

# **OREGON GOVERNMENT**

## **ETHICS COMMISSION**



**2025 - 2027 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

**AGENCY NAME**

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

**AGENCY ADDRESS**

**SIGNATURE**

Chair

**TITLE**

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

\_\_\_\_\_ Agency Request

\_\_\_\_\_ Governor's Budget

☒ Legislatively Adopted

**OREGON GOVERNMENT ETHICS COMMISSION  
2025-2027 LEGISLATIVELY ADOPTED BUDGET**

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## LEGISLATIVE SUMMARY

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### Oregon Government Ethics Commission

#### 2022 Regular Session

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

#### 2023 Regular Session

[HB 5021](#) – [Legislative Budget Report](#) for OGEC’s primary budget authorization bill; it provides the agency authorized 2023-25 budget.

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

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

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

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

#### 2024 Regular Session

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

#### 2025 Regular Session

[SB 5522](#) – [Legislative Budget Report](#) for OGEC’s primary budget authorization bill; it provides the agency authorized 2025-27 budget.

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



**SB 5522 A BUDGET REPORT and MEASURE SUMMARY**

**Carrier:** Rep. Tran

**Joint Committee On Ways and Means**

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**Action Date:** 05/09/25

**Action:** Do Pass the A-Eng bill.

**House Vote**

**Yeas:** 9 - Bowman, Breese-Iverson, Drazan, Evans, Gomberg, Levy E, Ruiz, Sanchez, Smith G

**Nays:** 1 - Owens

**Exc:** 2 - Cate, Valderrama

**Senate Vote**

**Yeas:** 10 - Anderson, Broadman, Campos, Frederick, Girod, Lieber, Manning Jr, McLane, Smith DB, Sollman

**Nays:** 1 - Bonham

**Prepared By:** Jason Trombley, Department of Administrative Services

**Reviewed By:** Emily Coates, Legislative Fiscal Office

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**Government Ethics Commission**

**2025-27**

### **Budget Summary\***

|                     | 2023-25 Legislatively<br>Approved Budget <sup>(1)</sup> | 2025-27 Current Service<br>Level | 2025-27 Committee<br>Recommendation | Committee Change from 2023-25<br>Leg. Approved |          |
|---------------------|---------------------------------------------------------|----------------------------------|-------------------------------------|------------------------------------------------|----------|
|                     |                                                         |                                  |                                     | \$ Change                                      | % Change |
| Other Funds Limited | \$ 5,698,983                                            | \$ 5,818,459                     | \$ 7,093,909                        | \$ 1,394,926                                   | 24.5%    |
| Total               | \$ 5,698,983                                            | \$ 5,818,459                     | \$ 7,093,909                        | \$ 1,394,926                                   | 24.5%    |

### **Position Summary**

|                                      |       |       |       |      |
|--------------------------------------|-------|-------|-------|------|
| Authorized Positions                 | 15    | 15    | 15    | 0    |
| Full-time Equivalent (FTE) positions | 13.63 | 15.00 | 15.00 | 1.37 |

<sup>(1)</sup> Includes adjustments through January 2025

\* Excludes Capital Construction expenditures

### **Summary of Revenue Changes**

Funding for the Oregon Government Ethics Commission (OGE) comes from an assessment. 50% of the agency's revenue comes from state agencies, and 50% comes from local and regional governments. State agencies and public universities 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 OGE 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 OGE. The Commission and its staff educate public officials and lobbyists on government ethics, lobby regulation, and executive session provisions of public meeting laws through on-line and in-person training. Over 200,000 public officials and lobbyists are subject to the Commission's jurisdiction.

The Subcommittee recommended a budget of \$7,093,909 Other Funds. The recommended budget is a 24.5% increase from the 2023-25 legislatively approved budget and includes 15 positions (15.00 FTE). The Subcommittee recommended the following packages:

- Package 100: DOJ Fee Increases. This package increases Other Funds expenditure limitation by \$600,000 to address the increase in legal costs resulting from a higher volume of requests for advice, investigations, and opinions.
- Package 101: Position Reclassification. This package increases Other Funds expenditure limitation by \$40,710 to cover the difference in Personal Services costs resulting from the reclassification of an Operations and Policy Analyst 2 to a Policy, Planning, and Development Manager 2, as approved by the Department of Administrative Services Chief Human Resources Office. This reclassification allows the existing position to be more aligned with current duties.
- Package 102: Training Upgrades. This package increases Other Funds expenditure limitation by \$75,000 to cover costs of providing additional in-person and remote training events due to increased demand for services. Of this amount, \$42,000 is for system updates, subscriptions for software services, and online courses, and \$33,000 is for travel costs.
- Package 103: Upgrades to CMS/EFS. This package provides a one-time increase in Other Funds expenditure limitation by \$300,000 for Case Management System (CMS) and Electronic Filing System (EFS) upgrades. These upgrades will improve effectiveness of the systems, agency productivity, and ease the use of CMS/EFS for staff and the public.
- Package 801: LFO Analyst Adjustments. This package provides a one-time increase of Other Funds expenditure limitation by \$259,740 for the Case Management System and Electronic Filing System upgrades that needs to be carried forward from the 2023-25 biennium. The project was delayed due to the prioritization of system updates related to the implementation of House Bill 2038 (2023).

### **Summary of Performance Measure Action**

See attached Legislatively Adopted 2025-27 Key Performance Measures form.

## DETAIL OF JOINT COMMITTEE ON WAYS AND MEANS ACTION

Oregon Government Ethics Commission  
Jason Trombley – 971-719-3903

| DESCRIPTION                                                   | GENERAL<br>FUND | LOTTERY<br>FUNDS | OTHER FUNDS  |            | FEDERAL FUNDS |            | TOTAL<br>ALL<br>FUNDS | POS  | FTE   |
|---------------------------------------------------------------|-----------------|------------------|--------------|------------|---------------|------------|-----------------------|------|-------|
|                                                               |                 |                  | LIMITED      | NONLIMITED | LIMITED       | NONLIMITED |                       |      |       |
| 2023-25 Legislatively Approved Budget at Jan 2025 *           | \$ -            | \$ -             | \$ 5,698,983 | \$ -       | \$ -          | \$ -       | \$ 5,698,983          | 15   | 13.63 |
| 2025-27 Current Service Level (CSL)*                          | \$ -            | \$ -             | \$ 5,818,459 | \$ -       | \$ -          | \$ -       | \$ 5,818,459          | 15   | 15.00 |
| <b><u>SUBCOMMITTEE ADJUSTMENTS (from CSL)</u></b>             |                 |                  |              |            |               |            |                       |      |       |
| <b>SCR 010 - General Program</b>                              |                 |                  |              |            |               |            |                       |      |       |
| Package 100: DOJ Fee Increases<br>Services and Supplies       | \$ -            | \$ -             | \$ 600,000   | \$ -       | \$ -          | \$ -       | \$ 600,000            |      |       |
| Package 101: Position Reclass<br>Personal Services            | \$ -            | \$ -             | \$ 40,710    | \$ -       | \$ -          | \$ -       | \$ 40,710             | 0    | 0.00  |
| Package 102: Training Upgrades<br>Services and Supplies       | \$ -            | \$ -             | \$ 75,000    | \$ -       | \$ -          | \$ -       | \$ 75,000             |      |       |
| Package 103: Upgrades to CMS/EFS<br>Services and Supplies     | \$ -            | \$ -             | \$ 300,000   | \$ -       | \$ -          | \$ -       | \$ 300,000            |      |       |
| Package 801: LFO Analyst Adjustments<br>Services and Supplies | \$ -            | \$ -             | \$ 259,740   | \$ -       | \$ -          | \$ -       | \$ 259,740            |      |       |
| TOTAL ADJUSTMENTS                                             | \$ -            | \$ -             | \$ 1,275,450 | \$ -       | \$ -          | \$ -       | \$ 1,275,450          | 0    | 0.00  |
| SUBCOMMITTEE RECOMMENDATION *                                 | \$ -            | \$ -             | \$ 7,093,909 | \$ -       | \$ -          | \$ -       | \$ 7,093,909          | 15   | 15.00 |
|                                                               |                 |                  |              |            |               |            |                       |      |       |
| % Change from 2023-25 Leg Approved Budget                     | 0.0%            | 0.0%             | 24.5%        | 0.0%       | 0.0%          | 0.0%       | 24.5%                 | 0.0% | 10.1% |
| % Change from 2025-27 Current Service Level                   | 0.0%            | 0.0%             | 21.9%        | 0.0%       | 0.0%          | 0.0%       | 21.9%                 | 0.0% | 0.0%  |

\*Excludes Capital Construction Expenditures

# Legislatively Approved 2025 - 2027 Key Performance Measures

Published: 5/6/2025 8:08:15 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 2026 | Target 2027 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|----------------|----------------------|-------------|-------------|
| 1. Percentage of statutory time limit used for preliminary reviews, investigations, staff opinions and Commission advisory opinions.                                                                                 |                                | Approved       | 92.50%               | 90%         | 90%         |
| 2. Quality of investigations completed through peer review.                                                                                                                                                          |                                | Approved       | 4.95                 | 5           | 5           |
| 3. Training Program's Effectiveness - Percentage of wrong answers by training participants on questions after training compared to the percentage of wrong answers prior to training.                                |                                | Approved       | 40%                  | 75%         | 75%         |
| 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. | a) Overall                     | Approved       | 85                   | 95          | 95          |
|                                                                                                                                                                                                                      | b) Accuracy                    |                | 84                   | 90          | 90          |
|                                                                                                                                                                                                                      | c) Timeliness                  |                | 84                   | 90          | 90          |
|                                                                                                                                                                                                                      | d) Helpfulness                 |                | 84                   | 95          | 95          |
|                                                                                                                                                                                                                      | e) Expertise                   |                | 89                   | 95          | 95          |
|                                                                                                                                                                                                                      | f) Availability of Information |                | 85                   | 90          | 90          |
| 6. Governance Best Practices - Percent of total best practices met by the commission.                                                                                                                                |                                | Approved       | 100                  | 100         | 100         |

**LFO Recommendation:**

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

**SubCommittee Action:**

The General Government Subcommittee approved the Key Performance Measures and targets, as presented.

# SENATE BILL 5006

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## Oregon Government Ethics Commission Detail

### Budget Summary

#### 2025-27 Committee Recommendation

#### Oregon Advocacy Commissions Office

General Fund 294,610

#### Oregon Government Ethics Commission

Other Funds 35,644

#### Oregon Liquor and Cannabis Commission

Other Funds 8,745,246

Other Funds Debt Service 6,833,583

#### Public Records Advocate

Other Funds 7,200

#### Racing Commission

Other Funds 31,040

#### Public Employees Retirement System

Other Funds 801,177

#### Secretary of State

General Fund 66,433

Other Funds (282,357)

Federal Funds 10,413

#### State Library

General Fund (6,460)

Other Funds (56,027)

#### State Treasurer

Other Funds 805,993

#### CONSUMER AND BUSINESS SERVICES PROGRAM AREA

#### Bureau of Labor and Industries

General Fund 2,118,513

Other Funds (213,138)

Federal Funds (52,372)

## **BUDGET NARRATIVE**

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### **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 (OGEC). The ballot measure also established a set of laws (Oregon Revised Statutes (ORS) Chapter 244) requiring financial disclosure by certain officials and creating a process to deal with conflicts of interest. The drafters of the original laws recognized that conflicts of interest are inevitable in any government that relies on citizen lawmakers.

OGEC oversees Oregon Government Ethics Law (ORS 244), Public Meetings Law (ORS 192.610-192.705), and Lobby Law (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 OGEC's jurisdiction.

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

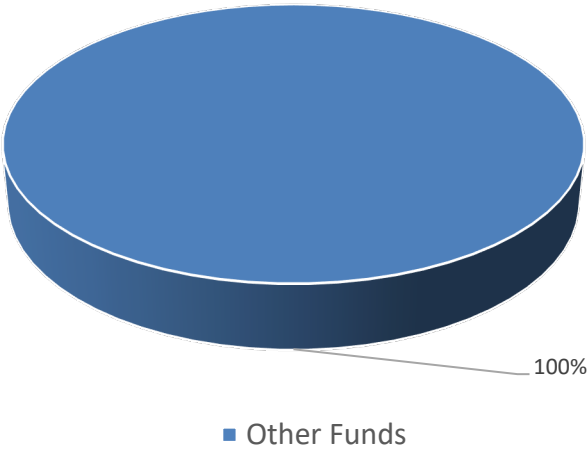
OGEC is administered by an executive director selected by the commissioners. OGEC has three divisions: Administration, Training, and Investigation, each numbering five full time employees (FTE). In 2023, OGEC grew from nine FTE to 15 FTE with the passage of the budget and House Bill 2805, which expanded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

**BUDGET NARRATIVE**

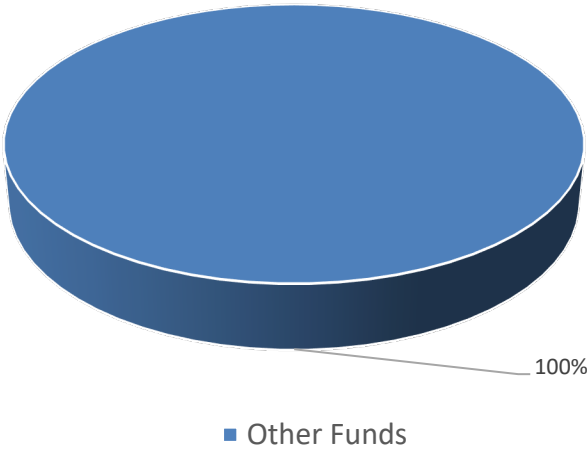
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**Oregon Government Ethics Commission**

2025-2027 Governor's Budget  
\$7,005,742



2025-2027 Legislatively Adopted Budget  
\$7,005,742





## **BUDGET NARRATIVE**

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### **Mission Statement and Statutory Authority**

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

The regulatory jurisdiction of OGEC includes ORS Chapter 244, Oregon Government Ethics Law; ORS 171.725 to 171.785 and 171.992, Lobby Regulation Law; and ORS 192.610 to 192.705, Oregon Public Meetings Law. Additional information regarding the implementation of these statutes is contained in OGEC's administrative rules, located in Oregon Administrative Rules (OAR) Division 199.

In addition to enforcing the statutes within its jurisdiction, OGEC focuses on education and training of public officials, lobbyists, and the public on Oregon Government Ethics Law, Lobbying Regulations Law, and Public Meetings Law so that violations can be avoided.

## BUDGET NARRATIVE

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### OGEC's 2024 Strategic Plan (revised on June 1, 2025)

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

#### Values:

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

#### OGEC has three primary strategic ideals:

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

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

#### Equity Statement:

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

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

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

#### Who We Are:

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

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

## BUDGET NARRATIVE

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two each by the Democratic and Republican leaders of the Oregon House and Senate. The Governor selects one Commissioner directly. All Commissioners must be confirmed by the Senate. No more than three of the Commissioners may be from the same political party. OGEC staff consist of the executive director, who is appointed by the Commission, and 14 full-time employees (FTE). Prior to the 2023 Legislative session, OGEC's total staff was 9; however, with the passage of 2023 OGEC's budget and House Bill 2805, OGEC grew by 6 FTE.

### Our Goals and Plans:

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

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

### Key Strategic Goals

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

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

Objectives:

1. Deliver at least 300 live or online trainings annually, ensuring all materials meet current accessibility standards as outlined in the DEI Plan.
2. Update 100% of online training and educational materials for accessibility and inclusivity by the end of FY2026.
3. Provide all staff with a minimum of two professional development opportunities per year focused on compliance education and accessibility best practices.

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

Objectives:

## BUDGET NARRATIVE

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

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

#### Objectives:

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

## Key Smart Goal Strategies

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

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

## BUDGET NARRATIVE

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- i. Create a staff development calendar featuring learning sessions, accessibility certification courses, and workshops, utilizing resources such as the Office of Cultural Change and external organizations.
  - ii. Integrate DEI training into the annual development goals of all staff.
- d. Training Evaluation Loop.
  - i. Collect and analyze post-training survey data quarterly to refine curriculum and measure impact.
  - ii. Incorporate direct feedback from marginalized communities to ensure inclusivity.

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

- a. Accessibility Roll-out.
  - i. Create accessible and inclusive documents standards for OGE materials.
  - ii. Train all staff in creating accessible documents and how to utilize available resources by end of FY2027.
  - iii. Convert existing documents to accessible formats by end of FY2027.
- b. Resource Utilization Mapping.
  - i. Research and identify tracking tools, such as Google analytics or other alternatives that are free or low cost that are approved by DAS EIS and Cyber Security Services (CSS), to utilize and maximize.
  - ii. Identify gaps in access by analyzing usage patterns across regions, demographics, and platforms.
  - iii. Build an internal resource equity dashboard to visualize and track trends.
- c. Technology Modernization Plan.
  - i. Implement the use of DocuSign's digital signatures and accessible document conversion by end of 2025.
  - ii. Upgrade the Electronic Filing System and Case Management System by collaborating with IT and accessibility specialists.
  - iii. Implement user testing with community and agency partners prior to full rollout.
- d. Public Engagement & Communication.
  - i. Create and launch an awareness campaign about OGE tools and services using social media and GovDelivery.
- e. Performance Tracking & Improvement.
  - i. Develop and implement an annual IT resource satisfaction survey with 30% response rate targets from key user groups.
  - ii. Use survey data to develop iterative update plans every six months.

### **3. Achieve full implementation of updated Succession, Affirmative Action, and DEI Plans by December 2026, with measurable progress reviewed semi-annually.**

## BUDGET NARRATIVE

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- a. Integrated Workforce Planning.
  - i. Align Succession Plan updates with annual performance reviews and agency strategic needs.
  - ii. Identify critical roles and competencies, then create development pathways.
- b. Plan Ownership and Accountability.
  - i. Assign plan stewards for DEI, Succession, and Affirmative Action to oversee implementation and reporting.
  - ii. Develop a semiannual reporting framework using KPMs tied to each plan's goals.
- c. Agency-Wide Engagement.
  - i. Implement monthly DEI discussions during staff meetings to create a culture of belonging.
  - ii. Use collaborative design processes to ensure plans reflect feedback from all staff levels.
- d. Transparency and Reporting.
  - i. Highlight stories of implementation success and lessons learned in the "Ethics Matters" newsletter.
  - ii. Create a dedicated webpage for OGEC's DEI, Succession, Affirmative Action, and Strategic Plans showing progress toward plan milestones, updated every six months, once implemented.

### IT Strategic Plan

#### Overview:

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

OGEC worked with the 2007 Legislature to develop Senate Bill 10, which created an assessment-based funding source for OGEC'S biennial budget. The funding model assesses all state agencies based on FTE for 50% of OGEC's operating budget, with the remaining 50% assessed on local governments based on a percentage of their municipal audit fee. This assessment model was a collaborative effort among all local governments, with the concept of using the municipal audit fee coming directly from the cities, counties, and special districts. OGEC continues to monitor the usage of its services (state agencies versus local governments) to ensure an equitable division in its funding model. The Department of Administrative Services collects the assessments and transfers the funds to OGEC.

# BUDGET NARRATIVE

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## Monitor & Evaluation

### Monitor:

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

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

#### Training Team:

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

#### Compliance & Investigation Team:

- Review the current administrative process of opening and closing a case for ways to improve.
- Collaborate on improving accessibility of investigative templates.

#### Administration Team:

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

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

## BUDGET NARRATIVE

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### **Evaluation:**

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

### **Criteria for 2025-2027 Budget Development & Two-Year Plan**

During the 2025-27 biennium, OGEC will continue to focus its efforts on outreach and education and training of public officials, lobbyists, and lobbyist clients. OGEC will continue to improve its IT systems and provide training and assistance on these systems and filing requirements. OGEC’s Policy Option Packages (POPs) #100 & #102 support OGEC’s effort to provide superior customer service to Oregon public officials and public agencies with funding going directly into system improvements and additional training support.

#### **1. Serve Oregonians by educating public officials on laws within OGEC’s jurisdiction:**

OGEC’s mission is to educate and train public officials, lobbyists, and lobbyist clients on application of the laws within OGEC’s jurisdiction, and to enforce those laws when necessary. In terms of education and training, part of the two-year plan is to further develop OGEC’s training program. Based on current projections, OGEC anticipates steady growth in several areas. OGEC will continue to increase its outreach, expand the amount and variety of education and training it offers, and update the platforms and technology used for training. This includes further development of interactive web-based trainings and videos. In the post-COVID era, in-person restrictions have been lifted and the demand for diverse trainings offerings has skyrocketed. There is a demand for in-person and hybrid trainings with more interactive elements to ensure participation and learner information retention. This growth of OGEC’s training program is directly tied to the POP #102.

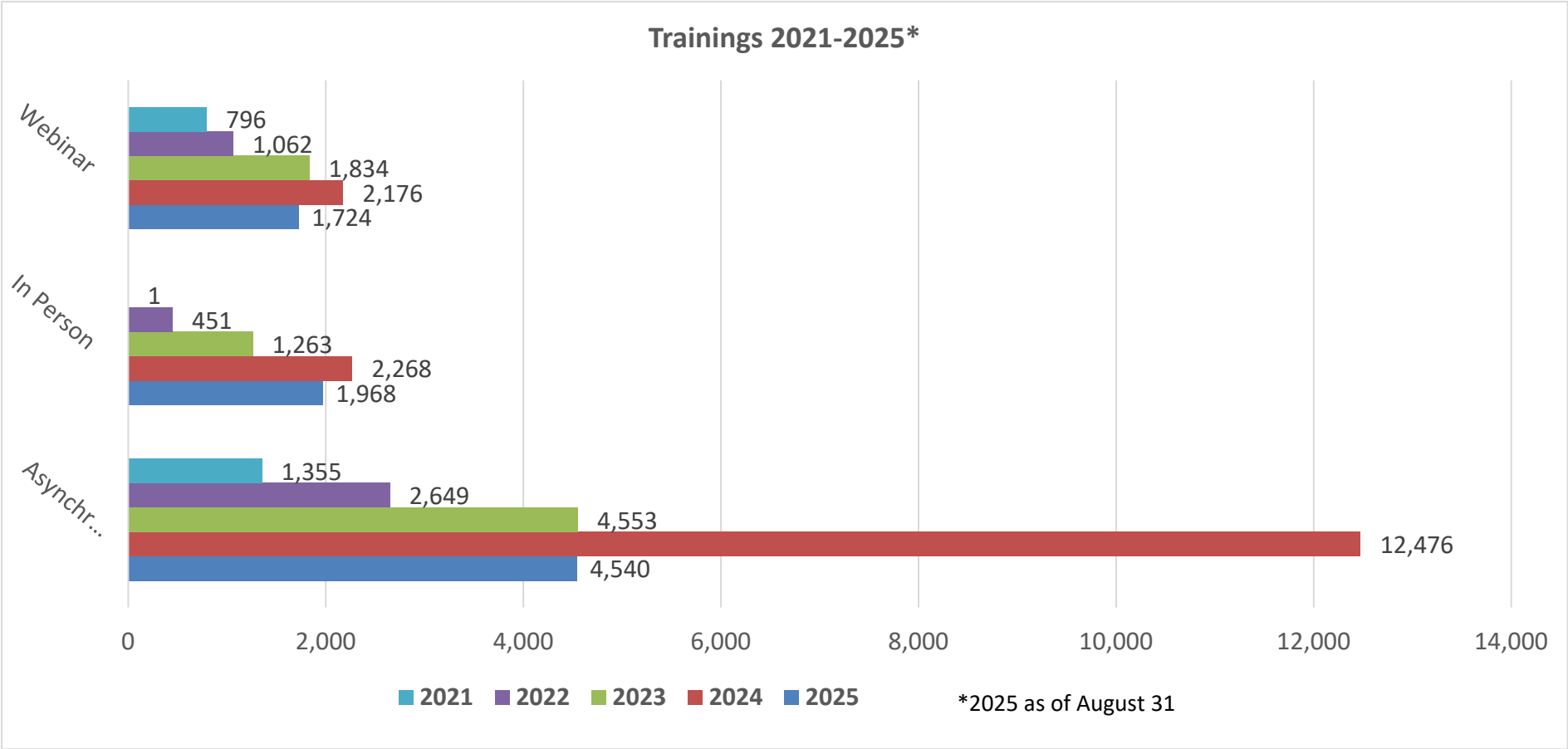
With the passage of House Bill 2805 in 2023, OGEC now has four full-time trainers devoting their time to training public officials, lobbyists, and lobbyist clients, and providing written and oral advice to those who call or write to OGEC with questions about the application of the statutes within its jurisdiction. POP#102, which proposed adding additional funding to the training program, addresses a need for additional programs and funding to expand the training program and adapt to the changing technologies and needs of those requesting training. Since many of the complaints OGEC receives are a result of public officials not knowing or understanding the restrictions set forth in the laws, the continued growth of OGEC’s training program is crucial to help public officials, lobbyists and lobbyist clients avoid violations.

OGEC continues to invest in advanced training software such as Articulate 360 that allows the creation of intricate trainings to be made



BUDGET NARRATIVE

available on YouTube and Workday Learning. It will also include improvements to the training platforms to increase accessibility in the training program, as such software enabling OGEC’s trainers to customize its training based on the needs of each organization. OGEC has POP #102 to increase training funding. These funds will support OGEC’s Affirmative Action Plan, Diversity, Equity, and Inclusion (DEI) Plan, and Strategic Plan while providing solutions to increase the accessibility of OGEC’s training and administrative programs. The additional funds and applications will enhance OGEC’s ability to develop and expand the reach of its training program especially with regards to Public Meetings Law.



## BUDGET NARRATIVE

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An intended outcome and goal of OGEC is the continued growth of the training program with an increase in the number of trainings, including webinars, in-person, and asynchronous. OGEC trainers demonstrated their flexibility when presented with the passage of House Bill (HB) 4114 in 2022 when school board members became required to file annual Statements of Economic Interest (SEI). The trainers quickly pivoted and updated and presented SEI trainings daily for 2023 and 2024 during SEI season to ensure all filers had an opportunity to be educated for free. In 2023, HB 2038 passed which expanded the information required on the SEI. Again, the trainers pivoted quickly and created in-depth trainings and resources for jurisdictional contacts and SEI filers. This flexibility and growth only continues to demonstrate the demand on OGEC's trainers and the need for POP#102.

In 2024, OGEC's Executive Director and Rules Coordinators begun the process of updating its Administrative Rules (OAR Division 199). OGEC implemented and adopted rules to provide clarity and guidance on application of the Public Meetings Law. OGEC established an educated, experienced, and diverse Rules Advisory Committee to work together to refine the rules. The new and updated rules, which became effective on October 1, 2024, are providing comprehensive guidance in areas of law that frequently create questions for public officials. OGEC has implemented a schedule to regularly review and update its existing OARs and propose new OARs to reflect the changes in law.

OGEC published revised versions of *A Guide for Public Officials* and *Guide to Lobbying in Oregon* in 2021 and is in the process of updating *A Guide for Public Officials* at this time to reflect recent changes to OGEC's jurisdiction. OGEC continues to adapt to the changing needs and is in the process of completing a plain language review and Spanish translation of *A Guide for Public Officials* to increase its accessibility. OGEC has long term goals of updating all resources to Spanish and additional languages upon request.

### **2. Ensure OGEC resources are available, and used efficiently, effectively, and transparently.**

Launched in December 2015, OGEC's Electronic Filing System (EFS) provides an online reporting mechanism for public officials to file SEIs and for lobbyists and lobbyist clients to file quarterly expenditure reports. EFS streamlined the process for public officials, lobbyists, and lobbyist clients to file their statutorily required reports, and it serves Oregonians by making the information from these reports free and immediately available. OGEC pays an annual subscription fee for EFS that is built into OGEC's budget, with the option to expand its capabilities with additional projects and fees. One such expansion occurred when the Legislature passed House Bill 3377 (2019) which required lobbyists to take a two hour "Respectful Workplace" Training and to report completion of the training in EFS. In 2022, the Legislature passed House Bill 4114, which added members of the boards of directors for common school districts or union high school districts to the list of public officials required to file SEIs, as recommended by the Secretary of State's audit report. In 2023, the Legislature passed House Bill 2038 which expanded

## BUDGET NARRATIVE

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the information required by SEI filers to report with regards to businesses and sources of income. This change to EFS was implemented just in time for the 2024 SEI reports.

During the 2015-17 biennium, OGEC was granted funds to develop and launch a Case Management System (CMS) to electronically track and publish the case dispositions for investigations and the advice developed by OGEC. Launched in 2017, CMS allows the public to easily submit complaints to OGEC. It then permits the public, government agencies, attorneys, and public officials to access online OGEC's advice and information on completed cases, improving transparency, and answering some of the more common inquiries that arise. CMS has also improved OGEC efficiency through streamlining of tasks related to preliminary reviews and investigations of complaints, and it helps to ensure that the advice OGEC issues remains consistent. CMS was recognized nationally as Innovation of the Year (2018) for the State Scoop Awards. OGEC pays a monthly subscription fee for access to CMS that is built into the budget, with the option to expand its capabilities with additional projects and fees.

As the State of Oregon focuses on transparency, OGEC is continually looking to increase transparency and accessibility. OGEC's CMS provides a platform for the public and public officials to access advisory opinions and staff advice, as well as case information. OGEC's EFS allows public officials to file SEIs through OGEC's website. Lobbyists also register through the system, and lobbyists and lobbyist clients file quarterly expense reports online. All submissions are immediately available to the public free of charge. The result of these two electronic systems is that the work of OGEC is much more transparent and accessible.

As with any IT system, there is always room for improvement and enhancements. With input from EFS-CMS users, OGEC has proposed improvements to EFS-CMS, POP #103. These improvements will increase data transparency and allow increased ease for case auditing for OGEC staff. It will allow OGEC to implement an application programming interface (API) that allows CMS and EFS to seamlessly communicate with the State's Open Data Portal. Other enhancements will improve CMS functionality, allowing OGEC staff to upload, search, filter, export, and manipulate case data more efficiently. This Policy Option Package(#103) will also provide OGEC the opportunity to pursue other technological solutions. OGEC is also working with the Department of Administrative Services Enterprise Information Services (DAS EIS) to put together a request for quotes to migrate EFS and CMS to a new cloud-based platform that would combine the two applications into a singular interface. OGEC has put together a business case and charter that DAS EIS is currently reviewing. Both EFS and CMS are nearing the ten-year mark in age and while still functioning, there are improvements that could be made by updating to a newer, more modern version.

The COVID-19 outbreak brought forth a renewed focus on accessibility. OGEC's 2024 Strategic Plan and DEI continues that focus on accessibility. OGEC's mission is to ensure all educational resources are available and readily accessible. The roster of public officials in Oregon is continuously in flux, which requires OGEC to engage in outreach to ensure that public officials are made aware of OGEC's trainings and

## BUDGET NARRATIVE

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resources. One of OGEC's DEI goals that is directly tied to the Strategic Plan and budget, is to increase the accessibility of resources. Accessibility can be interpreted in several ways such the making of information meaningful and usable or the making of activities or environments sensible, meaningful, and usable for as many people as possible. What this means to OGEC is that OGEC staff are constantly looking for ways to make resources such as handouts and news bulletins in formats that are easy to read and accessible for as many people as possible and to expand outreach so that training (activities) are available and accessible in formats, whether they are in-person, online or a hybrid of both so that as many public officials can be educated as possible.

Another outcome of COVID-19 was the hybrid format OGEC continues to use. The hybrid format made OGEC increasingly more accessible, especially for constituents in rural or frontier locations. The agency will continue use its website, GovDelivery, and relations developed through outreach, and social media to assist in the delivery of its products. OGEC will continue to look for ways to be more accessible to the public. POPS #103 and #102 support the expansion of the accessibility of OGEC operations in a variety of manners. POP #102 focuses on how the training department will connect and develop relations. POP #103 supports developing and maintaining databases that increase transparency and accessibility of OGEC resources and information.

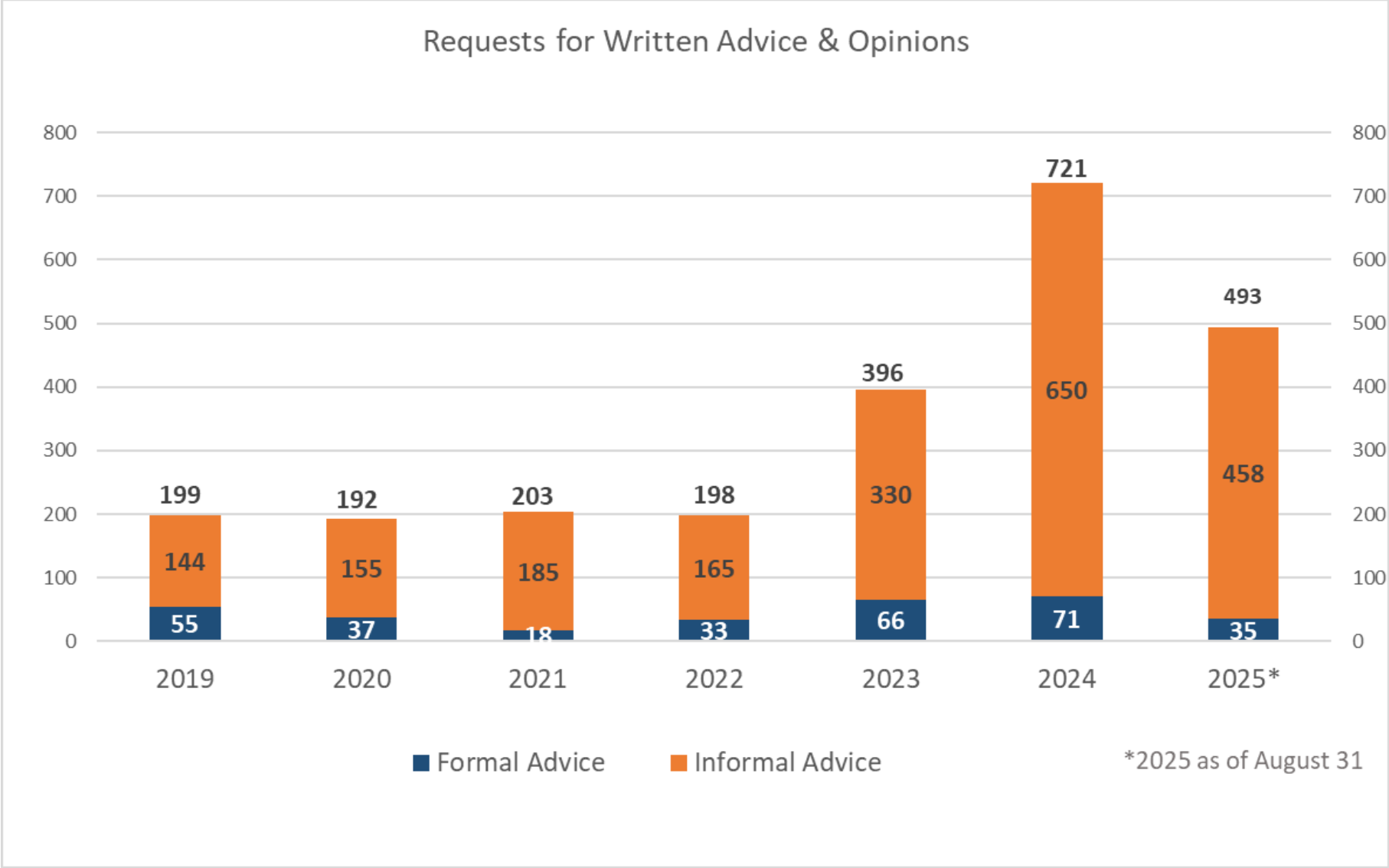
### **3. Strive for excellence and be accountable to the public we serve.**

Statutory changes made in 2009 dramatically increased OGEC's workload by permitting public officials and public bodies to request informal advice from OGEC and providing safe harbor protections for public officials who follow OGEC's advice and opinions. Legislation in 2021 (Senate Bill 61) extended the scope of OGEC's advice authority, along with the safe harbor protections, to guidance on the application of the executive session provisions of Oregon Public Meetings Law. House Bill 4117 passed in the Spring of 2024 enabled OGEC authority to issue advice on Public Meetings Law, not just the executive session provisions.

Staff advice, both formal and informal, is a major consumer of staff resources. The number of requests for formal advice or advisory opinions has decreased, with public officials choosing to request quicker, informal staff advice. Formal advice is issued under the Executive Director's signature or the Commission's Chair's signature. Informal staff advice is typically issued by email from OGEC staff. The chart below illustrates the growth in request for informal advice. As shown, the amount of informal advice has steadily grown. As of August 31, 2025, OGEC has issued 35 pieces of formal advice and 458 pieces of informal advice, with four months remaining in the year. In 2024, OGEC issued 71 pieces of formal advice and 650 pieces of informal advice. In 2023, OGEC issued 330 pieces of informal advice for the entire year. This continued growth demonstrates the success of OGEC's outreach efforts and support that OGEC staff provides public officials. The chart provides a visual demonstration of how the requests of advice from OGEC staff have almost doubled each year since 2022. OGEC staff collaborates with the Department of Justice to ensure that Oregon public officials are getting the best advice available. This uptick in advice also supports POP#100.

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OGEC takes pride in the high quality of work and advice they issue, which is also why many of the pieces of advice are viewable online through CMS. Another intended outcome and goal is the continued outreach of OGEC and subsequent increase in requests for advice and opinions.



## BUDGET NARRATIVE

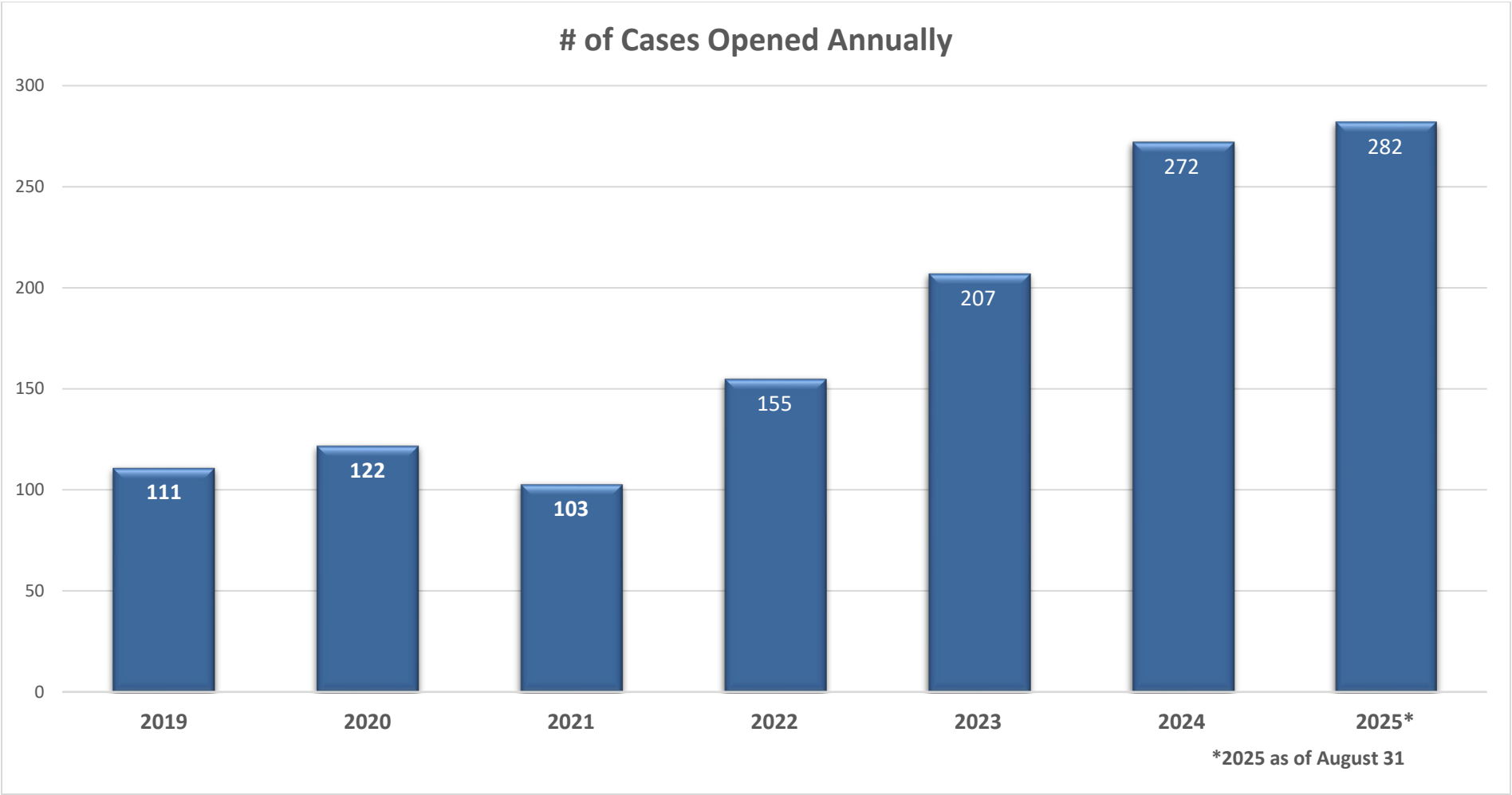
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Like many boards and commissions, COVID-19 caused a pivot on how meetings were held. Due to various restrictions, the Commission adopted a virtual platform, which permitted public officials and their attorneys, as well as the public, to attend via Microsoft Teams or by telephone. The virtual platform increased the accessibility for members of the public who were previously unable to participate due to financial or geographical restrictions. OGEC now offers a hybrid format for meetings, meaning that public officials, media, and interested members of the public, along with the Commissioners themselves, may attend in person, by Microsoft Teams or telephone. OGEC updates its website to ensure that Commission meeting recordings, minutes, and meeting materials are available on its website after each meeting for those that are unable to attend.

In the next two years, OGEC will continue its outreach efforts to ensure public officials are informed and educated to prevent unintended violations of the Government Ethics Law, Lobby Law, and Public Meetings Law. OGEC has increased and continues to increase its virtual presence with the creation of LinkedIn and X/Twitter accounts and a larger offering of online webinars. OGEC continues to utilize its website, by creating an online calendar that reflects the available webinars, filing due dates, and Commission meetings. The website and social media accounts are continually being updated by staff to ensure the most up-to-date information and increase awareness of OGEC resources. As recommended by the 2020 Secretary of State Audit, OGEC produced and will continue to publish the quarterly newsletter *Ethics Matters* that highlights resources, links to recent written advice, reminders of filing requirements and deadlines, and topics relevant for OGEC's constituents. OGEC has invested in GovDelivery which has allowed OGEC to maximize its distribution and tracking of its communications. OGEC has begun to utilize its YouTube channel by posting training videos, streaming Rules Advisory Committee Meetings, and posting Commission meeting recordings for public viewing.

OGEC receives a wide variety of complaints via CMS. The chart below indicates the number of cases opened by OGEC each year. In 2021, for example, OGEC received 250 complaints. Of these complaints, OGEC opened 103 cases, and the remaining 147 complaints were not within OGEC's jurisdiction. In 2022, OGEC opened 155 cases out of 278 complaints. 2023 was a new high with 207 opened cases out of 398 complaints. In 2024, OGEC opened 272 cases and received an additional 294 non-jurisdictional complaints. As of August 31, 2025, OGEC opened 282 cases out of 521 complaints with 4 months remaining in the year. OGEC is averaging approximately 62 complaints a month. There is an ongoing increasing trend of complaints and cases. In handling these complaints, OGEC investigators continue to meet the statutory timelines in the investigatory process, including those for completion of preliminary reviews. To ensure that OGEC's investigations are held to a high degree of consistency, the Department of Justice is frequently consulted, which supports the need of POP #100.

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

## **BUDGET NARRATIVE**

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

In summary, during the 2025-27 biennium, OGEC will focus on expanding its training program with a renewed passion for accessibility and technological advances. Goals include an increased number of trainings and educational for public officials, lobbyists and lobbyist clients in the state, updated technological systems, and increased transparency.



## Summary of 2025-27 Biennium Budget

Oregon Government Ethics Commission  
Oregon Government Ethics Commission  
2025-27 Biennium

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

| <i>Description</i>                                 | <i>Positions</i> | <i>Full-Time<br/>Equivalent<br/>(FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery<br/>Funds</i> | <i>Other Funds</i> | <i>Federal<br/>Funds</i> | <i>Nonlimited<br/>Other Funds</i> | <i>Nonlimited<br/>Federal<br/>Funds</i> |
|----------------------------------------------------|------------------|-------------------------------------------|------------------|---------------------|--------------------------|--------------------|--------------------------|-----------------------------------|-----------------------------------------|
| 2023-25 Leg Adopted Budget                         | 15               | 13.63                                     | 5,415,403        | -                   | -                        | 5,415,403          | -                        | -                                 | -                                       |
| 2023-25 Emergency Boards                           | -                | -                                         | 283,580          | -                   | -                        | 283,580            | -                        | -                                 | -                                       |
| <b>2023-25 Leg Approved Budget</b>                 | <b>15</b>        | <b>13.63</b>                              | <b>5,698,983</b> | <b>-</b>            | <b>-</b>                 | <b>5,698,983</b>   | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| <b>2025-27 Base Budget Adjustments</b>             |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| Net Cost of Position Actions                       |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| Administrative Biennialized E-Board, Phase-Out     | -                | 1.37                                      | 623,172          | -                   | -                        | 623,172            | -                        | -                                 | -                                       |
| Estimated Cost of Merit Increase                   |                  |                                           | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| Base Debt Service Adjustment                       |                  |                                           | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| Base Nonlimited Adjustment                         |                  |                                           | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| Capital Construction                               |                  |                                           | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| <b>Subtotal 2025-27 Base Budget</b>                | <b>15</b>        | <b>15.00</b>                              | <b>6,322,155</b> | <b>-</b>            | <b>-</b>                 | <b>6,322,155</b>   | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| <b>Essential Packages</b>                          |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 010 - Non-PICS Pers Svc/Vacancy Factor             |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| Vacancy Factor (Increase)/Decrease                 | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| Non-PICS Personal Service Increase/(Decrease)      | -                | -                                         | 7,918            | -                   | -                        | 7,918              | -                        | -                                 | -                                       |
| <b>Subtotal</b>                                    | <b>-</b>         | <b>-</b>                                  | <b>7,918</b>     | <b>-</b>            | <b>-</b>                 | <b>7,918</b>       | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| 020 - Phase In / Out Pgm & One-time Cost           |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 021 - Phase-in                                     | -                | -                                         | 90,711           | -                   | -                        | 90,711             | -                        | -                                 | -                                       |
| 022 - Phase-out Pgm & One-time Costs               | -                | -                                         | (817,340)        | -                   | -                        | (817,340)          | -                        | -                                 | -                                       |
| <b>Subtotal</b>                                    | <b>-</b>         | <b>-</b>                                  | <b>(726,629)</b> | <b>-</b>            | <b>-</b>                 | <b>(726,629)</b>   | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| 030 - Inflation & Price List Adjustments           |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| Cost of Goods & Services Increase/(Decrease)       | -                | -                                         | 112,461          | -                   | -                        | 112,461            | -                        | -                                 | -                                       |
| State Gov't & Services Charges Increase/(Decrease) |                  |                                           | 102,554          | -                   | -                        | 102,554            | -                        | -                                 | -                                       |

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## Summary of 2025-27 Biennium Budget

Oregon Government Ethics Commission  
Oregon Government Ethics Commission  
2025-27 Biennium

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

| <i>Description</i>                             | <i>Positions</i> | <i>Full-Time<br/>Equivalent<br/>(FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery<br/>Funds</i> | <i>Other Funds</i> | <i>Federal<br/>Funds</i> | <i>Nonlimited<br/>Other Funds</i> | <i>Nonlimited<br/>Federal<br/>Funds</i> |
|------------------------------------------------|------------------|-------------------------------------------|------------------|---------------------|--------------------------|--------------------|--------------------------|-----------------------------------|-----------------------------------------|
| <b>Subtotal</b>                                | -                | -                                         | 215,015          | -                   | -                        | 215,015            | -                        | -                                 | -                                       |
| 040 - Mandated Caseload                        |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 040 - Mandated Caseload                        | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 050 - Fundshifts and Revenue Reductions        |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 050 - Fundshifts                               | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 060 - Technical Adjustments                    |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 060 - Technical Adjustments                    | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| <b>Subtotal: 2025-27 Current Service Level</b> | <b>15</b>        | <b>15.00</b>                              | <b>5,818,459</b> | <b>-</b>            | <b>-</b>                 | <b>5,818,459</b>   | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |

## Summary of 2025-27 Biennium Budget

**Oregon Government Ethics Commission**  
**Oregon Government Ethics Commission**  
**2025-27 Biennium**

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

| <i>Description</i>                                   | <i>Positions</i> | <i>Full-Time<br/>Equivalent<br/>(FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery<br/>Funds</i> | <i>Other Funds</i> | <i>Federal<br/>Funds</i> | <i>Nonlimited<br/>Other Funds</i> | <i>Nonlimited<br/>Federal<br/>Funds</i> |
|------------------------------------------------------|------------------|-------------------------------------------|------------------|---------------------|--------------------------|--------------------|--------------------------|-----------------------------------|-----------------------------------------|
| <b>Subtotal: 2025-27 Current Service Level</b>       | <b>15</b>        | <b>15.00</b>                              | <b>5,818,459</b> | <b>-</b>            | <b>-</b>                 | <b>5,818,459</b>   | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| 070 - Revenue Reductions/Shortfall                   |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 070 - Revenue Shortfalls                             | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| <b>Modified 2025-27 Current Service Level</b>        | <b>15</b>        | <b>15.00</b>                              | <b>5,818,459</b> | <b>-</b>            | <b>-</b>                 | <b>5,818,459</b>   | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| 080 - E-Boards                                       |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 081 - May 2024 Emergency Board                       | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| <b>Subtotal Emergency Board Packages</b>             | <b>-</b>         | <b>-</b>                                  | <b>-</b>         | <b>-</b>            | <b>-</b>                 | <b>-</b>           | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| Policy Packages                                      |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 082 - September 2024 Emergency Board                 | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 090 - Analyst Adjustments                            | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 092 - Statewide AG Adjustment                        | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 093 - Statewide Adjustment DAS Chgs                  | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 801 - LFO Analyst Adjustments                        | -                | -                                         | 259,740          | -                   | -                        | 259,740            | -                        | -                                 | -                                       |
| 802 - Vacant Position Reductions                     | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 803 - Federal Revenue Shortfall                      | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 804 - Position Rebalance                             | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 805 - Constitutionally Elected Officials Adjustments | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 810 - Statewide Adjustments                          | -                | -                                         | 35,644           | -                   | -                        | 35,644             | -                        | -                                 | -                                       |
| 811 - Budget Reconciliation Adjustments              | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 812 - Policy Bills                                   | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 813 - Updated Base Debt Service Adjustments          | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 816 - Capital Construction                           | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 840 - Mandated Caseloads                             | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |

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BDV104 - Biennial Budget Summary  
BDV104

## Summary of 2025-27 Biennium Budget

Oregon Government Ethics Commission  
Oregon Government Ethics Commission  
2025-27 Biennium

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

| <i>Description</i>              | <i>Positions</i> | <i>Full-Time<br/>Equivalent<br/>(FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery<br/>Funds</i> | <i>Other Funds</i> | <i>Federal<br/>Funds</i> | <i>Nonlimited<br/>Other Funds</i> | <i>Nonlimited<br/>Federal<br/>Funds</i> |
|---------------------------------|------------------|-------------------------------------------|------------------|---------------------|--------------------------|--------------------|--------------------------|-----------------------------------|-----------------------------------------|
| 845 - Statutory Caseloads       | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 100 - DOJ Fee Increases         | -                | -                                         | 600,000          | -                   | -                        | 600,000            | -                        | -                                 | -                                       |
| 101 - Position Reclass          | -                | -                                         | 40,710           | -                   | -                        | 40,710             | -                        | -                                 | -                                       |
| 102 - Training Upgrades         | -                | -                                         | 75,000           | -                   | -                        | 75,000             | -                        | -                                 | -                                       |
| 103 - Upgrades to CMS/EFS       | -                | -                                         | 300,000          | -                   | -                        | 300,000            | -                        | -                                 | -                                       |
| <b>Subtotal Policy Packages</b> | -                | -                                         | <b>1,311,094</b> | -                   | -                        | <b>1,311,094</b>   | -                        | -                                 | -                                       |

|                                          |           |              |                  |   |   |                  |   |   |   |
|------------------------------------------|-----------|--------------|------------------|---|---|------------------|---|---|---|
| <b>Total 2025-27 Leg. Adopted Budget</b> | <b>15</b> | <b>15.00</b> | <b>7,129,553</b> | - | - | <b>7,129,553</b> | - | - | - |
|------------------------------------------|-----------|--------------|------------------|---|---|------------------|---|---|---|

|                                                      |   |        |        |   |   |        |   |   |   |
|------------------------------------------------------|---|--------|--------|---|---|--------|---|---|---|
| Percentage Change From 2023-25 Leg Approved Budget   | - | 10.05% | 25.10% | - | - | 25.10% | - | - | - |
| Percentage Change From 2025-27 Current Service Level | - | -      | 22.53% | - | - | 22.53% | - | - | - |

## Summary of 2025-27 Biennium Budget

**Oregon Government Ethics Commission**  
**General Program**  
**2025-27 Biennium**

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

| <i>Description</i>                                 | <i>Positions</i> | <i>Full-Time<br/>Equivalent<br/>(FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery<br/>Funds</i> | <i>Other Funds</i> | <i>Federal<br/>Funds</i> | <i>Nonlimited<br/>Other Funds</i> | <i>Nonlimited<br/>Federal<br/>Funds</i> |
|----------------------------------------------------|------------------|-------------------------------------------|------------------|---------------------|--------------------------|--------------------|--------------------------|-----------------------------------|-----------------------------------------|
| 2023-25 Leg Adopted Budget                         | 15               | 13.63                                     | 5,415,403        | -                   | -                        | 5,415,403          | -                        | -                                 | -                                       |
| 2023-25 Emergency Boards                           | -                | -                                         | 283,580          | -                   | -                        | 283,580            | -                        | -                                 | -                                       |
| <b>2023-25 Leg Approved Budget</b>                 | <b>15</b>        | <b>13.63</b>                              | <b>5,698,983</b> | <b>-</b>            | <b>-</b>                 | <b>5,698,983</b>   | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| <b>2025-27 Base Budget Adjustments</b>             |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| Net Cost of Position Actions                       |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| Administrative Biennialized E-Board, Phase-Out     | -                | 1.37                                      | 623,172          | -                   | -                        | 623,172            | -                        | -                                 | -                                       |
| Estimated Cost of Merit Increase                   |                  |                                           | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| Base Debt Service Adjustment                       |                  |                                           | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| Base Nonlimited Adjustment                         |                  |                                           | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| Capital Construction                               |                  |                                           | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| <b>Subtotal 2025-27 Base Budget</b>                | <b>15</b>        | <b>15.00</b>                              | <b>6,322,155</b> | <b>-</b>            | <b>-</b>                 | <b>6,322,155</b>   | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| <b>Essential Packages</b>                          |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 010 - Non-PICS Pers Svc/Vacancy Factor             |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| Vacancy Factor (Increase)/Decrease                 | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| Non-PICS Personal Service Increase/(Decrease)      | -                | -                                         | 7,918            | -                   | -                        | 7,918              | -                        | -                                 | -                                       |
| <b>Subtotal</b>                                    | <b>-</b>         | <b>-</b>                                  | <b>7,918</b>     | <b>-</b>            | <b>-</b>                 | <b>7,918</b>       | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| 020 - Phase In / Out Pgm & One-time Cost           |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 021 - Phase-in                                     | -                | -                                         | 90,711           | -                   | -                        | 90,711             | -                        | -                                 | -                                       |
| 022 - Phase-out Pgm & One-time Costs               | -                | -                                         | (817,340)        | -                   | -                        | (817,340)          | -                        | -                                 | -                                       |
| <b>Subtotal</b>                                    | <b>-</b>         | <b>-</b>                                  | <b>(726,629)</b> | <b>-</b>            | <b>-</b>                 | <b>(726,629)</b>   | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| 030 - Inflation & Price List Adjustments           |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| Cost of Goods & Services Increase/(Decrease)       | -                | -                                         | 112,461          | -                   | -                        | 112,461            | -                        | -                                 | -                                       |
| State Gov't & Services Charges Increase/(Decrease) |                  |                                           | 102,554          | -                   | -                        | 102,554            | -                        | -                                 | -                                       |

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## Summary of 2025-27 Biennium Budget

**Oregon Government Ethics Commission**  
**General Program**  
**2025-27 Biennium**

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

| <i><b>Description</b></i>                      | <i><b>Positions</b></i> | <i><b>Full-Time<br/>Equivalent<br/>(FTE)</b></i> | <i><b>ALL FUNDS</b></i> | <i><b>General Fund</b></i> | <i><b>Lottery<br/>Funds</b></i> | <i><b>Other Funds</b></i> | <i><b>Federal<br/>Funds</b></i> | <i><b>Nonlimited<br/>Other Funds</b></i> | <i><b>Nonlimited<br/>Federal<br/>Funds</b></i> |
|------------------------------------------------|-------------------------|--------------------------------------------------|-------------------------|----------------------------|---------------------------------|---------------------------|---------------------------------|------------------------------------------|------------------------------------------------|
| <b>Subtotal</b>                                | -                       | -                                                | <b>215,015</b>          | -                          | -                               | <b>215,015</b>            | -                               | -                                        | -                                              |
| 040 - Mandated Caseload                        |                         |                                                  |                         |                            |                                 |                           |                                 |                                          |                                                |
| 040 - Mandated Caseload                        | -                       | -                                                | -                       | -                          | -                               | -                         | -                               | -                                        | -                                              |
| 050 - Fundshifts and Revenue Reductions        |                         |                                                  |                         |                            |                                 |                           |                                 |                                          |                                                |
| 050 - Fundshifts                               | -                       | -                                                | -                       | -                          | -                               | -                         | -                               | -                                        | -                                              |
| 060 - Technical Adjustments                    |                         |                                                  |                         |                            |                                 |                           |                                 |                                          |                                                |
| 060 - Technical Adjustments                    | -                       | -                                                | -                       | -                          | -                               | -                         | -                               | -                                        | -                                              |
| <b>Subtotal: 2025-27 Current Service Level</b> | <b>15</b>               | <b>15.00</b>                                     | <b>5,818,459</b>        | -                          | -                               | <b>5,818,459</b>          | -                               | -                                        | -                                              |

## Summary of 2025-27 Biennium Budget

**Oregon Government Ethics Commission**  
**General Program**  
**2025-27 Biennium**

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

| <i>Description</i>                                   | <i>Positions</i> | <i>Full-Time<br/>Equivalent<br/>(FTE)</i> | <i>ALL FUNDS</i> | <i>General Fund</i> | <i>Lottery<br/>Funds</i> | <i>Other Funds</i> | <i>Federal<br/>Funds</i> | <i>Nonlimited<br/>Other Funds</i> | <i>Nonlimited<br/>Federal<br/>Funds</i> |
|------------------------------------------------------|------------------|-------------------------------------------|------------------|---------------------|--------------------------|--------------------|--------------------------|-----------------------------------|-----------------------------------------|
| <b>Subtotal: 2025-27 Current Service Level</b>       | <b>15</b>        | <b>15.00</b>                              | <b>5,818,459</b> | <b>-</b>            | <b>-</b>                 | <b>5,818,459</b>   | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| 070 - Revenue Reductions/Shortfall                   |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 070 - Revenue Shortfalls                             | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| <b>Modified 2025-27 Current Service Level</b>        | <b>15</b>        | <b>15.00</b>                              | <b>5,818,459</b> | <b>-</b>            | <b>-</b>                 | <b>5,818,459</b>   | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| 080 - E-Boards                                       |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 081 - May 2024 Emergency Board                       | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| <b>Subtotal Emergency Board Packages</b>             | <b>-</b>         | <b>-</b>                                  | <b>-</b>         | <b>-</b>            | <b>-</b>                 | <b>-</b>           | <b>-</b>                 | <b>-</b>                          | <b>-</b>                                |
| Policy Packages                                      |                  |                                           |                  |                     |                          |                    |                          |                                   |                                         |
| 082 - September 2024 Emergency Board                 | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 090 - Analyst Adjustments                            | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 092 - Statewide AG Adjustment                        | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 093 - Statewide Adjustment DAS Chgs                  | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 801 - LFO Analyst Adjustments                        | -                | -                                         | 259,740          | -                   | -                        | 259,740            | -                        | -                                 | -                                       |
| 802 - Vacant Position Reductions                     | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 803 - Federal Revenue Shortfall                      | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 804 - Position Rebalance                             | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 805 - Constitutionally Elected Officials Adjustments | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 810 - Statewide Adjustments                          | -                | -                                         | 35,644           | -                   | -                        | 35,644             | -                        | -                                 | -                                       |
| 811 - Budget Reconciliation Adjustments              | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 812 - Policy Bills                                   | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 813 - Updated Base Debt Service Adjustments          | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 816 - Capital Construction                           | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |
| 840 - Mandated Caseloads                             | -                | -                                         | -                | -                   | -                        | -                  | -                        | -                                 | -                                       |

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## Summary of 2025-27 Biennium Budget

**Oregon Government Ethics Commission**  
**General Program**  
**2025-27 Biennium**

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

| <i><b>Description</b></i>                            | <i><b>Positions</b></i> | <i><b>Full-Time<br/>Equivalent<br/>(FTE)</b></i> | <i><b>ALL FUNDS</b></i> | <i><b>General Fund</b></i> | <i><b>Lottery<br/>Funds</b></i> | <i><b>Other Funds</b></i> | <i><b>Federal<br/>Funds</b></i> | <i><b>Nonlimited<br/>Other Funds</b></i> | <i><b>Nonlimited<br/>Federal<br/>Funds</b></i> |
|------------------------------------------------------|-------------------------|--------------------------------------------------|-------------------------|----------------------------|---------------------------------|---------------------------|---------------------------------|------------------------------------------|------------------------------------------------|
| 845 - Statutory Caseloads                            | -                       | -                                                | -                       | -                          | -                               | -                         | -                               | -                                        | -                                              |
| 100 - DOJ Fee Increases                              | -                       | -                                                | 600,000                 | -                          | -                               | 600,000                   | -                               | -                                        | -                                              |
| 101 - Position Reclass                               | -                       | -                                                | 40,710                  | -                          | -                               | 40,710                    | -                               | -                                        | -                                              |
| 102 - Training Upgrades                              | -                       | -                                                | 75,000                  | -                          | -                               | 75,000                    | -                               | -                                        | -                                              |
| 103 - Upgrades to CMS/EFS                            | -                       | -                                                | 300,000                 | -                          | -                               | 300,000                   | -                               | -                                        | -                                              |
| <b>Subtotal Policy Packages</b>                      | -                       | -                                                | <b>1,311,094</b>        | -                          | -                               | <b>1,311,094</b>          | -                               | -                                        | -                                              |
|                                                      |                         |                                                  |                         |                            |                                 |                           |                                 |                                          |                                                |
| <b>Total 2025-27 Leg. Adopted Budget</b>             | <b>15</b>               | <b>15.00</b>                                     | <b>7,129,553</b>        | -                          | -                               | <b>7,129,553</b>          | -                               | -                                        | -                                              |
|                                                      |                         |                                                  |                         |                            |                                 |                           |                                 |                                          |                                                |
| Percentage Change From 2023-25 Leg Approved Budget   | -                       | 10.05%                                           | 25.10%                  | -                          | -                               | 25.10%                    | -                               | -                                        | -                                              |
| Percentage Change From 2025-27 Current Service Level | -                       | -                                                | 22.53%                  | -                          | -                               | 22.53%                    | -                               | -                                        | -                                              |



Agencywide Program Unit Summary  
2025-27 Biennium

Version: Z - 01 - Leg. Adopted Budget

| Summary<br>Cross Reference<br>Number | Cross Reference Description | 2021-23<br>Actuals | 2023-25 Leg<br>Adopted<br>Budget | 2023-25 Leg<br>Approved<br>Budget | 2025-27<br>Agency<br>Request<br>Budget | 2025-27<br>Governor's<br>Budget | 2025-27 Leg.<br>Adopted<br>Budget |
|--------------------------------------|-----------------------------|--------------------|----------------------------------|-----------------------------------|----------------------------------------|---------------------------------|-----------------------------------|
| 010-00-00-00000                      | General Program             |                    |                                  |                                   |                                        |                                 |                                   |
|                                      | Other Funds                 | 3,023,863          | 5,415,403                        | 5,698,983                         | 6,834,169                              | 6,816,378                       | 7,129,553                         |
| TOTAL AGENCY                         |                             |                    |                                  |                                   |                                        |                                 |                                   |
|                                      | Other Funds                 | 3,023,863          | 5,415,403                        | 5,698,983                         | 6,834,169                              | 6,816,378                       | 7,129,553                         |

## Program Prioritization for 2025-27

| Agency Name: Oregon Government Ethics Commission    |                    |                                    |                                      |                                                    |                                                    |    |    |    |           |    |       |                |              |      |                                        |                                          |                                                  |                                                  |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |
|-----------------------------------------------------|--------------------|------------------------------------|--------------------------------------|----------------------------------------------------|----------------------------------------------------|----|----|----|-----------|----|-------|----------------|--------------|------|----------------------------------------|------------------------------------------|--------------------------------------------------|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|----|--|--|--|--|--|--|--|--|
| 2025-27 Biennium                                    |                    |                                    |                                      |                                                    |                                                    |    |    |    |           |    |       |                |              |      |                                        |                                          |                                                  |                                                  | Agency Number: 19900                                                                                                                                                                                                                                             |                                                                   |    |  |  |  |  |  |  |  |  |
| Program 1                                           |                    |                                    |                                      |                                                    |                                                    |    |    |    |           |    |       |                |              |      |                                        |                                          |                                                  |                                                  |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |
| Program/Division Priorities for 2025-27 Biennium    |                    |                                    |                                      |                                                    |                                                    |    |    |    |           |    |       |                |              |      |                                        |                                          |                                                  |                                                  |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |
| 1                                                   | 2                  | 3                                  | 4                                    | 5                                                  | 6                                                  | 7  | 8  | 9  | 10        | 11 | 12    | 13             | 14           | 15   | 16                                     | 17                                       | 18                                               | 19                                               | 20                                                                                                                                                                                                                                                               | 21                                                                | 22 |  |  |  |  |  |  |  |  |
| Priority<br>(ranked with highest<br>priority first) | Agency<br>Initials | Program<br>or Activity<br>Initials | Program Unit/Activity<br>Description | Identify Key<br>Performance<br>Measure(s)          | Primary<br>Purpose<br>Program-<br>Activity<br>Code | GF | LF | OF | NL-<br>OF | FF | NL-FF | TOTAL<br>FUNDS | Pos.         | FTE  | New or<br>Enhanced<br>Program<br>(Y/N) | Included as<br>Reduction<br>Option (Y/N) | Legal<br>Req.<br>Code<br>(C, D,<br>FM, FO,<br>S) | Legal Citation                                   | Explain What is Mandatory (for C, FM,<br>and FO Only)                                                                                                                                                                                                            | Comments on Proposed Changes to<br>CSL included in Agency Request |    |  |  |  |  |  |  |  |  |
| Agcy                                                | Prgm/ Div          |                                    |                                      |                                                    |                                                    |    |    |    |           |    |       |                |              |      |                                        |                                          |                                                  |                                                  |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |
| 1                                                   | 1                  | OGE                                | CMS/EFS                              | Case Management<br>System/Electronic Filing System | 5                                                  | 3  |    |    | 789,480   |    |       | \$ 789,480     |              |      | Y                                      | N                                        | S                                                | ORS 244.290,<br>ORS 171-745-<br>171.750, 171.766 | OGE is required to have a functional<br>Case Management System and<br>Electronic Filing System for Statement<br>of Economic Interest and Quarterly<br>Expenditure Reports. Funds pay the<br>vendor subscription fees for hosting<br>data and system maintenance. |                                                                   |    |  |  |  |  |  |  |  |  |
| 2                                                   | 2                  | OGE                                | TRN                                  | Training                                           | 2, 5                                               | 3  |    |    | 1,401,635 |    |       | \$ 1,401,635   | 5            | 5.00 | N                                      | Y                                        | S                                                | ORS 244.290<br>ORS 192.700                       |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |
| 3                                                   | 3                  | OGE                                | INV                                  | Investigations                                     | 1,3, & 5                                           | 3  |    |    | 1,847,539 |    |       | \$ 1,847,539   | 5            | 5.00 | N                                      | Y                                        | S                                                | ORS Chap 244,<br>ORS 171.725-785,<br>ORS 192.685 |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |
| 4                                                   | 4                  | OGE                                | ADMIN                                | Administration                                     | 4, 5, & 6                                          | 3  |    |    | 2,967,088 |    |       | \$ 2,967,088   | 5            | 5.00 | N                                      | Y                                        | S                                                | ORS Chap 244,<br>ORS Chap 171,<br>ORS 192.705    |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |
|                                                     |                    |                                    |                                      |                                                    |                                                    |    |    |    |           |    |       | \$ -           |              |      |                                        |                                          |                                                  |                                                  |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |
|                                                     |                    |                                    |                                      |                                                    |                                                    |    |    |    |           |    |       | \$ -           |              |      |                                        |                                          |                                                  |                                                  |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |
|                                                     |                    |                                    |                                      |                                                    |                                                    |    |    |    |           |    |       | \$ -           |              |      |                                        |                                          |                                                  |                                                  |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |
|                                                     |                    |                                    |                                      |                                                    |                                                    |    |    |    |           |    |       | \$ -           |              |      |                                        |                                          |                                                  |                                                  |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |
|                                                     |                    |                                    |                                      |                                                    |                                                    |    | -  | #  | 7,005,742 | -  | -     | -              | \$ 7,005,742 | 15   | 15.00                                  |                                          |                                                  |                                                  |                                                                                                                                                                                                                                                                  |                                                                   |    |  |  |  |  |  |  |  |  |

### 7. Primary Purpose Program/Activity Exists

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

## 19. Legal Requirement Code

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

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

**Document criteria used to prioritize activities:**

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

## BUDGET NARRATIVE

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### Reduction Options

OGEC's responsibilities are defined in statute and include required program activities such as providing a reporting mechanism for annual Statements of Economic Interest (SEI) reports for public officials, and quarterly expenditure reports for lobbyists and their clients, investigating complaints, and continuing education. OGEC's Electronic Filing System (EFS) and Case Management System (CMS) provide the public free access to the filed SEI and expenditure reports, along with advice issued by OGEC and case dispositions. EFS and CMS are managed by the parent company TylerTech. For OGEC to continue the administration of these programs and provide the services required for compliance with the various filing requirements, certain costs for overhead cannot be reduced. In pertinent part, the IT Professional Services provided by TylerTech and DAS IT cannot be reduced without significantly interfering with the functionality of EFS, CMS, and DAS IT systems, respectively. These systems allow OGEC to not only engage in but excel at our commitment to the Governor's mandated transparency goals. Maintaining operations without reducing staff would require a revision of statute to remove or amend OGEC's currently mandated functions.

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

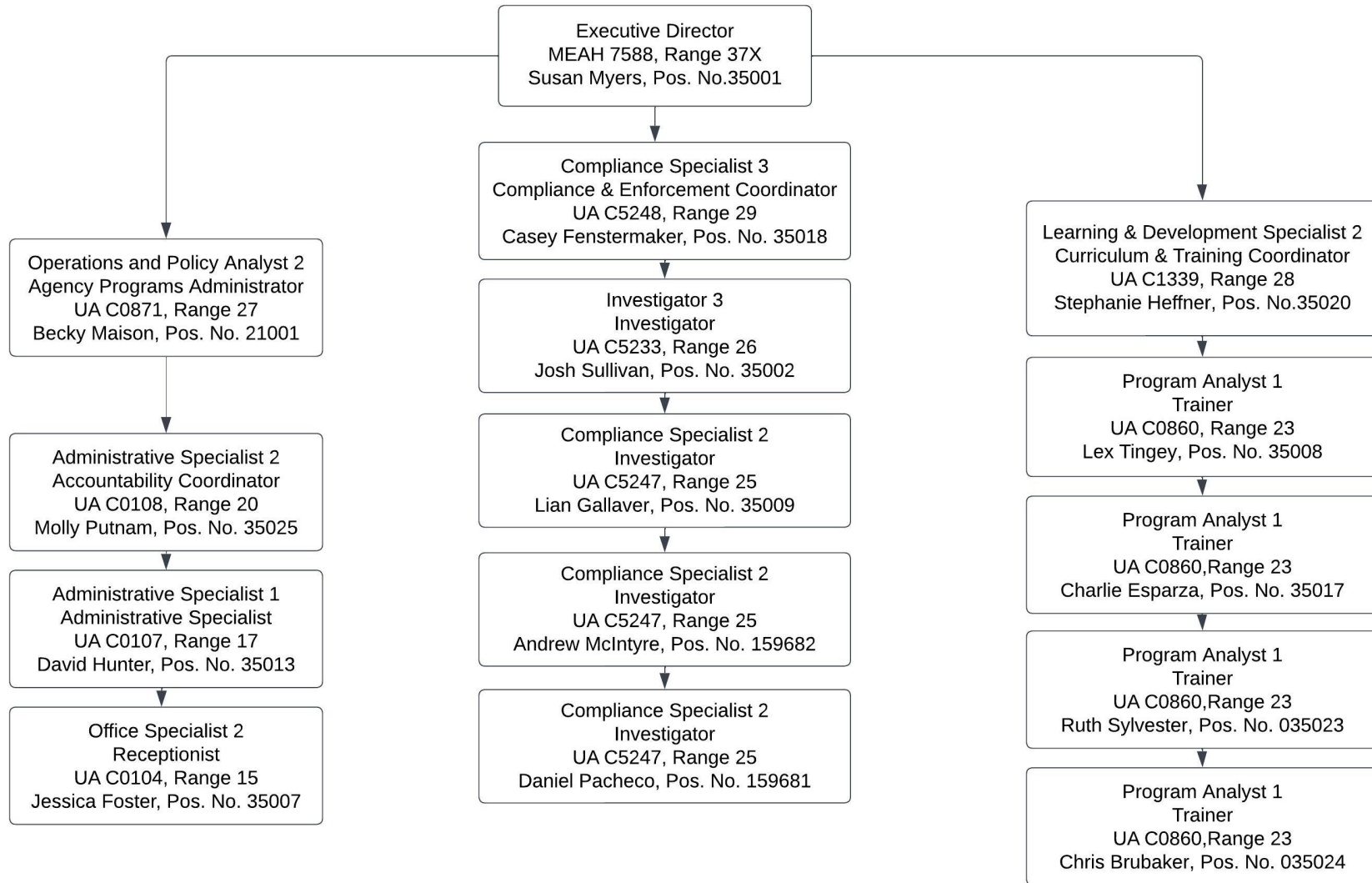
A 10% budget reduction would be \$705,754. A budget reduction of such magnitude would likely render the agency unable to effectively perform its duties. IT Professional Services for OGEC's EFS and CMS and DAS IT support are approximately 10% of the agency's operating budget. Because those services cannot be reduced without negatively impacting functionality, a 10% budget reduction would need to come from personal services. OGEC has fifteen employees. A 10% budget reduction would require a reduction of three out of the fifteen OGEC staff, including one of the four trainers and one of the four investigators, as well as one of the key administrative staff. This reduction in staff would make it impossible for OGEC to meet its statutory deadlines, KPMs, and training requirements.

10% Reduction Options (ORS 291.216)

| Activity or Program                                | Describe Reduction                                                                                                                                                                                                                                          | Amount and Fund Type |      |            |       |      |       |             |      |      | Rank and Justification                                                                        |
|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|------|------------|-------|------|-------|-------------|------|------|-----------------------------------------------------------------------------------------------|
| (WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN) | (DESCRIBE THE EFFECTS OF THIS REDUCTION. IDENTIFY REVENUE SOURCE FOR OF, FF. INCLUDE POSITIONS AND FTE FOR 2025-27 AND 2027-29)                                                                                                                             | GF                   | LF   | OF         | NL-OF | FF   | NL-FF | Total Funds | Pos. | FTE  | (RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED) |
| 1. Eliminate AS1 Position                          | Elimination of position would prevent OGEC from providing a high level of customer service as telephones would go unanswered, mail unopened, and reports not processed in a timely manner. OGEC would find it difficult to process public records requests. |                      |      | \$ 210,000 |       |      |       | \$ 210,000  | 1    | 1.00 | 1                                                                                             |
| 2. Eliminate PA1/Trainer Position                  | Eliminate position from 4 FTE to 3 FTE would make it more difficult to respond to training requests, respond to advice requests, and provide trainings in a timely manner.                                                                                  |                      |      | \$ 260,000 |       |      |       | \$ 260,000  | 1    | 1.00 | 2                                                                                             |
| 3. Eliminate 1 CS2/Investigator Position           | Elimination of position from 4 FTE to 3 FTE would make it difficult to would make it difficult to respond to advice requests and complete investigations in a timely manner.                                                                                |                      |      | \$ 287,000 |       |      |       | \$ 287,000  | 1    | 1.00 | 3                                                                                             |
| 4.                                                 |                                                                                                                                                                                                                                                             |                      |      |            |       |      |       | \$ -        | -    | -    |                                                                                               |
| 5.                                                 |                                                                                                                                                                                                                                                             |                      |      |            |       |      |       | \$ -        | -    | -    |                                                                                               |
| 6.                                                 |                                                                                                                                                                                                                                                             |                      |      |            |       |      |       | \$ -        | -    | -    |                                                                                               |
| Etc.                                               |                                                                                                                                                                                                                                                             |                      |      |            |       |      |       | \$ -        | -    | -    |                                                                                               |
|                                                    |                                                                                                                                                                                                                                                             |                      |      |            |       |      |       | \$ -        | -    | -    |                                                                                               |
| <b>Total</b>                                       |                                                                                                                                                                                                                                                             | \$ -                 | \$ - | \$ 757,000 | \$ -  | \$ - | \$ -  | \$ 757,000  | 3    | 3.00 |                                                                                               |

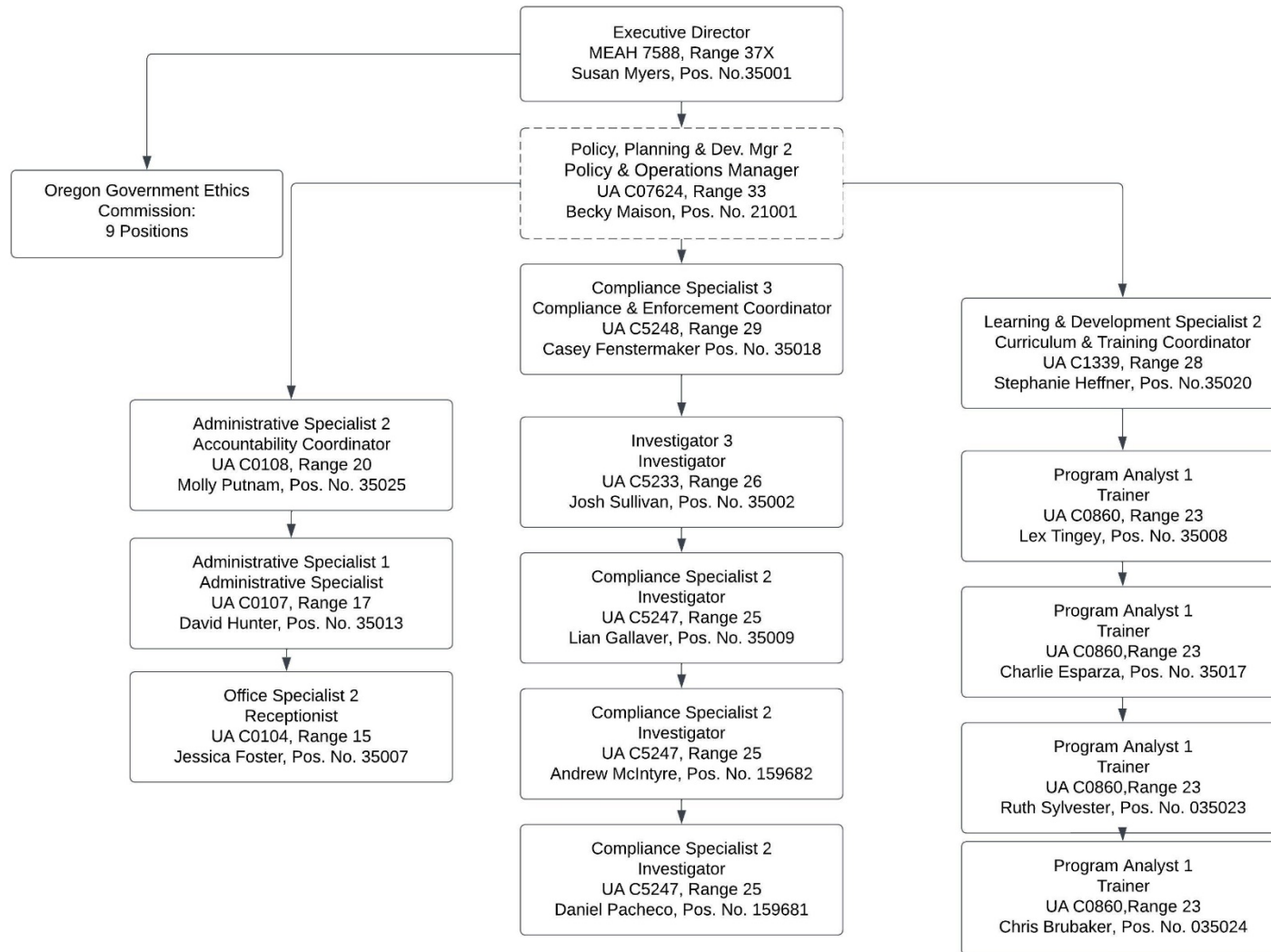
## BUDGET NARRATIVE

### OGEC 2023-25 Organizational Chart – Staff



## BUDGET NARRATIVE

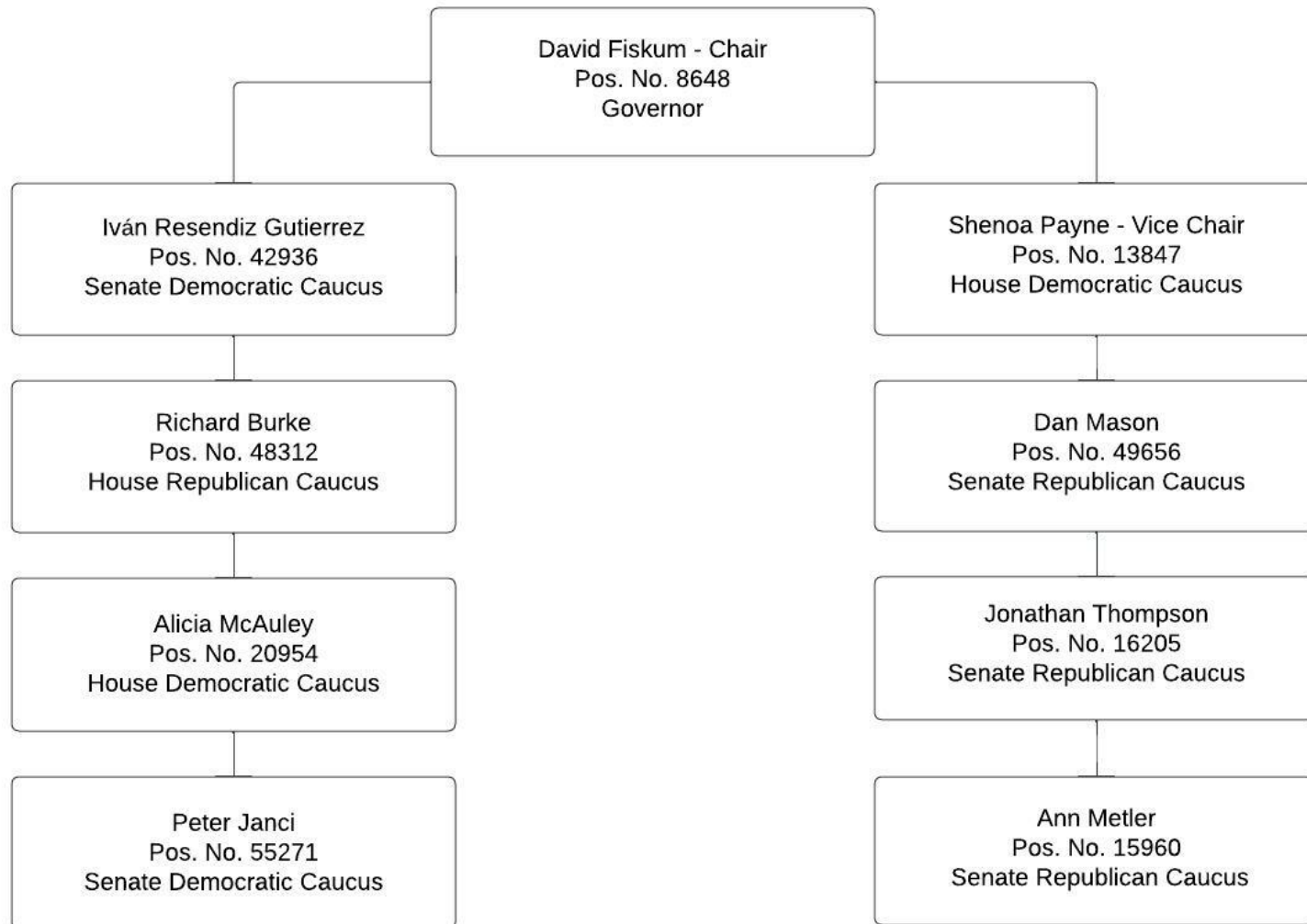
### OGEC 2025-27 Proposed Organizational Chart – Staff



## BUDGET NARRATIVE

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### OGEC 2025-27 Organizational Chart – Commission



## BUDGET NARRATIVE

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### Revenue Forecast

#### SOURCES

##### ASSESSMENTS - \$7,005,742

- OGEC receives its operating revenue from an assessment imposed on public entities. Half of the assessment comes from state government and the remaining half is received from local governments, local service districts, and special government bodies that are subject to the Municipal Audit Law. The state assessment is based on FTE. The local government assessment is based on the municipal audit fee the entities currently pay. A percentage is applied to that fee to determine the assessment. The Department of Administrative Services administers the assessment program, including collecting the assessments. For the 2025-27 biennium, the assessments total \$7,005,742, which is \$3,502,871 from local governments and \$3,502,871 from state agencies.

##### FINES AND FORFEITURES - \$50,000

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

##### OTHER SERVICES - \$0

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



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

**Oregon Government Ethics Commission**  
**2025-27 Biennium**

**Agency Number: 19900**

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

| <i>Source</i>             | 2021-23 Actuals    | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's Budget | 2025-27 Leg.<br>Adopted Budget |
|---------------------------|--------------------|-------------------------------|--------------------------------|----------------------------------|------------------------------|--------------------------------|
| <b>Other Funds</b>        |                    |                               |                                |                                  |                              |                                |
| Admin and Service Charges | 3,038,818          | 5,352,395                     | 5,352,395                      | 7,005,742                        | 7,005,742                    | 7,005,742                      |
| Fines and Forfeitures     | 54,974             | 50,000                        | 50,000                         | 50,000                           | 50,000                       | 50,000                         |
| Other Revenues            | 387                | -                             | -                              | -                                | -                            | -                              |
| Transfer to General Fund  | (54,974)           | (50,000)                      | (50,000)                       | (50,000)                         | (50,000)                     | (50,000)                       |
| <b>Total Other Funds</b>  | <b>\$3,039,205</b> | <b>\$5,352,395</b>            | <b>\$5,352,395</b>             | <b>\$7,005,742</b>               | <b>\$7,005,742</b>           | <b>\$7,005,742</b>             |

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

**Oregon Government Ethics Commission**  
**2025-27 Biennium**

**Agency Number: 19900**

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

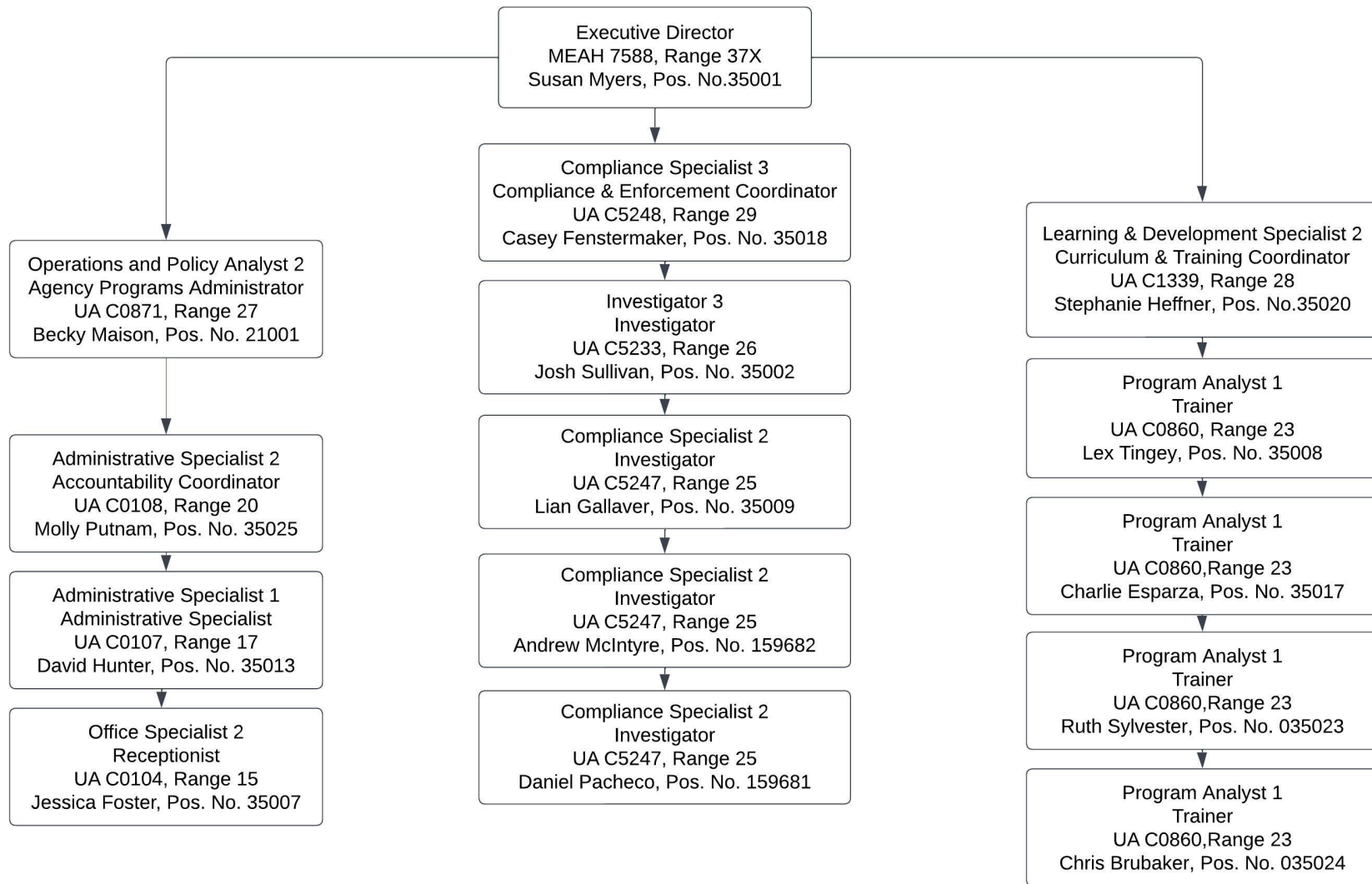
| <i>Source</i>             | 2021-23 Actuals    | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's Budget | 2025-27 Leg.<br>Adopted Budget |
|---------------------------|--------------------|-------------------------------|--------------------------------|----------------------------------|------------------------------|--------------------------------|
| <b>Other Funds</b>        |                    |                               |                                |                                  |                              |                                |
| Admin and Service Charges | 3,038,818          | 5,352,395                     | 5,352,395                      | 7,005,742                        | 7,005,742                    | 7,005,742                      |
| Fines and Forfeitures     | 54,974             | 50,000                        | 50,000                         | 50,000                           | 50,000                       | 50,000                         |
| Other Revenues            | 387                | -                             | -                              | -                                | -                            | -                              |
| Transfer to General Fund  | (54,974)           | (50,000)                      | (50,000)                       | (50,000)                         | (50,000)                     | (50,000)                       |
| <b>Total Other Funds</b>  | <b>\$3,039,205</b> | <b>\$5,352,395</b>            | <b>\$5,352,395</b>             | <b>\$7,005,742</b>               | <b>\$7,005,742</b>           | <b>\$7,005,742</b>             |

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

| Source                                       | Fund | ORBITS Revenue Acct | 2021-23 Actual | 2023-25 Leg Adopted | 2023-25 Estimates | 2025-27          |                   |                       |
|----------------------------------------------|------|---------------------|----------------|---------------------|-------------------|------------------|-------------------|-----------------------|
|                                              |      |                     |                |                     |                   | Agency Requested | Governor's Budget | Legislatively Adopted |
| Administrative & Service Charges-Other Fund  | 4150 | 0415                | 303,818.00     | 5,352,395           | 5,372,752         | 7,005,742        | 7,005,742         | 7,005,742             |
| Fine & Forfeitures-General Fund Revenue      | 0050 | 0505                | 54,974.00      | 50,000              | 50,000            | 50,000           | 50,000            | 50,000                |
| Other Revenues-Other Fund                    | 4150 | 0975                | -              | -                   | -                 | -                | -                 | -                     |
| Transfer From Administrative Svcs-Other Fund | 4150 | 1107                | 54,974.00      | 50,000              | 50,000            | 50,000           | 50,000            | 50,000                |
| Transfer to General Fund                     | 0050 | 2010                | (54,974.00)    | (50,000)            | (50,000)          | (50,000)         | (50,000)          | (50,000)              |
|                                              |      |                     | 358,792.00     | 5,402,395.00        | 5,422,752.00      | 7,055,742.00     | 7,055,742.00      | 7,055,742             |

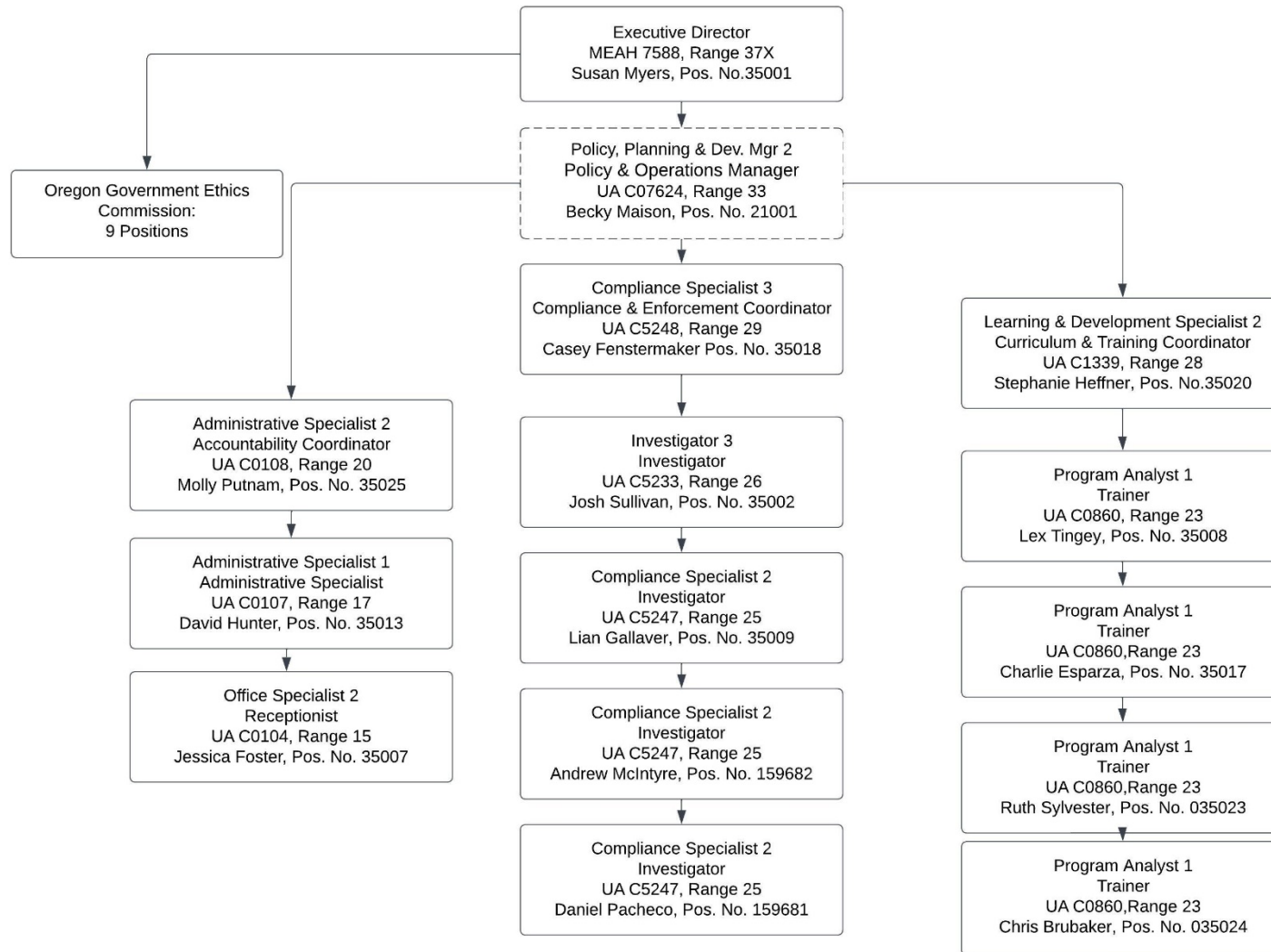
## BUDGET NARRATIVE

### OGEC 2023-25 Organizational Chart – Staff



## BUDGET NARRATIVE

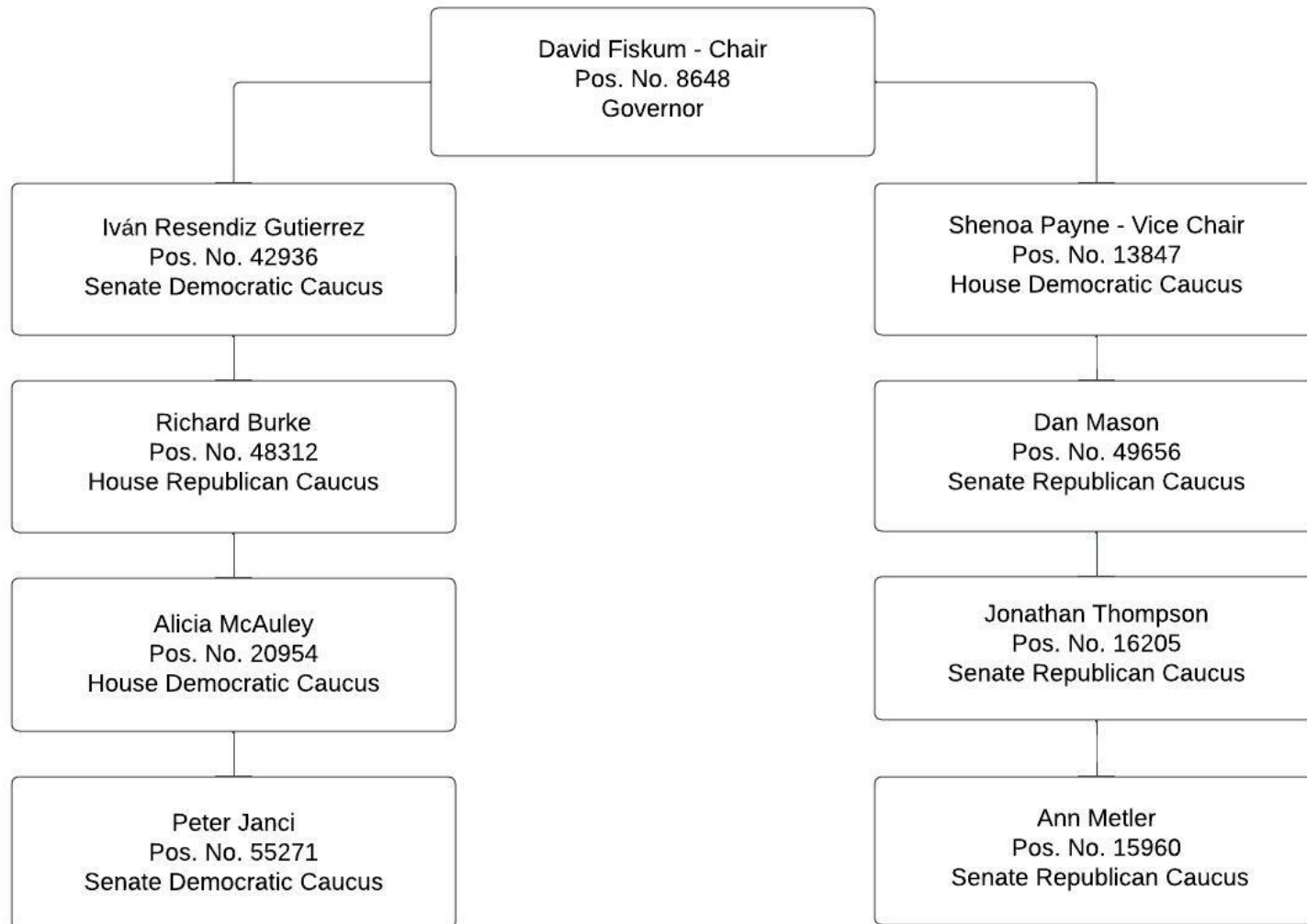
### OGEC 2025-27 Proposed Organizational Chart – Staff



## BUDGET NARRATIVE

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### OGEC 2025-27 Organizational Chart – Commission



## **GENERAL PROGRAM**

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### **Program Description**

### **Agency Summary**

#### **Government Ethics Law – ORS Chapter 244**

ORS Chapter 244 prohibits public officials from using their official positions for personal financial gain, for the financial gain of relatives or members of their households, or for the financial gain of any businesses with which the public officials or their relatives or members of their households are associated. Other provisions deal with nepotism, methods of handling conflicts of interest, and limitations on the gifts that public officials may accept. OGEC provides written and oral advice to public officials, offers training presentations, manages online filing of annual Statements of Economic Interest, and investigates complaints of suspected ethics violations. Sanctions for violations range from a letter of education to a civil penalty of up to \$5,000 per violation, or for a willful violation of ORS 244.040, which prohibits using one's official position or office for personal financial gain, up to \$10,000 per violation. For public officials found in violation and who obtained a personal financial gain from their position or office, ORS 244.360 also permits OGEC to impose a civil penalty in an amount equal to twice the amount a public official realized from the violation.

#### **Lobbying Regulation Law – ORS 171.725 to 171.785, 171.992**

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

## **GENERAL PROGRAM**

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### **Public Meetings Law – ORS 192.610 - 192.705**

ORS 192.610 – 192.705 sets forth the specific provisions for governing bodies to ensure that a governing body’s meetings and deliberations are open to the public, that the public has notice of the time and place of these meetings, and that the meetings are accessible to the people wishing to attend. It is the intent of Public Meetings Law that decisions of governing bodies be arrived at openly. Public Meetings Laws determines who is a governing body and what constitutes as a public meeting. It also defines what is required of a governing body to make meetings accessible, the proper noticing requirements, minutes and record keeping requirements, and when a governing body may hold an executive session. An executive session, defined as a meeting or part of a meeting which is closed to members of the public. Additionally, Public Meetings Law has training requirements that OGEC oversees. OGEC also investigates complaints of possible violations of Public Meetings Law by governing body members. Sanctions for violations range from a letter of education to a civil penalty of up to \$1,000 per violation. In 2021, Senate Bill 61 granted OGEC the authority to provide written and oral advice and provide training to public officials on the application of the executive session provisions. In 2023, House Bill 2805 granted OGEC jurisdiction over the entirety of Public Meetings Law, including providing and approving trainings on Public Meetings Law when previously OGEC only had jurisdiction over the executive session provisions of Public Meetings Law. In 2024, OGEC was granted authority to provide written and oral advice on the application of Public Meetings Law with the passage of House Bill 4117.



## **POLICY OPTION PACKAGE #100**

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### **Department of Justice Fees**

#### **Purpose:**

The mission of the Oregon Government Ethics Commission (OGEC) is to impartially and effectively administer and enforce Oregon's Ethics Laws for the benefit of Oregon's citizens. OGEC emphasizes education in achieving its mission. The regulatory jurisdiction of OGEC includes ORS Chapter 244, Oregon Government Ethics Law; ORS 171.725 to 171.785 and 171.992, Lobby Law; and ORS 192.605-192.710, Oregon Public Meetings Law. In addition to enforcing the statutes within its jurisdiction, OGEC focuses on education and training of public officials, lobbyists, and the public on Oregon Government Ethics Law, Lobby Law, and Oregon Public Meetings Law. Prior to the 2023 Legislative session, OGEC only had jurisdiction over the executive session provisions of Public Meetings Law, not the entirety of Public Meetings Law.

OGEC has experienced a significant increase in complaints, cases, and requests for advice over the past biennium. OGEC takes pride in producing accurate and in-depth work. Due to the legal analysis that is required in many of the request for advice and the cases opened by OGEC, the Department of Justice (DOJ) is frequently consulted for legal sufficiency. DOJ also attends all Commission meetings to serve as legal counsel.

In 2022, OGEC issued a total of 198 forms of written advice to Oregon constituents. In 2023, that number had grown to 396, double the amount of 2022. In 2024, OGEC issued 721 forms of written advice, almost double of the previous year's total. OGEC encourages the Oregon constituents to ask the staff and the Commission for advice whenever there is a question about how to handle a situation or how to proceed. OGEC would rather offer guidance and training than to penalize. This encouragement has led to an increased use of OGEC staff writing letters of advice to public officials, lobbyists, and clients, which in turn, has led to an increased use of DOJ's services.

On the same note, as the awareness of OGEC's jurisdiction has increased, Oregon constituents have become more aware of potential violations of Oregon Ethics Law, Oregon Lobby Law, and Oregon Public Meetings Laws. In 2022, OGEC opened 152 cases. In 2023, OGEC opened 207 cases, an increase in 34%. In 2024, OGEC had opened 272 cases after receiving 566 complaints, which is a 31% increase in the case opening rate. Each case receives DOJ review as it goes through the investigative process, starting with the Preliminary Review, the Investigative Report, Preliminary Reports of Violation, and any Stipulated or Default Final Orders.

Three factors have led to OGEC's need for an increased DOJ line item in the budget. As the sheer amount of work that OGEC is handling increases, the number of billed DOJ hours increases correspondingly. Another factor that must be considered is the approval of Public Meetings Law trainings, which will need to be reviewed and approved by OGEC. OGEC will discuss the trainings with agency's assigned DOJ counsel, which will have an effect on the legal fees. Additionally, one must consider the increase in DOJ's rates. OGEC is currently trending to pay over \$430,000 in the 2023-25 biennium.

## **POLICY OPTION PACKAGE #100**

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in DOJ fees. Based on the current trajectory of increased cases, requests for advice, and training approvals, OGEC estimates that the DOJ legal services fees will exceed the estimated current service levels by \$600,000, which is what OGEC is requesting.

### **How Achieved:**

The cost of these increased DOJ legal services will be covered by reoccurring charge for 2025-2027 and future biennium. The DOJ service costs will have a minimal financial impact on OGEC's 2025-2027 biennium budget as the costs are shared by all state agencies and local government entities through the assessment model as explained below.

OGEC is not a General Fund agency; it is an Other Fund agency. OGEC funding comes from an assessment equally shared between state agencies and local government entities. State agencies are assessed based on the number of full-time equivalent positions. Local entities are assessed based on a formula connected to the Municipal Audit charge collected by the Secretary of State. OGEC also collects fines and forfeitures through the imposition of civil penalties; however, these revenues are transferred to the General Fund and are not used to support agency operations.

### **Quantifying Results:**

The agency will be able to quantify the results of these DOJ legal services by continuing to produce high quality investigative reports, letters of advice, trainings, and training approvals. This will be reflected by an increase in customer service levels reflected in the annual customer satisfaction survey that is included in OGEC's Key Performance Measures.

### **Budget Detail:**

OGEC has estimated an increase of \$600,000 in DOJ legal services above current service levels. The project and price are in addition to OGEC's legal services that are currently built into the budget for 2025-2027 biennium. Should OGEC use less the projected amount of DOJ legal services, the excess would be applied to the 2027-2029 budget biennium.

## **POLICY OPTION PACKAGE #101**

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### **Reclassification to Policy, Planning, and Development Manager 2**

#### **Purpose:**

OGEC has requested that the Department of Administrative Services (DAS) Chief Human Resource Office (CHRO) Class and Compensation review the position of Operations & Policy Analyst 2 (OPA2) in response to job duty changes to the position. Based on feedback from CHRO Class and Compensation, OGEC reviewed the Policy, Planning, and Development Manager series. The position description was updated to reflect the current duties of the position and was submitted to and approved by CHRO Class and Compensation. OGEC has considered reducing the job duties of the OPA2, but the felt the current duties being performed by the OPA2 and additional duties with the recent expansion of OGEC's staffing were essential to OGEC's function and meeting its mission.

#### **How Achieved:**

A Policy, Planning, and Development Manager 2 (PPD2) position that focuses on specialized responsibilities regarding regulatory compliance, operations for cross-functional teams and related programs, and strategic planning efforts for short- and long-term agency goals. This position is responsible for handling HR functions and strategic planning for the agency.

OGEC is not a General Fund agency; it is an Other Fund agency. OGEC funding comes from an assessment equally shared between state agencies and local government entities. State agencies are assessed based on the number of full-time equivalent positions. Local entities are assessed based on a formula connected to the Municipal Audit charge collected by the Secretary of State. OGEC also collects fines and forfeitures through the imposition of civil penalties; however, these revenues are transferred to the General Fund and are not used to support agency operations.

#### **Quantifying Results:**

The agency will be able to quantify the results by a multitude of measurable factors such as: the number of policies developed and adopted, percentage of strategic goals met, improved Key Performance Measures, the number of projects completed on time and within budget, and metrics showing the impact of continuous improvement efforts.

#### **Budget Detail:**

This reclass of this staff member would cost approximately \$40,710 in the 2025-2027 biennium, is equally split between state agencies and municipalities, and would be built into the current service level going forward.

## **POLICY OPTION PACKAGE #102**

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### **Increased Training Program Costs**

#### **Purpose:**

Education is OGEC's #1 priority as stated in its mission, which is why OGEC is focusing on investing in the training program. When the COVID-19 pandemic began in 2019, OGEC was able to quickly adapt to the challenges posed during the pandemic, which in turn has created long term positive change for OGEC and its constituents. OGEC shifted from in-person training to online webinars and on-demand learning.

As COVID-19 restrictions relaxed, the demand for both in-person training and online trainings have only continued to grow. Additionally, OGEC's jurisdiction has expanded to include all of Public Meetings Law. With the expansion of Public Meetings Law, there comes a requirement that certain governing bodies have to take Public Meetings Law training through OGEC or an OGEC approved training. Currently, OGEC has a waitlist of governing bodies that are waiting to schedule their training once rules are adopted.

OGEC has begun working and collaborating with public bodies to spread the word about hosted in-person trainings, which allows for OGEC to connect with multiple jurisdictions during a single training or trip. OGEC increased flexibility and provided public bodies the ability to host hybrid trainings, where OGEC trainers are in-person and attendees are both in-person and online. These changes have made in-person trainings very appealing and popular since OGEC expanded its outreach and changed its approach.

OGEC has taken an active role in networking and outreach, which has increased the training team's travel charges. OGEC expects to see a continued increase in these charges as OGEC nurtures the relationships with jurisdictions statewide, not just within the Willamette Valley. One of OGEC's goals in both the Strategic Plan and DEI Plan is to connect and serve the under-represented and under-served. OGEC intends to do that by reaching out to communities that have not had access to in-person training but could benefit from it or do not have the resources for online trainings. OGEC's focus on accessibility is why trainings are being offered in a variety of modalities, such as online, in-person, hybrid, and asynchronous. OGEC's asynchronous training is in need of updates but is also in high demand as well as over 12,000 learners have taken it in 2024.

As stated before, education is OGEC's #1 priority, which has impacted enforcement of OGEC's jurisdiction. In lieu of penalty, OGEC has begun offering the alternative of OGEC sanctioned training on the topic of the alleged violation to educate respondents and hopefully prevent future violations.

OGEC needs additional revenue and Other Fund limitation to account for increased training costs, such as additional licenses for Articulate 360, InDesign, Survey Monkey, tracking software, learner management software, and Turning Point.

## **POLICY OPTION PACKAGE #102**

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### **How Achieved:**

OGEC is not a General Fund agency; it is an Other Fund agency. OGEC funding comes from an assessment equally shared between state agencies and local government entities. State agencies are assessed based on the number of full-time equivalent positions. Local entities are assessed based on a formula connected to the Municipal Audit charge collected by the Secretary of State. The additional \$75,000 would be split evenly between the municipalities and the state agencies. OGEC also collects fines and forfeitures through the imposition of civil penalties; however, these revenues are transferred to the General Fund and are not used to support agency operations.

### **Quantifying Results:**

The agency will be able to quantify the results by a multitude of measurable factors such as:

- Increase in the availability of trainings to the public and an increase in the number of people trained
- Increase of variety of training delivery styles and topics, including conferences and training series
- Increase in opportunities to connect with under-represented and under-served communities
- Increase in training effectiveness
- Increase in accessibility
- Increase in overall quality of trainings
- Increase in requests for advice

These changes will be reflected in the annual Key Performance Measures in two different reportable ways. OGEC annually calculates the effectiveness of the training program through the Customer Satisfaction Survey. A positive impact of the increased funding in the training program will show an increase in training effectiveness as compared to prior years and an increase in the overall customer service satisfaction level.

### **Budget Detail:**

An additional \$75,000 is needed in Other Funds expenditure limitation and revenue is needed to cover the training program costs. This increase would add base funding to OGEC's budget to cover these expenses moving forward.

## **POLICY OPTION PACKAGE #103**

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### **Case Management/Electronic Filing System Updates**

#### **Purpose:**

OGEC has two custom database applications that need crucial system updates. These applications allow OGEC to fulfill its mission to enforce the laws within its jurisdiction and to provide increased transparency and accessibility for public officials and members of the public. These custom applications, the Electronic Filing System (EFS) and the Case Management System (CMS), are designed and supported by NIC Oregon, a subsidiary of Tyler Technologies. OGEC pays subscription fees for these services, with the option to expand their functionality with one-time charges or increased subscription fees.

EFS, implemented in 2015, allows public officials who are required to file annual verified Statements of Economic Interest (SEI) to file their SEIs online. EFS additionally allows lobbyists and lobbyist clients/employers to register with OGEC and to file quarterly expenditure reports. Lobbyists also report their annual “Respectful Workplace Training” in EFS. All reports and registrations filed in EFS are made immediately available to the public, online, and free of charge.

CMS, implemented in 2016, is a multi-functional application that allows the public to easily submit online complaints of alleged ethics, lobbying, or executive session violations. CMS houses the complaint process from beginning (with a submitted complaint) to end (with a completed case and final order), and it provides OGEC’s investigative staff a centralized location to track a complaint’s progress, to store case documents, and to make those documents available to the public, if requested. CMS is also a free resource for the public to view Commission issued advice and opinions, as well as final case dispositions.

The primary focus of this IT project is to increase data transparency. One of the Governor’s mandates was about the importance of data transparency. OGEC has been working with the Department of Administrative Services (DAS) Chief Data Officer’s team and Tyler Technologies to design an application programming interface (API) that allows CMS and EFS to seamlessly communicate with the State’s Open Data Portal. This API will be integrated within EFS and CMS allowing data to be filtered so that any personal data will remain confidential. All other data will be transferred securely and automatically to the Open Data Portal, requiring no action by OGEC staff.

The CMS enhancements will allow OGEC staff to more effectively audit case dispositions and advice and opinions. In the Secretary of State’s 2021 Audit of OGEC, Recommendation #10 was to “[e]stablish procedures for reviewing the accuracy of CMS data and regularly analyzing CMS and other data to look for trends.” The CMS enhancements will provide additional reporting options for OGEC staff, which will increase our ability to review and analyze the accuracy of CMS data. Other enhancements will improve CMS functionality, allowing OGEC staff to upload, search, filter, export, and

## **POLICY OPTION PACKAGE #103**

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manipulate case data more efficiently.

Due to the age of CMS and EFS, OGEC is also working with DAS Enterprise Information Services (EIS) to put together an outline of required features and functionality for cloud-based solutions request for quote (RFQ). DAS EIS was concerned about the aging of CMS and EFS and putting additional fund and effort into systems that will potentially be discontinued in a few years.

The work from 2023-25 that included the updates that would allow the systems to communicate with each other was delayed due to the passage of House Bill (HB) 2038 in 2023. HB 2038 required immediate changes to EFS and how SEIs were filed. OGEC and Tyler Tech focused on the legislatively mandated updates required by HB 2038. This POP would allow OGEC to increase the financial limitations of unfinished work due to these delays and allow for new work to be completed on the systems or to transition to a newer cloud-based solution as recommended by DAS EIS due to the age of EFS and CMS.

### **How Achieved:**

The agency will be able to quantify the results of these IT service enhancements by examining the effectiveness of system functionality, increased productivity, and the ease of use of CMS and EFS, both for OGEC staff and constituents. This will be reflected by an increase in customer service levels reflected in the annual customer satisfaction survey that is included in OGEC's Key Performance Measures. OGEC will be able to demonstrate the effectiveness of the proposed updates, particularly concerning filers in EFS, by seeing a decrease in late or non-filers as the updated noticing function in EFS will provide filers with more comprehensive and consistent communications.

### **Quantifying Results:**

The agency will be able to quantify the results by a multitude of measurable factors such as: increased customer satisfaction scores in the annual Customer Satisfaction survey as reported in the Key Performance Measures, increased security for data, and increased transparency.

### **Budget Detail:**

The original POP from 2023-25 has unfinished work of \$259,740 for the project. The additional updates would cost an additional \$300,000. OGEC would like to request the \$300,000 plus an increase in limitation for the 2025-2027 biennium to permit for the unfinished work of \$257,740. OGEC would like the option to allocate the monies towards the Tyler Tech project or to reallocate the funds towards a cloud-based solution. Should the project cost less the projected amount, the excess would be applied to the 2027-2029 budget biennium.

## ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission

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

Cross Reference Name: General Program

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

| <i>Description</i>             | General Fund | Lottery Funds | Other Funds      | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds        |
|--------------------------------|--------------|---------------|------------------|---------------|------------------------|--------------------------|------------------|
| <b>Personal Services</b>       |              |               |                  |               |                        |                          |                  |
| Temporary Appointments         | -            | -             | 22               | -             | -                      | -                        | 22               |
| Pension Obligation Bond        | -            | -             | 5,734            | -             | -                      | -                        | 5,734            |
| Social Security Taxes          | -            | -             | 2                | -             | -                      | -                        | 2                |
| Mass Transit Tax               | -            | -             | 2,160            | -             | -                      | -                        | 2,160            |
| Vacancy Savings                | -            | -             | -                | -             | -                      | -                        | -                |
| <b>Total Personal Services</b> | -            | -             | <b>\$7,918</b>   | -             | -                      | -                        | <b>\$7,918</b>   |
| <b>Total Expenditures</b>      |              |               |                  |               |                        |                          |                  |
| Total Expenditures             | -            | -             | 7,918            | -             | -                      | -                        | 7,918            |
| <b>Total Expenditures</b>      | -            | -             | <b>\$7,918</b>   | -             | -                      | -                        | <b>\$7,918</b>   |
| <b>Ending Balance</b>          |              |               |                  |               |                        |                          |                  |
| Ending Balance                 | -            | -             | (7,918)          | -             | -                      | -                        | (7,918)          |
| <b>Total Ending Balance</b>    | -            | -             | <b>(\$7,918)</b> | -             | -                      | -                        | <b>(\$7,918)</b> |



## ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission  
Pkg: 021 - Phase-in

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                       | -            | -             | 841               | -             | -                      | -                        | 841               |
| Employee Training                    | -            | -             | 4,361             | -             | -                      | -                        | 4,361             |
| Office Expenses                      | -            | -             | 2,491             | -             | -                      | -                        | 2,491             |
| Telecommunications                   | -            | -             | 3,952             | -             | -                      | -                        | 3,952             |
| Data Processing                      | -            | -             | 811               | -             | -                      | -                        | 811               |
| Publicity and Publications           | -            | -             | 622               | -             | -                      | -                        | 622               |
| Employee Recruitment and Develop     | -            | -             | 498               | -             | -                      | -                        | 498               |
| Dues and Subscriptions               | -            | -             | 622               | -             | -                      | -                        | 622               |
| Agency Program Related S and S       | -            | -             | 52,100            | -             | -                      | -                        | 52,100            |
| Other Services and Supplies          | -            | -             | 16,212            | -             | -                      | -                        | 16,212            |
| Expendable Prop 250 - 5000           | -            | -             | 8,201             | -             | -                      | -                        | 8,201             |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>\$90,711</b>   | -             | -                      | -                        | <b>\$90,711</b>   |
| <b>Total Expenditures</b>            |              |               |                   |               |                        |                          |                   |
| Total Expenditures                   | -            | -             | 90,711            | -             | -                      | -                        | 90,711            |
| <b>Total Expenditures</b>            | -            | -             | <b>\$90,711</b>   | -             | -                      | -                        | <b>\$90,711</b>   |
| <b>Ending Balance</b>                |              |               |                   |               |                        |                          |                   |
| Ending Balance                       | -            | -             | (90,711)          | -             | -                      | -                        | (90,711)          |
| <b>Total Ending Balance</b>          | -            | -             | <b>(\$90,711)</b> | -             | -                      | -                        | <b>(\$90,711)</b> |

## ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

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

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

| <i>Description</i>                   | General Fund | Lottery Funds | Other Funds        | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | All Funds          |
|--------------------------------------|--------------|---------------|--------------------|---------------|------------------------|--------------------------|--------------------|
| <b>Services &amp; Supplies</b>       |              |               |                    |               |                        |                          |                    |
| IT Professional Services             | -            | -             | (417,340)          | -             | -                      | -                        | (417,340)          |
| Agency Program Related S and S       | -            | -             | (400,000)          | -             | -                      | -                        | (400,000)          |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>(\$817,340)</b> | -             | -                      | -                        | <b>(\$817,340)</b> |
| <b>Total Expenditures</b>            |              |               |                    |               |                        |                          |                    |
| Total Expenditures                   | -            | -             | (817,340)          | -             | -                      | -                        | (817,340)          |
| <b>Total Expenditures</b>            | -            | -             | <b>(\$817,340)</b> | -             | -                      | -                        | <b>(\$817,340)</b> |
| <b>Ending Balance</b>                |              |               |                    |               |                        |                          |                    |
| Ending Balance                       | -            | -             | 817,340            | -             | -                      | -                        | 817,340            |
| <b>Total Ending Balance</b>          | -            | -             | <b>\$817,340</b>   | -             | -                      | -                        | <b>\$817,340</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                       | -            | -             | 990              | -             | -                      | -                        | 990              |
| Employee Training                    | -            | -             | 850              | -             | -                      | -                        | 850              |
| Office Expenses                      | -            | -             | 1,471            | -             | -                      | -                        | 1,471            |
| Telecommunications                   | -            | -             | 1,843            | -             | -                      | -                        | 1,843            |
| State Gov. Service Charges           | -            | -             | 102,554          | -             | -                      | -                        | 102,554          |
| Data Processing                      | -            | -             | 4,977            | -             | -                      | -                        | 4,977            |
| Publicity and Publications           | -            | -             | 75               | -             | -                      | -                        | 75               |
| Professional Services                | -            | -             | 772              | -             | -                      | -                        | 772              |
| IT Professional Services             | -            | -             | 25,306           | -             | -                      | -                        | 25,306           |
| Attorney General                     | -            | -             | 54,131           | -             | -                      | -                        | 54,131           |
| Employee Recruitment and Develop     | -            | -             | 188              | -             | -                      | -                        | 188              |
| Dues and Subscriptions               | -            | -             | 97               | -             | -                      | -                        | 97               |
| Facilities Rental and Taxes          | -            | -             | 8,106            | -             | -                      | -                        | 8,106            |
| Agency Program Related S and S       | -            | -             | -                | -             | -                      | -                        | -                |
| Other Services and Supplies          | -            | -             | 12,663           | -             | -                      | -                        | 12,663           |
| Expendable Prop 250 - 5000           | -            | -             | 992              | -             | -                      | -                        | 992              |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>\$215,015</b> | -             | -                      | -                        | <b>\$215,015</b> |
| <b>Total Expenditures</b>            |              |               |                  |               |                        |                          |                  |
| Total Expenditures                   | -            | -             | 215,015          | -             | -                      | -                        | 215,015          |
| <b>Total Expenditures</b>            | -            | -             | <b>\$215,015</b> | -             | -                      | -                        | <b>\$215,015</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              | -            | -             | (215,015)          | -             | -                      | -                        | (215,015)          |
| <b>Total Ending Balance</b> | -            | -             | <b>(\$215,015)</b> | -             | -                      | -                        | <b>(\$215,015)</b> |

## ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission  
Pkg: 092 - 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: 093 - 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: 100 - DOJ Fee Increases

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                     | -            | -             | 600,000            | -             | -                      | -                        | 600,000            |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>\$600,000</b>   | -             | -                      | -                        | <b>\$600,000</b>   |
| <b>Total Expenditures</b>            |              |               |                    |               |                        |                          |                    |
| Total Expenditures                   | -            | -             | 600,000            | -             | -                      | -                        | 600,000            |
| <b>Total Expenditures</b>            | -            | -             | <b>\$600,000</b>   | -             | -                      | -                        | <b>\$600,000</b>   |
| <b>Ending Balance</b>                |              |               |                    |               |                        |                          |                    |
| Ending Balance                       | -            | -             | (600,000)          | -             | -                      | -                        | (600,000)          |
| <b>Total Ending Balance</b>          | -            | -             | <b>(\$600,000)</b> | -             | -                      | -                        | <b>(\$600,000)</b> |

## ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission  
Pkg: 101 - Position Reclass

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>            |              |               |                   |               |                        |                          |                   |
| Class/Unclass Sal. and Per Diem     | -            | -             | 31,536            | -             | -                      | -                        | 31,536            |
| Public Employees' Retire Cont       | -            | -             | 6,635             | -             | -                      | -                        | 6,635             |
| Social Security Taxes               | -            | -             | 2,413             | -             | -                      | -                        | 2,413             |
| Paid Family Medical Leave Insurance | -            | -             | 126               | -             | -                      | -                        | 126               |
| <b>Total Personal Services</b>      | -            | -             | <b>\$40,710</b>   | -             | -                      | -                        | <b>\$40,710</b>   |
| <b>Total Expenditures</b>           |              |               |                   |               |                        |                          |                   |
| Total Expenditures                  | -            | -             | 40,710            | -             | -                      | -                        | 40,710            |
| <b>Total Expenditures</b>           | -            | -             | <b>\$40,710</b>   | -             | -                      | -                        | <b>\$40,710</b>   |
| <b>Ending Balance</b>               |              |               |                   |               |                        |                          |                   |
| Ending Balance                      | -            | -             | (40,710)          | -             | -                      | -                        | (40,710)          |
| <b>Total Ending Balance</b>         | -            | -             | <b>(\$40,710)</b> | -             | -                      | -                        | <b>(\$40,710)</b> |



## ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission  
Pkg: 102 - Training Upgrades

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>       |              |               |                   |               |                        |                          |                   |
| IT Expendable Property               | -            | -             | 75,000            | -             | -                      | -                        | 75,000            |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>\$75,000</b>   | -             | -                      | -                        | <b>\$75,000</b>   |
| <b>Total Expenditures</b>            |              |               |                   |               |                        |                          |                   |
| Total Expenditures                   | -            | -             | 75,000            | -             | -                      | -                        | 75,000            |
| <b>Total Expenditures</b>            | -            | -             | <b>\$75,000</b>   | -             | -                      | -                        | <b>\$75,000</b>   |
| <b>Ending Balance</b>                |              |               |                   |               |                        |                          |                   |
| Ending Balance                       | -            | -             | (75,000)          | -             | -                      | -                        | (75,000)          |
| <b>Total Ending Balance</b>          | -            | -             | <b>(\$75,000)</b> | -             | -                      | -                        | <b>(\$75,000)</b> |

## ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission  
Pkg: 103 - Upgrades to CMS/EFS

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>       |              |               |                    |               |                        |                          |                    |
| IT Professional Services             | -            | -             | 300,000            | -             | -                      | -                        | 300,000            |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>\$300,000</b>   | -             | -                      | -                        | <b>\$300,000</b>   |
| <b>Total Expenditures</b>            |              |               |                    |               |                        |                          |                    |
| Total Expenditures                   | -            | -             | 300,000            | -             | -                      | -                        | 300,000            |
| <b>Total Expenditures</b>            | -            | -             | <b>\$300,000</b>   | -             | -                      | -                        | <b>\$300,000</b>   |
| <b>Ending Balance</b>                |              |               |                    |               |                        |                          |                    |
| Ending Balance                       | -            | -             | (300,000)          | -             | -                      | -                        | (300,000)          |
| <b>Total Ending Balance</b>          | -            | -             | <b>(\$300,000)</b> | -             | -                      | -                        | <b>(\$300,000)</b> |

## ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Government Ethics Commission  
Pkg: 801 - LFO Analyst 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>       |              |               |                    |               |                        |                          |                    |
| IT Professional Services             | -            | -             | 259,740            | -             | -                      | -                        | 259,740            |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>\$259,740</b>   | -             | -                      | -                        | <b>\$259,740</b>   |
| <b>Total Expenditures</b>            |              |               |                    |               |                        |                          |                    |
| Total Expenditures                   | -            | -             | 259,740            | -             | -                      | -                        | 259,740            |
| <b>Total Expenditures</b>            | -            | -             | <b>\$259,740</b>   | -             | -                      | -                        | <b>\$259,740</b>   |
| <b>Ending Balance</b>                |              |               |                    |               |                        |                          |                    |
| Ending Balance                       | -            | -             | (259,740)          | -             | -                      | -                        | (259,740)          |
| <b>Total Ending Balance</b>          | -            | -             | <b>(\$259,740)</b> | -             | -                      | -                        | <b>(\$259,740)</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>       |              |               |                   |               |                        |                          |                   |
| State Gov. Service Charges           | -            | -             | 3,720             | -             | -                      | -                        | 3,720             |
| Attorney General                     | -            | -             | 28,543            | -             | -                      | -                        | 28,543            |
| Other Services and Supplies          | -            | -             | 3,381             | -             | -                      | -                        | 3,381             |
| <b>Total Services &amp; Supplies</b> | -            | -             | <b>\$35,644</b>   | -             | -                      | -                        | <b>\$35,644</b>   |
| <b>Total Expenditures</b>            |              |               |                   |               |                        |                          |                   |
| Total Expenditures                   | -            | -             | 35,644            | -             | -                      | -                        | 35,644            |
| <b>Total Expenditures</b>            | -            | -             | <b>\$35,644</b>   | -             | -                      | -                        | <b>\$35,644</b>   |
| <b>Ending Balance</b>                |              |               |                   |               |                        |                          |                   |
| Ending Balance                       | -            | -             | (35,644)          | -             | -                      | -                        | (35,644)          |
| <b>Total Ending Balance</b>          | -            | -             | <b>(\$35,644)</b> | -             | -                      | -                        | <b>(\$35,644)</b> |

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

**Oregon Government Ethics Commission**  
**2025-27 Biennium**

**Agency Number: 19900**

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

| <i>Source</i>             | 2021-23 Actuals    | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's Budget | 2025-27 Leg.<br>Adopted Budget |
|---------------------------|--------------------|-------------------------------|--------------------------------|----------------------------------|------------------------------|--------------------------------|
| <b>Other Funds</b>        |                    |                               |                                |                                  |                              |                                |
| Admin and Service Charges | 3,038,818          | 5,352,395                     | 5,352,395                      | 7,005,742                        | 7,005,742                    | 7,005,742                      |
| Fines and Forfeitures     | 54,974             | 50,000                        | 50,000                         | 50,000                           | 50,000                       | 50,000                         |
| Other Revenues            | 387                | -                             | -                              | -                                | -                            | -                              |
| Transfer to General Fund  | (54,974)           | (50,000)                      | (50,000)                       | (50,000)                         | (50,000)                     | (50,000)                       |
| <b>Total Other Funds</b>  | <b>\$3,039,205</b> | <b>\$5,352,395</b>            | <b>\$5,352,395</b>             | <b>\$7,005,742</b>               | <b>\$7,005,742</b>           | <b>\$7,005,742</b>             |

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

**Oregon Government Ethics Commission**  
**2025-27 Biennium**

**Agency Number: 19900**

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

| <i>Source</i>             | 2021-23 Actuals    | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's Budget | 2025-27 Leg.<br>Adopted Budget |
|---------------------------|--------------------|-------------------------------|--------------------------------|----------------------------------|------------------------------|--------------------------------|
| <b>Other Funds</b>        |                    |                               |                                |                                  |                              |                                |
| Admin and Service Charges | 3,038,818          | 5,352,395                     | 5,352,395                      | 7,005,742                        | 7,005,742                    | 7,005,742                      |
| Fines and Forfeitures     | 54,974             | 50,000                        | 50,000                         | 50,000                           | 50,000                       | 50,000                         |
| Other Revenues            | 387                | -                             | -                              | -                                | -                            | -                              |
| Transfer to General Fund  | (54,974)           | (50,000)                      | (50,000)                       | (50,000)                         | (50,000)                     | (50,000)                       |
| <b>Total Other Funds</b>  | <b>\$3,039,205</b> | <b>\$5,352,395</b>            | <b>\$5,352,395</b>             | <b>\$7,005,742</b>               | <b>\$7,005,742</b>           | <b>\$7,005,742</b>             |

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

| Source                                       | Fund | ORBITS Revenue Acct | 2021-23 Actual | 2023-25 Leg Adopted | 2023-25 Estimates | 2025-27          |                   |                       |
|----------------------------------------------|------|---------------------|----------------|---------------------|-------------------|------------------|-------------------|-----------------------|
|                                              |      |                     |                |                     |                   | Agency Requested | Governor's Budget | Legislatively Adopted |
| Administrative & Service Charges-Other Fund  | 4150 | 0415                | 303,818.00     | 5,352,395           | 5,372,752         | 7,005,742        | 7,005,742         | 7,005,742             |
| Fine & Forfeitures-General Fund Revenue      | 0050 | 0505                | 54,974.00      | 50,000              | 50,000            | 50,000           | 50,000            | 50,000                |
| Other Revenues-Other Fund                    | 4150 | 0975                | -              | -                   | -                 | -                | -                 | -                     |
| Transfer From Administrative Svcs-Other Fund | 4150 | 1107                | 54,974.00      | 50,000              | 50,000            | 50,000           | 50,000            | 50,000                |
| Transfer to General Fund                     | 0050 | 2010                | (54,974.00)    | (50,000)            | (50,000)          | (50,000)         | (50,000)          | (50,000)              |
|                                              |      |                     | 358,792.00     | 5,402,395.00        | 5,422,752.00      | 7,055,742.00     | 7,055,742.00      | 7,055,742             |

## **INFORMATION TECHNOLOGY PROJECT PRIORITIZATION**

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**Not Applicable**



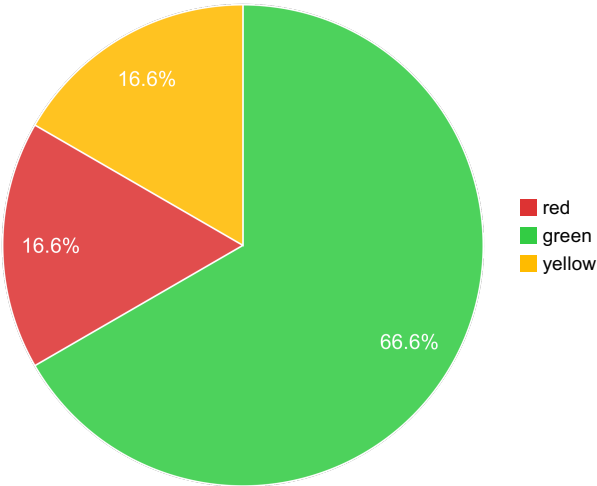
# Government Ethics Commission

Annual Performance Progress Report

Reporting Year 2024

Published: 9/23/2024 2:13:22 PM

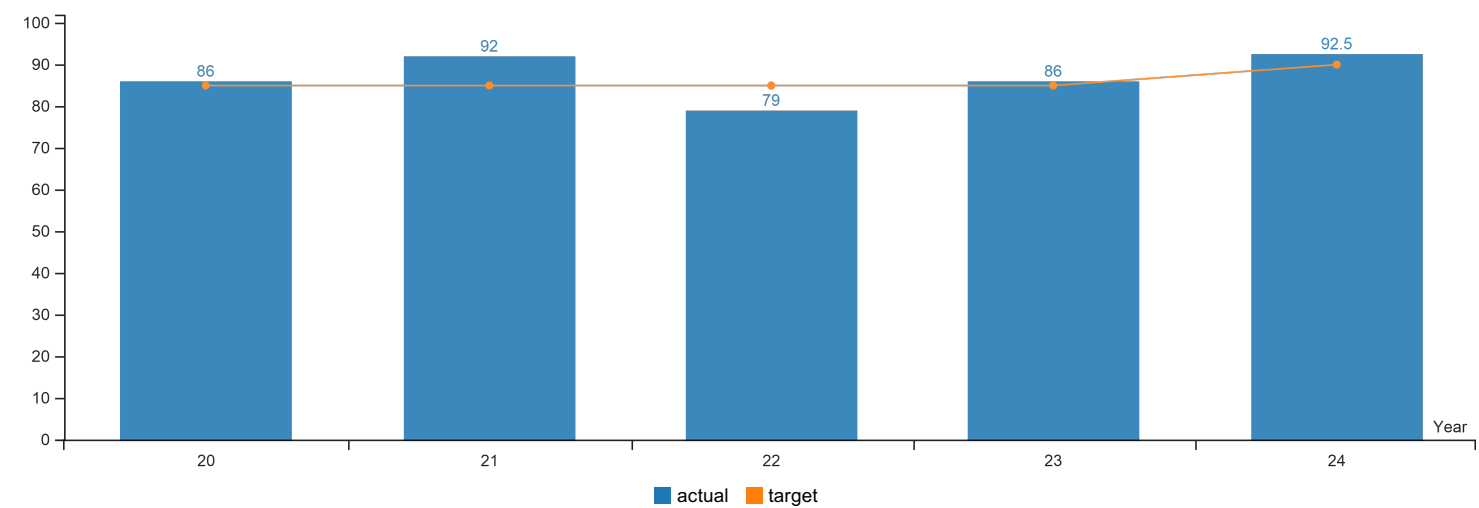
| KPM # | Approved Key Performance Measures (KPMs)                                                                                                                                                                          |
|-------|-------------------------------------------------------------------------------------------------------------------------------------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



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

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

\* Upward Trend = negative result



| Report Year                                                                                              | 2020 | 2021 | 2022 | 2023 | 2024   |
|----------------------------------------------------------------------------------------------------------|------|------|------|------|--------|
| percent usage of statutory time limits, preliminary reviews, investigations, staff and advisory opinions |      |      |      |      |        |
| Actual                                                                                                   | 86%  | 92%  | 79%  | 86%  | 92.50% |
| Target                                                                                                   | 85%  | 85%  | 85%  | 85%  | 90%    |

### How Are We Doing

The data is reflected from calendar year 2023. Categories are as follows: Preliminary Reviews (94%), Investigations (92%), Staff Opinion (88%), and Advisory Opinion (96%). The average (92.50%) is slightly over our goal of 90%, but is still within statutory limits.

### Factors Affecting Results

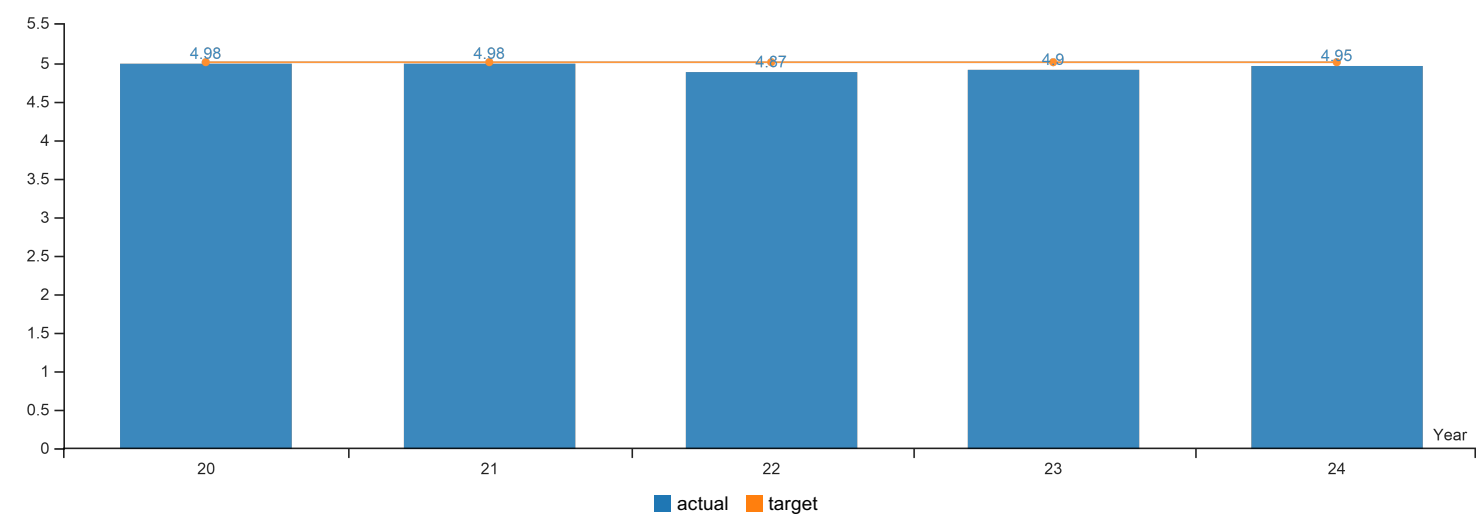
With the passage of House Bill 2805 in the 2023 Legislative Session, OGEC now has jurisdiction over the entirety of Public Meetings Law. Previously OGEC only had jurisdiction over the executive sessions provisions of Public Meetings Law.

Historically, there has been a steady increase in complaints and requests for advice which is a growing burden on OGEC resources. OGEC added two new investigators and new two trainers that started in the fourth quarter of 2023, all of whom produce advice. The additional staff were able to help alleviate some of the pressure but the increasing demand continues to grow each year, outpacing the growth of OGEC staff.

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

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

\* Upward Trend = positive result



| Report Year               | 2020 | 2021 | 2022 | 2023 | 2024 |
|---------------------------|------|------|------|------|------|
| Quality of Investigations |      |      |      |      |      |
| Actual                    | 4.98 | 4.98 | 4.87 | 4.90 | 4.95 |
| Target                    | 5    | 5    | 5    | 5    | 5    |

### How Are We Doing

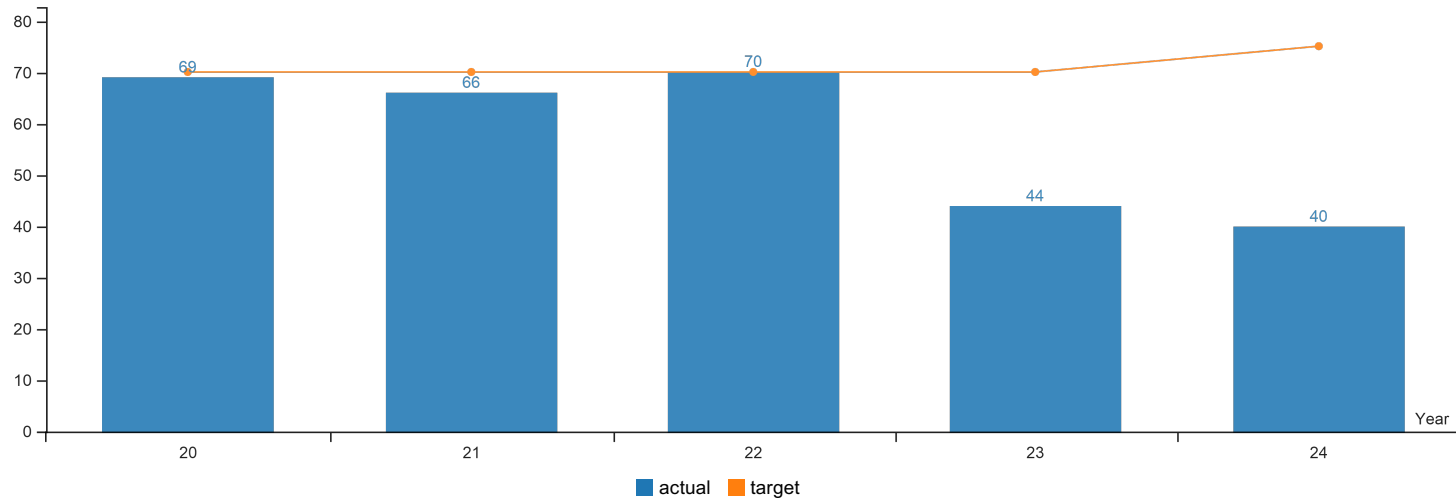
The review categories scored at Timeliness (5), Accessibility (5), Objectivity (4.9), and Organization (4.9) for an average score of 4.95 out of a maximum score of 5. OGEC will continue to strive for a perfect score of 5 in all categories.

### Factors Affecting Results

There was significant growth with the Investigation staff in 2023. OGEC hired two new Investigators in the fourth quarter with the expansion of OGEC's jurisdiction. For 2023 cases, investigators maintained a high overall quality of the work performed. The investigative staff are coordinating with the agency's administrative staff to continue to increase organizational scores and accurate data entry. OGEC continues to explore ways to increase efficiency and accessibility.

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

\* Upward Trend = positive result



| Report Year                                              | 2020 | 2021 | 2022 | 2023 | 2024 |
|----------------------------------------------------------|------|------|------|------|------|
| <b>Percentage of increase/decrease of knowledge base</b> |      |      |      |      |      |
| Actual                                                   | 69%  | 66%  | 70%  | 44%  | 40%  |
| Target                                                   | 70%  | 70%  | 70%  | 70%  | 75%  |

#### How Are We Doing

The training program's effectiveness is measured by the difference between the number of incorrect answers to a pretest before the training in comparison to the number of incorrect answers at the end of the training session in 2023. Halfway through 2022, the training program changed the polling process for learners from True/False or Yes/No questions to multiple choice questions, including answers that are partially correct. In prior years, the question format provided learners a 50% chance of a correct response. The change to multiple choice decreased the chance of a correct response to 25%. This change made to the question format will continue to impact the percentage of correct responses as the questions are significantly harder.

Before the trainings, participants answered 36.10% of the questions incorrectly. After the trainings, participants answered 21.29% of the questions incorrectly. This shows a decrease of 39.57% of incorrect answers. This is a significant increase in knowledge but does not meet expectations.

While the change in question format does have impact on the percentage of incorrect answers, our training department will continue to use this format as it does cause learners to think critically and brings forth additional discussion in the trainings which otherwise would not have happened.

#### Factors Affecting Results

The training team expanded in 2023 with two new Trainers in the fourth quarter and a Curriculum & Training Coordinator.

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

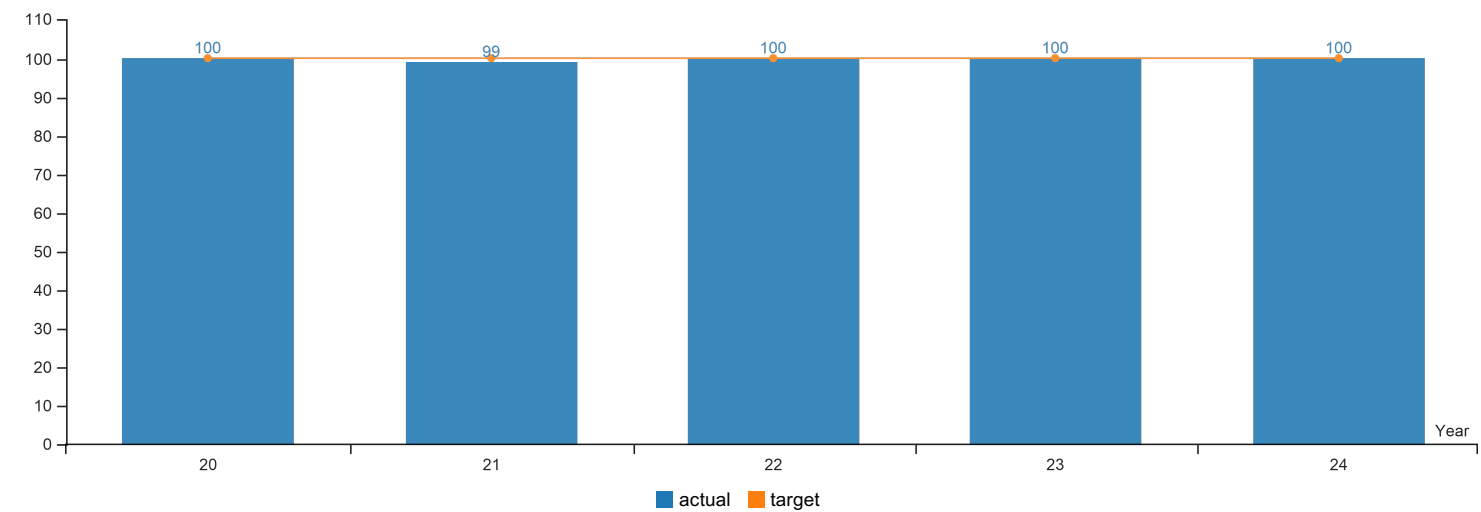
Additionally, in 2023, pre-test scores continued to be higher than previous pre-test scores indicating that learners were coming into the training with more knowledge which decreased the opportunity for improved scoring.

The training team has taken an active role with outreach, increasing the overall training numbers, and attempting to establish relations with jurisdictions and public bodies across Oregon. The KPMS do not capture the outreach efforts, overall numbers of learners, or improvements to training, but those should be highlighted. OGEC's team has built and enhanced OGEC's virtual presence, including creating "Ethics Matters," an electronic newsletter delivered through GovDelivery. The training team continues to establish connections throughout Oregon, including rural and small jurisdictions, ensuring all public bodies are given the opportunity for learning.

Data was not always capturable due to system restrictions.

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

\* Upward Trend = positive result



| Report Year                                          | 2020 | 2021 | 2022 | 2023 | 2024 |
|------------------------------------------------------|------|------|------|------|------|
| Percentage of Contested Cases Settled Before Hearing |      |      |      |      |      |
| Actual                                               | 100  | 99   | 100  | 100  | 100  |
| Target                                               | 100  | 100  | 100  | 100  | 100  |

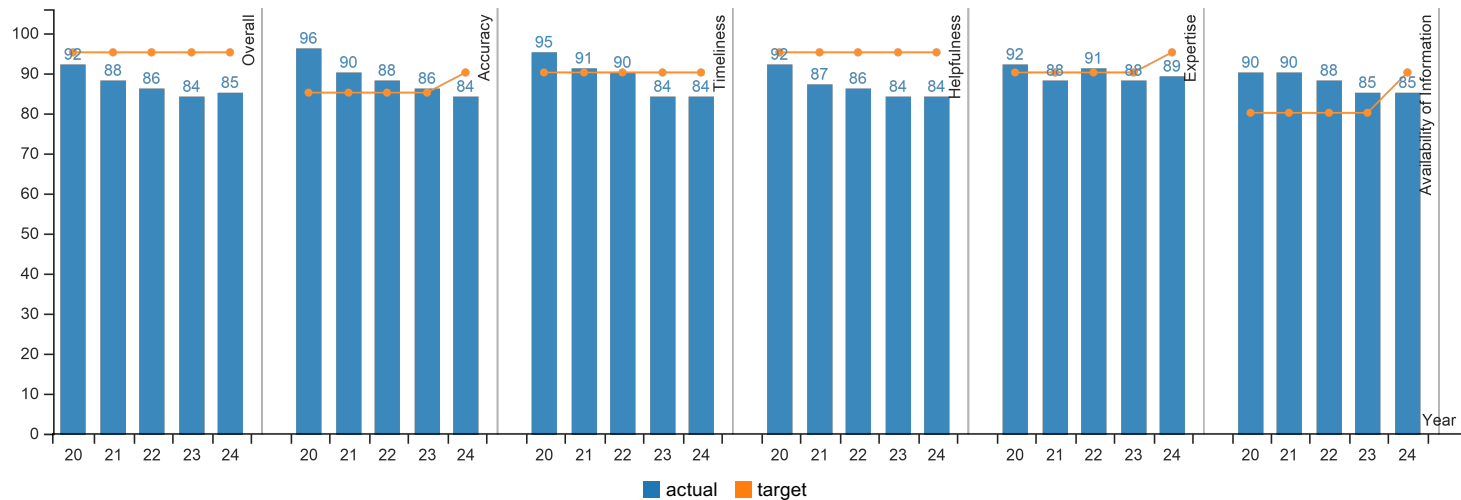
**How Are We Doing**

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

**Factors Affecting Results**

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

|        |                                                                                                                                                                                                                   |
|--------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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                        | 2020 | 2021 | 2022 | 2023 | 2024 |
|------------------------------------|------|------|------|------|------|
| <b>Overall</b>                     |      |      |      |      |      |
| Actual                             | 92   | 88   | 86   | 84   | 85   |
| Target                             | 95   | 95   | 95   | 95   | 95   |
| <b>Accuracy</b>                    |      |      |      |      |      |
| Actual                             | 96   | 90   | 88   | 86   | 84   |
| Target                             | 85   | 85   | 85   | 85   | 90   |
| <b>Timeliness</b>                  |      |      |      |      |      |
| Actual                             | 95   | 91   | 90   | 84   | 84   |
| Target                             | 90   | 90   | 90   | 90   | 90   |
| <b>Helpfulness</b>                 |      |      |      |      |      |
| Actual                             | 92   | 87   | 86   | 84   | 84   |
| Target                             | 95   | 95   | 95   | 95   | 95   |
| <b>Expertise</b>                   |      |      |      |      |      |
| Actual                             | 92   | 88   | 91   | 88   | 89   |
| Target                             | 90   | 90   | 90   | 90   | 95   |
| <b>Availability of Information</b> |      |      |      |      |      |
| Actual                             | 90   | 90   | 88   | 85   | 85   |
| Target                             | 80   | 80   | 80   | 80   | 90   |



The data includes 639 responses for 2023. Our overall satisfaction score was 88%. OGEC's expertise was rated 89% which was the agency's highest rated metric. OGEC continues to focus on our customer service by looking for improvements in each year.

#### **Factors Affecting Results**

During the 2022 Legislative Session, House Bill 4114 was passed which required all school board members of each common and union high school district to file the annual Statement of Economic Interest, starting in 2023. It also had a negative impact on OGEC's 2022 Customer Service Survey as multiple school board members used the survey to express their displeasure with the bill being passed and implemented.

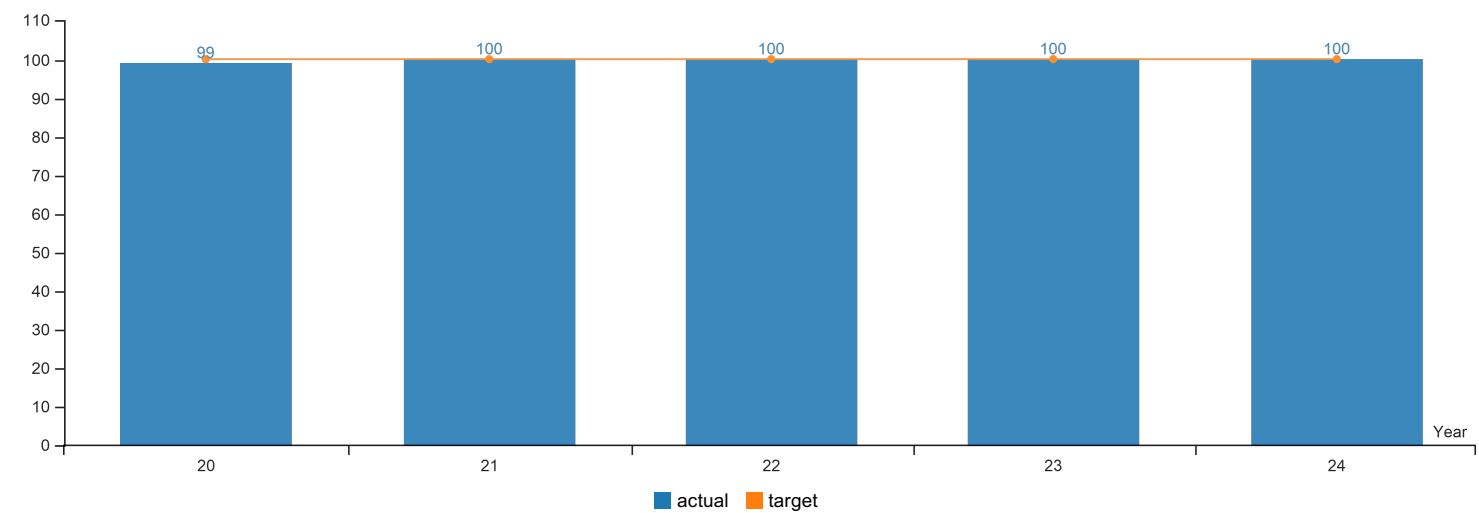
Multiple constituents remarked that they were disappointed that OGEC was not responsible for the enforcement of Public Meetings Law and marked OGEC's performance down because of this. The passage of House Bill 2805 in 2023 should address some of these concerns going forward as OGEC was given jurisdiction over Public Meetings Law in September of 2023. OGEC was not able to provide advice or training until 2024 which was another repeatedly noted reason for poor scores.

OGEC continues to be impacted by 2019 House Bill 3377 which requires lobbyists to take "Respectful Workplace" trainings provided by the Legislative Equity's Office (LEO). OGEC's responsibility is to provide a reporting mechanism for the lobbyists to report completed trainings. There is a significant negative impact on OGEC's customer service results as lobbyists were and continue to be unable to communicate successfully with the LEO's representative, infrequent training opportunities or dissatisfaction with the overall training experience from LEO.

Many constituents shared their appreciation for OGEC's quick responses and ability to provide advice and opinions on issues they face as public officials and lobbyists. Multiple constituents expressed their gratitude for OGEC's trainers and their willingness to travel to their locations, especially in rural Oregon. OGEC hired 5 new employees by the end of 2023, during a time of construction and leadership transition. OGEC maintained high levels of customer service even during times of upheaval.

|        |                                                                                    |
|--------|------------------------------------------------------------------------------------|
| 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    | 2020 | 2021 | 2022 | 2023 | 2024 |
|----------------|------|------|------|------|------|
| Best Practices |      |      |      |      |      |
| Actual         | 99   | 100  | 100  | 100  | 100  |
| Target         | 100  | 100  | 100  | 100  | 100  |

**How Are We Doing**

The Commission supported and assisted OGEC staff with presenting the budget and drafted bill in the 2023 Legislative Session. OGEC continues to actively include and engage Commissioners in ongoing projects and goals. The Commission supports additional training for its members and more consistency throughout the investigative process, including enforcement. The Commission members applauded the agency for its relatively smooth leadership transition and expansion.

**Factors Affecting Results**

The Commission did experience some turnover due to term expiration and changes in employment. The Commission continues to utilize the hybrid meeting setup, which has allowed increased participation and flexibility. OGEC will continue to encourage Commissioner involvement in best practices to ensure successful outcomes.

# DIVERSITY, EQUITY, & INCLUSION PLAN

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## Cover Memo

### 1. Who benefits from agency programs, both directly and indirectly?

Oregon Public Officials, the public, lobbyists, and their clients all benefit from OGEC's programs and services.

### 2. Who will be burdened by agency programs?

All state agencies and other public bodies who fund the agency, lobbyists and their clients, and public officials are all burdened in various ways.

### 3. How does OGEC increase or decrease racial equity? Do proposed new programs have potential unintended/racial equity consequences? What benefits may results from the program?

- a. When a complaint alleges violations of the laws within OGEC's jurisdiction, OGEC is required to open a case. Persons filing complaints with OGEC against public officials may do so for discriminatory reasons, knowing that OGEC will have to open a case and the public official could face unnecessary and unwarranted public scrutiny. The impact of such misuse of OGEC's complaint process could give the appearance that OGEC is decreasing racial equity, even though OGEC staff endeavor to remain neutral with respect to all cases and complaints.
- b. OGEC provides multiple resources for public officials, lobbyists and their clients, and the public at large, including The Guide for Public Officials, Guide to Lobbying in Oregon, Advisory Opinions and Letters of Advice, and other resources. These resources are currently available only in English. OGEC needs to increase racial equity by making more of these resources available in languages other than English.

### 4. Whose voices and perspectives are not on the table? Why?

- a. Eight of the nine Commissioners on the Oregon Government Ethics Commission are nominated by the caucuses in the House and Senate, with one member nominated by the Governor. By law, no more than three members may be from the same political party. Currently, the Commission is composed of five men and four women. Only three of members identify as belonging to an underrepresented community (two based on race and one based on gender orientation). Only one of the nine members is from outside the Portland Metro and Salem areas.

The membership of the Commission could be more diverse, though that is outside of OGEC's control given the nomination process.

## DIVERSITY, EQUITY, & INCLUSION PLAN

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Notably, many of the cases that come before the Commission involve public officials from communities and public bodies outside of the Portland/Salem areas, including rural communities in Southern and Eastern Oregon. The voices and perspectives of these more rural communities are not currently represented in the Commission membership.

- b. OGEC has developed both a [Diversity, Equity, and Inclusion \(DEI\) plan](#) and an [Affirmative Action Plan](#). The Affirmative Action Plan has helped OGEC staff implement steps to reach a wider and more diverse base of applicants than before. OGEC follows the Department of Administrative Service's processes and guidelines on recruitment and has shown significant growth in the past biennium as OGEC staff has implemented changes recommended by the Affirmative Action Manager.

### **5. What does the agency do to ensure multiple perspectives are part of the decision-making process?**

- a. Decisions are largely made by committee, including the Commission or Rule Advisory Committee or collective leadership members to ensure that multiple perspectives are heard and considered.

In terms of cases, the Commission discusses and decides on what actions to take after hearing from the respondent, the investigator assigned to the case, Department of Justice counsel, and the executive director.

## 2025-27 AFFIRMATIVE ACTION REPORT

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### 2023-2025 Affirmative Action Progress Report

OGEC took steps towards meeting its affirmative action, diversity, equity, inclusion, and ADA goals, which has led to significant change during the 2021-23 biennium, which supported additional changes in the 2023-25 biennium. In reviewing the recruitment process with the Office of Cultural Change (OCC), OGEC realized some gaps in the recruitment process and has begun creating processes to improve the overall recruitment structures. OGEC began to improve the recruitment process as noted in the [2023-25 Affirmative Action Plan](#) and utilized the 2023-25 biennium to build up on those steps, such as joining the statewide recruitment network, led by DAS. OGEC has since participated in multiple statewide job fairs, even when not actively recruiting for open positions, which has given OGEC the opportunity to connect with a wide range of people and fields.

One significant change that OGEC implemented based on feedback from a self-shared neuro-divergent candidate was to provide candidates the interview questions twenty-four hours before each interview. This change gave candidates time to provide in-depth and meaningful answers, while accounting for those who may need additional time to process information. Candidates have noted and appreciated this change.

OGEC is committed to improving the recruitment process and has gotten feedback from participants and other agencies on how their agencies have diversified their recruitments. One recommendation, which OGEC is looking to implement, is to change the structure of the interview panel. Historically, the interview panel has been former employees or persons that are familiar with the roles, such as former Department of Justice attorneys who have worked with OGEC. It was brought to OGEC's attention that the panels themselves were lacking in diversity. OGEC has worked with other agencies and subject matter experts to be on panels but has now realized that there should be even more expansion on who is asked to be on the interview panels and is working to change panel makeup.

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

2023 was an eventful year for OGEC when it comes to change and growth. The passage of [House Bill 2805](#) and OGEC's budget bill allowed OGEC to grow from nine FTE to fifteen FTE. A total of six recruitments added two investigators, three trainers, and one admin to the staff at OGEC. This growth has given OGEC an opportunity to test a few of the changes such as the participation in the job fairs and extended time with interview questions. This growth has also brought forth a change in the generational demographics. Previously, OGEC trended to have more Boomers and Gen-Xers, with a single Millennial. This recent round of hiring has made the demographics more equal in terms of generations.

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

## 2025-27 AFFIRMATIVE ACTION REPORT

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beginning of 2024. The newly appointed Executive Director hopes to implement more staff training and succession planning to help encourage professional development and growth.

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

### 2025-2027 Objectives

In the 2025-27 biennium, OGEC will pursue the following strategies, supporting goals, and implementation processes (goals marked with an \* are new):

#### Strategy 1 – Continue to Update Recruitment Processes

##### Actions:

- Audit current recruitment processes.
  - Reviewed current recruitment processes for gaps and will implement suggestions, listed below.
- Continue to share employment opportunities with the Office of Cultural Change, Partners in Diversity, and other community-based organizations that serve historically marginalized communities.
  - Ongoing process.
- \*Actively participate in Statewide recruitment efforts.
- \*Implement post first-round interview surveys to gain immediate feedback on the recruitment process.
- \*Work with ABCs and other Boards/Commissions to change/diversify interview panels.

##### Outcomes/Results:

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

##### Measures:

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

## 2025-27 AFFIRMATIVE ACTION REPORT

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### Implementation:

- Agency Programs Administrator is assigned to help achieve the goals.
- Accountability Measures:
  - # of Job Fairs.
  - # of recruitments.
    - # of post interview surveys & participation levels.
    - Diversity of panels.
- Roles: Varies by recruitment but will include assistance in panel selection, job fair participation, and data analysis.

### Strategy 2 - Update Outreach Processes

#### Actions:

- Hire a Training & Development Specialist 2 to ensure OGEC trainings and opportunities are accessible to all, including historically marginalized communities. ✓
  - Internal promotion effective September 1, 2023.
  - Goal being marked as complete.
- Review current outreach processes. (Part of Strategic Plan)
  - Still in progress.
- Connect with other community-based organizations that serve historically underrepresented communities. (Part of Strategic Plan)
  - Ongoing.
- Educate staff and Commission members on affirmative action processes quarterly. (Part of Strategic Plan)
  - Ongoing.

#### Outcomes/Results:

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

#### Measures:

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

#### Implementation:

- Agency Programs Administrator and Curriculum & Training Coordinator are assigned to help achieve the goals.
- Accountability Measures:

## 2025-27 AFFIRMATIVE ACTION REPORT

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- # of external trainings.
- # of requests for advice.
- # of staff educational sessions.
- Roles: Varies by type of training and request as certain requests will involve the Executive Director due to level of complexity.

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

#### Actions:

- Hire a Training & Development Specialist 2 with direct DEI experience. ✓
  - Internal promotion effective September 1, 2023.
  - Goal being marked as complete.
- Stream all Department of Administrative Services and Office of Cultural Change DEI events in the conference room.
  - Ongoing.
- Share and encourage participation by OGEC staff in all DEI events and educational opportunities, such as the Annual DEI Conference.
  - Ongoing.
- \*Draft and continuously update an actionable agency [DEI plan](#).
- \*Implement bite-sized knowledge opportunities in staff meetings.
- \*Add Leadership evaluation and employee satisfaction survey to hold leadership accountable.

#### Outcomes/Results:

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

#### Measures:

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

#### Implementation:

- Agency Programs Administrator and Executive Director are assigned to help achieve the goals.
- Accountability Measures:
  - # of DEI staff trainings.
  - Leadership & staff accountability measures/surveys.
- Roles: Varies by staff member.

Our strategies to revise and update our current processes, while encouraging awareness of the importance of diversity, equity, and inclusion within



## **2025-27 AFFIRMATIVE ACTION REPORT**

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our Commission and staff, will be implemented over the next biennium with the hopes of breaking down barriers and creating an inclusive working environment so that all OGEK employees and Commissioners can thrive and feel that they truly belong.

## Oregon Government Ethics Commission

### Summary Cross Reference Listing and Packages 2025-27 Biennium

Agency Number: 19900

BAM Analyst: Trombley, Jason

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

| <b>Cross<br/>Reference<br/>Number</b> | <b>Cross Reference Description</b> | <b>Package<br/>Number</b> | <b>Priority</b> | <b>Package Description</b>                      | <b>Package Group</b> |
|---------------------------------------|------------------------------------|---------------------------|-----------------|-------------------------------------------------|----------------------|
| 010-00-00-00000                       | General Program                    | 010                       | 0               | Vacancy Factor and Non-ORPICS Personal Services | Essential Packages   |
| 010-00-00-00000                       | General Program                    | 021                       | 0               | Phase-in                                        | Essential Packages   |
| 010-00-00-00000                       | General Program                    | 022                       | 0               | Phase-out Pgm & One-time Costs                  | Essential Packages   |
| 010-00-00-00000                       | General Program                    | 031                       | 0               | Standard Inflation                              | Essential Packages   |
| 010-00-00-00000                       | General Program                    | 032                       | 0               | Above Standard Inflation                        | Essential Packages   |
| 010-00-00-00000                       | General Program                    | 033                       | 0               | Exceptional Inflation                           | Essential Packages   |
| 010-00-00-00000                       | General Program                    | 040                       | 0               | Mandated Caseload                               | Essential Packages   |
| 010-00-00-00000                       | General Program                    | 050                       | 0               | Fundshifts                                      | Essential Packages   |
| 010-00-00-00000                       | General Program                    | 060                       | 0               | Technical Adjustments                           | Essential Packages   |
| 010-00-00-00000                       | General Program                    | 070                       | 0               | Revenue Shortfalls                              | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 081                       | 0               | May 2024 Emergency Board                        | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 082                       | 0               | September 2024 Emergency Board                  | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 090                       | 0               | Analyst Adjustments                             | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 092                       | 0               | Statewide AG Adjustment                         | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 093                       | 0               | Statewide Adjustment DAS Chgs                   | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 801                       | 0               | LFO Analyst Adjustments                         | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 802                       | 0               | Vacant Position Reductions                      | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 803                       | 0               | Federal Revenue Shortfall                       | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 804                       | 0               | Position Rebalance                              | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 805                       | 0               | Constitutionally Elected Officials Adjustments  | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 810                       | 0               | Statewide Adjustments                           | Policy Packages      |
| 010-00-00-00000                       | General Program                    | 811                       | 0               | Budget Reconciliation Adjustments               | Policy Packages      |

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Summary Cross Reference Listing and Packages  
BSU-003A

## Oregon Government Ethics Commission

### Summary Cross Reference Listing and Packages

2025-27 Biennium

Agency Number: 19900

BAM Analyst: Trombley, Jason

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

| <i><b>Cross<br/>Reference<br/>Number</b></i> | <i><b>Cross Reference Description</b></i> | <i><b>Package<br/>Number</b></i> | <i><b>Priority</b></i> | <i><b>Package Description</b></i>     | <i><b>Package Group</b></i> |
|----------------------------------------------|-------------------------------------------|----------------------------------|------------------------|---------------------------------------|-----------------------------|
| 010-00-00-00000                              | General Program                           | 812                              | 0                      | Policy Bills                          | Policy Packages             |
| 010-00-00-00000                              | General Program                           | 813                              | 0                      | Updated Base Debt Service Adjustments | Policy Packages             |
| 010-00-00-00000                              | General Program                           | 816                              | 0                      | Capital Construction                  | Policy Packages             |
| 010-00-00-00000                              | General Program                           | 840                              | 0                      | Mandated Caseloads                    | Policy Packages             |
| 010-00-00-00000                              | General Program                           | 845                              | 0                      | Statutory Caseloads                   | Policy Packages             |
| 010-00-00-00000                              | General Program                           | 100                              | 0                      | DOJ Fee Increases                     | Policy Packages             |
| 010-00-00-00000                              | General Program                           | 101                              | 0                      | Position Reclass                      | Policy Packages             |
| 010-00-00-00000                              | General Program                           | 102                              | 0                      | Training Upgrades                     | Policy Packages             |
| 010-00-00-00000                              | General Program                           | 103                              | 0                      | Upgrades to CMS/EFS                   | Policy Packages             |

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Summary Cross Reference Listing and Packages

BSU-003A

## Oregon Government Ethics Commission

Agency Number: 19900

Budget Support - Detail Revenues and Expenditures

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

2025-27 Biennium

Oregon Government Ethics Commission

| Description                              | 2021-23 Actuals    | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved<br>Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's<br>Budget | 2025-27 Leg.<br>Adopted Budget |
|------------------------------------------|--------------------|-------------------------------|-----------------------------------|----------------------------------|---------------------------------|--------------------------------|
| <b>BEGINNING BALANCE</b>                 |                    |                               |                                   |                                  |                                 |                                |
| <b>0025 Beginning Balance</b>            |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | 863,168            | 715,787                       | 715,787                           | 715,787                          | 715,787                         | 715,787                        |
| <b>0030 Beginning Balance Adjustment</b> |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | -                  | (114,766)                     | (114,766)                         | 18,521                           | 18,521                          | 18,521                         |
| <b>BEGINNING BALANCE</b>                 |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | 863,168            | 601,021                       | 601,021                           | 734,308                          | 734,308                         | 734,308                        |
| <b>TOTAL BEGINNING BALANCE</b>           | <b>\$863,168</b>   | <b>\$601,021</b>              | <b>\$601,021</b>                  | <b>\$734,308</b>                 | <b>\$734,308</b>                | <b>\$734,308</b>               |
| <b>REVENUE CATEGORIES</b>                |                    |                               |                                   |                                  |                                 |                                |
| <b>CHARGES FOR SERVICES</b>              |                    |                               |                                   |                                  |                                 |                                |
| <b>0415 Admin and Service Charges</b>    |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | 3,038,818          | 5,352,395                     | 5,352,395                         | 7,005,742                        | 7,005,742                       | 7,005,742                      |
| <b>FINES, RENTS AND ROYALTIES</b>        |                    |                               |                                   |                                  |                                 |                                |
| <b>0505 Fines and Forfeitures</b>        |                    |                               |                                   |                                  |                                 |                                |
| 8800 General Fund Revenue                | 54,974             | 50,000                        | 50,000                            | 50,000                           | 50,000                          | 50,000                         |
| <b>OTHER</b>                             |                    |                               |                                   |                                  |                                 |                                |
| <b>0975 Other Revenues</b>               |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | 387                | -                             | -                                 | -                                | -                               | -                              |
| <b>REVENUE CATEGORIES</b>                |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | 3,039,205          | 5,352,395                     | 5,352,395                         | 7,005,742                        | 7,005,742                       | 7,005,742                      |
| 8800 General Fund Revenue                | 54,974             | 50,000                        | 50,000                            | 50,000                           | 50,000                          | 50,000                         |
| <b>TOTAL REVENUE CATEGORIES</b>          | <b>\$3,094,179</b> | <b>\$5,402,395</b>            | <b>\$5,402,395</b>                | <b>\$7,055,742</b>               | <b>\$7,055,742</b>              | <b>\$7,055,742</b>             |
| <b>TRANSFERS OUT</b>                     |                    |                               |                                   |                                  |                                 |                                |

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BDV103A - Budget Support - Detail Revenues &amp; Expenditures

BDV103A

**Oregon Government Ethics Commission****Agency Number: 19900****Budget Support - Detail Revenues and Expenditures****Cross Reference Number: 19900-000-00-00-00000****2025-27 Biennium****Oregon Government Ethics Commission**

| <i>Description</i>                          | <i>2021-23 Actuals</i> | <i>2023-25 Leg<br/>Adopted Budget</i> | <i>2023-25 Leg<br/>Approved<br/>Budget</i> | <i>2025-27 Agency<br/>Request Budget</i> | <i>2025-27<br/>Governor's<br/>Budget</i> | <i>2025-27 Leg.<br/>Adopted Budget</i> |
|---------------------------------------------|------------------------|---------------------------------------|--------------------------------------------|------------------------------------------|------------------------------------------|----------------------------------------|
| <b>2060 Transfer to General Fund</b>        |                        |                                       |                                            |                                          |                                          |                                        |
| 8800 General Fund Revenue                   | (54,974)               | (50,000)                              | (50,000)                                   | (50,000)                                 | (50,000)                                 | (50,000)                               |
| <b>AVAILABLE REVENUES</b>                   |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | 3,902,373              | 5,953,416                             | 5,953,416                                  | 7,740,050                                | 7,740,050                                | 7,740,050                              |
| <b>TOTAL AVAILABLE REVENUES</b>             | <b>\$3,902,373</b>     | <b>\$5,953,416</b>                    | <b>\$5,953,416</b>                         | <b>\$7,740,050</b>                       | <b>\$7,740,050</b>                       | <b>\$7,740,050</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                        | 1,284,307              | 1,884,366                             | 2,090,604                                  | 2,559,264                                | 2,559,264                                | 2,559,264                              |
| <b>3115 Board Member Stipend</b>            |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | -                      | 29,065                                | 29,065                                     | 29,065                                   | 29,065                                   | 29,065                                 |
| <b>3160 Temporary Appointments</b>          |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | -                      | 526                                   | 526                                        | 548                                      | 548                                      | 548                                    |
| <b>3170 Overtime Payments</b>               |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | 14                     | -                                     | -                                          | -                                        | -                                        | -                                      |
| <b>3190 All Other Differential</b>          |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | 201                    | -                                     | -                                          | -                                        | -                                        | -                                      |
| <b>SALARIES &amp; WAGES</b>                 |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | 1,284,522              | 1,913,957                             | 2,120,195                                  | 2,588,877                                | 2,588,877                                | 2,588,877                              |
| <b>TOTAL SALARIES &amp; WAGES</b>           | <b>\$1,284,522</b>     | <b>\$1,913,957</b>                    | <b>\$2,120,195</b>                         | <b>\$2,588,877</b>                       | <b>\$2,588,877</b>                       | <b>\$2,588,877</b>                     |
| <b>OTHER PAYROLL EXPENSES</b>               |                        |                                       |                                            |                                          |                                          |                                        |
| <b>3210 Empl. Rel. Bd. Assessments</b>      |                        |                                       |                                            |                                          |                                          |                                        |

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## Oregon Government Ethics Commission

Agency Number: 19900

Budget Support - Detail Revenues and Expenditures

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

2025-27 Biennium

Oregon Government Ethics Commission

| Description                                     | 2021-23 Actuals  | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved<br>Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's<br>Budget | 2025-27 Leg.<br>Adopted Budget |
|-------------------------------------------------|------------------|-------------------------------|-----------------------------------|----------------------------------|---------------------------------|--------------------------------|
| 3400 Other Funds Ltd                            | 442              | 718                           | 718                               | 1,080                            | 1,080                           | 1,080                          |
| <b>3220 Public Employees' Retire Cont</b>       |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 221,061          | 334,452                       | 371,411                           | 534,682                          | 534,682                         | 534,682                        |
| <b>3221 Pension Obligation Bond</b>             |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 66,023           | 71,311                        | 93,391                            | 99,125                           | 99,125                          | 99,125                         |
| <b>3230 Social Security Taxes</b>               |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 96,591           | 144,194                       | 159,971                           | 195,827                          | 195,827                         | 195,827                        |
| <b>3241 Paid Family Medical Leave Insurance</b> |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 1,536            | 7,376                         | 8,201                             | 10,163                           | 10,163                          | 10,163                         |
| <b>3250 Worker's Comp. Assess. (WCD)</b>        |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 347              | 624                           | 624                               | 630                              | 630                             | 630                            |
| <b>3260 Mass Transit Tax</b>                    |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 7,657            | 11,483                        | 13,184                            | 15,344                           | 15,344                          | 15,344                         |
| <b>3270 Flexible Benefits</b>                   |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 275,572          | 539,550                       | 539,550                           | 636,120                          | 636,120                         | 636,120                        |
| <b>OTHER PAYROLL EXPENSES</b>                   |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 669,229          | 1,109,708                     | 1,187,050                         | 1,492,971                        | 1,492,971                       | 1,492,971                      |
| <b>TOTAL OTHER PAYROLL EXPENSES</b>             | <b>\$669,229</b> | <b>\$1,109,708</b>            | <b>\$1,187,050</b>                | <b>\$1,492,971</b>               | <b>\$1,492,971</b>              | <b>\$1,492,971</b>             |
| <b>P.S. BUDGET ADJUSTMENTS</b>                  |                  |                               |                                   |                                  |                                 |                                |
| <b>3465 Reconciliation Adjustment</b>           |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | -                | 102,803                       | 102,803                           | -                                | -                               | -                              |
| <b>PERSONAL SERVICES</b>                        |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 1,953,751        | 3,126,468                     | 3,410,048                         | 4,081,848                        | 4,081,848                       | 4,081,848                      |

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Budget Support - Detail Revenues and Expenditures  
2025-27 Biennium  
Oregon Government Ethics Commission

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

| Description                     | 2021-23 Actuals | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved<br>Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's<br>Budget | 2025-27 Leg.<br>Adopted Budget |
|---------------------------------|-----------------|-------------------------------|-----------------------------------|----------------------------------|---------------------------------|--------------------------------|
| TOTAL PERSONAL SERVICES         | \$1,953,751     | \$3,126,468                   | \$3,410,048                       | \$4,081,848                      | \$4,081,848                     | \$4,081,848                    |
| SERVICES & SUPPLIES             |                 |                               |                                   |                                  |                                 |                                |
| 4100 Instate Travel             |                 |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd            | 3,471           | 23,567                        | 23,567                            | 25,398                           | 25,398                          | 25,398                         |
| 4125 Out of State Travel        |                 |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd            | 1,282           | -                             | -                                 | -                                | -                               | -                              |
| 4150 Employee Training          |                 |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd            | 7,784           | 20,242                        | 20,242                            | 25,453                           | 25,453                          | 25,453                         |
| 4175 Office Expenses            |                 |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd            | 9,841           | 35,018                        | 35,018                            | 38,980                           | 38,980                          | 38,980                         |
| 4200 Telecommunications         |                 |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd            | 34,097          | 43,879                        | 43,879                            | 49,674                           | 49,674                          | 49,674                         |
| 4225 State Gov. Service Charges |                 |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd            | 71,161          | 87,495                        | 87,495                            | 190,049                          | 187,113                         | 193,769                        |
| 4250 Data Processing            |                 |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd            | 65,213          | 118,500                       | 118,500                           | 124,288                          | 124,288                         | 124,288                        |
| 4275 Publicity and Publications |                 |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd            | 585             | 1,793                         | 1,793                             | 2,490                            | 2,490                           | 2,490                          |
| 4300 Professional Services      |                 |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd            | 28,989          | 11,347                        | 11,347                            | 12,119                           | 12,119                          | 12,119                         |
| 4315 IT Professional Services   |                 |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd            | 344,036         | 789,480                       | 789,480                           | 697,446                          | 697,446                         | 957,186                        |
| 4325 Attorney General           |                 |                               |                                   |                                  |                                 |                                |

**Oregon Government Ethics Commission**

**Agency Number: 19900**

**Budget Support - Detail Revenues and Expenditures**

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

**2025-27 Biennium**

**Oregon Government Ethics Commission**

| <i>Description</i>                           | <i>2021-23 Actuals</i> | <i>2023-25 Leg<br/>Adopted Budget</i> | <i>2023-25 Leg<br/>Approved<br/>Budget</i> | <i>2025-27 Agency<br/>Request Budget</i> | <i>2025-27<br/>Governor's<br/>Budget</i> | <i>2025-27 Leg.<br/>Adopted Budget</i> |
|----------------------------------------------|------------------------|---------------------------------------|--------------------------------------------|------------------------------------------|------------------------------------------|----------------------------------------|
| 3400 Other Funds Ltd                         | 193,040                | 232,720                               | 232,720                                    | 886,851                                  | 865,423                                  | 915,394                                |
| <b>4375 Employee Recruitment and Develop</b> |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                         | 83                     | 4,475                                 | 4,475                                      | 5,161                                    | 5,161                                    | 5,161                                  |
| <b>4400 Dues and Subscriptions</b>           |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                         | 934                    | 2,299                                 | 2,299                                      | 3,018                                    | 3,018                                    | 3,018                                  |
| <b>4425 Facilities Rental and Taxes</b>      |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                         | 99,151                 | 193,000                               | 193,000                                    | 201,106                                  | 201,106                                  | 201,106                                |
| <b>4575 Agency Program Related S and S</b>   |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                         | 2,783                  | 400,000                               | 400,000                                    | 52,100                                   | 52,100                                   | 52,100                                 |
| <b>4650 Other Services and Supplies</b>      |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                         | 185,943                | 301,493                               | 301,493                                    | 330,368                                  | 336,941                                  | 333,749                                |
| <b>4700 Expendable Prop 250 - 5000</b>       |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                         | 2,514                  | 23,627                                | 23,627                                     | 32,820                                   | 32,820                                   | 32,820                                 |
| <b>4715 IT Expendable Property</b>           |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                         | 19,205                 | -                                     | -                                          | 75,000                                   | 75,000                                   | 75,000                                 |
| <b>SERVICES &amp; SUPPLIES</b>               |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                         | 1,070,112              | 2,288,935                             | 2,288,935                                  | 2,752,321                                | 2,734,530                                | 3,047,705                              |
| <b>TOTAL SERVICES &amp; SUPPLIES</b>         | <b>\$1,070,112</b>     | <b>\$2,288,935</b>                    | <b>\$2,288,935</b>                         | <b>\$2,752,321</b>                       | <b>\$2,734,530</b>                       | <b>\$3,047,705</b>                     |
| <b>EXPENDITURES</b>                          |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                         | 3,023,863              | 5,415,403                             | 5,698,983                                  | 6,834,169                                | 6,816,378                                | 7,129,553                              |
| <b>TOTAL EXPENDITURES</b>                    | <b>\$3,023,863</b>     | <b>\$5,415,403</b>                    | <b>\$5,698,983</b>                         | <b>\$6,834,169</b>                       | <b>\$6,816,378</b>                       | <b>\$7,129,553</b>                     |
| <b>ENDING BALANCE</b>                        |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                         | 878,510                | 538,013                               | 254,433                                    | 905,881                                  | 923,672                                  | 610,497                                |

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Budget Support - Detail Revenues and Expenditures  
2025-27 Biennium  
Oregon Government Ethics Commission

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

| Description                      | 2021-23 Actuals | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved<br>Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's<br>Budget | 2025-27 Leg.<br>Adopted Budget |
|----------------------------------|-----------------|-------------------------------|-----------------------------------|----------------------------------|---------------------------------|--------------------------------|
| TOTAL ENDING BALANCE             | \$878,510       | \$538,013                     | \$254,433                         | \$905,881                        | \$923,672                       | \$610,497                      |
| AUTHORIZED POSITIONS             |                 |                               |                                   |                                  |                                 |                                |
| 8150 Class/Unclass Positions     | 9               | 15                            | 15                                | 15                               | 15                              | 15                             |
| TOTAL AUTHORIZED POSITIONS       | 9               | 15                            | 15                                | 15                               | 15                              | 15                             |
| AUTHORIZED FTE                   |                 |                               |                                   |                                  |                                 |                                |
| 8250 Class/Unclass FTE Positions | 9.00            | 13.63                         | 13.63                             | 15.00                            | 15.00                           | 15.00                          |
| TOTAL AUTHORIZED FTE             | 9.00            | 13.63                         | 13.63                             | 15.00                            | 15.00                           | 15.00                          |

## Oregon Government Ethics Commission

Agency Number: 19900

Budget Support - Detail Revenues and Expenditures

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

2025-27 Biennium

General Program

| Description                              | 2021-23 Actuals    | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved<br>Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's<br>Budget | 2025-27 Leg.<br>Adopted Budget |
|------------------------------------------|--------------------|-------------------------------|-----------------------------------|----------------------------------|---------------------------------|--------------------------------|
| <b>BEGINNING BALANCE</b>                 |                    |                               |                                   |                                  |                                 |                                |
| <b>0025 Beginning Balance</b>            |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | 863,168            | 715,787                       | 715,787                           | 715,787                          | 715,787                         | 715,787                        |
| <b>0030 Beginning Balance Adjustment</b> |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | -                  | (114,766)                     | (114,766)                         | 18,521                           | 18,521                          | 18,521                         |
| <b>BEGINNING BALANCE</b>                 |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | 863,168            | 601,021                       | 601,021                           | 734,308                          | 734,308                         | 734,308                        |
| <b>TOTAL BEGINNING BALANCE</b>           | <b>\$863,168</b>   | <b>\$601,021</b>              | <b>\$601,021</b>                  | <b>\$734,308</b>                 | <b>\$734,308</b>                | <b>\$734,308</b>               |
| <b>REVENUE CATEGORIES</b>                |                    |                               |                                   |                                  |                                 |                                |
| <b>CHARGES FOR SERVICES</b>              |                    |                               |                                   |                                  |                                 |                                |
| <b>0415 Admin and Service Charges</b>    |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | 3,038,818          | 5,352,395                     | 5,352,395                         | 7,005,742                        | 7,005,742                       | 7,005,742                      |
| <b>FINES, RENTS AND ROYALTIES</b>        |                    |                               |                                   |                                  |                                 |                                |
| <b>0505 Fines and Forfeitures</b>        |                    |                               |                                   |                                  |                                 |                                |
| 8800 General Fund Revenue                | 54,974             | 50,000                        | 50,000                            | 50,000                           | 50,000                          | 50,000                         |
| <b>OTHER</b>                             |                    |                               |                                   |                                  |                                 |                                |
| <b>0975 Other Revenues</b>               |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | 387                | -                             | -                                 | -                                | -                               | -                              |
| <b>REVENUE CATEGORIES</b>                |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                     | 3,039,205          | 5,352,395                     | 5,352,395                         | 7,005,742                        | 7,005,742                       | 7,005,742                      |
| 8800 General Fund Revenue                | 54,974             | 50,000                        | 50,000                            | 50,000                           | 50,000                          | 50,000                         |
| <b>TOTAL REVENUE CATEGORIES</b>          | <b>\$3,094,179</b> | <b>\$5,402,395</b>            | <b>\$5,402,395</b>                | <b>\$7,055,742</b>               | <b>\$7,055,742</b>              | <b>\$7,055,742</b>             |
| <b>TRANSFERS OUT</b>                     |                    |                               |                                   |                                  |                                 |                                |

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BDV103A - Budget Support - Detail Revenues &amp; Expenditures

BDV103A

**Oregon Government Ethics Commission**

**Agency Number: 19900**

**Budget Support - Detail Revenues and Expenditures**

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

**2025-27 Biennium**

**General Program**

| <i>Description</i>                          | <i>2021-23 Actuals</i> | <i>2023-25 Leg<br/>Adopted Budget</i> | <i>2023-25 Leg<br/>Approved<br/>Budget</i> | <i>2025-27 Agency<br/>Request Budget</i> | <i>2025-27<br/>Governor's<br/>Budget</i> | <i>2025-27 Leg.<br/>Adopted Budget</i> |
|---------------------------------------------|------------------------|---------------------------------------|--------------------------------------------|------------------------------------------|------------------------------------------|----------------------------------------|
| <b>2060 Transfer to General Fund</b>        |                        |                                       |                                            |                                          |                                          |                                        |
| 8800 General Fund Revenue                   | (54,974)               | (50,000)                              | (50,000)                                   | (50,000)                                 | (50,000)                                 | (50,000)                               |
| <b>AVAILABLE REVENUES</b>                   |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | 3,902,373              | 5,953,416                             | 5,953,416                                  | 7,740,050                                | 7,740,050                                | 7,740,050                              |
| <b>TOTAL AVAILABLE REVENUES</b>             | <b>\$3,902,373</b>     | <b>\$5,953,416</b>                    | <b>\$5,953,416</b>                         | <b>\$7,740,050</b>                       | <b>\$7,740,050</b>                       | <b>\$7,740,050</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                        | 1,284,307              | 1,884,366                             | 2,090,604                                  | 2,559,264                                | 2,559,264                                | 2,559,264                              |
| <b>3115 Board Member Stipend</b>            |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | -                      | 29,065                                | 29,065                                     | 29,065                                   | 29,065                                   | 29,065                                 |
| <b>3160 Temporary Appointments</b>          |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | -                      | 526                                   | 526                                        | 548                                      | 548                                      | 548                                    |
| <b>3170 Overtime Payments</b>               |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | 14                     | -                                     | -                                          | -                                        | -                                        | -                                      |
| <b>3190 All Other Differential</b>          |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | 201                    | -                                     | -                                          | -                                        | -                                        | -                                      |
| <b>SALARIES &amp; WAGES</b>                 |                        |                                       |                                            |                                          |                                          |                                        |
| 3400 Other Funds Ltd                        | 1,284,522              | 1,913,957                             | 2,120,195                                  | 2,588,877                                | 2,588,877                                | 2,588,877                              |
| <b>TOTAL SALARIES &amp; WAGES</b>           | <b>\$1,284,522</b>     | <b>\$1,913,957</b>                    | <b>\$2,120,195</b>                         | <b>\$2,588,877</b>                       | <b>\$2,588,877</b>                       | <b>\$2,588,877</b>                     |
| <b>OTHER PAYROLL EXPENSES</b>               |                        |                                       |                                            |                                          |                                          |                                        |
| <b>3210 Empl. Rel. Bd. Assessments</b>      |                        |                                       |                                            |                                          |                                          |                                        |

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## Budget Support - Detail Revenues and Expenditures

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

2025-27 Biennium

General Program

| Description                                     | 2021-23 Actuals  | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved<br>Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's<br>Budget | 2025-27 Leg.<br>Adopted Budget |
|-------------------------------------------------|------------------|-------------------------------|-----------------------------------|----------------------------------|---------------------------------|--------------------------------|
| 3400 Other Funds Ltd                            | 442              | 718                           | 718                               | 1,080                            | 1,080                           | 1,080                          |
| <b>3220 Public Employees' Retire Cont</b>       |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 221,061          | 334,452                       | 371,411                           | 534,682                          | 534,682                         | 534,682                        |
| <b>3221 Pension Obligation Bond</b>             |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 66,023           | 71,311                        | 93,391                            | 99,125                           | 99,125                          | 99,125                         |
| <b>3230 Social Security Taxes</b>               |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 96,591           | 144,194                       | 159,971                           | 195,827                          | 195,827                         | 195,827                        |
| <b>3241 Paid Family Medical Leave Insurance</b> |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 1,536            | 7,376                         | 8,201                             | 10,163                           | 10,163                          | 10,163                         |
| <b>3250 Worker's Comp. Assess. (WCD)</b>        |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 347              | 624                           | 624                               | 630                              | 630                             | 630                            |
| <b>3260 Mass Transit Tax</b>                    |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 7,657            | 11,483                        | 13,184                            | 15,344                           | 15,344                          | 15,344                         |
| <b>3270 Flexible Benefits</b>                   |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 275,572          | 539,550                       | 539,550                           | 636,120                          | 636,120                         | 636,120                        |
| <b>OTHER PAYROLL EXPENSES</b>                   |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 669,229          | 1,109,708                     | 1,187,050                         | 1,492,971                        | 1,492,971                       | 1,492,971                      |
| <b>TOTAL OTHER PAYROLL EXPENSES</b>             | <b>\$669,229</b> | <b>\$1,109,708</b>            | <b>\$1,187,050</b>                | <b>\$1,492,971</b>               | <b>\$1,492,971</b>              | <b>\$1,492,971</b>             |
| <b>P.S. BUDGET ADJUSTMENTS</b>                  |                  |                               |                                   |                                  |                                 |                                |
| <b>3465 Reconciliation Adjustment</b>           |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | -                | 102,803                       | 102,803                           | -                                | -                               | -                              |
| <b>PERSONAL SERVICES</b>                        |                  |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                            | 1,953,751        | 3,126,468                     | 3,410,048                         | 4,081,848                        | 4,081,848                       | 4,081,848                      |

## Oregon Government Ethics Commission

Agency Number: 19900

Budget Support - Detail Revenues and Expenditures

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

2025-27 Biennium

General Program

| Description                            | 2021-23 Actuals    | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved<br>Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's<br>Budget | 2025-27 Leg.<br>Adopted Budget |
|----------------------------------------|--------------------|-------------------------------|-----------------------------------|----------------------------------|---------------------------------|--------------------------------|
| <b>TOTAL PERSONAL SERVICES</b>         | <b>\$1,953,751</b> | <b>\$3,126,468</b>            | <b>\$3,410,048</b>                | <b>\$4,081,848</b>               | <b>\$4,081,848</b>              | <b>\$4,081,848</b>             |
| <b>SERVICES &amp; SUPPLIES</b>         |                    |                               |                                   |                                  |                                 |                                |
| <b>4100 Instate Travel</b>             |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                   | 3,471              | 23,567                        | 23,567                            | 25,398                           | 25,398                          | 25,398                         |
| <b>4125 Out of State Travel</b>        |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                   | 1,282              | -                             | -                                 | -                                | -                               | -                              |
| <b>4150 Employee Training</b>          |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                   | 7,784              | 20,242                        | 20,242                            | 25,453                           | 25,453                          | 25,453                         |
| <b>4175 Office Expenses</b>            |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                   | 9,841              | 35,018                        | 35,018                            | 38,980                           | 38,980                          | 38,980                         |
| <b>4200 Telecommunications</b>         |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                   | 34,097             | 43,879                        | 43,879                            | 49,674                           | 49,674                          | 49,674                         |
| <b>4225 State Gov. Service Charges</b> |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                   | 71,161             | 87,495                        | 87,495                            | 190,049                          | 187,113                         | 193,769                        |
| <b>4250 Data Processing</b>            |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                   | 65,213             | 118,500                       | 118,500                           | 124,288                          | 124,288                         | 124,288                        |
| <b>4275 Publicity and Publications</b> |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                   | 585                | 1,793                         | 1,793                             | 2,490                            | 2,490                           | 2,490                          |
| <b>4300 Professional Services</b>      |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                   | 28,989             | 11,347                        | 11,347                            | 12,119                           | 12,119                          | 12,119                         |
| <b>4315 IT Professional Services</b>   |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                   | 344,036            | 789,480                       | 789,480                           | 697,446                          | 697,446                         | 957,186                        |
| <b>4325 Attorney General</b>           |                    |                               |                                   |                                  |                                 |                                |

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## Oregon Government Ethics Commission

Agency Number: 19900

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2025-27 Biennium

General Program

| Description                                  | 2021-23 Actuals    | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved<br>Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's<br>Budget | 2025-27 Leg.<br>Adopted Budget |
|----------------------------------------------|--------------------|-------------------------------|-----------------------------------|----------------------------------|---------------------------------|--------------------------------|
| 3400 Other Funds Ltd                         | 193,040            | 232,720                       | 232,720                           | 886,851                          | 865,423                         | 915,394                        |
| <b>4375 Employee Recruitment and Develop</b> |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                         | 83                 | 4,475                         | 4,475                             | 5,161                            | 5,161                           | 5,161                          |
| <b>4400 Dues and Subscriptions</b>           |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                         | 934                | 2,299                         | 2,299                             | 3,018                            | 3,018                           | 3,018                          |
| <b>4425 Facilities Rental and Taxes</b>      |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                         | 99,151             | 193,000                       | 193,000                           | 201,106                          | 201,106                         | 201,106                        |
| <b>4575 Agency Program Related S and S</b>   |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                         | 2,783              | 400,000                       | 400,000                           | 52,100                           | 52,100                          | 52,100                         |
| <b>4650 Other Services and Supplies</b>      |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                         | 185,943            | 301,493                       | 301,493                           | 330,368                          | 336,941                         | 333,749                        |
| <b>4700 Expendable Prop 250 - 5000</b>       |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                         | 2,514              | 23,627                        | 23,627                            | 32,820                           | 32,820                          | 32,820                         |
| <b>4715 IT Expendable Property</b>           |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                         | 19,205             | -                             | -                                 | 75,000                           | 75,000                          | 75,000                         |
| <b>SERVICES &amp; SUPPLIES</b>               |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                         | 1,070,112          | 2,288,935                     | 2,288,935                         | 2,752,321                        | 2,734,530                       | 3,047,705                      |
| <b>TOTAL SERVICES &amp; SUPPLIES</b>         | <b>\$1,070,112</b> | <b>\$2,288,935</b>            | <b>\$2,288,935</b>                | <b>\$2,752,321</b>               | <b>\$2,734,530</b>              | <b>\$3,047,705</b>             |
| <b>EXPENDITURES</b>                          |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                         | 3,023,863          | 5,415,403                     | 5,698,983                         | 6,834,169                        | 6,816,378                       | 7,129,553                      |
| <b>TOTAL EXPENDITURES</b>                    | <b>\$3,023,863</b> | <b>\$5,415,403</b>            | <b>\$5,698,983</b>                | <b>\$6,834,169</b>               | <b>\$6,816,378</b>              | <b>\$7,129,553</b>             |
| <b>ENDING BALANCE</b>                        |                    |                               |                                   |                                  |                                 |                                |
| 3400 Other Funds Ltd                         | 878,510            | 538,013                       | 254,433                           | 905,881                          | 923,672                         | 610,497                        |

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General Program

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| Description                      | 2021-23 Actuals | 2023-25 Leg<br>Adopted Budget | 2023-25 Leg<br>Approved<br>Budget | 2025-27 Agency<br>Request Budget | 2025-27<br>Governor's<br>Budget | 2025-27 Leg.<br>Adopted Budget |
|----------------------------------|-----------------|-------------------------------|-----------------------------------|----------------------------------|---------------------------------|--------------------------------|
| TOTAL ENDING BALANCE             | \$878,510       | \$538,013                     | \$254,433                         | \$905,881                        | \$923,672                       | \$610,497                      |
| AUTHORIZED POSITIONS             |                 |                               |                                   |                                  |                                 |                                |
| 8150 Class/Unclass Positions     | 9               | 15                            | 15                                | 15                               | 15                              | 15                             |
| TOTAL AUTHORIZED POSITIONS       | 9               | 15                            | 15                                | 15                               | 15                              | 15                             |
| AUTHORIZED FTE                   |                 |                               |                                   |                                  |                                 |                                |
| 8250 Class/Unclass FTE Positions | 9.00            | 13.63                         | 13.63                             | 15.00                            | 15.00                           | 15.00                          |
| TOTAL AUTHORIZED FTE             | 9.00            | 13.63                         | 13.63                             | 15.00                            | 15.00                           | 15.00                          |

| Description                       | Governor's Budget<br>(Y-01)<br>2025-27 Base Budget | Leg. Adopted Budget<br>(Z-01)<br>2025-27 Base Budget | Column 2 minus<br>Column 1 | % Change from<br>Column 1 to Column 2 |
|-----------------------------------|----------------------------------------------------|------------------------------------------------------|----------------------------|---------------------------------------|
|                                   | Column 1                                           | Column 2                                             |                            |                                       |
| BEGINNING BALANCE                 |                                                    |                                                      |                            |                                       |
| 0025 Beginning Balance            |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd              | 715,787                                            | 715,787                                              | 0                          | -                                     |
| 0030 Beginning Balance Adjustment |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd              | 18,521                                             | 18,521                                               | 0                          | -                                     |
| TOTAL BEGINNING BALANCE           |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd              | 734,308                                            | 734,308                                              | 0                          | -                                     |
| REVENUE CATEGORIES                |                                                    |                                                      |                            |                                       |
| CHARGES FOR SERVICES              |                                                    |                                                      |                            |                                       |
| 0415 Admin and Service Charges    |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd              | 7,005,742                                          | 7,005,742                                            | 0                          | -                                     |
| FINES, RENTS AND ROYALTIES        |                                                    |                                                      |                            |                                       |
| 0505 Fines and Forfeitures        |                                                    |                                                      |                            |                                       |
| 8800 General Fund Revenue         | 50,000                                             | 50,000                                               | 0                          | -                                     |
| TOTAL REVENUES                    |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd              | 7,005,742                                          | 7,005,742                                            | 0                          | -                                     |
| 8800 General Fund Revenue         | 50,000                                             | 50,000                                               | 0                          | -                                     |
| TOTAL REVENUES                    | \$7,055,742                                        | \$7,055,742                                          | 0                          | -                                     |
| TRANSFERS OUT                     |                                                    |                                                      |                            |                                       |
| 2060 Transfer to General Fund     |                                                    |                                                      |                            |                                       |
| 8800 General Fund Revenue         | (50,000)                                           | (50,000)                                             | 0                          | -                                     |
| AVAILABLE REVENUES                |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd              | 7,740,050                                          | 7,740,050                                            | 0                          | -                                     |
| EXPENDITURES                      |                                                    |                                                      |                            |                                       |



| Description                              | Governor's Budget<br>(Y-01)<br>2025-27 Base Budget | Leg. Adopted Budget<br>(Z-01)<br>2025-27 Base Budget | Column 2 minus<br>Column 1 | % Change from<br>Column 1 to Column 2 |
|------------------------------------------|----------------------------------------------------|------------------------------------------------------|----------------------------|---------------------------------------|
|                                          | Column 1                                           | Column 2                                             |                            |                                       |
| PERSONAL SERVICES                        |                                                    |                                                      |                            |                                       |
| SALARIES & WAGES                         |                                                    |                                                      |                            |                                       |
| 3110 Class/Unclass Sal. and Per Diem     |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                     | 2,527,728                                          | 2,527,728                                            | 0                          | -                                     |
| 3115 Board Member Stipend                |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                     | 29,065                                             | 29,065                                               | 0                          | -                                     |
| 3160 Temporary Appointments              |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                     | 526                                                | 526                                                  | 0                          | -                                     |
| TOTAL SALARIES & WAGES                   |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                     | 2,557,319                                          | 2,557,319                                            | 0                          | -                                     |
| OTHER PAYROLL EXPENSES                   |                                                    |                                                      |                            |                                       |
| 3210 Empl. Rel. Bd. Assessments          |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                     | 1,080                                              | 1,080                                                | 0                          | -                                     |
| 3220 Public Employees' Retire Cont       |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                     | 528,047                                            | 528,047                                              | 0                          | -                                     |
| 3221 Pension Obligation Bond             |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                     | 93,391                                             | 93,391                                               | 0                          | -                                     |
| 3230 Social Security Taxes               |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                     | 193,412                                            | 193,412                                              | 0                          | -                                     |
| 3241 Paid Family Medical Leave Insurance |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                     | 10,037                                             | 10,037                                               | 0                          | -                                     |
| 3250 Worker's Comp. Assess. (WCD)        |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                     | 630                                                | 630                                                  | 0                          | -                                     |
| 3260 Mass Transit Tax                    |                                                    |                                                      |                            |                                       |

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

2025-27 Biennium

General Program

| Description                            | Governor's Budget<br>(Y-01)<br>2025-27 Base Budget | Leg. Adopted Budget<br>(Z-01)<br>2025-27 Base Budget | Column 2 minus<br>Column 1 | % Change from<br>Column 1 to Column 2 |
|----------------------------------------|----------------------------------------------------|------------------------------------------------------|----------------------------|---------------------------------------|
|                                        | Column 1                                           | Column 2                                             |                            |                                       |
| 3400 Other Funds Ltd                   | 13,184                                             | 13,184                                               | 0                          | -                                     |
| <b>3270 Flexible Benefits</b>          |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                   | 636,120                                            | 636,120                                              | 0                          | -                                     |
| <b>TOTAL OTHER PAYROLL EXPENSES</b>    |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                   | 1,475,901                                          | 1,475,901                                            | 0                          | -                                     |
| <b>TOTAL PERSONAL SERVICES</b>         |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                   | 4,033,220                                          | 4,033,220                                            | 0                          | -                                     |
| <b>SERVICES &amp; SUPPLIES</b>         |                                                    |                                                      |                            |                                       |
| <b>4100 Instate Travel</b>             |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                   | 23,567                                             | 23,567                                               | 0                          | -                                     |
| <b>4150 Employee Training</b>          |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                   | 20,242                                             | 20,242                                               | 0                          | -                                     |
| <b>4175 Office Expenses</b>            |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                   | 35,018                                             | 35,018                                               | 0                          | -                                     |
| <b>4200 Telecommunications</b>         |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                   | 43,879                                             | 43,879                                               | 0                          | -                                     |
| <b>4225 State Gov. Service Charges</b> |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                   | 87,495                                             | 87,495                                               | 0                          | -                                     |
| <b>4250 Data Processing</b>            |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                   | 118,500                                            | 118,500                                              | 0                          | -                                     |
| <b>4275 Publicity and Publications</b> |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                   | 1,793                                              | 1,793                                                | 0                          | -                                     |
| <b>4300 Professional Services</b>      |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                   | 11,347                                             | 11,347                                               | 0                          | -                                     |

| Description                           | Governor's Budget<br>(Y-01)<br>2025-27 Base Budget | Leg. Adopted Budget<br>(Z-01)<br>2025-27 Base Budget | Column 2 minus<br>Column 1 | % Change from<br>Column 1 to Column 2 |
|---------------------------------------|----------------------------------------------------|------------------------------------------------------|----------------------------|---------------------------------------|
|                                       | Column 1                                           | Column 2                                             |                            |                                       |
| 4315 IT Professional Services         |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                  | 789,480                                            | 789,480                                              | 0                          | -                                     |
| 4325 Attorney General                 |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                  | 232,720                                            | 232,720                                              | 0                          | -                                     |
| 4375 Employee Recruitment and Develop |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                  | 4,475                                              | 4,475                                                | 0                          | -                                     |
| 4400 Dues and Subscriptions           |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                  | 2,299                                              | 2,299                                                | 0                          | -                                     |
| 4425 Facilities Rental and Taxes      |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                  | 193,000                                            | 193,000                                              | 0                          | -                                     |
| 4575 Agency Program Related S and S   |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                  | 400,000                                            | 400,000                                              | 0                          | -                                     |
| 4650 Other Services and Supplies      |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                  | 301,493                                            | 301,493                                              | 0                          | -                                     |
| 4700 Expendable Prop 250 - 5000       |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                  | 23,627                                             | 23,627                                               | 0                          | -                                     |
| TOTAL SERVICES & SUPPLIES             |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                  | 2,288,935                                          | 2,288,935                                            | 0                          | -                                     |
| TOTAL EXPENDITURES                    |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                  | 6,322,155                                          | 6,322,155                                            | 0                          | -                                     |
| ENDING BALANCE                        |                                                    |                                                      |                            |                                       |
| 3400 Other Funds Ltd                  | 1,417,895                                          | 1,417,895                                            | 0                          | -                                     |
| AUTHORIZED POSITIONS                  |                                                    |                                                      |                            |                                       |
| 8150 Class/Unclass Positions          | 15                                                 | 15                                                   | 0                          | -                                     |

2025-27 Biennium

General Program

| Description | Governor's Budget<br>(Y-01)<br>2025-27 Base Budget | Leg. Adopted Budget<br>(Z-01)<br>2025-27 Base Budget | Column 2 minus<br>Column 1 | % Change from<br>Column 1 to Column 2 |
|-------------|----------------------------------------------------|------------------------------------------------------|----------------------------|---------------------------------------|
|             | Column 1                                           | Column 2                                             |                            |                                       |

AUTHORIZED FTE

|                                  |       |       |   |   |
|----------------------------------|-------|-------|---|---|
| 8250 Class/Unclass FTE Positions | 15.00 | 15.00 | 0 | - |
|----------------------------------|-------|-------|---|---|

Package Comparison Report - Detail  
2025-27 Biennium  
General Program

Cross Reference Number: 19900-010-00-00-00000  
Package: Vacancy Factor and Non-ORPICS Personal Services  
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 | 22 | 22 | 0 | 0.00% |
|----------------------|----|----|---|-------|

SALARIES & WAGES

|                      |    |    |   |       |
|----------------------|----|----|---|-------|
| 3400 Other Funds Ltd | 22 | 22 | 0 | 0.00% |
|----------------------|----|----|---|-------|

|                        |      |      |     |       |
|------------------------|------|------|-----|-------|
| TOTAL SALARIES & WAGES | \$22 | \$22 | \$0 | 0.00% |
|------------------------|------|------|-----|-------|

OTHER PAYROLL EXPENSES

3221 Pension Obligation Bond

|                      |       |       |   |       |
|----------------------|-------|-------|---|-------|
| 3400 Other Funds Ltd | 5,734 | 5,734 | 0 | 0.00% |
|----------------------|-------|-------|---|-------|

3230 Social Security Taxes

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

3260 Mass Transit Tax

|                      |       |       |   |       |
|----------------------|-------|-------|---|-------|
| 3400 Other Funds Ltd | 2,160 | 2,160 | 0 | 0.00% |
|----------------------|-------|-------|---|-------|

OTHER PAYROLL EXPENSES

|                      |       |       |   |       |
|----------------------|-------|-------|---|-------|
| 3400 Other Funds Ltd | 7,896 | 7,896 | 0 | 0.00% |
|----------------------|-------|-------|---|-------|

|                              |         |         |     |       |
|------------------------------|---------|---------|-----|-------|
| TOTAL OTHER PAYROLL EXPENSES | \$7,896 | \$7,896 | \$0 | 0.00% |
|------------------------------|---------|---------|-----|-------|

PERSONAL SERVICES

| 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    | 7,918                    | 7,918                      | 0                       | 0.00%                              |
| TOTAL PERSONAL SERVICES | \$7,918                  | \$7,918                    | \$0                     | 0.00%                              |
| EXPENDITURES            |                          |                            |                         |                                    |
| 3400 Other Funds Ltd    | 7,918                    | 7,918                      | 0                       | 0.00%                              |
| TOTAL EXPENDITURES      | \$7,918                  | \$7,918                    | \$0                     | 0.00%                              |
| ENDING BALANCE          |                          |                            |                         |                                    |
| 3400 Other Funds Ltd    | (7,918)                  | (7,918)                    | 0                       | 0.00%                              |
| TOTAL ENDING BALANCE    | (\$7,918)                | (\$7,918)                  | \$0                     | 0.00%                              |

| 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

84184100.00%

4150 Employee Training

3400 Other Funds Ltd

4,3614,36100.00%

4175 Office Expenses

3400 Other Funds Ltd

2,4912,49100.00%

4200 Telecommunications

3400 Other Funds Ltd

3,9523,95200.00%

4250 Data Processing

3400 Other Funds Ltd

81181100.00%

4275 Publicity and Publications

3400 Other Funds Ltd

62262200.00%

4375 Employee Recruitment and Develop

3400 Other Funds Ltd

49849800.00%

4400 Dues and Subscriptions

3400 Other Funds Ltd

62262200.00%

4575 Agency Program Related S and S

| 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             | 52,100                   | 52,100                     | 0                       | 0.00%                              |
| 4650 Other Services and Supplies |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | 16,212                   | 16,212                     | 0                       | 0.00%                              |
| 4700 Expendable Prop 250 - 5000  |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | 8,201                    | 8,201                      | 0                       | 0.00%                              |
| SERVICES & SUPPLIES              |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | 90,711                   | 90,711                     | 0                       | 0.00%                              |
| TOTAL SERVICES & SUPPLIES        | \$90,711                 | \$90,711                   | \$0                     | 0.00%                              |
| EXPENDITURES                     |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | 90,711                   | 90,711                     | 0                       | 0.00%                              |
| TOTAL EXPENDITURES               | \$90,711                 | \$90,711                   | \$0                     | 0.00%                              |
| ENDING BALANCE                   |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | (90,711)                 | (90,711)                   | 0                       | 0.00%                              |
| TOTAL ENDING BALANCE             | (\$90,711)               | (\$90,711)                 | \$0                     | 0.00%                              |



| 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                 |                          |                            |                         |                                    |
| 4315 IT Professional Services       |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                | (417,340)                | (417,340)                  | 0                       | 0.00%                              |
| 4575 Agency Program Related S and S |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                | (400,000)                | (400,000)                  | 0                       | 0.00%                              |
| SERVICES & SUPPLIES                 |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                | (817,340)                | (817,340)                  | 0                       | 0.00%                              |
| TOTAL SERVICES & SUPPLIES           | (\$817,340)              | (\$817,340)                | \$0                     | 0.00%                              |
| EXPENDITURES                        |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                | (817,340)                | (817,340)                  | 0                       | 0.00%                              |
| TOTAL EXPENDITURES                  | (\$817,340)              | (\$817,340)                | \$0                     | 0.00%                              |
| ENDING BALANCE                      |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                | 817,340                  | 817,340                    | 0                       | 0.00%                              |
| TOTAL ENDING BALANCE                | \$817,340                | \$817,340                  | \$0                     | 0.00%                              |

| 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

99099000.00%

4150 Employee Training

3400 Other Funds Ltd

8508500.00%

4175 Office Expenses

3400 Other Funds Ltd

1,4711,4710.00%

4200 Telecommunications

3400 Other Funds Ltd

1,8431,8430.00%

4225 State Gov. Service Charges

3400 Other Funds Ltd

102,554102,5540.00%

4250 Data Processing

3400 Other Funds Ltd

4,9774,9770.00%

4275 Publicity and Publications

3400 Other Funds Ltd

75750.00%

4300 Professional Services

3400 Other Funds Ltd

7727720.00%

4315 IT Professional Services

| 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                  | 25,306                   | 25,306                     | 0                       | 0.00%                              |
| 4325 Attorney General                 |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                  | 54,131                   | 54,131                     | 0                       | 0.00%                              |
| 4375 Employee Recruitment and Develop |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                  | 188                      | 188                        | 0                       | 0.00%                              |
| 4400 Dues and Subscriptions           |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                  | 97                       | 97                         | 0                       | 0.00%                              |
| 4425 Facilities Rental and Taxes      |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                  | 8,106                    | 8,106                      | 0                       | 0.00%                              |
| 4650 Other Services and Supplies      |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                  | 12,663                   | 12,663                     | 0                       | 0.00%                              |
| 4700 Expendable Prop 250 - 5000       |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                  | 992                      | 992                        | 0                       | 0.00%                              |
| SERVICES & SUPPLIES                   |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                  | 215,015                  | 215,015                    | 0                       | 0.00%                              |
| TOTAL SERVICES & SUPPLIES             | \$215,015                | \$215,015                  | \$0                     | 0.00%                              |
| EXPENDITURES                          |                          |                            |                         |                                    |
| 3400 Other Funds Ltd                  | 215,015                  | 215,015                    | 0                       | 0.00%                              |
| TOTAL EXPENDITURES                    | \$215,015                | \$215,015                  | \$0                     | 0.00%                              |

| 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                   |                         |                                    |
| ENDING BALANCE       |                          |                            |                         |                                    |
| 3400 Other Funds Ltd | (215,015)                | (215,015)                  | 0                       | 0.00%                              |
| TOTAL ENDING BALANCE | (\$215,015)              | (\$215,015)                | \$0                     | 0.00%                              |

| 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       |                          |                            |                         |                                    |
| 4325 Attorney General     |                          |                            |                         |                                    |
| 3400 Other Funds Ltd      | (21,428)                 | -                          | 21,428                  | 100.00%                            |
| SERVICES & SUPPLIES       |                          |                            |                         |                                    |
| 3400 Other Funds Ltd      | (21,428)                 | -                          | 21,428                  | 100.00%                            |
| TOTAL SERVICES & SUPPLIES | (\$21,428)               | -                          | \$21,428                | 100.00%                            |
| EXPENDITURES              |                          |                            |                         |                                    |
| 3400 Other Funds Ltd      | (21,428)                 | -                          | 21,428                  | 100.00%                            |
| TOTAL EXPENDITURES        | (\$21,428)               | -                          | \$21,428                | 100.00%                            |
| ENDING BALANCE            |                          |                            |                         |                                    |
| 3400 Other Funds Ltd      | 21,428                   | -                          | (21,428)                | (100.00%)                          |
| TOTAL ENDING BALANCE      | \$21,428                 | -                          | (\$21,428)              | (100.00%)                          |

| 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              |                          |                            |                         |                                    |
| 4225 State Gov. Service Charges  |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | (2,936)                  | -                          | 2,936                   | 100.00%                            |
| 4650 Other Services and Supplies |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | 6,573                    | -                          | (6,573)                 | (100.00%)                          |
| SERVICES & SUPPLIES              |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | 3,637                    | -                          | (3,637)                 | (100.00%)                          |
| TOTAL SERVICES & SUPPLIES        | \$3,637                  | -                          | (\$3,637)               | (100.00%)                          |
| EXPENDITURES                     |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | 3,637                    | -                          | (3,637)                 | (100.00%)                          |
| TOTAL EXPENDITURES               | \$3,637                  | -                          | (\$3,637)               | (100.00%)                          |
| ENDING BALANCE                   |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | (3,637)                  | -                          | 3,637                   | 100.00%                            |
| TOTAL ENDING BALANCE             | (\$3,637)                | -                          | \$3,637                 | 100.00%                            |

| 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       |                          |                            |                         |                                    |
| 4325 Attorney General     |                          |                            |                         |                                    |
| 3400 Other Funds Ltd      | 600,000                  | 600,000                    | 0                       | 0.00%                              |
| SERVICES & SUPPLIES       |                          |                            |                         |                                    |
| 3400 Other Funds Ltd      | 600,000                  | 600,000                    | 0                       | 0.00%                              |
| TOTAL SERVICES & SUPPLIES | \$600,000                | \$600,000                  | \$0                     | 0.00%                              |
| EXPENDITURES              |                          |                            |                         |                                    |
| 3400 Other Funds Ltd      | 600,000                  | 600,000                    | 0                       | 0.00%                              |
| TOTAL EXPENDITURES        | \$600,000                | \$600,000                  | \$0                     | 0.00%                              |
| ENDING BALANCE            |                          |                            |                         |                                    |
| 3400 Other Funds Ltd      | (600,000)                | (600,000)                  | 0                       | 0.00%                              |
| TOTAL ENDING BALANCE      | (\$600,000)              | (\$600,000)                | \$0                     | 0.00%                              |

| 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

3110 Class/Unclass Sal. and Per Diem

|                      |        |        |   |       |
|----------------------|--------|--------|---|-------|
| 3400 Other Funds Ltd | 31,536 | 31,536 | 0 | 0.00% |
|----------------------|--------|--------|---|-------|

SALARIES & WAGES

|                      |        |        |   |       |
|----------------------|--------|--------|---|-------|
| 3400 Other Funds Ltd | 31,536 | 31,536 | 0 | 0.00% |
|----------------------|--------|--------|---|-------|

|                        |          |          |     |       |
|------------------------|----------|----------|-----|-------|
| TOTAL SALARIES & WAGES | \$31,536 | \$31,536 | \$0 | 0.00% |
|------------------------|----------|----------|-----|-------|

OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

|                      |       |       |   |       |
|----------------------|-------|-------|---|-------|
| 3400 Other Funds Ltd | 6,635 | 6,635 | 0 | 0.00% |
|----------------------|-------|-------|---|-------|

3230 Social Security Taxes

|                      |       |       |   |       |
|----------------------|-------|-------|---|-------|
| 3400 Other Funds Ltd | 2,413 | 2,413 | 0 | 0.00% |
|----------------------|-------|-------|---|-------|

3241 Paid Family Medical Leave Insurance

|                      |     |     |   |       |
|----------------------|-----|-----|---|-------|
| 3400 Other Funds Ltd | 126 | 126 | 0 | 0.00% |
|----------------------|-----|-----|---|-------|

OTHER PAYROLL EXPENSES

|                      |       |       |   |       |
|----------------------|-------|-------|---|-------|
| 3400 Other Funds Ltd | 9,174 | 9,174 | 0 | 0.00% |
|----------------------|-------|-------|---|-------|

|                              |         |         |     |       |
|------------------------------|---------|---------|-----|-------|
| TOTAL OTHER PAYROLL EXPENSES | \$9,174 | \$9,174 | \$0 | 0.00% |
|------------------------------|---------|---------|-----|-------|

PERSONAL SERVICES



| 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    | 40,710                   | 40,710                     | 0                       | 0.00%                              |
| TOTAL PERSONAL SERVICES | \$40,710                 | \$40,710                   | \$0                     | 0.00%                              |
| EXPENDITURES            |                          |                            |                         |                                    |
| 3400 Other Funds Ltd    | 40,710                   | 40,710                     | 0                       | 0.00%                              |
| TOTAL EXPENDITURES      | \$40,710                 | \$40,710                   | \$0                     | 0.00%                              |
| ENDING BALANCE          |                          |                            |                         |                                    |
| 3400 Other Funds Ltd    | (40,710)                 | (40,710)                   | 0                       | 0.00%                              |
| TOTAL ENDING BALANCE    | (\$40,710)               | (\$40,710)                 | \$0                     | 0.00%                              |

| 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         |                          |                            |                         |                                    |
| 4715 IT Expendable Property |                          |                            |                         |                                    |
| 3400 Other Funds Ltd        | 75,000                   | 75,000                     | 0                       | 0.00%                              |
| SERVICES & SUPPLIES         |                          |                            |                         |                                    |
| 3400 Other Funds Ltd        | 75,000                   | 75,000                     | 0                       | 0.00%                              |
| TOTAL SERVICES & SUPPLIES   | \$75,000                 | \$75,000                   | \$0                     | 0.00%                              |
| EXPENDITURES                |                          |                            |                         |                                    |
| 3400 Other Funds Ltd        | 75,000                   | 75,000                     | 0                       | 0.00%                              |
| TOTAL EXPENDITURES          | \$75,000                 | \$75,000                   | \$0                     | 0.00%                              |
| ENDING BALANCE              |                          |                            |                         |                                    |
| 3400 Other Funds Ltd        | (75,000)                 | (75,000)                   | 0                       | 0.00%                              |
| TOTAL ENDING BALANCE        | (\$75,000)               | (\$75,000)                 | \$0                     | 0.00%                              |

| 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           |                          |                            |                         |                                    |
| 4315 IT Professional Services |                          |                            |                         |                                    |
| 3400 Other Funds Ltd          | 300,000                  | 300,000                    | 0                       | 0.00%                              |
| SERVICES & SUPPLIES           |                          |                            |                         |                                    |
| 3400 Other Funds Ltd          | 300,000                  | 300,000                    | 0                       | 0.00%                              |
| TOTAL SERVICES & SUPPLIES     | \$300,000                | \$300,000                  | \$0                     | 0.00%                              |
| EXPENDITURES                  |                          |                            |                         |                                    |
| 3400 Other Funds Ltd          | 300,000                  | 300,000                    | 0                       | 0.00%                              |
| TOTAL EXPENDITURES            | \$300,000                | \$300,000                  | \$0                     | 0.00%                              |
| ENDING BALANCE                |                          |                            |                         |                                    |
| 3400 Other Funds Ltd          | (300,000)                | (300,000)                  | 0                       | 0.00%                              |
| TOTAL ENDING BALANCE          | (\$300,000)              | (\$300,000)                | \$0                     | 0.00%                              |

| 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           |                          |                            |                         |                                    |
| 4315 IT Professional Services |                          |                            |                         |                                    |
| 3400 Other Funds Ltd          | -                        | 259,740                    | 259,740                 | 100.00%                            |
| SERVICES & SUPPLIES           |                          |                            |                         |                                    |
| 3400 Other Funds Ltd          | -                        | 259,740                    | 259,740                 | 100.00%                            |
| TOTAL SERVICES & SUPPLIES     | -                        | \$259,740                  | \$259,740               | 100.00%                            |
| EXPENDITURES                  |                          |                            |                         |                                    |
| 3400 Other Funds Ltd          | -                        | 259,740                    | 259,740                 | 100.00%                            |
| TOTAL EXPENDITURES            | -                        | \$259,740                  | \$259,740               | 100.00%                            |
| ENDING BALANCE                |                          |                            |                         |                                    |
| 3400 Other Funds Ltd          | -                        | (259,740)                  | (259,740)               | 100.00%                            |
| TOTAL ENDING BALANCE          | -                        | (\$259,740)                | (\$259,740)             | 100.00%                            |

Package Comparison Report - Detail  
2025-27 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                   |                         |                                    |
| EXPENDITURES                     |                          |                            |                         |                                    |
| SERVICES & SUPPLIES              |                          |                            |                         |                                    |
| 4225 State Gov. Service Charges  |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | -                        | 3,720                      | 3,720                   | 100.00%                            |
| 4325 Attorney General            |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | -                        | 28,543                     | 28,543                  | 100.00%                            |
| 4650 Other Services and Supplies |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | -                        | 3,381                      | 3,381                   | 100.00%                            |
| SERVICES & SUPPLIES              |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | -                        | 35,644                     | 35,644                  | 100.00%                            |
| TOTAL SERVICES & SUPPLIES        | -                        | \$35,644                   | \$35,644                | 100.00%                            |
| EXPENDITURES                     |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | -                        | 35,644                     | 35,644                  | 100.00%                            |
| TOTAL EXPENDITURES               | -                        | \$35,644                   | \$35,644                | 100.00%                            |
| ENDING BALANCE                   |                          |                            |                         |                                    |
| 3400 Other Funds Ltd             | -                        | (35,644)                   | (35,644)                | 100.00%                            |
| TOTAL ENDING BALANCE             | -                        | (\$35,644)                 | (\$35,644)              | 100.00%                            |

PIC100 - Position Budget Report

Oregon Government Ethics Commission

2025-27 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        |
| Total Salary            |                |                     |         |          |         |       |     |      |      |          | -          | -  | 2,559,264 | -  | 2,559,264 |
| Total OPE               |                |                     |         |          |         |       |     |      |      |          | -          | -  | 1,378,460 | -  | 1,378,460 |
| Total Personal Services |                |                     |         |          | 15      | 15.00 |     |      |      |          | -          | -  | 3,937,724 | -  | 3,937,724 |

# PIC100 - Position Budget Report

# General Program

2025-27 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         | MMS X7624 AP   | POLICY PLANNING AND DEVELOPMENT  | 33X     | PF       | 1       | 1.00 | 24  | 6    | 10021 | SAL     | -          | -  | 240,504 | -  | 240,504 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 112,485 | -  | 112,485 |
| 0035001         | MEAH Z7588 HF  | AGENCY HEAD 8                    | 34X     | PF       | 1       | 1.00 | 24  | 10   | 13613 | SAL     | -          | -  | 326,712 | -  | 326,712 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 137,562 | -  | 137,562 |
| 0035002         | UA C5233 AP    | INVESTIGATOR 3                   | 26      | PF       | 1       | 1.00 | 24  | 3    | 5960  | SAL     | -          | -  | 143,040 | -  | 143,040 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 84,133  | -  | 84,133  |
| 0035007         | UA C0104 AP    | OFFICE SPECIALIST 2              | 15      | PF       | 1       | 1.00 | 24  | 10   | 4940  | SAL     | -          | -  | 118,560 | -  | 118,560 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 77,011  | -  | 77,011  |
| 0035008         | UA C0860 AP    | PROGRAM ANALYST 1                | 23      | PF       | 1       | 1.00 | 24  | 5    | 5690  | SAL     | -          | -  | 136,560 | -  | 136,560 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 82,247  | -  | 82,247  |
| 0035009         | UA C5247 AP    | COMPLIANCE SPECIALIST 2          | 25      | PF       | 1       | 1.00 | 24  | 10   | 7918  | SAL     | -          | -  | 190,032 | -  | 190,032 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 97,802  | -  | 97,802  |
| 0035013         | UA C0107 AP    | ADMINISTRATIVE SPECIALIST 1      | 17      | PF       | 1       | 1.00 | 24  | 10   | 5413  | SAL     | -          | -  | 129,912 | -  | 129,912 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 80,313  | -  | 80,313  |
| 0035017         | UA C0860 AP    | PROGRAM ANALYST 1                | 23      | PF       | 1       | 1.00 | 24  | 10   | 7200  | SAL     | -          | -  | 172,800 | -  | 172,800 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 92,789  | -  | 92,789  |
| 0035018         | UA C5248 AP    | COMPLIANCE SPECIALIST 3          | 29      | PF       | 1       | 1.00 | 24  | 3    | 6861  | SAL     | -          | -  | 164,664 | -  | 164,664 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 90,423  | -  | 90,423  |
| 0035019         | B Y7500 AE     | BOARD AND COMMISSION MEMBER      | 0       | PP       | 0       | 0.00 | 0   | 0    | 0     | SAL     | -          | -  | 2,000   | -  | 2,000   |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 153     | -  | 153     |
| 0035020         | UA C1339 AP    | LEARNING & DEVELOPMENT SPECIALIS | 28      | PF       | 1       | 1.00 | 24  | 6    | 7557  | SAL     | -          | -  | 181,368 | -  | 181,368 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 95,282  | -  | 95,282  |
| 0035021         | UA C5247 AP    | COMPLIANCE SPECIALIST 2          | 25      | PF       | 1       | 1.00 | 24  | 6    | 6545  | SAL     | -          | -  | 157,080 | -  | 157,080 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 88,217  | -  | 88,217  |
| 0035022         | UA C5247 AP    | COMPLIANCE SPECIALIST 2          | 25      | PF       | 1       | 1.00 | 24  | 6    | 6545  | SAL     | -          | -  | 157,080 | -  | 157,080 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 88,217  | -  | 88,217  |
| 0035023         | UA C0860 AP    | PROGRAM ANALYST 1                | 23      | PF       | 1       | 1.00 | 24  | 10   | 7200  | SAL     | -          | -  | 172,800 | -  | 172,800 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 92,789  | -  | 92,789  |
| 0035024         | UA C0860 AP    | PROGRAM ANALYST 1                | 23      | PF       | 1       | 1.00 | 24  | 5    | 5690  | SAL     | -          | -  | 136,560 | -  | 136,560 |
|                 |                |                                  |         |          |         |      |     |      |       | OPE     | -          | -  | 82,247  | -  | 82,247  |
| 0035025         | UA C0108 AP    | ADMINISTRATIVE SPECIALIST 2      | 20      | PF       | 1       | 1.00 | 24  | 6    | 4733  | SAL     | -          | -  | 113,592 | -  | 113,592 |

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PIC100 - Position Budget Report  
PIC100

**PIC100 - Position Budget Report**

**General Program**

**2025-27 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     |           |
| 1000001                 | B Y7500 AE     | BOARD AND COMMISSION MEMBER | 0       | PP       | 0       | 0.00  | 0   | 0    | 0    | OPE      | -          | -  | 75,566 | -         | 75,566 |           |
|                         |                |                             |         |          |         |       |     |      |      | SAL      | -          | -  | 2,000  | -         | 2,000  |           |
| 1000002                 | B Y7500 AE     | BOARD AND COMMISSION MEMBER | 0       | PP       | 0       | 0.00  | 0   | 0    | 0    | OPE      | -          | -  | 153    | -         | 153    |           |
|                         |                |                             |         |          |         |       |     |      |      | SAL      | -          | -  | 2,000  | -         | 2,000  |           |
| 1000003                 | B Y7500 AE     | BOARD AND COMMISSION MEMBER | 0       | PP       | 0       | 0.00  | 0   | 0    | 0    | OPE      | -          | -  | 153    | -         | 153    |           |
|                         |                |                             |         |          |         |       |     |      |      | SAL      | -          | -  | 2,000  | -         | 2,000  |           |
| 1000004                 | B Y7500 AE     | BOARD AND COMMISSION MEMBER | 0       | PP       | 0       | 0.00  | 0   | 0    | 0    | OPE      | -          | -  | 153    | -         | 153    |           |
|                         |                |                             |         |          |         |       |     |      |      | SAL      | -          | -  | 2,000  | -         | 2,000  |           |
| 1000005                 | B Y7500 AE     | BOARD AND COMMISSION MEMBER | 0       | PP       | 0       | 0.00  | 0   | 0    | 0    | OPE      | -          | -  | 153    | -         | 153    |           |
|                         |                |                             |         |          |         |       |     |      |      | SAL      | -          | -  | 2,000  | -         | 2,000  |           |
| 1000006                 | B Y7500 AE     | BOARD AND COMMISSION MEMBER | 0       | PP       | 0       | 0.00  | 0   | 0    | 0    | OPE      | -          | -  | 153    | -         | 153    |           |
|                         |                |                             |         |          |         |       |     |      |      | SAL      | -          | -  | 2,000  | -         | 2,000  |           |
| 1000007                 | B Y7500 AE     | BOARD AND COMMISSION MEMBER | 0       | PP       | 0       | 0.00  | 0   | 0    | 0    | OPE      | -          | -  | 153    | -         | 153    |           |
|                         |                |                             |         |          |         |       |     |      |      | SAL      | -          | -  | 2,000  | -         | 2,000  |           |
| 1000008                 | B Y7500 AE     | BOARD AND COMMISSION MEMBER | 0       | PP       | 0       | 0.00  | 0   | 0    | 0    | OPE      | -          | -  | 153    | -         | 153    |           |
|                         |                |                             |         |          |         |       |     |      |      | SAL      | -          | -  | 2,000  | -         | 2,000  |           |
|                         |                |                             |         |          |         |       |     |      |      |          | OPE        | -  | -      | 153       | -      | 153       |
| Total Salary            |                |                             |         |          |         |       |     |      |      |          |            | -  | -      | 2,559,264 | -      | 2,559,264 |
| Total OPE               |                |                             |         |          |         |       |     |      |      |          |            | -  | -      | 1,378,460 | -      | 1,378,460 |
| Total Personal Services |                |                             |         |          | 15      | 15.00 |     |      |      |          |            | -  | -      | 3,937,724 | -      | 3,937,724 |