

**ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY**

Oregon Board of Chiropractic Examiners  
 Pkg: 102 - Office Assistant 2

Cross Reference Name: Operations  
 Cross Reference Number: 81100-001-00-00-00000

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



PACKAGE: 100 - Reclass Director to Approved H

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
0000512	MEAHZ7004	HP PRINCIPAL EXECUTIVE/MANAGER C	1-	1.00-	24.00-	09	7,680.00		184,320- 80,621-			184,320- 80,621-
0000512	MEAHZ7006	HP PRINCIPAL EXECUTIVE/MANAGER D	1	1.00	24.00	09	8,882.00		213,168 87,724			213,168 87,724
TOTAL PICS SALARY									28,848			28,848
TOTAL PICS OPE									7,103			7,103
TOTAL PICS PERSONAL SERVICES =				.00	.00				35,951			35,951

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

Oregon Board of Chiropractic Examiners  
2019-21 Biennium

Agency Number: 81100  
Cross Reference Number: 81100-001-00-00-00000

<i>Source</i>	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
<b>Other Funds</b>						
Business Lic and Fees	50,800	43,863	43,863	57,126	57,126	-
Non-business Lic. and Fees	1,721,215	1,839,199	1,839,199	1,964,844	1,964,844	-
Charges for Services	1,468	1,200	1,200	3,838	3,838	-
Fines and Forfeitures	93,607	47,436	47,436	112,813	112,813	-
Sales Income	1,654	4,604	4,604	27	27	-
Other Revenues	1,480	4,170	4,170	-	-	-
Tsfr To Oregon Health Authority	(1,536)	(11,600)	(11,600)	(11,600)	(11,600)	-
<b>Total Other Funds</b>	<b>\$1,868,688</b>	<b>\$1,928,872</b>	<b>\$1,928,872</b>	<b>\$2,127,048</b>	<b>\$2,127,048</b>	<b>-</b>

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

Source	Fund	ORBITS Revenue Acct	2015-2017 Actual	2017-19 Legislatively Adopted	2017-19 Legislatively Approved	2019-21		
						Agency Request	Governor's	Legislatively Adopted
Business Licenses & Fees	OF	0205	50,800	43,863	43,863	57,126		
Non-Business Lic. & Fees	OF	0210	1,721,215	1,839,199	1,839,199	1,964,844		
Charges for Services	OF	0410	1,468	1,200	1,200	3,838		
Fines & Forfeitures	OF	0505	93,607	47,436	47,436	112,813		
Other Sales Income	OF	0705	1,654	4,604	4,604	27		
Other Revenue	OF	0975	1,480	4,170	4,170	-		
Trsfr to OHA	OF		(1,536)	(11,600)	(11,600)	(11,600)		

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

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

\_\_\_\_\_ Legislatively Adopted

Budget Page \_\_\_\_\_

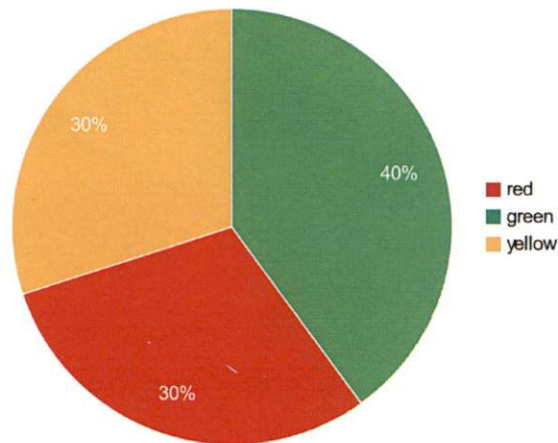
# **Chiropractic Examiners, Board of**

Annual Performance Progress Report

Reporting Year 2018

Published: 10/1/2018 12:19:48 PM

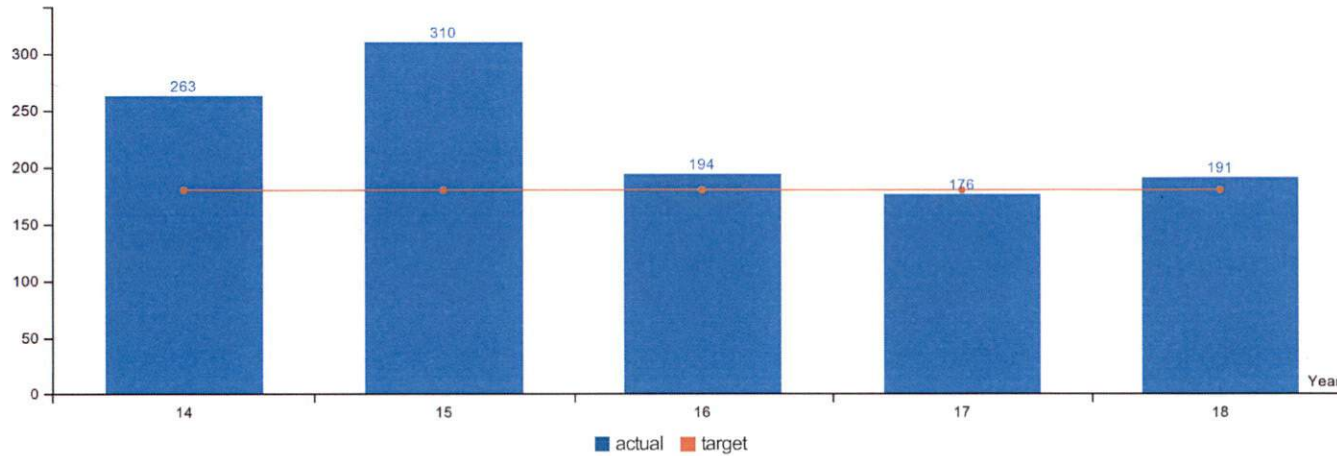
KPM #	Approved Key Performance Measures (KPMs)
1	Average number of days to resolve a complaint. -
2	Percent of sexual misconduct/boundary complaints resolved in 180 days -
3	The Percentage of new complaints that are assessed, investigated, and presented to the board for an initial decision within 120 days. -
4	Percentage of chiropractic physicians meeting the annual continuing education requirements. -
5	The Percentage of licenses issued within 5 days once all application components (that are the responsibility of the applicant) have been received. -
6	Customer Service - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.
7	Board Best Practices - Percent of total best practices met by the Board.
8	Days between complaint receipt and investigation preparation for Board. - Percent of cases having investigative reports written within 120 days from when a complaint is received to when the investigation is prepared for Board review/action.
9	Days between investigation preparation and presentation to the Board. - Percent of cases, with a prepared investigation that is ready for Board review/action, that are presented to the Board within 30 days of completion.
10	Days between Board review/initial action and case closure. - Percent of cases closed within 90 days of Board review/initial action.



Performance Summary	Green	Yellow	Red
Summary Stats:	= Target -5% 40%	= Target -5% to -15% 30%	= Target > -15% 30%

KPM #1	Average number of days to resolve a complaint. -
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = negative result



Report Year	2014	2015	2016	2017	2018
<b>Average number of days to resolve a complaint.</b>					
Actual	263	310	194	176	191
Target	180	180	180	180	180

**How Are We Doing**

Our average for this KPM in 2017 was 176 days, the first time we had met this target since 2012. 62 cases were closed during this reporting period with 22 cases over the 180 days target. Of these 22 cases, 15 DCs were involved (.7% of the total 1956 DCs as of 9/1/17) in 18 cases, CAs were involved in 2 cases, and CA Applicants were involved in 2 cases. The 22 cases were open for a total of 7,045 days, averaging 320 days/case. .7% of the total DCs were responsible for 35% of the closed cases. In contrast, the remaining 65% of cases were open for a total of 3,763 days, averaging 94 days/case - an average well below our target of 180 days and well below 2016's measurements.

Our average for 2018 is 191 days. 72 cases were closed during this reporting period with 36 total cases over the 180 days target. Of these 36 cases, 30 DCs were involved (1.5% of the total 1968 DCs as of 9/1/18) in 33 cases, and CAs were involved in 3 cases. The 36 cases were open for a total of 10,789 days, averaging 300 days/case. 1.5% of the total DCs were responsible for 45.8% of the closed cases. In contrast, the remaining 54.2% of cases were open for a total of 2,969 days, averaging 82.5 days/case - an average well below our target of 180 days.

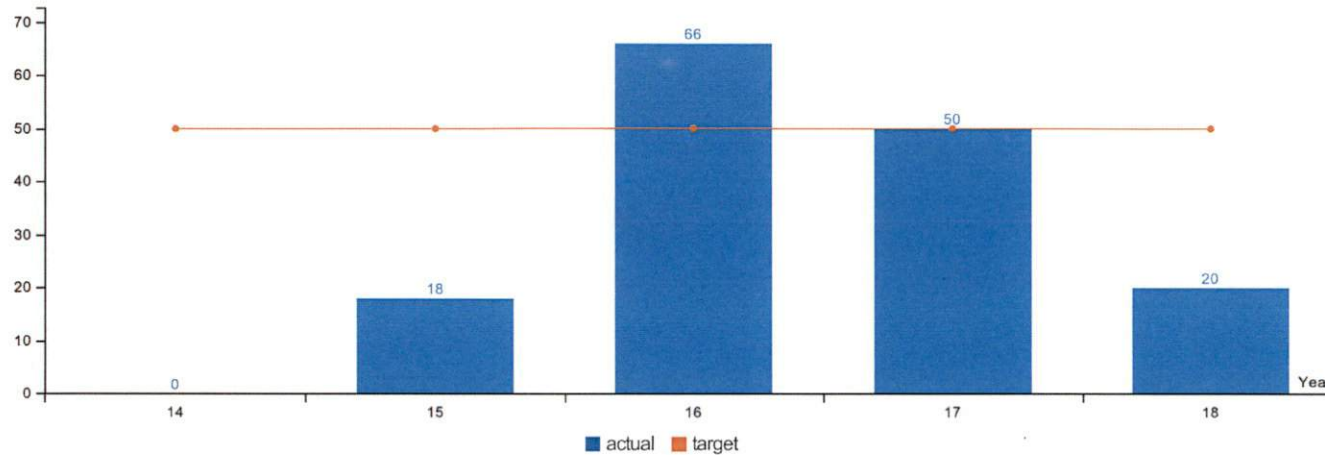
**Factors Affecting Results**

We had an increase in cases that included cases with opposing counsel and those that went to hearing. Because our investigation staff and assigned Assistant Attorney General are integrally involved in hearing preparation and presentation, that effort causes other cases to be put on hold, and left open, until cases at hearing are completed or resolved. We also had a couple of cases that included mental health and dementia-related issues for elder licensees that were open far longer than is typical of complaint investigations.



KPM #2	Percent of sexual misconduct/boundary complaints resolved in 180 days -
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2014	2015	2016	2017	2018
<b>Percent of sexual misconduct/boundary complaints resolved in 180 days</b>					
Actual	No Data	18%	66%	50%	20%
Target	50%	50%	50%	50%	50%

**How Are We Doing**

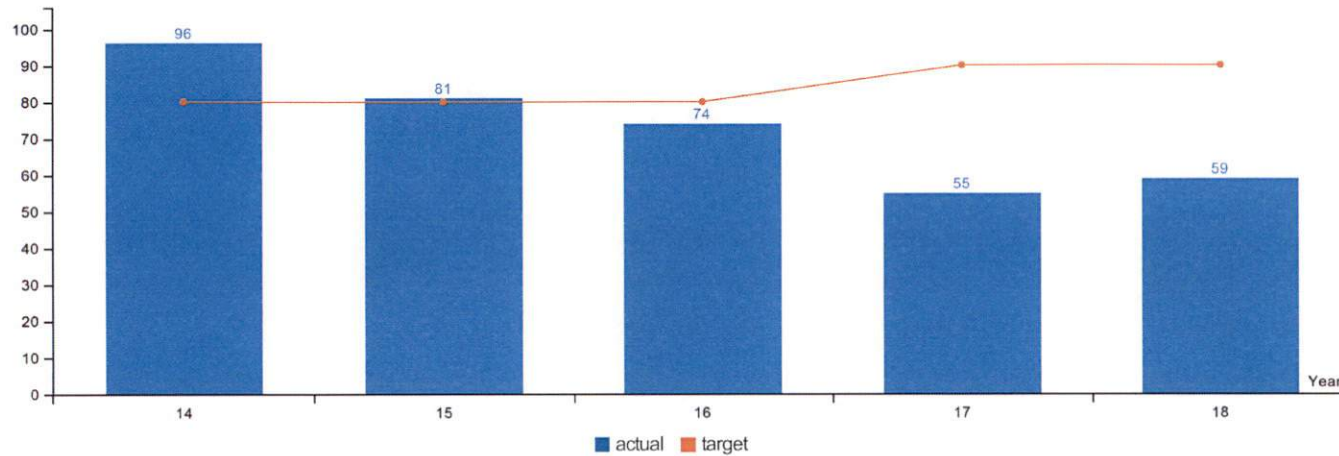
We did not meet our target this reporting period. There were a total of 5 sexual boundary cases closed with 1 case closed under 180 days, which resulted in a license revocation.

**Factors Affecting Results**

This category can be very challenging as the investigations are often long and complicated, involving sensitive topics with often traumatized witnesses, multiple licensing and law enforcement agencies, as well as cross jurisdictional (state and country) issues, opposing counsel involvement, and a long appeals process. A major factor that affects these results is the small number of cases that qualify as sexual boundary cases that are investigated and closed every year.

KPM #3	The Percentage of new complaints that are assessed, investigated, and presented to the board for an initial decision within 120 days. -
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2014	2015	2016	2017	2018
<b>Percentage of complaints/investigations presented to the Board within 120 days</b>					
Actual	96%	81%	74%	55%	59%
Target	80%	80%	80%	90%	90%

**How Are We Doing**

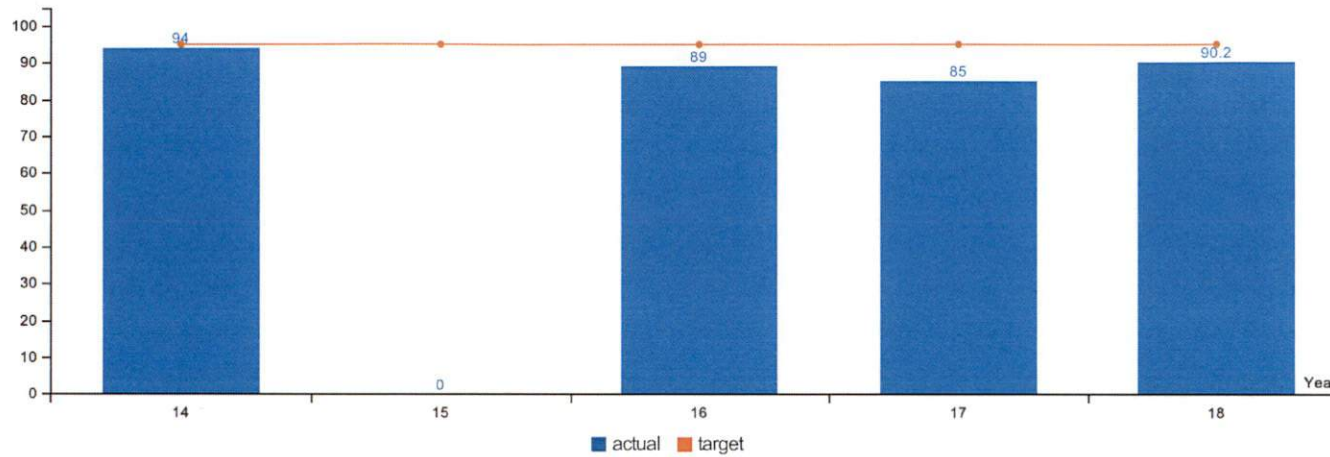
The target for this KPM was changed from 80% to 90% during the 2017 Legislative Session. We did not meet this new KPM this reporting period, with 22 new cases, 9 of which reported to the board at more than 120 days.

**Factors Affecting Results**

4 of the 9 cases over 120 days involve the same business entity and a cadre of opposing counsel, which led to longer than usual time to resolve and a more complicated process with cases reliant on the resolution of others in their outcomes.

KPM #4	Percentage of chiropractic physicians meeting the annual continuing education requirements. -
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2014	2015	2016	2017	2018
<b>Percentage of chiropractic physicians meeting the annual continuing education requirements.</b>					
Actual	94%	No Data	89%	85%	90.20%
Target	95%	95%	95%	95%	95%

**How Are We Doing**

For the 2018 reporting period, 11 audits were taken with a total compliance rate of 90.2%, an increase over the last two reporting periods.

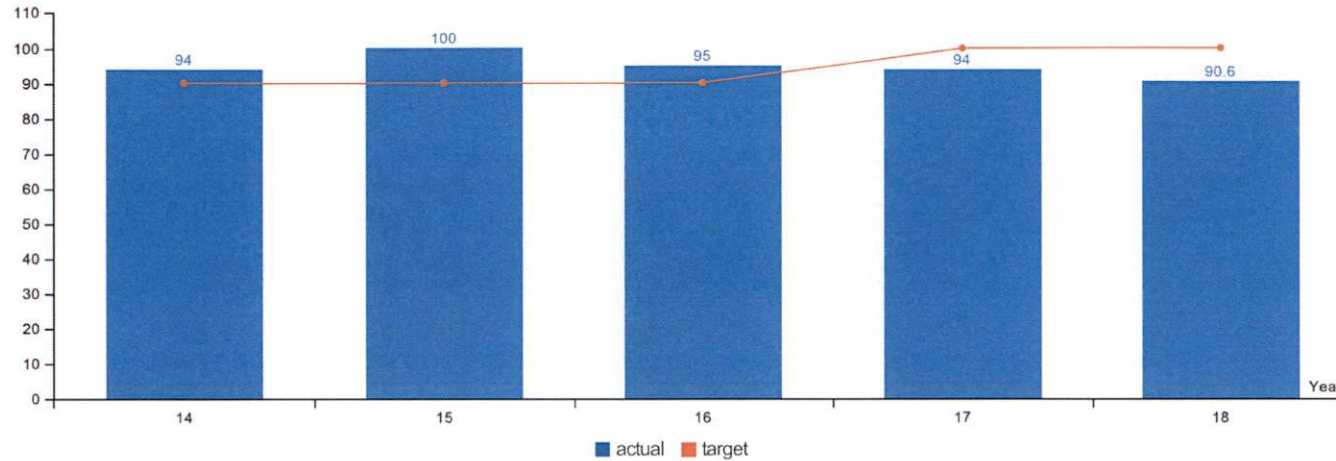
The compliance rates for each audit are as follows: 9/17 audit: 92.3%; 10/17 audit: 75%; 11/17 audit: 100%; 12/17 audit: 90.9%; 1/18 audit: 92.3%; 2/18 audit: 88.9%; 3/18: 88.9%; 4/18: 87.5%; 5/18 audit: 92.3%; 7/18 audit: 91.7%; 8/18 audit: 91.7%.

**Factors Affecting Results**

More consistency in performance of the audits has resulted in greater compliance.

KPM #5	The Percentage of licenses issued within 5 days once all application components (that are the responsibility of the applicant) have been received. -
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2014	2015	2016	2017	2018
<b>Time to process chiropractor applications</b>					
Actual	94%	100%	95%	94%	90.60%
Target	90%	90%	90%	100%	100%

**How Are We Doing**

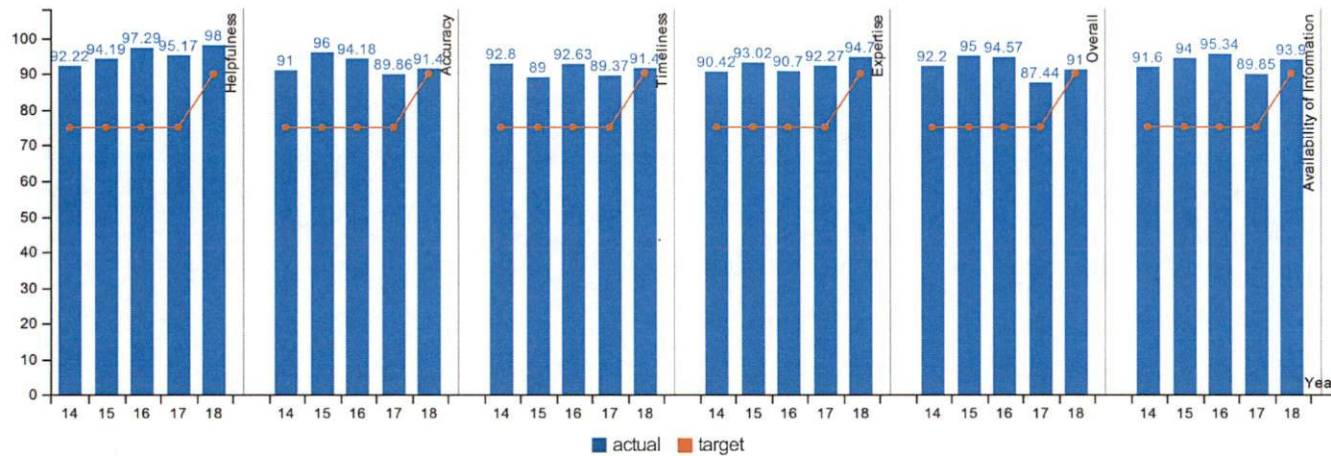
The new target is issuance of 100% of chiropractic physician licenses within 5 business days of the completed application (that are the responsibility of the applicant). The previous target was 90%.

We have not yet met this target. 85 licenses were processed in this reporting period. 100% were completed within 33 days, 96.5% completion within 11 days, 93% completion within 6 days, 90.6% completion within 5 days, 80% completion within 4 days, 74.1% completion within 3 days, 61.1% completion within 1 day, 40% of the licenses issued the same day.

**Factors Affecting Results**

Because we have such a small staff (5.1 FTE, 6 positions), staff members' days out of the office due to FMLA/OMLA issues, sickness, or vacation days greatly affect this measure and the processing of license applications. We continue to cross train staff members for these purposes.

KPM #6 Customer Service - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.  
 Data Collection Period: Sep 01 - Aug 31



Report Year	2014	2015	2016	2017	2018
<b>Helpfulness</b>					
Actual	92.22%	94.19%	97.29%	95.17%	98%
Target	75%	75%	75%	75%	90%
<b>Accuracy</b>					
Actual	91%	96%	94.18%	89.86%	91.40%
Target	75%	75%	75%	75%	90%
<b>Timeliness</b>					
Actual	92.80%	89%	92.63%	89.37%	91.40%
Target	75%	75%	75%	75%	90%
<b>Expertise</b>					
Actual	90.42%	93.02%	90.70%	92.27%	94.70%
Target	75%	75%	75%	75%	90%
<b>Overall</b>					
Actual	92.20%	95%	94.57%	87.44%	91%
Target	75%	75%	75%	75%	90%
<b>Availability of Information</b>					
Actual	91.60%	94%	95.34%	89.85%	93.90%
Target	75%	75%	75%	75%	90%

The target for each of these categories changed from 75% to 90% in the 2017 Legislative Session. Even with this increase, we have exceeded that target in each category for the 2018 reporting period.

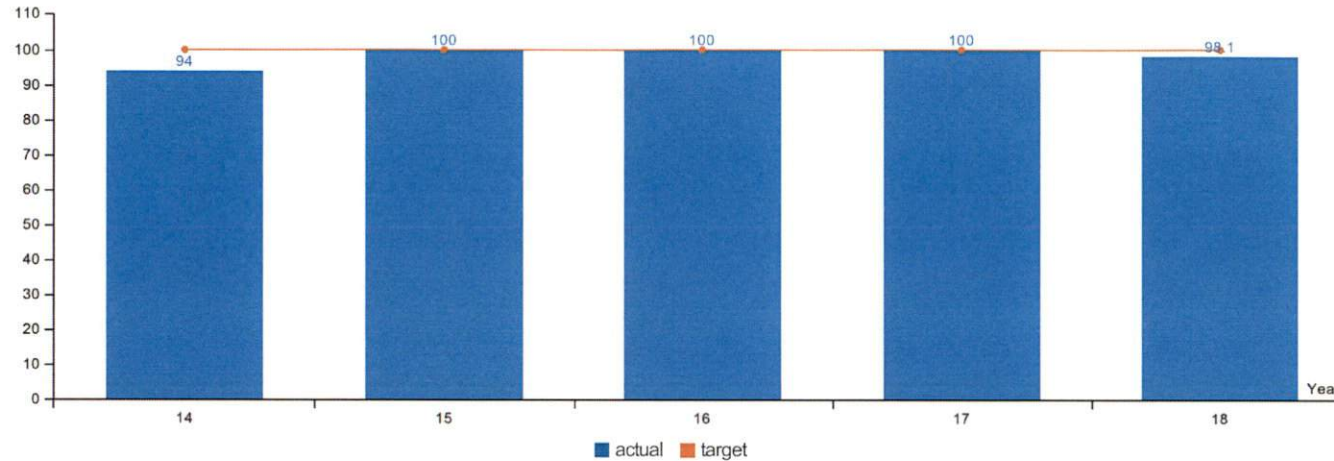
245 people responded to our online survey and answered all non-comment questions. We also received 70 comments to Question 11, which asks what changes, if any, can we make. As such, the reported outcomes for this reporting period reflects the combination of "Excellent" and "Good" responses.

**Factors Affecting Results**

A predominant comment received for Question 11 centered around the CA application and renewal process as our online renewal process was just implemented earlier this summer and will include birth-month renewal as of January 2019. Other comments included a desire for better response times for communications and a desire for a better website experience. The communications aspect we continue to deal with such a small staff and for our website redesign, we are within the DAS cohort that will be working on redesign in the early part of 2019.

KPM #7	Board Best Practices - Percent of total best practices met by the Board.
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2014	2015	2016	2017	2018
<b>Board Best Practices - Percent of total best practices met by the Board.</b>					
Actual	94%	100%	100%	100%	98.10%
Target	100%	100%	100%	100%	100%

#### How Are We Doing

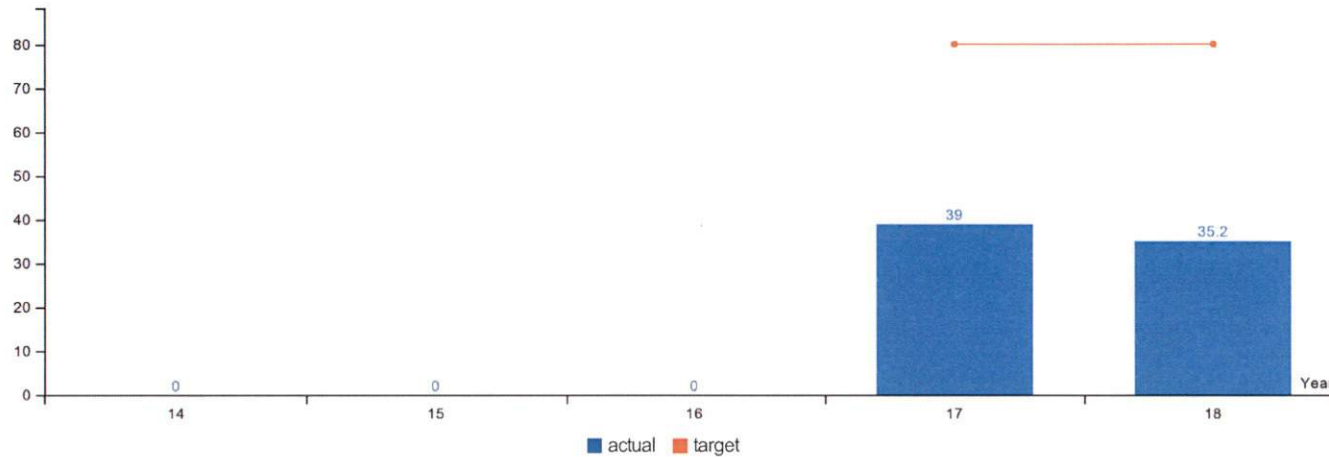
All 7 board members responded, with an aggregate 98.1% assessment score, reflecting one board member's assessment of an 87%. The concerns raised by that board member included "no" answers on question 14: The board members identify and attend appropriate training sessions, and on question 15: the board reviews its management practices to ensure best practices are utilized. This is the first time since 2014 that we did not meet this target.

#### Factors Affecting Results

I am unsure as to why this board member responded in the negative as to training and as to best practices as the board identified and recently went through a training on elder abuse within this last year and often review our management practices.

KPM #8	Days between complaint receipt and investigation preparation for Board. - Percent of cases having investigative reports written within 120 days from when a complaint is received to when the investigation is prepared for Board review/action.
Data Collection Period: Sep 01 - Aug 31	

\* Upward Trend = positive result



Report Year	2014	2015	2016	2017	2018
<b>Complaint receipt to investigation preparation to Board.</b>					
Actual	No Data	No Data	No Data	39%	35.20%
Target	TBD	TBD	TBD	80%	80%

**How Are We Doing**

In 2017, of the 47 complaints that were received, 29 of them (61%) included investigators' reports that were submitted in excess of 120 days from complaint receipt. The average days from receipt to investigators' report for the 29 cases was 184.7 days. For the other 18 cases (39%), the average days from receipt to investigators' report was 68.1 days (1,226 days/18 cases).

For the 2018 reporting period, of the 54 complaints that were received, 35 of them (64.8%) included investigators' reports that were submitted in excess of 120 days from complaint receipt. The average days from receipt to investigators' report for the 35 cases was 200 days/case. For the other 19 cases (35.2%), the average days from receipt to investigators' report was 65.5 days (1,244 days/19 cases).

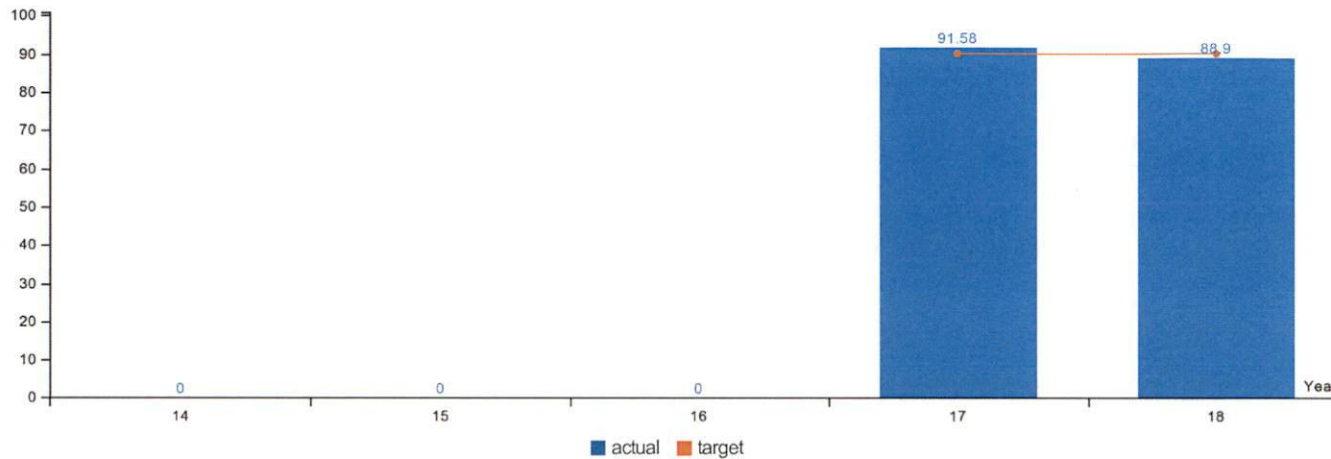
**Factors Affecting Results**

Of the 54 cases that were over target, 5 involved the same complicated business structure/entity, 3 cases involved 1 DC regarding sexual misconduct, and 4 other cases involved 2 other DCs (3 DCs involved in 7 cases).



KPM #9	Days between investigation preparation and presentation to the Board. - Percent of cases, with a prepared investigation that is ready for Board review/action, that are presented to the Board within 30 days of completion.
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2014	2015	2016	2017	2018
<b>Days between investigation preparation and presentation to the Board.</b>					
Actual	No Data	No Data	No Data	91.58%	88.90%
Target	TBD	TBD	TBD	90%	90%

#### How Are We Doing

We exceeded this target in 2017 at 91.58%, with 47 cases where an investigation report was written and then presented to the Board, 43 of them were submitted within 30 days. Of the cases that were submitted in over 30 days, the average time it took for submission was 42 days.

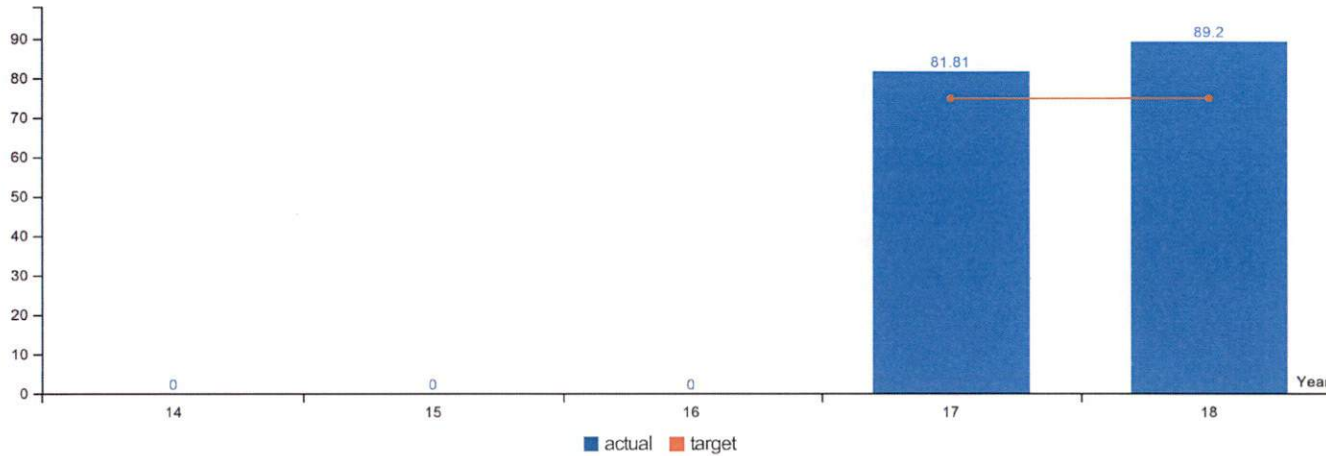
For 2018, of the 54 cases where an investigation report was written and then presented to the Board, 48 of them (88.9%) were submitted within 30 days. Of the 6 cases that were submitted in over 30 days, the average time it took for submission was 43 days.

#### Factors Affecting Results

We saw an increase in the number of complaints received and the number of investigation report written and reported to the Board. One unusual aspect is that 2 of the cases that were submitted over the 30 day target involved CA applicants who required further investigation and eventually withdrew their applications based on their criminal background histories.

KPM #10	Days between Board review/initial action and case closure. - Percent of cases closed within 90 days of Board review/initial action.
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2014	2015	2016	2017	2018
<b>Days between Board review/initial action and case closure.</b>					
Actual	No Data	No Data	No Data	81.81%	89.20%
Target	TBD	TBD	TBD	75%	75%

**How Are We Doing**

We have exceeded this KPM (89.2%) and exceeded our percentage from 2017 (81.8%). Of the 37 cases that were closed during this reporting period, 33 of them (89.2%) were closed within 90 days after initial board review. 4 cases exceeded the 90 days target, 3 of which resulted in negotiated settlements and the fourth resulted in withdrawal of a CA application. Those 4 cases averaged 204 days/case between initial board review and case closure.

**Factors Affecting Results**

If licensees who are being proposed discipline obtain legal counsel, request a hearing, and engage the agency in settlement negotiations after the initial board review, there will be an anticipated longer time span between that first review and when the case closes. The efforts that go into negotiated outcomes rather than contested case hearings and possible appeals is well worth the time spent and possibly not meeting this KPM target for those purposes.

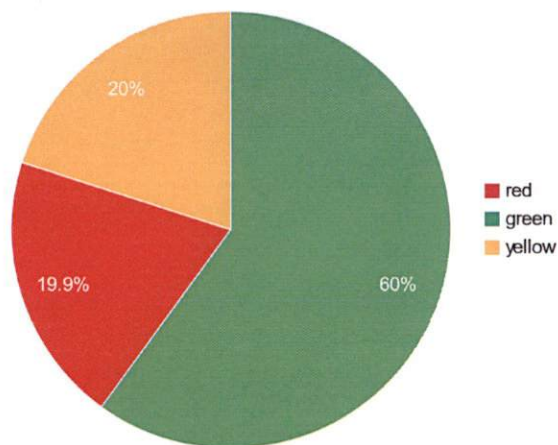
## **Chiropractic Examiners, Board of**

Annual Performance Progress Report

Reporting Year 2017

Published: 10/3/2017 2:48:18 PM

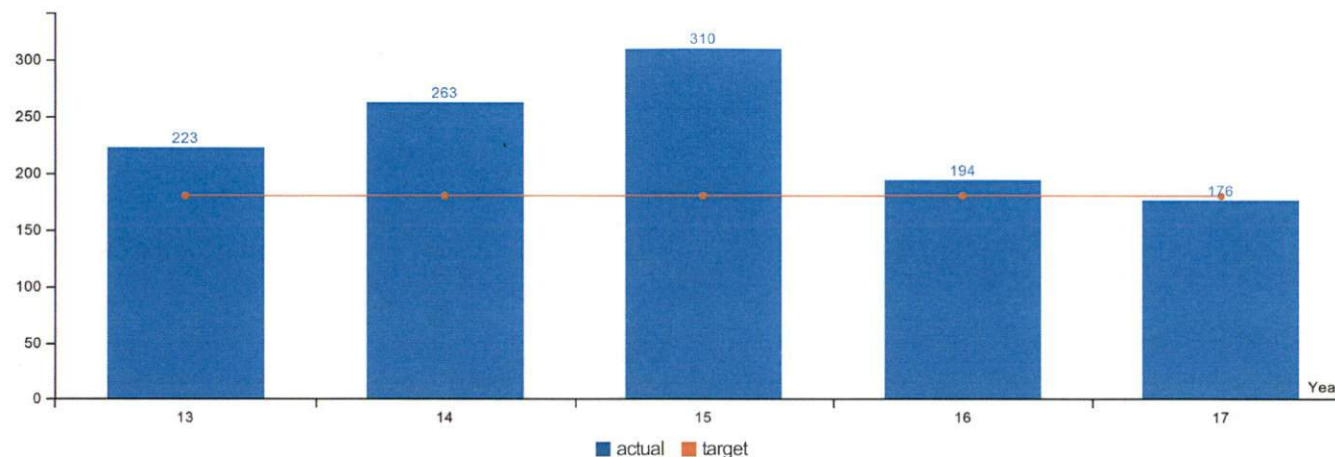
KPM #	Approved Key Performance Measures (KPMs)
1	Average number of days to resolve a complaint. -
2	Percent of sexual misconduct/boundary complaints resolved in 180 days -
3	The Percentage of new complaints that are assessed, investigated, and presented to the board for an initial decision within 120 days. -
4	Percentage of chiropractic physicians meeting the annual continuing education requirements. -
5	The Percentage of licenses issued within 5 days once all application components (that are the responsibility of the applicant) have been received. -
6	Customer Service - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.
7	Board Best Practices - Percent of total best practices met by the Board.
8	Days between complaint receipt and investigation preparation for Board. - Percent of cases having investigative reports written within 120 days from when a complaint is received to when the investigation is prepared for Board review/action.
9	Days between investigation preparation and presentation to the Board. - Percent of cases, with a prepared investigation that is ready for Board review/action, that are presented to the Board within 30 days of completion.
10	Days between Board review/initial action and case closure. - Percent of cases closed within 90 days of Board review/initial action.



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

KPM #1	Average number of days to resolve a complaint. -
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = negative result



Report Year	2013	2014	2015	2016	2017
<b>Average number of days to resolve a complaint.</b>					
Actual	223	263	310	194	176
Target	180	180	180	180	180

#### How Are We Doing

Our average for this KPM in 2016 was 194, with 1% of the DC licensee population accounting for 19 of the 25 cases that closed over the 180 day target. 1% of the total DCs were responsible for 40% of the closed cases. In contrast, the remaining 60% of cases were open for an average of 100 days/case.

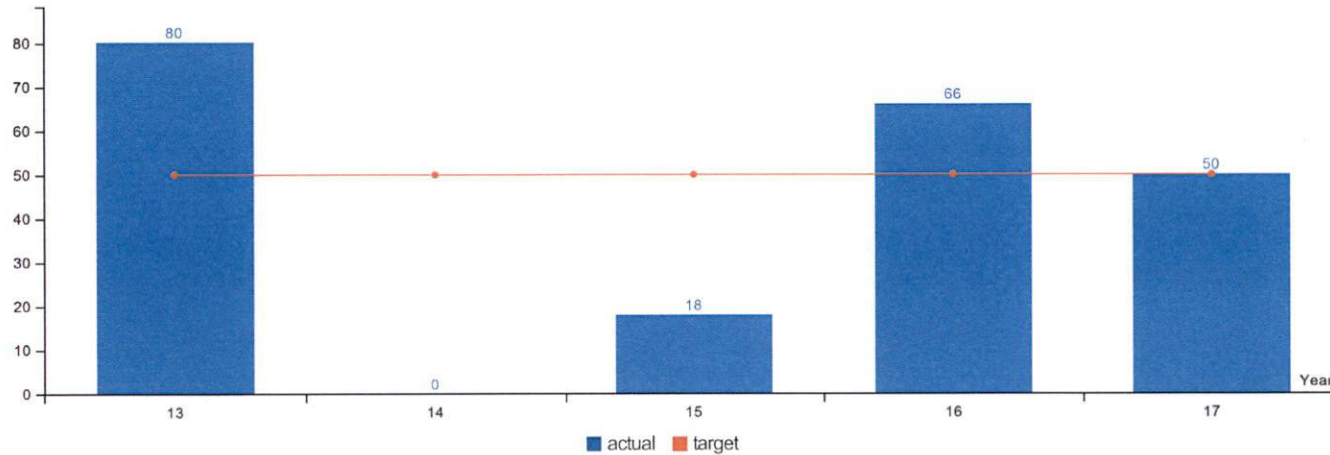
Our average for 2017 is 176 days, the first time we've met this KPM's target since 2012. 62 cases were closed during this reporting period with 22 cases over the 180 days target. Of these 22 cases, 15 DCs were involved (.7% of the total 1956 DCs as of 9/1/17) in 18 cases, CAs were involved in 2 cases, and CA Applicants were involved in 2 cases. The 22 cases were open for a total of 7,045 days, averaging 320 days/case. .7% of the total DCs were responsible for 35% of the closed cases. In contrast, the remaining 65% of cases were open for a total of 3,763 days, averaging 94 days/case - an average well below our target of 180 days and well below last years' measurements.

#### Factors Affecting Results

Several longstanding investigations and cases were resolved and reported within this reporting period as well as having an unusually high number of DC and CA applicants with cases worthy of investigation and board action (12/62).

KPM #2	Percent of sexual misconduct/boundary complaints resolved in 180 days -
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2013	2014	2015	2016	2017
<b>Percent of sexual misconduct/boundary complaints resolved in 180 days</b>					
Actual	80%	No Data	18%	66%	50%
Target	50%	50%	50%	50%	50%

**How Are We Doing**

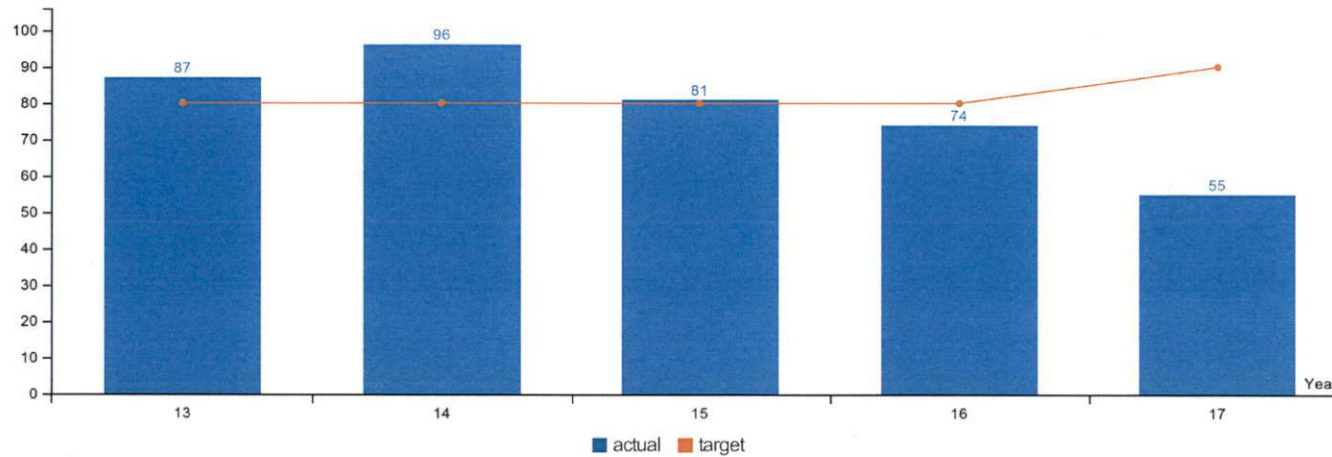
We met our target this reporting period, the second time in three years. There were a total of 6 sexual boundary cases closed with 3 closed under 180 days, and 2 of which are still currently indefinitely suspended.

**Factors Affecting Results**

This category can be very challenging as the investigations are often long and complicated, involving sensitive topics with often traumatized witnesses, multiple licensing and law enforcement agencies, as well as cross jurisdictional (state and country) issues, opposing counsel involvement, and a long appeals process. A major factor that affects these results is the small number of cases that qualify as sexual boundary cases that are investigated and closed every year. To this point, the number of cases closed this reporting period (6) is double the number that were closed last reporting period (3).

KPM #3	The Percentage of new complaints that are assessed, investigated, and presented to the board for an initial decision within 120 days. -
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2013	2014	2015	2016	2017
<b>Percentage of complaints/investigations presented to the Board within 120 days</b>					
Actual	87%	96%	81%	74%	55%
Target	80%	80%	80%	80%	90%

**How Are We Doing**

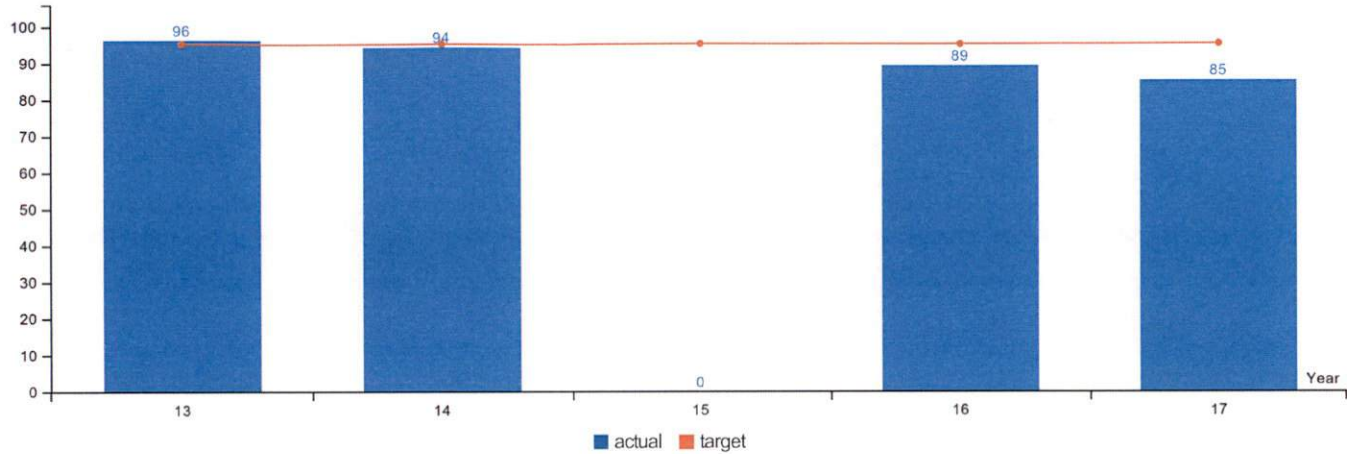
The target for this KPM was changed from 80% to 90% during the 2017 Legislative Session. We did not meet this new KPM this reporting period, with 27 new cases, 15 of which reported to the board at more than 120 days.

**Factors Affecting Results**

3 of the 15 cases over 120 days involve the same DC which has led to a longer than usual time to resolve due to complex treatment and alleged malpractice issues. We have also had more complex recordkeeping/chart note violations and other types of cases that were related and reliant on the relative outcomes of others, affecting the timeline.

KPM #4	Percentage of chiropractic physicians meeting the annual continuing education requirements. -
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2013	2014	2015	2016	2017
<b>Percentage of chiropractic physicians meeting the annual continuing education requirements.</b>					
Actual	96%	94%	No Data	89%	85%
Target	95%	95%	95%	95%	95%

**How Are We Doing**

For the 2017 reporting period, 2 audits were taken. The first audit was taken in May 2017 wherein 14 DCs were audited and 10 complied with their CE requirement within 30 days of audit, a 71% compliance rate. The second audit was taken in August 2017 wherein 12 DCs were audited and all complied, a 100% compliance rate. The total, overall compliance rate of the two audits combined was 85% (22/26).

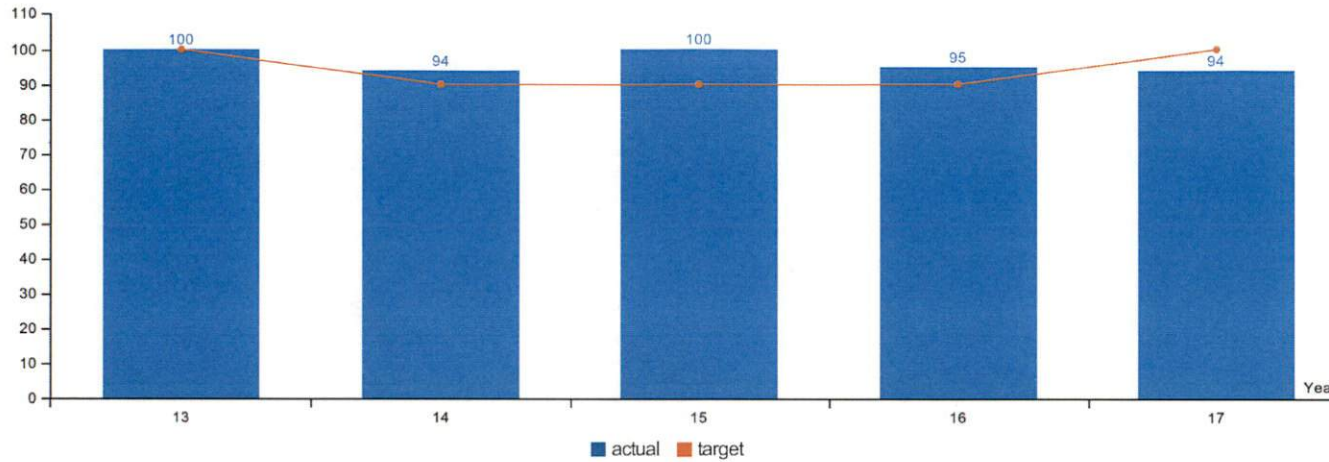
**Factors Affecting Results**

The audit in May 2017 was the first audit run since April 2016, which tends to show a lapse of CE taking and reporting due to such a length of time.



KPM #5	The Percentage of licenses issued within 5 days once all application components (that are the responsibility of the applicant) have been received. -
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2013	2014	2015	2016	2017
<b>Time to process chiropractor applications</b>					
Actual	100%	94%	100%	95%	94%
Target	100%	90%	90%	90%	100%

**How Are We Doing**

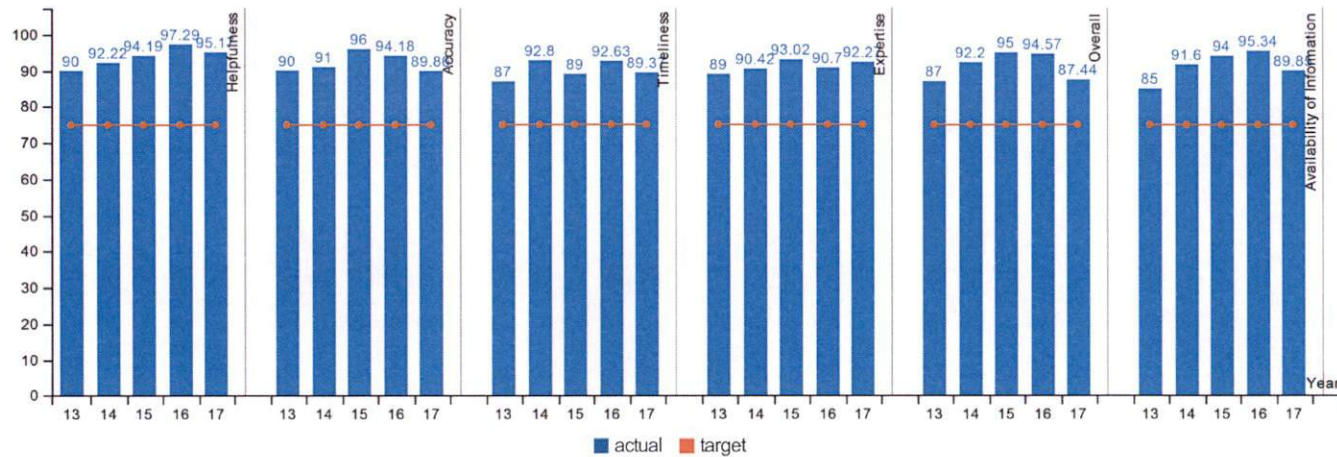
The new target is issuance of 100% of chiropractic physician licenses within 5 business days of the completed application (that are the responsibility of the applicant).

We have not yet met this target measure. 88 licenses were processed in this reporting period, a 44% increase from last year. 100% were completed within 11 days, 94% completion within 5 days, 86% completion within 3 days, 77% completion within 1 day, and 55% of the licenses issued the same day.

**Factors Affecting Results**

Staff vacation and sick days greatly affect this measure and the processing of license applications. We continue cross training staff members for these purposes.

KPM #6 Customer Service - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.  
 Data Collection Period: Sep 01 - Aug 31



Report Year	2013	2014	2015	2016	2017
<b>Helpfulness</b>					
Actual	90%	92.22%	94.19%	97.29%	95.17%
Target	75%	75%	75%	75%	75%
<b>Accuracy</b>					
Actual	90%	91%	96%	94.18%	89.86%
Target	75%	75%	75%	75%	75%
<b>Timeliness</b>					
Actual	87%	92.80%	89%	92.63%	89.37%
Target	75%	75%	75%	75%	75%
<b>Expertise</b>					
Actual	89%	90.42%	93.02%	90.70%	92.27%
Target	75%	75%	75%	75%	75%
<b>Overall</b>					
Actual	87%	92.20%	95%	94.57%	87.44%
Target	75%	75%	75%	75%	75%
<b>Availability of Information</b>					
Actual	85%	91.60%	94%	95.34%	89.85%
Target	75%	75%	75%	75%	75%

The 75% target is a combination of "Excellent" and "Good" responses as opposed to "Fair" and "Poor." Since reporting year 2014, we expanded response possibilities from "Excellent," "Good," "Fair," and "Poor" to "Excellent," "Above Average," "Average," and "Below Average." During the 2017 legislative session, we requested these survey response options be officially changed but that request was denied to ensure our compliance with statewide survey practices.

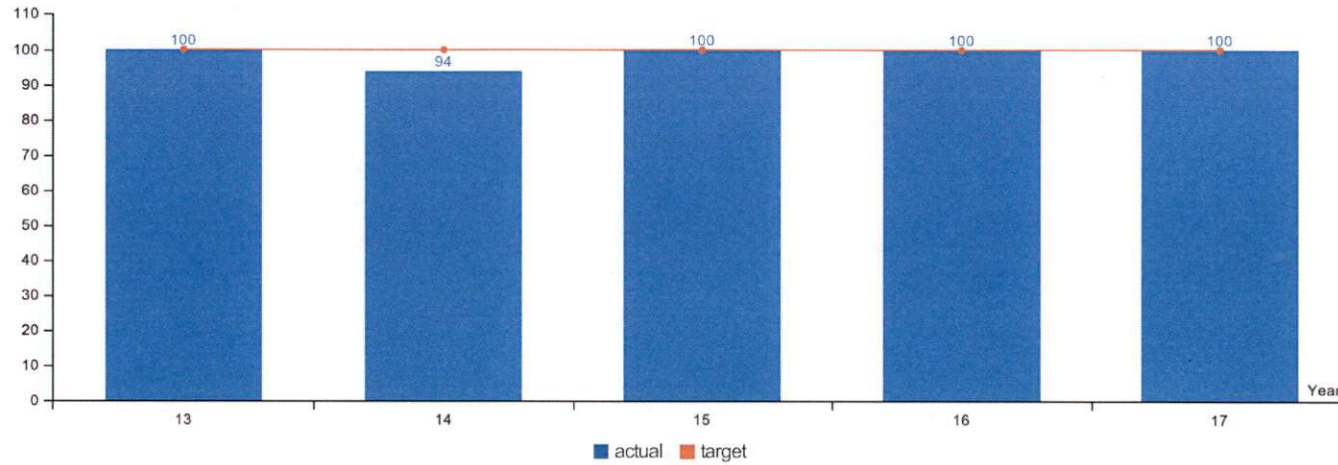
For this 2017 reporting year, 207 people responded to our online survey and answered all non-comment questions. We also received 78 comments to Question 11, which asks what changes, if any, can we make. As such, the reported outcomes for this reporting period, which far exceed the 75% targets, reflects the combination of "Excellent" and "Good." There has been great improvement within the Timeliness and Accuracy reporting criteria and we exceed our targets on all 6 questions. As of 2018, the targets will increase to 90%. We would currently exceed the new target for 2 questions and be within small decimal range of meeting the targets for all questions.

**Factors Affecting Results**

The predominant comment received for Question 11 centered around the CA application and renewal process as it has taken us (and NICUSA, our third party vendor) quite a long time to implement our online renewal system and bring efficiencies around the CA certification process. These issues should be resolved as of the end of 2017 with the implementation of our online renewal system and birth-month renewal rather than renewals during July/Aug every year, which caused a large backlog of work for the 1 staff member handling 1200 certificate renewals at a time.

KPM #7	Board Best Practices - Percent of total best practices met by the Board.
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2013	2014	2015	2016	2017
<b>Board Best Practices - Percent of total best practices met by the Board.</b>					
Actual	100%	94%	100%	100%	100%
Target	100%	100%	100%	100%	100%

**How Are We Doing**

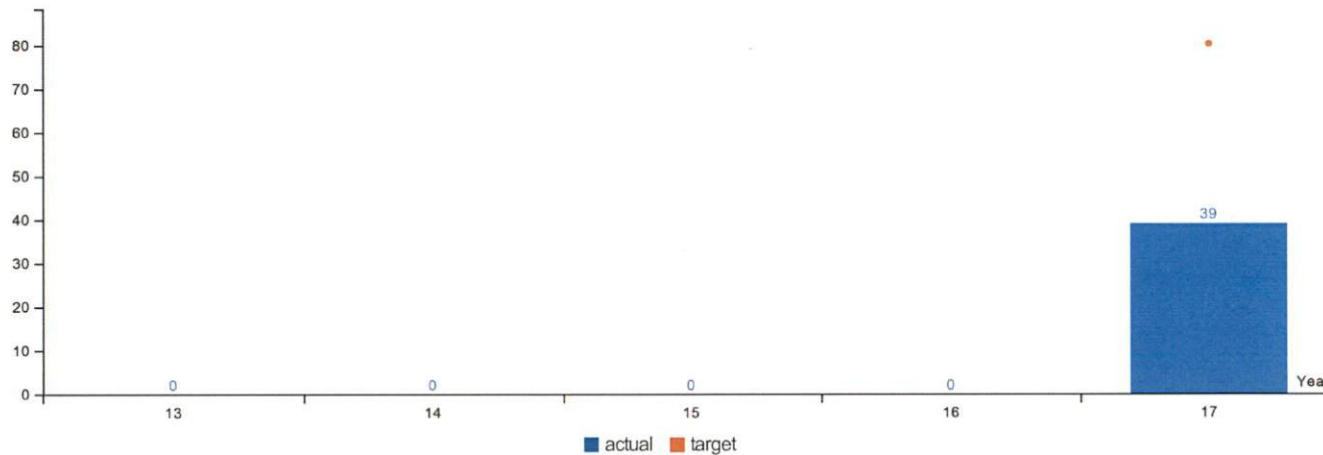
All 7 board members responded with a 100% assessment score.

**Factors Affecting Results**

The response rate of board members improved over last reporting period as we saw board members become more experienced and knowledgeable about the budget and other reports they were regularly receiving and feeling more comfortable reporting as such.

KPM #8	Days between complaint receipt and investigation preparation for Board. - Percent of cases having investigative reports written within 120 days from when a complaint is received to when the investigation is prepared for Board review/action.
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2013	2014	2015	2016	2017
<b>Complaint receipt to investigation preparation to Board.</b>					
Actual	No Data	No Data	No Data	No Data	39%
Target	TBD	TBD	TBD	TBD	80%

**How Are We Doing**

Of the 47 complaints that were received, 29 of them (61%) included investigators' reports that were submitted in excess of 120 days from complaint receipt. The average days from receipt to investigators' report for the 29 cases was 184.7 days. For the other 18 cases (39%), the average days from receipt to investigators' report was 68.1 days (1,226 days/18 cases).

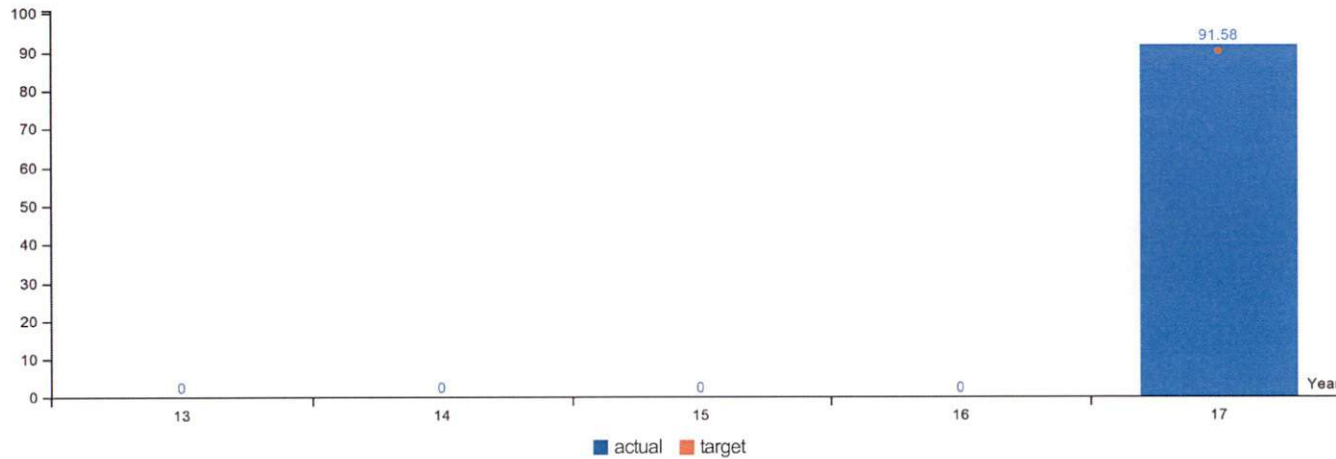
**Factors Affecting Results**

This is the first year for collecting data for this new KPM and its target goal. Of the 29 cases that were over our target, 3 DCs were responsible for 7 of those cases, which were also the longest investigations. The cases were a multitude of billing, fraud, treatment, and unprofessional conduct cases, which tend to have longer investigation times than other types.

KPM #9 Days between investigation preparation and presentation to the Board. - Percent of cases, with a prepared investigation that is ready for Board review/action, that are presented to the Board within 30 days of completion.

Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2013	2014	2015	2016	2017
<b>Days between investigation preparation and presentation to the Board.</b>					
Actual	No Data	No Data	No Data	No Data	91.58%
Target	TBD	TBD	TBD	TBD	90%

**How Are We Doing**

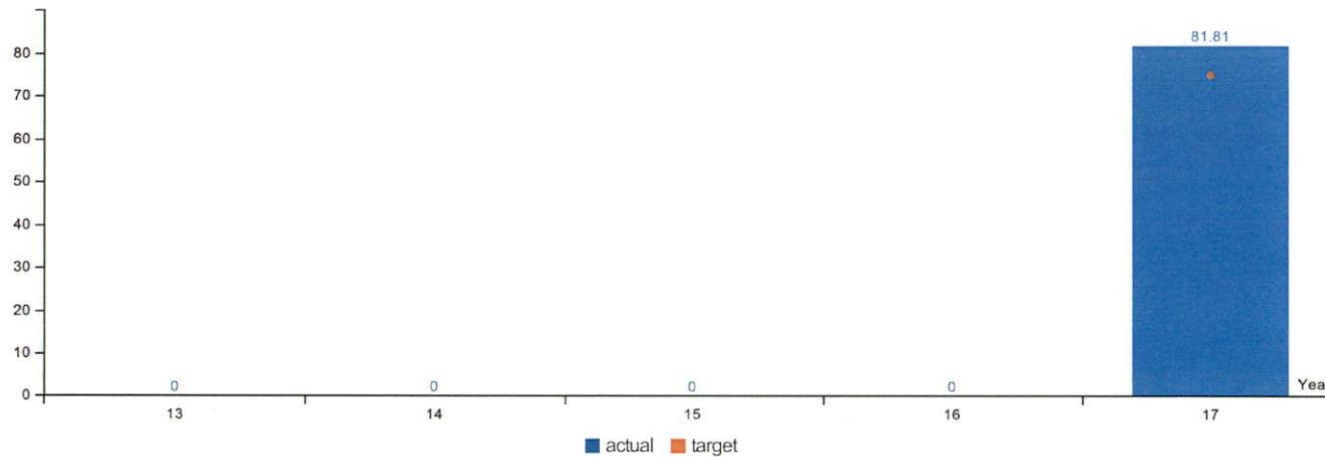
We have exceeded this KPM target. Of the 47 cases where an investigation report was written and then presented to the Board, 43 of them (91.58%) were submitted in under 30 days. Of the 4 cases that were submitted in over 30 days, the average time it took for submission was 42 days.

**Factors Affecting Results**

This is the first year for this new KPM and associated target goal. We did not reach 100% for this KPM as some investigation reports were submitted quite early in the process of a case going to the Board for review - if a case didn't require an extensive investigation. I would anticipate that the longer or more complex the investigation, the tighter the timeframe between submission and initial board review, creating performance measure results that would align or exceed our target than the less intensive cases for having early reports written.

KPM #10	Days between Board review/initial action and case closure. - Percent of cases closed within 90 days of Board review/initial action.
	Data Collection Period: Sep 01 - Aug 31

\* Upward Trend = positive result



Report Year	2013	2014	2015	2016	2017
<b>Days between Board review/initial action and case closure.</b>					
Actual	No Data	No Data	No Data	No Data	81.81%
Target	TBD	TBD	TBD	TBD	75%

#### How Are We Doing

We have exceeded this KPM. Of the 33 cases that were closed during this reporting period, 27 of them (81.81%) were closed within 90 days after initial board review. 6 cases exceeded the 90 day target, 5 of which were negotiated stipulated agreements between the agency and licensees and 1 was a suspension/revocation of an out of state licensee. Those 6 cases averaged 204.66 days/case between initial board review and case closure.

#### Factors Affecting Results

If licensees who are being proposed disciplined obtain legal counsel, request a hearing, and engage the agency in settlement negotiations after the initial board review, there will be an anticipated longer time span between that first review and when the case closes. The efforts that go into negotiated outcomes rather than contested case hearings and possible appeals is well worth the time spent and possibly not meeting this KPM target for those purposes.

**Recommendation:**

*We recommend boards give further consideration to background check policies for professionals who handle drugs or interact with vulnerable populations.*

	Status from Prior Follow Up	Current Status
<b>Status: Fully Implemented/Resolved:</b>		
<b>Partially Implemented - In Progress:</b>	X	X
<b>Partially Implemented - No Further Action to be Taken:</b>		
<b>Not Yet Started</b>		
<b>Decline to Implement</b>		

**Brief Explanation of Actions Taken/Current Status:**

There were originally 3 circumstances in which the OBCE was deficient at the time of the 2014 audit: 1) not conducting initial background checks; 2) not conducting renewal background checks; and 3) no background checks on file for 100% of our licensees.

As of 10/31/16, we conduct initial background (OSP, FBI) checks on 100% of both DC and CA licensees. Initial background checks have been conducted on DC applicants since 2006 and we've begun initial background checks on CA applicants as of June 6, 2016.

The OBCE does not currently conduct renewal background checks. As of January 2018, the OBCE will begin conducting background checks on renewal licensees. Within our DC and CA annual renewal applications, we ask whether the licensees have been charged,



arrested, convicted of any misdemeanors or felonies regardless of dismissal or diversion within the last 12 months, if they have undergone any disciplinary action by other regulatory licensing boards, if there are any pending malpractice claims filed against them, and if there are undergoing any treatment for abuse of alcohol or illegal drugs.

The OBCE does not possess background checks on file for 100% of our licensees. We have background checks on file for initial DC applicants who applied on or after February 2006 and for CA applicants who have applied on or after June, 2016. We don't have background checks on file for any licensee who applied before both of these timeframes.



# Oregon Board of Chiropractic Examiners

Cassandra C. McLeod-Skinner, J.D., Executive Director  
530 Center Street, Suite 620  
Salem, OR 97301  
503 373-1620

## Affirmative Action Statement July 1, 2019 to – June 30, 2021

Oregon Board of Chiropractic Examiners  
Affirmative Action Statement  
2019-2021 Biennium

**Table of Contents**

**I. AFFIRMATIVE ACTION POLICY STATEMENT ..... 2**

**II. DIVERSITY, EQUITY, AND INCLUSION STATEMENT ..... 2**

**III. AFFIRMATIVE ACTION SUMMARY STATEMENT ..... 2**

## **I. Affirmative Action Policy Statement**

The Board of Chiropractic Examiners (OBCE or Board) is committed to achieving a work force that represents the diversity of Oregon's population and to providing fair and equal employment opportunities. The Board is committed to an affirmative action program that provides equal opportunities for all persons regardless of race, color, religion, sex, sexual orientation, national origin, marital status, age or disability. The Board provides an environment for each applicant and employee that is free from sexual harassment, as well as harassment and intimidation on account of an individual's race, color, religion, gender, sexual orientation, national origin, age, marital status or disability. The Board employment practices are consistent with the State's Affirmative Action Statement Guidelines and with state and federal laws, which preclude discrimination.

## **II. Diversity, Equity, and Inclusion Statement**

The Governor's Office, and the OBCE, recognize "diversity as the collective mixtures of our differences and similarities. These differences are viewed as a strength that maximizes the state's competitive advantage through innovation, effectiveness, and adaptability. Equity is a value and goal, not a process. It allows all individuals to thrive and reach their full potential. Inclusion is leveraging diversity which builds and sustains a culture in which people are engaged and motivated. Ultimately, inclusion is the environment that people create to allow these differences to thrive."

## **III. Affirmative Action Summary Statement**

### **a. Name of Governor's Policy Advisor**

Linda Roman: (503) 378-6829, [linda.roman@oregon.gov](mailto:linda.roman@oregon.gov)

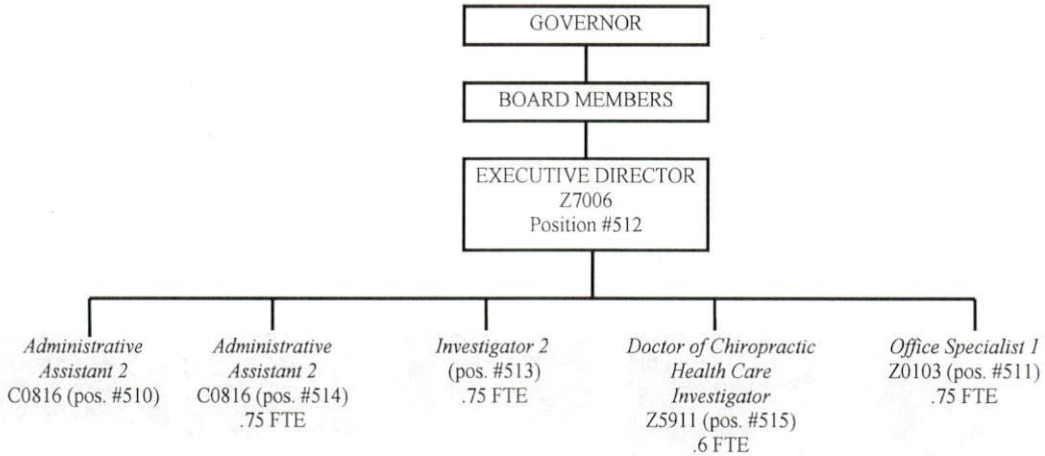
### **b. Name and contact information of Agency's Affirmative Action Representative**

Cassandra C. McLeod-Skinner, J.D., Executive Director  
530 Center Street NE, Suite 620  
Salem, OR 97301  
(503) 373-1620  
[cass.mcleod-skinner@oregon.gov](mailto:cass.mcleod-skinner@oregon.gov)

**c. Organizational Chart**

**Oregon Board of Chiropractic Examiners**

2019-2021



**d. Human Resources.**

The OBCE contracts with the Department of Administrative Services, Chief Human Resources Office, for our HR needs in recruiting, performance evaluations, personnel actions, and payroll. Although our staff is rather small (5.1 FTE), we are very diverse in ethnicity, age, gender, religion, sexual orientation, and ability. We strive to broaden the outreach that CHRO does on our behalf for temporary or permanent hires by including local community college career centers as well as transitional programs for job posting locations and prioritizing the ability to work in multiple languages. While the majority of our licensee base is still white, English speaking, men, our stakeholders and patients are not.

**e. Agency Employee Diversity Training/Professional Development**

**f. Agency Community Engagement Efforts**

**g. Affirmative Action 2017-2019 Objectives**

**i. Goals set and met**

1. *The Executive Director (who is also the Affirmative Action Representative) will be evaluated by the Board annually for her adherence to this Affirmative Action Statement and on the basis of involvement in achieving the affirmative action objectives.*

My annual evaluation last year included a review of the 2015-2017 Affirmative Action Statement and my role within the agency in promoting diversity and equity. My annual evaluation for this year (2018) will include the same.

2. *Advertise and recruit for diversity for the Board and the Board's committees and have demonstrable results.*

Within the 2015-17 biennium, the Board recruited and retained a female Board member and a female chair of a subcommittee (OCPUG) who subsequently recruited a greater number of women to become involved in the subcommittee. Within 2017-19, our Board recruitment efforts were successful in that our 7 member Board will now consist of 4 women and 3 men, with two of the women holding positions on the executive committee. This is the first time in OBCE's history that the Board will consist of a majority of women members.

3. *Review the Oregon Health Authority's recommendations for culturally appropriate continuing education and encourage licensees to attend those courses.*

Biannually, the OBCE hosts an Introduction to the Board continuing education class that is required for newly licensed chiropractic physicians within the state. Within that class, we review the importance of cultural competency and provide resources, including a list of OHA's recommendations, for licensees to participate in. For some disciplinary cases, the Board has required that OHA's cultural competency curriculum be utilized.

We've been working with the OHA's Healthcare Workforce survey staff to implement the requirements of SB 230 (2015) to collect data from our licensees.

Additionally, the Executive Director is an alumna of Oregon Health Authority's Office of Equity and Inclusion's DELTA (Developing Leadership through Training and Action) program and participates with past and current members as often as possible.

4. *Propose a Board mandate of cultural competency education as part of its annual renewal continuing education requirements.*

The staff proposed this mandate and continues to raise this as a possibility for mandated continuing education. The Board has not mandated the cultural competency CE but has allowed credit to be received for trauma-informed classes and other cultural competency classes.

5. *Continue to provide information and opportunities for staff to participate in diversity training and multi-cultural events, and seek new opportunities for working with higher education and local ethnic groups. The Board will continue to develop strategies to recruit, retain, and promote a diverse staff. The Board recognizes the value of individual and cultural difference and creates a work environment where*

*talents and abilities are valued. If vacancies occur, OBCE will explore new and different venues to promote a diverse pool of applicants, including attending job fairs and trade shows.*

2018 was the second year that the OBCE helped sponsor the Statewide Diversity Conference. Unfortunately, both years, we weren't able to take advantage of any employees attending as it conflicted with our schedules, but we will continue to sponsor the event and encourage staff and Board members to attend in future years.

6. *Encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government.*

Staff is provided notices of events that are occurring within state government and throughout the state that they are encouraged to participate in. The agency's Executive Director and Investigator are both involved in many multicultural professional and recreational organizations and share events through those groups with staff as well.

#### **ii. Goals not met or not expected to meet**

1. *Identify and implement a Cultural Competency Assessment within the existing budget limitation.*

We have not yet initiated this assessment.

#### **h. Affirmative Action 2019-2021 objectives**

1. *Identify and implement a Cultural Competency Assessment within the existing budget limitation.*
2. *Continue to advertise and recruit for diversity for the Board and the Board's committees and have demonstrable results.*
3. *Review the Oregon Health Authority's recommendations for culturally appropriate continuing education and encourage licensees to attend those courses.*
4. *Continue to propose a Board mandate of cultural competency education as part of its annual renewal continuing education requirements.*
5. *Continue to provide information and opportunities for staff to participate in diversity training and multi-cultural events, and seek new opportunities for working with higher education and local groups. The Board will continue to develop strategies to recruit, retain, and promote a diverse staff. The Board recognizes the value of individual and cultural difference and creates a work environment where talents and abilities are valued. If vacancies occur, OBCE will explore new and different venues*

*to promote a diverse pool of applicants, including attending job fairs and trade shows.*

6. *Continue the focus on developing a work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees' differences. Respectful workplace behaviors are expected and enforced.*
7. *Continue to encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government.*

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



Cassandra C. McLeod-Skinner, J.D.  
Executive Director

09/24/2018

Date

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

Cassandra C. McLeod-Skinner, Affirmative Action  
Representative  
Oregon Board of Chiropractic Examiners  
503-373-1620  
cass.mcleod-skinner@oregon.gov





# Oregon Board of Chiropractic Examiners

Cassandra C. Skinner, J.D., Executive Director  
3218 Pringle Road SE, Suite 150  
Salem, OR 97302-6311  
503 373-1620

## Affirmative Action Statement

July 1, 2017 to – June 30, 2019

Approved Nov. 8, 2016

Oregon Board of Chiropractic Examiners  
Affirmative Action Statement  
2017-2019 Biennium

**Table of Contents**

**I. AFFIRMATIVE ACTION POLICY STATEMENT** ..... 2

**II. AFFIRMATIVE ACTION SUMMARY STATEMENT** ..... 2

A. AFFIRMATIVE ACTION 2015-2017 OBJECTIVES ..... 2

I. GOALS SET AND MET..... 2

II.GOALS NOT MET OR UNEXPECTED TO MEET ..... 4

B. AFFIRMATIVE ACTION 2017-2019 OBJECTIVES ..... 4

C. HUMAN RESOURCES SERVICES RECEIVED FROM ANOTHER AGENCY ..... 5

D. NAME OF GOVERNOR’S POLICY ADVISOR ..... 5

E. AGENCY’S AFFIRMATIVE ACTION REPRESENTATIVE ..... 5

## **I. Affirmative Action Policy Statement**

The Board of Chiropractic Examiners is committed to achieving a work force that represents the diversity of Oregon's population and to providing fair and equal employment opportunities. The Board is committed to an affirmative action program that provides equal opportunities for all persons regardless of race, color, religion, sex, sexual orientation, national origin, marital status, age or disability. The Board provides an environment for each applicant and employee that is free from sexual harassment, as well as harassment and intimidation on account of an individual's race, color, religion, gender, sexual orientation, national origin, age, marital status or disability. The Board employment practices are consistent with the State's Affirmative Action Plan Guidelines and with state and federal laws, which preclude discrimination.

## **II. Affirmative Action Summary Statement**

### **a. Affirmative Action 2015-2017 objectives**

#### **i. Goals set and met**

1. *Advertise and recruit for diversity for the Board and the Board's committees and have demonstrable results.*

Within 2015-17 biennium, the Board recruited and retained a female Board member and a female chair of a subcommittee (OCPUG) who subsequently recruited a greater number of women to become involved in the subcommittee. Our 7 member Board now consists of 3 women and 4 men, with one of the women holding a position on the executive committee.

2. *Improve the response rate for the Agency's Race, Ethnicity, and Language Skills questionnaire that are provided to Doctor of Chiropractic and Chiropractic Assistant applicants.*

This questionnaire is included in the application packets for initial licensure and we have had a faster response and processing rate to date. We are working on making our CA renewals online so it is anticipated that the response rate will continue to decrease. These details go hand-in-hand with OHA's Workforce survey that we are implementing within our application requirements.

3. *Review the Oregon Health Authority's recommendations for culturally appropriate continuing education.*

We've been working with the OHA's Healthcare Workforce survey staff to implement the requirements of SB 230 (2015) to collect data from our licensees and joining those efforts with the soon-to-be mandated Cultural Competency Continuing Education reporting requirements.

The Executive Director is an alumna of Oregon Health Authority's Office of Equity and Inclusion's DELTA (Developing Leadership through Training and Action) program and participates with past and current members as often as possible.

4. *Continue to provide information and opportunities for staff to participate in diversity training and multi-cultural events, and seek new opportunities for working with higher education and local ethnic groups. The Board will continue to develop strategies to recruit, retain, and promote a diverse staff. The Board recognizes the value of individual and cultural difference and creates a work environment where talents and abilities are valued. If vacancies occur, OBCE will explore new and different venues to promote a diverse pool of applicants, including attending job fairs and trade shows.*

Staff is provided notices of events that are occurring within state government and throughout the state that they are encouraged to participate in. The agency's Executive Director and Investigator are both involved in many multicultural professional and recreational organizations and share events through those groups with staff as well.

Our recruiting efforts have included reaching out to the local community colleges career centers as well as transitional programs. In 2015-17, we made permanent both our Healthcare Investigator, a retired chiropractic physician, and our Investigator, a man of African-American descent.

5. *Revise, as needed, recruitment and promotion policies and criteria for exceptions that provide the opportunity for the Board to recruit a more diverse population and also provide appropriate advancement opportunities for incumbents, including a focus on the retention of women and minorities.*

This is a general practice of the Board but with a small agency with little position turnover or position growth, is rarely implemented.

6. *Continue to communicate the importance of diversity in staff meetings and include diversity discussions with staff. The Board utilizes diversity within the workforce by incorporating diverse perspectives into business decisions. The Board will continue to communicate cultural events throughout the area via posting on the employee bulletin board.*

We hold monthly staff meetings, in addition to our non-formal meetings with one another, where we discuss diversity issues that are raised within the profession of chiropractic, within our licensee base, and within the Board itself.

We changed all of our license applications to incorporate "Preferred Name" and "Preferred Pronoun" sections to acknowledge and respect individual licensee's identity representation.

7. *Continue the focus on developing a work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees' differences. Respectful workplace behaviors are expected and enforced.*

This is our current and ongoing practice. The last two hires for our Office Specialist 1 position (a position traditionally applied for and held by women) includes two men, one of whom was openly gay and the other of multicultural and racial descent. Unfortunately, for differing reasons, both employees were not retained by the Board. Our search continues for this position.

8. *Encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government.*

Notices of opportunities, and encouragement of interest, are routinely provided to staff. Cross-training and career developmental opportunities continue to be encouraged. The Board's goal is to retain employees by keeping them challenged and giving them room for growth.

#### **ii. Goals not met or not expected to meet**

1. *Identify and implement a Cultural Competency Assessment within the existing budget limitation.*

We have not yet initiated this assessment.

2. *The Executive Director (who is also the Affirmative Action Representative) will be evaluated by the Board annually for her adherence to this Affirmative Action Plan and on the basis of involvement in achieving the affirmative action objectives.*

We have not yet formally included adherence to the Affirmative Action Plan into the Executive Director's annual evaluation but will do so within the next cycle (for year 2017).

#### **b. Affirmative Action 2017-2019 objectives**

1. *Identify and implement a Cultural Competency Assessment within the existing budget limitation.*
2. *The Executive Director (who is also the Affirmative Action Representative) will be evaluated by the Board annually for her adherence to this Affirmative Action Plan and on the basis of involvement in achieving the affirmative action objectives.*
3. *Advertise and recruit for diversity for the Board and the Board's committees and have demonstrable results.*

4. *Review the Oregon Health Authority's recommendations for culturally appropriate continuing education and encourage licensees to attend those courses.*
5. *Propose a Board mandate of cultural competency education as part of its annual renewal continuing education requirements.*
6. *Continue to provide information and opportunities for staff to participate in diversity training and multi-cultural events, and seek new opportunities for working with higher education and local ethnic groups. The Board will continue to develop strategies to recruit, retain, and promote a diverse staff. The Board recognizes the value of individual and cultural difference and creates a work environment where talents and abilities are valued. If vacancies occur, OBCE will explore new and different venues to promote a diverse pool of applicants, including attending job fairs and trade shows.*
7. *Continue the focus on developing a work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees' differences. Respectful workplace behaviors are expected and enforced.*
8. *Encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government.*

**c. Human Resources services received from another state agency**

Department of Administrative Services, Chief Human Resources Office

**d. Name of Governor's Policy Advisor**

Jeremy VanDehey: (503) 378-6169, [jeremy.vandehey@oregon.gov](mailto:jeremy.vandehey@oregon.gov)

**e. Name and contact information of Agency's Affirmative Action Representative**

Cassandra C. Skinner, J.D., Executive Director  
3218 Pringle Road SE, Suite 150  
Salem, OR 97302-6311  
(503) 373-1620  
[cass.skinner@oregon.gov](mailto:cass.skinner@oregon.gov)

The Board of Chiropractic Examiners remains committed to its policy on Affirmative Action and Equal Opportunity and to a rigorous and active affirmative action program. My personal commitment to these ideas is represented in the Affirmative Action Plan. Likewise, the Plan represents the Board's commitment to equal opportunity and affirmative action in employment and public service consistent with all applicable federal and state laws, including, but not limited

to: Executive Order 11246; Title VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1974; the Vietnam Era Veterans Readjustment Assistance Act; and the Americans with Disabilities Act. This Affirmative Action Plan has my complete authorization and commitment.

\_\_\_\_\_  
Cassandra C. Skinner, J.D., Executive Director

\_\_\_\_\_  
Date

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

Cassandra C. Skinner, Affirmative Action Representative  
Oregon Board of Chiropractic Examiners  
503-373-1620  
cass.skinner@oregon.gov

**Oregon Board of Chiropractic Examiners**

Summary Cross Reference Listing and Packages  
2019-21 Biennium

Agency Number: 81100

BAM Analyst: McGehee, Breanna

Budget Coordinator: Tennimon, Amy - (503)373-1606

<i>Cross Reference Number</i>	<i>Cross Reference Description</i>	<i>Package Number</i>	<i>Priority</i>	<i>Package Description</i>	<i>Package Group</i>
001-00-00-00000	Operations	010	0	Non-PICS Psnl Svc / Vacancy Factor	Essential Packages
001-00-00-00000	Operations	021	0	Phase - In	Essential Packages
001-00-00-00000	Operations	022	0	Phase-out Pgm & One-time Costs	Essential Packages
001-00-00-00000	Operations	031	0	Standard Inflation	Essential Packages
001-00-00-00000	Operations	032	0	Above Standard Inflation	Essential Packages
001-00-00-00000	Operations	033	0	Exceptional Inflation	Essential Packages
001-00-00-00000	Operations	040	0	Mandated Caseload	Essential Packages
001-00-00-00000	Operations	060	0	Technical Adjustments	Essential Packages
001-00-00-00000	Operations	081	0	September 2018 Emergency Board	Policy Packages
001-00-00-00000	Operations	090	0	Analyst Adjustments	Policy Packages
001-00-00-00000	Operations	091	0	Statewide Adjustment DAS Chgs	Policy Packages
001-00-00-00000	Operations	092	0	Statewide AG Adjustment	Policy Packages
001-00-00-00000	Operations	100	1	Reclass Director to Approved HR Class	Policy Packages
001-00-00-00000	Operations	101	2	Implement Database Upgrades	Policy Packages
001-00-00-00000	Operations	102	3	Office Assistant 2	Policy Packages



**Oregon Board of Chiropractic Examiners**

Policy Package List by Priority  
2019-21 Biennium

Agency Number: 81100

BAM Analyst: McGehee, Breanna

Budget Coordinator: Tennimon, Amy - (503)373-1606

<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	081	September 2018 Emergency Board	001-00-00-00000	Operations
	090	Analyst Adjustments	001-00-00-00000	Operations
	091	Statewide Adjustment DAS Chgs	001-00-00-00000	Operations
	092	Statewide AG Adjustment	001-00-00-00000	Operations
1	100	Reclass Director to Approved HR Class	001-00-00-00000	Operations
2	101	Implement Database Upgrades	001-00-00-00000	Operations
3	102	Office Assistant 2	001-00-00-00000	Operations

**Oregon Board of Chiropractic Examiners**

**Agency Number: 81100**

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 81100-000-00-00-00000

2019-21 Biennium

Chiropractic Examiner, State Board of

<i>Description</i>	<i>2015-17 Actuals</i>	<i>2017-19 Leg Adopted Budget</i>	<i>2017-19 Leg Approved Budget</i>	<i>2019-21 Agency Request Budget</i>	<i>2019-21 Governor's Budget</i>	<i>2019-21 Leg. Adopted Audit</i>
<b>BEGINNING BALANCE</b>						
0025 Beginning Balance						
3400 Other Funds Ltd	352,966	347,385	347,385	395,755	395,755	-
<b>REVENUE CATEGORIES</b>						
<b>LICENSES AND FEES</b>						
0205 Business Lic and Fees						
3400 Other Funds Ltd	50,800	43,863	43,863	57,126	57,126	-
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	1,721,215	1,839,199	1,839,199	1,964,844	1,964,844	-
<b>LICENSES AND FEES</b>						
3400 Other Funds Ltd	1,772,015	1,883,062	1,883,062	2,021,970	2,021,970	-
<b>TOTAL LICENSES AND FEES</b>	<b>\$1,772,015</b>	<b>\$1,883,062</b>	<b>\$1,883,062</b>	<b>\$2,021,970</b>	<b>\$2,021,970</b>	<b>-</b>
<b>CHARGES FOR SERVICES</b>						
0410 Charges for Services						
3400 Other Funds Ltd	1,468	1,200	1,200	3,838	3,838	-
<b>FINES, RENTS AND ROYALTIES</b>						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	93,607	47,436	47,436	112,813	112,813	-
<b>SALES INCOME</b>						
0705 Sales Income						
3400 Other Funds Ltd	1,654	4,604	4,604	27	27	-
<b>OTHER</b>						
0975 Other Revenues						

Oregon Board of Chiropractic Examiners

Agency Number: 81100

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 81100-000-00-00-00000

2019-21 Biennium

Chiropractic Examiner, State Board of

Description	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
3400 Other Funds Ltd	1,480	4,170	4,170	-	-	-
<b>REVENUE CATEGORIES</b>						
3400 Other Funds Ltd	1,870,224	1,940,472	1,940,472	2,138,648	2,138,648	-
<b>TOTAL REVENUE CATEGORIES</b>	<b>\$1,870,224</b>	<b>\$1,940,472</b>	<b>\$1,940,472</b>	<b>\$2,138,648</b>	<b>\$2,138,648</b>	-
<b>TRANSFERS OUT</b>						
<b>2443 Tsfr To Oregon Health Authority</b>						
3400 Other Funds Ltd	(1,536)	(11,600)	(11,600)	(11,600)	(11,600)	-
<b>AVAILABLE REVENUES</b>						
3400 Other Funds Ltd	2,221,654	2,276,257	2,276,257	2,522,803	2,522,803	-
<b>TOTAL AVAILABLE REVENUES</b>	<b>\$2,221,654</b>	<b>\$2,276,257</b>	<b>\$2,276,257</b>	<b>\$2,522,803</b>	<b>\$2,522,803</b>	-
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
<b>SALARIES &amp; WAGES</b>						
<b>3110 Class/Unclass Sal. and Per Diem</b>						
3400 Other Funds Ltd	568,288	618,897	624,723	713,591	713,591	-
<b>3160 Temporary Appointments</b>						
3400 Other Funds Ltd	16,760	-	-	-	-	-
<b>3170 Overtime Payments</b>						
3400 Other Funds Ltd	1,505	-	-	-	-	-
<b>3180 Shift Differential</b>						
3400 Other Funds Ltd	-	-	-	444	444	-
<b>3190 All Other Differential</b>						
3400 Other Funds Ltd	16,665	20,628	20,628	21,412	21,412	-

Oregon Board of Chiropractic Examiners

Agency Number: 81100

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 81100-000-00-00-00000

2019-21 Biennium

Chiropractic Examiner, State Board of

Description	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
<b>SALARIES &amp; WAGES</b>						
3400 Other Funds Ltd	603,218	639,525	645,351	735,447	735,447	-
<b>TOTAL SALARIES &amp; WAGES</b>	<b>\$603,218</b>	<b>\$639,525</b>	<b>\$645,351</b>	<b>\$735,447</b>	<b>\$735,447</b>	<b>-</b>
<b>OTHER PAYROLL EXPENSES</b>						
<b>3210 Empl. Rel. Bd. Assessments</b>						
3400 Other Funds Ltd	201	285	285	305	305	-
<b>3220 Public Employees' Retire Cont</b>						
3400 Other Funds Ltd	84,272	117,640	118,943	120,853	120,853	-
<b>3221 Pension Obligation Bond</b>						
3400 Other Funds Ltd	33,718	37,116	36,332	39,755	39,755	-
<b>3230 Social Security Taxes</b>						
3400 Other Funds Ltd	46,612	48,924	48,924	56,261	56,261	-
<b>3240 Unemployment Assessments</b>						
3400 Other Funds Ltd	5,185	-	-	-	-	-
<b>3250 Worker's Comp. Assess. (WCD)</b>						
3400 Other Funds Ltd	289	414	414	348	348	-
<b>3260 Mass Transit Tax</b>						
3400 Other Funds Ltd	3,512	3,833	3,833	4,413	4,413	-
<b>3270 Flexible Benefits</b>						
3400 Other Funds Ltd	123,543	200,016	207,432	211,104	211,104	-
<b>OTHER PAYROLL EXPENSES</b>						
3400 Other Funds Ltd	297,332	408,228	416,163	433,039	433,039	-
<b>TOTAL OTHER PAYROLL EXPENSES</b>	<b>\$297,332</b>	<b>\$408,228</b>	<b>\$416,163</b>	<b>\$433,039</b>	<b>\$433,039</b>	<b>-</b>

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 81100-000-00-00-00000

2019-21 Biennium

Chiropractic Examiner, State Board of

Description	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
<b>PERSONAL SERVICES</b>						
3400 Other Funds Ltd	900,550	1,047,753	1,061,514	1,168,486	1,168,486	-
<b>TOTAL PERSONAL SERVICES</b>	<b>\$900,550</b>	<b>\$1,047,753</b>	<b>\$1,061,514</b>	<b>\$1,168,486</b>	<b>\$1,168,486</b>	-
<b>SERVICES &amp; SUPPLIES</b>						
<b>4100 Instate Travel</b>						
3400 Other Funds Ltd	25,834	22,981	22,981	23,854	23,854	-
<b>4125 Out of State Travel</b>						
3400 Other Funds Ltd	10,878	8,512	8,512	8,835	8,835	-
<b>4150 Employee Training</b>						
3400 Other Funds Ltd	19,730	5,084	5,084	5,277	5,277	-
<b>4175 Office Expenses</b>						
3400 Other Funds Ltd	24,595	33,769	33,769	35,052	34,507	-
<b>4200 Telecommunications</b>						
3400 Other Funds Ltd	15,855	15,452	15,452	16,039	16,039	-
<b>4225 State Gov. Service Charges</b>						
3400 Other Funds Ltd	28,627	40,343	40,343	65,825	58,567	-
<b>4250 Data Processing</b>						
3400 Other Funds Ltd	12,410	8,202	8,202	8,514	8,563	-
<b>4275 Publicity and Publications</b>						
3400 Other Funds Ltd	2,202	7,323	7,323	7,601	7,601	-
<b>4300 Professional Services</b>						
3400 Other Funds Ltd	24,533	110,415	110,415	132,627	132,627	-
<b>4315 IT Professional Services</b>						

Oregon Board of Chiropractic Examiners

Agency Number: 81100

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 81100-000-00-00-00000

2019-21 Biennium

Chiropractic Examiner, State Board of

Description	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
3400 Other Funds Ltd	8,276	18,772	18,772	59,560	59,560	-
<b>4325 Attorney General</b>						
3400 Other Funds Ltd	329,013	397,891	397,891	478,026	449,583	-
<b>4375 Employee Recruitment and Develop</b>						
3400 Other Funds Ltd	-	990	990	1,028	1,028	-
<b>4400 Dues and Subscriptions</b>						
3400 Other Funds Ltd	5,946	5,079	5,079	5,272	5,272	-
<b>4425 Facilities Rental and Taxes</b>						
3400 Other Funds Ltd	84,308	102,160	102,160	106,042	106,042	-
<b>4575 Agency Program Related S and S</b>						
3400 Other Funds Ltd	36,737	19,400	19,400	20,137	20,137	-
<b>4650 Other Services and Supplies</b>						
3400 Other Funds Ltd	98,389	143,503	143,503	148,956	140,696	-
<b>4700 Expendable Prop 250 - 5000</b>						
3400 Other Funds Ltd	31,697	4,466	4,466	4,636	4,636	-
<b>4715 IT Expendable Property</b>						
3400 Other Funds Ltd	11,632	5,052	5,052	5,244	5,244	-
<b>SERVICES &amp; SUPPLIES</b>						
3400 Other Funds Ltd	770,662	949,394	949,394	1,132,525	1,088,068	-
<b>TOTAL SERVICES &amp; SUPPLIES</b>	<b>\$770,662</b>	<b>\$949,394</b>	<b>\$949,394</b>	<b>\$1,132,525</b>	<b>\$1,088,068</b>	<b>-</b>
<b>SPECIAL PAYMENTS</b>						
<b>6055 Dist to Contract Svc Providers</b>						
3400 Other Funds Ltd	1,350	16,932	16,932	-	-	-

Oregon Board of Chiropractic Examiners

Agency Number: 81100

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 81100-000-00-00-00000

2019-21 Biennium

Chiropractic Examiner, State Board of

Description	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
<b>EXPENDITURES</b>						
3400 Other Funds Ltd	1,672,562	2,014,079	2,027,840	2,301,011	2,256,554	-
<b>TOTAL EXPENDITURES</b>	<b>\$1,672,562</b>	<b>\$2,014,079</b>	<b>\$2,027,840</b>	<b>\$2,301,011</b>	<b>\$2,256,554</b>	-
<b>ENDING BALANCE</b>						
3400 Other Funds Ltd	549,092	262,178	248,417	221,792	266,249	-
<b>TOTAL ENDING BALANCE</b>	<b>\$549,092</b>	<b>\$262,178</b>	<b>\$248,417</b>	<b>\$221,792</b>	<b>\$266,249</b>	-
<b>AUTHORIZED POSITIONS</b>						
8150 Class/Unclass Positions	6	6	6	6	6	-
<b>TOTAL AUTHORIZED POSITIONS</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	-
<b>AUTHORIZED FTE</b>						
8250 Class/Unclass FTE Positions	5.10	5.10	5.10	5.10	5.10	-
<b>TOTAL AUTHORIZED FTE</b>	<b>5.10</b>	<b>5.10</b>	<b>5.10</b>	<b>5.10</b>	<b>5.10</b>	-

Budget Support - Detail Revenues and Expenditures  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000

Description	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
<b>BEGINNING BALANCE</b>						
0025 Beginning Balance						
3400 Other Funds Ltd	352,966	347,385	347,385	395,755	395,755	-
<b>REVENUE CATEGORIES</b>						
<b>LICENSES AND FEES</b>						
0205 Business Lic and Fees						
3400 Other Funds Ltd	50,800	43,863	43,863	57,126	57,126	-
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	1,721,215	1,839,199	1,839,199	1,964,844	1,964,844	-
<b>LICENSES AND FEES</b>						
3400 Other Funds Ltd	1,772,015	1,883,062	1,883,062	2,021,970	2,021,970	-
<b>TOTAL LICENSES AND FEES</b>	<b>\$1,772,015</b>	<b>\$1,883,062</b>	<b>\$1,883,062</b>	<b>\$2,021,970</b>	<b>\$2,021,970</b>	<b>-</b>
<b>CHARGES FOR SERVICES</b>						
0410 Charges for Services						
3400 Other Funds Ltd	1,468	1,200	1,200	3,838	3,838	-
<b>FINES, RENTS AND ROYALTIES</b>						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	93,607	47,436	47,436	112,813	112,813	-
<b>SALES INCOME</b>						
0705 Sales Income						
3400 Other Funds Ltd	1,654	4,604	4,604	27	27	-
<b>OTHER</b>						
0975 Other Revenues						



Oregon Board of Chiropractic Examiners

Agency Number: 81100

Budget Support - Detail Revenues and Expenditures  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000

Description	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
3400 Other Funds Ltd	1,480	4,170	4,170	-	-	-
<b>REVENUE CATEGORIES</b>						
3400 Other Funds Ltd	1,870,224	1,940,472	1,940,472	2,138,648	2,138,648	-
<b>TOTAL REVENUE CATEGORIES</b>	<b>\$1,870,224</b>	<b>\$1,940,472</b>	<b>\$1,940,472</b>	<b>\$2,138,648</b>	<b>\$2,138,648</b>	-
<b>TRANSFERS OUT</b>						
<b>2443 Tsfr To Oregon Health Authority</b>						
3400 Other Funds Ltd	(1,536)	(11,600)	(11,600)	(11,600)	(11,600)	-
<b>AVAILABLE REVENUES</b>						
3400 Other Funds Ltd	2,221,654	2,276,257	2,276,257	2,522,803	2,522,803	-
<b>TOTAL AVAILABLE REVENUES</b>	<b>\$2,221,654</b>	<b>\$2,276,257</b>	<b>\$2,276,257</b>	<b>\$2,522,803</b>	<b>\$2,522,803</b>	-
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
<b>SALARIES &amp; WAGES</b>						
<b>3110 Class/Unclass Sal. and Per Diem</b>						
3400 Other Funds Ltd	568,288	618,897	624,723	713,591	713,591	-
<b>3160 Temporary Appointments</b>						
3400 Other Funds Ltd	16,760	-	-	-	-	-
<b>3170 Overtime Payments</b>						
3400 Other Funds Ltd	1,505	-	-	-	-	-
<b>3180 Shift Differential</b>						
3400 Other Funds Ltd	-	-	-	444	444	-
<b>3190 All Other Differential</b>						
3400 Other Funds Ltd	16,665	20,628	20,628	21,412	21,412	-

Oregon Board of Chiropractic Examiners

Agency Number: 81100

Budget Support - Detail Revenues and Expenditures  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000

Description	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
<b>SALARIES &amp; WAGES</b>						
3400 Other Funds Ltd	603,218	639,525	645,351	735,447	735,447	-
<b>TOTAL SALARIES &amp; WAGES</b>	<b>\$603,218</b>	<b>\$639,525</b>	<b>\$645,351</b>	<b>\$735,447</b>	<b>\$735,447</b>	<b>-</b>
<b>OTHER PAYROLL EXPENSES</b>						
<b>3210 Empl. Rel. Bd. Assessments</b>						
3400 Other Funds Ltd	201	285	285	305	305	-
<b>3220 Public Employees' Retire Cont</b>						
3400 Other Funds Ltd	84,272	117,640	118,943	120,853	120,853	-
<b>3221 Pension Obligation Bond</b>						
3400 Other Funds Ltd	33,718	37,116	36,332	39,755	39,755	-
<b>3230 Social Security Taxes</b>						
3400 Other Funds Ltd	46,612	48,924	48,924	56,261	56,261	-
<b>3240 Unemployment Assessments</b>						
3400 Other Funds Ltd	5,185	-	-	-	-	-
<b>3250 Worker's Comp. Assess. (WCD)</b>						
3400 Other Funds Ltd	289	414	414	348	348	-
<b>3260 Mass Transit Tax</b>						
3400 Other Funds Ltd	3,512	3,833	3,833	4,413	4,413	-
<b>3270 Flexible Benefits</b>						
3400 Other Funds Ltd	123,543	200,016	207,432	211,104	211,104	-
<b>OTHER PAYROLL EXPENSES</b>						
3400 Other Funds Ltd	297,332	408,228	416,163	433,039	433,039	-
<b>TOTAL OTHER PAYROLL EXPENSES</b>	<b>\$297,332</b>	<b>\$408,228</b>	<b>\$416,163</b>	<b>\$433,039</b>	<b>\$433,039</b>	<b>-</b>

Budget Support - Detail Revenues and Expenditures  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000

Description	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
<b>PERSONAL SERVICES</b>						
3400 Other Funds Ltd	900,550	1,047,753	1,061,514	1,168,486	1,168,486	-
<b>TOTAL PERSONAL SERVICES</b>	<b>\$900,550</b>	<b>\$1,047,753</b>	<b>\$1,061,514</b>	<b>\$1,168,486</b>	<b>\$1,168,486</b>	-
<b>SERVICES &amp; SUPPLIES</b>						
<b>4100 Instate Travel</b>						
3400 Other Funds Ltd	25,834	22,981	22,981	23,854	23,854	-
<b>4125 Out of State Travel</b>						
3400 Other Funds Ltd	10,878	8,512	8,512	8,835	8,835	-
<b>4150 Employee Training</b>						
3400 Other Funds Ltd	19,730	5,084	5,084	5,277	5,277	-
<b>4175 Office Expenses</b>						
3400 Other Funds Ltd	24,595	33,769	33,769	35,052	34,507	-
<b>4200 Telecommunications</b>						
3400 Other Funds Ltd	15,855	15,452	15,452	16,039	16,039	-
<b>4225 State Gov. Service Charges</b>						
3400 Other Funds Ltd	28,627	40,343	40,343	65,825	58,567	-
<b>4250 Data Processing</b>						
3400 Other Funds Ltd	12,410	8,202	8,202	8,514	8,563	-
<b>4275 Publicity and Publications</b>						
3400 Other Funds Ltd	2,202	7,323	7,323	7,601	7,601	-
<b>4300 Professional Services</b>						
3400 Other Funds Ltd	24,533	110,415	110,415	132,627	132,627	-
<b>4315 IT Professional Services</b>						

Budget Support - Detail Revenues and Expenditures  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000

Description	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
3400 Other Funds Ltd	8,276	18,772	18,772	59,560	59,560	-
<b>4325 Attorney General</b>						
3400 Other Funds Ltd	329,013	397,891	397,891	478,026	449,583	-
<b>4375 Employee Recruitment and Develop</b>						
3400 Other Funds Ltd	-	990	990	1,028	1,028	-
<b>4400 Dues and Subscriptions</b>						
3400 Other Funds Ltd	5,946	5,079	5,079	5,272	5,272	-
<b>4425 Facilities Rental and Taxes</b>						
3400 Other Funds Ltd	84,308	102,160	102,160	106,042	106,042	-
<b>4575 Agency Program Related S and S</b>						
3400 Other Funds Ltd	36,737	19,400	19,400	20,137	20,137	-
<b>4650 Other Services and Supplies</b>						
3400 Other Funds Ltd	98,389	143,503	143,503	148,956	140,696	-
<b>4700 Expendable Prop 250 - 5000</b>						
3400 Other Funds Ltd	31,697	4,466	4,466	4,636	4,636	-
<b>4715 IT Expendable Property</b>						
3400 Other Funds Ltd	11,632	5,052	5,052	5,244	5,244	-
<b>SERVICES &amp; SUPPLIES</b>						
3400 Other Funds Ltd	770,662	949,394	949,394	1,132,525	1,088,068	-
<b>TOTAL SERVICES &amp; SUPPLIES</b>	<b>\$770,662</b>	<b>\$949,394</b>	<b>\$949,394</b>	<b>\$1,132,525</b>	<b>\$1,088,068</b>	-
<b>SPECIAL PAYMENTS</b>						
<b>6055 Dist to Contract Svc Providers</b>						
3400 Other Funds Ltd	1,350	16,932	16,932	-	-	-

Oregon Board of Chiropractic Examiners

Agency Number: 81100

Budget Support - Detail Revenues and Expenditures  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000

Description	2015-17 Actuals	2017-19 Leg Adopted Budget	2017-19 Leg Approved Budget	2019-21 Agency Request Budget	2019-21 Governor's Budget	2019-21 Leg. Adopted Audit
<b>EXPENDITURES</b>						
3400 Other Funds Ltd	1,672,562	2,014,079	2,027,840	2,301,011	2,256,554	-
<b>TOTAL EXPENDITURES</b>	<b>\$1,672,562</b>	<b>\$2,014,079</b>	<b>\$2,027,840</b>	<b>\$2,301,011</b>	<b>\$2,256,554</b>	-
<b>ENDING BALANCE</b>						
3400 Other Funds Ltd	549,092	262,178	248,417	221,792	266,249	-
<b>TOTAL ENDING BALANCE</b>	<b>\$549,092</b>	<b>\$262,178</b>	<b>\$248,417</b>	<b>\$221,792</b>	<b>\$266,249</b>	-
<b>AUTHORIZED POSITIONS</b>						
8150 Class/Unclass Positions	6	6	6	6	6	-
<b>TOTAL AUTHORIZED POSITIONS</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	-
<b>AUTHORIZED FTE</b>						
8250 Class/Unclass FTE Positions	5.10	5.10	5.10	5.10	5.10	-
<b>TOTAL AUTHORIZED FTE</b>	<b>5.10</b>	<b>5.10</b>	<b>5.10</b>	<b>5.10</b>	<b>5.10</b>	-

2019-21 Biennium

Operations

Description	Agency Request Budget (V-01) 2019-21 Base Budget	Governor's Budget (Y-01) 2019-21 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
<b>BEGINNING BALANCE</b>				
0025 Beginning Balance				
3400 Other Funds Ltd	395,755	395,755	0	-
<b>REVENUE CATEGORIES</b>				
<b>LICENSES AND FEES</b>				
0205 Business Lic and Fees				
3400 Other Funds Ltd	57,126	57,126	0	-
0210 Non-business Lic. and Fees				
3400 Other Funds Ltd	1,964,844	1,964,844	0	-
<b>TOTAL LICENSES AND FEES</b>				
3400 Other Funds Ltd	2,021,970	2,021,970	0	-
<b>CHARGES FOR SERVICES</b>				
0410 Charges for Services				
3400 Other Funds Ltd	3,838	3,838	0	-
<b>FINES, RENTS AND ROYALTIES</b>				
0505 Fines and Forfeitures				
3400 Other Funds Ltd	112,813	112,813	0	-
<b>SALES INCOME</b>				
0705 Sales Income				
3400 Other Funds Ltd	27	27	0	-
<b>TOTAL REVENUES</b>				
3400 Other Funds Ltd	2,138,648	2,138,648	0	-
<b>TRANSFERS OUT</b>				
2443 Tsfr To Oregon Health Authority				

Description	Agency Request Budget (V-01) 2019-21 Base Budget	Governor's Budget (Y-01) 2019-21 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	(11,600)	(11,600)	0	-
<b>AVAILABLE REVENUES</b>				
3400 Other Funds Ltd	2,522,803	2,522,803	0	-
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
<b>SALARIES &amp; WAGES</b>				
<b>3110 Class/Unclass Sal. and Per Diem</b>				
3400 Other Funds Ltd	684,743	684,743	0	-
<b>3190 All Other Differential</b>				
3400 Other Funds Ltd	20,628	20,628	0	-
<b>TOTAL SALARIES &amp; WAGES</b>				
3400 Other Funds Ltd	705,371	705,371	0	-
<b>OTHER PAYROLL EXPENSES</b>				
<b>3210 Empl. Rel. Bd. Assessments</b>				
3400 Other Funds Ltd	305	305	0	-
<b>3220 Public Employees' Retire Cont</b>				
3400 Other Funds Ltd	115,749	115,749	0	-
<b>3221 Pension Obligation Bond</b>				
3400 Other Funds Ltd	36,332	36,332	0	-
<b>3230 Social Security Taxes</b>				
3400 Other Funds Ltd	53,960	53,960	0	-
<b>3250 Worker's Comp. Assess. (WCD)</b>				
3400 Other Funds Ltd	348	348	0	-
<b>3260 Mass Transit Tax</b>				

Description	Agency Request Budget (V-01) 2019-21 Base Budget	Governor's Budget (Y-01) 2019-21 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	3,833	3,833	0	-
<b>3270 Flexible Benefits</b>				
3400 Other Funds Ltd	211,104	211,104	0	-
<b>TOTAL OTHER PAYROLL EXPENSES</b>				
3400 Other Funds Ltd	421,631	421,631	0	-
<b>TOTAL PERSONAL SERVICES</b>				
3400 Other Funds Ltd	1,127,002	1,127,002	0	-
<b>SERVICES &amp; SUPPLIES</b>				
<b>4100 Instate Travel</b>				
3400 Other Funds Ltd	22,981	22,981	0	-
<b>4125 Out of State Travel</b>				
3400 Other Funds Ltd	8,512	8,512	0	-
<b>4150 Employee Training</b>				
3400 Other Funds Ltd	5,084	5,084	0	-
<b>4175 Office Expenses</b>				
3400 Other Funds Ltd	33,769	33,769	0	-
<b>4200 Telecommunications</b>				
3400 Other Funds Ltd	15,452	15,452	0	-
<b>4225 State Gov. Service Charges</b>				
3400 Other Funds Ltd	40,343	40,343	0	-
<b>4250 Data Processing</b>				
3400 Other Funds Ltd	8,202	8,202	0	-
<b>4275 Publicity and Publications</b>				
3400 Other Funds Ltd	7,323	7,323	0	-



Description	Agency Request Budget (V-01) 2019-21 Base Budget	Governor's Budget (Y-01) 2019-21 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
<b>4300 Professional Services</b>				
3400 Other Funds Ltd	110,415	110,415	0	-
<b>4315 IT Professional Services</b>				
3400 Other Funds Ltd	18,772	18,772	0	-
<b>4325 Attorney General</b>				
3400 Other Funds Ltd	397,891	397,891	0	-
<b>4375 Employee Recruitment and Develop</b>				
3400 Other Funds Ltd	990	990	0	-
<b>4400 Dues and Subscriptions</b>				
3400 Other Funds Ltd	5,079	5,079	0	-
<b>4425 Facilities Rental and Taxes</b>				
3400 Other Funds Ltd	102,160	102,160	0	-
<b>4575 Agency Program Related S and S</b>				
3400 Other Funds Ltd	19,400	19,400	0	-
<b>4650 Other Services and Supplies</b>				
3400 Other Funds Ltd	143,503	143,503	0	-
<b>4700 Expendable Prop 250 - 5000</b>				
3400 Other Funds Ltd	4,466	4,466	0	-
<b>4715 IT Expendable Property</b>				
3400 Other Funds Ltd	5,052	5,052	0	-
<b>TOTAL SERVICES &amp; SUPPLIES</b>				
3400 Other Funds Ltd	949,394	949,394	0	-
<b>SPECIAL PAYMENTS</b>				
<b>6055 Dist to Contract Svc Providers</b>				

Description	Agency Request Budget (V-01) 2019-21 Base Budget	Governor's Budget (Y-01) 2019-21 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	16,932	16,932	0	-
<b>TOTAL EXPENDITURES</b>				
3400 Other Funds Ltd	2,093,328	2,093,328	0	-
<b>ENDING BALANCE</b>				
3400 Other Funds Ltd	429,475	429,475	0	-
<b>AUTHORIZED POSITIONS</b>				
8150 Class/Unclass Positions	6	6	0	-
<b>AUTHORIZED FTE</b>				
8250 Class/Unclass FTE Positions	5.10	5.10	0	-

Package Comparison Report - Detail  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000  
 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		
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
<b>SALARIES &amp; WAGES</b>				
<b>3190 All Other Differential</b>				
3400 Other Funds Ltd	784	784	0	0.00%
<b>SALARIES &amp; WAGES</b>				
3400 Other Funds Ltd	784	784	0	0.00%
<b>TOTAL SALARIES &amp; WAGES</b>	<b>\$784</b>	<b>\$784</b>	<b>\$0</b>	<b>0.00%</b>
<b>OTHER PAYROLL EXPENSES</b>				
<b>3220 Public Employees Retire Cont</b>				
3400 Other Funds Ltd	133	133	0	0.00%
<b>3221 Pension Obligation Bond</b>				
3400 Other Funds Ltd	3,423	3,423	0	0.00%
<b>3230 Social Security Taxes</b>				
3400 Other Funds Ltd	60	60	0	0.00%
<b>3260 Mass Transit Tax</b>				
3400 Other Funds Ltd	404	404	0	0.00%
<b>OTHER PAYROLL EXPENSES</b>				
3400 Other Funds Ltd	4,020	4,020	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		
<b>TOTAL OTHER PAYROLL EXPENSES</b>	<b>\$4,020</b>	<b>\$4,020</b>	<b>\$0</b>	<b>0.00%</b>
<b>PERSONAL SERVICES</b>				
3400 Other Funds Ltd	4,804	4,804	0	0.00%
<b>TOTAL PERSONAL SERVICES</b>	<b>\$4,804</b>	<b>\$4,804</b>	<b>\$0</b>	<b>0.00%</b>
<b>EXPENDITURES</b>				
3400 Other Funds Ltd	4,804	4,804	0	0.00%
<b>TOTAL EXPENDITURES</b>	<b>\$4,804</b>	<b>\$4,804</b>	<b>\$0</b>	<b>0.00%</b>
<b>ENDING BALANCE</b>				
3400 Other Funds Ltd	(4,804)	(4,804)	0	0.00%
<b>TOTAL ENDING BALANCE</b>	<b>(\$4,804)</b>	<b>(\$4,804)</b>	<b>\$0</b>	<b>0.00%</b>

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

4100 Instate Travel

3400 Other Funds Ltd 873 873 0 0.00%

4125 Out of State Travel

3400 Other Funds Ltd 323 323 0 0.00%

4150 Employee Training

3400 Other Funds Ltd 193 193 0 0.00%

4175 Office Expenses

3400 Other Funds Ltd 1,283 1,283 0 0.00%

4200 Telecommunications

3400 Other Funds Ltd 587 587 0 0.00%

4225 State Gov. Service Charges

3400 Other Funds Ltd 25,482 25,482 0 0.00%

4250 Data Processing

3400 Other Funds Ltd 312 312 0 0.00%

4275 Publicity and Publications

3400 Other Funds Ltd 278 278 0 0.00%

4300 Professional Services

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		
3400 Other Funds Ltd	4,637	4,637	0	0.00%
<b>4315 IT Professional Services</b>				
3400 Other Funds Ltd	788	788	0	0.00%
<b>4325 Attorney General</b>				
3400 Other Funds Ltd	80,135	80,135	0	0.00%
<b>4375 Employee Recruitment and Develop</b>				
3400 Other Funds Ltd	38	38	0	0.00%
<b>4400 Dues and Subscriptions</b>				
3400 Other Funds Ltd	193	193	0	0.00%
<b>4425 Facilities Rental and Taxes</b>				
3400 Other Funds Ltd	3,882	3,882	0	0.00%
<b>4575 Agency Program Related S and S</b>				
3400 Other Funds Ltd	737	737	0	0.00%
<b>4650 Other Services and Supplies</b>				
3400 Other Funds Ltd	5,453	5,453	0	0.00%
<b>4700 Expendable Prop 250 - 5000</b>				
3400 Other Funds Ltd	170	170	0	0.00%
<b>4715 IT Expendable Property</b>				
3400 Other Funds Ltd	192	192	0	0.00%

Oregon Board of Chiropractic Examiners

Agency Number: 81100

Package Comparison Report - Detail  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000

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		
<b>SERVICES &amp; SUPPLIES</b>				
3400 Other Funds Ltd	125,556	125,556	0	0.00%
<b>TOTAL SERVICES &amp; SUPPLIES</b>	<b>\$125,556</b>	<b>\$125,556</b>	<b>\$0</b>	<b>0.00%</b>
<b>SPECIAL PAYMENTS</b>				
6055 Dist to Contract Svc Providers				
3400 Other Funds Ltd	643	643	0	0.00%
<b>EXPENDITURES</b>				
3400 Other Funds Ltd	126,199	126,199	0	0.00%
<b>TOTAL EXPENDITURES</b>	<b>\$126,199</b>	<b>\$126,199</b>	<b>\$0</b>	<b>0.00%</b>
<b>ENDING BALANCE</b>				
3400 Other Funds Ltd	(126,199)	(126,199)	0	0.00%
<b>TOTAL ENDING BALANCE</b>	<b>(\$126,199)</b>	<b>(\$126,199)</b>	<b>\$0</b>	<b>0.00%</b>

Oregon Board of Chiropractic Examiners

Agency Number: 81100

Package Comparison Report - Detail  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000

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		
<b>EXPENDITURES</b>				
<b>SERVICES &amp; SUPPLIES</b>				
<b>4300 Professional Services</b>				
3400 Other Funds Ltd	17,575	17,575	0	0.00%
<b>SERVICES &amp; SUPPLIES</b>				
3400 Other Funds Ltd	17,575	17,575	0	0.00%
<b>TOTAL SERVICES &amp; SUPPLIES</b>	<b>\$17,575</b>	<b>\$17,575</b>	<b>\$0</b>	<b>0.00%</b>
<b>SPECIAL PAYMENTS</b>				
<b>6055 Dist to Contract Svc Providers</b>				
3400 Other Funds Ltd	(17,575)	(17,575)	0	0.00%
<b>EXPENDITURES</b>				
3400 Other Funds Ltd	-	-	0	0.00%
<b>TOTAL EXPENDITURES</b>	<b>-</b>	<b>-</b>	<b>\$0</b>	<b>0.00%</b>
<b>ENDING BALANCE</b>				
3400 Other Funds Ltd	-	-	0	0.00%
<b>TOTAL ENDING BALANCE</b>	<b>-</b>	<b>-</b>	<b>\$0</b>	<b>0.00%</b>



Package Comparison Report - Detail  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000  
 Package: Statewide Adjustment DAS Chgs  
 Pkg Group: POL Pkg Type: 090 Pkg Number: 091

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		
<b>EXPENDITURES</b>				
<b>SERVICES &amp; SUPPLIES</b>				
<b>4175 Office Expenses</b>				
3400 Other Funds Ltd	-	(545)	(545)	100.00%
<b>4225 State Gov. Service Charges</b>				
3400 Other Funds Ltd	-	(7,258)	(7,258)	100.00%
<b>4250 Data Processing</b>				
3400 Other Funds Ltd	-	49	49	100.00%
<b>4650 Other Services and Supplies</b>				
3400 Other Funds Ltd	-	(8,260)	(8,260)	100.00%
<b>SERVICES &amp; SUPPLIES</b>				
3400 Other Funds Ltd	-	(16,014)	(16,014)	100.00%
<b>TOTAL SERVICES &amp; SUPPLIES</b>	-	<b>(\$16,014)</b>	<b>(\$16,014)</b>	<b>100.00%</b>
<b>EXPENDITURES</b>				
3400 Other Funds Ltd	-	(16,014)	(16,014)	100.00%
<b>TOTAL EXPENDITURES</b>	-	<b>(\$16,014)</b>	<b>(\$16,014)</b>	<b>100.00%</b>
<b>ENDING BALANCE</b>				
3400 Other Funds Ltd	-	16,014	16,014	100.00%
<b>TOTAL ENDING BALANCE</b>	-	<b>\$16,014</b>	<b>\$16,014</b>	<b>100.00%</b>

Oregon Board of Chiropractic Examiners

Agency Number: 81100

Package Comparison Report - Detail  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000  
 Package: Statewide AG Adjustment  
 Pkg Group: POL Pkg Type: 090 Pkg Number: 092

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		
<b>EXPENDITURES</b>				
<b>SERVICES &amp; SUPPLIES</b>				
<b>4325 Attorney General</b>				
3400 Other Funds Ltd	-	(28,443)	(28,443)	100.00%
<b>SERVICES &amp; SUPPLIES</b>				
3400 Other Funds Ltd	-	(28,443)	(28,443)	100.00%
<b>TOTAL SERVICES &amp; SUPPLIES</b>	-	<b>(\$28,443)</b>	<b>(\$28,443)</b>	<b>100.00%</b>
<b>EXPENDITURES</b>				
3400 Other Funds Ltd	-	(28,443)	(28,443)	100.00%
<b>TOTAL EXPENDITURES</b>	-	<b>(\$28,443)</b>	<b>(\$28,443)</b>	<b>100.00%</b>
<b>ENDING BALANCE</b>				
3400 Other Funds Ltd	-	28,443	28,443	100.00%
<b>TOTAL ENDING BALANCE</b>	-	<b>\$28,443</b>	<b>\$28,443</b>	<b>100.00%</b>

Package Comparison Report - Detail  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000  
 Package: Reclass Director to Approved HR Class  
 Pkg Group: POL Pkg Type: POL Pkg Number: 100

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

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

3400 Other Funds Ltd	28,848	28,848	0	0.00%
----------------------	--------	--------	---	-------

3180 Shift Differential

3400 Other Funds Ltd	444	444	0	0.00%
----------------------	-----	-----	---	-------

SALARIES & WAGES

3400 Other Funds Ltd	29,292	29,292	0	0.00%
----------------------	--------	--------	---	-------

<b>TOTAL SALARIES &amp; WAGES</b>	<b>\$29,292</b>	<b>\$29,292</b>	<b>\$0</b>	<b>0.00%</b>
-----------------------------------	-----------------	-----------------	------------	--------------

OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

3400 Other Funds Ltd	4,971	4,971	0	0.00%
----------------------	-------	-------	---	-------

3230 Social Security Taxes

3400 Other Funds Ltd	2,241	2,241	0	0.00%
----------------------	-------	-------	---	-------

3260 Mass Transit Tax

3400 Other Funds Ltd	176	176	0	0.00%
----------------------	-----	-----	---	-------

OTHER PAYROLL EXPENSES

3400 Other Funds Ltd	7,388	7,388	0	0.00%
----------------------	-------	-------	---	-------

**Oregon Board of Chiropractic Examiners**

**Agency Number: 81100**

Package Comparison Report - Detail  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000  
 Package: Reclass Director to Approved HR Class  
 Pkg Group: POL Pkg Type: POL Pkg Number: 100

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		
<b>TOTAL OTHER PAYROLL EXPENSES</b>	<b>\$7,388</b>	<b>\$7,388</b>	<b>\$0</b>	<b>0.00%</b>
<b>PERSONAL SERVICES</b>				
3400 Other Funds Ltd	36,680	36,680	0	0.00%
<b>TOTAL PERSONAL SERVICES</b>	<b>\$36,680</b>	<b>\$36,680</b>	<b>\$0</b>	<b>0.00%</b>
<b>EXPENDITURES</b>				
3400 Other Funds Ltd	36,680	36,680	0	0.00%
<b>TOTAL EXPENDITURES</b>	<b>\$36,680</b>	<b>\$36,680</b>	<b>\$0</b>	<b>0.00%</b>
<b>ENDING BALANCE</b>				
3400 Other Funds Ltd	(36,680)	(36,680)	0	0.00%
<b>TOTAL ENDING BALANCE</b>	<b>(\$36,680)</b>	<b>(\$36,680)</b>	<b>\$0</b>	<b>0.00%</b>

Package Comparison Report - Detail  
 2019-21 Biennium  
 Operations

Cross Reference Number: 81100-001-00-00-00000  
 Package: Implement Database Upgrades  
 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		
<b>EXPENDITURES</b>				
<b>SERVICES &amp; SUPPLIES</b>				
<b>4315 IT Professional Services</b>				
3400 Other Funds Ltd	40,000	40,000	0	0.00%
<b>SERVICES &amp; SUPPLIES</b>				
3400 Other Funds Ltd	40,000	40,000	0	0.00%
<b>TOTAL SERVICES &amp; SUPPLIES</b>	<b>\$40,000</b>	<b>\$40,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>EXPENDITURES</b>				
3400 Other Funds Ltd	40,000	40,000	0	0.00%
<b>TOTAL EXPENDITURES</b>	<b>\$40,000</b>	<b>\$40,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>ENDING BALANCE</b>				
3400 Other Funds Ltd	(40,000)	(40,000)	0	0.00%
<b>TOTAL ENDING BALANCE</b>	<b>(\$40,000)</b>	<b>(\$40,000)</b>	<b>\$0</b>	<b>0.00%</b>



01/03/19 REPORT NO.: PPDPLBUDCL  
 REPORT: SUMMARY LIST BY PKG BY SUMMARY XREF  
 AGENCY:81100 CHIROPRACTIC EXAMINERS BOARD  
 SUMMARY XREF:001-00-00 000 Operations

DEPT. OF ADMIN. SVCS. -- PPDB PICS SYSTEM

PAGE 1  
 2019-21  
 PROD FILE  
 PICS SYSTEM: BUDGET PREPARATION

PKG	CLASS	COMP	DESCRIPTION	POS CNT	FTE	MOS	AVERAGE RATE	GF SAL	OF SAL	FF SAL	LF SAL	AF SAL
000	B	Y7500	AE BOARD AND COMMISSION MEMBER		.00	.00	0.00		23,293			23,293
000	MEAHZ7004	HP	PRINCIPAL EXECUTIVE/MANAGER C	1	1.00	24.00	7,680.00		184,320			184,320
000	UA	C0103	AP OFFICE SPECIALIST 1	1	.75	18.00	3,262.00		58,716			58,716
000	UA	C0108	AP ADMINISTRATIVE SPECIALIST 2	2	1.75	42.00	4,724.00		198,408			198,408
000	UA	C5232	AP INVESTIGATOR 2	1	1.00	24.00	4,948.00		118,752			118,752
000	UA	C5911	BP HEALTH CARE INVESTIGTR/ADVISR	1	.60	14.50	6,983.00		101,254			101,254
000				6	5.10	122.50	2,486.23		684,743			684,743

01/03/19 REPORT NO.: PPDPLBUDCL  
 REPORT: SUMMARY LIST BY PKG BY SUMMARY XREF  
 AGENCY:81100 CHIROPRACTIC EXAMINERS BOARD  
 SUMMARY XREF:001-00-00 100 Operations

DEPT. OF ADMIN. SVCS. -- PPDB PICS SYSTEM

2019-21  
 PICS SYSTEM: BUDGET PREPARATION  
 PAGE 2  
 PROD FILE

PKG	CLASS	COMP	DESCRIPTION	POS CNT	FTE	MOS	AVERAGE RATE	GF SAL	OF SAL	FF SAL	LF SAL	AF SAL
100	MEAHZ7004	HP	PRINCIPAL EXECUTIVE/MANAGER C	1-	1.00-	24.00-	7,680.00		184,320-			184,320-
100	MEAHZ7006	HP	PRINCIPAL EXECUTIVE/MANAGER D	1	1.00	24.00	8,882.00		213,168			213,168
100					.00	.00	8,281.00		28,848			28,848



01/03/19 REPORT NO.: PPDPLBUDCL  
 REPORT: SUMMARY LIST BY PKG BY SUMMARY XREF  
 AGENCY:81100 CHIROPRACTIC EXAMINERS BOARD  
 SUMMARY XREF:001-00-00 102 Operations

DEPT. OF ADMIN. SVCS. -- PPDB PICS SYSTEM

2019-21  
 PICS SYSTEM: BUDGET PREPARATION

PKG	CLASS	COMP	DESCRIPTION	POS CNT	FTE	MOS	AVERAGE RATE	GF SAL	OF SAL	FF SAL	LF SAL	AF SAL
102	UA	C0102	AP OFFICE ASSISTANT 2		.00	.00	2,761.00					
102					.00	.00	2,761.00					
				6	5.10	122.50	3,227.75		713,591			713,591
				6	5.10	122.50	3,227.75		713,591			713,591

01/03/19 REPORT NO.: PPDPLBUDCL  
REPORT: SUMMARY LIST BY PKG BY SUMMARY XREF  
AGENCY:81100 CHIROPRACTIC EXAMINERS BOARD  
SUMMARY XREF:001-00-00 102 Operations

DEPT. OF ADMIN. SVCS. -- PPDB PICS SYSTEM

2019-21  
PICS SYSTEM: BUDGET PREPARATION  
PAGE 4  
PROD FILE

PKG	CLASS	COMP	DESCRIPTION	POS CNT	FTE	MOS	AVERAGE RATE	GF SAL	OF SAL	FF SAL	LF SAL	AF SAL
				6	5.10	122.50	3,227.75		713,591			713,591



PKG	CLASS	COMP	DESCRIPTION	POS CNT	FTE	MOS	AVERAGE RATE	GF SAL	OF SAL	FF SAL	LF SAL	AF SAL
000	B	Y7500	AE BOARD AND COMMISSION MEMBER		.00	.00	0.00		23,293			23,293
100	MEAHZ7004	HP	PRINCIPAL EXECUTIVE/MANAGER C		.00	.00	7,680.00					
100	MEAHZ7006	HP	PRINCIPAL EXECUTIVE/MANAGER D	1	1.00	24.00	8,882.00		213,168			213,168
102	UA	C0102	AP OFFICE ASSISTANT 2		.00	.00	2,761.00					
000	UA	C0103	AP OFFICE SPECIALIST 1	1	.75	18.00	3,262.00		58,716			58,716
000	UA	C0108	AP ADMINISTRATIVE SPECIALIST 2	2	1.75	42.00	4,724.00		198,408			198,408
000	UA	C5232	AP INVESTIGATOR 2	1	1.00	24.00	4,948.00		118,752			118,752
000	UA	C5911	BP HEALTH CARE INVESTIGTR/ADVISR	1	.60	14.50	6,983.00		101,254			101,254
				6	5.10	122.50	3,227.75		713,591			713,591

PKG	CLASS	COMP	DESCRIPTION	POS CNT	FTE	MOS	AVERAGE RATE	GF SAL	OF SAL	FF SAL	LF SAL	AF SAL
				6	5.10	122.50	3,227.75		713,591			713,591



01/03/19 REPORT NO.: PPDPLWSBUD  
 REPORT: DETAIL LISTING BY SUMMARY XREF AGENCY  
 AGENCY: 81100 CHIROPRACTIC EXAMINERS BOARD  
 SUMMARY XREF: 001-00-00 100 Operations

DEPT. OF ADMIN. SVCS. -- PPDB PICS SYSTEM

PAGE 1  
 PROD FILE  
 2019-21  
 PICS SYSTEM: BUDGET PREPARATION

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
0000512	000515360	001-01-00-00000	100 0 PF	MEAHZ7004 HP	28X 09 1-	1.00-	7,680.00	24.00-		184,320-			
EST DATE: 2019/07/01 EXP DATE: 9999/01/01													
0000512	000515360	001-01-00-00000	100 0 PF	MEAHZ7006 HP	31X 09 1	1.00	8,882.00	24.00		213,168			
EST DATE: 2019/07/01 EXP DATE: 9999/01/01													
100						.00		.00		28,848			

01/03/19 REPORT NO.: PPDPLWSBUD  
 REPORT: DETAIL LISTING BY SUMMARY XREF AGENCY  
 AGENCY: 81100 CHIROPRACTIC EXAMINERS BOARD  
 SUMMARY XREF: 001-00-00 102 Operations

DEPT. OF ADMIN. SVCS. -- PPDB PICS SYSTEM

2019-21  
 PICS SYSTEM: BUDGET PREPARATION  
 PAGE 2  
 PROD FILE

POSITION NUMBER	AUTH NO	ORG STRUC	F POS PKG Y TYP	CLASS COMP	S T RNG P	POS CNT	FTE	BUDGET RATE	MOS	GF SAL	OF SAL	FF SAL	LF SAL	T R K	
0000517	001334660	001-01-00-00000	102 0 LP UA	C0102 AP	09 08		.00	2,761.00	.00						
		EST DATE: 2019/07/01 EXP DATE: 2021/06/30													
			102				.00		.00						
							.00		.00		28,848				
							.00		.00		28,848				



01/03/19 REPORT NO.: PPDPLWSBUD  
 REPORT: DETAIL LISTING BY SUMMARY XREF AGENCY  
 AGENCY: 81100 CHIROPRACTIC EXAMINERS BOARD  
 SUMMARY XREF: 001-00-00 102 Operations

DEPT. OF ADMIN. SVCS. -- PPDB PICS SYSTEM

PAGE 3  
 2019-21  
 PROD FILE  
 PICS SYSTEM: BUDGET PREPARATION

POSITION						S															T
NUMBER	AUTH NO	ORG STRUC	PKG Y TYP	CLASS COMP	RNG P	T	POS	FTE	BUDGET	MOS	GF	OF	FF	LF	R	K					
									RATE		SAL	SAL	SAL	SAL							
								.00		.00				28,848							



PACKAGE: 100 - Reclass Director to Approved H

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
0000512	MEAHZ7004	HP	PRINCIPAL EXECUTIVE/MANAGER C	1-	1.00-	24.00-	09	7,680.00		184,320- 80,621-			184,320- 80,621-
0000512	MEAHZ7006	HP	PRINCIPAL EXECUTIVE/MANAGER D	1	1.00	24.00	09	8,882.00		213,168 87,724			213,168 87,724
TOTAL PICS SALARY										28,848			28,848
TOTAL PICS OPE										7,103			7,103
TOTAL PICS PERSONAL SERVICES =					.00	.00				35,951			35,951