



*Setting the standard for parole boards in evidence-informed decisions,
innovative tools, and effective operations.*

**OREGON BOARD OF PAROLE
&
POST-PRISON SUPERVISION
25500**

**2025 - 2027
AGENCY REQUEST 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 Board of Parole and Post-Prison Supervision

1321 Tandem Ave NE, Salem, Oregon 97301

AGENCY NAME

AGENCY ADDRESS

SIGNATURE John Bailey

Chair

TITLE

SIGNATURE Dylan Arthur

Executive Director

TITLE

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

OREGON BOARD OF PAROLE & POST-PRISON SUPERVISION 2025-2027 AGENCY REQUEST BUDGET

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BUDGET NARRATIVE

Agency Number - Agency Name

Agency Contact: Perry Waddell
Date Submitted: 8/1/2024
CFO Analyst: Lisa Fox

Session/Eboard	Month (Eboard only)	Year	Bill Number	Short Description of Action Taken
Session		2024	SB 5701	Allocated \$620,202 for salary increases and deducted \$123,987 in statewide budget reductions
Session		2024	SB 1574	Exempts Board hearings from a requirement that they be published on the Internet

BUDGET NARRATIVE

2024 Regular Session Bills

There was 1 bill in 2024 that had a fiscal impact on the budget of the Board. The “salary pot” bill, **SB 5701 (2023 Oregon Laws Chapter 478, Section 1): Effective date April 17, 2024**) allocated \$620,202 for salary increases and deducted \$123,987 in statewide budget reductions. Total allocation was \$496,215.

There was 1 bill in 2024 that had no fiscal impact on the budget of the Board. **SB 1574 (Effective date, March 27, 2024, retroactive)** exempts Board hearings from a requirement that they be published on the Internet. This bill was written by the Board as a “fix” to SB 11 (2023) which requires all state agencies to upload videos of all public meetings to the Internet.

There was 1 policy bill that had a direct fiscal impact on the Board:

1. **SB 5701 (2023 Oregon Laws Chapter 478, Section 1)** – Granted the Board \$620,202 for salary adjustment after a new union contract and management pay increases were completed. It also reduced the Board’s budget by an adjustment of \$123,987.

There was 1 policy bill that does not have a direct fiscal impact on the Board:

1. **SB 1574** – The bill exempts Board hearings from a requirement that they be published on the Internet.
 - *State Board of Parole and Post Prison Supervision (Parole Board) and Psychiatric Security Review Board (PSRB) Publishing Exemption: Clarifies that hearings of the Parole Board and hearings of the PSRB are exempt from the requirement that a meeting be published online. Applies to hearings conducted before, on or after the effective date of the Act. Declares an emergency, effective on passage.*

Legislative Fiscal Office

Oregon State Capitol
900 Court Street NE, H-178
Salem, Oregon 97301
503-986-1828



Joint Committee on Ways and Means

Senator Elizabeth Steiner, Senate Co-Chair
Representative Tawna Sanchez, House Co-Chair

Senator Fred Girod, Senate Co-Vice Chair
Representative David Gomberg, House Co-Vice Chair
Representative Greg Smith, House Co-Vice Chair

Amanda Beitel, Legislative Fiscal Officer
Tom MacDonald, Deputy Legislative Fiscal Officer (Budget)
Paul Siebert, Deputy Legislative Fiscal Officer (Audit/IT)

To: Capital Construction Subcommittee

From: Tom MacDonald, Legislative Fiscal Office

Date: March 6, 2024

Subject: SB 5701 - Budget Reconciliation
Work Session Recommendations

SB 5701 relates to state financial administration and is the omnibus budget reconciliation measure for the 2024 session. The measure modifies state agencies' 2023-25 legislatively adopted budgets and adjusts General Fund appropriations to the Emergency Board. A section-by-section summary of the measure and a list of all existing and proposed Emergency Board balances are available on the Oregon Legislative Information System (OLIS) as part of the March 6, 2024, meeting materials. The -2 amendment replaces the introduced measure to implement the 2023-25 budget adjustments.

Overall, the measure results in net increases of \$409.3 million General Fund, \$42.6 million Lottery Funds, \$1.5 billion Other Funds, and \$646.5 million Federal Funds, for a total funds increase of \$2.6 billion in the 2023-25 biennium. The following summarizes some of the major changes to state agency budgets included in the measure:

- \$452.7 million General Fund increase across state agency budgets to fund pension obligation bond and negotiated state employee compensation adjustments, including one-time payments and two cost-of-living adjustments (COLAs); a related \$450 million special purpose appropriation to the Emergency Board is disappropriated to support these costs.
 - An additional \$13 million General Fund is included to advance the start date of the second COLA from February 1 to January 1, 2025.
- \$86 million General Fund appropriated to the Department of Early Learning and Care for the Employment Related Day Care program caseload; a related special purpose appropriation to the Emergency Board is increased from \$8 million to \$72 million.
- \$76.2 million net General Fund increase to rebalance the Department of Human Services and Oregon Health Authority budgets for changes in forecasted caseloads, revenue, and existing program expenditures.
- \$42.6 million one-time General Fund for 2023 and 2024 fire season costs, including \$34.6 million for 2023 fire season costs for the Departments of Forestry and State Fire Marshal;

and \$8 million for the Department of the State Fire Marshal to support repositioning, readiness response, and cash flow constraints for the 2024 fire season.

- \$39 million one-time General Fund for the Department of Transportation to support winter and other highway maintenance needs across the state (\$19 million) and health and safety issues along agency rights of way in the Portland metro area (\$20 million).
- \$21.9 million General Fund for the Department of Human Services to establish 79 positions (79.00 FTE) that are not currently budgeted and were administratively established by the agency.
- \$15 million General Fund for distribution to Multnomah County for the construction of a behavioral health drop-off center; this funding adds to a related \$10 million General Fund appropriation in HB 5204 (2024).
- \$12 million General Fund for the Department of Human Services to implement the Summer Electronic Benefit Transfer program.
- \$10 million General Fund for distribution to higher education institutions for semiconductor workforce development.
- \$5.9 million one-time General Fund for distribution to seven specified cultural venues and an additional \$5.9 million one-time General Fund for distribution to 13 targeted arts and cultural institutions for capital projects.

Inclusive of the overall budget adjustments, the measure also results in a net decrease of \$550.4 million in General Fund appropriations to the Emergency Board through adjustments to 16 existing special purpose appropriations and the establishment of three new special purpose appropriations. The new special purpose appropriations include \$35 million for the construction of a veterans' home in Roseburg, Oregon; \$10 million for child welfare temporary lodging prevention services; and \$5 million for a disaster preparedness stockpile. With these and other actions taken during the 2024 session, the balance of special purpose appropriations to the Emergency Board totals \$234.7 million General Fund. The existing \$50 million general purpose emergency fund remains unchanged.

Budget Notes

Eleven budget notes are proposed for inclusion in the SB 5701 budget report. The budget notes are included in a separate document available on OLIS.

Accept:

MOTION: I move adoption of the proposed Budget Notes. (VOTE)

OR

Change:

MOTION: I move the adoption of the proposed Budget Notes, with modifications. (VOTE)

Recommended Changes

The Legislative Fiscal Office (LFO) recommends adoption of the -2 amendment.

MOTION: I move adoption of the -2 amendment to SB 5701. (VOTE)

Final Subcommittee Action

LFO recommends that SB 5701, as amended by the -2 amendment, be moved to the Ways and Means Full Committee.

MOTION: I move SB 5701, as amended, to the Ways and Means Full Committee with a do pass recommendation. (VOTE)

Carriers

Full Committee: _____

House Floor: _____

Senate Floor: _____

SUBCOMMITTEE RECOMMENDATION

SB 5701 Budget Reconciliation

To: Ways and Means Full Committee
From: Capital Construction Subcommittee
Carrier: Senator Frederick

SB 5701 is the omnibus budget reconciliation bill for the 2024 session. The measure modifies state agencies' 2023-25 legislatively adopted budgets and adjusts General Fund appropriations to the Emergency Board.

Major General Fund changes in the measure include, but are not limited to:

- \$465.6 million appropriated across state agency budgets for pension obligation bond and state employee compensation plan changes.
- \$86 million to the Department of Early Learning and Care for the Employment Related Day Care program caseload; a related special purpose appropriation is increased from \$8 million to \$72 million.
- \$76.2 million net increase to rebalance the Department of Human Services and Oregon Health Authority budgets.
- \$69.6 million to support capital projects for various organizations and local governments.
- \$39 million for the Department of Transportation to support winter and other essential highway maintenance needs and health and safety issues along rights of way.
- \$34.6 million for 2023 fire season costs.
- \$21.9 million for the Department of Human Services to establish 79 positions that are not currently budgeted and were administratively established by the agency.

The measure also decreases existing Emergency Board balances and establishes three new special purpose appropriations. These include \$35 million for construction of a veterans' home in Roseburg, \$10 million for child welfare temporary lodging prevention services, and \$5 million for a disaster preparedness stockpile. The impact of these adjustments results in a net decrease of \$550.4 million in General Fund appropriations to the Emergency Board.

Overall, the measure results in a net increase to the 2023-25 budget of \$409.3 million General Fund, \$2.6 billion total funds, and 630 positions (416.69 FTE).

The Subcommittee recommended approval of 11 budget notes establishing reporting requirements and providing other instructions for certain agencies.

The Capital Construction Subcommittee recommends SB 5701 be amended by the -2 amendment and be reported out do pass, as amended.

SB 1574 A STAFF MEASURE SUMMARY

Carrier: Sen. Prozanski

Senate Committee On Judiciary**Action Date:** 02/15/24**Action:** Do pass with amendments. (Printed A-Eng.)**Vote:** 5-0-0-0**Yeas:** 5 - Gelser Blouin, Linthicum, Manning Jr, Prozanski, Thatcher**Fiscal:** Has minimal fiscal impact**Revenue:** Has minimal revenue impact**Prepared By:** Conner Egan, LPRO Analyst**Meeting Dates:** 2/13, 2/15**WHAT THE MEASURE DOES:**

This measure is an omnibus bill relating to public safety. Included topics are the crime of abuse of a corpse, humane special agents, the Commission on Statewide Law Enforcement Standards of Conduct and Discipline, the Parole Board and the Psychiatric Security Review Board, the crime of hit and run, driving while suspended records, and Interest on Lawyer Trust Accounts for the Oregon Public Defense Commission.

Detailed Summary:

Abuse of a corpse in the first degree that involves sexual activity: Designates *abuse of a corpse in the first degree that involves sexual activity* as a sex crime. Operative date of January 1, 2025.

Humane special agents: Clarifies that humane special agents commissioned under ORS 181.345 are “law enforcement officials” for the purpose of receiving driver’s license and identification card photos from the Oregon Department of Transportation (ODOT) and adds humane special agents to those who may request disclosure of personal information from ODOT under ORS 802.179. Permits humane investigative agencies to request a fingerprint-based criminal records check for people who are employed or applying for employment by the agency or who provide services or seek to provide services to the agency as a contractor, vendor, or volunteer. Operative date of January 1, 2025.

Commission on Statewide Law Enforcement Standards of Conduct and Discipline (the Commission) Definitions: Modifies for consistency references for definitions of “law enforcement agency” and “law enforcement officer” as they relate to the Commission. Operative date of January 1, 2025.

State Board of Parole and Post Prison Supervision (Parole Board) and Psychiatric Security Review Board (PSRB) Publishing Exemption: Clarifies that hearings of the Parole Board and hearings of the PSRB are exempt from the requirement that a meeting be published online. Applies to hearings conducted before, on or after the effective date of the Act. Declares an emergency, effective on passage.

Hit and Run: Expands the location of the crime *hit and run of property* to any highway or premises open to the public or any premises adjacent to a highway or premises open to the public. Expands the *crime of hit and run of an injured person* to any location. Clarifies the mental state. At. Replaces the word "accident" with "collision". Operative date of January 1, 2025.

Driving while suspended (DWS) records: Allows data prepared by the Oregon Department of Transportation that details the driver’s record to be admitted into evidence for prosecutions of driving while suspended or revoked offenses. Operative date of January 1, 2025

SB 1574 A STAFF MEASURE SUMMARY

Interest on Lawyer Trust Accounts (IOLTA) for the Oregon Public Defense Commission (OPDC): Establishes the OPDC Lawyer Trust Account in the State Treasury, separate and distinct from the General Fund. Clarifies that OPDC is the proper entity to create any subaccounts. Declares an emergency, effective on passage.

ISSUES DISCUSSED:

- The impact on adults-in-custody and victims of crime when the parole board and PSRB meetings are published online
- Parole board and PSRB hearings would still be available through a public records request
- Background on the Commission on Statewide Law Enforcement Standards of Conduct and Discipline
- *State v. Peterson* (2023)
- Situations where there is no duty to report a collision
- The responsibilities of humane special agents
- The ability to access DMV records for humane special agents is key to identifying suspects of animal welfare offenses
- Consistency of humane investigative agency background checks with “ban the box” law in ORS 659A.360
- Appropriateness of criminal background checks for humane special agents based on their job duties
- Without statutory authority, trial-level state public defenders are unable to open trusts accounts
- Having an IOLTA is necessary to resolve criminal cases through civil compromise

EFFECT OF AMENDMENT:

The combined amendment adds sections regarding driving records in criminal prosecutions for driving while suspended, expands the crime of hit and run, and adds IOLTAs for OPDC. The amendment also clarifies language involving humane special agents.

BACKGROUND:

Abuse of a Corpse in the First Degree That Involves Sexual Activity: While there are exceptions, being convicted of a sex offense typically requires the individual to register as a sex offender. [ORS 163A.010](#). Registration is a lifetime requirement, but depending on the sex offender classification level determined by the Oregon State Parole Board, it can be relieved as early as five years after the supervision of the sex crime is terminated. A sex offense designation can impact expungement eligibility and future sentencing on new criminal convictions.

Humane Special Agents: Oregon law allows the Department of State Police to designate employees of humane investigative agencies as humane special agents to cooperate with law enforcement agencies in enforcing and investigating violations of animal welfare laws. [ORS 181A.340–345](#). The Department of Motor Vehicles (DMV) may disclose certain personal information to be disclosed to a variety of entities, including private investigators, researchers, insurers, and government agencies. [ORS 802.179](#). The DMV may disclose driver license photos and signatures only to “law enforcement officials” and DMV employees. [ORS 807.115](#). Humane investigative agencies, in addition to employing humane special agents, employ staff who care for animals related to animal cruelty investigations. Various agencies, including both state and local governmental agencies and some private entities, are currently able to request fingerprint-based background checks for employment or licensing purposes under [ORS 181A.190–.255](#).

Commission on Statewide Law Enforcement Standards of Conduct (the Commission) and Discipline Definitions:

During the 2023 session, the Legislative Assembly passed [SB 808](#), which modified the definitions of “law enforcement officer” (LEO) and “law enforcement agency” (LEA) for purposes of the Commission. In SB 808, LEO means corrections officers, parole and probation officers, police officers, certified reserve officers, and reserve officers. Within the statutes that govern the commission, there remain references to definitions for LEO and LEA

SB 1574 A STAFF MEASURE SUMMARY

that are narrower than the definition created in SB 808. This amendment would correct which definitions are referred to as it relates to the Commission.

State Board of Parole and Post Prison Supervision (Parole Board) and Psychiatric Security Review Board (PSRB)

SRB Publishing Exemption: During the 2023 session, the Legislative Assembly passed [SB 11](#), which required state boards or commissions that conduct public meetings to record and promptly publish meeting recordings online, with certain exceptions. ORS 192.690(1) currently exempts the deliberations of both the Parole Board and PSRB from public meetings laws. This measure would also exempt the Parole Board and the PSRB from the SB 11 publishing requirements for meetings.

Hit and Run: In Oregon, every failure to perform duties of a driver case (more commonly known as a hit and run) requires the prosecutor to prove that the offense occurred on premises open to the public. [ORS 801.400](#) defines "premises open to the public" by stating it includes "any premises open to the general public for the use of motor vehicles, whether the premises are publicly or privately owned and whether or not a fee is charged for the use of the premises." The terms "premises" and "general public" are not defined in the Oregon Vehicle Code.

A recent court case, *State v Peterson*, 329 Or App 76 (2023), overturned previous case law and decided that an individual who stole a car, ran through a stop sign, hit a vehicle in a driveway adjacent to the road, hit a tree that fell onto a home, provided false information to the owner of the vehicle and home, and then left the scene, did not perform a failure to perform duties of a driver because the location of the collisions were not proven to be a premises open to the public.

Driving While Suspended (DWS) Records: Driving while suspended or revoked is a violation, misdemeanor, or felony offense. [ORS 811.175](#) and [811.182](#). In order for the prosecutor or police officer to prove the driving while suspended or revoked, they must provide official documentation from ODOT to show that the defendant's license was suspended or revoked at the time of the offense. Typically, these documents are brought into evidence through a business records hearsay exception. However, some courts have questioned if they do in fact meet the standards of the business records exception due to the documents being made for the purpose of litigation. The language for this section mirrors language of other statutory specific hearsay exceptions. [ORS 813.322](#).

Interest on Lawyer Trust Accounts (IOLTA) for the Oregon Public Defense Commission (OPDC): During the 2023 session, the Legislative Assembly passed [SB 337](#), which modified the makeup, location, and duties of the Oregon Public Defense Commission (OPDC), including requiring the agency to employ trial-level criminal defense attorneys. Defense attorneys may try to resolve cases with a civil compromise. The normal process requires the client to bring cash or a money order to their attorney. That money would then be deposited in a lawyer trust account. The attorney would then provide a check from that account to the investigator to deliver to the injured person. OPDC worked with the Treasury to open a trust account for its trial division (which is required by the Oregon Supreme Court for attorneys handling client funds), but OPDC has no statutory authority to open the accounts. The measure would allow OPDC to open an Interest on Lawyer Trust Account (IOTLA). The DOJ has a similar account for its lawyers.

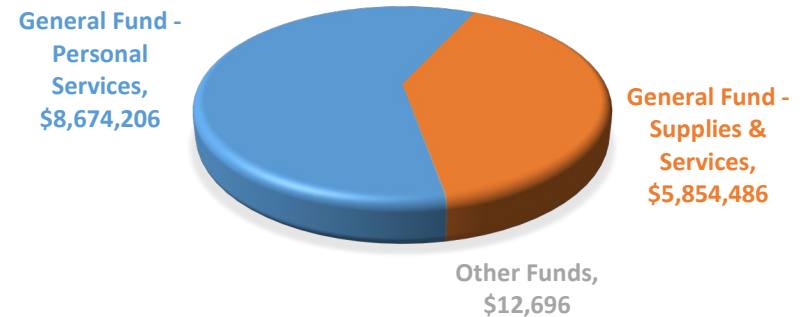
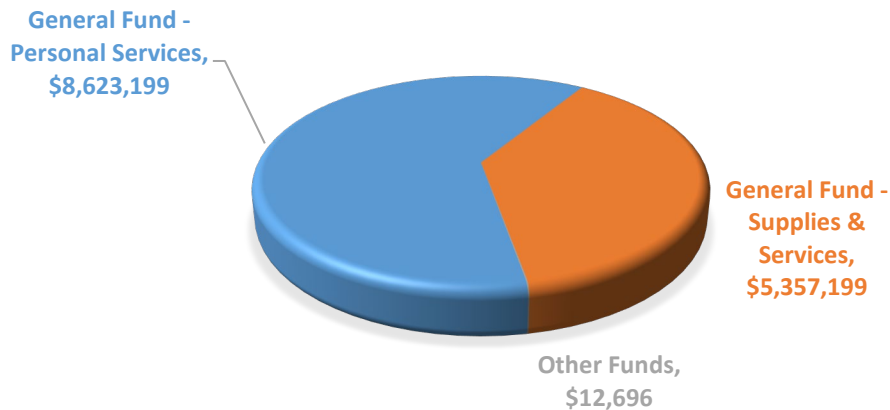
AGENCY SUMMARY NARRATIVE

Board of Parole and Post-Prison Supervision

All Funds Comparison

2023-25
Legislatively Approved Budget
Total \$13,980,398

2025-27
Agency Requested Budget
Total \$14,541,388

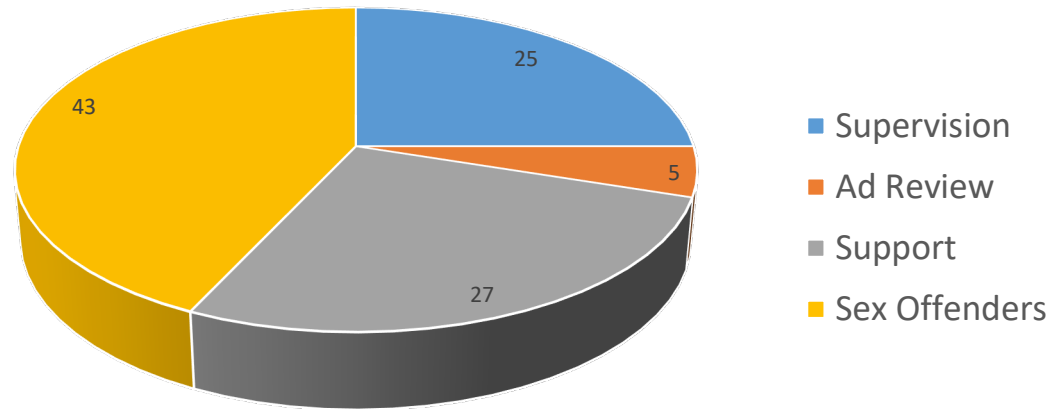


AGENCY SUMMARY NARRATIVE

A. Budget Summary Graphics

Board of Parole and Post-Prison Supervision 2025-2027 Proposed Program Allocation

Program	Allocation	FTE	%
Parole Release & Community Supervision	\$ 3,635,347	7	25
Administrative Review/Appeals	\$ 727,069	1	5
Policy, Legal & Admin. Support	\$ 3,926,175	11	27
Sex Offender Notification Assessments	\$ 6,252,797	9	43
Total:	\$14,541,388	28	



AGENCY SUMMARY NARRATIVE

B. MISSION STATEMENT AND STATUTORY AUTHORITY

The Mission of the Oregon Board of Parole and Post-Prison Supervision is:

We support a safe and just Oregon by protecting citizens' rights and promoting positive offender change while maintaining accountability. Through engagement of partners, development of efficient policies, and respect for diversity, our strong, valued workforce strives for a better future for our state.

The Statutory Authority of the Oregon Board of Parole and Post-Prison Supervision is:

- *Oregon Revised Statute 144; Oregon Administrative Rules, Division 255 and 213.*

The Oregon Constitution, Article I, Bill of Rights, establishes the Fundamental Principles of Oregon's Criminal Justice System:

- *Section 15. Foundation principles of criminal law. Laws for the punishment of crime shall be founded on these principles; protection of society, personal responsibility, accountability for one's actions and reformation.*

The Oregon Board of Parole and Post-Prison Supervision's mission and core values reflected below incorporate the constitutional tenets set forth above that guide our agency toward successful mission accomplishments:

- **Integrity:** By being accountable for our actions, responsible in our management, exercising good judgment in our decisions, and adhering to ethical principles in our actions.
- **Professionalism:** By providing services in a manner that demonstrates the importance of our mission, meeting the public's expectations, leading by the examples we set.
- **Respect:** By being respectful in our business relations and understanding that our most important resource, our strength and vitality as an agency, comes from the people we serve to those who serve.
- **Adaptability:** By working together to foster an open and cooperative environment that encourages effective communications, listening and responding positively with change and respect for one another.
- **Public Service:** By being responsible to the needs of our partners and customers, ensuring our commitments are clear and realistic, following through with what we say we are going to do.
- **Teamwork:** By supporting and appreciating our fellow team members, working together for results which inspire excellence, recognizing that our success depends on each of us.

AGENCY SUMMARY NARRATIVE

C. AGENCY STRATEGIC PLANS

Agency Process Improvement Efforts

The Board continually seeks process improvements and efficiencies. Over the past several biennia, there has been a renewed effort to streamline processes in order to help Board members and staff meet the growing workload demands from the new Sex Offender Notification Level Assessments, a growing AIC and offender population, as well as increased requests for victim & partner notification and involvement.

Efficiencies are expected to continue with improvements to the Parole Board Management Information System (PBMIS), which is the Board's information system that interfaces with the Department of Corrections Information System. The Board's POP 101 is a request to fund upgrades to the system that will future proof it for many years.

The conversion of paper records into a paperless system with an Electronic Records Management system is underway. Completion is anticipated for Spring of 2025.

AGENCY SUMMARY NARRATIVE

AGENCY PROGRAMS

Parole:

Under the authority of ORS 144 and OAR 255, the Board imposes prison terms and makes parole decisions on offenders whose criminal conduct occurred **prior to** November 1, 1989, for those who have been sentenced as “dangerous offenders,” for those convicted of aggravated murder that are eligible for parole, and for those convicted of murder after June 30, 1995. Note that in 2020, those convicted of murder after June 30, 1995, became eligible for a hearing. For these offenders, the Board has the legal authority to decide when the AIC is released from prison. When these AICs are released to the community, they are ordered to serve a term of parole. Parole is a period of supervision in the community following release from prison. Offenders on parole are released from prison by the Board before their sentences are completed and serve the remainder of the sentence under community supervision. Except for those sentenced as “dangerous offenders” or for murder or aggravated murder with the possibility of parole, those convicted for crimes committed on or after November 1, 1989, fall under sentencing guidelines with determinate sentences.

Post-Prison Supervision:

For most crimes committed on or after November 1, 1989, the sentencing court, and the Department of Corrections (using statutory guidelines) establish the length of prison terms. The Board does not determine the release date for these AICs. When these AICs are released to the community, they are ordered to serve a term of post-prison supervision. Post-prison supervision is a sentence of correctional supervision in the community following a prison or jail sentence. A court determines how long the sentence will be and the Board, or local jurisdiction, determines the conditions which must be met by the offender during the sentence. In almost all cases, offenders who violate post-prison supervision are not returned to prison. The maximum sanction for a post-prison supervision violation is six months in jail. Under SB 1145, these sanctions must be served in a local jail because the sanction is less than one year. Discharge from post-prison supervision for offenders sentenced under sentencing guidelines occurs automatically upon expiration of the statutory period of post-prison supervision.

Risk Assessments of Sex Offenders (Sex Offender Notification Level – SONL):

Under the authority of ORS 163A.100, et al, and OAR 255, the Board classifies Oregon’s registered sex offenders to a risk-based community notification level: Level I – Low, Level II – Moderate, Level III – High. As of August 2024, there are 33,458 registered sex offenders in the Oregon State Police sex offender database. The Board is responsible for classifying approximately 23,956 registrants. Registrant populations are separated by specific demographics in order to complete accurate and meaningful risk assessments, which are performed by specially trained Board staff and certified or licensed evaluators. For any registrant whose first reporting event was prior to January 1, 2014 (“existing registrants”), the Board must classify them to a Level by December 1, 2026, a deadline the Board will not make. For registrants whose first reporting event is on or after January 1, 2014 (“new registrants”), the Board must classify them to an SONL before their release from DOC, or within 90 days of their triggering event to register. Since January 2019, the Board has been conducting hearings to determine a registrant’s eligibility for reclassification to a lower notification level or for relief from registration.

AGENCY SUMMARY NARRATIVE

Hearings for Sex Offenders who petition for a reclassification to a lower notification level or for relief from the obligation to register in Oregon:

Under the authority of ORS 163A.125, et al, and OAR 255, a person who is required to report as a sex offender and is classified as a level one sex offender may petition the State Board of Parole and Post-Prison Supervision to relieve the person from the obligation to report as a sex offender. Only registrants with a Notification Level I are eligible to be granted relief from registration; Registrants with a Notification Level II or III may be eligible to apply for reclassification. A person who is required to report as a sex offender is classified as a level three sex offender may petition the Board to reclassify the person as a level two sex offender. A person who is required to report as a sex offender and is classified as a level two sex offender may petition the Board to reclassify the person as a level one sex offender.

Board Functions:

The Board's organizational structure has one decision unit and thus, is one program. However, contained within the Agency's statutory authority and mission are the following listed functions:

- Set parole dates for AICs committing felony crimes prior to November 1, 1989 (the "matrix" population).
- Determine when, or if, AICs sentenced as "dangerous offenders," for aggravated murder or for murder convictions after June 30, 1995, who are eligible for parole should be released from prison, regardless of the date of crime.
- The Board currently averages 126 hearings per year. Approximately 1,505 AICs fall into this pool, 148 of whom are designated as Dangerous Offenders.
- Complete sex offender risk assessments for registered sex offenders in Oregon, in order to classify them to a notification level by risk (Level 1, Level 2, or Level 3). The Board has classified over 15,000 sex offenders as of August 2024 and is currently assessing approximately 190 per month. The Board is still responsible for assessing and classifying 18,600 sex offenders in Oregon by 12/1/2026, a deadline the Board will not meet.
- Review and respond to offender objections to risk assessment scores prior to final classification.
- Create policy and procedures for the review and response to offender petitions for reclassification or relief from registration, and conduct hearings as needed to determine offenders' eligibility, and the approval or denial of such petitions.
- Notify victims, district attorneys and/or other relevant parties of reclassification or relief hearings, as required.
- Establish conditions of community supervision (parole and post-prison supervision) for all offenders being released from prison (averaging 429 per month).
- Issue warrants for absconders (more than 500 per month) and sanction violators of community supervision (more than 1000 per month).

AGENCY SUMMARY NARRATIVE

- Notify victims and criminal justice stakeholders of hearings and releases. The Board corresponds with approximately 7,336 active victims and conducts an average of 73 notifications per month. (This is victim notification only; it does not include notification to district attorney offices, defense attorneys, or other interested parties.)
- Monitor, adjust, and discharge an offender's status on supervision (approximately 429 discharge orders per month).
- Respond to AIC and offender administrative and judicial appeals.
- Adopt administrative procedures and rules in accordance with statutory and policy changes.
- Provide education, training and resource materials to stakeholders including DOJ attorneys, community corrections, DOC counselors, tribal councils, district attorneys, defense attorneys, and others.
- Hold Morrissey hearings, approximately 24 per month.
- Respond to public, media and offender inquiries.

The Board's funding source is the General Fund; supporting Agency operations and 28 full-time employees (28 FTE).

The main source of Other Funds revenue for the Board is from the sale of documents and hearing recordings to members of the public and AICs/offenders, as well as collection of court-ordered restitution owed to the Board. The current projection for 2025-27 OF revenues is \$12,696.

ENVIRONMENTAL FACTORS

The following factors have dramatically altered or affected the Board's role and workload in recent years:

- HB 2045 in 2019 extended time for completion of sex offender risk assessments from 12/01/2022 to 12/1/2026;
- Implementation of HB 2320 in 2015;
- Implementation of HB 2549 in 2013;
- Implementation of HB 3194 in 2013;
- Implementation of sentencing guidelines in 1989;
- Implementation of SB 1145 in 1995;
- Increases in AIC and offender populations;
- Increases in, and results of, AIC and offender judicial appeals;
- Increases in victim participation in post-sentencing matters, including the Sex Offender Notification Level process; and,

AGENCY SUMMARY NARRATIVE

The number of AICs under the Board's jurisdiction to determine the prison release dates is approximately 872. This population of AICs is approximately 8 percent of the total AIC population. The agency's major focus is gradually shifting from determining when AICs are released from prison to approving release plans, imposing conditions of community supervision and determining the appropriateness of remaining in the community if a violation of conditions occurs. A strong emphasis is placed on imposing individual, evidence-based supervision conditions tailored to protect the public and meet offender needs. This is also followed by swift action when offender behavior indicates a risk to the community. As of August 2024, there are 17,595 offenders on supervision in the community under the Board's authority for sanctions, revocations, or other actions. Additional focus has been shifted toward the work of the Sex Offender Notification Level program implemented by HB2549 (2013) and HB2320 (2015) and extended in 2017 and 2019; the Board must assess and classify registered sex offenders to a notification level based on their risk to re-offend in the community.

The day-to-day role of Board members has shifted from conducting institutional hearings with AICs 5 days per week in 1989, to 1 or 2 days per week today. In addition, these hearings are now held on video calls. However, much greater demands are placed on the present Board members' time to address victim, district attorney and community concerns about the release of certain AICs and their families. Board members now have daily contact with DOC AIC counselors, community corrections/parole officers, and Department of Justice staff to discuss individual cases and coordinate appropriate resources and effective approaches. An increasing post-prison population results in a greater workload demand for the entire Agency, as does the implementation of the Sex Offender Notification Level program, which has statutory deadlines for completion of registrant classifications.

AGENCY SUMMARY NARRATIVE

AGENCY INITIATIVES - 2025-31 SIX YEAR PLAN

The Oregon Board of Parole and Post-Prison Supervision has identified the following long-term strategic goals and efforts that will advance the Agency's mission and relate to Oregon Benchmark #64, Adult Recidivism – percentage of paroled offenders convicted of a new felony within three years of initial release. This measure shows the effectiveness of both incarceration and community supervision.

INITIATIVE

STRATEGY

A) Protect the Public

- 10-Year Goal: Safety
- KPM #1: Parole Recidivism

Promote and help develop laws, rules, and policies to improve public safety through appropriate release decisions and effective conditions and sanctions for those on supervision in the community. Continue the established partnerships and agreements with the Department of Corrections and Local Supervisory Authorities to return those offenders to custody who are determined to be too dangerous to remain in the community. Continue the practice of carefully screening AICs who are eligible to release from prison, to ensure that the AIC is suitable for parole, that adequate community notice has been given, adequate supervision conditions are imposed, and adequate community resources are available.

Improve speed and efficiency in assessing sex offenders. Streamline rules and procedures for relief and reclassification hearings.

B) Reduce the Risk of Repeat Criminal Behavior

- 10-Year Goal: Safety
- KPM #1: Parole Recidivism
- KPM #7: Administrative Review

Continue the partnership with the Department of Corrections and county governments, which maximizes the benefits of combined state and county resources, to fully implement the Department's Oregon Accountability Model to improve release planning, transition, and community supervision to manage and shape behavior in pro-social ways.

Work in partnership with the Governor, Legislature, Department of Corrections, and county governments to develop a criminal justice system that maximizes public safety and encourages longer-term behavior changes in offenders; a system with sufficient flexibility to deal with the diversity of the criminal population and the public safety limitations inherent in releasing offenders to the community.

AGENCY SUMMARY NARRATIVE

<p>(B cont'd)</p>	<p>Review and evaluate release decisions and processes to be more consistent with the latest evidence-based practices.</p>
<p>C) Ensure Legal Integrity</p> <ul style="list-style-type: none"> - Governor's Key Initiative: Excellence in State Government - KPM #7: Administrative Review - KPM #8: Customer Service 	<p>Work with the Department of Justice to ensure that Board processes, decisions and actions are in full compliance with all applicable laws.</p> <p>Work with Secretary of State to ensure proper measures are taken to provide transparency with public records requests.</p>
<p>D) Value Victims Interests</p> <ul style="list-style-type: none"> - 10-Year Goal: Safety - KPM #3: Victim Notification - KPM #8: Customer Service 	<p>Continue to enhance support and communications with victims, co-victims, and victim groups by giving victims a voice in the criminal justice system. Partner with victim advocates to create a system which meets victims' needs from the commission of a crime, and throughout sentencing, incarceration, and community supervision.</p> <p>Create a less intimidating and safer environment for victims and the general public who wish to participate in Board hearings by using video conferencing capabilities with state prisons, selected county correction facilities; and Board offices to enhance communications with victims, co-victims, victim advocates, and victim groups.</p>
<p>E) Value Partnerships with Stakeholders</p> <ul style="list-style-type: none"> - KPM #8: Customer Service 	<p>Continue external surveys of the Board's customers evaluating the Board's performance in meeting the needs of our stakeholders in providing information and direct services.</p> <p>Partner with public safety agencies to continue to use the statewide criminal justice information system with vital offender information accessible to all public safety agencies.</p>

AGENCY SUMMARY NARRATIVE

F) Operations Efficiency

- Governor's Key Initiative: Making Government More Effective

- KPM #2: Order of Supervision
- KPM #3: Victim Notification
- KPM #4: Arrest Warrant
- KPM #6: Discharge of Supervision
- KPM #7: Administrative Review
- KPM #8: Customer Service

Work with our projected and existing resources to be a completely paperless agency.

Increase staff positions in order to conduct all statutory and administrative duties effectively and efficiently.

Continue development of the Parole Board Management Information System and continued integration of information between the Board, DOC, Community Corrections, and other public safety partners.

Improve records storage and retrieval system, including implementing an electronic records process, and improve public record request transparency.

Explore procedures to improve speed and efficiency in assessing sex offenders' risk to reoffend while maintaining integrity and reliability. Adopt previous assessment scores when assessment performed by partner agency or retrieved from a reliable source. Create rules and procedures for relief and reclassification hearings.

AGENCY SUMMARY NARRATIVE

CRITERIA FOR 2025-27 BUDGET DEVELOPMENT

The FY 2025-27 budget reflects the following objectives developed through the Board's 24-month planning process:

- Maintain staffing levels to perform the Boards statutorily traditional required public safety functions.
- Maintain staffing levels for sex offender assessments and hearings.
- Monitor performance measure data as an indication of agency success in each of its statutory functions.
- Adjust the Board's funding for an increased need for quality of psychological evaluations and reports for release decisions; as well as the requirement of sex offender assessments for classification purposes.
- Conduct hearings to determine whether release or re-release to supervision is consistent with the applicable rules and statutes, which reflect principles based on public safety, rehabilitation, and victims' rights. For the approximately 872 offenders under the Board's release authority, the Board considers both static and dynamic factors in making its decision, including, but not limited to, the nature of the underlying convictions, the offender's criminal history, the history and nature of the offender's supervision in the community including any violations, findings made by a psychologist or psychiatrist, conduct while incarcerated, programs and activities completed or attended while incarcerated or in the community, treatment and supervision available in the community, release plans, victim's statement and statement by the district attorney from the committing jurisdiction, if any, support in the community, and best practices related to discretionary release and offender supervision in the community.
- Conduct reviews of assessment score objections by all registered offenders who are being classified into the sex offender notification level system.
- Create system for hearings on relief from registration and reclassification of sex offenders.
- Continue working closely with the Department of Justice and the Department of Administrative Services Risk Management Division in the management of AIC and offender appeals. This biennium, legal costs represent 8% of the Board's budget.
- Continue the collaboration and partnership in the management and responsibility of conducting parole violation hearings with county community corrections agencies. Hearings are able to be conducted at a reduced cost through the use of Intergovernmental Agreements with various county governments.
- Continue to develop and refine business continuity plans to establish direction in performing agency statutory functions under circumstances involving a disaster.
- Continue to pursue an objective of operating more efficiently by establishing a paperless system.

AGENCY SUMMARY NARRATIVE

State-Owned Buildings and Infrastructure

- None.

Major Information Technology Projects/Initiatives

- None planned. (The Board receives its internet technology and infrastructure from the Department of Corrections.)

State of Oregon
Board of Parole and Post-Prison Supervision
John Bailey, Chairperson



Diversity, Equity & Inclusion Plan
July 1, 2023 – June 30, 2025



Plan is meant to be read online as it contains links to other documents.

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I. Description of Agency

A. Mission and Objectives

We support a safe and just Oregon by protecting citizens' rights and promoting positive offender change while maintaining accountability. Through engagement of partners, development of efficient policies, and respect for diversity, our strong, valued workforce strives for a better future for our state.

Board of Parole & Post-Prison Supervision (Board) Mission

The full-time Board was authorized in 1969. The Governor appoints the five full-time members for four-year terms and appoints the chair and vice-chair. The Board's decisions are based on applicable laws, victims' interests, public safety, and the recognized principles of offender behavioral change.

The Board imposes prison terms and makes release decisions for offenders whose criminal conduct occurred prior to November 1, 1989. The Board also makes release decisions for offenders convicted of murder, aggravated murder, or convicted as a dangerous offender, whose criminal conduct occurred after November 1, 1989.

The Board sets conditions of supervision for all offenders being released from prison: imposes sanctions for violations of supervision; issues warrants; and determines whether discharge from parole supervision is compatible with public safety. Discharge from supervision for offenders sentenced under sentencing guidelines occurs automatically upon expiration of the statutory period of post-prison supervision.

The Board is responsible for assessing and classifying registered sex offenders to a sex offender notification level (SONL) based on their risk to reoffend in the community. The Board is also responsible for conducting hearings for those registrants who will be eligible to petition for reclassification to a lower SONL or relief from registration.

B. Agency Director & Administrators

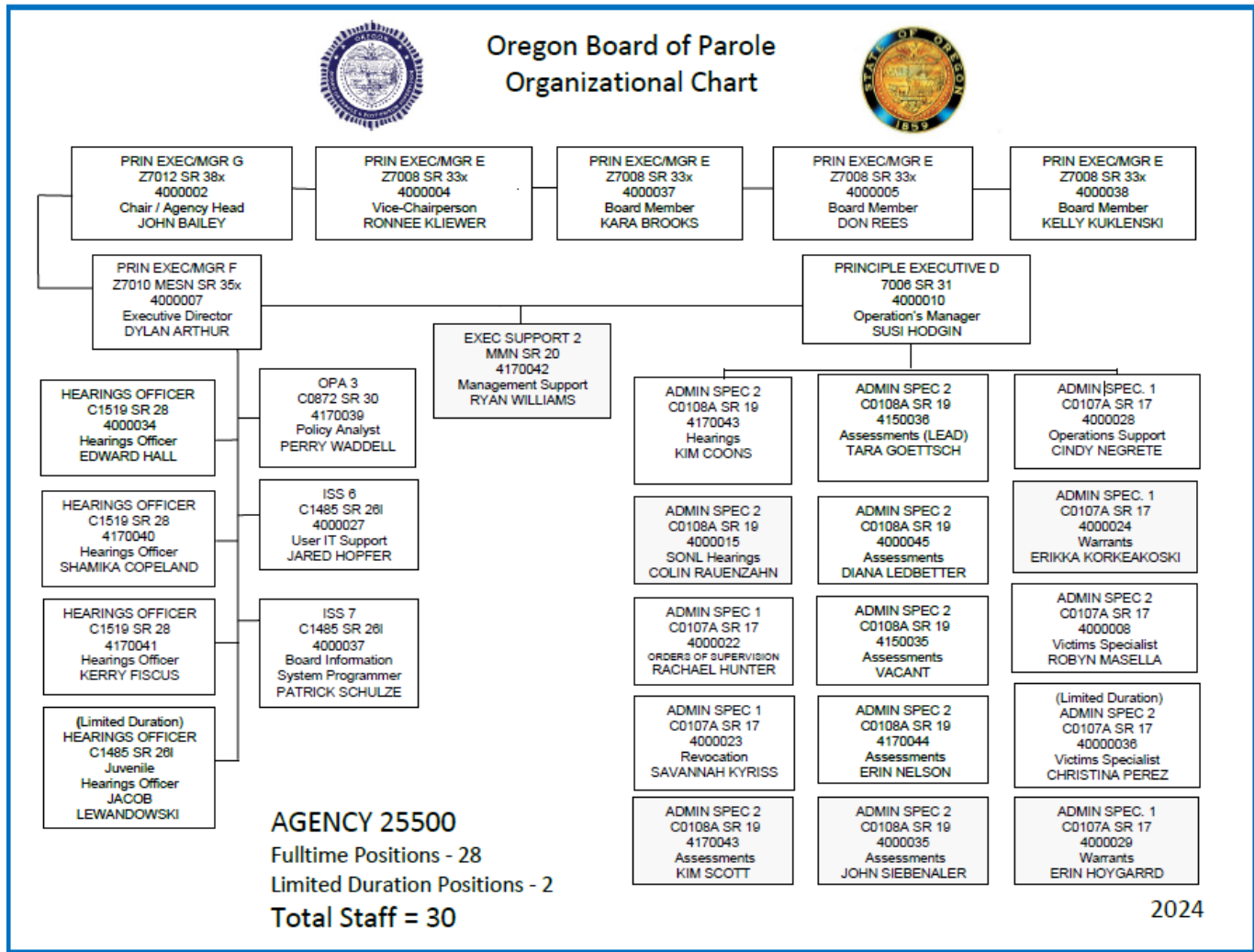
Executive Director, Dylan Arthur (503) 945-0919
 Board Chairperson, John Bailey (503) 945-9009
 Board Vice-Chair, Ronee Kliewer (503) 945-9009
 Operation's Manager, Susi Hodgin (503) 945-7667

C. Governor's Policy Advisor for Board of Parole and Post-Prison Supervision

Governor's Public Safety Policy Advisor, Constantin Severe (503) 986-6550

D. Affirmative Action Representative

Operation's Manager, Susi Hodgin
 Oregon Board of Parole & Post-Prison Supervision
 2575 Center Street NE, Suite 100
 Salem, Oregon 97301
 (503) 945-7667, www.oregon.gov/boppps



II. Diversity, Equity & Inclusion (DEI) Plan

A. DEI Policy Statement

The Board is committed to a program of affirmative action for fair and equal opportunity regardless of race, creed, color, natural origin, sexual orientation, age, marital status, veteran status, or the presence of any sensory or physical disability.

Board management actively works to create and promote a work environment that is free of sexual advances, sexual or racial harassment, or discrimination of any type. It is the Board's policy to investigate any complaint alleging discrimination immediately and to take action to resolve the issue. The Board acknowledges the right of a complainant to file formal charges with appropriate agencies, both state and federal. No employee will be retaliated or discriminated against in any manner because the person opposed discrimination or filed a complaint.

This policy is enforced through full commitment to adhering to all applicable laws, rules and procedures of the Oregon Board of Parole and Post-Prison Supervision, the Oregon Department of Administrative Services, the Oregon Governor's office, the State of Oregon, and the federal government.

Staff receives updated copies of this report and understands their rights to file complaints of discrimination and harassment. These are investigated fairly and resolved by the agency DEI Representative according to State of Oregon policy, with assistance and guidance available from the Department of Administrative Services. The AAR is responsible for disseminating the policy to all employees by hard copy or e-mail, and through access to the original file on the agency shared computer drive. The AAR will be accountable to report annually to the Board Chairperson any increase in discrimination or harassment claims and for carrying out the plan.

If an employee is not satisfied with the complaint process within the agency and wishes to appeal to an agency decision, the employee may contact one of the organizations listed below. Nothing in this policy prevents any person from filing a grievance in accordance with the Collective Bargaining Agreement or a formal complaint with the [Bureau of Labor and Industries \(BOLI\)](#) or [Equal Employment Opportunity Commission \(EEOC\)](#). However, some collective bargaining agreements may require an employee to choose between the complaint procedure outlined in the agency's guideline for filing a BOLI or EEOC complaint.

Oregon Bureau of Labor and Industries - Civil Rights Division

800 NE Oregon St., Suite 1045
Portland 97232
Phone: 971-673-0764, Fax: 971-673-0765
<http://www.oregon.gov/boli/CRD>

Office of Human Resources Oregon Employment Department

875 Union St. NE #102
Salem, OR 97311
Phone: 503-947-1289, TTY: 800-735-2900

OEDHR.OED_Info_OEDHR@employ.oregon.gov
[State of Oregon: Agency Information - Affirmative Action](#)

B. Agency Diversity, Inclusion & Accessibility Statement

The Board remains committed to its policy on affirmative action and equal opportunity and to a rigorous and active affirmative action program. Our personal commitment to these ideas is represented in the Affirmative Action Plan (“the Plan”). Likewise, the Plan represents the Board’s commitment to equal opportunity and affirmative action in employment and public service, consistent with all applicable federal and state laws, including, but not limited to: Executive Order 11246; Title VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1974; the Vietnam Era Veterans Readjustment Assistance Act; and the Americans with Disabilities Act. This Affirmative Action Plan has our complete authorization and commitment.

If you have any questions regarding the agency’s Affirmative Action Plan, please contact the Affirmative Action Representative listed below.

Susi Hodgkin, Affirmative Action Representative
Oregon Board of Parole and Post-Prison Supervision
(503) 945-7667
Susi.a.hodgin@doc.state.or.us

C. Training, Education and Development Plan and Schedule

1. **Employees:** The Board encourages all staff to identify and participate in training to develop their skills to compete successfully for other career opportunities inside and outside the agency. Management actively seeks training opportunities for all staff members and schedules their attendance accordingly. Board sponsorship for fees or tuition is allowed as funds are available. There is also the option of receiving time off with pay or a flexible work schedule to participate in training. The Board conducts staff trainings during monthly staff meetings. Affirmative action updates are circulated to staff as they become available. Plans are available to all employees and updated as needed.
 - The small size of the agency and the highly specialized technical nature of the positions require extensive internal education, coaching and cross-training. All employees can pursue advancement both within existing positions and in preparation for moving to other positions within the agency.
2. **Volunteers:** The Board currently has an internship program with local colleges and universities. Interns are required to read the agency affirmative action policy, workplace expectations and complaint procedures.
3. **Contractors & Vendors:** The Board awarded personal services contracts during the 2021-22 biennium for the purpose of conducting offender evaluations at the request of the Board, as well as sex offender risk assessments pursuant to ORS 163A.100. Custodial services and vending are provided by organizations that work with individuals with disabilities. The Board posts all competitive contracts on the State's ORPIN system to ensure that the pool of responders is as varied as possible. Qualified women- and minority-owned businesses are selected when available.
4. **Partners:** The Board extends invitations to many trainings to our stakeholders and partners. By collaborating with the DPSST, the Board can offer credit for certain trainings to parole officers throughout the state. The Board also follows the guidelines in the State of Oregon Diversity, Equity, and Inclusion Action Plan.
5. **Trainings & Presentations Completed July 1, 2021-June 30, 2023:**
 (The pandemic delayed the roll out of many trainings.)
 - a. Transgender 101.
 - b. Preventing Discrimination and Harassment in the Workplace.
 - c. Participation in the annual Oregon Diversity Conference.

D. Programs

1. **Internship Programs:** The Board has an internship program and has created a training module that includes the Board's policies, and the agency's affirmative action policy. Interested students from area colleges and universities participate for school credit. They get valuable insight into the criminal justice system and working for state government.
2. **Mentorship Programs:** The Board does not currently have any mentorship programs.

3. **Community Outreach:** The Board has no independent community outreach program regarding employment recruitment but does participate with the State of Oregon in providing announcements and information.
4. **Diversity, Equity & Inclusion Program:** Board committee.
 - a. Ongoing Projects:
 - i. Board initiative to collect and analyze diversity data for Board registered victims.
 - ii. Development and organization of DEI training opportunities.
 - iii. Diversity discussion groups led by staff to provide an opportunity to learn about each other's experiences.
 - iv. Initiative to highlight rehabilitative success for individuals who have completed supervision successfully.
 - b. Completed Projects:
 - i. Creation of committee and invitation for membership.
 - ii. Review and translation of Board documents and forms into Spanish where appropriate.
 - iii. Creation of Board *Library of Diversity, Equity, Inclusion & Accessibility Training Materials*.
 - iv. DEI Committee members presented at the Association of Paroling Authorities International 2023 conference.
5. **Leadership Development/Training Programs:** The Executive Director actively seeks leadership training opportunities for Board management. Board sponsorship for fees or tuition is allowed as funds are available. There is also the option of receiving time off with pay or a flexible work schedule in order to participate in training. Additionally, management and employees are encouraged to participate in any available training through WorkDay.

E. Executive Order 22-11

1. **Respectful Leadership Training (Diversity, Equity, Inclusion & Accessibility):** Board supervisory and management staff provides diversity information and training as it becomes available. This may be included during monthly staff meetings or conducted by outside resources or agencies. The Board provides the opportunity for staff to attend the annual Oregon Diversity Conference.
2. **Statewide Exit Interview Survey:** The Board runs periodic reports to review the results collected and perform a data analysis. The data analysis provides an understanding of how much of the voluntary turnover is preventable and how much is non-preventable. This data represents an essential piece of information that is fundamental in the data analysis. If the analysis identifies a negative opinion regarding the agency's workplace environment, the Board uses this information as an opportunity to make changes to improve the work environment for the current employees and improve job satisfaction.

3. **Performance Evaluations of All Management Personnel:** Currently, the Board has two permanent management positions, the Executive Director and Operations Manager. Managers regularly receive performance evaluations.

F. Status of Contracts to Minority Businesses (ORS 659A.015)

1. Number of contracts with Minority- or Women-owned businesses:
 - a. 77% of total contracts are with minority- or women-owned businesses
 - b. 15% of contracts employ persons with disabilities
 - c. Unknown percent of contracts employ persons of color.

III. Roles for Implementation of Affirmative Action Plan

A. Responsibilities and Accountabilities

1. **Director & Administrators:** The Chairperson of the Board, as agency head, has the overall responsibility for Board compliance with policy and achievement of the affirmative action goals to which the Board is committed, and will provide leadership to management, monitor progress toward meeting goals and objectives, and ensure compliance with applicable federal and state laws, rules, regulations, and executive orders.
2. **Managers and Supervisors:** The Executive Director and Operations Manager are accountable to the Chairperson for carrying out the Affirmative Action Plan. They are measured on affirmative action efforts and compliance with the agency's policy. The Operations Manager serves as the agency Affirmative Action Representative and is responsible for investigating or addressing any claims or concerns from employees. The Operations Manager is involved in several efforts, including affirmative action workshop meetings, trainings, and orientations, as well as serving as the agency's liaison to the State and Tribal Summit meetings and public safety cluster liaison. The Executive Director also supports the Board's efforts to comply with the agency's policy and may assist the Executive Assistant with the abovementioned responsibilities.
3. **Affirmative Action Representative:** The Board's Affirmative Action Representative is responsible for:
 - a) Disseminating affirmative action information through orientation, training, and management consultation;
 - b) Coordinating activities to implement the Affirmative Action Plan;
 - c) Monitoring progress toward affirmative action goals.
 - d) Coordinating the development and communication of agency-wide policies and procedures related to AA/EEO.
 - e) Identify opportunities for mentoring, training, and developmental assignments to assist qualified underserved communities, women, and disabled persons to increase their job skills and advance their careers.
 - f) Developing or contracting for training for staff on AA/EEO issues, workplace harassment and cultural competence.

- g) Assuring the agency recruitment efforts are carried out in compliance with AA and EEO goals and assisting with efforts to meet affirmative action recruitment and promotion of people of color, people with disabilities, women, and those under the protected classes.
- h) Investigate and address complaints, conduct affirmative action information sessions for staff, and oversee and participate in related activities for staff, including members of protected groups. This oversight and participation occur through staff meetings, trainings, e-mail, and other activities, including work and social events.
- i) Because the AAR is the Operations Manager, they have the authority, resources, and support of top management in the enforcement, refinement or reshaping of the plan.
- j) The AAR is accountable to the Executive Director and Board Chairperson for the results of affirmative action goals and objectives.

IV. July 1, 2023 -- June 30, 2025

A. Accomplishments

The agency is composed of 28 FTE positions. FTE positions include the five Board members. The Board has veterans, minorities and women represented in several EEO job categories utilized by the agency.

- Total representation by women is 64%
- Total representation by people of color is 18%
- Total representation by veterans is 4%
- Total representation by people with a disability is 11%

The Board utilizes State of Oregon Department of Administrative Services and WorkDay training materials in the 2023-25 biennium for the training of Board Members and staff on AA/EEO issues, workplace harassment and cultural competence.

B. Progress Made or Lost Since Previous Biennium

1. Changes in the number of protected classes since the last biennium.
 - Women: same
 - People of Color: 9% decrease
 - Veterans: same
 - People with Disabilities: same
2. The Board participated in affirmative action workgroups as time permitted, and shared information sent out by the workgroup with all staff. The Board is committed to fulfilling its affirmative action requirements. For all position openings, it recruits through our partner agency, the Department of Corrections, which provides announcements to DAS and to protected class applicants with a goal of increasing employment of individuals with disabilities and people of color. Applicants certified as severely disabled receive a copy of the position description, describing the essential functions of the position. Reasonable accommodations for persons with disabilities are made upon request.

The Board has a comprehensive retention strategy in the fair and respectful treatment of all employees, applicants, and other stakeholders. Employees feel valued and respected as an

individual and as a member of the agency team. This is one of the great strengths of the Board. Our low turnover rate has been fortunate as staff have grown and developed as part of the team.

The Board did not identify generations of employees within the agency, but has identified no challenges related to staffing, including recruitment, retention, or promotion. All promotional opportunities are monitored for equal access.

The Board provided staff with training opportunities to enhance job performance and satisfaction, as well as promotional opportunities. Training was also provided for gender-specific workplace performance improvement.

The Board did not directly participate in any job fairs in the last biennium but did provide materials and announcements to its partner agency, Department of Corrections, which assists the Board in all recruitment efforts.

V. July 1, 2025 – June 30, 2027

Goals for the Board's Affirmative Action Plan:

In the 2025-27 biennium, the Board will pursue the following goals and strategies:

1. Maintain the Board's commitment to affirmative action through the continued development and adherence to its Affirmative Action Plan.
 - **Strategy**
 - a) Evaluate and revise policies and procedures as needed to promote the Board's commitment to affirmative action and equal employment opportunity.
 - b) Recruit qualified persons with disabilities, minorities, women and other protected classes for position and volunteer vacancies.
 - c) Promote qualified people of color, people with disabilities, women, and other protected classes.

2. Continue dialogue among staff and board members to foster understanding and support for the Board's commitment to affirmative action.
 - **Strategy**
 - a) Increase staff and board member knowledge and awareness of affirmative action through review and discussion of the Affirmative Action Plan.
 - b) Train and inform managers and employees as to their rights and responsibilities under the Board's affirmative action policy.
 - c) Make the complete Affirmative Action Plan available and accessible to all Board members, employees, and contractors.
 - d) Continue to provide resources for employees to encourage their career development in state services, as is reasonably practicable to do so. To accomplish this mission, the Board may provide opportunities for training to employees for developing proficiency, enhancing skills, and encouraging development in areas for potential advancement. Staff shall be eligible for mandated and required training

and these suggestions are frequently discussed during performance reviews to meet individual goals for upcoming year. Suggested training opportunities will be considered by management for approval.

- e) Continue to implement the Board's Diversity, Equity, and Inclusion Program. The Board will continue to seek participation from staff and encourage staff to participate in committee organized trainings and presentations.
3. Evaluate and improve, if necessary, recruitment methods to increase ethnic diversity among Board members as vacancies occur.
 - **Strategy**
 - a) Recommend qualified women, minority, veteran, and disabled candidates to the Governor's Office for Board member vacancies.
 - b) Allow individuals to work remotely from anywhere in Oregon. This will allow the Board to have a larger, more diverse pool of job applicants. Allowing work without having to live in Salem increases chances of more protected classes of people applying.
 4. Increase knowledge and skills of the Board's management staff in applying affirmative action and EEO principles and in promoting a diverse workforce environment.
 - **Strategy**
 - a) Ensure managers understand the Board's affirmative action goals and responsibilities and assert their role in achieving these goals.
 - b) Support managers' knowledge and attendance at equal opportunity, affirmative action, and other diversity-related activities or training activities.
 - c) Maintain management performance appraisal reviews used to evaluate managers on their effectiveness in achieving affirmative action objectives.
 - d) Enforce performance evaluation of the management/supervisory personnel on achieving affirmative action objectives through annual report to the Board Chairperson, including participation in workgroup activities as time permits.
 - e) Board staff plays a key role in carrying out the Board's affirmative action policy, creating a welcoming environment, achieving goals and timelines, and ensuring staff are able to effectively interact in a professional, respectful manner that values all backgrounds and cultures.
 - f) All staff is encouraged to participate in mentoring programs, regardless of protected class status or level of representation in the agency. All staff are eligible for temporary job rotations and developmentals, and preparation for permanent job assignments. Tools and resources offered include formal training, and coaching and mentoring, in addition to hands-on job skills training. An employee unsuccessful in achieving a permanent assignment through a job rotation would be encouraged to continue to set and pursue personal and professional goals with the same level of support as outlined above.

VI. APPENDIX A

Board of Parole and Post-Prison Supervision Agency Policy Documentation

- A. [ADA and Reasonable Accommodation in Employment 50-020-10](#)
- B. [Discrimination and Harassment Free Workplace 50-010-01](#)
- C. [Veterans' Preference in Employment Rule 105-040-0015](#)
- D. [Equal Employment Opportunity and Affirmative Action OAR 105-040-0001](#)
- E. [Maintaining a Professional Workplace 50-010-03](#)
- F. [Statewide Diversity, Equity, and Inclusion Action Plan](#)
- G. [Executive Order 22-11](#)
- H. [List of all Oregon Department of Administrative Services Human Resources Policies](#)

VII. APPENDIX B

Federal Documentation

- A. [The Age Discrimination in Employment Act of 1967](#)
- B. [Title I of the Americans with Disabilities Act of 1990 \(ADA\)](#)
- C. [Equal Pay Act 1963](#)
- D. [Title VII of the Civil Rights Act of 1964](#)
- E. [Genetic Information Nondiscrimination Act of 2008 \(GINA\)](#)
- F. [National Origin Discrimination](#)
- G. [Pregnancy Discrimination](#)
- H. [Race/Color Discrimination](#)
- I. [Religious Discrimination](#)
- J. [Retaliation](#)
- K. [Sex-Based Discrimination](#)

VIII. APPENDIX C

Board of Parole and Post-Prison Supervision Agency documentation in support of its Affirmative Action Plan

All documentation is incorporated into this plan or linked.

IX. APPENDIX D

Additional Federal Documentation

- A. [Filing A Charge of Discrimination with the Equal Employment Opportunity Commission](#)
- B. [Executive Order 11246 - Equal Employment Opportunity, September 24, 1965](#)

SPECIAL REPORTS

Racial Equity Impact Statement (REIS)

1. Who benefits from agency programs, both directly and indirectly?
 - a. Justice Involved Individuals
 - b. Agency Staff
2. Who will be burdened by agency programs?
 - a. Justice Involved Individuals
 - b. Agency Staff
3. How does the agency increase or decrease racial equity? Do proposed new programs have potential unintended/racial equity consequences? What benefits may result from the program?
 - a. Ongoing Projects:
 - i. Board initiative to collect and analyze diversity data for Board registered victims.
 - ii. Development and organization of DEI training opportunities.
 - iii. Diversity discussion groups led by staff to provide an opportunity to learn about each other's experiences.
 - iv. Initiative to highlight rehabilitative success for individuals who have completed supervision successfully.
 - b. Completed Projects:
 - i. Creation of committee and invitation for membership.

SPECIAL REPORTS

- ii. Review and translation of Board documents and forms into Spanish where appropriate.
 - iii. Creation of Board Library of Diversity, Equity, Inclusion & Accessibility Training Materials.
 - iv. DEI Committee members presented at the Association of Paroling Authorities International 2023 conference.
4. Whose voices and perspectives are not at the table? Why?
- a. Adults in custody as they are not accessible to the board.
5. What does the agency do to ensure multiple perspectives are part of our decision-making process?
- a. The Board created a DEI Committee, and every staff member is encouraged to contribute.

PROGRAM PRIORITIZATION FOR 2025-27

Agency Name: Board of Parole & Post-Prison Supervision																			Agency Number: 25500					
2017-19 Biennium																								
Program 1																								
Program/Division Priorities for 2015-17 Biennium																								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22			
Priority (ranked with highest priority first)	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program-Activity Code	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D, FM, FO, S)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request				
Agcy	Prgm/Div																							
25500	P1:D1	BOPPPS	Authority	Parole Release and Community Supervision	1,2,3,4,5,6,8	5	\$3,635,347						\$ 3,635,347	7.0	7.00	N	Y	S	ORS 144	(103) DOC Inter-Agency Agreement; (105) Records Specialist; (106) Victim Specialist; (107) Office Specialist				
25500	P1:D2	BOPPPS	Legal	Response to Legal Action and Review	7,8	5	\$727,069						\$ 727,069	1.0	1.00	Y	Y	S	ORS 144	(101) Position Reclassifications; (104) Hearings Officers; (105) Records Specialist; (108) Dues/Memberships				
25500	P1:D3	BOPPPS	Support	Policies, Rules, Operations	1,2,3,4,5,6,7,8	5	\$3,926,175						\$ 3,926,175	11.0	11.00	Y	Y	S	ORS 144, ORS 163A.100	(101) Position Reclassifications; (102) Assessment Specialists; (103) DOC Inter-Agency Agreement; (104) Hearings Officers; (105) Records Specialist; (106) Victim Specialist; (107) Office Specialist; (108) Dues/Memberships				
25500	P1:D4	BOPPPS	Authority	Sex Offender Notification Levels	3, 8	5	\$6,252,797						\$ 6,252,797	9	9.00	Y	Y	S	ORS 163A.100	(102) Assessment Specialists; (103) DOC Inter-Agency Agreement; (104) Hearings Officers; (106) Victim Specialist; (107) Office Specialist;				
													\$12,696											
													\$ 12,696											
													\$ -											
													\$ -											
							\$14,541,388						\$ 14,554,084	28	28.00									

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

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

Document criteria used to prioritize activities:

To work in partnership with the Department of Corrections and local supervisory authorities to protect the public and reduce the risk of repeat criminal behavior through incarceration and community supervision decisions, based on applicable laws, victims' interests, public safety and recognized principles of offender behavior change.

***Please Note:** The Board of Parole & Post-Prison Supervision is one Program, which has been divided into four (4) Divisions. Changes to any one Division would result in changes to the others, as well. FTE, professional services ,and operating costs are interlinked and shared across Divisions.



Board of Parole 10% Reduction Effects

ACTIVITY OR PROGRAM	DESCRIBE REDUCTION	AMOUNT AND FUND TYPE	RANK AND JUSTIFICATION
PROGRAM OR ACTIVITY NOT UNDERTAKEN	EFFECTS OF THIS REDUCTION. INCLUDE POSITIONS AND FTE IN 2025-27 AND 2027-29	GF	RANK
<p>1 MAINTAIN VACANCIES IN STAFF POSITION: OFFICE SPECIALIST (4000029) \$138,530</p>	<p>REDUCTION OF 1 FTE. WILL REMOVE EFFICIENCIES AND INCREASE WORKLOAD ON OTHER STAFF. THE BOARD WILL BE UNABLE TO RESPOND TO PUBLIC RECORDS REQUESTS IN A LAWFUL AND TIMELY MANNER UNDER ORS 192.314. FTE AFTER REDUCTION: 27.</p>	<p>GF - \$203,812</p>	<p>1 REDUCTION IN SUPPORT SERVICES WILL INHIBIT THE BOARD'S ABILITY TO COMPLETE CERTAIN STATUTORY DUTIES, BUT IT WILL NOT CEASE PROGRAM ACTIVITIES. <i>(NO LEGISLATIVE CONCEPT HAS BEEN FILED)</i></p>
<p>2 LAYOFF STAFF POSITION: ISS 7 (4000000) \$249,061</p>	<p>REDUCTION OF 1 FTE. WILL REMOVE EFFICIENCIES AND INCREASE WORKLOAD ON OTHER STAFF. THE BOARD WILL BE UNABLE TO RESPOND TO PUBLIC RECORDS REQUESTS IN A LAWFUL AND TIMELY MANNER UNDER ORS 192.314. ADDITIONALLY, THE BOARD WILL BE UNABLE TO CONVERT ITS PAPER FILES TO ELECTRONIC FILES. FTE AFTER REDUCTION: 27.</p>	<p>GF - \$349,550</p>	<p>2 REDUCTION IN SUPPORT SERVICES WILL INHIBIT THE BOARD'S ABILITY TO COMPLETE CERTAIN STATUTORY DUTIES, BUT IT WILL NOT CEASE PROGRAM ACTIVITIES. <i>(NO LEGISLATIVE CONCEPT HAS BEEN FILED)</i></p>
<p>3 REDUCE TO STATUTORY MINIMUM PROFESSIONAL SERVICES CONTRACTS SEX OFFENDER ASSESSMENTS</p>	<p>REDUCTION IN PROFESSIONAL SERVICES WILL INHIBIT THE BOARD'S ABILITY TO ASSESS PREVIOUSLY CONVICTED SEX OFFENDERS AND NOT MEET 12/2026 DEADLINE. CONTRACTORS ASSESS JUVENILES, WOMEN AND ANYONE CONVICTED OF NON-CONTACT SEX OFFENSES,</p>	<p>GF - \$23,425</p>	<p>3 REDUCTION IN PROFESSIONAL SERVICES WILL INHIBIT THE BOARD'S ABILITY TO COMPLETE CERTAIN STATUTORY DUTIES AND MAINTAIN SOME CONTRACTED SERVICES, BUT IT WILL NOT CEASE PROGRAM ACTIVITIES. <i>(NO LEGISLATIVE CONCEPT HAS BEEN FILED)</i></p>

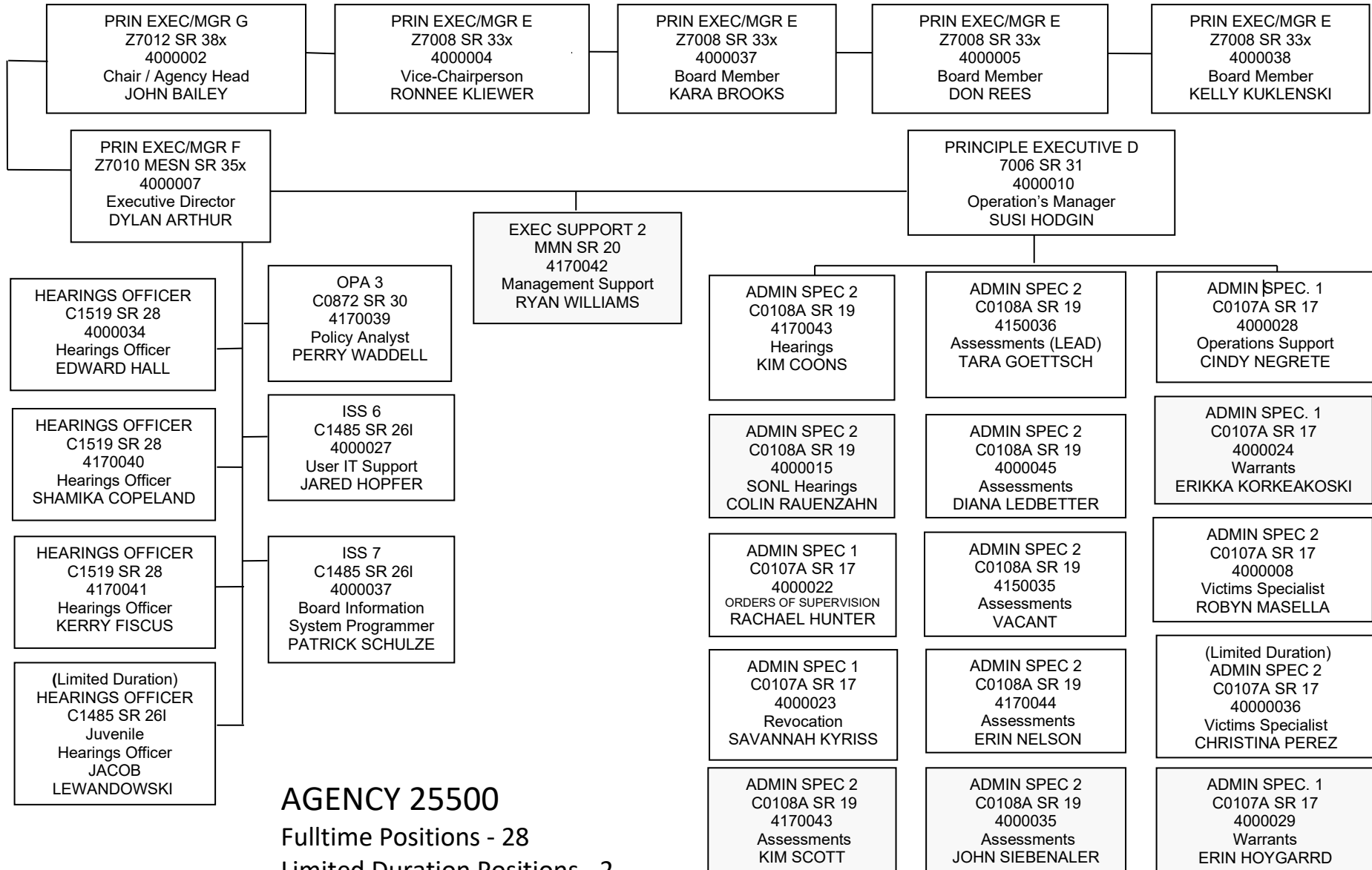


Board of Parole 10% Reduction Effects

<p>4 LAYOFF 1ST AND 2ND OF 4 POSITIONS BOARD ASSESSMENT SPECIALISTS AS2 (4000035) (4150035)</p>	<p>LAYOFF OF 2 FTES WILL INHIBIT THE BOARD'S ABILITY TO EFFECTIVELY COMPLETE STATUTORILY REQUIRED ASSESSMENTS BY THE PRESCRIBED DEADLINE OF DECEMBER 1, 2026 (ORS 163A.100). WORK WOULD BE SHIFTED TO OTHER STAFF, RESULTING IN ADDITIONAL DELAYS. FTE AFTER REDUCTION: 26.</p>	<p>GF - \$510,296</p>	<p>4 REDUCTION IN STAFF WILL INHIBIT THE BOARD'S ABILITY TO COMPLETE CERTAIN STATUTORY DUTIES AND CONTINUE SOME ASSESSMENTS, BUT IT WILL NOT CEASE PROGRAM ACTIVITIES. <i>(NO LEGISLATIVE CONCEPT HAS BEEN FILED)</i></p>
<p>5 LAYOFF 1 OF 2 BOARD HEARINGS OFFICER HEARINGS OFFICER (4170040)</p>	<p>LAYOFF OF THIS POSITION WILL REDUCE ABILITY TO HOLD HEARINGS BY ONE THIRD. FTE AFTER REDUCTION: 27.</p>	<p>GF - \$367,065</p>	<p>5 REDUCE ABILITY TO HOLD HEARINGS TO REMOVE LOW RISK OFFENDERS FROM REGISTRY. THE BOARD'S SECOND SEX OFFENDER NOTIFICATION LEVEL HEARINGS OFFICER WOULD HAVE TO ATTEMPT TO COVER FOR THIS POSITION LOSS, RESULTING IN SIGNIFICANT HEARINGS DELAYS. REDUCTION IN STAFF WILL INHIBIT THE BOARD'S ABILITY TO COMPLETE CERTAIN STATUTORY DUTIES AND CONTINUE SOME ASSESSMENTS, BUT IT WILL NOT CEASE PROGRAM ACTIVITIES. <i>(NO LEGISLATIVE CONCEPT HAS BEEN FILED)</i></p>
TOTAL:		\$1,454,138	
10% GOAL:		\$1,454,138	
RESULTS OF REDUCTIONS:		Accomplished	



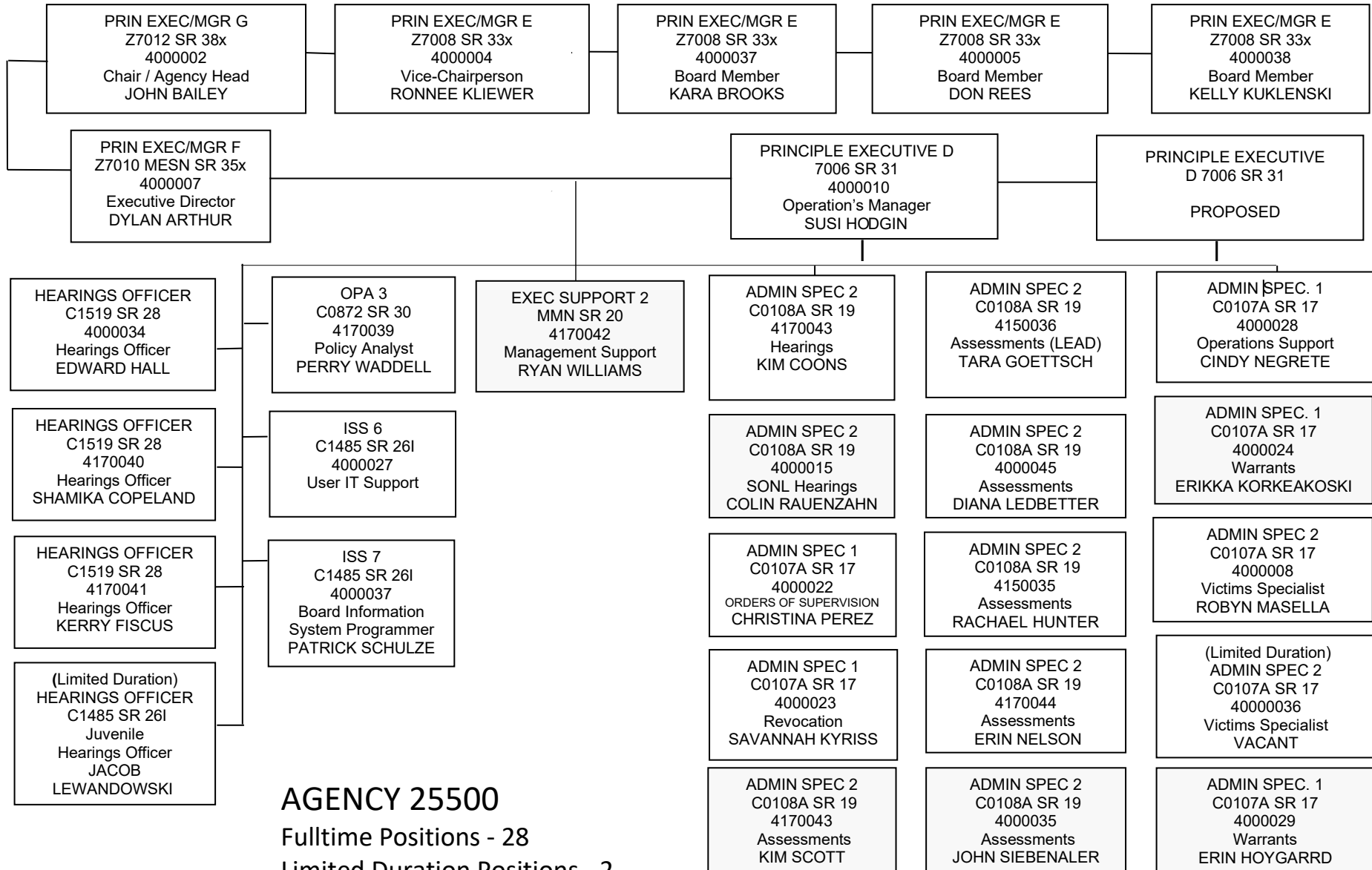
Oregon Board of Parole Organizational Chart



AGENCY 25500
 Fulltime Positions - 28
 Limited Duration Positions - 2
 Total Staff = 30



Oregon Board of Parole Organizational Chart



AGENCY 25500
 Fulltime Positions - 28
 Limited Duration Positions - 2
 Total Staff = 30

Summary of 2025-27 Biennium Budget

**Parole & Post Prison Supervision, State Board of
Parole & Post Prison Supervision, State Bd of
2025-27 Biennium**

**Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
2023-25 Leg Adopted Budget	30	30.00	13,419,866	13,407,170	-	12,696	-	-	-
2023-25 Emergency Boards	-	-	620,202	620,202	-	-	-	-	-
2023-25 Leg Approved Budget	30	30.00	14,040,068	14,027,372	-	12,696	-	-	-
2025-27 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	(2)	(2.00)	514,016	514,016	-	-	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2025-27 Base Budget	28	28.00	14,554,084	14,541,388	-	12,696	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Vacancy Factor (Increase)/Decrease	-	-	36,627	36,627	-	-	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	(2,594)	(2,594)	-	-	-	-	-
Subtotal	-	-	34,033	34,033	-	-	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	(976,950)	(976,950)	-	-	-	-	-
Subtotal	-	-	(976,950)	(976,950)	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	475,294	474,761	-	533	-	-	-
State Gov't & Services Charges Increase/(Decrease)			(1,247)	(1,247)	-	-	-	-	-

Summary of 2025-27 Biennium Budget

**Parole & Post Prison Supervision, State Board of
Parole & Post Prison Supervision, State Bd of
2025-27 Biennium**

**Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal	-	-	474,047	473,514	-	533	-	-	-
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2025-27 Current Service Level	28	28.00	14,085,214	14,071,985	-	13,229	-	-	-

Summary of 2025-27 Biennium Budget

**Parole & Post Prison Supervision, State Board of
Parole & Post Prison Supervision, State Bd of
2025-27 Biennium**

**Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal: 2025-27 Current Service Level	28	28.00	14,085,214	14,071,985	-	13,229	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2025-27 Current Service Level	28	28.00	14,085,214	14,071,985	-	13,229	-	-	-
Policy Packages									
081 - May 2024 Emergency Board	-	-	-	-	-	-	-	-	-
100 - IT Modernization	-	-	100,000	100,000	-	-	-	-	-
Subtotal Policy Packages	-	-	100,000	100,000	-	-	-	-	-
Total 2025-27 Agency Request Budget	28	28.00	14,185,214	14,171,985	-	13,229	-	-	-

Percentage Change From 2023-25 Leg Approved Budget	-6.67%	-6.67%	1.03%	1.03%	-	4.20%	-	-	-
Percentage Change From 2025-27 Current Service Level	-	-	0.71%	0.71%	-	-	-	-	-

Summary of 2025-27 Biennium Budget

**Parole & Post Prison Supervision, State Board of
Parole Board
2025-27 Biennium**

**Agency Request Budget
Cross Reference Number: 25500-013-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
2023-25 Leg Adopted Budget	30	30.00	13,419,866	13,407,170	-	12,696	-	-	-
2023-25 Emergency Boards	-	-	620,202	620,202	-	-	-	-	-
2023-25 Leg Approved Budget	30	30.00	14,040,068	14,027,372	-	12,696	-	-	-
2025-27 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	(2)	(2.00)	514,016	514,016	-	-	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2025-27 Base Budget	28	28.00	14,554,084	14,541,388	-	12,696	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Vacancy Factor (Increase)/Decrease	-	-	36,627	36,627	-	-	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	(2,594)	(2,594)	-	-	-	-	-
Subtotal	-	-	34,033	34,033	-	-	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	(976,950)	(976,950)	-	-	-	-	-
Subtotal	-	-	(976,950)	(976,950)	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	475,294	474,761	-	533	-	-	-
State Gov't & Services Charges Increase/(Decrease)			(1,247)	(1,247)	-	-	-	-	-

Summary of 2025-27 Biennium Budget

**Parole & Post Prison Supervision, State Board of
Parole Board
2025-27 Biennium**

**Agency Request Budget
Cross Reference Number: 25500-013-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal	-	-	474,047	473,514	-	533	-	-	-
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2025-27 Current Service Level	28	28.00	14,085,214	14,071,985	-	13,229	-	-	-

Summary of 2025-27 Biennium Budget

**Parole & Post Prison Supervision, State Board of
Parole Board
2025-27 Biennium**

**Agency Request Budget
Cross Reference Number: 25500-013-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal: 2025-27 Current Service Level	28	28.00	14,085,214	14,071,985	-	13,229	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2025-27 Current Service Level	28	28.00	14,085,214	14,071,985	-	13,229	-	-	-
Policy Packages									
081 - May 2024 Emergency Board	-	-	-	-	-	-	-	-	-
100 - IT Modernization	-	-	100,000	100,000	-	-	-	-	-
Subtotal Policy Packages	-	-	100,000	100,000	-	-	-	-	-
Total 2025-27 Agency Request Budget	28	28.00	14,185,214	14,171,985	-	13,229	-	-	-
Percentage Change From 2023-25 Leg Approved Budget	-6.67%	-6.67%	1.03%	1.03%	-	4.20%	-	-	-
Percentage Change From 2025-27 Current Service Level	-	-	0.71%	0.71%	-	-	-	-	-

Parole & Post Prison Supervision, State Board of

Agency Number: 25500

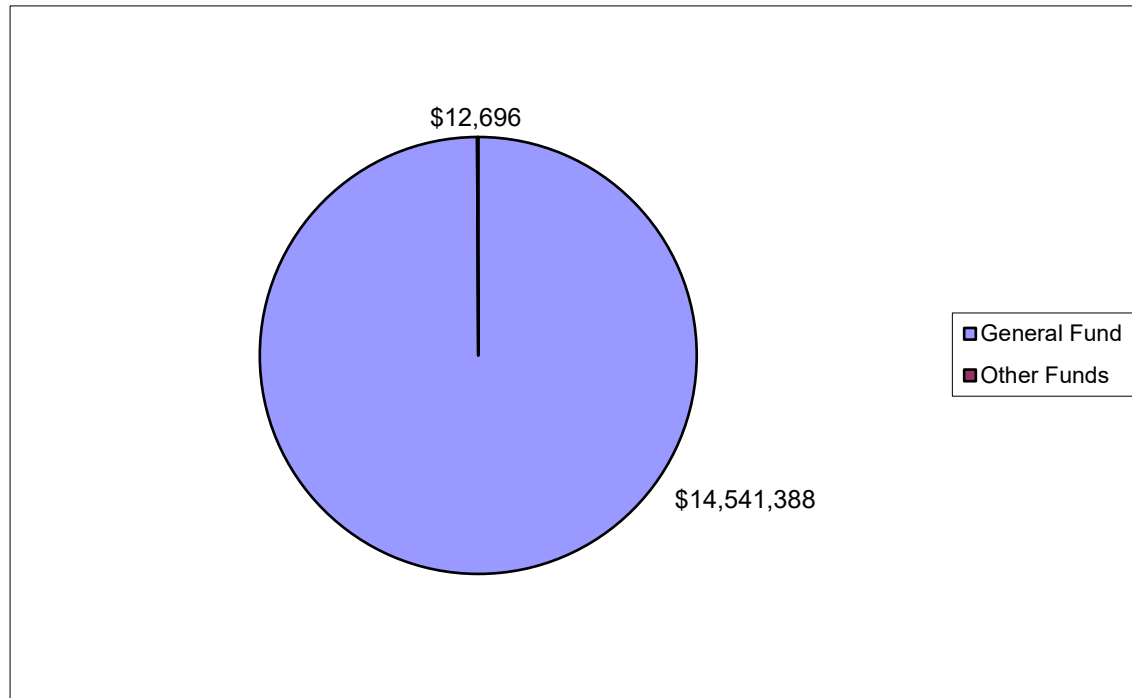
**Agencywide Program Unit Summary
2025-27 Biennium**

Version: V - 01 - Agency Request Budget

Summary Cross Reference Number	Cross Reference Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
013-00-00-00000	Parole Board						
	General Fund	10,126,834	13,407,170	14,027,372	14,171,985	-	-
	Other Funds	841	12,696	12,696	13,229	-	-
	All Funds	10,127,675	13,419,866	14,040,068	14,185,214	-	-
TOTAL AGENCY							
	General Fund	10,126,834	13,407,170	14,027,372	14,171,985	-	-
	Other Funds	841	12,696	12,696	13,229	-	-
	All Funds	10,127,675	13,419,866	14,040,068	14,185,214	-	-

REVENUE FORECAST NARRATIVE

The 2025-27 Legislatively Adopted Budget for the Board of Parole and Post-Prison Supervision is funded 99.99% by General Fund, and only .01% from Other Funds Revenue. The Board has only one program.



Sources: Other Funds Revenues for the Board are from the sale of documents and hearing tapes to members of the public and adults in custody and court-ordered fees paid to the Board.

Programs Funded: In January 1988, the Emergency Board granted an Other Funds limitation to the Board, which is used for office supplies and services. This limitation has been continued with slight increases in the approved spending amount over time.

Basis for 2025-27 biennium estimates will continue to hold steady as number of people suing the Board and requesting records is stable.

In 2025-27, there are no proposed changes in revenue sources or fees. There are no proposals for new legislation.

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

**Parole & Post Prison Supervision, State Board of
2025-27 Biennium**

**Agency Number: 25500
Cross Reference Number: 25500-000-00-00-00000**

<i>Source</i>	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
Other Funds						
Fines and Forfeitures	-	1,000	1,000	-	-	-
Sales Income	81	404	404	-	-	-
Total Other Funds	\$81	\$1,404	\$1,404	-	-	-

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

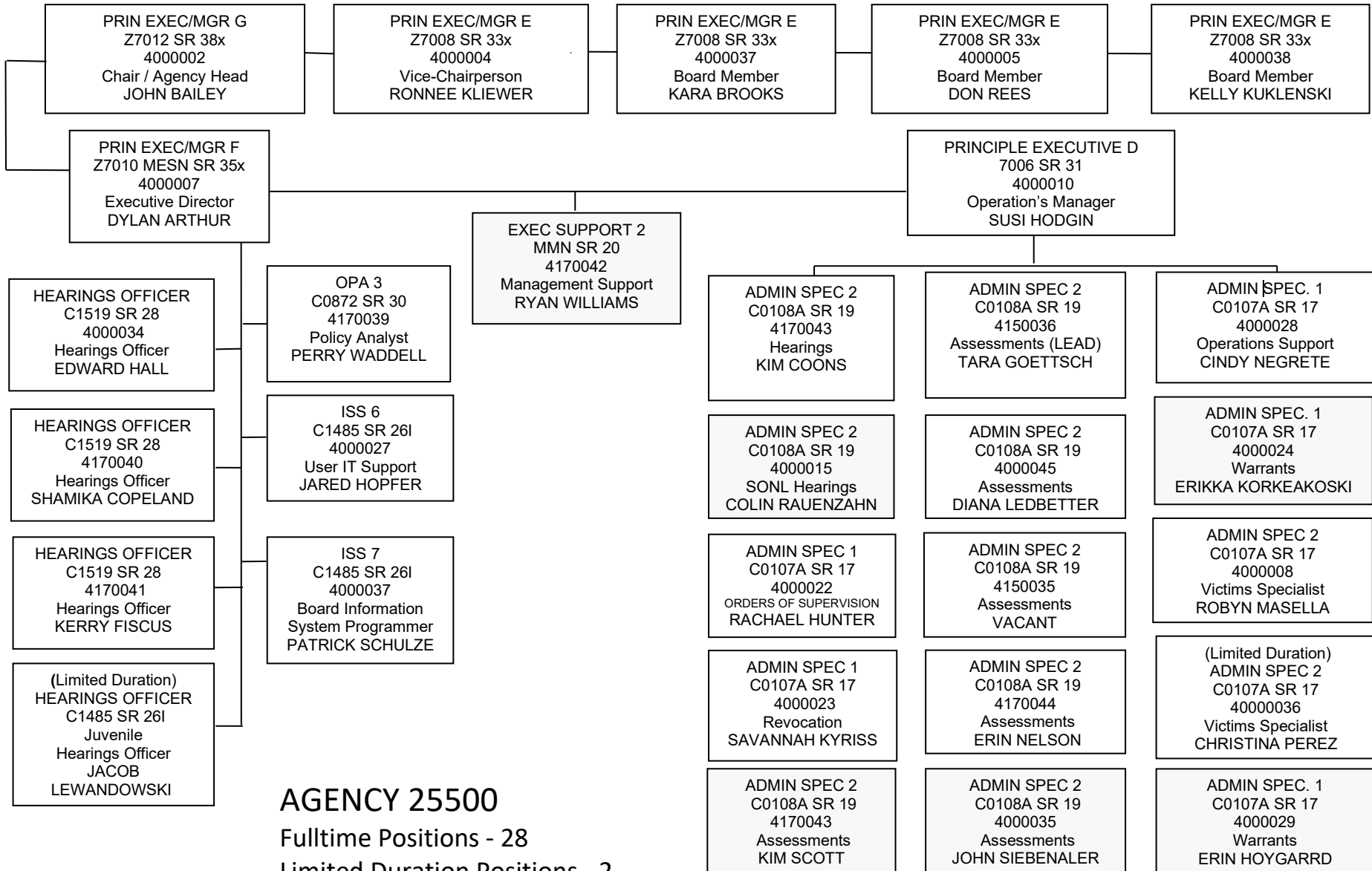
**Parole & Post Prison Supervision, State Board of
2025-27 Biennium**

**Agency Number: 25500
Cross Reference Number: 25500-013-00-00-00000**

<i>Source</i>	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
Other Funds						
Fines and Forfeitures	-	1,000	1,000	-	-	-
Sales Income	81	404	404	-	-	-
Total Other Funds	\$81	\$1,404	\$1,404	-	-	-



Oregon Board of Parole Organizational Chart



AGENCY 25500

Fulltime Positions - 28

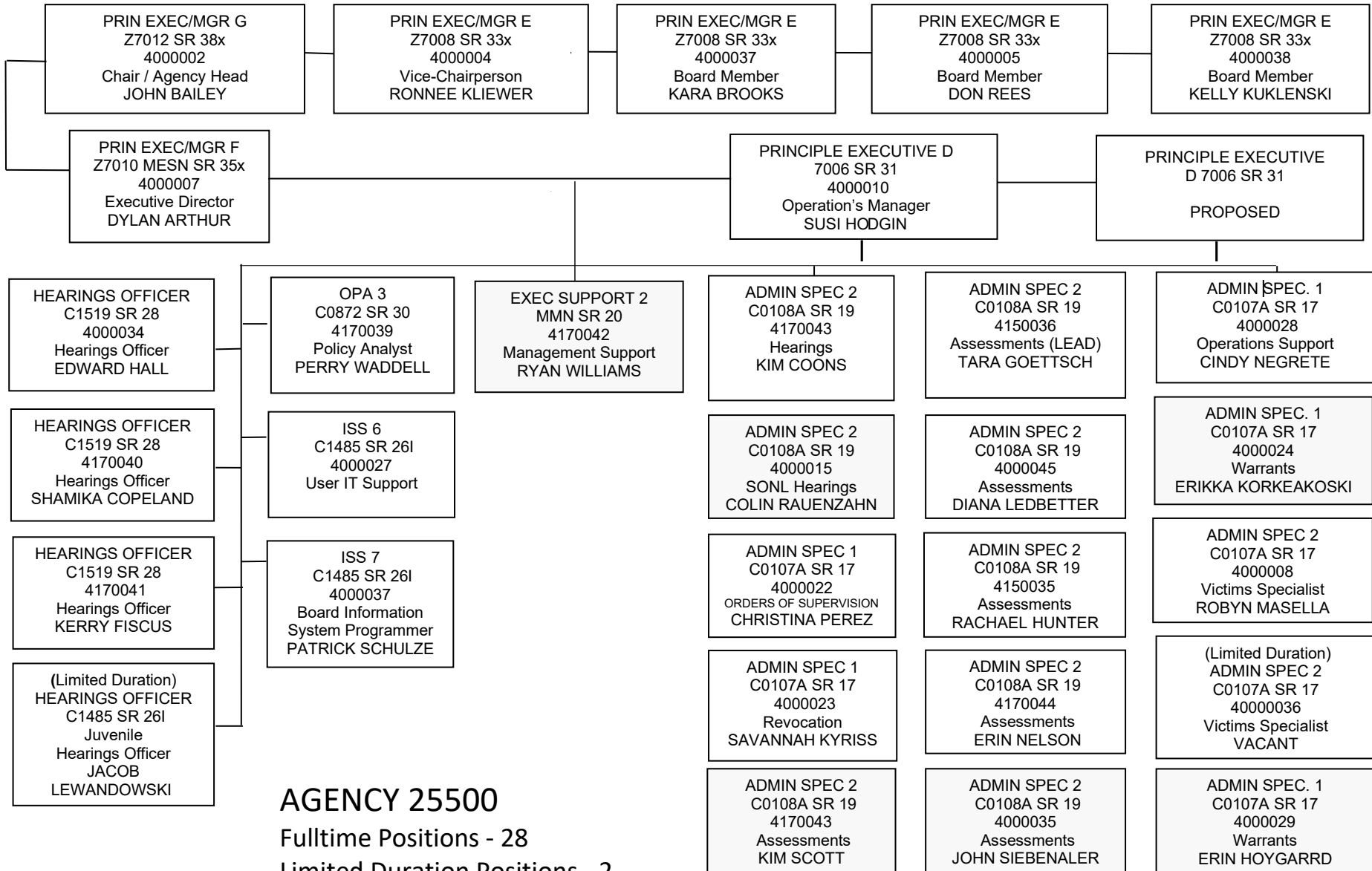
Limited Duration Positions - 2

Total Staff = 30

2024



Oregon Board of Parole Organizational Chart



AGENCY 25500
 Fulltime Positions - 28
 Limited Duration Positions - 2
 Total Staff = 30

PROGRAM UNIT EXECUTIVE SUMMARY

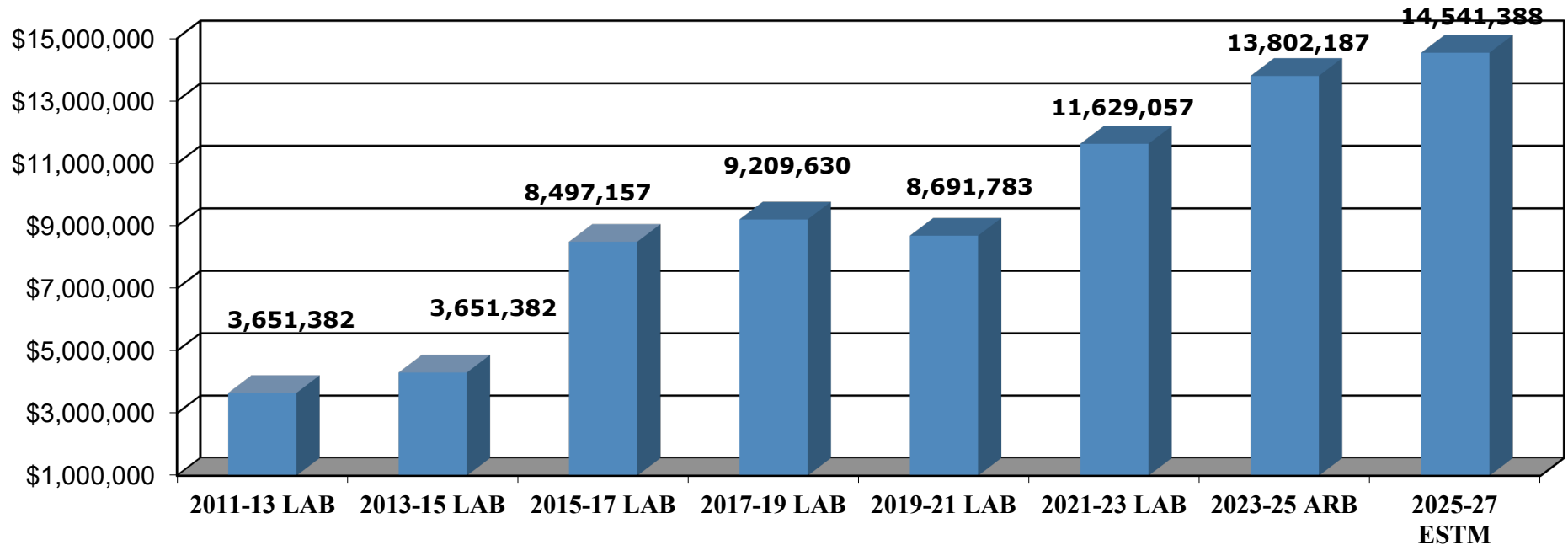
Oregon Board of Parole & Post-Prison Supervision:

A) Primary Long Term Focus Area: Public Safety/Fostering Safe Communities

Secondary/Tertiary Outcome Area: Excellence in State Government

B) Program Contact: Dylan Arthur, Executive Director 503-945-9009, dylan.d.arthur@paroleboard.oregon.gov

C) Program Unit's Total Fund Budget:



D) Program Overview:

The Board of Parole and Post-Prison Supervision (the Board) protects the public and reduces the risk of repeat criminal behavior through its incarceration and evidence- and research-based release and community supervision decisions. The Board also classifies registered sex offenders to a community notification level based on their risk to reoffend in the community and determines qualifications for reclassification and/or relief from registration. This program functions as a major partner in the criminal justice system through its release decisions, supervisory authority, victim involvement and support, and stakeholder involvement. The Board also maintains its partnership with the Department of Corrections through evidence- and research-based supervision and intervention methods, as well as training and community education efforts.

PROGRAM UNIT EXECUTIVE SUMMARY

E) Program Funding Request:

This program is requesting **\$14,541,388** to continue as the releasing authority for certain AICs and the supervising authority for offenders on parole and post-prison supervision. This includes making release decisions on approximately 1220 AICs in prison and serving as the supervising authority for over 14,000 offenders in the community. Additionally, this program is requesting increased funding to complete its statutorily mandated duties pursuant to ORS 163A.100, et seq. for Sex Offender Notification Level classification. This request includes funding of **\$100,000** for the following Policy Option Package:

- **100 Modernization of Internet Technology – \$100,000**

Request for \$100,000 of general funds to the Board's proprietary computer system known as the Parole Board Management Information System (PB MIS) by moving the system to Microsoft Dynamics. PB MIS is an information management tool that is used to track individual's actions while under the Board's supervision. The individual's information is then shared with our partner agencies DOC and Community Correction to aid them in supervising people in the community. PB MIS is an in-house Java based application that relies on midrange and mainframe with a single point of failure. PB MIS development, server uptime and connection stability can be negatively impacted as integration with legacy systems become increasingly more complex, and as the Board's business process matures, complicating both system maintenance and development. Microsoft Dynamics is easy to use as it has an intuitive user interface that is incredibly clear. It provides better customer service and analytics as it can collect real time data needed by the Board. Microsoft Dynamics has top-level cybersecurity, required by the Board as the data is CJIS data and this provides the security required by the FBI. This conversion will save money because it offers automation functions which also help identify redundancies in resources and processes and is scalable, so the Board only has to pay for what it needs. Microsoft Dynamics built-in workflow tools and modules can automate functions and tasks. These tools and the program's architecture are customizable. Modernizing PB MIS with Microsoft Dynamics will future proof PB MIS by allowing the Board to quickly improve user interfaces, capture all Board workflow and processes in one tool, and provide public facing engagement options for filing petitions, requesting records, and parole officer form submittal. In addition, this modernization will allow the Board to be more self-sufficient, increase staff efficiency, and improve customer service.

PROGRAM UNIT EXECUTIVE SUMMARY

F) Program Description:

Parole is a period of supervision in the community following release from prison for offenders with convictions that have a crime commitment date before November 1, 1989, as well as those who have been sentenced as ‘dangerous offenders’, and those convicted of murder or aggravated murder who are eligible for parole. Offenders on parole are released from prison by the Board before their sentences are completed and serve the remainder of the sentence under community supervision. **Post-Prison Supervision** is a sentence of correctional supervision in the community following a prison or jail sentence for offenders with convictions that have a crime commitment date on or after November 1, 1989. For most of these crimes, the sentencing court and the Department of Corrections establish the length of prison terms using statutory guidelines. The Board determines the conditions of supervision.

The Board of Parole & Post-Prison Supervision has one decision unit and is, therefore, one program. Contained within the agency’s statutory authority, this program’s listed functions are as follows:

- Set parole dates for AICs committing felony crimes prior to November 1, 1989; determine when, or if, AICs sentenced for murder or aggravated murder, and who are eligible for parole, or those sentenced as “dangerous offenders” should be released from prison, regardless of the date of crime.
- Establish conditions of community supervision for all offenders being released from prison.
- Issue warrants for Board offenders who have absconded and sanction those offenders in violation of community supervision.
- Notify victims and criminal justice stakeholders of Board hearings and AIC releases.
- Monitor, adjust and discharge an offender’s status on supervision.
- Respond to AIC and offender administrative and judicial appeals.
- Adopt administrative procedures and rules in accordance with statutory and policy changes. Provide education, training and resource materials to stakeholders, including DOJ, community corrections employees, DOC counselors, tribal representatives, district attorneys, defense attorneys, legislators and others.
- Assess and classify registered sex offenders into community notification levels based on their risk to reoffend in the community. Future processes will include hearings for reclassification and relief from sex offender registration.
- Respond to public, media and offender inquiries.

G) Program Justification and Link to Long Term Outcomes:

The purpose of the Board of Parole and Post-Prison Supervision is to contribute to the safety of Oregonians by establishing and overseeing the supervision practices on every offender released from the Oregon Department of Corrections. In addition, the Board makes release decisions on some of Oregon’s most dangerous individuals and does so by utilizing both policies and practices that target only those offenders who are ready for reentry into our communities. The vision described in the Governor’s Long-Term Outcomes for Fostering

PROGRAM UNIT EXECUTIVE SUMMARY

Safe Communities includes managing offenders within local public safety systems rather than in prisons. The Board of Parole & Post-Prison Supervision is essential to the management of these offenders.

The Long-Term Outcomes include these strategies:

- **Deter and reduce the amount of crime and dysfunctional behaviors in the community:** The Board responds to violations of supervision in the community with swift and sure sanctions that address the behavior while also considering the criminogenic and rehabilitative needs of the offender.
- **Reduce reliance on prison:** The Board reserves the option of returning offenders to prison for only the most serious behavioral violations which directly threaten the public's safety.
- **Evidence-based supervision strategies:** The Board collaborates with its Department of Corrections and Community Corrections partners to establish supervision conditions that adhere to the risk-need principle, which places the offender in the best situation for successful reintegration into the community.
- **Communications systems:** The Board has policies and practices in place for responses to warrant requests from the community corrections field. These communication protocols result in our warrants being completely processed through the law enforcement communication systems, and, therefore, enabling our law enforcement partners to respond swiftly to violation matters.
- **Improve citizen access to justice:** The Board notifies community corrections partners, individual victims, and district attorney offices of upcoming hearings to allow each access to represent how the offender's criminal behaviors have impacted them and the public's safety.

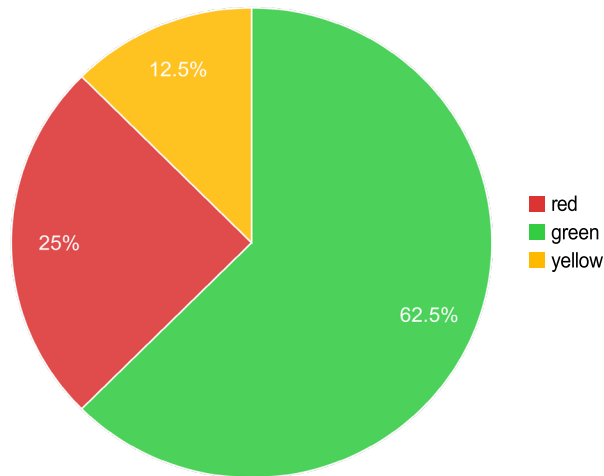
These functions of the Board strengthen the local supervision of offenders, as well as the swiftness and certainty of punishment in county jails; they reduce the likelihood for offenders to commit future crime and promote re-entry into the community; develop and coordinate shared public safety data and real-time communication systems to increase responsiveness to protect citizens; and improves citizen access to justice and the ability to exercise their rights.

PROGRAM UNIT EXECUTIVE SUMMARY

H) Program Performance:

Performance in this program is measured in several ways. The most significant measure is the rate at which offenders remain out of prison upon release, which is the inverse of the recidivism rate. According to statistics pulled from the Oregon Criminal Justice Commission, offenders who released to parole or post-prison supervision in 2020 have maintained an 100% success rate and as of August 2024, our 3 year success rate is 87% for releases in 2021.

KPM #	Approved Key Performance Measures (KPMs)
1	PAROLE RECIDIVISM - Percentage of Matrix Inmates (offenders whose crime(s) were committed before November 1, 1989), Dangerous Offenders (sentenced by the court as a dangerous offender pursuant to ORS 161.725 and ORS 161.735), and Aggravated Murderers convicted of a new felony within three years of initial release. (Subset of OBM #64)
2	ORDER OF SUPERVISION - Percentage of offenders being released from prison where the Board's order of supervision has been received by the community corrections office on or before the offender's release date from prison.
3	VICTIM NOTIFICATION - Percentage of notifications sent to active registered victims no later than 30 days before any hearing conducted by the Board.
4	ARREST WARRANT - Percentage of warrants received by the Board in which the warrant is issued within 5 days.
5	REVOCAION - Percentage of revocations for offenders who violate their conditions of parole or post-prison supervision.
6	DISCHARGE OF SUPERVISION - Percentage of expiration (of post-prison supervision or parole) orders that have been completed and mailed within 5 days of an offender's discharge from parole or post-prison supervision.
7	ADMINISTRATIVE REVIEW - Percentage of administrative review responses completed and mailed within 60 days of receipt of an AIC/offender administrative review request.
8	CUSTOMER SERVICE - Percent of customers rating satisfaction with the Agency's customer service as good or excellent: overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.



Performance Summary	Green	Yellow	Red
Summary Stats:	= Target to -5% - 62.50%	= Target -5% to -15% - 12.50%	= Target > -15% - 25%

PROGRAM UNIT EXECUTIVE SUMMARY

I) Enabling Legislation/Program Authorization:

The statutory authority of the Oregon Board of Parole & Post-Prison Supervision is in Oregon Revised Statutes, Chapter 144 and Chapter 163A.100 et seq.; Oregon Administrative Rules, Divisions 255 and 213; and the Oregon Constitution, Article 1 Bill of Rights, establishes the Fundamental Principles of Oregon's Criminal Justice System, Section 15.

J) Funding Streams:

The Board's primary source of funding is the General Fund, supporting agency operations and 29 full-time employee positions (some positions are vacant).

K) Significant Proposed Program Changes from 2025-27:

None.

PROGRAM UNIT NARRATIVE

The Board of Parole & Post-Prison Supervision has one decision unit and is, therefore, one program.

While the Board's release authority has dwindled over the years to approximately 872 AICs, its supervisory authority over offenders on Post-Prison Supervision in the community has risen to about 14,334 offenders. The Board reviews and votes on every release plan submitted by AICs preparing for their departure from the Department of Corrections, ensuring they will have the most successful re-entry, based on available housing and resources. The Board also determines the conditions of supervision prior to an AIC's release, which initiates future action for reviewing and voting every warrant request and sanction or revocation report submitted by a supervising officer for violations of those conditions.

Pursuant to HB2549 (2013) and HB2320 (2015), the Board is responsible for assessing and classifying Oregon's registered sex offenders to a Sex Offender Notification Level (SONL). As of August 2024, over 15,000 offenders have been classified while 18,600 registered sex offenders need to be classified by December 1, 2026, a deadline the Board will not meet. In addition, the Board must also assess and classify new releases from DOC and any out-of-state registrants. While the Board has 6 permanent Administrative Specialist positions to complete the assessments.

The Board's primary funding source is the General Fund, supporting Agency operations and 28 full-time employees. The Board has submitted a policy option packages for IT modernization.

Total funding requested by agency in policy packages: \$100,000.

The main source of Other Funds revenue for the Board is from the sale of documents and hearing tapes to members of the public and adults in custody, and by collection of court-ordered restitution owed to the Board from appellate decisions. **The current projection for 2025-27 OF revenues is \$12,696.** No significant changes are proposed.

The Board's base budget of \$13,208,557 is increased to a modified essential budget of \$14,541,388.

PROGRAM UNIT - POLICY OPTION PACKAGES

2025-27 POPs

Board of Parole & Post-Prison Supervision – 25500

Package 100: IT Modernization – \$100,000

Total: \$ 100,000

PROGRAM UNIT - POLICY OPTION PACKAGES

Modernization of IT – Package 100

Purpose

Request for \$100,000 of general fund to modernize the Board’s proprietary computer system known as the Parole Board Management Information System (PB MIS) by moving the system to Microsoft Dynamics. PB MIS is an information management tool that is used to track individual’s actions while under the Board’s supervision. The individual’s information is then shared with our partner agencies DOC and Community Correction to aid them in supervising people in the community.

PB MIS is an in-house Java based application that relies on midrange and mainframe with a single point of failure. PB MIS development, server uptime and connection stability can be negatively impacted as integration with legacy systems become increasingly more complex, and as the Board’s business process matures, complicating both system maintenance and development.

Microsoft Dynamics is easy to use as it has an intuitive user interface that is incredibly clear. It provides better customer service and analytics as it can collect real time data needed by the Board. Microsoft Dynamics has top-level cybersecurity, required by the Board as the data is CJIS data and this provides the security required by the FBI.

This conversion will save money because it offers automation functions which also help identify redundancies in resources and processes and is scalable, so the Board only has to pay for what it needs. Microsoft Dynamics built-in workflow tools and modules can automate functions and tasks. These tools and the program’s architecture are customizable.

Modernizing PB MIS with Microsoft Dynamics will allow the Board to quickly improve user interfaces, capture all Board workflow and processes in one tool, and provide public facing engagement options for filing petitions, requesting records, and PO form submittal. In addition, this modernization will allow the Board to be more self-sufficient, increase staff efficiency, and improve customer service.

Benchmarks facilitated will include:

- **KPM #1: Parole Recidivism** - the percentage adults eligible for parole who are convicted of a new felony within three years of initial release.
- **KPM #2: Order of Supervision** - the percentage of offenders being released from prison where the Board’s order of supervision has been received by the community corrections office on or before the offender’s release date from prison.
- **KPM #3 Victim Notification:** Percentage of notifications sent to active registered victims no later than 30 days before any hearing conducted by the Board.

PROGRAM UNIT - POLICY OPTION PACKAGES

- **KPM #4 Arrest Warrants:** Percentage of warrants received by the Board in which the warrant is issued within 5 days.
- **KPM #5: Revocation** – Percentage of revocations for offenders who violate their conditions of parole or post-prison supervision.
- **KPM #6 Discharge of Supervision** – the percentage of expiration (of post-prison supervision or parole) orders that have been completed and mailed within 5 days of an offender’s discharge from parole or post-prison supervision.
- **KPM #7 Administrative Review:** Percentage of administrative review responses completed and mailed within 60 days of receipt of an administrative review request.
- **KPM #8 Customer Service** - the percentage of customers rating their satisfaction with the Agency’s customer service as *good* or *excellent*: overall customer service, timelines, accuracy, helpfulness, expertise, and availability of information.
- **Governor’s Key Change Initiative:** Modernizing Government.

Agency mission and goals are advanced in the areas of:

- **Safe & Just Community:** Promote and help develop laws, rules, and policies to improve public safety through appropriate release decisions and effective conditions and sanctions for those on supervision in the community. Increase gender, cultural, racial, LGBTQ, socio-economic, mental health, disabilities, and cultural responsiveness.
- **Make Decisions Informed by Research & Data:** Continued research into evidence-based alternatives to traditional practice and incorporate those that are valid and appropriate for Oregon.
- **Reduce the Risk of Repeat Criminal Behavior:** Work in Partnership with the Governor, Legislature, Department of Corrections, and county governments to develop a criminal justice system that maximizes public safety and encourages longer-term behavior changes in offenders; a system with enough flexibility to deal with the diversity of the criminal population and the public safety limitations inherent in releasing offenders to the community. Ensure technology is interactive with rest of criminal justice system. Support appropriate alternatives to incarceration.
- **Value Victims Interests:** Continue to enhance support and communications with victims, co-victims, and victim groups by giving victims a voice in the criminal justice system by partnering with victim advocates to create a system which meets victims needs from the commission of a crime, sentencing, incarceration, and community supervision.
- **Value Partnerships with Stakeholders:** Increased collaboration between agencies and organizations. Improve the Board’s performance in meeting the needs of our stakeholders in providing information and direct services.
- **Maintain a Strong & Valued Workforce:** Create a supportive, respectful, and collaborative culture where each person hears and feels heard. Ensure expectations are reasonable and transparent and staff are meeting or exceeding organization performance targets. Embrace electronically enabled, flexible work environment. Engage in training and personal development. Risk taking, innovation and creativity are encouraged and supported. Have dedicated staff who take personal and professional accountability.

Cost for biennium: \$100,000 to IT Professional Services, budget line #4315

PROGRAM UNIT - POLICY OPTION PACKAGES

HOW ACHIEVED

The Board's IT personnel will convert PBMIS to Microsoft Dynamics

STAFFING IMPACT

None

QUANTIFYING RESULTS

Services will be monitored for increased efficiency in user's day to day tasks, decreased development time for new features and improvements, and increased up time for users.

REVENUE SOURCE

General Fund - \$100,000

2025-27 FISCAL IMPACT

If approved, \$100,000 General Fund will become part of the Base Budget for 2025-27 and subject to inflationary factors established by the Department of Administrative Services in developing the 2027-29 budget.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Parole & Post Prison Supervision, State Board of
Pkg: 010 - Vacancy Factor and Non-ORPICS Personal Services

Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	34,033	-	-	-	-	-	34,033
Total Revenues	\$34,033	-	-	-	-	-	\$34,033
Personal Services							
Overtime Payments	295	-	-	-	-	-	295
All Other Differential	14,084	-	-	-	-	-	14,084
Public Employees' Retire Cont	3,025	-	-	-	-	-	3,025
Pension Obligation Bond	(28,056)	-	-	-	-	-	(28,056)
Social Security Taxes	1,100	-	-	-	-	-	1,100
Unemployment Assessments	513	-	-	-	-	-	513
Paid Family Medical Leave Insurance	58	-	-	-	-	-	58
Mass Transit Tax	6,387	-	-	-	-	-	6,387
Vacancy Savings	36,627	-	-	-	-	-	36,627
Total Personal Services	\$34,033	-	-	-	-	-	\$34,033
Total Expenditures							
Total Expenditures	34,033	-	-	-	-	-	34,033
Total Expenditures	\$34,033	-	-	-	-	-	\$34,033
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

**Parole & Post Prison Supervision, State Board of
Pkg: 022 - Phase-out Pgm & One-time Costs**

**Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000**

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	(976,950)	-	-	-	-	-	(976,950)
Total Revenues	(\$976,950)	-	-	-	-	-	(\$976,950)
Services & Supplies							
Employee Training	(30,000)	-	-	-	-	-	(30,000)
Office Expenses	(20,000)	-	-	-	-	-	(20,000)
Data Processing	(80,285)	-	-	-	-	-	(80,285)
Professional Services	(348,987)	-	-	-	-	-	(348,987)
IT Professional Services	(63,200)	-	-	-	-	-	(63,200)
Attorney General	(253,823)	-	-	-	-	-	(253,823)
Medical Services and Supplies	(177,531)	-	-	-	-	-	(177,531)
IT Expendable Property	(3,124)	-	-	-	-	-	(3,124)
Total Services & Supplies	(\$976,950)	-	-	-	-	-	(\$976,950)
Total Expenditures							
Total Expenditures	(976,950)	-	-	-	-	-	(976,950)
Total Expenditures	(\$976,950)	-	-	-	-	-	(\$976,950)
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

**Parole & Post Prison Supervision, State Board of
Pkg: 031 - Standard Inflation**

**Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000**

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	443,627	-	-	-	-	-	443,627
Total Revenues	\$443,627	-	-	-	-	-	\$443,627
Services & Supplies							
Instate Travel	1,728	-	-	-	-	-	1,728
Employee Training	197	-	-	-	-	-	197
Office Expenses	296	-	533	-	-	-	829
Telecommunications	911	-	-	-	-	-	911
State Gov. Service Charges	(1,247)	-	-	-	-	-	(1,247)
Data Processing	-	-	-	-	-	-	-
Publicity and Publications	19	-	-	-	-	-	19
Professional Services	39,283	-	-	-	-	-	39,283
Attorney General	342,418	-	-	-	-	-	342,418
Employee Recruitment and Develop	19	-	-	-	-	-	19
Dues and Subscriptions	44	-	-	-	-	-	44
Facilities Rental and Taxes	21,600	-	-	-	-	-	21,600
Facilities Maintenance	29	-	-	-	-	-	29
Medical Services and Supplies	25,738	-	-	-	-	-	25,738
Other Services and Supplies	5,788	-	-	-	-	-	5,788
Expendable Prop 250 - 5000	133	-	-	-	-	-	133
IT Expendable Property	821	-	-	-	-	-	821
Total Services & Supplies	\$437,777	-	\$533	-	-	-	\$438,310

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Parole & Post Prison Supervision, State Board of
Pkg: 031 - Standard Inflation

Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Special Payments							
Dist to Counties	5,850	-	-	-	-	-	5,850
Total Special Payments	\$5,850	-	-	-	-	-	\$5,850
Total Expenditures							
Total Expenditures	443,627	-	533	-	-	-	444,160
Total Expenditures	\$443,627	-	\$533	-	-	-	\$444,160
Ending Balance							
Ending Balance	-	-	(533)	-	-	-	(533)
Total Ending Balance	-	-	(\$533)	-	-	-	(\$533)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

**Parole & Post Prison Supervision, State Board of
Pkg: 032 - Above Standard Inflation**

**Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000**

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	29,887	-	-	-	-	-	29,887
Total Revenues	\$29,887	-	-	-	-	-	\$29,887
Services & Supplies							
Medical Services and Supplies	15,932	-	-	-	-	-	15,932
Other Services and Supplies	13,955	-	-	-	-	-	13,955
Total Services & Supplies	\$29,887	-	-	-	-	-	\$29,887
Total Expenditures							
Total Expenditures	29,887	-	-	-	-	-	29,887
Total Expenditures	\$29,887	-	-	-	-	-	\$29,887
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Parole & Post Prison Supervision, State Board of
Pkg: 100 - IT Modernization

Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	100,000	-	-	-	-	-	100,000
Total Revenues	\$100,000	-	-	-	-	-	\$100,000
Services & Supplies							
IT Professional Services	100,000	-	-	-	-	-	100,000
Total Services & Supplies	\$100,000	-	-	-	-	-	\$100,000
Total Expenditures							
Total Expenditures	100,000	-	-	-	-	-	100,000
Total Expenditures	\$100,000	-	-	-	-	-	\$100,000
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

2025-27 Biennium

Current Service Level

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
No records for the phase: CSL														
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0	0	0.00

2025-27 Biennium

Agency Request Budget

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
No records for the phase: ARB														
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0	0	0.00
										0	0	0	0	0.00

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

**Parole & Post Prison Supervision, State Board of
2025-27 Biennium**

**Agency Number: 25500
Cross Reference Number: 25500-000-00-00-00000**

<i>Source</i>	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
Other Funds						
Fines and Forfeitures	-	1,000	1,000	-	-	-
Sales Income	81	404	404	-	-	-
Total Other Funds	\$81	\$1,404	\$1,404	-	-	-

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

**Parole & Post Prison Supervision, State Board of
2025-27 Biennium**

**Agency Number: 25500
Cross Reference Number: 25500-013-00-00-00000**

<i>Source</i>	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
Other Funds						
Fines and Forfeitures	-	1,000	1,000	-	-	-
Sales Income	81	404	404	-	-	-
Total Other Funds	\$81	\$1,404	\$1,404	-	-	-

BUDGET NARRATIVE

Capital Budgeting and Facilities Maintenance

The Board has no capital assets nor maintains any buildings.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

**Parole & Post Prison Supervision, State Board of
Pkg: 010 - Vacancy Factor and Non-ORPICS Personal Services**

**Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000**

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	34,033	-	-	-	-	-	34,033
Total Revenues	\$34,033	-	-	-	-	-	\$34,033
Personal Services							
Overtime Payments	295	-	-	-	-	-	295
All Other Differential	14,084	-	-	-	-	-	14,084
Public Employees' Retire Cont	3,025	-	-	-	-	-	3,025
Pension Obligation Bond	(28,056)	-	-	-	-	-	(28,056)
Social Security Taxes	1,100	-	-	-	-	-	1,100
Unemployment Assessments	513	-	-	-	-	-	513
Paid Family Medical Leave Insurance	58	-	-	-	-	-	58
Mass Transit Tax	6,387	-	-	-	-	-	6,387
Vacancy Savings	36,627	-	-	-	-	-	36,627
Total Personal Services	\$34,033	-	-	-	-	-	\$34,033
Total Expenditures							
Total Expenditures	34,033	-	-	-	-	-	34,033
Total Expenditures	\$34,033	-	-	-	-	-	\$34,033
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

**Parole & Post Prison Supervision, State Board of
Pkg: 022 - Phase-out Pgm & One-time Costs**

**Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000**

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	(976,950)	-	-	-	-	-	(976,950)
Total Revenues	(\$976,950)	-	-	-	-	-	(\$976,950)
Services & Supplies							
Employee Training	(30,000)	-	-	-	-	-	(30,000)
Office Expenses	(20,000)	-	-	-	-	-	(20,000)
Data Processing	(80,285)	-	-	-	-	-	(80,285)
Professional Services	(348,987)	-	-	-	-	-	(348,987)
IT Professional Services	(63,200)	-	-	-	-	-	(63,200)
Attorney General	(253,823)	-	-	-	-	-	(253,823)
Medical Services and Supplies	(177,531)	-	-	-	-	-	(177,531)
IT Expendable Property	(3,124)	-	-	-	-	-	(3,124)
Total Services & Supplies	(\$976,950)	-	-	-	-	-	(\$976,950)
Total Expenditures							
Total Expenditures	(976,950)	-	-	-	-	-	(976,950)
Total Expenditures	(\$976,950)	-	-	-	-	-	(\$976,950)
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

**Parole & Post Prison Supervision, State Board of
Pkg: 031 - Standard Inflation**

**Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000**

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	443,627	-	-	-	-	-	443,627
Total Revenues	\$443,627	-	-	-	-	-	\$443,627
Services & Supplies							
Instate Travel	1,728	-	-	-	-	-	1,728
Employee Training	197	-	-	-	-	-	197
Office Expenses	296	-	533	-	-	-	829
Telecommunications	911	-	-	-	-	-	911
State Gov. Service Charges	(1,247)	-	-	-	-	-	(1,247)
Data Processing	-	-	-	-	-	-	-
Publicity and Publications	19	-	-	-	-	-	19
Professional Services	39,283	-	-	-	-	-	39,283
Attorney General	342,418	-	-	-	-	-	342,418
Employee Recruitment and Develop	19	-	-	-	-	-	19
Dues and Subscriptions	44	-	-	-	-	-	44
Facilities Rental and Taxes	21,600	-	-	-	-	-	21,600
Facilities Maintenance	29	-	-	-	-	-	29
Medical Services and Supplies	25,738	-	-	-	-	-	25,738
Other Services and Supplies	5,788	-	-	-	-	-	5,788
Expendable Prop 250 - 5000	133	-	-	-	-	-	133
IT Expendable Property	821	-	-	-	-	-	821
Total Services & Supplies	\$437,777	-	\$533	-	-	-	\$438,310

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Parole & Post Prison Supervision, State Board of
Pkg: 031 - Standard Inflation

Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Special Payments							
Dist to Counties	5,850	-	-	-	-	-	5,850
Total Special Payments	\$5,850	-	-	-	-	-	\$5,850
Total Expenditures							
Total Expenditures	443,627	-	533	-	-	-	444,160
Total Expenditures	\$443,627	-	\$533	-	-	-	\$444,160
Ending Balance							
Ending Balance	-	-	(533)	-	-	-	(533)
Total Ending Balance	-	-	(\$533)	-	-	-	(\$533)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Parole & Post Prison Supervision, State Board of
Pkg: 032 - Above Standard Inflation

Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	29,887	-	-	-	-	-	29,887
Total Revenues	\$29,887	-	-	-	-	-	\$29,887
Services & Supplies							
Medical Services and Supplies	15,932	-	-	-	-	-	15,932
Other Services and Supplies	13,955	-	-	-	-	-	13,955
Total Services & Supplies	\$29,887	-	-	-	-	-	\$29,887
Total Expenditures							
Total Expenditures	29,887	-	-	-	-	-	29,887
Total Expenditures	\$29,887	-	-	-	-	-	\$29,887
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

**Parole & Post Prison Supervision, State Board of
Pkg: 100 - IT Modernization**

**Cross Reference Name: Parole Board
Cross Reference Number: 25500-013-00-00-00000**

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	100,000	-	-	-	-	-	100,000
Total Revenues	\$100,000	-	-	-	-	-	\$100,000
Services & Supplies							
IT Professional Services	100,000	-	-	-	-	-	100,000
Total Services & Supplies	\$100,000	-	-	-	-	-	\$100,000
Total Expenditures							
Total Expenditures	100,000	-	-	-	-	-	100,000
Total Expenditures	\$100,000	-	-	-	-	-	\$100,000
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

2025-27 Biennium

Current Service Level

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
No records for the phase: CSL														
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0	0	0.00

2025-27 Biennium

Agency Request Budget

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
No records for the phase: ARB														
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0	0	0.00
										0	0	0	0	0.00

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

**Parole & Post Prison Supervision, State Board of
2025-27 Biennium**

**Agency Number: 25500
Cross Reference Number: 25500-000-00-00-00000**

<i>Source</i>	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
Other Funds						
Fines and Forfeitures	-	1,000	1,000	-	-	-
Sales Income	81	404	404	-	-	-
Total Other Funds	\$81	\$1,404	\$1,404	-	-	-

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

**Parole & Post Prison Supervision, State Board of
2025-27 Biennium**

**Agency Number: 25500
Cross Reference Number: 25500-013-00-00-00000**

<i>Source</i>	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
Other Funds						
Fines and Forfeitures	-	1,000	1,000	-	-	-
Sales Income	81	404	404	-	-	-
Total Other Funds	\$81	\$1,404	\$1,404	-	-	-

BUDGET NARRATIVE

Board of Parole and Post-Prison Supervision Information Technology Report

The Board receives IT services from the Department of Corrections.

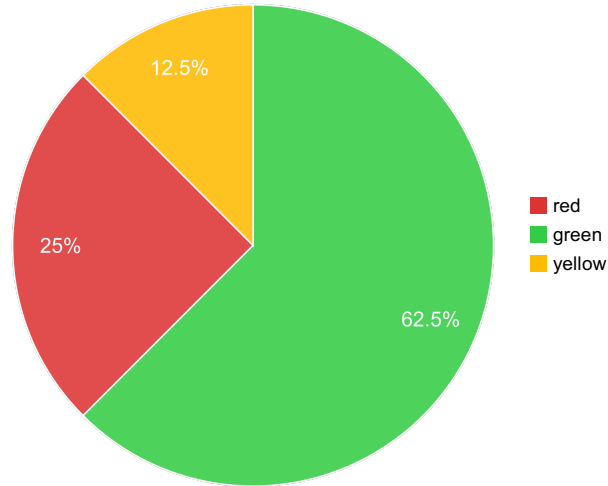
Board of Parole and Post-Prison Supervision

Annual Performance Progress Report

Reporting Year 2023

Published: 10/2/2023 12:00:50 PM

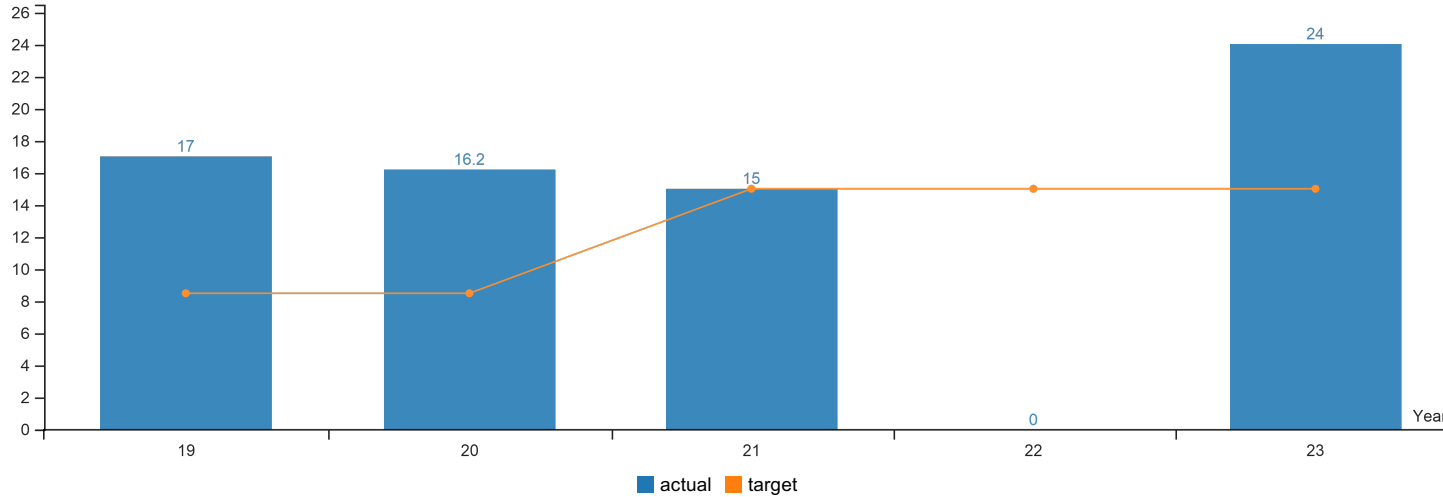
KPM #	Approved Key Performance Measures (KPMs)
1	PAROLE RECIDIVISM - Percentage of Matrix Inmates (offenders whose crime(s) were committed before November 1, 1989), Dangerous Offenders (sentenced by the court as a dangerous offender pursuant to ORS 161.725 and ORS 161.735), and Aggravated Murderers convicted of a new felony within three years of initial release. (Subset of OBM #64)
2	ORDER OF SUPERVISION - Percentage of offenders being released from prison where the Board's order of supervision has been received by the community corrections office on or before the offender's release date from prison.
3	VICTIM NOTIFICATION - Percentage of notifications sent to active registered victims no later than 30 days before any hearing conducted by the Board.
4	ARREST WARRANT - Percentage of warrants received by the Board in which the warrant is issued within 5 days.
5	REVOCAATION - Percentage of revocations for offenders who violate their conditions of parole or post-prison supervision.
6	DISCHARGE OF SUPERVISION - Percentage of expiration (of post-prison supervision or parole) orders that have been completed and mailed within 5 days of an offenders discharge from parole or post-prison supervision.
7	ADMINISTRATIVE REVIEW - Percentage of administrative review responses completed and mailed within 60 days of receipt of an inmate/offender administrative review request.
8	CUSTOMER SERVICE - Percent of customers rating satisfaction with the Agency's customer service as good or excellent: overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.



Performance Summary	Green	Yellow	Red
	= Target to -5%	= Target -5% to -15%	= Target > -15%
Summary Stats:	62.50%	12.50%	25%

KPM #1	PAROLE RECIDIVISM - Percentage of Matrix Inmates (offenders whose crime(s) were committed before November 1, 1989), Dangerous Offenders (sentenced by the court as a dangerous offender pursuant to ORS 161.725 and ORS 161.735), and Aggravated Murderers convicted of a new felony within three years of initial release. (Subset of OBM #64)
	Data Collection Period: Jul 01 - Jun 30

* Upward Trend = negative result



Report Year	2019	2020	2021	2022	2023
PAROLE RECIDIVISM					
Actual	17%	16.20%	15%	0%	24%
Target	8.50%	8.50%	15%	15%	15%

How Are We Doing

This data is from the Oregon Criminal Justice Commission and includes all offenders on supervision convicted of a felony within 3 years of release. It includes offenders the Board does not have release authority over and is therefore above target. This is the best data we are able to retrieve at this time but the result is higher than the Board's historical data in this category.

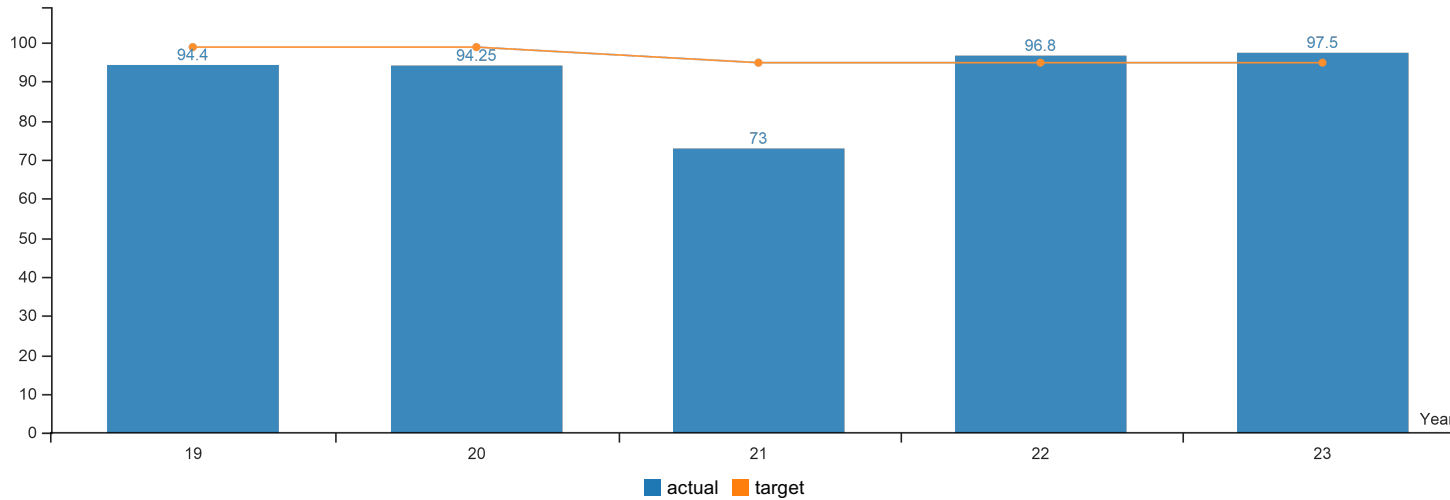
Factors Affecting Results

Research staff at DOC is unavailable to assist the Board with retrieving this data, therefore, the Board is unable to get precise data at this time. We are working with DOC and CJC to pull data that matches the definition in the KPM. If this data continues to be difficult to retrieve, we will ask for a change in the definition of the KPM so that we are able to provide data that can be compared year to year.

In addition, the Board has actual release authority only over certain offenders so any recidivism will greatly skew results.

KPM #2	ORDER OF SUPERVISION - Percentage of offenders being released from prison where the Board's order of supervision has been received by the community corrections office on or before the offender's release date from prison.
	Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2019	2020	2021	2022	2023
ORDER OF SUPERVISION					
Actual	94.40%	94.25%	73%	96.80%	97.50%
Target	99%	99%	95%	95%	95%

How Are We Doing

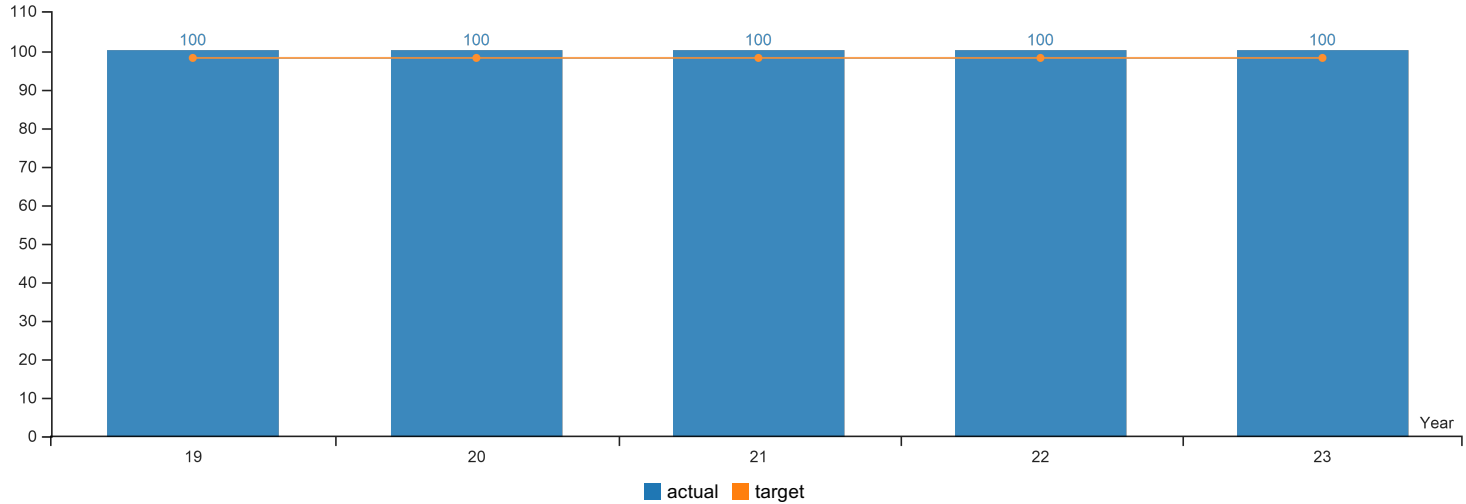
Exceeding target.

Factors Affecting Results

Some releases come without notice, otherwise, staff is trained and able to process releases quickly.

KPM #3	VICTIM NOTIFICATION - Percentage of notifications sent to active registered victims no later than 30 days before any hearing conducted by the Board.
	Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2019	2020	2021	2022	2023
VICTIM NOTIFICATION					
Actual	100%	100%	100%	100%	100%
Target	98%	98%	98%	98%	98%

How Are We Doing

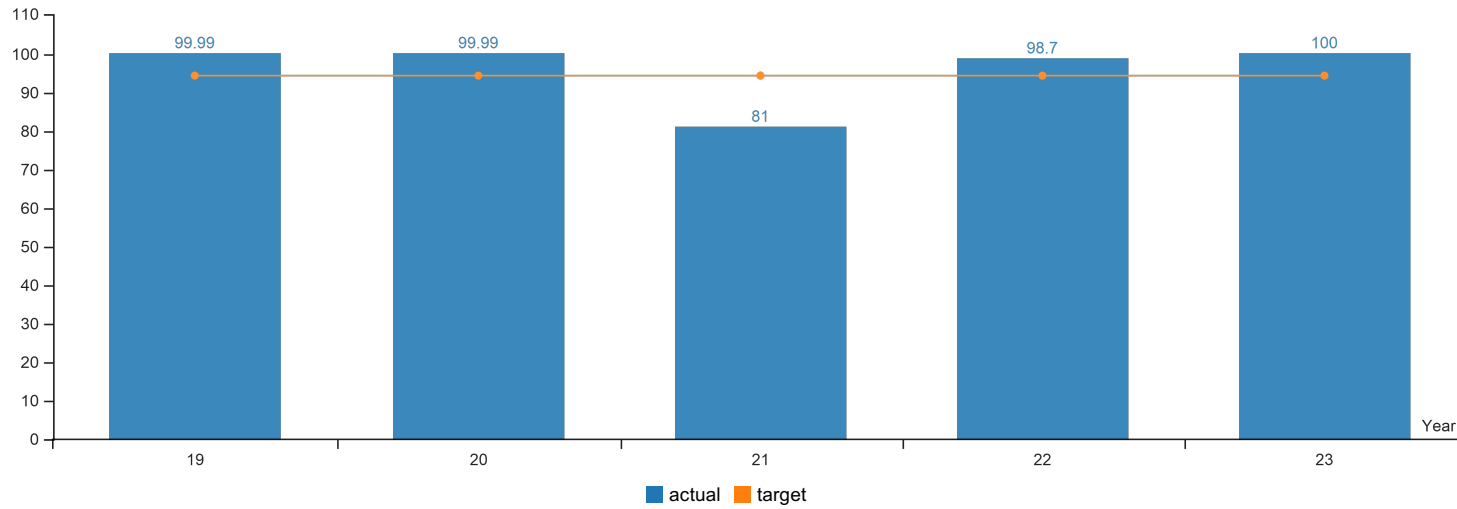
Exceeding expectations.

Factors Affecting Results

The Board has set-up notices to ensure all notifications are sent before the hearings. In addition, a second staff member has been hired for the Board's Victim Specialists Office due to the increased workload.

KPM #4	ARREST WARRANT - Percentage of warrants received by the Board in which the warrant is issued within 5 days.
	Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2019	2020	2021	2022	2023
ARREST WARRANT					
Actual	99.99%	99.99%	81%	98.70%	100%
Target	94.20%	94.20%	94.20%	94.20%	94.20%

How Are We Doing

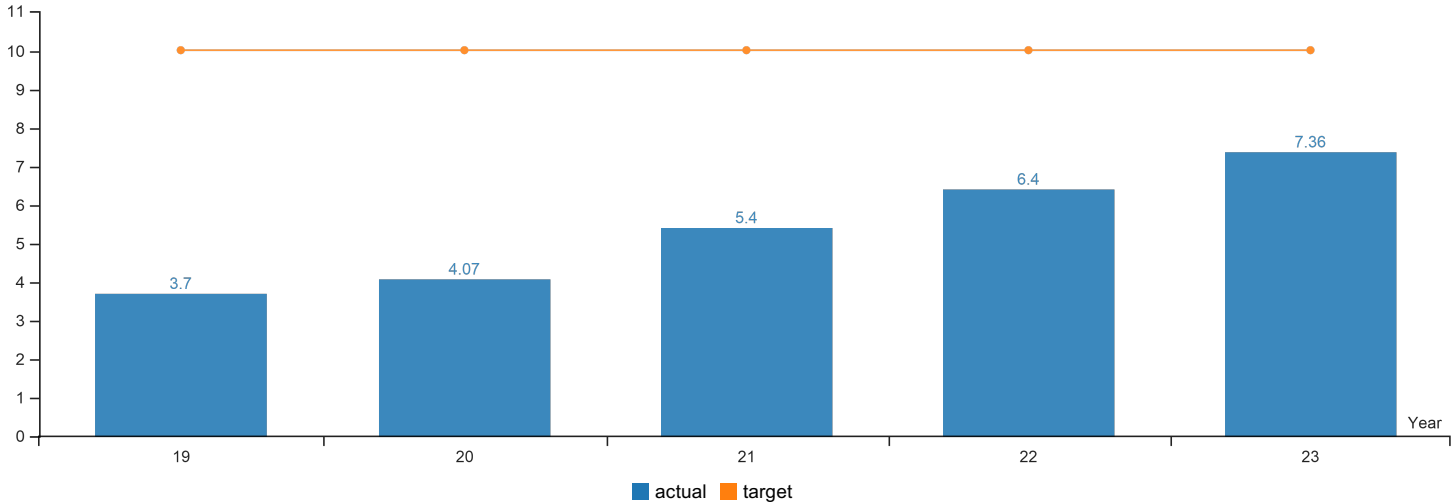
Exceeding target

Factors Affecting Results

Cross training of staff has enabled coverage to ensure warrants are issued quickly.

KPM #5	REVOCATION - Percentage of revocations for offenders who violate their conditions of parole or post-prison supervision.
	Data Collection Period: Jul 01 - Jun 30

* Upward Trend = negative result



Report Year	2019	2020	2021	2022	2023
REVOCATION					
Actual	3.70%	4.07%	5.40%	6.40%	7.36%
Target	10%	10%	10%	10%	10%

How Are We Doing

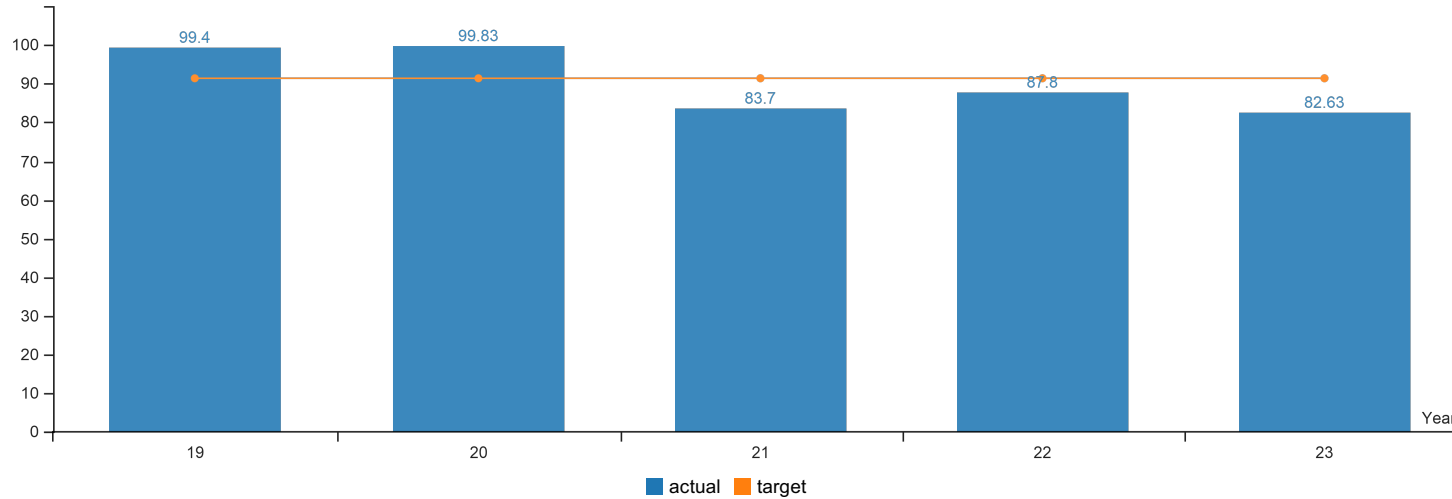
Exceeding target

Factors Affecting Results

By using structured sanctions and working closely with Community Corrections, the Board is able to limit revocations to those who are a safety threat or have committed serious or violent offenses

KPM #6	DISCHARGE OF SUPERVISION - Percentage of expiration (of post-prison supervision or parole) orders that have been completed and mailed within 5 days of an offenders discharge from parole or post-prison supervision.
	Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2019	2020	2021	2022	2023
DISCHARGE OF SUPERVISION					
Actual	99.40%	99.83%	83.70%	87.80%	82.63%
Target	91.50%	91.50%	91.50%	91.50%	91.50%

How Are We Doing

Missed target but still very good as the Board has filled all staff positions.

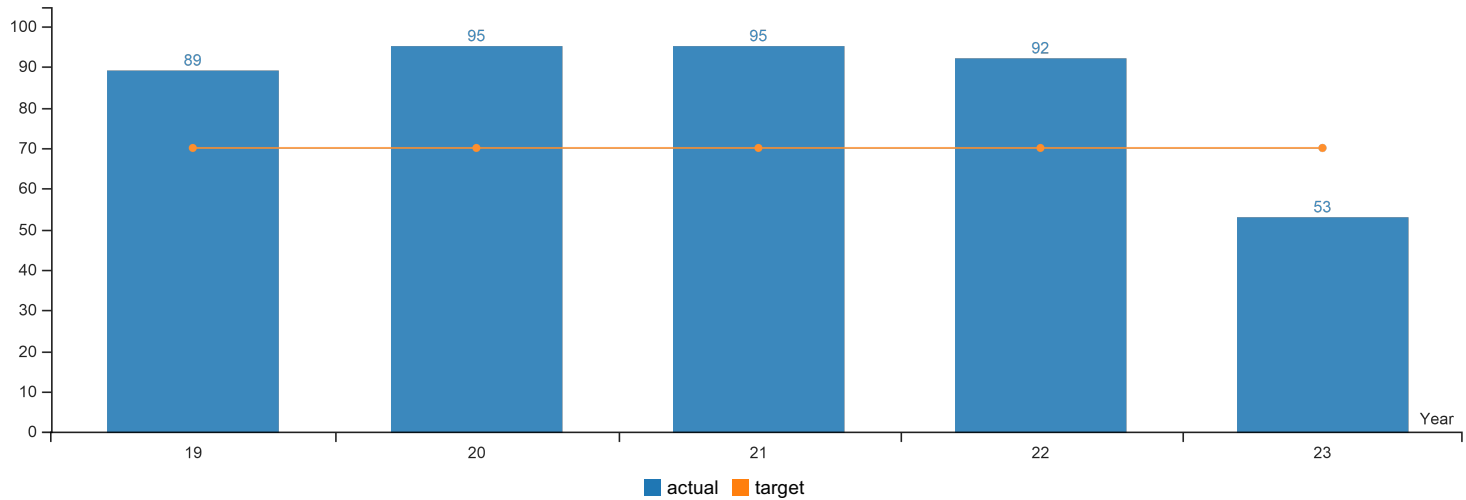
Factors Affecting Results

When commutations are granted, the Board often does not have enough time to meet this goal. In addition, low staffing levels, as well as increasing workloads commensurate with the growth in the number of offenders on parole and post-prison supervision in the community contributed to the Board coming in below target.

In 2023, the Board has now filled all staff positions and is cross training people to ensure coverage at all times.

KPM #7 ADMINISTRATIVE REVIEW - Percentage of administrative review responses completed and mailed within 60 days of receipt of an inmate/offender administrative review request.
 Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2019	2020	2021	2022	2023
ADMINISTRATIVE REVIEW					
Actual	89%	95%	95%	92%	53%
Target	70%	70%	70%	70%	70%

How Are We Doing

Short of target. As of last quarter of the 2022-23 biennium, we are exceeding target at 71% and predict a large improvement for 2023-24.

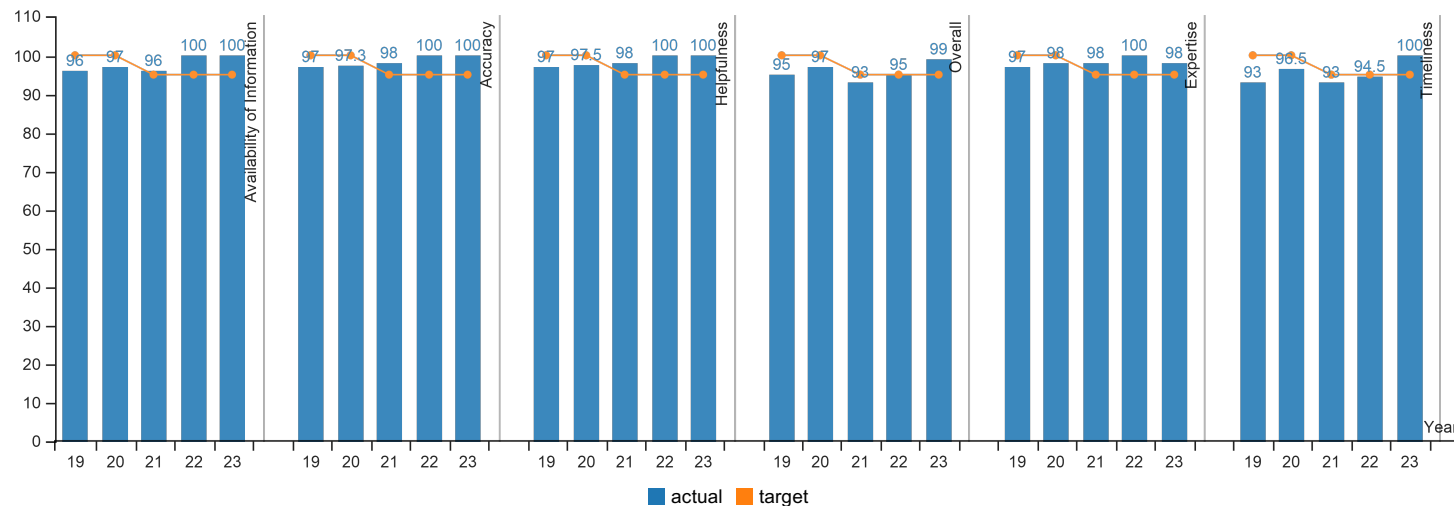
At the current time, we are calculating this percentage by hand and are in the process of developing programming to automate this measure. This should be in place by 2024.

Factors Affecting Results

The Board was short 2 of 5 Board members until November 2022. With only 3 Board members, hearings and ongoing Board business took up most of the Board Member's work time.

As of Spring of 2023, the Board has dedicated a Board member to answering administrative reviews and works closely with the Department of Justice to get the responses completed in time.

KPM #8 CUSTOMER SERVICE - Percent of customers rating satisfaction with the Agency's customer service as good or excellent: overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.
 Data Collection Period: Jul 01 - Jun 30



Report Year	2019	2020	2021	2022	2023
Availability of Information					
Actual	96%	97%	96%	100%	100%
Target	100%	100%	95%	95%	95%
Accuracy					
Actual	97%	97.30%	98%	100%	100%
Target	100%	100%	95%	95%	95%
Helpfulness					
Actual	97%	97.50%	98%	100%	100%
Target	100%	100%	95%	95%	95%
Overall					
Actual	95%	97%	93%	95%	99%
Target	100%	100%	95%	95%	95%
Expertise					
Actual	97%	98%	98%	100%	98%
Target	100%	100%	95%	95%	95%
Timeliness					
Actual	93%	96.50%	93%	94.50%	100%
Target	100%	100%	95%	95%	95%

How Are We Doing

Exceeding all targets!

101 of 166

Factors Affecting Results

The Board is fully staffed. The Board is a small agency with most departments covered by a single member of staff and extended vacancies can take a toll on customer service. The Board has filled all positions and is cross-training staff on multiple jobs to ensure coverage when vacancies occur.

Staff is dedicated and take pride in their work. Training and direction of management help to keep our customer service results high.

Audit Response Report

No audits conducted this biennium

Board Diversity Statistics

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28

Female			1				1	1	1	1	1			1	1		1	1	1	1	1	1		1	1	1		19
Male	1			1	1	1					1	1	1			1								1				9
American Indian/ Alaska Native																												0
Asian																												0
Black/African American		1						1																				2
Hispanic/Latino																									1			1
Native Hawaiian/ Other Pacific Islander											1																	1
White																												0
Two or more races (non-hispanic/latino)																												0
Disability											1						1									1		3
Veteran											1																	1

TOTAL STAFF:	28	
FEMALE:	19	68%
MALE:	9	32%
PERSON OF COLOR:	4	14%
AI/AK Natv	0	0%
Asian	0	0%
Black/AA	2	7%
Hisp/Latino	1	4%
NHI/PI	1	4%
Two or more	0	0%
DISABILITY:	3	11%
VETERAN:	1	4%

State of Oregon
Board of Parole and Post-Prison Supervision
John Bailey, Chairperson



Diversity, Equity & Inclusion Plan
July 1, 2023 – June 30, 2025



Plan is meant to be read online as it contains links to other documents.

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I. Description of Agency

A. Mission and Objectives

We support a safe and just Oregon by protecting citizens' rights and promoting positive offender change while maintaining accountability. Through engagement of partners, development of efficient policies, and respect for diversity, our strong, valued workforce strives for a better future for our state.

Board of Parole & Post-Prison Supervision (Board) Mission

The full-time Board was authorized in 1969. The Governor appoints the five full-time members for four-year terms and appoints the chair and vice-chair. The Board's decisions are based on applicable laws, victims' interests, public safety, and the recognized principles of offender behavioral change.

The Board imposes prison terms and makes release decisions for offenders whose criminal conduct occurred prior to November 1, 1989. The Board also makes release decisions for offenders convicted of murder, aggravated murder, or convicted as a dangerous offender, whose criminal conduct occurred after November 1, 1989.

The Board sets conditions of supervision for all offenders being released from prison: imposes sanctions for violations of supervision; issues warrants; and determines whether discharge from parole supervision is compatible with public safety. Discharge from supervision for offenders sentenced under sentencing guidelines occurs automatically upon expiration of the statutory period of post-prison supervision.

The Board is responsible for assessing and classifying registered sex offenders to a sex offender notification level (SONL) based on their risk to reoffend in the community. The Board is also responsible for conducting hearings for those registrants who will be eligible to petition for reclassification to a lower SONL or relief from registration.

B. Agency Director & Administrators

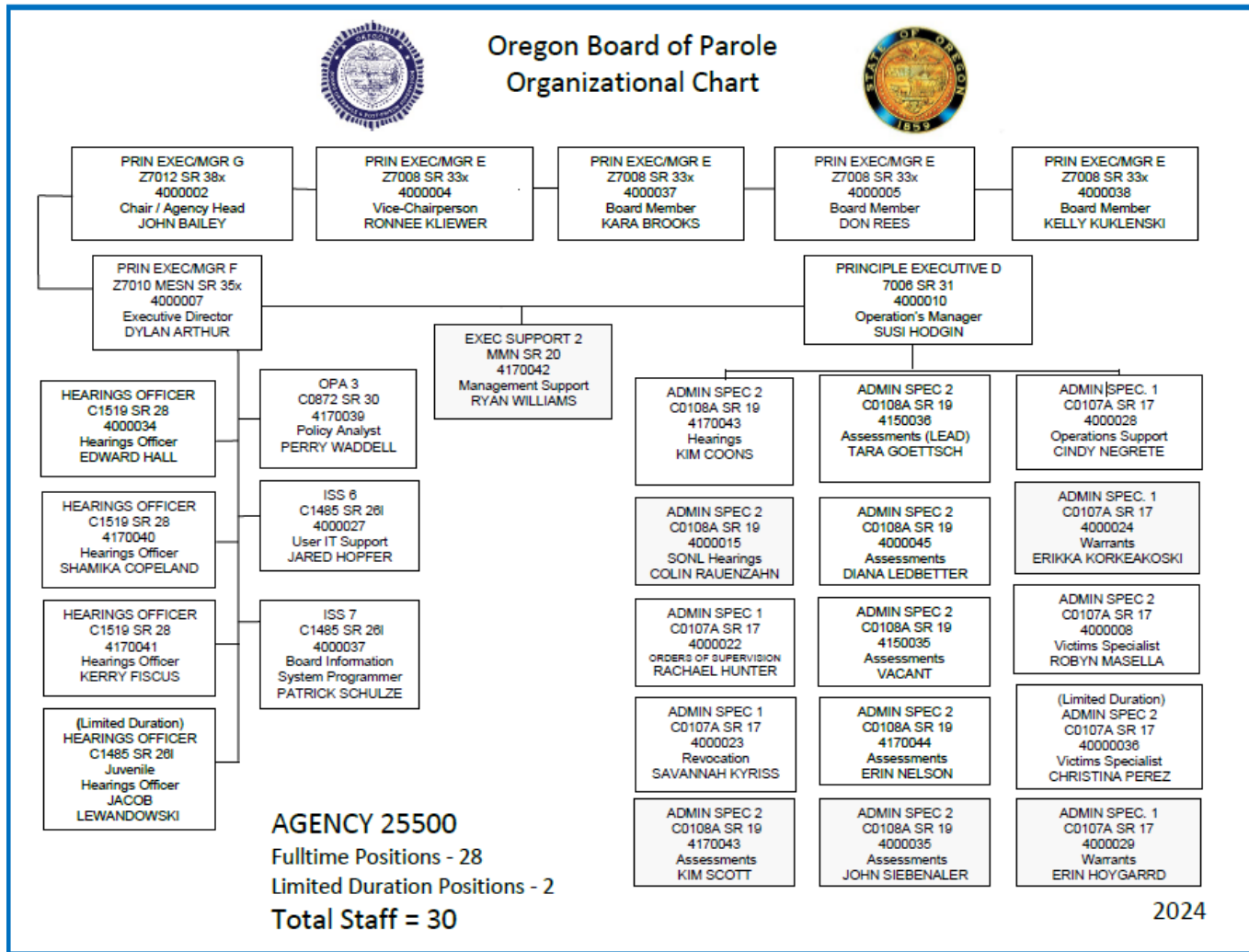
Executive Director, Dylan Arthur (503) 945-0919
 Board Chairperson, John Bailey (503) 945-9009
 Board Vice-Chair, Ronee Kliwer (503) 945-9009
 Operation's Manager, Susi Hodgin (503) 945-7667

C. Governor's Policy Advisor for Board of Parole and Post-Prison Supervision

Governor's Public Safety Policy Advisor, Constantin Severe (503) 986-6550

D. Affirmative Action Representative

Operation's Manager, Susi Hodgin
 Oregon Board of Parole & Post-Prison Supervision
 2575 Center Street NE, Suite 100
 Salem, Oregon 97301
 (503) 945-7667, www.oregon.gov/boppps



II. Diversity, Equity & Inclusion (DEI) Plan

A. DEI Policy Statement

The Board is committed to a program of affirmative action for fair and equal opportunity regardless of race, creed, color, natural origin, sexual orientation, age, marital status, veteran status, or the presence of any sensory or physical disability.

Board management actively works to create and promote a work environment that is free of sexual advances, sexual or racial harassment, or discrimination of any type. It is the Board's policy to investigate any complaint alleging discrimination immediately and to take action to resolve the issue. The Board acknowledges the right of a complainant to file formal charges with appropriate agencies, both state and federal. No employee will be retaliated or discriminated against in any manner because the person opposed discrimination or filed a complaint.

This policy is enforced through full commitment to adhering to all applicable laws, rules and procedures of the Oregon Board of Parole and Post-Prison Supervision, the Oregon Department of Administrative Services, the Oregon Governor's office, the State of Oregon, and the federal government.

Staff receives updated copies of this report and understands their rights to file complaints of discrimination and harassment. These are investigated fairly and resolved by the agency DEI Representative according to State of Oregon policy, with assistance and guidance available from the Department of Administrative Services. The AAR is responsible for disseminating the policy to all employees by hard copy or e-mail, and through access to the original file on the agency shared computer drive. The AAR will be accountable to report annually to the Board Chairperson any increase in discrimination or harassment claims and for carrying out the plan.

If an employee is not satisfied with the complaint process within the agency and wishes to appeal to an agency decision, the employee may contact one of the organizations listed below. Nothing in this policy prevents any person from filing a grievance in accordance with the Collective Bargaining Agreement or a formal complaint with the [Bureau of Labor and Industries \(BOLI\)](#) or [Equal Employment Opportunity Commission \(EEOC\)](#). However, some collective bargaining agreements may require an employee to choose between the complaint procedure outlined in the agency's guideline for filing a BOLI or EEOC complaint.

Oregon Bureau of Labor and Industries - Civil Rights Division

800 NE Oregon St., Suite 1045

Portland 97232

Phone: 971-673-0764, Fax: 971-673-0765

<http://www.oregon.gov/boli/CRD>

Office of Human Resources

Oregon Employment Department

875 Union St. NE #102

Salem, OR 97311

Phone: 503-947-1289, TTY: 800-735-2900

OEDHR.OED_Info_OEDHR@employ.oregon.gov
[State of Oregon: Agency Information - Affirmative Action](#)

B. Agency Diversity, Inclusion & Accessibility Statement

The Board remains committed to its policy on affirmative action and equal opportunity and to a rigorous and active affirmative action program. Our personal commitment to these ideas is represented in the Affirmative Action Plan (“the Plan”). Likewise, the Plan represents the Board’s commitment to equal opportunity and affirmative action in employment and public service, consistent with all applicable federal and state laws, including, but not limited to: Executive Order 11246; Title VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1974; the Vietnam Era Veterans Readjustment Assistance Act; and the Americans with Disabilities Act. This Affirmative Action Plan has our complete authorization and commitment.

If you have any questions regarding the agency’s Affirmative Action Plan, please contact the Affirmative Action Representative listed below.

Susi Hodgkin, Affirmative Action Representative
Oregon Board of Parole and Post-Prison Supervision
(503) 945-7667
Susi.a.hodgin@doc.state.or.us

C. Training, Education and Development Plan and Schedule

1. **Employees:** The Board encourages all staff to identify and participate in training to develop their skills to compete successfully for other career opportunities inside and outside the agency. Management actively seeks training opportunities for all staff members and schedules their attendance accordingly. Board sponsorship for fees or tuition is allowed as funds are available. There is also the option of receiving time off with pay or a flexible work schedule to participate in training. The Board conducts staff trainings during monthly staff meetings. Affirmative action updates are circulated to staff as they become available. Plans are available to all employees and updated as needed.
 - The small size of the agency and the highly specialized technical nature of the positions require extensive internal education, coaching and cross-training. All employees can pursue advancement both within existing positions and in preparation for moving to other positions within the agency.
2. **Volunteers:** The Board currently has an internship program with local colleges and universities. Interns are required to read the agency affirmative action policy, workplace expectations and complaint procedures.
3. **Contractors & Vendors:** The Board awarded personal services contracts during the 2021-22 biennium for the purpose of conducting offender evaluations at the request of the Board, as well as sex offender risk assessments pursuant to ORS 163A.100. Custodial services and vending are provided by organizations that work with individuals with disabilities. The Board posts all competitive contracts on the State's ORPIN system to ensure that the pool of responders is as varied as possible. Qualified women- and minority-owned businesses are selected when available.
4. **Partners:** The Board extends invitations to many trainings to our stakeholders and partners. By collaborating with the DPSST, the Board can offer credit for certain trainings to parole officers throughout the state. The Board also follows the guidelines in the State of Oregon Diversity, Equity, and Inclusion Action Plan.
5. **Trainings & Presentations Completed July 1, 2021-June 30, 2023:**
(The pandemic delayed the roll out of many trainings.)
 - a. Transgender 101.
 - b. Preventing Discrimination and Harassment in the Workplace.
 - c. Participation in the annual Oregon Diversity Conference.

D. Programs

1. **Internship Programs:** The Board has an internship program and has created a training module that includes the Board's policies, and the agency's affirmative action policy. Interested students from area colleges and universities participate for school credit. They get valuable insight into the criminal justice system and working for state government.
2. **Mentorship Programs:** The Board does not currently have any mentorship programs.

3. **Community Outreach:** The Board has no independent community outreach program regarding employment recruitment but does participate with the State of Oregon in providing announcements and information.
4. **Diversity, Equity & Inclusion Program:** Board committee.
 - a. Ongoing Projects:
 - i. Board initiative to collect and analyze diversity data for Board registered victims.
 - ii. Development and organization of DEI training opportunities.
 - iii. Diversity discussion groups led by staff to provide an opportunity to learn about each other's experiences.
 - iv. Initiative to highlight rehabilitative success for individuals who have completed supervision successfully.
 - b. Completed Projects:
 - i. Creation of committee and invitation for membership.
 - ii. Review and translation of Board documents and forms into Spanish where appropriate.
 - iii. Creation of Board *Library of Diversity, Equity, Inclusion & Accessibility Training Materials*.
 - iv. DEI Committee members presented at the Association of Paroling Authorities International 2023 conference.
5. **Leadership Development/Training Programs:** The Executive Director actively seeks leadership training opportunities for Board management. Board sponsorship for fees or tuition is allowed as funds are available. There is also the option of receiving time off with pay or a flexible work schedule in order to participate in training. Additionally, management and employees are encouraged to participate in any available training through WorkDay.

E. Executive Order 22-11

1. **Respectful Leadership Training (Diversity, Equity, Inclusion & Accessibility):** Board supervisory and management staff provides diversity information and training as it becomes available. This may be included during monthly staff meetings or conducted by outside resources or agencies. The Board provides the opportunity for staff to attend the annual Oregon Diversity Conference.
2. **Statewide Exit Interview Survey:** The Board runs periodic reports to review the results collected and perform a data analysis. The data analysis provides an understanding of how much of the voluntary turnover is preventable and how much is non-preventable. This data represents an essential piece of information that is fundamental in the data analysis. If the analysis identifies a negative opinion regarding the agency's workplace environment, the Board uses this information as an opportunity to make changes to improve the work environment for the current employees and improve job satisfaction.

3. **Performance Evaluations of All Management Personnel:** Currently, the Board has two permanent management positions, the Executive Director and Operations Manager. Managers regularly receive performance evaluations.

F. Status of Contracts to Minority Businesses (ORS 659A.015)

1. Number of contracts with Minority- or Women-owned businesses:
 - a. 77% of total contracts are with minority- or women-owned businesses
 - b. 15% of contracts employ persons with disabilities
 - c. Unknown percent of contracts employ persons of color.

III. Roles for Implementation of Affirmative Action Plan

A. Responsibilities and Accountabilities

1. **Director & Administrators:** The Chairperson of the Board, as agency head, has the overall responsibility for Board compliance with policy and achievement of the affirmative action goals to which the Board is committed, and will provide leadership to management, monitor progress toward meeting goals and objectives, and ensure compliance with applicable federal and state laws, rules, regulations, and executive orders.
2. **Managers and Supervisors:** The Executive Director and Operations Manager are accountable to the Chairperson for carrying out the Affirmative Action Plan. They are measured on affirmative action efforts and compliance with the agency's policy. The Operations Manager serves as the agency Affirmative Action Representative and is responsible for investigating or addressing any claims or concerns from employees. The Operations Manager is involved in several efforts, including affirmative action workshop meetings, trainings, and orientations, as well as serving as the agency's liaison to the State and Tribal Summit meetings and public safety cluster liaison. The Executive Director also supports the Board's efforts to comply with the agency's policy and may assist the Executive Assistant with the abovementioned responsibilities.
3. **Affirmative Action Representative:** The Board's Affirmative Action Representative is responsible for:
 - a) Disseminating affirmative action information through orientation, training, and management consultation;
 - b) Coordinating activities to implement the Affirmative Action Plan;
 - c) Monitoring progress toward affirmative action goals.
 - d) Coordinating the development and communication of agency-wide policies and procedures related to AA/EEO.
 - e) Identify opportunities for mentoring, training, and developmental assignments to assist qualified underserved communities, women, and disabled persons to increase their job skills and advance their careers.
 - f) Developing or contracting for training for staff on AA/EEO issues, workplace harassment and cultural competence.

- g) Assuring the agency recruitment efforts are carried out in compliance with AA and EEO goals and assisting with efforts to meet affirmative action recruitment and promotion of people of color, people with disabilities, women, and those under the protected classes.
- h) Investigate and address complaints, conduct affirmative action information sessions for staff, and oversee and participate in related activities for staff, including members of protected groups. This oversight and participation occur through staff meetings, trainings, e-mail, and other activities, including work and social events.
- i) Because the AAR is the Operations Manager, they have the authority, resources, and support of top management in the enforcement, refinement or reshaping of the plan.
- j) The AAR is accountable to the Executive Director and Board Chairperson for the results of affirmative action goals and objectives.

IV. July 1, 2023 -- June 30, 2025

A. Accomplishments

The agency is composed of 28 FTE positions. FTE positions include the five Board members. The Board has veterans, minorities and women represented in several EEO job categories utilized by the agency.

- Total representation by women is 64%
- Total representation by people of color is 18%
- Total representation by veterans is 4%
- Total representation by people with a disability is 11%

The Board utilizes State of Oregon Department of Administrative Services and WorkDay training materials in the 2023-25 biennium for the training of Board Members and staff on AA/EEO issues, workplace harassment and cultural competence.

B. Progress Made or Lost Since Previous Biennium

1. Changes in the number of protected classes since the last biennium.
 - Women: same
 - People of Color: 9% decrease
 - Veterans: same
 - People with Disabilities: same
2. The Board participated in affirmative action workgroups as time permitted, and shared information sent out by the workgroup with all staff. The Board is committed to fulfilling its affirmative action requirements. For all position openings, it recruits through our partner agency, the Department of Corrections, which provides announcements to DAS and to protected class applicants with a goal of increasing employment of individuals with disabilities and people of color. Applicants certified as severely disabled receive a copy of the position description, describing the essential functions of the position. Reasonable accommodations for persons with disabilities are made upon request.

The Board has a comprehensive retention strategy in the fair and respectful treatment of all employees, applicants, and other stakeholders. Employees feel valued and respected as an

individual and as a member of the agency team. This is one of the great strengths of the Board. Our low turnover rate has been fortunate as staff have grown and developed as part of the team.

The Board did not identify generations of employees within the agency, but has identified no challenges related to staffing, including recruitment, retention, or promotion. All promotional opportunities are monitored for equal access.

The Board provided staff with training opportunities to enhance job performance and satisfaction, as well as promotional opportunities. Training was also provided for gender-specific workplace performance improvement.

The Board did not directly participate in any job fairs in the last biennium but did provide materials and announcements to its partner agency, Department of Corrections, which assists the Board in all recruitment efforts.

V. July 1, 2025 – June 30, 2027

Goals for the Board's Affirmative Action Plan:

In the 2025-27 biennium, the Board will pursue the following goals and strategies:

1. Maintain the Board's commitment to affirmative action through the continued development and adherence to its Affirmative Action Plan.
 - **Strategy**
 - a) Evaluate and revise policies and procedures as needed to promote the Board's commitment to affirmative action and equal employment opportunity.
 - b) Recruit qualified persons with disabilities, minorities, women and other protected classes for position and volunteer vacancies.
 - c) Promote qualified people of color, people with disabilities, women, and other protected classes.

2. Continue dialogue among staff and board members to foster understanding and support for the Board's commitment to affirmative action.
 - **Strategy**
 - a) Increase staff and board member knowledge and awareness of affirmative action through review and discussion of the Affirmative Action Plan.
 - b) Train and inform managers and employees as to their rights and responsibilities under the Board's affirmative action policy.
 - c) Make the complete Affirmative Action Plan available and accessible to all Board members, employees, and contractors.
 - d) Continue to provide resources for employees to encourage their career development in state services, as is reasonably practicable to do so. To accomplish this mission, the Board may provide opportunities for training to employees for developing proficiency, enhancing skills, and encouraging development in areas for potential advancement. Staff shall be eligible for mandated and required training

and these suggestions are frequently discussed during performance reviews to meet individual goals for upcoming year. Suggested training opportunities will be considered by management for approval.

- e) Continue to implement the Board's Diversity, Equity, and Inclusion Program. The Board will continue to seek participation from staff and encourage staff to participate in committee organized trainings and presentations.
3. Evaluate and improve, if necessary, recruitment methods to increase ethnic diversity among Board members as vacancies occur.
 - **Strategy**
 - a) Recommend qualified women, minority, veteran, and disabled candidates to the Governor's Office for Board member vacancies.
 - b) Allow individuals to work remotely from anywhere in Oregon. This will allow the Board to have a larger, more diverse pool of job applicants. Allowing work without having to live in Salem increases chances of more protected classes of people applying.
 4. Increase knowledge and skills of the Board's management staff in applying affirmative action and EEO principles and in promoting a diverse workforce environment.
 - **Strategy**
 - a) Ensure managers understand the Board's affirmative action goals and responsibilities and assert their role in achieving these goals.
 - b) Support managers' knowledge and attendance at equal opportunity, affirmative action, and other diversity-related activities or training activities.
 - c) Maintain management performance appraisal reviews used to evaluate managers on their effectiveness in achieving affirmative action objectives.
 - d) Enforce performance evaluation of the management/supervisory personnel on achieving affirmative action objectives through annual report to the Board Chairperson, including participation in workgroup activities as time permits.
 - e) Board staff plays a key role in carrying out the Board's affirmative action policy, creating a welcoming environment, achieving goals and timelines, and ensuring staff are able to effectively interact in a professional, respectful manner that values all backgrounds and cultures.
 - f) All staff is encouraged to participate in mentoring programs, regardless of protected class status or level of representation in the agency. All staff are eligible for temporary job rotations and developmentals, and preparation for permanent job assignments. Tools and resources offered include formal training, and coaching and mentoring, in addition to hands-on job skills training. An employee unsuccessful in achieving a permanent assignment through a job rotation would be encouraged to continue to set and pursue personal and professional goals with the same level of support as outlined above.

VI. APPENDIX A

Board of Parole and Post-Prison Supervision Agency Policy Documentation

- A. [ADA and Reasonable Accommodation in Employment 50-020-10](#)
- B. [Discrimination and Harassment Free Workplace 50-010-01](#)
- C. [Veterans' Preference in Employment Rule 105-040-0015](#)
- D. [Equal Employment Opportunity and Affirmative Action OAR 105-040-0001](#)
- E. [Maintaining a Professional Workplace 50-010-03](#)
- F. [Statewide Diversity, Equity, and Inclusion Action Plan](#)
- G. [Executive Order 22-11](#)
- H. [List of all Oregon Department of Administrative Services Human Resources Policies](#)

VII. APPENDIX B

Federal Documentation

- A. [The Age Discrimination in Employment Act of 1967](#)
- B. [Title I of the Americans with Disabilities Act of 1990 \(ADA\)](#)
- C. [Equal Pay Act 1963](#)
- D. [Title VII of the Civil Rights Act of 1964](#)
- E. [Genetic Information Nondiscrimination Act of 2008 \(GINA\)](#)
- F. [National Origin Discrimination](#)
- G. [Pregnancy Discrimination](#)
- H. [Race/Color Discrimination](#)
- I. [Religious Discrimination](#)
- J. [Retaliation](#)
- K. [Sex-Based Discrimination](#)

VIII. APPENDIX C

Board of Parole and Post-Prison Supervision Agency documentation in support of its Affirmative Action Plan

All documentation is incorporated into this plan or linked.

IX. APPENDIX D

Additional Federal Documentation

- A. [Filing A Charge of Discrimination with the Equal Employment Opportunity Commission](#)
- B. [Executive Order 11246 - Equal Employment Opportunity, September 24, 1965](#)

SPECIAL REPORTS – AFFIRMATIVE ACTION REPORT

The Board has increased its efforts to recruit and maintain diverse groups of employees. As of August 2024, the Board employs the following groups:

- Females 68%
- Asian 0%
- African American 7%
- Hispanic/Latino 4%
- Pacific Islander 4%
- Veteran 4%
- Disabled 11%

Accomplishments July 1, 2022 – June 30, 2024

The agency is composed of 28 FTE, including the 5 Board members, with 28 FTE filled as of August 2024. The Board has minorities and women represented in several EEO job categories utilized by the agency.

The Board utilized the State Diversity Conference to send interested staff for training and information.

The Board participated in affirmative action workgroups as time permitted, and shared information sent out by the workgroup with all staff. This was well received by staff and is viewed as part of our overall retention efforts. The Board is committed to fulfilling its affirmative action requirements. For all position openings, it recruits through our sister agency, the Department of Corrections, which provides announcements to DAS and to protected class applicants with a goal of increasing employment of veterans, disabled and people of color. Applicants certified as severely disabled receive a copy of the position description, describing the essential functions of the position. Reasonable accommodations for persons with disabilities are made upon request.

The Board has a comprehensive retention “strategy” in the fair and respectful treatment of all employees, applicants, and other stakeholders. Employees feel valued and respected as an individual and as a member of the agency team. This is one of the great strengths of the Board. Our low turnover rate has helped our staff grow and develop as part of a team.

The Board did not identify generations of employees within the agency, but has identified no challenges related to staffing, including recruitment, retention, or promotion. All promotional opportunities are monitored for equal access.

SPECIAL REPORTS – AFFIRMATIVE ACTION REPORT

The Board did not directly participate in any job fairs in the last biennium but did provide materials and announcements to its sister agency, Department of Corrections, which assists the Board in all recruitment efforts. In addition, the Board is fully staffed.

Goals for the Board's Affirmative Action Plan:

In the 2023-25 biennium, the Board is pursuing the following goals and strategies:

1. Work with the Governor's office and Department of Administrative Services to ensure the Board's Affirmative Action plan is in line with the Governor's direction, state goals, and consistent with other state agencies.
2. Maintain the Board's commitment to affirmative action through the continued development and adherence to its Affirmative Action Plan.
 - **Strategy**
 - a) Evaluate policies and procedures as needed to promote the Board's commitment to affirmative action and equal employment opportunity.
 - b) Recruit qualified persons with disabilities, minorities, women, and other protected classes for vacancies.
 - c) Promote qualified people of color, people with disabilities, women, and other protected classes.
3. Continue dialogue among staff and board members to foster understanding and support for the Board's commitment to affirmative action.
 - **Strategy**
 - a) Increase staff and board member knowledge and awareness of affirmative action through review and discussion of the Affirmative Action Plan.
 - b) Train and inform managers and employees as to their rights and responsibilities under the Board's affirmative action policy.
 - c) Make the complete Affirmative Action Plan available and accessible to all Board members, employees, and contractors.
 - d) Continue to provide resources for employees to encourage their career development in state services, as is reasonably practicable to do so. To accomplish this mission, the Board may provide opportunities for training to employees for developing proficiency, enhancing skills, and encouraging development in areas for potential advancement. Staff shall be eligible for mandated and required training and these suggestions are frequently discussed during performance reviews to meet individual goals for upcoming year. Suggested training opportunities will be considered by management for approval.

SPECIAL REPORTS – AFFIRMATIVE ACTION REPORT

4. Evaluate and improve, if necessary, recruitment methods to increase ethnic diversity among Board members as vacancies occur.
 - **Strategy**
 - a) Recommend qualified women, minority, and disabled candidates to the Governor's Office for Board member vacancies.

5. Increase knowledge and skills of the Board's management staff in applying affirmative action and EEO principles and in promoting a diverse workforce environment.
 - **Strategy**
 - a) Ensure managers understand the Board's affirmative action goals and responsibilities and assert their role in achieving these goals.
 - b) Support managers' knowledge and attendance at equal opportunity, affirmative action, and other diversity-related activities or training activities.
 - c) Maintain management performance appraisal reviews used to evaluate managers on their effectiveness in achieving affirmative action objectives.
 - d) Enforce performance evaluation of the management/supervisory personnel on achieving affirmative action objectives through annual report to the Board Chairperson, including participation in workgroup activities as time permits.
 - e) Board staff play a key role in carrying out the Board's affirmative action policy, creating a welcoming environment, achieving goals and timelines, and ensuring staff are able to effectively interact in a professional, respectful manner that values all backgrounds and cultures.
 - f) All staff are encouraged to participate in mentoring programs, regardless of protected class status or level of representation in the agency. All staff are eligible for temporary job rotations, developmental positions, or training for preparation for permanent job assignments. Tools and resources offered include formal training, and coaching and mentoring, in addition to hands-on job skills training. An employee unsuccessful in achieving a permanent assignment through a job rotation would be encouraged to continue to set and pursue personal and professional goals with the same level of support as outlined above.

Supervisory Ratio Report

The Board has an Executive Director and an Operations Manager. The Executive Director supervises the Operations manager and 7 staff. The Operations Manager supervises 15 staff.

The 5 Board members are appointed by the Governor. Human resources and other duties for Board members are shared by the Executive Director and Operations Manager.

The supervisory ratio is 13.5 to 1.

Parole & Post Prison Supervision, State Board of**Summary Cross Reference Listing and Packages
2025-27 Biennium****Agency Number: 25500****BAM Analyst: Fox, Lisa****Budget Coordinator: UNASSIGNED**

<i>Cross Reference Number</i>	<i>Cross Reference Description</i>	<i>Package Number</i>	<i>Priority</i>	<i>Package Description</i>	<i>Package Group</i>
013-00-00-00000	Parole Board	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
013-00-00-00000	Parole Board	021	0	Phase-in	Essential Packages
013-00-00-00000	Parole Board	022	0	Phase-out Pgm & One-time Costs	Essential Packages
013-00-00-00000	Parole Board	031	0	Standard Inflation	Essential Packages
013-00-00-00000	Parole Board	032	0	Above Standard Inflation	Essential Packages
013-00-00-00000	Parole Board	033	0	Exceptional Inflation	Essential Packages
013-00-00-00000	Parole Board	040	0	Mandated Caseload	Essential Packages
013-00-00-00000	Parole Board	050	0	Fundshifts	Essential Packages
013-00-00-00000	Parole Board	060	0	Technical Adjustments	Essential Packages
013-00-00-00000	Parole Board	070	0	Revenue Shortfalls	Policy Packages
013-00-00-00000	Parole Board	081	0	May 2024 Emergency Board	Policy Packages
013-00-00-00000	Parole Board	100	0	IT Modernization	Policy Packages

Parole & Post Prison Supervision, State Board of

**Policy Package List by Priority
2025-27 Biennium**

Agency Number: 25500

BAM Analyst: Fox, Lisa

Budget Coordinator: UNASSIGNED

<i>Priority</i>	<i>Policy Pkg Number</i>	<i>Policy Pkg Description</i>	<i>Summary Cross Reference Number</i>	<i>Cross Reference Description</i>
0	070	Revenue Shortfalls	013-00-00-00000	Parole Board
	081	May 2024 Emergency Board	013-00-00-00000	Parole Board
	100	IT Modernization	013-00-00-00000	Parole Board

Parole & Post Prison Supervision, State Board of

Agency Number: 25500

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

Parole & Post Prison Supervision, State Bd of

<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
3400 Other Funds Ltd	81	1,404	-	1,404	-	-
TOTAL REVENUES	\$11,629,138	\$13,408,574	\$620,202	\$14,028,776	\$14,541,388	\$14,071,985
AVAILABLE REVENUES						
8000 General Fund	11,629,057	13,407,170	620,202	14,027,372	14,541,388	14,071,985
3400 Other Funds Ltd	32,982	33,527	-	33,527	32,179	32,179
TOTAL AVAILABLE REVENUES	\$11,662,039	\$13,440,697	\$620,202	\$14,060,899	\$14,573,567	\$14,104,164
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
8000 General Fund	4,275,650	5,193,144	-	5,193,144	5,938,104	5,938,104
3160 Temporary Appointments						
8000 General Fund	182,446	-	-	-	-	-
3170 Overtime Payments						
8000 General Fund	16,316	7,032	-	7,032	7,032	7,327
3180 Shift Differential						
8000 General Fund	12	-	-	-	-	-
3190 All Other Differential						
8000 General Fund	39,329	335,327	-	335,327	335,327	349,411
TOTAL SALARIES & WAGES						

Parole & Post Prison Supervision, State Board of

Agency Number: 25500

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

Parole & Post Prison Supervision, State Bd of

<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
8000 General Fund	4,513,753	5,535,503	-	5,535,503	6,280,463	6,294,842
TOTAL SALARIES & WAGES	\$4,513,753	\$5,535,503	-	\$5,535,503	\$6,280,463	\$6,294,842
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
8000 General Fund	1,286	1,590	622,290	623,880	2,016	2,016
3220 Public Employees' Retire Cont						
8000 General Fund	798,411	991,966	-	991,966	1,321,406	1,324,431
3221 Pension Obligation Bond						
8000 General Fund	243,350	276,433	(2,088)	274,345	274,345	246,289
3230 Social Security Taxes						
8000 General Fund	340,825	423,469	-	423,469	480,119	481,219
3240 Unemployment Assessments						
8000 General Fund	-	12,203	-	12,203	12,203	12,716
3241 Paid Family Medical Leave Insurance						
8000 General Fund	5,737	22,034	-	22,034	25,103	25,161
3250 Worker's Comp. Assess. (WCD)						
8000 General Fund	1,032	1,380	-	1,380	1,176	1,176
3260 Mass Transit Tax						
8000 General Fund	26,472	31,382	-	31,382	31,382	37,769
3270 Flexible Benefits						

Parole & Post Prison Supervision, State Board of

Agency Number: 25500

Agency Worksheet - Revenues & Expenditures
2025-27 Biennium

Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000

Parole & Post Prison Supervision, State Bd of

<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
8000 General Fund	933,456	1,188,000	-	1,188,000	1,187,424	1,187,424
TOTAL OTHER PAYROLL EXPENSES						
8000 General Fund	2,350,569	2,948,457	620,202	3,568,659	3,335,174	3,318,201
TOTAL OTHER PAYROLL EXPENSES	\$2,350,569	\$2,948,457	\$620,202	\$3,568,659	\$3,335,174	\$3,318,201
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
8000 General Fund	-	(36,627)	-	(36,627)	(36,627)	-
3465 Reconciliation Adjustment						
8000 General Fund	-	(2,541)	-	(2,541)	-	-
TOTAL P.S. BUDGET ADJUSTMENTS						
8000 General Fund	-	(39,168)	-	(39,168)	(36,627)	-
TOTAL P.S. BUDGET ADJUSTMENTS	-	(\$39,168)	-	(\$39,168)	(\$36,627)	-
TOTAL PERSONAL SERVICES						
8000 General Fund	6,864,322	8,444,792	620,202	9,064,994	9,579,010	9,613,043
TOTAL PERSONAL SERVICES	\$6,864,322	\$8,444,792	\$620,202	\$9,064,994	\$9,579,010	\$9,613,043
SERVICES & SUPPLIES						
4100 Instate Travel						
8000 General Fund	17,986	41,144	-	41,144	41,144	42,872
4125 Out of State Travel						
8000 General Fund	23,945	-	-	-	-	-

Parole & Post Prison Supervision, State Board of**Agency Number: 25500**

Agency Worksheet - Revenues & Expenditures
2025-27 Biennium

Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000

Parole & Post Prison Supervision, State Bd of

<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
4150 Employee Training						
8000 General Fund	22,634	34,683	-	34,683	34,683	4,880
4175 Office Expenses						
8000 General Fund	26,762	27,054	-	27,054	27,054	7,350
3400 Other Funds Ltd	-	12,696	-	12,696	12,696	13,229
All Funds	26,762	39,750	-	39,750	39,750	20,579
4200 Telecommunications						
8000 General Fund	77,669	21,683	-	21,683	21,683	22,594
4225 State Gov. Service Charges						
8000 General Fund	385,459	431,181	-	431,181	431,181	429,934
4250 Data Processing						
8000 General Fund	7,251	80,627	-	80,627	80,627	342
4275 Publicity and Publications						
8000 General Fund	1,922	456	-	456	456	475
4300 Professional Services						
8000 General Fund	549,630	926,683	-	926,683	926,683	616,979
3400 Other Funds Ltd	841	-	-	-	-	-
All Funds	550,471	926,683	-	926,683	926,683	616,979
4315 IT Professional Services						
8000 General Fund	-	63,200	-	63,200	63,200	-
4325 Attorney General						

Parole & Post Prison Supervision, State Board of

Agency Number: 25500

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

Parole & Post Prison Supervision, State Bd of

<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
8000 General Fund	847,244	1,725,956	-	1,725,956	1,725,956	1,814,551
4375 Employee Recruitment and Develop						
8000 General Fund	-	456	-	456	456	475
4400 Dues and Subscriptions						
8000 General Fund	4,437	1,043	-	1,043	1,043	1,087
4425 Facilities Rental and Taxes						
8000 General Fund	494,223	514,279	-	514,279	514,279	535,879
4475 Facilities Maintenance						
8000 General Fund	143	688	-	688	688	717
4525 Medical Services and Supplies						
8000 General Fund	338,700	790,331	-	790,331	790,331	654,470
4575 Agency Program Related S and S						
8000 General Fund	305	-	-	-	-	-
4650 Other Services and Supplies						
8000 General Fund	212,406	137,807	-	137,807	137,807	157,550
4700 Expendable Prop 250 - 5000						
8000 General Fund	2,775	3,155	-	3,155	3,155	3,288
4715 IT Expendable Property						
8000 General Fund	115,350	22,667	-	22,667	22,667	20,364
TOTAL SERVICES & SUPPLIES						
8000 General Fund	3,128,841	4,823,093	-	4,823,093	4,823,093	4,313,807

Parole & Post Prison Supervision, State Board of

Agency Number: 25500

Agency Worksheet - Revenues & Expenditures

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Parole & Post Prison Supervision, State Bd of

<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
3400 Other Funds Ltd	841	12,696	-	12,696	12,696	13,229
TOTAL SERVICES & SUPPLIES	\$3,129,682	\$4,835,789	-	\$4,835,789	\$4,835,789	\$4,327,036
SPECIAL PAYMENTS						
6020 Dist to Counties						
8000 General Fund	-	139,285	-	139,285	139,285	145,135
6025 Dist to Other Gov Unit						
8000 General Fund	133,671	-	-	-	-	-
TOTAL SPECIAL PAYMENTS						
8000 General Fund	133,671	139,285	-	139,285	139,285	145,135
TOTAL SPECIAL PAYMENTS	\$133,671	\$139,285	-	\$139,285	\$139,285	\$145,135
EXPENDITURES						
8000 General Fund	10,126,834	13,407,170	620,202	14,027,372	14,541,388	14,071,985
3400 Other Funds Ltd	841	12,696	-	12,696	12,696	13,229
TOTAL EXPENDITURES	\$10,127,675	\$13,419,866	\$620,202	\$14,040,068	\$14,554,084	\$14,085,214
REVERSIONS						
9900 Reversions						
8000 General Fund	(1,502,223)	-	-	-	-	-
ENDING BALANCE						
8000 General Fund	-	-	-	-	-	-
3400 Other Funds Ltd	32,141	20,831	-	20,831	19,483	18,950

Parole & Post Prison Supervision, State Board of

Agency Number: 25500

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Parole & Post Prison Supervision, State Bd of

<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
TOTAL ENDING BALANCE	\$32,141	\$20,831	-	\$20,831	\$19,483	\$18,950
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	30	30	-	30	28	28
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	28.76	30.00	-	30.00	28.00	28.00

Parole & Post Prison Supervision, State Board of

Agency Number: 25500

**Agency Worksheet - Revenues & Expenditures
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Cross Reference Number: 25500-013-00-00-00000**

<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
3400 Other Funds Ltd	81	1,404	-	1,404	-	-
TOTAL REVENUES	\$11,629,138	\$13,408,574	\$620,202	\$14,028,776	\$14,541,388	\$14,071,985
AVAILABLE REVENUES						
8000 General Fund	11,629,057	13,407,170	620,202	14,027,372	14,541,388	14,071,985
3400 Other Funds Ltd	32,982	33,527	-	33,527	32,179	32,179
TOTAL AVAILABLE REVENUES	\$11,662,039	\$13,440,697	\$620,202	\$14,060,899	\$14,573,567	\$14,104,164
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
8000 General Fund	4,275,650	5,193,144	-	5,193,144	5,938,104	5,938,104
3160 Temporary Appointments						
8000 General Fund	182,446	-	-	-	-	-
3170 Overtime Payments						
8000 General Fund	16,316	7,032	-	7,032	7,032	7,327
3180 Shift Differential						
8000 General Fund	12	-	-	-	-	-
3190 All Other Differential						
8000 General Fund	39,329	335,327	-	335,327	335,327	349,411
TOTAL SALARIES & WAGES						

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Parole Board

<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
8000 General Fund	4,513,753	5,535,503	-	5,535,503	6,280,463	6,294,842
TOTAL SALARIES & WAGES	\$4,513,753	\$5,535,503	-	\$5,535,503	\$6,280,463	\$6,294,842
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
8000 General Fund	1,286	1,590	622,290	623,880	2,016	2,016
3220 Public Employees' Retire Cont						
8000 General Fund	798,411	991,966	-	991,966	1,321,406	1,324,431
3221 Pension Obligation Bond						
8000 General Fund	243,350	276,433	(2,088)	274,345	274,345	246,289
3230 Social Security Taxes						
8000 General Fund	340,825	423,469	-	423,469	480,119	481,219
3240 Unemployment Assessments						
8000 General Fund	-	12,203	-	12,203	12,203	12,716
3241 Paid Family Medical Leave Insurance						
8000 General Fund	5,737	22,034	-	22,034	25,103	25,161
3250 Worker's Comp. Assess. (WCD)						
8000 General Fund	1,032	1,380	-	1,380	1,176	1,176
3260 Mass Transit Tax						
8000 General Fund	26,472	31,382	-	31,382	31,382	37,769
3270 Flexible Benefits						

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Parole Board

<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
8000 General Fund	933,456	1,188,000	-	1,188,000	1,187,424	1,187,424
TOTAL OTHER PAYROLL EXPENSES						
8000 General Fund	2,350,569	2,948,457	620,202	3,568,659	3,335,174	3,318,201
TOTAL OTHER PAYROLL EXPENSES	\$2,350,569	\$2,948,457	\$620,202	\$3,568,659	\$3,335,174	\$3,318,201
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
8000 General Fund	-	(36,627)	-	(36,627)	(36,627)	-
3465 Reconciliation Adjustment						
8000 General Fund	-	(2,541)	-	(2,541)	-	-
TOTAL P.S. BUDGET ADJUSTMENTS						
8000 General Fund	-	(39,168)	-	(39,168)	(36,627)	-
TOTAL P.S. BUDGET ADJUSTMENTS	-	(\$39,168)	-	(\$39,168)	(\$36,627)	-
TOTAL PERSONAL SERVICES						
8000 General Fund	6,864,322	8,444,792	620,202	9,064,994	9,579,010	9,613,043
TOTAL PERSONAL SERVICES	\$6,864,322	\$8,444,792	\$620,202	\$9,064,994	\$9,579,010	\$9,613,043
SERVICES & SUPPLIES						
4100 Instate Travel						
8000 General Fund	17,986	41,144	-	41,144	41,144	42,872
4125 Out of State Travel						
8000 General Fund	23,945	-	-	-	-	-

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DESCRIPTION	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Emergency Boards	2023-25 Leg Approved Budget	2025-27 Base Budget	2025-27 Current Service Level
4150 Employee Training						
8000 General Fund	22,634	34,683	-	34,683	34,683	4,880
4175 Office Expenses						
8000 General Fund	26,762	27,054	-	27,054	27,054	7,350
3400 Other Funds Ltd	-	12,696	-	12,696	12,696	13,229
All Funds	26,762	39,750	-	39,750	39,750	20,579
4200 Telecommunications						
8000 General Fund	77,669	21,683	-	21,683	21,683	22,594
4225 State Gov. Service Charges						
8000 General Fund	385,459	431,181	-	431,181	431,181	429,934
4250 Data Processing						
8000 General Fund	7,251	80,627	-	80,627	80,627	342
4275 Publicity and Publications						
8000 General Fund	1,922	456	-	456	456	475
4300 Professional Services						
8000 General Fund	549,630	926,683	-	926,683	926,683	616,979
3400 Other Funds Ltd	841	-	-	-	-	-
All Funds	550,471	926,683	-	926,683	926,683	616,979
4315 IT Professional Services						
8000 General Fund	-	63,200	-	63,200	63,200	-
4325 Attorney General						

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DESCRIPTION	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Emergency Boards	2023-25 Leg Approved Budget	2025-27 Base Budget	2025-27 Current Service Level
8000 General Fund	847,244	1,725,956	-	1,725,956	1,725,956	1,814,551
4375 Employee Recruitment and Develop						
8000 General Fund	-	456	-	456	456	475
4400 Dues and Subscriptions						
8000 General Fund	4,437	1,043	-	1,043	1,043	1,087
4425 Facilities Rental and Taxes						
8000 General Fund	494,223	514,279	-	514,279	514,279	535,879
4475 Facilities Maintenance						
8000 General Fund	143	688	-	688	688	717
4525 Medical Services and Supplies						
8000 General Fund	338,700	790,331	-	790,331	790,331	654,470
4575 Agency Program Related S and S						
8000 General Fund	305	-	-	-	-	-
4650 Other Services and Supplies						
8000 General Fund	212,406	137,807	-	137,807	137,807	157,550
4700 Expendable Prop 250 - 5000						
8000 General Fund	2,775	3,155	-	3,155	3,155	3,288
4715 IT Expendable Property						
8000 General Fund	115,350	22,667	-	22,667	22,667	20,364
TOTAL SERVICES & SUPPLIES						
8000 General Fund	3,128,841	4,823,093	-	4,823,093	4,823,093	4,313,807

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<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
3400 Other Funds Ltd	841	12,696	-	12,696	12,696	13,229
TOTAL SERVICES & SUPPLIES	\$3,129,682	\$4,835,789	-	\$4,835,789	\$4,835,789	\$4,327,036
SPECIAL PAYMENTS						
6020 Dist to Counties						
8000 General Fund	-	139,285	-	139,285	139,285	145,135
6025 Dist to Other Gov Unit						
8000 General Fund	133,671	-	-	-	-	-
TOTAL SPECIAL PAYMENTS						
8000 General Fund	133,671	139,285	-	139,285	139,285	145,135
TOTAL SPECIAL PAYMENTS	\$133,671	\$139,285	-	\$139,285	\$139,285	\$145,135
EXPENDITURES						
8000 General Fund	10,126,834	13,407,170	620,202	14,027,372	14,541,388	14,071,985
3400 Other Funds Ltd	841	12,696	-	12,696	12,696	13,229
TOTAL EXPENDITURES	\$10,127,675	\$13,419,866	\$620,202	\$14,040,068	\$14,554,084	\$14,085,214
REVERSIONS						
9900 Reversions						
8000 General Fund	(1,502,223)	-	-	-	-	-
ENDING BALANCE						
8000 General Fund	-	-	-	-	-	-
3400 Other Funds Ltd	32,141	20,831	-	20,831	19,483	18,950

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<i>DESCRIPTION</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Emergency Boards</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Base Budget</i>	<i>2025-27 Current Service Level</i>
TOTAL ENDING BALANCE	\$32,141	\$20,831	-	\$20,831	\$19,483	\$18,950
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	30	30	-	30	28	28
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	28.76	30.00	-	30.00	28.00	28.00

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Parole & Post Prison Supervision, State Bd of

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	32,179	-	32,179	-	32,179
REVENUE CATEGORIES					
GENERAL FUND APPROPRIATION					
0050 General Fund Appropriation					
8000 General Fund	14,541,388	(469,403)	14,071,985	100,000	14,171,985
AVAILABLE REVENUES					
8000 General Fund	14,541,388	(469,403)	14,071,985	100,000	14,171,985
3400 Other Funds Ltd	32,179	-	32,179	-	32,179
TOTAL AVAILABLE REVENUES	\$14,573,567	(\$469,403)	\$14,104,164	\$100,000	\$14,204,164
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
8000 General Fund	5,938,104	-	5,938,104	-	5,938,104
3170 Overtime Payments					
8000 General Fund	7,032	295	7,327	-	7,327
3190 All Other Differential					
8000 General Fund	335,327	14,084	349,411	-	349,411
TOTAL SALARIES & WAGES					
8000 General Fund	6,280,463	14,379	6,294,842	-	6,294,842
OTHER PAYROLL EXPENSES					

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Parole & Post Prison Supervision, State Bd of

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
3210 Empl. Rel. Bd. Assessments					
8000 General Fund	2,016	-	2,016	-	2,016
3220 Public Employees' Retire Cont					
8000 General Fund	1,321,406	3,025	1,324,431	-	1,324,431
3221 Pension Obligation Bond					
8000 General Fund	274,345	(28,056)	246,289	-	246,289
3230 Social Security Taxes					
8000 General Fund	480,119	1,100	481,219	-	481,219
3240 Unemployment Assessments					
8000 General Fund	12,203	513	12,716	-	12,716
3241 Paid Family Medical Leave Insurance					
8000 General Fund	25,103	58	25,161	-	25,161
3250 Worker's Comp. Assess. (WCD)					
8000 General Fund	1,176	-	1,176	-	1,176
3260 Mass Transit Tax					
8000 General Fund	31,382	6,387	37,769	-	37,769
3270 Flexible Benefits					
8000 General Fund	1,187,424	-	1,187,424	-	1,187,424
TOTAL OTHER PAYROLL EXPENSES					
8000 General Fund	3,335,174	(16,973)	3,318,201	-	3,318,201
P.S. BUDGET ADJUSTMENTS					
3455 Vacancy Savings					
8000 General Fund	(36,627)	36,627	-	-	-

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Parole & Post Prison Supervision, State Bd of

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
TOTAL PERSONAL SERVICES					
8000 General Fund	9,579,010	34,033	9,613,043	-	9,613,043
SERVICES & SUPPLIES					
4100 Instate Travel					
8000 General Fund	41,144	1,728	42,872	-	42,872
4150 Employee Training					
8000 General Fund	34,683	(29,803)	4,880	-	4,880
4175 Office Expenses					
8000 General Fund	27,054	(19,704)	7,350	-	7,350
3400 Other Funds Ltd	12,696	533	13,229	-	13,229
All Funds	39,750	(19,171)	20,579	-	20,579
4200 Telecommunications					
8000 General Fund	21,683	911	22,594	-	22,594
4225 State Gov. Service Charges					
8000 General Fund	431,181	(1,247)	429,934	-	429,934
4250 Data Processing					
8000 General Fund	80,627	(80,285)	342	-	342
4275 Publicity and Publications					
8000 General Fund	456	19	475	-	475
4300 Professional Services					
8000 General Fund	926,683	(309,704)	616,979	-	616,979
4315 IT Professional Services					
8000 General Fund	63,200	(63,200)	-	100,000	100,000

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Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
4325 Attorney General					
8000 General Fund	1,725,956	88,595	1,814,551	-	1,814,551
4375 Employee Recruitment and Develop					
8000 General Fund	456	19	475	-	475
4400 Dues and Subscriptions					
8000 General Fund	1,043	44	1,087	-	1,087
4425 Facilities Rental and Taxes					
8000 General Fund	514,279	21,600	535,879	-	535,879
4475 Facilities Maintenance					
8000 General Fund	688	29	717	-	717
4525 Medical Services and Supplies					
8000 General Fund	790,331	(135,861)	654,470	-	654,470
4650 Other Services and Supplies					
8000 General Fund	137,807	19,743	157,550	-	157,550
4700 Expendable Prop 250 - 5000					
8000 General Fund	3,155	133	3,288	-	3,288
4715 IT Expendable Property					
8000 General Fund	22,667	(2,303)	20,364	-	20,364
TOTAL SERVICES & SUPPLIES					
8000 General Fund	4,823,093	(509,286)	4,313,807	100,000	4,413,807
3400 Other Funds Ltd	12,696	533	13,229	-	13,229
TOTAL SERVICES & SUPPLIES	\$4,835,789	(\$508,753)	\$4,327,036	\$100,000	\$4,427,036

SPECIAL PAYMENTS

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Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
6020 Dist to Counties					
8000 General Fund	139,285	5,850	145,135	-	145,135
TOTAL EXPENDITURES					
8000 General Fund	14,541,388	(469,403)	14,071,985	100,000	14,171,985
3400 Other Funds Ltd	12,696	533	13,229	-	13,229
TOTAL EXPENDITURES	\$14,554,084	(\$468,870)	\$14,085,214	\$100,000	\$14,185,214
ENDING BALANCE					
3400 Other Funds Ltd	19,483	(533)	18,950	-	18,950
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	28	-	28	-	28
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	28.00	-	28.00	-	28.00

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Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	32,179	-	32,179	-	32,179
REVENUE CATEGORIES					
GENERAL FUND APPROPRIATION					
0050 General Fund Appropriation					
8000 General Fund	14,541,388	(469,403)	14,071,985	100,000	14,171,985
AVAILABLE REVENUES					
8000 General Fund	14,541,388	(469,403)	14,071,985	100,000	14,171,985
3400 Other Funds Ltd	32,179	-	32,179	-	32,179
TOTAL AVAILABLE REVENUES	\$14,573,567	(\$469,403)	\$14,104,164	\$100,000	\$14,204,164
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
8000 General Fund	5,938,104	-	5,938,104	-	5,938,104
3170 Overtime Payments					
8000 General Fund	7,032	295	7,327	-	7,327
3190 All Other Differential					
8000 General Fund	335,327	14,084	349,411	-	349,411
TOTAL SALARIES & WAGES					
8000 General Fund	6,280,463	14,379	6,294,842	-	6,294,842
OTHER PAYROLL EXPENSES					

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Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
3210 Empl. Rel. Bd. Assessments					
8000 General Fund	2,016	-	2,016	-	2,016
3220 Public Employees' Retire Cont					
8000 General Fund	1,321,406	3,025	1,324,431	-	1,324,431
3221 Pension Obligation Bond					
8000 General Fund	274,345	(28,056)	246,289	-	246,289
3230 Social Security Taxes					
8000 General Fund	480,119	1,100	481,219	-	481,219
3240 Unemployment Assessments					
8000 General Fund	12,203	513	12,716	-	12,716
3241 Paid Family Medical Leave Insurance					
8000 General Fund	25,103	58	25,161	-	25,161
3250 Worker's Comp. Assess. (WCD)					
8000 General Fund	1,176	-	1,176	-	1,176
3260 Mass Transit Tax					
8000 General Fund	31,382	6,387	37,769	-	37,769
3270 Flexible Benefits					
8000 General Fund	1,187,424	-	1,187,424	-	1,187,424
TOTAL OTHER PAYROLL EXPENSES					
8000 General Fund	3,335,174	(16,973)	3,318,201	-	3,318,201
P.S. BUDGET ADJUSTMENTS					
3455 Vacancy Savings					
8000 General Fund	(36,627)	36,627	-	-	-

Parole & Post Prison Supervision, State Board of

Agency Number: 25500

**Detail Revenues & Expenditures - Requested Budget
2025-27 Biennium
Parole Board**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-013-00-00-00000**

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
TOTAL PERSONAL SERVICES					
8000 General Fund	9,579,010	34,033	9,613,043	-	9,613,043
SERVICES & SUPPLIES					
4100 Instate Travel					
8000 General Fund	41,144	1,728	42,872	-	42,872
4150 Employee Training					
8000 General Fund	34,683	(29,803)	4,880	-	4,880
4175 Office Expenses					
8000 General Fund	27,054	(19,704)	7,350	-	7,350
3400 Other Funds Ltd	12,696	533	13,229	-	13,229
All Funds	39,750	(19,171)	20,579	-	20,579
4200 Telecommunications					
8000 General Fund	21,683	911	22,594	-	22,594
4225 State Gov. Service Charges					
8000 General Fund	431,181	(1,247)	429,934	-	429,934
4250 Data Processing					
8000 General Fund	80,627	(80,285)	342	-	342
4275 Publicity and Publications					
8000 General Fund	456	19	475	-	475
4300 Professional Services					
8000 General Fund	926,683	(309,704)	616,979	-	616,979
4315 IT Professional Services					
8000 General Fund	63,200	(63,200)	-	100,000	100,000

Parole & Post Prison Supervision, State Board of**Agency Number: 25500**

Detail Revenues & Expenditures - Requested Budget

Version: V - 01 - Agency Request Budget

2025-27 Biennium

Cross Reference Number: 25500-013-00-00-00000

Parole Board

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
4325 Attorney General					
8000 General Fund	1,725,956	88,595	1,814,551	-	1,814,551
4375 Employee Recruitment and Develop					
8000 General Fund	456	19	475	-	475
4400 Dues and Subscriptions					
8000 General Fund	1,043	44	1,087	-	1,087
4425 Facilities Rental and Taxes					
8000 General Fund	514,279	21,600	535,879	-	535,879
4475 Facilities Maintenance					
8000 General Fund	688	29	717	-	717
4525 Medical Services and Supplies					
8000 General Fund	790,331	(135,861)	654,470	-	654,470
4650 Other Services and Supplies					
8000 General Fund	137,807	19,743	157,550	-	157,550
4700 Expendable Prop 250 - 5000					
8000 General Fund	3,155	133	3,288	-	3,288
4715 IT Expendable Property					
8000 General Fund	22,667	(2,303)	20,364	-	20,364
TOTAL SERVICES & SUPPLIES					
8000 General Fund	4,823,093	(509,286)	4,313,807	100,000	4,413,807
3400 Other Funds Ltd	12,696	533	13,229	-	13,229
TOTAL SERVICES & SUPPLIES	\$4,835,789	(\$508,753)	\$4,327,036	\$100,000	\$4,427,036

SPECIAL PAYMENTS

Parole & Post Prison Supervision, State Board of

Agency Number: 25500

**Detail Revenues & Expenditures - Requested Budget
2025-27 Biennium
Parole Board**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-013-00-00-00000**

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
6020 Dist to Counties					
8000 General Fund	139,285	5,850	145,135	-	145,135
TOTAL EXPENDITURES					
8000 General Fund	14,541,388	(469,403)	14,071,985	100,000	14,171,985
3400 Other Funds Ltd	12,696	533	13,229	-	13,229
TOTAL EXPENDITURES	\$14,554,084	(\$468,870)	\$14,085,214	\$100,000	\$14,185,214
ENDING BALANCE					
3400 Other Funds Ltd	19,483	(533)	18,950	-	18,950
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	28	-	28	-	28
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	28.00	-	28.00	-	28.00

Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

Parole & Post Prison Supervision, State Bd of

Description	Total Essential Packages	Pkg: 010	Pkg: 022	Pkg: 031	Pkg: 032	
		Vacancy Factor and Non-ORPICS Personal Services	Phase-out Pgm & One-time Costs	Standard Inflation	Above Standard Inflation	
		Priority: 00	Priority: 00	Priority: 00	Priority: 00	

REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	(469,403)	34,033	(976,950)	443,627	29,887
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AVAILABLE REVENUES

8000 General Fund	(469,403)	34,033	(976,950)	443,627	29,887
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TOTAL AVAILABLE REVENUES

(\$469,403)	\$34,033	(\$976,950)	\$443,627	\$29,887
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3170 Overtime Payments

8000 General Fund	295	295	-	-	-
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3190 All Other Differential

8000 General Fund	14,084	14,084	-	-	-
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SALARIES & WAGES

8000 General Fund	14,379	14,379	-	-	-
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TOTAL SALARIES & WAGES

\$14,379	\$14,379	-	-	-
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OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

8000 General Fund	3,025	3,025	-	-	-
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3221 Pension Obligation Bond

8000 General Fund	(28,056)	(28,056)	-	-	-
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Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

Parole & Post Prison Supervision, State Bd of

Description	Total Essential Packages	Pkg: 010	Pkg: 022	Pkg: 031	Pkg: 032	
		Vacancy Factor and Non-ORPICS Personal Services	Phase-out Pgm & One-time Costs	Standard Inflation	Above Standard Inflation	
		Priority: 00	Priority: 00	Priority: 00	Priority: 00	
3230 Social Security Taxes						
8000 General Fund	1,100	1,100	-	-	-	
3240 Unemployment Assessments						
8000 General Fund	513	513	-	-	-	
3241 Paid Family Medical Leave Insurance						
8000 General Fund	58	58	-	-	-	
3260 Mass Transit Tax						
8000 General Fund	6,387	6,387	-	-	-	
OTHER PAYROLL EXPENSES						
8000 General Fund	(16,973)	(16,973)	-	-	-	
TOTAL OTHER PAYROLL EXPENSES	(\$16,973)	(\$16,973)	-	-	-	
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
8000 General Fund	36,627	36,627	-	-	-	
PERSONAL SERVICES						
8000 General Fund	34,033	34,033	-	-	-	
TOTAL PERSONAL SERVICES	\$34,033	\$34,033	-	-	-	
SERVICES & SUPPLIES						
4100 Instate Travel						
8000 General Fund	1,728	-	-	1,728	-	
4150 Employee Training						
8000 General Fund	(29,803)	-	(30,000)	197	-	

Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

Parole & Post Prison Supervision, State Bd of

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
4175 Office Expenses						
8000 General Fund	(19,704)	-	(20,000)	296	-	
3400 Other Funds Ltd	533	-	-	533	-	
All Funds	(19,171)	-	(20,000)	829	-	
4200 Telecommunications						
8000 General Fund	911	-	-	911	-	
4225 State Gov. Service Charges						
8000 General Fund	(1,247)	-	-	(1,247)	-	
4250 Data Processing						
8000 General Fund	(80,285)	-	(80,285)	-	-	
4275 Publicity and Publications						
8000 General Fund	19	-	-	19	-	
4300 Professional Services						
8000 General Fund	(309,704)	-	(348,987)	39,283	-	
4315 IT Professional Services						
8000 General Fund	(63,200)	-	(63,200)	-	-	
4325 Attorney General						
8000 General Fund	88,595	-	(253,823)	342,418	-	
4375 Employee Recruitment and Develop						
8000 General Fund	19	-	-	19	-	
4400 Dues and Subscriptions						
8000 General Fund	44	-	-	44	-	
4425 Facilities Rental and Taxes						

Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

Parole & Post Prison Supervision, State Bd of

Description	Total Essential Packages	Pkg: 010	Pkg: 022	Pkg: 031	Pkg: 032	
		Vacancy Factor and Non-ORPICS Personal Services	Phase-out Pgm & One-time Costs	Standard Inflation	Above Standard Inflation	
		Priority: 00	Priority: 00	Priority: 00	Priority: 00	
8000 General Fund	21,600	-	-	21,600	-	
4475 Facilities Maintenance						
8000 General Fund	29	-	-	29	-	
4525 Medical Services and Supplies						
8000 General Fund	(135,861)	-	(177,531)	25,738	15,932	
4650 Other Services and Supplies						
8000 General Fund	19,743	-	-	5,788	13,955	
4700 Expendable Prop 250 - 5000						
8000 General Fund	133	-	-	133	-	
4715 IT Expendable Property						
8000 General Fund	(2,303)	-	(3,124)	821	-	
SERVICES & SUPPLIES						
8000 General Fund	(509,286)	-	(976,950)	437,777	29,887	
3400 Other Funds Ltd	533	-	-	533	-	
TOTAL SERVICES & SUPPLIES	(\$508,753)	-	(\$976,950)	\$438,310	\$29,887	
SPECIAL PAYMENTS						
6020 Dist to Counties						
8000 General Fund	5,850	-	-	5,850	-	
EXPENDITURES						
8000 General Fund	(469,403)	34,033	(976,950)	443,627	29,887	
3400 Other Funds Ltd	533	-	-	533	-	
TOTAL EXPENDITURES	(\$468,870)	\$34,033	(\$976,950)	\$444,160	\$29,887	

Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

Parole & Post Prison Supervision, State Bd of

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
ENDING BALANCE						
8000 General Fund	-	-	-	-	-	-
3400 Other Funds Ltd	(533)	-	-	(533)	-	-
TOTAL ENDING BALANCE	(\$533)	-	-	(\$533)	-	-

Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium
Parole Board**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-013-00-00-00000**

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
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REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	(469,403)	34,033	(976,950)	443,627	29,887
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AVAILABLE REVENUES

8000 General Fund	(469,403)	34,033	(976,950)	443,627	29,887
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TOTAL AVAILABLE REVENUES

(\$469,403)	\$34,033	(\$976,950)	\$443,627	\$29,887
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3170 Overtime Payments

8000 General Fund	295	295	-	-	-
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3190 All Other Differential

8000 General Fund	14,084	14,084	-	-	-
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SALARIES & WAGES

8000 General Fund	14,379	14,379	-	-	-
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TOTAL SALARIES & WAGES

\$14,379	\$14,379	-	-	-
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OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

8000 General Fund	3,025	3,025	-	-	-
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3221 Pension Obligation Bond

8000 General Fund	(28,056)	(28,056)	-	-	-
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Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium
Parole Board**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-013-00-00-00000**

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
3230 Social Security Taxes						
8000 General Fund	1,100	1,100	-	-	-	
3240 Unemployment Assessments						
8000 General Fund	513	513	-	-	-	
3241 Paid Family Medical Leave Insurance						
8000 General Fund	58	58	-	-	-	
3260 Mass Transit Tax						
8000 General Fund	6,387	6,387	-	-	-	
OTHER PAYROLL EXPENSES						
8000 General Fund	(16,973)	(16,973)	-	-	-	
TOTAL OTHER PAYROLL EXPENSES	(\$16,973)	(\$16,973)	-	-	-	
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
8000 General Fund	36,627	36,627	-	-	-	
PERSONAL SERVICES						
8000 General Fund	34,033	34,033	-	-	-	
TOTAL PERSONAL SERVICES	\$34,033	\$34,033	-	-	-	
SERVICES & SUPPLIES						
4100 Instate Travel						
8000 General Fund	1,728	-	-	1,728	-	
4150 Employee Training						
8000 General Fund	(29,803)	-	(30,000)	197	-	

Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium
Parole Board**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-013-00-00-00000**

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
4175 Office Expenses						
8000 General Fund	(19,704)	-	(20,000)	296	-	
3400 Other Funds Ltd	533	-	-	533	-	
All Funds	(19,171)	-	(20,000)	829	-	
4200 Telecommunications						
8000 General Fund	911	-	-	911	-	
4225 State Gov. Service Charges						
8000 General Fund	(1,247)	-	-	(1,247)	-	
4250 Data Processing						
8000 General Fund	(80,285)	-	(80,285)	-	-	
4275 Publicity and Publications						
8000 General Fund	19	-	-	19	-	
4300 Professional Services						
8000 General Fund	(309,704)	-	(348,987)	39,283	-	
4315 IT Professional Services						
8000 General Fund	(63,200)	-	(63,200)	-	-	
4325 Attorney General						
8000 General Fund	88,595	-	(253,823)	342,418	-	
4375 Employee Recruitment and Develop						
8000 General Fund	19	-	-	19	-	
4400 Dues and Subscriptions						
8000 General Fund	44	-	-	44	-	
4425 Facilities Rental and Taxes						

Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium
Parole Board**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-013-00-00-00000**

Description	Total Essential Packages	Pkg: 010	Pkg: 022	Pkg: 031	Pkg: 032	
		Vacancy Factor and Non-ORPICS Personal Services	Phase-out Pgm & One-time Costs	Standard Inflation	Above Standard Inflation	
		Priority: 00	Priority: 00	Priority: 00	Priority: 00	
8000 General Fund	21,600	-	-	21,600	-	
4475 Facilities Maintenance						
8000 General Fund	29	-	-	29	-	
4525 Medical Services and Supplies						
8000 General Fund	(135,861)	-	(177,531)	25,738	15,932	
4650 Other Services and Supplies						
8000 General Fund	19,743	-	-	5,788	13,955	
4700 Expendable Prop 250 - 5000						
8000 General Fund	133	-	-	133	-	
4715 IT Expendable Property						
8000 General Fund	(2,303)	-	(3,124)	821	-	
SERVICES & SUPPLIES						
8000 General Fund	(509,286)	-	(976,950)	437,777	29,887	
3400 Other Funds Ltd	533	-	-	533	-	
TOTAL SERVICES & SUPPLIES	(\$508,753)	-	(\$976,950)	\$438,310	\$29,887	
SPECIAL PAYMENTS						
6020 Dist to Counties						
8000 General Fund	5,850	-	-	5,850	-	
EXPENDITURES						
8000 General Fund	(469,403)	34,033	(976,950)	443,627	29,887	
3400 Other Funds Ltd	533	-	-	533	-	
TOTAL EXPENDITURES	(\$468,870)	\$34,033	(\$976,950)	\$444,160	\$29,887	

Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium
Parole Board**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-013-00-00-00000**

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
ENDING BALANCE						
8000 General Fund	-	-	-	-	-	-
3400 Other Funds Ltd	(533)	-	-	(533)	-	-
TOTAL ENDING BALANCE	(\$533)	-	-	(\$533)	-	-

Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-000-00-00-00000**

Parole & Post Prison Supervision, State Bd of

Description	Total Policy Packages	Pkg: 100 IT Modernization Priority: 00				
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REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	100,000	100,000
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AVAILABLE REVENUES

8000 General Fund	100,000	100,000
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TOTAL AVAILABLE REVENUES	\$100,000	\$100,000
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EXPENDITURES

SERVICES & SUPPLIES

4315 IT Professional Services

8000 General Fund	100,000	100,000
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ENDING BALANCE

8000 General Fund	-	-
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TOTAL ENDING BALANCE	-	-
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Parole & Post Prison Supervision, State Board of

Agency Number 25500

**BDV004B
2025-27 Biennium
Parole Board**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 25500-013-00-00-00000**

Description	Total Policy Packages	Pkg: 100 IT Modernization Priority: 00				
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REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	100,000	100,000
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AVAILABLE REVENUES

8000 General Fund	100,000	100,000
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TOTAL AVAILABLE REVENUES	\$100,000	\$100,000
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EXPENDITURES

SERVICES & SUPPLIES

4315 IT Professional Services

8000 General Fund	100,000	100,000
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ENDING BALANCE

8000 General Fund	-	-
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TOTAL ENDING BALANCE	-	-
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PIC100 - Position Budget Report

Parole & Post Prison Supervision, State Bd of

2025-27 Biennium
Budget Preparation

Cross Reference Number: 25500-000-00-00-00000
Agency Request 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											5,938,104	-	-	-	5,938,104	
Total OPE											2,917,651	-	-	-	2,917,651	
Total Personal Services																
					28	28.00						8,855,755	-	-	-	8,855,755

PIC100 - Position Budget Report

Parole Board

**2025-27 Biennium
Budget Preparation**

**Cross Reference Number: 25500-013-01-00-00000
Agency Request 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
4000002	MEAH Z7587 HF	AGENCY HEAD 7	37X	PF	1	1.00	24	8	14275	SAL	342,600	-	-	-	342,600
										OPE	141,828	-	-	-	141,828
4000004	MENN Z7314 AF	GOVERNMENT AFFAIRS MANAGER 2	33X	PF	1	1.00	24	10	12165	SAL	291,960	-	-	-	291,960
										OPE	127,453	-	-	-	127,453
4000005	MENN Z7314 AF	GOVERNMENT AFFAIRS MANAGER 2	33X	PF	1	1.00	24	10	12165	SAL	291,960	-	-	-	291,960
										OPE	127,453	-	-	-	127,453
4000007	MESN Z7083 AF	BUSINESS OPERATIONS MANAGER 3	35X	PF	1	1.00	24	10	13392	SAL	321,408	-	-	-	321,408
										OPE	136,020	-	-	-	136,020
4000008	AP C0108 AP	ADMINISTRATIVE SPECIALIST 2	19	PF	1	1.00	24	9	6863	SAL	164,712	-	-	-	164,712
										OPE	90,436	-	-	-	90,436
4000010	MMS X7315 AP	GOVERNMENT AFFAIRS MANAGER 1	31X	PF	1	1.00	24	10	11028	SAL	264,672	-	-	-	264,672
										OPE	119,515	-	-	-	119,515
4000015	AP C0108 AP	ADMINISTRATIVE SPECIALIST 2	19	PF	1	1.00	24	9	6863	SAL	164,712	-	-	-	164,712
										OPE	90,436	-	-	-	90,436
4000022	AP C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	1.00	24	9	6256	SAL	150,144	-	-	-	150,144
										OPE	86,199	-	-	-	86,199
4000023	AP C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	1.00	24	8	5972	SAL	143,328	-	-	-	143,328
										OPE	84,216	-	-	-	84,216
4000024	AP C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	1.00	24	8	5972	SAL	143,328	-	-	-	143,328
										OPE	84,216	-	-	-	84,216
4000027	AAON C1487 IP	INFORMATION SYSTEMS SPECIALIST 7	31	PF	1	1.00	24	8	9910	SAL	237,840	-	-	-	237,840
										OPE	111,710	-	-	-	111,710
4000028	AP C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	1.00	24	9	6256	SAL	150,144	-	-	-	150,144
										OPE	86,199	-	-	-	86,199
4000029	AP C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	1.00	24	8	5972	SAL	143,328	-	-	-	143,328
										OPE	84,216	-	-	-	84,216
4000034	AP C1519 AP	CORRECTIONAL HEARINGS OFFICER	28	PF	1	1.00	24	9	10475	SAL	251,400	-	-	-	251,400
										OPE	115,655	-	-	-	115,655
4000035	AP C0108 AP	ADMINISTRATIVE SPECIALIST 2	19	PF	1	1.00	24	9	6863	SAL	164,712	-	-	-	164,712
										OPE	90,436	-	-	-	90,436
4000036	AP C0108 AP	ADMINISTRATIVE SPECIALIST 2	19	PF	1	1.00	24	5	5721	SAL	137,304	-	-	-	137,304

PIC100 - Position Budget Report

Parole Board

**2025-27 Biennium
Budget Preparation**

**Cross Reference Number: 25500-013-01-00-00000
Agency Request Budget**

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/OPE	Salary/OPE					
											GF	LF	OF	FF	AF	
										OPE	82,464	-	-	-	82,464	
4000037	AAON C1487 IP	INFORMATION SYSTEMS SPECIALIST 7	31	PF	1	1.00	24	8	9910	SAL	237,840	-	-	-	237,840	
										OPE	111,710	-	-	-	111,710	
4150035	AAON C0108 AF	ADMINISTRATIVE SPECIALIST 2	19	PF	1	1.00	24	9	6863	SAL	164,712	-	-	-	164,712	
										OPE	90,436	-	-	-	90,436	
4150036	AAON C0108 AF	ADMINISTRATIVE SPECIALIST 2	19	PF	1	1.00	24	9	6863	SAL	164,712	-	-	-	164,712	
										OPE	90,436	-	-	-	90,436	
4170037	MENN Z7314 AF	GOVERNMENT AFFAIRS MANAGER 2	33X	PF	1	1.00	24	10	12165	SAL	291,960	-	-	-	291,960	
										OPE	127,453	-	-	-	127,453	
4170038	MENN Z7314 AF	GOVERNMENT AFFAIRS MANAGER 2	33X	PF	1	1.00	24	10	12165	SAL	291,960	-	-	-	291,960	
										OPE	127,453	-	-	-	127,453	
4170039	AAON C0873 AF	OPERATIONS & POLICY ANALYST 4	32	PF	1	1.00	24	7	11512	SAL	276,288	-	-	-	276,288	
										OPE	122,894	-	-	-	122,894	
4170040	AP C1519 AP	CORRECTIONAL HEARINGS OFFICER	28	PF	1	1.00	24	9	10475	SAL	251,400	-	-	-	251,400	
										OPE	115,655	-	-	-	115,655	
4170041	AP C1519 AP	CORRECTIONAL HEARINGS OFFICER	28	PF	1	1.00	24	9	10475	SAL	251,400	-	-	-	251,400	
										OPE	115,655	-	-	-	115,655	
4170042	AP C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	1.00	24	9	6256	SAL	150,144	-	-	-	150,144	
										OPE	86,199	-	-	-	86,199	
4170043	AP C0108 AP	ADMINISTRATIVE SPECIALIST 2	19	PF	1	1.00	24	9	6863	SAL	164,712	-	-	-	164,712	
										OPE	90,436	-	-	-	90,436	
4170044	AP C0108 AP	ADMINISTRATIVE SPECIALIST 2	19	PF	1	1.00	24	9	6863	SAL	164,712	-	-	-	164,712	
										OPE	90,436	-	-	-	90,436	
4170045	AP C0108 AP	ADMINISTRATIVE SPECIALIST 2	19	PF	1	1.00	24	9	6863	SAL	164,712	-	-	-	164,712	
										OPE	90,436	-	-	-	90,436	
Total Salary											5,938,104	-	-	-	5,938,104	
Total OPE											2,917,651	-	-	-	2,917,651	
Total Personal Services					28	28.00						8,855,755	-	-	-	8,855,755

POS116 - Net Package Fiscal Impact Report

2025-27 Biennium

Current Service Level

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
No records for the phase: CSL														
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0	0	0.00

2025-27 Biennium

Agency Request Budget

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
No records for the phase: ARB														
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0	0	0.00
										0	0	0	0	0.00



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