



OREGON BOARD OF DENTISTRY

2025-2027

AGENCY REQUEST BUDGET

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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 DENTISTRY

1500 SW 1st Ave, Suite 770 Portland, OR 97201

AGENCY NAME

AGENCY ADDRESS



SIGNATURE

President

TITLE

Notice: Requests of agencies headed by a board or commission must be approved by official action of those bodies and signed by the board or commission chairperson.

The requests of other agencies must be approved and signed by the agency director or administrator.

Agency Request

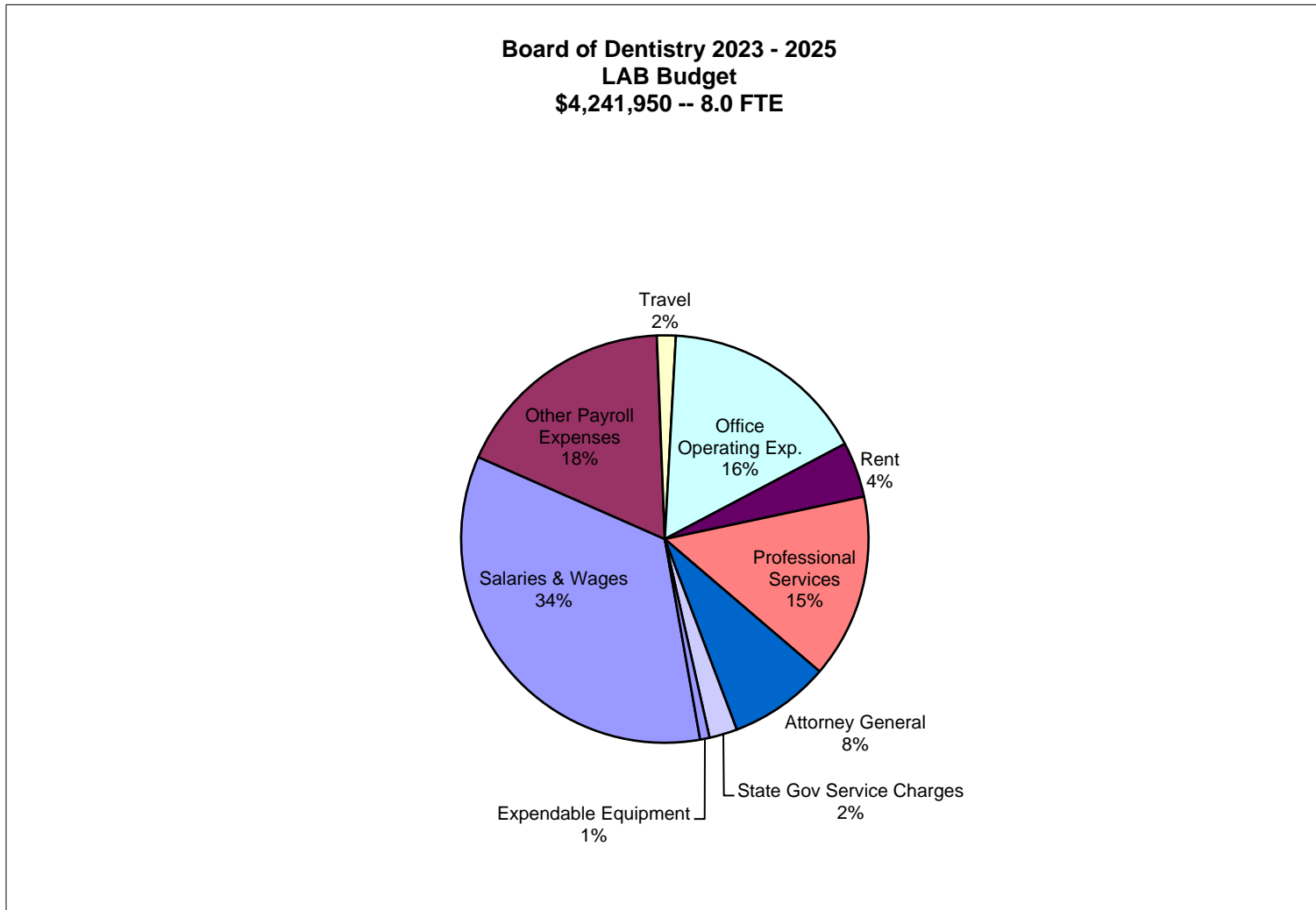
Governor's Budget

Legislatively Adopted

BUDGET NARRATIVE

BUDGET SUMMARY GRAPHICS

The Board of Dentistry's funding is 100% Other Funds generated primarily from fees paid by licensees and applicants for licenses and permits. A small portion (less than nine percent) of the Board's revenue is from miscellaneous revenues generated from the sale of documents and records, late fees, civil penalties and dental assistant certifications. The agency budget is allocated as one program unit.



Agency Request

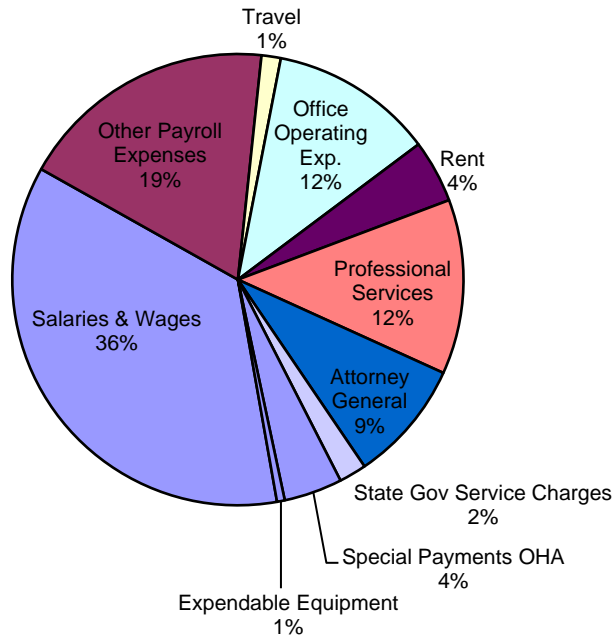
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BUDGET NARRATIVE

Board of Dentistry 2025-2027
Agency Request Budget
\$4,715,197 -- 7.5 FTE



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MISSION STATEMENT AND STATUTORY AUTHORITY

The mission of the Oregon Board of Dentistry is to promote quality oral healthcare and protect all communities in the State of Oregon by equitably and ethically regulating dental professionals

The authority and responsibilities of the Oregon Board of Dentistry (OBD) are contained in Oregon Revised Statutes Chapter 679 (Dentists & Dental Therapists), Chapter 680.010 to 680.205 (Dental Hygienists), and Oregon Administrative Rules, Chapter 818. These statutes charge the OBD with the responsibility to regulate the practice of dentistry, dental therapy and dental hygiene by enforcing the standards of practice established in statute and rule.

These statutes charge the Board of Dentistry with the responsibility to regulate the practice of dentistry, dental therapy and dental hygiene by enforcing the standards of practice established in statute and rule. The statutes define the practice of dentistry, dental therapy and dental hygiene and require that any person practicing either of those professions do so only while holding a license duly issued by the Board. The statutes require that the Board license dentists, dental instructors, dental therapists and dental hygienists; establish and enforce regulations regarding sedation in dental offices; investigate complaints regarding the practice of dentistry, dental therapy and dental hygiene; discipline licensees found to have violated the provisions of the Dental Practice Act; regulate and monitor continuing education requirements for licensees; and establish training, examination and certification standards for dental auxiliaries.

The OBD's 2022 – 2025 Strategic Plan defines priorities in alignment with its statutory obligations and its mission - to promote quality oral health care to all communities in the State of Oregon by equitably and ethically regulating dental professionals. The OBD is challenged to address a rapid and accelerating rate of change. Significant shifts are occurring in oral healthcare, dentistry practice, dental therapy services, organizational structures, business models and markets. The Strategic Plan is included in this budget document for reference.

The OBD sees its mission as elevating the standard of oral health care in Oregon, not solely through regulation but through information, outreach and education. Additionally new mandates from the Legislature and the Governor's office challenge all state agencies to address racial disparities and social determinants of health in the healthcare environment. The OBD seeks to be an active partner with those that seek a better Oregon for everyone in ways that our small agency can make an impact.

OTHER STATUTORY MANDATES:

ORS 676.160 – Complaint investigations.

These statutes require that upon receipt of a complaint filed by any person against a licensee or applicant the Board shall (1) assign an investigator, (2) the investigator shall collect evidence and interview witnesses; (3) the investigator shall prepare a report that describes the evidence gathered, results of witness interviews and any other information considered in preparing the report and (4) the investigator shall make a report to the Board within 120

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BUDGET NARRATIVE

days of receipt of the complaint which allows for extensions. This statute also declares that investigatory information gathered by the agency is exempt from public disclosure.

ORS 676.345 – Registration program for health care professionals claiming liability limitation

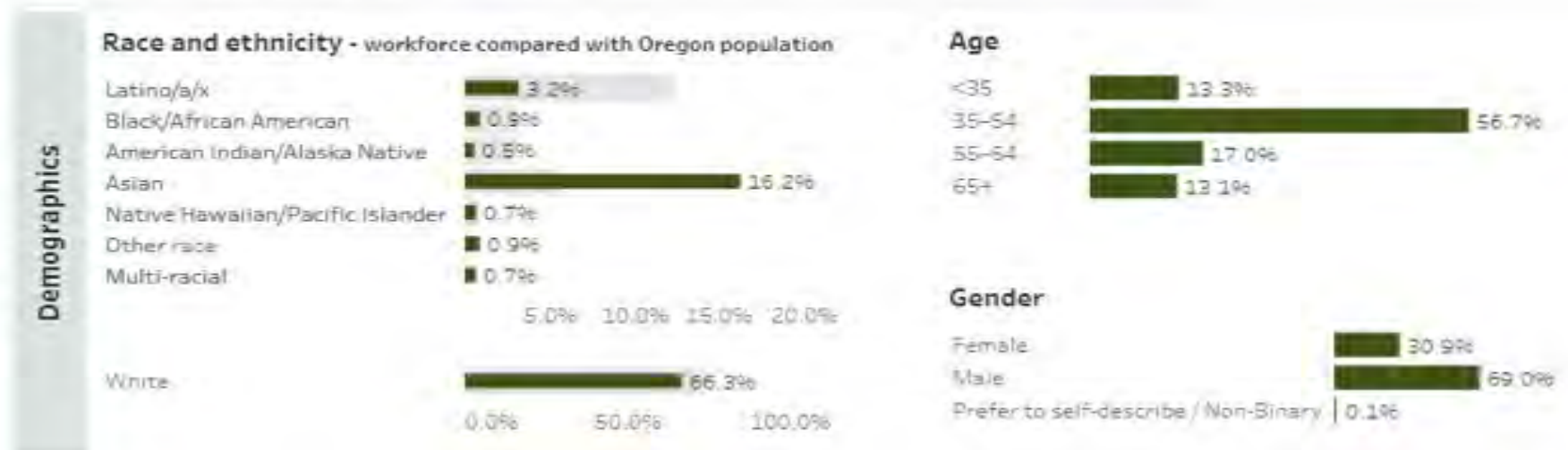
This statute requires several health licensing Boards, including the Board of Dentistry, to maintain a registration program for health practitioners who provide health care services without compensation and who wish to be subject to the liability limitation provided by ORS 676.340.

SB 786 (Oregon Law, Chapter 973, 2001) –Cultural diversity in regulated health professions

This law, effective January 1, 2002 requires that health-licensing boards establish programs to increase the representation of people of color and bilingual people on the boards and in the professions that they represent. Programs are required to promote the education, recruitment and professional practice of members of these targeted populations. The law also requires that each health professional regulatory board maintain records of the racial and ethnic makeup of applicants and professionals regulated by the board. This information is to be reported to the Legislative Assembly biennially. The OBD like most health boards utilizes and implements the OHA’s Healthcare reporting questionnaire for tracking this data. Like most Boards, the OBD utilizes the questionnaire as part of the Licensees license renewal process every two years. The most recent available reports are presented:

Dentists practicing in Oregon in 2022

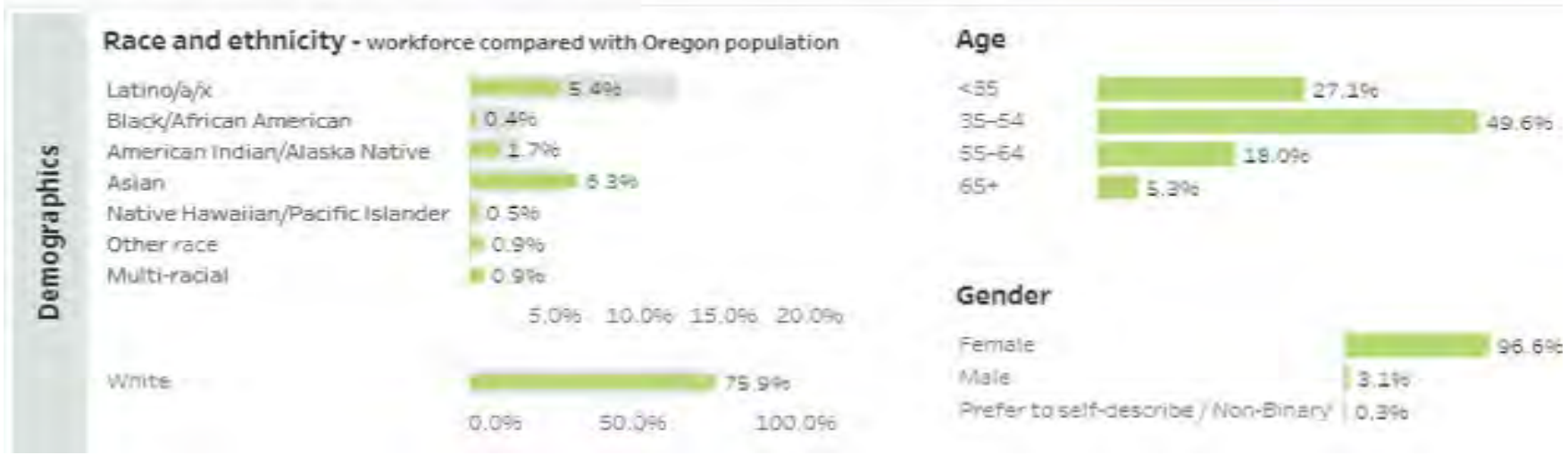
Hover over the bars in the charts for more details.



BUDGET NARRATIVE

Dental hygienists practicing in Oregon in 2022

Hover over the bars in the charts for more details.



Oregon’s Health Care Workforce Reporting Program (HWRP) was created in 2009. As directed by Oregon Revised Statute 676.410, the HWRP collects and tabulates information from licensees of 17 health licensing boards upon renewal.

Their division and website has highly detailed and robust information on OBD and other health licensing boards’ licensees.

676.410 Information required for renewal of certain licenses; confidentiality; data collection; fees; rules.

- (1) As used in this section, “health care workforce regulatory board” means the:
- (a) State Board of Examiners for Speech-Language Pathology and Audiology;
 - (b) State Board of Chiropractic Examiners;
 - (c) State Board of Licensed Social Workers;
 - (d) Oregon Board of Licensed Professional Counselors and Therapists;
 - (e) Oregon Board of Dentistry;**
 - (f) Board of Licensed Dietitians;
 - (g) State Board of Massage Therapists;
 - (h) Oregon Board of Naturopathic Medicine;
 - (i) Oregon State Board of Nursing;
 - (j) Respiratory Therapist and Polysomnographic Technologist Licensing Board;
 - (k) Oregon Board of Optometry;

BUDGET NARRATIVE

- (L) State Board of Pharmacy;
- (m) Oregon Medical Board;
- (n) Occupational Therapy Licensing Board;
- (o) Oregon Board of Physical Therapy;
- (p) Oregon Board of Psychology; and
- (q) Board of Medical Imaging.

(2) An individual applying to renew a license with a health care workforce regulatory board must provide the information prescribed by the Oregon Health Authority pursuant to subsection (3) of this section to the health care workforce regulatory board. Except as provided in subsection (4) of this section, a health care workforce regulatory board may not approve an application to renew a license until the applicant provides the information.

(3) The authority shall collaborate with each health care workforce regulatory board to adopt rules establishing:

(a) The information that must be provided to a health care workforce regulatory board under subsection (2) of this section, which may include:

- (A) Demographics, including race and ethnicity.
- (B) Education and training information.
- (C) License information.
- (D) Employment information.
- (E) Primary and secondary practice information.
- (F) Anticipated changes in the practice.
- (G) Languages spoken.

(b) The manner and form of providing information under subsection (2) of this section.

(4)(a) Subject to paragraph (b) of this subsection, a health care workforce regulatory board shall report health care workforce information collected under subsection (2) of this section to the authority.

(b) Except as provided in paragraph (c) of this subsection, personally identifiable information collected under subsection (2) of this section is confidential and a health care workforce regulatory board and the authority may not release such information.

(c) A health care workforce regulatory board may release personally identifiable information collected under subsection (2) of this section to a law enforcement agency for investigative purposes or to the authority for state health planning purposes.

(5) A health care workforce regulatory board may adopt rules to perform the board's duties under this section.

(6) In addition to renewal fees that may be imposed by a health care workforce regulatory board, the authority shall establish fees to be paid by individuals applying to renew a license with a health care workforce regulatory board. The amount of fees established under this subsection must be reasonably calculated to reimburse the actual cost of obtaining or reporting information as required by subsection (2) of this section.

(7) Using information collected under subsection (2) of this section, the authority shall create and maintain a health care workforce database. The authority shall provide data from the health care workforce database and may provide data from other relevant sources, including data related to the diversity of this state's health care workforce, upon request to state agencies and to the Legislative Assembly. The authority may contract with a private or public entity to establish and maintain the database and to perform data analysis. [2009 c.595 §1175; 2011 c.630 §23; 2013 c.14 §9; 2015 c.318 §40; 2015 c.380 §1; 2017 c.6 §24; 2019 c.3 §3; 2019 c.43 §8]

[Oregon Health Authority : Health Care Workforce Reporting : Office of Health Analytics : State of Oregon](#)

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AGENCY STRATEGIC PLAN

The Board in Feb. 2022 ratified the 2022 -2025 Strategic Plan. The Board of Dentistry's short and long-range plan is directed by its mandate to protect the health, safety and welfare of Oregonians and by its newly revised mission is to promote quality oral healthcare and protect all communities in the state by equitably and ethically regulating dental professionals. The Board strives to ensure that its activities fulfill its mission within the resources allocated by the Legislature and effectively provides appropriate public protection.



Oregon Board of Dentistry

2022 – 2025 Strategic Plan

The Oregon Board of Dentistry's (OBD) responsibilities and oversight authority is bestowed from the Oregon Revised Statutes Chapter 679 (Dentists), Chapter 680.10 to 680.205 (Dental Hygienists), Oregon Administrative Rules Chapter 818. In addition, direction for Dental Therapists is guided by HB 2528 (2021) and the addition of Interim Therapeutic Restorations, HB 2627 (2021) for Expanded Practice Dental Hygienists. These new statutes task the OBD with regulation and oversight of the practice of dentistry, dental therapists and dental hygiene by enforcing standards of practice established in the Oregon Legislature statutes and rule.

During the strategic planning process, the OBD Board and Staff agreed to update the mission statement to reflect a focus on access to care as well as on integrity. The OBD will implement the strategic plan, adaptively to rapidly changing circumstances, in support of its Mission: *to promote quality oral health care and protect all communities in the State of Oregon by equitably and ethically regulating dental professionals.* Through external market research, initial discussions with the Board and Staff, and tabulation of the licensee surveys, a set of priorities emerged.

The five priorities identified in the plan include:

- I. Licensure Evolution

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BUDGET NARRATIVE

- a. Develop and implement rules based on legislative changes
- b. Successfully implement Dental Therapy Rules
- II. Dental Practice Accountability
 - a. Ensure Licensees dictates clinical care provided to patients
 - b. Asset OBD jurisdiction over dental practices regardless of ownership model
- III. Community Interaction and Equity
 - a. Increase ease of access to OBD services and information
 - b. Ensure equity exists in investigation outcomes
- IV. Workplace Environment
 - a. Increase workplace flexibility through hybrid work models
 - b. Increase workplace satisfaction
- V. Technology & Processes
 - a. Improve investigation management and archived files
 - b. Improve resource efficiencies

BUDGET NARRATIVE

Oregon Board of Dentistry

Organizational & External Influences Analysis

This organizational and external analysis covers the internal factors that will influence the ability to respond to operational needs as well as the external factors that may drive change. The Oregon Board of Dentistry analyzed the social, technological, economic, legal/regulatory, and environmental factors that might affect the practice of dentistry and the OBD’s oversight. In addition, the current organizational status was analyzed primarily through staff interviews.

The most significant Strengths, Weaknesses, Opportunities, and Threats that affect the OBD are:

<p>STRENGTHS</p> <ul style="list-style-type: none"> • Foundation of known, common values: Integrity, Fairness, Responsibility, Community and commitment to the mission • Skilled, experienced, and dedicated staff • Successful migration and knowledge transfer as new Board and Staff <u>onboarded</u> during previous strategic period • Foresight and proactive succession and onboarding planning • Board composition provides a breadth of perspectives • Member survey shows support in OBD remains high at 78% after problematic pandemic year 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Lack of clear understanding for OBD scope and jurisdiction by public, patients and Licensees • Limited control over budget/funding impact ability to adjust staffing plans to meet overall strategic plan needs • Legislature changes can create significant increases in staff work that are not in alignment with staffing capacity • Low levels of Licensee participation in inputs/surveys. 2020 strategic priorities member survey had 265 responses • Board member turnover creates loss of continuity and historical knowledge
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Ability to implement Dental Therapy licensure process • Migration of technology to improve licensee experience, overall processes & efficiency, and provide workplace flexibility • Collaboration with Oregon Health Authority (OHA) to manage public engagement and expectations for language, cultural diversity, equity, and inclusion across OHA partners. (With guidance from the State Racial Justice Council.) 	<p>THREATS</p> <ul style="list-style-type: none"> • Continued lagging technology infrastructure • Shifts in business operations and managed care pose challenges to dentistry practices and regulation • Insurance maximums dating to the 1960’s influence patient care recommendations

BUDGET NARRATIVE

Roadmap and Goals

Strategic Priorities	2022-2023	2023 - 2024	2024-2025	Goals
Licensure Evolution	<ul style="list-style-type: none"> Develop and implement rules in support of HB 2528 (2021) for newly created Dental Therapist license Develop and implement communication strategies with communities impacted by Dental Therapy license implementation 	<ul style="list-style-type: none"> Engage interested parties to learn more and gather feedback about implementing Dental Therapy Practice in Oregon 		<ul style="list-style-type: none"> Develop and implement rules based on legislation changes Successfully implement Dental Therapy license
Dental Practice Accountability	<ul style="list-style-type: none"> Implement changes to Licensee Renewal form to capture multiple office/group affiliation Gather dental practice ownership and training information Receive OHSU updated curriculum and include in Board Book 	<ul style="list-style-type: none"> Analyze complaints by ownership types Evaluate options for strengthening statute related to accountability, ownership, and standards of care 	<ul style="list-style-type: none"> Potential for proposed legislative changes 	<ul style="list-style-type: none"> Ensure licensees dictate clinical care provided to patients (in contrast to corporate non-licensees driving care decisions) Increase OBD visibility into practice ownership models OBD jurisdiction over Dental practices in Oregon, regardless of ownership and business operating model Correlate patient care to level of competency required by practitioners (DT, DMD, DDS, DH); hold entities accountable to the level of licenses within their practice
Community Interaction and Equity	<ul style="list-style-type: none"> Align Diversity, Equity, and Inclusion plans to guidance provided by the State of Oregon Racial Justice Council Enable OBD to take complaints in complainant's first language 	<ul style="list-style-type: none"> Include diversity analysis when developing Marketing or Communications materials; consider diversity in visual representations Create analysis of prior investigations, findings, and actions across licensee demographics to frame equity-related data 	<ul style="list-style-type: none"> Additional prioritized actions taken from recommendations and resources provided by State Racial Justice Council 	<ul style="list-style-type: none"> Communicate and market to reach the all communities within Oregon Increase ease of access to OBD services Ensure equity exists in investigation outcomes Increase OBD licensee, patient, and community understanding of OBD roles, responsibilities, and services
Workplace Environment	<ul style="list-style-type: none"> Develop succession plans for Board positions coming open and establish effective process for ongoing timely replacement Develop and implement hybrid workplace guidelines 	<ul style="list-style-type: none"> Evaluate overall workload and staff workload balance, consider adjustment for upcoming fiscal cycles 		<ul style="list-style-type: none"> Establish succession plan for Board members, continuing to represent many viewpoints and experiences in Board composition Increase workplace flexibility through a hybrid workplace guideline Increase workplace satisfaction and career development conversations
Technology and Processes	<ul style="list-style-type: none"> Complete digitization and modernization process for Board Books Complete implementation of InLumon system 	<ul style="list-style-type: none"> Build working digital database of Licensee records Pilot data analysis capabilities 	<ul style="list-style-type: none"> Create digital archive of investigation files 	<ul style="list-style-type: none"> Improve efficiency and resource utilization through on-line records keeping Increase ability to complete analytics related to licensees and investigations Improve investigation case management with archived files

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Oregon Benchmarks

The Board of Dentistry has no Primary Links to the Oregon Benchmarks; however, Board activities support the following Benchmarks as secondary links:

#29 Skills Training: Percentage of Oregonians in the labor force who received at least 20 hours of skills training in the past year.

Licensees of the Board are required to complete continuing education requirements biennially in order to renew their professional licenses (40 hours for dentists; 36 hours for dental hygienists holding Limited Access Permits; and 24 hours for all other dental hygienists). In addition to this mandatory requirement, most licensees voluntarily participate in study clubs and take courses that enhance their professional skills. Many continuing education courses are available via the Internet and are an effective means of receiving training.

#30 Volunteerism: Percentage of Oregonians who volunteer at least 50 hours of their time per year to civic, community or nonprofit activities.

The Board supports volunteerism by encouraging uncompensated dental and dental hygiene care provided through various non-profit and community based clinics. In cases where unacceptable patient care is not an issue, the Board frequently requires uncompensated services as a part of settlement agreements in disciplinary cases. During 2011 - 2013 Oregonians received over 300 hours of dental or dental hygiene care through these Board actions. Feedback from practitioners has been positive and many continue their volunteer relationship with the dental clinic after the Board's requirements have been fulfilled.

In January of 2005 in cooperation with the Oregon Dental Association and Dentists Benefits Insurance Company the Board created a Volunteer Dentist/Dental Hygiene license designation program. As of July 1, 2021 25 dentists and three dental hygienists who currently have a volunteer dentist licensee designation. Dental therapists cannot register as a volunteer since statute does not allow it.

A dentist who maintains an Oregon license but is retired from active practice may obtain liability insurance through the Department of Administrative Services in order to provide uncompensated dental services through nonprofit corporations offering community services and dental services to low-income patients. (ORS 679.510). The Board maintains a registry of dentists and dental hygienists who provide dental and dental hygiene services without compensation in accordance with ORS 676.340. By registering with the Board annually, licensees providing uncompensated health care are not liable for any injury, death or other loss arising out of the provision of the services unless the injury, death or other loss results from the gross negligence of the practitioner.

Every member of the Board (six dentists, two dental hygienists and two public members) are volunteers and collectively donate hundreds of hours of time to Board work, through Board meetings, committee meetings, Legislative appearances, public appearances and speaking engagements, serving as examiners for clinical licensure examinations, and representing the State of Oregon at national meetings germane to the licensure, examination and regulation of the professions under its jurisdiction..

#44 Adult Non-smokers: Percentage of Oregonians, 18 and older, who smoke cigarettes.

#52 Substance Use During Pregnancy: Percentage of pregnant women who abstain from using: a. alcohol; b. tobacco.

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The Board recognizes that tobacco use prevention and cessation are an important part of oral health and directly related to the prevention of other health conditions. In 1988, the Board issued its position statement on the health hazards associated with tobacco and determined that the prescribing of drugs such as Nicorette, Nicoderm, and Zyban were within the scope of practice of dentistry. The Board supports and encourages dental professionals to educate their patients on the dangers of tobacco use. The Board of Dentistry maintains a smoke-free workplace and all meetings of the Board are smoke free in accordance with Oregon Public Meetings Law and agency policy.

#50 Child Abuse or Neglect: Number of children, per 1,000 persons under 18, who are: a. neglected/abused; b. at a substantial risk of being neglected/abused.

Under ORS 419B.005, dentists are required to report suspected incidents of child abuse or neglect. The Board regularly publishes in its newsletter information on the requirement to report, symptoms and physical indications of abuse, and contact numbers for reporting in various areas of the state.

2022-2025 THREE-YEAR PLAN (Strategic Plan)

The Board of Dentistry's latest strategic plan updated in 2022 for progress towards meeting established goals, adjusting goals to reflect current or projected needs and to re-assess priorities. The Board of Dentistry's long and short-range plan is directed by both its mission to assure that Oregonians receive high quality dental care and by its statutory mandate to protect the health, safety and welfare of the citizens of Oregon. The Board strives to ensure that its goals and objectives are realistic and within the resources allocated by the Legislature. Previous goals remain in place as they are the foundation of the Agency's work, focus and mission.

Goal 1: Assure that licensees are qualified and competent to practice safely.

Benchmark/High-Level Outcome

Agency mission.

Intermediate Outcomes:

- Licenses will only be granted to applicants possessing the appropriate requirements for education and examination.
- Examinations for licensure will be valid and reliable.
- National FBI Criminal Background checks will be conducted for all applicants by submitting fingerprints to the Oregon State Police and inquiries of the National Practitioners Data Bank and the Healthcare Integrity and Protection Data Bank.
- All licensees will complete required hours of verifiable continuing education related to clinical patient care.
- Licensees with performance or substance abuse issues will be remediated and monitored during their recovery and remediation process.
- Licensees under disciplinary sanction will be actively monitored to ensure compliance with terms of probation, and to restore them to active, useful service to Oregon's citizens whenever appropriate.
- Maintain a network of consultants and evaluation/treatment facilities capable of meeting the need and scope of expertise required to assist the Board in its mission to rehabilitate licensees in need of assistance.

Performance Measures:

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1. Licenses will be issued or renewed within 7 business days of receipt of completed paperwork.
2. 100% of all applicants will have background checks.
3. Compliance with continuing education requirements will be audited for certain numbers of licensees each year.
4. 100% of licensees who are under consent orders for substance abuse issues are monitored and may appear before the Board at least annually.
5. 100% of licensees on monitoring status will complete the terms of disciplinary sanctions within original time frames established in their order or face additional discipline.

Goal 2: Promote access to oral care.

Benchmark/High-Level Outcome

Benchmark #30; Agency mission.

Intermediate Outcomes:

- Promote volunteerism.
- Review scopes of practice of dental hygienists and dental assistants to provide broader scope where appropriate.
- Provide for reasonable access to education and testing in rural areas; i.e. long distance learning.
- Support increased funding for education of dental, dental hygiene and dental assisting.
- Partner with communities of interest to provide incentives to enter dental health care careers.
- Participate in workforce studies to determine the extent of the workforce problems and identify possible solutions.
- Support community prevention activities; i.e. Early Childhood Caries Prevention Project, and statewide fluoridation effort

Performance Measures:

1. At least 90% of licenses disciplined for continuing education noncompliance or practicing without a license will be required to complete the continuing education and may be assessed a civil penalty.
2. Encourage Dentists and Dental Hygienists to join the Boards Volunteer License Designation Program.
3. Dental Hygiene and Dental Assisting rules will be reviewed each annually.

Goal 3: Standards of practice, statutes and regulations will be realistic, understandable and applied appropriately

Benchmark/High-Level Outcome

Benchmark #29 and #30, Agency Mission, Legislative mandate

Intermediate Outcomes:

- Investigate allegations of unprofessional conduct, unacceptable patient care or other violations of the Dental Practice Act in a fair, prompt, objective and thorough manner.
- Take an active stance in preventing practice problems that endanger patients through educational outreach.
- Where unacceptable care is identified, Board emphasis will be on remediation through education and restitution to patients when appropriate.

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BUDGET NARRATIVE

- Participate in the Statewide HPSP diversion program for licensees with substance abuse disorders.
- Disciplinary issues will be mediated and resolved through mutual agreements to the greatest extent possible.
- Review all statutes and rules at least annually for consistency and cohesion.

Performance Measures:

1. Investigations will be completed within six months from date of receipt.
2. At least 95% of disciplinary actions will be settled through negotiated consent agreements rather than Contested Case Hearing.
3. The percent of licensees who are disciplined will decrease each biennium.

Goal 4: Communicate timely and useful information regarding the Board's mission, services, policies and standards of practice to the public and licensees.

Benchmark/High-Level Outcome

Agency Mission, Strategic Plan

Intermediate Outcomes

- Improve public awareness of the Board as a resource for, and provider of, information and services.
- Provide appropriate information regarding licensees to the extent allowed by law.
- Continue to make the Board's website a useful resource for citizens and licensees.
- Review of all potential partnerships during the planning of all board initiatives to maximize synergy and resources.
- Communicate regularly with licensees, educators, professional associations and interested community organizations regarding Board policies and expectations

Performance Measures

1. The number of pages viewed ("hits") on the Board's website.
2. Feedback provided from the Customer Services Survey posted on the website.
3. Produce and distribute two newsletters per year, mailed to all licensees, other state dental boards and professional associations, and post on the website.
4. Number of presentations made by staff and Board members to dental, dental hygiene and dental assisting students; licensees and professional organizations.

PARTNERSHIPS

- **Professional Organizations:** Oregon Dental Association, Oregon Dental Hygienists' Association, Oregon Dental Assistants Association, Oregon Academy of General Dentistry, and various dental specialty organizations.
- **Education System:** Oregon Health and Science University, School of Dentistry; Community College Dental Hygiene and Dental Assisting programs; Oregon Department of Education, licensed trade schools and independent educators.

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- **Health care regulatory agencies and public health organizations:** Board of Pharmacy, Board of Nursing, Board of Medical Examiners, Board of Denture Technology, dental licensing boards in other states, other health licensing boards, Department of Human Services, Health Services; Oregon Medical Assistance Programs, and local community health programs.
- **Law Enforcement Agencies:** U.S. Drug Enforcement Agency, Federal Bureau of Investigation, Oregon Department of Justice, Medicaid Fraud; local police agencies, etc.
- **National Dental Organizations:** American Dental Association (ADA) American Association of Dental Boards (AADB) & the American Association of Dental Administrators (AADA). The ADA accredits dental schools and dental hygiene and dental assisting programs, and conducts regular evaluations of programs to assure compliance with national education standards. The ADA also conducts the written dental and dental hygiene examinations (National Board Examinations) that are recognized by all states for initial licensure. AADB is comprised of state dental boards, dental educators, board administrators and board attorneys. Its focus is on licensing standards for dentists and dental hygienists. This association appoints members to the American Dental Association Council on Dental Education, Commission on Dental Accreditation (CODA) which is responsible for the evaluation and accreditation of dental education programs; and to the Joint Commission on National Dental Examinations which conducts standardized written dental and dental hygiene examinations that are recognized by all fifty states for licensure. This organization maintains a clearinghouse of disciplinary actions issued by State dental boards and disseminates a monthly report to all member agencies.
- **Dental Testing Agencies:** Western Regional Examining Board, American Board of Dental Examiners, Central Regional Dental Testing Service, The Commission on Dental Competency Assessments, Southern Regional Testing Boards, Council of Interstate Testing Agencies, and the Dental Assisting National Board. These organizations conduct examinations for dentists, dental hygienists and dental assistants and are recognized by the Oregon Board for initial qualification for licensure (dentists and dental hygienists), or certification (dental assistants). The Board holds membership in the Western Regional Examining Board and American Board of Dental Examiners. CDCA-WREB, CITA Dental health professionals seeking initial state licensure and the far-reaching licensure portability of ADEX examinations can now look to one national testing agency for their needs. CDCA-WREB and The Council of Interstate Testing Agencies (CITA), the two agencies currently authorized to administer assessments developed by the American Board of Dental Examiners (ADEX), announce their intent to combine on August 1, 2022. The new organization will operate as CDCA-WREB-CITA. A CDCA-WREB-CITA combination simplifies the pathways for dental and dental hygiene licensure candidates, schools, and state licensure boards. ect the dental public. ADEX develops uniform competency assessments that reflect current dental and dental hygiene practices.
- **Federal Reporting Agencies:** National Practitioner Data Bank (NPDB) and Healthcare Integrity and Protection Data Bank (HIPDB). The Board is required by Federal law to report disciplinary actions to these two data banks. These national databases facilitate background checks and help licensing boards evaluate the qualifications of practitioners to practice safely. Checks of records of applicants for licensure, or of current licensees applying for renewal, can reveal information that has not been self-reported and which warrants attention by the Board.
- **Treatment facilities and providers** (particularly those with experience in treating health professionals). Twelve-step and other self-help programs, diversion programs of other health licensing Boards. The Board works closely with professionals who specialize in the evaluation, treatment and recovery of people with substance abuse issues.

BUDGET NARRATIVE

AGENCY PROGRAMS

The Board of Dentistry is charged with the regulation of the practice of dentistry, dental therapy and dental hygiene by setting standards for entry to practice, examination of applicants, issuance and renewal of licenses, and enforcing the standards of practice. The Board also is required by law to establish standards for the administration of anesthesia in dental offices. The Board determines dental procedures that may be delegated to dental assistants and establishes standards for training and certification of dental assistants.

As of January 1, 2024, there were 3732 dentists, and 4301 dental hygienists holding Oregon licenses. There were also 18 Dental Therapists. Dentists may apply for one of four levels of anesthesia permit. The type of permit issued is based on the level of consciousness induced. Dental Hygienists may obtain a permit to administer nitrous oxide. Approximately 2,000 dentists hold anesthesia permits, and 2,800 dental hygienists hold a nitrous oxide anesthesia permit. Approximately 5,500 dental assistants are employed by dentists to assist in providing dental services. A high percentage of these dental assistants hold certificates to perform advanced procedures (Expanded Function Dental Assistant) or to take x-rays (Certificate of Radiologic Proficiency)

The Board operates in an atmosphere of constant change, rapidly developing technology, changing treatment modalities, demographic and geographic disparities in access to dental care, growing public demand for a greater diversity of provider groups, and constantly shifting societal norms and values.

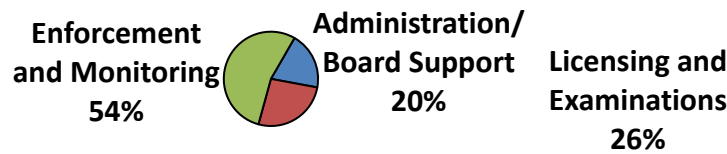
Agency operations are supported solely from license application, renewal, exam and permit fees plus revenues generated from fines imposed for late renewals, civil penalties assessed, and miscellaneous receipts from the sale of mailing lists and copies of public records.

The Board is composed of ten members appointed by the Governor and confirmed by the Senate for four-year terms. There are six dentists, one of whom must be a dental specialist, two dental hygienists and two public members. Regular Board meetings occur every other month and the Board convenes numerous committees, calls special meetings and is fully engaged in its 2022 -2025 strategic plan.

There are 7.5 FTE staff who carry out the day-to-day functions of the agency.

Primary program activities are Licensing and Examination, Enforcement and Monitoring, and Administration. Estimated program level activity for the eight staff members is quantified in the chart below:

Board of Dentistry 2023-25 Program Level Activity



 X Agency Request

_____ Governor's Recommended

_____ Legislatively Adopted

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BUDGET NARRATIVE

Licensing and Examination

This activity includes licensure of dentists, dental specialists, dental instructors, dental therapists and dental hygienists, approve specialty examinations per year, biennial renewal of licenses, and issuance and renewal of various permits and certificates (anesthesia permits, Expanded Practice Dental Hygiene Permits, and certification of dental assistants to take radiographs and to perform expanded functions).

The Board receives and reviews license applications to assure that applicants have the required education, have passed the National Board written examinations and have passed a clinical examination recognized by the Board. A thorough background check is conducted on each applicant for a new license and, where a past history is revealed, an investigation is conducted and results are presented to the Board for determination. Staff also administers a Jurisprudence Examination for each new applicant and conducts random audits of 15% of license renewals annually for compliance with continuing education requirements.

Customers of this activity are dentists, dental therapists, dental hygienists, dental assistants, those who employ them and, ultimately, the public.

The table below shows the historical and projected workload for the agency in this activity.

Licensing and Examination Workload	2003-05	2005-07	2007-09	2009-11	2011-13	2013-15	2015-17	2017-19	2021-23	2023-25	2025-27	2027-29
	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Estimated	Estimated	Estimated
Licenses Issued:												
Dental	322	350	355	305	340	397	397	414	348	400	400	400
Dental Hygiene	294	335	375	434	450	518	458	403	385	425	425	425
Dental Therapist										42	50	75
Total New Licenses Issued:	616	685	730	739	790	915	862	817	733	775	825	850
Licenses Renewed:												

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Dental	3254	3300	3325	3389	3400	3431	3903	3864	3839	3860	3500	3500
Dental Therapist										24	75	100
Dental Hygiene	3180	3265	3386	3613	3700	3715	4268	4304	4102	4300	4300	4300
Total Licenses Renewed:	6434	6595	6712	7002	7100	7146	8171	8168	7941	8000	8050	8075
Specialty Examinations Conducted	9	5	3	3	3	4	0	0	0	0	0	0
Candidates Examined	7	5	3	5	3	4	0	0	0	0	0	0
Anesthesia Permits Issued/Renewed	3795	3969	3,750	4359	4400	4783	4719	4688	4622	4650	4650	4650
Dental Assistants Certified	2095	2260	2,449	2638	2650	2263	2265	2288	1942	2000	2000	2000
Dental Assisting Instructor Permits Issued/Renewed	102	124	106	110	125	131	128	126	173	175	175	175

 X Agency Request

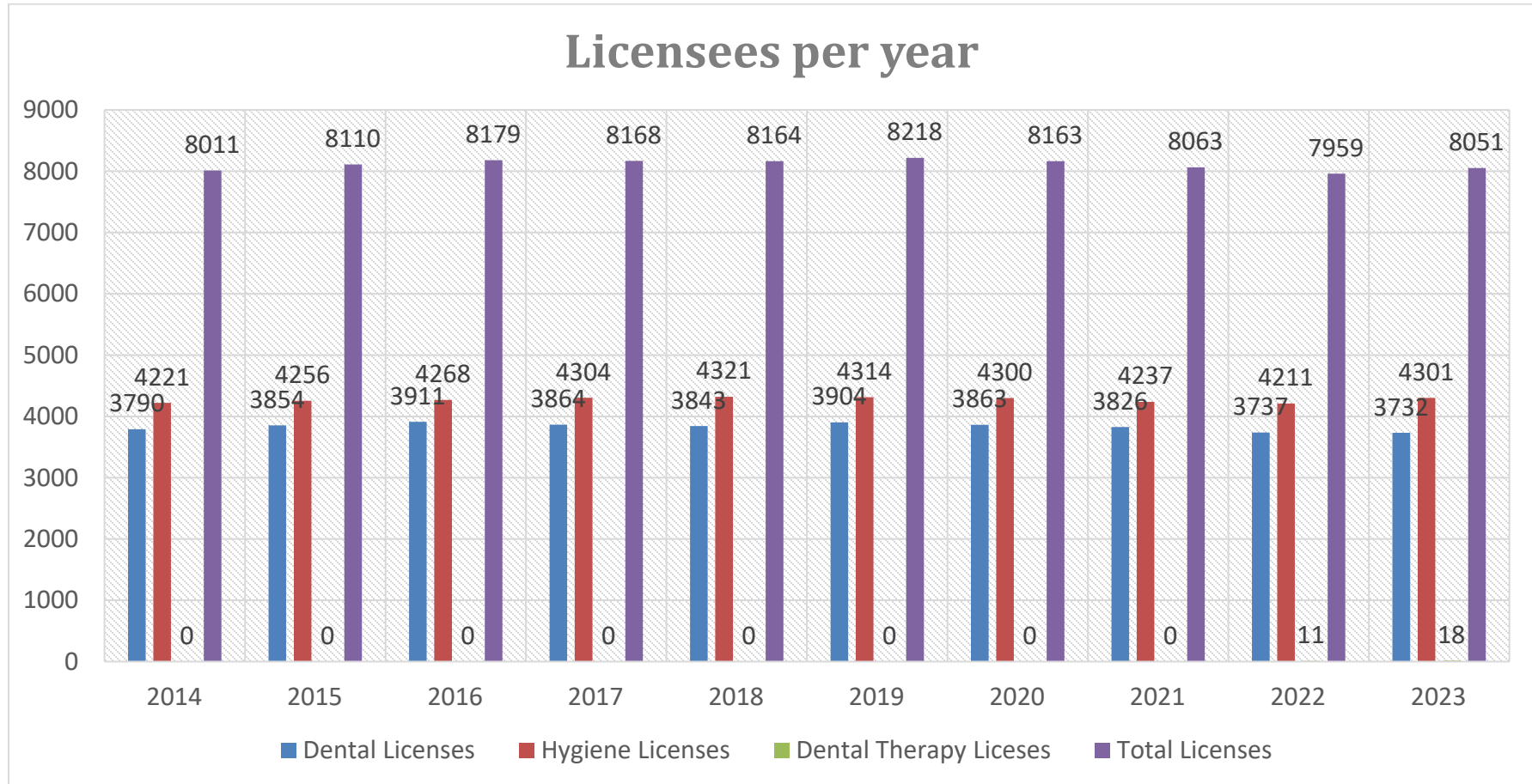
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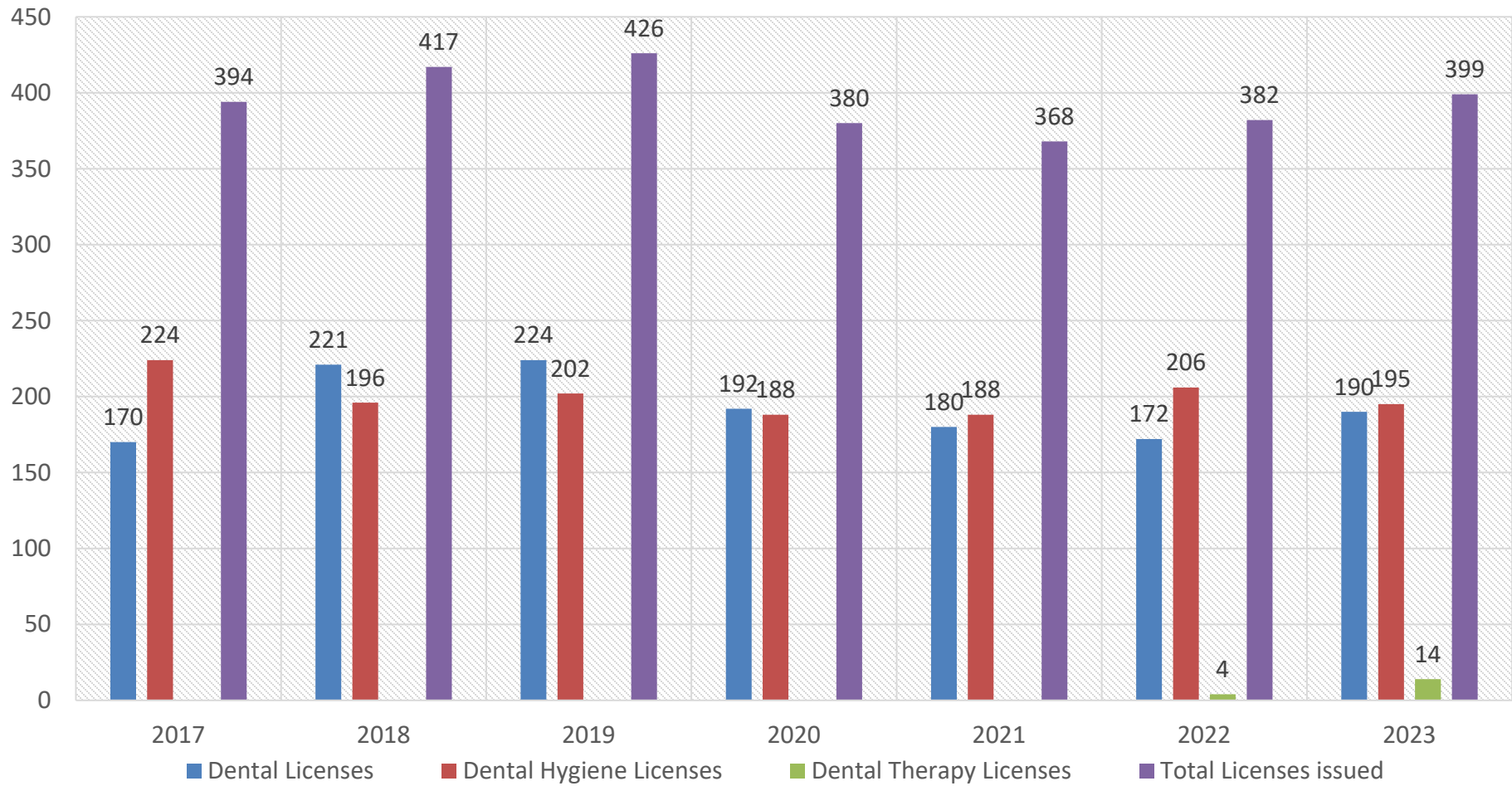
BUDGET NARRATIVE

As of January 1, 2024. There were 3732 licensed dentists, 4301 licensed dental hygienists and 18 dental therapists.



BUDGET NARRATIVE

Licenses Issued Per Calendar Year



BUDGET NARRATIVE

Licensee estimates through the year 2030



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BUDGET NARRATIVE

Enforcement and Monitoring

The Dental Practice Act (ORS 679 and 680.010 through 680.205) and the Board’s Administrative Rules (OAR 818) establish the grounds and methods of discipline that may be imposed on licensees who violate the act. The statutes and rules of the Board define unprofessional conduct, unacceptable patient care, establish standards for record keeping and infection control guidelines, and define appropriate management and record keeping for controlled substances. The Board is required by ORS 676.165 to conduct investigations of any complaint received regarding licensees or applicants. In addition, the Dental Practice Act allows the Board to open investigations on its own motion. Cases opened by the Board might be based on information the Board receives ancillary to another case, from reports submitted by insurance companies regarding malpractice claims, criminal convictions, or based on disciplinary actions taken by other state dental boards or by other licensing boards since several of the Boards licensees have dual licenses; i.e. physician/dentist or dental hygienist/denturist.

Staff investigators conduct investigations by interviewing the complainant, the patient, the respondent (licensee), subsequent treating dentists, or any other witness germane to the case. Investigators review patient records, consult with outside experts contracted by the Board for this purpose, review insurance claims, and any other material or witnesses necessary to determine the facts of the case. Investigative findings are presented to a sub-committee of the Board comprised of two dentists (Evaluators) who review the cases in-depth with the staff investigators. The recommendation of the Evaluators, as well as the recommendation made by staff, is presented to the full Board for final action. The Board’s findings fall into one of four categories: No Violation, No Further Action, Letter of Concern or Discipline. “No Further Action” reflects a case where an investigation was not completed for some reason – the Board did not have jurisdiction of the issue submitted, the complainant withdrew the complaint and the Board was satisfied with the reasons, or the licensee is no longer under the Board’s jurisdiction. A “Letter of Concern” is issued when the Board determines that the licensee violated some aspect of the Dental Practice Act, but the matter warrants a warning rather than formal disciplinary action. All investigative findings are confidential and may not be revealed to any member of the public. Formal disciplinary actions are public record and, upon request, the Board provides copies of Notice of Proposed Disciplinary Action and any final Orders. Disciplinary actions are reported as required by Federal Law to both the National Practitioners’ Data Bank (NPDB) and the Healthcare Integrity and Protection Data Bank (HIPDB).

Disposition of Cases

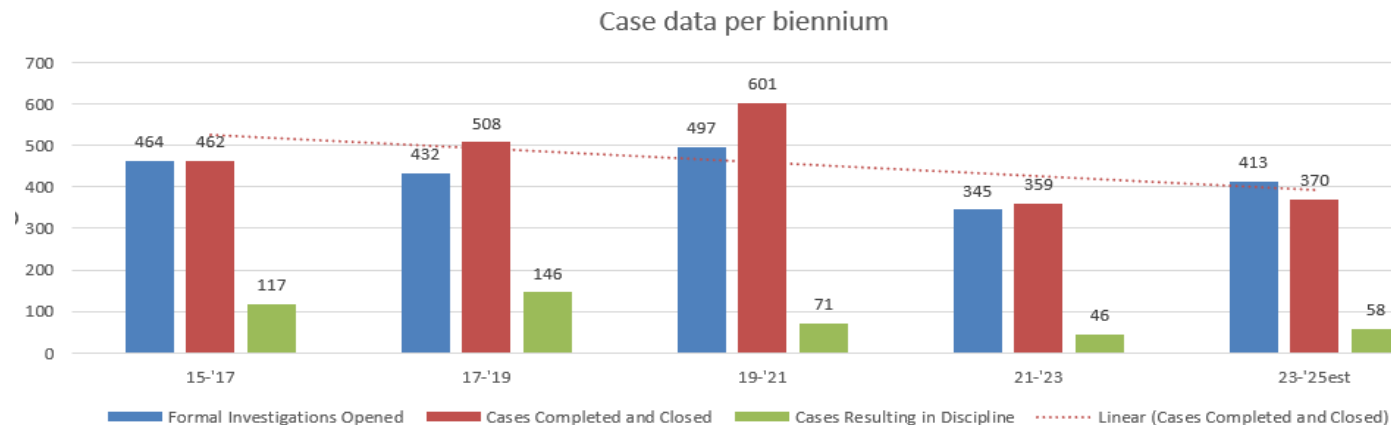
Board Action - FY	2023	2024
Cases Opened	213	178
Cases Closed	170	176
No Violation	71	67
No Further Action	40	38
Letter of Concern	31	47
Discipline	28	24
Total	170	176

BUDGET NARRATIVE

The Board may impose disciplinary action ranging from a reprimand to suspension or revocation of a license. It may also place a licensee on probation, order a licensee to obtain substance abuse treatment, impose a civil penalty or any other discipline the Board deems appropriate. The Board's goal is remediation rather than punishment – and where appropriate, the Board requires additional education and skill building to improve clinical skills. As part of settlement agreements the Board frequently requires the dentist to make restitution to the patient and to complete un-remunerated community service. Most disciplinary actions imposed by the Board are entered into by mutual agreement between the Board and the licensee through a negotiated Consent Order. Those that cannot be settled by consent agreement are referred to the Administrative Hearings Officer for preparation for a Contested Case Hearing. Staff investigators and expert witnesses appear at these hearings to testify to the facts of the Board’s case. The Board is represented by the Department of Justice in these cases. These Board typically is involved in one Contested Case Hearing per year.

Monitoring involves tracking licensees who are under disciplinary sanction for compliance with the terms of their Board order. This involves tracking disciplinary actions, requirements and timelines, routine communication with the licensee, working with treatment providers to assure compliance, scheduling appearances before the Board for those licensees required to make regular personal appearances. At any given time, the staff compliance officer is monitoring approximately 30 - 40 licensees. Some licensees placed in the monitoring caseload are typically monitored for a minimum of five years since these cases involve drug and alcohol abuse or sexual boundary issues.

The Board has been proactive in communicating to Licensees and stakeholders in the area of enforcement and investigations. The standard Board presentations given by the Executive Director and Investigators include an overview of common complaints received each year from complainants. The presentations cover the investigative process from start to finish. The Board has also had in effect for many years standard disciplinary protocols for common issues that arise that are public and are regularly updated with the Board’s attorney reviewing as well. The Board is extremely transparent about investigations and enforcement issues and all Board actions are always summarized in Board Meeting Minutes and made available on the Board’s website. There are many interested parties regarding who wants to know information about Licensees’ disciplinary history including: the public, insurance companies, law enforcement agencies, other health care licensing boards, and the dental community.



BUDGET NARRATIVE

Administration

Administrative activities include support of Board and committee meetings, implementation of Board policy; assuring that agency operations are conducted in compliance with all State laws and regulations, program evaluation, coordination and supervision of agency operations, and personnel recruitment and supervision. The Board’s Executive Director and Office Manager serve as the Rules Coordinators for the OBD. Some years the workload in this area is heavier than other years. The 2022 -2024 timeframe was extremely busy for the Rules Coordinators. The OBD had numerous committee, board and other meetings to promulgate new dental therapy rules and set protocols to license dental therapists on July 1, 2022.

It also includes coordination with the Department of Justice on various Board legal issues, development and implementation of administrative rules, policies and procedures; development of legislative concepts, tracking of legislation that impacts agency operations and preparation and presentation of testimony at Legislative hearings. Administrative staff are responsible for budget planning, development, and monitoring; management of agency equipment, supplies and information systems. On behalf of the Board, the Executive Director provides public information, outreach and education (production of the Newsletter, maintenance of website, public appearances and presentations, etc.); responds to inquiries by the media, represents the Board on various statewide taskforces such as Department of Human Services Oral Health Advisory Board. The Executive Director acts a liaison for the Board and maintains effective relationships with all communities of interest whether local, statewide or national. Customers are the public, Board, the dental community and the Legislature.

Regulatory Mandates

As new Federal and State laws are passed that impact either the dental profession or the Board, the limited Board resources need to be carefully and strategically deployed

Passage of SB 786 in 2001, requiring twenty Oregon Health Related Licensing Boards to gather and compile information regarding the ethnic and racial background of licensees and applicants resulted in the Board having to create a survey document, include it with application and renewal packets, modify its data base to record the information, to input this additional information and to generate reports.

HB 2469 passed by the 2001 Legislature requires that the Board accept Licensure by Credential for dentists and dental hygienists licensed in other states. Although the Board was moving in this direction to implement staged changes over time, the legislative action required broader implementation than the Board initially envisioned and virtually “opened the gates” for those who wanted to cross state borders, or retire to Oregon and continue their chosen profession after careers in the military, Public Health Service or in another state. While this statutory change is beneficial to Oregonians, and enhances mobility for practitioners, it created a not un-anticipated workload increase

HB 2528 requires the Board to convene with no end date, quarterly meetings of a Dental Assistant Workforce Shortage Advisory Committee. DAS has updated numerous state policies and procedures impacting operations every year on regular board work and procedures.

676.850 Authority of regulatory boards to require cultural competency continuing education; documentation of participation; rules.

431A.880 Licensing information; fees; rules. (1) As used in this section, “board” means:

- (a) The Oregon Medical Board;
- (b) **The Oregon Board of Dentistry;**

BUDGET NARRATIVE

- (c) The Oregon Board of Naturopathic Medicine;
- (d) The Oregon State Board of Nursing;
- (e) The Oregon Board of Optometry; and
- (f) The State Board of Pharmacy.

(2)(a) **At the time of issuing or renewing a license, a board shall provide the Oregon Health Authority with the licensing information of each person licensed by the board who is authorized to prescribe or dispense controlled substances. The authority shall use the licensing information to qualify the licensee to report information to, or receive information from, the prescription monitoring program established under ORS 431A.855.**

AGENCY INITIATIVES

Agency plans for accomplishment of its goals for 2025-2027 include:

- Support Dental Therapy Licensure and help promote and support this new Licensee as it seeks to serve the underserved in Oregon.
- Promote the Oregon Wellness Program to all licensees for confidential assistance on personal, wellness and workplace issues.
- Continue to promote and encourage participation in the volunteer Dentist/Dental Hygienist program to increase access to quality dental care.
- Continue to use OBD/OAGD Mentoring Program as one avenue to resolve disciplinary cases.
- Monitor expansion of OHP dental benefits to adults and the care, numbers and types of complaints received.
- Utilize the website, newsletter and personal presentations to communicate Board policies and expectations.
- Refine new database and on-line services.
- Continue to collect data on the ethnic and racial makeup of licensees and work with policy makers, educators, and students to encourage a representative diversity in the dental workforce.
- Refine participation in the Health Care Workforce Initiative project to address the issues of health care workforce shortages and access to care.
- Continue engagement with Oregon tribal communities on dental therapy and other important oral health care priorities.

CRITERIA FOR 2025-2027 BUDGET DEVELOPMENT

In developing the 2025-2027 Agency Budget Request, the following criteria were used:

- Does the budget request support & align with the priorities of the Governor and the statutory authority of the Board?
- Does requested budget allow the Board to meet its basic Legislative mandates of licensure and enforcement?
- Can the requested budget be achieved with existing staffing and funding levels?
- Are there too many requests of our small agency for us to fulfill that have nothing to do with our work or mission?
- Does the requested budget help achieve the Board's goals and move the Board toward achievement of its long-term goals?
- What additional resources are needed to meet the Board's long-term strategic plan goals?
- Would the dental community, which pays for the Board's activities, and the Legislature, support proposed, enhanced activities of the Board?
- Is it important to be doing this particular task, duty or function at all? Reduce work that is redundant, unnecessary and useless.

BUDGET NARRATIVE

Affirmative Action Report

Agency Affirmative Action Policy: The Board of Dentistry affirms and supports the Governor’s Affirmative Action Plan and is dedicated to creating a work environment, which will attract and retain employees who represent the broadest possible spectrum of society including women, minorities and the disabled. The Board of Dentistry will not tolerate discrimination or harassment on the basis of race, color, sex, marital status, religion, national origin, age, mental or physical disability, or any reason prohibited by state or federal statute. The Board and its management further adopts and affirms the Governor’s beliefs that the State has a commitment to the right of all persons to work and advance on the basis of merit, ability and potential.

Diversity, Equity & Inclusion Plan

The OBD’s Diversity, Equity & Inclusion Plan is provided in this budget document. The OBD’s Affirmative Action Policy and DEI Policy are both posted on the OBD’s Website and available upon request.

Racial Equity Impact Statement

The OBD is committed to following all examples, guidelines and directives from the Governor’s Office in support of the important work toward Oregon State Government championing racial equity in support of all Oregonians.



Oregon
The Great Northwest

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Oregon Board of Dentistry Diversity, Equity & Inclusion Plan 2025 – 2027 Biennium

At the Oregon Board of Dentistry (OBD), we are committed to equal opportunity and providing a workplace free of discrimination and harassment based on race, color, sex, marital status, sexual orientation, religion, national origin, age, mental or physical disability, or any reason prohibited by state or federal law. We are also committed to the right of any employee to work and advance on the basis of merit, ability, and potential. We believe that all of us at the OBD are responsible for creating and contributing to an inclusive and professional work environment. To help ensure the effective implementation of our policy statements and the success of our 2025-2027 biennium goals, the OBD will work with the Governor’s Office, DAS and our Board to monitor implementation and ongoing effectiveness, adjusting as necessary.

Agency Request

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BUDGET NARRATIVE

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

All Oregonians may benefit from us. Oral health care is health care. It is critical that all have access, education and resources to maintain their oral health.

2. Who will be burdened by agency programs?

The Licensees need to comport with Board of Dentistry statutes and rules. The Legislature has delegated authority to this Board/Agency to regulate the oral health care providers in Oregon.

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?

The Board/Agency has important work to do in regulating oral health care professionals. In small ways the Agency helps with requiring all Licensees complete cultural competency continuing education. The Board/Agency believes that Dental Therapy will have the biggest near term impact as this new profession and new type of Licensee should help serve historically underserved populations and communities in Oregon. The benefits are more people receiving oral health care and also from providers that are more culturally and ethnically diverse as well.

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

The ten Board members are appointed by the Governor and confirmed by the Senate. These 6 dentists, 2 dental hygienists and 2 public members can in no way represent all the diversity of Oregon. The Licensees are all encouraged to stay connected and engaged with the Board of Dentistry. Consumers and other interested parties look to the Board for rules, guidance and understanding of related oral health issues.

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

The Board works with the professional associations and includes all 9 federally recognized Tribes on every regular board meeting agenda. The Board sends out regular emails and news on meetings, rulemaking and other important updates. The Board operates in an open and transparent manner.

BUDGET NARRATIVE



Diversity, Equity, and Inclusion Plan

AGENCY MISSION

The Mission of the Oregon Board of Dentistry is to promote quality oral health care and protect all communities in the State of Oregon by equitably and ethically regulating dental professionals.

BUDGET NARRATIVE

AGENCY FUNCTION

The Oregon Board of Dentistry (OBD) is comprised of a ten member board and eight staff members. The Board Members are selected by the Governor and confirmed by the Senate. The staff members are state employees who were hired through the state of Oregon's HR employment system. The OBD utilizes outside HR support for all recruitment efforts. The authority and responsibilities of the Oregon Board of Dentistry (OBD) are contained in Oregon Revised Statutes Chapter 679 (Dentists & Dental Therapists), Chapter 680.010 to 680.205 (Dental Hygienists), and Oregon Administrative Rules, Chapter 818. These statutes charge the OBD with the responsibility to regulate the practice of dentistry, dental therapy and dental hygiene by enforcing the standards of practice established in statute and rule. The primary program activities are Licensing, Enforcement and Monitoring, and Administration.

BUDGET NARRATIVE

Diversity, Equity, and Inclusion Statement

OBD is committed to establishing, monitoring, and maintaining a diverse workforce, reflective of the population in the State of Oregon, where all employees are valued, treated fairly, and given opportunities to develop, thrive and feel that they truly belong. This is a commitment to an active program that provides equal opportunities for all persons regardless of race, color, religion, sex, sexual orientation, national origin, marital status, age, or disability. Every employee and Board member plays a part in our diverse workforce and inclusive work environment by being respectful and supportive, and by acting with integrity and respect to one another. Each person's skills, talents, knowledge, experiences, and personalities broaden the range of perspectives and approaches to conducting the work we do at the OBD.

OBD can best promote excellence by recruiting, retaining, and accommodating a diverse group of staff in an environment of respect that is supportive of their workplace success. This climate of diversity, inclusion and excellence is critical to successfully attaining our mission of contributing leadership and resources to increase the skills, knowledge and career opportunities of Oregonians.

The OBD is an equal-opportunity employer that is committed to a proactive role in the recruitment and selection process. The OBD will use diverse recruitment strategies across multiple platforms to identify and attract candidates and establish interview panels that represent protected- class groups.

The OBD is committed to providing broad and culturally enriched training, career growth and developmental opportunities to all employees and Board members on an equal basis, enabling them to further advance and promote their knowledge, skills, and abilities and their value of diversity

BUDGET NARRATIVE

The Affirmative Action Policy and Diversity & Inclusion Statement will appear on the OBD's webpage. Additionally, OBD's plan will be provided to all new employees, posted in the employees' common area, and linked in OBD's quarterly newsletter. All OBD employees, with a higher emphasis of responsibility placed on management employees, are responsible for the implementation of the Affirmative Action Policy and Diversity & Inclusion in the workplace. Employees and Board members are expected to ensure that they are aware of the Affirmative Action Policy and Diversity & Inclusion statement and follow the policy and statement guidelines as it pertains to their work, especially during the hiring process.

An individual who has interviewed for employment, who believes they were denied employment based on any of the aforementioned discriminatory factors, may file a complaint with the Executive Director on behalf of the Board. All reported incidents will be investigated promptly, thoroughly, impartially, and discreetly. The investigator will notify the complainant in writing of the results of the investigation. Formal appeals/complaints may also be filed with the state's Affirmative Action Office; the Bureau of Labor and Industries; the Equal Employment Opportunity Commission (909 First Avenue, Ste. 400, Seattle, WA 98104-1061); or the United States Department of Labor, Office of Civil Rights.

The purpose of this statement is to update and maintain the previously initiated affirmative action program for the OBD in keeping with the directive of the GO, State and Federal laws and regulations, and executive orders of the President of the United States of America concerning diversity and inclusion/affirmative action discrimination/non-discrimination guidelines appropriate under the Civil Rights Acts, equal employment opportunity (EEO) policies, and the Americans with Disabilities Act by which our good faith efforts must be directed. We support the work of the OCC and GO, both inside and outside of state government.

The OBD's 2022 -2025 Strategic plan aligns with our agency's goals based on the State of Oregon's 2023-2025 Affirmative Action Plan and the State of Oregon's Diversity, Equity, and Inclusion Action Plan.

BUDGET NARRATIVE

2025-2027 Overview and Plan

During the 2025-2027 biennium, the OBD will work toward meeting its affirmative action, diversity, equity, inclusion, and altruistic goals.

The Board members turned over due to the term limits on Board members. It welcomed five new Board members during the 2021-2023 Biennium. These five were chosen by Governor Kate Brown and confirmed by the Senate. The OBD welcomed three new board members during the 2023-2025 Biennium due to board members terming out at various times. These three were chosen by Governor Tina Kotek and confirmed by the Senate.

All the basic tasks and mission of the Board to license, regulate and protect the public will remain the Board's highest priorities.

The OBD's 2022 – 2025 Strategic Plan defines priorities in alignment with its statutory obligations and its mission - to promote quality oral health care and protect all communities in the State of Oregon by equitably and ethically regulating dental professionals. The OBD is challenged to address a rapid and accelerating rate of change. Significant shifts are occurring in oral healthcare, dentistry practice, dental therapy services, organizational structures, business models and markets. Examples of these are: workforce shortage issues, examination requirements, a new license type introduced by the legislature - dental therapists, and multiple proposed licensing compacts. The Strategic Plan is referenced in this document for its direct alignment with this affirmative action plan for 2023 – 2025.

The OBD sees its mission as elevating the standard of oral health care in Oregon, not solely through regulation but through information, outreach, and education. Additionally, new mandates from the Governor and the Legislature challenge all state agencies to address racial disparities and social determinants of health in the healthcare environment.

BUDGET NARRATIVE

The OBD Board Members and staff ratios have historically remained consistent in terms of the protected classes. At the time of this report, the Board is comprised of 10 Board members, of whom are: one Caucasian man, one African American man, one Middle Eastern man, two Asian women, three Caucasian women, and one who declined to answer. There are currently eight OBD staff comprised of two Caucasian men, one Hispanic man, two Multiple Ethnicities, and three Caucasian women. As of June 1 2024, OBD staff include one Millennial, six Generation X, and one Baby Boomers.

10 Board Members

As of June 30, 2024		
Race/Ethnicity	Officials and Percent	Number
American Indian or Alaska Native (United States of America)		
Asian (United States of America)	20.0%	2
Black or African American (United States of America)	10.0%	1
Hispanic or Latino (United States of America)		
I do not wish to answer. (United States of America)	10.0%	1
Native Hawaiian or Other Pacific Islander (United States of America)		
Two or More Races (United States of America)		
White (United States of America)	60.0%	6
Total	100.0%	10

BUDGET NARRATIVE

8 Staff Members

As of June 30, 2024								
Race/Ethnicity	Administrative		Officials and		Professionals		Total	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)								
Asian (United States of America)								
Black or African American (United States of America)								
Hispanic or Latino (United States of America)			12.5%	1			12.5%	1
I do not wish to answer. (United States of America)								
Native Hawaiian or Other Pacific Islander (United States of America)								
Two or More Races (United States of America)	12.5%	1			12.5%	1	24.0%	2
White (United States of America)	12.5%	1	37.5%	3	12.5%	1	62.5%	5
Total	24.0%	2	50.0%	4	24.0%	2	100.0%	8

2025-2027 DEI Plan

We have finite resources and bandwidth to address and work meaningfully on all 10 strategies identified in the state’s most recent Diversity, Equity and Inclusion Action Plan.



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BUDGET NARRATIVE

The OBD will focus on these 4 areas:

Strategy/Focus Area - Communications

Challenge: Staff and communities are unaware of programs and services available to them.

Actions: Engage the Racial Justice Commission and Office of Cultural Change.

Attend Meetings. Ensure all Executive Orders are being followed and implemented. Share employment opportunities with the Office of Cultural Change, Partners in Diversity, and other DEI minded organizations.

Timeline: By July 1, 2025

Strategy/Focus Area – Community Engagement

Challenge: Staff and communities are overburdened by engagement process. Time needs to be allocated to further engage in DEI actions to support community engagement with the OBD.

Actions: Review current outreach processes.

Connect with professional associations, dental school, dental hygiene schools and dental therapy programs. Educate staff and Board Members on DEI processes during staff and Board meetings.

- Increase ease of access to OBD services and information
- Ensure equity exists in investigation outcomes

Timeline: By July 1, 2026

BUDGET NARRATIVE

Strategy/Focus Area – Diversifying Workforce

Challenge: The OBD has limited resources and its mission is not directly focused on workforce, growth, shortages or other. It can do its part with information, education and be a resource.

Actions: How to leverage and partner with organizations that have more resources and focus in the area of the oral healthcare work force.

- Dental Assisting education programs
- Dental Hygiene Programs
- Dental Therapy programs
- Tribes
- OHA
- OHAA
- ODHA
- ODA

Timeline: By July 1, 2026

Strategy/Focus Area – Increase Awareness of Diversity, Equity, and Inclusion within the Board

Challenge: There are a lot of hats that Board and Staff members wear and a lot of documents to read and review. Need to plan extra time for integration and awareness.

Actions: Share and encourage participation by OBD staff in all DEI events and educational opportunities, such as the Annual DEI Conference. Our strategy is to revise and update our current processes, while encouraging the awareness of the importance of diversity, equity, and inclusion within our Board and staff, will be implemented over the next biennium with the hopes of creating a more inclusive working environment and culture that supports the Governor's efforts and the OBD as well.

Timeline: By July 1, 2025

Strategy/Focus Area – Data

Challenge: There is very little data on communities we serve and where consumers look for information

Actions: Develop a data strategy that gathers where community members are looking for information about the OBD and the services we provide.

Timeline: By July 1, 2026

BUDGET NARRATIVE

PERFORMANCE MEASUREMENT CRITERIA

In accordance with HB 3358 passed in the 2001 legislative session, agency Goals, Key Performance Measures and targets have been submitted to the Oregon Progress Board. The Board of Dentistry's "Links to Oregon Benchmarks" form is found on the following page. The agency's goals, objectives, outcomes and measures are more fully discussed under the 2017-2020 Strategic Plan earlier in this document.

STATE –OWNED Buildings & Infrastructure – Not Applicable- The Board leases office space in a professional building in downtown Portland.

MAJOR TECHNOLOGY PROJECTS/INITIATIVES

The Board has no major technology initiatives (defined as equal to or exceeding \$500,000).

OTHER CONSIDERATIONS

Impact of Ballot Measure 30 -- Unfunded Mandates

Article XI, Section 15, Oregon Constitution

The Board of Dentistry has neither introduced any legislation, nor has it passed any rules, requiring other state agencies or local governments to establish new program or increase services within existing programs that might constitute unfunded mandates.

Dispute Resolution

The Board has adopted by reference the Attorney General's Model Rules on the use of collaborative dispute resolution in rulemaking (OAR 137-001-0009) and the Attorney General's Model Rule on the use of collaborative dispute resolution in contested case hearings (OAR 137-003-0565). In compliance with ORS 36.242(4), the Board also has adopted the combined rules on Confidentiality and Inadmissibility of Mediation Communications developed by the Department of Justice and the Department of Administrative Services.

Inmate Work Opportunities

Ballot Measure 17 (1994)

Oregon Corrections Enterprises (OCE), an inmate work program within the Department of Corrections is the agency's vendor of choice for purchase of office furniture. OCE has been utilized since 1997 for distribution of mass mailings such as notices of rulemaking, license renewal notifications and Newsletters when DOC can meet the project and time requirements of the job.

BUDGET NARRATIVE

Summary of 2025-27 Biennium Budget

Oregon Board of Dentistry
Oregon Board of Dentistry
2025-27 Biennium

Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
2023-25 Leg Adopted Budget	8	7.62	4,241,950	-	-	4,241,950	-	-	-
2023-25 Emergency Boards	-	-	185,146	-	-	185,146	-	-	-
2023-25 Leg Approved Budget	8	7.62	4,427,096	-	-	4,427,096	-	-	-
2025-27 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	145,477	-	-	145,477	-	-	-
Estimated Cost of Merit Increase	-	-	-	-	-	-	-	-	-
Base Debt Service Adjustment	-	-	-	-	-	-	-	-	-
Base Nonlimited Adjustment	-	-	-	-	-	-	-	-	-
Capital Construction	-	-	-	-	-	-	-	-	-
Subtotal 2025-27 Base Budget	8	7.62	4,572,573	-	-	4,572,573	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	(2,018)	-	-	(2,018)	-	-	-
Subtotal	-	-	(2,018)	-	-	(2,018)	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	268,240	-	-	268,240	-	-	-
State Gov't & Services Charges Increase/(Decrease)	-	-	178,374	-	-	178,374	-	-	-
Subtotal	-	-	446,614	-	-	446,614	-	-	-

BUDGET NARRATIVE

Summary of 2025-27 Biennium Budget

Oregon Board of Dentistry
 Oregon Board of Dentistry
 2025-27 Biennium

Agency Request Budget
 Cross Reference Number: 83400-000-00-00-00000

<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>
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	8	7.62	5,017,169	-	-	5,017,169	-	-	-

BUDGET NARRATIVE

Summary of 2025-27 Biennium Budget

Oregon Board of Dentistry
Oregon Board of Dentistry
2025-27 Biennium

Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000

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Subtotal: 2025-27 Current Service Level	8	7.62	5,017,169	-	-	5,017,169	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	(1)	(0.62)	(456,152)	-	-	(456,152)	-	-	-
Modified 2025-27 Current Service Level	7	7.00	4,561,017	-	-	4,561,017	-	-	-
Policy Packages									
081 - May 2024 Emergency Board	-	-	-	-	-	-	-	-	-
100 - Fee Increases	-	-	-	-	-	-	-	-	-
200 - List Serve Upgrade	-	-	24,823	-	-	24,823	-	-	-
300 - HR and Payroll Services	-	-	4,296	-	-	4,296	-	-	-
400 - Health Care Investigator Restoration	1	0.25	125,061	-	-	125,061	-	-	-
Subtotal Policy Packages	1	0.25	154,180	-	-	154,180	-	-	-
Total 2025-27 Agency Request Budget	8	7.25	4,715,197	-	-	4,715,197	-	-	-
Percentage Change From 2023-25 Leg Approved Budget	-	-4.86%	6.51%	-	-	6.51%	-	-	-
Percentage Change From 2025-27 Current Service Level	-	-4.86%	-6.02%	-	-	-6.02%	-	-	-

BUDGET NARRATIVE

Summary of 2025-27 Biennium Budget

Oregon Board of Dentistry
Board of Dentistry
2025-27 Biennium

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Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
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010 - Non-PICS Pers Svc/Vacancy Factor									
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Subtotal	-	-	(2,018)	-	-	(2,018)	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	268,240	-	-	268,240	-	-	-
State Gov't & Services Charges Increase/(Decrease)			178,374	-	-	178,374	-	-	-
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BUDGET NARRATIVE

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Board of Dentistry
2025-27 Biennium

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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	8	7.62	5,017,169	-	-	5,017,169	-	-	-

BUDGET NARRATIVE

Summary of 2025-27 Biennium Budget

Oregon Board of Dentistry
Board of Dentistry
2025-27 Biennium

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070 - Revenue Shortfalls	(1)	(0.62)	(456,152)	-	-	(456,152)	-	-	-
Modified 2025-27 Current Service Level	7	7.00	4,561,017	-	-	4,561,017	-	-	-
Policy Packages									
081 - May 2024 Emergency Board	-	-	-	-	-	-	-	-	-
100 - Fee Increases	-	-	-	-	-	-	-	-	-
200 - List Serve Upgrade	-	-	24,823	-	-	24,823	-	-	-
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Percentage Change From 2023-25 Leg Approved Budget	-	-4.86%	6.51%	-	-	6.51%	-	-	-
Percentage Change From 2025-27 Current Service Level	-	-4.86%	-6.02%	-	-	-6.02%	-	-	-

BUDGET NARRATIVE

Program Prioritization for 2025 -2027

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																			
83400	OBD	LIC	1) Process new license applications 2) Renew existing licenses 3) Answer questions from licensees and applicants 4) Work with investigators on problem applications 5) Update database records (addresses, license status, etc.) 6) Develop license policies				1,3,4			700,000					\$ 700,000	1	1.50	n	y	S	ORS 676																						
83400	OBD	INV	1) Investigate complaints 2) Assist Board in developing remedies 3) Coordinate contested case hearings 4) Monitor licensees under probation 5) Provide required information to national databases 6) Work with License staff on problem applications 7) Perform triage and investigative services for the Health Professionals' Services Program				2,4,5			1,550,000					\$ 1,550,000	4	3.25	n	y	S	ORS 676																						
83400	OBD	ADM	1) Provide public information through electronic data requests 2) Rules Promulgation 3) Education & Outreach 4) Board member relations 5) Governor's Directives 6) Other Duties as assigned				1,2,3,4,5			1,500,000					\$ 1,500,000	3	2.50	n	y	S	ORS 676																						
															\$ -																												
															\$ -																												
															\$ -																												
															\$ -																												
															\$ -																												
										3,750,000					\$ 3,750,000	8	7.25																										

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

Document criteria used to prioritize activities:

Activities were prioritized based on the following criteria:

- 1) Does the activity fulfill a statutory mandate?
- 2) Does the activity support the mission of the Oregon Board of Dentistry?
- 3) Does the activity support the Governor's priorities?

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

BUDGET NARRATIVE

DENTSITRY OBD															
2025 - 2027 Biennium															
Detail of Reductions to 2025-27 Current Service Level Budget															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Priority <small>(ranked most to least preferred)</small>	Agency	SCR or Activity Initials	Program Unit/Activity Description	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	Used in Gov. Budget Yes / No	Impact of Reduction on Services and Outcomes	
Dept	Prgm/ Div														
Admin/Clerical		834000112 9/Oregon Board of Dentistry	83400-000-00- 00-00000	Reduce Travel for meetings				20,000		\$ 20,000					BOARD MEMBERS INCUR TRAVEL EXPENSES TO ATTEND BOARD MEETINGS AND COMMITTEE MEETINGS, RULEMAKING HEARINGS, AND LEGISLATIVE SESSIONS THROUGHOUT THE BIENNIUM. FOUR MEMBERS LIVE OVER 300 MILES AWAY FROM THE BOARD OFFICE AND THREE LIVE 80-100 MILES AWAY. STAFF INCUR TRAVEL EXPENSES IN THE INVESTIGATION OF CASES, CONDUCTING OFFICE INSPECTIONS, GIVING PRESENTATIONS TO DENTAL STUDENTS AND PROFESSIONAL ORGANIZATIONS, AND ATTENDING INTER-AGENCY MEETINGS AND TRAINING SESSIONS. BOARD MEMBERS AND THE EXECUTIVE DIRECTOR ATTEND MEETINGS OF NATIONAL AND REGIONAL IMPORTANCE THAT AFFECT THE PRACTICE OF DENTISTRY, DENTAL AND DENTAL HYGIENE EDUCATION, LICENSURE AND ENFORCEMENT, AND ISSUES SUCH AS CONTINUING COMPETENCY AND BEST PRACTICES FOR DEALING WITH THE ADDICTED PROFESSIONAL. REDUCING TRAVEL WOULD LIMIT THE ABILITY OF BOARD AND STAFF TO MAINTAIN OPEN AND CLEAR COMMUNICATIONS WITH THE PROFESSION, EDUCATION PROGRAMS, OTHER STATE
Office Supplies		834000112 9/Oregon Board of Dentistry	83400-000-00- 00-00000	Reduce Office Supplies.				15,000		\$ 15,000					Reduce the purchase of all office supplies by 25%. No Positions would be reduced
Admin		834000112 9/Oregon Board of Dentistry	83400-000-00- 00-00000	Reduce Attorney General Support				100,000		\$ 100,000					This Reduction would increase the board's risk of not being responsive to legal issues, not seeking appropriate interpretation of statutes and rules, and would affect prosecution of contested cases hearings. reduced attorney time for the agency would limit the board's ability to seek preventive legal advice thus raising the risk of increased legal issues at a later time. No positions would be reduced
Admin/Clerical		834000112 9/Oregon Board of Dentistry	83400-000-00- 00-00000	Reduce Overtime				5,000		\$ 5,000					This Reduction would iimpact work and outcomes of the agency. Overtime is used selectively to enbsure priority work is completed in a timely basis.

BUDGET NARRATIVE

DENTSITRY OBD															
2025 - 2027 Biennium															
Detail of Reductions to 2025-27 Current Service Level Budget															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Priority <small>(ranked most to least preferred)</small>	Agency	SCR or Activity Initials	Program Unit/Activity Description	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	Used in Gov. Budget Yes / No	Impact of Reduction on Services and Outcomes	
Dept	Prgm/ Div														
Admin/Clerical		834000112 9/Oregon Board of Dentistry	83400-000-00- 00-00000	Reduce Office Support by 1 FTE Admins Specialist				180,000		\$ 180,000		1.00		This Reduction would increase the board's risk of not being responsive to a variety of board issues and negatively impact the day to day operations of the board and public perception of the board.Reduce Full time employment of office specialist to 20 hrs per week. the position currently is a limited duration position.	
						320,000				\$ 320,000					
					-	-	-	-	-			0	1.00		

Target \$ 320,000
Difference \$ (320,000)

BUDGET NARRATIVE

10% Reduction Options (ORS 291.216)

Activity or Program	Describe Reduction	Amount and Fund Type									Rank and Justification
(WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)	(DESCRIBE THE EFFECTS OF THIS REDUCTION. IDENTIFY REVENUE SOURCE FOR OF, FF. INCLUDE POSITIONS AND FTE FOR 2025-27 AND 2027-29)	GF	LF	OF	NL-OF	FF	NL-FF	Total Funds	Pos.	FTE	(RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)
Admin/Clerical	Reduce Travel for Board members and staff to attend ut of state and otehr meetings, conferences or summits.			X				\$ 20,000	-	-	
Office Supplies	Reduce the purchase of all office supplies by 25%. No Positions would be reduced			X				\$ 15,000	-	-	
Admin	Reduce Attorney General Support			X				\$ 100,000	-	-	
Admin/Clerical	Reduce Overtime			X				\$ 5,000	-	-	
Admin/Clerical	Reduce Office Support by 1 FTE Admins Specialist			X				\$ 180,000	1	1.00	
6.								\$ -	-	-	
7.								\$ -	-	-	
8.								\$ -	-	-	
9.								\$ -	-	-	
10.								\$ -	-	-	
Etc.								\$ -	-	-	
								\$ -	-	-	

BUDGET NARRATIVE

Oregon Board of Dentistry

EXECUTIVE DIRECTOR
Principal Executive/Manager E
Classification Z7008
Position 521 1.0 FTE

INVESTIGATION AND COMPLIANCE MONITORING

LICENSING/ADMINISTRATIVE SUPPORT

DENTAL DIRECTOR/
CHIEF INVESTIGATOR
Principal Executive/Manager E
Classification Z7008
Position 522 1.0 FTE

OFFICE MANAGER
Classification X0806
Position 524 1.0 FTE

PROJECT MANAGER
Classification C0854
Position SR27 1.0 LDE

DENTAL
INVESTIGATOR
Classification C5911
Position 531 .5 FTE

INVESTIGATOR 2
Classification C5232
Position 528 1.0 FTE

INVESTIGATOR 2
Classification C5232
Position 528 1.0 FTE

LICENSING &
EXAMINATION
MANAGER
Admin Specialist 2
Classification CO 180
Position 525 1.0 FTE

ADMIN SUPPORT
Office Specialist 2
Classification C0104
Position 529 1.0 FTE

Oregon Board of Dentistry

EXECUTIVE DIRECTOR
Principal Executive/Manager E
Classification Z7008
Position 521 1.0 FTE

INVESTIGATION AND COMPLIANCE MONITORING

LICENSING/ADMINISTRATIVE SUPPORT

DENTAL DIRECTOR/
CHIEF INVESTIGATOR
Principal Executive/Manager E
Classification Z7008
Position 522 1.0 FTE

OFFICE MANAGER
Classification X0806
Position 524 1.0 FTE

DENTAL
INVESTIGATOR
Classification C5911
Position 531 0 FTE
or .5 FTE POP 400

INVESTIGATOR 2
Classification C5232
Position 528 1.0 FTE

INVESTIGATOR 2
Classification C5232
Position 528 1.0 FTE

LICENSING &
EXAMINATION
MANAGER
Admin Specialist 2
Classification CO 180
Position 525 1.0 FTE

ADMIN SUPPORT
Office Specialist 2
Classification C0104 Position
529 1.0 FTE

BUDGET NARRATIVE

REVENUES

Source of Funds

The Board of Dentistry is funded solely by Other Funds received from license and application fees, renewal fees, permit fees, civil penalties and from the sale of labels, lists and public documents as allowed by law and interest on investments. All fees received are deposited in the State Treasury and are dedicated to the administration costs of the Board and the enforcement of ORS Chapter 679 and ORS Chapter 680.010 to 680.205. License and permit fees comprise 94% of all revenue collected by the Board.

Fee Policy

Fees charged by the Board are set in a manner that is fair and reasonable to sufficiently fund agency operations. Fees are designed so that revenues collected will not exceed the cost of administering the Board's programs and are established only after consultation with licensees, their professional associations and are subject to prior approval of the Department of Administrative Services and subsequently authorized by the Legislative Assembly. Fees were last updated in July 2022 with dental therapy being added as a new type of Licensee regulated by our Board.

Basis for 2025-2027 Estimates

Revenue projections are based on the estimated number of application fees, license renewals, and anesthesia permits. Data used includes historical information on new licenses issued, the number of current active licenses and the average number of retirements and resignations per year. This estimate incorporates Policy Package 100, which included modest fee increases which were highlighted in this budget document (107bf22). This document can be found at the end of this budget document with accompanying cover letter.

Fees are primarily paid by dentists, dental therapists and dental hygienists already licensed or applying for a new license, 2025-2027 Estimated Revenue:

	Rate	Total
Application Fees:		
Dentists	\$345.00	\$330,000.00
Dental Hygienists	\$180.00	\$255,000.00
Dental Therapists	\$180.00	\$10,360.00
License Fees (biennial/ new and renewal):		
Dental	\$486.00	\$1,797,390.00
Dental Hygiene	\$275.00	\$1,260,000.00
Dental Therapists	\$275.00	\$8,250
Anesthesia Permits:		
Nitrous Oxide	\$40.00	\$224,320.00
Minimal Sedation	\$75.00	\$41,000.00
Moderate Sedation	\$200.00	\$140,000.00
Deep Sedation	\$400.00	\$32,000.00
General Anesthesia	\$400.00	\$76,000.00
		\$4,174,320.00

BUDGET NARRATIVE

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

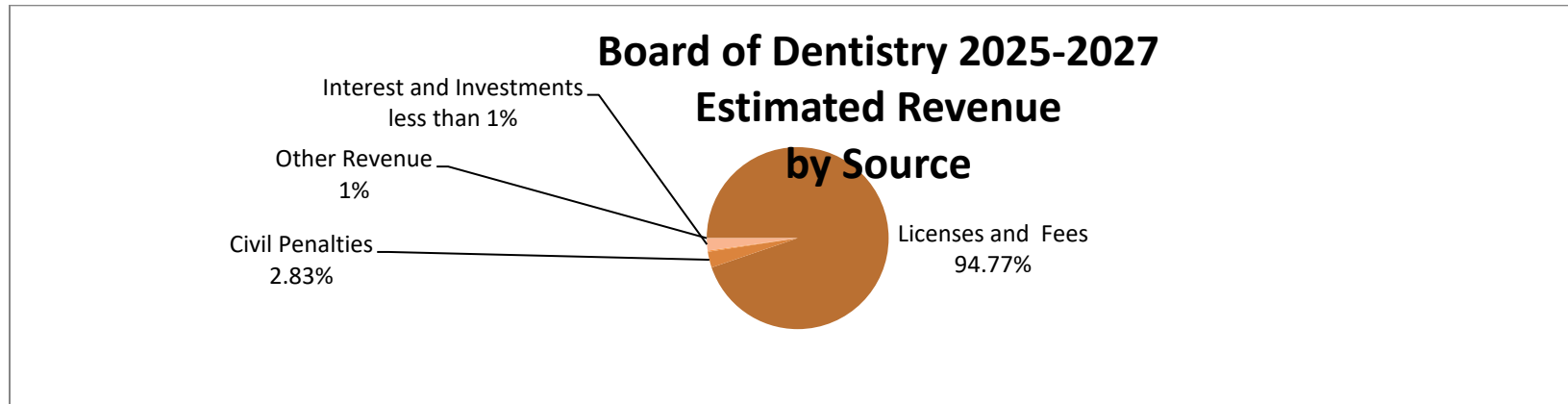
Oregon Board of Dentistry
2025-27 Biennium

Agency Number: 83400

Cross Reference Number: 83400-000-00-00-00000

Source	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	3,096,266	3,495,150	3,495,150	4,174,320	-	-
Non-business Lic. and Fees	22,230	14,900	14,900	14,000	-	-
Charges for Services	25,635	148,355	148,355	146,000	-	-
Fines and Forfeitures	188,289	240,000	240,000	240,000	-	-
Interest Income	49,115	60,000	60,000	60,000	-	-
Other Revenues	6,852	14,000	14,000	9,000	-	-
Tsfr To Oregon Health Authority	(194,105)	(267,000)	(267,000)	(200,000)	-	-
Total Other Funds	\$3,194,282	\$3,705,405	\$3,705,405	\$4,443,320	-	-

The revenue sources in the fee table above represent 94% of estimated revenue for 2025-2027. The remaining 6% is derived from delinquent fees, charges for services such as public records requests, data processing information, verification of licensure, dental assistant certifications and civil penalties and interest on investments. Sources and percent of total revenue are depicted in the chart.



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BUDGET NARRATIVE

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

Purpose or Type of Fee, License or Assessment	Who Pays	2023-25 Estimated Revenue	2025-27 Agency Request	2025-27 Governor's Budget	2025-27 Legislatively Adopted	Explanation
Dental/Specialty Renewal fee	Dentists	\$ 1,613,200.00	\$ 1,798,200.00			Rule allows OBD to raise fees
Dental Therapy Renewal fee	Dental Therapists	\$ 7,530.00	\$ 8,250.00			The license renewal fees are being increased on all 3 Licensees
Dental Hygiene Renewal fee	Dental Hygienists	\$ 1,104,400.00	\$ 1,210,000.00			
Anesthesia Permit – Deep Sedation	Dentists	\$ 6,000.00	\$ 32,000.00			Anesthesia Permit fees have not changed since 1999 and these 3 are the most complex ones, that dentists may obtain.
Anesthesia Permit – General Anesthesia	Dentists	\$ 26,600.00	\$ 76,000.00			
Anesthesia Permit – Moderate	Dentists	\$ 25,800.00	\$ 68,800.00			

BUDGET NARRATIVE

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

Source	Fund	ORBITS Revenue Acct	2021-23 Actual	2023-25 Leg Adopted	2023-25 Estimates	2025-27		
						Agency Requested	Governor's Budget	Legislatively Adopted
OTHER BUSINESS LICENSES	OF	0205	\$ 3,096,266.00	\$ 3,495,150.00	\$3,495,150.00	\$ 3,765,000.00		
OTHER NONBUSINESS LIC & FEES	OF	0210	\$ 22,230.00	\$ 14,900.00	\$ 14,900.00	\$ 14,900.00		
CHARGES FOR SERVICES	OF	0410	\$ 25,635.00	\$ 25,100.00	\$ 25,100.00	\$ 146,000.00		
FINES AND FORFEITS	OF	0505	\$ 191,788.52	\$ 240,000.00	\$ 240,000.00	\$ 240,000.00		
INTEREST AND INVESTMENTS	OF	0605	\$ 49,114.59	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00		
OTHER REVENUE	OF	0975	\$ 6,853.00	\$ 14,000.00	\$ 14,000.00	\$ 9,000.00		

BUDGET NARRATIVE

PROGRAM UNITS

For budget purposes, the Board of Dentistry is one operational unit and all major issues have been presented in the Agency Plans portion of this Budget Request.

The Agency Budget Request is based on revenue from existing fees and available cash balance. The Current Service Level budget was developed in accordance with Department of Administrative Services guidelines. Personal Services costs are automatically generated by State's computerized budget system (ORBITS) based on the salary level of incumbents. Services and Supplies line items have been calculated based on the standard inflation factor provided by DAS, or approved by DAS as an exception to the standard inflation rate (Attorney General, rent, State Government Service Charges).

ESSENTIAL PACKAGES

Essential Packages make budget adjustments.

Package 010: Vacancy Factor and Non-PICS Personal Services

Package 010 calculates limitation needs for salary and per diem and pension bond related expenses that are not calculated by PICS (inflation factor on temporary appointments, mass transit tax and social security and new payments toward pension bonds). The total amount of this package is \$2,018.

Package 031: Standard Inflation

Services and Supplies line items are projected at the DAS assigned inflation rate with some exceptions. Facilities Rental and Taxes increase has been calculated at allowed based on the current rental lease. All exceptions have been reviewed and approved by the Department of Administrative Services prior to inclusion in the Board's Current Service Level Budget. Total amount of this package is \$337,810.

Package 032: Above Standard Inflation with CFO Analyst Approval

CFO Analyst approved package 032 above standard inflation of \$1,328.

Package 033: Exceptional Inflation

CFO Analyst approved package 033 exceptional inflation of \$107,476.

Package 070 – Revenue Shortfalls

CFO Analyst and the OBD realigned resources due to increased costs and made adjustments with staff, benefits, services and related expenses in the amount of \$456,152 to ensure sufficient ending balance into next biennium.

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BUDGET NARRATIVE

The State Government Service Charges for the OBD set by DAS for 2025-2027 is provided.

STATE GOVERNMENT SERVICE CHARGES Dentistry, Board of -- 83400	
Description	Amount
Central Government Service Charge	\$11,165
COBID - Certification Office for Business Inclusion and Diversity	\$624
DAS - Chief Financial Office	\$5,000
DAS - Chief Human Resources Office	\$7,503
DAS - Chief Human Resources Office - Client Agency HR Mgmt. Svcs.	\$24,960
DAS - Chief Operating Office	\$1,190
DAS - Enterprise Asset Management-Admin. & Real Estate Services	\$4,345
DAS - Enterprise Asset Management-Surplus Property Base	\$60
DAS - Enterprise Goods & Services-Procurement Services	\$1,211
DAS - Enterprise Goods & Services-Liability (Auto & General)	\$138,568
DAS - Enterprise Goods & Services-Property (Auto & General)	\$743
DAS - Enterprise Goods & Services-Workers' Compensation	\$1,851
DAS - Enterprise Information Services (EIS)	\$5,000
DAS - Enterprise Information Services-Microsoft 365	\$28,501
DAS - Enterprise Information Services - Data Center Services (DCS)	\$16,977
DAS - Strategic Initiatives & Enterprise Accountability (SEA)	\$1,256
DAS - Workday Payroll System	\$2,020
Office of Public Records Advocate	\$286
Oregon Government Ethics Commission	\$317
Oregon Law Library	\$714
Secretary of State-Archives Record Center	\$11,235
Secretary of State-Archives & Records Management	\$3,213
Secretary of State-Audits	\$4,458
State Library of Oregon	\$1,751
Total:	\$272,488

POLICY OPTION PACKAGE:

POP 070 Revenue Shortfall

Purpose: This POP accounts for OBD’s revenue shortfall. Agencies are required to project an ending balance of at least 3 months for 2025-27 at the CSL level. This means without any of the other POP packages, including the fee increase. This POP reduces OBD’s budgeted staff and supplies to meet the 3 month ending balance requirement so that if no other POPs are approved for the 2025-27 biennium, the Board will have taken the necessary cuts to continue operating through the end of the biennium.

How Achieved: The OBD will eliminate one of its investigator positions as well as cease participation in the Health Professional Services Program (HPSP). These two actions will reduce the total budget by \$456,152 and increase OBD’s projected ending balance to be above 3 months for the 2025-27 biennium.

Staffing Impact: The .5 FTE dental Investigator position will be eliminated on 7/1/2025. This represents a \$311,152 decrease in Personal Services.

Services and Supplies: The agency will be cutting \$145,000 from its professional services budget, which is the cost of administering HPSP.

Quantifying Results: The OBD will monitor the transition and ensure all its agency and investigative functions are being completed in a timely basis. The OBD strives to be manage its limited resources effectively and stay mission focused as well. The agency will assess if it can continue to meet investigation standards and requirements without the .5 FTE investigator and support its licensees without HPSP.

Revenue Source: The Board of Dentistry’s funding is 100% Other Funds generated primarily from fees paid by licensees and applicants for licenses and permits. A small portion (less than six percent) of the Board’s revenue is from miscellaneous revenues generated from the sale of documents and records, late fees, civil penalties and dental assistant certification.

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BUDGET NARRATIVE

POLICY OPTION PACKAGE:

POP 100 Fee increases to support Current Service Level

Purpose: The OBD needs sufficient revenues to fund its operation. The OBD derives approximately 94% of its funding from applicants for licensure and Licensees. The OBD faces significant cost increases due to generous Cost of Living increases for most state employees, significant increase in DAS assessments and high costs to transition from OMB service support to DAS support for critical accounting, budget and finance functions. In addition, the license base for the OBD has plateaued for the past 10 years at approximately 8000 Licensees and the OBD is dependent on them for its source of funding.

How Achieved: The OBD would initiate select fee increases effective July 1, 2025. The additional revenue will support the OBD and ensure current service level and all primary functions and mission is supported.

- The proposed fee increases are estimated to add a total of \$409,320 in revenue.
 - Increase dental biennial license fee by \$50 to be \$486 (3692 Dental licenses renewed would generate \$184,600)
 - Increase Dental Hygiene biennial license fee by \$24 to be \$275 (4400 Dental Hygiene licenses renewed would generate \$105,600)
 - Increase Dental Therapy biennial license fee by \$24 to be \$275 (30 Dental Therapy licenses renewed would generate \$720)
 - Increase Deep Anesthesia permit fee by \$325 to be \$400 (80 permits = \$26,000)
 - Increase General Anesthesia Permit fee by \$260 to be \$400 (190 permits = \$49,400)
 - Increase Moderate Anesthesia Permit fee by \$125 to be \$200 (344 permits = \$43,000)

Fees proposed 2025-2027

OBD Fee Category	Amount	Object Code	New Fee (proposed)	\$ Change	% Change	Additional Revenue expected
Dental/Specialty Renewal fee	\$436	2104	\$486	\$50	11.50%	\$184,600 (3692 D)
Dental Therapy Renewal fee	\$251	2107	\$275	\$24	9.60%	\$720 (30 DT)
Dental Hygiene Renewal fee	\$251	2105	\$275	\$24	9.60%	\$105,600 (4400 DH)
Anesthesia Permit – Deep Sedation	\$75	2133	\$400	\$325	433%	\$26,000 (80 permits)
Anesthesia Permit – General Anesthesia	\$140	2134	\$400	\$260	186%	\$49,400 (190 permits)
Anesthesia Permit – Moderate	\$75	2135	\$200	\$125	167%	\$43,000 (344 permits)
						\$409,320 additional revenue

Staffing Impact: No impact. CSL maintained.

BUDGET NARRATIVE

Services and Supplies: No impact.

Quantifying Results: The OBD will monitor the implementation of fee increases and the budget closely in the next biennium. The OBD will notify DAS CFO/Governor's Office as needed if revenue is not in line with budget expectations or any budget issues are noted. It is expected that the fee increases will bring in sufficient revenue to support the needs of the agency.

Revenue Source: The Board of Dentistry funding is 100% Other Funds generated primarily from fees paid by licensees and applicants for licenses and permits. These fee increases seem fair and equitable impacting all three licensee types. The three sedation permits allow the highest level of sedation. These permits require more time and work from OBD staff in initial approval. The anesthesia fees have not been increased in over 20 years. The dentists holding these permits generally are the highest earning dentists and these permits are more time intensive for staff to review documentation, approve and renew.

POP 200 List Serve Upgrade to GovDelivery

Purpose: The OBD would like to transition to a modern, proven and efficient method to share important news, updates and renewal reminders to its Licensees and interested parties. GovDelivery is a proven, Oregon state government utilized email delivery system.

- Total for 2025-2027 is \$24,823
- \$4127 one-time set up and implementation fee
- Per Year \$10,348/year

How Achieved: The OBD would transition to a modern, proven and efficient method to share important news, updates and renewal reminders to its Licensees and interested parties. The current method of pulling emails from database is cumbersome, inefficient and clunky. Communication about the Board's activities is crucial to its operation and mission. It is a pillar of our modernization efforts to reach out to all communities in the state more effectively. DAS has provided the information and guidance on the service available to state agencies.

Staffing Impact: No impact.

Services and Supplies: \$24,823

Quantifying Results: The OBD will review its survey results and interact with interested parties and Licensees regarding its implementation of this new email delivery system. The OBD will also note attendance and feedback on its meetings, public rulemaking activities and future strategic planning engagement to quantify the success of the new email delivery system. The OBD expects to reap other benefits and will work with the vendor of the system to best utilize its capabilities and functions to benefit all that interact with the OBD.

Revenue Source: The Board of Dentistry's funding is 100% Other Funds generated primarily from fees paid by licensees and applicants for licenses and permits. A small portion (less than six percent) of the Board's revenue is from miscellaneous revenues generated from the sale of documents and records, late fees, civil penalties and dental assistant certifications.

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POP 300 HR and Payroll Services

Purpose: The transfer of OBD's HR and Payroll Services from OMB to DAS. This POP would request the difference between what you are currently paying to OMB (\$863 per month) and the 25-27 rate for DAS HR services.

How Achieved: The OBD will transition to DAS Services for accounting and budget support effective July 1, 2024 and DAS HR July 1, 2025.

Staffing Impact: No impact.

Services and Supplies: \$24,000

Quantifying Results: The OBD will monitor the transition and ensure all its agency and enterprise functions are being completed and all impacted are happy with the transition.

Revenue Source: The Board of Dentistry's funding is 100% Other Funds generated primarily from fees paid by licensees and applicants for licenses and permits. A small portion (less than six percent) of the Board's revenue is from miscellaneous revenues generated from the sale of documents and records, late fees, civil penalties and dental assistant certifications.

POP 400 Health Care Investigator Restoration

Purpose: The position was eliminated in the initial budget request and development to meet ending balance needs. This package is to add back the .25 FTE position if projected revenue allows it.

Staffing Impact: Restore Health Care Investigator Position \$125,060

Services and Supplies: None

Quantifying Results: The OBD will have a better opportunity to manage case investigations and serve Oregonians in a timelier basis with this position restored. The OBD is challenged to close investigations in 7.5 months, and cases can vary in complexity.

Revenue Source: The Board of Dentistry's funding is 100% Other Funds generated primarily from fees paid by licensees and applicants for licenses and permits. A small portion (less than six percent) of the Board's revenue is from miscellaneous revenues generated from the sale of documents and records, late fees, civil penalties and dental assistant certifications.

Facility Proposal Impact on Work Space Requirements

None

Audit Response Report

A Secretary of State Audit was conducted for the period July 1, 2005, through December 31, 2007. The Final report was issued September 10, 2008.

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BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
 Pkg: 010 - Vacancy Factor and Non-ORPICS Personal Services

Cross Reference Name: Board of Dentistry
 Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Temporary Appointments	-	-	193	-	-	-	193
Overtime Payments	-	-	280	-	-	-	280
All Other Differential	-	-	1,743	-	-	-	1,743
Public Employees' Retire Cont	-	-	426	-	-	-	426
Pension Obligation Bond	-	-	(4,843)	-	-	-	(4,843)
Social Security Taxes	-	-	169	-	-	-	169
Paid Family Medical Leave Insurance	-	-	8	-	-	-	8
Mass Transit Tax	-	-	6	-	-	-	6
Total Personal Services	-	-	(\$2,018)	-	-	-	(\$2,018)
Total Expenditures							
Total Expenditures	-	-	(2,018)	-	-	-	(2,018)
Total Expenditures	-	-	(\$2,018)	-	-	-	(\$2,018)
Ending Balance							
Ending Balance	-	-	2,018	-	-	-	2,018
Total Ending Balance	-	-	\$2,018	-	-	-	\$2,018

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 031 - Standard Inflation

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	2,318	-	-	-	2,318
Out of State Travel	-	-	345	-	-	-	345
Employee Training	-	-	2,475	-	-	-	2,475
Office Expenses	-	-	4,164	-	-	-	4,164
Telecommunications	-	-	1,138	-	-	-	1,138
State Gov. Service Charges	-	-	178,374	-	-	-	178,374
Data Processing	-	-	6,863	-	-	-	6,863
Publicity and Publications	-	-	678	-	-	-	678
Professional Services	-	-	31,169	-	-	-	31,169
IT Professional Services	-	-	10,951	-	-	-	10,951
Attorney General	-	-	78,830	-	-	-	78,830
Employee Recruitment and Develop	-	-	32	-	-	-	32
Dues and Subscriptions	-	-	476	-	-	-	476
Facilities Rental and Taxes	-	-	8,676	-	-	-	8,676
Facilities Maintenance	-	-	27	-	-	-	27
Agency Program Related S and S	-	-	5,992	-	-	-	5,992
Other Services and Supplies	-	-	3,964	-	-	-	3,964
Expendable Prop 250 - 5000	-	-	266	-	-	-	266
IT Expendable Property	-	-	1,072	-	-	-	1,072
Total Services & Supplies	-	-	\$337,810	-	-	-	\$337,810

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Oregon Board of Dentistry
Pkg: 031 - Standard Inflation

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Total Expenditures							
Total Expenditures	-	-	337,810	-	-	-	337,810
Total Expenditures	-	-	\$337,810	-	-	-	\$337,810
Ending Balance							
Ending Balance	-	-	(337,810)	-	-	-	(337,810)
Total Ending Balance	-	-	(\$337,810)	-	-	-	(\$337,810)

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Oregon Board of Dentistry
Pkg: 032 - Above Standard Inflation

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Professional Services	-	-	1,328	-	-	-	1,328
IT Professional Services	-	-	-	-	-	-	-
Total Services & Supplies	-	-	\$1,328	-	-	-	\$1,328
Total Expenditures							
Total Expenditures	-	-	1,328	-	-	-	1,328
Total Expenditures	-	-	\$1,328	-	-	-	\$1,328
Ending Balance							
Ending Balance	-	-	(1,328)	-	-	-	(1,328)
Total Ending Balance	-	-	(\$1,328)	-	-	-	(\$1,328)

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Oregon Board of Dentistry
Pkg: 033 - Exceptional Inflation

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Professional Services	-	-	107,476	-	-	-	107,476
Total Services & Supplies	-	-	\$107,476	-	-	-	\$107,476
Total Expenditures							
Total Expenditures	-	-	107,476	-	-	-	107,476
Total Expenditures	-	-	\$107,476	-	-	-	\$107,476
Ending Balance							
Ending Balance	-	-	(107,476)	-	-	-	(107,476)
Total Ending Balance	-	-	(\$107,476)	-	-	-	(\$107,476)

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 070 - Revenue Shortfalls

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	(219,837)	-	-	-	(219,837)
Empl. Rel. Bd. Assessments	-	-	(45)	-	-	-	(45)
Public Employees' Retire Cont	-	-	(46,254)	-	-	-	(46,254)
Social Security Taxes	-	-	(16,818)	-	-	-	(16,818)
Paid Family Medical Leave Insurance	-	-	(879)	-	-	-	(879)
Worker's Comp. Assess. (WCD)	-	-	(26)	-	-	-	(26)
Mass Transit Tax	-	-	(788)	-	-	-	(788)
Flexible Benefits	-	-	(26,505)	-	-	-	(26,505)
Total Personal Services	-	-	(\$311,152)	-	-	-	(\$311,152)
Services & Supplies							
Professional Services	-	-	(145,000)	-	-	-	(145,000)
Total Services & Supplies	-	-	(\$145,000)	-	-	-	(\$145,000)
Total Expenditures							
Total Expenditures	-	-	(456,152)	-	-	-	(456,152)
Total Expenditures	-	-	(\$456,152)	-	-	-	(\$456,152)
Ending Balance							
Ending Balance	-	-	456,152	-	-	-	456,152
Total Ending Balance	-	-	\$456,152	-	-	-	\$456,152

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 070 - Revenue Shortfalls

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Total Positions							
Total Positions							(1)
Total Positions	-	-	-	-	-	-	(1)
Total FTE							
Total FTE							(0.62)
Total FTE	-	-	-	-	-	-	(0.62)

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Oregon Board of Dentistry
Pkg: 100 - Fee Increases

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
Business Lic and Fees	-	-	409,320	-	-	-	409,320
Total Revenues	-	-	\$409,320	-	-	-	\$409,320
Ending Balance							
Ending Balance	-	-	409,320	-	-	-	409,320
Total Ending Balance	-	-	\$409,320	-	-	-	\$409,320

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 200 - List Serve Upgrade

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Publicity and Publications	-	-	24,823	-	-	-	24,823
Total Services & Supplies	-	-	\$24,823	-	-	-	\$24,823
Total Expenditures							
Total Expenditures	-	-	24,823	-	-	-	24,823
Total Expenditures	-	-	\$24,823	-	-	-	\$24,823
Ending Balance							
Ending Balance	-	-	(24,823)	-	-	-	(24,823)
Total Ending Balance	-	-	(\$24,823)	-	-	-	(\$24,823)

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 300 - HR and Payroll Services

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Professional Services	-	-	4,296	-	-	-	4,296
Total Services & Supplies	-	-	\$4,296	-	-	-	\$4,296
Total Expenditures							
Total Expenditures	-	-	4,296	-	-	-	4,296
Total Expenditures	-	-	\$4,296	-	-	-	\$4,296
Ending Balance							
Ending Balance	-	-	(4,296)	-	-	-	(4,296)
Total Ending Balance	-	-	(\$4,296)	-	-	-	(\$4,296)

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 400 - Health Care Investigator Restoration

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	88,644	-	-	-	88,644
Empl. Rel. Bd. Assessments	-	-	18	-	-	-	18
Public Employees' Retire Cont	-	-	18,651	-	-	-	18,651
Social Security Taxes	-	-	6,781	-	-	-	6,781
Paid Family Medical Leave Insurance	-	-	355	-	-	-	355
Worker's Comp. Assess. (WCD)	-	-	10	-	-	-	10
Flexible Benefits	-	-	10,602	-	-	-	10,602
Total Personal Services	-	-	\$125,061	-	-	-	\$125,061
Total Expenditures							
Total Expenditures	-	-	125,061	-	-	-	125,061
Total Expenditures	-	-	\$125,061	-	-	-	\$125,061
Ending Balance							
Ending Balance	-	-	(125,061)	-	-	-	(125,061)
Total Ending Balance	-	-	(\$125,061)	-	-	-	(\$125,061)
Total Positions							
Total Positions							1
Total Positions	-	-	-	-	-	-	1

___ Agency Request
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___ Legislatively Adopted
 Essential and Policy Package Fiscal Impact Summary - BPR013

BUDGET NARRATIVE

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Dentistry
Pkg: 400 - Health Care Investigator Restoration

Cross Reference Name: Board of Dentistry
Cross Reference Number: 83400-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Total FTE							
Total FTE							0.25
Total FTE	-	-	-	-	-	-	0.25

BUDGET NARRATIVE

Oregon Board of Dentistry

Summary Cross Reference Listing and Packages
2025-27 Biennium

Agency Number: 83400

M Analyst: Vellaipandian, Harikrishnan

Budget Coordinator: Moreland, Katherine - (503)378-0257

Cross Reference Number	Cross Reference Description	Package Number	Priority	Package Description	Package Group
001-00-00-00000	Board of Dentistry	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
001-00-00-00000	Board of Dentistry	021	0	Phase-in	Essential Packages
001-00-00-00000	Board of Dentistry	022	0	Phase-out Pgm & One-time Costs	Essential Packages
001-00-00-00000	Board of Dentistry	031	0	Standard Inflation	Essential Packages
001-00-00-00000	Board of Dentistry	032	0	Above Standard Inflation	Essential Packages
001-00-00-00000	Board of Dentistry	033	0	Exceptional Inflation	Essential Packages
001-00-00-00000	Board of Dentistry	040	0	Mandated Caseload	Essential Packages
001-00-00-00000	Board of Dentistry	050	0	Fundshifts	Essential Packages
001-00-00-00000	Board of Dentistry	060	0	Technical Adjustments	Essential Packages
001-00-00-00000	Board of Dentistry	070	0	Revenue Shortfalls	Policy Packages
001-00-00-00000	Board of Dentistry	081	0	May 2024 Emergency Board	Policy Packages
001-00-00-00000	Board of Dentistry	100	1	Fee Increases	Policy Packages
001-00-00-00000	Board of Dentistry	200	2	List Serve Upgrade	Policy Packages
001-00-00-00000	Board of Dentistry	300	3	HR and Payroll Services	Policy Packages
001-00-00-00000	Board of Dentistry	400	4	Health Care Investigator Restoration	Policy Packages

BUDGET NARRATIVE

Oregon Board of Dentistry

Policy Package List by Priority
2025-27 Biennium

Agency Number: 83400

BAM Analyst: Vellaipandian, Harikrishnan

Budget Coordinator: Moreland, Katherine - (503)378-0257

<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	001-00-00-00000	Board of Dentistry
	081	May 2024 Emergency Board	001-00-00-00000	Board of Dentistry
1	100	Fee Increases	001-00-00-00000	Board of Dentistry
2	200	List Serve Upgrade	001-00-00-00000	Board of Dentistry
3	300	HR and Payroll Services	001-00-00-00000	Board of Dentistry
4	400	Health Care Investigator Restoration	001-00-00-00000	Board of Dentistry

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Oregon Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000**

<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>
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	1,523,460	1,100,000	-	1,100,000	988,911	988,911
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	3,096,266	3,495,150	-	3,495,150	3,765,000	3,765,000
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	22,230	14,900	-	14,900	14,000	14,000
TOTAL LICENSES AND FEES						
3400 Other Funds Ltd	3,118,496	3,510,050	-	3,510,050	3,779,000	3,779,000
TOTAL LICENSES AND FEES	\$3,118,496	\$3,510,050	-	\$3,510,050	\$3,779,000	\$3,779,000

CHARGES FOR SERVICES

0410 Charges for Services

3400 Other Funds Ltd	25,635	148,355	-	148,355	146,000	146,000
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FINES, RENTS AND ROYALTIES

0505 Fines and Forfeitures

3400 Other Funds Ltd	188,289	240,000	-	240,000	240,000	240,000
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INTEREST EARNINGS

0605 Interest Income

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Oregon Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000**

<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	49,115	60,000	-	60,000	60,000	60,000
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	6,852	14,000	-	14,000	9,000	9,000
REVENUES						
3400 Other Funds Ltd	3,388,387	3,972,405	-	3,972,405	4,234,000	4,234,000
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(194,105)	(267,000)	-	(267,000)	(200,000)	(200,000)
AVAILABLE REVENUES						
3400 Other Funds Ltd	4,717,742	4,805,405	-	4,805,405	5,022,911	5,022,911
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	1,569,855	1,405,182	144,325	1,549,507	1,665,113	1,665,113
3160 Temporary Appointments						
3400 Other Funds Ltd	-	4,585	-	4,585	4,585	4,778
3170 Overtime Payments						
3400 Other Funds Ltd	592	6,669	-	6,669	6,669	6,949
3190 All Other Differential						

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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Oregon Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000**

<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	16,099	41,509	-	41,509	41,509	43,252
TOTAL SALARIES & WAGES						
3400 Other Funds Ltd	1,586,546	1,457,945	144,325	1,602,270	1,717,876	1,720,092
TOTAL SALARIES & WAGES	\$1,586,546	\$1,457,945	\$144,325	\$1,602,270	\$1,717,876	\$1,720,092
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	432	404	-	404	549	549
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	264,504	245,192	33,131	278,323	342,570	342,996
3221 Pension Obligation Bond						
3400 Other Funds Ltd	82,126	80,296	(8,266)	72,030	72,030	67,187
3230 Social Security Taxes						
3400 Other Funds Ltd	120,069	111,534	14,796	126,330	130,339	130,508
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	1,993	5,391	-	5,391	6,443	6,451
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	345	351	-	351	320	320
3260 Mass Transit Tax						
3400 Other Funds Ltd	9,214	9,155	1,160	10,315	10,315	10,321
3270 Flexible Benefits						

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BDV001A

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Oregon Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000**

<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	263,162	301,950	-	301,950	323,361	323,361
TOTAL OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	741,845	754,273	40,821	795,094	885,927	881,693
TOTAL OTHER PAYROLL EXPENSES	\$741,845	\$754,273	\$40,821	\$795,094	\$885,927	\$881,693
P.S. BUDGET ADJUSTMENTS						
3465 Reconciliation Adjustment						
3400 Other Funds Ltd	-	60,962	-	60,962	-	-
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	2,328,391	2,273,180	185,146	2,458,326	2,603,803	2,601,785
TOTAL PERSONAL SERVICES	\$2,328,391	\$2,273,180	\$185,146	\$2,458,326	\$2,603,803	\$2,601,785
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	19,738	55,194	-	55,194	55,194	57,512
4125 Out of State Travel						
3400 Other Funds Ltd	-	8,219	-	8,219	8,219	8,564
4150 Employee Training						
3400 Other Funds Ltd	18,881	58,929	-	58,929	58,929	61,404
4175 Office Expenses						
3400 Other Funds Ltd	53,827	99,149	-	99,149	99,149	103,313
4200 Telecommunications						

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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Oregon Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000**

<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	30,405	27,089	-	27,089	27,089	28,227
4225 State Gov. Service Charges						
3400 Other Funds Ltd	74,830	94,114	-	94,114	94,114	272,488
4250 Data Processing						
3400 Other Funds Ltd	114,566	163,404	-	163,404	163,404	170,267
4275 Publicity and Publications						
3400 Other Funds Ltd	4,041	16,145	-	16,145	16,145	16,823
4300 Professional Services						
3400 Other Funds Ltd	288,925	458,367	-	458,367	458,367	598,340
4315 IT Professional Services						
3400 Other Funds Ltd	-	161,038	-	161,038	161,038	171,989
4325 Attorney General						
3400 Other Funds Ltd	281,955	338,907	-	338,907	338,907	417,737
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	766	-	766	766	798
4400 Dues and Subscriptions						
3400 Other Funds Ltd	13,103	11,331	-	11,331	11,331	11,807
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	167,897	206,576	-	206,576	206,576	215,252
4475 Facilities Maintenance						
3400 Other Funds Ltd	-	634	-	634	634	661

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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Oregon Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000**

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
4575 Agency Program Related S and S						
3400 Other Funds Ltd	48,047	142,660	-	142,660	142,660	148,652
4650 Other Services and Supplies						
3400 Other Funds Ltd	112,580	94,384	-	94,384	94,384	98,348
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	-	6,343	-	6,343	6,343	6,609
4715 IT Expendable Property						
3400 Other Funds Ltd	63,732	25,521	-	25,521	25,521	26,593
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	1,292,527	1,968,770	-	1,968,770	1,968,770	2,415,384
TOTAL SERVICES & SUPPLIES	\$1,292,527	\$1,968,770	-	\$1,968,770	\$1,968,770	\$2,415,384
EXPENDITURES						
3400 Other Funds Ltd	3,620,918	4,241,950	185,146	4,427,096	4,572,573	5,017,169
ENDING BALANCE						
3400 Other Funds Ltd	1,096,824	563,455	(185,146)	378,309	450,338	5,742
TOTAL ENDING BALANCE	\$1,096,824	\$563,455	(\$185,146)	\$378,309	\$450,338	\$5,742
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	8	8	-	8	8	8
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	8.00	7.62	-	7.62	7.62	7.62

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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

<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>
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	1,523,460	1,100,000	-	1,100,000	988,911	988,911
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	3,096,266	3,495,150	-	3,495,150	3,765,000	3,765,000
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	22,230	14,900	-	14,900	14,000	14,000
TOTAL LICENSES AND FEES						
3400 Other Funds Ltd	3,118,496	3,510,050	-	3,510,050	3,779,000	3,779,000
TOTAL LICENSES AND FEES	\$3,118,496	\$3,510,050	-	\$3,510,050	\$3,779,000	\$3,779,000
CHARGES FOR SERVICES						
0410 Charges for Services						
3400 Other Funds Ltd	25,635	148,355	-	148,355	146,000	146,000
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	188,289	240,000	-	240,000	240,000	240,000
INTEREST EARNINGS						
0605 Interest Income						

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

<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	49,115	60,000	-	60,000	60,000	60,000
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	6,852	14,000	-	14,000	9,000	9,000
REVENUES						
3400 Other Funds Ltd	3,388,387	3,972,405	-	3,972,405	4,234,000	4,234,000
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(194,105)	(267,000)	-	(267,000)	(200,000)	(200,000)
AVAILABLE REVENUES						
3400 Other Funds Ltd	4,717,742	4,805,405	-	4,805,405	5,022,911	5,022,911
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	1,569,855	1,405,182	144,325	1,549,507	1,665,113	1,665,113
3160 Temporary Appointments						
3400 Other Funds Ltd	-	4,585	-	4,585	4,585	4,778
3170 Overtime Payments						
3400 Other Funds Ltd	592	6,669	-	6,669	6,669	6,949
3190 All Other Differential						

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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

<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	16,099	41,509	-	41,509	41,509	43,252
TOTAL SALARIES & WAGES						
3400 Other Funds Ltd	1,586,546	1,457,945	144,325	1,602,270	1,717,876	1,720,092
TOTAL SALARIES & WAGES	\$1,586,546	\$1,457,945	\$144,325	\$1,602,270	\$1,717,876	\$1,720,092
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	432	404	-	404	549	549
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	264,504	245,192	33,131	278,323	342,570	342,996
3221 Pension Obligation Bond						
3400 Other Funds Ltd	82,126	80,296	(8,266)	72,030	72,030	67,187
3230 Social Security Taxes						
3400 Other Funds Ltd	120,069	111,534	14,796	126,330	130,339	130,508
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	1,993	5,391	-	5,391	6,443	6,451
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	345	351	-	351	320	320
3260 Mass Transit Tax						
3400 Other Funds Ltd	9,214	9,155	1,160	10,315	10,315	10,321
3270 Flexible Benefits						

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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

<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	263,162	301,950	-	301,950	323,361	323,361
TOTAL OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	741,845	754,273	40,821	795,094	885,927	881,693
TOTAL OTHER PAYROLL EXPENSES	\$741,845	\$754,273	\$40,821	\$795,094	\$885,927	\$881,693
P.S. BUDGET ADJUSTMENTS						
3465 Reconciliation Adjustment						
3400 Other Funds Ltd	-	60,962	-	60,962	-	-
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	2,328,391	2,273,180	185,146	2,458,326	2,603,803	2,601,785
TOTAL PERSONAL SERVICES	\$2,328,391	\$2,273,180	\$185,146	\$2,458,326	\$2,603,803	\$2,601,785
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	19,738	55,194	-	55,194	55,194	57,512
4125 Out of State Travel						
3400 Other Funds Ltd	-	8,219	-	8,219	8,219	8,564
4150 Employee Training						
3400 Other Funds Ltd	18,881	58,929	-	58,929	58,929	61,404
4175 Office Expenses						
3400 Other Funds Ltd	53,827	99,149	-	99,149	99,149	103,313
4200 Telecommunications						

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Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

<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	30,405	27,089	-	27,089	27,089	28,227
4225 State Gov. Service Charges						
3400 Other Funds Ltd	74,830	94,114	-	94,114	94,114	272,488
4250 Data Processing						
3400 Other Funds Ltd	114,566	163,404	-	163,404	163,404	170,267
4275 Publicity and Publications						
3400 Other Funds Ltd	4,041	16,145	-	16,145	16,145	16,823
4300 Professional Services						
3400 Other Funds Ltd	288,925	458,367	-	458,367	458,367	598,340
4315 IT Professional Services						
3400 Other Funds Ltd	-	161,038	-	161,038	161,038	171,989
4325 Attorney General						
3400 Other Funds Ltd	281,955	338,907	-	338,907	338,907	417,737
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	766	-	766	766	798
4400 Dues and Subscriptions						
3400 Other Funds Ltd	13,103	11,331	-	11,331	11,331	11,807
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	167,897	206,576	-	206,576	206,576	215,252
4475 Facilities Maintenance						
3400 Other Funds Ltd	-	634	-	634	634	661

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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Agency Worksheet - Revenues & Expenditures
2025-27 Biennium
Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

<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>
4575 Agency Program Related S and S						
3400 Other Funds Ltd	48,047	142,660	-	142,660	142,660	148,652
4650 Other Services and Supplies						
3400 Other Funds Ltd	112,580	94,384	-	94,384	94,384	98,348
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	-	6,343	-	6,343	6,343	6,609
4715 IT Expendable Property						
3400 Other Funds Ltd	63,732	25,521	-	25,521	25,521	26,593
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	1,292,527	1,968,770	-	1,968,770	1,968,770	2,415,384
TOTAL SERVICES & SUPPLIES	\$1,292,527	\$1,968,770	-	\$1,968,770	\$1,968,770	\$2,415,384
EXPENDITURES						
3400 Other Funds Ltd	3,620,918	4,241,950	185,146	4,427,096	4,572,573	5,017,169
ENDING BALANCE						
3400 Other Funds Ltd	1,096,824	563,455	(185,146)	378,309	450,338	5,742
TOTAL ENDING BALANCE	\$1,096,824	\$563,455	(\$185,146)	\$378,309	\$450,338	\$5,742
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	8	8	-	8	8	8
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	8.00	7.62	-	7.62	7.62	7.62

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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Detail Revenues & Expenditures - Requested Budget
2025-27 Biennium
Oregon Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000**

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	988,911	-	988,911	-	988,911
REVENUE CATEGORIES					
LICENSES AND FEES					
0205 Business Lic and Fees					
3400 Other Funds Ltd	3,765,000	-	3,765,000	409,320	4,174,320
0210 Non-business Lic. and Fees					
3400 Other Funds Ltd	14,000	-	14,000	-	14,000
TOTAL LICENSES AND FEES					
3400 Other Funds Ltd	3,779,000	-	3,779,000	409,320	4,188,320
CHARGES FOR SERVICES					
0410 Charges for Services					
3400 Other Funds Ltd	146,000	-	146,000	-	146,000
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
3400 Other Funds Ltd	240,000	-	240,000	-	240,000
INTEREST EARNINGS					
0605 Interest Income					
3400 Other Funds Ltd	60,000	-	60,000	-	60,000
OTHER					
0975 Other Revenues					
3400 Other Funds Ltd	9,000	-	9,000	-	9,000

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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

Detail Revenues & Expenditures - Requested Budget

Version: V - 01 - Agency Request Budget

2025-27 Biennium

Cross Reference Number: 83400-000-00-00-00000

Oregon Board of Dentistry

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
TOTAL REVENUES					
3400 Other Funds Ltd	4,234,000	-	4,234,000	409,320	4,643,320
TRANSFERS OUT					
2443 Tsfr To Oregon Health Authority					
3400 Other Funds Ltd	(200,000)	-	(200,000)	-	(200,000)
AVAILABLE REVENUES					
3400 Other Funds Ltd	5,022,911	-	5,022,911	409,320	5,432,231
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
3400 Other Funds Ltd	1,665,113	-	1,665,113	(131,193)	1,533,920
3160 Temporary Appointments					
3400 Other Funds Ltd	4,585	193	4,778	-	4,778
3170 Overtime Payments					
3400 Other Funds Ltd	6,669	280	6,949	-	6,949
3190 All Other Differential					
3400 Other Funds Ltd	41,509	1,743	43,252	-	43,252
TOTAL SALARIES & WAGES					
3400 Other Funds Ltd	1,717,876	2,216	1,720,092	(131,193)	1,588,899
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	549	-	549	(27)	522

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

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

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000**

Oregon Board of Dentistry

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
3220 Public Employees' Retire Cont					
3400 Other Funds Ltd	342,570	426	342,996	(27,603)	315,393
3221 Pension Obligation Bond					
3400 Other Funds Ltd	72,030	(4,843)	67,187	-	67,187
3230 Social Security Taxes					
3400 Other Funds Ltd	130,339	169	130,508	(10,037)	120,471
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	6,443	8	6,451	(524)	5,927
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	320	-	320	(16)	304
3260 Mass Transit Tax					
3400 Other Funds Ltd	10,315	6	10,321	(788)	9,533
3270 Flexible Benefits					
3400 Other Funds Ltd	323,361	-	323,361	(15,903)	307,458
TOTAL OTHER PAYROLL EXPENSES					
3400 Other Funds Ltd	885,927	(4,234)	881,693	(54,898)	826,795
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	2,603,803	(2,018)	2,601,785	(186,091)	2,415,694
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	55,194	2,318	57,512	-	57,512
4125 Out of State Travel					
3400 Other Funds Ltd	8,219	345	8,564	-	8,564

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BDV002A - Detail Revenues & Expenditures - Requested Budget

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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Detail Revenues & Expenditures - Requested Budget
2025-27 Biennium
Oregon Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000**

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
4150 Employee Training					
3400 Other Funds Ltd	58,929	2,475	61,404	-	61,404
4175 Office Expenses					
3400 Other Funds Ltd	99,149	4,164	103,313	-	103,313
4200 Telecommunications					
3400 Other Funds Ltd	27,089	1,138	28,227	-	28,227
4225 State Gov. Service Charges					
3400 Other Funds Ltd	94,114	178,374	272,488	-	272,488
4250 Data Processing					
3400 Other Funds Ltd	163,404	6,863	170,267	-	170,267
4275 Publicity and Publications					
3400 Other Funds Ltd	16,145	678	16,823	24,823	41,646
4300 Professional Services					
3400 Other Funds Ltd	458,367	139,973	598,340	(140,704)	457,636
4315 IT Professional Services					
3400 Other Funds Ltd	161,038	10,951	171,989	-	171,989
4325 Attorney General					
3400 Other Funds Ltd	338,907	78,830	417,737	-	417,737
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	766	32	798	-	798
4400 Dues and Subscriptions					
3400 Other Funds Ltd	11,331	476	11,807	-	11,807
4425 Facilities Rental and Taxes					

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

**Detail Revenues & Expenditures - Requested Budget
2025-27 Biennium
Oregon Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000**

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
3400 Other Funds Ltd	206,576	8,676	215,252	-	215,252
4475 Facilities Maintenance					
3400 Other Funds Ltd	634	27	661	-	661
4575 Agency Program Related S and S					
3400 Other Funds Ltd	142,660	5,992	148,652	-	148,652
4650 Other Services and Supplies					
3400 Other Funds Ltd	94,384	3,964	98,348	-	98,348
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	6,343	266	6,609	-	6,609
4715 IT Expendable Property					
3400 Other Funds Ltd	25,521	1,072	26,593	-	26,593
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	1,968,770	446,614	2,415,384	(115,881)	2,299,503
TOTAL EXPENDITURES					
3400 Other Funds Ltd	4,572,573	444,596	5,017,169	(301,972)	4,715,197
ENDING BALANCE					
3400 Other Funds Ltd	450,338	(444,596)	5,742	711,292	717,034
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	8	-	8	-	8
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	7.62	-	7.62	(0.37)	7.25

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

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

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

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	988,911	-	988,911	-	988,911
REVENUE CATEGORIES					
LICENSES AND FEES					
0205 Business Lic and Fees					
3400 Other Funds Ltd	3,765,000	-	3,765,000	409,320	4,174,320
0210 Non-business Lic. and Fees					
3400 Other Funds Ltd	14,000	-	14,000	-	14,000
TOTAL LICENSES AND FEES					
3400 Other Funds Ltd	3,779,000	-	3,779,000	409,320	4,188,320
CHARGES FOR SERVICES					
0410 Charges for Services					
3400 Other Funds Ltd	146,000	-	146,000	-	146,000
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
3400 Other Funds Ltd	240,000	-	240,000	-	240,000
INTEREST EARNINGS					
0605 Interest Income					
3400 Other Funds Ltd	60,000	-	60,000	-	60,000
OTHER					
0975 Other Revenues					
3400 Other Funds Ltd	9,000	-	9,000	-	9,000

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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number: 83400

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

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
TOTAL REVENUES					
3400 Other Funds Ltd	4,234,000	-	4,234,000	409,320	4,643,320
TRANSFERS OUT					
2443 Tsfr To Oregon Health Authority					
3400 Other Funds Ltd	(200,000)	-	(200,000)	-	(200,000)
AVAILABLE REVENUES					
3400 Other Funds Ltd	5,022,911	-	5,022,911	409,320	5,432,231
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
3400 Other Funds Ltd	1,665,113	-	1,665,113	(131,193)	1,533,920
3160 Temporary Appointments					
3400 Other Funds Ltd	4,585	193	4,778	-	4,778
3170 Overtime Payments					
3400 Other Funds Ltd	6,669	280	6,949	-	6,949
3190 All Other Differential					
3400 Other Funds Ltd	41,509	1,743	43,252	-	43,252
TOTAL SALARIES & WAGES					
3400 Other Funds Ltd	1,717,876	2,216	1,720,092	(131,193)	1,588,899
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	549	-	549	(27)	522

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Oregon Board of Dentistry

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

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
3220 Public Employees' Retire Cont					
3400 Other Funds Ltd	342,570	426	342,996	(27,603)	315,393
3221 Pension Obligation Bond					
3400 Other Funds Ltd	72,030	(4,843)	67,187	-	67,187
3230 Social Security Taxes					
3400 Other Funds Ltd	130,339	169	130,508	(10,037)	120,471
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	6,443	8	6,451	(524)	5,927
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	320	-	320	(16)	304
3260 Mass Transit Tax					
3400 Other Funds Ltd	10,315	6	10,321	(788)	9,533
3270 Flexible Benefits					
3400 Other Funds Ltd	323,361	-	323,361	(15,903)	307,458
TOTAL OTHER PAYROLL EXPENSES					
3400 Other Funds Ltd	885,927	(4,234)	881,693	(54,898)	826,795
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	2,603,803	(2,018)	2,601,785	(186,091)	2,415,694
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	55,194	2,318	57,512	-	57,512
4125 Out of State Travel					
3400 Other Funds Ltd	8,219	345	8,564	-	8,564

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Oregon Board of Dentistry

Agency Number: 83400

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

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
4150 Employee Training					
3400 Other Funds Ltd	58,929	2,475	61,404	-	61,404
4175 Office Expenses					
3400 Other Funds Ltd	99,149	4,164	103,313	-	103,313
4200 Telecommunications					
3400 Other Funds Ltd	27,089	1,138	28,227	-	28,227
4225 State Gov. Service Charges					
3400 Other Funds Ltd	94,114	178,374	272,488	-	272,488
4250 Data Processing					
3400 Other Funds Ltd	163,404	6,863	170,267	-	170,267
4275 Publicity and Publications					
3400 Other Funds Ltd	16,145	678	16,823	24,823	41,646
4300 Professional Services					
3400 Other Funds Ltd	458,367	139,973	598,340	(140,704)	457,636
4315 IT Professional Services					
3400 Other Funds Ltd	161,038	10,951	171,989	-	171,989
4325 Attorney General					
3400 Other Funds Ltd	338,907	78,830	417,737	-	417,737
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	766	32	798	-	798
4400 Dues and Subscriptions					
3400 Other Funds Ltd	11,331	476	11,807	-	11,807
4425 Facilities Rental and Taxes					

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Oregon Board of Dentistry

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

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

Description	2025-27 Base Budget	Essential Packages	2025-27 Current Service Level	Policy Packages	2025-27 Agency Request Budget
3400 Other Funds Ltd	206,576	8,676	215,252	-	215,252
4475 Facilities Maintenance					
3400 Other Funds Ltd	634	27	661	-	661
4575 Agency Program Related S and S					
3400 Other Funds Ltd	142,660	5,992	148,652	-	148,652
4650 Other Services and Supplies					
3400 Other Funds Ltd	94,384	3,964	98,348	-	98,348
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	6,343	266	6,609	-	6,609
4715 IT Expendable Property					
3400 Other Funds Ltd	25,521	1,072	26,593	-	26,593
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	1,968,770	446,614	2,415,384	(115,881)	2,299,503
TOTAL EXPENDITURES					
3400 Other Funds Ltd	4,572,573	444,596	5,017,169	(301,972)	4,715,197
ENDING BALANCE					
3400 Other Funds Ltd	450,338	(444,596)	5,742	711,292	717,034
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	8	-	8	-	8
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	7.62	-	7.62	(0.37)	7.25

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Oregon Board of Dentistry

Agency Number 83400

BDV004B
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Oregon Board of Dentistry

Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000

Description	Total Policy Packages	Pkg: 070 Revenue Shortfalls Priority: 00	Pkg: 100 Fee Increases Priority: 01	Pkg: 200 List Serve Upgrade Priority: 02	Pkg: 300 HR and Payroll Services Priority: 03	Pkg: 400 Health Care Investigator Restoration Priority: 04
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REVENUE CATEGORIES

LICENSES AND FEES

0205 Business Lic and Fees

3400 Other Funds Ltd	409,320	-	409,320	-	-	-
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AVAILABLE REVENUES

3400 Other Funds Ltd	409,320	-	409,320	-	-	-
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TOTAL AVAILABLE REVENUES	\$409,320	-	\$409,320	-	-	-
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

3400 Other Funds Ltd	(131,193)	(219,837)	-	-	-	88,644
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OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

3400 Other Funds Ltd	(27)	(45)	-	-	-	18
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3220 Public Employees Retire Cont

3400 Other Funds Ltd	(27,603)	(46,254)	-	-	-	18,651
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3230 Social Security Taxes

3400 Other Funds Ltd	(10,037)	(16,818)	-	-	-	6,781
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	(524)	(879)	-	-	-	355
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3250 Workers Comp. Assess. (WCD)

3400 Other Funds Ltd	(16)	(26)	-	-	-	10
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Oregon Board of Dentistry

Agency Number 83400

BDV004B
2025-27 Biennium
Oregon Board of Dentistry

Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000

Description	Total Policy Packages	Pkg: 070 Revenue Shortfalls Priority: 00	Pkg: 100 Fee Increases Priority: 01	Pkg: 200 List Serve Upgrade Priority: 02	Pkg: 300 HR and Payroll Services Priority: 03	Pkg: 400 Health Care Investigator Restoration Priority: 04
3260 Mass Transit Tax						
3400 Other Funds Ltd	(788)	(788)	-	-	-	-
3270 Flexible Benefits						
3400 Other Funds Ltd	(15,903)	(26,505)	-	-	-	10,602
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	(54,898)	(91,315)	-	-	-	36,417
TOTAL OTHER PAYROLL EXPENSES	(\$54,898)	(\$91,315)	-	-	-	\$36,417
PERSONAL SERVICES						
3400 Other Funds Ltd	(186,091)	(311,152)	-	-	-	125,061
TOTAL PERSONAL SERVICES	(\$186,091)	(\$311,152)	-	-	-	\$125,061
SERVICES & SUPPLIES						
4275 Publicity and Publications						
3400 Other Funds Ltd	24,823	-	-	24,823	-	-
4300 Professional Services						
3400 Other Funds Ltd	(140,704)	(145,000)	-	-	4,296	-
SERVICES & SUPPLIES						
3400 Other Funds Ltd	(115,881)	(145,000)	-	24,823	4,296	-
TOTAL SERVICES & SUPPLIES	(\$115,881)	(\$145,000)	-	\$24,823	\$4,296	-
EXPENDITURES						
3400 Other Funds Ltd	(301,972)	(456,152)	-	24,823	4,296	125,061
TOTAL EXPENDITURES	(\$301,972)	(\$456,152)	-	\$24,823	\$4,296	\$125,061
ENDING BALANCE						

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Oregon Board of Dentistry

Agency Number 83400

BDV004B
2025-27 Biennium
Oregon Board of Dentistry

Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-000-00-00-00000

Description	Total Policy Packages	Pkg: 070 Revenue Shortfalls Priority: 00	Pkg: 100 Fee Increases Priority: 01	Pkg: 200 List Serve Upgrade Priority: 02	Pkg: 300 HR and Payroll Services Priority: 03	Pkg: 400 Health Care Investigator Restoration Priority: 04
3400 Other Funds Ltd	711,292	456,152	409,320	(24,823)	(4,296)	(125,061)
TOTAL ENDING BALANCE	\$711,292	\$456,152	\$409,320	(\$24,823)	(\$4,296)	(\$125,061)
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	-	(1)	-	-	-	1
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	(0.37)	(0.62)	-	-	-	0.25

BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number 83400

**BDV004B
2025-27 Biennium
Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

Description	Total Policy Packages	Pkg: 070 Revenue Shortfalls Priority: 00	Pkg: 100 Fee Increases Priority: 01	Pkg: 200 List Serve Upgrade Priority: 02	Pkg: 300 HR and Payroll Services Priority: 03	Pkg: 400 Health Care Investigator Restoration Priority: 04
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REVENUE CATEGORIES

LICENSES AND FEES

0205 Business Lic and Fees

3400 Other Funds Ltd	409,320	-	409,320	-	-	-
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AVAILABLE REVENUES

3400 Other Funds Ltd	409,320	-	409,320	-	-	-
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TOTAL AVAILABLE REVENUES	\$409,320	-	\$409,320	-	-	-
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

3400 Other Funds Ltd	(131,193)	(219,837)	-	-	-	88,644
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OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

3400 Other Funds Ltd	(27)	(45)	-	-	-	18
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3220 Public Employees Retire Cont

3400 Other Funds Ltd	(27,603)	(46,254)	-	-	-	18,651
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3230 Social Security Taxes

3400 Other Funds Ltd	(10,037)	(16,818)	-	-	-	6,781
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	(524)	(879)	-	-	-	355
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3250 Workers Comp. Assess. (WCD)

3400 Other Funds Ltd	(16)	(26)	-	-	-	10
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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number 83400

**BDV004B
2025-27 Biennium
Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

Description	Total Policy Packages	Pkg: 070 Revenue Shortfalls Priority: 00	Pkg: 100 Fee Increases Priority: 01	Pkg: 200 List Serve Upgrade Priority: 02	Pkg: 300 HR and Payroll Services Priority: 03	Pkg: 400 Health Care Investigator Restoration Priority: 04
3260 Mass Transit Tax						
3400 Other Funds Ltd	(788)	(788)	-	-	-	-
3270 Flexible Benefits						
3400 Other Funds Ltd	(15,903)	(26,505)	-	-	-	10,602
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	(54,898)	(91,315)	-	-	-	36,417
TOTAL OTHER PAYROLL EXPENSES	(\$54,898)	(\$91,315)	-	-	-	\$36,417
PERSONAL SERVICES						
3400 Other Funds Ltd	(186,091)	(311,152)	-	-	-	125,061
TOTAL PERSONAL SERVICES	(\$186,091)	(\$311,152)	-	-	-	\$125,061
SERVICES & SUPPLIES						
4275 Publicity and Publications						
3400 Other Funds Ltd	24,823	-	-	24,823	-	-
4300 Professional Services						
3400 Other Funds Ltd	(140,704)	(145,000)	-	-	4,296	-
SERVICES & SUPPLIES						
3400 Other Funds Ltd	(115,881)	(145,000)	-	24,823	4,296	-
TOTAL SERVICES & SUPPLIES	(\$115,881)	(\$145,000)	-	\$24,823	\$4,296	-
EXPENDITURES						
3400 Other Funds Ltd	(301,972)	(456,152)	-	24,823	4,296	125,061
TOTAL EXPENDITURES	(\$301,972)	(\$456,152)	-	\$24,823	\$4,296	\$125,061
ENDING BALANCE						

07/26/24
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BUDGET NARRATIVE

Oregon Board of Dentistry

Agency Number 83400

**BDV004B
2025-27 Biennium
Board of Dentistry**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 83400-001-00-00-00000**

Description	Total Policy Packages	Pkg: 070 Revenue Shortfalls Priority: 00	Pkg: 100 Fee Increases Priority: 01	Pkg: 200 List Serve Upgrade Priority: 02	Pkg: 300 HR and Payroll Services Priority: 03	Pkg: 400 Health Care Investigator Restoration Priority: 04
3400 Other Funds Ltd	711,292	456,152	409,320	(24,823)	(4,296)	(125,061)
TOTAL ENDING BALANCE	\$711,292	\$456,152	\$409,320	(\$24,823)	(\$4,296)	(\$125,061)

AUTHORIZED POSITIONS

8150 Class/Unclass Positions	-	(1)	-	-	-	1
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AUTHORIZED FTE

8250 Class/Unclass FTE Positions	(0.37)	(0.62)	-	-	-	0.25
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BUDGET NARRATIVE

PIC100 - Position Budget Report

Oregon Board of Dentistry

2025-27 Biennium

Cross Reference Number: 83400-000-00-00-00000

Budget Preparation

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											-	-	1,533,920	-	1,533,920				
Total OPE											-	-	735,107	-	735,107				
Total Personal Services													8	7.62	-	-	2,269,027	-	2,269,027

BUDGET NARRATIVE

PIC100 - Position Budget Report

Board of Dentistry

**2025-27 Biennium
Budget Preparation**

**Cross Reference Number: 83400-001-01-00-00000
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
0000521	MEAH Z7588 HF	AGENCY HEAD 8	34X	PF	1	1.00	24	10	13613	SAL	-	-	326,712	-	326,712
										OPE	-	-	137,562	-	137,562
0000524	MMS X0806 AP	OFFICE MANAGER 2	22	PF	1	1.00	24	8	6791	SAL	-	-	162,984	-	162,984
										OPE	-	-	89,934	-	89,934
0000525	OAS C0108 AP	ADMINISTRATIVE SPECIALIST 2	20	PF	1	1.00	24	6	5169	SAL	-	-	124,056	-	124,056
										OPE	-	-	78,609	-	78,609
0000528	OAS C5232 AP	INVESTIGATOR 2	23	PF	1	1.00	24	10	7206	SAL	-	-	172,944	-	172,944
										OPE	-	-	92,831	-	92,831
0000529	OAS C0104 AP	OFFICE SPECIALIST 2	15	PF	1	1.00	24	5	3952	SAL	-	-	94,848	-	94,848
										OPE	-	-	70,113	-	70,113
0000530	OAS C5232 AP	INVESTIGATOR 2	23	PF	1	1.00	24	3	5169	SAL	-	-	124,056	-	124,056
										OPE	-	-	78,609	-	78,609
0000531	OAS C5911 EP	HEALTH CARE INVESTIGATOR/ADVISOR	26	PP	1	0.25	6	9	14774	SAL	-	-	88,644	-	88,644
										OPE	-	-	36,417	-	36,417
0000532	OAS C5911 EP	HEALTH CARE INVESTIGATOR/ADVISOR	26	PF	1	1.00	24	9	14774	SAL	-	-	354,576	-	354,576
										OPE	-	-	144,522	-	144,522
0004501	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004502	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004503	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004504	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004505	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004506	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004507	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510
										OPE	-	-	651	-	651
0004508	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510

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BUDGET NARRATIVE

PIC100 - Position Budget Report

Board of Dentistry

**2025-27 Biennium
Budget Preparation**

**Cross Reference Number: 83400-001-01-00-00000
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	-	-	651	-	651	
0004509	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510	
										OPE	-	-	651	-	651	
0004511	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	8,510	-	8,510	
										OPE	-	-	651	-	651	
Total Salary											-	-	1,533,920	-	1,533,920	
Total OPE											-	-	735,107	-	735,107	
Total Personal Services					8	7.25						-	-	2,269,027	-	2,269,027

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	0.00
										0	0	0	0	0.00

2025-27 Biennium

Cross Reference Number: 83400-001-00-00-00000

Agency Request Budget

Package Number: 70

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE	
531	1235000	42048	OAS C5911 E P	HEALTH CARE INVESTIGATOR/AD\	26	PP	0	9	14,774	-219,837	-90,527	-310,364	-1	-0.62	
										General Funds	0	0	0		
										Lottery Funds	0	0	0		
										Other Funds	-219,837	-90,527	-310,364		
										Federal Funds	0	0	0		
										Total Funds	-219,837	-90,527	-310,364	-1	-0.62

2025 – 2027 X Agency Request _____ Governor’s Recommended _____ Legislatively Adopted Budget Page 106

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE	
531	1235000	42048	OAS C5911 E P	HEALTH CARE INVESTIGATOR/AD\	26	PP	6	9	14,774	88,644	36,417	125,061	1	0.25	
										General Funds	0	0	0		
										Lottery Funds	0	0	0		
										Other Funds	88,644	36,417	125,061		
										Federal Funds	0	0	0		
										Total Funds	88,644	36,417	125,061	1	0.25

Board of Dentistry

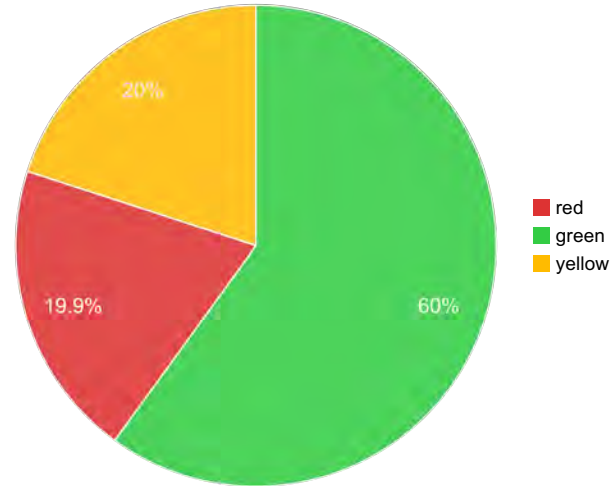
Annual Performance Progress Report

Reporting Year 2024

Published: 7/28/2024 12:02:02 PM

BUDGET NARRATIVE

KPM #	Approved Key Performance Measures (KPMs)
1	Continuing Education Compliance - Percent of Licensees in compliance with continuing education requirements.
2	Time to Investigate Complaints - Average months from receipt of new complaints to completed investigation.
3	Days to Complete License Paperwork - Average number of working days from receipt of completed paperwork to issuance of license.
4	Customer Satisfaction with Agency Services - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information.
5	Board Best Practices - Percent of total best practices met by the Board.

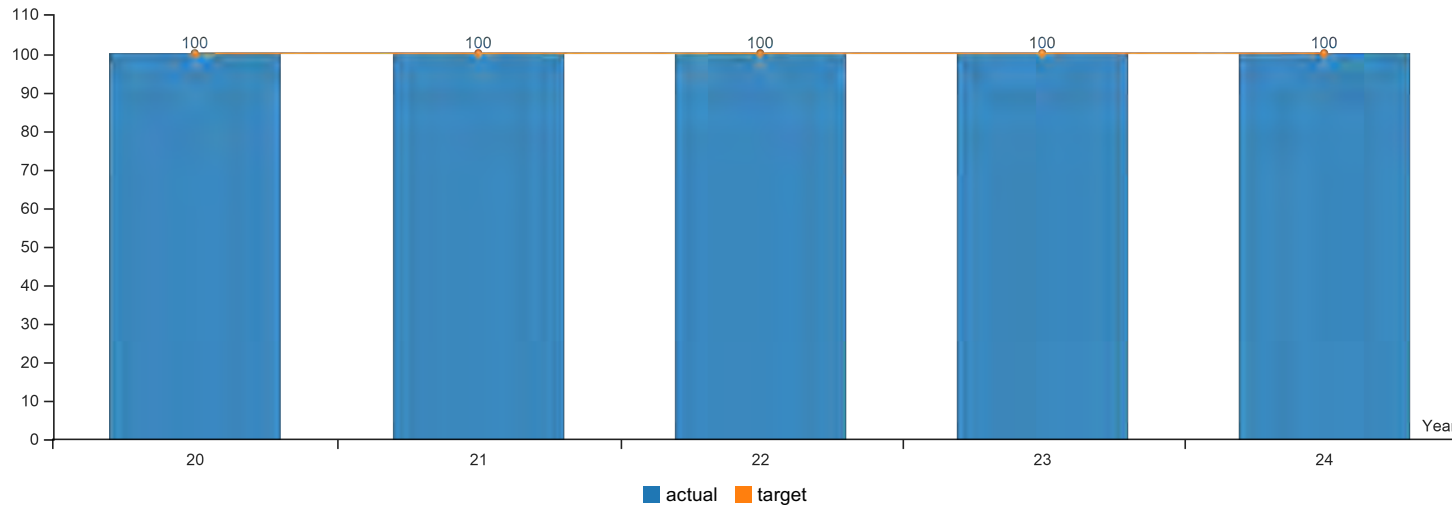


Performance Summary	Green	Yellow	Red
	= Target to -5%	= Target -5% to -15%	= Target > -15%
Summary Stats:	60%	20%	20%

BUDGET NARRATIVE

KPM #1	Continuing Education Compliance - Percent of Licensees in compliance with continuing education requirements.
	Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2020	2021	2022	2023	2024
Percent of Licensees in Compliance with Continuing Education Requirements					
Actual	100%	100%	100%	100%	100%
Target	100%	100%	100%	100%	100%

How Are We Doing

For FY 2024 we accomplished this goal by requiring our licensees complete and comply with continuing education requirements. The Board's view is that licensees should keep current on practice issues. One way to do this is to take continuing education courses during their two-year licensure period. The Board monitors their compliance with questions on their license renewal forms, it is requested in investigations and also verified in audits each renewal cycle. Board Staff follows up and ensures all licensees meet their CE requirement.

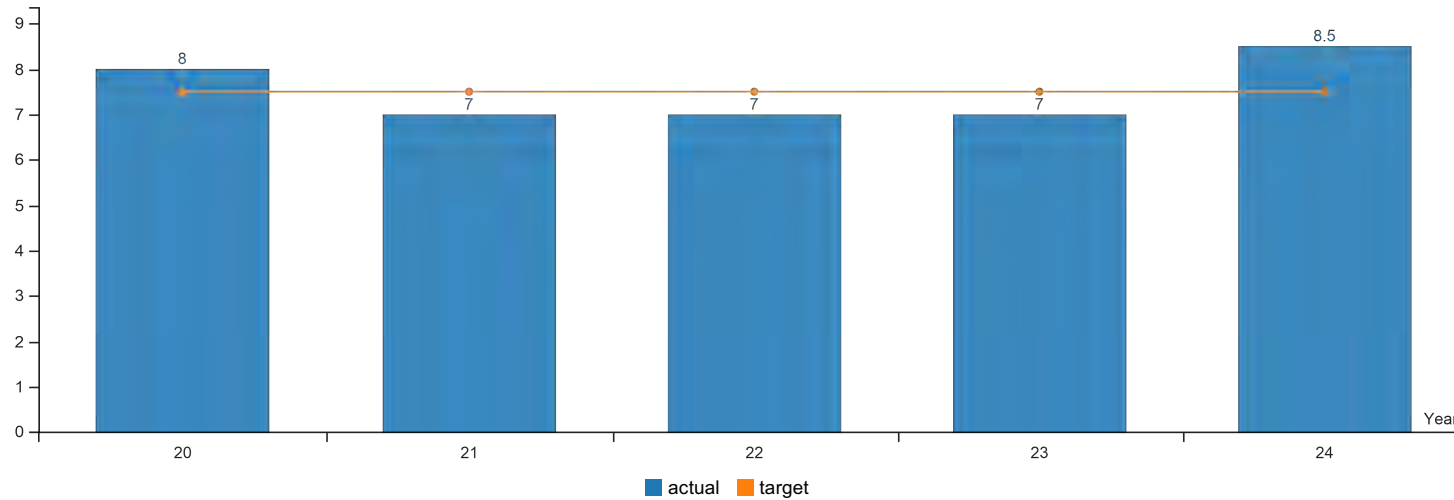
Factors Affecting Results

Board staff work with licensees to communicate the requirements to be in compliance with Board rules.

BUDGET NARRATIVE

KPM #2	Time to Investigate Complaints - Average months from receipt of new complaints to completed investigation.
	Data Collection Period: Jul 01 - Jun 30

* Upward Trend = negative result



Report Year	2020	2021	2022	2023	2024
Average time to Investigate Complaints					
Actual	8	7	7	7	8.50
Target	7.50	7.50	7.50	7.50	7.50

How Are We Doing

The investigators worked diligently to close the cases and bring forward to the regularly scheduled Board Meetings. An investigation can sometimes take longer than usual because of a number of reasons: the number of treatment providers involved in the case, the complexity of the case, the timely responses of all involved and their cooperation as well.

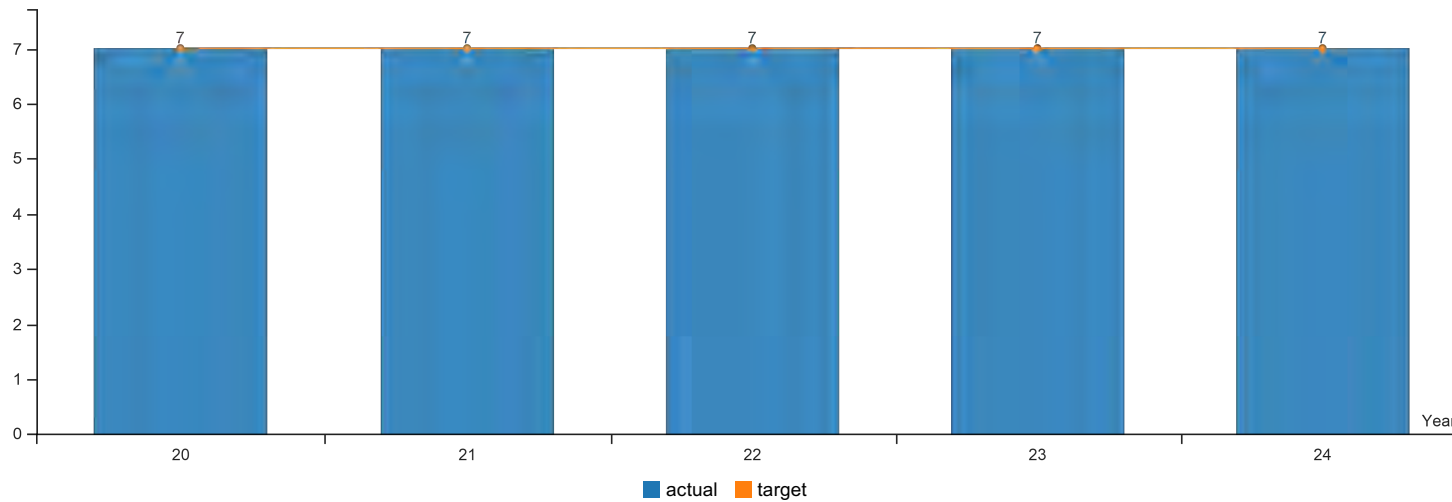
Factors Affecting Results

The total number of investigations opened in FY 2024 was 178 compared to 213 in FY 2023. The number of cases closed in FY 2024 was 176 compared to 170 in FY 2023. Staff turnover impacted case disposition and time to close cases, though the OBD is fully staffed at the time of this report.

BUDGET NARRATIVE

KPM #3	Days to Complete License Paperwork - Average number of working days from receipt of completed paperwork to issuance of license.
	Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2020	2021	2022	2023	2024
Average Number of Working Days to Issue license after Paperwork is Completed.					
Actual	7	7	7	7	7
Target	7	7	7	7	7

How Are We Doing

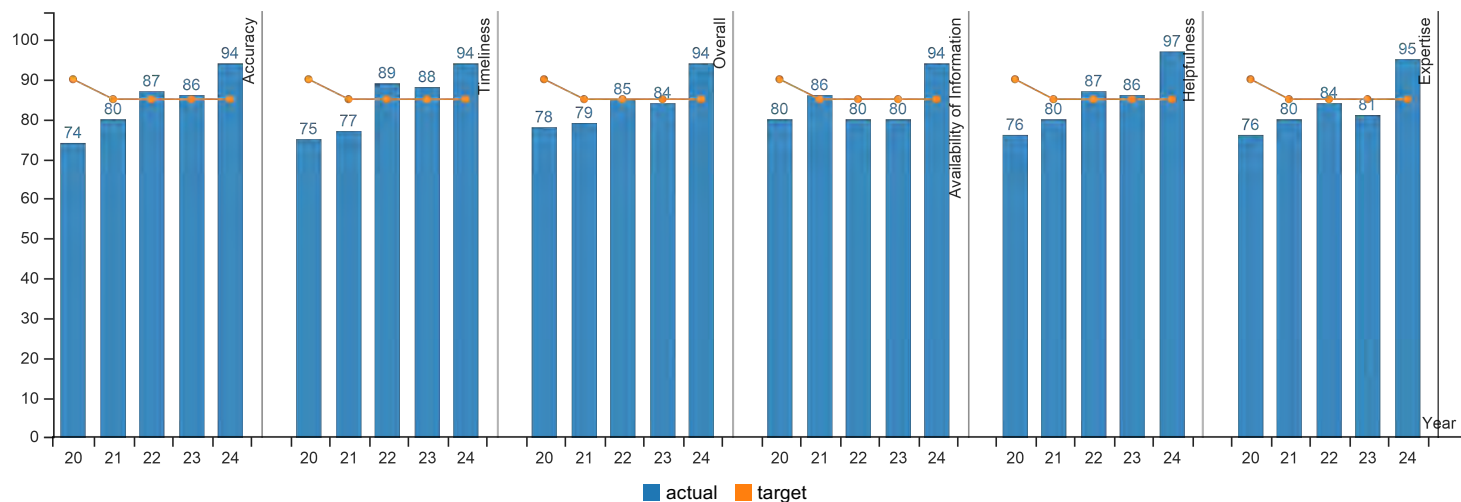
For FY 2024 we accomplished this goal. Although there were delays due to other agencies, schools, states and entities working remotely. Once all required documentation and paperwork is completed via the online portal, then licenses were issued with minimal delay.

Factors Affecting Results

It is one of our top priorities that applications and renewals be processed accurately and efficiently.

BUDGET NARRATIVE

KPM #4 Customer Satisfaction with Agency Services - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information.
 Data Collection Period: Jul 01 - Jun 30



Report Year	2020	2021	2022	2023	2024
Accuracy					
Actual	74%	80%	87%	86%	94%
Target	90%	85%	85%	85%	85%
Timeliness					
Actual	75%	77%	89%	88%	94%
Target	90%	85%	85%	85%	85%
Overall					
Actual	78%	79%	85%	84%	94%
Target	90%	85%	85%	85%	85%
Availability of Information					
Actual	80%	86%	80%	80%	94%
Target	90%	85%	85%	85%	85%
Helpfulness					
Actual	76%	80%	87%	86%	97%
Target	90%	85%	85%	85%	85%
Expertise					
Actual	76%	80%	84%	81%	95%
Target	90%			85%	85%

How Are We Doing

2025 – 2027

X Agency Request

____ Governor's Recommended

____ Legislatively Adopted

Budget Page 113

BUDGET NARRATIVE

In compliance with the Oregon Legislatures directive, the Board conducts a Customer Service Survey as one tool to determine the customer satisfaction with the accuracy of carrying out the statutory requirements and Mission of the Board. The overall results were positive.

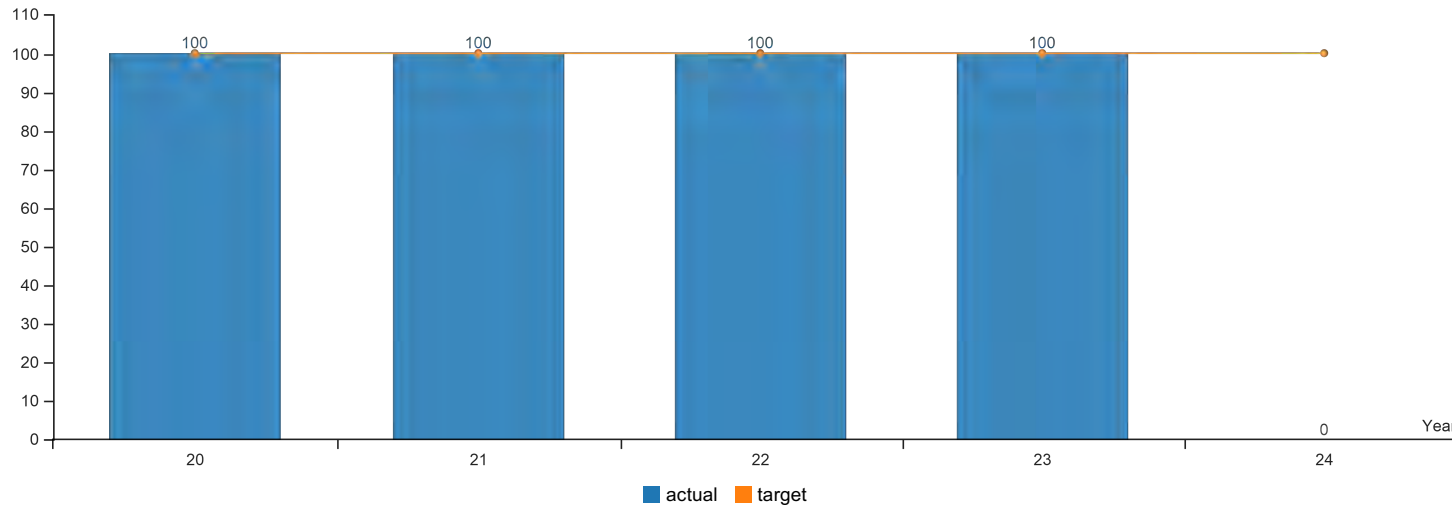
Factors Affecting Results

People choose to respond to surveys and we will continue to promote the survey and encourage feedback. We receive direct feedback outside the survey and it is good to know how the OBD's actions are impacting others and the information received is always useful.

BUDGET NARRATIVE

KPM #5	Board Best Practices - Percent of total best practices met by the Board.
	Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2020	2021	2022	2023	2024
Compliance with Best Practices Performance Measurement					
Actual	100%	100%	100%	100%	0%
Target	100%	100%	100%	100%	100%

How Are We Doing

Annually at the August Board Meeting the Board reviews the 15 metrics outlined on the Board Best Practices document. It conducted a 360-degree performance review of the Executive Director in March 2024 and all Board Members had access to the positive results. The current Executive Director has had an annual review every year since 2015. The Board has been reviewing its compliance with Best Practices Performance Measurements for Governing Boards and Commissions as it prepares for the August 2024 Board Meeting.

Factors Affecting Results

The Board Members are engaged and dedicated to their responsibilities, duties and obligations serving Oregon in their capacity. The Board will review the Board Best Practices' Assessment document at its August 23, 2024, Board Meeting.



Oregon

Tina Kotek, Governor

Board of Dentistry
1500 SW 1st Ave, Ste 770
Portland, OR 97201-5837
(971) 673-3200
Fax: (971) 673-3202
www.oregon.gov/dentistry

Oregon Board of Dentistry Affirmative Action Plan
2025 – 2027 Biennium

At the Oregon Board of Dentistry (OBD), we are committed to equal opportunity and providing a workplace free of discrimination and harassment based on race, color, sex, marital status, sexual orientation, religion, national origin, age, mental or physical disability, or any reason prohibited by state or federal law. We are also committed to the right of any employee to work and advance on the basis of merit, ability, and potential. We believe that all of us at the OBD are responsible for creating and contributing to an inclusive and professional work environment. To help ensure the effective implementation of our policy statements and the success of our 2025-2027 biennium goals, the OBD will work with our DAS CHRO Human Resources Partner and our Board to monitor implementation and ongoing effectiveness, adjusting as necessary. We are dedicated to finding new ways to foster staff and board diversity and promote an inclusive and professional work environment.

I am pleased to share the OBD's Affirmative Action Plan for the 2025-2027 Biennium. This report was finalized in conjunction with the compilation of the OBD's 2025-2027 Agency Request Budget in the summer of 2024.

Sincerely,

Stephen Prisby
OBD Executive Director

The Mission of the Oregon Board of Dentistry is to promote quality oral health care and protect all communities in the State of Oregon by equitably and ethically regulating dental professionals.

BUDGET NARRATIVE

OREGON BOARD OF DENTISTRY
1500 SW 1st Ave., Suite 770
Portland, OR 97201
Telephone: 971-673-3200



Affirmative Action Plan 2025 – 2027 Biennium

BUDGET NARRATIVE

AGENCY MISSION

The Mission of the Oregon Board of Dentistry is to promote quality oral health care and protect all communities in the State of Oregon by equitably and ethically regulating dental professionals.

AGENCY FUNCTION

The Oregon Board of Dentistry (OBD) is comprised of a ten member board and eight staff members. The Board Members are selected by the Governor and confirmed by the Senate. The staff members are state employees who were hired through the state of Oregon's HR employment system. The OBD utilizes outside HR support for all recruitment efforts. The authority and responsibilities of the Oregon Board of Dentistry (OBD) are contained in Oregon Revised Statutes Chapter 679 (Dentists & Dental Therapists), Chapter 680.010 to 680.205 (Dental Hygienists), and Oregon Administrative Rules, Chapter 818. These statutes charge the OBD with the responsibility to regulate the practice of dentistry, dental therapy and dental hygiene by enforcing the standards of practice established in statute and rule. The primary program activities are Licensing, Enforcement, Monitoring and Administration.

AGENCY REPRESENTATIVES

Agency Director

Stephen Prisby, Executive Director
1500 SW 1st Ave., Suite #770
Portland, OR 97201
971-673-3200

Governor's Policy Advisor

Kristina Narayan
Office of Governor Tina Kotek
503-378-6727

Affirmative Action Representative

Stephen Prisby, Executive Director
1500 SW 1st Ave., Suite #770
Portland, OR 97201
971-673-320

BUDGET NARRATIVE

The OBD ensures that it creates and maintains a diverse and inclusive environment and organizational culture throughout the agency in keeping with the Office of Cultural Change (OCC) and The Governor's Office's (GO) policies. The BOLI and appropriate policies are posted in the office kitchen/break room. All staff are regularly updated on HR policies and information when distributed to the executive director.

The OBD's Policy Statement on affirmative action is:

"The Oregon Board of Dentistry affirms and supports the Governor's Affirmative Action Plan and is dedicated to creating a work environment which will attract and retain employees who represent the broadest possible spectrum of society including women, minorities and people with disabilities."

This policy applies to all employees and Board members of the OBD. This policy applies to all matters relating to hiring, termination, promotion, benefits, compensation, and other terms and conditions of employment, as well as delivery of OBD services.

The OBD also ensures that all Oregonians, regardless of gender, age, race, national origin, color, ethnicity, religion, people with disabilities, sexual orientation, veterans etc., have a fair and equal chance for available job opportunities within the agency.

The OBD will also ensure that it provides an environment for all applicants and employees that is free from sexual harassment and intimidation, creating a professional workplace environment regardless of an individual's race, color, religion, gender, sexual orientation, national origin, age, or disability.

The OBD supports the spirit and letter of equal employment opportunity laws, rules and regulations, affirmative action concepts, and the right of all persons to work and advance based on merit, ability, and potential. OBD will not discriminate, nor tolerate discrimination, against any applicant or employee because of physical or mental disability in regard to any position for which the applicant for employment is qualified.

The OBD is an autonomous agency, created by an act of the legislature in 1887, but it receives Human Resource services through an interagency agreement with the Oregon Medical Board's HR staff and overall support as a client agency of the Department of Administrative Services (DAS).

The OBD's 2022-2025 Strategic plan aligns with our agency's goals based on the State of Oregon's 2023-2025 Affirmative Action Plan. The OBD's DEI Plan, and this AAP, are all working in concert for the agency.

While the OBD was created by state laws, we seek to ensure that the OBD builds an organization that uses the concepts of diversity, equity, and inclusion (DEI), such as problem-solving, innovation, and organizational development, to create a workplace that is stronger, better functioning, and more dynamic, and that can deliver the best possible service to the people of Oregon.

2023-2025 PROGRESS REPORT

During the 2023-25 biennium, the OBD has continued to work toward meeting its affirmative action, diversity, equity, inclusion, and altruistic goals. It is embedded in our work, our managers and we believe we are adhering to all policies applicable and also working in the full spirit of its intent.

The worldwide Covid pandemic has finally subsided, and we were fortunate enough that no OBD

2025-2027 Affirmative Action Plan
Page 3

BUDGET NARRATIVE

Staff experienced severe medical issues, deaths, quits or terminations. The Board members turned over due to the term limits on Board members. We welcomed six new Board members since 2022. These six were chosen by the Governor and confirmed by the Senate. We had turnover with two OBD employees moving over to sister state agencies and two new hires joining the OBD. One was from another state agency and one is new to state government service.

All the basic tasks and mission of the Board to license regulate and protect the public were accomplished. The OBD fulfilled its goal of initiating and completing strategic planning.

Employees are urged to cross-train whenever possible so that they may take advantage of those opportunities when they occur. The OBD's Executive Director promotes and encourages professional development training. OBD Staff have annually attended the DEI Conference and found great value in it.

2025-2027 OBJECTIVES

In the 2025-27 biennium, OBD will pursue the following strategies as the bedrock of its Affirmative Action Plan:

Strategy 1 – Engage the Racial Justice Commission and OCC:

Actions:

Attend Meetings.

Ensure all Executive Orders are being followed and implemented. Share employment opportunities with the Office of Cultural Change, Partners in Diversity, and other DEI minded organizations.

Strategy 2 – Strengthen Community Engagement

Actions:

Review current outreach processes.

Connect with professional associations, dental school, dental hygiene schools and dental therapy programs.

Educate staff and Board Members on affirmative action processes during staff and Board meetings.

The [OBD's 2022 – 2025 Strategic Plan](#) defines priorities in alignment with its statutory obligations and its mission - to promote quality oral health care and protect all communities in the State of Oregon by equitably and ethically regulating dental professionals.

A top priority in the strategic plan is: Community Interaction and Equity

- Increase ease of access to OBD services and information
- Ensure equity exists in investigation outcomes

Assign a dedicated staff member to this initiative to work with the executive director and advise Board on its efforts.

Strategy 3 - Increase Awareness of Diversity, Equity, and Inclusion among OBD Board Members and staff.

Actions:

Share and encourage participation by OBD staff in all DEI events and educational opportunities, such as the Annual DEI Conference.

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

2025-2027 Affirmative Action Plan

Page 4

BUDGET NARRATIVE

over the next biennium with the hopes of creating an inclusive working environment so that all OBD employees and Board members can thrive.

Strategy 4 – No Tolerance for Racism, Hate and Discrimination

Actions:

Revisit and Reinforce State HR Policies.

Provide additional training for staff and Board Members.

Encourage attendance at DEI Conference.

Investigations of Licensees that are unacceptable though may not violate the DPA will be reviewed closely to work with appropriate sister agencies for referral.

Complaint Options:

An individual who has interviewed for employment or has any complaint or grievance, may file a complaint with the Executive Director, Office Manager or the Board President.

Oregon Board of Dentistry

1500 SW 1st Ave. Suite #770

Portland, OR 97201

Executive Director, Stephen Prisby stephen.prisby@obd.oregon.gov

In addition, a person may go directly to DAS-CHRO for guidance and help if they choose to as well. All reported incidents will be investigated promptly, thoroughly, impartially, and discreetly in compliance with DAS Policy. Formal appeals/complaints may also be filed with the state's Affirmative Action Office; the Bureau of Labor and Industries; the Equal Employment Opportunity Commission (909 First Avenue, Ste. 400, Seattle, WA 98104-1061); or the United States Department of Labor, Office of Civil Rights.

The OBD adheres to policies and practice in effect by DAS. Subject Investigations of Human Resource Management Practices, Number 10.25.01, effective date 2/1/2019.

Succession Plan:

The OBD has a Succession Plan, which was reviewed, accepted and on file with DAS and available upon request.

Contracting:

The OBD has current contracts for IT and licensing process system. Due the small size of the agency, it has utilized DAS for support and service when conducting any procurement or contracting needs or work. During 2023-2025 no contracts or new procurement was undertaken by the OBD and none are planned for the 2025-2027 Biennium.

OBD Diversity, Equity & Inclusion Statement

OBD is committed to establishing, monitoring, and maintaining a diverse workforce, reflective of the population in the State of Oregon, where all employees are valued, treated fairly, and given opportunities to develop, thrive and feel that they truly belong. This is a commitment to an active program that provides equal opportunities for all persons regardless of race, color, religion, sex, sexual orientation, national origin, marital status, age, or disability. Every employee plays a part in our diverse workforce and inclusive work environment by being respectful and supportive, and by acting with integrity and respect to one another. Each person's skills, talents, knowledge, experiences, and personalities broaden the range of perspectives and approaches to conducting the work we do at OBD.

OBD can best promote excellence by recruiting, retaining, and accommodating a diverse group of

2025-2027 Affirmative Action Plan

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staff in an environment of respect that is supportive of their workplace success. This climate of diversity, inclusion and excellence is critical to successfully attaining our mission of contributing leadership and resources to increase the skills, knowledge and career opportunities of Oregonians.

The OBD is an equal-opportunity employer that is committed to a proactive role in the recruitment and selection process. The OBD will use diverse recruitment strategies to identify and attract candidates and establish interview panels that represent protected-class groups.

The OBD is committed to providing broad and culturally enriched training, career growth and developmental opportunities to all employees on an equal basis, enabling them to further advance and promote their knowledge, skills, and abilities and their value of diversity

The Affirmative Action Policy and Diversity & Inclusion Statement will appear on OBD's webpage. Additionally, OBD's plan will be provided to all new employees, posted in the employees' common area, and linked in OBD's quarterly newsletter. All OBD employees, with a higher emphasis of responsibility placed on management employees, are responsible for the implementation of the Affirmative Action Policy and Diversity & Inclusion in the workplace. Employees and Board members are expected to ensure that they are aware of the Affirmative Action Policy and Diversity & Inclusion statement and follow the policy and statement guidelines as it pertains to their work, especially during the hiring process.

An individual who has interviewed for employment, who believes they were denied employment based on any of the aforementioned discriminatory factors, may file a complaint with the Executive Director on behalf of the Board. All reported incidents will be investigated promptly, thoroughly, impartially, and discreetly. The investigator will notify the complainant in writing of the results of the investigation. Formal appeals/complaints may also be filed with the state's Affirmative Action Office; the Bureau of Labor and Industries; the Equal Employment Opportunity Commission (909 First Avenue, Ste. 400, Seattle, WA 98104-1061); or the United States Department of Labor, Office of Civil Rights.

Leadership Evaluation Report:

The OBD's Executive Director ensures that ORS 659A.012 is adhered to. It states that agencies are required to include in the evaluation of all management personnel the manager's or supervisor's effectiveness in achieving affirmative action objectives as a key consideration of the manager's or supervisor's performance. The OBD has two staff that meet management criteria: the Executive Director and the Office Manager.

The Executive Director has been held accountable by the Board with an annual performance review since 2015. The Executive Director was honored to be assessed in a 360-degree performance Evaluation in March 2024. The questions and comments related to affirmative action and diversity were all positive and in alignment with the Governor's expectations. These included feedback on how the director fosters and promotes an inclusive workplace environment (95% rated effective/very effective). The Executive Director has individual goals as well as directives from the Governor's Office, OBD Strategic Plan and shifting agency priorities. They include and are not limited to the following:

- Lead the agency on all diversity and equal opportunity efforts in conjunction with the Governor's executive orders and directives from the Racial Justice Commission to create a work environment which will attract and retain employees who represent the broadest spectrum of society.
- Foster and promote to employees the importance of a diverse and discrimination and

2025-2027 Affirmative Action Plan

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harassment free workplace. Participate in cultural diversity trainings, orientations, and be an example of cultural sensitivity.

- Meet as needed, with the Board's Office Manager to review equal employment opportunities, evaluate affirmative action and diverse work environment progress, and identify problems. Approve strategies and timetables for meeting goals.
- Annual performance reviews will include ratings on the Director's support and effectiveness of the agency's Affirmative Action Plan.
- Ensure incorporation of the Affirmative Action Plan, diversity, and inclusion responsibilities.
- Hold managers accountable for participating in and promoting affirmative action activities and for communicating this same responsibility to their subordinate supervisors and employees. The effectiveness of managers and supervisors in promoting the affirmative action activities, goals and objectives for OBD is included in their annual performance appraisals. ORS 659.025(1) states: To achieve the public policy of the State of Oregon for persons in the state to attain employment and advancement without discrimination because of race, religion, color, sex, marital status, national origin, handicap or age, every state agency shall be required to include in the evaluation of all management personnel the manager's or supervisor's effectiveness in achieving affirmative action objectives as a key consideration of the manager's or supervisor's performance."
- Work with the Human Resources Section to utilize State of Oregon procedures and rules in filling vacancies.
- Attend equal opportunity, affirmative action and other diversity and inclusion-related training in order to be informed of current issues.
- Display the Board's Affirmative Action Policy Statement and have available a hard copy of the Affirmative Action Plan in the office. An electronic copy of the Board's Affirmative Action Policy Statement will also be maintained on the OBD website.
- Act in a timely manner if they become aware of any Board employee engaging in any type of harassment.

Actions management personnel are implementing from the Strategic Plan to advance the AAP.

Monitoring work and progress on the OBD's 2022-2025 Strategic plan which includes this priority, goal & work: STRATEGIC PRIORITY C Community Interaction and Equity

The Oregon Board of Dentistry recognizes that systemic inequities exist in our society which have resulted in practices that have not always provided equitable access to dental care across our community. Protecting the Community has always been at the center of the Oregon Board of Dentistry Mission. Fairness and equity are imbedded in the OBD Values. The OBD believes it can do more to address the systemic inequities that have existed and ensure more fully that our mission and values apply to everyone.

- Communicate and market to reach the diverse communities within Oregon
- Increase ease of access to OBD services
- Ensure equity exists in Investigation outcomes
- Increase OBD Licensee, patient, and community understanding of OBD roles, responsibilities, and services

Work done to support AAP work and in alignment with this goal:

- Oregon DAS Office of Cultural Change invited to Aug 2022 Board Meeting.
- Engage the dental therapy community and added a regular standing Dental Therapy Rules Oversight Committee. (DAWSAC)

BUDGET NARRATIVE

- Recognized and accepted comments & feedback from the dental assistant community on legislative and other issues. Dental Assistants are the most diverse oral health care providers and their status is not as elevated as dentists or dental hygienists.
- Implemented DAWSAC and fulfilling requirement to have regular meetings.
- OBD Tribal Relationship & Cooperation Policy sent to all board and staff members for review and acknowledgement.
- The 9 Tribes are annual invited and welcomed to participate at board and committee meetings (updated on email distribution list for all announcements). The Tribes also are on every regular board meeting agenda to participate and address the Board on any issue.
- The Board also updated rules to support cultural competence continuing education for all licensees.
- The Board also updated rules for healthcare interpreters, per OHA rules. These rules will more than likely be updated and refined further through the next few years.
- Tracking and measuring progress.

Next Steps & more work to do:

- Align OBD AAP & Diversity, Equity, and Inclusion plans to the guidance provided by the State of Oregon Racial Justice Council including more specific direction on rulemaking process and engagement of all communities in Oregon that are impacted by those rules.
- Enable OBD to take complaints in complainant's first language, this is being done now with assistance from the OHA and their resources. We need to fine tune this process.
- Create analysis of prior investigations, findings, and actions across Licensee demographics to frame equity-related data, to see if the OBD needs to change how it does things to support all communities better.
- Continue working with the Governor's Office and the Office of Cultural Change on best practices and attend meetings and workshops.
- Continue sharing updates with staff from the Governor's Office and DAS on information, policies and training offered on affirmative action and implementation of work.
- Incorporate AAP into the next strategic plan as the OBD will undertake strategic planning in 2026.



TO: DAS CFO
FROM: Stephen Prisby, OBD Executive Director
DATE: July 19, 2024
SUBJECT: FEE CHANGE DETAIL REPORT -107bf22 COVER LETTER

A cover letter on agency letterhead that provides an overview of and provides context for the impact of the fee change or establishment. An explanation of why the fee change or new fee is required.

Annual and sustained increased costs to operate the Oregon Board of Dentistry (OBD). Stagnant and small incremental gains in total licensees (8000 for the past 12 years) projected through the next 2 budget biennium. Fee increases are proposed to assure the OBD has sufficient resources to operate.

An increase or decrease in Other Funds revenues?

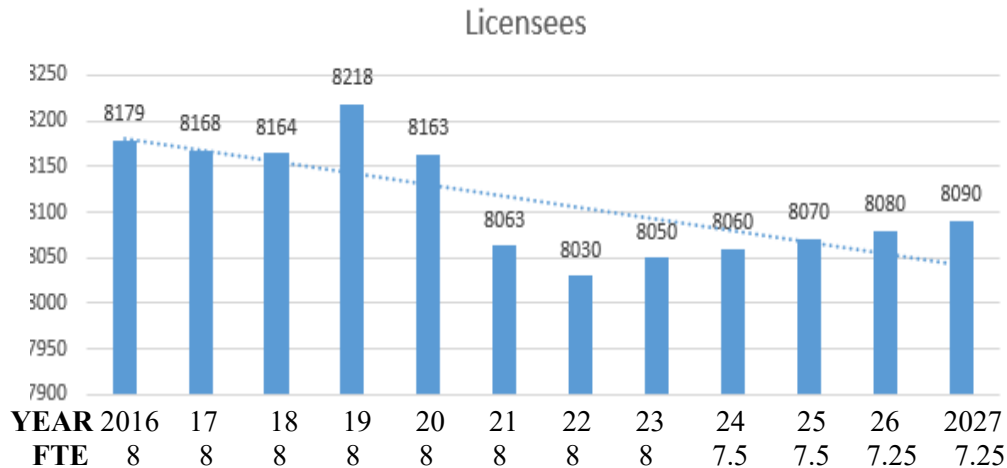
Increase of revenue projected due to fee increases, without fee increases the revenue is insufficient to support the CSL.

Increased program costs? If so, please explain what factors have contributed to rising costs.

Cost of Living, inflation, Pay Equity, significantly higher DAS assessments and DAS taking over support from OMB are the main drivers on OBD cost increases.

Changes in transaction volumes like number of fee payers or renewals? Please provide trend information and related FTE workload statistics

As referenced above, the total Licensee count has been fairly stagnant for about 12 years, around 8000 Licensees. The OBD has had 8 FTE since 2016, and reduced to 7.5 FTE January 2024. FTE count will be 7 or 7.25 depending on approval of POP 400 in ARB 2025-27 Budget.



The OBD is an Other Funds agency. The revenue from fees for license applications, license renewals and permits accounts for about 94% of the funding source.

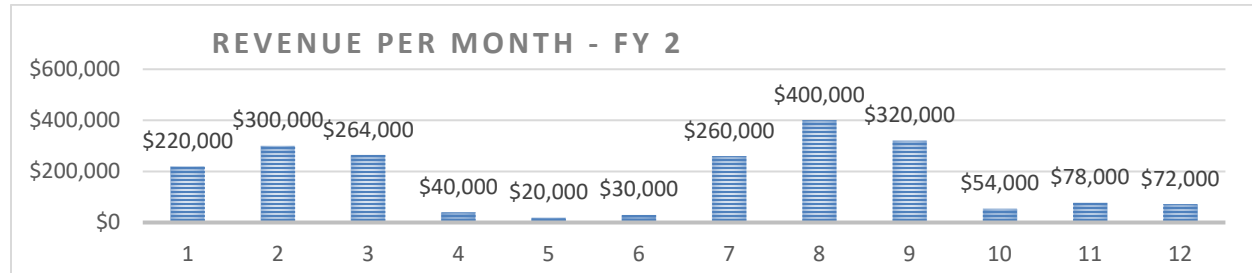
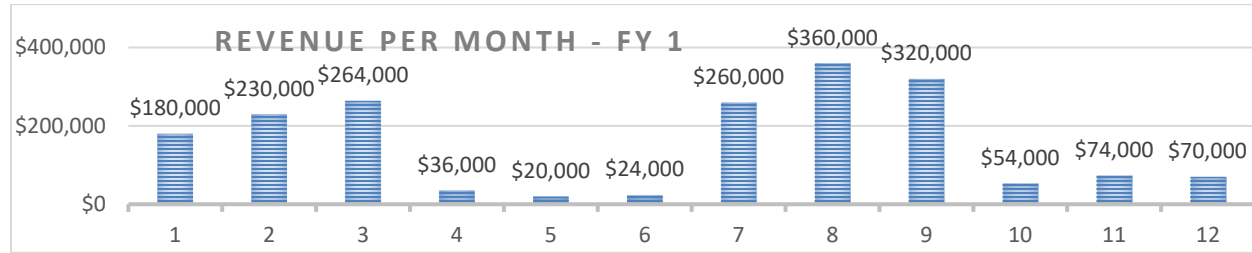
The fee increases along with incremental growth in total Licensees should fund the agency through the next two or three budget biennium.

BUDGET NARRATIVE

Revenue stream- uneven every year due to Licensees renewing in spring & fall

Every year one half of our dentists renew their 2-year license between Jan – March 31.

Every year one half of our dental hygienists and dental therapists renew their 2-year license between July – Sept 30. Example of the uneven revenue typically received per Fiscal Year (FY) shown below. The OBD began licensing dental therapists in November 2022 and we forecast that it will have a minimal impact on revenue in the current biennium or in the 2025 - 2027 biennium.



BUDGET NARRATIVE

OBD ARB 2025-27

A cover letter on agency letterhead that provides an overview of and provides context for the impact of the fee change or establishment. The cover letter should include the following information, when relevant, in order for DAS to review the proposal:

a. An explanation of why the fee change or new fee is required. For example, was the fee change necessary due to:

- An increase or decrease in Federal Funds or Other Funds revenues?
- Increased program costs? If so, please explain what factors have contributed to rising costs.
- Changes in transaction volumes like number of fee payers or renewals? Please provide trend information and related FTE workload statistics.
- A new fee created by statute?
- Policy changes? Regulatory streamlining? Please explain.
- Other?

b. A summary of program funding. For example, how much of the program is covered by fee revenues? How much by General Fund or Federal Funds? Will the new fee level allow replacement of General Fund? Do statutes/rules require General Fund to constitute a minimum proportion of overall program funding?

c. An estimate of the timeframe the proposed fee will sustain the program. Please explain the underlying assumptions.

d. A table showing calculations if the fee is based on a sliding scale.

e. A summary of who pays the fee and the stakeholders and recipients of the program.

f. An overview of stakeholder/fee payer participation in the fee-setting process, including: a summary of stakeholder impacts; any outreach done to garner stakeholder input prior to setting the new fee level; and whether there is stakeholder approval or opposition to the new rate. If opposition, summarize those comments. If the only outreach done was via public comment during rulemaking please state so. Also, please identify if the fees relate to policy discussions/concerns raised during the legislative session, and provide a summary of those discussions/concerns.

2025 – 2027

 X Agency Request

 Governor’s Recommended

 Legislatively Adopted

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Oregon Board of Dentistry



Strategic Plan 2022-2025

Adopted February 25, 2022



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Oregon Board of Dentistry 2022-2025 Strategic Plan

Board members and staff of the Oregon Board of Dentistry who participated in the development of this strategic plan at the October 22-23, 2021 Planning Session:

Alicia Riedman, RDH - President
Jose Javier, DDS - Vice President
Amy B. Fine, DMD
Gary Underhill, DMD
Reza J. Sharifi, DMD
Charles "Chip" Dunn
Yadira Martinez, RDH
Jennifer Brixey
Aarati Kalluri, DDS
Sheena Kansal, DDS

Stephen Prisby - Executive Director
Haley Robinson - Office Manager
Winthrop "Bernie" Carter, DDS - Dental Director/Chief Investigator
Angela M. Smorra, DMD - Dental Investigator
Ingrid Nye - Investigator
Lori Lindley - Sr. Assistant Attorney General

Facilitators:

Jennifer Coyne - CEO, The PEAK Fleet
Theresa Trelstad - Contractor Consultant, The PEAK Fleet

Oregon Board of Dentistry
Strategic Plan Overview

The Oregon Board of Dentistry’s (OBD) responsibilities and oversight authority is bestowed from the Oregon Revised Statutes Chapter 679 (Dentists), Chapter 680.010 to 680.205 (Dental Hygienists), Oregon Administrative Rules Chapter 818. In addition, direction for Dental Therapists is guided by HB 2528 (2021) and the addition of Interim Therapeutic Restorations, HB 2627 (2021) for Expanded Practice Dental Hygienists. These new statutes task the OBD with regulation and oversight of the practice of dentistry and dental hygiene by enforcing standards of practice established in the Oregon Legislature statutes and rule.

At the end of the previous 2017-2020 planning cycle and after hardships of the COVID 19 pandemic (which has persisted from 2020 into 2022), OBD had established transformative ways of addressing critical issues. Strong relationships with the Governor’s office, Oregon Legislature, Oregon Health Authority, peer professional organizations, and national associations gave context and direction, and kept a finger on the pulse of rapid changes in the dental profession, business practices, and operating models.

In mid-2021 the Board and staff of OBD agreed to secure professional, external strategy and facilitation services in the creation of their next multi-year strategic plan, building upon the efforts of the 2017-2020 Plan.

During the planning process, the OBD Board and Staff agreed to update the mission statement to reflect a focus on access to care as well as on integrity. The OBD will implement the strategic plan, adaptively to rapidly changing circumstances, in support of its Mission: to promote quality oral health care and protect all communities in the State of Oregon by equitably and ethically regulating dental professionals.

Through external market research, initial discussions with the Board and Staff, and tabulation of the licensee surveys, a set of priorities emerged. Through the facilitated process between August and October 2021, five key strategic priorities were defined and goals established. Actions needed to meet the strategic goals were drafted and prioritized.

Covered in more detail in the subsequent pages, focus for the next 3-5 years will be on Licensure Evolution (including Dental Therapy legislation implementation),

Dental Practice Accountability, Workplace Environment, Technology & Processes, and Community Interaction & Equity.

This multi-year strategic plan outlines OBD's path and efforts to engage constituents on many levels to upscale practices and processes reflecting the changing environment and statutory responsibilities.

The new strategic plan is built upon a foundation of strength in Staff and Board expertise and experience, as well as positive Licensee sentiment, expressed as 78% positive, following a very tough year with the pandemic and other social impacts (especially on the healthcare industry). In addition, the Board and Staff defined and approved organizational core values of integrity, fairness, responsibility, and community. Combined with a focus on mission, the newly defined core values are a visible lens through which to make decisions and set direction.

Oregon Board of Dentistry Mission Statement & Core Values

Mission of the Oregon Board of Dentistry:

To promote quality oral health care and protect all communities in the State of Oregon by equitably and ethically regulating dental professionals.

Oregon Board of Dentistry Core Values:

- Integrity
- Fairness
- Responsibility
- Community

Organizational & External Influences Analysis

This organizational and external analysis covers the internal factors that will influence the ability to respond to operational needs as well as the external factors that may drive change. The Oregon Board of Dentistry analyzed the social, technological, economic, legal/regulatory, and environmental factors that might affect the practice of dentistry and the OBD’s oversight. In addition, the current organizational status was analyzed primarily through staff interviews.

The most significant Strengths, Weaknesses, Opportunities, and Threats that affect the OBD are:

<p>STRENGTHS</p> <ul style="list-style-type: none"> • Foundation of known, common values: Integrity, Fairness, Responsibility, Community and commitment to the mission • Skilled, experienced, and dedicated staff • Successful migration and knowledge transfer as new Board and Staff onboarded during previous strategic period • Foresight and proactive succession and onboarding planning • Board composition provides a breadth of perspectives • Member survey shows support in OBD remains high at 78% after problematic pandemic year 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Lack of clear understanding for OBD scope and jurisdiction by public, patients and Licensees • Limited control over budget/funding impact ability to adjust staffing plans to meet overall strategic plan needs • Legislature changes can create significant increases in staff work that are not in alignment with staffing capacity • Low levels of Licensee participation in inputs/surveys. 2020 strategic priorities member survey had 265 responses • Board member turnover creates loss of continuity and historical knowledge
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Ability to implement Dental Therapy licensure process • Migration of technology to improve licensee experience, overall processes & efficiency, and provide workplace flexibility • Collaboration with Oregon Health Authority (OHA) to manage public engagement and expectations for language, cultural diversity, equity, and inclusion across OHA partners. (With guidance from the State Racial Justice Council.) 	<p>THREATS</p> <ul style="list-style-type: none"> • Continued lagging technology infrastructure • Shifts in business operations and managed care pose challenges to dentistry practices and regulation • Insurance maximums dating to the 1960’s influence patient care recommendations

BUDGET NARRATIVE

In addition to the SWOT items called out above it is important to note that ability to address Opportunities, Threats, and Weaknesses will come from the areas of Strength. For instance, the Engaged Board and Staff expertise coupled with the learnings from the migration and knowledge transfer of the previous period is the key to implementing needed technology infrastructure which in turn drives the hybrid work environment. In a similar fashion, collaboration with OHA and the State Racial Justice Council recommendations will set standards for community engagement, helping clarify OBD scope and public expectations for interaction with the OBD.

STRATEGIC PRIORITY A

Licensure Evolution

In support of providing quality oral care equitably to all, the dental profession must address the issue of communities having access to dental care services. This access may be limited by lack of dental care professionals in certain community areas such as rural areas, lower socio-economic areas, or tribal communities. Solving this problem requires creativity and the evolution of types of licenses granted. As new legislation is created, the OBD must implement rules and standards to govern dental professionals in Oregon.

Goals

- ⇒ Develop and implement rules based on legislation changes
- ⇒ Successfully implement Dental Therapy license

Action Items

- Develop and implement rules in support of HB 2528 (2021) for newly created Dental Therapist license
- Develop and implement communication strategies with communities most impacted by Dental Therapy license implementation
- Engage interested parties to learn more and gather feedback about implementing Dental Therapy practice in Oregon

STRATEGIC PRIORITY B

Dental Practice Accountability

The landscape of dental practices continues to evolve further toward group dentistry practice including ownership by national corporate entities. This in turn, creates challenges and complexity in ensuring the public safety and high standards of practice are upheld. In addition, when complaints are made, establishing appropriate accountability and encouraging improvements to happen is more challenging than in the past.

Goals

- ⇒ Ensure Licensees dictate clinical care provided to patients (in contrast to corporate non-Licensees driving care decisions)
- ⇒ Increase OBD visibility into practice ownership models
- ⇒ OBD jurisdiction over Dental practices in Oregon, regardless of ownership and business operating model
- ⇒ Correlate patient care to level of competency required by practitioners (DT, DMD, DDS, DH); hold entities accountable to the level of licenses within their practice

Action Items

- Implement changes to Licensee Renewal form to capture multiple office/group affiliation
- Gather dental practice ownership and training information
- Analyze complaints by ownership types
- Receive OHSU updated curriculum and include in Board Book
- Evaluate options for strengthening statute related to accountability, ownership, and standards of care

STRATEGIC PRIORITY C

Community Interaction and Equity

The Oregon Board of Dentistry recognizes that systemic inequities exist in our society which have resulted in practices that have not always provided equitable access to dental care across our community.

Protecting the Community has always been at the center of the Oregon Board of Dentistry Mission. Fairness and equity are imbedded in the OBD Values. The OBD believes it can do more to address the systemic inequities that have existed and ensure more fully that our mission and values apply to everyone.

Goals

- ⇒ Communicate and market to reach the diverse communities within Oregon
- ⇒ Increase ease of access to OBD services
- ⇒ Ensure equity exists in Investigation outcomes
- ⇒ Increase OBD Licensee, patient, and community understanding of OBD roles, responsibilities, and services

Action Items

- Align Diversity, Equity, and Inclusion plans to guidance provided by the State of Oregon Racial Justice Council
- Include diversity analysis when developing Marketing or Communications materials; consider diversity in visual representations
- Enable OBD to take complaints in complainant's first language
- Create analysis of prior investigations, findings, and actions across Licensee demographics to frame equity-related data

STRATEGIC PRIORITY D

Workplace Environment

The COVID-19 pandemic, technology advances, talent supply/demand issues as well as numerous factors affecting employee expectations of the work environment are driving the need for changes to work environments worldwide. OBD has previously been limited in ability to offer more flexible work location options due to technological limitations. Those limitations are easing, allowing for secure and effective ways to access needed information while employees work from home or other remote locations. Offering this flexibility will likely increase employee satisfaction while at the same time enabling increased efficiency.

In addition to flexible work arrangements, employees also desire clear expectations and recognition for their work as well as fair and equitable processes for advancing their careers. OBD investments in these areas should result in increased employee retention.

Board succession planning is also critical. Several Board members have terms ending in this next plan horizon. The strategic resource plans extend to the Board as well as employees.

Goals

- ⇒ Establish succession plan for Board members, continuing to represent many viewpoints and experiences in Board composition
- ⇒ Increase workplace flexibility through a hybrid workplace guideline
- ⇒ Increase workplace satisfaction and career development conversations

Action Items

- Define and implement hybrid workplace guidelines
- Evaluate overall workload and staff workload balance, consider adjustments for upcoming fiscal cycles
- Develop succession plans for Board positions coming open and establish effective process for ongoing timely replacement

STRATEGIC PRIORITY E

Technology & Processes

All organizations are affected by technology developments, and Oregon Board of Dentistry and the dental profession is no exception. The OBD has the strategic opportunity to implement processes and tools that will improve efficiency, employee and Board member experience as well as improve the effectiveness of processes for dental professional engaged with OBD. In addition, growing advances in data collection and analysis will enable the ability to continue to ensure fair and equitable outcomes for applicants and Licensees.

Goals

- ⇒ Improve efficiency and resource utilization through online record keeping
- ⇒ Increase ability to complete analytics related to licensees and investigations
- ⇒ Improve investigation case management with archived files

Action Items

- Complete digitization and modernization process for Board Books
- Complete implementation of InLumon system
- Build working digital database of Licensee records
- Create digital archive of investigation files
- Pilot data analysis capabilities

BUDGET NARRATIVE



Oregon Board of Dentistry Strategic Plan 2022-2025

Mission: *To promote quality oral health care and protect all communities in the State of Oregon by equitably and ethically regulating dental professionals.*

MISSION-CRITICAL PRIORITIES				
A. Licensure Evolution	B. Dental Practice Accountability	C. Community Interaction & Equity	D. Workplace Environment	E. Technology and Processes
GOALS				
<ul style="list-style-type: none"> Develop and implement rules based on legislation changes Successfully implement Dental Therapy license 	<ul style="list-style-type: none"> Ensure licensees dictate clinical care provided to patients (in contrast to corporate non-licensees driving care decisions) Increase OBD visibility into practice ownership models OBD jurisdiction over Dental practices in Oregon, regardless of ownership and business operating model Correlate patient care to level of competency required by practitioners (DT, DMD, DDS, DH); hold entities accountable to the level of licenses within their practice 	<ul style="list-style-type: none"> Communicate and market to reach the all communities within Oregon Increase ease of access to OBD services Ensure equity exists in investigation outcomes Increase OBD licensee, patient, and community understanding of OBD roles, responsibilities, and services 	<ul style="list-style-type: none"> Establish succession plan for Board members, continuing to represent many viewpoints and experiences in Board composition Increase workplace flexibility through a hybrid workplace guideline Increase workplace satisfaction and career development conversations 	<ul style="list-style-type: none"> Improve efficiency and resource utilization through on-line records keeping Increase ability to complete analytics related to licensees and investigations Improve investigation case management with archived files
ACTION ITEMS				
<ul style="list-style-type: none"> Develop and implement rules in support of HB 2528 (2021) for newly created Dental Therapist license Develop and implement communication strategies with communities impacted by Dental Therapy license implementation Engage interested parties to learn more and gather feedback about implementing Dental Therapy Practice in Oregon 	<ul style="list-style-type: none"> Implement changes to Licensee Renewal form to capture multiple office/group affiliation Gather dental practice ownership and training information Receive OHSU updated curriculum and include in Board Book Analyze complaints by ownership types Evaluate options for strengthening statute related to accountability, ownership, and standards of care Potential for proposed legislative changes 	<ul style="list-style-type: none"> Align Diversity, Equity, and Inclusion plans to guidance provided by the State of Oregon Racial Justice Council Enable OBD to take complaints in complainant's first language Include diversity analysis when developing Marketing or Communications materials; consider diversity in visual representations Create analysis of prior investigations, findings, and actions across licensee demographics to frame equity-related data Additional prioritized actions taken from recommendations and resources provided by State Racial Justice Council 	<ul style="list-style-type: none"> Develop succession plans for Board positions coming open and establish effective process for ongoing timely replacement Define and implement hybrid workplace guidelines Evaluate overall workload and staff workload balance, consider adjustment for upcoming fiscal cycles 	<ul style="list-style-type: none"> Complete digitization and modernization process for Board Books Complete implementation of InLumon system Build working digital database of Licensee records Pilot data analysis capabilities Create digital archive of investigation files

BUDGET NARRATIVE

Oregon Board of Dentistry 2022-2025 Strategic Plan Roadmap and Goals

Strategic Priorities	2022-2023	2023 - 2024	2024-2025	Goals
Licensure Evolution	<ul style="list-style-type: none"> Develop and implement rules in support of HB 2528 (2021) for newly created Dental Therapist license Develop and implement communication strategies with communities impacted by Dental Therapy license implementation 	<ul style="list-style-type: none"> Engage interested parties to learn more and gather feedback about implementing Dental Therapy Practice in Oregon 		<ul style="list-style-type: none"> Develop and implement rules based on legislation changes Successfully implement Dental Therapy license
Dental Practice Accountability	<ul style="list-style-type: none"> Implement changes to Licensee Renewal form to capture multiple office/group affiliation Gather dental practice ownership and training information Receive OHSU updated curriculum and include in Board Book 	<ul style="list-style-type: none"> Analyze complaints by ownership types Evaluate options for strengthening statute related to accountability, ownership, and standards of care 	<ul style="list-style-type: none"> Potential for proposed legislative changes 	<ul style="list-style-type: none"> Ensure licensees dictate clinical care provided to patients (in contrast to corporate non-licensees driving care decisions) Increase OBD visibility into practice ownership models OBD jurisdiction over Dental practices in Oregon, regardless of ownership and business operating model Correlate patient care to level of competency required by practitioners (DT, DMD, DDS, DH); hold entities accountable to the level of licenses within their practice
Community Interaction and Equity	<ul style="list-style-type: none"> Align Diversity, Equity, and Inclusion plans to guidance provided by the State of Oregon Racial Justice Council Enable OBD to take complaints in complainant's first language 	<ul style="list-style-type: none"> Include diversity analysis when developing Marketing or Communications materials; consider diversity in visual representations Create analysis of prior investigations, findings, and actions across licensee demographics to frame equity-related data 	<ul style="list-style-type: none"> Additional prioritized actions taken from recommendations and resources provided by State Racial Justice Council 	<ul style="list-style-type: none"> Communicate and market to reach the all communities within Oregon Increase ease of access to OBD services Ensure equity exists in investigation outcomes Increase OBD licensee, patient, and community understanding of OBD roles, responsibilities, and services
Workplace Environment	<ul style="list-style-type: none"> Develop succession plans for Board positions coming open and establish effective process for ongoing timely replacement Develop and implement hybrid workplace guidelines 	<ul style="list-style-type: none"> Evaluate overall workload and staff workload balance, consider adjustment for upcoming fiscal cycles 		<ul style="list-style-type: none"> Establish succession plan for Board members, continuing to represent many viewpoints and experiences in Board composition Increase workplace flexibility through a hybrid workplace guideline Increase workplace satisfaction and career development conversations
Technology and Processes	<ul style="list-style-type: none"> Complete digitization and modernization process for Board Books Complete implementation of InLumon system 	<ul style="list-style-type: none"> Build working digital database of Licensee records Pilot data analysis capabilities 	<ul style="list-style-type: none"> Create digital archive of investigation files 	<ul style="list-style-type: none"> Improve efficiency and resource utilization through on-line records keeping Increase ability to complete analytics related to licensees and investigations Improve investigation case management with archived files