

Oregon Criminal Justice Commission

2015-17 Governor’s Recommended Budget

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CERTIFICATION

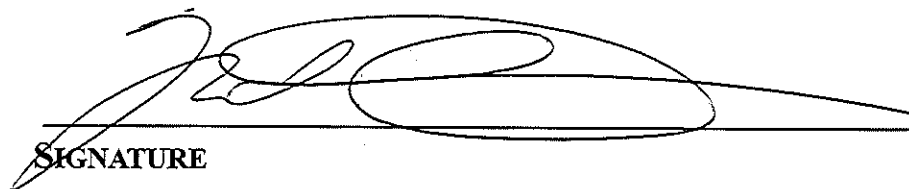
I hereby certify that the accompanying summary and detailed statements are true and correct to the best of my knowledge and belief and that the arithmetic accuracy of all numerical information has been verified.

Oregon Criminal Justice Commission

885 Summer St NE
Salem, OR 97301

AGENCY NAME

AGENCY ADDRESS



SIGNATURE

Executive Director

TITLE

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

Agency Request

Governor's Balanced

Legislatively Adopted

Budget Page ____

2015-17

107BF03

Agency Request Budget Governor's Recommended Budget Legislatively Approved Budget

Budget Page 5 of 328

Enrolled House Bill 5007

Introduced and printed pursuant to House Rule 12.00. Pre-session filed (at the request of Oregon Department of Administrative Services)

CHAPTER

AN ACT

Relating to the financial administration of the Oregon Criminal Justice Commission; appropriating money; limiting expenditures; and declaring an emergency.

Be It Enacted by the People of the State of Oregon:

SECTION 1. There is appropriated to the Oregon Criminal Justice Commission, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$13,873,167.

SECTION 2. Notwithstanding any other law limiting expenditures, the amount of \$483,422 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Oregon Criminal Justice Commission.

SECTION 3. Notwithstanding any other law limiting expenditures, the amount of \$7,135,887 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from federal funds collected or received by the Oregon Criminal Justice Commission.

SECTION 4. This 2013 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2013 Act takes effect July 1, 2013.

Passed by House June 12, 2013

Received by Governor:

.....M,....., 2013

.....
Ramona J. Line, Chief Clerk of House

Approved:

.....M,....., 2013

.....
Tina Kotek, Speaker of House

Passed by Senate June 19, 2013

Filed in Office of Secretary of State:

.....
John Kitzhaber, Governor

.....
Peter Courtney, President of Senate

.....M,....., 2013

.....
Kate Brown, Secretary of State

**77th OREGON LEGISLATIVE ASSEMBLY – 2013 Session
BUDGET REPORT AND MEASURE SUMMARY**

MEASURE: HB 5007-A

JOINT COMMITTEE ON WAYS AND MEANS

**Carrier – House: Rep. Hanna
Carrier – Senate: Sen. Whitsett**

Action: Do Pass as Amended and as Printed A-Engrossed

Vote: 26 – 0 – 0

House

Yeas: Barker, Buckley, Frederick, Freeman, Hanna, Huffman, Jenson, Komp, McLane, Nathanson, Read, Richardson, Smith, Tomei, Williamson

Nays:

Exc:

Senate

Yeas: Bates, Devlin, Edwards, Girod, Hansell, Johnson, Monroe, Steiner Hayward, Thomsen, Whitsett, Winters

Nays:

Exc:

Prepared By: Art Ayre, Department of Administrative Services

Reviewed By: Monica Brown, Legislative Fiscal Office

Meeting Date: June 6, 2013

Agency

Criminal Justice Commission

Biennium

2013-15

Budget Summary*

	2011-13 Legislatively Approved Budget ⁽¹⁾	2013-15 Current Service Level	2013-15 Committee Recommendation	Committee Change from 2011-13 Leg. Approved	
				\$\$ Change	% Change
General Fund	\$ 4,761,327	\$ 4,771,471	\$ 13,873,167	\$ 9,111,840	191.4%
Other Funds	\$ 299,950	\$ 283,422	\$ 483,422	\$ 183,472	61.2%
Federal Funds	\$ 19,499,190	\$ 19,823,048	\$ 7,135,887	\$ (12,363,303)	-63.4%
Total	\$ 24,560,467	\$ 24,877,941	\$ 21,492,476	\$ (3,067,991)	-12.5%

Position Summary

Authorized Positions	10	8	8	-2
Full-time Equivalent (FTE) positions	9.00	7.50	7.50	-1.50

⁽¹⁾ Includes adjustments through December 2012

* Excludes Capital Construction expenditures

Summary of Revenue Changes

The Criminal Justice Commission’s recommended budget is almost 65 percent General Fund. Other Funds, two percent of total expenditures, are supplied by asset forfeiture collections. Federal Funds provide the remaining 33 percent of the Subcommittee’s recommended budget. These include U.S. Department of Justice (USDOJ) Byrne Justice Assistance Grants (JAG).

Summary of Public Safety Subcommittee Action

The Criminal Justice Commission (CJC) was created in 1995 to replace the Criminal Justice Council. Seven members are appointed by the Governor, subject to confirmation by the Senate; there are two additional commission members (non-voting) who are legislators. Historically, CJC had two major program areas, but with the 2005 transfer of the Juvenile Crime Prevention grants to the State Commission on Children and Families, the agency’s primary focus returned to developing and maintaining a state criminal justice policy and comprehensive long-range plan for the state’s criminal justice system.

The CJC currently:

- Staffs and supports the commission in its functions relating to state criminal justice policy and administering the state's sentencing guidelines.
- Administers federal public safety grants for Oregon state and local government such as Byrne/Justice Assistance Grants and statistical analysis funding.
- Administers a General Fund-supported drug court grant program begun in 2006.
- Provides data and other information on criminal justice issues to legislators, state and federal agencies, and the public including the activities of the Statistical Analysis Center.
- Provides technical assistance to local public safety coordinating councils.
- Staffs the Asset Forfeiture Oversight Advisory Committee.
- Coordinates calculation of the fiscal impact of crime-related legislation/ballot measures among state and local public safety agencies.

The Subcommittee recommended a budget of \$21,492,476 total funds and eight positions (7.50 FTE). This is a 12.5 percent decrease from the 2011- 13 Legislatively Approved Budget (LAB). The budget includes \$13,873,167 General Fund, a 191.4 percent increase from LAB. The large General Fund increase is a response to the end of one-time Federal Fund monies used to fund evidence based treatment courts.

The Subcommittee recommended package 070: Revenue Shortfalls, to remove Federal Funds revenue and expenditure limitation that will not be available in the 2013-15 biennium. These funds came from the American Recovery and Reinvestment Act and were used to support drug courts. The package reduces Federal Funds expenditure limitation by \$12.7 million.

The Subcommittee recommended package 091: Statewide Administrative Savings. This package is a placeholder for administrative efficiencies in finance, information technology, human resources, accounting, payroll, and procurement expenditures. The Department of Administrative Services will continue to work on details of these reductions with agencies and report back during the 2014 session. The package decreases General Fund by \$12,032 and Federal Funds expenditure limitation by \$13,568.

The Subcommittee recommended package 092: PERS Taxation Policy. This package reflects the policy change in Senate Bill 822 that eliminates the increased retirement benefits resulting from Oregon income taxation of payments if the person receiving the payments does not pay Oregon income tax on those benefits and is not an Oregon resident. This change reduces state employer contribution rates by approximately 0.30 percent. The package decreases General Fund by \$2,181 and Federal Funds expenditure limitation by \$1,728.

The Subcommittee recommended package 093: Other PERS Adjustments. This package reflects the policy change in Senate Bill 822 that modifies the cost-of-living adjustment under the Public Employees Retirement System. This change reduces state employer contribution rates by approximately 2.2 percent.

An administrative action by the PERS Board, as directed by a budget note in the Senate Bill 822 budget report, will reduce state employer contribution rates by up to an additional 1.9 percent. However, no employer rate is reduced below its 2011-13 biennium rate. The package decreases General Fund by \$17,425 and Federal Funds expenditure limitation by \$13,809.

The Subcommittee recommended package 101: Sustaining Evidence Based Treatment Courts. This package provides \$8.9 million General Fund and \$200,000 Other Funds (Asset Forfeiture) expenditure limitation backfill to maintain 27 drug courts for the 2013-15 biennium.

The Subcommittee recommended package 810: LFO Analyst Adjustments. The Governor's recommended budget double-counted a reduction to State Government Service Charges; the amount needs to be restored to avoid unintended service reduction. The package increases General Fund by \$205,045.

Summary of Performance Measure Action

See attached Legislatively Adopted 2013-15 Key Performance Measures form.

DETAIL OF JOINT COMMITTEE ON WAYS AND MEANS ACTION

HB 5007-A

Oregon Criminal Justice Commission
Art Ayre - 503-378-3108

DESCRIPTION	GENERAL FUND	LOTTERY FUNDS	OTHER FUNDS		FEDERAL FUNDS		TOTAL ALL FUNDS	POS	FTE
			LIMITED	NONLIMITED	LIMITED	NONLIMITED			
2011-13 Legislatively Approved Budget at Dec 2012 *	\$ 4,761,327	\$ 0	\$ 299,950	\$ 0	\$ 19,499,190	\$ 0	\$ 24,560,467	10	9.00
2013-15 ORBITS printed Current Service Level (CSL)*	\$ 4,771,471	\$ 0	\$ 283,422	\$ 0	\$ 19,823,048	\$ 0	\$ 24,877,941	8	7.50
<u>SUBCOMMITTEE ADJUSTMENTS (from CSL)</u>									
SCR 001 - Sentencing, Policy, and Research									
Package 070: Revenue Shortfalls									
Special Payments	\$ 0	\$ 0	\$ 0	\$ 0	\$ (12,658,056)	\$ 0	\$ (12,658,056)		
Package 091: Statewide Administrative Savings									
Personal Services	\$ (9,626)	\$ 0	\$ 0	\$ 0	\$ (10,854)	\$ 0	\$ (20,480)	0	0.00
Services and Supplies	\$ (2,406)	\$ 0	\$ 0	\$ 0	\$ (2,714)	\$ 0	\$ (5,120)		
Package 092: PERS Taxation Policy									
Personal Services	\$ (2,181)	\$ 0	\$ 0	\$ 0	\$ (1,728)	\$ 0	\$ (3,909)	0	0.00
Package 093: Other PERS Adjustments									
Personal Services	\$ (17,425)	\$ 0	\$ 0	\$ 0	\$ (13,809)	\$ 0	\$ (31,234)	0	0.00
Package 101: Sustaining Evidence Based Treatment Courts									
Special Payments	\$ 8,928,289	\$ 0	\$ 200,000	\$ 0	\$ 0	\$ 0	\$ 9,128,289		
Package 810: LFO Analyst Adjustments									
Services and Supplies	\$ 205,045	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 205,045		
TOTAL ADJUSTMENTS	\$ 9,101,696	\$ 0	\$ 200,000	\$ 0	\$ (12,687,161)	\$ 0	\$ (3,385,465)	0	0.00
SUBCOMMITTEE RECOMMENDATION *	\$ 13,873,167	\$ 0	\$ 483,422	\$ 0	\$ 7,135,887	\$ 0	\$ 21,492,476	8	7.50
% Change from 2011-13 Leg Approved Budget	191.4%	0.0%	61.2%	0.0%	-63.4%	0.0%	-12.5%	-20.0%	-16.7%
% Change from 2013-15 Current Service Level	190.8%	0.0%	70.6%	0.0%	-64.0%	0.0%	-13.6%	0.0%	0.0%

Legislatively Approved 2013-2015 Key Performance Measures

Agency: CRIMINAL JUSTICE COMMISSION, OREGON

Mission: The mission of the Criminal Justice Commission is to provide centralized policy and planning development for the state and local criminal justice systems. The Commission administers the sentencing guidelines for most felony convictions by administrative rules and statutes. The current primary duty of the Commission is to provide and maintain a long-range public safety plan and to serve as an impartial forum for the development of public safety policy. The goal of the work of the Commission is to improve public safety in the state.

Legislatively Proposed KPMs	Customer Service Category	Agency Request	Most Current Result	Target 2014	Target 2015
1 - CUSTOMER SERVICE : Percent of customers rating their satisfaction with the agency's customer service as good or excellent: overall, timeliness, accuracy, helpfulness, expertise, availability of information.	Accuracy	Approved KPM	86.00	80.00	80.00
1 - CUSTOMER SERVICE : Percent of customers rating their satisfaction with the agency's customer service as good or excellent: overall, timeliness, accuracy, helpfulness, expertise, availability of information.	Availability of Information	Approved KPM	73.00	80.00	80.00
1 - CUSTOMER SERVICE : Percent of customers rating their satisfaction with the agency's customer service as good or excellent: overall, timeliness, accuracy, helpfulness, expertise, availability of information.	Expertise	Approved KPM	90.00	80.00	80.00
1 - CUSTOMER SERVICE : Percent of customers rating their satisfaction with the agency's customer service as good or excellent: overall, timeliness, accuracy, helpfulness, expertise, availability of information.	Helpfulness	Approved KPM	100.00	80.00	80.00
1 - CUSTOMER SERVICE : Percent of customers rating their satisfaction with the agency's customer service as good or excellent: overall, timeliness, accuracy, helpfulness, expertise, availability of information.	Overall	Approved KPM	88.00	80.00	80.00
1 - CUSTOMER SERVICE : Percent of customers rating their satisfaction with the agency's customer service as good or excellent: overall, timeliness, accuracy, helpfulness, expertise, availability of information.	Timeliness	Approved KPM	90.00	80.00	80.00

Agency: CRIMINAL JUSTICE COMMISSION, OREGON

Mission: The mission of the Criminal Justice Commission is to provide centralized policy and planning development for the state and local criminal justice systems. The Commission administers the sentencing guidelines for most felony convictions by administrative rules and statutes. The current primary duty of the Commission is to provide and maintain a long-range public safety plan and to serve as an impartial forum for the development of public safety policy. The goal of the work of the Commission is to improve public safety in the state.

Legislatively Proposed KPMs	Customer Service Category	Agency Request	Most Current Result	Target 2014	Target 2015
2 - GRANT ADMINISTRATION: Percentage of CJC administered grant programs that meet or exceed 75% or more of the grant requirements (i.e. individuals served, services delivered, etc) contained in their grant applications.		Approved KPM	90.00	90.00	90.00

LFO Recommendation:

Approve targets.

Sub-Committee Action:

Approved targets for 2014 and 2015.

Enrolled House Bill 5008

Introduced and printed pursuant to House Rule 12.00. Pre-session filed (at the request of Oregon Department of Administrative Services)

CHAPTER

AN ACT

Relating to state financial administration; creating new provisions; amending section 5, chapter _____, Oregon Laws 2013 (Enrolled House Bill 5030), and section 2, chapter 546, Oregon Laws 2013 (Enrolled Senate Bill 5520); repealing sections 2 and 5, chapter 583, Oregon Laws 2011, section 9, chapter 615, Oregon Laws 2011, section 1, chapter 556, Oregon Laws 2013 (Enrolled Senate Bill 5544), section 4, chapter _____, Oregon Laws 2013 (Enrolled House Bill 2202), section 5, chapter 540, Oregon Laws 2013 (Enrolled Senate Bill 5502), section 2, chapter _____, Oregon Laws 2013 (Enrolled House Bill 5011), and sections 6 and 7, chapter _____, Oregon Laws 2013 (Enrolled House Bill 5030); appropriating money; limiting expenditures; and declaring an emergency.

Be It Enacted by the People of the State of Oregon:

SECTION 1. In addition to and not in lieu of any other appropriation, there is appropriated to the Emergency Board, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$30,000,000 for the purposes for which the Emergency Board lawfully may allocate funds.

SECTION 2. (1) In addition to and not in lieu of any other appropriation, there is appropriated to the Emergency Board, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$86,500,000, to be allocated to state agencies for state employee compensation changes for the biennium beginning July 1, 2013.

(2) If any of the moneys appropriated by subsection (1) of this section are not allocated by the Emergency Board prior to December 1, 2014, the moneys remaining on that date become available for any purpose for which the Emergency Board lawfully may allocate funds.

SECTION 3. (1) In addition to and not in lieu of any other appropriation, there is appropriated to the Emergency Board, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$12,900,000, to be allocated to state agencies for compensation changes for home health care workers who are not state employees, for the biennium beginning July 1, 2013.

(2) If any of the moneys appropriated by subsection (1) of this section are not allocated by the Emergency Board prior to December 1, 2014, the moneys remaining on that date become available for any purpose for which the Emergency Board lawfully may allocate funds.

SECTION 4. (1) In addition to and not in lieu of any other appropriation, there is appropriated to the Emergency Board, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$1,702,192, to be allocated to the State Library for second fiscal year operations.

(2) If any of the moneys appropriated by subsection (1) of this section are not allocated by the Emergency Board prior to December 1, 2014, the moneys remaining on that date become available for any purpose for which the Emergency Board lawfully may allocate funds.

SECTION 5. In addition to and not in lieu of any other appropriation, there is appropriated to the Oregon Department of Administrative Services, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$1,000,000 for deposit in the Primary Health Care Loan Forgiveness Program Fund established in ORS 442.573.

SECTION 6. In addition to and not in lieu of any other appropriation, there is appropriated to the Department of Revenue, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$3,637,432 for the core system replacement project.

SECTION 7. Notwithstanding any other law limiting expenditures, the amount of \$26,528,818 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and reimbursements from federal service agreements, but excluding lottery funds and federal funds not described in this section, collected or received by the Department of Revenue, for the core system replacement project.

SECTION 8. In addition to and not in lieu of any other appropriation, there is appropriated to the Department of Revenue, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$1,554,716, which may be expended for capital debt service and related costs for outstanding general obligation bonds sold pursuant to Article XI-Q of the Oregon Constitution for the core system replacement project.

SECTION 9. Notwithstanding any other law limiting expenditures, the amount of \$521,182 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses for the costs of issuance of general obligation bonds sold pursuant to Article XI-Q of the Oregon Constitution from fees, moneys or other revenues, including Miscellaneous Receipts and reimbursements from federal service agreements, but excluding lottery funds and federal funds not described in this section, collected or received by the Department of Revenue for the capital debt service and related costs program.

SECTION 10. Notwithstanding any other provision of law, the General Fund appropriation made to the Department of Revenue by section 1 (1), chapter 549, Oregon Laws 2013 (Enrolled Senate Bill 5538), for the biennium beginning July 1, 2013, for administration, is decreased by \$440,937 for purposes of chapter 472, Oregon Laws 2013 (Enrolled Senate Bill 184).

SECTION 11. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (1), chapter 549, Oregon Laws 2013 (Enrolled Senate Bill 5538), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and reimbursements from federal service agreements, but excluding lottery funds and federal funds not described in section 2, chapter 549, Oregon Laws 2013 (Enrolled Senate Bill 5538), collected or received by Department of Revenue for administration, is decreased by \$146,979 for purposes of chapter 472, Oregon Laws 2013 (Enrolled Senate Bill 184).

SECTION 12. (1) Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Military Department by section 1 (3), chapter 623, Oregon Laws 2011, for the biennium beginning July 1, 2011, for emergency management, is decreased by \$460,000 for the Oregon Local Disaster Assistance Loan and Grant Account.

(2) Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Military Department by section 1 (5), chapter 623, Oregon Laws 2011, for the biennium beginning July 1, 2011, for capital debt service and related costs, is decreased by \$26,748.

SECTION 13. (1) Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Military Department by section 1 (3), chapter 555, Oregon Laws 2013 (Enrolled Senate Bill 5534), for the biennium beginning July 1, 2013, for emergency

management, is increased by \$275,000 for the Oregon Local Disaster Assistance Loan and Grant Account.

(2) Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Military Department by section 1 (5), chapter 555, Oregon Laws 2013 (Enrolled Senate Bill 5534), for the biennium beginning July 1, 2013, for capital debt service and related costs, is increased by \$314,523 for capital debt service and related costs for outstanding general obligation bonds sold pursuant to Article XI-Q of the Oregon Constitution.

SECTION 14. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (5), chapter 555, Oregon Laws 2013 (Enrolled Senate Bill 5534), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and reimbursements from federal service agreements, but excluding lottery funds and federal funds not described in section 2, chapter 555, Oregon Laws 2013 (Enrolled Senate Bill 5534), collected or received by the Oregon Military Department for capital debt service and related costs for outstanding general obligation bonds sold pursuant to Article XI-Q of the Oregon Constitution, is increased by \$237,345.

SECTION 15. Notwithstanding any other law limiting expenditures, the amount of \$10,242,513 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses for water supply development projects from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Water Resources Department.

SECTION 16. Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Health Authority by section 1 (1), chapter ____, Oregon Laws 2013 (Enrolled House Bill 5030), for the biennium beginning July 1, 2013, for programs, is increased by \$200,000 for the Senior Farm Direct Nutrition Program.

SECTION 17. Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Health Authority by section 1 (1), chapter ____, Oregon Laws 2013 (Enrolled House Bill 5030), for the biennium beginning July 1, 2013, for programs, is increased by \$100,000 for the Women, Infants and Children Farm Direct Nutrition Program.

SECTION 18. Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Department of Administrative Services by section 1 (1), chapter 564, Oregon Laws 2013 (Enrolled House Bill 5031), for the biennium beginning July 1, 2013, for use by the Oregon University System for public university support, is decreased by \$856,000.

SECTION 19. Notwithstanding any other provision of law, the General Fund appropriation made to the Higher Education Coordinating Commission by section 1, chapter ____, Oregon Laws 2013 (Enrolled House Bill 5033), for the biennium beginning July 1, 2013, is increased by \$859,630.

SECTION 20. (1) In addition to and not in lieu of any other appropriation, there is appropriated to the Emergency Board, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$4,600,000, to be allocated to the Department of Education for costs related to student assessments for the second year of the biennium.

(2) If any of the moneys appropriated by subsection (1) of this section are not allocated by the Emergency Board prior to December 1, 2014, the moneys remaining on that date become available for any purpose for which the Emergency Board lawfully may allocate funds.

SECTION 21. (1) In addition to and not in lieu of any other appropriation, there is appropriated to the Emergency Board, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$1,789,557, to be allocated to the Department of Education for youth development program costs for the second year of the biennium.

(2) If any of the moneys appropriated by subsection (1) of this section are not allocated by the Emergency Board prior to December 1, 2014, the moneys remaining on that date become available for any purpose for which the Emergency Board lawfully may allocate funds.

SECTION 22. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (1), chapter 562, Oregon Laws 2013 (Enrolled House Bill 5019), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds, federal funds and those funds described in section 7, chapter 562, Oregon Laws 2013 (Enrolled House Bill 5019), collected or received by the Department of Community Colleges and Workforce Development, is decreased by \$307,051.

SECTION 23. Notwithstanding any other law limiting expenditures, the amount of \$307,051 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses for debt service on the outstanding general obligation bonds sold pursuant to Article XI-G of the Oregon Constitution from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds, federal funds and those funds described in section 7, chapter 562, Oregon Laws 2013 (Enrolled House Bill 5019), collected or received by the Department of Community Colleges and Workforce Development.

SECTION 24. Notwithstanding any other provision of law, the General Fund appropriation made to the Department of Education by section 1, chapter ____, Oregon Laws 2013 (Enrolled Senate Bill 5519), for the biennium beginning July 1, 2013, is decreased by \$12,926,545 for the State School Fund.

SECTION 25. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2, chapter ____, Oregon Laws 2013 (Enrolled Senate Bill 5519), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from lottery moneys allocated from the Administrative Services Economic Development Fund to the Department of Education for the State School Fund, is increased by \$12,826,545.

SECTION 26. In addition to and not in lieu of any other appropriation, there is appropriated to the Department of Land Conservation and Development, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$116,000 for the Southern Oregon Regional Planning Pilot Program.

SECTION 27. Notwithstanding any other provision of law, the General Fund appropriation made to the Department of Corrections by section 1 (4), chapter 496, Oregon Laws 2013 (Enrolled House Bill 5005), for the biennium beginning July 1, 2013, for community corrections, is increased by \$9,000,000.

SECTION 28. (1) Notwithstanding any other provision of law, the General Fund appropriation made to the Department of Justice by section 1 (4), chapter 499, Oregon Laws 2013 (Enrolled House Bill 5018), for the biennium beginning July 1, 2013, for the Crime Victims' Services Division, is increased by \$1,800,000.

(2) Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (5), chapter 499, Oregon Laws 2013 (Enrolled House Bill 5018), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Department of Justice for the Crime Victims' Services Division, is increased by \$700,000.

SECTION 29. (1) Notwithstanding any other provision of law, the General Fund appropriation made to the Department of State Police by section 1 (1), chapter 505, Oregon Laws 2013 (Enrolled House Bill 5038), for the biennium beginning July 1, 2013, for patrol services, criminal investigations and gaming enforcement, is increased by \$1,617,000.

(2) Notwithstanding any other provision of law, the General Fund appropriation made to the Department of State Police by section 1 (3), chapter 505, Oregon Laws 2013 (Enrolled House Bill 5038), for the biennium beginning July 1, 2013, for forensic services and the State Medical Examiner, is increased by \$1,770,000.

SECTION 30. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (1), chapter 508, Oregon Laws 2013 (Enrolled House Bill 5042), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses

from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Department of Public Safety Standards and Training for operations, is increased by \$1,000,000.

SECTION 31. If House Bill 3194 becomes law:

(1) Notwithstanding any other provision of law, the General Fund appropriation made to the Department of Corrections by section 1 (1), chapter 496, Oregon Laws 2013 (Enrolled House Bill 5005), for the biennium beginning July 1, 2013, for operations and health services, is decreased by \$18,537,652.

(2) Notwithstanding any other provision of law, the General Fund appropriation made to the Department of Corrections by section 1 (2), chapter 496, Oregon Laws 2013 (Enrolled House Bill 5005), for the biennium beginning July 1, 2013, for administration, general services and human resources, is decreased by \$1,376,354.

(3) Notwithstanding any other provision of law, the General Fund appropriation made to the Department of Corrections by section 1 (3), chapter 496, Oregon Laws 2013 (Enrolled House Bill 5005), for the biennium beginning July 1, 2013, for offender management and re-habilitation, is increased by \$168,302.

(4) Notwithstanding any other provision of law, the General Fund appropriation made to the Department of Corrections by section 1 (4), chapter 496, Oregon Laws 2013 (Enrolled House Bill 5005), for the biennium beginning July 1, 2013, for community corrections, is increased by \$13,086,534.

SECTION 32. If House Bill 3194 becomes law, notwithstanding any other provision of law, the General Fund appropriation made to the Department of Justice by section 1 (4), chapter 499, Oregon Laws 2013 (Enrolled House Bill 5018), for the biennium beginning July 1, 2013, for the Crime Victims' Services Division, is increased by \$2,200,000.

SECTION 33. If House Bill 3194 becomes law, notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Criminal Justice Commission by section 1, chapter 497, Oregon Laws 2013 (Enrolled House Bill 5007), for the biennium beginning July 1, 2013, is increased by \$10,190,000.

SECTION 34. Notwithstanding any other law limiting expenditures, the amount of \$615,000 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses for the cost of issuance of bonds for the Capitol Master Plan project from fees, moneys or other revenues, including Miscellaneous Receipts and reimbursements from federal service agreements, but excluding lottery funds and federal funds not described in this section, collected or received by the Legislative Administration Committee.

SECTION 35. In addition to and not in lieu of any other appropriation, there is appropriated to the Legislative Administration Committee, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$1,421,341 for the capital debt service and related costs for bonds for the Capitol Master Plan project.

SECTION 36. In addition to and not in lieu of any other appropriation, there is appropriated to the Department of Justice, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$1,601,856 for the payment of debt service on bonds issued to replace the Child Support Program data system.

SECTION 37. Notwithstanding any other law limiting expenditures, the amount of \$14,139,728 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses for replacement of the Child Support Program data system from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Department of Justice.

SECTION 38. Notwithstanding any other law limiting expenditures, the amount of \$27,447,707 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses for replacement of the Child Support Program data system from federal funds collected or received by the Department of Justice.

SECTION 39. For the biennium beginning July 1, 2013, expenditures passed through as special payments for purposes described in ORS 180.095 (1)(a) by the Department of Justice from the Department of Justice Protection and Education Revolving Account are not limited.

SECTION 40. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (3), chapter 499, Oregon Laws 2013 (Enrolled House Bill 5018), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Department of Justice for the Civil Enforcement Division, is decreased by \$471,040.

SECTION 41. (1) Notwithstanding any other law limiting expenditures, the amount of \$65,000 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses for the costs of issuance of general obligation bonds sold pursuant to Article XI-Q of the Oregon Constitution for the Veteran's Home in Linn County from fees, moneys or other revenues, including Miscellaneous Receipts and the Oregon War Veterans' Bond Sinking Account, but excluding lottery funds and federal funds, collected or received by the Department of Veterans' Affairs.

(2) This section does not limit expenditures from the Oregon War Veterans' Bond Sinking Account for purposes described in section 3, chapter 509, Oregon Laws 2013 (Enrolled House Bill 5047).

SECTION 42. In addition to and not in lieu of any other amount, there is appropriated to the Department of Veterans' Affairs, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$502,814 for payment of debt service associated with general obligation bonds sold pursuant to Article XI-Q of the Oregon Constitution for the Veterans' Home in Linn County.

SECTION 43. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2, chapter 561, Oregon Laws 2013 (Enrolled House Bill 5015), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses for operations from fees, moneys or other revenues, including Miscellaneous Receipts and federal funds from the United States Department of Housing and Urban Development for contract services, but excluding lottery funds and federal funds not described in section 2, chapter 561, Oregon Laws 2013 (Enrolled House Bill 5015), collected or received by the Housing and Community Services Department, is increased by \$5,076,190 for preservation of existing affordable housing.

SECTION 44. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 1, chapter ____, Oregon Laws 2013 (Enrolled House Bill 5011), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the State Department of Energy, is increased by \$9,876,190 for home energy efficiency programs.

SECTION 45. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 1 (1), chapter 449, Oregon Laws 2013 (Enrolled Senate Bill 5540), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Department of State Lands, is increased by \$307,360 for the Laton Point range land conversion project.

SECTION 46. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (1), chapter 449, Oregon Laws 2013 (Enrolled Senate Bill 5540), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from federal funds collected or received by the Department of State Lands is increased by \$135,000 for Environmental Protection Agency Grant Funds.

SECTION 47. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 4 (3), chapter ____, Oregon Laws 2013 (Enrolled Senate Bill

5521), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from federal funds other than those described in section 2, chapter ___, Oregon Laws 2013 (Enrolled Senate Bill 5521), collected or received by the State Forestry Department is increased by \$3,000,000 for Gilchrist Forest parcel purchases.

SECTION 48. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (6), chapter ___, Oregon Laws 2013 (Enrolled Senate Bill 5521), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and including federal funds from the United States Forest Service for fire protection and for research projects, but excluding lottery funds and federal funds not described in section 2, chapter ___, Oregon Laws 2013 (Enrolled Senate Bill 5521), collected or received by the State Forestry Department, is increased by \$120,000 for bond issuance costs.

SECTION 49. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (2), chapter ___, Oregon Laws 2013 (Enrolled House Bill 5034), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the State Parks and Recreation Department, is increased by \$5,069,892 for the lottery bond proceeds pass-through to a local entity for the Willamette Falls project and for cost of issuance of the lottery bonds.

SECTION 50. Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Youth Authority by section 1 (3), chapter 510, Oregon Laws 2013 (Enrolled House Bill 5050), for the biennium beginning July 1, 2013, for East Multnomah County gang funding, is increased by \$126,673.

SECTION 51. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 3 (2), chapter 556, Oregon Laws 2013 (Enrolled Senate Bill 5544), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and federal funds received as reimbursement from the United States Department of Transportation, but excluding lottery funds and federal funds not described in section 3, chapter 556, Oregon Laws 2013 (Enrolled Senate Bill 5544), collected or received by the Department of Transportation, is increased by \$391,871 for the maintenance and emergency relief programs for communications positions.

SECTION 52. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 3 (12), chapter 556, Oregon Laws 2013 (Enrolled Senate Bill 5544), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and federal funds received as reimbursement from the United States Department of Transportation, but excluding lottery funds and federal funds not described in section 3, chapter 556, Oregon Laws 2013 (Enrolled Senate Bill 5544), collected or received by the Department of Transportation is increased by \$42,691,683 for the Connect Oregon V program.

SECTION 53. Section 1, chapter 556, Oregon Laws 2013 (Enrolled Senate Bill 5544), is repealed.

SECTION 54. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 3 (13), chapter 556, Oregon Laws 2013 (Enrolled Senate Bill 5544), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and federal funds received as reimbursement from the United States Department of Transportation, but excluding lottery funds and federal funds not described in section 3, chapter 556, Oregon Laws 2013 (Enrolled Senate Bill 5544), collected or received by the Department of Transportation, is increased by \$3,562,986 for public transit for the Salem-Keizer Transit Center.

SECTION 55. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 3 (14), chapter 556, Oregon Laws 2013 (Enrolled Senate Bill

5544), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and federal funds received as reimbursement from the United States Department of Transportation, but excluding lottery funds and federal funds not described in section 3, chapter 556, Oregon Laws 2013 (Enrolled Senate Bill 5544), collected or received by the Department of Transportation, is increased by \$10,239,248 for rail for Coos Bay Rail.

SECTION 56. Notwithstanding any other provision of law, the General Fund appropriation made to the Emergency Board by section 1, chapter 600, Oregon Laws 2011, for the biennium ending June 30, 2013, as modified by legislative or Emergency Board action, is decreased by \$50,447,306.

SECTION 57. Notwithstanding any other law limiting expenditures, the amount of \$400,000 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Oregon Department of Administrative Services, for an intergovernmental agreement with the Province of British Columbia.

SECTION 58. Notwithstanding any other law limiting expenditures, the following amounts are established for the biennium beginning July 1, 2013, as the maximum limits for payment of expenses from bond proceeds and other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Oregon Department of Administrative Services, for the following purposes:

- (1) Portland Convention Center, \$10,239,248.
- (2) Tribal industrial development, \$3,562,986.
- (3) Eastern Oregon Digital Switch, \$1,042,755.
- (4) Lane Transit District EMX Project, \$12,255,018.

SECTION 59. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 3, chapter ____, Oregon Laws 2013 (Enrolled Senate Bill 5523), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from lottery moneys allocated from the Administrative Services Economic Development Fund to the Office of the Governor for the Economic Revitalization Team, is increased by \$900,000.

SECTION 60. Section 2, chapter 546, Oregon Laws 2013 (Enrolled Senate Bill 5520), is amended to read:

Sec. 2. Notwithstanding any other law limiting expenditures, the following amounts are established for the biennium beginning July 1, 2013, as the maximum limits for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, the proceeds of bonds for the Orphan Site Account and federal funds from congestion mitigation and air quality grants, drinking water protection, beach bacteria monitoring, laboratory accreditation and woodstove grants and for smoke monitoring laboratory services, but excluding lottery funds and federal funds not described in this section, collected or received by the Department of Environmental Quality, for the following purposes:

- (1) Air quality \$ 41,811,460
- (2) Water quality \$ 22,098,217
- (3) Land quality \$ 54,663,188
- (4) Agency management \$ 21,650,689
- (5) Debt service \$ 17,140,278]

SECTION 61. The Legislative Fiscal Office Operating Fund is established in the State Treasury, separate and distinct from the General Fund. Interest earned by the Legislative Fiscal Office Operating Fund shall be credited to the fund. All moneys in the fund are continuously appropriated to the Legislative Fiscal Officer for the purpose of paying the expenses incurred in the administration of the duties of the Legislative Fiscal Office.

SECTION 62. (1) Section 2, chapter __, Oregon Laws 2013 (Enrolled House Bill 5011), is repealed.

(2) Notwithstanding any other law limiting expenditures, the amount of \$2,166,050 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from lottery moneys allocated from the Administrative Services Economic Development Fund to the State Department of Energy for debt service for the energy efficiency and sustainable technology loan program and for home energy efficiency programs.

SECTION 63. Notwithstanding any other provision of law, the General Fund appropriation made to the Department of Justice by section 1 (4), chapter 499, Oregon Laws 2013 (Enrolled House Bill 5018), for the biennium beginning July 1, 2013, as modified by legislative or Emergency Board action, is increased by \$75,000 for the Oregon Crime Victims Law Center.

SECTION 64. (1) The Oregon Courthouse Capital Construction and Improvement Fund is established in the State Treasury, separate and distinct from the General Fund. Interest earned on moneys in the Oregon Courthouse Capital Construction and Improvement Fund shall be credited to the fund.

(2) The fund consists of moneys deposited in the fund pursuant to section 8, chapter __, Oregon Laws 2013 (Enrolled Senate Bill 5506), and moneys transferred to the fund by a county pursuant to section 9 (1)(b), chapter __, Oregon Laws 2013 (Enrolled Senate Bill 5506), and may include fees, revenues and other moneys appropriated by the Legislative Assembly for deposit in the fund.

(3) Moneys in the fund are continuously appropriated to the Judicial Department for:

(a) The purposes described in section 8 (3), chapter __, Oregon Laws 2013 (Enrolled Senate Bill 5506);

(b) Payment of the costs incurred by the department to administer the fund; and

(c) Payment of bond-related costs, as defined in ORS 286A.816.

SECTION 65. Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Military Department by section 1 (4), chapter 555, Oregon Laws 2013 (Enrolled Senate Bill 5534), Oregon Laws 2013, for the biennium beginning July 1, 2013, for community support, is increased by \$15,000 for the Oregon Youth Challenge program for the reimbursement of fuel costs of the parents or legal guardians of participating youths.

SECTION 66. (1) Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Department of Administrative Services for use by the Oregon University System by section 1 (1), chapter 564, Oregon Laws 2013 (Enrolled House Bill 5031), for the biennium beginning July 1, 2013, for public university support, is increased by \$15,000,000 to limit tuition increases.

(2) Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Department of Administrative Services for use by the Oregon University System by section 1 (2), chapter 564, Oregon Laws 2013 (Enrolled House Bill 5031), for the biennium beginning July 1, 2013, for state programs, is increased by the following amounts for the following purposes:

- (a) Expansion of fermentation sciences programs at Oregon State University \$ 1,200,000
- (b) Labor Education Research Center at the University of Oregon \$ 80,000

SECTION 67. In addition to and not in lieu of any other appropriation, there is appropriated to the Oregon Department of Administrative Services, for the biennium beginning July 1, 2013, out of the General Fund, the following amounts, which are to be expended for payments for the following purposes:

- (1) Historic Public Market Foundation building project \$ 250,000

(2) East Valley Water District
environmental impact study \$ 500,000
(3) 2-1-1 information..... \$ 400,000

SECTION 68. Notwithstanding any other provision of law, the General Fund appropriation made to the Housing and Community Services Department by section 1, chapter 561, Oregon Laws 2013 (Enrolled House Bill 5015), for the biennium beginning July 1, 2013, is increased by \$225,000 for the Oregon Hunger Response Fund.

SECTION 69. (1) Notwithstanding any other provision of law, the General Fund appropriation made to the Emergency Board by section 5, chapter 561, Oregon Laws 2013 (Enrolled House Bill 5015), for the biennium beginning July 1, 2013, to be allocated to the Housing and Community Services Department for second-year operational costs of programs and activities administered by the department, is increased by \$225,000 for the Oregon Hunger Response Fund.

(2) If any of the moneys appropriated by subsection (1) of this section are not allocated by the Emergency Board prior to December 1, 2014, the moneys remaining on that date become available for any purpose for which the Emergency Board lawfully may allocate funds.

SECTION 70. In addition to and not in lieu of any other appropriation, there is appropriated to the Department of Veterans' Affairs, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$350,000 for veterans' suicide prevention and crisis intervention telephone counseling services.

SECTION 71. Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Department of Education by section 2 (5), chapter __, Oregon Laws 2013 (Enrolled Senate Bill 5518), for the biennium beginning July 1, 2013, for strategic investments, is increased by \$2,000,000.

SECTION 72. In addition to and not in lieu of any other appropriation, there is appropriated to the Department of Education, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$1,500,000 for the student achievement improvement grants established by section 82, chapter __, Oregon Laws 2013 (Enrolled House Bill 2322).

SECTION 73. (1) Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Health Authority by section 1 (1), chapter __, Oregon Laws 2013 (Enrolled House Bill 5030), for the biennium beginning July 1, 2013, for programs, is decreased by \$3,300,000.

(2) Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Health Authority by section 1 (1), chapter __, Oregon Laws 2013 (Enrolled House Bill 5030), for the biennium beginning July 1, 2013, for programs, is increased by \$260,000 for ambulance transport reimbursements.

(3) Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Health Authority by section 1 (1), chapter __, Oregon Laws 2013 (Enrolled House Bill 5030), for the biennium beginning July 1, 2013, for programs, is increased by \$200,000 for legal services from the Marion County District Attorney.

(4) Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Health Authority by section 1 (1), chapter __, Oregon Laws 2013 (Enrolled House Bill 5030), for the biennium beginning July 1, 2013, for programs, is increased by \$700,000 for breast and cervical cancer screening services.

SECTION 74. (1) In addition to and not in lieu of any other appropriation, there is appropriated to the Emergency Board, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$3,300,000, to be allocated to the Oregon Health Authority for rate increases for alcohol and drug residential treatment homes.

(2) If any moneys appropriated by subsection (1) of this section are not allocated by the Emergency Board prior to December 1, 2014, the moneys remaining on that date become available for any purpose for which the Emergency Board lawfully may allocate funds.

SECTION 75. (1) In addition to and not in lieu of any other appropriation, there is appropriated to the Emergency Board, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$100,000, to be allocated to the Oregon Health Authority for staffing related to dental pilot projects.

(2) If any moneys appropriated by subsection (1) of this section are not allocated by the Emergency Board prior to December 1, 2014, the moneys remaining on that date become available for any purpose for which the Emergency Board lawfully may allocate funds.

SECTION 76. Notwithstanding any other provision of law, the General Fund appropriation made to the Columbia River Gorge Commission by section 1, chapter 459, Oregon Laws 2013 (Enrolled Senate Bill 5511), for the biennium beginning July 1, 2013, is decreased by \$79,873.

SECTION 77. In addition to and not in lieu of any other appropriation, there is appropriated to the Department of Land Conservation and Development, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$80,000 for grants to the Columbia River Gorge Commission for continuation of work on urban planning issues inside the Oregon portion of the National Scenic Area in the Columbia River Gorge.

SECTION 78. (1) In addition to and not in lieu of any other appropriation, there is appropriated to the Long Term Care Ombudsman, for the biennium beginning July 1, 2013, out of the General Fund, the amount of \$585,488 for providing services to care facility residents having mental illness or developmental disabilities.

(2) Notwithstanding any other provision of law, the General Fund appropriation made to the Long Term Care Ombudsman by section 1, chapter 501, Oregon Laws 2013 (Enrolled House Bill 5024), for the biennium beginning July 1, 2013, is increased by \$200,000.

SECTION 79. (1) Notwithstanding any other provision of law, the General Fund appropriation made to the Department of Human Services by section 1 (3), chapter ____, Oregon Laws 2013 (Enrolled Senate Bill 5529), for the biennium beginning July 1, 2013, for aging and people with disabilities and developmental disabilities programs, is increased by \$5,000,000.

(2) Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 3 (3), chapter ____, Oregon Laws 2013 (Enrolled Senate Bill 5529) for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from federal funds, excluding federal funds described in section 2, chapter ____, Oregon Laws 2013 (Enrolled Senate Bill 5529), collected or received by the Department of Human Services, for aging and people with disabilities and developmental disabilities programs, is increased by \$9,700,000.

SECTION 80. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (2), chapter ____, Oregon Laws 2013 (Enrolled Senate Bill 5529), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and Medicare receipts and including federal funds for indirect cost recovery, Social Security Supplemental Security Income recoveries and the Child Care and Development Fund, but excluding lottery funds and federal funds not described in section 2, chapter ____, Oregon Laws 2013 (Enrolled Senate Bill 5529), collected or received by the Department of Human Services, for child welfare, self-sufficiency and vocational rehabilitation services, is increased by \$1,000,000.

SECTION 81. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 5 (1), chapter ____, Oregon Laws 2013 (Enrolled Senate Bill 5518), for the biennium beginning July 1, 2013, as the maximum limit for payment of grants-in-aid, program costs and purchased services from federal funds, other than those described in sections 4 and 9, chapter ____, Oregon Laws 2013 (Enrolled Senate Bill 5518), received by the Department of Education for early learning programs is increased by \$1,000,000.

SECTION 82. If House Bill 2202 becomes law, section 4, chapter ____, Oregon Laws 2013 (Enrolled House Bill 2202), is repealed.

SECTION 83. (1) Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Business Development Department by section 1 (2), chapter ____,

Oregon Laws 2013 (Enrolled House Bill 5028), for the biennium beginning July 1, 2013, for Article XI-Q bond debt service, is increased by \$280,954.

(2) Notwithstanding any other law limiting expenditures, the amount of \$1,124,525 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from lottery moneys allocated from the Administrative Services Economic Development Fund to the Oregon Business Development Department for identifying regional governance solutions to improve economic development opportunities, and for developing West Coast strategies to create jobs while reducing carbon emissions and the costs of doing business by retrofitting and redesigning the built environment.

(3) Notwithstanding any other law limiting expenditures, the amount of \$250,000 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from lottery moneys allocated from the Administrative Services Economic Development Fund to the Oregon Business Development Department for a pilot project providing economic gardening services.

(4) Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (1), chapter __, Oregon Laws 2013 (Enrolled House Bill 5028), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Oregon Business Development Department for business, innovation and trade, is decreased by \$115,000.

(5) Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (2), chapter __, Oregon Laws 2013 (Enrolled House Bill 5028), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Oregon Business Development Department for Infrastructure Finance Authority, is decreased by \$132,221.

(6) Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 18f, chapter __, Oregon Laws 2013 (Enrolled Senate Bill 813), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Oregon Business Development Department for payment of expenses for seismic rehabilitation grant program, is increased by \$30,000,000.

SECTION 84. (1) Notwithstanding any other provision of law, the General Fund appropriation made to the Judicial Department by section 1 (1), chapter __, Oregon Laws 2013 (Enrolled House Bill 5016), for the biennium beginning July 1, 2013, for judicial compensation, is increased by \$634,980.

(2) Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (1), chapter __, Oregon Laws 2013 (Enrolled House Bill 5016), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and including reimbursements from federal service agreements, but excluding lottery funds and federal funds, collected or received by the Judicial Department for operations, is increased by \$335,000.

(3) Notwithstanding any other law limiting expenditures, the amount of \$1 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Judicial Department for the Oregon Courthouse Capital Construction and Improvement Fund.

SECTION 85. Notwithstanding any other provision of law, the General Fund appropriation made to the Public Defense Services Commission by section 1 (2), chapter __, Oregon Laws 2013 (Enrolled House Bill 5041), for the biennium beginning July 1, 2013, for Professional services, is increased by \$2,409,367 for reducing juvenile dependency caseloads and increasing compensation paid to public defense services providers.

SECTION 86. Notwithstanding any other provision of law, the General Fund appropriation made to the State Department of Fish and Wildlife by section 1 (1), chapter 615, Oregon Laws 2013 (Enrolled House Bill 5013), for the biennium beginning July 1, 2013, for the Fish Division, is increased by \$50,000 for a cormorants study.

SECTION 87. Notwithstanding any other provision of law, the General Fund appropriation made to the State Department of Fish and Wildlife by section 1 (2), chapter 615, Oregon Laws 2013 (Enrolled House Bill 5013), for the biennium beginning July 1, 2013, for the Wildlife Division, is increased by \$65,940 for predator control payments.

SECTION 88. Notwithstanding any other provision of law, the General Fund appropriation made to the State Department of Agriculture by section 1 (2), chapter 540, Oregon Laws 2013 (Enrolled Senate Bill 5502), for the biennium beginning July 1, 2013, is increased by \$34,060 for predator control payments.

SECTION 89. Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Department of Administrative Services for use by the Oregon University System by section 1 (2), chapter ____, Oregon Laws 2013 (Enrolled House Bill 5002), for the biennium beginning July 1, 2013, is increased by \$250,000 for an ocean acidification study.

SECTION 90. (1) Section 5, chapter 540, Oregon Laws 2013 (Enrolled Senate Bill 5502), is repealed.

(2) Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 4, chapter ____, Oregon Laws 2013 (Enrolled House Bill 5002), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses to support the county fairs in this state from lottery moneys allocated from the Administrative Services Economic Development Fund to the Oregon Department of Administrative Services that are deposited in the County Fair Account established under ORS 565.445 is increased by \$21,380.

SECTION 91. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (6), chapter ____, Oregon Laws 2013 (Enrolled House Bill 5002), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and federal funds received from charges, but excluding lottery funds and federal funds not described in section 2, chapter ____, Oregon Laws 2013 (Enrolled House Bill 5002), collected or received by the Oregon Department of Administrative Services, is increased by \$2,955,118.

SECTION 92. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 2 (10), chapter ____, Oregon Laws 2013 (Enrolled House Bill 5002), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts and federal funds received from charges, but excluding lottery funds and federal funds not described in section 2, chapter ____, Oregon Laws 2013 (Enrolled House Bill 5002), collected or received by the Oregon Department of Administrative Services, is increased by \$24,141,833 for the Shared Services Fund.

SECTION 93. (1) Sections 2 and 5, chapter 583, Oregon Laws 2011, are repealed.

(2) Section 9, chapter 615, Oregon Laws 2011, is repealed.

SECTION 94. Notwithstanding any other law limiting expenditures, the amount of \$384,877 is established for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses for debt service from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Oregon Youth Authority.

SECTION 95. Notwithstanding any other provision of law, the General Fund appropriation made to the Oregon Youth Authority by section 1 (1), chapter 590, Oregon Laws 2011, for the biennium beginning July 1, 2011, as modified by legislative or Emergency Board action, is increased by \$200,000 for operations.

SECTION 95a. Notwithstanding any other provision of law, the General Fund appropriation made to the Department of Education for breakfast and summer food programs by

section 2 (4), chapter __, Oregon Laws 2013 (Enrolled Senate Bill 5518), for the biennium beginning July 1, 2013, is increased by \$500,000 for the Farm-to-School program.

SECTION 96. Notwithstanding any other provision of law, the authorized appropriations and expenditure limitations for the biennium beginning July 1, 2013, for the following agencies and programs are changed by the amounts specified:

(1) ADMINISTRATION.

Agency/Program/Funds	2013		Adjustment
	Oregon Laws Chapter/	Section	
Oregon Advocacy Commissions Office:			
Operating Expenses			
General Fund	SB 5501 1		-\$15,031
Oregon Department of Administrative Services: Office of the Chief Operating Officer			
General Fund	HB 5002 1(1)		-7,928
Other funds	HB 5002 2(1)		-61,266
Enterprise Asset Management			
General Fund	HB 5002 1(2)		-25,298
Other funds	HB 5002 2(6)		-632,571
Oregon Public Broadcasting			
General Fund	HB 5002 1(3)		-10,000
Oregon Historical Society			
General Fund	HB 5002 1(4)		-15,000
Chief Financial Office			
Other funds	HB 5002 2(2)		-85,943
Chief Information Office			
Other funds	HB 5002 2(3)		-50,078
Chief Human Resources Office			
Other funds	HB 5002 2(4)		-102,313
Enterprise Technology Services			
Other funds	HB 5002 2(5)		-540,032
Enterprise Goods and Services			
Other funds	HB 5002 2(7)		-1,292,491
Enterprise Human Resource Services			
Other funds	HB 5002 2(8)		-54,534
DAS Core Services			
Other funds	HB 5002 2(9)		-36,458
State Treasurer:			

Administrative Expenses			
- State Treasury Operations			
Other funds	SB 5546 1(1)		-38,479
Administrative Expenses			
- Oregon 529 College			
Savings Network			
Other funds	SB 5546 1(2)		-4,931
Oregon Racing Commission:			
Operating Expenses		HB 5044 1	-14,893
Other funds			
Public Employees			
Retirement System:			
Administrative and			
Operating Expenses			
Other funds	SB 5537 1(1)		+120,021
Secretary of State:			
Administrative Services			
General Fund	SB 5539 1(1)		-32,492
Other funds	SB 5539 2(1)		+10,174
Elections Division			
General Fund	SB 5539 1(2)		-250,064
Other funds	SB 5539 2(2)		-20
Archives Division			
Other funds	SB 5539 2(4)		+8,678
Audits Division			
Other funds	SB 5539 2(3)		+37,667
Corporation Division			
Other funds	SB 5539 2(5)		+10,691
Federal Funds			
Oregon Liquor Control	SB 5539 3		-4,637
Commission:			
Administrative Expenses			
Other funds	HB 5023 1(1)		-229,574
Department of Revenue:			
Administration			
General Fund	SB 5538 1(1)		-1,858,989
Other funds	SB 5538 2(1)		-72,256
Property Tax			
General Fund	SB 5538 1(2)		-422,992
Other funds	SB 5538 2(2)		-6,532
Personal Tax and Compliance			
General Fund	SB 5538 1(3)		-1,600,949
Business			
General Fund	SB 5538 1(4)		-585,881
Other funds	SB 5538 2(4)		-1,958
Elderly Rental Assistance			
and Nonprofit Housing			
General Fund	SB 5538 1(5)		-113,440
Employment Relations			
Board:			
Operating Expenses			

General Fund	HB 5010 1	-45,977
Assessments of Agencies Transferred to DAS		
Other funds	HB 5010 3	-1,522
Office of the Governor:		
Operating Expenses		
General Fund	SB 5523 1	-295,654
Other funds	SB 5523 4	-2,699
Expenses for Duties		
General Fund	SB 5523 2	-1,000
Economic Revitalization Team		
Lottery funds	SB 5523 3	-4,049
Oregon Government Ethics Commission:		
Other Funds		
Other funds	SB 5522 1(1)	-12,772
State Library:		
Operating Expenses		
General Fund	HB 5022 1	-55,628
Operating Expenses		
- Nonassessments		
Other funds	HB 5022 2	+309
Operating Expenses		
- Assessments		
Other funds	HB 5022 3	-33,666

(2) CONSUMER AND BUSINESS SERVICES.

	2013	
	Oregon Laws	
Agency/Program/Funds	Chapter/	Adjustment
	Section	
Oregon Board of Accountancy:		
Operating Expenses		
Other funds	HB 5001 1	-\$16,153
State Board of Tax Practitioners:		
Operating Expenses		
Other funds	SB 5542 1	-7,368
Construction Contractors Board:		
Operating Expenses		
Other funds	SB 5513 1	-70,093
Oregon Board of Licensed Professional Counselors and Therapists:		
Operating Expenses		

Other funds	SB 5515 1	-13,366
State Board of Psychologist Examiners:		
Operating Expenses		
Other funds	SB 5536 1	-19,367
State Board of Chiropractic Examiners:		
Operating Expenses		
Other funds	SB 5508 1	-20,994
State Board of Licensed Social Workers:		
Operating Expenses		
Other funds	SB 5510 1	-8,879
Oregon Board of Dentistry:		
Operating Expenses		
Other funds	SB 5516 1	-33,702
Health-Related Licensing Boards:		
State Mortuary and Cemetery Board		
Other funds	SB 5526 1	-3,500
Oregon Board of Naturopathic Medicine		
Other funds	SB 5526 2	-1,901
Occupational Therapy Licensing Board		
Other funds	SB 5526 3	-959
Board of Medical Imaging		
Other funds	SB 5526 4	-1,673
State Board of Examiners for Speech-Language Pathology and Audiology		
Other funds	SB 5526 5	-2,009
Oregon State Veterinary Medical Examining Board		
Other funds	SB 5526 6	-3,105
Oregon Health Licensing Agency:		
Operating Expenses		
Other funds	SB 5524 1	-15,197
Bureau of Labor and Industries:		
Operating Expenses		
General Fund	HB 5020 1	-310,027
Other funds	HB 5020 2	-47,772
Federal funds	HB 5020 4	-3,723
Public Utility Commission:		
Utility Program		
Other funds	HB 5043 1(1)	-48,634
Residential Service Protection Fund		

Other funds	HB 5043 1(2)	-883
Administration		
Other funds	HB 5043 1(3)	-240,255
Oregon Board of Maritime Pilots		
Other funds	HB 5043 1(4)	-1,978
Universal Service Fund		
Other funds	HB 5043 3	-212
Department of Consumer and Business Services:		
Operating Expenses		
Other funds	SB 5514 1	-897,000
Federal funds	SB 5514 2	-330
Worker's Benefit Fund		
Other funds	SB 5514 3(1)	-8,936
Real Estate Agency:		
Operating Expenses		
Other funds	HB 5045 1	-67,736
Oregon State Board of Nursing:		
Operating Expenses		
Other funds	HB 5027 1	-105,552
Oregon Medical Board:		
Operating Expenses		
Other funds	HB 5026 1	-84,038
State Board of Pharmacy:		
Operating Expenses		
Other funds	HB 5036 1	-34,329

(3) ECONOMIC DEVELOPMENT.

	2013 Oregon Laws Chapter/ Section	Adjustment
Agency/Program/Funds		
Oregon Business Development Department:		
Oregon Arts Commission		
General Fund	HB 5028 1(1)	-\$108,914
Business, Innovation and Trade		
Other funds	HB 5028 2(1)	-36,345
Lottery funds	HB 5028 3(1)	-1,329,132
Federal funds	HB 5028 4(1)	-601
Seismic Rehabilitation, Lottery funds		
Oregon Infrastructure Finance Authority	SB 813 18e(1)	-3,208

Other funds	HB 5028 2(2)	-107,198
Shared Services		
Other funds	HB 5028 2(3)	-518
Lottery funds	HB 5028 3(2)	-234,508
Seismic Rehabilitation,		
Lottery funds	SB 813 18e(2)	-2,413
Arts and Cultural Trust		
Other funds	HB 5028 2(4)	-5,385
Oregon Film and Video		
Office		
Lottery funds	HB 5028 3(3)	-23,072
Infrastructure Financing		
Federal funds	HB 5028 4(2)	-391
Oregon Growth Board		
Lottery funds	HB 2323 14	-2,000
Oregon Industrial Site		
Readiness Program		
Lottery funds	SB 246 8	-3,585
Beginning and Expanding		
Farmer Loan Program		
Lottery funds	HB 2700 7	-4,552
Housing and Community		
Services Department:		
Operating Expenses		
General Fund	HB 5015 1	-171,209
Other funds	HB 5015 2	+48,296
Federal funds	HB 5015 4	+11,542
Department of Veterans'		
Affairs:		
Services Provided by ODVA		
General Fund	HB 5047 1(1)	-101,923
County Payments		
General Fund	HB 5047 1(2)	-91,535
Veterans' Services		
Organizations Payments		
General Fund	HB 5047 1(3)	-2,212
Administration, Grants		
and Services		
Other funds	HB 5047 2(1)	-55,986
Employment Department:		
Operating Budget		
Other funds	HB 5009 1(1)	-220,421
Federal funds	HB 5009 4	-489,100
Office of Administrative		
Hearings		
Other funds	HB 5009 1(2)	-39,409

(4) EDUCATION.

2013

Oregon Laws		
Agency/Program/Funds	Chapter/ Section	Adjustment
Teacher Standards and Practices Commission:		
Operating Expenses		
Other funds	HB 5046 1	-\$47,288
Department of Education:		
Operations		
General Fund	SB 5518 1(1)	-1,422,734
Other funds	SB 5518 3(1)	-48,789
Federal funds	SB 5518 4(1)	-933
Oregon School for the Deaf		
General Fund	SB 5518 1(2)	-222,340
Early intervention services and early childhood special education programs		
General Fund	SB 5518 2(1)	-2,720,844
Other special education programs		
General Fund	SB 5518 2(2)	-857,426
Blind and Visually Impaired Student Fund		
General Fund	SB 5518 2(3)	-19,769
Breakfast and summer food programs		
General Fund	SB 5518 2(4)	-46,375
Strategic investments		
General Fund	SB 5518 2(5)	-436,976
Other grant-in-aid programs		
General Fund	SB 5518 2(6)	-80,053
Oregon prekindergarten program		
General Fund	SB 5518 2(7)	-2,548,483
Other early learning programs		
General Fund	SB 5518 2(8)	-673,910
Youth development programs		
General Fund	SB 5518 2(9)	-114,982
Oregon Education Investment Board:		
Operating Expenses		
General Fund	SB 5548 1	-123,176
Oregon Student Access Commission:		
Other funds	HB 5032 3	-17,682
Operations		

General Fund	HB 5032 1(2)	-84,268
Oregon Opportunity Grants		
General Fund	HB 5032 1(1)	-2,269,536
Other Payments for Individuals and Institutions		
General Fund	HB 5032 1(3)	-28,985
Department of Community Colleges and Workforce Development:		
Operations		
General Fund	HB 5019 1(1)	-303,386
Skill centers		
General Fund	HB 5019 1(3)	-12,000
Department of Community Colleges and Workforce Development		
Other funds	HB 5019 2(1)	-6,940
Federal funds	HB 5019 3	-36,872
Higher Education Coordinating Commission:		
Operations		
General Fund	HB 5033 1	-45,957
Other funds	HB 5033 2	-3,874

(5) HUMAN SERVICES.

	2013 Oregon Laws Chapter/ Section	Adjustment
Agency/Program/Funds		
Long Term Care Ombudsman:		
Operating Expenses		
General Fund	HB 5024 1	-\$57,566
Other funds	HB 5024 2	-478
Commission for the Blind:		
Operating Expenses		
General Fund	HB 5003 1	-41,405
Other funds	HB 5003 2	-3,143
Federal funds	HB 5003 3	-90,476
Psychiatric Security Review Board:		
Operating Expenses		
General Fund	HB 5040 1	-77,996
Department of Human Services:		
Central Services, Statewide Assessments and Enterprise-wide Costs		

General Fund	SB 5529 1(1)	-5,074,738
Other funds	SB 5529 2(1)	-1,582
Federal funds	SB 5529 3(1)	-1,460,669
Child Welfare, Self-Sufficiency and Vocational Rehabilitation Services		
General Fund	SB 5529 1(2)	-18,756,936
Other funds	SB 5529 2(2)	-271
Federal funds	SB 5529 3(2)	-296,309
Aging and People with Disabilities and Developmental Disabilities Programs		
General Fund	SB 5529 1(3)	-25,971,722
Federal funds	SB 5529 3(3)	-10,999
Debt Service		
General Fund	SB 5529 1(4)	-376,913
Shared Services		
Other funds	SB 5529 2(4)	-48,362
Oregon Health Authority: Programs		
General Fund	HB 5030 1(1)	-41,250,310
Other funds	HB 5030 2(1)	-83,568
Federal funds	HB 5030 4(1)	-23,731
Central Services, Statewide Assessments and Enterprise-wide Costs		
General Fund	HB 5030 1(2)	-1,990,725
Other funds	HB 5030 2(2)	+27,070
Federal funds	HB 5030 4(2)	+175,300
Shared Services		
Other funds	HB 5030 2(3)	-537
Gambling Addiction Treatment and Prevention		
Lottery funds	HB 5030 3	-10

(6) JUDICIAL BRANCH.

	2013	
	Oregon Laws	
	Chapter/	
Agency/Program/Funds	Section	Adjustment
Commission on Judicial Fitness and Disability: Administration		
General Fund	HB 5017 1(1)	-\$9,424
Extraordinary Expenses		

General Fund	HB 5017 1(2)	-206
Judicial Department:		
Operations		
General Fund	HB 5016 1(2)	-6,956,154
Mandated Payments		
General Fund	HB 5016 1(3)	-761,022
Electronic Court		
General Fund	HB 5016 1(4)	-117,833
Third-Party Debt		
Collections		
General Fund	HB 5016 1(6)	-753,336
Electronic Court		
Bond Proceeds		
Other funds	HB 5016 3	-190,767
Oregon Law Commission		
General Fund	HB 5016 5	-4,492
Council on Court Procedures		
General Fund	HB 5016 6	-1,040
Conciliation and Mediation		
Services in Circuit Courts		
General Fund	HB 5016 7(1)	-144,248
Operating Law Libraries		
or Providing Law Library		
Services		
General Fund	HB 5016 8(1)	-144,248
Public Defense Services		
Commission:		
Appellate Division		
General Fund	HB 5041 1(1)	-381,823
Professional Services		
General Fund	HB 5041 1(2)	-6,348,592
Contract and Business		
Services Division		
General Fund	HB 5041 1(3)	-95,046

(7) LEGISLATIVE BRANCH.

	2013	
	Oregon Laws	
Agency/Program/Funds	Chapter/	Adjustment
	Section	
Legislative Administration		
Committee:		
General Program		
General Fund	HB 5021 1(1)	-\$728,384
Legislative Assembly:		
Biennial General Fund		
General Fund	HB 5021 4	-383,687
77th Legislative Assembly		

General Fund	HB 5021 5(1)	-390,822
78th Legislative Assembly		
General Fund	HB 5021 5(2)	-270,566
Legislative Counsel		
Committee:		
Operating Expenses		
General Fund	HB 5021 8	-223,956
Legislative Fiscal Officer:		
Operating Expenses		
General Fund	HB 5021 11(1)	-83,434
Legislative Revenue Officer:		
Operating Expenses		
General Fund	HB 5021 12	-58,563
Commission on Indian		
Services:		
Operating Expenses		
General Fund	HB 5021 13	-15,230

(8) NATURAL RESOURCES.

	2013 Oregon Laws Chapter/ Section	Adjustment
Agency/Program/Funds		
State Marine Board:		
Administration and		
Education		
Other funds	HB 5025 1(1)	-\$43,688
State Department of Energy:		
Operations		
Other funds	HB 5011 1	-195,287
Federal funds	HB 5011 3	-325
State Department of Geology		
and Mineral Industries:		
General Fund	HB 5014 1	-70,910
Other funds	HB 5014 2	-13,003
Federal funds		
State Parks and	HB 5014 3	-4,506
Recreation Department:		
General Fund	HB 5034 1	-20,000
Director's Office		
Other funds	HB 5034 2(1)	-4,255
Lottery funds	HB 5034 3(1)	-2,736
Central Services		
Other funds	HB 5034 2(2)	-114,309
Lottery funds	HB 5034 3(2)	-58,863
Oregon Exposition Center		
Other funds	HB 5034 2(6)	-602

Lottery funds	HB 5034 3(7)	-1,355
Land Use Board of Appeals:		
General Fund	SB 5531 1	-34,653
Water Resources Department:		
Water Resources Program		
General Fund	SB 5547 1	-734,821
Other funds	SB 5547 3(1)	+912
Oregon Watershed Enhancement Board:		
Operating Expenses, Activities and Projects		
Lottery funds	HB 5048 5	-24,871
Department of State Lands:		
Common School Fund Programs		
Other funds	SB 5540 1(1)	-235,984
South Slough National Estuarine Research Reserve Operations		
Other funds	SB 5540 1(3)	-230
State Department of Agriculture:		
Administrative and Support Services		
General Fund	SB 5502 1(1)	-42,277
Other funds	SB 5502 2(1)	-2,557
Food Safety		
General Fund	SB 5502 1(2)	-196,258
Other funds	SB 5502 2(2)	-40,103
Natural Resources		
General Fund	SB 5502 1(3)	-181,071
Other funds	SB 5502 2(3)	-48,979
Federal funds	SB 5502 4(2)	-135
Agricultural Development		
General Fund	SB 5502 1(4)	-114,283
Other funds	SB 5502 2(4)	-49,864
Parks and Natural Resources Fund		
Lottery funds	SB 5502 3	-15,043
Department of Environmental Quality:		
Air Quality		
General Fund	SB 5520 1(1)	-168,121
Other funds	SB 5520 2(1)	-18,387
Federal funds	SB 5520 5(1)	-1,952
Water Quality		
General Fund	SB 5520 1(2)	-488,561
Other funds	SB 5520 2(2)	-21,636
Federal funds	SB 5520 5(2)	-2,081
Land Quality		
General Fund	SB 5520 1(3)	-76,195

Other funds	SB 5520 2(3)	-46,270
Federal funds	SB 5520 5(3)	-10,106
Agency Management		
Other funds	SB 5520 2(4)	-322,419
Parks and Natural Resources Fund		
Lottery funds	SB 5520 3	-3,657
State Department of Fish and Wildlife:		
Fish Division		
General Fund	HB 5013 1(1)	-354,694
Other funds	HB 5013 2(1)	-28,532
Wildlife Division		
General Fund	HB 5013 1(2)	-9,787
Other funds	HB 5013 2(2)	-14,868
Administrative Services Division		
General Fund	HB 5013 1(3)	-179,999
Other funds	HB 5013 2(3)	-548,516
Capital Improvement		
General Fund	HB 5013 1(5)	-2,912
State Forestry Department:		
Agency Administration		
General Fund	SB 5521 1(1)	-4,000
Other funds	SB 5521 2(1)	-411,939
Federal funds	SB 5521 4(1)	-2
Fire Protection		
General Fund	SB 5521 1(2)	-1,151,823
Other funds	SB 5521 2(2)	-1,937
Federal funds	SB 5521 4(2)	-15,418
Private Forests		
General Fund	SB 5521 1(3)	-404,519
Other funds	SB 5521 2(4)	-1,645
Federal funds	SB 5521 4(4)	-636
State Forests		
Other funds	SB 5521 2(3)	-9,911
Equipment Pool		
Other funds	SB 5521 2(7)	-1,067
Facilities Maintenance and Management		
Other funds	SB 5521 2(8)	-32
Department of Land Conservation and Development:		
Planning program		
General Fund	SB 5530 1(1)	-321,087
Federal funds	SB 5530 3	-15,036
Grant Programs		
General Fund	SB 5530 1(2)	-24,653
Operating Expenses		
Other funds	SB 5530 2	-481
Columbia River Gorge		

Commission:
Operating Expenses
General Fund

SB 5511 1

-22,545

(9) PUBLIC SAFETY.

2013

Oregon Laws

Chapter/

Agency/Program/Funds

Section

Adjustment

State Board of Parole and Post-Prison Supervision:			
General Fund	HB 5035 1		-\$155,702
Department of State Police:			
Patrol Services, Criminal Investigations and Gaming Enforcement			
General Fund	HB 5038 1(1)		-3,824,682
Other funds	HB 5038 2(1)		-16,071
Fish and Wildlife Enforcement			
General Fund	HB 5038 1(2)		-75,611
Other funds	HB 5038 2(2)		-16,172
Federal funds	HB 5038 3(2)		-929
Lottery funds	HB 5038 4		-5,964
Forensic Services and State Medical Examiner			
General Fund	HB 5038 1(3)		-904,485
Other funds	HB 5038 2(3)		-205
Administrative Services, Information Management and Office of the State Fire Marshal			
General Fund	HB 5038 1(4)		-1,150,586
Other funds	HB 5038 2(4)		-32,740
Federal funds	HB 5038 3(4)		-774
Department of Corrections: Operations and Health Services			
General Fund	HB 5005 1(1)		-27,253,283
Other funds	HB 5005 2(1)		-283
Administration, General Services and Human Resources			
General Fund	HB 5005 1(2)		-5,325,885
Other funds	HB 5005 2(2)		-108
Offender Management and Rehabilitation			

General Fund	HB 5005 1(3)	-2,895,604
Community Corrections		
General Fund	HB 5005 1(4)	-4,422,163
Capital Improvements		
General Fund	HB 5005 1(6)	-53,975
Oregon Criminal		
Justice Commission:		
General Fund	HB 5007 1	-317,879
Federal funds	HB 5007 3	-400
District Attorneys/ Deputies:		
Department of Justice for District Attorneys:		
General Fund	SB 5517 1	-219,881
Department of Justice: Office of Attorney General and administration		
General Fund	HB 5018 1(1)	-6,000
Other funds	HB 5018 2(1)	-29,458
Civil Enforcement		
General Fund	HB 5018 1(2)	-83,207
Other funds	HB 5018 2(3)	-453,350
Federal funds	HB 5018 3(1)	-4,478
Criminal Justice		
General Fund	HB 5018 1(3)	-467,954
Other funds	HB 5018 2(4)	-38,563
Crime victims' services		
General Fund	HB 5018 1(4)	-118,260
Other funds	HB 5018 2(5)	-21,842
Federal funds	HB 5018 3(3)	-2,044
Defense of criminal conviction		
General Fund	HB 5018 1(5)	-1,830,473
Child Support Division		
General Fund	HB 5018 1(6)	-459,536
Other funds	HB 5018 2(8)	+169,954
Federal funds	HB 5018 3(4)	+732,215
Appellate		
Other funds	HB 5018 2(2)	-20,795
General Counsel		
Other funds	HB 5018 2(6)	-52,589
Trial		
Other funds	HB 5018 2(7)	+85,089
Oregon Military Department: Administration		
General Fund	SB 5534 1(1)	-164,684
Other funds	SB 5534 2(1)	-69
Operations		
General Fund	SB 5534 1(2)	-181,917
Other funds	SB 5534 2(2)	-5,142

Federal funds	SB 5534 3(1)	-52,985
Emergency Management		
General Fund	SB 5534 1(3)	-42,946
Other funds	SB 5534 2(3)	+46,924
Federal funds	SB 5534 3(2)	-4,308
Community Support		
General Fund	SB 5534 1(4)	-14,619
Other funds	SB 5534 2(4)	-2,663
Federal funds	SB 5534 3(3)	-5,909
Department of Public Safety Standards and Training:		
Operations		
Other funds	HB 5042 2(1)	-84,977
Oregon Youth Authority:		
Operations		
General Fund	HB 5050 1(1)	-6,522,233
Federal funds	HB 5050 3	-7,483
Juvenile Crime Prevention/Diversion		
General Fund	HB 5050 1(2)	-351,862
East Multnomah County Gang Funding		
General Fund	HB 5050 1(3)	-34,135
Multnomah County Gang Services		
General Fund	HB 5050 1(4)	-67,542
Debt Service		
General Fund	HB 5050 1(5)	-384,877
Capital Improvements		
General Fund	HB 5050 1(6)	-14,763

(10) TRANSPORTATION.

	2013	
	Oregon Laws	
Agency/Program/Funds	Chapter/	Adjustment
	Section	
Oregon Department of Aviation:		
Operations		
Other funds	SB 5505 1(1)	-\$153,968
Department of Transportation:		
Public Transit Division - Elderly and People With Disabilities		
Transportation Program		

General Fund	SB 5544 2	-40,000
Maintenance and Emergency Relief Program		
Other funds	SB 5544 3(2)	-31,240
Preservation Program		
Other funds	SB 5544 3(3)	-579
Bridge Program		
Other funds	SB 5544 3(4)	-1,922
Operations Program		
Other funds	SB 5544 3(5)	-12,015
Modernization Program		
Other funds	SB 5544 3(6)	-23,563
Special Programs		
Other funds	SB 5544 3(7)	-98,129
Local Government Program		
Other funds	SB 5544 3(8)	-469
Driver and Motor Vehicle Services		
Other funds	SB 5544 3(9)	-80,328
Motor Carrier		
Transportation		
Other funds	SB 5544 3(10)	-6,374
Transportation Program		
Development		
Other funds	SB 5544 3(11)	-11,386
Public Transit		
Other funds	SB 5544 3(13)	-150
Federal funds	SB 5544 4(4)	-189
Rail		
Other funds	SB 5544 3(14)	-3,539
Transportation Safety		
Other funds	SB 5544 3(15)	-281
Federal funds	SB 5544 4(6)	-113
Central Services		
Other funds	SB 5544 3(16)	+2,956,614
Debt Service		
Lottery funds	SB 5544 5	-1,307,446

SECTION 97. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 6 (3), chapter _____, Oregon Laws 2013 (Enrolled Senate Bill 5518), for the biennium beginning July 1, 2013, as the maximum limit for payment of grants-in-aid, program costs and purchased services from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the Department of Education for programs other than those specified in sections 3 and 9, chapter _____, Oregon Laws 2013 (Enrolled Senate Bill 5518), is increased by \$11,341,084 for the Network of Quality Teaching and Learning.

SECTION 98. Notwithstanding any other law limiting expenditures, the limitation on expenditures established by section 3 (1), chapter _____, Oregon Laws 2013 (Enrolled Senate Bill 5518), for the biennium beginning July 1, 2013, as the maximum limit for payment of expenses, other than expenses described in sections 6 and 9, chapter _____, Oregon Laws 2013 (Enrolled Senate Bill 5518), from fees, moneys or other revenues, including Miscella-

neous Receipts, but excluding lottery funds and federal funds, collected or received by the Department of Education is increased by \$658,916 for the Network of Quality Teaching and Learning.

SECTION 99. Section 5, chapter __, Oregon Laws 2013 (Enrolled House Bill 5030), is amended to read:

Sec. 5. For the biennium beginning July 1, 2013, the following expenditures by the Oregon Health Authority are not limited:

- (1) Expenditures from the Women, Infants and Children Program food vouchers.
- (2) Expenditures for the federal funds debt service on Build America Bonds.
- (3) Expenditures from the Oregon Medical Insurance Pool Account for payment of claims and third party administration contracts in the Oregon Medical Insurance Pool program, and for payment of claims and other costs associated with administration and support in the Oregon Reinsurance Program.

(4) Expenditures from the Public Employees' Revolving Fund for administration of dependent care assistance as authorized by ORS 243.221 (2)(c) and expense reimbursement plans as authorized by ORS 243.221 (2)(d).

(5) Expenditures from the Public Employees' Revolving Fund for health insurance premium subsidies and self-insurance as authorized by ORS 243.167.

(6) Expenditures from the Oregon Educators Revolving Fund for benefit plan premiums and self-insurance as authorized by ORS 243.870 and 243.884.

(7) Expenditures from the Oregon Educators Revolving Fund for administration of flexible benefit plans as authorized by ORS 243.874.

SECTION 100. Sections 6 and 7, chapter __, Oregon Laws 2013 (Enrolled House Bill 5030), are repealed.

SECTION 101. This 2013 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2013 Act takes effect on its passage.

Passed by House July 8, 2013

Received by Governor:

.....M,....., 2013

.....
Ramona J. Line, Chief Clerk of House

Approved:

.....M,....., 2013

.....
Tina Kotek, Speaker of House

Passed by Senate July 8, 2013

.....
John Kitzhaber, Governor

Filed in Office of Secretary of State:

.....
Peter Courtney, President of Senate

.....M,....., 2013

.....
Kate Brown, Secretary of State

**77th OREGON LEGISLATIVE ASSEMBLY – 2013 Regular Session
BUDGET REPORT AND MEASURE SUMMARY**

MEASURE: HB 5008-A

JOINT COMMITTEE ON WAYS AND MEANS

Carrier – House: Rep. Buckley

Carrier – Senate: Sen. Devlin

Action: Do Pass as Amended and as Printed A-Engrossed

Vote: 22 – 2 – 2

House

Yeas: Barker, Buckley, Frederick, Huffman, Jenson, Komp, Nathanson, Read, Smith, Tomei, Williamson

Nays: Freeman, Hanna

Exc: McLane, Richardson

Senate

Yeas: Bates, Devlin, Edwards, Girod, Hansell, Johnson, Monroe, Steiner Hayward, Thomsen, Whitsett, Winters

Nays:

Exc:

Prepared By: Linda Ames, Legislative Fiscal Office

Reviewed By: Daron Hill, Legislative Fiscal Office

Meeting Date: July 8, 2013

Agency

Emergency Board

Various Agencies

Biennium

2013-15

2011-13

2013-15 Budget Summary*

	2011-13 Legislatively Approved Budget	2013-15 Legislatively Adopted Budget	2013-15 Committee Recommendation	Committee Change
<u>Emergency Board</u>				
General Fund - General Purpose	-	-	\$ 30,000,000	\$ 30,000,000
General Fund - Special Purpose Appropriations				
State employee compensation changes	-	-	\$ 86,500,000	\$ 86,500,000
Home health care worker compensation	-	-	\$ 12,900,000	\$ 12,900,000
Oregon State Library	-	-	\$ 1,702,192	\$ 1,702,192
Department of Education - student assessments	-	-	\$ 4,600,000	\$ 4,600,000
Department of Education - youth development	-	-	\$ 1,789,557	\$ 1,789,557
Department of Housing and Community Development - Oregon Hunger Response Fund	-	-	\$ 225,000	\$ 225,000
Oregon Health Authority - A&D rate increases	-	-	\$ 3,300,000	\$ 3,300,000
Oregon Health Authority - Dental Pilots	-	-	\$ 100,000	\$ 100,000
<u>Various Agencies - Omnibus Adjustments</u>				
General Fund	-	-	\$ (190,669,103)	\$ (190,669,103)
General Fund Debt Service	-	-	\$ (761,790)	\$ (761,790)
Lottery Funds	-	-	\$ (1,719,018)	\$ (1,719,018)
Lottery Funds Debt Service	-	-	\$ (1,307,446)	\$ (1,307,446)
Other Funds	-	-	\$ (5,660,297)	\$ (5,660,297)
Federal Funds	-	-	\$ (1,629,523)	\$ (1,629,523)
<u>ADMINISTRATION PROGRAM AREA</u>				
<u>Department of Administrative Services</u>				
General Fund	-	-	\$ 1,150,000	\$ 1,150,000
Lottery Funds	-	-	\$ 21,380	\$ 21,380
Other Funds	-	-	\$ 54,596,958	\$ 54,596,958

*Excludes Capital Construction

2013-15 Budget Summary*

	2011-13 Legislatively Approved Budget	2013-15 Legislatively Adopted Budget	2013-15 Committee Recommendation	Committee Change
<u>Office of the Governor</u>				
General Fund	-	-	\$ 9,174	\$ 9,174
Lottery Funds	-	-	\$ 900,000	\$ 900,000
<u>Department of Revenue</u>				
General Fund	-	-	\$ 3,196,495	\$ 3,196,495
General Fund Debt Service	-	-	\$ 1,554,716	\$ 1,554,716
Other Funds	-	-	\$ 26,903,021	\$ 26,903,021
<u>Secretary of State</u>				
General Fund	-	-	\$ 9,174	\$ 9,174
<u>Treasurer of State</u>				
Other Funds	-	-	\$ 9,174	\$ 9,174
 <u>CONSUMER AND BUSINESS SERVICES PROGRAM AREA</u>				
<u>Bureau of Labor and Industries</u>				
General Fund	-	-	\$ 6,881	\$ 6,881
Other Funds	-	-	\$ 2,293	\$ 2,293
 <u>ECONOMIC AND COMMUNITY DEVELOPMENT PROGRAM AREA</u>				
<u>Oregon Business Development Department</u>				
General Fund Debt Service	-	-	\$ 280,954	\$ 280,954
Lottery Funds	-	-	\$ 1,374,525	\$ 1,374,525
Other Funds	-	-	\$ 29,752,779	\$ 29,752,779
Other Funds Non-limited	-	-	\$ 12,000,000	\$ 12,000,000
<u>Housing and Community Services Department</u>				
General Fund	-	-	\$ 225,000	\$ 225,000
Other Funds	-	-	\$ 5,076,190	\$ 5,076,190

*Excludes Capital Construction

2013-15 Budget Summary*

	2011-13 Legislatively Approved Budget	2013-15 Legislatively Adopted Budget	2013-15 Committee Recommendation	Committee Change
<u>Department of Veterans' Affairs</u>				
General Fund Debt Service	-	-	\$ 852,814	\$ 852,814
Other Funds	-	-	\$ 65,000	\$ 65,000
 <u>EDUCATION PROGRAM AREA</u>				
<u>Department of Education</u>				
General Fund	-	-	\$ (8,826,545)	\$ (8,826,545)
Lottery Funds	-	-	\$ 12,826,545	\$ 12,826,545
Other Funds	-	-	\$ 12,000,000	\$ 12,000,000
Federal Funds	-	-	\$ 1,000,000	\$ 1,000,000
 <u>Department of Community Colleges and Workforce Development</u>				
Other Funds	-	-	\$ (307,051)	\$ (307,051)
Other Funds Debt Service	-	-	\$ 307,051	\$ 307,051
 <u>Oregon Health and Science University</u>				
General Fund	-	-	\$ 1,000,000	\$ 1,000,000
 <u>Higher Education Coordinating Commission</u>				
General Fund	-	-	\$ 859,630	\$ 859,630
 <u>Oregon University System</u>				
General Fund	-	-	\$ 15,674,000	\$ 15,674,000
 <u>HUMAN SERVICES PROGRAM AREA</u>				
<u>Oregon Health Authority</u>				
General Fund	-	-	\$ (1,940,000)	\$ (1,940,000)
Other Funds	-	-	\$ (3,160,291,391)	\$ (3,160,291,391)
Other Funds Nonlimited	-	-	\$ 3,160,291,391	\$ 3,160,291,391

*Excludes Capital Construction

2013-15 Budget Summary*

	<u>2011-13 Legislatively Approved Budget</u>	<u>2013-15 Legislatively Adopted Budget</u>	<u>2013-15 Committee Recommendation</u>	<u>Committee Change</u>
<u>Department of Human Services</u>				
General Fund	-	-	\$ 5,000,000	\$ 5,000,000
Other Funds	-	-	\$ 1,000,000	\$ 1,000,000
Federal Funds	-	-	\$ 9,700,000	\$ 9,700,000
<u>Long Term Care Ombudsman</u>				
General Fund	-	-	\$ 785,488	\$ 785,488
<u>JUDICIAL BRANCH</u>				
<u>Judicial Department</u>				
General Fund	-	-	\$ 634,980	\$ 634,980
Other Funds	-	-	\$ 335,001	\$ 335,001
<u>Public Defense Services Commission</u>				
General Fund	-	-	\$ 2,409,367	\$ 2,409,367
<u>LEGISLATIVE BRANCH</u>				
<u>Legislative Administration Committee</u>				
General Fund Debt Service	-	-	\$ 1,421,341	\$ 1,421,341
Other Funds	-	-	\$ 615,000	\$ 615,000
<u>NATURAL RESOURCES PROGRAM AREA</u>				
<u>State Department of Agriculture</u>				
General Fund	-	-	\$ 34,060	\$ 34,060
Lottery Funds	-	-	\$ (21,380)	\$ (21,380)
<u>Columbia River Gorge Commission</u>				
General Fund	-	-	\$ (79,873)	\$ (79,873)
<u>Department of Land Conservation and Development</u>				
General Fund	-	-	\$ 196,000	\$ 196,000

*Excludes Capital Construction

2013-15 Budget Summary*

	2011-13 Legislatively Approved Budget	2013-15 Legislatively Adopted Budget	2013-15 Committee Recommendation	Committee Change
<u>Department of Environmental Quality</u>				
Other Funds Debt Service	-	-	\$ (17,140,278)	\$ (17,140,278)
<u>State Department of Energy</u>				
Other Funds	-	-	\$ 9,876,190	\$ 9,876,190
<u>State Department of Fish and Wildlife</u>				
General Fund	-	-	\$ 115,940	\$ 115,940
<u>State Forestry Department</u>				
Other Funds	-	-	\$ 120,000	\$ 120,000
Federal Funds	-	-	\$ 3,000,000	\$ 3,000,000
<u>Parks and Recreation Department</u>				
Other Funds	-	-	\$ 5,069,882	\$ 5,069,882
<u>Department of State Lands</u>				
Other Funds	-	-	\$ 307,360	\$ 307,360
Federal Funds	-	-	\$ 135,000	\$ 135,000
<u>Water Resources Department</u>				
Other Funds	-	-	\$ 10,242,513	\$ 10,242,513
<u>PUBLIC SAFETY PROGRAM AREA</u>				
<u>Department of Corrections</u>				
General Fund	-	-	\$ 2,340,830	\$ 2,340,830
<u>Oregon Criminal Justice Commission</u>				
General Fund	-	-	\$ 10,190,000	\$ 10,190,000
<u>Department of Justice</u>				
General Fund	-	-	\$ 3,683,276	\$ 3,683,276
General Fund Debt Service	-	-	\$ 1,601,856	\$ 1,601,856
Other Funds	-	-	\$ 14,377,862	\$ 14,377,862
Federal Funds	-	-	\$ 27,447,707	\$ 27,447,707

*Excludes Capital Construction

2013-15 Budget Summary*

	2011-13 Legislatively Approved Budget	2013-15 Legislatively Adopted Budget	2013-15 Committee Recommendation	Committee Change
<u>Oregon Military Department</u>				
General Fund	-	-	\$ 290,000	\$ 290,000
General Fund Debt Service	-	-	\$ 314,523	\$ 314,523
Other Funds	-	-	\$ 237,345	\$ 237,345
<u>Oregon State Police</u>				
General Fund	-	-	\$ 3,387,000	\$ 3,387,000
<u>Department of Public Safety Standards and Training</u>				
Other Funds	-	-	\$ 1,000,000	\$ 1,000,000
<u>Oregon Youth Authority</u>				
General Fund	-	-	\$ 126,673	\$ 126,673
Other Funds Debt Service	-	-	\$ 384,877	\$ 384,877
<u>TRANSPORTATION PROGRAM AREA</u>				
<u>Department of Transportation</u>				
General Fund Debt Service	-	-	\$ (757,944)	\$ (757,944)
Other Funds	-	-	\$ 56,885,788	\$ 56,885,788
<hr/>				
2013-15 Budget Summary				
General Fund Total	-	-	\$ (4,568,334)	\$ (4,568,334)
Lottery Funds Total	-	-	\$ 12,074,606	\$ 12,074,606
Other Funds Total	-	-	\$ 218,056,658	\$ 218,056,658
Federal Funds Total	-	-	\$ 39,653,184	\$ 39,653,184

*Excludes Capital Construction

2011-13 Supplemental Appropriations

	2011-13 Legislatively Approved Budget	2011-13 Committee Recommendation	Committee Change
<u>Emergency Board</u>			
General Fund	-	\$ (50,447,306)	\$ (50,447,306)
<u>Oregon University System</u>			
Other Funds	-	\$ (2,329,480,585)	\$ (2,329,480,585)
Other Funds Non-limited	-	\$ (2,236,635,139)	\$ (2,236,635,139)
<u>Military Department</u>			
General Fund	-	\$ (460,000)	\$ (460,000)
General Fund Debt Service	-	\$ (26,748)	\$ (26,748)
<u>Oregon Youth Authority</u>			
General Fund	-	\$ 200,000	\$ 200,000

2013-15 Position Summary

	<u>2011-13 Legislatively Approved Budget</u>	<u>2013-15 Legislatively Adopted Budget</u>	<u>2013-15 Committee Recommendation</u>	<u>Committee Change</u>
<u>Office of the Governor</u>				
Authorized Positions	-	-	3	3
Full-time Equivalent (FTE) positions	-	-	3.00	3.00
<u>Department of Revenue</u>				
Authorized Positions	-	-	31	31
Full-time Equivalent (FTE) positions	-	-	31.00	31.00
<u>Oregon Business Development Department</u>				
Authorized Positions	-	-	3	3
Full-time Equivalent (FTE) positions	-	-	3.00	3.00
<u>Department of Education</u>				
Authorized Positions	-	-	3	3
Full-time Equivalent (FTE) positions	-	-	3.38	3.38
<u>Higher Education Coordinating Commission</u>				
Authorized Positions	-	-	6	6
Full-time Equivalent (FTE) positions	-	-	3.69	3.69
<u>Long Term Care Ombudsman</u>				
Authorized Positions	-	-	8	8
Full-time Equivalent (FTE) positions	-	-	3.81	3.81
<u>Department of Corrections</u>				
Authorized Positions	-	-	-197	-197
Full-time Equivalent (FTE) positions	-	-	-65.31	-65.31
<u>Criminal Justice Commission</u>				
Authorized Positions	-	-	1	1
Full-time Equivalent (FTE) positions	-	-	0.88	0.88

2013-15 Position Summary

	<u>2011-13 Legislatively Approved Budget</u>	<u>2013-15 Legislatively Adopted Budget</u>	<u>2013-15 Committee Recommendation</u>	<u>Committee Change</u>
<u>Oregon State Police</u>				
Authorized Positions	-	-	15	15
Full-time Equivalent (FTE) positions	-	-	4.38	4.38
<u>Department of Public Safety Standards and Training</u>				
Authorized Positions	-	-	4	4
Full-time Equivalent (FTE) positions	-	-	3.52	3.52
<u>Department of Transportation</u>				
Authorized Positions	-	-	2	2
Full-time Equivalent (FTE) positions	-	-	2.00	2.00

Summary of Revenue Changes

The General Fund appropriations made in the bill are within resources available as projected in the May 2013 economic and revenue forecast by the Department of Administrative Services Office of Economic Analysis, supplemented by transfers from various agency accounts to the General Fund for general governmental purposes as authorized in House Bill 2322, plus other actions to reduce state agency expenditures.

Summary of Capital Construction Subcommittee Action

House Bill 5008 appropriates General Fund to the Emergency Board for general purpose and targeted special purpose appropriations, and makes other adjustments to individual agency budget and position authority as described below.

Emergency Board

The Emergency Board allocates General Fund and provides Lottery Funds, Other Funds, and Federal Funds expenditure limitation to state agencies for unanticipated needs in approved agency budgets when the Legislature is not in session. The Subcommittee appropriated \$30 million General Fund to the Emergency Board for general purposes.

House Bill 5008 makes eight special purpose appropriations to the Emergency Board, totaling \$111.1 million General Fund:

- \$86.5 million General Fund for allocation to state agencies for state employee compensation changes.
- \$12.9 million General Fund for allocation to state agencies for compensation changes for home health care workers who are not state employees.
- \$1,702,192 General Fund for second year operational costs for the Oregon State Library. The 2013-15 budget for the State Library provides for only one year of budget authority for the agency (see House Bill 5022). The release of this appropriation, by either the Legislature or the Emergency Board, is contingent on a successful reorganization plan being submitted and approved by the Legislature in 2014.
- \$4.6 million for the Department of Education for costs over and above the amount included in the Department's budget bill (Senate Bill 5518) relating to assessments and other resources aligned to common core standards including those assessments required under the federal Elementary and Secondary Education Act (ESEA). The Department of Education must report on what assessments it plans to implement and on the most current estimates of the costs for each component of the assessment when making the request for this special purpose appropriation.
- \$1,789,557 General Fund for the Department of Education's Youth Development Division. This amount represents program funding for the second year of the biennium for youth development grants, performance-based contracts, and services provided at the local level. Prior to requesting this special purpose appropriation, the Youth Development Council will report back to the Joint Committee on Ways and Means during the 2014 Legislative Session with a plan for investing and distributing these funds. The plan must take into account (1) the furtherance of the policy directives and youth academic and developmental outcomes outlined in House Bill 3231; (2) Oregon's

40/40/20 educational goals; and (3) the Oregon Education Investment Board's Strategic Plan. In developing this plan, the Youth Development Council shall consult with representatives of youth, parents, schools, service providers, labor, business, local governments, tribal governments, and communities.

- \$225,000 General Fund one-time funding for the Oregon Hunger Response Fund, for allocation to the Housing and Community Services Department after receipt of the agency's report on alternate, sustainable service delivery models, pursuant to a budget note.
- \$3.3 million General Fund for the Oregon Health Authority for adult residential room and board rate increases within the alcohol and drug system, after receipt of the agency's study on both the youth and adult system, during the 2014 legislative session. Based on the findings of that study, some or all of this funding could be allocated at that time.
- \$100,000 General Fund for the Oregon Health Authority for staffing needs related to the Dental Pilot Projects. These projects were established in Senate Bill 738 (2011), but no funding was provided. While the funding for the pilots is expected to come from foundations and private funders, the agency needs staff to manage the program.

If these special purpose appropriations are not allocated by the Emergency Board before December 1, 2014, any remaining funds become available to the Emergency Board for general purposes.

Adjustments to Approved 2013-15 Budgets

OMNIBUS ADJUSTMENTS

Omnibus adjustments reflect budget changes in multiple agencies based on reductions in Department of Administrative Services' assessments and charges for services, a reduction to the Attorney General rates, an increase resulting from a new Secretary of State Archives assessment, and debt service adjustments. Also included is a 5% reduction to services and supplies (excluding the fixed costs of State Government Service Charges, Attorney General charges, rent, and fuel and utilities) that is applied to General Fund and certain Lottery Funds only. Total savings are \$36.5 million General Fund, \$1.7 million Lottery Funds, \$5.7 million Other Funds, and \$1.6 million Federal Funds.

Omnibus adjustments also include a 2% supplemental ending balance holdback that is applied primarily to General Fund, and excludes debt service as well as selected programs. This reduction may be restored during the 2014 legislative session depending on statewide economic conditions. Agency detail for this adjustment is shown in Attachment A. Total budget reductions include \$154.9 million General Fund and \$1.4 million Lottery Funds.

Another statewide adjustment, which is included in agency budget bills and not in House Bill 5008, affects most state agencies. Package 091 (Statewide Administrative Savings) is a placeholder for administrative efficiencies and associated budget reductions in finance, information technology, human resources, accounting, payroll, and procurement expenditures. The Subcommittee affirmed that the reductions, at \$62.0 million total funds, are permanent and ongoing as they reflect fundamental changes in business processes. The Department of Administrative Services (DAS) will continue to work on details of these reductions with agencies and report to the Joint Committee on Ways and Means during the 2014 session. Agencies should direct concerns regarding permanency or implementation of the reductions to DAS. The Department will include a plan for resolving any issues related to these reductions as part of its 2014 report.

ADMINISTRATION

Oregon Department of Administrative Services

House Bill 5008 includes one-time General Fund appropriations to the Department of Administrative Services (DAS) for the following purposes:

- \$500,000 to the East Valley Water District to support completion of an environmental impact study on a proposed water storage project.
- \$250,000 to the Historic Public Market Foundation to assist with development of the James Beard Public Market in Portland.
- \$400,000 for distribution to 211info, which is a statewide, nonprofit information and referral service for community and social services. The state currently supports about one-third of the organization's operating budget, primarily through contracts with individual state agency programs for specific services. 211info also receives funding from local governments, other nonprofits, grants, and foundations. This direct General Fund appropriation is intended to help 211info maintain statewide program access over the 2013-15 biennium. An additional request to support around-the-clock operations was not funded; right now 211info operates Monday through Friday from 8 am to 6 pm. To gain a better understanding of how state agencies can most effectively use 211info and to provide the legislature information to help evaluate potential future funding requests, the Subcommittee adopted a budget note:

Budget Note:

The Department of Administrative Services shall work with other state agencies to identify all information and referral services for state government, with a primary focus on help lines (for example, 1-800 numbers). The Department will submit a report to the Joint Committee on Ways and Means during the 2014 legislative session summarizing the purpose, scope, and cost of each service. For each state agency currently using 2-1-1 the report shall also provide information on the service(s) being provided, including but not limited to, contract provisions, utilization, benefits, costs, and budget. Finally, the report shall include an analysis of potential cost savings or efficiencies that might be achieved by broader use of 2-1-1.

The Subcommittee added \$27,100,007 Other Funds expenditure limitation for one-time cost of issuance and special payments associated with the disbursement of proceeds from several Lottery Bond sales; projects are detailed below and approved in the Lottery Bond bill (Senate Bill 5533). There is no debt service in the 2013-15 biennium as the bonds will not be sold until the spring of 2015. Debt service in 2015-17 is calculated at a total of \$4,882,645 Lottery Funds: \$2,193,283 for the Lane Transit project; \$1,835,741 for the Portland Convention Center hotel project; \$637,464 for the Confederated Tribes of Umatilla; and \$216,157 for the North Central Education Service District project.

- \$10,239,248 Other Funds for disbursement to Metro for the purpose of assisting with the development of a hotel near the Portland Convention Center.
- \$3,562,986 Other Funds for disbursement to the Confederated Tribes of Umatilla for construction a 1.5 mile road extension from the Port of Umatilla into the Confederated Tribes of Umatilla, which will open additional industrial land for development.
- \$1,042,755 Other Funds for disbursement to North Central Education Service District for partial funding of digital switch technology acquisition that would serve the educational and public safety needs of Wheeler, Gilliam, and Sherman Counties.
- \$12,255,018 Other Funds for disbursement to the Lane Transit District for the West Eugene EmX extension project.

House Bill 5008 includes Other Funds expenditure limitations for the following purposes:

- \$400,000 one-time Other Funds increase to support a DAS contract with the Province of British Columbia on behalf of Multnomah County. The county wants to contract with Partnerships BC, which is a government-owned infrastructure development company, to develop a business case for a new Multnomah County Courthouse. Oregon counties are prohibited from contracting with foreign governments, but the state is allowed. This contract will be issued outside the normal, competitive procurement process because under ORS 190 DAS may enter into intergovernmental agreements with foreign governments and bypass this process. Multnomah County will pay for the planning work through DAS to Partnerships BC.
- \$2,955,118 Other Funds increase to the Enterprise Asset Services budget unit to correct a mistake when too much services and supplies expenditure limitation was inadvertently removed from the program in House Bill 5002, the budget bill for the Department of Administrative Services.
- \$24,141,833 one-time increase to the Shared Services Fund to accommodate first year payments from the Fund to counties. In 2007 the Legislature established a new program, the Shared Services Fund, to provide state support to local taxing districts affected by participation in the Strategic Investment Program. Local taxing districts are now eligible to receive payments from the state that are calculated to equal 50% of the personal income tax revenue attributable to the earnings of persons employed as result of a SIP property tax exemption. These payments would otherwise have gone to the state General Fund.

The Subcommittee increased Lottery Funds by \$21,380 to reflect additional Lottery Funds for County Fairs support. The funding is available due to the termination of the County Fair Commission, for which the Department of Agriculture had received Lottery Funds for minimal administrative support of Commission operations.

The Subcommittee also added the following budget note on how to best meet the information technology needs of small state agencies:

Budget Note:

The Department of Administrative Services is directed to report back to the February 2014 Legislative Session with a plan to address the specific needs of smaller (<300 FTE) agencies with regard to Information Technology and Telecommunications Management. The Department shall also report on resources that will be necessary to implement such a plan and how those resources would be funded.

Office of the Governor

A \$900,000 Lottery Funds limitation and three limited duration Principal Executive/Manager F positions (3.00 FTE) are added to the Office of the Governor. These positions will focus on streamlining the permitting process for significant projects across all levels of government; federal, state, county and city.

The Subcommittee approved budget adjustments for an increase in the statutorily set salary for statewide elected officials as provided for in House Bill 2322. The statewide elected officials include the Governor, Secretary of State, State Treasurer, Attorney General, and the Commissioner of Labor and Industries. Each is to receive a salary increase of \$5,000 per year, beginning on January 1, 2014. The impact on the Office of the Governor is an increase of \$9,174 General Fund, including other payroll expenses. Statewide elected officials last received a salary

increase in July of 2009. Statutory Judgeships are also to receive a salary increase (see Judicial Branch program area narrative). The compensation for members of the Legislative Assembly remains unchanged.

The following budget note was approved:

Budget Note:

The Joint Committee on Ways and Means approved a budget with House Bill 5028, the budget bill for the Oregon Business Development Department, that concerned the Regional Solutions program. That budget note is repealed, and the following, also concerning the Regional Solutions program, is adopted.

The Transportation and Economic Development Subcommittee approved a \$1 Other Funds expenditure limitation for the Oregon Business Development Department for Regional Solutions. Prior to legislative approval of any increase in the expenditure limitation for this program, the Office of the Governor shall report to the Interim Joint Committee on Ways and Means with a request to introduce a bill, for consideration during the 2014 Session of the Legislative Assembly, to establish the Regional Solutions program. In addition to any other provisions in this report that the Governor may include, the report shall include requested provisions to: provide for the establishment of Regional Solutions Centers; identify the membership, governance and duties of the Centers; establish criteria on the use of funds allocated to the program; define the process for the development and approval of funding proposals; establish authority for the Oregon Business Development Department to distribute moneys to projects funded under the program and to provide effective oversight of the uses of the moneys so distributed; and delineate the activities and responsibilities of the Oregon Business Development Department for administering the program. The Office of the Governor shall submit this report to the Interim Joint Committee on Ways and Means no later than during the Legislative Days in November 2013.

Department of Revenue

The Subcommittee approved funding for the implementation of the replacement of the agency's core information technology applications (Core System Replacement project). The estimated one-time cost of implementation totals \$70.9 million and is scheduled to be fully completed by the 2017-19 biennia. Overall, the project will be funded with \$12.5 million of General Fund and \$58.4 million of Article Q-bonds. General Fund will provide for Debt Service repayment. Ongoing costs are roughly estimated at 2-3 times the initial one-time costs.

For the 2013-15 biennium, the Subcommittee approved \$26.5 million of Other Funds expenditure limitation for development costs, which will be financed with Article XI-Q bonds approved in House Bill 5506. Personal Services are increased by \$6.0 million Other Funds (31 positions/31.00 FTE), \$18.8 million Other Funds for Services and Supplies, and \$1.7 million for Capital Outlay. Major costs include: \$11.3 million for vendor contract payments; \$1 million for vendor contracted maintenance; \$1.5 million for an independent quality assurance/control vendor; and \$3 million in vendor contract contingency costs.

Unless otherwise approved by the Legislature or the Emergency Board, the positions budgeted for the Core System Replacement project are established as permanent full-time positions under the following conditions: (a) the positions will be abolished on or before the completion of the project; (b) the positions are to remain in the Core System Replacement program (i.e., CSR summary cross reference) and may not be transferred to any other program or used for any other purpose other than the development to the Core System Replacement project; and (c) the positions may not to be included in any permanent finance plan action.

The Subcommittee appropriated \$3.6 million General Fund for the agency's payments to the Department of Administrative Services for State Data Center charges and for vendor contract maintenance costs to support the ongoing maintenance of the vendor product after installation.

The Subcommittee appropriated \$1.6 million in General Fund Debt Service to support repayment of Article XI-Q General Obligation bond proceeds approved in SB 5506. General Fund Debt Service for the 2015-17 biennium will total \$10.1 million. Other Funds expenditure limitation of \$521,182 is included for the cost of issuance of the bonds.

The Department of Administrative Services is requested to unschedule \$13 million of Other Funds expenditure limitation related to the May 2014 Article XI-Q bond sale pending a Department of Revenue report to the Legislature in 2014 on the status of the project.

The Subcommittee adopted the following budget note:

Budget Note:

The Department of Revenue (DOR) is directed to work with the Department of Administrative Services (DAS) in the development and implementation of the Core Systems Replacement Project. DAS is to provide DOR with the oversight of the project, including support for project management, information technology systems development lifecycle, procurement, quality assurance, and other needs to successfully complete this project.

DOR is to submit updated key foundational project management documentation, each accompanied by an independent quality control review, to Legislative Fiscal Office (LFO) on or before February 1, 2014, as available for review.

DOR and DAS are directed to report to LFO every six months through the biennium on the status of the project using DOR's standard project management reports as well as provide copies of all Quality Assurance and Quality Control and Independent Verification and Validation reports upon their receipt by the agency.

The Subcommittee disappropriated \$440,937 General Fund and reduced Other Funds expenditure limitation by \$146,979 from the Administration program due to the passage of Senate Bill 184, which allows for agencies to send notification by first class mail, or in some cases by an alternative method such as e-mail, in lieu of certified mail. The reduction is the difference in cost between certified mail and first class postage that is estimated to be realized by the agency.

Secretary of State

The Subcommittee approved budget adjustments for an increase in the statutorily set salary for statewide elected officials as provided for in House Bill 2322. The statewide elected officials include the Governor, Secretary of State, State Treasurer, Attorney General, and the Commissioner of Labor and Industries. Each is to receive a salary increase of \$5,000 per year, beginning on January 1, 2014. The impact on the Secretary of State is an increase of \$9,174 General Fund, including other payroll expenses. Statewide elected officials last received a salary increase in July of 2009. Statutory Judgeships are also to receive a salary increase (see Judicial Branch program area narrative). The compensation for members of the Legislative Assembly remains unchanged.

Treasurer of State

The Subcommittee approved budget adjustments for an increase in the statutorily set salary for statewide elected officials as provided for in House Bill 2322. The statewide elected officials include the Governor, Secretary of State, State Treasurer, Attorney General, and the Commissioner of Labor and Industries. Each is to receive a salary increase of \$5,000 per year, beginning on January 1, 2014. The impact on the Treasurer is an increase of \$9,174 Other Funds expenditure limitation, including other payroll expenses. Statewide elected officials last received a salary increase in July of 2009. Statutory Judgeships are also to receive a salary increase (see Judicial Branch program area narrative). The compensation for members of the Legislative Assembly remains unchanged.

CONSUMER AND BUSINESS SERVICES

Bureau of Labor and Industries

The Subcommittee approved budget adjustments for an increase in the statutorily set salary for statewide elected officials as provided for in House Bill 2322. The statewide elected officials include the Governor, Secretary of State, State Treasurer, Attorney General, and the Commissioner of Labor and Industries. Each is to receive a salary increase of \$5,000 per year, beginning on January 1, 2014. The impact on the Bureau of Labor and Industries is an increase of \$6,881 General Fund and \$2,293 Other Funds expenditure limitation, including other payroll expenses. Statewide elected officials last received a salary increase in July of 2009. Statutory Judgeships are also to receive a salary increase (see Judicial Branch program area narrative). The compensation for members of the Legislative Assembly remains unchanged.

ECONOMIC AND COMMUNITY DEVELOPMENT

Oregon Business Development Department

The Subcommittee increased the General Fund appropriation by \$280,954, to fully-fund 2013-15 biennium debt service costs for Article XI-Q general obligation bonds issued to finance Innovation Infrastructure projects. Debt service costs are higher than originally projected, because the bonds are not eligible to be issued on a tax-exempt basis. This increase will provide a total of \$694,286 General Fund to pay 2013-15 biennium debt service costs on the \$5,000,000 project. Debt service costs will increase to \$1.4 million in the 2015-17 biennium.

The Subcommittee established two new Lottery Funds expenditure limitations, and approved the establishment of three full-time, limited-duration positions (3.00 FTE). The first Lottery Funds expenditure limitation of \$1,124,525 supports three limited-duration positions housed in the Shared Services/Central Pool program area, and associated services and supplies costs. These include two positions in regional governance solutions and one position for West Coast Strategies. The second newly-established Lottery Funds expenditure limitation provides \$250,000 for Business, Innovation and Trade for an ongoing Economic Gardening services pilot project. Both of these Lottery Funds expenditure limitations are approved on a one-biennium basis, and will be phased out in the development of the Department's 2015-17 biennium current service level budget.

The bill includes several budget adjustments to allow expenditures of bond proceeds authorized for the Department by Senate Bill 5506 and Senate Bill 5533, and payment of the costs of issuing those bonds. The Other Funds expenditure limitation for the cost of issuing Article XI-Q bonds for the agency is reduced by \$115,000, and the Other Funds expenditure limitation for the cost of issuing lottery revenue bonds for the re-

capitalization of the Special Public Works Fund is reduced by \$132,221 from the levels approved in House Bill 5028, the Department's budget bill. These adjustments will provide expenditure limitation of \$120,000 for the cost of issuing the Article XI-Q bonds, and \$258,580 for the cost of issuing the lottery revenue bonds. These costs will be funded from bond proceeds.

The Subcommittee increased the Other Funds expenditure limitation for the seismic rehabilitation grant program by \$30,000,000 to permit expenditure of bond proceeds approved for that program. Finally, the Subcommittee increased the agency's Nonlimited Other Funds expenditures in the Infrastructure Finance Authority by \$12,000,000 for expenditure of lottery revenue bond proceeds transferred to the Special Public Works Fund. Loan award expenditures from the Special Public Works Fund are not limited in the Department's budget.

Housing and Community Services Department

The Subcommittee approved Other Funds expenditure limitation to enable the Department to expend \$5 million in bond proceeds and \$76,190 for cost of issuance for preservation of existing affordable housing. The funds will help provide financing for the acquisition of affordable housing properties with expiring subsidies from owners who do not wish to renew their federal contracts; the properties will be acquired by new owners who commit to keeping them affordable to low-income Oregonians, rather than having the units convert to market-rate housing. The proceeds are anticipated to provide gap financing to preserve an estimated 200 units of affordable housing. The bonds are included in Senate Bill 5533.

The bill includes \$225,000 General Fund for one-time funding for the Oregon Hunger Response Fund for the first year of the biennium. An additional \$225,000 General Fund is included as a special purpose appropriation to the Emergency Board.

Department of Veterans' Affairs

Expenditure limitation is provided to the Oregon Department of Veterans' Affairs for cost of issuance in the amount of \$65,000 Other Funds, and a General Fund appropriation for debt service in the amount of \$502,814, related to the issuance of \$4 million in Article XI-Q bonds for completion of construction of a second Veterans' Home skilled nursing facility in Linn County. Other and Federal Funds Capital Construction expenditure limitation to spend the Article XI-Q bonds and federal matching funds from the U.S. Department of Veterans' Affairs is included in Senate Bill 5507.

A one-time General Fund appropriation of \$350,000 is made to the Oregon Department of Veterans' Affairs for veterans' suicide prevention and crisis intervention telephone counseling services, allocated pursuant to the following budget note:

Budget Note:

The Oregon Department of Veterans' Affairs shall establish a veterans' crisis suicide line that offers free, anonymous assistance, 24 hours a day, to active-duty service members, veterans and their families. The Department shall establish an RFP process for the line to contract with a provider that has a contractual affiliation with the National Suicide Prevention Line and the National Veteran's Crisis Line, and has capacity to answer at least 30,000 veteran or suicide calls per year. The Department shall establish the line within 90 days of passage.

EDUCATION

Department of Education

The State School Fund is adjusted in this bill to reflect a rebalance of statewide resources, decreasing General Fund and increasing Lottery Funds expenditure limitation by \$12,826,545.

The Other Funds expenditure limitation of the Department of Education for the Grant-in-Aid budget unit is increased by \$11,341,084 and the Other Funds expenditure limitation for the Operations unit of the Department of Education is increased by \$658,916 for increased resources for the Network of Quality Teaching and Learning. The funding is contingent on the increased distribution of up to \$12 million from the Common School Fund over and above the standard distribution according to the policy adopted by the State Land Board on April 14, 2009. The increased resources for the Network will be used for grants, contracts and other assistance distributed to school districts, education service districts, and other entities as well as for agency staffing and associated costs for the following components of the Network: (1) \$2.6 million for Educator Effectiveness, (2) \$1.2 million for Student Centered Learning, (3) \$500,000 for Educator Preparation, (4) \$1.0 million for Closing the Achievement Gap, (5) \$2.2 million for Aligning Professional Development Plans to School Improvement Objectives and Educators' Needs, and (6) \$4.5 million for Supporting Implementation of Common Core Standards. Three new limited duration positions are established (two Education Program Specialist 2 and a Program Analyst 4) and the FTE is increased on two other Program Analyst 4 positions for a total FTE increase of 3.38 FTE. This \$12 million increase is a one-time increase for only the 2013-15 biennium.

The Subcommittee approved an increase of \$2.0 million General Fund in the amount appropriated for the strategic initiatives in the grant-in-aid budget unit. These additional funds are for an increase in resources for the Seamless Transitions policy package (package 305) for collaboration or consortiums of post-secondary institutions and school districts to increase the award of college or community college credits for high school students. The combined funding of this \$2.0 million and the \$2.0 million appropriated for this purpose in Senate Bill 5518, is to be used to support the Eastern Promise consortium and the expansion of consortiums into other regions of the state.

The bill includes \$1.5 million General Fund for Student Achievement Improvement Grants established in House Bill 2322. The Department of Education is to award at least two grants per congressional district to schools considered high poverty under Title I of the federal Elementary and Secondary Act, serving students in grades Kindergarten to 8th grade that are in the bottom five percent of all schools based on the rating system used by the Department for academic performance. The funds are to be used to hire at least one licensed teacher at the school. The grant program is only authorized for the 2013-15 biennium.

The following budget notes were approved:

Budget Note:

The Oregon Department of Education is instructed to report to the Interim Joint Committee on Ways and Means before January 1, 2014 on progress on implementing its 2013-15 strategic plan. This first report is to be a baseline for future reports to the Legislature for measuring the success of transforming the agency to focus more on assisting and collaborating with educational partners, closing the achievement gaps, and being more "results-focused." The report should include the following:

1. A breakdown of the agency's education programs and services with a description of each program and service, including overall purpose, description of federal or state laws or rule that govern the program, target group served, overall funding by fund type, amount of program funding, amount of staff resources dedicated to the program based on FTE, amount spent on administrative costs at the state level, and description of measurements use to gauge the performance of the program or service.
2. Actions taken by the agency in the past six months to become more collaborative with partners and to improve customer service.
3. Actions taken by the agency in the past six months to increase the share of funding the agency receives that is passed through to educational partners.
4. Comparison of the staffing levels and operations of the Oregon Department of Education with education agencies in other states with similar missions and responsibilities.
5. Description of changes in the overall measures and metrics established by the agency as part of it strategic plan development.

The Department will consult with the Legislative Fiscal Office in determining the level of detail included in item #1 above and how specific the program level that should be in the report to the Legislature. In addition to the report due by January 1, 2014, the Department is instructed to provide updated information on the items above during the budget presentation to the Joint Committee on Ways and Means during the 2015 Legislative Session.

Budget Note:

The Department of Education shall not purchase or acquire the interim item bank and related assessments from Smarter Balance Assessment Consortium. The Department shall provide each district with available funds to administer a locally selected and established interim growth assessment system for students in grades Kindergarten through ninth that is capable of informing instruction and measuring student academic performance against a stable scale irrespective of grade level.

The Subcommittee approved an increase of \$500,000 General Fund for the Farm to School program described in ORS 336.431. This program enables schools to offer fresh, locally sourced products and to promote mutually beneficial educational activities and focus on children's long-term health habits. In addition, Federal Funds expenditure limitation for early learning programs was increased by \$1.0 million to reflect a larger carry-forward of child care related funds from 2011-13.

Department of Community Colleges and Workforce Development

A specific Other Funds expenditure limitation for debt service for Article XI-G bonds is established in the amount of \$307,051 for the Department of Community Colleges and Workforce Development. A corresponding reduction in another Other Funds expenditure limitation for the Department is made for a net change of zero across the entire agency.

Oregon Health and Science University

House Bill 5008 includes a General Fund appropriation of \$1,000,000 through the Department of Administrative Services, for the Primary Health Care Loan Forgiveness Program in the Office of Rural Health at the Oregon Health and Science University. This program provides loans to eligible primary care practitioners enrolled in an approved rural-specific Oregon training Program, and was established in 2011. This provides additional funding for the 2013-15 biennium.

Higher Education Coordinating Commission

The Subcommittee approved an increase of \$859,630 General Fund for the budget for the Higher Education Coordinating Commission (HECC) to reflect the added responsibilities of House Bill 3120 and Senate Bill 270. Both of these bills are related to post-secondary education governance. This funding is in addition to the amount already included in House Bill 5033, the budget bill for the HECC. This funding will be used to fund six permanent positions (3.69 FTE) – a manger, two Operations/Policy Analyst 4 positions, two Education Program Specialist 2 positions, and one Procurement and Contract Specialist 3 position. The manager position is budgeted to start in October of 2013 with the remaining positions to start in April 2014. The following budget note was approved:

Budget Note:

Prior to final adoption of any significant change to the distribution of the Community College Support Fund, the Higher Education Coordinating Commission is directed to consult with the appropriate legislative committees including the interim policy committees with jurisdiction on post-secondary education issues and the interim Joint Committee on Ways and Means or Emergency Board on the proposed distribution change.

Oregon University System

The Subcommittee increased the General Fund appropriation for public university support by \$15,000,000 with direction that the money be used to reduce resident undergraduate tuition increases at the state's seven public universities. The Subcommittee adopted the following budget note to limit tuition increases on resident undergraduate students:

Budget Note:

In adopting the budget for the Oregon University System, the Legislature intends that increases in the base rates for tuition paid by resident undergraduate students on all seven campuses and one branch campus (EOU, OIT, OSU, OSU-Cascades, PSU, SOU, UO and WOU) may not exceed an average of 3.5% at any individual campus in any given year of the 2013-15 biennium. For students choosing the Tuition Promise program at WOU, rates of increase over the prior cohort may not exceed 5.7% in any given year. These limits on tuition shall apply to all seven campuses and one branch campus for the next two academic years (2013-14 and 2014-15) regardless of the outcome of any governance changes that may be implemented during the biennium.

House Bill 5008 includes General Fund appropriations to the Oregon University System (OUS) State Programs budget unit for the following purposes:

- \$1,200,000 to expand fermentation science programs at Oregon State University.
- \$250,000 one-time appropriation to Oregon State University for technical assistance to help shellfish hatchery larval production affected by ocean acidification and assist with the maintenance of OSU's Mollusca Brood Stock Program with the intent to produce larval strains more resilient to the adverse effects of ocean acidification.
- \$80,000 to increase the base funding for the Labor Education and Research Center at the University of Oregon.

The Subcommittee adopted the following budget note related to public university support of State Programs with non-state funding:

Budget Note:

It is the expectation of the Legislature that university support for State Programs housed within the Oregon University System be maintained or increased in the same manner as other university programs during the 2013-15 biennium.

The Subcommittee also approved a decrease of \$856,000 General Fund from the budget for the Oregon University System to reflect the shifting of various responsibilities in House Bill 3120 and Senate Bill 270 from the Chancellor's Office (CO) to the Higher Education Coordinating Commission (HECC). Both of these bills are related to post-secondary education governance. This reduction related to transfer of duties from CO to HECC rolls-up to a \$1,200,000 General Fund reduction in the 2015-17 biennium.

HUMAN SERVICES

Oregon Health Authority

The Subcommittee added \$1,360,000 General Fund to the Oregon Health Authority for the following purposes:

- \$200,000 General Fund for providing fresh Oregon-grown fruits, vegetables and cut herbs from farmers' markets and roadside stands to eligible low-income seniors under the Senior Farm Direct Nutrition Program. Another \$100,000 General Fund was added for the same purpose for eligible individuals through the Women, Infants and Children Program.
- \$260,000 General Fund to increase reimbursements for ambulance transport services.
- \$200,000 General Fund for the Oregon State Hospital to contract for legal services from the Marion County District Attorney, to address the issue of chronically violent patients at the hospital.
- \$700,000 General Fund for breast and cervical cancer screening services. Of this total, about \$400,000 is needed to backfill funding shortfalls in the first year of the biennium related to reductions in funding from the Komen Foundation, as well as reductions resulting from federal sequestration.

The transfer of \$100,000 General Fund from the CCare program to the Oregon Vasectomy Project was approved. This will supplement the project's \$10,000 Title X federal funds.

The Subcommittee approved additional rate increases for the Alcohol and Drug system in Addictions and Mental Health (AMH). A total of \$800,000 General Fund will be used to provide a 2.4% rate increase effective July 1, 2013, and another \$1.4 million General Fund will be used to increase the room and board rate for youth residential beds from \$60 per day to \$90 per day effective July 1, 2013. (The agency's regular budget bill, House Bill 5030, already increases those rates from \$30 per day to \$60 per day.) The funding for these changes comes from two sources: \$1.7 million from the "reinvested" dollars in the AMH budget, resulting from dollars freed up as more clients will have insurance beginning January 2014, and \$500,000 General Fund from the Intensive Treatment and Recovery Services (ITRS) program. With the Affordable Care Act expansion, many of the ITRS clients will have insurance, and less General Fund will be needed to maintain the program level.

ITRS is reduced an additional \$3.3 million General Fund, and this funding is placed in a special purpose appropriation in the Emergency Board, to be available for rate increases in the adult residential system for alcohol and drug treatment for the second year of the biennium. As documented in the budget report for House Bill 5030, the agency will do a study of both the youth and adult systems and report to the 2014 Legislature. Based on the findings of that study, some or all of this special purpose appropriation could be allocated at that time. The Legislature could also decide to reduce the youth rate based on the results of that study.

House Bill 5030, the budget bill for the Oregon Health Authority, eliminated all Other Funds Nonlimited authority for the Public Employees' Benefit Board and the Oregon Educators Benefit Board, and instead moved all expenditure limitation to Other Funds Limited. This bill reverses that, resulting in a decrease in Other Funds Limited of \$3.2 billion and an increase in Other Funds Nonlimited of the same amount.

The following budget notes related to the Oregon State Hospital and the Blue Mountain Recovery Center were approved:

Budget Note:

The Oregon Health Authority shall report to the interim Joint Committee on Ways and Means or the Emergency Board by December 2013 on recommendations for decreasing the use of overtime and improving patient and staff safety at the Oregon State Hospital.

In order to make recommendations, the Oregon State Hospital will form a work group that will include representation from some of the major classifications of employees, particularly those providing direct care of patients, such as psychologists, psychiatrists, registered nurses, mental health therapists, mental health therapy technicians, mental health security technicians, and managers.

The report should include the following:

- Data on overtime hours worked and costs over the last 12 to 18 months, as well as the reasons for the use of this overtime. Details on mandated overtime should be reported.
- Data on the numbers and types of assaults on patients and staff over the last 12 to 18 months, as well as the costs, both direct and indirect, associated with those assaults. The report should also contain information on the concentration of those assaults involving a small number of individuals.
- Recommendations for reducing overtime and reducing assaults, and the status of implementing those recommendations. The report should include, but not be limited to, recommendations related to the float (relief) pool, such as the appropriate mix of permanent full-time, permanent part-time, limited duration, and temporary positions. The report should also consider recommendations for working with the Marion County District Attorney to address issues related to chronically violent patients.

Budget Note:

The Oregon Health Authority shall report to the appropriate legislative committee in September and December on the planning for the transfer of patients from the Blue Mountain Recovery Center (BMRC) pending its closure on January 1, 2014. Additionally, the Oregon Health Authority shall convene a workgroup comprised of the appropriate representatives of the various stakeholder groups, to identify future options for BMRC staff and facilities. The workgroup will have the following charge:

- (1) To identify needed services for Eastern Oregon's most vulnerable people, including those with:
 - (a) acute and chronic mental illness who require special services to enable them to successfully function in society;

- (b) substance abuse and subsequent involvement with the criminal justice system; and
- (c) mental illness and additional complications arising from age-related conditions.

- (2) To advise the legislature and the Oregon Health Authority on strategies to best retain the existing specialized mental health workforce in the region; and
- (3) To advise the legislature and the Oregon Health Authority on the best utilization of the current facilities and identify additional capital improvements to provide the above-identified services.

Department of Human Services

The Subcommittee added \$5 million General Fund and \$9.7 million Federal Funds expenditure limitation (\$14.7 total funds) to the Aging and People with Disabilities budget for the following purposes:

- \$1,300,000 General Fund and \$2,900,000 Federal Funds limitation to advance the implementation date for home and community based care rate increases from October 1, 2013 to July 1, 2013. Rates have been flat since July 2008 and were increased as part of the Department's budget as approved in Senate Bill 5529.
- \$2,500,000 General Fund and \$5,600,000 Federal Funds limitation to partially restore the instrumental activities of daily living (IADL) reduction that occurred in January 2012. Using available funding, the Department will develop and implement a plan to restore hours to the maximum extent possible. The plan may include a phased-in restoration as the Department conducts eligibility re-assessments for consumers served in long term care programs.
- \$700,000 General Fund to augment \$1.6 million General Fund already approved to support projects (innovations and pilots) to develop new approaches to long term care services. The additional amount includes \$350,000 General Fund for a grant to the Neighborhood Housing and Care Program, which is implementing a model for serving people living with HIV/AIDS in their homes. The average age and acuity of these individuals is growing along with the baby boomer population.
- \$500,000 General Fund and \$1,200,000 Federal Funds limitation to help cover Homecare Worker compensation costs associated with nurse delegation duties.

The 2013-15 budget approved for the Department of Human Services (DHS) in Senate Bill 5529 continued some reductions in developmental disability program budgets for community programs and brokerages. These reductions left equity (parity) relative to state office costs at levels ranging from 85% to 95%, depending on the budget component (e.g., case management and brokerage options). After completion of the DHS budget in Senate Bill 5529, DHS discovered that, within the budgeted funding level for these programs and with some updated assumptions in the budget model, equity for both programs could be brought up to 94% across all components. The Subcommittee approved the Department's plan to realign the budgets for the programs and implement the revised parity level. DHS is currently developing workload-based models for both programs and plans to build those models into the agency's 2015-17 budget proposal.

The Subcommittee added \$1,000,000 Other Funds expenditure limitation for the Employment Related Day Care (ERDC) program to help cover child care provider rate increases while providing subsidies to as many employed parents as possible. This funding is currently available due to lower than expected 2011-13 utilization of federal Child Care Development Fund dollars by the Child Care Division; General Fund may be needed in future biennia to cover these expenditures.

Long Term Care Ombudsman

The Subcommittee added \$585,488 General Fund and seven permanent positions (2.81 FTE) to support work under Senate Bill 626, which expands duties of the Long Term Care Ombudsman to advocate for residents of care facilities who have mental illness or developmental disabilities. There are about 7,600 persons living in 1,816 licensed adult foster homes and group homes in Oregon serving persons with developmental disabilities and mental illness.

To provide the subject matter expertise needed to develop and refine the expanded program, the agency would add one permanent full-time Program Analyst 4 position. Five full-time deputy ombudsman positions (Program Analyst 2 classification) would ultimately be needed to work with approximately 125 new volunteers. Consistent with an expected gradual ramp-up for the new program, four of these positions would be phased in over the last 12 months of the 2013-15 biennium, with the fifth position phased-in at the start of the 2015-17 biennium. A half-time volunteer recruiter position (Program Analyst 1) would also be required to develop and maintain volunteer ranks and an Administrative Specialist would help support the new program, staff, volunteers, and an expanded advisory committee.

In addition, to help the agency better serve its existing clients, the Subcommittee increased the agency's budget by \$200,000 General Fund, which covers salary and other costs associated with adding one full-time deputy ombudsman position (1.00 FTE). This position will supervise 25 to 30 additional volunteers, increasing facility coverage (visits) with an emphasis on adult foster homes.

JUDICIAL BRANCH

Judicial Department

The Subcommittee increased the General Fund appropriation for judicial compensation by \$634,980, to finance a second salary increase for judges during the 2013-15 biennium. Judicial salaries are established by statute. House Bill 2322 increases the salaries of judges by \$5,000 per year beginning January 1, 2014, and by an additional \$5,000 per year beginning January 1, 2015. The 2013-15 biennium cost of the House Bill 2322 salary increases totals \$2,539,916. House Bill 5016, the budget bill for the Judicial Department, includes \$1,934,859 General Fund to fund the first \$5,000 salary increase. The General Fund increase included in this bill provides the additional funds needed to pay the second \$5,000 salary increase for the six months that it will be in effect in the 2013-15 biennium.

An Other Funds expenditure limitation increase of \$335,000 was approved for operations, for costs of issuing Article XI-Q bonds to finance a \$4.4 million capital construction project to renovate the exterior of the Supreme Court Building, and to finance a \$15 million grant to support development of a new courthouse for the Multnomah County Circuit Court in Portland. The cost of issuing the bonds will be financed from the proceeds of the bonds.

The Subcommittee also established a \$1 Other Funds expenditure limitation for the Oregon Courthouse Capital Construction and Improvement Fund. This newly-established Fund will hold Article XI-Q bond proceeds and county matching funds, and will be used to fund the purchase, remodeling or construction of courthouses owned or operated by the State. Senate Bill 5506 authorizes \$15 million of Article XI-Q bond proceeds that would be deposited into this Fund. The Legislative Assembly or the Emergency Board must increase the \$1 expenditure limitation, before bond proceeds and county matching funds could be distributed to the county for a construction project.

The Subcommittee reduced the Other Funds expenditure limitation on expenditures of Article XI-Q bond proceeds for Oregon eCourt by \$190,767, to correct an error in House Bill 5016, the Judicial Department's budget bill.

Public Defense Services Commission

The Subcommittee increased the General Fund appropriation for Professional Services by \$2,409,367. This increase includes three components:

- General Fund is increased \$2,400,000 to reduce trial-level juvenile dependency caseloads and improve the quality of legal services in juvenile dependency and termination of parental rights cases. The approved funding level will support an approximate 4.5% average reduction in the caseloads of attorneys providing these services, however, the agency may choose to distribute available funds on a pilot project basis. The agency will make caseload reductions conditional upon agreement to implement established best practices, and will evaluate the impacts of the caseload reductions.
- General Fund is increased \$864,567 to increase compensation paid to public defender contractors, hourly-paid attorneys, and hourly-paid investigators. The funds provided by this action will be added to the \$2,135,433 General Fund appropriated to the Commission for this same purpose in House Bill 5041, to provide a total of \$3,000,000 for compensation increases. From the \$3,000,000 available, the agency is to allocate \$2,329,729 to reduce the average salary differential between public defender salaries and district attorney salaries, allocate \$218,141 to increase the compensation rates for hourly-paid attorneys, and allocate \$452,130 to increase the compensation rates for hourly-paid investigators.
- General Fund is reduced \$855,200 as a result of passage of Senate Bill 40, which reduces crimes for the unlawful manufacture and possession of marijuana and marijuana products. The fiscal impact of these actions will reduce costs to the Commission by this amount.

LEGISLATIVE BRANCH

Legislative Administration Committee

The Legislative Administration Committee has increased expenditures related to the Capitol Master Plan project. The bill establishes an Other Funds limitation of \$615,000 for the cost of issuance of Article XI-Q bonds for the project. It also includes a General Fund appropriation of \$1,421,341 for the debt service on the bonds issued for the 2013-15 biennium. Expenditure limitation for the project costs are provided in SB 5507 (the capital construction bill).

Legislative Fiscal Officer

House Bill 5008 establishes an Other Funds account called the Legislative Fiscal Office Operating Fund.

NATURAL RESOURCES

State Department of Agriculture

The bill adds \$34,060 General Fund to increase special payments to USDA-APHIS-Wildlife Services for predator control activities. \$65,940 General Fund was also added to the Department of Fish and Wildlife for the same purpose. With these increases, state-support in both

departments for predator control activities will be equalized at \$415,889 for the 2013-15 biennium. The Subcommittee added the following budget note related to this increase:

Budget Note:

The Department of Fish and Wildlife and the Department of Agriculture shall, using information provided by USDA-APHIS-Wildlife Services, report to the appropriate subcommittee of the Joint Committee on Ways and Means during the 2015 Regular Session on wildlife conflicts responded to by Wildlife Services agents by species, resource type, and methods used to address the conflict, summarized by county.

The Subcommittee reduced Lottery Funds by \$21,380 to reflect the ending of the County Fair Commission, for which the Department had received funding for minimal administrative support. The moneys will now instead be added to the Lottery Funds support for County Fair payments by the Department of Administrative Services.

Columbia River Gorge Commission

The budget for the Columbia River Gorge Commission was reduced by \$79,873 General Fund to match the lower appropriation made by the State of Washington for Columbia River Gorge Commission activities.

State Department of Energy

House Bill 5008 increases the Department's Other Funds expenditure limitation by \$9,876,190 for home energy efficiency programs that will further the Ten Year Energy Plan goal of meeting new electric energy load growth through energy efficiency and conservation. This expenditure limitation includes \$76,190 for cost of issuance associated with \$5 million in Lottery Bond proceeds, as well as \$4.8 million in unexpended public purpose charge single family weatherization funding transferred from the Housing and Community Services Department in House Bill 2322.

The bill clarifies the use of Lottery Funds by the Department of Energy, to be consistent with the agency's adopted budget.

Department of Environmental Quality

House Bill 5008 removes \$17,140,248 Other Funds expenditure limitation for debt service payments mistakenly added in Senate Bill 5520. This subsection of Senate Bill 5520, the budget bill for the Department of Environmental Quality, is not necessary because the agency was also provided nonlimited Other Funds authority to pay debt service costs during the 2013-15 biennium in the same bill. This adjustment will prevent authorized Other Fund debt service payments from being erroneously doubled counted in 2013-15.

Department of Land Conservation and Development

The Subcommittee approved \$116,000 General Fund to supplement grant funding for the Southern Oregon Regional Land Use Pilot Program. The bill also includes \$80,000 General Fund for a grant to the Columbia River Gorge Commission for continuation of work on urban planning issues inside the Oregon portion of the National Scenic Area in the Columbia River Gorge. In addition, a reduction of \$35,000 General Fund in the Planning Program was approved because rulemaking will not be required to implement provisions of House Bill 2202 to mining on land zoned for exclusive farm use.

State Department of Fish and Wildlife

The Subcommittee added a one-time \$50,000 General Fund appropriation as state match for a study on the effects of cormorant predation on listed salmonids. The state support will be matched with \$150,000 Federal Funds to hire seasonal positions to conduct population surveys, conduct diet studies to help verify the extent of salmonid predations, and assist in on-going hazing efforts.

The bill also adds \$65,940 General Fund to increase special payments to USDA-APHIS-Wildlife Services for predator control activities. \$34,060 General Fund was also added to the Department of Agriculture for the same purpose. With these increases, state-support in both departments for predator control activities will be equalized at \$415,889 General Fund for the 2013-15 biennium. The Subcommittee added the following budget note for both agencies:

Budget Note:

The Department of Fish and Wildlife and the Department of Agriculture shall, using information provided by USDA-APHIS-Wildlife Services, report to the appropriate subcommittee of the Joint Committee on Ways and Means during the 2015 Regular Session on wildlife conflicts responded to by Wildlife Services agents by species, resource type, and methods used to address the conflict, summarized by county.

State Forestry Department

The Department has received a pre-award notice from the U.S. Department of Agriculture regarding the availability of \$3 million of federal legacy dollars to be applied to the Gilchrist Forest acquisition. Limitation in that amount is added for the 2013-15 biennium. The total amount includes \$600,000 for recently-available infill acreage.

To cover the expense of bond issuance for the Gilchrist Forest purchase and the East Lane construction, the Subcommittee increased Other Funds expenditure limitation by \$120,000.

The Department is directed to use up to \$200,000 of the Forest Revenue CSF account to supplement Policy Package 486, SB 5521 (2013), for the same purposes as Package 486. Package 486 provided \$250,000 Other Funds expenditure limitation to meet statutory requirements for forest research and monitoring on the Elliott State Forest.

The following budget note was approved for the State Forestry Department:

Budget Note:

Senate Bill 5521 (2013) provided \$2,885,000 Lottery Funds limitation to the Department of Forestry for the Governor's dry-side forest health collaboration effort for a new business model to improve federal forest project management and technical and scientific support. In administering the funding, the department is authorized to also consider a small grant program and a limited duration liaison position, from the \$2,885,000, at the department's discretion. The small grants are to be administered by the Oregon Watershed Enhancement Board using the Board's existing expenditure limitation. The position, if created, is to be the state's point of contact for the US Forest Service, congressional delegation, local forest collaborative groups, and the state Legislative Assembly.

The Department is directed to report to the Legislature in February 2014 on specific plans, expected outcomes, progress, and the amount of federal funding and support provided to the collaboration.

Parks and Recreation Department

Other Funds expenditure limitation is increased by \$5,000,000 for lottery bond proceeds designated to be passed through to a local recipient for the Willamette Falls project. In addition, the limitation is increased by \$69,882 for cost of issuance expenses. There is no debt service in the 2013-15 biennium as the bonds will not be sold until the spring of 2015. Debt service in 2015-17 is \$0.9 million Lottery Funds.

Department of State Lands

House Bill 5008 increases the Department's Other Funds expenditure limitation by \$307,360. This is for unspent limitation associated with the conversion of 960 open rangeland acres currently leased for livestock grazing. The acreage will be converted to about 620 acres of irrigated agriculture land. The expenditure limitation was authorized by the Emergency Board in May, 2012. Due diligence review and determination of wetlands, required before undertaking the conversion, has taken longer than expected. After the final wetlands determination report in July 2013, the agency can move ahead to complete the project.

The Subcommittee increased the Federal Funds expenditure limitation in anticipation of two Environmental Protection Agency grants to develop scientifically based tools for functions-based, watershed-scale approach to wetlands mitigation in Oregon. The Department expects final notification on the grants in September 2013. The total amount is \$135,000. The Department of Administrative Services (DAS) is requested to un-schedule the limitation until such time as State Lands notifies DAS and the Legislative Fiscal Office that the funds are awarded.

Water Resources Department

The Subcommittee approved \$10,242,513 Other Funds expenditure limitation from bond proceed resources for water supply projects including, but not limited to, statewide piping and lining open, rock or dirt-lined irrigation canal projects; implementation/completion of the Umatilla Basin Aquifer Recovery Project, repairing the Dam at Wallowa Lake and constructing a new reservoir in Juniper Canyon; the Willamette Basin Long-Term Water Allocation Study; the Deschutes Basin Study; and development of above and below ground water storage projects with partners in Oregon, Washington State, and Canada.

PUBLIC SAFETY

Department of Corrections

If House Bill 3194 becomes law, the operational budget for the Department of Corrections (DOC), excluding Community Corrections, is reduced by \$19.7 million General Fund and 197 positions (65.31 FTE). This reduction eliminates most of the mandated caseload estimate included in House Bill 5005, and reflects a decrease in projected bed utilization of approximately 700 in 2013-15 from the April 2013 corrections forecast. Although the operational budget is decreased overall, the Department did receive \$168,302 General Fund and 0.79 FTE to support the transitional leave program requirements in House Bill 3194.

The Subcommittee made several modifications to DOC's Community Corrections budget. First, \$9 million General Fund was approved to enhance baseline funding for community corrections programs. Further, if House Bill 3194 becomes law, baseline funding is increased to total

\$215 million, or an additional \$8.09 million General Fund. At \$215 million, the Community Corrections baseline would be \$33 million, or 18%, above the 2011-13 legislatively approved budget. Also, conditional on passage of House Bill 3194, \$5 million General Fund was approved for jail support. DOC will distribute these dollars to counties based on each county's proportion of the baseline funding formula.

The following budget note was approved:

Budget Note:

As in the 2011-13 legislatively approved budget, the Department of Corrections is instructed to address the level of unspecified reductions in its budget without closure of existing facilities and without use of layoffs to reach the reduction goal. A report on what steps may be needed to reach reduction goals will be presented to the Joint Committee on Ways and Means during the February, 2014 legislative session.

Criminal Justice Commission

House Bill 3194 creates the Justice Reinvestment Account (Account) to support grants to counties for programs to reduce recidivism and decrease utilization of state prison capacity. However, the bill itself does not establish a funding level. The Subcommittee approved \$10 million General Fund for the Account with the understanding that an additional \$5 million would be approved during the February 2014 legislative session if the legislative assembly receives a 2013-15 General Fund forecast that is higher than the close of session forecast. This approval was made with the understanding that the Governor's Office will also direct the Criminal Justice Commission (CJC) to allocate \$5 million in federal funds from the 2012 and 2013 Byrne/Justice Assistance Grants for similar grants to counties. In the 2015-17 biennium, the current service level is expected to total \$20 million General Fund for the Account.

The Subcommittee also approved \$190,000 General Fund and the phase-in of one Program Analyst 4 (0.88 FTE) to support grant administration and the Task Force on Public Safety as authorized in House Bill 3194.

The following budget note was approved:

Budget Note:

CJC is directed to administer the Justice Reinvestment Program and Specialty Courts Grant Programs during 2013-2015 using General, Other and Federal Funds. CJC will work with the Justice Reinvestment Grant Review Committee and the Criminal Justice Commission to distribute and allocate these different funds in an efficient and effective manner. CJC will report back on the results of this work during the February 2014 legislative session.

Department of Justice

The Subcommittee approved an increase in Other Funds (Criminal Fine Account) expenditure limitation by \$700,000 to support an increased allocation to Child Abuse Multidisciplinary Intervention (CAMI). With this adjustment, CAMI would receive in total General Fund and Criminal Fine Account allocations, \$10.7 million or 9.9% increase over the 2011-13 legislatively approved budget.

An increase of \$1.8 million General Fund was approved for the Oregon Domestic and Sexual Violence Services Fund (ODSVS). If House Bill 3194 becomes law, an additional \$2.2 million General Fund, for a total of \$4 million, is approved. These adjustments augment the \$4.4 million General Fund authorized in House Bill 5018.

This bill includes a reduction in the Other Funds expenditure limitation for the Department of Justice's Civil Enforcement Division of \$471,040. During consideration of House Bill 5018, this amount was shifted from the Non-limited budget category. Upon further review, restitution and refund payments from the Protection and Education Revolving Account can correctly be categorized as Non-limited.

The Subcommittee approved the first phase of funding to replace the Child Support Enforcement Automated System (CSEAS). This approval included \$1.6 million General Fund for debt service on XI-Q Bonds authorized in Senate Bill 5506, \$14.1 million Other Funds expenditure limitation, and \$27.4 million Federal Funds. In total, the CSEA projected is estimated to cost \$109.4 million with federal funding supporting two-thirds of the project. The Subcommittee also approved the following budget note:

Budget Note:

The Department of Justice (DOJ) is directed to work with the Department of Administrative Services (DAS) in the development and implementation of the Child Support System Modernization project. DAS is to provide support to and collaborate with the DOJ in the information technology systems development lifecycle, procurement, quality assurance, and other support needed to successfully complete this project. DOJ and DAS are directed to report to the Legislative Fiscal Office at a minimum of every six months through the remainder of the biennium on the status of the project as well as provide copies of all Quality Assurance, Quality Control, and Independent Verification and Validation reports upon their receipt by the agency. DOJ is also to submit an update on the status of foundational project management documentation, including copies of completed documents, each accompanied by independent quality control review, to LFO by December 1, 2013.

The Subcommittee approved budget adjustments for an increase in the statutorily set salary for statewide elected officials as provided for in House Bill 2322. The statewide elected officials include the Governor, Secretary of State, State Treasurer, Attorney General, and the Commissioner of Labor and Industries. Each is to receive a salary increase of \$5,000 per year, beginning on January 1, 2014. The impact on the Department of Justice is an increase of \$9,174 Other Funds expenditure limitation, including other payroll expenses. Statewide elected officials last received a salary increase in July of 2009. Statutory Judgeships are also to receive a salary increase (see Judicial Branch program area narrative). The compensation for members of the Legislative Assembly remains unchanged.

The Subcommittee also authorized \$75,000 General Fund to support the Oregon Crime Victims Law Center. Further, the Defense of Criminal Conviction program was reduced by \$391,724 General Fund to reflect a smaller increase in mandated caseload.

Oregon Military Department

The Subcommittee appropriated \$275,000 of General Fund for the Oregon Local Disaster Assistance Loan and Grant Account under the Emergency Management program for possible loans or grants from the account. The Department will need to request Other Funds expenditure limitation from either the Legislature or the Emergency Board specific to a local disaster in order to expend funds from the Account.

The bill includes \$15,000 General Fund for the Oregon Youth Challenge program for the reimbursement of fuel costs of participating youths' parents or legal guardians who travel to the program to visit their children. The Oregon Youth Challenge program is to establish a reimbursement policy for such expenses and is to expend no more than the appropriation provided, unless federal matching funds are available for this purpose.

General Fund Debt Service of \$314,523 was approved to support repayment of Article XI-Q General Obligation bond approved in Senate Bill 5506 for the 2013-15 biennium (Sharff Hall – Portland and Roseburg Armory). The appropriation reflects a reduction of \$78,840 for General Fund Debt Service savings from previously issued bonds. The General Fund Debt Service for the 2015-17 biennium will total \$2.2 million and will include Debt Service costs for Sharff Hall, the Medford Armory, the Roseburg Armory, and the Baker City Readiness Center. The Subcommittee also approved \$237,345 Other Funds expenditure limitation for the cost of issuance for the four projects.

Oregon State Police

To address concerns for diminishing availability of public safety services in some Oregon counties, particularly in the areas of patrol and criminal investigations, the Subcommittee approved \$1.16 million General Fund and 10 trooper positions (2.50 FTE) within the Patrol Division, \$462,000 General Fund and four trooper positions (1.00 FTE) within the Criminal Division, \$1.47 million General Fund for forensic equipment and one Forensic Scientist (0.88 FTE), and \$300,000 General Fund to support contractual payments for medical examiner services in Southern Oregon.

Department of Public Safety Standards and Training

The Subcommittee approved \$1 million Other Funds (Criminal Fine Account) expenditure limitation and four Public Safety Training Specialist 2 positions (3.52 FTE) to support the Oregon Center for Policing Excellence.

Oregon Youth Authority

The General Fund appropriation for the East Multnomah County gang funding is increased by \$126,673 for extraordinary inflation associated with personnel costs. Total funding with this addition is \$1,833,428.

Because of savings in capital projects, Oregon Youth Authority is able to redirect unspent funds to debt service, eliminating the need for the same amount of General Fund. The Subcommittee approved establishing a new other Funds expenditure limitation for \$384,877 for debt service. The General Fund reduction is included in the omnibus adjustments.

TRANSPORTATION

Department of Transportation

Senate Bill 665 proposed moving the Statewide Interoperability Coordinator (SWIC) position and support for the Statewide Interoperability Executive Council from the Department of Transportation to the Department of Administrative Services. The bill was not heard. The agencies are instructed to complete planning for the transfer and report to the February 2014 Legislature on status of the federal FirstNet grant funding and how the SWIC's salary and other expenses will be paid. Two positions that were eliminated from the Department of Transportation's Highway Maintenance unit budget in anticipation of Senate Bill 665's passage are restored. They are a Project Manager 3 and an Operations and Policy Analyst 4. Other Funds expenditure limitation is increased by \$391,871 in Personal Services to support the positions.

House Bill 3137 permits an individual to submit to the Department of Transportation a voluntary odometer reading for a vehicle over ten years old as part of transfer of any interest in the motor vehicle. The measure has a fiscal impact to the Driver and Motor Vehicles Division. If the bill becomes law, it is understood that the Department may proceed with implementation if the National Highway Traffic Safety Administration odometer fraud grant in the same amount, for which the Department applied in May, 2013, is awarded. If the grant is not awarded and the Department can find no other funding to implement the measure, the Department may request funding from the Legislature in February 2014.

The Subcommittee approved an increase in Other Funds expenditure limitation in the Transportation Program Development section of \$42,000,000 in lottery bond proceeds for ConnectOregon V. In addition, the limitation is increased by \$691,683 for cost of issuance expenses. There is no debt service in the 2013-15 biennium as the bonds will not be sold until the spring of 2015. Debt service in 2015-17 is \$7.6 million Lottery Funds. The following direction was provided:

Budget Note:

In order to ensure Connect Oregon Funds are used efficiently and effectively, the department shall take steps to ensure that projects are delivered on time and on budget. Actions shall include, but not be limited to, the withholding of five percent of the moneys awarded. Of the amount withheld under this section, the department shall release to the recipient:

- (a) Eighty percent when the recipient has completed the project.
- (b) Twenty percent when the recipient has submitted and the department has accepted the final performance measure report as established by agreement between the department and the recipient. The department may not pay and the recipient forfeits the amount withheld under this paragraph if the recipient does not submit a final performance measure report before the due date in a manner that is acceptable to the department as established by the agreement between the department and the recipient. Additionally, if the recipient does not submit the performance measure report before the due date, the recipient may not apply for another performance grant during the next application cycle.

Public Transit Other Funds expenditure limitation is increased by \$3,500,000 lottery bond proceeds for the Salem Keizer Transit Center. In addition, the Other Funds limitation is increased by \$62,986 for cost of issuance expenses. There is no debt service in the 2013-15 biennium as the bonds will not be sold until the spring of 2015. Debt service in 2015-17 is \$0.6 million Lottery Funds.

General Fund debt service in Senate Bill 5544 for the Lane Transit EmX project is eliminated, for a reduction of \$757,944. Lottery Funds debt service for this borrowing will begin in the 2015-17 biennium.

Other Funds expenditure limitation is increased in the Rail Division by \$10,000,000 for lottery bond proceeds for Coos Bay Rail. In addition, the limitation is increased by \$239,248 for cost of issuance expenses. There is no debt service in the 2013-15 biennium as the bonds will not be sold until the spring of 2015. Debt service in 2015-17 is \$1.8 million Lottery Funds.

Adjustments to 2011-13 Budgets

Emergency Board

House Bill 5008 disappropriates \$50,447,306 General Fund from the Emergency Board. This represents all remaining appropriation in the Emergency Board for the 2011-13 biennium.

Oregon University System

The Subcommittee acted to align 2011-13 Other Funds expenditure limitations, adopted for the Oregon University System (OUS) before Senate Bill 242 (2011) was passed, with current budget reality, by removing a total of \$2,329,480,585 Other Fund limited and \$2,236,635,139 Other Funds non-limited authority approved by the Legislature during the 2011 Regular Session. With the passage of Senate Bill 242 (2011) the Oregon University System and its seven public universities were reorganized as non-state agencies. Part of this change involved removing OUS from being subject to Other Funds expenditure limitation by the Legislature.

Oregon Youth Authority

House Bill 5008 includes a supplemental General Fund appropriation of \$200,000 for operations.

Military Department

The Subcommittee disappropriated \$460,000 of General Fund for the Oregon Local Disaster Assistance Loan and Grant Account, which is in the Emergency Management program. There are currently no outstanding loan or grant requests for the account. The Subcommittee also disappropriated \$26,748 of General Fund Debt Service savings from the Capital Debt Service and Related Costs program.

Agency Name	Appropriation Description	Bill Number	Section/ Sub	Fund	General Fund	Lottery Funds	Other Funds	Federal Funds
ADMINISTRATION								
ADVOCACY COMMISSIONS OFFICE	Operating Expenses	SB 5501	01	GF	(8,301)	-	-	-
DEPT OF ADMIN SERVICES	Chief Operating Office	HB 5002	01-01	GF	(5,511)	-	-	-
DEPT OF ADMIN SERVICES	Enterprise Asset Management	HB 5002	01-02	GF	(25,298)	-	-	-
DEPT OF ADMIN SERVICES	Oregon Public Broadcasting	HB 5002	01-03	GF	(10,000)	-	-	-
DEPT OF ADMIN SERVICES	Oregon Historical Society	HB 5002	01-04	GF	(15,000)	-	-	-
SECRETARY OF STATE	Administrative Services	SB 5539	01-01	GF	(39,053)	-	-	-
SECRETARY OF STATE	Elections Division	SB 5539	01-02	GF	(136,133)	-	-	-
DEPT OF REVENUE	Administration	SB 5538	01	GF	(1,121,210)	-	-	-
DEPT OF REVENUE	Property Tax	SB 5538	02	GF	(289,008)	-	-	-
DEPT OF REVENUE	Personal Tax and Compliance	SB 5538	03	GF	(1,329,932)	-	-	-
DEPT OF REVENUE	Business	SB 5538	04	GF	(446,852)	-	-	-
DEPT OF REVENUE	Elderly Rental Assistance and Nonprofit Housing	SB 5538	05	GF	(113,440)	-	-	-
EMPLOYMENT RELATIONS BOARD	Operating Expenses	HB 5010	01	GF	(38,817)	-	-	-
OFFICE OF THE GOVERNOR	Operating Expenses	SB 5523	01	GF	(205,081)	-	-	-
OFFICE OF THE GOVERNOR	Expenses for Duties	SB 5523	02	GF	(1,000)	-	-	-
OREGON STATE LIBRARY	Operating Expenses	HB 5022	01	GF	(32,951)	-	-	-
CONSUMER AND BUSINESS SERVICES								
BUREAU OF LABOR AND INDUSTRIES	Operating Expenses	HB 5020	01	GF	(234,674)	-	-	-
ECONOMIC DEVELOPMENT								
ECONOMIC AND COMMUNITY DEVELOP	Arts Commission	HB 5028	01-01	GF	(89,679)	-	-	-
ECONOMIC AND COMMUNITY DEVELOP	Business, Innovation and Trade	HB 5028	03-01	LF	-	(1,178,533)	-	-
ECONOMIC AND COMMUNITY DEVELOP	Business, Innovation and Trade - Seismic Rehab	SB 813	18e-01	LF	-	(3,208)	-	-
ECONOMIC AND COMMUNITY DEVELOP	Shared Services	HB 5028	03-02	LF	-	(136,228)	-	-
ECONOMIC AND COMMUNITY DEVELOP	Shared Services - Seismic Rehab	SB 813	18e-02	LF	-	(2,413)	-	-
ECONOMIC AND COMMUNITY DEVELOP	Oregon Film & Video Office	HB 5028	03-03	LF	-	(23,072)	-	-
ECONOMIC AND COMMUNITY DEVELOP	Oregon Growth Board	HB 2323	14	LF	-	(2,000)	-	-
ECONOMIC AND COMMUNITY DEVELOP	Oregon Industrial Site Readiness Program	SB 246	08	LF	-	(3,585)	-	-
ECONOMIC AND COMMUNITY DEVELOP	Beginning and Expanding Farmer Loan Program	HB 2700	07	LF	-	(4,552)	-	-
DEPT OF HOUSING/COMMUNITY SVCS	Operating Expenses	HB 5015	01	GF	(169,304)	-	-	-
DEPT OF VETERANS AFFAIRS	Services Provided by ODVA	HB 5047	01-01	GF	(82,086)	-	-	-
DEPT OF VETERANS AFFAIRS	County Payments	HB 5047	01-02	GF	(91,535)	-	-	-
DEPT OF VETERANS AFFAIRS	Vet's Services Organizations Payments	HB 5047	01-03	GF	(2,212)	-	-	-
EDUCATION								
DEPT OF EDUCATION	Operations	SB 5518	01-01	GF	(909,397)	-	-	-
DEPT OF EDUCATION	Oregon School for the Deaf	SB 5518	01-02	GF	(222,340)	-	-	-
DEPT OF EDUCATION	Early intervention services and early childhood special education programs	SB 5518	02-01	GF	(2,720,844)	-	-	-
DEPT OF EDUCATION	Other special education programs	SB 5518	02-02	GF	(857,426)	-	-	-
DEPT OF EDUCATION	Blind and Visually Impaired Student Fund	SB 5518	02-03	GF	(19,769)	-	-	-
DEPT OF EDUCATION	Breakfast and summer food programs	SB 5518	02-04	GF	(46,375)	-	-	-
DEPT OF EDUCATION	Strategic investments	SB 5518	02-05	GF	(436,976)	-	-	-

Agency Name	Appropriation Description	Bill Number	Section/ Sub	Fund	General Fund	Lottery Funds	Other Funds	Federal Funds
DEPT OF EDUCATION	Other grant-in-aid programs	SB 5518	02-06	GF	(80,053)	-	-	-
DEPT OF EDUCATION	Oregon prekindergarten program	SB 5518	02-07	GF	(2,548,483)	-	-	-
DEPT OF EDUCATION	Other early learning programs	SB 5518	02-08	GF	(673,910)	-	-	-
DEPT OF EDUCATION	Youth development programs	SB 5518	02-09	GF	(114,982)	-	-	-
OREGON EDUCATION INVESTMENT BRD	Operating Expenses	SB 5548	01	GF	(123,176)	-	-	-
STUDENT ASSISTANCE COMMISSION	Oregon Opportunity Grants	HB 5032	01-01	GF	(2,269,536)	-	-	-
STUDENT ASSISTANCE COMMISSION	OSAC operations	HB 5032	01-02	GF	(63,076)	-	-	-
STUDENT ASSISTANCE COMMISSION	Other payments to individuals and institutions	HB 5032	01-03	GF	(28,985)	-	-	-
COMMUNITY COLLEGES DEPARTMENT	Operations	HB 5019	01-01	GF	(275,715)	-	-	-
COMMUNITY COLLEGES DEPARTMENT	Skills centers	HB 5019	01-03	GF	(12,000)	-	-	-
HIGHER EDUCATION COORD. COMM.	Operations	HB 5033	01	GF	(45,957)	-	-	-
HUMAN SERVICES								
LONG TERM CARE OMBUDSMAN	Operating Expenses	HB 5024	01	GF	(39,554)	-	-	-
COMMISSION FOR THE BLIND	Operating Expenses	HB 5003	01	GF	(31,287)	-	-	-
PSYCHIATRIC REVIEW BOARD	Operating Expenses	HB 5040	01	GF	(46,969)	-	-	-
DEPT OF HUMAN SERVICES	Central Services, Statewide Assessments & Enterprise-wide Costs	SB 5529	01-01	GF	(3,618,994)	-	-	-
DEPT OF HUMAN SERVICES	Child Welfare, Self Sufficiency, and Vocational Rehabilitation Services	SB 5529	01-02	GF	(16,897,531)	-	-	-
DEPT OF HUMAN SERVICES	Aging and People with Disabilities and Developmental Disabilities Programs	SB 5529	01-03	GF	(25,049,879)	-	-	-
OREGON HEALTH AUTHORITY	Programs	HB 5030	01-01	GF	(36,974,198)	-	-	-
OREGON HEALTH AUTHORITY	Central Services, Statewide Assessments and Enterprise-wide Costs	HB 5030	01-02	GF	(1,834,762)	-	-	-
JUDICIAL BRANCH								
JUDICIAL FIT OR DISABILITY COM	Administration	HB 5017	01-01	GF	(3,849)	-	-	-
JUDICIAL FIT OR DISABILITY COM	Extraordinary expenses	HB 5017	01-02	GF	(206)	-	-	-
JUDICIAL DEPARTMENT	Operations	HB 5016	01-02	GF	(5,455,635)	-	-	-
JUDICIAL DEPARTMENT	Mandated Payments	HB 5016	01-03	GF	(296,940)	-	-	-
JUDICIAL DEPARTMENT	Electronic Court	HB 5016	01-04	GF	(37,415)	-	-	-
JUDICIAL DEPARTMENT	Third-party Debt Collections	HB 5016	01-06	GF	(239,201)	-	-	-
JUDICIAL DEPARTMENT	Oregon Law Commission	HB 5016	05	GF	(4,492)	-	-	-
JUDICIAL DEPARTMENT	Council on Court Procedures	HB 5016	06	GF	(1,040)	-	-	-
JUDICIAL DEPARTMENT	Conciliation & mediation services in circuit courts	HB 5016	07-01	GF	(144,248)	-	-	-
JUDICIAL DEPARTMENT	Operating law libraries or providing law library services	HB 5016	08-01	GF	(144,248)	-	-	-
PUBLIC DEFENSE SERVICES	Appellate Division	HB 5041	01-01	GF	(291,347)	-	-	-
PUBLIC DEFENSE SERVICES	Professional Services	HB 5041	01-02	GF	(4,617,158)	-	-	-
PUBLIC DEFENSE SERVICES	Contract and Business Services Division	HB 5041	01-03	GF	(65,418)	-	-	-
LEGISLATIVE BRANCH								
LEGISLATIVE ADMIN COMMITTEE	General program	HB 5021	01-01	GF	(533,335)	-	-	-
LEGISLATIVE ASSEMBLY	Biennial General Fund	HB 5021	04	GF	(266,482)	-	-	-
LEGISLATIVE ASSEMBLY	77th Leg Assembly	HB 5021	05-01	GF	(338,307)	-	-	-
LEGISLATIVE ASSEMBLY	78th Leg Assembly	HB 5021	05-02	GF	(176,899)	-	-	-
LEGISLATIVE COUNSEL COMMITTEE	Operating Expenses	HB 5021	08	GF	(200,172)	-	-	-

Agency Name	Appropriation Description	Bill Number	Section/ Sub	Fund	General Fund	Lottery Funds	Other Funds	Federal Funds
LEGISLATIVE FISCAL OFFICER	Operating Expenses	HB 5021	11-01	GF	(73,889)	-	-	-
LEGISLATIVE REVENUE OFFICE	Operating Expenses	HB 5021	12	GF	(51,399)	-	-	-
INDIAN SERVICES COMMISSION	Operating Expenses	HB 5021	13	GF	(9,186)	-	-	-
NATURAL RESOURCES								
DEPT OF GEOLOGY AND INDUSTRIES	General Fund	HB 5014	01	GF	(51,519)	-	-	-
DEPT OF PARKS AND RECREATION	General Fund	HB 5034	01	GF	(20,000)	-	-	-
LAND USE APPEALS BOARD	General Fund	SB 5531	01	GF	(30,950)	-	-	-
DEPT OF WATER RESOURCES	Water resources program	SB 5547	01	GF	(540,096)	-	-	-
DEPT OF AGRICULTURE	Administrative and Support Services	SB 5502	01-01	GF	(33,821)	-	-	-
DEPT OF AGRICULTURE	Food Safety	SB 5502	01-02	GF	(130,436)	-	-	-
DEPT OF AGRICULTURE	Natural Resources	SB 5502	01-03	GF	(140,392)	-	-	-
DEPT OF AGRICULTURE	Agricultural Development	SB 5502	01-04	GF	(79,760)	-	-	-
DEPT OF ENVIRONMENTAL QUALITY	Air quality	SB 5520	01-01	GF	(114,865)	-	-	-
DEPT OF ENVIRONMENTAL QUALITY	Water quality	SB 5520	01-02	GF	(392,845)	-	-	-
DEPT OF ENVIRONMENTAL QUALITY	Land quality	SB 5520	01-03	GF	(15,194)	-	-	-
DEPT OF FISH AND WILDLIFE	Fish Division	HB 5013	01-01	GF	(252,570)	-	-	-
DEPT OF FISH AND WILDLIFE	Wildlife Division	HB 5013	01-02	GF	(9,787)	-	-	-
DEPT OF FISH AND WILDLIFE	Administrative Services Division	HB 5013	01-03	GF	(29,412)	-	-	-
DEPT OF FISH AND WILDLIFE	Capital Improvement	HB 5013	01-05	GF	(2,912)	-	-	-
DEPT OF FORESTRY	Agency administration	SB 5521	01-01	GF	(4,000)	-	-	-
DEPT OF FORESTRY	Fire protection	SB 5521	01-02	GF	(771,994)	-	-	-
DEPT OF FORESTRY	Private forests	SB 5521	01-03	GF	(286,486)	-	-	-
DEPT OF LAND CONSERVTN/DEVELOP	Planning program	SB 5530	01-01	GF	(211,684)	-	-	-
DEPT OF LAND CONSERVTN/DEVELOP	Grant Programs	SB 5530	01-02	GF	(24,653)	-	-	-
COLUMBIA RIVER GORGE COMMISSION	Operating Expenses	SB 5511	01	GF	(17,820)	-	-	-
PUBLIC SAFETY								
BOARD OF PAROLE/POST PRISON	General Fund	HB 5035	01	GF	(79,300)	-	-	-
OREGON STATE POLICE	Patrol services, criminal investigations and gaming enforcement	HB 5038	01-01	GF	(2,965,500)	-	-	-
OREGON STATE POLICE	Fish and wildlife enforcement	HB 5038	01-02	GF	(57,000)	-	-	-
OREGON STATE POLICE	Forensic services and State Medical Examiner	HB 5038	01-03	GF	(742,545)	-	-	-
OREGON STATE POLICE	Administrative Services, information management and Office of the State Fire Marshal	HB 5038	01-04	GF	(928,850)	-	-	-
DEPT OF CORRECTIONS	Operations and health services	HB 5005	01-01	GF	(17,849,890)	-	-	-
DEPT OF CORRECTIONS	Administration, general services and human resources	HB 5005	01-02	GF	(2,570,120)	-	-	-
DEPT OF CORRECTIONS	Offender management and rehabilitation	HB 5005	01-03	GF	(1,281,735)	-	-	-
DEPT OF CORRECTIONS	Community corrections	HB 5005	01-04	GF	(4,342,090)	-	-	-
DEPT OF CORRECTIONS	Capital Improvements	HB 5005	01-06	GF	(53,975)	-	-	-
CRIMINAL JUSTICE COMMISSION	General Fund	HB 5007	01	GF	(277,465)	-	-	-
DISTRICT ATTORNEYS/DEPUTIES	Department of Justice for District Attorneys	SB 5517	01	GF	(209,190)	-	-	-
DEPT OF JUSTICE	Office of AG & administration	HB 5018	01-01	GF	(6,000)	-	-	-
DEPT OF JUSTICE	Civil enforcement	HB 5018	01-02	GF	(77,855)	-	-	-
DEPT OF JUSTICE	Criminal Justice	HB 5018	01-03	GF	(168,930)	-	-	-
DEPT OF JUSTICE	Crime victims' services	HB 5018	01-04	GF	(114,900)	-	-	-
DEPT OF JUSTICE	Defense of criminal conviction	HB 5018	01-05	GF	(379,270)	-	-	-

____Agency Request Budget Governor's Recommended Budget ____Legislatively Approved Budget

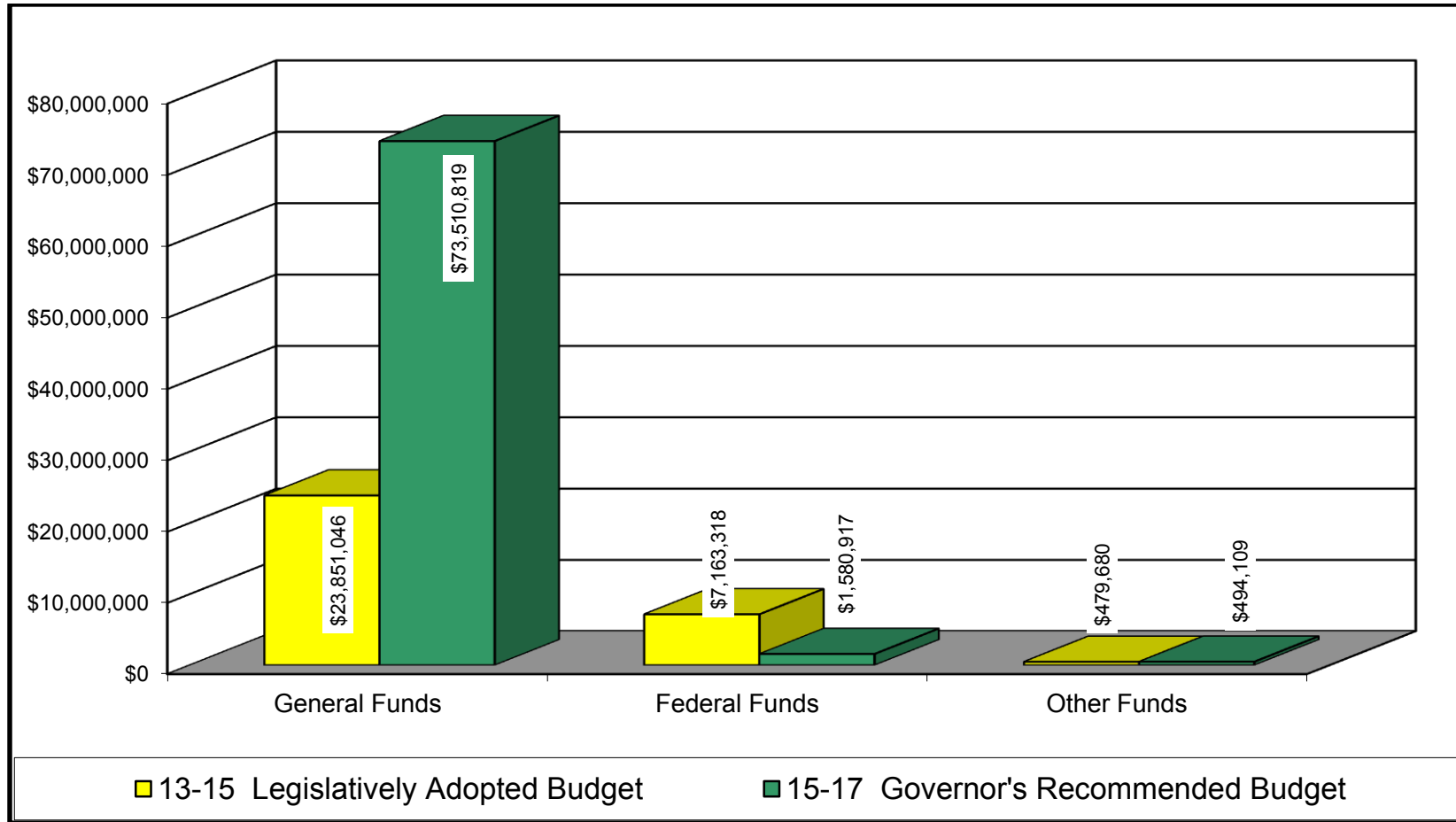
Agency Name	Appropriation Description	Bill Number	Section/ Sub	Fund	General Fund	Lottery Funds	Other Funds	Federal Funds
DEPT OF JUSTICE	Child Support Division	HB 5018	01-06	GF	(465,565)	-	-	-
DEPT OF MILITARY	Administration	SB 5534	01-01	GF	(88,729)	-	-	-
DEPT OF MILITARY	Operations	SB 5534	01-02	GF	(127,396)	-	-	-
DEPT OF MILITARY	Emergency Management	SB 5534	01-03	GF	(37,768)	-	-	-
DEPT OF MILITARY	Community Support	SB 5534	01-04	GF	(4,114)	-	-	-
OREGON YOUTH AUTHORITY	Operations	HB 5050	01-01	GF	(5,017,373)	-	-	-
OREGON YOUTH AUTHORITY	Juvenile crime prevention/diversion	HB 5050	01-02	GF	(351,862)	-	-	-
OREGON YOUTH AUTHORITY	East Multnomah County gang funding	HB 5050	01-03	GF	(34,135)	-	-	-
OREGON YOUTH AUTHORITY	Multnomah County Gang Services	HB 5050	01-04	GF	(67,542)	-	-	-
OREGON YOUTH AUTHORITY	Capital Improvements	HB 5050	01-06	GF	(14,763)	-	-	-
TRANSPORTATION								
OREGON DEPT OF TRANSPORTATION	PTD: Elderly & People w/Disabilities Transportation Pgm	SB 5544	02	GF	(40,000)	-	-	-
TOTAL					(154,895,175)	(1,353,591)	-	-

Criminal Justice Commission

Budget Summary Graphics

AGENCY-WIDE

2013-15 LAB Budget and 2015-17 GRB Budget



Mission Statement and Statutory Authority

ORS 137.651-680; 131A.460; 182.515-.525; 421.512; 2013 Oregon Laws Chapter 649 section 52 & 53; OAR Chapter 213.

The Oregon Criminal Justice Commission (CJC) is a nine-member body created by the 1995 Legislature to improve the effectiveness and efficiency of state and local criminal justice systems by serving as a centralized and impartial forum for statewide public safety policy development, planning and agency coordination. In 2009, the CJC became the State Administering Agency (SAA) for Oregon's Edward Byrne Memorial Justice Assistance Grants. In 2013, the CJC became the administrator of Oregon's Justice Reinvestment Grant program. The agency is also responsible for administering sentencing guidelines, analyzing crime and sentencing data, estimating the impact of legislation and initiatives on the criminal justice system, administering the state's drug court grant program and staffing the Asset Forfeiture Oversight Committee.

Agency Strategic or Business Plan

The Justice Reinvestment Initiative continues to be the agency's short and long term strategic plan. As part of the Justice Reinvestment Initiative of the United States Department of Justice, Oregon just completed a three year Justice Reinvestment Phase I effort. This work resulted in 2013 legislative action (HB 3194). Oregon is now in Phase II of Justice Reinvestment, the implementation phase, and is receiving technical assistance from the Vera Institute.

The 2013 Justice Reinvestment legislation guides both Criminal Justice Commission and statewide public safety strategic initiatives for the next 5-10 years. All 36 Oregon counties opted to participate in Justice Reinvestment during the 2013-15 biennium. To fully implement the bill, the Task Force on Public Safety was created. Tasked with implementing HB 3194 (2013) and providing the legislature with a report of Oregon's progress in October

2016, the task force is also the planning body that monitors and executes the strategic plan of Justice Reinvestment. Additionally, a Grant Review Committee was created to develop rules that operationalize the program, which the agency will then administer as a grant incentive program effective

July 1, 2015.

The Justice Reinvestment Initiative is Oregon's approach to controlling prison growth, investing the avoided operational prison costs into Oregon's local criminal justice systems, reducing recidivism, increasing public safety and increasing offender accountability. The CJC's work guiding justice reinvestment, specialty court grants and providing outcome evaluations link directly to the following strategies for meeting the 10-year goal of assuring that Oregonians are safe and secure:

- Expand evidence based criminal justice programs to prevent and solve crimes by investing in community corrections and local and state law enforcement
- Maintain current prison capacity to incarcerate violent offenders
- Enhance victim services, local supervision and re-entry efforts to reduce victimization, enforce victims' rights and lower recidivism
- Expand community based supervision and support services proven to prevent crime, promote re-entry and increase self-sufficiency, family stability and child safety
- Improve adult re-entry and reduce likelihood to commit future crimes

The Criminal Justice Commission implements these strategies to achieve the following success metrics:

- Violent and property crime rates are at or below their current historic low level
- Recidivism rate for offenders is decreased by 10%
- Corrections spending is reduced to 9% or less of the General Fund

Agency Process Improvement Efforts

The agency continues to survey grant recipients on customer service. The agency has measurable goals regarding prison use and public safety as established by the Office of Economic Analysis' corrections forecast, corrections recidivism rates and the uniform crime reports violent and property crime indexes. These goals were set by HB 3194 (2013) as the goals of the Justice Reinvestment Program that is administered by the agency. The Public Safety Task Force, created by the same legislation, will provide oversight of the agency's efforts to meet these goals, implement all portions of HB 3194 (2013) and report to the Legislature in October 2016 on the agency's performance as the lead implementing agency of the measure.

2015-17 Short-Term Plan

The Criminal Justice Commission has one program unit with six focus areas:

- 1) Justice Reinvestment Grant Program Implementation
- 2) Planning and Policy Development
- 3) Specialty Courts Grant Program
- 4) Sentencing Guidelines
- 5) Statistical Analysis Center
- 6) Asset Forfeiture Oversight Advisory Committee

1) Justice Reinvestment Grant Program Implementation

Justice Reinvestment is Oregon's proactive approach to controlling prison growth and investing the avoided operational prison costs in Oregon's local criminal justice systems. The goals of this approach are to also reduce recidivism, increase public safety and increase offender accountability. Prior to passage of HB 3194, the April 2013 corrections forecast estimated Oregon should plan to house 15,351 inmates in state prisons by July 1, 2017. The latest forecast, issued April 2014, calls for only 14,360 inmates by July 1, 2017. As of July 1, 2014, the state is housing 229 fewer inmates than the pre-HB 3194 April 2013 corrections forecast. Both the current reduction and the expected 991 bed reduction by the end of the 2015-2017 biennium are based, in large part, on the successful implementation of the sentencing changes and justice reinvestment grants created in HB 3194. The agency will work to make this program successful by investing \$58.7 million (Policy Option Package 103) of avoided prison costs in 2015-2017 for this grant program. The agency has spent the last year writing administrative rules to govern the grant program while creating regional implementation councils comprised of counties to provide feedback on implementation of HB 3194. The agency will continue this work in 2015-17.

2) Specialty Courts Grant Program

The agency currently administers grants for 34 specialty courts in 25 counties in Oregon. The agency was directed by HB 3194 to serve as a clearinghouse and information center for the collection, preparation, analysis and dissemination of the best practices applicable to specialty courts. The agency has developed evidence-based specialty court standards and is consulting with the Judicial Department and other key stakeholders on implementation. The agency has also developed a peer review process to evaluate adult specialty drug courts. These peer reviews started in 2012 and will be conducted every 2-3 years for the adult specialty drug courts. The agency also plans to work with the Judicial Department to update the statewide system used to collect data and monitor all specialty courts performance and outcomes.

3) Planning and Policy Development

The passage of HB 3194 has shifted the agency's focus agencies from sentencing legislation to successful implementation of the measure. Planning and policy development will focus on providing analysis, data and evidence based practices expertise to local stakeholders as they plan to make improvements to their local systems via the grant program outlined above. The agency acts as a liaison for technical assistance providers from the Vera Institute of Justice and National Institute of Corrections to provide statewide support for county criminal justice systems. SB 267 (2003) will continue to guide the agency as it seeks to improve implementation of evidence-based programs in Oregon's criminal justice systems that are proven to reduce recidivism. The agency will use rigorous evaluations including randomized controlled trials (RCTs) when possible and appropriate.

4) Sentencing Guidelines

The Commission is responsible for administering Oregon's felony sentencing guidelines. The guidelines are administrative rules established to guide sentences imposed for felony crimes committed on or after November 1, 1989. The guidelines were developed to achieve the specific goals of prioritizing prison space, enhancing truth in sentencing, providing sentence uniformity and maintaining a sentencing policy consistent with correctional capacity. Each interim, the commission adopts rules necessary to conform the guidelines to new policies and the activity of the legislature during the prior session.

5) Statistical Analysis Center

The Statistical Analysis Center (SAC) is the fifth principal program of the Criminal Justice Commission and is closely linked to the policy planning and sentencing guidelines programs. The agency's Research Analyst serves as Oregon's SAC Director, and partial funding for the position is provided through federal SAC grant funds. The SAC compiles and analyzes data that can be used for policy decisions and is critical to decision makers interested in reviewing the costs and outcomes of the criminal justice system. The analysis center is able to analyze crime trends, sentencing policy and outcomes by blending data from Oregon State Police's LEDS system, the court's OJIN system and the DOC data warehouse to answer questions about Oregon's criminal justice system and plan for its future

6) Asset Forfeiture Oversight Advisory Committee

The CJC staffs the 12 member Asset Forfeiture Oversight Committee. The staff tracks the number and nature of forfeitures carried out by law enforcement agencies. The agency plans to update the electronic management system that is used by forfeiting agencies to report the number and nature of forfeitures to the committee.

Base Budget

General Fund	Other Funds	Federal Funds	All Funds	Positions	FTE
\$23,954,377	\$479,680	\$7,220,604	\$31,654,661	9	8.5

Governor's Recommended Budget

General Fund	Other Funds	Federal Funds	All Funds	Positions	FTE
\$73,510,819	\$494,109	\$1,580,917	\$75,885,845	11	11

Environmental Factors

The collaboration of state and county public safety officials to implement Oregon's Justice Reinvestment Initiative is the key to the agency successfully meeting its goals in 2015-2017. Revenues available in rural and timber-dependent counties for criminal justice and public safety systems are a major concern for 2015-2017. Legalization of marijuana in Oregon, certified as IP-53 for the November 2014 ballot, could be an issue for the agency to address with officials from state and local criminal justice systems.

Agency Initiatives

In 2015-2017, the agency will complete phase II of Oregon's Justice Reinvestment Initiative. This implementation phase will impact how Oregon performs compared with the targeted metrics for safety outcomes in the 10 year plan for the following criteria: violent and property crime rates are at or below their current historical level; the recidivism rate for offenders is decreased by 10%; and corrections spending is reduced to 9% or less of the General Fund. No legislation is proposed for implementation of this initiative. The agency must improve its capability to provide and share data with grantees and criminal justice stakeholders. This includes improvements of current systems and development of new systems to collect, analyze and disseminate performance and intermediary outcome level data in support of Justice Reinvestment, specialty courts and grant administration.

Criteria for 2015-17 Budget Development

Developing a sustainable Justice Reinvestment Grant Program is the goal of this budget proposal. The agency has worked with the Grant Review Committee and the Public Safety Task Force, created by HB 3194 (2013), to write administrative rules to administer this program. Extensive work with counties, to detail their prison use and encourage the use of community based sentences, has been part of the success of Oregon's Justice Reinvestment Initiative. 2015-2017 budget development has included extensive work to analyze the reduction of state prison beds, in order to accurately determine the avoided costs of those reductions and to illustrate each to state and local public safety officials. All of this work culminated in developing the policy option package to fund Oregon's Justice Reinvestment program. The agency engaged in strategic planning and set the objective of providing statewide grant support for the program. This includes increased site visits to assist counties with implementation of programs funded with Justice Reinvestment dollars, as well as increased analytical support to allow the agency to provide robust feedback to the Legislature and individual counties on the performance of grant programs.

CRIMINAL JUSTICE COMMISSION, OREGON

Annual Performance Progress Report (APPR) for Fiscal Year (2013-2014)

Original Submission Date: 2014

Finalize Date: 7/28/2014

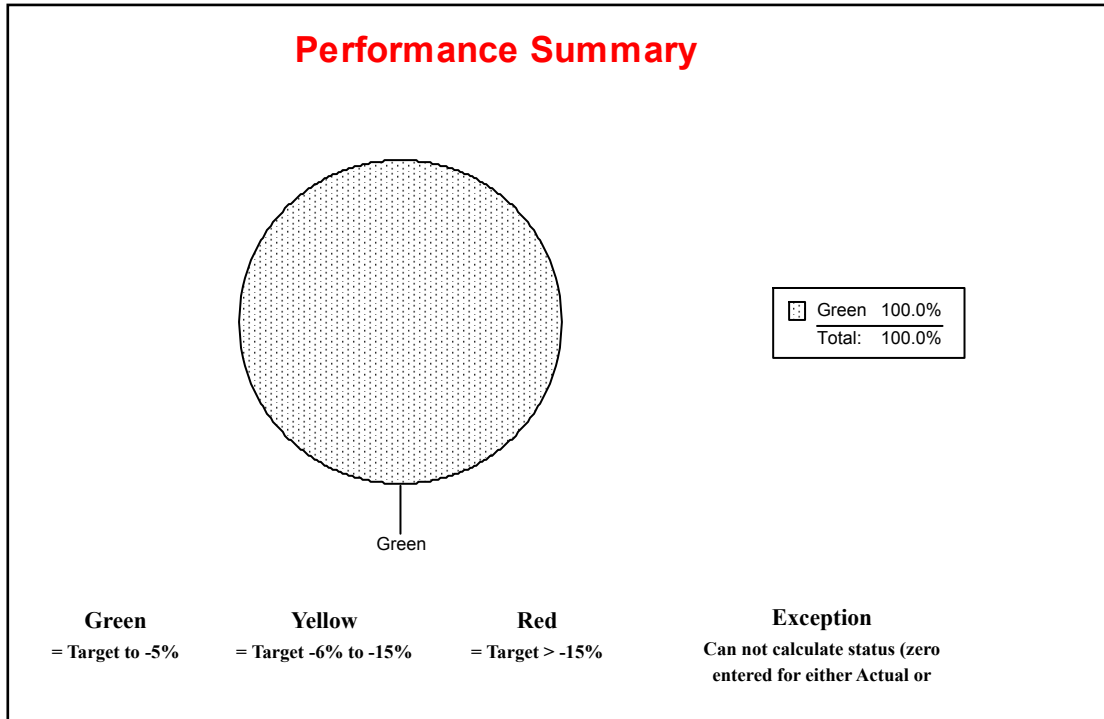
2013-2014 KPM #	2013-2014 Approved Key Performance Measures (KPMs)
1	CUSTOMER SERVICE : Percent of customers rating their satisfaction with the agency's customer service as good or excellent: overall, timeliness, accuracy, helpfulness, expertise, availability of information.
2	GRANT ADMINISTRATION: Percentage of CJC administered grant programs that meet or exceed 75% or more of the grant requirements (i.e. individuals served, services delivered, etc) contained in their grant applications.

New Delete	Proposed Key Performance Measures (KPM's) for Biennium 2015-2017
	Title: Rationale:

CRIMINAL JUSTICE COMMISSION, OREGON	I. EXECUTIVE SUMMARY
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Agency Mission: The mission of the Criminal Justice Commission is to provide centralized policy and planning development for the state and local criminal justice systems. The Commission administers the sentencing guidelines for most felony convictions by administrative rules and statutes. The current primary duty of the Commission is to provide and maintain a long-range public safety plan and to serve as an impartial forum for the development of public safety policy. The goal of the work of the Commission is to improve public safety in the state.

Contact: Michael Schmidt	Contact Phone: 503-378-4858
Alternate: Paul Egbert	Alternate Phone: 503-378-5796



1. SCOPE OF REPORT

The Criminal Justice Commission provides centralized crime data analysis and policy development for the criminal justice system. The KPM reports focus on the responsibility the agency fulfills as the State Administering Agency (SAA) for Oregon's Justice Assistance Grants (JAG) and Oregon's drug court grants program. The Commission also administers Oregon's sentencing guidelines, and provides staffing to the

Asset Forfeiture Oversight Committee. These functions are not covered by the agency KPMs.

2. THE OREGON CONTEXT

The Commission is charged with providing an impartial forum for the development of criminal justice policy. This charge involves analyzing criminal justice data to inform policy choices as developed by the Governor, Legislature, or a joint task force created for a discreet policy issue. The staff of the commission provides the data and analysis to stakeholders as they shape the criminal justice system. The focus of the agency is to use data and analysis to improve Oregon's criminal justice system.

3. PERFORMANCE SUMMARY

Key Measure #1 (CUSTOMER SERVICE): The agency decided to use the customer service survey previously used rather than switch to the statewide survey. This allowed carry over and trending from prior surveys, and the concern was switching to the state survey would create too high a degree of variability with prior measures and be misleading. Key Measure #2 (GRANT ADMINISTRATION): The agency is meeting this KPM by assuring our grantees are fulfilling the terms of their grant applications.

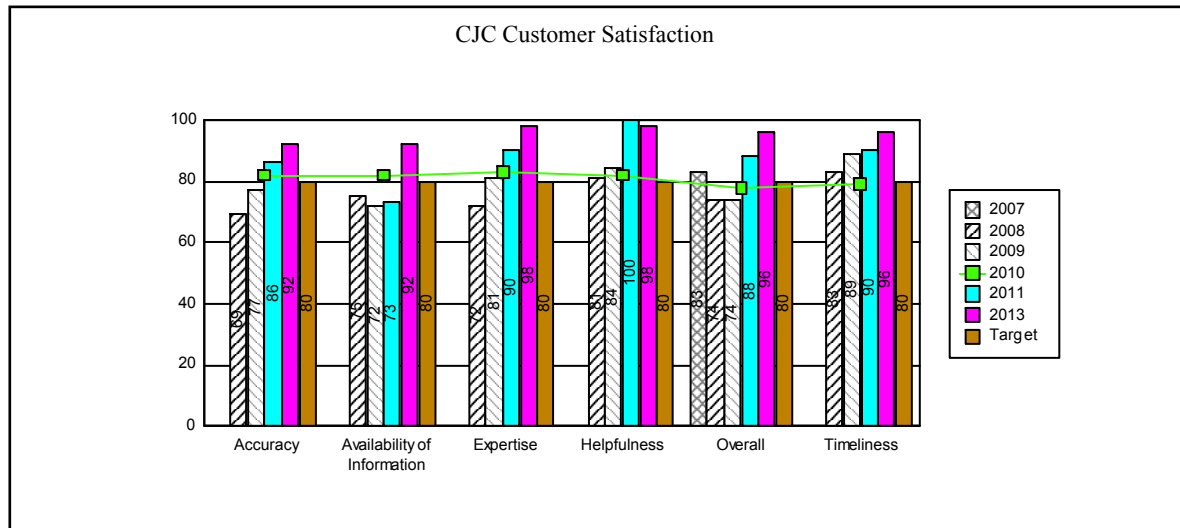
4. CHALLENGES

In 2013, the agency led the successful completion of Phase I of Oregon's Justice Reinvestment Initiative (JRI) with the passage of HB 3194 (2013). The focus of the agency this biennium is guiding Justice Reinvestment Initiative Phase II to manage and allocate criminal justice populations and spending more cost-effectively, thereby generating cost-savings that can be reinvested in evidence-based strategies that increase public safety. If successful, implementation of HB 3194 is projected to avert all of the state's anticipated prison growth over the next five years, saving \$326 million in prison operations spending while strengthening local public safety strategies. This agency is the conduit for the investment into local public safety systems for JRI and Oregon's statewide specialty court grant program. The primary challenge facing the agency is having sufficient resources to monitor existing programs as well as implement this new statewide JRI program described above.

5. RESOURCES AND EFFICIENCY

The CJC biennial budget for 2013-2015 includes: \$36,887,480 General Fund of which \$28,859,886 is Special Payments for Justice Reinvestment and specialty courts; \$113,542 in Other Funds; and \$1,415,098 in Federal Funds for specialty courts.

KPM #1	CUSTOMER SERVICE : Percent of customers rating their satisfaction with the agencies customer service as good or excellent: overall, timeliness, accuracy, helpfulness, expertise, availability of information.	2007
Goal	Customer Service: Provide Excellent Customer Service	
Oregon Context		
Data Source	Biennial Customer Service Survey	
Owner	Michael Schmidt, Executive Director, Criminal Justice Commission: 503-378-4858	



1. OUR STRATEGY

This measure is to monitor how well the commission meets customer expectations.

2. ABOUT THE TARGETS

Higher ratings equate to customers feeling that their tax dollars are being spent more effectively .

3. HOW WE ARE DOING

The agency has conducted annual customer service surveys since 2007 which focus on the major areas of CJC work and contact with our customers, primarily grantees. Starting in 2012, the CJC will move to biennium customer service surveys. CJC performance is trending up with 74% rating the CJC as excellent or good in 2009, 78% in 2010, 91% in 2011 and 96% in 2013. The agency grant program has matured in its development of grant monitoring, peer reviews and oversight. These new grant administrative processes and tools will continue to refine agency practices to improve customer services.

4. HOW WE COMPARE

There are no comparable agencies or functions.

5. FACTORS AFFECTING RESULTS

The agency's mission is two-fold as far as the customers it serves: one mission is providing sound data and analysis for criminal justice policy and the other is grant administration. Each of these requires the customers to trust the integrity of staff so that statistical data provided can be trusted and decisions about grant funding are accepted based on valid criteria and open dialogue. As the grant administration program continues to mature, grantees and the agency are refining ways to work with each other to make the programs more effective, adhere to practices that support fidelity and evidence-based research.

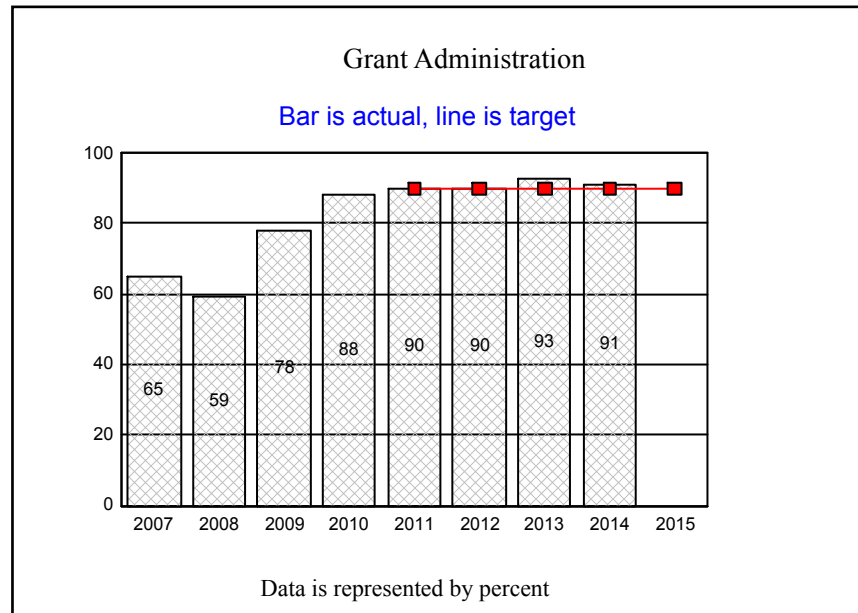
6. WHAT NEEDS TO BE DONE

CJC is exploring opportunities to improve the delivery of timely data and analysis to our stakeholders and customers through improved and increased content through the website and other approved communication methods.

7. ABOUT THE DATA

Customer Service KPM will now be biennial. Grant Administration KPM will still be annual.

KPM #2	GRANT ADMINISTRATION: Percentage of CJC administered grant programs that meet or exceed 75% or more of the grant requirements (i.e. individuals served, services delivered, etc) contained in their grant applications.	2007
Goal	Grant Administration: Effective and efficient administration of grants administered by the Criminal Justice Commission.	
Oregon Context		
Data Source	The Grant team will monitor grants through online grant system documentation, official public safety databases, grantee reporting and field monitoring visits.	
Owner	Michael Schmidt, Executive Director, Criminal Justice Commission: 503-378-4858	



1. OUR STRATEGY

CJC received funding and statutory authority to create a Drug Court Grant Program in 2005. The first grants were issued July 2006. In July

2009 the Governor and Legislature designated administration of the federal Justice Assistance Grants (JAG) to the CJC moving it from the Oregon State Police. CJC hired two program analysts to administer and develop program grants and a research analyst to work with the economist to determine the effectiveness and efficiency of the grant programs. CJC invested in an online grant management system to administer applications, reimbursements and grant record-keeping. This measure is aimed at ensuring effective and efficient administration of the grant programs.

2. ABOUT THE TARGETS

The targets are based on the experience of the CJC in administering Drug Court grants since 2006 and Justice Assistance Grants since 2009.

3. HOW WE ARE DOING

This measure looks at the % of CJC grant programs that meet or exceed 75% of grant requirements. The current target is 90%. CJC looks at the projected participant numbers specialty court programs are designed to serve versus actual participants served; the average length of time in the program for successful graduates (the best practice is no less than 12 months); the percentage of attendance at court and treatment sessions and overall compliance with submitting accurate reports timely. All specialty courts programs and residential substance abuse program grantees are completing performance progress and financial reports quarterly. All reports are completed on time. The grant program team offers technical assistance to ensure reports are completed timely and accurately. Grantees are serving targeted populations. All but 3 specialty courts are serving targeted populations as proposed in their applications. All but 3 courts are achieving attendance in court and treatment above 90%. All but 6 courts require participation for over 12 months before graduating. CJC continues to fund intensive outcome and cost-benefit evaluations of the grant programs going back to 2006. The agency this year is concluding a multi-year Random Control Trial drug court study of 4 sites (findings to be published later in 2014). Preliminary findings are favorable and indicated decreased recidivism for these programs. Completed evaluations are made available on the agency website.

4. HOW WE COMPARE

There is no material available for comparison.

5. FACTORS AFFECTING RESULTS

The majority of CJC's grantees report on their performance in an online system that is familiar and accessible to CJC's programs. They work in this system every quarter. The system is where grantees update and upload their progress reports. This system has been in operation for almost 4 years and grantees are accustomed to using the system for performance reporting. CJC has a staff person who provides the performance measure data into the federal websites.

6. WHAT NEEDS TO BE DONE

CJC will continue to collect quarterly progress reports as well as continuing to evaluate our programs for effectiveness. CJC will continue to tie funding to criminal justice practices that are demonstrated to be evidence based and build capacity where possible.

7. ABOUT THE DATA

Data is reported by grantees quarterly on our online grants management system.

CRIMINAL JUSTICE COMMISSION, OREGON**III. USING PERFORMANCE DATA**

Agency Mission: The mission of the Criminal Justice Commission is to provide centralized policy and planning development for the state and local criminal justice systems. The Commission administers the sentencing guidelines for most felony convictions by administrative rules and statutes. The current primary duty of the Commission is to provide and maintain a long-range public safety plan and to serve as an impartial forum for the development of public safety policy. The goal of the work of the Commission is to improve public safety in the state.

Contact: Michael Schmidt

Contact Phone: 503-378-4858

Alternate: Paul Egbert

Alternate Phone: 503-378-5796

The following questions indicate how performance measures and data are used for management and accountability purposes.

1. INCLUSIVITY

- * **Staff:** All staff members participated in developing these standards and the standards were approved by the Criminal Justice Commission itself.
- * **Elected Officials:** None directly but CJC worked with the Legislative Fiscal Office in developing the current standards.
- * **Stakeholders:** CJC worked DAS and the Progress Board in developing these KPMs and included key stakeholders (the Oregon Association of Chiefs of Police, The Oregon Sheriffs Association, the Department of Corrections, Oregon State Police, the Department of Justice, and the Oregon District Attorneys Association in the process.
- * **Citizens:** KPMs are posted on the Commission website.

2 MANAGING FOR RESULTS

No changes were made during the past year.

3 STAFF TRAINING

None, CJC has a small staff and each member participated in developing the new standards for the 07-09 biennium. This process trained them in performance standards.

4 COMMUNICATING RESULTS

- * **Staff:** All staff and the Commission have been notified of the results of the past year.
- * **Elected Officials:** The Legislative Fiscal Office was notified of the results.
- * **Stakeholders:** All groups listed in #1 above have been apprised of our process.

* **Citizens:** Results will be posted on the CJC website.

Major Information Technology Projects

None

Summary of 2015-17 Biennium Budget

**Criminal Justice Comm, Oregon
Criminal Justice Comm, Oregon
2015-17 Biennium**

**Governor's Budget
Cross Reference Number: 21300-000-00-00-00000**

<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>
2013-15 Leg Adopted Budget	9	8.38	31,364,197	23,745,288	-	483,422	7,135,487	-	-
2013-15 Emergency Boards	-	-	129,847	105,758	-	(3,742)	27,831	-	-
2013-15 Leg Approved Budget	9	8.38	31,494,044	23,851,046	-	479,680	7,163,318	-	-
2015-17 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	0.12	160,617	103,331	-	-	57,286	-	-
Estimated Cost of Merit Increase	-	-	-	-	-	-	-	-	-
Base Debt Service Adjustment	-	-	-	-	-	-	-	-	-
Base Nonlimited Adjustment	-	-	-	-	-	-	-	-	-
Capital Construction	-	-	-	-	-	-	-	-	-
Subtotal 2015-17 Base Budget	9	8.50	31,654,661	23,954,377	-	479,680	7,220,604	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	9,410	7,688	-	2,328	(606)	-	-
Subtotal	-	-	9,410	7,688	-	2,328	(606)	-	-
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)	-	-	791,155	584,209	-	12,060	194,886	-	-
State Gov't & Services Charges Increase/(Decrease)	-	-	(86,877)	(86,952)	-	41	34	-	-
Subtotal	-	-	704,278	497,257	-	12,101	194,920	-	-

Summary of 2015-17 Biennium Budget

**Criminal Justice Comm, Oregon
Criminal Justice Comm, Oregon
2015-17 Biennium**

**Governor's Budget
Cross Reference Number: 21300-000-00-00-00000**

<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	-	-	1,946	586,681	-	-	(584,735)	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2015-17 Current Service Level	9	8.50	32,370,295	25,046,003	-	494,109	6,830,183	-	-

Summary of 2015-17 Biennium Budget

**Criminal Justice Comm, Oregon
Criminal Justice Comm, Oregon
2015-17 Biennium**

**Governor's Budget
Cross Reference Number: 21300-000-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal: 2015-17 Current Service Level	9	8.50	32,370,295	25,046,003	-	494,109	6,830,183	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	(5,212,659)	-	-	-	(5,212,659)	-	-
Modified 2015-17 Current Service Level	9	8.50	27,157,636	25,046,003	-	494,109	1,617,524	-	-
080 - E-Boards									
080 - May 2014 E-Board	-	-	-	-	-	-	-	-	-
081 - September 2014 E-Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
090 - Analyst Adjustments	-	-	-	-	-	-	-	-	-
101 - Restore Program	-	-	5,000,000	5,000,000	-	-	-	-	-
102 - Restore GF 13 15 2% Perm Cut	-	-	-	-	-	-	-	-	-
103 - Justice Reinvestment Grant Program	2	2.50	43,428,209	43,464,816	-	-	(36,607)	-	-
Subtotal Policy Packages	2	2.50	48,428,209	48,464,816	-	-	(36,607)	-	-
Total 2015-17 Governor's Budget	11	11.00	75,585,845	73,510,819	-	494,109	1,580,917	-	-
Percentage Change From 2013-15 Leg Approved Budget	22.22%	31.26%	140.00%	208.21%	-	3.01%	-77.93%	-	-
Percentage Change From 2015-17 Current Service Level	22.22%	29.41%	133.50%	193.50%	-	-	-76.85%	-	-

Summary of 2015-17 Biennium Budget

**Criminal Justice Comm, Oregon
Sentencing, Policy, and Research
2015-17 Biennium**

**Governor's Budget
Cross Reference Number: 21300-001-00-00-00000**

<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>
2013-15 Leg Adopted Budget	9	8.38	31,364,197	23,745,288	-	483,422	7,135,487	-	-
2013-15 Emergency Boards	-	-	129,847	105,758	-	(3,742)	27,831	-	-
2013-15 Leg Approved Budget	9	8.38	31,494,044	23,851,046	-	479,680	7,163,318	-	-
2015-17 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	0.12	160,617	103,331	-	-	57,286	-	-
Estimated Cost of Merit Increase	-	-	-	-	-	-	-	-	-
Base Debt Service Adjustment	-	-	-	-	-	-	-	-	-
Base Nonlimited Adjustment	-	-	-	-	-	-	-	-	-
Capital Construction	-	-	-	-	-	-	-	-	-
Subtotal 2015-17 Base Budget	9	8.50	31,654,661	23,954,377	-	479,680	7,220,604	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	9,410	7,688	-	2,328	(606)	-	-
Subtotal	-	-	9,410	7,688	-	2,328	(606)	-	-
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)	-	-	791,155	584,209	-	12,060	194,886	-	-
State Gov't & Services Charges Increase/(Decrease)	-	-	(86,877)	(86,952)	-	41	34	-	-
Subtotal	-	-	704,278	497,257	-	12,101	194,920	-	-

Summary of 2015-17 Biennium Budget

**Criminal Justice Comm, Oregon
Sentencing, Policy, and Research
2015-17 Biennium**

**Governor's Budget
Cross Reference Number: 21300-001-00-00-00000**

<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	-	-	1,946	586,681	-	-	(584,735)	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2015-17 Current Service Level	9	8.50	32,370,295	25,046,003	-	494,109	6,830,183	-	-

Summary of 2015-17 Biennium Budget

**Criminal Justice Comm, Oregon
Sentencing, Policy, and Research
2015-17 Biennium**

**Governor's Budget
Cross Reference Number: 21300-001-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal: 2015-17 Current Service Level	9	8.50	32,370,295	25,046,003	-	494,109	6,830,183	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	(5,212,659)	-	-	-	(5,212,659)	-	-
Modified 2015-17 Current Service Level	9	8.50	27,157,636	25,046,003	-	494,109	1,617,524	-	-
080 - E-Boards									
080 - May 2014 E-Board	-	-	-	-	-	-	-	-	-
081 - September 2014 E-Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
090 - Analyst Adjustments	-	-	-	-	-	-	-	-	-
101 - Restore Program	-	-	5,000,000	5,000,000	-	-	-	-	-
102 - Restore GF 13 15 2% Perm Cut	-	-	-	-	-	-	-	-	-
103 - Justice Reinvestment Grant Program	2	2.50	43,428,209	43,464,816	-	-	(36,607)	-	-
Subtotal Policy Packages	2	2.50	48,428,209	48,464,816	-	-	(36,607)	-	-
Total 2015-17 Governor's Budget	11	11.00	75,585,845	73,510,819	-	494,109	1,580,917	-	-
Percentage Change From 2013-15 Leg Approved Budget	22.22%	31.26%	140.00%	208.21%	-	3.01%	-77.93%	-	-
Percentage Change From 2015-17 Current Service Level	22.22%	29.41%	133.50%	193.50%	-	-	-76.85%	-	-

PROGRAM PRIORITIZATION FOR 2015-17

Agency Name:																								
2015-17 Biennium																			Agency Number:			00000		
Program 1																								
Program/Division Priorities for 2015-17 Biennium																								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22			
Priority (ranked with highest priority first)	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program-Activity Code	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D, FM, FO, S)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request				
Agcy	Prgm/Div																							
213	1	CJC	JRI	Justice Reinvestment	1, 2	5	10,248,500					\$ 10,248,500	1	1.00	Y	Y	S	2013 Oregon Laws Chapter 649 section 52 & 53		Pkg 103 phases in the DOC avoided costs as special payments to counties and 2.5 positions (PA3, RA2, .5 AT3)				
213	1	CJC	Courts	Specialty Courts	1	5	13,389,270			1,617,543		\$ 15,006,813	4	3.50	N	Y	S	ORS 137.656		Pkg 101 helps to sustain Evidence Based Specialty Courts as federal stimulus revenues drop				
213	1	CJC	Policy	Policy, Guidelines, SAC	1,2	5	1,409,249					\$ 1,409,249	4	4.00	N	Y	S	ORS 137.656, 137.667						
213	1	CJC	AFOAC	Asset Forfeiture	1	5				494,068		\$ 494,068	0	0.00	N	Y	S	ORS 131A.450						
												\$ -												
												\$ -												
												\$ -												
												\$ -												
							25,047,019	-		494,068	-	\$ 27,158,630	9	8.50										

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

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

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

Document criteria used to prioritize activities:

The Criminal Justice Commission's primary function is to serve as a centralized and impartial forum for statewide public safety policy development, planning and agency coordination.

In 2009, the CJC became the State Administering Agency (SAA) for Oregon's Edward Byrne Memorial Justice Assistance Grants.

In 2013, the CJC became the administrator of Oregon's Justice Reinvestment Grant program.

Justice Reinvestment and Specialty Courts are given priority. The functions of developing policy and overseeing asset forfeiture are secondary to the agencies recently redefined mission.

Prioritization using Modified CSL. POP 101 restores \$5 million to Justice Reinvestment General Fund.

JRI - PA4, PA3, 1/2 GM, 1/2 PA3, RA2
 SC - PA3, 1/2 GM, 1/2 PA3, AT3
 Policy - ED, EA, RA4, E4

Reduction Options

General Fund. A 5-percent General Fund reduction totals \$1,252,350. A 10-percent General Fund reduction totals \$2,504,701. To achieve this reduction, the agency would reduce the amount of funding it can grant to counties for Justice Reinvestment programs. Reductions could greatly compromise the ability of the agency to help the state in broader efforts to reduce criminal justice costs and reinvest savings to yield a more cost-beneficial impact on public safety and community well-being. This funding is primarily used to target counties to pay for evidence based policy, practice and decision making aimed to reduce prison populations and avert future growth; therefore, a reduction in the funding would result in more crime due to recidivism and increased prison bed use.

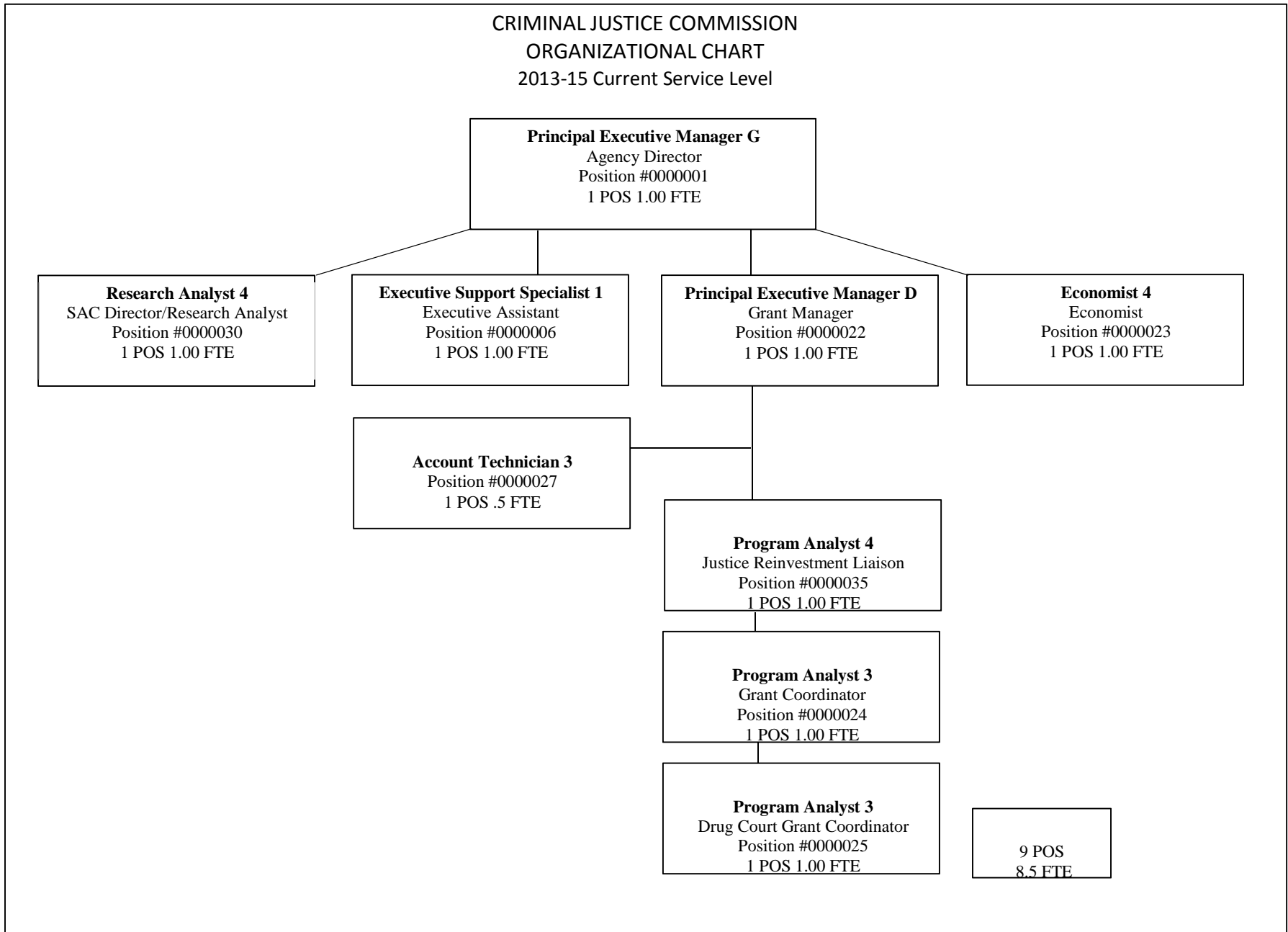
Federal Funds. A 5-percent Federal Fund reduction totals \$80,877. A 10-percent Federal Fund reduction totals \$161,754. To achieve this reduction, the agency would reduce the amount of funding it can provide through Byrne/JAG grants for the Center of Policing Excellence to reduce crime. This funding is primarily used for deployment and application of community policing; therefore, a reduction in the funding would result in more crime due to recidivism.

Other Funds. A 5-percent Other Fund reduction totals \$24,703. A 10-percent Other Fund reduction totals \$49,406. To achieve this reduction, the agency would reduce the amount of funding it can provide to specialty courts to pay for necessary treatment services; therefore, a reduction in the funding would result in more crime due to recidivism.

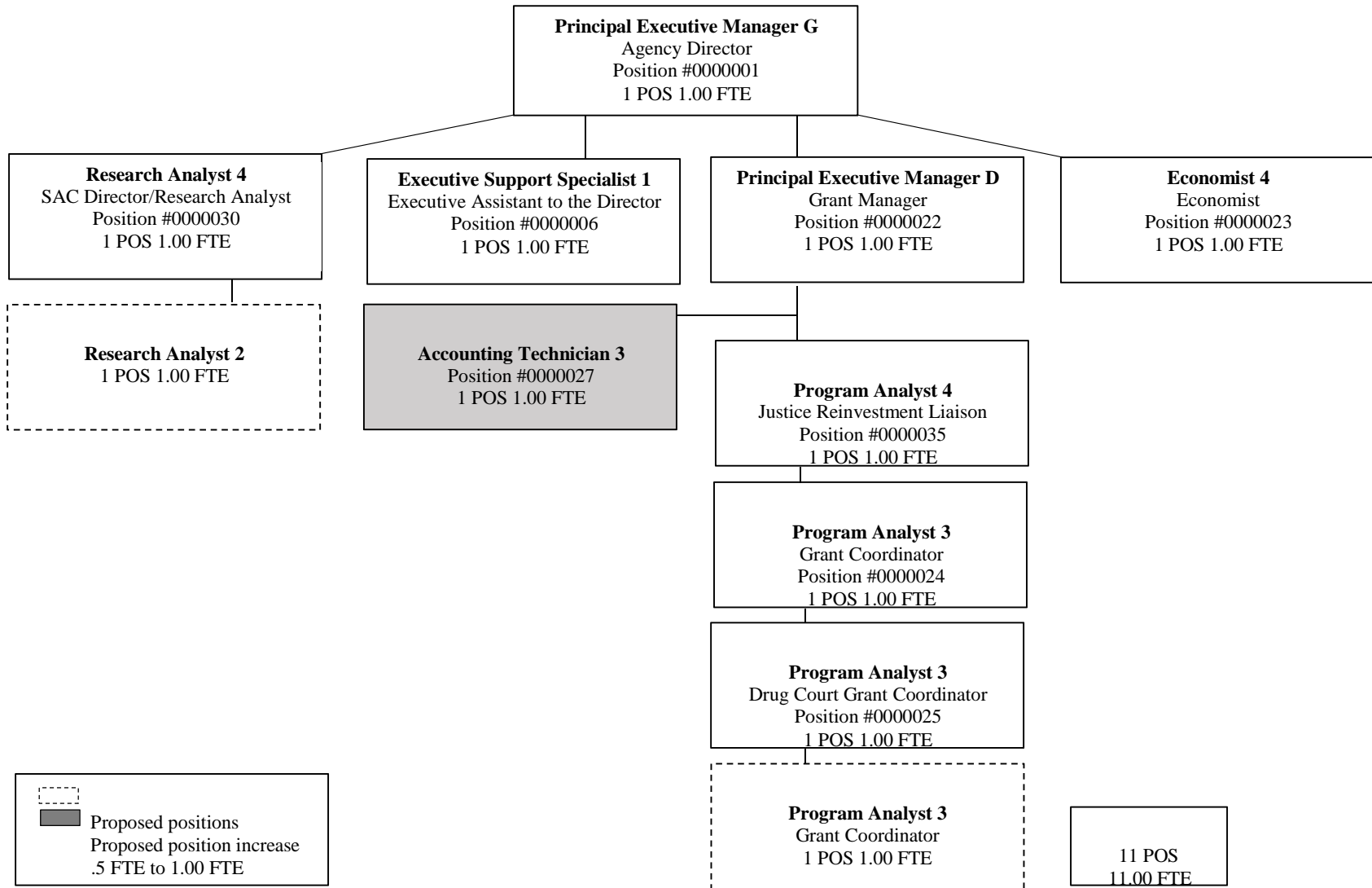
10% REDUCTION OPTIONS (ORS 291.216)

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. INCLUDE POSITIONS AND FTE IN 2015-17 AND 2017-19)	(GF, LF, OF, FF. IDENTIFY REVENUE SOURCE FOR OF, FF)	(RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)
1.Specialty Court & Justice Reinvestment Grant	Reduces funding available for Justice Reinvestment programs	\$2,504,701	#1 GF
2. Byrne/JAG Grant	Reduces funding available for Center for Policing Excellence at DPSST	\$161,754	#1 FF
3. Asset Forfeiture	Reduces funding available for specialty courts	\$49,407	#1 OF

**CRIMINAL JUSTICE COMMISSION
ORGANIZATIONAL CHART
2013-15 Current Service Level**



**CRIMINAL JUSTICE COMMISSION
ORGANIZATIONAL CHART
2015-17 GRB**



Summary Cross Reference Number	Cross Reference Description	2011-13 Actuals	2013-15 Leg Adopted Budget	2013-15 Leg Approved Budget	2015-17 Agency Request Budget	2015-17 Governor's Budget	2015-17 Leg Adopted Budget
001-00-00-00000	Sentencing, Policy, and Research						
	General Fund	4,760,995	23,745,288	23,851,046	83,209,658	73,510,819	-
	Other Funds	71,880	483,422	479,680	494,068	494,109	-
	Federal Funds	16,386,362	7,135,487	7,163,318	1,580,936	1,580,917	-
	All Funds	21,219,237	31,364,197	31,494,044	85,284,662	75,585,845	-
TOTAL AGENCY							
	General Fund	4,760,995	23,745,288	23,851,046	83,209,658	73,510,819	-
	Other Funds	71,880	483,422	479,680	494,068	494,109	-
	Federal Funds	16,386,362	7,135,487	7,163,318	1,580,936	1,580,917	-
	All Funds	21,219,237	31,364,197	31,494,044	85,284,662	75,585,845	-

Revenue Forecast Narrative

Agency revenue is a diverse mix of General, Federal and Other funds as a result of program expenditures and current funding opportunities. All revenues discussed here are non-discretionary and limited to expenditures directly related to programs. In 2009, the Governor made CJC the State Administering Agency (SAA) of the Federal Edward Byrne Memorial Justice Assistance (Byrne-JAG) Grants; therefore, the grant investment would be guided by data and policy analysis and to assure proper grant evaluation would be executed.

In terms of actual funds to the commission and priority projects, our revenue calculations are guided by these assumptions:

- That workload demands will increase given the needs of programmatic expansion;
- That we have specific knowledge of new and proposed projects including legislatively mandated programs;
- That ongoing priority projects satisfy the 10 Year Plan for Oregon, Key Performance Measures and are of statewide importance; and
- That the agency will continue to have success in capturing Federal and Other funds for innovative criminal justice approaches and programs, randomized control evaluations and program effectiveness, in addition to certain programs including Specialty Courts and the Statistical Analysis Center (SAC).

From the standpoint of revenue, several key elements are notable at this time:

- Revenue forecasts for current formula based federal funding appears stable.
- General fund support is necessary to backfill the federal dollars provided by stimulus funds
- Other funds are based on funding streams that are not yet confirmed yet have historically been available to the agency.

GENERAL FUNDS

The agency receives general fund monies directly appropriated by the Oregon Legislature. A significant piece of those funds are passed through for Justice Reinvestment and Specialty Court programs which relate directly to local jurisdictions for public assistance.

FEDERAL FUNDS

The agency is the State Administering Agency (SAA) for Oregon for the Bureau of Justice Assistance grants.

Edward Byrne Memorial Justice Assistance Grant Program (Byrne/JAG)

This grant is used to support the Oregon Center for Policing Excellence (CPE) in the Oregon Department of Public Safety Standards and Training (DPSST) and Specialty Court programs. The purpose of the center is to develop skills among officers, managers and administrators and making use of the body of knowledge of effective and efficient methods in policing. The funding priorities for Specialty Court programs are primarily to subsidize treatment, ancillary services and court coordinator staff.

There is no match required for Byrne/JAG funds. The OJP Financial Guide serves as the primary reference manual to assist in determining general limits on grant funds and ensuring funds are used for purposes for which they are awarded. These federal funds appear stable at \$2.1 million which includes 15% penalties for Oregon's non-compliance with Sex Offender Registration and Notification Act (SORNA) and Prison Rape Elimination Act (PREA).

Statistical Analysis Center (SAC)

The agency is eligible to receive funding that pays for a portion of the salary for the Economist position who serves as the SAC director for Oregon. This grant is used to support crime and sentencing data collection and analysis on behalf of the federal government. The annual grant funds appear stable at \$56,000 to support SAC activities.

Residential Substance Abuse Treatment for State Prisoners (RSAT)

The agency is eligible to receive funding used to develop and implement residential substance abuse treatment programs in correctional and jail facilities. These funds are used to sustain ADAPT Counseling and Treatment in Douglas County with a goal to prepare and assist incarcerated offenders with reintegration into the community.

OTHER FUNDS

The agency's Other Funds include proceeds from the forfeiture of assets related to drug and other crimes that were seized and forfeited by state or local law enforcement agencies. The agency receives 2.5%-3% of forfeited money and property to staff the Asset Forfeiture Oversight Advisory Committee. Additionally, 20% of civilly forfeited money and property are directed to the drug court program administered by the agency. Passage of Measure 53 in May 2008 allowed law enforcement agencies to renew civil forfeiture efforts. This has increased asset forfeiture activity in Oregon, increase the training agency staff must provide, the work of the oversight committee and has increased the other funds the agency receives from these activities. The agency has saved over \$392,036 that can be used for grants to specialty courts in 2015-2017.

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

Not applicable to agency.

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

Source	Fund	ORBITS Revenue Acct	2011-2013 Actual	2013-15 Legislatively Adopted	2013-15 Estimated	2015-17		
						Agency Request	Governor's	Legislatively Adopted
Byrne/JAG Grant	Federal	0995	4,953,334	6,728,000	6,594,701	1,415,427		
SAC Grant	Federal	0995	132,277	100,000	113,248	56,624		
RSAT Grant	Federal	0995	474,835	680,000	59,951	90,894		
Other Misc Grants	Federal	0995	804,271	598,856	598,856	0		
Asset Forfeiture	Other	0505	557,987	299,950	299,744	299,950		
Interest	Other	0505	470	0	418	0		

____ Agency Request

____ Governor's Budget

____ Legislatively Adopted

Budget Page ____

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

**Criminal Justice Comm, Oregon
2015-17 Biennium**

**Agency Number: 21300
Cross Reference Number: 21300-000-00-00-00000**

<i>Source</i>	2011-13 Actuals	2013-15 Leg Adopted Budget	2013-15 Leg Approved Budget	2015-17 Agency Request Budget	2015-17 Governor's Budget	2015-17 Leg Adopted Budget
Other Funds						
Fines and Forfeitures	557,987	299,950	299,950	299,950	299,950	-
Interest Income	470	-	-	-	-	-
Other Revenues	1,667	1,000	1,000	1,000	1,000	-
Total Other Funds	\$560,124	\$300,950	\$300,950	\$300,950	\$300,950	-
Federal Funds						
Federal Funds	6,618,535	3,611,269	3,611,269	1,562,945	1,562,945	-
Tsfr To Justice, Dept of	(43,170)	-	-	-	-	-
Tsfr To Judicial Dept	(62,752)	-	-	-	-	-
Tsfr To Corrections, Dept of	(866,067)	-	-	-	-	-
Total Federal Funds	\$5,646,546	\$3,611,269	\$3,611,269	\$1,562,945	\$1,562,945	-

____ Agency Request
2015-17 Biennium

____ Governor's Budget
Page _____

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

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

**Criminal Justice Comm, Oregon
2015-17 Biennium**

**Agency Number: 21300
Cross Reference Number: 21300-001-00-00-00000**

<i>Source</i>	2011-13 Actuals	2013-15 Leg Adopted Budget	2013-15 Leg Approved Budget	2015-17 Agency Request Budget	2015-17 Governor's Budget	2015-17 Leg Adopted Budget
Other Funds						
Fines and Forfeitures	557,987	299,950	299,950	299,950	299,950	-
Interest Income	470	-	-	-	-	-
Other Revenues	1,667	1,000	1,000	1,000	1,000	-
Total Other Funds	\$560,124	\$300,950	\$300,950	\$300,950	\$300,950	-
Federal Funds						
Federal Funds	6,618,535	3,611,269	3,611,269	1,562,945	1,562,945	-
Tsfr To Justice, Dept of	(43,170)	-	-	-	-	-
Tsfr To Judicial Dept	(62,752)	-	-	-	-	-
Tsfr To Corrections, Dept of	(866,067)	-	-	-	-	-
Total Federal Funds	\$5,646,546	\$3,611,269	\$3,611,269	\$1,562,945	\$1,562,945	-

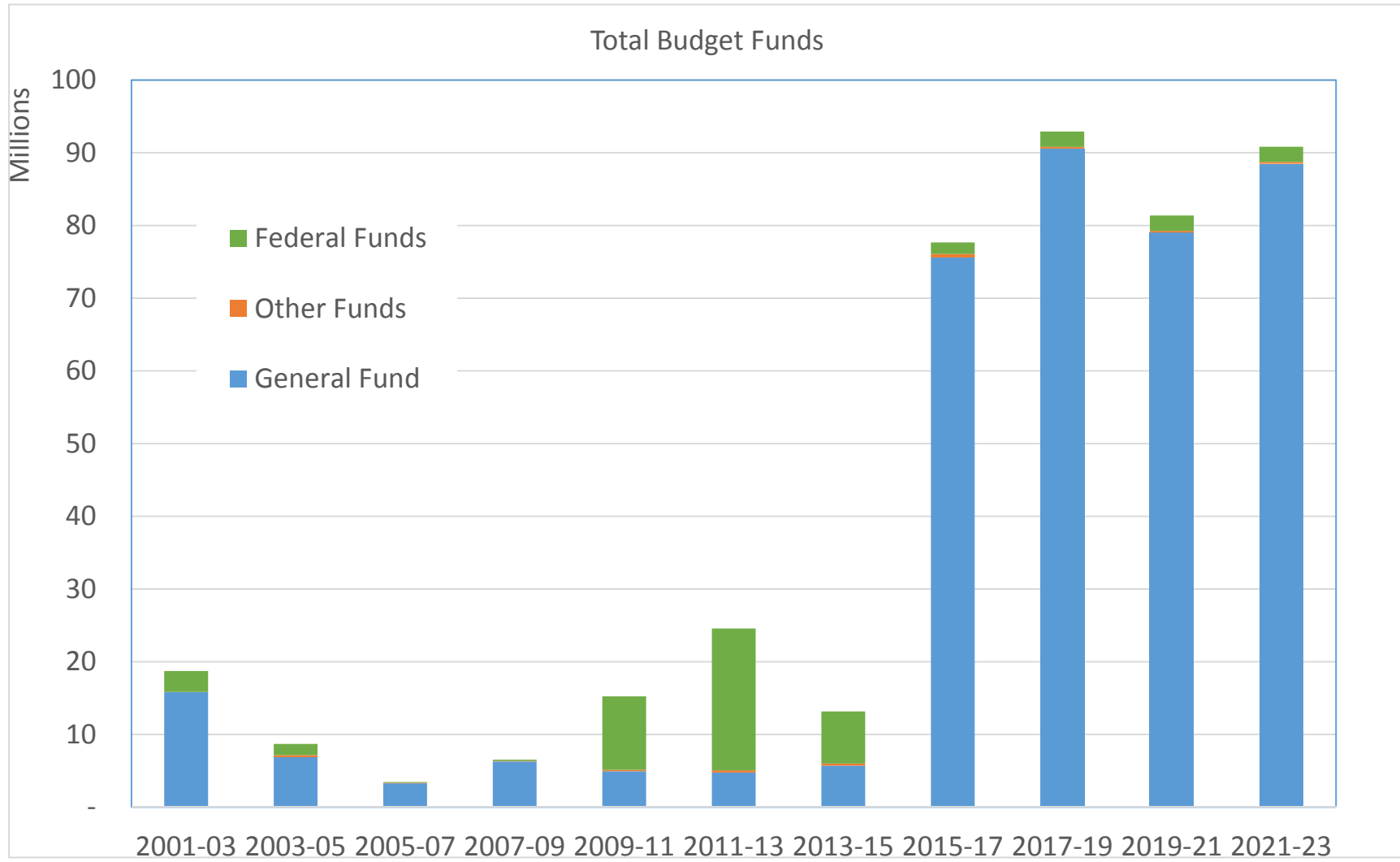
____ Agency Request
2015-17 Biennium

____ Governor's Budget
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____ Legislatively Adopted
Detail of LF, OF, and FF Revenues - BPR012

Executive Summary

Primary Outcome Area: Public Safety
Secondary Outcome Area: N/A
Program Contact: Michael Schmidt, 503-378-4858



Program Overview

In 2013, the agency led the successful completion of Phase I of Oregon's Justice Reinvestment Initiative (JRI) with the passage of HB 3194 (2013). The focus of the agency this biennium is guiding Justice Reinvestment Initiative Phase II to manage and allocate criminal justice populations and spending more cost-effectively, thereby generating cost-savings that can be reinvested in evidence-based strategies that increase public safety. Successful implementation of HB 3194 is projected to avert all of the state's anticipated prison growth over the next five years, saving \$326 million in prison operations spending while strengthening local public safety strategies. This agency is the conduit for the investment into local public safety systems for JRI and Oregon's statewide specialty court grant program.

Program Funding Request

The Criminal Justice Commission is requesting \$75.6 million Total Funds to continue service delivery as in the 2015-2017 biennium. Funding rises to \$99 million in the 2021-23 biennium to continue these services.

Program Description

Justice Reinvestment Initiative is Oregon's proactive approach to controlling prison operations costs, the major cost driver in the safety area of the budget. Participating in JRI means garnering commitment from legislative leadership and criminal justice authorities in the state, developing or improving information sharing capabilities, collecting and analyzing criminal justice data, developing policy options and strategies based on that data, and enacting evidence-based policies that increase public safety. The purpose of JRI is to eliminate need for 991 prison beds by the end of this biennium through a combination of sentencing changes and investments into more cost-effective strategies in local criminal justice systems. All counties are participating in the JRI grant program. The investments in local systems are governed by grant rules recommended by the Grant Review Committee created in HB 3194 and adopted by the nine-member commission directing the agency. Agency staff serves its clients, state and local public safety officials, by providing crime data and analysis via regional implementation councils. These regional meetings allow the agency to provide monthly feedback to officials and public safety coordinating councils (LPSCCs). The agency also provides rigorous outcome evaluations and assessment tools to county officials to assure state criminal justice investments are cost-effective. The agency also administers 85 specialty court grants in 28 counties. The agency provides evidence-based standards for these courts and serves a clearinghouse and information center for specialty court best practices.

Program Justification and Link to 10-Year Outcome

This agency coordinates the use of evidence based practices prescribed by SB 267 (ORS 182.515-525) with state and local partners. It provides a cost-benefit analysis tool for criminal justice investments that was modelled on the pioneering work of the Washington State Institute for Public Policy (WSIPP).

This agency also assures Oregon will meet performance indicators set in the ten year plan by evaluating programs funded through agency grants and coordinating peer reviews of specialty courts. In June 2014, the CJC reported preliminary outcomes of a multi-site randomized controlled trial study evaluating the effectiveness of mandated post-adjudication intensive drug court services for medium to high risk property offenders. The study showed that average number of drug charges dropped for those in the drug court study by 27.5% when compared to the control group of probation as usual and that difference from the control group was statistically significant. This study was designed in 2009 and took five years to carry out, and the agency will continue work like this in the future to assure effectiveness of grant programs designed to push Oregon's criminal justice system forward to meet the 10-year outcomes in the safety plan.

The CJC's work guiding JRI, specialty court grants, and providing outcome evaluations link directly to the following strategies for meeting the 10- year goal of assuring that Oregonians are safe and secure:

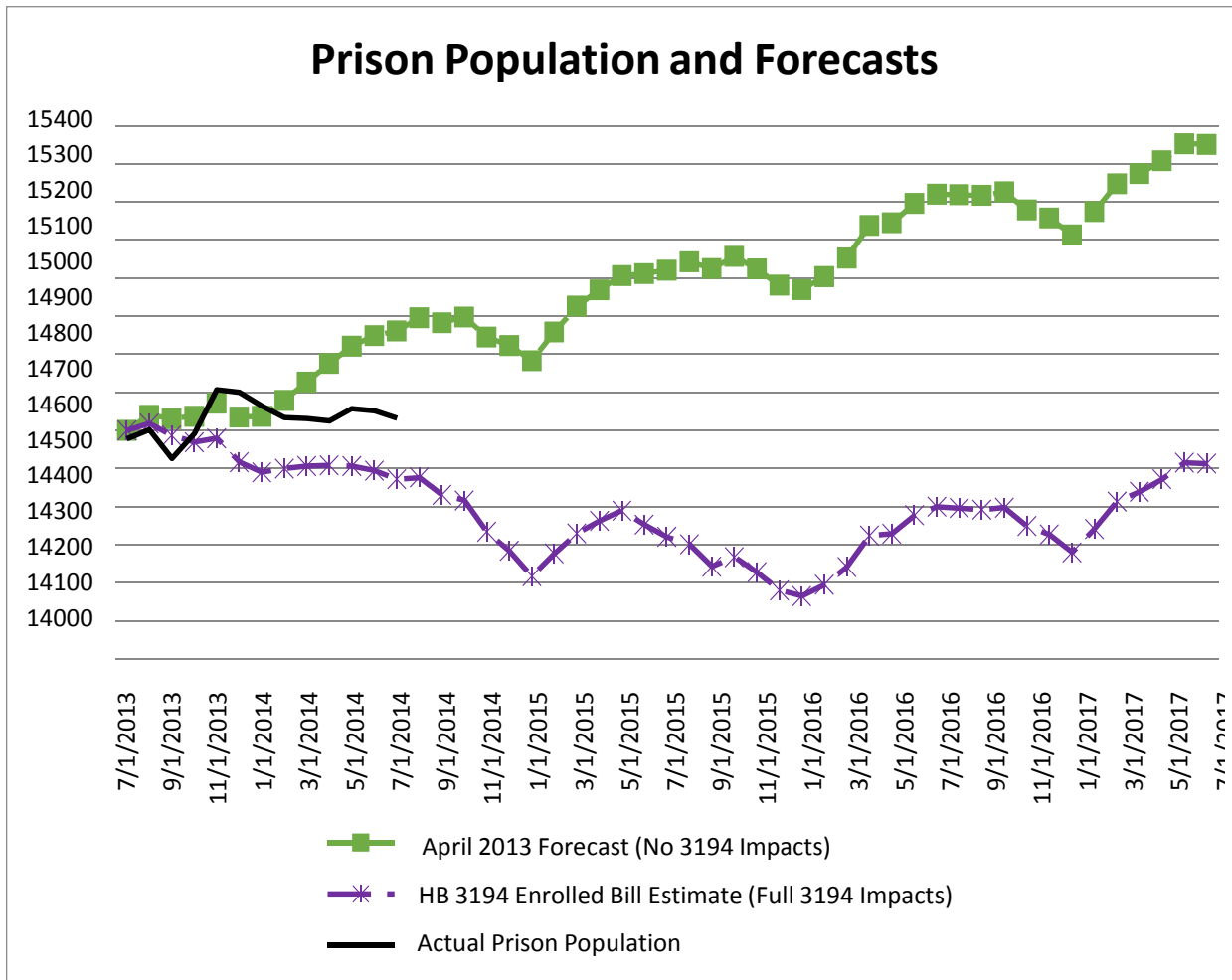
- Expand evidence based criminal justice programs to prevent and solve crimes by investing in community corrections and local and state law enforcement
- Maintain current prison capacity to incarcerate violent offenders
- Enhance victim services, local supervision and re-entry efforts to reduce victimization, enforce victims' rights and lower recidivism
- Expand community based supervision and support services proven to prevent crime, promote re-entry and increase self-sufficiency, family stability and child safety
- Improve adult re-entry and reduce likelihood to commit future crimes

The Criminal Justice Commission implements these strategies to achieve the following success metrics:

- Violent and property crime rates are at or below their current historic low level
- Recidivism rate for offenders is decreased by 10%
- Corrections spending is reduced to 9% or less of the General Fund

Program Performance

Below is the Prison Population and Forecasts graph. This is a graphical representation of what Oregon’s prison population was going to be if the 2013 legislature made no legislative changes to the sentencing laws (orange line); what the impact of those sentencing changes were estimated to be at the end of the 2013 legislative session (purple line); and where the prison population actually is today (black line). If the black line merges with and continues to follow the purple line, we will know that Oregon has saved resources that would have been consumed on prison beds and has staved off the necessity of building a new prison to accommodate the prison growth that was projected prior to the passage of HB 3194. If the black and purple lines merge we will know that the program is performing successfully.



Enabling Legislation/Program Authorization

ORS 137.651-680; 131A.460; 182.515-.525; 421.512; 2013 Oregon Laws Chapter 649 section 52 & 53; OAR Chapter 213.

Describe the various funding streams that support the program

This agency is the State Administering Agency (SAA) for the Edward Byrne Memorial Justice Assistance Grant (JAG), the primary federal grant for criminal justice. The JAG grant is a formula grant that is based upon Oregon's population and reported crime. The JAG grant has no match requirement but does require that the agency pass through a pre-determined percentage of the funding to local jurisdictions. In 2014, the JAG grant was \$2.1 million.

Describe how the 2015-17 funding proposal advanced by the agency compares to the program authorized for the agency in 2013-2015

The 2015-2017 budget is a substantial increase from the current service level. This alters agency funding because this agency is the conduit to provide \$58.7 million (package 103) investment into local criminal justice to implement the Justice Reinvestment Initiative.

Program Unit Narrative

The Criminal Justice Commission is comprised of one program unit with six focus areas. The identified areas are designed to deter prison and jail expenditures by developing specific, data-driven evidence based strategies that can help to make communities safer and smarter. The agency provides local financial and technical assistance to improve the availability of services that can reduce offenders’ risk for recidivism with a goal to improve public safety and control costs associated with prison populations.

<u>Governor’s Recommended Budget</u>		<u>FTE</u>
General Funds	\$ 73,510,819	10
Other Funds	\$ 494,109	0
Federal Funds	\$ 1,580,917	1

Further Explanation: Justice Reinvestment Grant Program

The agency continues to offer technical assistance to help counties implement justice reinvestment policy solutions and track the impact of these strategies. The program engages stakeholders and encourages collaboration while promoting enhanced accountability and increased interest in justice reform. Because of the complex design, justice reinvestment faces challenges in creating criminal justice system reform and cultural change. However through a continual effort to educate stakeholders and develop new relationships, the savings and reinvestments for both the state and counties are expected to align with projected population reductions and cost savings.

The program will require general grant oversight including:

- Review and assessment of offender risks and needs between counties
- Implementation of identified solutions through assessment of data systems and evaluation capacity
- Implementation of evidence-based practices and outreach
- Cost-Benefit Analysis
- Four Measures of Success identified in POP 103

To administer the Justice Reinvestment grant program will require 2.5 FTE additional staff of: 1.0 FTE Program Analyst 3; 1.0 FTE Research Analyst 2; 0.5 FTE Account Tech 3. Additionally, Services and Supplies are being requested for the Program Analyst 4 that was granted in HB 5008-A with the development of HB 3194. POP 103 provides the General Fund request for the Justice Reinvestment Grant Program.

<u>Justice Reinvestment Budget</u>	<u>CSL</u>	<u>POP 103</u>	<u>TOTAL</u>
Personal Services	\$ 248,182	342,945	591,127
Services and Supplies	\$	905,298	905,298
Special Payments	\$ 15,000,000	42,179,966	57,179,966
Total Expenditures	\$		58,676,391

Essential Packages

010: Non-PICS Psnl Svc/Vacancy Factor

Purpose:

This package:

- Applies a vacancy factor and seeks to project budget savings reasonably expected from staff turnover
- Applies the Department of Administrative Services (DAS) general inflation factor of 3.0% to non-PICS generated personal service costs
- Adjusts contribution to debt service for repayment of Pension Obligation Bond
- Adjusts mass transit taxes

Staffing Impact: None

Revenue Source:

General Funds	\$	7,688
Other Funds	\$	2,328
Federal Funds	\$	(606)

031: Standard Inflation

Purpose:

Standard inflation adjustments of 3.0% are applied to the non-personnel services in the 2013-2015 Legislatively Approved Budget.

Staffing Impact: None

Revenue Source:

General Funds	\$	290,541
Other Funds	\$	12,083
Federal Funds	\$	194,859

032: Above Standard Inflation

Purpose:

Above standard inflation is applied to State Government Service Charges in the 2013-2015 Legislatively Approved Budget.

Staffing Impact: None

Revenue Source:

General Funds	\$	206,716
Other Funds	\$	18
Federal Funds	\$	61

050: Fund shifts

Purpose:

This package indicates a change in funding source for the Specialty Courts programs to maintain Current Service Level after spending down stimulus funds.

Staffing Impact: None

Revenue Source:

General Funds	\$	586,681
Other Funds	\$	0
Federal Funds	\$	(584,735)

060: Technical Adjustments

Purpose:

This package is to reposition \$69,366 General Fund from Special Payments to Attorney General at the direction of the 2014 Legislature and as a result of the 2% Holdback Restoration. This package also shifts \$25,000 General Fund from IT Expendables to Professional Services.

The net result of this action is zero.

Staffing Impact: None

Revenue Source:

General Funds	\$	0
Other Funds	\$	0
Federal Funds	\$	0

Policy Option Packages (POP)

070: Revenue Shortfalls

Purpose:

This package includes Federal Fund expenditure reductions necessary to adjust essential special payments to available revenue. This demonstrates a revenue shortfall for the Justice Reinvestment program. As a result of HB 5008-A, a one-time Federal Fund expenditure was allocated to the Justice Reinvestment program.

How Achieved:

Reduce \$5 million Federal Fund expenditure limitation. The agency has requested restoration of \$5 million Federal Fund reduction in 101: Restore Program. The ending balance is maintained to allow continuity of the program into the next

biennium. This adjustment is anticipated to be a one-time shortfall.

Staffing Impact: None

Quantifying Results: Not applicable

Revenue Source:

Federal Funds \$ (5,212,659)

2017-19 Fiscal Impact:

This package is offset by POP 101, and all actions above will be eliminated in the 2015-17 Legislatively Approved Budget (LAB). This package will have no future fiscal impact.

101: Restore Program

Purpose:

This package reflects a revenue restoration for the Justice Reinvestment program. General funds are required to back fill the allocation of one-time federal funds stated in 070: Revenue Shortfall.

HB 5008-A, passed during the 2013 Legislative Session, directed the agency to distribute \$15 million to counties for the Justice Reinvestment Program to reduce recidivism and decrease utilization of state prison capacity. The Governor's Office directed the commission to allocate \$5 million of federal funds from the 2012 and 2013 Byrne/JAG grants in addition to \$10 million General Fund appropriated.

How Achieved:

Restore \$5 million General Fund for Justice Reinvestment payments to

counties. This adjustment is anticipated to be a permanent restoration.

Staffing Impact: None

Quantifying Results: Not applicable

Revenue Source:

General Funds	\$	5,000,000
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2017-19 Fiscal Impact:

This package will become part of the 2017-19 base budget and be subject to the inflation factors determined by DAS in developing the 2015-17 budget.

102: Restore GF 13 15 2% Perm Cut

N/A

103: Justice Reinvestment Grant Program

Purpose:

Justice Reinvestment is Oregon's proactive approach to controlling prison growth and investing the avoided operational prison costs into Oregon's local criminal justice systems. The goals of this approach are to also reduce recidivism, increase public safety, and increase offender accountability. Prior to passage of HB 3194, the April 2013 corrections forecast estimated Oregon should plan to house 15,351 inmates in state prisons by July 1, 2017. The latest forecast, issued April 2014, calls for only 14,360 inmates by July 1, 2017. As of July 1, 2014, the state is housing 229 fewer inmates than the pre-HB 3194 April 2013 corrections forecast. Both the current reduction and the expected 991 bed reduction by the end of the 2015-2017 biennium are based, in large part, on the successful implementation of the sentencing changes and justice reinvestment grants created in HB 3194. The money saved will be reinvested in order to reduce adult likelihood to commit future crime and promoting re-entry into the community from prison.

How Achieved:

1. Establish one Program Analyst 3 position on July 1, 2015.
2. Establish one Research Analyst 2 position on July 1, 2015.
3. Increase Account Tech 3 from 0.5 FTE to 1.0 FTE on July 1, 2015.
4. Increase various services and supplies accounts directly tied to position increase and Program Analyst 4.

The State of Oregon is making a large investment in the local jurisdictions of Oregon in order to get better public safety outcomes while simultaneously controlling prison population growth. The JRI money must be distributed throughout the state in a way that ensures these objectives are met.

Key Activities:

1. Ongoing: Staff the Public Safety Task Force & the Grant Review Committee and all sub committees in order to assist in tracking and implementation of HB 3194. May - July 2015: Review grant applications, work with counties whose applications need refining.
3. July 2015: Work with the Grant Review Committee to award JRI grants to successful applicants.
4. August – October 2015: Establish a supplemental grant period for monies not disbursed in the initial grant phase, and award supplemental grants.
5. Beginning January 2016 and ongoing: review the progress of the grant recipients to the goals of JRI.
6. Ongoing: Grant staff at the agency will conduct site visits to better understand county challenges, to build trust with local jurisdictions, to monitor and report back on implementation success and challenges, to ensure fidelity to grant applications.

Staffing Impact: Establish 2 positions / 2.5 FTE

Quantifying Results:

There are four measures of success that the agency will track throughout the next biennium. These measures ensure that the Governor's 10 year plan for safety is being followed through by local jurisdictions that will be able to demonstrate tangible results in exchange for the grant money.

The agency will track the following 4 factors:

1. Reduction in recidivism
2. Decrease in utilization of the Department of Corrections Institutions
3. Increase in Public Safety
4. Holding Offenders accountable

Revenue Source:

General Funds	\$	43,464,816
Federal Funds	\$	(36,607)

2017-19 Fiscal Impact:

This package will become part of the 2017-19 base budget and be subject to the inflation factors determined by DAS in developing the 2015-17 budget.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 010 - Non-PICS Psnl Svc / Vacancy Factor

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	7,688	-	-	-	-	-	7,688
Total Revenues	\$7,688	-	-	-	-	-	\$7,688
Personal Services							
Temporary Appointments	-	-	2,151	-	-	-	2,151
Pension Obligation Bond	7,213	-	-	(606)	-	-	6,607
Social Security Taxes	-	-	165	-	-	-	165
Mass Transit Tax	475	-	12	-	-	-	487
Total Personal Services	\$7,688	-	\$2,328	(\$606)	-	-	\$9,410
Total Expenditures							
Total Expenditures	7,688	-	2,328	(606)	-	-	9,410
Total Expenditures	\$7,688	-	\$2,328	(\$606)	-	-	\$9,410
Ending Balance							
Ending Balance	-	-	(2,328)	606	-	-	(1,722)
Total Ending Balance	-	-	(\$2,328)	\$606	-	-	(\$1,722)

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 031 - Standard Inflation

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	290,541	-	-	-	-	-	290,541
Total Revenues	\$290,541	-	-	-	-	-	\$290,541
Services & Supplies							
Instate Travel	408	-	61	518	-	-	987
Out of State Travel	318	-	-	265	-	-	583
Employee Training	438	-	-	334	-	-	772
Office Expenses	532	-	34	469	-	-	1,035
Telecommunications	595	-	48	507	-	-	1,150
State Gov. Service Charges	(86,952)	-	41	34	-	-	(86,877)
Data Processing	576	-	74	562	-	-	1,212
Publicity and Publications	158	-	7	114	-	-	279
Professional Services	-	-	176	617	-	-	793
Attorney General	(2,767)	-	-	1,472	-	-	(1,295)
Employee Recruitment and Develop	20	-	-	32	-	-	52
Dues and Subscriptions	70	-	-	87	-	-	157
Facilities Rental and Taxes	1,256	-	176	757	-	-	2,189
Other Services and Supplies	388	-	47	158	-	-	593
Expendable Prop 250 - 5000	33	-	-	74	-	-	107
IT Expendable Property	-	-	-	2,956	-	-	2,956
Total Services & Supplies	(\$84,927)	-	\$664	\$8,956	-	-	(\$75,307)
Special Payments							
Dist to Counties	364,668	-	11,419	139,427	-	-	515,514

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 031 - Standard Inflation

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Special Payments							
Dist to Non-Gov Units	-	-	-	46,476	-	-	46,476
Spc Pmt to Corrections, Dept of	10,800	-	-	-	-	-	10,800
Total Special Payments	\$375,468	-	\$11,419	\$185,903	-	-	\$572,790
Total Expenditures							
Total Expenditures	290,541	-	12,083	194,859	-	-	497,483
Total Expenditures	\$290,541	-	\$12,083	\$194,859	-	-	\$497,483
Ending Balance							
Ending Balance	-	-	(12,083)	(194,859)	-	-	(206,942)
Total Ending Balance	-	-	(\$12,083)	(\$194,859)	-	-	(\$206,942)

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 032 - Above Standard Inflation

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	206,716	-	-	-	-	-	206,716
Total Revenues	\$206,716	-	-	-	-	-	\$206,716
Services & Supplies							
Data Processing	55,726	-	-	-	-	-	55,726
Professional Services	-	-	18	61	-	-	79
Other Services and Supplies	150,990	-	-	-	-	-	150,990
Total Services & Supplies	\$206,716	-	\$18	\$61	-	-	\$206,795
Total Expenditures							
Total Expenditures	206,716	-	18	61	-	-	206,795
Total Expenditures	\$206,716	-	\$18	\$61	-	-	\$206,795
Ending Balance							
Ending Balance	-	-	(18)	(61)	-	-	(79)
Total Ending Balance	-	-	(\$18)	(\$61)	-	-	(\$79)

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 050 - Fundshifts

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	586,681	-	-	-	-	-	586,681
Federal Funds	-	-	-	(584,735)	-	-	(584,735)
Total Revenues	\$586,681	-	-	(\$584,735)	-	-	\$1,946
Personal Services							
Class/Unclass Sal. and Per Diem	324,373	-	-	(324,373)	-	-	-
Empl. Rel. Bd. Assessments	98	-	-	(98)	-	-	-
Public Employees' Retire Cont	51,219	-	-	(51,219)	-	-	-
Social Security Taxes	24,815	-	-	(24,815)	-	-	-
Worker's Comp. Assess. (WCD)	154	-	-	(154)	-	-	-
Mass Transit Tax	1,946	-	-	-	-	-	1,946
Flexible Benefits	68,382	-	-	(68,382)	-	-	-
Total Personal Services	\$470,987	-	-	(\$469,041)	-	-	\$1,946
Services & Supplies							
Instate Travel	4,628	-	-	(4,628)	-	-	-
Out of State Travel	5,012	-	-	(5,012)	-	-	-
Employee Training	4,208	-	-	(4,208)	-	-	-
Office Expenses	14,028	-	-	(14,028)	-	-	-
Telecommunications	15,057	-	-	(15,057)	-	-	-
Data Processing	5,018	-	-	(5,018)	-	-	-
Publicity and Publications	2,032	-	-	(2,032)	-	-	-
Professional Services	16,690	-	-	(16,690)	-	-	-
Attorney General	8,331	-	-	(8,331)	-	-	-

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 050 - Fundshifts

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Employee Recruitment and Develop	968	-	-	(968)	-	-	-
Dues and Subscriptions	2,573	-	-	(2,573)	-	-	-
Facilities Rental and Taxes	22,870	-	-	(22,870)	-	-	-
Other Services and Supplies	1,429	-	-	(1,429)	-	-	-
Expendable Prop 250 - 5000	1,346	-	-	(1,346)	-	-	-
IT Expendable Property	11,504	-	-	(11,504)	-	-	-
Total Services & Supplies	\$115,694	-	-	(\$115,694)	-	-	-
Total Expenditures							
Total Expenditures	586,681	-	-	(584,735)	-	-	1,946
Total Expenditures	\$586,681	-	-	(\$584,735)	-	-	\$1,946
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

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Criminal Justice Comm, Oregon
Pkg: 060 - Technical Adjustments

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Professional Services	-	-	-	25,000	-	-	25,000
Attorney General	69,366	-	-	-	-	-	69,366
IT Expendable Property	-	-	-	(25,000)	-	-	(25,000)
Total Services & Supplies	\$69,366	-	-	-	-	-	\$69,366
Special Payments							
Dist to Counties	(69,366)	-	-	-	-	-	(69,366)
Spc Pmt to Corrections, Dept of	-	-	-	-	-	-	-
Total Special Payments	(\$69,366)	-	-	-	-	-	(\$69,366)
Total Expenditures							
Total Expenditures	-	-	-	-	-	-	-
Total Expenditures	-	-	-	-	-	-	-
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 070 - Revenue Shortfalls

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	-	-	-	-	-	-	-
Federal Funds	-	-	-	(5,212,659)	-	-	(5,212,659)
Total Revenues	-	-	-	(\$5,212,659)	-	-	(\$5,212,659)
Personal Services							
Mass Transit Tax	-	-	-	-	-	-	-
Total Personal Services	-	-	-	-	-	-	-
Services & Supplies							
Instate Travel	-	-	-	-	-	-	-
Out of State Travel	-	-	-	-	-	-	-
Employee Training	-	-	-	-	-	-	-
Office Expenses	-	-	-	-	-	-	-
Telecommunications	-	-	-	-	-	-	-
Data Processing	-	-	-	-	-	-	-
Publicity and Publications	-	-	-	-	-	-	-
Professional Services	-	-	-	-	-	-	-
Attorney General	-	-	-	-	-	-	-
Employee Recruitment and Develop	-	-	-	-	-	-	-
Dues and Subscriptions	-	-	-	-	-	-	-
Facilities Rental and Taxes	-	-	-	-	-	-	-
Other Services and Supplies	-	-	-	-	-	-	-
Expendable Prop 250 - 5000	-	-	-	-	-	-	-

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 070 - Revenue Shortfalls

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
IT Expendable Property	-	-	-	-	-	-	-
Total Services & Supplies	-	-	-	-	-	-	-
Special Payments							
Dist to Counties	-	-	-	(3,616,994)	-	-	(3,616,994)
Dist to Other Gov Unit	-	-	-	-	-	-	-
Dist to Non-Gov Units	-	-	-	(1,595,665)	-	-	(1,595,665)
Total Special Payments	-	-	-	(\$5,212,659)	-	-	(\$5,212,659)
Total Expenditures							
Total Expenditures	-	-	-	(5,212,659)	-	-	(5,212,659)
Total Expenditures	-	-	-	(\$5,212,659)	-	-	(\$5,212,659)
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-
Total Positions							
Total Positions	-	-	-	-	-	-	-
Total Positions	-	-	-	-	-	-	-

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 070 - Revenue Shortfalls

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

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

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 101 - Restore Program

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	5,000,000	-	-	-	-	-	5,000,000
Federal Funds	-	-	-	-	-	-	-
Total Revenues	\$5,000,000	-	-	-	-	-	\$5,000,000
Personal Services							
Mass Transit Tax	-	-	-	-	-	-	-
Total Personal Services	-	-	-	-	-	-	-
Services & Supplies							
Instate Travel	-	-	-	-	-	-	-
Out of State Travel	-	-	-	-	-	-	-
Employee Training	-	-	-	-	-	-	-
Office Expenses	-	-	-	-	-	-	-
Telecommunications	-	-	-	-	-	-	-
Data Processing	-	-	-	-	-	-	-
Publicity and Publications	-	-	-	-	-	-	-
Professional Services	-	-	-	-	-	-	-
Attorney General	-	-	-	-	-	-	-
Employee Recruitment and Develop	-	-	-	-	-	-	-
Dues and Subscriptions	-	-	-	-	-	-	-
Facilities Rental and Taxes	-	-	-	-	-	-	-
Other Services and Supplies	-	-	-	-	-	-	-
Expendable Prop 250 - 5000	-	-	-	-	-	-	-

Agency Request
 2015-17 Biennium

Governor's Budget
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Legislatively Adopted
 Essential and Policy Package Fiscal Impact Summary - BPR013

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 101 - Restore Program

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
IT Expendable Property	-	-	-	-	-	-	-
Total Services & Supplies	-	-	-	-	-	-	-
Special Payments							
Dist to Counties	5,000,000	-	-	-	-	-	5,000,000
Total Special Payments	\$5,000,000	-	-	-	-	-	\$5,000,000
Total Expenditures							
Total Expenditures	5,000,000	-	-	-	-	-	5,000,000
Total Expenditures	\$5,000,000	-	-	-	-	-	\$5,000,000
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-
Total Positions							
Total Positions							-
Total Positions	-	-	-	-	-	-	-
Total FTE							
Total FTE							-
Total FTE	-	-	-	-	-	-	-

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 2015-17 Biennium

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Legislatively Adopted
 Essential and Policy Package Fiscal Impact Summary - BPR013

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Criminal Justice Comm, Oregon
Pkg: 102 - Restore GF 13 15 2% Perm Cut

Cross Reference Name: Sentencing, Policy, and Research
Cross Reference Number: 21300-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	-	-	-	-	-	-	-
Total Revenues	-	-	-	-	-	-	-
Special Payments							
Dist to Counties	-	-	-	-	-	-	-
Total Special Payments	-	-	-	-	-	-	-
Total Expenditures							
Total Expenditures	-	-	-	-	-	-	-
Total Expenditures	-	-	-	-	-	-	-
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

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 2015-17 Biennium

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Legislatively Adopted
 Essential and Policy Package Fiscal Impact Summary - BPR013

REPORT: PACKAGE FISCAL IMPACT REPORT

2015-17

PROD FILE

AGENCY:21300 CRIMINAL JUSTICE COMMISSION

PICS SYSTEM: BUDGET PREPARATION

SUMMARY XREF:001-00-00 Sentencing, Policy, and Resear

PACKAGE: 050 - Fundshifts

POSITION NUMBER	CLASS	COMP	CLASS NAME	POS CNT	FTE	MOS	STEP	RATE	GF SAL/OPE	OF SAL/OPE	FF SAL/OPE	LF SAL/OPE	AF SAL/OPE
0000022	MMS	X7006	AA PRINCIPAL EXECUTIVE/MANAGER D	1-	1.00-	24.00-	09	7,343.00	58,157- 23,744-		118,075- 48,206-		176,232- 71,950-
0000022	MMS	X7006	AA PRINCIPAL EXECUTIVE/MANAGER D	1	1.00	24.00	09	7,343.00	158,609 64,755		17,623 7,195		176,232 71,950
0000023	MMN	X1164	AA ECONOMIST 4	1-	1.00-	24.00-	02	6,046.00	76,905- 34,266-		68,199- 30,387-		145,104- 64,653-
0000023	MMN	X1164	AA ECONOMIST 4	1	1.00	24.00	02	6,046.00	145,104 64,653				145,104 64,653
0000024	UA	C0862	AA PROGRAM ANALYST 3	1-	1.00-	24.00-	05	5,277.00			126,648- 60,328-		126,648- 60,328-
0000024	UA	C0862	AA PROGRAM ANALYST 3	1	1.00	24.00	05	5,277.00	75,989 36,196		50,659 24,132		126,648 60,328
0000025	UA	C0862	AA PROGRAM ANALYST 3	1-	1.00-	24.00-	04	5,028.00	60,336- 29,462-		60,336- 29,464-		120,672- 58,926-
0000025	UA	C0862	AA PROGRAM ANALYST 3	1	1.00	24.00	04	5,028.00	96,538 47,140		24,134 11,786		120,672 58,926
0000030	MMN	X1118	AA RESEARCH ANALYST 4	1-	1.00-	24.00-	05	6,046.00	36,276- 16,163-		108,828- 48,490-		145,104- 64,653-
0000030	MMN	X1118	AA RESEARCH ANALYST 4	1	1.00	24.00	05	6,046.00	79,807 35,559		65,297 29,094		145,104 64,653
TOTAL PICS SALARY									324,373		324,373-		
TOTAL PICS OPE									144,668		144,668-		
TOTAL PICS PERSONAL SERVICES =									.00	.00			

REPORT: PACKAGE FISCAL IMPACT REPORT

2015-17

PROD FILE

AGENCY:21300 CRIMINAL JUSTICE COMMISSION

PICS SYSTEM: BUDGET PREPARATION

SUMMARY XREF:001-00-00 Sentencing, Policy, and Resear

PACKAGE: 103 - Justice Reinvestment Grant Pro

POSITION NUMBER	CLASS	COMP	CLASS NAME	POS CNT	FTE	MOS	STEP	RATE	GF SAL/OPE	OF SAL/OPE	FF SAL/OPE	LF SAL/OPE	AF SAL/OPE
0000027	UA	C0212	AA ACCOUNTING TECHNICIAN 3	1-	.50-	12.00-	02	2,874.00	17,244- 19,362-		17,244- 19,363-		34,488- 38,725-
0000027	UA	C0212	AA ACCOUNTING TECHNICIAN 3	1	1.00	24.00	02	2,874.00	68,976 46,809				68,976 46,809
0000036	UA	C0862	AA PROGRAM ANALYST 3	1	1.00	24.00	02	4,571.00	109,704 56,355				109,704 56,355
0000037	UA	C1116	AA RESEARCH ANALYST 2	1	1.00	24.00	02	3,450.00	82,800 50,049				82,800 50,049
TOTAL PICS SALARY									244,236		17,244-		226,992
TOTAL PICS OPE									133,851		19,363-		114,488
TOTAL PICS PERSONAL SERVICES =				2	2.50	60.00			378,087		36,607-		341,480

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

**Criminal Justice Comm, Oregon
2015-17 Biennium**

**Agency Number: 21300
Cross Reference Number: 21300-000-00-00-00000**

<i>Source</i>	2011-13 Actuals	2013-15 Leg Adopted Budget	2013-15 Leg Approved Budget	2015-17 Agency Request Budget	2015-17 Governor's Budget	2015-17 Leg Adopted Budget
Other Funds						
Fines and Forfeitures	557,987	299,950	299,950	299,950	299,950	-
Interest Income	470	-	-	-	-	-
Other Revenues	1,667	1,000	1,000	1,000	1,000	-
Total Other Funds	\$560,124	\$300,950	\$300,950	\$300,950	\$300,950	-
Federal Funds						
Federal Funds	6,618,535	3,611,269	3,611,269	1,562,945	1,562,945	-
Tsfr To Justice, Dept of	(43,170)	-	-	-	-	-
Tsfr To Judicial Dept	(62,752)	-	-	-	-	-
Tsfr To Corrections, Dept of	(866,067)	-	-	-	-	-
Total Federal Funds	\$5,646,546	\$3,611,269	\$3,611,269	\$1,562,945	\$1,562,945	-

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2015-17 Biennium

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Detail of LF, OF, and FF Revenues - BPR012

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

**Criminal Justice Comm, Oregon
2015-17 Biennium**

**Agency Number: 21300
Cross Reference Number: 21300-001-00-00-00000**

<i>Source</i>	2011-13 Actuals	2013-15 Leg Adopted Budget	2013-15 Leg Approved Budget	2015-17 Agency Request Budget	2015-17 Governor's Budget	2015-17 Leg Adopted Budget
Other Funds						
Fines and Forfeitures	557,987	299,950	299,950	299,950	299,950	-
Interest Income	470	-	-	-	-	-
Other Revenues	1,667	1,000	1,000	1,000	1,000	-
Total Other Funds	\$560,124	\$300,950	\$300,950	\$300,950	\$300,950	-
Federal Funds						
Federal Funds	6,618,535	3,611,269	3,611,269	1,562,945	1,562,945	-
Tsfr To Justice, Dept of	(43,170)	-	-	-	-	-
Tsfr To Judicial Dept	(62,752)	-	-	-	-	-
Tsfr To Corrections, Dept of	(866,067)	-	-	-	-	-
Total Federal Funds	\$5,646,546	\$3,611,269	\$3,611,269	\$1,562,945	\$1,562,945	-

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Detail of LF, OF, and FF Revenues - BPR012

DETAIL OF LOTTERY FUNDS, OTHER FUNDS AND FEDERAL FUNDS REVENUE

Source	Fund	ORBITS Revenue Acct	2011-2013 Actual	2013-15 Legislatively Adopted	2013-15 Estimated	2015-17		
						Agency Request	Governor's	Legislatively Adopted
Byrne/JAG Grant	Federal	0995	4,953,334	6,728,000	6,594,701	1,415,427		
SAC Grant	Federal	0995	132,277	100,000	113,248	56,624		
RSAT Grant	Federal	0995	474,835	680,000	59,951	90,894		
Other Misc Grants	Federal	0995	804,271	598,856	598,856	0		
Asset Forfeiture	Other	0505	557,987	299,950	299,744	299,950		
Interest	Other	0505	470	0	418	0		

Capital Budgeting

Capital Improvement

None

Capital Construction

None

Special Reports

Information Technology-Related Projects/Initiatives

None

Annual Performance Progress Report

None

Audit Response Report

None

AFFIRMATIVE ACTION PLAN



Oregon Criminal Justice Commission
Michael Schmidt, Executive Director
885 Summer Street NE
Salem, OR 97301
503-378-4858

Affirmative Action Plan
July 1, 2015 – June 30, 2017

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I. Description of Agency AND ORGANIZATIONAL CHART

Mission and Objective

The mission of the Oregon Criminal Justice Commission is to improve the effectiveness and efficiency of state and local criminal justice systems by serving as a centralized and impartial forum for statewide public safety policy development, planning and agency coordination. Under the authority of ORS 137.656, the agency's primary duty is to develop and maintain a state criminal justice policy and comprehensive, long-range plan for a coordinated state criminal justice system that encompasses public safety, offender accountability, crime reduction and prevention and offender treatment and rehabilitation.

The agency is responsible for collecting and analyzing felony sentencing data, staffing advisory committees charged with monitoring asset forfeiture activities, the Public Safety Task Force, the Grant Review Committee and responsible for analyzing racial and ethnic impact statements.

The agency also administers grants to criminal justice stakeholders including specialty court grants and programs that support Justice Reinvestment efforts in the counties.

The Oregon Criminal Justice Commission is a small agency of seven full time employees.

Agency Director/Administrator

Michael Schmidt is the Executive Director, and Angela Allbee is the Executive Support Assistant; both are located at 885 Summer Street NE, Salem, OR 97301.

Governor's Policy Advisor

The Governor's Policy Advisor is Heidi Moawad and can be reached at 503-986-6550.

Affirmative Action Representative

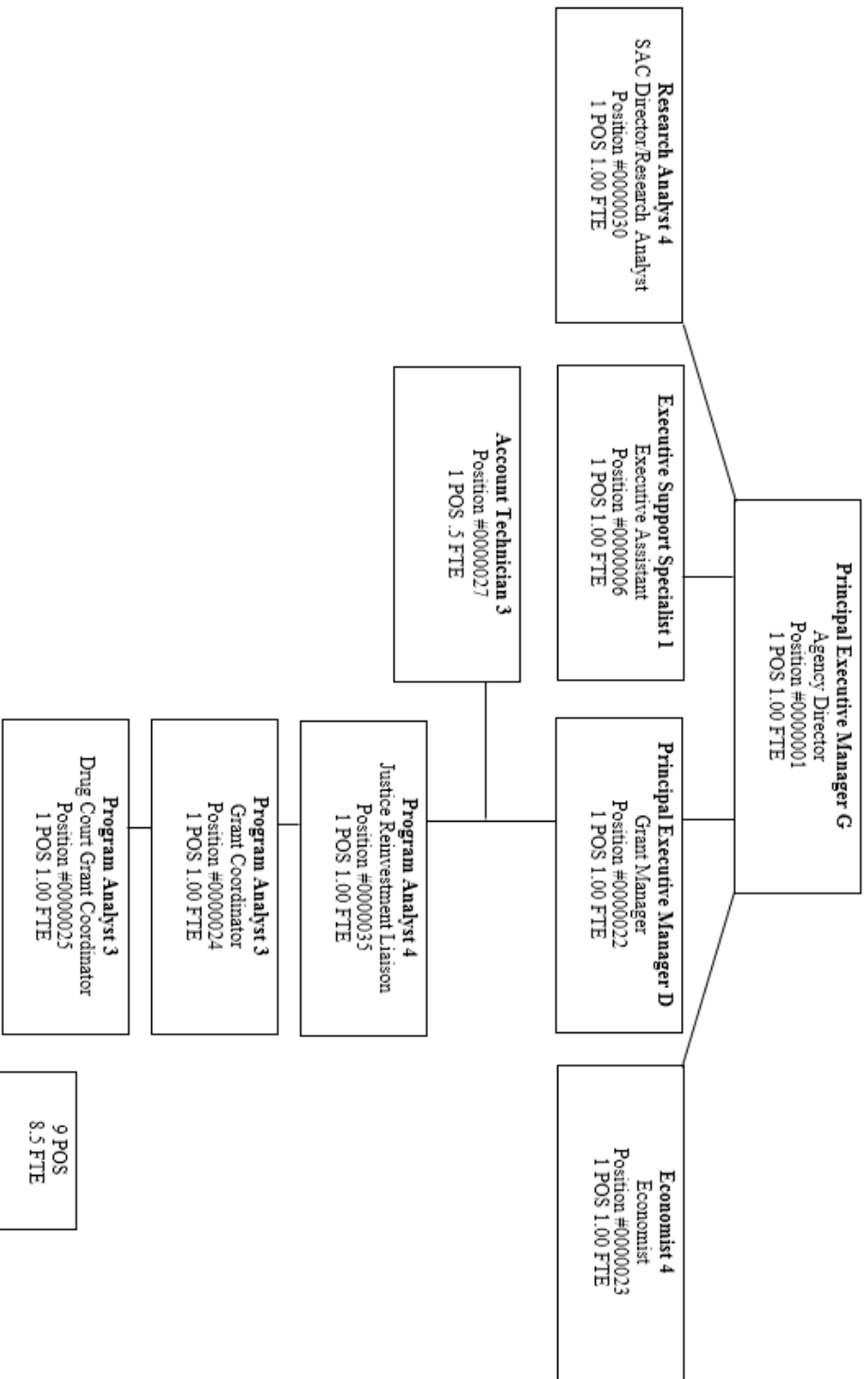
The Affirmative Action Representative/Officer is Angela Allbee and can be reached at 503-378-4830.

Diversity & Inclusion Representative

Angie Allbee, Executive Assistant, will serve as the agency Diversity & Inclusion Coordinator; she can be reached at 503-378-4830.

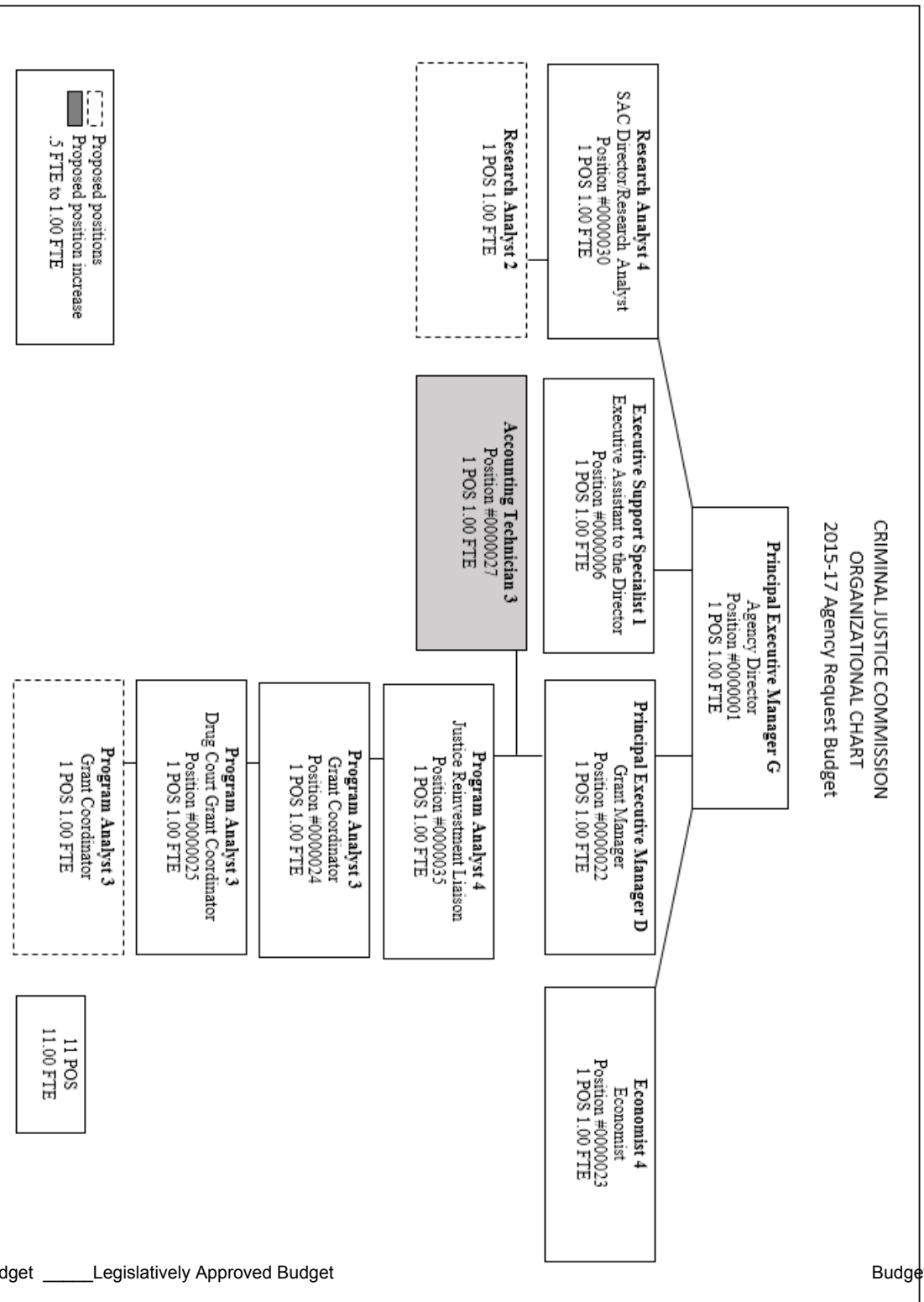
2013-15 CSL Organizational Chart

CRIMINAL JUSTICE COMMISSION ORGANIZATIONAL CHART 2013-15 Current Service Level



2015-17 ARB Organizational Chart

CRIMINAL JUSTICE COMMISSION ORGANIZATIONAL CHART 2015-17 Agency Request Budget



II. AFFIRMATIVE ACTION PLAN

Applicability

This policy applies to all employees of the Oregon Criminal Justice Commission. This policy applies to all matters relating to hiring, firing, promotion, benefits, compensation and other terms and conditions of employment, as well as delivery of Commission services.

Affirmative Action Policy Statement

The Oregon Criminal Justice Commission supports the spirit and letter of equal employment opportunity laws, rules, regulations, affirmative action concepts and the right of all persons to work and advance on the basis of merit, ability and potential.

The Oregon Criminal Justice Commission strives to achieve equal employment opportunity and affirmative action objectives through the recruitment, employment and advancement of a diverse workforce, including women, minorities and the disabled. The agency will not tolerate any form of discrimination or harassment and will maintain a tolerant and respectful work environment free of hostility or unwelcome behavior.

Policy Statement for Individuals with Disabilities

The Oregon Criminal Justice Commission 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 known applicant for employment is qualified.

The Oregon Criminal Justice Commission agrees to take affirmative action to employ, advance in employment and otherwise treat known qualified individuals with disabilities without regard to their physical or mental disabilities in all human resources selection and decision practices, such as: advertising, benefits, compensation, discipline (including probation, suspension, and/or termination for cause or layoff), employee facilities, performance evaluation, recruitment, social/recreational programs and training.

The Oregon Criminal Justice Commission will also continue to administer these practices without regard to race, color, religion, gender, sexual orientation, national origin, age, marital status or disability. Additionally, all applicants and employees are protected from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation under this policy.

Policy Affirmative Action Policy for Members of the Uniform Services (ORS 659A.082)

The Oregon Criminal Justice Commission will not discriminate, or tolerate discrimination, against any employee because they are a member of, apply to be a member of, perform, has performed, applied to perform or have an obligation to perform service in a uniformed service.

It is also the policy of Oregon Criminal Justice Commission to provide an environment for each applicant and employee that is free from sexual harassment, as well as harassment and intimidation on account of individual's race, color, religion, gender, sex, sexual orientation, marital status, national origin, age, familial status or disability.

Dissemination of the Affirmative Action Policy and Plan

The impact of the Affirmative Action Plan can be fully realized only to the extent that its provisions are known by those who must apply it and those who benefit from it. With this in mind, the following describes methods used to disseminate the information both internally and externally.

The responsibility for dissemination of the agency's Affirmative Action Policy Statement and Affirmative Action Plan has been delegated to the Affirmative Action Representative. Such communication is both internal and external and will include but is not limited to:

Internal Dissemination

A statement from the Executive Director to all employees communicating the existence of the plan in order to:

- i. Be aware of the plan and avail themselves of its benefit
- ii. Be aware of individual responsibility for effective implementation of the plan
- iii. Conduct special meetings with management and supervisory personnel in which the Executive Director shall explain the intent of the Affirmative Action Plan and communicate personal commitment to and support of equal employment opportunity
- iv. Distribute the plan to all managerial and/or supervisory staff who have the authority to recruit, hire, train and/or promote
- v. Review with each manager and/or supervisor specific responsibility for achieving the agency's affirmative action goals and objectives and provide other relevant affirmation action information throughout the year
- vi. Include the Affirmative Action Policy Statement, Affirmative Action Plan and Grievance Procedure as part of each new employee's orientation
- vii. Post the agency's Affirmative Action Policy Statement and Grievance Procedure on the employee's bulletin board
- viii. Post the agency's Affirmative Action Policy Statement, Affirmative Action Plan and Grievance Procedure on agency website
- ix. Distribute the agency's Affirmative Action Policy Statement, Affirmative Action Plan and Grievance Procedure to any employee upon request

External Dissemination

- i. All recruitment announcements, applications for employment and newspaper will contain the phrase, "An Equal Opportunity Employer"
- ii. The Oregon Criminal Justice Commission Affirmative Action Plan is posted on the agency website and made available to the public upon request
- iii. Provide copies of the agency's Affirmative Action Policy Statement, Affirmative Action Plan and Grievance Procedure to any person, including job applicants, upon request
- iv. Notify all bidders, contractors, subcontractors and suppliers of the agency's affirmative action policy; notices shall include a statement that the agency will not knowingly do business with any bidder, contractor, subcontractor or supplier of materials that discriminates against members of any protected class

Monitoring and Reporting System

The Affirmative Action Representative will monitor the Affirmative Action Plan on a continual basis. Monitoring will include but not be limited to:

- a. Monitoring the auditing and reporting system. Reporting and auditing includes:
 - i. The maintenance of accurate and up-to-date records on all applicants, hires, promotions, transfers and terminations by sex, race and EEO-4 categories
 - ii. The review of all promotions, transfers and terminations to be certain that all employees are treated fairly and equitably
 - iii. The review of all selection, promotional and training procedures to ensure non-discriminations in practice
- b. Report annually to the Executive Director on the effectiveness of the affirmative action program, progress and efforts made toward accomplishing affirmative action goals, planned action and recommendations for improvement if necessary
- c. Review the effectiveness of managers and supervisor's efforts in achieving affirmative action goals and objectives as a key consideration in the performance appraisal system as required by ORS Chapter 240
- d. Prepare updates and evaluations of the Affirmative Action Plan to be submitted to the Governor's Affirmative Action Office as required; an Affirmative Action progress report will also be prepared and submitted as part of the agency's budget submission

Complaint Process regarding Discrimination or Harassment

The complaint procedure provides a method of resolving complaints involving violation of the Oregon Criminal Justice Commission nondiscrimination policy within the agency. Employees, applicants and others are encouraged to use the complaint process. Retaliation, coercion, reprisal or intimidation against a person who has filed a complaint either internally, through an outside enforcement agency or other legal channels or serving as a witness is prohibited.

Informal Complaint Process

An employee may notify the Affirmative Action Representative of an issue or concern regarding discrimination in order to raise awareness or put the agency on alert without filing a formal complaint. In these situations:

- i. The employee may ask the Affirmative Action Representative to keep the matter and identity of the employee confidential (the agency will comply with the request if possible)
- ii. The employee will sign documentation stating whether s/he wishes that identity remain confidential
- iii. The discussion will be documented
- iv. The Affirmative Action Representative will review the information and notify management at the level sufficient to maintain confidentiality of the employee's identity when it is determined that action is necessary to correct the problem or to prevent a reoccurrence in similar situations
- v. The Affirmative Action Representative will offer suggestions to management on preventable actions such as training and changes in environment

Internal Complaint Process

- i. Any individual who believes he/she has been subjected to unlawful discriminatory actions may file a complaint within 30 calendar days of the alleged incident
- ii. Represented employees may file a complaint either through the Collective Bargaining Agreement grievance procedure or by using the procedures provided by the agency
- iii. An employee may submit a written complaint to Affirmative Action Representative that explains the basis for the complaint, identifies the alleged discriminating party or parties, identifies the date the discriminatory action(s) occurred and specifies the relief requested
- iv. Affirmative Action Representative will review/investigate the complaint and provide the complaint written notification of the findings within 30 days or upon completion; if additional time is

needed for investigating the allegations or to issue a report of the findings, the agency will notify the employee in writing of the need for additional time

- v. If the investigation substantiates the complaint, appropriate corrective action will be initiated, including disciplinary action if warranted

External Complaint Process

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

Oregon Bureau of Labor and Industries - Civil Rights Division

State Office Building
 800 NE Oregon Street, MS# 32, Suite 1070
 Portland, OR 97232
 Phone Number: 503.731.4874
 Fax Number: 503.731.4069

The Oregon Bureau of Labor and Industries - Civil Rights Division is the Oregon state equivalent of the federal EEOC. As a designated Fair Employment Practices Agency (FEPA), the Oregon Bureau of Labor and Industries - Civil Rights Division may coordinate operations with the EEOC under a work-share agreement. Furthermore, the Oregon Bureau of Labor and Industries - Civil Rights Division investigates state claims that are not covered by federal law or exceed the basic protections of federal law. Individuals filing a charge of discrimination with the EEOC should also file a copy of the charge with the Oregon Bureau of Labor and Industries - Civil Rights Division.

<p>Eugene Oregon Bureau of Labor and Industries 1400 Executive Parkway, Suite 200 Eugene, OR 97401 Phone Number: 541.686.7623</p>	<p>Portland Oregon Bureau of Labor and Industries 800 NE Oregon Street, Suite 1045 Portland, OR 97232 Phone Number: 971.673.0761</p>
<p>Pendleton Oregon Bureau of Labor and Industries 1327 SE 3rd Street Pendleton, OR 97801 Phone Number: 541.276.7884</p>	<p>Salem Oregon Bureau of Labor and Industries 3865 Wolverine Street NE; E-1 Salem, OR 97305 Phone Number: 503.378.3292</p>

Seattle Field office EEOC Office/ Federal Office Building
909 First Avenue, Suite 400

U.S. Equal Employment Opportunity Commission (EEOC)

Federal Office Building
909 First Avenue, Suite 400
Seattle, WA 98104
Phone Number: 206.220.6883; Phone Number: 206.220.6882 (TDD)
The EEOC does not maintain an office in Oregon.
File a Charge of Discrimination: <http://www.eeocomplaint.com/>

Department of Labor, Office of Federal Contract Compliance (OFCC)

1315 SW Fifth Avenue, Suite 1030
Portland, OR 97201
Phone Number: 503.326.4112

The U.S. Department of Labor

Pacific Regional Office 71 Stevenson Street, Suite 1700
San Francisco, CA94105
Phone Number: 503.848.6969

The Civil Rights Office of Health & Human Services

Office of Civil Rights, Region D
2201 Six Avenue, Mail Stop RX-11
Seattle, WA 98121
Phone Number: 206.615.2290; Phone Number: 206.615.2296 (TDD)

The Oregon Criminal Justice Commission remains committed to its policy on Affirmative Action and Equal Opportunity and to a rigorous and active affirmative action programs. My personal commitment to these ideas is represented in the Affirmative Action Plan. Likewise, the Plan represents Oregon Criminal Justice Commission commitment to equal opportunity and affirmative action in employment and public service consistent with all applicable federal and state laws, including but not limited to: Executive Order 11246; Title VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1974; the Vietnam Era Veterans Readjustment Assistance Act; and the Americans with Disabilities Act. This Affirmative Action Plan has my complete authorization and commitment.

Signature
Michael Schmidt
Executive Director

Date

If you have any questions regarding the agency's Affirmative Action Plan please contact the Affirmative Action Represented listed below.

**Angela Allbee, Affirmative Action
Representative
Oregon Criminal Justice Commission
503-378-4858
angela.allbee@oregon.gov**

Diversity & Inclusion Statement

The Oregon Criminal Justice Commission strives to foster a work environment that embraces diversity as a fundamental strength of our agency. We respect and value the unique differences that individuals bring to our workplace and know that through these differing contributions and perspectives our agency will achieve a greater understanding of the needs of our state.

The Oregon Criminal Justice Commission strives to achieve equal employment opportunity and affirmative action objectives through the recruitment, employment and advancement of a diverse workforce. The Oregon Criminal Justice Commission will not tolerate any form of discrimination or harassment and will maintain a tolerant and respectful work environment free of hostility or unwelcome behavior.

Training, Education and Development Plan and Schedule of Employees, Volunteers, Providers, Vendors

The Commission's Affirmative Action Plan is communicated to employees, volunteers, providers, vendors and the public through a variety of methods:

Employees

The Oregon Criminal Justice Commission recognizes that its employees are of its greatest resources. Investing in employee development and enhancing employee knowledge, skills and abilities is one of the agency's highest priorities.

Continued professional development and training opportunities ensures that employees are provided with the skills needed to excel in their work, and therefore be retained in the agency. The Oregon Criminal Justice Commission uses a variety of approaches to establish a climate that supports continuous learning and development through the following:

- a. Establish clear paths for acquiring the skills, knowledge and experience that employees need for their continuing learning and career development
- b. Establish developmental opportunities for employees, such as detail assignments and leadership training, to allow those interested a chance to participate in assignments that prepare them for high-level positions
- c. Use a variety of ways to provide training and developmental experience for employees such as:

- i. Using webinars and other interactive and on-line training technologies
 - ii. Using internal and external training courses
 - iii. Establishing individual needs and training requests during yearly evaluations
 - iv. Creating career development programs

The Oregon Criminal Justice Commission provides support to employees through investment in training. In addition, the agency supports employees interested in keeping their skills updated to remain competitive.
- d. Mentoring Program – Oregon Criminal Justice Commission encourages managers and supervisors to become mentors. Oregon Criminal Justice Commission strongly encourages senior managers to mentor employees, specifically reaching out to those from different cultural, racial or academic backgrounds
- e. Continuing Educational Reimbursement – Oregon Criminal Justice Commission provides a continuing educational reimbursement opportunity to eligible employees, which includes the opportunity to obtain, maintain or improve their professional capabilities through participation in courses of study at accredited colleges, accredited universities and accredited organizations specializing in job and career related training
- f. New Employee Orientation – Effectively orienting new employees to the agency and to their positions is critical to establishing successful, productive working relationship. The Oregon Criminal Justice Commission strives to ensure the employee's first interaction with agency personnel is a positive experience. The Oregon Criminal Justice Commission provides the following information to the new employee:
 - i. Affirmative Action Policy and Affirmative Action Plan
 - ii. Agency's expectation of employee
 - iii. Agency's mission and objectives
 - iv. Discrimination and Harassment-Free Workplace Policy
 - v. Employee Services
 - vi. Performance Evaluation Process
 - vii. Professional Workplace Policy
 - viii. Roles and Responsibilities/Position Description
 - ix. Safety
 - x. Training, Educational and Developmental Plan
- g. Leadership Oregon – If financial resources allow Oregon Criminal Justice Commission will support and provide an employee the opportunity to participate in the Leadership Oregon program. This program enhances the professional development of State of Oregon employees through an interactive

and practical curriculum that expands an awareness of self, state government and local communities while promoting pride in public service

No Cost Trainings

Due to limited financial resources available, the Oregon Criminal Justice Commission will be utilizing some of the training courses that are available through Department of Administrative Services' iLearn Oregon system. iLearn Oregon Website:

<https://ilearn.oregon.gov/Kview/CustomCodeBehind/Base/Login/Login.aspx>

Volunteers

The Oregon Criminal Justice Commission does not have volunteers.

Contractors/Vendors

The Oregon Criminal Justice Commission works with state contractors and vendors indirectly through the Department of Administrative Services.

Programs

The following activities play a major role in moving the agency towards its affirmative action goals and objectives as well as build a foundation for future efforts to diversify the workforce:

Internship Program

The Oregon Criminal Justice Commission currently does not have interns and does not participate with a formal or informal internship program.

Mentorship Program

The Oregon Criminal Justice Commission encourages managers and supervisors to become mentors. The agency strongly encourages senior managers to mentor employees, specifically reaching out to those from different cultural, racial or academic backgrounds. Mentoring may include:

- a. Assisting employee with conflict resolution techniques, career strategies or locating additional resources to enhance work/career goals
- b. Inviting employee to take part in facilitating or presenting at staff retreats
- c. Including employee to join specific conversations or meetings when appropriate

Community Outreach Programs

The Oregon Criminal Justice Commission's greatest strength is the quality of and diversity of our employees who differ in age, gender, race, nationality, sexual orientation and religious beliefs and operate across multiple cultures and languages. The agency encourages its employees to participate in various community events, forums, public presentations and other activities related to outreach. The Oregon Criminal Justice Commission is committed to fostering a collaborative working relationship with our local organizations to various initiatives, such as:

- d. Regular contact with local groups representing protected classes
- e. Affirmation to such groups that the agency is an Equal Employment Opportunity employer
- f. Sharing job opportunities with local ethnic organizations, local ethnic chambers, tribes, faith-based organizations, local ethnic newspapers, etc. in a timely manner
- g. Ensure protected classes personnel are aware of promotional opportunities as they arise

Diversity Awareness Program

To achieve workforce diversity, the Oregon Criminal Justice Commission maintains its commitment to its affirmative action program. This includes strong leadership support and commitment to provide necessary resources, people and funding for new program initiatives.

- a. Continued support from leadership that creates an environment of inclusion, which values differences
- b. Continued managerial involvement in planning and conducting affirmative action/equal employment opportunity activities
- c. Ensure that employees are an integral part of the design of the Oregon Criminal Justice Commission efforts to plan and conduct affirmative action/equal employment opportunity and diversity activities
- d. Widely disseminate Oregon Criminal Justice Commission Affirmative Action Plan goals throughout the agency and encourage managers to conduct targeted recruitment in support of these goals
- e. Assign adequate resources to affirmative action/equal employment opportunity activities; continue to revisit budget to identify resources for its affirmative action/equal employment opportunity activities

f. Train managers and supervisors on affirmative action/equal employment opportunity responsibilities

g. Evaluate training resources to address interpersonal and intercultural communication across cultures and generations within the agency

Leadership Development/Training Program

a. Leadership Oregon – If financial resources allow, the Oregon Criminal Justice Commission will support and provide an employee the opportunity to participate in the Leadership Oregon program. This program enhances the professional development of State of Oregon employees through an interactive and practical curriculum that expands an awareness of self, state government and local communities while promoting pride in public service.

b. ASCENT Leadership Programs – If financial resources allow, the Oregon Criminal Justice Commission will support and provide employee opportunity to participate in the ASCENT Leadership programs. The program enhances professional development of State of Oregon employees through interactive and practical curriculum that expands an awareness of self and service within state government. This program utilizes assessments, coaching and classroom for program delivery.

c. Continuing Educational Reimbursement – The Oregon Criminal Justice Commission provides a continuing educational reimbursement opportunity to eligible employees, which includes the opportunity to obtain, maintain or improve their professional capabilities through participation in courses of study at accredited colleges, accredited universities and accredited organizations specializing in job and career related training.

Update: Executive Order 08.18

Cultural Competency Assessment and Implementation Services

The Oregon Criminal Justice Commission is currently updating our Cultural Competency Assessment and Implementation Services as our former materials were outdated.

Statewide Exit Interview Survey

The statewide exit interview survey will allow exiting employees to share their work experience, opinions and suggestions with the agency. As employees move between agencies or depart from state employment, the Oregon Criminal Justice Commission will review how employees view their tenure and what information and suggestions they provide. The survey covers issues such as: benefits, working conditions, opportunities for career advancement, quality and quantity of workload and relationships with co-workers and supervisors.

Data obtained from employees leaving the agency provides information critical to:

1. Assess workplace deficiencies
2. Enhance the work place
3. Improve employee retention
4. Achieve a diverse workforce through workforce planning
5. Improve any negative feedback from the survey

Performance Evaluations of All Management Personnel

The Oregon Criminal Justice Commission has incorporated affirmative action objectives as a key consideration for the manager/supervisor's performance evaluation. Specific examples of affirmative action objectives and diversity successes are described below. Management personnel will receive an annual performance evaluation to assess whether they are meeting its affirmative action objectives. Any goals or work plans for future performance will be outline in the evaluation.

Sample affirmative action duty descriptions:

- a. Understand Equal Employment Opportunity (EEO), Affirmative Action (AA), Diversity and Cultural Competency principles, and the agency's AA Plan goals and objectives. Develop and implement strategies to meet goals and objectives and report annual efforts, successes and/or accomplishments during the period
- b. Review hiring, transfers, promotional, developmental, rotational or training practices and procedures to identify and remove barriers in the attainment of the agency's affirmative action goals and objectives
- c. Make hiring, transfer and promotional decisions in support of agency's affirmative action goals and objectives. Engage in appropriate recruitment efforts designed to reach agency's affirmative action goals and objectives.
- d. Promote and foster a positive work environment within the agency programs concerning EEO, AA, Diversity and Cultural Competencies by ensuring employees are aware and follow agency policies and procedures, address work-related issues and/or concerns immediately and take appropriate action if necessary.
- e. Attend EEO, AA, and other diversity-related training to provide leadership to staff by being aware of diversity and cultural issues. This also includes supporting employees to attend such programs for further professional development.
- f. Ensure information regarding EEO, AA and Americans with Disabilities (ADA) information is properly displayed on the appropriate boards at the worksites(s).

Ref: 659A.012 State agencies to carry out policy against discrimination in employment; evaluation of supervisors; affirmative action reports.

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

(2) 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, age or disability, every state agency shall be required to present the affirmative action objectives and performance of that agency of the current biennium and those for the following biennium to the Governor of the State of Oregon and to the Legislative Assembly. These plans shall be reviewed as part of the budget review process.

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

The Oregon Criminal Justice Commission did not award construction, service, or personal service contracts to minority businesses during the 2013-15 biennium. The Commission posts all competitive contracts on the state's ORPN system to ensure that the pool of responders is as varied as possible and all qualified responders are given fair and equal consideration. There were no certified vendors that showed interest for these contracts, and no minority vendors inquired.

III. Roles for Implementation of Affirmative Action Plan

The Oregon Criminal Justice Commission provides overall direction and resources to support the Affirmative Action Plan. The agency will foster and promote to employees the importance of a diverse workplace free from discrimination and harassment.

Responsibilities and Accountabilities

The Oregon Criminal Justice Commission entrusts and delegates to the Executive Director the responsibility for implementation and adherence to the Affirmative Action goals to which the Commission is committed.

Executive Director

The Oregon Criminal Justice Commission's Executive Director plays a leadership role in dedicating the agency to a policy of equal employment opportunity and conveying a sense of that commitment both within and outside of the organization. The Executive Director has overall responsibility for implementing and monitoring the Affirmative Action Plan and for ensuring compliance with all applicable federal and state laws, rules, regulations and executive orders.

- a. Foster and promote the importance of a diverse and respectful workplace
- b. Periodically review the Affirmative Action Plan and progress toward meeting the agency's affirmative action objectives
- c. Meet with the Affirmative Action Representative to review equal employment opportunity and affirmative action objectives; provide guidance to the Affirmative Action Representative to ensure the agency's effectiveness in meeting its affirmative action program; and approve strategies for meeting objectives
- d. Recognize policy needs and initiate necessary changes
- e. Ensure managers and supervisors understand they are responsible for participating in and promoting affirmative action activities and for communicating the same responsibilities to their subordinates managers and supervisors

Managers and Supervisors

"To achieve the public policy of the State of Oregon for persons in the state to attain employment and advancement without discrimination because of race, religion, color, sex, marital status, national origin, disability or age, every state agency shall be required 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 and supervisor's performance."

- a. Foster and promote to employees the importance of a diverse, and discrimination and harassment free workplace through day-to-day

- b. Assure assigned managers and employees understand their rights and responsibilities in achieving a welcoming work environment free from discrimination and harassment
- c. Promote the State of Oregon as an equal employment opportunity, affirmative action employer committed to workforce diversity in speeches and conversations with businesses and communities regarding employment with the State
- d. Review the Oregon Criminal Justice Commission affirmative action goals and objectives on a regularly basis to be aware of and consider ways to contribute toward achieving the goals and objectives; review and consider the agency's affirmative action hiring goals in filling job vacancies
- e. Ensure that implementation of affirmative action activities are carried out as they apply to their unit, including the non-discriminatory administration of client services
- f. Ensure that individuals involved in agency processes needing materials in alternate format (large print, computer disc, Braille, audio tape, and/or oral presentation) receive material in the appropriate format
- g. Attend and encourage employees to attend diversity, cultural awareness and affirmative action information session
- h. Assure that all staff are aware of the Affirmative Action Policy Statement and Affirmative Action Plan, particularly as it applies to their unit, and maintain and maintain a copy of the Plan readily available for employees to review
- i. Ensure that all employees, including minorities, women, persons with disability and other protected persons, are provided an opportunity to participate in agency-sponsored education, training and social activities

Affirmative Action Representative

The Oregon Criminal Justice Commission's Executive Assistant serves as the Affirmative Action Officer and is responsible for:

- a. Developing and communicating agency policies and procedures related to AA/EEO and preparing and disseminating affirmative action information
- b. Coordinating activities in concert with the Affirmative Action Plan and monitoring progress toward affirmative action goals to keep staff informed
- c. Develop and advise employees and job applicants of discrimination grievance procedures; accept and investigate all sexual harassment and/or discrimination grievances or complaints filed either internally or externally and make recommendations for appropriate actions

- d. Serve as the agency's liaison with governmental agencies responsible for the enforcement of civil rights and fair employment laws and regulations
- e. Assist in implementation and review of the internal monitoring and review system, using standardized reports and statistical data to measure the effectiveness of the agency's affirmative action program and indicate the need for remedial action
- f. Contact community organizations and persons representing minorities, women and persons with disabilities and share information on available agency recruitments
- g. Identify the need for, assist in the development of, and in some instances, conduct affirmative action information session for managers, supervisors and employees
- h. Share information to management staff on the latest developments on affirmative action issues, including legal decision and their possible impact
- i. Report to the Director/Administrator/Board any policies or practices that have adverse impact on minorities, women and persons with disability, and any other protected or underrepresented group, or present barriers to equal employment opportunity
- j. Periodically review personnel policies and procedures to ensure they reflect the agency's affirmative action commitment
- k. Periodically audit minimum job requirements, training programs, and promotion and transfer actions to assure non-discriminatory practices
- l. Conduct periodic reviews to assure EEO posters, the Affirmative Action Policy Statement, and Alternate Format poster are properly displayed
- m. Assist in conducting "exit interviews" of employees leaving the agency's concerning work climate and affirmative action issues

The Oregon Criminal Justice Commission Management Staff

Executive Director: Michael Schmidt
 AA/EEO/ADA Officer: Angela Allbee
 Grants Program Manager: Paul Egbert

IV. July 1, 2012 – June 30, 2014 BIENNIIUM

Accomplishments

- Despite making layoff decisions after the 2011 legislative session, the agency still employs seven full time employees and one temporary employee. Of the seven full time employees, three are women, and the temporary employee is also a woman. The office employs a diverse team that spans across generations, academic backgrounds and religious affiliations.
- The Oregon Criminal Justice Commission effectively implemented new policies related to compliance with Civil Rights legislation for all recipients of federal funding. Two policies were developed in 2013 that guide hiring practices and the delivery of services to programs receiving federal funds. These policies were approved by the US Department of Justice. These policies outline the process for dealing with complaints of civil rights violations and how to address alleged violations.
- The Oregon Criminal Justice Commission has developed standards for its specialty courts programs that include direction in working with historically disadvantaged groups who receive services through specialty courts. All CJC funded specialty courts will be assessed every 2-3 years regarding their compliance to these best practice standards.
- The Oregon Criminal Justice Commission has been working to fund Law Enforcement Contacts Policy and Data Review Committee (LECC) training efforts in 2013. The LECC has been working in partnership with Oregon law enforcement since 2001 to ensure racial equity in law enforcement activities.
- To continue raising awareness about the disproportionate number of minority youth in the juvenile justice system, Executive Director of the Oregon Criminal Justice Commission, Craig Prins, attended the 2012 Governor’s Summit where he facilitated discussions on Petitions, Courts and Adjudication.

Progress made or Lost since previous biennium

- The Oregon Criminal Justice Commission has made progress as a “springboard” for persons of color and women. During the reporting period, one person of color employed by the agency for five years resigned from state service to take a promotion to a Multnomah County position. A woman employed by the agency was appointed to serve on Oregon’s Board of Parole by Governor Kitzhaber at the end of 2012; her appointment was confirmed by the Oregon Senate. Because the agency is small with little structural room for advancement within the agency, this type of advancement is how this agency can be a part of progress in affirmative action hiring and employment.

**Criminal Justice Commission Workforce Representation
As of June 30, 2014**

Group	Actual Number for Group	Percent of Group
People of Color	0	0%
Women	3	43%
People with Disabilities	0	0%

**Criminal Justice Commission Affirmative Action Analysis
As of June 30, 2014**

EEO Categories	Total Employees	W	W	POC	POC	PWD	PWD
		Actual FTE	Parity FTE	Actual FTE	Parity FTE	Actual FTE	Parity FTE
Official/Administrator	2	0	0%	0	0%	0	0%
Professionals	4	2	50%	0	0%	0	0%
Administrative Support	1	1	100%	0	0%	0	0%

W=Women
 POC=People of Color
 PWD=People with Disabilities

V. July 1, 2015 – June 30, 2017 BIENNIIUM

Goals for Affirmative Action Program

In the 2015-2017 biennium, the Oregon Criminal Justice Commission will pursue the following goals:

1. Maintain the Oregon Criminal Justice Commission's commitment to affirmative action through the continued development and adherence to its Affirmative Action Plan.
 - Evaluate and revise policies and procedures as needed to promote the Commission's commitment to affirmative action and equal employment opportunity.
 - Oregon Criminal Justice Commission anticipates hiring additional positions in the 2015-2017 biennium. The goal of the agency is to hire the most qualified person for these positions and will assertively recruit qualified persons with disabilities, minorities, women and other protected classes.
2. Continue dialogue among staff to foster understanding and support for the Oregon Criminal Justice Commission's commitment to affirmative action.
 - Increase staff knowledge and awareness of affirmative action through review and discussion of the Affirmative Action Plan, as well as Diversity and Inclusion resources.
 - Train and inform employees as to their rights and responsibilities under the agency's Affirmative Action policy.

Strategies and Timelines for Achieving Goals

In the 2015-2017 biennium, the Oregon Criminal Justice Commission will update training materials for diversity and inclusion, cultural competency and respect in the workplace. In addition, the agency will bring these new resources into quarterly staff retreats and trainings to build a stronger foundation for our affirmative action plan and to support the goals listed above. As we recruit qualified individuals for additional positions, the agency will uphold its commitment to its Affirmative Action Plan.

VI. APPENDIX A

A. Agency's Policy Documentation

- | | |
|---|-------------|
| 1. ADA and Reasonable Accommodation in Employment | A.1 - A.3 |
| 2. Discrimination and Harassment Free Workplace | A.4 - A.8 |
| 3. Maintaining a Professional Workplace | A.9 - A.11 |
| 4. Veterans Preference in Employment | A.12 - A.13 |
| 5. Other Agency Documentation | None |

VII. APPENDIX B

1. Prohibited Employment Policies/Practices	B.1 - B.4
2. The Age of Discrimination in Employment	B.5 - B.6
3. Title I of the Americans with Disabilities Act	B.7 - B.12
4. Equal Pay and Compensation Discrimination	B.13 - B.14
5. Title II of the Genetic Information Nondiscrimination Act	B.15 - B.16
6. National Origin Discrimination	B.17 - B.18
7. Pregnancy Discrimination	B.19 - B.20
8. Race/Color Discrimination	B.21 - B.24
9. Religious Discrimination	B.25 - B.26
10. Retaliation	B.27 - B.29
11. Sex-Based Discrimination	B.30
12. Sexual Harassment	B.31 - B.32

SUBJECT: ADA and Reasonable Accommodation in Employment	NUMBER: 50.020.10
DIVISION: Human Resource Services Division	EFFECTIVE DATE: 6/7/10
APPROVED: Signature on file with Human Resource Services Division	

POLICY STATEMENT:

Oregon state government follows the clear mandate in state law and the Americans with Disabilities Act (ADA) of 1990, as amended by the ADA Amendments Act of 2008, to remove barriers that prevent qualified people with disabilities from enjoying the same employment opportunities that are available to people without disabilities.

Oregon state government provides equal access and equal opportunity in employment. Its agencies do not discriminate based on disability. Oregon state government uses only job-related standards, criteria, and methods of administration that are consistent with business necessity. These standards, criteria and methods do not discriminate or perpetuate discrimination based on disability.

According to OAR 105-040-0001 Equal Employment Opportunity and Affirmative Action, Oregon state government takes positive steps to recruit, hire, train, and provide reasonable accommodation to applicants and employees with disabilities.

AUTHORITY:

ORS 240.145; 240.240; 240.250; ORS 659A.103 -145; 243.305; 243.315; The Americans with Disabilities Act (ADA) of 1990 as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008; Civil Rights Act of 1991; and 42 U.S.C. §12101 et seq.

APPLICABILITY:

This policy applies to all state employees, including state temporary employees, according to provisions of federal and state law.

ATTACHMENTS:

ADA Accommodation Tool Kit

DEFINITIONS:

See State HR Policy 10.000.01 Definitions and OAR 105-010-0000

The following definitions apply to terms referenced in this policy and its attachments:

Americans with Disabilities Act (ADA) –The ADA is a federal civil rights statute that removes barriers that prevent qualified people with disabilities from enjoying the same employment opportunities available to people without disabilities. References to ADA also refer to amendments to that Act.

Essential Functions – These include, but are not limited to, duties that are necessary because:

- The primary reason the position exists is to perform these duties.
- A limited number of employees are available who can perform these duties.
- The incumbent is hired or retained to perform highly specialized duties.

A.1

Individual with a Disability – This term means a person to whom one or more of the following apply:

- A person with a physical or mental impairment that substantially limits one or more of the major life activities of such a person without regard to medications or other assistive measures a person might use to eliminate or reduce the effect of impairment.
- A person with a record of such an impairment
- A person regarded as having such impairment.

Major Life Activities – This term means the basic activities the average person in the general population can perform with little or no difficulty. These including breathing; walking;

hearing; thinking; concentrating; seeing; communicating; speaking; reading; learning; eating; self-care; performing manual tasks such as reaching, bending, standing and lifting; sleeping; or working (working in general, not the ability to perform a specific job). The term also includes but not limited to “major bodily functions,” such as functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

Physical or Mental Impairment – This term refers to any of the following:

- Physiological disorder, condition, cosmetic disfigurement, or anatomical loss that affects one or more bodily systems, including neurological, musculoskeletal, special sense organs, respiratory, cardiovascular or reproductive
- Mental or psychological disorder including but not limited to mental retardation, organic brain syndrome, emotional or mental illness or specific learning disability
- Disease or condition including orthopedic, visual, speech and hearing impairment, cerebral palsy, epilepsy, muscular dystrophy, multiple sclerosis, cancer, heart disease, diabetes, HIV disease or alcoholism
- Any other physical or mental impairment listed under the ADA.

Qualified Person – This term means a person who has the personal and professional attributes, including skill, experience, education, physical and mental ability, medical, safety and other requirements to hold the position.

“Qualified person” does not include people who currently engage in illegal use of drugs. A person may qualify, however, if he or she is currently enrolled in or has completed a rehabilitation program, and continues to abstain from illegal use of drugs.

Reasonable Accommodation – This term means change or adjustment to a job or work environment that enables a qualified employee with a disability to perform the essential functions of a job, or enjoy the benefits and privileges of employment equal to those enjoyed by employees who have no disabilities. “Reasonable accommodation” does not include modifications or adjustments that cause an undue hardship to the agency.

“Reasonable accommodation” does not mean providing personal auxiliary aids or services, such as service dogs or hearing aids that person uses both on and off the job.

A reasonable accommodation does not include lowering production standards, promoting or assigning an employee to a higher-paying job, creating a position or reassigning essential functions to another worker.

A.2

Undue Hardship – This term means significant difficulty or expense. Whether a particular accommodation imposes undue hardship is determined on a case-by-case basis, with consideration of such factors as the following:

- The nature and cost of the accommodation needed
- The agency’s size, employee’s official worksite, and financial resources
- The agency’s operation, structure, functions, and geographic separateness
- The agency’s administrative or fiscal relationship to its facility responding to the accommodation request and to the other state agencies
- The impact of the accommodation on the operation of the agency or its facility.

POLICY

- (1) Each state agency director or authorized designee (agency) administers State HR Policy 50.020.10 as the agency’s policy. Compliance with the ADA is mandatory.
 - (a) Each agency identifies an ADA Coordinator for the agency to coordinate ADA accommodation requests and function as an agency resource on ADA matters.
 - (b) Each agency develops and follows its own procedures for receiving, processing and documenting accommodation requests under this policy. The attached tool kit will assist in this process.
- (2) An employee may request an accommodation under this policy by following agency procedures.
- (3) The agency must review and respond in a timely manner to each request for accommodation. The agency must engage in an interactive dialogue with the employee to determine whether the accommodation is necessary and will be effective.
- (4) Each accommodation is unique to the person, the disability and the nature of the job. No specific form of accommodation can guarantee success for all people in any particular job. The agency must give primary consideration to the specific accommodation requested by the employee. Through the interactive process the agency may identify and provide an alternative accommodation.
- (5) The duty to provide reasonable accommodation is ongoing. The agency and the employee must engage in the interactive process again if an accommodation proves ineffective.
- (6) The agency may deny an accommodation if it is not effective, if it will cause undue hardship to the agency, or if the agency identifies imminent physical harm or risk. The undue hardship exception is available only after careful consideration. The agency must consider alternative accommodations, should a requested accommodation pose undue hardship.
- (7) Federal and state law prohibit retaliation against an employee with respect to hiring or any other term or condition of employment because the employee asked about, requested, or was previously accommodated under the ADA.

A.3

SUBJECT: Discrimination and Harassment Free Workplace **NUMBER:** 50.010.01

DIVISION: Human Resource Services Division **EFFECTIVE DATE:** 01/25/08

APPROVED: Signature on file with Human Resource Services Division

POLICY STATEMENT: The State of Oregon is committed to a discrimination and harassment free work environment. This policy outlines types of prohibited conduct and procedures for reporting and investigating prohibited conduct.

AUTHORITY: ORS 174.100, 240.086(1); 240.145(3); 240.250; 240.316(4); 240.321; 240.555; 240.560; 659A.029; 659A.030; Title VII; Civil Rights Act of 1964; Executive Order EO-93-05; Rehabilitation Act of 1973; Employment Act of 1967; Americans with Disabilities Act of 1990; and 29 CFR §37.

APPLICABILITY: All employees, state temporary employees and volunteers.

ATTACHMENTS: None

DEFINITIONS: See also HRSD State Policy 10.000.01, Definitions; and OAR 105-010-0000

Collective Bargaining Agreement (CBA): A written agreement between the State of Oregon, (Department of Administrative Services) and a labor union. References to CBAs contained in this policy are applicable only to employees covered by a CBA.

Complainant: A person or persons allegedly subjected to discrimination, workplace harassment or sexual harassment.

Contractor: For the purpose of this policy, a contractor is an individual or business with whom the State of Oregon has entered into an agreement or contract to provide goods or services. Qualified rehabilitation facilities who by contract provide temporary workers to state agencies are considered contractors. Contractors are not subject to ORS 240 but must comply with all federal and state laws.

Discrimination: Making employment decisions related to hiring, firing, transferring, promoting, demoting, benefits, compensation, and other terms and conditions of employment, based on or because of an employee's protected class status.

Employee: Any person employed by the state in one of the following capacities: management service, unclassified executive service, unclassified or classified unrepresented service, unclassified or classified represented service, or represented or unrepresented temporary service. For the purpose of this policy, this definition includes board and commission members, and individuals who volunteer their services on behalf of state government.

Higher Standard: Applies to managers and supervisors. Proactively taking an affirmative

A.4

posture to create and maintain a discrimination and harassment free workplace.

Manager/Supervisor: Those who supervise or have authority or influence to effect employment decisions.

Protected Class Under Federal Law: Race; color; national origin; sex (includes pregnancy-related conditions); religion; age (40 and older); disability; a person who uses leave covered by the Federal Family and Medical Leave Act; a person who uses Military Leave; a person who associates with a protected class; a person who opposes unlawful employment practices, files a complaint or testifies about violations or possible violations; and any other protected class as defined by federal law.

Protected Class Under Oregon State Law: All Federally protected classes, plus: age (18 and older); physical or mental disability; injured worker; a person who uses leave covered by the Oregon Family Leave Act; marital status; family relationship; sexual orientation; whistleblower; expunged juvenile record; and any other protected class as defined by state law.

Sexual Harassment: Sexual harassment is unwelcome, unwanted, or offensive sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- 1) Submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment, or is used as a basis for any employment decision (granting leave requests, promotion, favorable performance appraisal, etc.); or
- 2) Such conduct is unwelcome, unwanted or offensive and has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Examples of sexual harassment include but are not limited to: unwelcome, unwanted, or offensive touching or physical contact of a sexual nature, such as, closeness, impeding or blocking movement, assaulting or pinching; gestures; innuendoes; teasing, jokes, and other sexual talk; intimate inquiries; persistent unwanted courting; sexist put-downs or insults; epithets; slurs; or derogatory comments.

Sexual Orientation under Oregon State Law: An individual's actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated with the individual's sex at birth.

Workplace Harassment: Unwelcome, unwanted or offensive conduct based on or because of an employee's protected class status.

Harassment may occur between a manager/supervisor and a subordinate, between employees, and among non-employees who have business contact with employees. A complainant does not have to be the person harassed, but could be a person affected by the offensive conduct.

Examples of harassing behavior include, but are not limited to, derogatory remarks, slurs and jokes about a person's protected class status.

POLICY

(1) **The State of Oregon is committed to a discrimination and harassment free work environment. This policy outlines types of prohibited conduct and procedures for reporting and investigating prohibited conduct.**

(a) **Discrimination, Workplace Harassment and Sexual Harassment.** The State of Oregon provides a work environment free from unlawful discrimination or workplace harassment based on or because of an employee's protected class status. Additionally, the state of Oregon provides a work environment free from sexual harassment. Employees at every level of the organization, including state temporary employees and volunteers, must conduct themselves in a business-like and professional manner at all times and not engage in any form of discrimination, workplace harassment or sexual harassment.

(b) **Higher Standard.** Managers/supervisors are held to a higher standard and are expected to take a proactive stance to ensure the integrity of the work environment. Managers/supervisors must exercise reasonable care to prevent and promptly correct any discrimination, workplace harassment or sexual harassment they know about or should know about.

(c) **Reporting.** Anyone who is subject to or aware of what he or she believes to be discrimination, workplace harassment, or sexual harassment should report that behavior to the employee's immediate supervisor, another manager, or the agency, board, or commission Human Resource section, Executive Director, or chair, as applicable. A report of discrimination, workplace harassment or sexual harassment is considered a complaint. A supervisor or manager receiving a complaint should promptly notify the Human Resource section, Executive Director, or chair, as applicable.

(A) A complaint may be made orally or in writing.

(B) A complaint must be filed within one year of the occurrence.

(C) An oral or written complaint should contain the following:

(i) the name of the person filing the report;

(ii) the name of the complainant;

(iii) the names of all parties involved, including witnesses;

(iv) a specific and detailed description of the conduct or action that the employee believes is discriminatory or harassing;

(v) the date or time period in which the alleged conduct occurred; and

(vi) a description of the remedy the employee desires.

(d) **Other Reporting Options.** Nothing in this policy prevents any person from filing a formal grievance in accordance with a CBA, or a formal complaint with the Bureau of Labor and Industries (BOLI) or the Equal Employment Opportunity Commission (EEOC) **or if applicable, the United States Department of Labor (USDOL) Civil Rights Center.** However, some CBAs require an employee to choose between the complaint procedure outlined in the CBA and filing a BOLI or EEOC complaint.

(e) **Filing a Report with the USDOL Civil Rights Center.** An employee whose position is funded by the Oregon Workforce Investment Act (WIA), such as employees of the Oregon Workforce One-stop System, may file a complaint under the WIA, Methods of Administration (MOA) with the State of Oregon WIA, MOA Equal Opportunity Officer or directly through the USDOL, Civil Rights Center. The

complaint must be written, signed and filed within 180 days of when the alleged discrimination or harassment occurred.

- (f) **Investigation.** The agency, board, or commission Human Resource section, Executive Director, or chair, as applicable, will coordinate and conduct or delegate responsibility for coordinating and conducting an investigation.
- (A) All complaints will be taken seriously and an investigation will be initiated as quickly as possible.
 - (B) The agency, board or commission may need to take steps to ensure employees are protected from further potential discrimination or harassment.
 - (C) Complaints will be dealt with in a discreet and confidential manner, to the extent possible.
 - (D) All parties are expected to cooperate with the investigation and keep information regarding the investigation confidential.
 - (E) The agency, board or commission will notify the accused and all witnesses that retaliating against a person for making a report of discrimination, workplace harassment or sexual harassment will not be tolerated.
 - (F) The agency, board or commission will notify the complainant and the accused when the investigation is concluded.
 - (G) Immediate and appropriate action will be taken if a complaint is substantiated.
 - (H) The agency, board or commission will inform the complainant if any part of a complaint is substantiated and that action has been taken. The complainant will not be given the specifics of the action.
 - (I) The complainant and the accused will be notified by the agency, board or commission if a complaint is not substantiated.
- (g) **Penalties.** Conduct in violation of this policy will not be tolerated.
- (A) Employees engaging in conduct in violation of this policy may be subject to disciplinary action up to and including dismissal.
 - (B) State temporary employees and volunteers who engage in conduct in violation of this policy may be subject to termination of their working or volunteer relationship with the agency, board or commission.
 - (C) An agency, board or commission may be liable for discrimination, workplace harassment or sexual harassment if it knows of or should know of conduct in violation of this policy and fails to take prompt, appropriate action.
 - (D) Managers and supervisors who know or should know of conduct in violation of this policy and who fail to report such behavior or fail to take prompt, appropriate action may be subject to disciplinary action up to and including dismissal.
 - (E) An employee who engages in harassment of other employees while away from the workplace and outside of working hours may be subject to the provisions of this policy if that conduct has a negative impact on the work environment and/or working relationships.
 - (F) If a complaint involves the conduct of a contracted employee or a contractor, the agency, board, or commission Human Resource section, Executive Director, chair, or designee must inform the contractor

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of the problem behavior and require prompt, appropriate action.

(G) If a complaint involves the conduct of a client, customer, or visitor, the agency, board or commission should follow its own internal procedures and take prompt, appropriate action.

(h) Retaliation. This policy prohibits retaliation against employees who file a complaint, participate in an investigation, or report observing discrimination, workplace harassment or sexual harassment.

(A) Employees who believe they have been retaliated against because they filed a complaint, participated in an investigation, or reported observing discrimination, workplace harassment or sexual harassment, should report this behavior to the employee's supervisor, another manager, the Human Resource section, the Executive Director, or the chair, as applicable. Complaints of retaliation will be investigated promptly.

(B) Employees who violate this policy by retaliating against others may be subject to disciplinary action, up to and including dismissal.

(C) State temporary employees and volunteers who retaliate against others may be subject to termination of their working or volunteer relationship with the agency, board or commission.

(i) Policy Notification. All employees including state temporary employees and volunteers shall:

(A) be given a copy or the location of Statewide Policy 50.010.01, Discrimination and Harassment Free Workplace;

(B) be given directions to read the policy;

(C) be provided an opportunity to ask questions and have their questions answered; and

(D) sign an acknowledgement indicating the employee read the policy and had the opportunity to ask questions.

(i) Signed acknowledgements are kept on file at the agency, board or commission.

(1) Performance Measure: Percent of employees informed of Policy 50.010.01, prohibited behavior and reporting procedures.

Performance Standard: 100%

(2) Performance Measure: Percent of complaints where prompt, appropriate action is taken following investigation of a substantiated complaint.

Performance Standard: 100%

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SUBJECT: Maintaining a Professional Workplace	NUMBER: 50.010.03
DIVISION: Human Resource Services Division	EFFECTIVE DATE: 08/27/07
APPROVED: Signature on file with the Human Resource Services Division	

POLICY STATEMENT: It is the policy of the State of Oregon to create and maintain a work environment that is respectful, professional and free from inappropriate workplace behavior.

AUTHORITY: ORS 240.145 and ORS 240.250

APPLICABILITY: All employees, including state temporary employees

ATTACHMENTS: N/A

DEFINITIONS: See also HRSD State Policy 10.000.01, Definitions; and OAR 105-010-0000

Agency: Refers to state agencies, boards and commissions

Professional Workplace Behavior: Supporting the values and mission of the State of Oregon and the agency, building positive relationships with others, communicating in a respectful manner, holding oneself accountable and pursuing change within the system.

Inappropriate Workplace Behavior: Unwelcome or unwanted conduct or behavior that causes a negative impact or disruption to the workplace or the business of the state, or results in the erosion of employee morale and is not associated with an employee's protected class status.

Examples of inappropriate workplace behavior include but are not limited to, comments or behaviors of an individual or group that disparage, demean or show disrespect for another employee, a manager, a subordinate, a customer, a contractor or a visitor in the workplace.

Inappropriate workplace behavior does not include actions of performance management such as supervisor instructions, expectations or feedback, administering of disciplinary actions, or investigatory meetings.

Inappropriate workplace behavior does not include assigned, requested or unsolicited constructive peer feedback on projects or work.

Protected Class Under Federal Law: Race; color; national origin; sex (includes pregnancy-related conditions); religion; age (40 and older); disability; a person who uses leave covered by the Federal Family and Medical Leave Act; a person who uses

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Military Leave: a person who associates with a protected class; a person who opposes unlawful employment practices, files a complaint or testifies about violations or possible violations; and any other protected class as defined by federal law.

Protected Class Under Oregon State Law: All Federally protected classes, plus: age (18 and older); physical or mental disability; injured worker; a person who uses leave covered by the Oregon Family Leave Act; marital status; family relationship; sexual orientation; whistleblower; expunged juvenile record; and any other protected class as defined by state law.

POLICY

(1) It is the policy of the State of Oregon to create and maintain a work environment that is respectful, professional and free from inappropriate workplace behavior.

(a) **Conduct** Employees at every level of the agency should foster an environment that encourages professionalism and discourages disrespectful behavior. All employees are expected to behave respectfully and professionally and refrain from engaging in inappropriate workplace behavior.

(b) **Addressing Inappropriate Workplace Behavior**

(A) Supervisors must address inappropriate behavior that they observe or experience and should do so as close to the time of the occurrence as possible and appropriate.

(B) If an employee observes or experiences inappropriate workplace behavior and the employee feels comfortable in doing so, they should:

- (i) redirect inappropriate conversations or behavior to workplace business; and/or
- (ii) tell an offending employee his/her behavior is offensive and ask him/her to stop.

(c) **Reporting Inappropriate Workplace Behavior**

(A) An employee should report inappropriate workplace behavior he/she experiences or observes to his/her immediate supervisor as soon as practicable. If the employee's immediate supervisor is the one engaging in the inappropriate behavior, the employee should report the behavior to upper management, the agency head or Human Resource section, as soon as practicable. The report may be made orally or in writing.

(B) If past practice exists in the agency, an employee who is represented by a labor union may have a union representative present during regular work hours, when reporting inappropriate workplace behavior and through the process set forth in this policy. The union representative must not be a witness or party to the investigation.

(C) Reporting behavior or conduct directed toward an employee because of his/her protected class status is addressed in DAS Statewide Policy 50.010.01, Discrimination and Harassment Free Workplace.

(d) **Responding to a Report of Inappropriate Workplace Behavior** Inappropriate workplace behavior must be addressed and corrected before it becomes pervasive, causes further workplace disruption or lowers employee morale. Unless the agency decides otherwise, the supervisor of the employee allegedly engaging in the inappropriate workplace behavior must investigate the report as soon as possible.

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(e) Consequences

- (A) Any employee found to have engaged in inappropriate workplace behavior, will be counseled, or, depending on the severity of the behavior, may be subject to discipline, up to and including dismissal.
- (B) A supervisor who fails to address inappropriate behavior, will be counseled, or, depending on the severity of the behavior, may be subject to disciplinary action, up to and including dismissal.
- (f) Retaliation** Retaliating against someone for reporting or addressing inappropriate workplace behavior is prohibited. The agency will investigate reports of retaliation. Any employee found to have engaged in retaliation may be subject to discipline, up to and including dismissal.

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105-040-0015

Veteran's Preference in Employment

Applicability: Recruitment and selection processes for all State of Oregon positions in agencies subject to ORS 240, State Personnel Relations Law, including but not limited to promotional opportunities.

(1) Definitions: (See also HRSD Rule 105-010-0000 Definitions Applicable Generally to Personnel Rules and Policies.)

(a) Initial Application Screening: An agency's process of determining whether an applicant meets the minimum and special qualifications for a position. An Initial Application Screening may also include an evaluation of skills or grading of supplemental test questions if required on the recruiting announcement.

(b) Application Examination: The selection process utilized by an agency after Initial Application Screening. This selection process includes, but is not limited to, formal testing or other assessments resulting in a score as well as un-scored examinations such as interviews and reference checks.

(c) Veteran and Disabled Veteran: As defined by ORS 408.225 and 408.235.

(2) Application of preference points upon Initial Application Screening: Qualifying Veterans and Disabled Veterans receive preference points as follows:

(a) Five Veteran's Preference points are added upon Initial Application Screening when an applicant submits as verification of eligibility a copy of the Certificate of Release or Discharge from Active Duty (DD Form 214 or 215), or a letter from the US Department of Veteran's Affairs indicating the applicant receives a non-service connected pension with the State of Oregon Application; or

(b) Ten Disabled Veteran's points are added upon Initial Application Screening when an applicant submits as verification of eligibility a copy of the Certificate of Release or Discharge from Active Duty (DD Form 214 or 215) with the State of Oregon Application. Disabled Veterans must also submit a copy of their Veteran's disability preference letter from the US Department of Veteran Affairs, unless the information is included in the DD Form 214 or 215.

(c) Veteran's and Disabled Veteran's preference points are not added when a Veteran or Disabled Veteran fails to meet the minimum or the special qualifications for a position.

(3) Following an Initial Application Screening the agency generates a list of qualified applicants to consider for Appointment. An Appointing Authority or designee may then:

(a) Determine whether or not to interview all applicants who meet the minimum and special qualifications of the position (including all Veterans and Disabled Veterans); or

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(b) Select a group of Veteran and Disabled Veteran applicants who most closely match the agency's purposes in filling the position. This group of applicants may be considered along with non-veteran applicants who closely match the purposes of the agency in filling the position as determined by:

(A) Scored Application Examinations (including scored interviews): If an agency utilizes, after an Initial Application Screening, a scored Application Examination to determine whom to consider further for Appointment, the agency will add (based on a 100-point scale) five points to a Veteran's score or 10 points to a Disabled Veteran's score or;

(B) Un-scored Application Examinations: Un-scored Application Examinations done by sorting into levels (such as "unsatisfactory," "satisfactory," "excellent") based on desired attributes or other criteria for further consideration will be accomplished by:

(i) Advancing the application of a Veteran one level;

(ii) Advancing an application of a Disabled Veteran two levels.

(4) Preference in un-scored interviews: A Veteran or Disabled Veteran who, in the judgment of the Appointing Authority or designee, meets all or substantially all of the agency's purposes in filling the position will continue to be considered for Appointment.

(5) If a Veteran or Disabled Veteran has been determined to be equal to the top applicant or applicants for a position by the Appointing Authority or designee then the Veteran or Disabled Veteran is ranked more highly than non-veteran applicants and, a Disabled Veteran is ranked more highly than non-veteran and Veteran applicants.

(6) Preference described in Sections 2 through 5 of this rule is not a requirement to appoint a Veteran or Disabled Veteran to a position. An agency may base a decision not to appoint the Veteran or Disabled Veteran solely on the Veteran's or Disabled Veteran's merits or qualifications.

(7) A Veteran or a Disabled Veteran applicant not appointed to a position may request an explanation from the agency. The request must be in writing and be sent within 30 calendar days of the date the Veteran or Disabled Veteran was notified that they were not selected. The agency will respond in writing with the reasons for not appointing the Veteran or Disabled Veteran.

[ED. NOTE: Forms referenced are available from the agency.]

Stat. Auth: ORS 240.145(3) & 240.250

Stats. Implemented: ORS 408.225, 408.230 & 408.235

Hist.: HRSD 3-2007(Temp), f. & cert ef. 9-5-07 thru 3-3-08; HRSD 1-2008, f. 2-27-08, cert. ef. 3-1-08; HRSD 3-2009, f. 12-30-09, cert. ef. 1-1-10

Prohibited Employment Policies/Practices

Under the laws enforced by EEOC, it is illegal to discriminate against someone (applicant or employee) because of that person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. It is also illegal to retaliate against a person because he or she complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

The law forbids discrimination in every aspect of employment.

The laws enforced by EEOC prohibit an employer or other covered entity from using neutral employment policies and practices that have a disproportionately negative effect on applicants or employees of a particular race, color, religion, sex (including pregnancy), or national origin, or on an individual with a disability or class of individuals with disabilities, if the policies or practices at issue are not job-related and necessary to the operation of the business. The laws enforced by EEOC also prohibit an employer from using neutral employment policies and practices that have a disproportionately negative impact on applicants or employees age 40 or older, if the policies or practices at issue are not based on a reasonable factor other than age.

Job Advertisements

It is illegal for an employer to publish a job advertisement that shows a preference for or discourages someone from applying for a job because of his or her race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

For example, a help-wanted ad that seeks "females" or "recent college graduates" may discourage men and people over 40 from applying and may violate the law.

Recruitment

It is also illegal for an employer to recruit new employees in a way that discriminates against them because of their race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

For example, an employer's reliance on word-of-mouth recruitment by its mostly Hispanic work force may violate the law if the result is that almost all new hires are Hispanic.

Application & Hiring

It is illegal for an employer to discriminate against a job applicant because of his or her race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. For example, an employer may not refuse to give employment applications to people of a certain race.

An employer may not base hiring decisions on stereotypes and assumptions about a person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

If an employer requires job applicants to take a test, the test must be necessary and related to the job and the employer may not exclude people of a particular race, color, religion, sex (including pregnancy), national origin, or individuals with disabilities. In addition, the employer may not use a test that excludes applicants age 40 or older if the test is not based on a reasonable factor other than age.

If a job applicant with a disability needs an accommodation (such as a sign language interpreter) to apply for a job, the employer is required to provide the accommodation, so long as the accommodation does not cause the employer significant difficulty or expense.

Job Referrals

It is illegal for an employer, employment agency or union to take into account a person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information when making decisions about job referrals.

Job Assignments & Promotions

It is illegal for an employer to make decisions about job assignments and promotions based on an employee's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. For example, an employer may not give preference to employees of a certain race when making shift assignments and may not segregate employees of a particular national origin from other employees or from customers.

An employer may not base assignment and promotion decisions on stereotypes and assumptions about a person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

If an employer requires employees to take a test before making decisions about assignments or promotions, the test may not exclude people of a particular race, color, religion, sex (including pregnancy), or national origin, or individuals with disabilities, unless the employer can show that the test is necessary and related to the job. In addition, the employer may not use a test that excludes employees age 40 or older if the test is not based on a reasonable factor other than age.

Pay And Benefits

It is illegal for an employer to discriminate against an employee in the payment of wages or employee benefits on the bases of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Employee benefits include sick and vacation leave, insurance, access to overtime as well as overtime pay, and retirement programs. For example, an employer may not pay Hispanic workers less than African-American workers because of their national origin, and men and women in the same workplace must be given equal pay for equal work.

In some situations, an employer may be allowed to reduce some employee benefits for older workers, but only if the cost of providing the reduced benefits is the same as the cost of providing benefits to younger workers.

Discipline & Discharge

An employer may not take into account a person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information when making decisions about discipline or discharge. For example, if two employees commit a similar offense, an employer may not discipline them differently because of their race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

When deciding which employees will be laid off, an employer may not choose the oldest workers because of their age.

Employers also may not discriminate when deciding which workers to recall after a layoff.

Employment References

It is illegal for an employer to give a negative or false employment reference (or refuse to give a reference) because of a person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

Reasonable Accommodation & Disability

The law requires that an employer provide reasonable accommodation to an employee or job applicant with a disability, unless doing so would cause significant difficulty or expense for the employer.

A reasonable accommodation is any change in the workplace (or in the ways things are usually done) to help a person with a disability apply for a job, perform the duties of a job, or enjoy the benefits and privileges of employment.

Reasonable accommodation might include, for example, providing a ramp for a wheelchair user or providing a reader or interpreter for a blind or deaf employee or applicant.

Reasonable Accommodation & Religion

The law requires an employer to reasonably accommodate an employee's religious beliefs or practices, unless doing so would cause difficulty or expense for the employer. This means an employer may have to make reasonable adjustments at work that will allow the employee to practice his or her religion, such as allowing an employee to voluntarily swap shifts with a co-worker so that he or she can attend religious services.

Training & Apprenticeship Programs

It is illegal for a training or apprenticeship program to discriminate on the bases of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. For example, an employer may not deny training opportunities to African-American employees because of their race.

In some situations, an employer may be allowed to set age limits for participation in an apprenticeship program.

Harassment

It is illegal to harass an employee because of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

It is also illegal to harass someone because they have complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Harassment can take the form of slurs, graffiti, offensive or derogatory comments, or other verbal or physical conduct. Sexual harassment (including unwelcome sexual advances, requests for sexual favors, and other conduct of a sexual nature) is also unlawful. Although the law does not prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal if it is so frequent or severe that it creates a hostile or offensive work environment or if it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Harassment outside of the workplace may also be illegal if there is a link with the workplace. For example, if a supervisor harasses an employee while driving the employee to a meeting.

Read more about [harassment](#).

Terms & Conditions Of Employment

The law makes it illegal for an employer to make any employment decision because of a person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. That means an employer may not discriminate when it comes to such things as hiring, firing, promotions, and pay. It also means an employer may not discriminate, for example, when granting breaks, approving leave, assigning work stations, or setting any other term or condition of employment - however small.

Pre-Employment Inquiries (General)

As a general rule, the information obtained and requested through the pre-employment process should be limited to those essential for determining if a person is qualified for the job; whereas, information regarding race, sex, national origin, age, and religion are irrelevant in such determinations.

Employers are explicitly prohibited from making pre-employment inquiries about disability.

Although state and federal equal opportunity laws do not clearly forbid employers from making pre-employment inquiries that relate to, or disproportionately screen out members based on race, color, sex, national origin, religion, or age, such inquiries may be used as evidence of an employer's intent to discriminate unless the questions asked can be justified by some business purpose.

Therefore, inquiries about organizations, clubs, societies, and lodges of which an applicant may be a member or any other questions, which may indicate the applicant's race, sex, national origin, disability status, age, religion, color or ancestry if answered, should generally be avoided.

Similarly, employers should not ask for a photograph of an applicant. If needed for identification purposes, a photograph may be obtained after an offer of employment is made and accepted.

Pre-Employment Inquiries and:

Race

Height & Weight

Credit Rating Or Economic Status

Religious Affiliation Or Beliefs

Citizenship

Marital Status, Number Of Children

Gender

Arrest & Conviction

Security/Background Checks For Certain Religious Or Ethnic Groups

Disability

Medical Questions & Examinations

Dress Code

In general, an employer may establish a dress code which applies to all employees or employees within certain job categories. There are a few possible exceptions.

A dress code must not treat some employees less favorably because of their national origin. For example, a dress code that prohibits certain kinds of ethnic dress, such as traditional African or East Indian attire, but otherwise permits casual dress would treat some employees less favorably because of their national origin.

An employer may require all workers to follow a uniform dress code even if the dress code conflicts with some workers' ethnic beliefs or practices.

If the dress code conflicts with an employee's religious practices and the employee requests an accommodation, the employer must modify the dress code or permit an exception to the dress code unless doing so would result in undue hardship. Similarly, if an employee requests an accommodation to the dress code because of his disability, the employer must modify the dress code or permit an exception to the dress code, unless doing so would result in undue hardship.

If an employee needs to modify a dress requirement because of a disability, the employer may need to grant that employee a reasonable accommodation.

Constructive Discharge/Forced To Resign

Discriminatory practices under the laws EEOC enforces also include constructive discharge or forcing an employee to resign by making the work environment so intolerable a reasonable person would not be able to stay.

Age Discrimination

[The Age Discrimination in Employment Act of 1967 \(ADEA\)](#) protects individuals who are 40 years of age or older from employment discrimination based on age. The ADEA's protections apply to both employees and job applicants. Under the ADEA, it is unlawful to discriminate against a person because of his/her age with respect to any term, condition, or privilege of employment, including hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training. The ADEA permits employers to favor older workers based on age even when doing so adversely affects a younger worker who is 40 or older.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on age or for filing an age discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under the ADEA.

The ADEA applies to employers with 20 or more employees, including state and local governments. It also applies to employment agencies and labor organizations, as well as to the federal government. ADEA protections include:

Apprenticeship Programs

It is generally unlawful for apprenticeship programs, including joint labor-management apprenticeship programs, to discriminate on the basis of an individual's age. Age limitations in apprenticeship programs are valid only if they fall within certain specific exceptions under the ADEA or if the EEOC grants a specific exemption.

Job Notices and Advertisements

The ADEA generally makes it unlawful to include age preferences, limitations, or specifications in job notices or advertisements. A job notice or advertisement may specify an age limit only in the rare circumstances where age is shown to be a "bona fide occupational qualification" (BFOQ) reasonably necessary to the normal operation of the business.

Pre-Employment Inquiries

The ADEA does not specifically prohibit an employer from asking an applicant's age or date of birth. However, because such inquiries may deter older workers from applying for employment or may otherwise indicate possible intent to discriminate based on age, requests for age information will be closely scrutinized to make sure that the inquiry was made for a lawful purpose, rather than for a purpose prohibited by the ADEA. If the information is needed for a lawful purpose, it can be obtained after the employee is hired.

Benefits

The Older Workers Benefit Protection Act of 1990 (OWBPA) amended the ADEA to specifically prohibit employers from denying benefits to older employees. Congress recognized that the cost of providing certain benefits to older workers is greater than the cost of providing those same benefits to younger workers, and that those greater costs might create a disincentive to hire older workers. Therefore, in limited circumstances, an employer may be permitted to reduce benefits based on age, as long as the cost of providing the reduced benefits to older workers is no less than the cost of providing benefits to younger workers.

Employers are permitted to coordinate retiree health benefit plans with eligibility for Medicare or a comparable state-sponsored health benefit.

Waivers of ADEA Rights

An employer may ask an employee to waive his/her rights or claims under the ADEA. Such waivers are common in settling ADEA discrimination claims or in connection with exit incentive or other employment termination programs. However, the ADEA, as amended by OWBPA, sets out specific minimum standards that must be met in order for a waiver to be considered knowing and voluntary and, therefore, valid. Among other requirements, a valid ADEA waiver must:

be in writing and be understandable;

specifically refer to ADEA rights or claims;

not waive rights or claims that may arise in the future;

be in exchange for valuable consideration in addition to anything of value to which the individual already is entitled;

advise the individual in writing to consult an attorney before signing the waiver; and

provide the individual at least 21 days to consider the agreement and at least seven days to revoke the agreement after signing it.

If an employer requests an ADEA waiver in connection with an exit incentive or other employment termination program, the minimum requirements for a valid waiver are more extensive. See Understanding Waivers of Discrimination Claims in Employee Severance Agreements" at http://www.eeoc.gov/policy/docs/qanda_severance-agreements.html



U.S. Equal Employment Opportunity Commission

FACT SHEET

Age Discrimination

The Age Discrimination in Employment Act of 1967 (ADEA) protects individuals who are 40 years of age or older from employment discrimination based on age. The ADEA's protections apply to both employees and job applicants. Under the ADEA, it is unlawful to discriminate against a person because of his/her age with respect to any term, condition, or privilege of employment, including hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training. The ADEA permits employers to favor older workers based on age even when doing so adversely affects a younger worker who is 40 or older.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on age or for filing an age discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under the ADEA.

The ADEA applies to employers with 20 or more employees, including state and local governments. It also applies to employment agencies and labor organizations, as well as to the federal government. ADEA protections include:

- **Apprenticeship Programs**

It is generally unlawful for apprenticeship programs, including joint labor-management apprenticeship programs, to discriminate on the basis of an individual's age. Age limitations in apprenticeship programs are valid only if they fall within certain specific exceptions under the ADEA or if the EEOC grants a specific exemption.

- **Job Notices and Advertisements**

The ADEA generally makes it unlawful to include age preferences, limitations, or specifications in job notices or advertisements. A job notice or advertisement may specify an age limit only in the rare circumstances where age is shown to be a "bona fide occupational qualification" (BFOQ) reasonably necessary to the normal operation of the business.

- **Pre-Employment Inquiries**

The ADEA does not specifically prohibit an employer from asking an applicant's age or date of birth. However, because such inquiries may deter older workers from applying for employment or may otherwise indicate possible intent to discriminate based on age, requests for age information will be closely scrutinized to make sure that the inquiry was made for a lawful purpose, rather than for a purpose prohibited by the ADEA. If the information is needed for a lawful purpose, it can be obtained after the employee is hired.

FIND THIS ARTICLE ON THE WEB AT:

Facts About Age Discrimination FSE/9
<http://www.eeoc.gov/publications/age.cfm>

SEE ALSO:

Filing a Charge of Discrimination
<http://www.eeoc.gov/employees/charge.cfm>

■ Benefits

The Older Workers Benefit Protection Act of 1990 (OWBPA) amended the ADEA to specifically prohibit employers from denying benefits to older employees. Congress recognized that the cost of providing certain benefits to older workers is greater than the cost of providing those same benefits to younger workers, and that those greater costs might create a disincentive to hire older workers. Therefore, in limited circumstances, an employer may be permitted to reduce benefits based on age, as long as the cost of providing the reduced benefits to older workers is no less than the cost of providing benefits to younger workers.

Employers are permitted to coordinate retiree health benefit plans with eligibility for Medicare or a comparable state-sponsored health benefit.

■ Waivers of ADEA Rights

An employer may ask an employee to waive his/her rights or claims under the ADEA. Such waivers are common in settling ADEA discrimination claims or in connection with exit incentive or other employment termination programs. However, the ADEA, as amended by OWBPA, sets out specific minimum standards that must be met in order for a waiver to be considered knowing and voluntary and, therefore, valid. Among other requirements, a valid ADEA waiver must:

- be in writing and be understandable;
- specifically refer to ADEA rights or claims;
- not waive rights or claims that may arise in the future;
- be in exchange for valuable consideration in addition to anything of value to which the individual already is entitled;
- advise the individual in writing to consult an attorney before signing the waiver; and
- provide the individual at least 21 days to consider the agreement and at least seven days to revoke the agreement after signing it.

If an employer requests an ADEA waiver in connection with an exit incentive or other employment termination program, the minimum requirements for a valid waiver are more extensive. See Understanding Waivers of Discrimination Claims in Employee Severance Agreements" at http://www.eeoc.gov/policy/docs/qanda_severance-agreements.html

Disability Discrimination

Disability discrimination occurs when an employer or other entity covered by the Americans with Disabilities Act, as amended, or the Rehabilitation Act, as amended, treats a qualified individual with a disability who is an employee or applicant unfavorably because she has a disability.

Disability discrimination also occurs when a **covered employer or other entity** treats an applicant or employee less favorably because she has a history of a disability (such as cancer that is controlled or in remission) or because she is believed to have a physical or mental impairment that is not transitory (lasting or expected to last six months or less) and minor (even if she does not have such an impairment).

The law requires an employer to provide reasonable accommodation to an employee or job applicant with a disability, unless doing so would cause significant difficulty or expense for the employer ("undue hardship").

The law also protects people from discrimination based on their relationship with a person with a disability (even if they do not themselves have a disability). For example, it is illegal to discriminate against an employee because her husband has a disability.

Note: Federal employees and applicants are covered by the Rehabilitation Act of 1973, instead of the Americans with Disabilities Act. The protections are mostly the same.

Disability Discrimination & Work Situations

The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

Disability Discrimination & Harassment

It is illegal to harass an applicant or employee because he has a disability, had a disability in the past, or is believed to have a physical or mental impairment that is not transitory (lasting or expected to last six months or less) and minor (even if he does not have such an impairment).

Harassment can include, for example, offensive remarks about a person's disability. Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that aren't very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Disability Discrimination & Reasonable Accommodation

The law requires an employer to provide reasonable accommodation to an employee or job applicant with a disability, unless doing so would cause significant difficulty or expense for the employer.

A reasonable accommodation is any change in the work environment (or in the way things are usually done) to help a person with a disability apply for a job, perform the duties of a job, or enjoy the benefits and privileges of employment.

Reasonable accommodation might include, for example, making the workplace accessible for wheelchair users or providing a reader or interpreter for someone who is blind or hearing impaired.

While the federal anti-discrimination laws don't require an employer to accommodate an employee who must care for a disabled family member, the Family and Medical Leave Act (FMLA) may require an employer to take such steps. The Department of Labor enforces the FMLA. For more information, call: 1-866-487-9243.

Disability Discrimination & Reasonable Accommodation & Undue Hardship

An employer doesn't have to provide an accommodation if doing so would cause undue hardship to the employer.

Undue hardship means that the accommodation would be too difficult or too expensive to provide, in light of the employer's size, financial resources, and the needs of the business. An employer may not refuse to provide an accommodation just because it involves some cost. An employer does not have to provide the exact accommodation the employee or job applicant wants. If more than one accommodation works, the employer may choose which one to provide.

Definition Of Disability

Not everyone with a medical condition is protected by the law. In order to be protected, a person must be qualified for the job and have a disability as defined by the law.

A person can show that he or she has a disability in one of three ways:

A person may be disabled if he or she has a physical or mental condition that substantially limits a major life activity (such as walking, talking, seeing, hearing, or learning).

A person may be disabled if he or she has a history of a disability (such as cancer that is in remission).

A person may be disabled if he is believed to have a physical or mental impairment that is not transitory (lasting or expected to last six months or less) and minor (even if he does not have such an impairment).

Disability & Medical Exams During Employment Application & Interview Stage

The law places strict limits on employers when it comes to asking job applicants to answer medical questions, take a medical exam, or identify a disability.

For example, an employer may not ask a job applicant to answer medical questions or take a medical exam before extending a job offer. An employer also may not ask job applicants if they have a disability (or about the nature of an obvious disability). An employer may ask job applicants whether they can perform the job and how they would perform the job, with or without a reasonable accommodation.

Disability & Medical Exams After A Job Offer For Employment

After a job is offered to an applicant, the law allows an employer to condition the job offer on the applicant answering certain medical questions or successfully passing a medical exam, but only if all new employees in the same type of job have to answer the questions or take the exam.

Disability & Medical Exams For Persons Who Have Started Working As Employees

Once a person is hired and has started work, an employer generally can only ask medical questions or require a medical exam if the employer needs medical documentation to support an employee's request for an accommodation or if the employer believes that an employee is not able to perform a job successfully or safely because of a medical condition.

The law also requires that employers keep all medical records and information confidential and in separate medical files.

Available Resources

In addition to a variety of [formal guidance documents](#), EEOC has developed a wide range of fact sheets, question & answer documents, and other publications to help employees and employers understand the complex issues surrounding disability discrimination.

[Your Employment Rights as an Individual With a Disability](#)

[Job Applicants and the ADA](#)

[Veterans with Service-Connected Disabilities in the Workplace and the ADA](#)

[Questions and Answers: Promoting Employment of Individuals with Disabilities in the Federal Workforce](#)

[The Family and Medical Leave Act, the ADA, and Title VII of the Civil Rights Act of 1964](#)

[The ADA: A Primer for Small Business](#)

[Your Responsibilities as an Employer](#)

[Small Employers and Reasonable Accommodation](#)

[Work At Home/Telework as a Reasonable Accommodation](#)

[Applying Performance And Conduct Standards To Employees With Disabilities](#)

[Obtaining and Using Employee Medical Information as Part of Emergency Evacuation Procedures](#)

[Veterans with Service-Connected Disabilities in the Workplace and the ADA-A Guide for Employers](#)

[Pandemic Preparedness in the Workplace and the Americans with Disabilities Act](#)

[Employer Best Practices for Workers with Caregiving Responsibilities](#)

[Reasonable Accommodations for Attorneys with Disabilities](#)

[How to Comply with the Americans with Disabilities Act: A Guide for Restaurants and Other Food Service Employers](#)

[Final Report on Best Practices For the Employment of People with Disabilities In State Government](#)

[ABCs of Schedule A Documents](#)

The Questions and Answers Series

[Health Care Workers and the Americans with Disabilities Act](#)

[Deafness and Hearing Impairments in the Workplace and the Americans with Disabilities Act](#)

[Blindness and Vision Impairments in the Workplace and the ADA](#)

[The Americans with Disabilities Act's Association Provision](#)

[Diabetes in the Workplace and the ADA](#)

[Epilepsy in the Workplace and the ADA](#)

[Persons with Intellectual Disabilities in the Workplace and the ADA](#)

[Cancer in the Workplace and the ADA](#)

Mediation and the ADA

[Questions and Answers for Mediation Providers: Mediation and the Americans with Disabilities Act \(ADA\)](#)

[Questions and Answers for Parties to Mediation: Mediation and the Americans with Disabilities Act \(ADA\)](#)

Facts About the Americans with Disabilities Act

Title I of the Americans with Disabilities Act of 1990 prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment. The ADA covers employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations. The ADA's nondiscrimination standards also apply to federal sector employees under section 501 of the Rehabilitation Act, as amended, and its implementing rules.

An individual with a disability is a person who:

- Has a physical or mental impairment that substantially limits one or more major life activities;
- Has a record of such an impairment; or
- Is regarded as having such an impairment.

A qualified employee or applicant with a disability is an individual who, with or without reasonable accommodation, can perform the essential functions of the job in question. Reasonable accommodation may include, but is not limited to:

- Making existing facilities used by employees readily accessible to and usable by persons with disabilities.
- Job restructuring, modifying work schedules, reassignment to a vacant position;
- Acquiring or modifying equipment or devices, adjusting or modifying examinations, training materials, or policies, and providing qualified readers or interpreters.

An employer is required to make a reasonable accommodation to the known disability of a qualified applicant or employee if it would not impose an "undue hardship" on the operation of the employer's business. Reasonable accommodations are adjustments or modifications provided by an employer to enable people with disabilities to enjoy equal employment opportunities. Accommodations vary depending upon the needs of the individual applicant or employee. Not all people with disabilities (or even all people with the same disability) will require the same accommodation. For example:

- A deaf applicant may need a sign language interpreter during the job interview.
- An employee with diabetes may need regularly scheduled breaks during the workday to eat properly and monitor blood sugar and insulin levels.
- A blind employee may need someone to read information posted on a bulletin board.
- An employee with cancer may need leave to have radiation or chemotherapy treatments.

An employer does not have to provide a reasonable accommodation if it imposes an "undue hardship." Undue hardship is defined as an action requiring significant difficulty or expense when considered in light of factors such as an employer's size, financial resources, and the nature and structure of its operation.

An employer is not required to lower quality or production standards to make an accommodation; nor is an employer obligated to provide personal use items such as glasses or hearing aids.

An employer generally does not have to provide a reasonable accommodation unless an individual with a disability has asked for one. If an employer believes that a medical condition is causing a performance or conduct problem, it may ask the employee how to solve the problem and if the employee needs a reasonable accommodation. Once a reasonable accommodation is requested, the employer and the individual should discuss the individual's needs and identify the appropriate reasonable accommodation. Where more than one accommodation would work, the employer may choose the one that is less costly or that is easier to provide.

Title I of the ADA also covers:

Medical Examinations and Inquiries

Employers may not ask job applicants about the existence, nature, or severity of a disability. Applicants may be asked about their ability to perform specific job functions. A job offer may be conditioned on the results of a medical examination, but only if the examination is required for all entering employees in similar jobs. Medical examinations of employees must be job related and consistent with the employer's business needs.

Medical records are confidential. The basic rule is that with limited exceptions, employers must keep confidential any medical information they learn about an applicant or employee. Information can be confidential even if it contains no medical diagnosis or treatment course and even if it is not generated by a health care professional. For example, an employee's request for a reasonable accommodation would be considered medical information subject to the ADA's confidentiality requirements.

Drug and Alcohol Abuse

Employees and applicants currently engaging in the illegal use of drugs are not covered by the ADA when an employer acts on the basis of such use. Tests for illegal drugs are not subject to the ADA's restrictions on medical examinations. Employers may hold illegal drug users and alcoholics to the same performance standards as other employees.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on disability or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under the ADA.

Federal Tax Incentives to Encourage the Employment of People with Disabilities and to Promote the Accessibility of Public Accommodations

The Internal Revenue Code includes several provisions aimed at making businesses more accessible to people with disabilities. The following provides general – non-legal – information about three of the most significant tax incentives. (Employers should check with their accountants or tax advisors to determine eligibility for these incentives or visit the Internal Revenue Service's website, www.irs.gov, for more information. Similar state and local tax incentives may be available.)

Small Business Tax Credit (Internal Revenue Code Section 44: Disabled Access Credit)

Small businesses with either \$1,000,000 or less in revenue or 30 or fewer full-time employees may take a tax credit of up to \$5,000 annually for the cost of providing reasonable accommodations such as sign language interpreters, readers, materials in alternative format (such as Braille or large print), the purchase of adaptive equipment, the modification of existing equipment, or the removal of architectural barriers.

Work Opportunity Tax Credit (Internal Revenue Code Section 51)

Employers who hire certain targeted low-income groups, including individuals referred from vocational rehabilitation agencies and individuals receiving Supplemental Security Income (SSI) may be eligible for an annual tax credit of up to \$2,400 for each qualifying employee who works at least 400 hours during the tax year. Additionally, a maximum credit of \$1,200 may be available for each qualifying summer youth employee.

Architectural/Transportation Tax Deduction (Internal Revenue Code Section 190 Barrier Removal):

This annual deduction of up to \$15,000 is available to businesses of any size for the costs of removing barriers for people with disabilities, including the following: providing accessible parking spaces, ramps, and curb cuts; providing wheelchair-accessible telephones, water fountains, and restrooms; making walkways at least 48 inches wide; and making entrances accessible.

The Equal Pay Act of 1963

EDITOR'S NOTE: The following is the text of the Equal Pay Act of 1963 (Pub. L. 88-38) (EPA), as amended, as it appears in volume 29 of the United States Code, at section 206(d). The EPA, which is part of the Fair Labor Standards Act of 1938, as amended (FLSA), and which is administered and enforced by the EEOC, prohibits sex-based wage discrimination between men and women in the same establishment who perform jobs that require substantially equal skill, effort and responsibility under similar working conditions. Cross references to the EPA as enacted appear in italics following the section heading. Additional provisions of the Equal Pay Act of 1963, as amended, are included as they appear in volume 29 of the United States Code.

MINIMUM WAGE

SEC. 206. [Section 6]

(d) Prohibition of sex discrimination

(1) No employer having employees subject to any provisions of this section shall discriminate, within any establishment in which such employees are employed, between employees on the basis of sex by paying wages to employees in such establishment at a rate less than the rate at which he pays wages to employees of the opposite sex in such establishment for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where such payment is made pursuant to (i) a seniority system; (ii) a merit system; (iii) a system which measures earnings by quantity or quality of production; or (iv) a differential based on any other factor other than sex: *Provided*, That an employer who is paying a wage rate differential in violation of this subsection shall not, in order to comply with the provisions of this subsection, reduce the wage rate of any employee.

(2) No labor organization, or its agents, representing employees of an employer having employees subject to any provisions of this section shall cause or attempt to cause such an employer to discriminate against an employee in violation of paragraph (1) of this subsection.

(3) For purposes of administration and enforcement, any amounts owing to any employee which have been withheld in violation of this subsection shall be deemed to be unpaid minimum wages or unpaid overtime compensation under this chapter.

(4) As used in this subsection, the term "labor organization" means any organization of any kind, or any agency or employee representation committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

ADDITIONAL PROVISIONS OF EQUAL PAY ACT OF 1963

An Act

To prohibit discrimination on account of sex in the payment of wages by employers engaged in commerce or in the production of goods for commerce.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Equal Pay Act of 1963."

DECLARATION OF PURPOSE

Not Reprinted in U.S. Code [Section 2]

(a) The Congress hereby finds that the existence in industries engaged in commerce or in the production of goods for commerce of wage differentials based on sex-

(1) depresses wages and living standards for employees necessary for their health and efficiency;

(2) prevents the maximum utilization of the available labor

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resources:

- (3) tends to cause labor disputes, thereby burdening, affecting, and obstructing commerce;
- (4) burdens commerce and the free flow of goods in commerce; and
- (5) constitutes an unfair method of competition.

(b) It is hereby declared to be the policy of this Act, through exercise by Congress of its power to regulate commerce among the several States and with foreign nations, to correct the conditions above referred to in such industries.

[Section 3 of the Equal Pay Act of 1963 amends section 6 of the Fair Labor Standards Act by adding a new subsection (d). The amendment is incorporated in the revised text of the Fair Labor Standards Act.]

EFFECTIVE DATE

Not Reprinted in U.S. Code *[Section 4]*

The amendments made by this Act shall take effect upon the expiration of one year from the date of its enactment: Provided, That in the case of employees covered by a bona fide collective bargaining agreement in effect at least thirty days prior to the date of enactment of this Act entered into by a labor organization (as defined in section 6(d)(4) of the Fair Labor Standards Act of 1938, as amended) [subsection (d)(4) of this section], the amendments made by this Act shall take effect upon the termination of such collective bargaining agreement or upon the expiration of two years from the date of enactment of this Act, whichever shall first occur.

Approved June 10, 1963, 12 m.

[In the following excerpts from the Fair Labor Standards Act of 1938, as amended, authority given to the Secretary of Labor is exercised by the Equal Employment Opportunity Commission for purposes of enforcing the Equal Pay Act of 1963.]

ATTENDANCE OF WITNESSES

SEC. 209 *[Section 9]*

For the purpose of any hearing or investigation provided for in this chapter, the provisions of sections 49 and 50 of title 15 *[Federal Trade Commission Act of September 16, 1914, as amended (U.S.C., 1934 edition)]* (relating to the attendance of witnesses and the production of books, papers, and documents), are made applicable to the jurisdiction, powers, and duties of the Administrator, the Secretary of Labor, and the industry committees.

COLLECTION OF DATA

SEC. 211 *[Section 11]*

(a) Investigations and inspections

The Administrator or his designated representatives may investigate and gather data regarding the wages, hours, and other conditions and practices of employment in any industry subject to this chapter, and may enter and inspect such places and such records (and make such transcriptions thereof), question such employees, and investigate such facts, conditions, practices, or matters as he may deem necessary or appropriate to determine whether any person has violated any provision of this chapter, or which may aid in the enforcement of the provisions of this chapter. Except as provided in section 212 *[section 12]* of this title and in subsection (b) of this section, the Administrator shall utilize the bureaus and divisions of the Department of Labor for all the investigations and inspections necessary under this section. Except as provided in section 212 *[section 12]* of this title, the Administrator shall bring all actions under section 217 *[section 17]* of this title to restrain violations of this chapter.

(b) State and local agencies and employees

With the consent and cooperation of State agencies charged with the administration of State labor laws, the Administrator and the Secretary of Labor may, for the purpose of carrying out their respective functions and duties under this chapter, utilize the services of State and local agencies and their employees and, notwithstanding any other provision of law, may reimburse such State and local agencies and their employees for services rendered for such purposes.

(c) Records

Every employer subject to any provision of this chapter or of any order issued under this chapter shall make, keep, and preserve such records of the persons employed by him and of the wages, hours, and other conditions and practices of employment maintained by him, and shall preserve such records for such periods of time, and shall make such reports therefrom to the Administrator as he shall prescribe by regulation or order as necessary or appropriate for the enforcement of the provisions of this chapter or the regulations or orders thereunder. The employer of an employee who performs substitute work described in section 207(p)(3) [section 7(p)(3)] of this title may not be required under this subsection to keep a record of the hours of the substitute work.

(d) Homework regulations

The Administrator is authorized to make such regulations and orders regulating, restricting, or prohibiting industrial homework as are necessary or appropriate to prevent the circumvention or evasion of and to safeguard the minimum wage rate prescribed in this chapter, and all existing regulations or orders of the Administrator relating to industrial homework are continued in full force and effect.

EXEMPTIONS

SEC. 213 [Section 13]

(a) Minimum wage and maximum hour requirements

The provisions of sections 206 [section 6] (except subsection (d) in the case of paragraph (1) of this subsection) and section 207 [section 7] of this title shall not apply with respect to-

(1) any employee employed in a bona fide executive, administrative, or professional capacity (including any employee employed in the capacity of academic administrative personnel or teacher in elementary or secondary schools), or in the capacity of outside salesman (as such terms are defined and delimited from time to time by regulations of the Secretary, subject to the provisions of subchapter II of chapter 5 of Title 5 [the Administrative Procedure Act], except that an employee of a retail or service establishment shall not be excluded from the definition of employee employed in a bona fide executive or administrative capacity because of the number of hours in his workweek which he devotes to activities not directly or closely related to the performance of executive or administrative activities, if less than 40 per centum of his hours worked in the workweek are devoted to such activities); or

(2) [Repealed]

[Note: Section 13(a)(2) (relating to employees employed by a retail or service establishment) was repealed by Pub. L. 101-157, section 3(c)(1), November 17, 1989.]

(3) any employee employed by an establishment which is an amusement or recreational establishment, organized camp, or religious or non-profit educational conference center, if (A) it does not operate for more than seven months in any calendar year, or (B) during the preceding calendar year, its average receipts for any six months of such year were not more than 33 1/3 per centum of its average receipts for the other six months of such year, except that the exemption from sections 206 and 207 [sections 6 and 7] of this title provided by this paragraph does not apply with respect to any employee of a private entity engaged in providing services or facilities (other than, in the case of the exemption from section 206 [section 6] of this title, a private entity engaged in providing services and facilities directly related to skiing) in a national park or a national forest, or on land in the National Wildlife Refuge System, under a contract with the Secretary of the Interior or the Secretary of Agriculture; or

(4) [Repealed]

[Note: Section 13(a)(4) (relating to employees employed by an establishment which qualified as an exempt retail establishment) was repealed by Pub. L. 101-157, Section 3(c)(1), November 17, 1989.]

(5) any employee employed in the catching, taking, propagating, harvesting, cultivating, or farming of any kind of fish, shellfish, crustacea, sponges, seaweeds, or other aquatic forms of animal and vegetable life, or in the first processing, canning or packing such marine products at sea as an incident to, or in conjunction with, such fishing operations, including the going to and returning from work and loading and unloading when performed by any such employee; or

(6) any employee employed in agriculture (A) if such employee is employed by an employer who did not, during any calendar quarter during the preceding calendar year, use more than five hundred man-days of agricultural labor, (B)

if such employee is the parent, spouse, child, or other member of his employer's immediate family, (C) if such employee (i) is employed as a hand harvest laborer and is paid on a piece rate basis in an operation which has been, and is customarily and generally recognized as having been, paid on a piece rate basis in the region of employment, (ii) customarily and generally recognized as having been, paid on a piece rate basis in the region of employment, (iii) commutes daily from his permanent residence to the farm on which he is so employed, and (iii) has been employed in agriculture less than thirteen weeks during the preceding calendar year, (D) if such employee (other than an employee described in clause (C) of this subsection) (i) is sixteen years of age or under and is employed as a hand harvest laborer, is paid on a piece rate basis in an operation which has been, and is customarily and generally recognized as having been, paid on a piece rate basis in the region of employment, (ii) is employed on the same farm as his parent or person standing in the place of his parent, and (iii) is paid at the same piece rate as employees over age sixteen are paid on the same farm, or (E) if such employee is principally engaged in the range production of livestock; or

(7) any employee to the extent that such employee is exempted by regulations, order, or certificate of the Secretary issued under section 214 [Section 14] of this title; or

(8) any employee employed in connection with the publication of any weekly, semiweekly, or daily newspaper with a circulation of less than four thousand the major part of which circulation is within the county where published or counties contiguous thereto; or

(9) [Repealed]

[Note: Section 13(a)(9) (relating to motion picture theater employees) was repealed by section 23 of the Fair Labor Standards Amendments of 1974. The 1974 amendments created an exemption for such employees from the overtime provisions only in section 13(b)(27).]

(10) any switchboard operator employed by an independently owned public telephone company which has not more than seven hundred and fifty stations; or

(11) [Repealed]

[Note: Section 13(a)(11) (relating to telegraph agency employees) was repealed by section 10 of the Fair Labor Standards Amendments of 1974. The 1974 amendments created an exemption from the overtime provisions only in section 13(b)(23), which was repealed effective May 1, 1976.]

(12) any employee employed as a seaman on a vessel other than an American vessel; or

(13) [Repealed]

[Note: Section 13(a)(13) (relating to small logging crews) was repealed by section 23 of the Fair Labor Standards Amendments of 1974. The 1974 amendments created an exemption for such employees from the overtime provisions only in section 13(b)(28).]

(14) [Repealed]

[Note: Section 13(a)(14) (relating to employees employed in growing and harvesting of shade grown tobacco) was repealed by section 9 of the Fair Labor Standards Amendments of 1974. The 1974 amendments created an exemption for certain tobacco producing employees from the overtime provisions only in section 13(b)(22). The section 13(b)(22) exemption was repealed, effective January 1, 1978, by section 5 of the Fair Labor Standards Amendments of 1977.]

(15) any employee employed on a casual basis in domestic service employment to provide babysitting services or any employee employed in domestic service employment to provide companionship services for individuals who (because of age or infirmity) are unable to care for themselves (as such terms are defined and delimited by regulations of the Secretary); or

(16) a criminal investigator who is paid availability pay under section 5545a of Title 5 [Law Enforcement Availability Pay Act of 1994]; or

(17) any employee who is a computer systems analyst, computer programmer, software engineer, or other similarly skilled worker, whose primary duty is—

(A) the application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software, or system functional specifications;

(B) the design, development, documentation, analysis, creation, testing, or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(C) the design, documentation, testing, creation, or modification of computer programs related to machine operating systems; or

(D) a combination of duties described in subparagraphs (A), (B), and (C) the performance of which requires the same level of skills, and

who, in the case of an employee who is compensated on an hourly basis, is compensated at a rate of not less than \$27.63 an hour.

(g) Certain employment in retail or service establishments, agriculture

The exemption from section 206 [section 6] of this title provided by paragraph (6) of subsection (a) of this section shall not apply with respect to any employee employed by an establishment (1) which controls, is controlled by, or is under common control with, another establishment the activities of which are not related for a common business purpose to, but materially support the activities of the establishment employing such employee; and (2) whose annual gross volume of sales made or business done, when combined with the annual gross volume of sales made or business done by each establishment which controls, is controlled by, or is under common control with, the establishment employing such employee, exceeds \$10,000,000 (exclusive of excise taxes at the retail level which are separately stated).

PROHIBITED ACTS

SEC. 215 [Section 15]

(a) After the expiration of one hundred and twenty days from June 25, 1938 [the date of enactment of this Act], it shall be unlawful for any person -

(1) to transport, offer for transportation, ship, deliver, or sell in commerce, or to ship, deliver, or sell with knowledge that shipment or delivery or sale thereof in commerce is intended, any goods in the production of which any employee was employed in violation of section 206 [section 6] or section 207 [section 7] of this title, or in violation of any regulation or order of the Secretary issued under section 214 [section 14] of this title, except that no provision of this chapter shall impose any liability upon any common carrier for the transportation in commerce in the regular course of its business of any goods not produced by such common carrier, and no provision of this chapter shall excuse any common carrier from its obligation to accept any goods for transportation; and except that any such transportation, offer, shipment, delivery, or sale of such goods by a purchaser who acquired them in good faith in reliance on written assurance from the producer that the goods were produced in compliance with the requirements of this chapter, and who acquired such goods for value without notice of any such violation, shall not be deemed unlawful;

(2) to violate any of the provisions of section 206 [section 6] or section 207 [section 7] of this title, or any of the provisions of any regulation or order of the Secretary issued under section 214 [section 14] of this title;

(3) to discharge or in any other manner discriminate against any employee because such employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this chapter, or has testified or is about to testify in any such proceeding, or has served or is about to serve on an industry committee;

(4) to violate any of the provisions of section 212 [section 12] of this title;

(5) to violate any of the provisions of section 211(c) [section 11(c)] of this title, or any regulation or order made or continued in effect under the provisions of section 211(d) [section 11(d)] of this title, or to make any statement, report, or record filed or kept pursuant to the provisions of such section or of any regulation or order thereunder, knowing such statement, report, or record to be false in a material respect.

(b) For the purposes of subsection (a)(1) of this section proof that any employee was employed in any place of employment where goods shipped or sold in commerce were produced, within ninety days prior to the removal of the goods from such place of employment, shall be prima facie evidence that such employee was engaged in the production of such goods.

PENALTIES

SEC. 216 [Section 16]

(a) Fines and imprisonment

Any person who willfully violates any of the provisions of section 215 [section 15] of this title shall upon conviction thereof be subject to a fine of not more than \$10,000, or to imprisonment for not more than six months, or both. No person shall be imprisoned under this subsection except for an offense committed after the conviction of such person for a prior offense under this subsection.

(b) Damages; right of action; attorney's fees and costs; termination of right of action

Any employer who violates the provisions of section 206 [section 6] or section 207 [section 7] of this title shall be liable to the employee or employees affected in the amount of their unpaid minimum wages, or their unpaid overtime compensation, as the case may be, and in an additional equal amount as liquidated damages. Any employer who violates the provisions of section 215(a)(3) [section 15(a)(3)] of this title shall be liable for such legal or equitable relief as may be appropriate to effectuate the purposes of section 215(a)(3) [section 15(a)(3)] of this title, including without limitation employment, reinstatement, promotion, and the payment of wages lost and an additional equal amount as liquidated damages. An action to recover the liability prescribed in either of the preceding sentences may be maintained against any employer (including a public agency) in any Federal or State court of competent jurisdiction by any one or more employees for and in behalf of himself or themselves and other employees similarly situated. No employee shall be a party plaintiff to any such action unless he gives his consent in writing to become such a party and such consent is filed in the court in which such action is brought. The court in such action shall, in addition to any judgment awarded to the plaintiff or plaintiffs, allow a reasonable attorney's fee to be paid by the defendant, and costs of the action. The right provided by this subsection to bring an action by or on behalf of any employee, and the right of any employee to become a party plaintiff to any such action, shall terminate upon the filing of a complaint by the Secretary of Labor in an action under section 217 [section 17] of this title in which (1) restraint is sought of any further delay in the payment of unpaid minimum wages, or the amount of unpaid overtime compensation, as the case may be, owing to such employee under section 206 [section 6] or section 207 [section 7] of this title by an employer liable therefor[sic] under the provisions of this subsection or (2) legal or equitable relief is sought as a result of alleged violations of section 215(a)(3) [section 15(a)(3)] of this title.

(c) Payment of wages and compensation; waiver of claims; actions by the Secretary; limitation of actions

The Secretary is authorized to supervise the payment of the unpaid minimum wages or the unpaid overtime compensation owing to any employee or employees under section 206 [section 6] or section 207 [section 7] of this title, and the agreement of any employee to accept such payment shall upon payment in full constitute a waiver by such employee of any right he may have under subsection (b) of this section to such unpaid minimum wages or unpaid overtime compensation and an additional equal amount as liquidated damages. The Secretary may bring an action in any court of competent jurisdiction to recover the amount of the unpaid minimum wages or overtime compensation and an equal amount as liquidated damages. The right provided by subsection (b) of this section to bring an action by or on behalf of any employee to recover the liability specified in the first sentence of such subsection and of any employee to become a party plaintiff to any such action shall terminate upon the filing of a complaint by the Secretary in an action under this subsection in which a recovery is sought of unpaid minimum wages or unpaid overtime compensation under sections 206 and 207 [sections 6 and 7] of this title or liquidated or other damages provided by this subsection owing to such employee by an employer liable under the provisions of subsection (b) of this section, unless such action is dismissed without prejudice on motion of the Secretary. Any sums thus recovered by the Secretary of Labor on behalf of an employee pursuant to this subsection shall be held in a special deposit account and shall be paid, on order of the Secretary of Labor, directly to the employee or employees affected. Any such sums not paid to an employee because of inability to do so within a period of three years shall be covered into the Treasury of the United States as miscellaneous receipts. In determining when an action is commenced by the Secretary of Labor under this subsection for the purposes of the statutes of limitations provided in section 255(a) of this title [section 6(a) of the Portal-to-Portal Act of 1947], it shall be considered to be commenced in the case of any individual claimant on the date when the complaint is filed if he is specifically named as a party plaintiff in the complaint, or if his name did not so appear, on the subsequent date on which his name is added as a party plaintiff in such action.

(d) Savings provisions

In any action or proceeding commenced prior to, on, or after August 8, 1956 [the date of enactment of this subsection], no employer shall be subject to any liability or punishment under this chapter or the Portal-to-Portal Act of 1947 [29 U.S.C. 251 et seq.] on account of his failure to comply with any provision or provisions of this chapter or such Act (1) with respect to work heretofore or hereafter performed in a workplace to which the exemption in section 213(f) [section 13(f)] of this title is applicable, (2) with respect to work performed in Guam, the Canal Zone or Wake Island before the effective date of this amendment of subsection (d), or (3) with respect to work performed in a

possession named in section 206(a)(3) [section 6(a)(3)] of this title at any time prior to the establishment by the Secretary, as provided therein, of a minimum wage rate applicable to such work.

(e)(1)(A) Any person who violates the provisions of sections 212 or 213(c) [sections 12 or 13(c)] of this title, relating to child labor, or any regulation issued pursuant to such sections, shall be subject to a civil penalty of not to exceed—

(i) \$11,000 for each employee who was the subject of such a violation; or
(ii) \$50,000 with regard to each such violation that causes the death or serious injury of any employee under the age of 18 years, which penalty may be doubled where the violation is a repeated or willful violation.

(B) For purposes of subparagraph (A), the term "serious injury" means—

- (i) permanent loss or substantial impairment of one of the senses (sight, hearing, taste, smell, tactile sensation);
- (ii) permanent loss or substantial impairment of the function of a bodily member, organ, or mental faculty, including the loss of all or part of an arm, leg, foot, hand or other body part; or
- (iii) permanent paralysis or substantial impairment that causes loss of movement or mobility of an arm, leg, foot, hand or other body part.

(2) Any person who repeatedly or willfully violates section 206 or 207 [section 6 or 7], relating to wages, shall be subject to a civil penalty not to exceed \$1,100 for each such violation.

(3) In determining the amount of any penalty under this subsection, the appropriateness of such penalty to the size of the business of the person charged and the gravity of the violation shall be considered. The amount of any penalty under this subsection, when finally determined, may be—

(A) deducted from any sums owing by the United States to the person charged;
(B) recovered in a civil action brought by the Secretary in any court of competent jurisdiction, in which litigation the Secretary shall be represented by the Solicitor of Labor; or

(C) ordered by the court, in an action brought for a violation of section 215(a)(4) [section 15(a)(4)] of this title or a repeated or willful violation of section 215(a)(2) [section 15(a)(2)] of this title, to be paid to the Secretary.

(4) Any administrative determination by the Secretary of the amount of any penalty under this subsection shall be final, unless within 15 days after receipt of notice thereof by certified mail the person charged with the violation takes exception to the determination that the violations for which the penalty is imposed occurred, in which event final determination of the penalty shall be made in an administrative proceeding after opportunity for hearing in accordance with section 554 of Title 5 [Administrative Procedure Act], and regulations to be promulgated by the Secretary.

(5) Except for civil penalties collected for violations of section 212 [section 12] of this title, sums collected as penalties pursuant to this section shall be applied toward reimbursement of the costs of determining the violations and assessing and collecting such penalties, in accordance with the provision of section 9a of Title 29 [An Act to authorize the Department of Labor to make special statistical studies upon payment of the cost thereof and for other purposes]. Civil penalties collected for violations of section 212 [section 12] of this title shall be deposited in the general fund of the Treasury.

INJUNCTION PROCEEDINGS

SEC. 217 [Section 17]

The districts courts, together with the United States District Court for the District of the Canal Zone, the District Court of the Virgin Islands, and the District Court of Guam shall have jurisdiction, for cause shown, to restrain violations of section 215 [section 15] of this title, including in the case of violations of section 215(a)(2) of this title the restraint of any withholding of payment of minimum wages or overtime compensation found by the court to be due to employees under this chapter (except sums which employees are barred from recovering, at the time of the commencement of the action to restrain the violations, by virtue of the provisions of section 255 of this title [section 6 of the Portal-to-Portal Act of 1947]).

RELATION TO OTHER LAWS

SEC. 218 [Section 18]

(a) No provision of this chapter or of any order thereunder shall excuse noncompliance with any Federal or State law or municipal ordinance establishing a minimum wage higher than the minimum wage established under this chapter or a maximum work week lower than the maximum workweek established under this chapter, and no provision of this chapter relating to the employment of child labor shall justify noncompliance with any Federal or State law or municipal ordinance establishing a higher standard than the standard established under this chapter. No provision of this chapter shall justify any employer in reducing a wage paid by him which is in excess of the applicable minimum wage under this chapter, or justify any employer in increasing hours of employment maintained by him which are shorter than the maximum hours applicable under this chapter.

SEPARABILITY OF PROVISIONS

SEC. 219 [Section 19]

If any provision of this chapter or the application of such provision to any person or circumstance is held invalid, the remainder of this chapter and the application of such provision to other persons or circumstances shall not be affected thereby.

Approved June 25, 1938.

[In the following excerpts from the Portal-to-Portal Act of 1947, the authority given to the Secretary of Labor is exercised by the Equal Employment Opportunity Commission for purposes of enforcing the Equal Pay Act of 1963.]

PART IV - MISCELLANEOUS

STATUTE OF LIMITATIONS

SEC. 255 [Section 6]

Any action commenced on or after May 14, 1947 [the date of the enactment of this Act], to enforce any cause of action for unpaid minimum wages, unpaid overtime compensation, or liquidated damages, under the Fair Labor Standards Act of 1938, as amended, [29 U.S.C. 201 et seq.], the Walsh-Healey Act [41 U.S.C. 35 et seq.], or the Bacon-Davis Act [40 U.S.C. 276a et seq.]-

(a) if the cause of action accrues on or after May 14, 1947 [the date of the enactment of this Act]-may be commenced within two years after the cause of action accrued, and every such action shall be forever barred unless commenced within two years after the cause of action accrued, except that a cause of action arising out of a willful violation may be commenced within three years after the cause of action accrued;

DETERMINATION OF COMMENCEMENT OF FUTURE ACTIONS

SEC. 256 [Section 7]

In determining when an action is commenced for the purposes of section 255 [section 6] of this title, an action commenced on or after May 14, 1947 [the date of the enactment of this Act] under the Fair Labor Standards Act of 1938, as amended, [29 U.S.C. 201 et seq.], the Walsh-Healey Act [41 U.S.C. 35 et seq.], or the Bacon-Davis Act [40 U.S.C. 276a et seq.], shall be considered to be commenced on the date when the complaint is filed; except that in the case of a collective or class action instituted under the Fair Labor Standards Act of 1938, as amended, or the Bacon-Davis Act, it shall be considered to be commenced in the case of any individual claimant—

(a) on the date when the complaint is filed, if he is specifically named as a party plaintiff in the complaint and his written consent to become a party plaintiff is filed on such date in the court in which the action is brought; or

(b) if such written consent was not so filed or if his name did not so appear—on the subsequent date on which such written consent is filed in the court in which the action was commenced.

RELIANCE IN FUTURE ON ADMINISTRATIVE RULINGS, ETC.

SEC. 259 [Section 10]

(a) In any action or proceeding based on any act or omission on or after May 14, 1947 [the date of the enactment of this Act], no employer shall be subject to any liability or punishment for or on account of the failure of the employer to pay minimum wages or overtime compensation under the Fair Labor Standards Act of 1938, as amended, [29 U.S.C. 201 et seq.], the Walsh-Healey Act [41 U.S.C. 35 et seq.], or the Bacon-Davis Act [40 U.S.C. 276a et seq.], if he pleads and proves that the act or omission complained of was in good faith in conformity with and in reliance on any written administrative regulation, order, ruling, approval, or interpretation, of the agency of the United States specified in subsection (b) of this section, or any administrative practice or enforcement policy of such agency with respect to the class of employers to which he belonged. Such a defense, if established, shall be a bar to the action or proceeding, notwithstanding that after such act or omission, such administrative regulation, order, ruling, approval, interpretation, practice, or enforcement policy is modified or rescinded or is determined by judicial authority to be invalid or of no legal effect.

(b) The agency referred to in subsection (a) shall be-

(1) in the case of the Fair Labor Standards Act of 1938, as amended [29 U.S.C. 201 et seq.] - the Administrator of the Wage and Hour Division of the Department of Labor;

LIQUIDATED DAMAGES

SEC. 260 [Section 11]

In any action commenced prior to or on or after May 14, 1947 [the date of the enactment of this Act] to recover unpaid minimum wages, unpaid overtime compensation, or liquidated damages, under the Fair Labor Standards Act of 1938, as amended [29 U.S.C. 201 et seq.], if the employer shows to the satisfaction of the court that the act or omission giving rise to such action was in good faith and that he had reasonable grounds for believing that his act or omission was not a violation of the Fair Labor Standards Act of 1938, as amended [29 U.S.C. 201 et seq.] the court may, in its sound discretion, award no liquidated damages or award any amount thereof not to exceed the amount specified in section 216 [section 16] of this title.

DEFINITIONS

SEC. 262 [Section 13]

(a) When the terms "employer", "employee", and "wage" are used in this chapter in relation to the Fair Labor Standards Act of 1938, as amended [29 U.S.C. 201 et seq.], they shall have the same meaning as when used in such Act of 1938.

SEPARABILITY

Not Reprinted in U.S. Code [Section 14]

If any provision of this Act or the application of such provision to any person or circumstance is held invalid, the remainder of this Act and the application of such provision to other persons or circumstances shall not be affected thereby.

SHORT TITLE

Not Reprinted in U.S. Code [Section 15]

This Act may be cited as the 'Portal-to-Portal Act of 1947.'

Approved May 14, 1947.



U.S. Equal Employment Opportunity Commission

FACT SHEET

Equal Pay and Compensation Discrimination

The right of employees to be free from discrimination in their compensation is protected under several federal laws, including the following enforced by the U.S. Equal Employment Opportunity Commission: the Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, and Title I of the Americans with Disabilities Act of 1990.

The law against compensation discrimination includes all payments made to or on behalf employees as remuneration for employment. All forms of compensation are covered, including salary, overtime pay, bonuses, stock options, profit sharing and bonus plans, life insurance, vacation and holiday pay, cleaning or gasoline allowances, hotel accommodations, reimbursement for travel expenses, and benefits.

Equal Pay Act

The Equal Pay Act requires that men and women be given equal pay for equal work in the same establishment. The jobs need not be identical, but they must be substantially equal. It is job content, not job titles, that determines whether jobs are substantially equal. Specifically, the EPA provides that employers may not pay unequal wages to men and women who perform jobs that require substantially equal skill, effort and responsibility, and that are performed under similar working conditions within the same establishment. Each of these factors is summarized below:

- **Skill**
Measured by factors such as the experience, ability, education, and training required to perform the job. The issue is what skills are required for the job, not what skills the individual employees may have. For example, two bookkeeping jobs could be considered equal under the EPA even if one of the job holders has a master's degree in physics, since that degree would not be required for the job.
- **Effort**
The amount of physical or mental exertion needed to perform the job. For example, suppose that men and women work side by side on a line assembling machine parts. The person at the end of the line must also lift the assembled product as he or she completes the work and place it on a board. That job requires more effort than the other assembly line jobs if the extra effort of lifting the assembled product off the line is substantial and is a regular part of the job. As a result, it would not be a violation to pay that person more, regardless of whether the job is held by a man or a woman.

FIND THIS ARTICLE ON THE WEB AT:

Facts About Equal Pay and Compensation Discrimination FSE/15
<http://www.eeoc.gov/eeoc/publications/index.cfm>

SEE ALSO:

Filing a Charge of Discrimination
<http://www.eeoc.gov/employees/charge.cfm>

- **Responsibility**
The degree of accountability required in performing the job. For example, a salesperson who is delegated the duty of determining whether to accept customers' personal checks has more responsibility than other salespeople. On the other hand, a minor difference in responsibility, such as turning out the lights at the end of the day, would not justify a pay differential.

- **Working Conditions**
This encompasses two factors: (1) physical surroundings like temperature, fumes, and ventilation; and (2) hazards.

- **Establishment**
The prohibition against compensation discrimination under the EPA applies only to jobs within an establishment. An establishment is a distinct physical place of business rather than an entire business or enterprise consisting of several places of business. In some circumstances, physically separate places of business may be treated as one establishment. For example, if a central administrative unit hires employees, sets their compensation, and assigns them to separate work locations, the separate work sites can be considered part of one establishment.

Pay differentials are permitted when they are based on seniority, merit, quantity or quality of production, or a factor other than sex. These are known as "affirmative defenses" and it is the employer's burden to prove that they apply.

In correcting a pay differential, no employee's pay may be reduced. Instead, the pay of the lower paid employee(s) must be increased.

Title VII, ADEA, and ADA

Title VII, the ADEA, and the ADA prohibit compensation discrimination on the basis of race, color, religion, sex, national origin, age, or disability. Unlike the EPA, there is no requirement that the claimant's job be substantially equal to that of a higher paid person outside the claimant's protected class, nor do these statutes require the claimant to work in the same establishment as a comparator.

Compensation discrimination under Title VII, the ADEA, or the ADA can occur in a variety of forms. For example:

- An employer pays an employee with a disability less than similarly situated employees without disabilities and the employer's explanation (if any) does not satisfactorily account for the differential.
- An employer sets the compensation for jobs predominantly held by, for example, women or African-Americans below that suggested by the employer's job evaluation study, while the pay for jobs predominantly held by men or whites is consistent with the level suggested by the job evaluation study.
- An employer maintains a neutral compensation policy or practice that has an adverse impact on employees in a protected class and cannot be justified as job-related and consistent with business necessity. For example, if an employer provides extra compensation to employees who are the "head of household," i.e., married with dependents and the primary financial contributor to the household, the practice may have an unlawful disparate impact on women.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on compensation or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII, ADEA, ADA or the Equal Pay Act.

Genetic Information Discrimination

Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA), which prohibits genetic information discrimination in employment, took effect on November 21, 2009.

Under Title II of GINA, it is illegal to discriminate against employees or applicants because of genetic information. Title II of GINA prohibits the use of genetic information in making employment decisions, restricts acquisition of genetic information by employers and other entities covered by Title II, and strictly limits the disclosure of genetic information.

The EEOC enforces Title II of GINA (dealing with genetic discrimination in employment). The Departments of Labor, Health and Human Services and the Treasury have responsibility for issuing regulations for Title I of GINA, which addresses the use of genetic information in health insurance.

Definition of “Genetic Information”

Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about any disease, disorder, or condition of an individual's family members (i.e. an individual's family medical history). Family medical history is included in the definition of genetic information because it is often used to determine whether someone has an increased risk of getting a disease, disorder, or condition in the future.

Discrimination Because of Genetic Information

The law forbids discrimination on the basis of genetic information when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoffs, training, fringe benefits, or any other term or condition of employment. *An employer may never use genetic information to make an employment decision because genetic information doesn't tell the employer anything about someone's current ability to work.*

Harassment Because of Genetic Information

Under GINA, it is also illegal to harass a person because of his or her genetic information. Harassment can include, for example, making offensive or derogatory remarks about an applicant or employee's genetic information, or about the genetic information of a relative of the applicant or employee. Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so severe or pervasive that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted). The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee, such as a client or customer.

Retaliation

Under GINA, it is illegal to fire, demote, harass, or otherwise “retaliate” against an applicant or employee for filing a charge of discrimination, participating in a discrimination proceeding (such as a discrimination investigation or lawsuit), or otherwise opposing discrimination.

Rules Against Acquiring Genetic Information

It will usually be unlawful for an employer to get genetic information. There are six narrow exceptions to this prohibition:

Inadvertent acquisitions of genetic information do not violate GINA, such as in situations where a manager or supervisor overhears someone talking about a family member's illness.

Genetic information (such as family medical history) may be obtained as part of health or genetic services, including wellness programs, offered by the employer on a voluntary basis, if certain specific requirements are met.

Genetic information may be acquired as part of the certification process for FMLA leave (or leave under similar state or local laws), where an employee is asking for leave to care for a family member with a serious health condition.

Acquisition through commercially and publicly available documents like newspapers is permitted, as long as the employer is not searching those sources with the intent of finding genetic information.

Acquisition through a genetic monitoring program that monitors the biological effects of toxic substances in the workplace is permitted where the monitoring is required by law or, under carefully defined conditions, where the program is voluntary.

Acquisition of genetic information of employees by employers who engage in DNA testing for law enforcement purposes as a forensic lab or for purposes of human remains identification is permitted, but the genetic information may only be used for analysis of DNA markers for quality control to detect sample contamination.

Confidentiality of Genetic Information

It is also unlawful for an employer to disclose genetic information about applicants or employees. Employers must keep genetic information confidential and in a separate medical file. (Genetic information may be kept in the same file as other medical information in compliance with the Americans with Disabilities Act.) There are limited exceptions to this non-disclosure rule.

National Origin Discrimination

National origin discrimination involves treating people (applicants or employees) unfavorably because they are from a particular country or part of the world, because of ethnicity or accent, or because they appear to be of a certain ethnic background (even if they are not).

National origin discrimination also can involve treating people unfavorably because they are married to (or associated with) a person of a certain national origin or because of their connection with an ethnic organization or group.

Discrimination can occur when the victim and the person who inflicted the discrimination are the same national origin.

National Origin Discrimination & Work Situations

The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

National Origin & Harassment

It is unlawful to harass a person because of his or her national origin. Harassment can include, for example, offensive or derogatory remarks about a person's national origin, accent or ethnicity. Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

National Origin & Employment Policies/Practices

The law makes it illegal for an employer or other covered entity to use an employment policy or practice that applies to everyone, regardless of national origin, if it has a negative impact on people of a certain national origin and is not job-related or necessary to the operation of the business.

An employer can only require an employee to speak fluent English if fluency in English is necessary to perform the job effectively. An "English-only rule", which requires employees to speak only English on the job, is only allowed if it is needed to ensure the safe or efficient operation of the employer's business and is put in place for nondiscriminatory reasons.

An employer may not base an employment decision on an employee's foreign accent, unless the accent seriously interferes with the employee's job performance.

Citizenship Discrimination & Workplace Laws

The Immigration Reform and Control Act of 1986 (IRCA) makes it illegal for an employer to discriminate with respect to hiring, firing, or recruitment or referral for a fee, based upon an individual's citizenship or immigration status. The law prohibits employers from hiring only U.S. citizens or lawful permanent residents unless required to do so by law, regulation or government contract. Employers may not refuse to accept lawful documentation that establishes the employment eligibility of an employee, or demand additional documentation beyond what is legally required, when verifying employment eligibility (i.e., completing the Department of Homeland Security (DHS) Form I-9), based on the employee's national origin or citizenship status. It is the employee's choice which of the acceptable Form I-9 documents to show to verify employment eligibility.

IRCA also prohibits retaliation against individuals for asserting their rights under the Act, or for filing a charge or assisting in an investigation or proceeding under IRCA.

IRCA's nondiscrimination requirements are enforced by the Department of Justice's Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC), Civil Rights Division. OSC may be reached at:

1-800-255-7688 (voice for employees/applicants),
1-800-237-2515 (TTY for employees/applicants),
1-800-255-8155 (voice for employers), or

1-800-362-2735 (TTY for employers), or
<http://www.usdoj.gov/crt/osc>.

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U.S. Equal Employment Opportunity Commission

FACT SHEET

National Origin Discrimination

Whether an employee or job applicant's ancestry is Mexican, Ukrainian, Filipino, Arab, American Indian, or any other nationality, he or she is entitled to the same employment opportunities as anyone else. EEOC enforces the federal prohibition against national origin discrimination in employment under Title VII of the Civil Rights Act of 1964, which covers employers with fifteen or more employees.

About National Origin Discrimination

It is unlawful to discriminate against any employee or applicant because of the individual's national origin. No one can be denied equal employment opportunity because of birthplace, ancestry, culture, linguistic characteristics common to a specific ethnic group, or accent. Equal employment opportunity cannot be denied because of marriage or association with persons of a national origin group; membership or association with specific ethnic promotion groups; attendance or participation in schools, churches, temples or mosques generally associated with a national origin group; or a surname associated with a national origin group. Examples of violations covered under Title VII include:

Employment Decisions

Title VII prohibits any employment decision, including recruitment, hiring, and firing or layoffs, based on national origin.

Harassment

Title VII prohibits offensive conduct, such as ethnic slurs, that creates a hostile work environment based on national origin. Employers are required to take appropriate steps to prevent and correct unlawful harassment. Likewise, employees are responsible for reporting harassment at an early stage to prevent its escalation.

Language

- **Accent discrimination**
An employer may not base a decision on an employee's foreign accent unless the accent materially interferes with job performance.
- **English fluency**
A fluency requirement is only permissible if required for the effective performance of the position for which it is imposed.

FIND THIS ARTICLE ON THE WEB AT:

Facts About National Origin Discrimination FSE/1
<http://www.eeoc.gov/eooc/publications/index.cfm>

SEE ALSO:

Filing a Charge of Discrimination
<http://www.eeoc.gov/employees/charge.cfm>

This document was last modified on March 30, 2010.

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- **English-only rules**
English-only rules must be adopted for nondiscriminatory reasons. An English-only rule may be used if it is needed to promote the safe or efficient operation of the employer's business.

- **Coverage of foreign nationals**

Title VII and the other antidiscrimination laws prohibit discrimination against individuals employed in the United States, regardless of citizenship. However, relief may be limited if an individual does not have work authorization. The Immigration Reform and Control Act of 1986 (IRCA) requires employers to prove all employees hired after November 6, 1986, are legally authorized to work in the United States. IRCA also prohibits discrimination based on national origin or citizenship.

Pregnancy Discrimination

Pregnancy discrimination involves treating a woman (an applicant or employee) unfavorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

Pregnancy Discrimination & Work Situations

The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, such as leave and health insurance, and any other term or condition of employment.

Pregnancy Discrimination & Temporary Disability

If a woman is temporarily unable to perform her job due to a medical condition related to pregnancy or childbirth, the employer or other covered entity must treat her the same as any other temporarily disabled employee. For example, the employer may have to provide modified tasks, alternative assignments, disability leave or unpaid leave.

Pregnancy Discrimination & Harassment

It is unlawful to harass a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Pregnancy & Workplace Laws

Pregnant employees may have additional rights under the Family and Medical Leave Act (FMLA), which is enforced by the U.S. Department of Labor. For more information on FMLA, contact the nearest office of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor. The Wage and Hour Division can be reached at:

202-693-0051 (voice),
202-693-7755 (TTY), or
at http://www.dol.gov/esa/public/whd_org.htm.

Pregnancy, Maternity & Parental Leave

Under Federal law, if an employee is temporarily unable to perform her job due to pregnancy or childbirth, the employer must treat her the same as any other temporarily disabled employee. For example, if the employer allows temporarily disabled employees to modify tasks, perform alternative assignments or take disability leave or leave without pay, the employer also must allow an employee who is temporarily disabled due to pregnancy to do the same.

If an employer provides personal leave for other reasons, e.g., to take courses or other training, then the employer must grant personal leave for care of a new child.

An employer may not single out pregnancy-related conditions for special procedures to determine an employee's ability to work. However, if an employer requires its employees to submit a doctor's statement concerning their ability to work before granting leave or paying sick benefits, the employer may require employees affected by pregnancy-related conditions to submit such statements.

Further, under the Family and Medical Leave Act (FMLA) of 1993, a new parent (including foster and adoptive parents) may be eligible for 12 weeks of leave (unpaid or paid if the employee has earned or accrued it) that may be used for care of the new child. To be eligible, the employee must have worked for the employer for 12 months prior to taking the leave and the employer must have a specified number of employees.

(See http://www.dol.gov/dol/allcfr/ESA/Title_29/Part_825/29CFR825.110.htm.)



U.S. Equal Employment Opportunity Commission

FACT SHEET

Pregnancy Discrimination

The Pregnancy Discrimination Act amended Title VII of the Civil Rights Act of 1964. Discrimination on the basis of pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination under Title VII, which covers employers with 15 or more employees, including state and local governments. Title VII also applies to employment agencies and to labor organizations, as well as to the federal government. Women who are pregnant or affected by pregnancy-related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations.

Title VII's pregnancy-related protections include:

- **Hiring**
An employer cannot refuse to hire a pregnant woman because of her pregnancy, because of a pregnancy-related condition, or because of the prejudices of co-workers, clients, or customers.
- **Pregnancy & Maternity Leave**
An employer may not single out pregnancy-related conditions for special procedures to determine an employee's ability to work. However, if an employer requires its employees to submit a doctor's statement concerning their inability to work before granting leave or paying sick benefits, the employer may require employees affected by pregnancy-related conditions to submit such statements.

If an employee is temporarily unable to perform her job because of her pregnancy, the employer must treat her the same as any other temporarily disabled employee. For example, if the employer allows temporarily disabled employees to modify tasks, perform alternative assignments, or take disability leave or leave without pay, the employer also must allow an employee who is temporarily disabled because of pregnancy to do the same.

Pregnant employees must be permitted to work as long as they are able to perform their jobs. If an employee has been absent from work as a result of a pregnancy-related condition and recovers, her employer may not require her to remain on leave until the baby's birth.
- **Health Insurance**
Any health insurance provided by an employer must cover expenses for pregnancy-

FIND THIS ARTICLE ON THE WEB AT:

Facts About Pregnancy Discrimination
<http://www.eeoc.gov/eeoc/publications/index.cfm>

SEE ALSO:

Filing a Charge of Discrimination
<http://www.eeoc.gov/employees/charge.cfm>

This document was last modified on March 31, 2010.

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related conditions on the same basis as costs for other medical conditions. An employer need not provide health insurance for expenses arising from abortion, except where the life of the mother is endangered.

Pregnancy-related expenses should be reimbursed exactly as those incurred for other medical conditions, whether payment is on a fixed basis or a percentage of reasonable-and-customary-charge basis.

The amounts payable by the insurance provider can be limited only to the same extent as amounts payable for other conditions. No additional, increased, or larger deductible can be imposed.

Employers must provide the same level of health benefits for spouses of male employees as they do for spouses of female employees.

■ **Fringe Benefits**

Pregnancy-related benefits cannot be limited to married employees. In an all-female workforce or job classification, benefits must be provided for pregnancy-related conditions if benefits are provided for other medical conditions.

If an employer provides any benefits to workers on leave, the employer must provide the same benefits for those on leave for pregnancy-related conditions.

Employees on leave because of pregnancy-related conditions must be treated the same as other temporarily disabled employees for accrual and crediting of seniority, vacation calculation, pay increases, and temporary disability benefits.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on pregnancy or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII.

Race/Color Discrimination

Race discrimination involves treating someone (an applicant or employee) unfavorably because he/she is of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). Color discrimination involves treating someone unfavorably because of skin color complexion.

Race/color discrimination also can involve treating someone unfavorably because the person is married to (or associated with) a person of a certain race or color or because of a person's connection with a race-based organization or group, or an organization or group that is generally associated with people of a certain color.

Discrimination can occur when the victim and the person who inflicted the discrimination are the same race or color.

Race/Color Discrimination & Work Situations

The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

Race/Color Discrimination & Harassment

It is unlawful to harass a person because of that person's race or color.

Harassment can include, for example, racial slurs, offensive or derogatory remarks about a person's race or color, or the display of racially-offensive symbols. Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Race/Color Discrimination & Employment Policies/Practices

An employment policy or practice that applies to everyone, regardless of race or color, can be illegal if it has a negative impact on the employment of people of a particular race or color and is not job-related and necessary to the operation of the business. For example, a "no-beard" employment policy that applies to all workers without regard to race may still be unlawful if it is not job-related and has a negative impact on the employment of African-American men (who have a predisposition to a skin condition that causes severe shaving bumps).

Facts About Race/Color Discrimination

Title VII of the Civil Rights Act of 1964 protects individuals against employment discrimination on the basis of race and color as well as national origin, sex, or religion.

It is unlawful to discriminate against any employee or applicant for employment because of race or color in regard to hiring, termination, promotion, compensation, job training, or any other term, condition, or privilege of employment. Title VII also prohibits employment decisions based on stereotypes and assumptions about abilities, traits, or the performance of individuals of certain racial groups.

Title VII prohibits both intentional discrimination and neutral job policies that disproportionately exclude minorities and that are not job related.

Equal employment opportunity cannot be denied because of marriage to or association with an individual of a different race; membership in or association with ethnic based organizations or groups; attendance or participation in schools or places of worship generally associated with certain minority groups; or other cultural practices or characteristics often linked to race or ethnicity, such as cultural dress or manner of speech, as long as the cultural practice or characteristic does not materially interfere with the ability to perform job duties.

Race-Related Characteristics and Conditions

Discrimination on the basis of an immutable characteristic associated with race, such as skin color, hair texture, or certain facial features violates Title VII, even though not all members of the race share the same characteristic.

Title VII also prohibits discrimination on the basis of a condition which predominantly affects one race unless the practice is job related and consistent with business necessity. For example, since sickle cell anemia predominantly occurs in African-Americans, a policy which excludes individuals with sickle cell anemia is discriminatory unless the policy is job related and consistent with business necessity. Similarly, a "no-beard" employment policy may discriminate against African-American men who have a predisposition to pseudofolliculitis barbae (severe shaving bumps) unless the policy is job-related and consistent with business necessity.

Color Discrimination

Even though race and color clearly overlap, they are not synonymous. Thus, color discrimination can occur between persons of different races or ethnicities, or between persons of the same race or ethnicity. Although Title VII does not define "color," the courts and the Commission read "color" to have its commonly understood meaning – pigmentation, complexion, or skin shade or tone. Thus, color discrimination occurs when a person is discriminated against based on the lightness, darkness, or other color characteristic of the person. Title VII prohibits race/color discrimination against all persons, including Caucasians.

Although a plaintiff may prove a claim of discrimination through direct or circumstantial evidence, some courts take the position that if a white person relies on circumstantial evidence to establish a reverse discrimination claim, he or she must meet a heightened standard of proof. The Commission, in contrast, applies the same standard of proof to all race discrimination claims, regardless of the victim's race or the type of evidence used. In either case, the ultimate burden of persuasion remains always on the plaintiff.

Employers should adopt "best practices" to reduce the likelihood of discrimination and to address impediments to equal employment opportunity.

Title VIII's protections include:

Recruiting, Hiring, and Advancement

Job requirements must be uniformly and consistently applied to persons of all races and colors. Even if a job requirement is applied consistently, if it is not important for job performance or business needs, the requirement may be found unlawful if it excludes persons of a certain racial group or color significantly more than others. Examples of potentially unlawful practices include: (1) soliciting applications only from sources in which all or most potential workers are of the same race or color; (2) requiring applicants to have a certain educational background that is not important for job performance or business needs; (3) testing applicants for knowledge, skills or abilities that are not important for job performance or business needs.

Employers may legitimately need information about their employees or applicants' race for affirmative action purposes and/or to track applicant flow. One way to obtain racial information and simultaneously guard against discriminatory selection is for employers to use separate forms or otherwise keep the information about an applicant's race separate from the application. In that way, the employer can capture the information it needs but ensure that it is not used in the selection decision.

Unless the information is for such a legitimate purpose, pre-employment questions about race can suggest that race will be used as a basis for making selection decisions. If the information is used in the selection decision and members of particular racial groups are excluded from employment, the inquiries can constitute evidence of discrimination.

Compensation and Other Employment Terms, Conditions, and Privileges

Title VII prohibits discrimination in compensation and other terms, conditions, and privileges of employment. Thus, race or color discrimination may not be the basis for differences in pay or benefits, work assignments, performance evaluations, training, discipline or discharge, or any other area of employment.

Harassment

Harassment on the basis of race and/or color violates Title VII. Ethnic slurs, racial "jokes," offensive or derogatory comments, or other verbal or physical conduct based on an individual's race/color constitutes unlawful harassment if the conduct creates an intimidating, hostile, or offensive working environment, or interferes with the individual's work performance.

Retaliation

Employees have a right to be free from retaliation for their opposition to discrimination or their participation in an EEOC proceeding by filing a charge, testifying, assisting, or otherwise participating in an agency proceeding.

Segregation and Classification of Employees

Title VII is violated where minority employees are segregated by physically isolating them from other employees or from customer contact. Title VII also prohibits assigning primarily minorities to predominantly minority establishments or geographic areas. It is also illegal to exclude minorities from certain positions or to group or categorize employees or jobs so that certain jobs are generally held by minorities. Title VII also does not permit racially motivated decisions driven by business concerns – for example, concerns about the effect on employee relations, or the negative reaction of clients or customers. Nor may race or color ever be a bona fide occupational qualification under Title VII.

Coding applications/resumes to designate an applicant's race, by either an employer or employment agency, constitutes evidence of discrimination where minorities are excluded from employment or from certain positions. Such discriminatory coding includes the use of facially benign code terms that implicate race, for example, by area codes where many racial minorities may or are presumed to live.

Pre-Employment Inquiries and Requirements

Requesting pre-employment information which discloses or tends to disclose an applicant's race suggests that race will be unlawfully used as a basis for hiring. Solicitation of such pre-employment information is presumed to be used as a basis for making selection decisions. Therefore, if members of minority groups are excluded from employment, the request for such pre-employment information would likely constitute evidence of discrimination.

However, employers may legitimately need information about their employees' or applicants' race for affirmative action purposes and/or to track applicant flow. One way to obtain racial information and simultaneously guard against discriminatory selection is for employers to use "tear-off sheets" for the identification of an applicant's race. After the applicant completes the application and the tear-off portion, the employer separates the tear-off sheet from the application and does not use it in the selection process.

Other pre-employment information requests which disclose or tend to disclose an applicant's race are personal background checks, such as criminal history checks. Title VII does not categorically prohibit employers' use of criminal records as a basis for making employment decisions. Using criminal records as an employment screen may be lawful, legitimate, and even mandated in certain circumstances. However, employers that use criminal records to screen for employment must comply with Title VII's nondiscrimination requirements.

Religious Discrimination

Religious discrimination involves treating a person (an applicant or employee) unfavorably because of his or her religious beliefs. The law protects not only people who belong to traditional, organized religions, such as Buddhism, Christianity, Hinduism, Islam, and Judaism, but also others who have sincerely held religious, ethical or moral beliefs.

Religious discrimination can also involve treating someone differently because that person is married to (or associated with) an individual of a particular religion or because of his or her connection with a religious organization or group.

Religious Discrimination & Work Situations

The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

Religious Discrimination & Harassment

It is illegal to harass a person because of his or her religion.

Harassment can include, for example, offensive remarks about a person's religious beliefs or practices. Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that aren't very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Religious Discrimination & Reasonable Accommodation

The law requires an **employer or other covered entity** to reasonably accommodate an employee's religious beliefs or practices, unless doing so would cause more than a minimal burden on the operations of the employer's business. This means an employer may be required to make reasonable adjustments to the work environment that will allow an employee to practice his or her religion.

Examples of some common religious accommodations include flexible scheduling, voluntary shift substitutions or swaps, job reassignments, and modifications to workplace policies or practices.

Religious Accommodation/Dress & Grooming Policies

Unless it would be an undue hardship on the employer's operation of its business, an employer must reasonably accommodate an employee's religious beliefs or practices. This applies not only to schedule changes or leave for religious observances, but also to such things as dress or grooming practices that an employee has for religious reasons. These might include, for example, wearing particular head coverings or other religious dress (such as a Jewish yarmulke or a Muslim headscarf), or wearing certain hairstyles or facial hair (such as Rastafarian dreadlocks or Sikh uncut hair and beard). It also includes an employee's observance of a religious prohibition against wearing certain garments (such as pants or miniskirts).

When an employee or applicant needs a dress or grooming accommodation for religious reasons, he should notify the employer that he needs such an accommodation for religious reasons. If the employer reasonably needs more information, the employer and the employee should engage in an interactive process to discuss the request. If it would not pose an undue hardship, the employer must grant the accommodation.

Religious Discrimination & Reasonable Accommodation & Undue Hardship

An employer does not have to accommodate an employee's religious beliefs or practices if doing so would cause undue hardship to the employer. An accommodation may cause undue hardship if it is costly, compromises workplace safety, decreases workplace efficiency, infringes on the rights of other employees, or requires other employees to do more than their share of potentially hazardous or burdensome work.

Religious Discrimination And Employment Policies/Practices

An employee cannot be forced to participate (or not participate) in a religious activity as a condition of employment.



U.S. Equal Employment Opportunity Commission

FACT SHEET

Religious Discrimination

Title VII of the Civil Rights Act of 1964 prohibits employers from discriminating against individuals because of their religion in hiring, firing, and other terms and conditions of employment. The Act also requires employers to reasonably accommodate the religious practices of an employee or prospective employee, unless to do so would create an undue hardship upon the employer (see also 29 CFR 1605). A reasonable religious accommodation is any adjustment to the work environment that will allow the employee to practice his religion. Flexible scheduling, voluntary substitutions or swaps, job reassignments and lateral transfers are examples of accommodating an employee's religious beliefs.

Employers generally should not schedule examinations or other selection activities in conflict with a current or prospective employee's religious needs, inquire about an applicant's future availability at certain times, maintain a restrictive dress code, or refuse to allow observance of a Sabbath or religious holiday, unless the employer can show that not doing so would cause an undue hardship.

An employer can claim undue hardship when asked to accommodate an applicant's or employee's religious practices if allowing such practices requires more than ordinary administrative costs, diminishes efficiency in other jobs, infringes on other employees' job rights or benefits, impairs workplace safety, causes co-workers to carry the accommodated employee's share of potentially hazardous or burdensome work, or if the proposed accommodation conflicts with another law or regulation. Undue hardship also may be shown if the request for an accommodation violates the terms of a collective bargaining agreement or job rights established through a seniority system.

An employee whose religious practices prohibit payment of union dues to a labor organization cannot be required to pay the dues, but may pay an equal sum to a charitable organization.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on religion or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII.

FIND THIS ARTICLE ON THE WEB AT:

Facts About Religious Discrimination FSE/3
<http://www.eeoc.gov/eeoc/publications/index.cfm>

SEE ALSO:

Filing a Charge of Discrimination
<http://www.eeoc.gov/employees/charge.cfm>

This document was last modified on April 1, 2010.

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Retaliation

All of the laws we enforce make it illegal to fire, demote, harass, or otherwise “retaliate” against people (applicants or employees) because they filed a charge of discrimination, because they complained to their [employer or other covered entity](#) about discrimination on the job, or because they participated in an employment discrimination proceeding (such as an investigation or lawsuit).

For example, it is illegal for an employer to refuse to promote an employee because she filed a charge of discrimination with the EEOC, even if EEOC later determined no discrimination occurred.

Retaliation & Work Situations

The law forbids retaliation when it comes to any aspect of employment, including hiring; firing; pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

Facts About Retaliation

An employer may not fire, demote, harass or otherwise "retaliate" against an individual for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination. The same laws that prohibit discrimination based on race, color, sex, religion, national origin, age, and disability, as well as wage differences between men and women performing substantially equal work, also prohibit retaliation against individuals who oppose unlawful discrimination or participate in an employment discrimination proceeding.

In addition to the protections against retaliation that are included in all of the laws enforced by EEOC, the Americans with Disabilities Act (ADA) also protects individuals from coercion, intimidation, threat, harassment, or interference in their exercise of their own rights or their encouragement of someone else's exercise of rights granted by the ADA.

There are three main terms that are used to describe retaliation. Retaliation occurs when an employer, employment agency, or labor organization takes an **adverse action** against a **covered individual** because he or she engaged in a **protected activity**. These three terms are described below.

Adverse Action

An adverse action is an action taken to try to keep someone from opposing a discriminatory practice, or from participating in an employment discrimination proceeding. Examples of adverse actions include:

employment actions such as termination, refusal to hire, and denial of promotion,
other actions affecting employment such as threats, unjustified negative evaluations, unjustified negative references, or increased surveillance; and
any other action such as an assault or unfounded civil or criminal charges that are likely to deter reasonable people from pursuing their rights.

Adverse actions do not include petty slights and annoyances, such as stray negative comments in an otherwise positive or neutral evaluation, "snubbing" a colleague, or negative comments that are justified by an employee's poor work performance or history.

Even if the prior protected activity alleged wrongdoing by a different employer, retaliatory adverse actions are unlawful. For example, it is unlawful for a worker's current employer to retaliate against him for pursuing an EEO charge against a former employer.

Of course, employees are not excused from continuing to perform their jobs or follow their company's legitimate workplace rules just because they have filed a complaint with the EEOC or opposed discrimination.

For more information about adverse actions, see [EEOC's Compliance Manual Section 8, Chapter II, Part D](#).

Covered Individuals

Covered individuals are people who have opposed unlawful practices, participated in proceedings, or requested accommodations related to employment discrimination based on race, color, sex, religion, national origin, age, or disability. Individuals who have a close association with someone who has engaged in such protected activity also are covered individuals. For example, it is illegal to terminate an employee because his spouse participated in employment discrimination litigation.

Individuals who have brought attention to violations of law other than employment discrimination are NOT covered individuals for purposes of anti-discrimination retaliation laws. For example, "whistleblowers" who raise ethical, financial, or other concerns unrelated to employment discrimination are not protected by the EEOC enforced laws.

Protected Activity

Protected activity includes:

Opposition to a practice believed to be unlawful discrimination

Opposition is informing an employer that you believe that he/she is engaging in prohibited discrimination. Opposition is protected from retaliation as long as it is based on a reasonable, good-faith belief that the complained of practice violates anti-discrimination law; and the manner of the opposition is reasonable.

Examples of protected opposition include:

Complaining to anyone about alleged discrimination against oneself or others;

Threatening to file a charge of discrimination;

Picketing in opposition to discrimination; or

Refusing to obey an order reasonably believed to be discriminatory.

Examples of activities that are NOT protected opposition include:

Actions that interfere with job performance so as to render the employee ineffective; or

Unlawful activities such as acts or threats of violence.

Participation in an employment discrimination proceeding.

Participation means taking part in an employment discrimination proceeding. Participation is protected activity even if the proceeding involved claims that ultimately were found to be invalid. Examples of participation include:

Filing a charge of employment discrimination;

Cooperating with an internal investigation of alleged discriminatory practices; or

Serving as a witness in an EEO investigation or litigation.

A protected activity can also include requesting a reasonable accommodation based on religion or disability.

For more information about Protected Activities, see EEOC's Compliance Manual, Section 8, [Chapter II, Part B - Opposition](#) and [Part C - Participation](#).

Sex-Based Discrimination

Sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person's sex. Sex discrimination also can involve treating someone less favorably because of his or her connection with an organization or group that is generally associated with people of a certain sex.

Sex Discrimination & Work Situations

The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

Sex Discrimination Harassment

It is unlawful to harass a person because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general.

Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.

Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Sex Discrimination & Employment Policies/Practices

An employment policy or practice that applies to everyone, regardless of sex, can be illegal if it has a negative impact on the employment of people of a certain sex and is not job-related or necessary to the operation of the business.

Sexual Harassment

It is unlawful to harass a person (an applicant or employee) because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general.

Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.

Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.



U.S. Equal Employment Opportunity Commission

FACT SHEET

Sexual Harassment

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as to the federal government.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- The harasser's conduct must be unwelcome.

It is helpful for the victim to inform the harasser directly that the conduct is unwelcome and must stop. The victim should use any employer complaint mechanism or grievance system available.

When investigating allegations of sexual harassment, EEOC looks at the whole record: the circumstances, such as the nature of the sexual advances, and the context in which the alleged incidents occurred. A determination on the allegations is made from the facts on a case-by-case basis.

Prevention is the best tool to eliminate sexual harassment in the workplace. Employers are encouraged to take steps necessary to prevent sexual harassment from occurring. They should clearly communicate to employees that sexual harassment will not be tolerated. They can do so by providing sexual harassment training to their employees and by establishing an effective complaint or grievance process and taking immediate and appropriate action when an employee complains.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on sex or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII.

FIND THIS ARTICLE ON THE WEB AT:

Facts About Sexual Harassment FSE/4
<http://www.eeoc.gov/facts/fs-sex.html>

SEE ALSO:

Filing a Charge of Discrimination
<http://www.eeoc.gov/employees/charge.cfm>

Criminal Justice Comm, Oregon

**Summary Cross Reference Listing and Packages
2015-17 Biennium**

Agency Number: 21300

BAM Analyst: Ayre, Art

Budget Coordinator: Lee, Bill - (503)373-0744

Cross Reference Number	Cross Reference Description	Package Number	Priority	Package Description	Package Group
001-00-00-00000	Sentencing, Policy, and Research	010	0	Non-PICS Psnl Svc / Vacancy Factor	Essential Packages
001-00-00-00000	Sentencing, Policy, and Research	021	0	Phase-in	Essential Packages
001-00-00-00000	Sentencing, Policy, and Research	022	0	Phase-out Pgm & One-time Costs	Essential Packages
001-00-00-00000	Sentencing, Policy, and Research	031	0	Standard Inflation	Essential Packages
001-00-00-00000	Sentencing, Policy, and Research	032	0	Above Standard Inflation	Essential Packages
001-00-00-00000	Sentencing, Policy, and Research	033	0	Exceptional Inflation	Essential Packages
001-00-00-00000	Sentencing, Policy, and Research	050	0	Fundshifts	Essential Packages
001-00-00-00000	Sentencing, Policy, and Research	060	0	Technical Adjustments	Essential Packages
001-00-00-00000	Sentencing, Policy, and Research	070	0	Revenue Shortfalls	Policy Packages
001-00-00-00000	Sentencing, Policy, and Research	081	0	September 2014 E-Board	Policy Packages
001-00-00-00000	Sentencing, Policy, and Research	090	0	Analyst Adjustments	Policy Packages
001-00-00-00000	Sentencing, Policy, and Research	101	0	Restore Program	Policy Packages
001-00-00-00000	Sentencing, Policy, and Research	102	0	Restore GF 13 15 2% Perm Cut	Policy Packages
001-00-00-00000	Sentencing, Policy, and Research	103	0	Justice Reinvestment Grant Program	Policy Packages
002-00-00-00000	Juvenile Crime Prevention	010	0	Non-PICS Psnl Svc / Vacancy Factor	Essential Packages
002-00-00-00000	Juvenile Crime Prevention	021	0	Phase-in	Essential Packages
002-00-00-00000	Juvenile Crime Prevention	022	0	Phase-out Pgm & One-time Costs	Essential Packages
002-00-00-00000	Juvenile Crime Prevention	031	0	Standard Inflation	Essential Packages
002-00-00-00000	Juvenile Crime Prevention	032	0	Above Standard Inflation	Essential Packages
002-00-00-00000	Juvenile Crime Prevention	033	0	Exceptional Inflation	Essential Packages
002-00-00-00000	Juvenile Crime Prevention	050	0	Fundshifts	Essential Packages
002-00-00-00000	Juvenile Crime Prevention	060	0	Technical Adjustments	Essential Packages

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Criminal Justice Comm, Oregon

**Policy Package List by Priority
2015-17 Biennium**

Agency Number: 21300

BAM Analyst: Ayre, Art

Budget Coordinator: Lee, Bill - (503)373-0744

<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	Sentencing, Policy, and Research
			002-00-00-00000	Juvenile Crime Prevention
	081	September 2014 E-Board	001-00-00-00000	Sentencing, Policy, and Research
			002-00-00-00000	Juvenile Crime Prevention
	090	Analyst Adjustments	001-00-00-00000	Sentencing, Policy, and Research
			002-00-00-00000	Juvenile Crime Prevention
	101	Restore Program	001-00-00-00000	Sentencing, Policy, and Research
			002-00-00-00000	Juvenile Crime Prevention
	102	Restore GF 13 15 2% Perm Cut	001-00-00-00000	Sentencing, Policy, and Research
	103	Justice Reinvestment Grant Program	001-00-00-00000	Sentencing, Policy, and Research

Budget Support - Detail Revenues and Expenditures
 2015-17 Biennium
 Criminal Justice Comm, Oregon

Cross Reference Number: 21300-000-00-00-00000

Description	2011-13 Actuals	2013-15 Leg Adopted Budget	2013-15 Leg Approved Budget	2015-17 Agency Request Budget	2015-17 Governor's Budget	2015-17 Leg Adopted Budget
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	202,364	5,500	5,500	200,000	200,000	-
6400 Federal Funds Ltd	15,998,659	8,033,497	8,033,497	1,429,000	1,429,000	-
All Funds	16,201,023	8,038,997	8,038,997	1,629,000	1,629,000	-
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	197,862	197,862	-	-	-
6400 Federal Funds Ltd	-	(2,418,557)	(2,418,557)	-	-	-
All Funds	-	(2,220,695)	(2,220,695)	-	-	-
BEGINNING BALANCE						
3400 Other Funds Ltd	202,364	203,362	203,362	200,000	200,000	-
6400 Federal Funds Ltd	15,998,659	5,614,940	5,614,940	1,429,000	1,429,000	-
TOTAL BEGINNING BALANCE	\$16,201,023	\$5,818,302	\$5,818,302	\$1,629,000	\$1,629,000	-
REVENUE CATEGORIES						
GENERAL FUND APPROPRIATION						
0050 General Fund Appropriation						
8000 General Fund	4,761,327	23,745,288	23,851,046	83,209,658	73,510,819	-
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	557,987	299,950	299,950	299,950	299,950	-
INTEREST EARNINGS						
0605 Interest Income						
3400 Other Funds Ltd	470	-	-	-	-	-

Criminal Justice Comm, Oregon

Agency Number: 21300

Budget Support - Detail Revenues and Expenditures

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<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	1,667	1,000	1,000	1,000	1,000	-
FEDERAL FUNDS REVENUE						
0995 Federal Funds						
6400 Federal Funds Ltd	6,618,535	3,611,269	3,611,269	1,562,945	1,562,945	-
REVENUE CATEGORIES						
8000 General Fund	4,761,327	23,745,288	23,851,046	83,209,658	73,510,819	-
3400 Other Funds Ltd	560,124	300,950	300,950	300,950	300,950	-
6400 Federal Funds Ltd	6,618,535	3,611,269	3,611,269	1,562,945	1,562,945	-
TOTAL REVENUE CATEGORIES	\$11,939,986	\$27,657,507	\$27,763,265	\$85,073,553	\$75,374,714	-
TRANSFERS OUT						
2137 Tsfr To Justice, Dept of						
6400 Federal Funds Ltd	(43,170)	-	-	-	-	-
2198 Tsfr To Judicial Dept						
6400 Federal Funds Ltd	(62,752)	-	-	-	-	-
2291 Tsfr To Corrections, Dept of						
6400 Federal Funds Ltd	(866,067)	-	-	-	-	-
TRANSFERS OUT						
6400 Federal Funds Ltd	(971,989)	-	-	-	-	-
TOTAL TRANSFERS OUT	(\$971,989)	-	-	-	-	-
AVAILABLE REVENUES						
8000 General Fund	4,761,327	23,745,288	23,851,046	83,209,658	73,510,819	-

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
3400 Other Funds Ltd	762,488	504,312	504,312	500,950	500,950	-
6400 Federal Funds Ltd	21,645,205	9,226,209	9,226,209	2,991,945	2,991,945	-
TOTAL AVAILABLE REVENUES	\$27,169,020	\$33,475,809	\$33,581,567	\$86,702,553	\$77,003,714	-

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

8000 General Fund	371,153	655,925	680,105	1,327,719	1,327,719	-
6400 Federal Funds Ltd	534,160	431,539	452,816	157,713	157,713	-
All Funds	905,313	1,087,464	1,132,921	1,485,432	1,485,432	-

3160 Temporary Appointments

3400 Other Funds Ltd	28,833	71,704	71,704	73,855	73,855	-
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3170 Overtime Payments

8000 General Fund	14	-	-	-	-	-
6400 Federal Funds Ltd	41	-	-	-	-	-
All Funds	55	-	-	-	-	-

3190 All Other Differential

8000 General Fund	1,824	-	-	-	-	-
6400 Federal Funds Ltd	4,964	-	-	-	-	-
All Funds	6,788	-	-	-	-	-

SALARIES & WAGES

8000 General Fund	372,991	655,925	680,105	1,327,719	1,327,719	-
3400 Other Funds Ltd	28,833	71,704	71,704	73,855	73,855	-

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
6400 Federal Funds Ltd	539,165	431,539	452,816	157,713	157,713	-
TOTAL SALARIES & WAGES	\$940,989	\$1,159,168	\$1,204,625	\$1,559,287	\$1,559,287	-
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
8000 General Fund	50	199	199	433	433	-
6400 Federal Funds Ltd	195	156	156	51	51	-
All Funds	245	355	355	484	484	-
3220 Public Employees' Retire Cont						
8000 General Fund	56,345	96,224	99,708	209,647	209,647	-
3400 Other Funds Ltd	4,484	-	-	-	-	-
6400 Federal Funds Ltd	72,243	63,306	66,372	24,903	24,903	-
All Funds	133,072	159,530	166,080	234,550	234,550	-
3221 Pension Obligation Bond						
8000 General Fund	23,104	35,254	39,768	46,981	46,981	-
3400 Other Funds Ltd	1,825	3,742	-	-	-	-
6400 Federal Funds Ltd	31,114	31,509	31,509	30,903	30,903	-
All Funds	56,043	70,505	71,277	77,884	77,884	-
3230 Social Security Taxes						
8000 General Fund	26,412	48,396	50,246	100,586	100,586	-
3400 Other Funds Ltd	2,206	5,485	5,485	5,650	5,650	-
6400 Federal Funds Ltd	40,130	33,014	34,642	12,065	12,065	-
All Funds	68,748	86,895	90,373	118,301	118,301	-
3240 Unemployment Assessments						

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
8000 General Fund	13,080	-	-	-	-	-
3400 Other Funds Ltd	12,393	-	-	-	-	-
All Funds	25,473	-	-	-	-	-
3250 Worker's Comp. Assess. (WCD)						
8000 General Fund	105	292	292	679	679	-
3400 Other Funds Ltd	12	-	-	-	-	-
6400 Federal Funds Ltd	233	231	231	80	80	-
All Funds	350	523	523	759	759	-
3260 Mass Transit Tax						
8000 General Fund	2,358	3,935	4,080	7,966	7,966	-
3400 Other Funds Ltd	173	431	431	443	443	-
All Funds	2,531	4,366	4,511	8,409	8,409	-
3270 Flexible Benefits						
8000 General Fund	63,127	152,182	154,401	300,700	300,700	-
6400 Federal Funds Ltd	140,210	118,754	120,614	35,108	35,108	-
All Funds	203,337	270,936	275,015	335,808	335,808	-
OTHER PAYROLL EXPENSES						
8000 General Fund	184,581	336,482	348,694	666,992	666,992	-
3400 Other Funds Ltd	21,093	9,658	5,916	6,093	6,093	-
6400 Federal Funds Ltd	284,125	246,970	253,524	103,110	103,110	-
TOTAL OTHER PAYROLL EXPENSES	\$489,799	\$593,110	\$608,134	\$776,195	\$776,195	-

P.S. BUDGET ADJUSTMENTS

3465 Reconciliation Adjustment

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Description	2011-13 Actuals	2013-15 Leg Adopted Budget	2013-15 Leg Approved Budget	2015-17 Agency Request Budget	2015-17 Governor's Budget	2015-17 Leg Adopted Budget
8000 General Fund	-	23,960	23,960	-	-	-
6400 Federal Funds Ltd	-	18,988	18,988	-	-	-
All Funds	-	42,948	42,948	-	-	-
3470 Undistributed (P.S.)						
8000 General Fund	-	(9,626)	-	-	-	-
6400 Federal Funds Ltd	-	(10,854)	-	-	-	-
All Funds	-	(20,480)	-	-	-	-
3991 PERS Policy Adjustment						
8000 General Fund	-	(19,606)	(19,606)	-	-	-
6400 Federal Funds Ltd	-	(15,537)	(15,537)	-	-	-
All Funds	-	(35,143)	(35,143)	-	-	-
P.S. BUDGET ADJUSTMENTS						
8000 General Fund	-	(5,272)	4,354	-	-	-
6400 Federal Funds Ltd	-	(7,403)	3,451	-	-	-
TOTAL P.S. BUDGET ADJUSTMENTS	-	(\$12,675)	\$7,805	-	-	-
PERSONAL SERVICES						
8000 General Fund	557,572	987,135	1,033,153	1,994,711	1,994,711	-
3400 Other Funds Ltd	49,926	81,362	77,620	79,948	79,948	-
6400 Federal Funds Ltd	823,290	671,106	709,791	260,823	260,823	-
TOTAL PERSONAL SERVICES	\$1,430,788	\$1,739,603	\$1,820,564	\$2,335,482	\$2,335,482	-
SERVICES & SUPPLIES						
4100 Instate Travel						
8000 General Fund	15,826	13,614	13,614	53,188	53,188	-

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
3400 Other Funds Ltd	-	2,048	2,048	2,109	2,109	-
6400 Federal Funds Ltd	4,271	9,252	9,252	13,142	13,142	-
All Funds	20,097	24,914	24,914	68,439	68,439	-
4125 Out of State Travel						
8000 General Fund	2,480	10,588	10,588	15,918	15,918	-
6400 Federal Funds Ltd	8,453	3,820	3,820	4,073	4,073	-
All Funds	10,933	14,408	14,408	19,991	19,991	-
4150 Employee Training						
8000 General Fund	18,903	14,589	14,589	27,785	27,785	-
6400 Federal Funds Ltd	4,296	8,453	8,453	7,264	7,264	-
All Funds	23,199	23,042	23,042	35,049	35,049	-
4175 Office Expenses						
8000 General Fund	11,008	25,299	17,726	38,123	38,123	-
3400 Other Funds Ltd	-	1,136	1,136	1,170	1,170	-
6400 Federal Funds Ltd	26,056	10,622	10,622	2,063	2,063	-
All Funds	37,064	37,057	29,484	41,356	41,356	-
4200 Telecommunications						
8000 General Fund	7,926	19,830	19,830	40,090	40,090	-
3400 Other Funds Ltd	-	1,615	1,615	1,663	1,663	-
6400 Federal Funds Ltd	11,970	6,903	6,903	2,353	2,353	-
All Funds	19,896	28,348	28,348	44,106	44,106	-
4225 State Gov. Service Charges						
8000 General Fund	35,311	149,121	149,121	46,247	49,232	-

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
3400 Other Funds Ltd	-	638	638	638	679	-
6400 Federal Funds Ltd	-	519	519	519	553	-
All Funds	35,311	150,278	150,278	47,404	50,464	-
4250 Data Processing						
8000 General Fund	6,835	19,188	19,188	82,250	82,250	-
3400 Other Funds Ltd	350	2,456	2,456	2,530	2,530	-
6400 Federal Funds Ltd	20,098	8,746	8,746	14,290	14,290	-
All Funds	27,283	30,390	30,390	99,070	99,070	-
4275 Publicity and Publications						
8000 General Fund	774	5,250	5,250	8,669	8,669	-
3400 Other Funds Ltd	-	239	239	246	246	-
6400 Federal Funds Ltd	217	1,794	1,794	1,876	1,876	-
All Funds	991	7,283	7,283	10,791	10,791	-
4300 Professional Services						
8000 General Fund	-	-	-	16,690	16,690	-
3400 Other Funds Ltd	-	5,881	5,881	6,075	6,075	-
6400 Federal Funds Ltd	323,654	20,560	20,560	29,548	29,548	-
All Funds	323,654	26,441	26,441	52,313	52,313	-
4315 IT Professional Services						
8000 General Fund	17,596	-	-	775,000	775,000	-
3400 Other Funds Ltd	17,596	-	-	-	-	-
6400 Federal Funds Ltd	68,468	-	-	-	-	-
All Funds	103,660	-	-	775,000	775,000	-

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
4325 Attorney General						
8000 General Fund	20,309	6,426	6,426	85,357	81,356	-
6400 Federal Funds Ltd	11,127	7,942	7,942	1,136	1,083	-
All Funds	31,436	14,368	14,368	86,493	82,439	-
4375 Employee Recruitment and Develop						
8000 General Fund	-	676	676	2,689	2,689	-
6400 Federal Funds Ltd	-	1,068	1,068	132	132	-
All Funds	-	1,744	1,744	2,821	2,821	-
4400 Dues and Subscriptions						
8000 General Fund	3,283	2,333	2,333	6,205	6,205	-
6400 Federal Funds Ltd	6,498	897	897	411	411	-
All Funds	9,781	3,230	3,230	6,616	6,616	-
4425 Facilities Rental and Taxes						
8000 General Fund	23,620	41,853	41,853	87,825	87,825	-
3400 Other Funds Ltd	-	5,855	5,855	6,031	6,031	-
6400 Federal Funds Ltd	50,521	25,232	25,232	3,119	3,119	-
All Funds	74,141	72,940	72,940	96,975	96,975	-
4575 Agency Program Related S and S						
8000 General Fund	2,000	-	-	-	-	-
6400 Federal Funds Ltd	7,005	-	-	-	-	-
All Funds	9,005	-	-	-	-	-
4600 Intra-agency Charges						
8000 General Fund	88,017	-	-	-	-	-

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
3400 Other Funds Ltd	608	-	-	-	-	-
6400 Federal Funds Ltd	537	-	-	-	-	-
All Funds	89,162	-	-	-	-	-
4650 Other Services and Supplies						
8000 General Fund	3,279	2,417	-	209,293	209,293	-
3400 Other Funds Ltd	-	1,575	1,575	1,622	1,622	-
6400 Federal Funds Ltd	22,569	5,253	5,253	3,982	3,982	-
All Funds	25,848	9,245	6,828	214,897	214,897	-
4675 Undistributed (S.S.)						
8000 General Fund	-	(2,406)	-	-	-	-
6400 Federal Funds Ltd	-	(2,714)	-	-	-	-
All Funds	-	(5,120)	-	-	-	-
4700 Expendable Prop 250 - 5000						
8000 General Fund	6,463	1,091	1,091	8,615	8,615	-
6400 Federal Funds Ltd	-	2,476	2,476	1,204	1,204	-
All Funds	6,463	3,567	3,567	9,819	9,819	-
4715 IT Expendable Property						
8000 General Fund	10,099	2,042	-	11,504	11,504	-
3400 Other Funds Ltd	3,400	-	-	-	-	-
6400 Federal Funds Ltd	7,387	156,802	143,234	65,001	65,001	-
All Funds	20,886	158,844	143,234	76,505	76,505	-
SERVICES & SUPPLIES						
8000 General Fund	273,729	311,911	302,285	1,515,448	1,514,432	-

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3400 Other Funds Ltd	21,954	21,443	21,443	22,084	22,125	-
6400 Federal Funds Ltd	573,127	267,625	256,771	150,113	150,094	-
TOTAL SERVICES & SUPPLIES	\$868,810	\$600,979	\$580,499	\$1,687,645	\$1,686,651	-
SPECIAL PAYMENTS						
6015 Dist to Cities						
6400 Federal Funds Ltd	696,690	-	-	-	-	-
6020 Dist to Counties						
8000 General Fund	3,501,736	22,723,707	22,723,707	79,328,699	69,630,876	-
3400 Other Funds Ltd	-	380,617	380,617	392,036	392,036	-
6400 Federal Funds Ltd	13,257,165	4,647,567	4,647,567	1,170,000	1,170,000	-
All Funds	16,758,901	27,751,891	27,751,891	80,890,735	71,192,912	-
6030 Dist to Non-Gov Units						
8000 General Fund	427,958	-	-	-	-	-
6400 Federal Funds Ltd	685,074	1,549,189	1,549,189	-	-	-
All Funds	1,113,032	1,549,189	1,549,189	-	-	-
6085 Other Special Payments						
6400 Federal Funds Ltd	209,224	-	-	-	-	-
6090 Undistributed (S.P.)						
8000 General Fund	-	(277,465)	(208,099)	-	-	-
6257 Spc Pmt to Police, Dept of State						
6400 Federal Funds Ltd	109,516	-	-	-	-	-
6291 Spc Pmt to Corrections, Dept of						
8000 General Fund	-	-	-	370,800	370,800	-

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6580 Spc Pmt to OR University System						
6400 Federal Funds Ltd	32,276	-	-	-	-	-
SPECIAL PAYMENTS						
8000 General Fund	3,929,694	22,446,242	22,515,608	79,699,499	70,001,676	-
3400 Other Funds Ltd	-	380,617	380,617	392,036	392,036	-
6400 Federal Funds Ltd	14,989,945	6,196,756	6,196,756	1,170,000	1,170,000	-
TOTAL SPECIAL PAYMENTS	\$18,919,639	\$29,023,615	\$29,092,981	\$81,261,535	\$71,563,712	-
EXPENDITURES						
8000 General Fund	4,760,995	23,745,288	23,851,046	83,209,658	73,510,819	-
3400 Other Funds Ltd	71,880	483,422	479,680	494,068	494,109	-
6400 Federal Funds Ltd	16,386,362	7,135,487	7,163,318	1,580,936	1,580,917	-
TOTAL EXPENDITURES	\$21,219,237	\$31,364,197	\$31,494,044	\$85,284,662	\$75,585,845	-
REVERSIONS						
9900 Reversions						
8000 General Fund	(332)	-	-	-	-	-
ENDING BALANCE						
3400 Other Funds Ltd	690,608	20,890	24,632	6,882	6,841	-
6400 Federal Funds Ltd	5,258,843	2,090,722	2,062,891	1,411,009	1,411,028	-
TOTAL ENDING BALANCE	\$5,949,451	\$2,111,612	\$2,087,523	\$1,417,891	\$1,417,869	-
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	10	9	9	11	11	-
TOTAL AUTHORIZED POSITIONS	10	9	9	11	11	-
AUTHORIZED FTE						

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8250 Class/Unclass FTE Positions	9.00	8.38	8.38	11.00	11.00	-
TOTAL AUTHORIZED FTE	9.00	8.38	8.38	11.00	11.00	-

Description	2011-13 Actuals	2013-15 Leg Adopted Budget	2013-15 Leg Approved Budget	2015-17 Agency Request Budget	2015-17 Governor's Budget	2015-17 Leg Adopted Budget
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	202,364	5,500	5,500	200,000	200,000	-
6400 Federal Funds Ltd	15,998,659	8,033,497	8,033,497	1,429,000	1,429,000	-
All Funds	16,201,023	8,038,997	8,038,997	1,629,000	1,629,000	-
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	197,862	197,862	-	-	-
6400 Federal Funds Ltd	-	(2,418,557)	(2,418,557)	-	-	-
All Funds	-	(2,220,695)	(2,220,695)	-	-	-
BEGINNING BALANCE						
3400 Other Funds Ltd	202,364	203,362	203,362	200,000	200,000	-
6400 Federal Funds Ltd	15,998,659	5,614,940	5,614,940	1,429,000	1,429,000	-
TOTAL BEGINNING BALANCE	\$16,201,023	\$5,818,302	\$5,818,302	\$1,629,000	\$1,629,000	-
REVENUE CATEGORIES						
GENERAL FUND APPROPRIATION						
0050 General Fund Appropriation						
8000 General Fund	4,761,327	23,745,288	23,851,046	83,209,658	73,510,819	-
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	557,987	299,950	299,950	299,950	299,950	-
INTEREST EARNINGS						
0605 Interest Income						
3400 Other Funds Ltd	470	-	-	-	-	-

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	1,667	1,000	1,000	1,000	1,000	-
FEDERAL FUNDS REVENUE						
0995 Federal Funds						
6400 Federal Funds Ltd	6,618,535	3,611,269	3,611,269	1,562,945	1,562,945	-
REVENUE CATEGORIES						
8000 General Fund	4,761,327	23,745,288	23,851,046	83,209,658	73,510,819	-
3400 Other Funds Ltd	560,124	300,950	300,950	300,950	300,950	-
6400 Federal Funds Ltd	6,618,535	3,611,269	3,611,269	1,562,945	1,562,945	-
TOTAL REVENUE CATEGORIES	\$11,939,986	\$27,657,507	\$27,763,265	\$85,073,553	\$75,374,714	-
TRANSFERS OUT						
2137 Tsfr To Justice, Dept of						
6400 Federal Funds Ltd	(43,170)	-	-	-	-	-
2198 Tsfr To Judicial Dept						
6400 Federal Funds Ltd	(62,752)	-	-	-	-	-
2291 Tsfr To Corrections, Dept of						
6400 Federal Funds Ltd	(866,067)	-	-	-	-	-
TRANSFERS OUT						
6400 Federal Funds Ltd	(971,989)	-	-	-	-	-
TOTAL TRANSFERS OUT	(\$971,989)	-	-	-	-	-
AVAILABLE REVENUES						
8000 General Fund	4,761,327	23,745,288	23,851,046	83,209,658	73,510,819	-

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
3400 Other Funds Ltd	762,488	504,312	504,312	500,950	500,950	-
6400 Federal Funds Ltd	21,645,205	9,226,209	9,226,209	2,991,945	2,991,945	-
TOTAL AVAILABLE REVENUES	\$27,169,020	\$33,475,809	\$33,581,567	\$86,702,553	\$77,003,714	-

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

8000 General Fund	371,153	655,925	680,105	1,327,719	1,327,719	-
6400 Federal Funds Ltd	534,160	431,539	452,816	157,713	157,713	-
All Funds	905,313	1,087,464	1,132,921	1,485,432	1,485,432	-

3160 Temporary Appointments

3400 Other Funds Ltd	28,833	71,704	71,704	73,855	73,855	-
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3170 Overtime Payments

8000 General Fund	14	-	-	-	-	-
6400 Federal Funds Ltd	41	-	-	-	-	-
All Funds	55	-	-	-	-	-

3190 All Other Differential

8000 General Fund	1,824	-	-	-	-	-
6400 Federal Funds Ltd	4,964	-	-	-	-	-
All Funds	6,788	-	-	-	-	-

SALARIES & WAGES

8000 General Fund	372,991	655,925	680,105	1,327,719	1,327,719	-
3400 Other Funds Ltd	28,833	71,704	71,704	73,855	73,855	-

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
6400 Federal Funds Ltd	539,165	431,539	452,816	157,713	157,713	-
TOTAL SALARIES & WAGES	\$940,989	\$1,159,168	\$1,204,625	\$1,559,287	\$1,559,287	-
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
8000 General Fund	50	199	199	433	433	-
6400 Federal Funds Ltd	195	156	156	51	51	-
All Funds	245	355	355	484	484	-
3220 Public Employees' Retire Cont						
8000 General Fund	56,345	96,224	99,708	209,647	209,647	-
3400 Other Funds Ltd	4,484	-	-	-	-	-
6400 Federal Funds Ltd	72,243	63,306	66,372	24,903	24,903	-
All Funds	133,072	159,530	166,080	234,550	234,550	-
3221 Pension Obligation Bond						
8000 General Fund	23,104	35,254	39,768	46,981	46,981	-
3400 Other Funds Ltd	1,825	3,742	-	-	-	-
6400 Federal Funds Ltd	31,114	31,509	31,509	30,903	30,903	-
All Funds	56,043	70,505	71,277	77,884	77,884	-
3230 Social Security Taxes						
8000 General Fund	26,412	48,396	50,246	100,586	100,586	-
3400 Other Funds Ltd	2,206	5,485	5,485	5,650	5,650	-
6400 Federal Funds Ltd	40,130	33,014	34,642	12,065	12,065	-
All Funds	68,748	86,895	90,373	118,301	118,301	-
3240 Unemployment Assessments						

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Description	2011-13 Actuals	2013-15 Leg Adopted Budget	2013-15 Leg Approved Budget	2015-17 Agency Request Budget	2015-17 Governor's Budget	2015-17 Leg Adopted Budget
8000 General Fund	13,080	-	-	-	-	-
3400 Other Funds Ltd	12,393	-	-	-	-	-
All Funds	25,473	-	-	-	-	-
3250 Worker's Comp. Assess. (WCD)						
8000 General Fund	105	292	292	679	679	-
3400 Other Funds Ltd	12	-	-	-	-	-
6400 Federal Funds Ltd	233	231	231	80	80	-
All Funds	350	523	523	759	759	-
3260 Mass Transit Tax						
8000 General Fund	2,358	3,935	4,080	7,966	7,966	-
3400 Other Funds Ltd	173	431	431	443	443	-
All Funds	2,531	4,366	4,511	8,409	8,409	-
3270 Flexible Benefits						
8000 General Fund	63,127	152,182	154,401	300,700	300,700	-
6400 Federal Funds Ltd	140,210	118,754	120,614	35,108	35,108	-
All Funds	203,337	270,936	275,015	335,808	335,808	-
OTHER PAYROLL EXPENSES						
8000 General Fund	184,581	336,482	348,694	666,992	666,992	-
3400 Other Funds Ltd	21,093	9,658	5,916	6,093	6,093	-
6400 Federal Funds Ltd	284,125	246,970	253,524	103,110	103,110	-
TOTAL OTHER PAYROLL EXPENSES	\$489,799	\$593,110	\$608,134	\$776,195	\$776,195	-

P.S. BUDGET ADJUSTMENTS

3465 Reconciliation Adjustment

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Description	2011-13 Actuals	2013-15 Leg Adopted Budget	2013-15 Leg Approved Budget	2015-17 Agency Request Budget	2015-17 Governor's Budget	2015-17 Leg Adopted Budget
8000 General Fund	-	23,960	23,960	-	-	-
6400 Federal Funds Ltd	-	18,988	18,988	-	-	-
All Funds	-	42,948	42,948	-	-	-
3470 Undistributed (P.S.)						
8000 General Fund	-	(9,626)	-	-	-	-
6400 Federal Funds Ltd	-	(10,854)	-	-	-	-
All Funds	-	(20,480)	-	-	-	-
3991 PERS Policy Adjustment						
8000 General Fund	-	(19,606)	(19,606)	-	-	-
6400 Federal Funds Ltd	-	(15,537)	(15,537)	-	-	-
All Funds	-	(35,143)	(35,143)	-	-	-
P.S. BUDGET ADJUSTMENTS						
8000 General Fund	-	(5,272)	4,354	-	-	-
6400 Federal Funds Ltd	-	(7,403)	3,451	-	-	-
TOTAL P.S. BUDGET ADJUSTMENTS	-	(\$12,675)	\$7,805	-	-	-
PERSONAL SERVICES						
8000 General Fund	557,572	987,135	1,033,153	1,994,711	1,994,711	-
3400 Other Funds Ltd	49,926	81,362	77,620	79,948	79,948	-
6400 Federal Funds Ltd	823,290	671,106	709,791	260,823	260,823	-
TOTAL PERSONAL SERVICES	\$1,430,788	\$1,739,603	\$1,820,564	\$2,335,482	\$2,335,482	-
SERVICES & SUPPLIES						
4100 Instate Travel						
8000 General Fund	15,826	13,614	13,614	53,188	53,188	-

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<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
3400 Other Funds Ltd	-	2,048	2,048	2,109	2,109	-
6400 Federal Funds Ltd	4,271	9,252	9,252	13,142	13,142	-
All Funds	20,097	24,914	24,914	68,439	68,439	-
4125 Out of State Travel						
8000 General Fund	2,480	10,588	10,588	15,918	15,918	-
6400 Federal Funds Ltd	8,453	3,820	3,820	4,073	4,073	-
All Funds	10,933	14,408	14,408	19,991	19,991	-
4150 Employee Training						
8000 General Fund	18,903	14,589	14,589	27,785	27,785	-
6400 Federal Funds Ltd	4,296	8,453	8,453	7,264	7,264	-
All Funds	23,199	23,042	23,042	35,049	35,049	-
4175 Office Expenses						
8000 General Fund	11,008	25,299	17,726	38,123	38,123	-
3400 Other Funds Ltd	-	1,136	1,136	1,170	1,170	-
6400 Federal Funds Ltd	26,056	10,622	10,622	2,063	2,063	-
All Funds	37,064	37,057	29,484	41,356	41,356	-
4200 Telecommunications						
8000 General Fund	7,926	19,830	19,830	40,090	40,090	-
3400 Other Funds Ltd	-	1,615	1,615	1,663	1,663	-
6400 Federal Funds Ltd	11,970	6,903	6,903	2,353	2,353	-
All Funds	19,896	28,348	28,348	44,106	44,106	-
4225 State Gov. Service Charges						
8000 General Fund	35,311	149,121	149,121	46,247	49,232	-

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3400 Other Funds Ltd	-	638	638	638	679	-
6400 Federal Funds Ltd	-	519	519	519	553	-
All Funds	35,311	150,278	150,278	47,404	50,464	-
4250 Data Processing						
8000 General Fund	6,835	19,188	19,188	82,250	82,250	-
3400 Other Funds Ltd	350	2,456	2,456	2,530	2,530	-
6400 Federal Funds Ltd	20,098	8,746	8,746	14,290	14,290	-
All Funds	27,283	30,390	30,390	99,070	99,070	-
4275 Publicity and Publications						
8000 General Fund	774	5,250	5,250	8,669	8,669	-
3400 Other Funds Ltd	-	239	239	246	246	-
6400 Federal Funds Ltd	217	1,794	1,794	1,876	1,876	-
All Funds	991	7,283	7,283	10,791	10,791	-
4300 Professional Services						
8000 General Fund	-	-	-	16,690	16,690	-
3400 Other Funds Ltd	-	5,881	5,881	6,075	6,075	-
6400 Federal Funds Ltd	323,654	20,560	20,560	29,548	29,548	-
All Funds	323,654	26,441	26,441	52,313	52,313	-
4315 IT Professional Services						
8000 General Fund	17,596	-	-	775,000	775,000	-
3400 Other Funds Ltd	17,596	-	-	-	-	-
6400 Federal Funds Ltd	68,468	-	-	-	-	-
All Funds	103,660	-	-	775,000	775,000	-

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
4325 Attorney General						
8000 General Fund	20,309	6,426	6,426	85,357	81,356	-
6400 Federal Funds Ltd	11,127	7,942	7,942	1,136	1,083	-
All Funds	31,436	14,368	14,368	86,493	82,439	-
4375 Employee Recruitment and Develop						
8000 General Fund	-	676	676	2,689	2,689	-
6400 Federal Funds Ltd	-	1,068	1,068	132	132	-
All Funds	-	1,744	1,744	2,821	2,821	-
4400 Dues and Subscriptions						
8000 General Fund	3,283	2,333	2,333	6,205	6,205	-
6400 Federal Funds Ltd	6,498	897	897	411	411	-
All Funds	9,781	3,230	3,230	6,616	6,616	-
4425 Facilities Rental and Taxes						
8000 General Fund	23,620	41,853	41,853	87,825	87,825	-
3400 Other Funds Ltd	-	5,855	5,855	6,031	6,031	-
6400 Federal Funds Ltd	50,521	25,232	25,232	3,119	3,119	-
All Funds	74,141	72,940	72,940	96,975	96,975	-
4575 Agency Program Related S and S						
8000 General Fund	2,000	-	-	-	-	-
6400 Federal Funds Ltd	7,005	-	-	-	-	-
All Funds	9,005	-	-	-	-	-
4600 Intra-agency Charges						
8000 General Fund	88,017	-	-	-	-	-

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3400 Other Funds Ltd	608	-	-	-	-	-
6400 Federal Funds Ltd	537	-	-	-	-	-
All Funds	89,162	-	-	-	-	-
4650 Other Services and Supplies						
8000 General Fund	3,279	2,417	-	209,293	209,293	-
3400 Other Funds Ltd	-	1,575	1,575	1,622	1,622	-
6400 Federal Funds Ltd	22,569	5,253	5,253	3,982	3,982	-
All Funds	25,848	9,245	6,828	214,897	214,897	-
4675 Undistributed (S.S.)						
8000 General Fund	-	(2,406)	-	-	-	-
6400 Federal Funds Ltd	-	(2,714)	-	-	-	-
All Funds	-	(5,120)	-	-	-	-
4700 Expendable Prop 250 - 5000						
8000 General Fund	6,463	1,091	1,091	8,615	8,615	-
6400 Federal Funds Ltd	-	2,476	2,476	1,204	1,204	-
All Funds	6,463	3,567	3,567	9,819	9,819	-
4715 IT Expendable Property						
8000 General Fund	10,099	2,042	-	11,504	11,504	-
3400 Other Funds Ltd	3,400	-	-	-	-	-
6400 Federal Funds Ltd	7,387	156,802	143,234	65,001	65,001	-
All Funds	20,886	158,844	143,234	76,505	76,505	-
SERVICES & SUPPLIES						
8000 General Fund	273,729	311,911	302,285	1,515,448	1,514,432	-

<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
3400 Other Funds Ltd	21,954	21,443	21,443	22,084	22,125	-
6400 Federal Funds Ltd	573,127	267,625	256,771	150,113	150,094	-
TOTAL SERVICES & SUPPLIES	\$868,810	\$600,979	\$580,499	\$1,687,645	\$1,686,651	-
SPECIAL PAYMENTS						
6015 Dist to Cities						
6400 Federal Funds Ltd	696,690	-	-	-	-	-
6020 Dist to Counties						
8000 General Fund	3,501,736	22,723,707	22,723,707	79,328,699	69,630,876	-
3400 Other Funds Ltd	-	380,617	380,617	392,036	392,036	-
6400 Federal Funds Ltd	13,257,165	4,647,567	4,647,567	1,170,000	1,170,000	-
All Funds	16,758,901	27,751,891	27,751,891	80,890,735	71,192,912	-
6030 Dist to Non-Gov Units						
8000 General Fund	427,958	-	-	-	-	-
6400 Federal Funds Ltd	685,074	1,549,189	1,549,189	-	-	-
All Funds	1,113,032	1,549,189	1,549,189	-	-	-
6085 Other Special Payments						
6400 Federal Funds Ltd	209,224	-	-	-	-	-
6090 Undistributed (S.P.)						
8000 General Fund	-	(277,465)	(208,099)	-	-	-
6257 Spc Pmt to Police, Dept of State						
6400 Federal Funds Ltd	109,516	-	-	-	-	-
6291 Spc Pmt to Corrections, Dept of						
8000 General Fund	-	-	-	370,800	370,800	-

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Description	2011-13 Actuals	2013-15 Leg Adopted Budget	2013-15 Leg Approved Budget	2015-17 Agency Request Budget	2015-17 Governor's Budget	2015-17 Leg Adopted Budget
6580 Spc Pmt to OR University System						
6400 Federal Funds Ltd	32,276	-	-	-	-	-
SPECIAL PAYMENTS						
8000 General Fund	3,929,694	22,446,242	22,515,608	79,699,499	70,001,676	-
3400 Other Funds Ltd	-	380,617	380,617	392,036	392,036	-
6400 Federal Funds Ltd	14,989,945	6,196,756	6,196,756	1,170,000	1,170,000	-
TOTAL SPECIAL PAYMENTS	\$18,919,639	\$29,023,615	\$29,092,981	\$81,261,535	\$71,563,712	-
EXPENDITURES						
8000 General Fund	4,760,995	23,745,288	23,851,046	83,209,658	73,510,819	-
3400 Other Funds Ltd	71,880	483,422	479,680	494,068	494,109	-
6400 Federal Funds Ltd	16,386,362	7,135,487	7,163,318	1,580,936	1,580,917	-
TOTAL EXPENDITURES	\$21,219,237	\$31,364,197	\$31,494,044	\$85,284,662	\$75,585,845	-
REVERSIONS						
9900 Reversions						
8000 General Fund	(332)	-	-	-	-	-
ENDING BALANCE						
3400 Other Funds Ltd	690,608	20,890	24,632	6,882	6,841	-
6400 Federal Funds Ltd	5,258,843	2,090,722	2,062,891	1,411,009	1,411,028	-
TOTAL ENDING BALANCE	\$5,949,451	\$2,111,612	\$2,087,523	\$1,417,891	\$1,417,869	-
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	10	9	9	11	11	-
TOTAL AUTHORIZED POSITIONS	10	9	9	11	11	-
AUTHORIZED FTE						

Criminal Justice Comm, Oregon

Agency Number: 21300

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<i>Description</i>	<i>2011-13 Actuals</i>	<i>2013-15 Leg Adopted Budget</i>	<i>2013-15 Leg Approved Budget</i>	<i>2015-17 Agency Request Budget</i>	<i>2015-17 Governor's Budget</i>	<i>2015-17 Leg Adopted Budget</i>
8250 Class/Unclass FTE Positions	9.00	8.38	8.38	11.00	11.00	-
TOTAL AUTHORIZED FTE	9.00	8.38	8.38	11.00	11.00	-

Description	Agency Request Budget (V-01) 2015-17 Base Budget	Governor's Budget (Y-01) 2015-17 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
BEGINNING BALANCE				
0025 Beginning Balance				
3400 Other Funds Ltd	200,000	200,000	0	-
6400 Federal Funds Ltd	1,429,000	1,429,000	0	-
All Funds	1,629,000	1,629,000	0	-
REVENUE CATEGORIES				
GENERAL FUND APPROPRIATION				
0050 General Fund Appropriation				
8000 General Fund	23,954,377	23,954,377	0	-
FINES, RENTS AND ROYALTIES				
0505 Fines and Forfeitures				
3400 Other Funds Ltd	299,950	299,950	0	-
OTHER				
0975 Other Revenues				
3400 Other Funds Ltd	1,000	1,000	0	-
FEDERAL FUNDS REVENUE				
0995 Federal Funds				
6400 Federal Funds Ltd	7,396,946	7,396,946	0	-
TOTAL REVENUES				
8000 General Fund	23,954,377	23,954,377	0	-
3400 Other Funds Ltd	300,950	300,950	0	-
6400 Federal Funds Ltd	7,396,946	7,396,946	0	-
TOTAL REVENUES	\$31,652,273	\$31,652,273	0	-

AVAILABLE REVENUES

Description	Agency Request Budget (V-01) 2015-17 Base Budget	Governor's Budget (Y-01) 2015-17 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
8000 General Fund	23,954,377	23,954,377	0	-
3400 Other Funds Ltd	500,950	500,950	0	-
6400 Federal Funds Ltd	8,825,946	8,825,946	0	-
TOTAL AVAILABLE REVENUES	\$33,281,273	\$33,281,273	0	-
EXPENDITURES				
PERSONAL SERVICES				
SALARIES & WAGES				
3110 Class/Unclass Sal. and Per Diem				
8000 General Fund	759,110	759,110	0	-
6400 Federal Funds Ltd	499,330	499,330	0	-
All Funds	1,258,440	1,258,440	0	-
3160 Temporary Appointments				
3400 Other Funds Ltd	71,704	71,704	0	-
TOTAL SALARIES & WAGES				
8000 General Fund	759,110	759,110	0	-
3400 Other Funds Ltd	71,704	71,704	0	-
6400 Federal Funds Ltd	499,330	499,330	0	-
TOTAL SALARIES & WAGES	\$1,330,144	\$1,330,144	0	-
OTHER PAYROLL EXPENSES				
3210 Empl. Rel. Bd. Assessments				
8000 General Fund	225	225	0	-
6400 Federal Funds Ltd	171	171	0	-
All Funds	396	396	0	-
3220 Public Employees' Retire Cont				

Description	Agency Request Budget (V-01) 2015-17 Base Budget	Governor's Budget (Y-01) 2015-17 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
8000 General Fund	119,864	119,864	0	-
6400 Federal Funds Ltd	78,845	78,845	0	-
All Funds	198,709	198,709	0	-
3221 Pension Obligation Bond				
8000 General Fund	39,768	39,768	0	-
6400 Federal Funds Ltd	31,509	31,509	0	-
All Funds	71,277	71,277	0	-
3230 Social Security Taxes				
8000 General Fund	57,087	57,087	0	-
3400 Other Funds Ltd	5,485	5,485	0	-
6400 Federal Funds Ltd	38,199	38,199	0	-
All Funds	100,771	100,771	0	-
3250 Worker's Comp. Assess. (WCD)				
8000 General Fund	352	352	0	-
6400 Federal Funds Ltd	269	269	0	-
All Funds	621	621	0	-
3260 Mass Transit Tax				
8000 General Fund	4,080	4,080	0	-
3400 Other Funds Ltd	431	431	0	-
All Funds	4,511	4,511	0	-
3270 Flexible Benefits				
8000 General Fund	155,998	155,998	0	-
6400 Federal Funds Ltd	118,754	118,754	0	-
All Funds	274,752	274,752	0	-

Description	Agency Request Budget (V-01) 2015-17 Base Budget	Governor's Budget (Y-01) 2015-17 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
TOTAL OTHER PAYROLL EXPENSES				
8000 General Fund	377,374	377,374	0	-
3400 Other Funds Ltd	5,916	5,916	0	-
6400 Federal Funds Ltd	267,747	267,747	0	-
TOTAL OTHER PAYROLL EXPENSES	\$651,037	\$651,037	0	-
TOTAL PERSONAL SERVICES				
8000 General Fund	1,136,484	1,136,484	0	-
3400 Other Funds Ltd	77,620	77,620	0	-
6400 Federal Funds Ltd	767,077	767,077	0	-
TOTAL PERSONAL SERVICES	\$1,981,181	\$1,981,181	0	-
SERVICES & SUPPLIES				
4100 Instate Travel				
8000 General Fund	13,614	13,614	0	-
3400 Other Funds Ltd	2,048	2,048	0	-
6400 Federal Funds Ltd	17,252	17,252	0	-
All Funds	32,914	32,914	0	-
4125 Out of State Travel				
8000 General Fund	10,588	10,588	0	-
6400 Federal Funds Ltd	8,820	8,820	0	-
All Funds	19,408	19,408	0	-
4150 Employee Training				
8000 General Fund	14,589	14,589	0	-
6400 Federal Funds Ltd	11,138	11,138	0	-
All Funds	25,727	25,727	0	-

Description	Agency Request Budget (V-01) 2015-17 Base Budget	Governor's Budget (Y-01) 2015-17 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
4175 Office Expenses				
8000 General Fund	17,726	17,726	0	-
3400 Other Funds Ltd	1,136	1,136	0	-
6400 Federal Funds Ltd	15,622	15,622	0	-
All Funds	34,484	34,484	0	-
4200 Telecommunications				
8000 General Fund	19,830	19,830	0	-
3400 Other Funds Ltd	1,615	1,615	0	-
6400 Federal Funds Ltd	16,903	16,903	0	-
All Funds	38,348	38,348	0	-
4225 State Gov. Service Charges				
8000 General Fund	136,184	136,184	0	-
3400 Other Funds Ltd	638	638	0	-
6400 Federal Funds Ltd	519	519	0	-
All Funds	137,341	137,341	0	-
4250 Data Processing				
8000 General Fund	19,188	19,188	0	-
3400 Other Funds Ltd	2,456	2,456	0	-
6400 Federal Funds Ltd	18,746	18,746	0	-
All Funds	40,390	40,390	0	-
4275 Publicity and Publications				
8000 General Fund	5,250	5,250	0	-
3400 Other Funds Ltd	239	239	0	-
6400 Federal Funds Ltd	3,794	3,794	0	-

Description	Agency Request Budget (V-01) 2015-17 Base Budget	Governor's Budget (Y-01) 2015-17 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
All Funds	9,283	9,283	0	-
4300 Professional Services				
3400 Other Funds Ltd	5,881	5,881	0	-
6400 Federal Funds Ltd	20,560	20,560	0	-
All Funds	26,441	26,441	0	-
4325 Attorney General				
8000 General Fund	6,426	6,426	0	-
6400 Federal Funds Ltd	7,942	7,942	0	-
All Funds	14,368	14,368	0	-
4375 Employee Recruitment and Develop				
8000 General Fund	676	676	0	-
6400 Federal Funds Ltd	1,068	1,068	0	-
All Funds	1,744	1,744	0	-
4400 Dues and Subscriptions				
8000 General Fund	2,333	2,333	0	-
6400 Federal Funds Ltd	2,897	2,897	0	-
All Funds	5,230	5,230	0	-
4425 Facilities Rental and Taxes				
8000 General Fund	41,853	41,853	0	-
3400 Other Funds Ltd	5,855	5,855	0	-
6400 Federal Funds Ltd	25,232	25,232	0	-
All Funds	72,940	72,940	0	-
4650 Other Services and Supplies				
8000 General Fund	12,937	12,937	0	-

Description	Agency Request Budget (V-01) 2015-17 Base Budget	Governor's Budget (Y-01) 2015-17 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	1,575	1,575	0	-
6400 Federal Funds Ltd	5,253	5,253	0	-
All Funds	19,765	19,765	0	-
4700 Expendable Prop 250 - 5000				
8000 General Fund	1,091	1,091	0	-
6400 Federal Funds Ltd	2,476	2,476	0	-
All Funds	3,567	3,567	0	-
4715 IT Expendable Property				
6400 Federal Funds Ltd	98,549	98,549	0	-
TOTAL SERVICES & SUPPLIES				
8000 General Fund	302,285	302,285	0	-
3400 Other Funds Ltd	21,443	21,443	0	-
6400 Federal Funds Ltd	256,771	256,771	0	-
TOTAL SERVICES & SUPPLIES	\$580,499	\$580,499	0	-
SPECIAL PAYMENTS				
6020 Dist to Counties				
8000 General Fund	22,155,608	22,155,608	0	-
3400 Other Funds Ltd	380,617	380,617	0	-
6400 Federal Funds Ltd	4,647,567	4,647,567	0	-
All Funds	27,183,792	27,183,792	0	-
6030 Dist to Non-Gov Units				
6400 Federal Funds Ltd	1,549,189	1,549,189	0	-
6291 Spc Pmt to Corrections, Dept of				
8000 General Fund	360,000	360,000	0	-

Description	Agency Request Budget (V-01) 2015-17 Base Budget	Governor's Budget (Y-01) 2015-17 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
TOTAL SPECIAL PAYMENTS				
8000 General Fund	22,515,608	22,515,608	0	-
3400 Other Funds Ltd	380,617	380,617	0	-
6400 Federal Funds Ltd	6,196,756	6,196,756	0	-
TOTAL SPECIAL PAYMENTS	\$29,092,981	\$29,092,981	0	-
TOTAL EXPENDITURES				
8000 General Fund	23,954,377	23,954,377	0	-
3400 Other Funds Ltd	479,680	479,680	0	-
6400 Federal Funds Ltd	7,220,604	7,220,604	0	-
TOTAL EXPENDITURES	\$31,654,661	\$31,654,661	0	-
ENDING BALANCE				
3400 Other Funds Ltd	21,270	21,270	0	-
6400 Federal Funds Ltd	1,605,342	1,605,342	0	-
TOTAL ENDING BALANCE	\$1,626,612	\$1,626,612	0	-
AUTHORIZED POSITIONS				
8150 Class/Unclass Positions	9	9	0	-
AUTHORIZED FTE				
8250 Class/Unclass FTE Positions	8.50	8.50	0	-

Package Comparison Report - Detail
 2015-17 Biennium
 Sentencing, Policy, and Research

Cross Reference Number: 21300-001-00-00-00000
 Package: Non-PICS Psnl Svc / Vacancy Factor
 Pkg Group: ESS Pkg Type: 010 Pkg Number: 010

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

REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	7,688	7,688	0	0.00%
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REVENUE CATEGORIES

8000 General Fund	7,688	7,688	0	0.00%
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TOTAL REVENUE CATEGORIES	\$7,688	\$7,688	\$0	0.00%
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AVAILABLE REVENUES

8000 General Fund	7,688	7,688	0	0.00%
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TOTAL AVAILABLE REVENUES	\$7,688	\$7,688	\$0	0.00%
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3160 Temporary Appointments

3400 Other Funds Ltd	2,151	2,151	0	0.00%
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SALARIES & WAGES

3400 Other Funds Ltd	2,151	2,151	0	0.00%
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TOTAL SALARIES & WAGES	\$2,151	\$2,151	\$0	0.00%
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OTHER PAYROLL EXPENSES

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3221 Pension Obligation Bond				
8000 General Fund	7,213	7,213	0	0.00%
6400 Federal Funds Ltd	(606)	(606)	0	0.00%
All Funds	6,607	6,607	0	0.00%
3230 Social Security Taxes				
3400 Other Funds Ltd	165	165	0	0.00%
3260 Mass Transit Tax				
8000 General Fund	475	475	0	0.00%
3400 Other Funds Ltd	12	12	0	0.00%
All Funds	487	487	0	0.00%
OTHER PAYROLL EXPENSES				
8000 General Fund	7,688	7,688	0	0.00%
3400 Other Funds Ltd	177	177	0	0.00%
6400 Federal Funds Ltd	(606)	(606)	0	0.00%
TOTAL OTHER PAYROLL EXPENSES	\$7,259	\$7,259	\$0	0.00%
PERSONAL SERVICES				
8000 General Fund	7,688	7,688	0	0.00%
3400 Other Funds Ltd	2,328	2,328	0	0.00%
6400 Federal Funds Ltd	(606)	(606)	0	0.00%

Criminal Justice Comm, Oregon

Agency Number: 21300

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

**Cross Reference Number: 21300-001-00-00-00000
Package: Non-PICS Psnl Svc / Vacancy Factor
Pkg Group: ESS Pkg Type: 010 Pkg Number: 010**

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
TOTAL PERSONAL SERVICES	\$9,410	\$9,410	\$0	0.00%
EXPENDITURES				
8000 General Fund	7,688	7,688	0	0.00%
3400 Other Funds Ltd	2,328	2,328	0	0.00%
6400 Federal Funds Ltd	(606)	(606)	0	0.00%
TOTAL EXPENDITURES	\$9,410	\$9,410	\$0	0.00%
ENDING BALANCE				
8000 General Fund	-	-	0	0.00%
3400 Other Funds Ltd	(2,328)	(2,328)	0	0.00%
6400 Federal Funds Ltd	606	606	0	0.00%
TOTAL ENDING BALANCE	(\$1,722)	(\$1,722)	\$0	0.00%

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

REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	291,557	290,541	(1,016)	(0.35%)
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REVENUE CATEGORIES

8000 General Fund	291,557	290,541	(1,016)	(0.35%)
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TOTAL REVENUE CATEGORIES	\$291,557	\$290,541	(\$1,016)	(0.35%)
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AVAILABLE REVENUES

8000 General Fund	291,557	290,541	(1,016)	(0.35%)
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TOTAL AVAILABLE REVENUES	\$291,557	\$290,541	(\$1,016)	(0.35%)
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EXPENDITURES

SERVICES & SUPPLIES

4100 Instate Travel

8000 General Fund	408	408	0	0.00%
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3400 Other Funds Ltd	61	61	0	0.00%
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6400 Federal Funds Ltd	518	518	0	0.00%
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All Funds	987	987	0	0.00%
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4125 Out of State Travel

8000 General Fund	318	318	0	0.00%
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Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
6400 Federal Funds Ltd	265	265	0	0.00%
All Funds	583	583	0	0.00%
4150 Employee Training				
8000 General Fund	438	438	0	0.00%
6400 Federal Funds Ltd	334	334	0	0.00%
All Funds	772	772	0	0.00%
4175 Office Expenses				
8000 General Fund	532	532	0	0.00%
3400 Other Funds Ltd	34	34	0	0.00%
6400 Federal Funds Ltd	469	469	0	0.00%
All Funds	1,035	1,035	0	0.00%
4200 Telecommunications				
8000 General Fund	595	595	0	0.00%
3400 Other Funds Ltd	48	48	0	0.00%
6400 Federal Funds Ltd	507	507	0	0.00%
All Funds	1,150	1,150	0	0.00%
4225 State Gov. Service Charges				
8000 General Fund	(89,937)	(86,952)	2,985	3.32%
3400 Other Funds Ltd	-	41	41	100.00%

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
6400 Federal Funds Ltd	-	34	34	100.00%
All Funds	(89,937)	(86,877)	3,060	3.40%
4250 Data Processing				
8000 General Fund	576	576	0	0.00%
3400 Other Funds Ltd	74	74	0	0.00%
6400 Federal Funds Ltd	562	562	0	0.00%
All Funds	1,212	1,212	0	0.00%
4275 Publicity and Publications				
8000 General Fund	158	158	0	0.00%
3400 Other Funds Ltd	7	7	0	0.00%
6400 Federal Funds Ltd	114	114	0	0.00%
All Funds	279	279	0	0.00%
4300 Professional Services				
3400 Other Funds Ltd	176	176	0	0.00%
6400 Federal Funds Ltd	617	617	0	0.00%
All Funds	793	793	0	0.00%
4325 Attorney General				
8000 General Fund	1,234	(2,767)	(4,001)	(324.23%)
6400 Federal Funds Ltd	1,525	1,472	(53)	(3.48%)

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
All Funds	2,759	(1,295)	(4,054)	(146.94%)
4375 Employee Recruitment and Develop				
8000 General Fund	20	20	0	0.00%
6400 Federal Funds Ltd	32	32	0	0.00%
All Funds	52	52	0	0.00%
4400 Dues and Subscriptions				
8000 General Fund	70	70	0	0.00%
6400 Federal Funds Ltd	87	87	0	0.00%
All Funds	157	157	0	0.00%
4425 Facilities Rental and Taxes				
8000 General Fund	1,256	1,256	0	0.00%
3400 Other Funds Ltd	176	176	0	0.00%
6400 Federal Funds Ltd	757	757	0	0.00%
All Funds	2,189	2,189	0	0.00%
4650 Other Services and Supplies				
8000 General Fund	388	388	0	0.00%
3400 Other Funds Ltd	47	47	0	0.00%
6400 Federal Funds Ltd	158	158	0	0.00%
All Funds	593	593	0	0.00%

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
4700 Expendable Prop 250 - 5000				
8000 General Fund	33	33	0	0.00%
6400 Federal Funds Ltd	74	74	0	0.00%
All Funds	107	107	0	0.00%
4715 IT Expendable Property				
6400 Federal Funds Ltd	2,956	2,956	0	0.00%
SERVICES & SUPPLIES				
8000 General Fund	(83,911)	(84,927)	(1,016)	(1.21%)
3400 Other Funds Ltd	623	664	41	6.58%
6400 Federal Funds Ltd	8,975	8,956	(19)	(0.21%)
TOTAL SERVICES & SUPPLIES	(\$74,313)	(\$75,307)	(\$994)	(1.34%)
SPECIAL PAYMENTS				
6020 Dist to Counties				
8000 General Fund	364,668	364,668	0	0.00%
3400 Other Funds Ltd	11,419	11,419	0	0.00%
6400 Federal Funds Ltd	139,427	139,427	0	0.00%
All Funds	515,514	515,514	0	0.00%
6030 Dist to Non-Gov Units				
6400 Federal Funds Ltd	46,476	46,476	0	0.00%

Criminal Justice Comm, Oregon

Agency Number: 21300

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

Cross Reference Number: 21300-001-00-00-00000

Package: Standard Inflation

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

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
6291 Spc Pmt to Corrections, Dept of				
8000 General Fund	10,800	10,800	0	0.00%
SPECIAL PAYMENTS				
8000 General Fund	375,468	375,468	0	0.00%
3400 Other Funds Ltd	11,419	11,419	0	0.00%
6400 Federal Funds Ltd	185,903	185,903	0	0.00%
TOTAL SPECIAL PAYMENTS	\$572,790	\$572,790	\$0	0.00%
EXPENDITURES				
8000 General Fund	291,557	290,541	(1,016)	(0.35%)
3400 Other Funds Ltd	12,042	12,083	41	0.34%
6400 Federal Funds Ltd	194,878	194,859	(19)	(0.01%)
TOTAL EXPENDITURES	\$498,477	\$497,483	(\$994)	(0.20%)
ENDING BALANCE				
8000 General Fund	-	-	0	0.00%
3400 Other Funds Ltd	(12,042)	(12,083)	(41)	(0.34%)
6400 Federal Funds Ltd	(194,878)	(194,859)	19	0.01%
TOTAL ENDING BALANCE	(\$206,920)	(\$206,942)	(\$22)	(0.01%)

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

**Cross Reference Number: 21300-001-00-00-00000
Package: Above Standard Inflation
Pkg Group: ESS Pkg Type: 030 Pkg Number: 032**

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

REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	206,716	206,716	0	0.00%
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REVENUE CATEGORIES

8000 General Fund	206,716	206,716	0	0.00%
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TOTAL REVENUE CATEGORIES	\$206,716	\$206,716	\$0	0.00%
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AVAILABLE REVENUES

8000 General Fund	206,716	206,716	0	0.00%
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TOTAL AVAILABLE REVENUES	\$206,716	\$206,716	\$0	0.00%
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EXPENDITURES

SERVICES & SUPPLIES

4250 Data Processing

8000 General Fund	55,726	55,726	0	0.00%
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4300 Professional Services

3400 Other Funds Ltd	18	18	0	0.00%
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6400 Federal Funds Ltd	61	61	0	0.00%
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All Funds	79	79	0	0.00%
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4650 Other Services and Supplies

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
8000 General Fund	150,990	150,990	0	0.00%
SERVICES & SUPPLIES				
8000 General Fund	206,716	206,716	0	0.00%
3400 Other Funds Ltd	18	18	0	0.00%
6400 Federal Funds Ltd	61	61	0	0.00%
TOTAL SERVICES & SUPPLIES	\$206,795	\$206,795	\$0	0.00%
EXPENDITURES				
8000 General Fund	206,716	206,716	0	0.00%
3400 Other Funds Ltd	18	18	0	0.00%
6400 Federal Funds Ltd	61	61	0	0.00%
TOTAL EXPENDITURES	\$206,795	\$206,795	\$0	0.00%
ENDING BALANCE				
8000 General Fund	-	-	0	0.00%
3400 Other Funds Ltd	(18)	(18)	0	0.00%
6400 Federal Funds Ltd	(61)	(61)	0	0.00%
TOTAL ENDING BALANCE	(\$79)	(\$79)	\$0	0.00%

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

Cross Reference Number: 21300-001-00-00-00000

Package: Fundshifts

Pkg Group: ESS Pkg Type: 050 Pkg Number: 050

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

REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund 586,681 586,681 0 0.00%

FEDERAL FUNDS REVENUE

0995 Federal Funds

6400 Federal Funds Ltd (584,735) (584,735) 0 0.00%

REVENUE CATEGORIES

8000 General Fund 586,681 586,681 0 0.00%

6400 Federal Funds Ltd (584,735) (584,735) 0 0.00%

TOTAL REVENUE CATEGORIES \$1,946 \$1,946 \$0 0.00%

AVAILABLE REVENUES

8000 General Fund 586,681 586,681 0 0.00%

6400 Federal Funds Ltd (584,735) (584,735) 0 0.00%

TOTAL AVAILABLE REVENUES \$1,946 \$1,946 \$0 0.00%

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
8000 General Fund	324,373	324,373	0	0.00%
6400 Federal Funds Ltd	(324,373)	(324,373)	0	0.00%
All Funds	-	-	0	0.00%
SALARIES & WAGES				
8000 General Fund	324,373	324,373	0	0.00%
6400 Federal Funds Ltd	(324,373)	(324,373)	0	0.00%
TOTAL SALARIES & WAGES	-	-	\$0	0.00%
OTHER PAYROLL EXPENSES				
3210 Empl. Rel. Bd. Assessments				
8000 General Fund	98	98	0	0.00%
6400 Federal Funds Ltd	(98)	(98)	0	0.00%
All Funds	-	-	0	0.00%
3220 Public Employees Retire Cont				
8000 General Fund	51,219	51,219	0	0.00%
6400 Federal Funds Ltd	(51,219)	(51,219)	0	0.00%
All Funds	-	-	0	0.00%
3230 Social Security Taxes				
8000 General Fund	24,815	24,815	0	0.00%
6400 Federal Funds Ltd	(24,815)	(24,815)	0	0.00%

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
All Funds	-	-	0	0.00%
3250 Workers Comp. Assess. (WCD)				
8000 General Fund	154	154	0	0.00%
6400 Federal Funds Ltd	(154)	(154)	0	0.00%
All Funds	-	-	0	0.00%
3260 Mass Transit Tax				
8000 General Fund	1,946	1,946	0	0.00%
3270 Flexible Benefits				
8000 General Fund	68,382	68,382	0	0.00%
6400 Federal Funds Ltd	(68,382)	(68,382)	0	0.00%
All Funds	-	-	0	0.00%
OTHER PAYROLL EXPENSES				
8000 General Fund	146,614	146,614	0	0.00%
6400 Federal Funds Ltd	(144,668)	(144,668)	0	0.00%
TOTAL OTHER PAYROLL EXPENSES	\$1,946	\$1,946	\$0	0.00%
PERSONAL SERVICES				
8000 General Fund	470,987	470,987	0	0.00%
6400 Federal Funds Ltd	(469,041)	(469,041)	0	0.00%
TOTAL PERSONAL SERVICES	\$1,946	\$1,946	\$0	0.00%

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
SERVICES & SUPPLIES				
4100 Instate Travel				
8000 General Fund	4,628	4,628	0	0.00%
6400 Federal Funds Ltd	(4,628)	(4,628)	0	0.00%
All Funds	-	-	0	0.00%
4125 Out of State Travel				
8000 General Fund	5,012	5,012	0	0.00%
6400 Federal Funds Ltd	(5,012)	(5,012)	0	0.00%
All Funds	-	-	0	0.00%
4150 Employee Training				
8000 General Fund	4,208	4,208	0	0.00%
6400 Federal Funds Ltd	(4,208)	(4,208)	0	0.00%
All Funds	-	-	0	0.00%
4175 Office Expenses				
8000 General Fund	14,028	14,028	0	0.00%
6400 Federal Funds Ltd	(14,028)	(14,028)	0	0.00%
All Funds	-	-	0	0.00%
4200 Telecommunications				
8000 General Fund	15,057	15,057	0	0.00%

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
6400 Federal Funds Ltd	(15,057)	(15,057)	0	0.00%
All Funds	-	-	0	0.00%
4250 Data Processing				
8000 General Fund	5,018	5,018	0	0.00%
6400 Federal Funds Ltd	(5,018)	(5,018)	0	0.00%
All Funds	-	-	0	0.00%
4275 Publicity and Publications				
8000 General Fund	2,032	2,032	0	0.00%
6400 Federal Funds Ltd	(2,032)	(2,032)	0	0.00%
All Funds	-	-	0	0.00%
4300 Professional Services				
8000 General Fund	16,690	16,690	0	0.00%
6400 Federal Funds Ltd	(16,690)	(16,690)	0	0.00%
All Funds	-	-	0	0.00%
4325 Attorney General				
8000 General Fund	8,331	8,331	0	0.00%
6400 Federal Funds Ltd	(8,331)	(8,331)	0	0.00%
All Funds	-	-	0	0.00%
4375 Employee Recruitment and Develop				

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
8000 General Fund	968	968	0	0.00%
6400 Federal Funds Ltd	(968)	(968)	0	0.00%
All Funds	-	-	0	0.00%
4400 Dues and Subscriptions				
8000 General Fund	2,573	2,573	0	0.00%
6400 Federal Funds Ltd	(2,573)	(2,573)	0	0.00%
All Funds	-	-	0	0.00%
4425 Facilities Rental and Taxes				
8000 General Fund	22,870	22,870	0	0.00%
6400 Federal Funds Ltd	(22,870)	(22,870)	0	0.00%
All Funds	-	-	0	0.00%
4650 Other Services and Supplies				
8000 General Fund	1,429	1,429	0	0.00%
6400 Federal Funds Ltd	(1,429)	(1,429)	0	0.00%
All Funds	-	-	0	0.00%
4700 Expendable Prop 250 - 5000				
8000 General Fund	1,346	1,346	0	0.00%
6400 Federal Funds Ltd	(1,346)	(1,346)	0	0.00%
All Funds	-	-	0	0.00%

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

Cross Reference Number: 21300-001-00-00-00000

Package: Fundshifts

Pkg Group: ESS Pkg Type: 050 Pkg Number: 050

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
4715 IT Expendable Property				
8000 General Fund	11,504	11,504	0	0.00%
6400 Federal Funds Ltd	(11,504)	(11,504)	0	0.00%
All Funds	-	-	0	0.00%
SERVICES & SUPPLIES				
8000 General Fund	115,694	115,694	0	0.00%
6400 Federal Funds Ltd	(115,694)	(115,694)	0	0.00%
TOTAL SERVICES & SUPPLIES	-	-	\$0	0.00%
EXPENDITURES				
8000 General Fund	586,681	586,681	0	0.00%
6400 Federal Funds Ltd	(584,735)	(584,735)	0	0.00%
TOTAL EXPENDITURES	\$1,946	\$1,946	\$0	0.00%
ENDING BALANCE				
8000 General Fund	-	-	0	0.00%
6400 Federal Funds Ltd	-	-	0	0.00%
TOTAL ENDING BALANCE	-	-	\$0	0.00%

Package Comparison Report - Detail
 2015-17 Biennium
 Sentencing, Policy, and Research

Cross Reference Number: 21300-001-00-00-00000
 Package: Technical Adjustments
 Pkg Group: ESS Pkg Type: 060 Pkg Number: 060

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
EXPENDITURES				
SERVICES & SUPPLIES				
4300 Professional Services				
6400 Federal Funds Ltd	25,000	25,000	0	0.00%
4325 Attorney General				
8000 General Fund	69,366	69,366	0	0.00%
4715 IT Expendable Property				
6400 Federal Funds Ltd	(25,000)	(25,000)	0	0.00%
SERVICES & SUPPLIES				
8000 General Fund	69,366	69,366	0	0.00%
6400 Federal Funds Ltd	-	-	0	0.00%
TOTAL SERVICES & SUPPLIES	\$69,366	\$69,366	\$0	0.00%
SPECIAL PAYMENTS				
6020 Dist to Counties				
8000 General Fund	(69,366)	(69,366)	0	0.00%
SPECIAL PAYMENTS				
8000 General Fund	(69,366)	(69,366)	0	0.00%
TOTAL SPECIAL PAYMENTS	(\$69,366)	(\$69,366)	\$0	0.00%

EXPENDITURES

Criminal Justice Comm, Oregon

Agency Number: 21300

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

Cross Reference Number: 21300-001-00-00-00000

Package: Technical Adjustments

Pkg Group: ESS Pkg Type: 060 Pkg Number: 060

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
8000 General Fund	-	-	0	0.00%
6400 Federal Funds Ltd	-	-	0	0.00%
TOTAL EXPENDITURES	-	-	\$0	0.00%
ENDING BALANCE				
8000 General Fund	-	-	0	0.00%
6400 Federal Funds Ltd	-	-	0	0.00%
TOTAL ENDING BALANCE	-	-	\$0	0.00%

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
REVENUE CATEGORIES				
FEDERAL FUNDS REVENUE				
0995 Federal Funds				
6400 Federal Funds Ltd	(5,212,659)	(5,212,659)	0	0.00%
REVENUE CATEGORIES				
6400 Federal Funds Ltd	(5,212,659)	(5,212,659)	0	0.00%
TOTAL REVENUE CATEGORIES	(\$5,212,659)	(\$5,212,659)	\$0	0.00%
AVAILABLE REVENUES				
6400 Federal Funds Ltd	(5,212,659)	(5,212,659)	0	0.00%
TOTAL AVAILABLE REVENUES	(\$5,212,659)	(\$5,212,659)	\$0	0.00%
EXPENDITURES				
SPECIAL PAYMENTS				
6020 Dist to Counties				
6400 Federal Funds Ltd	(3,616,994)	(3,616,994)	0	0.00%
6030 Dist to Non-Gov Units				
6400 Federal Funds Ltd	(1,595,665)	(1,595,665)	0	0.00%
SPECIAL PAYMENTS				
6400 Federal Funds Ltd	(5,212,659)	(5,212,659)	0	0.00%
TOTAL SPECIAL PAYMENTS	(\$5,212,659)	(\$5,212,659)	\$0	0.00%

Criminal Justice Comm, Oregon

Agency Number: 21300

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

Cross Reference Number: 21300-001-00-00-00000

Package: Revenue Shortfalls

Pkg Group: POL Pkg Type: 070 Pkg Number: 070

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
EXPENDITURES				
6400 Federal Funds Ltd	(5,212,659)	(5,212,659)	0	0.00%
TOTAL EXPENDITURES	(\$5,212,659)	(\$5,212,659)	\$0	0.00%
ENDING BALANCE				
6400 Federal Funds Ltd	-	-	0	0.00%
TOTAL ENDING BALANCE	-	-	\$0	0.00%

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

REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	5,000,000	5,000,000	0	0.00%
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REVENUE CATEGORIES

8000 General Fund	5,000,000	5,000,000	0	0.00%
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TOTAL REVENUE CATEGORIES	\$5,000,000	\$5,000,000	\$0	0.00%
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AVAILABLE REVENUES

8000 General Fund	5,000,000	5,000,000	0	0.00%
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TOTAL AVAILABLE REVENUES	\$5,000,000	\$5,000,000	\$0	0.00%
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EXPENDITURES

SPECIAL PAYMENTS

6020 Dist to Counties

8000 General Fund	5,000,000	5,000,000	0	0.00%
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SPECIAL PAYMENTS

8000 General Fund	5,000,000	5,000,000	0	0.00%
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TOTAL SPECIAL PAYMENTS	\$5,000,000	\$5,000,000	\$0	0.00%
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EXPENDITURES

8000 General Fund	5,000,000	5,000,000	0	0.00%
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Criminal Justice Comm, Oregon

Agency Number: 21300

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

Cross Reference Number: 21300-001-00-00-00000

Package: Restore Program

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

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
TOTAL EXPENDITURES	\$5,000,000	\$5,000,000	\$0	0.00%
ENDING BALANCE				
8000 General Fund	-	-	0	0.00%
TOTAL ENDING BALANCE	-	-	\$0	0.00%

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

**Cross Reference Number: 21300-001-00-00-00000
Package: Restore GF 13 15 2% Perm Cut
Pkg Group: POL Pkg Type: POL Pkg Number: 102**

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

REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	208,099	-	(208,099)	(100.00%)
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REVENUE CATEGORIES

8000 General Fund	208,099	-	(208,099)	(100.00%)
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TOTAL REVENUE CATEGORIES	\$208,099	-	(\$208,099)	(100.00%)
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AVAILABLE REVENUES

8000 General Fund	208,099	-	(208,099)	(100.00%)
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TOTAL AVAILABLE REVENUES	\$208,099	-	(\$208,099)	(100.00%)
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EXPENDITURES

SPECIAL PAYMENTS

6020 Dist to Counties

8000 General Fund	208,099	-	(208,099)	(100.00%)
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SPECIAL PAYMENTS

8000 General Fund	208,099	-	(208,099)	(100.00%)
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TOTAL SPECIAL PAYMENTS	\$208,099	-	(\$208,099)	(100.00%)
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EXPENDITURES

8000 General Fund	208,099	-	(208,099)	(100.00%)
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Criminal Justice Comm, Oregon

Agency Number: 21300

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

**Cross Reference Number: 21300-001-00-00-00000
Package: Restore GF 13 15 2% Perm Cut
Pkg Group: POL Pkg Type: POL Pkg Number: 102**

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
TOTAL EXPENDITURES	\$208,099	-	(\$208,099)	(100.00%)
ENDING BALANCE				
8000 General Fund	-	-	0	0.00%
TOTAL ENDING BALANCE	-	-	\$0	0.00%

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

**Cross Reference Number: 21300-001-00-00-00000
Package: Justice Reinvestment Grant Program
Pkg Group: POL Pkg Type: POL Pkg Number: 103**

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

REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	52,954,540	43,464,816	(9,489,724)	(17.92%)
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FEDERAL FUNDS REVENUE

0995 Federal Funds

6400 Federal Funds Ltd	(36,607)	(36,607)	0	0.00%
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REVENUE CATEGORIES

8000 General Fund	52,954,540	43,464,816	(9,489,724)	(17.92%)
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6400 Federal Funds Ltd	(36,607)	(36,607)	0	0.00%
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TOTAL REVENUE CATEGORIES	\$52,917,933	\$43,428,209	(\$9,489,724)	(17.93%)
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AVAILABLE REVENUES

8000 General Fund	52,954,540	43,464,816	(9,489,724)	(17.92%)
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6400 Federal Funds Ltd	(36,607)	(36,607)	0	0.00%
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TOTAL AVAILABLE REVENUES	\$52,917,933	\$43,428,209	(\$9,489,724)	(17.93%)
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

**Cross Reference Number: 21300-001-00-00-00000
Package: Justice Reinvestment Grant Program
Pkg Group: POL Pkg Type: POL Pkg Number: 103**

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
8000 General Fund	244,236	244,236	0	0.00%
6400 Federal Funds Ltd	(17,244)	(17,244)	0	0.00%
All Funds	226,992	226,992	0	0.00%
SALARIES & WAGES				
8000 General Fund	244,236	244,236	0	0.00%
6400 Federal Funds Ltd	(17,244)	(17,244)	0	0.00%
TOTAL SALARIES & WAGES	\$226,992	\$226,992	\$0	0.00%
OTHER PAYROLL EXPENSES				
3210 Empl. Rel. Bd. Assessments				
8000 General Fund	110	110	0	0.00%
6400 Federal Funds Ltd	(22)	(22)	0	0.00%
All Funds	88	88	0	0.00%
3220 Public Employees Retire Cont				
8000 General Fund	38,564	38,564	0	0.00%
6400 Federal Funds Ltd	(2,723)	(2,723)	0	0.00%
All Funds	35,841	35,841	0	0.00%
3230 Social Security Taxes				
8000 General Fund	18,684	18,684	0	0.00%
6400 Federal Funds Ltd	(1,319)	(1,319)	0	0.00%

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

**Cross Reference Number: 21300-001-00-00-00000
Package: Justice Reinvestment Grant Program
Pkg Group: POL Pkg Type: POL Pkg Number: 103**

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
All Funds	17,365	17,365	0	0.00%
3250 Workers Comp. Assess. (WCD)				
8000 General Fund	173	173	0	0.00%
6400 Federal Funds Ltd	(35)	(35)	0	0.00%
All Funds	138	138	0	0.00%
3260 Mass Transit Tax				
8000 General Fund	1,465	1,465	0	0.00%
3270 Flexible Benefits				
8000 General Fund	76,320	76,320	0	0.00%
6400 Federal Funds Ltd	(15,264)	(15,264)	0	0.00%
All Funds	61,056	61,056	0	0.00%
OTHER PAYROLL EXPENSES				
8000 General Fund	135,316	135,316	0	0.00%
6400 Federal Funds Ltd	(19,363)	(19,363)	0	0.00%
TOTAL OTHER PAYROLL EXPENSES	\$115,953	\$115,953	\$0	0.00%
PERSONAL SERVICES				
8000 General Fund	379,552	379,552	0	0.00%
6400 Federal Funds Ltd	(36,607)	(36,607)	0	0.00%
TOTAL PERSONAL SERVICES	\$342,945	\$342,945	\$0	0.00%

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
SERVICES & SUPPLIES				
4100 Instate Travel				
8000 General Fund	34,538	34,538	0	0.00%
4150 Employee Training				
8000 General Fund	8,550	8,550	0	0.00%
4175 Office Expenses				
8000 General Fund	5,837	5,837	0	0.00%
4200 Telecommunications				
8000 General Fund	4,608	4,608	0	0.00%
4250 Data Processing				
8000 General Fund	1,742	1,742	0	0.00%
4275 Publicity and Publications				
8000 General Fund	1,229	1,229	0	0.00%
4315 IT Professional Services				
8000 General Fund	775,000	775,000	0	0.00%
4375 Employee Recruitment and Develop				
8000 General Fund	1,025	1,025	0	0.00%
4400 Dues and Subscriptions				
8000 General Fund	1,229	1,229	0	0.00%

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
4425 Facilities Rental and Taxes				
8000 General Fund	21,846	21,846	0	0.00%
4650 Other Services and Supplies				
8000 General Fund	43,549	43,549	0	0.00%
4700 Expendable Prop 250 - 5000				
8000 General Fund	6,145	6,145	0	0.00%
SERVICES & SUPPLIES				
8000 General Fund	905,298	905,298	0	0.00%
TOTAL SERVICES & SUPPLIES	\$905,298	\$905,298	\$0	0.00%
SPECIAL PAYMENTS				
6020 Dist to Counties				
8000 General Fund	51,669,690	42,179,966	(9,489,724)	(18.37%)
SPECIAL PAYMENTS				
8000 General Fund	51,669,690	42,179,966	(9,489,724)	(18.37%)
TOTAL SPECIAL PAYMENTS	\$51,669,690	\$42,179,966	(\$9,489,724)	(18.37%)
EXPENDITURES				
8000 General Fund	52,954,540	43,464,816	(9,489,724)	(17.92%)
6400 Federal Funds Ltd	(36,607)	(36,607)	0	0.00%
TOTAL EXPENDITURES	\$52,917,933	\$43,428,209	(\$9,489,724)	(17.93%)

**Package Comparison Report - Detail
2015-17 Biennium
Sentencing, Policy, and Research**

**Cross Reference Number: 21300-001-00-00-00000
Package: Justice Reinvestment Grant Program
Pkg Group: POL Pkg Type: POL Pkg Number: 103**

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
ENDING BALANCE				
8000 General Fund	-	-	0	0.00%
6400 Federal Funds Ltd	-	-	0	0.00%
TOTAL ENDING BALANCE	-	-	\$0	0.00%
AUTHORIZED POSITIONS				
8150 Class/Unclass Positions	2	2	0	0.00%
AUTHORIZED FTE				
8250 Class/Unclass FTE Positions	2.50	2.50	0.00	0.00%

PKG	CLASS	COMP	DESCRIPTION	POS CNT	FTE	MOS	AVERAGE RATE	GF SAL	OF SAL	FF SAL	LF SAL	AF SAL
000	MEAHZ7012	HA	PRINCIPAL EXECUTIVE/MANAGER G	1	1.00	24.00	10,986.00	263,664				263,664
000	MMN X0118	AA	EXECUTIVE SUPPORT SPECIALIST 1	1	1.00	24.00	2,929.00	70,296				70,296
000	MMN X0863	AA	PROGRAM ANALYST 4	1	1.00	24.00	7,343.00	176,232				176,232
000	MMN X1118	AA	RESEARCH ANALYST 4	1	1.00	24.00	6,046.00	36,276		108,828		145,104
000	MMN X1164	AA	ECONOMIST 4	1	1.00	24.00	6,046.00	76,905		68,199		145,104
000	MMS X7006	AA	PRINCIPAL EXECUTIVE/MANAGER D	1	1.00	24.00	7,343.00	58,157		118,075		176,232
000	UA C0212	AA	ACCOUNTING TECHNICIAN 3	1	.50	12.00	2,874.00	17,244		17,244		34,488
000	UA C0862	AA	PROGRAM ANALYST 3	2	2.00	48.00	5,152.50	60,336		186,984		247,320
000				9	8.50	204.00	5,985.77	759,110		499,330		1,258,440

PKG	CLASS	COMP	DESCRIPTION	POS CNT	FTE	MOS	AVERAGE RATE	GF SAL	OF SAL	FF SAL	LF SAL	AF SAL
050	MMN	X1118	AA RESEARCH ANALYST 4		.00	.00	6,046.00	43,531		43,531-		
050	MMN	X1164	AA ECONOMIST 4		.00	.00	6,046.00	68,199		68,199-		
050	MMS	X7006	AA PRINCIPAL EXECUTIVE/MANAGER D		.00	.00	7,343.00	100,452		100,452-		
050	UA	C0862	AA PROGRAM ANALYST 3		.00	.00	5,152.50	112,191		112,191-		
050					.00	.00	5,948.00	324,373		324,373-		

PKG	CLASS	COMP	DESCRIPTION	POS CNT	FTE	MOS	AVERAGE RATE	GF SAL	OF SAL	FF SAL	LF SAL	AF SAL
103	UA	C0212 AA	ACCOUNTING TECHNICIAN 3		.50	12.00	2,874.00	51,732		17,244-		34,488
103	UA	C0862 AA	PROGRAM ANALYST 3	1	1.00	24.00	4,571.00	109,704				109,704
103	UA	C1116 AA	RESEARCH ANALYST 2	1	1.00	24.00	3,450.00	82,800				82,800
103				2	2.50	60.00	3,442.25	244,236		17,244-		226,992
				11	11.00	264.00	5,527.00	1,327,719		157,713		1,485,432
				11	11.00	264.00	5,527.00	1,327,719		157,713		1,485,432

PKG	CLASS	COMP	DESCRIPTION	POS CNT	FTE	MOS	AVERAGE RATE	GF SAL	OF SAL	FF SAL	LF SAL	AF SAL
				11	11.00	264.00	5,527.00	1,327,719		157,713		1,485,432

PKG	CLASS	COMP	DESCRIPTION	POS CNT	FTE	MOS	AVERAGE RATE	GF SAL	OF SAL	FF SAL	LF SAL	AF SAL
000	MEAHZ7012	HA	PRINCIPAL EXECUTIVE/MANAGER G	1	1.00	24.00	10,986.00	263,664				263,664
000	MMN X0118	AA	EXECUTIVE SUPPORT SPECIALIST 1	1	1.00	24.00	2,929.00	70,296				70,296
000	MMN X0863	AA	PROGRAM ANALYST 4	1	1.00	24.00	7,343.00	176,232				176,232
050	MMN X1118	AA	RESEARCH ANALYST 4	1	1.00	24.00	6,046.00	79,807		65,297		145,104
050	MMN X1164	AA	ECONOMIST 4	1	1.00	24.00	6,046.00	145,104				145,104
050	MMS X7006	AA	PRINCIPAL EXECUTIVE/MANAGER D	1	1.00	24.00	7,343.00	158,609		17,623		176,232
103	UA C0212	AA	ACCOUNTING TECHNICIAN 3	1	1.00	24.00	2,874.00	68,976				68,976
103	UA C0862	AA	PROGRAM ANALYST 3	3	3.00	72.00	5,069.42	282,231		74,793		357,024
103	UA C1116	AA	RESEARCH ANALYST 2	1	1.00	24.00	3,450.00	82,800				82,800
				11	11.00	264.00	5,527.00	1,327,719		157,713		1,485,432

REPORT: DETAIL LISTING BY SUMMARY XREF AGENCY

2015-17

PROD FILE

AGENCY: 21300 CRIMINAL JUSTICE COMMISSION

PICS SYSTEM: BUDGET PREPARATION

SUMMARY XREF: 001-00-00 050 Sentencing, Policy,

POSITION NUMBER	AUTH NO	ORG STRUC	F POS PKG Y TYP	CLASS COMP	S T POS RNG P	CNT	FTE	BUDGET RATE	MOS	GF SAL	OF SAL	FF SAL	LF SAL	T R K
0000022	000972450	001-01-00-00000	050 0 PF	MMS X7006 AA	31X 09	1-	1.00-	7,343.00	24.00-	58,157-		118,075-		
EST DATE: 2015/07/01 EXP DATE: 9999/01/01														
0000022	000972450	001-01-00-00000	050 0 PF	MMS X7006 AA	31X 09	1	1.00	7,343.00	24.00	158,609		17,623		
EST DATE: 2015/07/01 EXP DATE: 9999/01/01														
0000023	000975470	001-01-00-00000	050 0 PF	MMN X1164 AA	33 02	1-	1.00-	6,046.00	24.00-	76,905-		68,199-		
EST DATE: 2015/07/01 EXP DATE: 9999/01/01														
0000023	000975470	001-01-00-00000	050 0 PF	MMN X1164 AA	33 02	1	1.00	6,046.00	24.00	145,104				
EST DATE: 2015/07/01 EXP DATE: 9999/01/01														
0000024	001055590	001-01-00-00000	050 0 PF	UA C0862 AA	29 05	1-	1.00-	5,277.00	24.00-			126,648-		
EST DATE: 2015/07/01 EXP DATE: 9999/01/01														
0000024	001055590	001-01-00-00000	050 0 PF	UA C0862 AA	29 05	1	1.00	5,277.00	24.00	75,989		50,659		
EST DATE: 2015/07/01 EXP DATE: 9999/01/01														
0000025	001055610	001-01-00-00000	050 0 PF	UA C0862 AA	29 04	1-	1.00-	5,028.00	24.00-	60,336-		60,336-		
EST DATE: 2015/07/01 EXP DATE: 9999/01/01														
0000025	001055610	001-01-00-00000	050 0 PF	UA C0862 AA	29 04	1	1.00	5,028.00	24.00	96,538		24,134		
EST DATE: 2015/07/01 EXP DATE: 9999/01/01														
0000030	001095820	001-01-00-00000	050 0 PF	MMN X1118 AA	30 05	1-	1.00-	6,046.00	24.00-	36,276-		108,828-		
EST DATE: 2015/07/01 EXP DATE: 9999/01/01														
0000030	001095820	001-01-00-00000	050 0 PF	MMN X1118 AA	30 05	1	1.00	6,046.00	24.00	79,807		65,297		
EST DATE: 2015/07/01 EXP DATE: 9999/01/01														
							050	.00	.00	324,373		324,373-		

REPORT: DETAIL LISTING BY SUMMARY XREF AGENCY

2015-17

PROD FILE

AGENCY: 21300 CRIMINAL JUSTICE COMMISSION

PICS SYSTEM: BUDGET PREPARATION

SUMMARY XREF: 001-00-00 103 Sentencing, Policy,

POSITION NUMBER	AUTH NO	ORG STRUC	F POS	CLASS	COMP	RNG	S	T	POS	FTE	BUDGET RATE	MOS	GF SAL	OF SAL	FF SAL	LF SAL	T R K
0000027	001055640	001-01-00-00000	103 0 PP	UA	C0212 AA	19 02	1-	02	1-	.50-	2,874.00	12.00-	17,244-		17,244-		
EST DATE: 2015/07/01 EXP DATE: 9999/01/01																	
0000027	001055640	001-01-00-00000	103 0 PF	UA	C0212 AA	19 02	1	02	1	1.00	2,874.00	24.00	68,976				
EST DATE: 2015/07/01 EXP DATE: 9999/01/01																	
0000036	001235970	001-01-00-00000	103 0 PF	UA	C0862 AA	29 02	1	02	1	1.00	4,571.00	24.00	109,704				
EST DATE: 2015/07/01 EXP DATE: 9999/01/01																	
0000037	001235990	001-01-00-00000	103 0 PF	UA	C1116 AA	23 02	1	02	1	1.00	3,450.00	24.00	82,800				
EST DATE: 2015/07/01 EXP DATE: 9999/01/01																	

103 2 2.50 60.00 244,236 17,244-

2 2.50 60.00 568,609 341,617-

2 2.50 60.00 568,609 341,617-

REPORT: DETAIL LISTING BY SUMMARY XREF AGENCY

2015-17

PROD FILE

AGENCY: 21300 CRIMINAL JUSTICE COMMISSION

PICS SYSTEM: BUDGET PREPARATION

SUMMARY XREF: 001-00-00 103 Sentencing, Policy,

POSITION NUMBER	AUTH NO	ORG STRUC	PKG Y	F POS TYP	CLASS	COMP	RNG P	POS CNT	FTE	BUDGET RATE	MOS	GF SAL	OF SAL	FF SAL	LF SAL	T R K
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								2	2.50		60.00	568,609		341,617-		
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REPORT: PACKAGE FISCAL IMPACT REPORT

2015-17

PROD FILE

AGENCY:21300 CRIMINAL JUSTICE COMMISSION

PICS SYSTEM: BUDGET PREPARATION

SUMMARY XREF:001-00-00 Sentencing, Policy, and Resear

PACKAGE: 050 - Fundshifts

POSITION NUMBER	CLASS	COMP	CLASS NAME	POS CNT	FTE	MOS	STEP	RATE	GF SAL/OPE	OF SAL/OPE	FF SAL/OPE	LF SAL/OPE	AF SAL/OPE
0000022	MMS	X7006	AA PRINCIPAL EXECUTIVE/MANAGER D	1-	1.00-	24.00-	09	7,343.00	58,157- 23,744-		118,075- 48,206-		176,232- 71,950-
0000022	MMS	X7006	AA PRINCIPAL EXECUTIVE/MANAGER D	1	1.00	24.00	09	7,343.00	158,609 64,755		17,623 7,195		176,232 71,950
0000023	MMN	X1164	AA ECONOMIST 4	1-	1.00-	24.00-	02	6,046.00	76,905- 34,266-		68,199- 30,387-		145,104- 64,653-
0000023	MMN	X1164	AA ECONOMIST 4	1	1.00	24.00	02	6,046.00	145,104 64,653				145,104 64,653
0000024	UA	C0862	AA PROGRAM ANALYST 3	1-	1.00-	24.00-	05	5,277.00			126,648- 60,328-		126,648- 60,328-
0000024	UA	C0862	AA PROGRAM ANALYST 3	1	1.00	24.00	05	5,277.00	75,989 36,196		50,659 24,132		126,648 60,328
0000025	UA	C0862	AA PROGRAM ANALYST 3	1-	1.00-	24.00-	04	5,028.00	60,336- 29,462-		60,336- 29,464-		120,672- 58,926-
0000025	UA	C0862	AA PROGRAM ANALYST 3	1	1.00	24.00	04	5,028.00	96,538 47,140		24,134 11,786		120,672 58,926
0000030	MMN	X1118	AA RESEARCH ANALYST 4	1-	1.00-	24.00-	05	6,046.00	36,276- 16,163-		108,828- 48,490-		145,104- 64,653-
0000030	MMN	X1118	AA RESEARCH ANALYST 4	1	1.00	24.00	05	6,046.00	79,807 35,559		65,297 29,094		145,104 64,653
TOTAL PICS SALARY									324,373		324,373-		
TOTAL PICS OPE									144,668		144,668-		
TOTAL PICS PERSONAL SERVICES =									.00	.00			

REPORT: PACKAGE FISCAL IMPACT REPORT

2015-17

PROD FILE

AGENCY:21300 CRIMINAL JUSTICE COMMISSION

PICS SYSTEM: BUDGET PREPARATION

SUMMARY XREF:001-00-00 Sentencing, Policy, and Resear

PACKAGE: 103 - Justice Reinvestment Grant Pro

POSITION NUMBER	CLASS	COMP	CLASS NAME	POS CNT	FTE	MOS	STEP	RATE	GF SAL/OPE	OF SAL/OPE	FF SAL/OPE	LF SAL/OPE	AF SAL/OPE
0000027	UA	C0212	AA ACCOUNTING TECHNICIAN 3	1-	.50-	12.00-	02	2,874.00	17,244- 19,362-		17,244- 19,363-		34,488- 38,725-
0000027	UA	C0212	AA ACCOUNTING TECHNICIAN 3	1	1.00	24.00	02	2,874.00	68,976 46,809				68,976 46,809
0000036	UA	C0862	AA PROGRAM ANALYST 3	1	1.00	24.00	02	4,571.00	109,704 56,355				109,704 56,355
0000037	UA	C1116	AA RESEARCH ANALYST 2	1	1.00	24.00	02	3,450.00	82,800 50,049				82,800 50,049
TOTAL PICS SALARY									244,236		17,244-		226,992
TOTAL PICS OPE									133,851		19,363-		114,488
TOTAL PICS PERSONAL SERVICES =				2	2.50	60.00			378,087		36,607-		341,480