

MEMORANDUM

TO: The Honorable Sen. Elizabeth Steiner Hayward, Senate Co-Chair
The Honorable Rep. Dan Rayfield, House Co-Chair
Subcommittee on Human Services

FROM: Janell Evans, Budget Director, Oregon Health Authority

DATE: March 8, 2017

SUBJECT: Responses to March 6 Public Hearing Questions

During OHA's presentation before your committee on Monday, March 6, committee members asked questions that required additional follow-up. Here are those questions and our responses:

Rep. Alonso Leon: What is your demographic breakdown in your office? Agency?

Please see the most recent OHA workforce dashboard attached below.

Sen. Winters: I think this (parity calculation) is a conversation this panel would like some clarity on. It's confusing.

The calculation represents relative percentage of OHA employees of color, with a disability, and of female gender as of December 31, 2016, compared to Oregon population of working age adults from same demographic groups. Oregon population data based on 2014 American Community Survey (ACS).

Sen. Steiner Hayward: Does your office work on CCO metrics? Data aggregated? Please send link to disaggregated data for CCOs.

Here is the link to the most recent CCO metrics report. Demographic information starts on page 10 of the report.

http://www.oregon.gov/oha/Metrics/Documents/2016_Mid-Year_Report.pdf

Rep. Buehler: Just curious about the separation of your office from OEI

The Oregon Health Authority recognizes the importance of working with each of the nine federally recognized tribes as individual sovereign nations. Tribal governments are separate sovereign nations with powers to protect the health, safety and welfare of their members. This tribal sovereignty predates the existence of the U.S. government and the state of Oregon. Tribal sovereignty in the United States is the inherent authority of indigenous tribes to govern themselves within the borders of the United States of America. The U.S. federal government recognizes tribal nations as "domestic dependent nations" and has established a number of laws attempting to clarify the relationship between the federal, state, and tribal governments.

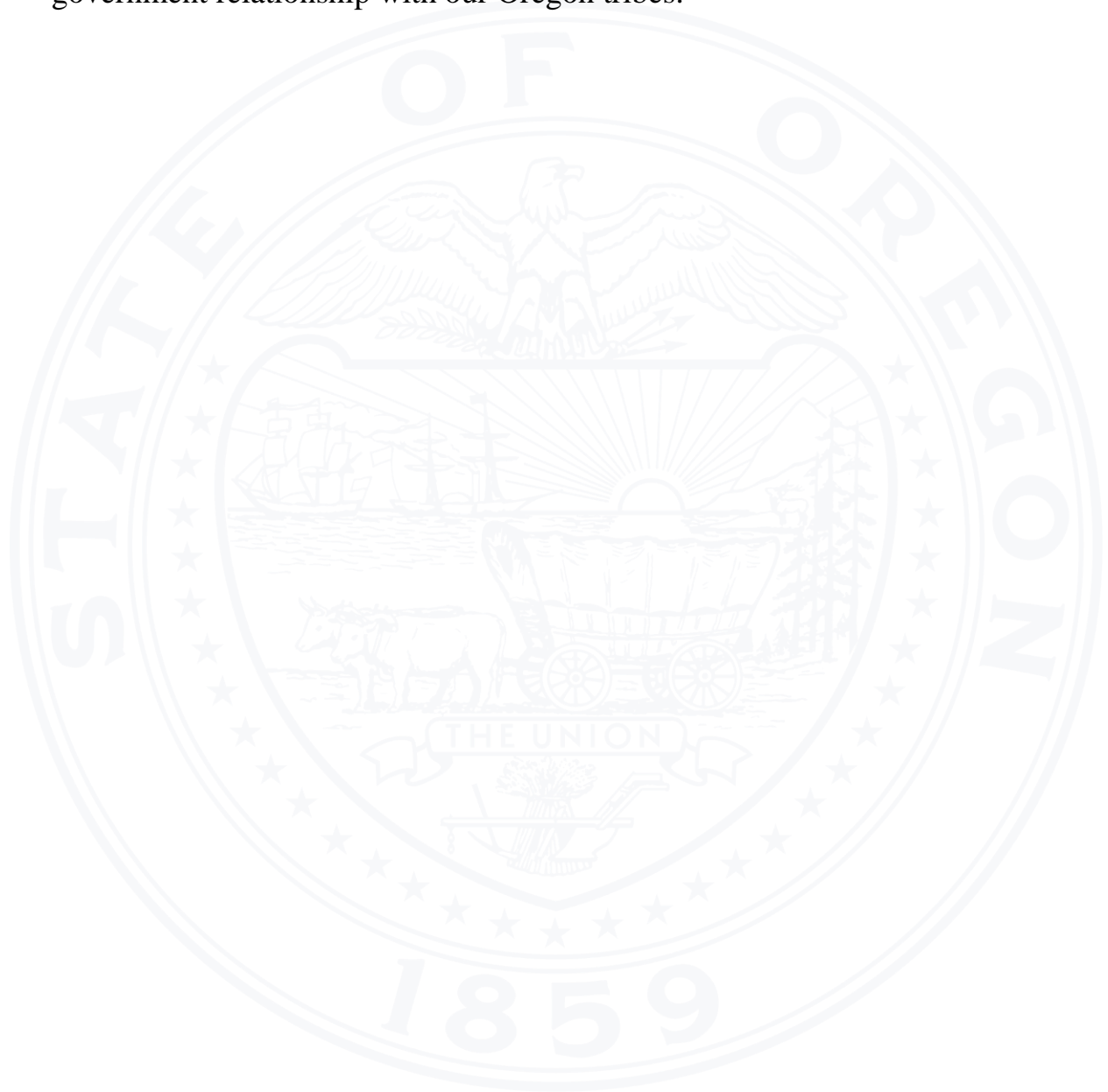
In our great state we honor tribal sovereignty. At OHA, having Tribal Affairs with a direct connection to the director and all seven division directors is imperative to the work that we do with the tribes. The Tribal Affairs Director is responsible to ensure that the resources needed to serve American Indian people across OHA are identified and deployed effectively. In this role, the Tribal Affairs Director works across all of the divisions within OHA to meet Tribal needs, with ready access to a broad array of resources.

A few examples of the leadership and coordination Tribal Affairs provides across the agency include working with:

- Health Systems Division to address tribal member needs who are enrolled in the Oregon Health Plan; on the process of pursuing 100% FMAP for services provided to tribal members; and, with staff who oversee the contracts between OHA and the tribes to provide services for Substance Abuse Treatment and the Mental Health Initiative for tribes.
- Health Policy and Analytics to collaborate on the tribal protocols; engage on the Oregon Health Plan Medicaid demonstration waiver; and, getting the data to the tribes for their specific needs.

- Public Health regarding the Health Promotion and Chronic Disease Prevention Programs, the Emergency Preparedness Program, WIC and Immunizations.
- The Office of Equity and Inclusion to help understand the process for Traditional Health Workers and working with tribes to get these trainings and certifications for their staff as well as providing the Regional Health Equity Coalitions that two of the tribes are involved in.

These are just a few examples where the leadership of OHA including the Director, the Division Directors and the Tribal Affairs Director work together to offer the best communication, services and programs to honor the government to government relationship with our Oregon tribes.



Fourth Quarter, 2016 (Draft 2-17-17)

Calculations represent relative percentage of OHA employees of color, with a disability, and of female gender as of December 31, 2016 compared to Oregon population of working age adults from same demographic groups. Oregon population data based on 2014 American Community Survey (ACS).
Calculations: Red = < 85% of population/employee proportion; Yellow = 85%-94% of population/employee proportion; Green = 95%+ of population/employee proportion

07a Statewide OHA Employee Population Compared to Oregon Population - Equal to or more than 95% is desirable											
Current OHA Employees Compared to Oregon Population	Total	Relative % White NH In locality	Relative % Black NH	Relative % Native American NH	Relative % Asian NH	Relative % Pacific Islander NH	Relative % Two or More NH	Relative % Hispanic	Relative % People with Disabilities	Relative % Veteran	Relative % Women
OREGON POP. REFERENCE		76.50%	1.80%	0.90%	4.00%	0.30%	3.60%	12.70%	13.80%	6.58%	50.60%
OHA Employees Count	4,656	3591	154	43	297	5	245	420	133	214	2963
OHA Employees %		77.13%	3.31%		6.38%	0.11%	5.26%	9.02%	2.86%	4.60%	63.64%
Total Employee% / OR Population%		100.82%	183.75%	102.62%	159.47%	35.80%	146.17%	71.03%	20.70%	69.87%	125.77%

07b Workforce by Program Area Compared to Oregon Population - Equal to or more than 95% is desirable											
Current OHA Employees Compared to Oregon Population	Total	% White NH	% Black NH	% Native American NH	% Asian NH	Relative % Pacific Islander NH	Relative % Two or More NH	% Hispanic	% People with Disabilities	Relative % Veteran	% Women
Operations (CTRLS)	64	110.29%	347.22%	0.00%	39.06%	0.00%	86.81%	36.91%	45.29%	142.52%	129.69%
Communications (EXT)	17	123.03%	326.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	93.00%
Healthy Analytics (HPA)	192	112.34%	57.87%	231.48%	130.21%	0.00%	57.87%	28.71%	30.19%	31.67%	145.13%
Health Systems Division (HSD)	748	89.48%	81.70%	118.84%	123.66%	133.69%	252.53%	113.69%	34.88%	206.70%	154.30%
Office of Equity & Inclusion (OEI)	22	41.59%	1010.10%	505.05%	340.91%	0.00%	378.79%	107.37%	65.88%	32.52%	134.75%
Oregon State Hospital (OSH)	2,360	99.81%	240.11%	103.58%	150.42%	28.25%	167.14%	49.38%	9.83%	0.00%	120.17%
Public Health Division (PHD)	797	108.09%	174.26%	55.76%	203.89%	0.00%	38.34%	27.66%	21.82%	68.93%	142.33%
Shared Services (SHDSV)	456	107.79%	60.92%	97.47%	213.82%	0.00%	91.37%	25.90%	42.91%	36.24%	71.08%

07c Representation by Level Compared to Oregon Population - Equal to or more than 95% is desirable											
Current OHA Employees Compared to Oregon Population	Total	% White NH	% Black NH	% Native American NH	% Asian NH	Relative % Pacific Islander NH	Relative % Two or More NH	% Hispanic	% People with Disabilities	Relative % Veteran	% Women
Supervisor% / OR Population%	368	114.94%	87.49%	29.16%	78.74%	0.00%	109.36%	24.80%	17.12%	123.69%	112.04%
Mgmt Service% / OR Population%	595	114.25%	181.85%	90.93%	81.83%	0.00%	81.83%	28.35%	20.13%	121.72%	115.28%
SR24 and higher% / OR Population%	2,057	110.11%	119.45%	90.25%	161.25%	31.85%	84.94%	25.21%	20.37%	97.05%	118.54%

07d Annual New Hires Compared to Oregon Population - Equal to or more than 95% is desirable											
Hires Compared to Oregon Population	Total	% White NH	% Black NH	% Native American NH	% Asian NH	Relative % Pacific Islander NH*	Relative % Two or More NH *	% Hispanic	% People with Disabilities	Relative % Veteran *	% Women
New Hires Count	1078	765	30	10	56	*	*	96	14	*	743
New Hires %		70.96%	2.78%	0.93%	5.19%	*	*	8.91%	1.30%	*	68.92%
New Hires% / OR Population%		92.76%	154.61%	103.07%	129.87%	*	*	70.12%	9.41%	*	136.21%
*New category as of April 2016. Annual data unavailable.											
07f Annual Promotions Compared to Employee Population - Equal to or more than 95% is desirable											
Promotions Compared to Employee Population	Total	% White NH	% Black NH	% Native American NH	% Asian NH	Relative % Pacific Islander NH*	Relative % Two or More NH *	% Hispanic	% People with Disabilities	Relative % Veteran *	% Women
Promotions Count	430	328	15	2	24	*	*	44	6	*	287
Promotions %		76.28%	3.49%	0.47%	5.58%	*	*	10.23%	1.40%	*	66.74%
Promotions% / Emp Population%		98.90%	105.47%	50.36%	87.50%	*	*	113.44%	48.85%	*	104.88%
*New category as of April 2016. Annual data unavailable.											
07f Annual Separations Compared to Employee Population - Equal to or LESS than 105% is desirable											
Separations Compared to Employee Population	Total	% White NH	% Black NH	% Native American NH	% Asian NH	Relative % Pacific Islander NH*	Relative % Two or More NH *	% Hispanic	% People with Disabilities	Relative % Veteran *	% Women
Voluntary Separations Count	916	710	44	10	40	*	*	70	32	*	675
Voluntary Separations %		77.51%	4.80%	1.09%	5.21%	*	*	7.64%	3.49%	*	73.69%
Voluntary Separations% / Emp Population%		100.50%	145.23%	118.21%	81.65%	*	*	84.72%	122.30%	*	115.79%
Involuntary Separations Count	94	75	4	0	5	*	*	7	3	*	54
Involuntary Separations %		79.79%	4.26%	0.00%	5.32%	*	*	7.45%	3.19%	*	57.45%
Involuntary Separations% / Emp Population%		103.45%	128.65%	0.00%	83.39%	*	*	82.55%	111.73%	*	90.27%
*New category as of April 2016. Annual data unavailable.											