presented in the 2021 Legislative Session that will immediately impact and improve the effectiveness of the Commission. We continue to actively include and engage our Commissioners in ongoing projects and goals. The Commission members spoke highly of the staffing and leadership of our organization, as well as our agency's ability to keep operations running smoothly during COVID.

#### Factors Affecting Results

The Commission experienced some turnover in 2020. The Commission also successfully transitioned into a hybrid format which allowed for Commissioners to meet remotely and in-person and remain fully engaged. This newly implemented model will continue to be utilized as it has shown the ability to expand engagement throughout the state, including remote areas. The agency will continue to encourage Commissioner involvement in each of the listed best practices to ensure successful outcomes.

## **2020 Audit Report Response**

The Secretary of State's Audits Division completed and published a performance audit in May 2021 that examined Oregon's ethics laws and the Oregon Government Ethics Commission, as part of a strategic focus on auditing significant governance risks and towards enhancing transparency and public trust in state government.

The audit scope consisted of two objectives. The first was an assessment of the state's legal and regulatory framework governing ethical conduct and conflicts of interest for state officials and employees. Audit work included an expansive benchmark analysis of other states' ethics frameworks and rules, as well as a review of leading practice criteria.

The second audit objective was to examine the Oregon Government Ethics Commission's governance structure and effectiveness in meeting its statutory mission. The performance audit looked at how the agency could better achieve its twin missions of education and enforcement.

The following document is the Oregon Government Ethics Commission's response to the published audit.



# Oregon

Kate Brown, Governor

## Government Ethics Commission

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April 19, 2021

Kip Memmott, Director  
Secretary of State, Audits Division  
255 Capitol St. NE, Suite 500  
Salem, OR 97310

Dear Mr. Memmott,

This letter provides a written response to the Audits Division's final draft audit report titled: ***Oregon's Ethics Commission and Framework Could Be Better Leveraged to Improve Ethical Culture and Trust in Government.***

As Executive Director of the Oregon Government Ethics Commission, I would like to express my appreciation for the many volunteer hours put in by the current and former Commissioners who unfailingly perform their duties with grace and purpose. The staff of the Commission provides exemplary service to Oregon's citizens by educating public officials on their duties as holders of the public trust and holding them accountable when they fail to honor that trust.

The Secretary of State's performance audit of the Commission began in the summer of 2019. The Commission appreciates the work of the auditors and we are always eager to make improvements that could more efficiently accomplish the Commission's twin missions of education and enforcement.

The audit report describes the Commission's duties to include five core functions:

- 1) enforcing the ethics laws
- 2) providing advice and opinions on the application of those laws
- 3) conducting training for public officials on compliance
- 4) administering the filing requirements for lobbyists, their clients/employers, and certain public officials who must annually disclose their financial interests
- 5) enforcing the executive session provisions of Oregon Public Meetings law.

Of the 14 recommendations by auditors, 9 are for new legislation to address what the auditors consider deficiencies in the current ethics laws in ORS Chapter 244, the largest of three bodies of law within the Commission's jurisdiction. Thus, the majority of the post-audit recommendations would not necessarily improve the Commission's performance of their current core functions, but would enlarge the scope of those functions or change the requirements for Commissioners and legal counsel.



As noted below, the Commission may not unilaterally introduce proposed legislation, they may only propose legislative concepts to the Governor's Office. The Governor may choose to introduce proposed legislation based on a Commission concept, but until that point, the Commissioners and Commission staff must remain neutral on any proposed legislation. It is the Commission's hope that if the Governor introduces a bill in the 2023 legislative session based on a recommendation made in this audit report, the Secretary of State will provide legislative testimony as to the basis for their recommendation.

The Commission agrees with legislative recommendations #3 and #9. Bills are currently pending in the 2021 Legislative session to address the issues of expanding the preliminary review period from 30 to 60 days (SB 60) and allowing Commissioners to serve more than one term (SB 63). The bills have currently passed the Senate and are awaiting action by the House. Both of these bills would improve the performance of the Commission in meeting its mission of education and compliance.

Legislative recommendations #5 (taking anonymous complaints), #6 (mandated training for all public officials), and #8 (add a large group to the financial disclosure filers) would each expand the work of the Commission and require additional expenditures and new staff. The reasons for these recommendations, however, are explained in the audit report.

It is difficult to discern the rationale for some of the other recommended legislation. For example, recommendation #1 seeks to legislatively protect Commissioners from unjust removal by the Governor and recommendation #2 seeks to prohibit Commissioners from participating in political activities, both of which appear to be solutions to problems for which the audit report provides no evidence. Similarly, recommendation #4 proposes legislation requiring that the Commission be represented by in-house or private legal counsel as opposed to representation by the Attorney General's office. The audit report states that representation by the AG's office *could* lead to a *perception* of a conflict of interest and mistakenly states that the Commission is prohibited from obtaining outside counsel without the AG's approval. The Commission is permitted by law to retain or appoint qualified legal counsel who is responsible to the commission when the commission finds it is inappropriate and contrary to the public interest for the office of the Attorney General to represent concurrently more than one public official or agency in any matter before the commission because the representation: (a) would create or tend to create a conflict of interest; and (b) is not subject to ORS 180.230 or 180.235. [ORS 244.250(7)]

Although the reason given for all recommendations #1, 2, and 4 is to make the Commission more independent, there is no evidence in the audit findings indicating that bias, outside interference, or political pressure, has existed or currently exists as to the Commissioners, the Commission staff, or the legal counsel.

The Commission agrees with recommendations #10 through #14, which would improve the performance of the Commission and are within the sole ability of the Commission to achieve. In fact, the Commission has already implemented three of these recommendations and the other two are ongoing endeavors (extending training and implementing a social media presence). Recommendation #7 suggests legislation to require an “ethical code of conduct.” As an alternative, a code of conduct could be adopted as an aspirational goal by the Commission and disseminated statewide. All six of these recommendations either have been or could be implemented on or before July 31, 2021.

Below is our detailed response to each recommendation in the audit.

|  |  |  |
|--|--|--|
| <b>RECOMMENDATION 1</b>  |  |  |
| Work with the Governor’s Office and Legislature to establish statutory protections for commissioners to prevent removal without just cause before a commissioner’s term has ended. |  |  |
| <b>Agree or Disagree with Recommendation</b>   | <b>Target date to complete implementation activities</b> | <b>Name and phone number of specific point of contact for implementation</b> |
| Neither; must remain neutral on any legislative proposal   | 2023 Legislative Session                                 | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 1**

Executive Director proposes legislative concepts prior to each legislative session to the Governor’s Office. If the Governor’s Office agrees on the merits of the concept, a bill is introduced in the legislative session by the Governor. Only at that point may the Commission interact with the Legislature to advocate for adoption of the Governor’s bill.

|  |  |  |
|--|--|--|
| <b>RECOMMENDATION 2</b>  |  |  |
| Work with the Governor’s Office and Legislature to establish more specific limitations on commissioners’ political activities. |  |  |
| <b>Agree or Disagree with Recommendation</b>   | <b>Target date to complete implementation activities</b> | <b>Name and phone number of specific point of contact for implementation</b> |
| Neither; must remain neutral on any legislative proposal   | 2023 Legislative Session                                 | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 2**

Executive Director proposes legislative concepts prior to each legislative session to the Governor’s Office. If the Governor’s Office agrees on the merits of the concept, a bill is introduced in the legislative session by the Governor. Only at that point may the Commission interact with the Legislature to advocate for adoption of the Governor’s bill.

|  |   |  |
|--|---|--|
| <b>RECOMMENDATION 3</b>  |   |  |
| Work with the Governor’s Office and Legislature to allow members to serve more than one term or increase commission terms to more than four years. |   |  |
| <b>Agree or Disagree with Recommendation</b>   | <b>Target date to complete implementation activities</b>  | <b>Name and phone number of specific point of contact for implementation</b> |
| Agree  | Introduced as SB 63;<br>Target date sine die 2021 session | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 3**

The Commission proposed this action as a legislative concept in April 2020 to the Governor’s Office. The Governor agreed on the merits of the concept and the bill has been introduced in the 2021 Legislative Session as SB 63. On April 12, 2021, it was passed by the full Senate by a vote of 28-0 and has moved to the House.

|  |  |  |
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| <b>RECOMMENDATION 4</b>  |  |  |
| Work with the Governor’s Office and Legislature to explore legislation allowing the commission to hire or contract for an internal general counsel position, to increase its independence. |  |  |
| <b>Agree or Disagree with Recommendation</b>   | <b>Target date to complete implementation activities</b> | <b>Name and phone number of specific point of contact for implementation</b> |
| Neither; must remain neutral on any legislative proposal   | 2023 Legislative Session                                 | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 4**

Executive Director proposes legislative concepts prior to each legislative session to the Governor’s Office. If the Governor’s Office agrees on the merits of the concept, a bill is introduced in the legislative session by the Governor. Only at that point may the Commission interact with the Legislature to advocate for adoption of the Governor’s bill.



|   |  |  |
|---|--|--|
| <b>RECOMMENDATION 5</b><br>Work with the Governor’s Office and Legislature to amend statutes to allow OGEC to accept anonymous complaints or keep complainant names confidential, either at its discretion or when a complainant fears retaliation. |  |  |
| <b>Agree or Disagree with Recommendation</b>  | <b>Target date to complete implementation activities</b> | <b>Name and phone number of specific point of contact for implementation</b> |
| Neither; must remain neutral on any legislative proposal  | 2023 Legislative Session                                 | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 5**

Executive Director proposes legislative concepts prior to each legislative session to the Governor’s Office. If the Governor’s Office agrees on the merits of the concept, a bill is introduced in the legislative session by the Governor. Only at that point may the Commission interact with the Legislature to advocate for adoption of the Governor’s bill.

|  |  |  |
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| <b>RECOMMENDATION 6</b><br>Work with the Governor’s Office and Legislature to require public employees to receive regular ethics training or require public employees to document their acknowledgement and understanding of the state’s ethics laws upon hiring and regularly thereafter. |  |  |
| <b>Agree or Disagree with Recommendation</b>   | <b>Target date to complete implementation activities</b> | <b>Name and phone number of specific point of contact for implementation</b> |
| Neither; must remain neutral on any legislative proposal   | 2023 Legislative Session                                 | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 6**

Executive Director proposes legislative concepts prior to each legislative session to the Governor’s Office. If the Governor’s Office agrees on the merits of the concept, a bill is introduced in the legislative session by the Governor. Only at that point may the Commission interact with the Legislature to advocate for adoption of the Governor’s bill.

| <b>RECOMMENDATION 7</b>   |   |  |
|---|---|--|
| Work with the Governor’s Office and Legislature to establish additional policies aimed at creating and maintaining an ethical culture in Oregon government, such as requiring ethical codes of conduct. |   |  |
| <b>Agree or Disagree with Recommendation</b>  | <b>Target date to complete implementation activities</b>  | <b>Name and phone number of specific point of contact for implementation</b> |
| Agree as to the Commission creating and disseminating an “ethical code of conduct,” but must remain neutral on any such legislative proposal  | July 31, 2021 for internal creation of a “code of conduct”; 2023 Legislative Session for legislation on the subject | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 7**

In lieu of a legislative proposal, the Commission staff could draft an “ethical code of conduct” for Oregon public officials as an aspirational policy statement, have it approved by the Commissioners, posted to the website, disseminated through social media, and included in future trainings.

| <b>RECOMMENDATION 8</b>  |  |  |
|--|--|--|
| Work with the Governor’s Office and Legislature to require school board members to file Statements of Economic Interest. |  |  |
| <b>Agree or Disagree with Recommendation</b>   | <b>Target date to complete implementation activities</b> | <b>Name and phone number of specific point of contact for implementation</b> |
| Neither; must remain neutral on any legislative proposal   | 2023 Legislative Session                                 | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 8**

Executive Director proposes legislative concepts prior to each legislative session to the Governor’s Office. If the Governor’s Office agrees on the merits of the concept, a bill is introduced in the legislative session by the Governor. Only at that point may the Commission interact with the Legislature to advocate for adoption of the Governor’s bill.

|   |   |  |
|---|---|--|
| <b>RECOMMENDATION 9</b>   |   |  |
| Work with the Governor's Office and Legislature to increase the time allowed for preliminary reviews. |   |  |
| <b>Agree or Disagree with Recommendation</b>  | <b>Target date to complete implementation activities</b>  | <b>Name and phone number of specific point of contact for implementation</b> |
| Agree   | Introduced as SB 60;<br>Target date sine die 2021 session | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 9**

The Commission proposed this action as a legislative concept in April 2020 to the Governor's Office. The Governor agreed on the merits of the concept and the bill was introduced in the 2021 Legislative Session as SB 60. On April 12, 2021, it was passed by the full Senate by a vote of 21-7 and has moved to the House.

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| <b>RECOMMENDATION 10</b>   |  |  |
| Establish procedures for reviewing the accuracy of CMS data and regularly analyzing CMS and other data to look for trends. |  |  |
| <b>Agree or Disagree with Recommendation</b>   | <b>Target date to complete implementation activities</b> | <b>Name and phone number of specific point of contact for implementation</b> |
| Agree  | Completed - March 31, 2021.                              | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 10**

Agree with the recommendation.

The Commission has already implemented a procedure whereby the Compliance and Education Coordinator, in consultation with the Executive Director, will review the data accuracy of the Case Management System (CMS) on a quarterly basis and make corrections as necessary. Each staff member would receive notice of inaccuracies and instruction manuals would be updated if necessary on a quarterly basis. If CMS system changes need to be made by the software developer, they would be notified of necessary changes on an ongoing basis through the current ticket system.

Annually, on July 31, a report will be prepared for the Executive Director which analyzes and synthesizes data in CMS and other information for the prior 4 quarters as to any trends that would help guide the education and enforcement missions of the commission. This report would coincide with the annual gathering of the Commission's KPMs (key performance measures). For example, if a larger than usual number of complaints are

filed, phone calls received, and advice requested, on executive session compliance, the Commission could take some or all of the following actions: increase trainings on that topic, do a quarterly newsletter devoted to that topic, or propose that the Oregon State Bar approve a Continuing Legal Education (CLE) class on executive session compliance to reach Oregon attorneys who advise public bodies.

|  |  |  |
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| <b>RECOMMENDATION 11</b>   |  |  |
| Continue to expand training options to provide more virtual and online trainings, which may require additional budget resources. |  |  |
| <b>Agree or Disagree with Recommendation</b>   | <b>Target date to complete implementation activities</b> | <b>Name and phone number of specific point of contact for implementation</b> |
| Agree  | Ongoing - July 31, 2021                                  | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 11**

Agree with the recommendation and have already expanded online and virtual trainings during COVID, and will continue to do so.

The trainers prefer to use Adobe Connect for the virtual training because it allows them to measure training efficacy through a “polling” function that assesses each trainee’s baseline knowledge at the beginning of the course and again at the end of the course to ascertain “knowledge added” by the training session. The Commission trainers are very flexible, however, and have used Zoom, Webex, GoToMeeting, MS Teams, and various other platforms to deliver trainings when the audience prefers that mode. We will continue to expand these offerings going forward. Very soon, the training platform for state employees is migrating from I-Learn to Workday. The trainers are converting current I-Learn training modules to Workday and adding new ones.

In addition to formal trainings that are offered or requested by public bodies, a large amount of training takes place over the phone and through email. The Commission staff is available by phone during business hours and the trainers and other staff field many phone calls and emails throughout the day and provide one-on-one training as to how the laws apply to specific circumstances. Not uncommonly, a trainer will receive a call from a member of a governing body at 4pm who is about to go into a 5pm public meeting and needs to know whether they have a conflict of interest concerning a specific agenda item, and if so, how to handle that conflict to comply with the law.

**RECOMMENDATION 12**

Create and distribute a quarterly newsletter or annual report that includes information and updates on OGEC operations, complaints, adjudications, important advisory opinions, legislative changes, and proposals for strengthening the state's ethics laws.

| <b>Agree or Disagree with Recommendation</b> | <b>Target date to complete implementation activities</b> | <b>Name and phone number of specific point of contact for implementation</b> |
|--|--|--|
| Agree  | Completed – March 1, 2021                                | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 12**

The Commission has completed this recommendation and has issued its first two quarterly newsletters entitled "Ethics Matters" in Winter 2020 and Spring 2021. In addition to posting to our website, these newsletters were distributed widely, using the Commission's electronic filing system database to reach all SEI filers, lobbyists and client/employers of lobbyists, the Commission's notice list for administrative rules, and other interested parties.

The inaugural Winter 2020 issue covered timely information concerning the preparations necessary at the local level for the upcoming filing of annual Statements of Economic Interest (SEIs). The newsletter highlighted trainings available for jurisdictional contacts who act as liaisons between the Commission and required SEI filers in their jurisdiction. Also included was a flowchart to determine who is a lobbyist and if so, whether they must register with the Commission and file quarterly reports. The Spring 2021 issue was published in April and focused on SEI filers (approximately 5,000 public officials) who must electronically file their reports with the Commission by April 15. This issue covered frequently asked questions about what information needs to be included in the SEI, and advertised available trainings offered online.

|  |  |  |
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| <b>RECOMMENDATION 13</b>   |  |  |
| Consider utilizing social media and other avenues of communication to regularly inform the public of commission decisions, how to file a complaint, advisory opinions, information related to Statements of Economic Interest, and lobbying disclosures. |  |  |
| <b>Agree or Disagree with Recommendation</b>   | <b>Target date to complete implementation activities</b> | <b>Name and phone number of specific point of contact for implementation</b> |
| Agree  | July 31, 2021  | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 13**

Agree with this recommendation. The trainers will explore the Commission’s use of social media and other avenues of communication to better inform the public of the work of the Commission. The Commission could have one or more social media accounts established on or before July 31, 2021.

|  |   |  |
|--|---|--|
| <b>RECOMMENDATION 14</b>   |   |  |
| Update the ethics manual for public officials, in accordance with statute. |   |  |
| <b>Agree or Disagree with Recommendation</b>                               | <b>Target date to complete implementation activities</b>  | <b>Name and phone number of specific point of contact for implementation</b> |
| Agree  | Completed – Adoption of the GUIDE FOR PUBLIC OFFICIALS by Commissioners as a formal Commission Advisory Opinion on April 30, 2021 | Ronald A. Bersin, Executive Director 503-378-5105                            |

**Narrative for Recommendation 14**

The Guide for Public Officials (GUIDE) has been extensively revised to update statutory references, to include better and more numerous examples of common situations, and to correct some inaccurate or outdated information.

The GUIDE has been approved by the Commission’s counsel for legal sufficiency and it is on the agenda for the Commissioners to adopt as a Commission Advisory Opinion at their April 30, 2021 meeting. Once approved, the GUIDE will be posted to our website and disseminated to public officials in our EFS and CMS databases and to stakeholder groups such as the Association of Oregon Counties, the League of Oregon Cities, the Special Districts Association of Oregon, and the Oregon School Board Association.

In closing, I wish to again thank the auditors, the Commissioners, and the staff for their assistance in making improvements to the services offered by the Commission. Please contact Ronald Bersin at 503-378-5105 with any questions.

Sincerely,



Ronald A. Bersin  
Executive Director

cc: Andrew M. Love, Auditor  
Stephen W. Winn, Auditor

## **2020 AFFIRMATIVE ACTION REPORT**

### **2019-2021 Affirmative Action Objectives**

During the 2019-21 biennium, the Government Ethics Commission (OGEC) has continued to work toward meeting its affirmative action/diversity and ADA goals. Job announcements are sent to the Affirmative Action Office to ensure recruitment information includes outreach to sources representing minorities, women, and persons with disabilities. OGEC is also ever sensitive to the evaluation and improvement of its hiring practices to ensure that we meet our affirmative action and diversity goals.

In terms of the protected classes, OGEC members and staff ratios have historically remained fairly consistent. In 2020, OGEC is composed of nine commission members, who number six men, five white and one Latino, and three white women, and nine staff members, two of whom are white men and seven of whom are white women.

OGEC's size is small, and it experiences very little staffing turnover. OGEC did not participate in any job fairs in the last year. The opportunity for promotion within the agency varies because of the diverse nature of the limited positions, but employees are urged to cross-train where possible so that they may take advantage of those opportunities if they do occur.

Cross-training and career developmental opportunities are encouraged. Our goal is to retain our employees by keeping them challenged and giving them room for growth. The small size of our agency requires that more than one person knows a job, so it is important to us to promote those opportunities.

### **2021-2023 Affirmative Action Objectives**

In the 2021-23 biennium, OGEC will pursue the following goals and strategies:

- Maintain OGEC's commitment to affirmative action through the continued development and adherence to its Affirmative Action Plan.
- Evaluate and revise policies and procedures as needed to promote OGEC's commitment to affirmative action and equal employment opportunity.
- Assertively recruit qualified persons with disabilities, minorities, women, and other protected classes for position vacancies.
- Continue communication among staff and Commission members to foster understanding and support for OGEC's commitment to affirmative action.



Strategies:

- Increase OGEC member and staff knowledge and awareness of affirmative action through review and discussion of the Affirmative Action Plan. Train and inform employees of their rights and responsibilities under OGEC's Affirmative Action policy.
  - Make information regarding diversity training opportunities and attendance at cultural events available to staff. Opportunities will be discussed at staff meetings, posted in common areas, and distributed by email to all staff. OGEC will continue to offer and encourage career development, mentorship, training, and promotional opportunities to all employees to prepare them for advancement.
  - Utilize creative means that are free or low cost to advertise vacancies to people of color, disabled individuals, and women. These may include attendance at job fairs, contacting community and specialized ethnic organizations, communicating with higher educational facilities, posting on various websites, and using the services of the Governor's Affirmative Action Office.
  - Encourage employees to communicate their needs, to suggest additional or alternative methods of promoting our diversity, and to assist in identifying ways we can make our organization more welcoming to all. Encourage employees to expect respectful workplace behaviors and assure that they should not hesitate to report any concerns. Listen and act on our employees' feedback for creating a more welcoming environment.
  - All staff will continue to identify career development, cross-training, mentorship, temporary and rotation opportunities that will provide advancement in support of OGEC's Business Continuity and Affirmative Action Plans. We will continue to keep cultural diversity in the forefront of all employees.
- Increase knowledge and skills of OGEC's management staff in applying Affirmative Action and EEO principles and in promoting a diverse workforce environment.

Strategies:

- Ensure that managers understand OGEC's affirmative action goals and responsibilities and assert their role in achieving those goals.
- Support managers' attendance at equal opportunity, affirmative action, and other diversity-related activities or training activities.
- Maintain management performance appraisal reviews used to evaluate managers on their effectiveness in achieving affirmative action objectives.
- Show management's commitment to cultural diversity by being an example of patience, tolerance, and respect.

**Oregon Government Ethics Commission**

**Summary Cross Reference Listing and Packages  
2021-23 Biennium**

**Agency Number: 19900**

**BAM Analyst: McDonald, April**

**Budget Coordinator: McFadden, Lindsey - (971)900-9757**

| <b>Cross Reference Number</b> | <b>Cross Reference Description</b> | <b>Package Number</b> | <b>Priority</b> | <b>Package Description</b>         | <b>Package Group</b> |
|-------------------------------|------------------------------------|-----------------------|-----------------|------------------------------------|----------------------|
| 010-00-00-00000               | General Program                    | 010                   | 0               | Non-PICS Psnl Svc / Vacancy Factor | Essential Packages   |
| 010-00-00-00000               | General Program                    | 021                   | 0               | Phase-in                           | Essential Packages   |
| 010-00-00-00000               | General Program                    | 022                   | 0               | Phase-out Pgm & One-time Costs     | Essential Packages   |
| 010-00-00-00000               | General Program                    | 031                   | 0               | Standard Inflation                 | Essential Packages   |
| 010-00-00-00000               | General Program                    | 032                   | 0               | Above Standard Inflation           | Essential Packages   |
| 010-00-00-00000               | General Program                    | 033                   | 0               | Exceptional Inflation              | Essential Packages   |
| 010-00-00-00000               | General Program                    | 080                   | 0               | March 2020 Eboard                  | Policy Packages      |
| 010-00-00-00000               | General Program                    | 081                   | 0               | April 2020 Eboard                  | Policy Packages      |
| 010-00-00-00000               | General Program                    | 082                   | 0               | May 2020 Eboard                    | Policy Packages      |
| 010-00-00-00000               | General Program                    | 083                   | 0               | June 2020 Eboard                   | Policy Packages      |
| 010-00-00-00000               | General Program                    | 087                   | 0               | August 2020 Special Session        | Policy Packages      |
| 010-00-00-00000               | General Program                    | 088                   | 0               | September 2020 Emergency Board     | Policy Packages      |
| 010-00-00-00000               | General Program                    | 090                   | 0               | Analyst Adjustments                | Policy Packages      |
| 010-00-00-00000               | General Program                    | 091                   | 0               | Elimination of S&S Inflation       | Policy Packages      |
| 010-00-00-00000               | General Program                    | 092                   | 0               | Personal Services Adjustments      | Policy Packages      |
| 010-00-00-00000               | General Program                    | 093                   | 0               | Transfers to General Fund          | Policy Packages      |
| 010-00-00-00000               | General Program                    | 094                   | 0               | Revenue Solutions                  | Policy Packages      |
| 010-00-00-00000               | General Program                    | 096                   | 0               | Statewide Adjustment DAS Chgs      | Policy Packages      |
| 010-00-00-00000               | General Program                    | 097                   | 0               | Statewide AG Adjustment            | Policy Packages      |
| 010-00-00-00000               | General Program                    | 099                   | 0               | Microsoft 365 Consolidation        | Policy Packages      |
| 010-00-00-00000               | General Program                    | 801                   | 0               | LFO Analyst Adjustments            | Policy Packages      |
| 010-00-00-00000               | General Program                    | 810                   | 0               | Statewide Adjustments              | Policy Packages      |

**Oregon Government Ethics Commission**

**Summary Cross Reference Listing and Packages  
2021-23 Biennium**

**Agency Number: 19900**

**BAM Analyst: McDonald, April**

**Budget Coordinator: McFadden, Lindsey - (971)900-9757**

| <b><i>Cross Reference Number</i></b> | <b><i>Cross Reference Description</i></b> | <b><i>Package Number</i></b> | <b>Priority</b> | <b><i>Package Description</i></b> | <b><i>Package Group</i></b> |
|--------------------------------------|---|------------------------------|-----------------|-----------------------------------|-----------------------------|
| 010-00-00-00000                      | General Program                           | 811                          | 0               | Budget Reconciliation Adjustments | Policy Packages             |
| 010-00-00-00000                      | General Program                           | 813                          | 0               | Policy Bills                      | Policy Packages             |
| 010-00-00-00000                      | General Program                           | 816                          | 0               | Capital Construction              | Policy Packages             |
| 010-00-00-00000                      | General Program                           | 850                          | 0               | Program Change Bill               | Policy Packages             |

**Oregon Government Ethics Commission**

**Policy Package List by Priority  
2021-23 Biennium**

**Agency Number: 19900**

**BAM Analyst: McDonald, April**

**Budget Coordinator: McFadden, Lindsey - (971)900-9757**

| <i>Priority</i> | <i>Policy Pkg Number</i> | <i>Policy Pkg Description</i>     | <i>Summary Cross Reference Number</i> | <i>Cross Reference Description</i> |
|-----------------|--------------------------|-----------------------------------|---------------------------------------|------------------------------------|
| 0               | 080                      | March 2020 Eboard                 | 010-00-00-00000                       | General Program                    |
|                 | 081                      | April 2020 Eboard                 | 010-00-00-00000                       | General Program                    |
|                 | 082                      | May 2020 Eboard                   | 010-00-00-00000                       | General Program                    |
|                 | 083                      | June 2020 Eboard                  | 010-00-00-00000                       | General Program                    |
|                 | 087                      | August 2020 Special Session       | 010-00-00-00000                       | General Program                    |
|                 | 088                      | September 2020 Emergency Board    | 010-00-00-00000                       | General Program                    |
|                 | 090                      | Analyst Adjustments               | 010-00-00-00000                       | General Program                    |
|                 | 091                      | Elimination of S&S Inflation      | 010-00-00-00000                       | General Program                    |
|                 | 092                      | Personal Services Adjustments     | 010-00-00-00000                       | General Program                    |
|                 | 093                      | Transfers to General Fund         | 010-00-00-00000                       | General Program                    |
|                 | 094                      | Revenue Solutions                 | 010-00-00-00000                       | General Program                    |
|                 | 096                      | Statewide Adjustment DAS Chgs     | 010-00-00-00000                       | General Program                    |
|                 | 097                      | Statewide AG Adjustment           | 010-00-00-00000                       | General Program                    |
|                 | 099                      | Microsoft 365 Consolidation       | 010-00-00-00000                       | General Program                    |
|                 | 801                      | LFO Analyst Adjustments           | 010-00-00-00000                       | General Program                    |
|                 | 810                      | Statewide Adjustments             | 010-00-00-00000                       | General Program                    |
|                 | 811                      | Budget Reconciliation Adjustments | 010-00-00-00000                       | General Program                    |
|                 | 813                      | Policy Bills                      | 010-00-00-00000                       | General Program                    |
|                 | 816                      | Capital Construction              | 010-00-00-00000                       | General Program                    |
|                 | 850                      | Program Change Bill               | 010-00-00-00000                       | General Program                    |

**Oregon Government Ethics Commission**

**Agency Number: 19900**

**Budget Support - Detail Revenues and Expenditures**

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

**2021-23 Biennium**

**Oregon Government Ethics Commission**

| <i>Description</i>                       | <i>2017-19 Actuals</i> | <i>2019-21 Leg<br/>Adopted Budget</i> | <i>2019-21 Leg<br/>Approved<br/>Budget</i> | <i>2021-23 Agency<br/>Request Budget</i> | <i>2021-23<br/>Governor's<br/>Budget</i> | <i>2021-23 Leg.<br/>Adopted Budget</i> |
|--|------------------------|---------------------------------------|--|--|--|--|
| <b>BEGINNING BALANCE</b>                 |                        |                                       |  |  |  |  |
| <b>0025 Beginning Balance</b>            |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                     | 792,062                | 715,787                               | 715,787                                    | 715,787                                  | 715,787                                  | 715,787                                |
| <b>0030 Beginning Balance Adjustment</b> |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                     | -                      | -                                     | -  | (49,100)                                 | (49,100)                                 | (49,100)                               |
| <b>BEGINNING BALANCE</b>                 |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                     | 792,062                | 715,787                               | 715,787                                    | 666,687                                  | 666,687                                  | 666,687                                |
| <b>TOTAL BEGINNING BALANCE</b>           | <b>\$792,062</b>       | <b>\$715,787</b>                      | <b>\$715,787</b>                           | <b>\$666,687</b>                         | <b>\$666,687</b>                         | <b>\$666,687</b>                       |
| <b>REVENUE CATEGORIES</b>                |                        |                                       |  |  |  |  |
| <b>CHARGES FOR SERVICES</b>              |                        |                                       |  |  |  |  |
| <b>0415 Admin and Service Charges</b>    |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                     | 2,513,008              | 2,958,949                             | 2,958,949                                  | 3,050,688                                | 3,050,688                                | 3,050,688                              |
| <b>FINES, RENTS AND ROYALTIES</b>        |                        |                                       |  |  |  |  |
| <b>0505 Fines and Forfeitures</b>        |                        |                                       |  |  |  |  |
| 8800 General Fund Revenue                | 62,627                 | 30,000                                | 30,000                                     | 30,000                                   | 30,000                                   | 30,000                                 |
| <b>OTHER</b>                             |                        |                                       |  |  |  |  |
| <b>0975 Other Revenues</b>               |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                     | 649                    | -                                     | -  | -  | -  | -                                      |
| <b>REVENUE CATEGORIES</b>                |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                     | 2,513,657              | 2,958,949                             | 2,958,949                                  | 3,050,688                                | 3,050,688                                | 3,050,688                              |
| 8800 General Fund Revenue                | 62,627                 | 30,000                                | 30,000                                     | 30,000                                   | 30,000                                   | 30,000                                 |
| <b>TOTAL REVENUE CATEGORIES</b>          | <b>\$2,576,284</b>     | <b>\$2,988,949</b>                    | <b>\$2,988,949</b>                         | <b>\$3,080,688</b>                       | <b>\$3,080,688</b>                       | <b>\$3,080,688</b>                     |

**TRANSFERS OUT**

| Description                                 | 2017-19 Actuals    | 2019-21 Leg Adopted Budget | 2019-21 Leg Approved Budget | 2021-23 Agency Request Budget | 2021-23 Governor's Budget | 2021-23 Leg. Adopted Budget |
|---|--------------------|----------------------------|-----------------------------|-------------------------------|---------------------------|-----------------------------|
| <b>2060 Transfer to General Fund</b>        |                    |                            |                             |                               |                           |                             |
| 8800 General Fund Revenue                   | (62,627)           | (30,000)                   | (30,000)                    | (30,000)                      | (30,000)                  | (30,000)                    |
| <b>AVAILABLE REVENUES</b>                   |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 3,305,719          | 3,674,736                  | 3,674,736                   | 3,717,375                     | 3,717,375                 | 3,717,375                   |
| <b>TOTAL AVAILABLE REVENUES</b>             | <b>\$3,305,719</b> | <b>\$3,674,736</b>         | <b>\$3,674,736</b>          | <b>\$3,717,375</b>            | <b>\$3,717,375</b>        | <b>\$3,717,375</b>          |
| <b>EXPENDITURES</b>                         |                    |                            |                             |                               |                           |                             |
| <b>PERSONAL SERVICES</b>                    |                    |                            |                             |                               |                           |                             |
| <b>SALARIES &amp; WAGES</b>                 |                    |                            |                             |                               |                           |                             |
| <b>3110 Class/Unclass Sal. and Per Diem</b> |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 1,087,947          | 1,205,832                  | 1,205,832                   | 1,319,016                     | 1,319,016                 | 1,319,016                   |
| <b>3160 Temporary Appointments</b>          |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | -                  | 484                        | 484                         | 505                           | 505                       | 505                         |
| <b>3190 All Other Differential</b>          |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 1,515              | -                          | -                           | -                             | -                         | -                           |
| <b>SALARIES &amp; WAGES</b>                 |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 1,089,462          | 1,206,316                  | 1,206,316                   | 1,319,521                     | 1,319,521                 | 1,319,521                   |
| <b>TOTAL SALARIES &amp; WAGES</b>           | <b>\$1,089,462</b> | <b>\$1,206,316</b>         | <b>\$1,206,316</b>          | <b>\$1,319,521</b>            | <b>\$1,319,521</b>        | <b>\$1,319,521</b>          |
| <b>OTHER PAYROLL EXPENSES</b>               |                    |                            |                             |                               |                           |                             |
| <b>3210 Empl. Rel. Bd. Assessments</b>      |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 390                | 488                        | 488                         | 522                           | 522                       | 522                         |
| <b>3220 Public Employees' Retire Cont</b>   |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 210,203            | 201,575                    | 201,575                     | 222,863                       | 222,863                   | 222,863                     |
| <b>3221 Pension Obligation Bond</b>         |                    |                            |                             |                               |                           |                             |

| Description                              | 2017-19 Actuals    | 2019-21 Leg Adopted Budget | 2019-21 Leg Approved Budget | 2021-23 Agency Request Budget | 2021-23 Governor's Budget | 2021-23 Leg. Adopted Budget |
|--|--------------------|----------------------------|-----------------------------|-------------------------------|---------------------------|-----------------------------|
| 3400 Other Funds Ltd                     | 64,976             | 67,960                     | 67,960                      | 76,403                        | 76,403                    | 76,403                      |
| <b>3230 Social Security Taxes</b>        |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 83,784             | 92,282                     | 92,282                      | 100,943                       | 100,943                   | 100,943                     |
| <b>3250 Worker's Comp. Assess. (WCD)</b> |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 403                | 522                        | 522                         | 414                           | 414                       | 414                         |
| <b>3260 Mass Transit Tax</b>             |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 6,508              | 7,238                      | 7,238                       | 7,917                         | 7,917                     | 7,917                       |
| <b>3270 Flexible Benefits</b>            |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 228,254            | 316,656                    | 316,656                     | 344,088                       | 344,088                   | 344,088                     |
| <b>OTHER PAYROLL EXPENSES</b>            |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 594,518            | 686,721                    | 686,721                     | 753,150                       | 753,150                   | 753,150                     |
| <b>TOTAL OTHER PAYROLL EXPENSES</b>      | <b>\$594,518</b>   | <b>\$686,721</b>           | <b>\$686,721</b>            | <b>\$753,150</b>              | <b>\$753,150</b>          | <b>\$753,150</b>            |
| <b>P.S. BUDGET ADJUSTMENTS</b>           |                    |                            |                             |                               |                           |                             |
| <b>3455 Vacancy Savings</b>              |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | -                  | -                          | -                           | (9,997)                       | (65,976)                  | (9,997)                     |
| <b>3465 Reconciliation Adjustment</b>    |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | -                  | (6,994)                    | (6,994)                     | -                             | -                         | -                           |
| <b>P.S. BUDGET ADJUSTMENTS</b>           |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | -                  | (6,994)                    | (6,994)                     | (9,997)                       | (65,976)                  | (9,997)                     |
| <b>TOTAL P.S. BUDGET ADJUSTMENTS</b>     | <b>-</b>           | <b>(\$6,994)</b>           | <b>(\$6,994)</b>            | <b>(\$9,997)</b>              | <b>(\$65,976)</b>         | <b>(\$9,997)</b>            |
| <b>PERSONAL SERVICES</b>                 |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 1,683,980          | 1,886,043                  | 1,886,043                   | 2,062,674                     | 2,006,695                 | 2,062,674                   |
| <b>TOTAL PERSONAL SERVICES</b>           | <b>\$1,683,980</b> | <b>\$1,886,043</b>         | <b>\$1,886,043</b>          | <b>\$2,062,674</b>            | <b>\$2,006,695</b>        | <b>\$2,062,674</b>          |

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| <i>Description</i>                           | <i>2017-19 Actuals</i> | <i>2019-21 Leg<br/>Adopted Budget</i> | <i>2019-21 Leg<br/>Approved<br/>Budget</i> | <i>2021-23 Agency<br/>Request Budget</i> | <i>2021-23<br/>Governor's<br/>Budget</i> | <i>2021-23 Leg.<br/>Adopted Budget</i> |
|--|------------------------|---------------------------------------|--|--|--|--|
| <b>SERVICES &amp; SUPPLIES</b>               |                        |                                       |  |  |  |  |
| <b>4100 Instate Travel</b>                   |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                         | 14,590                 | 19,627                                | 19,627                                     | 20,471                                   | 19,627                                   | 20,297                                 |
| <b>4150 Employee Training</b>                |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                         | 2,557                  | 7,349                                 | 7,349                                      | 7,665                                    | 7,349                                    | 7,665                                  |
| <b>4175 Office Expenses</b>                  |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                         | 13,849                 | 20,826                                | 20,826                                     | 21,722                                   | 20,826                                   | 21,560                                 |
| <b>4200 Telecommunications</b>               |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                         | 17,575                 | 19,434                                | 19,434                                     | 20,270                                   | 19,434                                   | 20,270                                 |
| <b>4225 State Gov. Service Charges</b>       |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                         | 52,598                 | 57,886                                | 57,886                                     | 71,184                                   | 65,536                                   | 68,792                                 |
| <b>4250 Data Processing</b>                  |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                         | 32,252                 | 97,706                                | 97,706                                     | 180,637                                  | 170,087                                  | 110,682                                |
| <b>4275 Publicity and Publications</b>       |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                         | 908                    | 1,062                                 | 1,062                                      | 1,108                                    | 1,062                                    | -                                      |
| <b>4300 Professional Services</b>            |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                         | 12,536                 | 9,867                                 | 9,867                                      | 10,429                                   | 9,867                                    | 10,429                                 |
| <b>4315 IT Professional Services</b>         |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                         | 285,968                | 323,595                               | 323,595                                    | 342,040                                  | 342,040                                  | 342,040                                |
| <b>4325 Attorney General</b>                 |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                         | 184,526                | 186,758                               | 186,758                                    | 223,045                                  | 209,863                                  | 210,621                                |
| <b>4375 Employee Recruitment and Develop</b> |                        |                                       |  |  |  |  |
| 3400 Other Funds Ltd                         | 200                    | 2,578                                 | 2,578                                      | 2,689                                    | 2,578                                    | 2,689                                  |



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| <i>Description</i>                         | <i>2017-19 Actuals</i> | <i>2019-21 Leg Adopted Budget</i> | <i>2019-21 Leg Approved Budget</i> | <i>2021-23 Agency Request Budget</i> | <i>2021-23 Governor's Budget</i> | <i>2021-23 Leg. Adopted Budget</i> |
|--|------------------------|-----------------------------------|------------------------------------|--------------------------------------|----------------------------------|------------------------------------|
| <b>4400 Dues and Subscriptions</b>         |                        |                                   |                                    |                                      |                                  |                                    |
| 3400 Other Funds Ltd                       | -                      | 467                               | 467                                | 487                                  | 467                              | 487                                |
| <b>4425 Facilities Rental and Taxes</b>    |                        |                                   |                                    |                                      |                                  |                                    |
| 3400 Other Funds Ltd                       | 82,491                 | 98,085                            | 98,085                             | 102,303                              | 102,303                          | 102,303                            |
| <b>4575 Agency Program Related S and S</b> |                        |                                   |                                    |                                      |                                  |                                    |
| 3400 Other Funds Ltd                       | 3,203                  | -                                 | -                                  | -                                    | -                                | -                                  |
| <b>4650 Other Services and Supplies</b>    |                        |                                   |                                    |                                      |                                  |                                    |
| 3400 Other Funds Ltd                       | 166,692                | 164,119                           | 164,119                            | 254,902                              | 205,967                          | 242,764                            |
| <b>4700 Expendable Prop 250 - 5000</b>     |                        |                                   |                                    |                                      |                                  |                                    |
| 3400 Other Funds Ltd                       | 692                    | 7,896                             | 7,896                              | 8,236                                | 7,896                            | 8,236                              |
| <b>4715 IT Expendable Property</b>         |                        |                                   |                                    |                                      |                                  |                                    |
| 3400 Other Funds Ltd                       | 17,352                 | -                                 | -                                  | -                                    | -                                | -                                  |
| <b>SERVICES &amp; SUPPLIES</b>             |                        |                                   |                                    |                                      |                                  |                                    |
| 3400 Other Funds Ltd                       | 887,989                | 1,017,255                         | 1,017,255                          | 1,267,188                            | 1,184,902                        | 1,168,835                          |
| <b>TOTAL SERVICES &amp; SUPPLIES</b>       | <b>\$887,989</b>       | <b>\$1,017,255</b>                | <b>\$1,017,255</b>                 | <b>\$1,267,188</b>                   | <b>\$1,184,902</b>               | <b>\$1,168,835</b>                 |
| <b>EXPENDITURES</b>                        |                        |                                   |                                    |                                      |                                  |                                    |
| 3400 Other Funds Ltd                       | 2,571,969              | 2,903,298                         | 2,903,298                          | 3,329,862                            | 3,191,597                        | 3,231,509                          |
| <b>TOTAL EXPENDITURES</b>                  | <b>\$2,571,969</b>     | <b>\$2,903,298</b>                | <b>\$2,903,298</b>                 | <b>\$3,329,862</b>                   | <b>\$3,191,597</b>               | <b>\$3,231,509</b>                 |
| <b>ENDING BALANCE</b>                      |                        |                                   |                                    |                                      |                                  |                                    |
| 3400 Other Funds Ltd                       | 733,750                | 771,438                           | 771,438                            | 387,513                              | 525,778                          | 485,866                            |
| <b>TOTAL ENDING BALANCE</b>                | <b>\$733,750</b>       | <b>\$771,438</b>                  | <b>\$771,438</b>                   | <b>\$387,513</b>                     | <b>\$525,778</b>                 | <b>\$485,866</b>                   |
| <b>AUTHORIZED POSITIONS</b>                |                        |                                   |                                    |                                      |                                  |                                    |
| 8150 Class/Unclass Positions               | 9                      | 9                                 | 9                                  | 9                                    | 9                                | 9                                  |

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| <i>Description</i>                | <i>2017-19 Actuals</i> | <i>2019-21 Leg<br/>Adopted Budget</i> | <i>2019-21 Leg<br/>Approved<br/>Budget</i> | <i>2021-23 Agency<br/>Request Budget</i> | <i>2021-23<br/>Governor's<br/>Budget</i> | <i>2021-23 Leg.<br/>Adopted Budget</i> |
|-----------------------------------|------------------------|---------------------------------------|--|--|--|--|
| <b>TOTAL AUTHORIZED POSITIONS</b> | <b>9</b>               | <b>9</b>                              | <b>9</b>                                   | <b>9</b>                                 | <b>9</b>                                 | <b>9</b>                               |
| <b>AUTHORIZED FTE</b>             |                        |                                       |  |  |  |  |
| 8250 Class/Unclass FTE Positions  | 9.00                   | 9.00                                  | 9.00                                       | 9.00                                     | 9.00                                     | 9.00                                   |
| <b>TOTAL AUTHORIZED FTE</b>       | <b>9.00</b>            | <b>9.00</b>                           | <b>9.00</b>                                | <b>9.00</b>                              | <b>9.00</b>                              | <b>9.00</b>                            |

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General Program

| Description                              | 2017-19 Actuals    | 2019-21 Leg Adopted Budget | 2019-21 Leg Approved Budget | 2021-23 Agency Request Budget | 2021-23 Governor's Budget | 2021-23 Leg. Adopted Budget |
|--|--------------------|----------------------------|-----------------------------|-------------------------------|---------------------------|-----------------------------|
| <b>BEGINNING BALANCE</b>                 |                    |                            |                             |                               |                           |                             |
| <b>0025 Beginning Balance</b>            |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 792,062            | 715,787                    | 715,787                     | 715,787                       | 715,787                   | 715,787                     |
| <b>0030 Beginning Balance Adjustment</b> |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | -                  | -                          | -                           | (49,100)                      | (49,100)                  | (49,100)                    |
| <b>BEGINNING BALANCE</b>                 |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 792,062            | 715,787                    | 715,787                     | 666,687                       | 666,687                   | 666,687                     |
| <b>TOTAL BEGINNING BALANCE</b>           | <b>\$792,062</b>   | <b>\$715,787</b>           | <b>\$715,787</b>            | <b>\$666,687</b>              | <b>\$666,687</b>          | <b>\$666,687</b>            |
| <b>REVENUE CATEGORIES</b>                |                    |                            |                             |                               |                           |                             |
| <b>CHARGES FOR SERVICES</b>              |                    |                            |                             |                               |                           |                             |
| <b>0415 Admin and Service Charges</b>    |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 2,513,008          | 2,958,949                  | 2,958,949                   | 3,050,688                     | 3,050,688                 | 3,050,688                   |
| <b>FINES, RENTS AND ROYALTIES</b>        |                    |                            |                             |                               |                           |                             |
| <b>0505 Fines and Forfeitures</b>        |                    |                            |                             |                               |                           |                             |
| 8800 General Fund Revenue                | 62,627             | 30,000                     | 30,000                      | 30,000                        | 30,000                    | 30,000                      |
| <b>OTHER</b>                             |                    |                            |                             |                               |                           |                             |
| <b>0975 Other Revenues</b>               |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 649                | -                          | -                           | -                             | -                         | -                           |
| <b>REVENUE CATEGORIES</b>                |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 2,513,657          | 2,958,949                  | 2,958,949                   | 3,050,688                     | 3,050,688                 | 3,050,688                   |
| 8800 General Fund Revenue                | 62,627             | 30,000                     | 30,000                      | 30,000                        | 30,000                    | 30,000                      |
| <b>TOTAL REVENUE CATEGORIES</b>          | <b>\$2,576,284</b> | <b>\$2,988,949</b>         | <b>\$2,988,949</b>          | <b>\$3,080,688</b>            | <b>\$3,080,688</b>        | <b>\$3,080,688</b>          |

TRANSFERS OUT

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| Description                                 | 2017-19 Actuals    | 2019-21 Leg Adopted Budget | 2019-21 Leg Approved Budget | 2021-23 Agency Request Budget | 2021-23 Governor's Budget | 2021-23 Leg. Adopted Budget |
|---|--------------------|----------------------------|-----------------------------|-------------------------------|---------------------------|-----------------------------|
| <b>2060 Transfer to General Fund</b>        |                    |                            |                             |                               |                           |                             |
| 8800 General Fund Revenue                   | (62,627)           | (30,000)                   | (30,000)                    | (30,000)                      | (30,000)                  | (30,000)                    |
| <b>AVAILABLE REVENUES</b>                   |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 3,305,719          | 3,674,736                  | 3,674,736                   | 3,717,375                     | 3,717,375                 | 3,717,375                   |
| <b>TOTAL AVAILABLE REVENUES</b>             | <b>\$3,305,719</b> | <b>\$3,674,736</b>         | <b>\$3,674,736</b>          | <b>\$3,717,375</b>            | <b>\$3,717,375</b>        | <b>\$3,717,375</b>          |
| <b>EXPENDITURES</b>                         |                    |                            |                             |                               |                           |                             |
| <b>PERSONAL SERVICES</b>                    |                    |                            |                             |                               |                           |                             |
| <b>SALARIES &amp; WAGES</b>                 |                    |                            |                             |                               |                           |                             |
| <b>3110 Class/Unclass Sal. and Per Diem</b> |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 1,087,947          | 1,205,832                  | 1,205,832                   | 1,319,016                     | 1,319,016                 | 1,319,016                   |
| <b>3160 Temporary Appointments</b>          |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | -                  | 484                        | 484                         | 505                           | 505                       | 505                         |
| <b>3190 All Other Differential</b>          |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 1,515              | -                          | -                           | -                             | -                         | -                           |
| <b>SALARIES &amp; WAGES</b>                 |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 1,089,462          | 1,206,316                  | 1,206,316                   | 1,319,521                     | 1,319,521                 | 1,319,521                   |
| <b>TOTAL SALARIES &amp; WAGES</b>           | <b>\$1,089,462</b> | <b>\$1,206,316</b>         | <b>\$1,206,316</b>          | <b>\$1,319,521</b>            | <b>\$1,319,521</b>        | <b>\$1,319,521</b>          |
| <b>OTHER PAYROLL EXPENSES</b>               |                    |                            |                             |                               |                           |                             |
| <b>3210 Empl. Rel. Bd. Assessments</b>      |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 390                | 488                        | 488                         | 522                           | 522                       | 522                         |
| <b>3220 Public Employees' Retire Cont</b>   |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                        | 210,203            | 201,575                    | 201,575                     | 222,863                       | 222,863                   | 222,863                     |
| <b>3221 Pension Obligation Bond</b>         |                    |                            |                             |                               |                           |                             |

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2021-23 Biennium

General Program

| Description                              | 2017-19 Actuals    | 2019-21 Leg Adopted Budget | 2019-21 Leg Approved Budget | 2021-23 Agency Request Budget | 2021-23 Governor's Budget | 2021-23 Leg. Adopted Budget |
|--|--------------------|----------------------------|-----------------------------|-------------------------------|---------------------------|-----------------------------|
| 3400 Other Funds Ltd                     | 64,976             | 67,960                     | 67,960                      | 76,403                        | 76,403                    | 76,403                      |
| <b>3230 Social Security Taxes</b>        |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 83,784             | 92,282                     | 92,282                      | 100,943                       | 100,943                   | 100,943                     |
| <b>3250 Worker's Comp. Assess. (WCD)</b> |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 403                | 522                        | 522                         | 414                           | 414                       | 414                         |
| <b>3260 Mass Transit Tax</b>             |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 6,508              | 7,238                      | 7,238                       | 7,917                         | 7,917                     | 7,917                       |
| <b>3270 Flexible Benefits</b>            |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 228,254            | 316,656                    | 316,656                     | 344,088                       | 344,088                   | 344,088                     |
| <b>OTHER PAYROLL EXPENSES</b>            |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 594,518            | 686,721                    | 686,721                     | 753,150                       | 753,150                   | 753,150                     |
| <b>TOTAL OTHER PAYROLL EXPENSES</b>      | <b>\$594,518</b>   | <b>\$686,721</b>           | <b>\$686,721</b>            | <b>\$753,150</b>              | <b>\$753,150</b>          | <b>\$753,150</b>            |
| <b>P.S. BUDGET ADJUSTMENTS</b>           |                    |                            |                             |                               |                           |                             |
| <b>3455 Vacancy Savings</b>              |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | -                  | -                          | -                           | (9,997)                       | (65,976)                  | (9,997)                     |
| <b>3465 Reconciliation Adjustment</b>    |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | -                  | (6,994)                    | (6,994)                     | -                             | -                         | -                           |
| <b>P.S. BUDGET ADJUSTMENTS</b>           |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | -                  | (6,994)                    | (6,994)                     | (9,997)                       | (65,976)                  | (9,997)                     |
| <b>TOTAL P.S. BUDGET ADJUSTMENTS</b>     | <b>-</b>           | <b>(\$6,994)</b>           | <b>(\$6,994)</b>            | <b>(\$9,997)</b>              | <b>(\$65,976)</b>         | <b>(\$9,997)</b>            |
| <b>PERSONAL SERVICES</b>                 |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                     | 1,683,980          | 1,886,043                  | 1,886,043                   | 2,062,674                     | 2,006,695                 | 2,062,674                   |
| <b>TOTAL PERSONAL SERVICES</b>           | <b>\$1,683,980</b> | <b>\$1,886,043</b>         | <b>\$1,886,043</b>          | <b>\$2,062,674</b>            | <b>\$2,006,695</b>        | <b>\$2,062,674</b>          |

Budget Support - Detail Revenues and Expenditures

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

2021-23 Biennium

General Program

| Description                                  | 2017-19 Actuals | 2019-21 Leg Adopted Budget | 2019-21 Leg Approved Budget | 2021-23 Agency Request Budget | 2021-23 Governor's Budget | 2021-23 Leg. Adopted Budget |
|--|-----------------|----------------------------|-----------------------------|-------------------------------|---------------------------|-----------------------------|
| <b>SERVICES &amp; SUPPLIES</b>               |                 |                            |                             |                               |                           |                             |
| <b>4100 Instate Travel</b>                   |                 |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                         | 14,590          | 19,627                     | 19,627                      | 20,471                        | 19,627                    | 20,297                      |
| <b>4150 Employee Training</b>                |                 |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                         | 2,557           | 7,349                      | 7,349                       | 7,665                         | 7,349                     | 7,665                       |
| <b>4175 Office Expenses</b>                  |                 |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                         | 13,849          | 20,826                     | 20,826                      | 21,722                        | 20,826                    | 21,560                      |
| <b>4200 Telecommunications</b>               |                 |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                         | 17,575          | 19,434                     | 19,434                      | 20,270                        | 19,434                    | 20,270                      |
| <b>4225 State Gov. Service Charges</b>       |                 |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                         | 52,598          | 57,886                     | 57,886                      | 71,184                        | 65,536                    | 68,792                      |
| <b>4250 Data Processing</b>                  |                 |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                         | 32,252          | 97,706                     | 97,706                      | 180,637                       | 170,087                   | 110,682                     |
| <b>4275 Publicity and Publications</b>       |                 |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                         | 908             | 1,062                      | 1,062                       | 1,108                         | 1,062                     | -                           |
| <b>4300 Professional Services</b>            |                 |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                         | 12,536          | 9,867                      | 9,867                       | 10,429                        | 9,867                     | 10,429                      |
| <b>4315 IT Professional Services</b>         |                 |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                         | 285,968         | 323,595                    | 323,595                     | 342,040                       | 342,040                   | 342,040                     |
| <b>4325 Attorney General</b>                 |                 |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                         | 184,526         | 186,758                    | 186,758                     | 223,045                       | 209,863                   | 210,621                     |
| <b>4375 Employee Recruitment and Develop</b> |                 |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                         | 200             | 2,578                      | 2,578                       | 2,689                         | 2,578                     | 2,689                       |

Budget Support - Detail Revenues and Expenditures

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

2021-23 Biennium

General Program

| Description                                | 2017-19 Actuals    | 2019-21 Leg Adopted Budget | 2019-21 Leg Approved Budget | 2021-23 Agency Request Budget | 2021-23 Governor's Budget | 2021-23 Leg. Adopted Budget |
|--|--------------------|----------------------------|-----------------------------|-------------------------------|---------------------------|-----------------------------|
| <b>4400 Dues and Subscriptions</b>         |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                       | -                  | 467                        | 467                         | 487                           | 467                       | 487                         |
| <b>4425 Facilities Rental and Taxes</b>    |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                       | 82,491             | 98,085                     | 98,085                      | 102,303                       | 102,303                   | 102,303                     |
| <b>4575 Agency Program Related S and S</b> |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                       | 3,203              | -                          | -                           | -                             | -                         | -                           |
| <b>4650 Other Services and Supplies</b>    |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                       | 166,692            | 164,119                    | 164,119                     | 254,902                       | 205,967                   | 242,764                     |
| <b>4700 Expendable Prop 250 - 5000</b>     |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                       | 692                | 7,896                      | 7,896                       | 8,236                         | 7,896                     | 8,236                       |
| <b>4715 IT Expendable Property</b>         |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                       | 17,352             | -                          | -                           | -                             | -                         | -                           |
| <b>SERVICES &amp; SUPPLIES</b>             |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                       | 887,989            | 1,017,255                  | 1,017,255                   | 1,267,188                     | 1,184,902                 | 1,168,835                   |
| <b>TOTAL SERVICES &amp; SUPPLIES</b>       | <b>\$887,989</b>   | <b>\$1,017,255</b>         | <b>\$1,017,255</b>          | <b>\$1,267,188</b>            | <b>\$1,184,902</b>        | <b>\$1,168,835</b>          |
| <b>EXPENDITURES</b>                        |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                       | 2,571,969          | 2,903,298                  | 2,903,298                   | 3,329,862                     | 3,191,597                 | 3,231,509                   |
| <b>TOTAL EXPENDITURES</b>                  | <b>\$2,571,969</b> | <b>\$2,903,298</b>         | <b>\$2,903,298</b>          | <b>\$3,329,862</b>            | <b>\$3,191,597</b>        | <b>\$3,231,509</b>          |
| <b>ENDING BALANCE</b>                      |                    |                            |                             |                               |                           |                             |
| 3400 Other Funds Ltd                       | 733,750            | 771,438                    | 771,438                     | 387,513                       | 525,778                   | 485,866                     |
| <b>TOTAL ENDING BALANCE</b>                | <b>\$733,750</b>   | <b>\$771,438</b>           | <b>\$771,438</b>            | <b>\$387,513</b>              | <b>\$525,778</b>          | <b>\$485,866</b>            |
| <b>AUTHORIZED POSITIONS</b>                |                    |                            |                             |                               |                           |                             |
| 8150 Class/Unclass Positions               | 9                  | 9                          | 9                           | 9                             | 9                         | 9                           |

Budget Support - Detail Revenues and Expenditures  
 2021-23 Biennium  
 General Program

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

| <i>Description</i>                | <i>2017-19 Actuals</i> | <i>2019-21 Leg<br/>Adopted Budget</i> | <i>2019-21 Leg<br/>Approved<br/>Budget</i> | <i>2021-23 Agency<br/>Request Budget</i> | <i>2021-23<br/>Governor's<br/>Budget</i> | <i>2021-23 Leg.<br/>Adopted Budget</i> |
|-----------------------------------|------------------------|---------------------------------------|--|--|--|--|
| <b>TOTAL AUTHORIZED POSITIONS</b> | <b>9</b>               | <b>9</b>                              | <b>9</b>                                   | <b>9</b>                                 | <b>9</b>                                 | <b>9</b>                               |
| <b>AUTHORIZED FTE</b>             |                        |                                       |  |  |  |  |
| 8250 Class/Unclass FTE Positions  | 9.00                   | 9.00                                  | 9.00                                       | 9.00                                     | 9.00                                     | 9.00                                   |
| <b>TOTAL AUTHORIZED FTE</b>       | <b>9.00</b>            | <b>9.00</b>                           | <b>9.00</b>                                | <b>9.00</b>                              | <b>9.00</b>                              | <b>9.00</b>                            |



Version / Column Comparison Report - Detail  
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| Description                              | Governor's Budget<br>(Y-01)<br>2021-23 Base Budget | Leg. Adopted Budget<br>(Z-01)<br>2021-23 Base Budget | Column 2 minus<br>Column 1 | % Change from<br>Column 1 to Column 2 |
|--|--|--|----------------------------|---------------------------------------|
|  | Column 1   | Column 2   |                            |                                       |
| <b>BEGINNING BALANCE</b>                 |  |  |                            |                                       |
| <b>0025 Beginning Balance</b>            |  |  |                            |                                       |
| 3400 Other Funds Ltd                     | 715,787  | 715,787  | 0                          | -                                     |
| <b>0030 Beginning Balance Adjustment</b> |  |  |                            |                                       |
| 3400 Other Funds Ltd                     | (49,100)   | (49,100)   | 0                          | -                                     |
| <b>TOTAL BEGINNING BALANCE</b>           |  |  |                            |                                       |
| 3400 Other Funds Ltd                     | 666,687  | 666,687  | 0                          | -                                     |
| <b>REVENUE CATEGORIES</b>                |  |  |                            |                                       |
| <b>CHARGES FOR SERVICES</b>              |  |  |                            |                                       |
| <b>0415 Admin and Service Charges</b>    |  |  |                            |                                       |
| 3400 Other Funds Ltd                     | 3,050,688  | 3,050,688  | 0                          | -                                     |
| <b>FINES, RENTS AND ROYALTIES</b>        |  |  |                            |                                       |
| <b>0505 Fines and Forfeitures</b>        |  |  |                            |                                       |
| 8800 General Fund Revenue                | 30,000   | 30,000   | 0                          | -                                     |
| <b>TOTAL REVENUES</b>                    |  |  |                            |                                       |
| 3400 Other Funds Ltd                     | 3,050,688  | 3,050,688  | 0                          | -                                     |
| 8800 General Fund Revenue                | 30,000   | 30,000   | 0                          | -                                     |
| <b>TOTAL REVENUES</b>                    | <b>\$3,080,688</b>                                 | <b>\$3,080,688</b>                                   | <b>0</b>                   | <b>-</b>                              |
| <b>TRANSFERS OUT</b>                     |  |  |                            |                                       |
| <b>2060 Transfer to General Fund</b>     |  |  |                            |                                       |
| 8800 General Fund Revenue                | (30,000)   | (30,000)   | 0                          | -                                     |
| <b>AVAILABLE REVENUES</b>                |  |  |                            |                                       |
| 3400 Other Funds Ltd                     | 3,717,375  | 3,717,375  | 0                          | -                                     |
| <b>EXPENDITURES</b>                      |  |  |                            |                                       |

| Description                                 | Governor's Budget<br>(Y-01)<br>2021-23 Base Budget | Leg. Adopted Budget<br>(Z-01)<br>2021-23 Base Budget | Column 2 minus<br>Column 1 | % Change from<br>Column 1 to Column 2 |
|---|--|--|----------------------------|---------------------------------------|
|   | Column 1   | Column 2   |                            |                                       |
| <b>PERSONAL SERVICES</b>                    |  |  |                            |                                       |
| <b>SALARIES &amp; WAGES</b>                 |  |  |                            |                                       |
| <b>3110 Class/Unclass Sal. and Per Diem</b> |  |  |                            |                                       |
| 3400 Other Funds Ltd                        | 1,319,016  | 1,319,016  | 0                          | -                                     |
| <b>3160 Temporary Appointments</b>          |  |  |                            |                                       |
| 3400 Other Funds Ltd                        | 484  | 484  | 0                          | -                                     |
| <b>TOTAL SALARIES &amp; WAGES</b>           |  |  |                            |                                       |
| 3400 Other Funds Ltd                        | 1,319,500  | 1,319,500  | 0                          | -                                     |
| <b>OTHER PAYROLL EXPENSES</b>               |  |  |                            |                                       |
| <b>3210 Empl. Rel. Bd. Assessments</b>      |  |  |                            |                                       |
| 3400 Other Funds Ltd                        | 522  | 522  | 0                          | -                                     |
| <b>3220 Public Employees' Retire Cont</b>   |  |  |                            |                                       |
| 3400 Other Funds Ltd                        | 222,863  | 222,863  | 0                          | -                                     |
| <b>3221 Pension Obligation Bond</b>         |  |  |                            |                                       |
| 3400 Other Funds Ltd                        | 67,960   | 67,960   | 0                          | -                                     |
| <b>3230 Social Security Taxes</b>           |  |  |                            |                                       |
| 3400 Other Funds Ltd                        | 100,941  | 100,941  | 0                          | -                                     |
| <b>3250 Worker's Comp. Assess. (WCD)</b>    |  |  |                            |                                       |
| 3400 Other Funds Ltd                        | 414  | 414  | 0                          | -                                     |
| <b>3260 Mass Transit Tax</b>                |  |  |                            |                                       |
| 3400 Other Funds Ltd                        | 7,238  | 7,238  | 0                          | -                                     |
| <b>3270 Flexible Benefits</b>               |  |  |                            |                                       |
| 3400 Other Funds Ltd                        | 344,088  | 344,088  | 0                          | -                                     |
| <b>TOTAL OTHER PAYROLL EXPENSES</b>         |  |  |                            |                                       |

| Description                            | Governor's Budget<br>(Y-01)<br>2021-23 Base Budget | Leg. Adopted Budget<br>(Z-01)<br>2021-23 Base Budget | Column 2 minus<br>Column 1 | % Change from<br>Column 1 to Column 2 |
|--|--|--|----------------------------|---------------------------------------|
|  | Column 1   | Column 2   |                            |                                       |
| 3400 Other Funds Ltd                   | 744,026  | 744,026  | 0                          | -                                     |
| <b>TOTAL PERSONAL SERVICES</b>         |  |  |                            |                                       |
| 3400 Other Funds Ltd                   | 2,063,526  | 2,063,526  | 0                          | -                                     |
| <b>SERVICES &amp; SUPPLIES</b>         |  |  |                            |                                       |
| <b>4100 Instate Travel</b>             |  |  |                            |                                       |
| 3400 Other Funds Ltd                   | 19,627   | 19,627   | 0                          | -                                     |
| <b>4150 Employee Training</b>          |  |  |                            |                                       |
| 3400 Other Funds Ltd                   | 7,349  | 7,349  | 0                          | -                                     |
| <b>4175 Office Expenses</b>            |  |  |                            |                                       |
| 3400 Other Funds Ltd                   | 20,826   | 20,826   | 0                          | -                                     |
| <b>4200 Telecommunications</b>         |  |  |                            |                                       |
| 3400 Other Funds Ltd                   | 19,434   | 19,434   | 0                          | -                                     |
| <b>4225 State Gov. Service Charges</b> |  |  |                            |                                       |
| 3400 Other Funds Ltd                   | 57,886   | 57,886   | 0                          | -                                     |
| <b>4250 Data Processing</b>            |  |  |                            |                                       |
| 3400 Other Funds Ltd                   | 97,706   | 97,706   | 0                          | -                                     |
| <b>4275 Publicity and Publications</b> |  |  |                            |                                       |
| 3400 Other Funds Ltd                   | 1,062  | 1,062  | 0                          | -                                     |
| <b>4300 Professional Services</b>      |  |  |                            |                                       |
| 3400 Other Funds Ltd                   | 9,867  | 9,867  | 0                          | -                                     |
| <b>4315 IT Professional Services</b>   |  |  |                            |                                       |
| 3400 Other Funds Ltd                   | 323,595  | 323,595  | 0                          | -                                     |
| <b>4325 Attorney General</b>           |  |  |                            |                                       |
| 3400 Other Funds Ltd                   | 186,758  | 186,758  | 0                          | -                                     |

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 2021-23 Biennium  
 General Program

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| Description                                  | Governor's Budget<br>(Y-01)<br>2021-23 Base Budget | Leg. Adopted Budget<br>(Z-01)<br>2021-23 Base Budget | Column 2 minus<br>Column 1 | % Change from<br>Column 1 to Column 2 |
|--|--|--|----------------------------|---------------------------------------|
|  | Column 1   | Column 2   |                            |                                       |
| <b>4375 Employee Recruitment and Develop</b> |  |  |                            |                                       |
| 3400 Other Funds Ltd                         | 2,578  | 2,578  | 0                          | -                                     |
| <b>4400 Dues and Subscriptions</b>           |  |  |                            |                                       |
| 3400 Other Funds Ltd                         | 467  | 467  | 0                          | -                                     |
| <b>4425 Facilities Rental and Taxes</b>      |  |  |                            |                                       |
| 3400 Other Funds Ltd                         | 98,085   | 98,085   | 0                          | -                                     |
| <b>4650 Other Services and Supplies</b>      |  |  |                            |                                       |
| 3400 Other Funds Ltd                         | 164,119  | 164,119  | 0                          | -                                     |
| <b>4700 Expendable Prop 250 - 5000</b>       |  |  |                            |                                       |
| 3400 Other Funds Ltd                         | 7,896  | 7,896  | 0                          | -                                     |
| <b>TOTAL SERVICES &amp; SUPPLIES</b>         |  |  |                            |                                       |
| 3400 Other Funds Ltd                         | 1,017,255  | 1,017,255  | 0                          | -                                     |
| <b>TOTAL EXPENDITURES</b>                    |  |  |                            |                                       |
| 3400 Other Funds Ltd                         | 3,080,781  | 3,080,781  | 0                          | -                                     |
| <b>ENDING BALANCE</b>                        |  |  |                            |                                       |
| 3400 Other Funds Ltd                         | 636,594  | 636,594  | 0                          | -                                     |
| <b>AUTHORIZED POSITIONS</b>                  |  |  |                            |                                       |
| 8150 Class/Unclass Positions                 | 9  | 9  | 0                          | -                                     |
| <b>AUTHORIZED FTE</b>                        |  |  |                            |                                       |
| 8250 Class/Unclass FTE Positions             | 9.00   | 9.00   | 0                          | -                                     |

Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

Cross Reference Number: 19900-010-00-00-00000  
 Package: Non-PICS Psnl Svc / Vacancy Factor  
 Pkg Group: ESS Pkg Type: 010 Pkg Number: 010

| Description | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-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 | 21 | 21 | 0 | 0.00% |
|----------------------|----|----|---|-------|

**OTHER PAYROLL EXPENSES**

**3221 Pension Obligation Bond**

|                      |       |       |   |       |
|----------------------|-------|-------|---|-------|
| 3400 Other Funds Ltd | 8,443 | 8,443 | 0 | 0.00% |
|----------------------|-------|-------|---|-------|

**3230 Social Security Taxes**

|                      |   |   |   |       |
|----------------------|---|---|---|-------|
| 3400 Other Funds Ltd | 2 | 2 | 0 | 0.00% |
|----------------------|---|---|---|-------|

**3260 Mass Transit Tax**

|                      |     |     |   |       |
|----------------------|-----|-----|---|-------|
| 3400 Other Funds Ltd | 679 | 679 | 0 | 0.00% |
|----------------------|-----|-----|---|-------|

**OTHER PAYROLL EXPENSES**

|                      |       |       |   |       |
|----------------------|-------|-------|---|-------|
| 3400 Other Funds Ltd | 9,124 | 9,124 | 0 | 0.00% |
|----------------------|-------|-------|---|-------|

|                                     |                |                |            |              |
|-------------------------------------|----------------|----------------|------------|--------------|
| <b>TOTAL OTHER PAYROLL EXPENSES</b> | <b>\$9,124</b> | <b>\$9,124</b> | <b>\$0</b> | <b>0.00%</b> |
|-------------------------------------|----------------|----------------|------------|--------------|

**P.S. BUDGET ADJUSTMENTS**

**3455 Vacancy Savings**

|                      |         |         |   |       |
|----------------------|---------|---------|---|-------|
| 3400 Other Funds Ltd | (9,997) | (9,997) | 0 | 0.00% |
|----------------------|---------|---------|---|-------|

**PERSONAL SERVICES**

**Oregon Government Ethics Commission**

**Agency Number: 19900**

**Package Comparison Report - Detail  
2021-23 Biennium  
General Program**

**Cross Reference Number: 19900-010-00-00-00000  
Package: Non-PICS Psnl Svc / Vacancy Factor  
Pkg Group: ESS Pkg Type: 010 Pkg Number: 010**

| Description                    | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-01) | Column 2 Minus Column 1 | % Change from Column 1 to Column 2 |
|--------------------------------|--------------------------|----------------------------|-------------------------|------------------------------------|
|                                | Column 1                 | Column 2                   |                         |                                    |
| 3400 Other Funds Ltd           | (852)                    | (852)                      | 0                       | 0.00%                              |
| <b>TOTAL PERSONAL SERVICES</b> | <b>(\$852)</b>           | <b>(\$852)</b>             | <b>\$0</b>              | <b>0.00%</b>                       |
| <b>EXPENDITURES</b>            |                          |                            |                         |                                    |
| 3400 Other Funds Ltd           | (852)                    | (852)                      | 0                       | 0.00%                              |
| <b>TOTAL EXPENDITURES</b>      | <b>(\$852)</b>           | <b>(\$852)</b>             | <b>\$0</b>              | <b>0.00%</b>                       |
| <b>ENDING BALANCE</b>          |                          |                            |                         |                                    |
| 3400 Other Funds Ltd           | 852                      | 852                        | 0                       | 0.00%                              |
| <b>TOTAL ENDING BALANCE</b>    | <b>\$852</b>             | <b>\$852</b>               | <b>\$0</b>              | <b>0.00%</b>                       |

Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

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

Package: Standard Inflation

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

| Description | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-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 844 844 0 0.00%

**4150 Employee Training**

3400 Other Funds Ltd 316 316 0 0.00%

**4175 Office Expenses**

3400 Other Funds Ltd 896 896 0 0.00%

**4200 Telecommunications**

3400 Other Funds Ltd 836 836 0 0.00%

**4225 State Gov. Service Charges**

3400 Other Funds Ltd 13,298 13,298 0 0.00%

**4250 Data Processing**

3400 Other Funds Ltd 4,201 4,201 0 0.00%

**4275 Publicity and Publications**

3400 Other Funds Ltd 46 46 0 0.00%

**4300 Professional Services**

3400 Other Funds Ltd 562 562 0 0.00%

**4315 IT Professional Services**

Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

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

Package: Standard Inflation

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

| Description                                  | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-01) | Column 2 Minus Column 1 | % Change from Column 1 to Column 2 |
|--|--------------------------|----------------------------|-------------------------|------------------------------------|
|  | Column 1                 | Column 2                   |                         |                                    |
| 3400 Other Funds Ltd                         | 18,445                   | 18,445                     | 0                       | 0.00%                              |
| <b>4325 Attorney General</b>                 |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                         | 36,287                   | 36,287                     | 0                       | 0.00%                              |
| <b>4375 Employee Recruitment and Develop</b> |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                         | 111                      | 111                        | 0                       | 0.00%                              |
| <b>4400 Dues and Subscriptions</b>           |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                         | 20                       | 20                         | 0                       | 0.00%                              |
| <b>4425 Facilities Rental and Taxes</b>      |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                         | 4,218                    | 4,218                      | 0                       | 0.00%                              |
| <b>4650 Other Services and Supplies</b>      |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                         | 7,057                    | 7,057                      | 0                       | 0.00%                              |
| <b>4700 Expendable Prop 250 - 5000</b>       |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                         | 340                      | 340                        | 0                       | 0.00%                              |
| <b>SERVICES &amp; SUPPLIES</b>               |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                         | 87,477                   | 87,477                     | 0                       | 0.00%                              |
| <b>TOTAL SERVICES &amp; SUPPLIES</b>         | <b>\$87,477</b>          | <b>\$87,477</b>            | <b>\$0</b>              | <b>0.00%</b>                       |
| <b>EXPENDITURES</b>                          |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                         | 87,477                   | 87,477                     | 0                       | 0.00%                              |
| <b>TOTAL EXPENDITURES</b>                    | <b>\$87,477</b>          | <b>\$87,477</b>            | <b>\$0</b>              | <b>0.00%</b>                       |



Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

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

Package: Standard Inflation

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

| Description                 | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-01) | Column 2 Minus Column 1 | % Change from Column 1 to Column 2 |
|-----------------------------|--------------------------|----------------------------|-------------------------|------------------------------------|
|                             | Column 1                 | Column 2                   |                         |                                    |
| <b>ENDING BALANCE</b>       |                          |                            |                         |                                    |
| 3400 Other Funds Ltd        | (87,477)                 | (87,477)                   | 0                       | 0.00%                              |
| <b>TOTAL ENDING BALANCE</b> | <b>(\$87,477)</b>        | <b>(\$87,477)</b>          | <b>\$0</b>              | <b>0.00%</b>                       |

Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

Cross Reference Number: 19900-010-00-00-00000  
 Package: Above Standard Inflation  
 Pkg Group: ESS Pkg Type: 030 Pkg Number: 032

| Description                             | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-01) | Column 2 Minus Column 1 | % Change from Column 1 to Column 2 |
|---|--------------------------|----------------------------|-------------------------|------------------------------------|
|   | Column 1                 | Column 2                   |                         |                                    |
| <b>EXPENDITURES</b>                     |                          |                            |                         |                                    |
| <b>SERVICES &amp; SUPPLIES</b>          |                          |                            |                         |                                    |
| <b>4250 Data Processing</b>             |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | 78,730                   | 78,730                     | 0                       | 0.00%                              |
| <b>4650 Other Services and Supplies</b> |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | 83,726                   | 83,726                     | 0                       | 0.00%                              |
| <b>SERVICES &amp; SUPPLIES</b>          |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | 162,456                  | 162,456                    | 0                       | 0.00%                              |
| <b>TOTAL SERVICES &amp; SUPPLIES</b>    | <b>\$162,456</b>         | <b>\$162,456</b>           | <b>\$0</b>              | <b>0.00%</b>                       |
| <b>EXPENDITURES</b>                     |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | 162,456                  | 162,456                    | 0                       | 0.00%                              |
| <b>TOTAL EXPENDITURES</b>               | <b>\$162,456</b>         | <b>\$162,456</b>           | <b>\$0</b>              | <b>0.00%</b>                       |
| <b>ENDING BALANCE</b>                   |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | (162,456)                | (162,456)                  | 0                       | 0.00%                              |
| <b>TOTAL ENDING BALANCE</b>             | <b>(\$162,456)</b>       | <b>(\$162,456)</b>         | <b>\$0</b>              | <b>0.00%</b>                       |

Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

Cross Reference Number: 19900-010-00-00-00000  
 Package: Elimination of S&S Inflation  
 Pkg Group: POL Pkg Type: 090 Pkg Number: 091

| Description | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-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 (844) - 844 100.00%

**4150 Employee Training**

3400 Other Funds Ltd (316) - 316 100.00%

**4175 Office Expenses**

3400 Other Funds Ltd (896) - 896 100.00%

**4200 Telecommunications**

3400 Other Funds Ltd (836) - 836 100.00%

**4250 Data Processing**

3400 Other Funds Ltd (4,201) - 4,201 100.00%

**4275 Publicity and Publications**

3400 Other Funds Ltd (46) - 46 100.00%

**4300 Professional Services**

3400 Other Funds Ltd (562) - 562 100.00%

**4375 Employee Recruitment and Develop**

3400 Other Funds Ltd (111) - 111 100.00%

**4400 Dues and Subscriptions**

Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

Cross Reference Number: 19900-010-00-00-00000  
 Package: Elimination of S&S Inflation  
 Pkg Group: POL Pkg Type: 090 Pkg Number: 091

| Description                             | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-01) | Column 2 Minus Column 1 | % Change from Column 1 to Column 2 |
|---|--------------------------|----------------------------|-------------------------|------------------------------------|
|   | Column 1                 | Column 2                   |                         |                                    |
| 3400 Other Funds Ltd                    | (20)                     | -                          | 20                      | 100.00%                            |
| <b>4650 Other Services and Supplies</b> |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | (7,057)                  | -                          | 7,057                   | 100.00%                            |
| <b>4700 Expendable Prop 250 - 5000</b>  |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | (340)                    | -                          | 340                     | 100.00%                            |
| <b>SERVICES &amp; SUPPLIES</b>          |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | (15,229)                 | -                          | 15,229                  | 100.00%                            |
| <b>TOTAL SERVICES &amp; SUPPLIES</b>    | <b>(\$15,229)</b>        | <b>-</b>                   | <b>\$15,229</b>         | <b>100.00%</b>                     |
| <b>EXPENDITURES</b>                     |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | (15,229)                 | -                          | 15,229                  | 100.00%                            |
| <b>TOTAL EXPENDITURES</b>               | <b>(\$15,229)</b>        | <b>-</b>                   | <b>\$15,229</b>         | <b>100.00%</b>                     |
| <b>ENDING BALANCE</b>                   |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | 15,229                   | -                          | (15,229)                | (100.00%)                          |
| <b>TOTAL ENDING BALANCE</b>             | <b>\$15,229</b>          | <b>-</b>                   | <b>(\$15,229)</b>       | <b>(100.00%)</b>                   |

Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

Cross Reference Number: 19900-010-00-00-00000  
 Package: Personal Services Adjustments  
 Pkg Group: POL Pkg Type: 090 Pkg Number: 092

| Description                    | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-01) | Column 2 Minus Column 1 | % Change from Column 1 to Column 2 |
|--------------------------------|--------------------------|----------------------------|-------------------------|------------------------------------|
|                                | Column 1                 | Column 2                   |                         |                                    |
| <b>EXPENDITURES</b>            |                          |                            |                         |                                    |
| <b>PERSONAL SERVICES</b>       |                          |                            |                         |                                    |
| <b>P.S. BUDGET ADJUSTMENTS</b> |                          |                            |                         |                                    |
| <b>3455 Vacancy Savings</b>    |                          |                            |                         |                                    |
| 3400 Other Funds Ltd           | (55,979)                 | -                          | 55,979                  | 100.00%                            |
| <b>PERSONAL SERVICES</b>       |                          |                            |                         |                                    |
| 3400 Other Funds Ltd           | (55,979)                 | -                          | 55,979                  | 100.00%                            |
| <b>TOTAL PERSONAL SERVICES</b> | <b>(\$55,979)</b>        | <b>-</b>                   | <b>\$55,979</b>         | <b>100.00%</b>                     |
| <b>EXPENDITURES</b>            |                          |                            |                         |                                    |
| 3400 Other Funds Ltd           | (55,979)                 | -                          | 55,979                  | 100.00%                            |
| <b>TOTAL EXPENDITURES</b>      | <b>(\$55,979)</b>        | <b>-</b>                   | <b>\$55,979</b>         | <b>100.00%</b>                     |
| <b>ENDING BALANCE</b>          |                          |                            |                         |                                    |
| 3400 Other Funds Ltd           | 55,979                   | -                          | (55,979)                | (100.00%)                          |
| <b>TOTAL ENDING BALANCE</b>    | <b>\$55,979</b>          | <b>-</b>                   | <b>(\$55,979)</b>       | <b>(100.00%)</b>                   |

Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

Cross Reference Number: 19900-010-00-00-00000  
 Package: Statewide Adjustment DAS Chgs  
 Pkg Group: POL Pkg Type: 090 Pkg Number: 096

| Description                             | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-01) | Column 2 Minus Column 1 | % Change from Column 1 to Column 2 |
|---|--------------------------|----------------------------|-------------------------|------------------------------------|
|   | Column 1                 | Column 2                   |                         |                                    |
| <b>EXPENDITURES</b>                     |                          |                            |                         |                                    |
| <b>SERVICES &amp; SUPPLIES</b>          |                          |                            |                         |                                    |
| <b>4225 State Gov. Service Charges</b>  |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | (5,648)                  | -                          | 5,648                   | 100.00%                            |
| <b>4650 Other Services and Supplies</b> |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | (41,878)                 | -                          | 41,878                  | 100.00%                            |
| <b>SERVICES &amp; SUPPLIES</b>          |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | (47,526)                 | -                          | 47,526                  | 100.00%                            |
| <b>TOTAL SERVICES &amp; SUPPLIES</b>    | <b>(\$47,526)</b>        | <b>-</b>                   | <b>\$47,526</b>         | <b>100.00%</b>                     |
| <b>EXPENDITURES</b>                     |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | (47,526)                 | -                          | 47,526                  | 100.00%                            |
| <b>TOTAL EXPENDITURES</b>               | <b>(\$47,526)</b>        | <b>-</b>                   | <b>\$47,526</b>         | <b>100.00%</b>                     |
| <b>ENDING BALANCE</b>                   |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | 47,526                   | -                          | (47,526)                | (100.00%)                          |
| <b>TOTAL ENDING BALANCE</b>             | <b>\$47,526</b>          | <b>-</b>                   | <b>(\$47,526)</b>       | <b>(100.00%)</b>                   |

Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

Cross Reference Number: 19900-010-00-00-00000  
 Package: Statewide AG Adjustment  
 Pkg Group: POL Pkg Type: 090 Pkg Number: 097

| Description                          | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-01) | Column 2 Minus Column 1 | % Change from Column 1 to Column 2 |
|--------------------------------------|--------------------------|----------------------------|-------------------------|------------------------------------|
|                                      | Column 1                 | Column 2                   |                         |                                    |
| <b>EXPENDITURES</b>                  |                          |                            |                         |                                    |
| <b>SERVICES &amp; SUPPLIES</b>       |                          |                            |                         |                                    |
| <b>4325 Attorney General</b>         |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                 | (13,182)                 | -                          | 13,182                  | 100.00%                            |
| <b>SERVICES &amp; SUPPLIES</b>       |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                 | (13,182)                 | -                          | 13,182                  | 100.00%                            |
| <b>TOTAL SERVICES &amp; SUPPLIES</b> | <b>(\$13,182)</b>        | <b>-</b>                   | <b>\$13,182</b>         | <b>100.00%</b>                     |
| <b>EXPENDITURES</b>                  |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                 | (13,182)                 | -                          | 13,182                  | 100.00%                            |
| <b>TOTAL EXPENDITURES</b>            | <b>(\$13,182)</b>        | <b>-</b>                   | <b>\$13,182</b>         | <b>100.00%</b>                     |
| <b>ENDING BALANCE</b>                |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                 | 13,182                   | -                          | (13,182)                | (100.00%)                          |
| <b>TOTAL ENDING BALANCE</b>          | <b>\$13,182</b>          | <b>-</b>                   | <b>(\$13,182)</b>       | <b>(100.00%)</b>                   |

Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

Cross Reference Number: 19900-010-00-00-00000  
 Package: Microsoft 365 Consolidation  
 Pkg Group: POL Pkg Type: 090 Pkg Number: 099

| Description                          | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-01) | Column 2 Minus Column 1 | % Change from Column 1 to Column 2 |
|--------------------------------------|--------------------------|----------------------------|-------------------------|------------------------------------|
|                                      | Column 1                 | Column 2                   |                         |                                    |
| <b>EXPENDITURES</b>                  |                          |                            |                         |                                    |
| <b>SERVICES &amp; SUPPLIES</b>       |                          |                            |                         |                                    |
| <b>4250 Data Processing</b>          |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                 | (6,349)                  | (6,349)                    | 0                       | 0.00%                              |
| <b>SERVICES &amp; SUPPLIES</b>       |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                 | (6,349)                  | (6,349)                    | 0                       | 0.00%                              |
| <b>TOTAL SERVICES &amp; SUPPLIES</b> | <b>(\$6,349)</b>         | <b>(\$6,349)</b>           | <b>\$0</b>              | <b>0.00%</b>                       |
| <b>EXPENDITURES</b>                  |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                 | (6,349)                  | (6,349)                    | 0                       | 0.00%                              |
| <b>TOTAL EXPENDITURES</b>            | <b>(\$6,349)</b>         | <b>(\$6,349)</b>           | <b>\$0</b>              | <b>0.00%</b>                       |
| <b>ENDING BALANCE</b>                |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                 | 6,349                    | 6,349                      | 0                       | 0.00%                              |
| <b>TOTAL ENDING BALANCE</b>          | <b>\$6,349</b>           | <b>\$6,349</b>             | <b>\$0</b>              | <b>0.00%</b>                       |



Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

Cross Reference Number: 19900-010-00-00-00000  
 Package: Statewide Adjustments  
 Pkg Group: POL Pkg Type: LFO Pkg Number: 810

| Description                             | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-01) | Column 2 Minus Column 1 | % Change from Column 1 to Column 2 |
|---|--------------------------|----------------------------|-------------------------|------------------------------------|
|   | Column 1                 | Column 2                   |                         |                                    |
| <b>EXPENDITURES</b>                     |                          |                            |                         |                                    |
| <b>SERVICES &amp; SUPPLIES</b>          |                          |                            |                         |                                    |
| <b>4100 Instate Travel</b>              |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | -                        | (174)                      | (174)                   | 100.00%                            |
| <b>4175 Office Expenses</b>             |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | -                        | (162)                      | (162)                   | 100.00%                            |
| <b>4225 State Gov. Service Charges</b>  |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | -                        | (2,392)                    | (2,392)                 | 100.00%                            |
| <b>4250 Data Processing</b>             |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | -                        | (63,606)                   | (63,606)                | 100.00%                            |
| <b>4275 Publicity and Publications</b>  |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | -                        | (1,108)                    | (1,108)                 | 100.00%                            |
| <b>4325 Attorney General</b>            |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | -                        | (12,424)                   | (12,424)                | 100.00%                            |
| <b>4650 Other Services and Supplies</b> |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | -                        | (12,138)                   | (12,138)                | 100.00%                            |
| <b>SERVICES &amp; SUPPLIES</b>          |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                    | -                        | (92,004)                   | (92,004)                | 100.00%                            |
| <b>TOTAL SERVICES &amp; SUPPLIES</b>    | -                        | <b>(\$92,004)</b>          | <b>(\$92,004)</b>       | <b>100.00%</b>                     |

Package Comparison Report - Detail  
 2021-23 Biennium  
 General Program

Cross Reference Number: 19900-010-00-00-00000  
 Package: Statewide Adjustments  
 Pkg Group: POL Pkg Type: LFO Pkg Number: 810

| Description                 | Governor's Budget (Y-01) | Leg. Adopted Budget (Z-01) | Column 2 Minus Column 1 | % Change from Column 1 to Column 2 |
|-----------------------------|--------------------------|----------------------------|-------------------------|------------------------------------|
|                             | Column 1                 | Column 2                   |                         |                                    |
| <b>EXPENDITURES</b>         |                          |                            |                         |                                    |
| 3400 Other Funds Ltd        | -                        | (92,004)                   | (92,004)                | 100.00%                            |
| <b>TOTAL EXPENDITURES</b>   | -                        | <b>(\$92,004)</b>          | <b>(\$92,004)</b>       | <b>100.00%</b>                     |
| <b>ENDING BALANCE</b>       |                          |                            |                         |                                    |
| 3400 Other Funds Ltd        | -                        | 92,004                     | 92,004                  | 100.00%                            |
| <b>TOTAL ENDING BALANCE</b> | -                        | <b>\$92,004</b>            | <b>\$92,004</b>         | <b>100.00%</b>                     |

**PIC100 - Position Budget Report**

**Oregon Government Ethics Commission**

2021-23 Biennium  
Budget Preparation

Cross Reference Number: 19900-000-00-00-00000  
Legislatively Adopted 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               |
| <b>Total Salary</b>            |                |                     |         |          |         |     |     |      |      |         | -          | -  | 1,319,016        | -  | 1,319,016        |
| <b>Total OPE</b>               |                |                     |         |          |         |     |     |      |      |         | -          | -  | 668,791          | -  | 668,791          |
| <b>Total Personal Services</b> |                |                     |         |          |         |     |     |      |      |         | -          | -  | <b>1,987,807</b> | -  | <b>1,987,807</b> |

**PIC100 - Position Budget Report**

**General Program**

**2021-23 Biennium  
Budget Preparation**

**Cross Reference Number: 19900-010-01-00-00000  
Legislatively Adopted Budget**

| Position Number | Classification | Classification Name           | Sal Rng | Pos Type | Pos Cnt | FTE  | Mos | Step | Rate  | SAL/OPE | Salary/OPE |    |         |    |         |
|-----------------|----------------|-------------------------------|---------|----------|---------|------|-----|------|-------|---------|------------|----|---------|----|---------|
|                 |                |                               |         |          |         |      |     |      |       |         | GF         | LF | OF      | FF | AF      |
| 0021001         | UA C0871 AP    | OPERATIONS & POLICY ANALYST 2 | 27      | PF       | 1       | 1.00 | 24  | 10   | 7260  | SAL     | -          | -  | 174,240 | -  | 174,240 |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 81,512  | -  | 81,512  |
| 0035001         | MEAH Z7008 HF  | PRINCIPAL EXECUTIVE/MANAGER E | 33X     | PF       | 1       | 1.00 | 24  | 10   | 10813 | SAL     | -          | -  | 259,512 | -  | 259,512 |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 102,643 | -  | 102,643 |
| 0035002         | UA C5233 AP    | INVESTIGATOR 3                | 26      | PF       | 1       | 1.00 | 24  | 5    | 5459  | SAL     | -          | -  | 131,016 | -  | 131,016 |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 70,802  | -  | 70,802  |
| 0035007         | UA C0104 AP    | OFFICE SPECIALIST 2           | 15      | PF       | 1       | 1.00 | 24  | 10   | 4119  | SAL     | -          | -  | 98,856  | -  | 98,856  |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 62,832  | -  | 62,832  |
| 0035008         | UA C0860 AP    | PROGRAM ANALYST 1             | 23      | PF       | 1       | 1.00 | 24  | 2    | 4119  | SAL     | -          | -  | 98,856  | -  | 98,856  |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 62,832  | -  | 62,832  |
| 0035009         | UA C5247 AP    | COMPLIANCE SPECIALIST 2       | 25      | PF       | 1       | 1.00 | 24  | 6    | 5459  | SAL     | -          | -  | 131,016 | -  | 131,016 |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 70,802  | -  | 70,802  |
| 0035013         | UA C0107 AP    | ADMINISTRATIVE SPECIALIST 1   | 17      | PF       | 1       | 1.00 | 24  | 10   | 4514  | SAL     | -          | -  | 108,336 | -  | 108,336 |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 65,182  | -  | 65,182  |
| 0035017         | UA C0860 AP    | PROGRAM ANALYST 1             | 23      | PF       | 1       | 1.00 | 24  | 7    | 5206  | SAL     | -          | -  | 124,944 | -  | 124,944 |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 69,297  | -  | 69,297  |
| 0035018         | UA C5248 AP    | COMPLIANCE SPECIALIST 3       | 29      | PF       | 1       | 1.00 | 24  | 8    | 7260  | SAL     | -          | -  | 174,240 | -  | 174,240 |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 81,512  | -  | 81,512  |
| 0035019         | B Y7500 AE     | BOARD AND COMMISSION MEMBER   | 0       | PP       | 0       | 0.00 | 0   | 0    | 0     | SAL     | -          | -  | 2,000   | -  | 2,000   |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 153     | -  | 153     |
| 1000001         | B Y7500 AE     | BOARD AND COMMISSION MEMBER   | 0       | PP       | 0       | 0.00 | 0   | 0    | 0     | SAL     | -          | -  | 2,000   | -  | 2,000   |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 153     | -  | 153     |
| 1000002         | B Y7500 AE     | BOARD AND COMMISSION MEMBER   | 0       | PP       | 0       | 0.00 | 0   | 0    | 0     | SAL     | -          | -  | 2,000   | -  | 2,000   |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 153     | -  | 153     |
| 1000003         | B Y7500 AE     | BOARD AND COMMISSION MEMBER   | 0       | PP       | 0       | 0.00 | 0   | 0    | 0     | SAL     | -          | -  | 2,000   | -  | 2,000   |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 153     | -  | 153     |
| 1000004         | B Y7500 AE     | BOARD AND COMMISSION MEMBER   | 0       | PP       | 0       | 0.00 | 0   | 0    | 0     | SAL     | -          | -  | 2,000   | -  | 2,000   |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 153     | -  | 153     |
| 1000005         | B Y7500 AE     | BOARD AND COMMISSION MEMBER   | 0       | PP       | 0       | 0.00 | 0   | 0    | 0     | SAL     | -          | -  | 2,000   | -  | 2,000   |
|                 |                |                               |         |          |         |      |     |      |       | OPE     | -          | -  | 153     | -  | 153     |
| 1000006         | B Y7500 AE     | BOARD AND COMMISSION MEMBER   | 0       | PP       | 0       | 0.00 | 0   | 0    | 0     | SAL     | -          | -  | 2,000   | -  | 2,000   |

**PIC100 - Position Budget Report**

**General Program**

**2021-23 Biennium  
Budget Preparation**

**Cross Reference Number: 19900-010-01-00-00000  
Legislatively Adopted 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               |
|                                |                |                             |         |          |         |      |     |      |      | OPE     | -          | -  | 153              | -  | 153              |
| 1000007                        | B Y7500 AE     | BOARD AND COMMISSION MEMBER | 0       | PP       | 0       | 0.00 | 0   | 0    | 0    | SAL     | -          | -  | 2,000            | -  | 2,000            |
|                                |                |                             |         |          |         |      |     |      |      | OPE     | -          | -  | 153              | -  | 153              |
| 1000008                        | B Y7500 AE     | BOARD AND COMMISSION MEMBER | 0       | PP       | 0       | 0.00 | 0   | 0    | 0    | SAL     | -          | -  | 2,000            | -  | 2,000            |
|                                |                |                             |         |          |         |      |     |      |      | OPE     | -          | -  | 153              | -  | 153              |
| <b>Total Salary</b>            |                |                             |         |          |         |      |     |      |      |         | -          | -  | 1,319,016        | -  | 1,319,016        |
| <b>Total OPE</b>               |                |                             |         |          |         |      |     |      |      |         | -          | -  | 668,791          | -  | 668,791          |
| <b>Total Personal Services</b> |                |                             |         |          |         |      |     |      |      |         | -          | -  | <b>1,987,807</b> | -  | <b>1,987,807</b> |