

OREGON BOARD OF DENTISTRY

2025-2027 BUDGET PRESENTATION

Joint Ways and Means Subcommittee On Education

February 18, 2025

Presented by:

OBD Executive Director
Stephen Prisby
&
OBD Office Manager
Haley Robinson

OREGON BOARD OF DENTISTRY
2025-2027 Budget Presentation

AGENCY OVERVIEW

The Board of Dentistry was established by an Act of the Legislature in 1887 to regulate the practice of Dentistry. It is the oldest health regulatory licensing board in the state. In 1946, Dental Hygiene was established as a licensed profession in Oregon and added to the purview of the Board. In 2022, Dental Therapy was established as a licensed profession in Oregon and added to the Board's portfolio.

There are ten members appointed to this policymaking Board and eight permanent full-time staff. The ten Board members include six dentists, one of whom must be a specialist, two dental hygienists and two public members. Members of the Board are appointed by the Governor and confirmed by the Senate.

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

The Board's identified goals are to protect the public from unsafe, incompetent or fraudulent practitioners; encourage licensees to practice safely and competently in the best interests of their patients; and educate the public on acceptable and appropriate dental practices. The Board's highest priorities are the enforcement, monitoring and licensing of Dentists, Dental Therapists & Dental Hygienists in Oregon.

The Board is primarily supported from application, license renewal fees, permit fees, certification fees, civil penalties and misc revenue. Approximately 95% of the revenue is from applicants and license and permit fees.

Board Roster

Name	Location	Term ends
Reza J. Sharifi, DMD - President	Portland	5/14/2027
Aarati Kalluri, DDS - Vice-President	Hillsboro	4/1/2025
Charles "Chip" Dunn	Happy Valley	4/1/2025
Sheena Kansal, DDS	Portland	4/1/2025
Michelle Aldrich, DMD	Salem	4/3/2026
Terrence Clark, DMD	West Linn	4/3/2026
Sharity Ludwig, RDH	Bend	4/3/2026
Kristen Simmons, RDH	Hillsboro	3/31/2028
Olesya Salathe, DMD	Molalla	4/1/2028
Ginny Jorgensen	Canby	4/6/2028

10 BOARD MEMBERS



Reza Sharifi, D.M.D.
Portland, Oregon
President



Aarati Kalluri, D.D.S.
Hillsboro, Oregon
Vice President



Sheena Kansal, D.D.S.
Portland, Oregon



Charles "Chip" Dunn
Happy Valley, Oregon



Michelle R. Aldrich, D.M.D.
Salem, Oregon



Kristen Simmons, R.D.H., E.P.P.
Hillsboro, Oregon



Olesya Salathe, D.M.D.
Molalla, Oregon



Terrence A. Clark, D.M.D.
Wilsonville, Oregon



Ginny Jorgensen
Canby, Oregon



Sharity Ludwig, R.D.H., E.P.P.
Bend, Oregon

BOARD'S COMMITTEES

The Board has a number of standing Committees which includes members from the Oregon Dental Association, Oregon Dental Hygienists' Association, Oregon Dental Assistants Association and Dental Therapists. These Committees take a deeper dive on potential rule changes, important issues and allows the Board to gather more feedback from its Licensees and interested parties.

- ✓ Anesthesia
- ✓ Communications
- ✓ Dental Hygiene
- ✓ Enforcement & Discipline
- ✓ Licensing, Standards & Competency
- ✓ Dental Therapy Rules Oversight
- ✓ Rules Oversight
- ✓ Dental Assistant Workforce Shortage Advisory

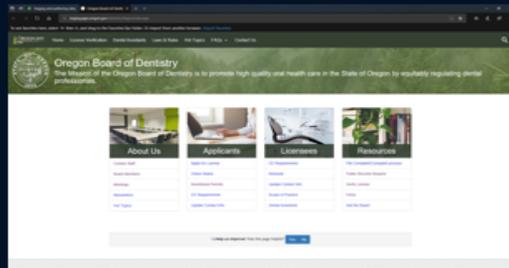


BOARD OPERATIONS

The Board and Committee meetings are always open to the public. All Board & Committee Meetings are available through a zoom or teleconference option. Recordings of all meetings and minutes are posted on the OBD website. OBD Staff are always happy to send out information as requested.

The Board sets regular board meetings every other month - typically in Feb, April, June, August, October and December.

The Board strives to keep the OBD website functional and up to date.



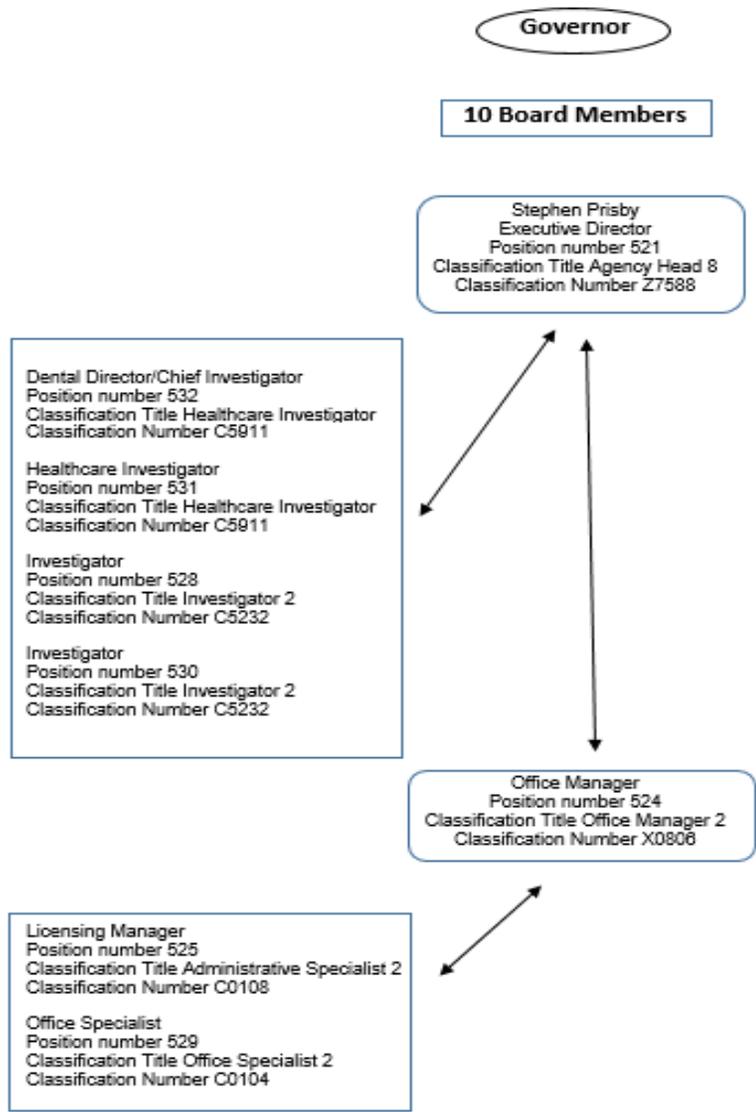
•Newsletters & Strategic Plan

- Answers to frequently asked questions
- Downloadable forms
- Board meeting agendas
- Board meeting minutes
- Dental Practice Act

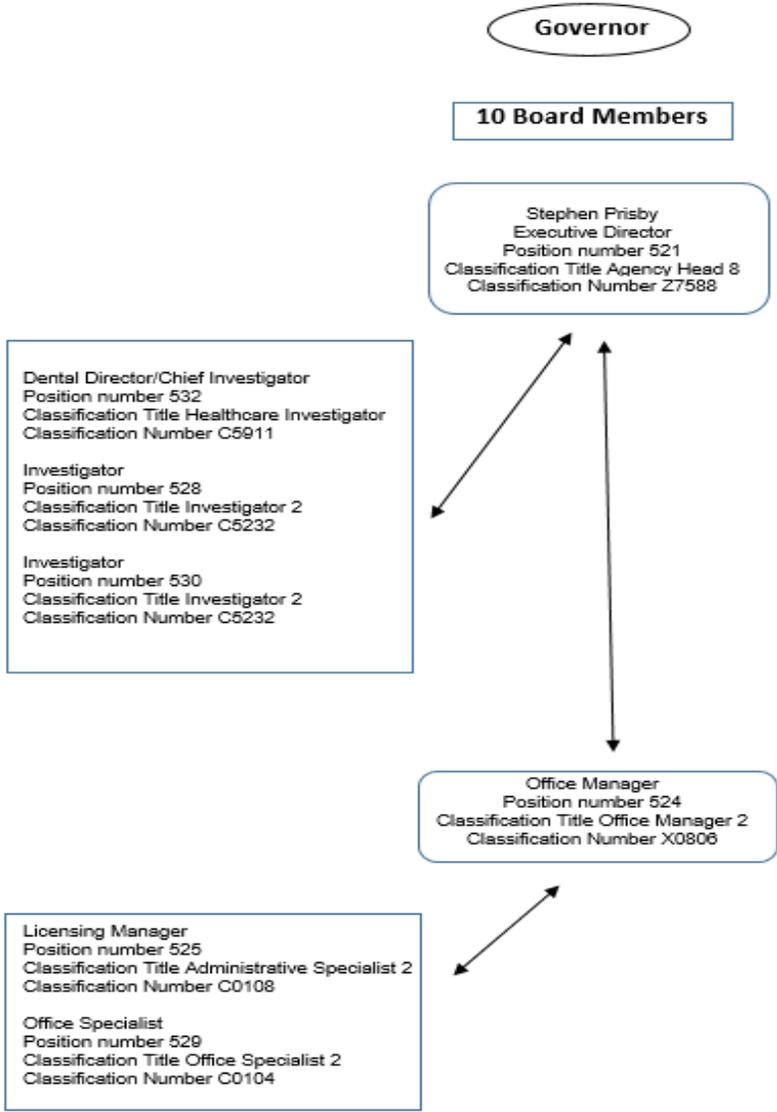


www.oregon.gov/Dentistry

Oregon Board of Dentistry Organization Chart 2023-25



Oregon Board of Dentistry Organization Chart 2025-27



OREGON BOARD OF DENTISTRY

ANNUAL PERFORMANCE PROGRESS REPORT 2024

KPM # Approved Key Performance Measures (KPMs)

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

**OREGON BOARD OF DENTISTRY
ANNUAL PERFORMANCE PROGRESS REPORT 2024**

Key Performance Measures (KPMs) set by the Legislature

1. Continuing Education Compliance - Percent of Licensees in compliance with continuing education requirements.

Target – 100%

Actual – 100%

2. Time to Investigate Complaints - Average months from receipt of new complaints to completed investigation.

Target – 7.5 Months

Actual – 8.5 Months

3. Days to Complete License Paperwork - Average number of working days from receipt of completed paperwork to issuance of license.

Target – 7 Days

Actual – 7 Days

4. Customer Satisfaction with Agency Services - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information.

Target – 85%

Actual – 94%

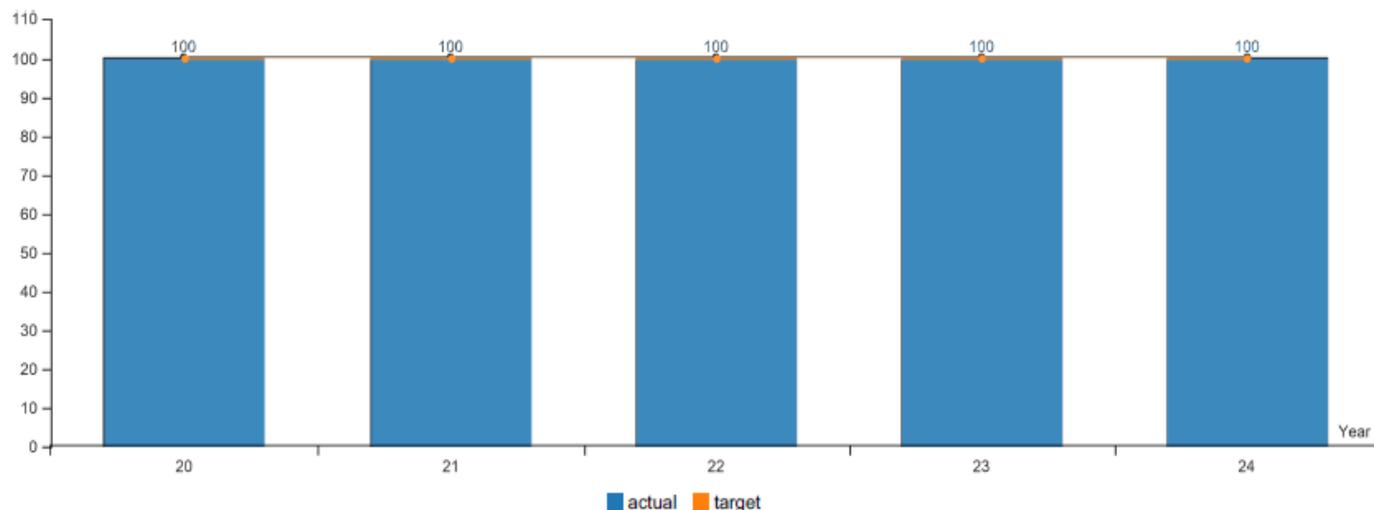
5. Board Best Practices - Percent of total best practices met by the Board.

Target – 100%

Actual – 100%

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

* Upward Trend = positive result



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

How Are We Doing

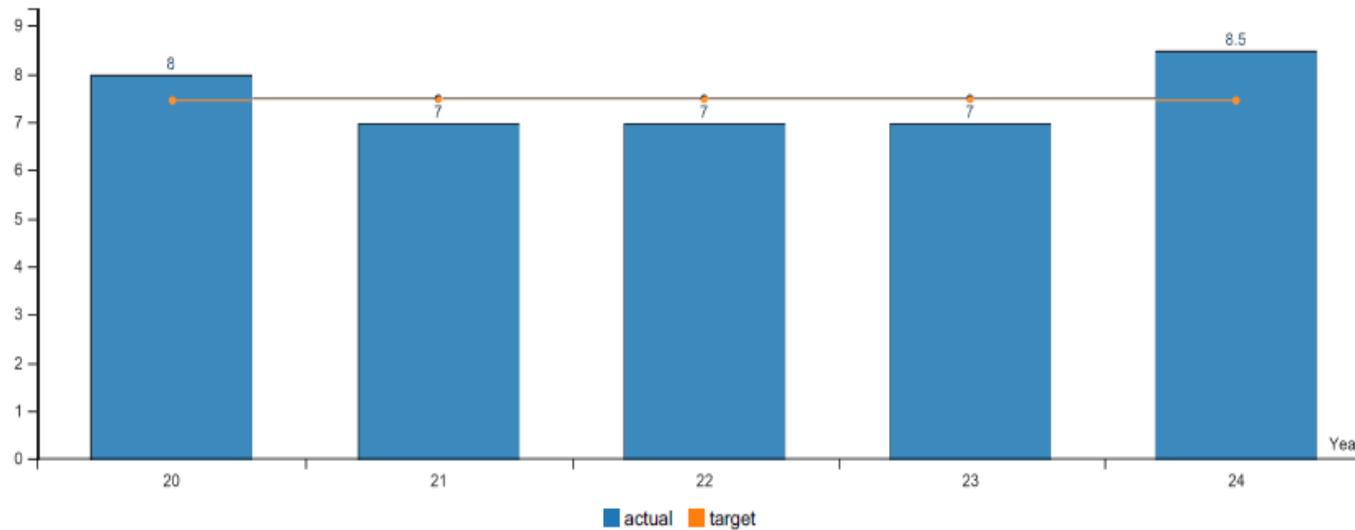
For FY 2024 we accomplished this goal by requiring our licensees complete and comply with continuing education requirements. The Board's view is that licensees should keep current on practice issues. One way to do this is to take continuing education courses during their two-year licensure period. The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

Factors Affecting Results

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

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

* Upward Trend = negative result



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

How Are We Doing

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

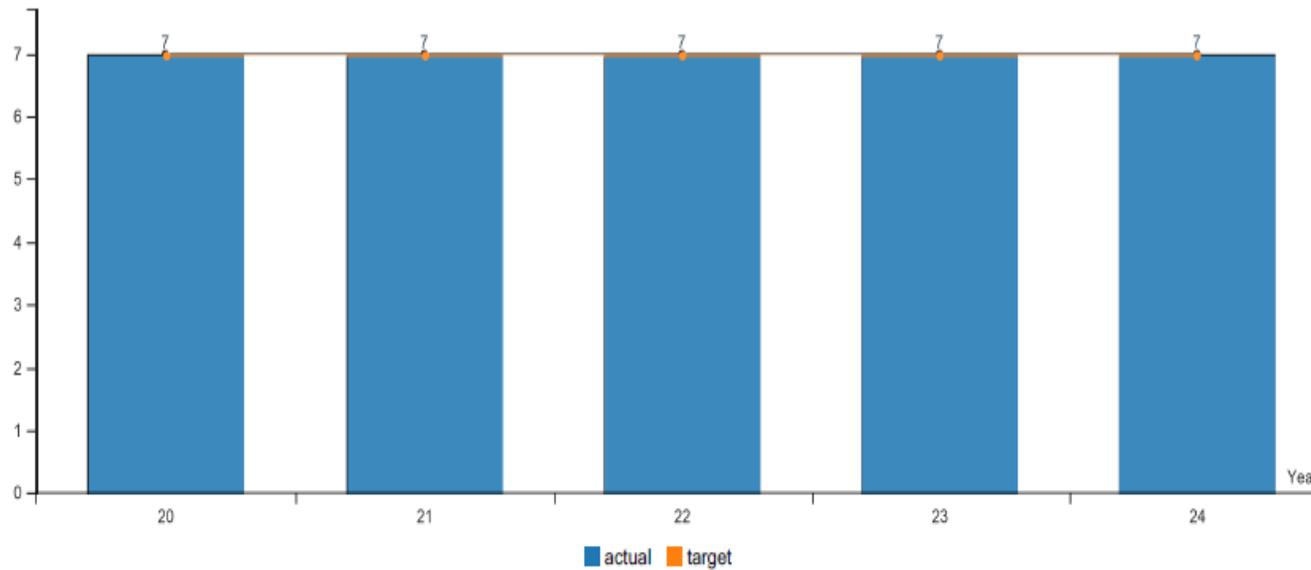
Factors Affecting Results

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

KPM #3 Days to Complete License Paperwork - Average number of working days from receipt of completed paperwork to issuance of license.

Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



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

How Are We Doing

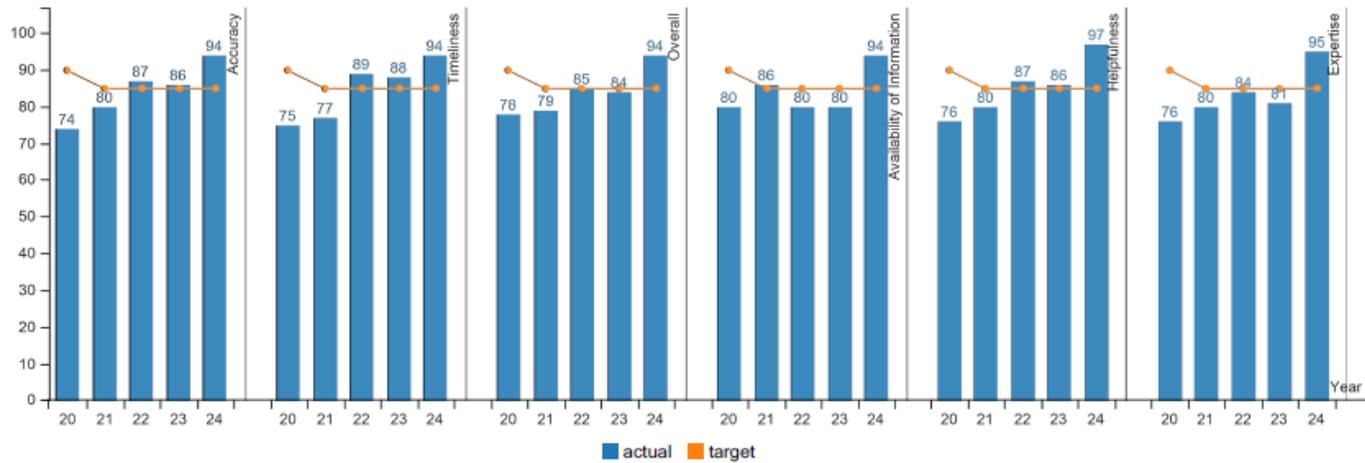
For FY 2024 we accomplished this goal. Although there were delays due to other agencies, schools, states and entities working remotely. Once all required documentation and paperwork is completed via the online portal, then licenses were issued with minimal delay.

Factors Affecting Results

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

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

Data Collection Period: Jul 01 - Jun 30

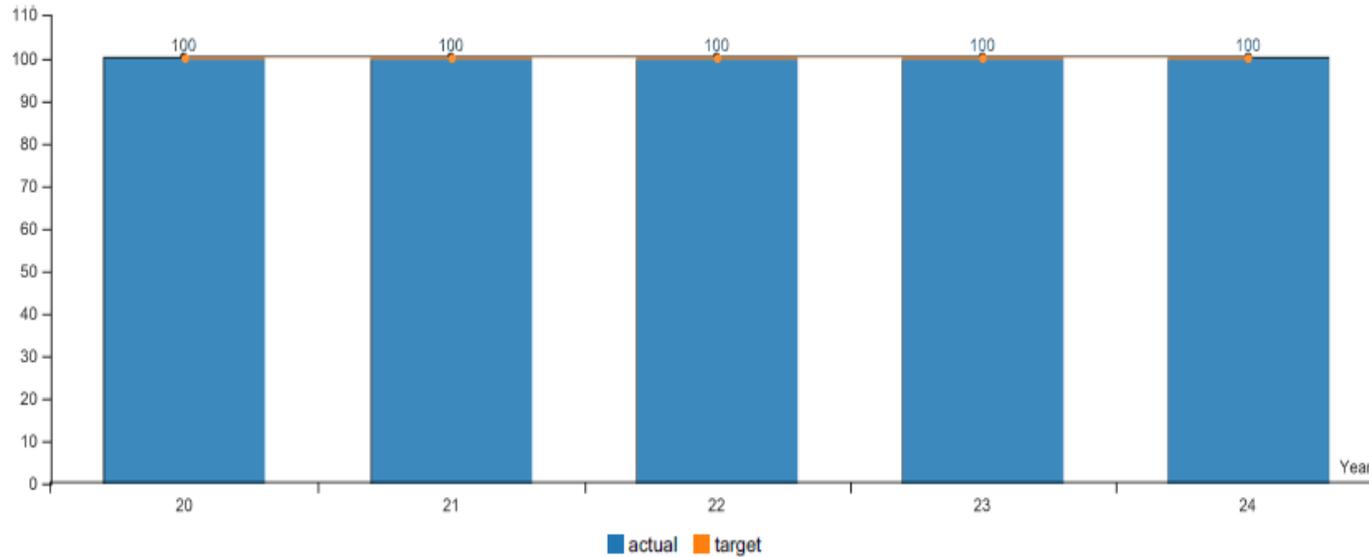


Report Year	2020	2021	2022	2023	2024
Accuracy					
Actual	74%	80%	87%	86%	94%
Target	90%	85%	85%	85%	85%
Timeliness					
Actual	75%	77%	89%	88%	94%
Target	90%	85%	85%	85%	85%
Overall					
Actual	78%	79%	85%	84%	94%
Target	90%	85%	85%	85%	85%
Availability of Information					
Actual	80%	86%	80%	80%	94%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

KPM #5 Board Best Practices - Percent of total best practices met by the Board.

Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



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

How Are We Doing

For FY 2024 we accomplished this goal. Annually at the August Board Meeting the Board reviews the 15 metrics outlined on the Board Best Practices document. It conducted a 360-degree performance review of the Executive Director in March 2024. The current Executive Director has had an annual review every year since 2015.

Factors Affecting Results

The Board Members are engaged and dedicated to their responsibilities, duties and obligations serving Oregon in their capacity. The Board reviewed the Board Best Practices' Assessment document at its August 23, 2024, Board Meeting and unanimously agreed that all 15 metrics were met.

Best Practices Self-Assessment

Annually, Board members are to self-evaluate their adherence to a set of best practices and report the percent total best practices met by the Board (percent of yes responses in the table below) in the Annual Performance Progress Report as specified in the agency Budget instructions.

Best Practices Assessment Score Card

Best Practices Criteria	Yes	No
1. Executive Director's performance expectations are current.	✓	
2. Executive Director receives annual performance feedback.	✓	
3. The agency's mission and high-level goals are current and applicable.	✓	
4. The Board reviews the Annual Performance Progress Report.	✓	
5. The Board is appropriately involved in review of agency's key communications.	✓	
6. The Board is appropriately involved in policy-making activities.	✓	
7. The agency's policy option budget packages are aligned with their mission and goals.	✓	
8. The Board reviews all proposed budgets.	✓	
9. The Board periodically reviews key financial information and audit findings.	✓	
10. The Board is appropriately accounting for resources.	✓	
11. The agency adheres to accounting rules and other relevant financial controls.	✓	
12. Board members act in accordance with their roles as public representatives.	✓	
13. The Board coordinates with others where responsibilities and interest overlap.	✓	
14. The Board members identify and attend appropriate training sessions.	✓	
15. The Board reviews its management practices to ensure best practices are utilized.	✓	
Total Number	15	
Percentage of total:	100%	

At the August 23, 2024 Board Meeting, the Board reviewed the best practices self-assessment documents and unanimously agreed that all Best Practices were met.

PROGRAM PRIORITIES

The Board has three major areas of service; licensing, enforcement & monitoring and administration.

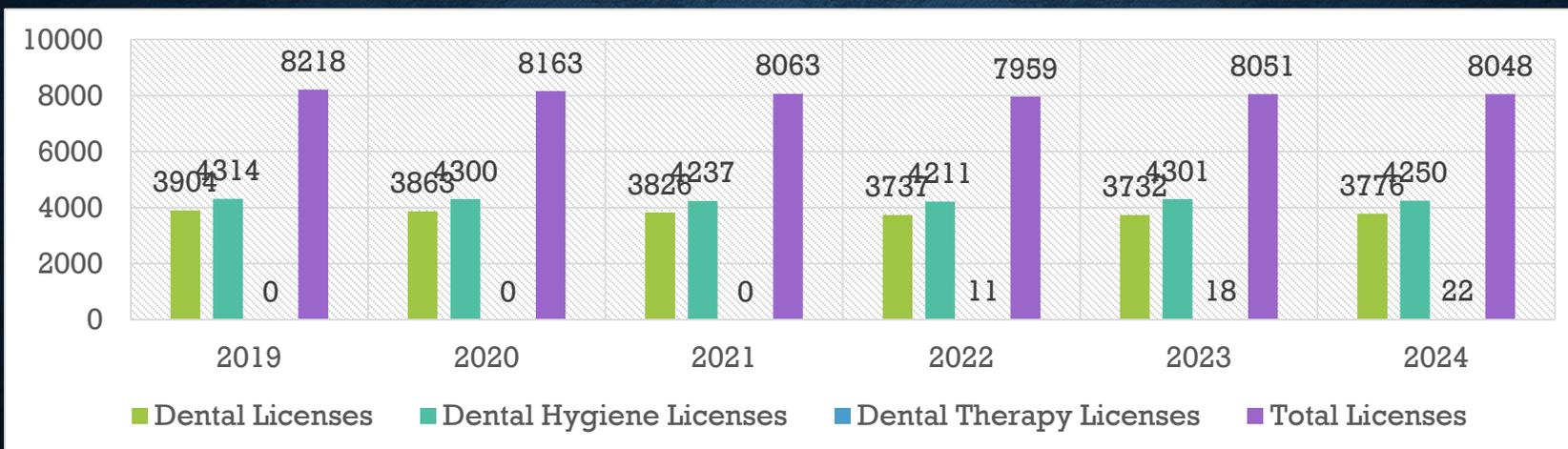
- **Licensing**

The Board licenses dentists, dental therapists and dental hygienists, establishes standards for the use of anesthesia in dental offices, issues four levels of anesthesia permits, and certifies dental assistants.

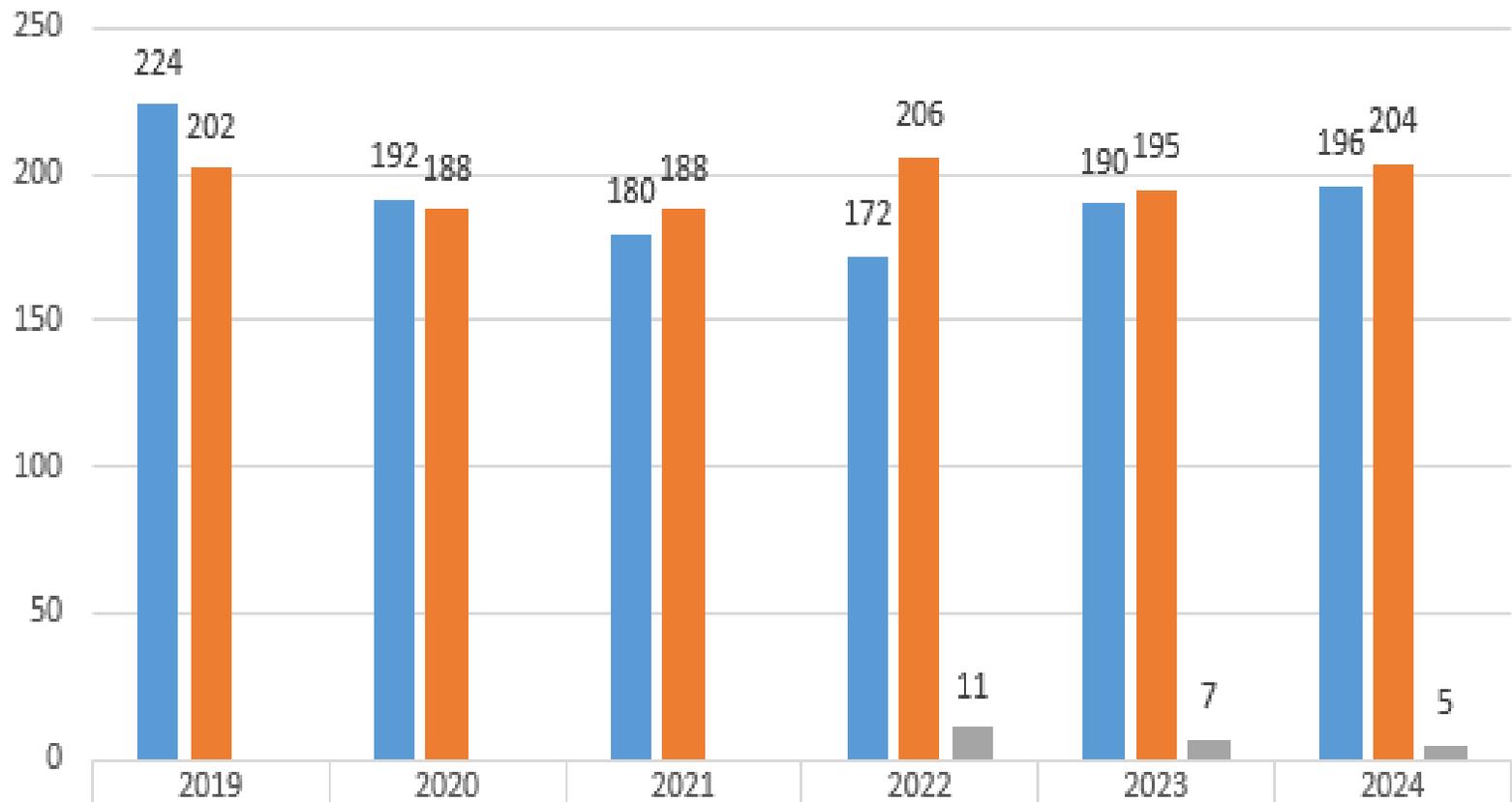
Timing can vary, but typically the OBD Licensing Manager is issuing licenses within 2 days that all documents are in licensing portal and application fees are paid. The license application process is online – Instructions are provided online and there is a licensing database, where applicants upload all their documents and track the application process. Applicants can start the licensing process before they graduate or move to Oregon. OBD offers customer service options in person, by phone and email.

Background checks are conducted on all new applicants. Applicants must pass a written national examination; a clinical examination conducted by a dental testing agency recognized by the Board, and pass the Board's Jurisprudence Examination. The Jurisprudence Examination is a 50 question exam regarding the statutes and rules in the Dental Practice Act. The Board audits a select number of those renewing their licenses each year. They are audited for compliance with the Board's Continuing Education requirements. All Licensees involved in an investigation are also checked for compliance with CE requirements.

As of January 1, 2025 - There were 3776 licensed dentists, 4250 licensed dental hygienists and 22 licensed dental therapists. We anticipate issuing about 850 new licenses in the 2025-2027 biennium.

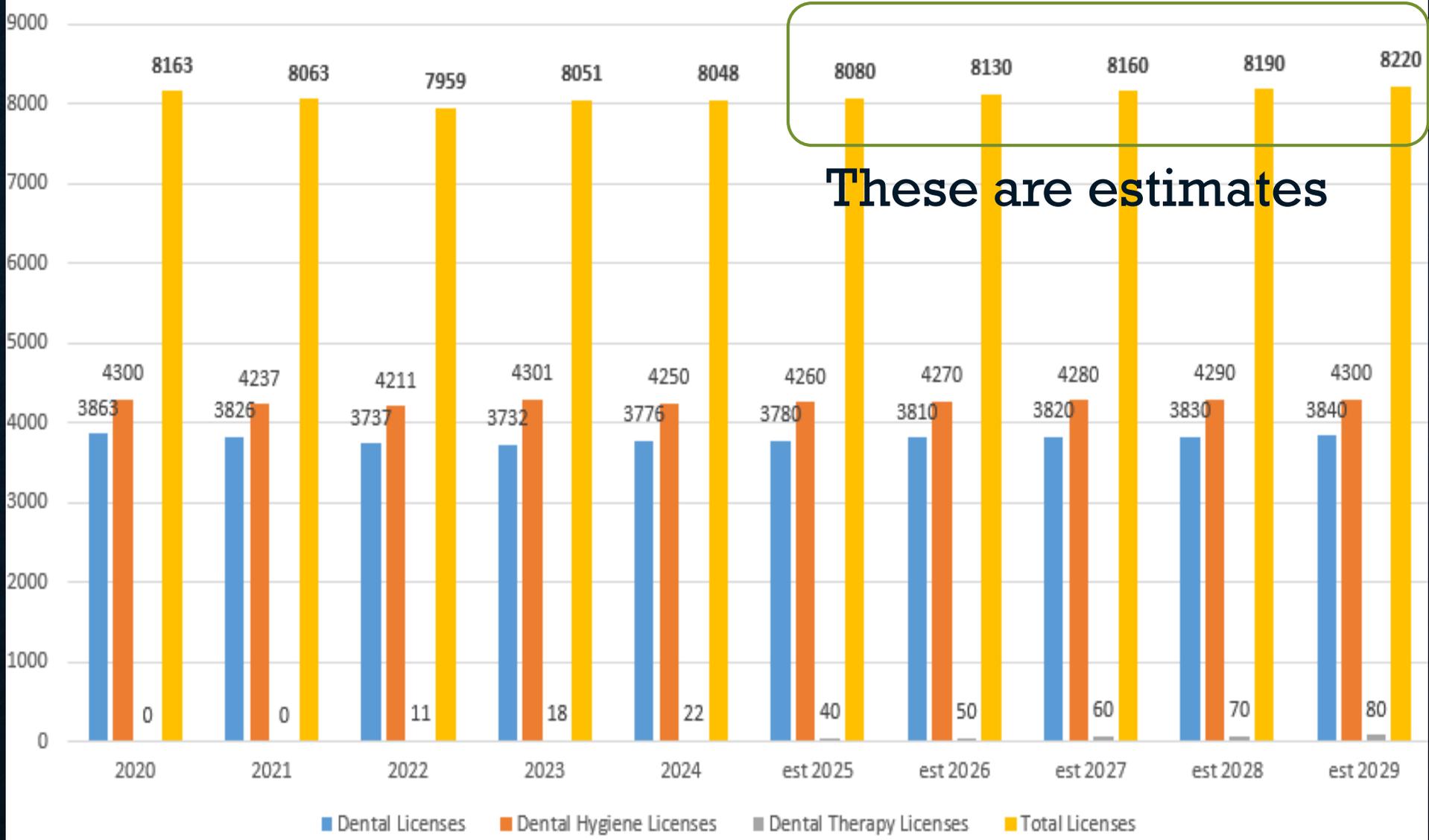


Licenses Issued per year



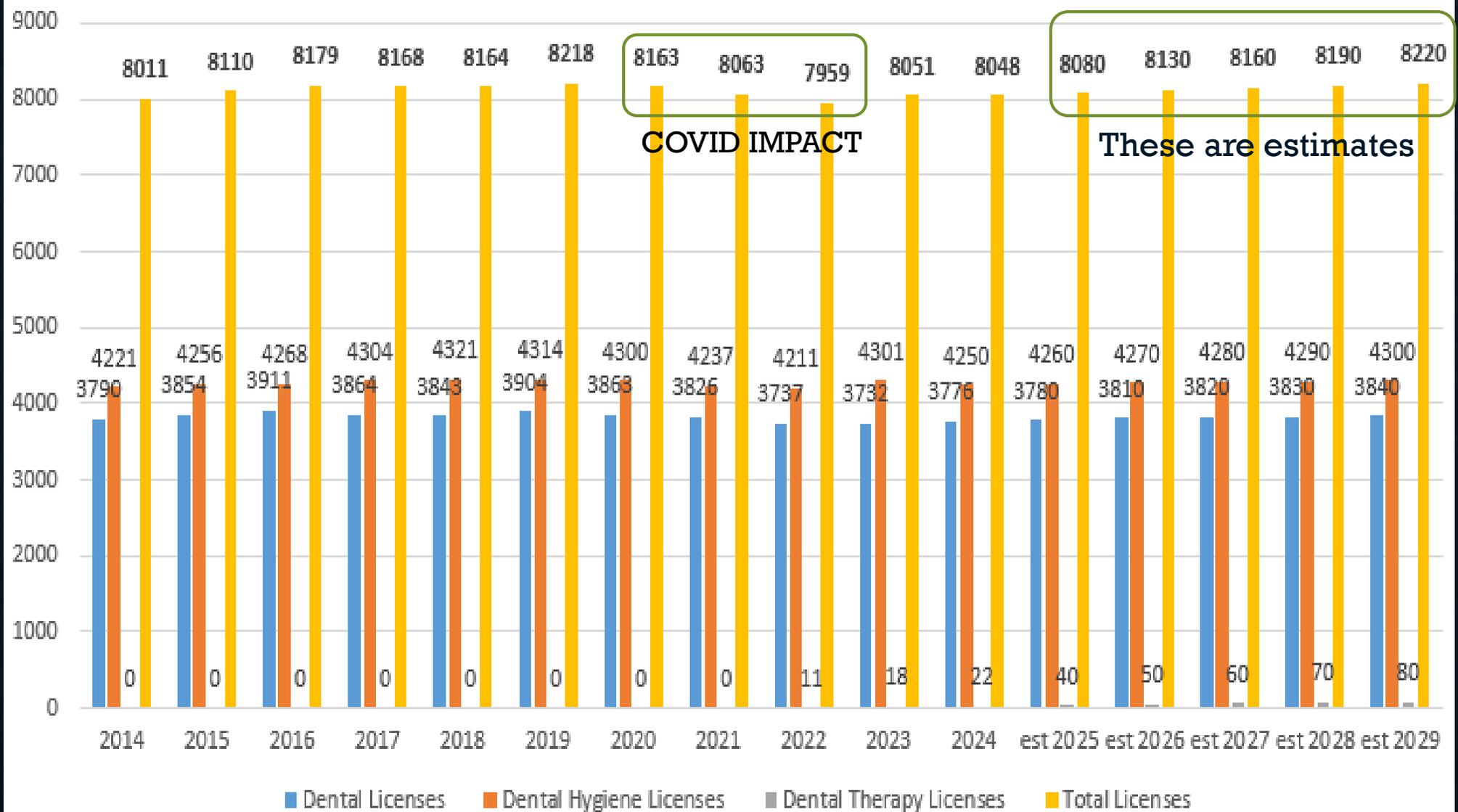
■ Dental Licenses	224	192	180	172	190	196
■ Dental Hygiene Licenses	202	188	188	206	195	204
■ Dental Therapy Licenses				11	7	5

Total Licensees



These are estimates

Total Licensees



- **Enforcement and Monitoring**

The Board conducts investigations of complaints filed with the Board alleging unacceptable patient care or other issues ranging from unprofessional conduct, improper prescribing practices, substance abuse, unauthorized use of auxiliaries, advertising or disciplinary action in another state. Staff investigators conduct investigations by interviewing the complainant, the patient, the respondent (licensee), subsequent treating dentists, or any other witness germane to the case. Investigators review patient records, may consult with outside experts contracted by the Board for this purpose, review insurance claims, and any other material or witnesses necessary to determine the facts of the case. All cases are presented to all Board Members for review, discussion and final action at regular board meetings.

The Board's findings fall into one of four categories: No Violation, No Further Action, Letter of Concern or Discipline.

All investigative findings are confidential and may not be revealed to any member of the public. Formal disciplinary actions are public record and posted on the OBD website and provided as requested. The Board provides copies of Notice of Proposed Disciplinary Action and any final Orders. Disciplinary actions are reported as required by Federal Law to both the National Practitioners' Data Bank (NPDB) and the Healthcare Integrity and Protection Data Bank (HIPDB).

- **Enforcement and Monitoring**

The Investigation Process:

- ✓ Case assignment
- ✓ Investigation and review of materials
- ✓ Draft report
- ✓ Request for interview(s)
- ✓ Interview(s)
- ✓ Supplement to report if any
- ✓ Investigator's recommendation per Board protocols/issues
- ✓ Review by DOJ Attorney
- ✓ Reviewed by the Board at regular meeting
- ✓ Board votes in public session on each case



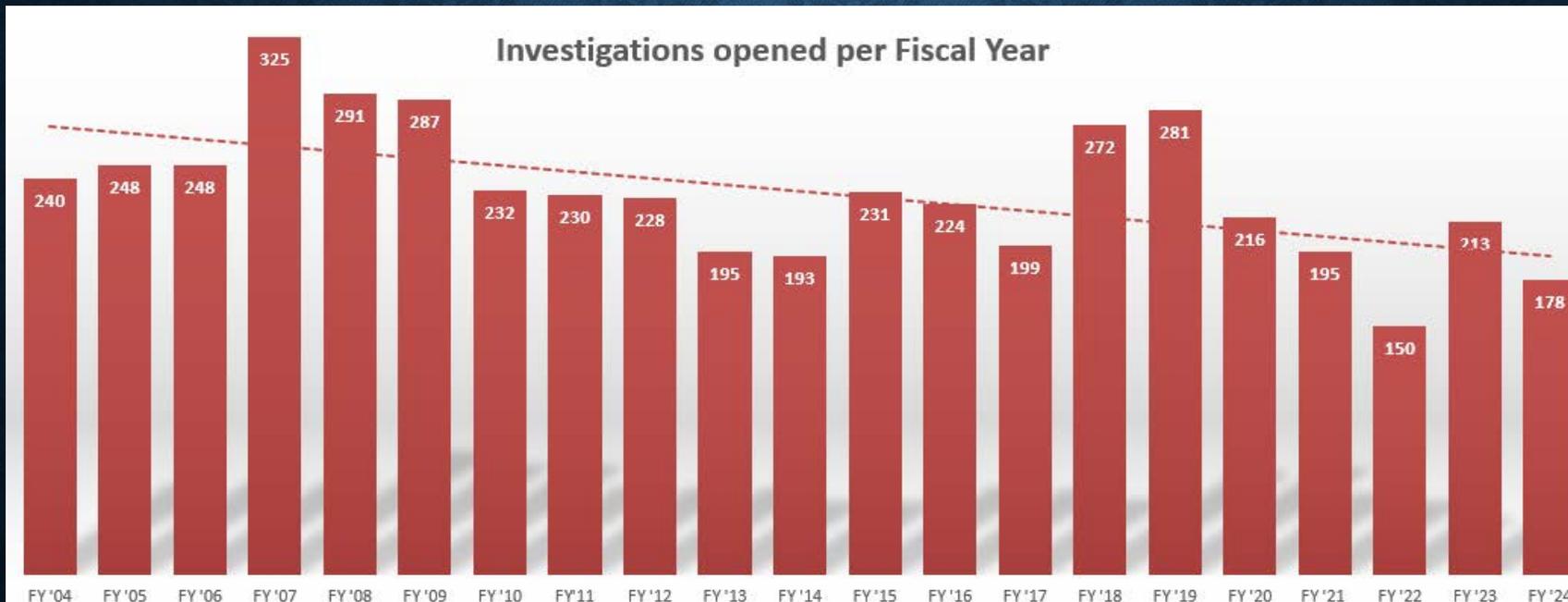
Most disciplinary actions imposed by the Board are entered into by mutual agreement between the Board and the licensee through a negotiated Consent Order. Those that cannot be settled by consent agreement are referred to the Hearing Officer Panel for conduct of a Contested Case Hearing. Board Investigators track disciplinary actions, requirements and timelines, have routine communication with licensees and work to assure compliance with all Board Orders.

The OBD is one of three health professional licensing boards that currently participates in the Impaired Health Professional Program (ORS 676.185). It is commonly referred to as the Health Professionals' Services Program (HPSP). The HPSP is a legislatively mandated non-disciplinary, confidential diversion program to help Licensees with substance abuse disorders and mental health issues. It is confidential, even Board Members are unaware of who enters the program. The Board gets updates from the diversion coordinator on progress, and informed if action needed. The OBD's participation in the HPSP is being phased out (due to funding and effectiveness) and will be discontinued on June 30, 2025.

(There can be more than one type of discipline incorporated in a disciplinary action; i.e. reprimand, civil penalty and/or additional continuing education)

Board Action - FY	2021	2022	2023	2024
Cases Opened	195	150	213	178
Cases Closed	205	154	170	176
No Violation	46	60	71	67
No Further Action	75	41	40	38
Letter of Concern	60	38	31	47
Discipline	24	22	28	24
Total	205	161	170	176

Total complaints can ebb and flow each year, but overall have been trending down. The Board has taken meaningful and focused action on fine tuning its protocols and have become very efficient in managing cases from intake through disposition at a board meeting.



- **Administration**

Administrative activities include implementation of Board policy, communication and collaboration with the professional associations, the OHSU School of Dentistry and other educational programs, related licensing agencies such as the Board of Pharmacy, the Board of Medicine in addition to State Boards of Dentistry in other states. Administration also includes legislative activities, budget development and monitoring, and staffing. All Governor and DAS mandates are followed and implemented regarding Workday, DEI initiatives and required trainings and reporting duties.

The Board also invests time and resources to strategic planning. The current OBD 2022 - 2025 Strategic plan was approved in February 2022, which replaced the 2017 - 2020 plan. The agency adheres to all public rulemaking standards and follows all DAS and Secretary of State's rules & procedures when promulgating rules.

Rule Making & Communication

The OBD engages standing Committees to meet when needed to address issues and make recommendations to the Board for proposed rule changes. Communicating rule changes is important, this information is shared at meetings, via timely emails and highlighted on the OBD Website:

19 Rule Changes Effective Jan 1, 2025

The Board approved the following 19 rule changes at the October 25, 2024 Board Meeting.

- [January 1, 2025 Rule Changes](#)
- [Secretary of State Filing](#)

11 Rule Changes Effective May 1, 2024

- [May 1, 2024 Rule Changes](#)

17 Rule Changes Effective July 1, 2023

- [July 1, 2023 Rule Changes](#)

Dental Implant Rule Changes (Effective January 1, 2024) Guidance Document

At its June 17, 2022 meeting, the Board voted to change the effective date of the dental implant rules from July 1, 2022 to January 1, 2024.

- [Implant Rules FAQ](#)

Communications and Timeline for Dental Implant Rule Changes

[Communications and Timeline](#)

Beware of Scam Phone Calls

The OBD has been notified of scam phone calls to licensees. Please know that OBD staff will not be calling from the 971-673-3200 phone number and will not demand information over the phone. If you receive a scam call, hang up the phone immediately. If you suspect you have been called by a scammer and have questions, please email us at information@obd.oregon.gov

- **Administration**

An important component of Administration is carrying out the Board’s primary goal of communicating with licensees and the public. This includes maintenance of a web site, production of newsletters, and scheduling and presenting information to students, licensees and the public about the Board and its activities. The Board’s consumer survey is open to all and results are reviewed regularly for feedback on our service.

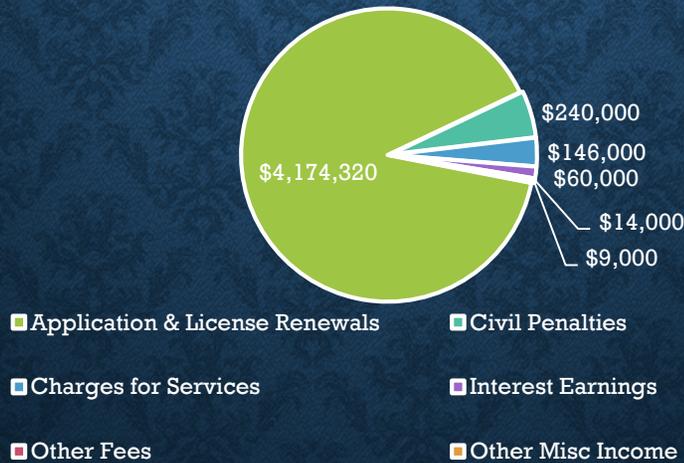
Governor Kotek directed state agencies to focus on a number of important areas to serve Oregonians more effectively and hold leaders accountable for their work. DAS has also required a number of reports to hold agency leaders accountable for its work. The OBD has done an acceptable job meeting the deadlines and requirements for 2024.

	Complete	In Progress	Not Applicable	notes
Executive Director Performance 360 Review	X			March 2024
Strategic Planning	X			2022-2025 plan
Managing IT Processes			X	For agencies over 50 FTE
Performance Feedback for Employees	X			Quarterly Check Ins
Measuring Employee Satisfaction	X			October 2024
Diversity, Equity and Inclusion Plan	X			
Agency Emergency Preparedness	X			
Agency Hiring Practices	X			
Audit Accountability			X	No Audits to address
New Employee Orientation Updates		X		DAS
Uplift Oregon Benefits Workshop	X			
Intro Manager Training			X	No new managers
Customer Service Training		X		DAS
Data Governance Plan	X			
Succession Planning Update	X			
Tribal Relations Report	X			
Rules Report	X			
Customer Service Policy		X		Due March 2025

OBD 2025-2027 Proposed Budget

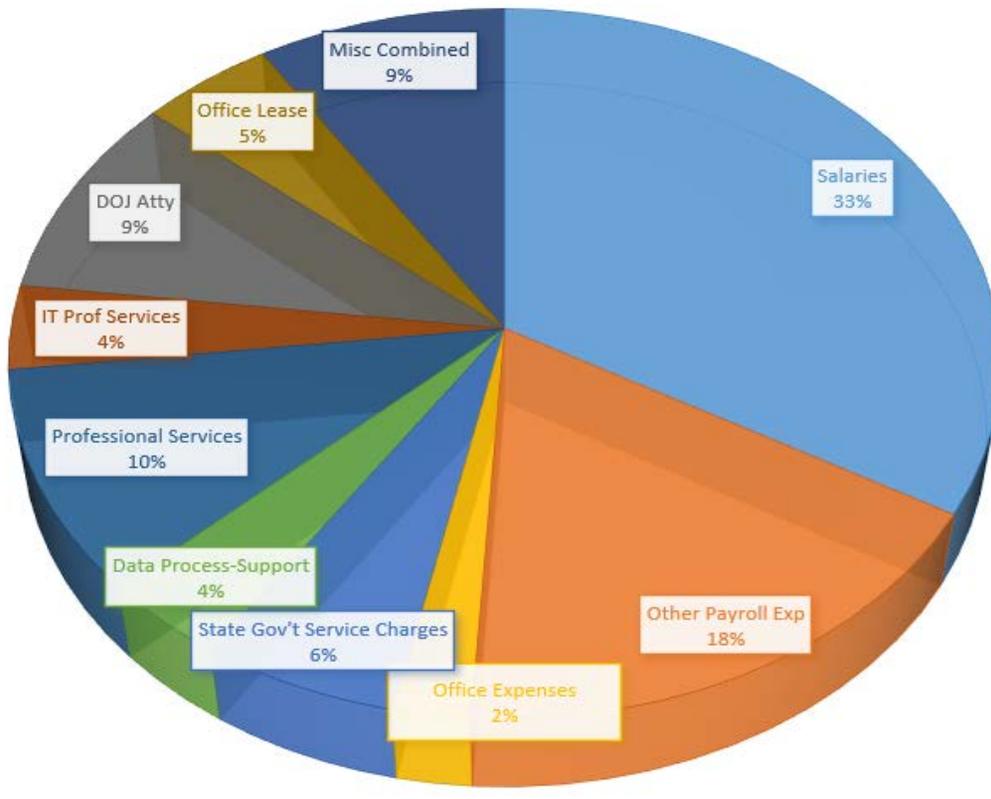
Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
3400 Other Funds Ltd	6,852	14,000	14,000	9,000	9,000	
REVENUE CATEGORIES						
3400 Other Funds Ltd	3,388,387	3,972,405	3,972,405	4,643,320	4,643,320	
TOTAL REVENUE CATEGORIES	\$3,388,387	\$3,972,405	\$3,972,405	\$4,643,320	\$4,643,320	

Oregon Board of Dentistry 2025 - 2027 Revenue Projected - \$4,643,320



Description	2021-23 Actuals	2023-25 Leg Adopted Budget	2023-25 Leg Approved Budget	2025-27 Agency Request Budget	2025-27 Governor's Budget	2025-27 Leg. Adopted Budget
EXPENDITURES						
3400 Other Funds Ltd	3,620,918	4,241,950	4,427,096	4,715,197	4,559,747	-
TOTAL EXPENDITURES	\$3,620,918	\$4,241,950	\$4,427,096	\$4,715,197	\$4,559,747	-

**OREGON BOARD OF DENTISTRY 2025 -2027
 GOVERNOR'S REQUEST BUDGET - \$4,559,747**



Expenses	
Salaries	\$ 1,500,255
Other Payroll Exp	\$ 790,378
Travel	\$ 66,076
Office Expenses	\$ 103,313
State Gov't Service Charges	\$ 265,651
Data Process-Support	\$ 170,267
Professional Services	\$ 457,636
IT Prof Services	\$ 171,989
DOJ Atty	\$ 417,737
Office Lease	\$ 215,252
Misc Combined	\$ 401,193

OBD 2025-2027 Proposed Budget

<i>Description</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Agency Request Budget</i>	<i>2025-27 Governor's Budget</i>	<i>2025-27 Leg. Adopted Budget</i>
3400 Other Funds Ltd	6,852	14,000	14,000	9,000	9,000	-
REVENUE CATEGORIES						
3400 Other Funds Ltd	3,388,387	3,972,405	3,972,405	4,643,320	4,643,320	-
TOTAL REVENUE CATEGORIES	\$3,388,387	\$3,972,405	\$3,972,405	\$4,643,320	\$4,643,320	-

<i>Oregon Board of Dentistry</i>				<i>Agency Number: 83400</i>		
<i>Budget Support - Detail Revenues and Expenditures</i>				<i>Cross Reference Number: 83400-000-00-00-00000</i>		
<i>2025-27 Biennium</i>						
<i>Oregon Board of Dentistry</i>						
<i>Description</i>	<i>2021-23 Actuals</i>	<i>2023-25 Leg Adopted Budget</i>	<i>2023-25 Leg Approved Budget</i>	<i>2025-27 Agency Request Budget</i>	<i>2025-27 Governor's Budget</i>	<i>2025-27 Leg. Adopted Budget</i>
EXPENDITURES						
3400 Other Funds Ltd	3,620,918	4,241,950	4,427,096	4,715,197	4,559,747	-
TOTAL EXPENDITURES	\$3,620,918	\$4,241,950	\$4,427,096	\$4,715,197	\$4,559,747	-

OBD 2025-2027 Proposed Budget

STATE GOVERNMENT SERVICE CHARGES INCREASE
ONE OF THE LARGER COST DRIVERS IN WHY A FEE INCREASE
HAS BEEN PROPOSED FOR 2025-27

2023-2025: \$94,080

Description	Amount
Oregon Law Library	\$651
Secretary of State-Audits	\$4,069
Secretary of State-Archives & Records Management	\$2,941
Secretary of State-Archives Compact Shelving	\$130
Secretary of State-Archives Record Center	\$7,855
State Library of Oregon	\$932
Oregon Government Ethics Commission	\$177
DAS - Enterprise Information Services - Data Center Services (DCS)	\$15,325
DAS - Enterprise Information Services (EIS)	\$5,000
DAS - Enterprise Information Services-Microsoft 365	\$18,901
DAS - Enterprise Goods & Services-Property (Auto & General)	\$709
DAS - Enterprise Goods & Services-Workers' Compensation	\$1,064
DAS - Enterprise Goods & Services-Liability (Auto & General)	\$7,797
DAS - Enterprise Goods & Services-Procurement Services	\$1,539
DAS - Enterprise Asset Management-Admin. & Real Estate Services	\$565
DAS - Chief Operating Office	\$1,813
DAS - Enterprise Asset Management-Surplus Property Base	\$78
Central Government Service Charge	\$9,817
COBID - Certification Office for Business Inclusion and Diversity	\$646
DAS - Chief Financial Office	\$5,000
DAS - Chief Human Resources Office	\$9,071
Total:	\$94,080

2025-2027: \$272,488

Description	Amount
Central Government Service Charge	\$11,165
COBID - Certification Office for Business Inclusion and Diversity	\$624
DAS - Chief Financial Office	\$5,000
DAS - Chief Human Resources Office	\$7,503
DAS - Chief Human Resources Office - Client Agency HR Mgmt. Svcs.	\$24,960
DAS - Chief Operating Office	\$1,190
DAS - Enterprise Asset Management-Admin. & Real Estate Services	\$4,345
DAS - Enterprise Asset Management-Surplus Property Base	\$60
DAS - Enterprise Goods & Services-Procurement Services	\$1,211
DAS - Enterprise Goods & Services-Liability (Auto & General)	\$138,568
DAS - Enterprise Goods & Services-Property (Auto & General)	\$743
DAS - Enterprise Goods & Services-Workers' Compensation	\$1,851
DAS - Enterprise Information Services (EIS)	\$5,000
DAS - Enterprise Information Services-Microsoft 365	\$28,501
DAS - Enterprise Information Services - Data Center Services (DCS)	\$16,477
DAS - Strategic Initiatives & Enterprise Accountability (SIEA)	\$1,296
DAS - Workday Payroll System	\$2,020
Office of Public Records Advocate	\$286
Oregon Government Ethics Commission	\$317
Oregon Law Library	\$714
Secretary of State-Archives Record Center	\$11,235
Secretary of State-Archives & Records Management	\$3,213
Secretary of State-Audits	\$4,458
State Library of Oregon	\$1,751
Total:	\$272,488

OBD 2025-2027 Proposed Budget
Policy Option Packages

POP 070 Revenue Shortfall

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

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

Quantifying Results: The OBD will monitor the transition and ensure all its agency and investigative functions are being completed in a timely basis. The agency will assess if it can continue to meet investigation standards and requirements without the .5 FTE investigator and support its licensees without HPSP.

OBD 2025-2027 Proposed Budget
Policy Option Packages

POP 100 Fee Increases to Support CSL

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

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

OBD 2025-2027 Proposed Budget

Fee increases proposed in POP 100

The proposed fee increases are estimated to add a total of \$409,720 in revenue.

- Increase dental biennial license fee by \$50 to be \$486 (3692 Dental licenses renewed would generate \$184,600)
- Increase Dental Hygiene biennial license fee by \$24 to be \$275 (4400 Dental Hygiene licenses renewed would generate \$105,600)
- Increase Dental Therapy biennial license fee by \$24 to be \$275 (30 Dental Therapy licenses renewed would generate \$720)
- Increase Deep Anesthesia permit fee by \$325 to be \$400 (80 permits = \$26,000)
- Increase General Anesthesia Permit fee by \$260 to be \$400 (190 permits = \$49,400)
- Increase Moderate Anesthesia Permit fee by \$125 to be \$200 (344 permits = \$43,000)

OBD 2025-2027 Proposed Budget

Fee increases proposed in POP 100

The proposed fee increases would add approximately \$409,000 in revenue to the total of \$4,643,320 in projected total revenue in 2025-27.

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

Oregon Board of Dentistry 2025 - 2027 Revenue Projected - \$4,643,320



OBD 2025-2027 Proposed Budget

Fee schedule (Jan 1, 2025)

The highlighted areas have proposed fee increases in 2025-27 Budget.

OBD Fee Category	Amount	Object Code
Licensure fee – Dentist /Specialty	\$436	2101
Faculty - License fee	\$385	2101
Application fee - Licensure by Examination - Dentist	\$445	2111
Application fee - LOWFE – Dentist	\$890	2112
Faculty – Application fee	\$405	2111
Dental/Specialty Renewal fee	\$436	2104
Licensure Fee – Dental Therapy	\$255	2106
Application fee – Licensure by Examination – Dental Therapy	\$210	2108
Application fee – LOWFE – Dental Therapy	\$820	2109
Dental Therapy Renewal fee	\$251	2107
Licensure by Examination fee – Dental Hygiene	\$251	2103
Application fee – Licensure by Examination - Dental Hygiene	\$210	2113
Application fee – LOWFE – Dental Hygiene	\$820	2114
Dental Hygiene Renewal fee	\$251	2105
Expanded Practice Permit – Dental Hygiene	\$75	2142
Restorative Functions - Hygiene	\$50	2143
Anesthesia Permit – Nitrous Oxide	\$40	2131
Anesthesia Permit – Minimal	\$75	2132
Anesthesia Permit – Deep Sedation	\$75	2133
Anesthesia Permit – General Anesthesia	\$140	2134
Anesthesia Permit – Moderate	\$75	2135
Instructor Permit	\$40	2141
Delinquent fees and Reinstatement	\$50, \$100, \$150, \$250, \$500	1290
Subscription to Minutes	\$60	1701
Verification of Licensure	\$2.50 each	1702
Certificate of Standing	\$20	1703
Data Processing Orders	Varies	1704
Public Records	Varies	1705
Prescription Monitoring Program	\$50	1706
OHWI Data Collection	\$4	1707
Miscellaneous Revenue	Varies	1774
Civil Penalties	Varies	2470
Merchant Card - Credit Card Service Fees	\$3.50	408

FEE HISTORY & CONTEXT

An agency that is funded by its licensees should end closer to a minimum of 3 months ending balance to ensure adequate funds for its operation as the funding of the OBD is uneven and varies with new applications received and the renewal cycles of the licensees. The OBD has reviewed expense reduction options to reduce costs, and that included reducing 1.0 FTE to .5 FTE effective January 2024. The reductions continue in the 2025-2027 budget with package 070. The OBD strives to manage its resources efficiently and still focus on its mission and serve all Oregonians.

Fees Approved in 2023 Session

Effective July 1, 2023 – Expected \$365,150 increase in revenue

Increase Dental License Application fee by \$100 - 490 expected applicants = \$49,000 additional revenue

Increase Dental 2-year license fee by \$50 - 3800 licensees = \$190,000 additional revenue

Increase Dental Hygiene Application fee by \$30 - 510 expected applicants = \$15,300 additional revenue

Increase Dental Hygiene 2-year license fee by \$25 - 4300 licensees = \$107,500 additional revenue

Increase Dental Therapist Application fee by \$30 on 70 expected applicants = \$2,100 additional revenue

Increase Dental Therapist 2-year license fee by \$25 on 50 licensees = \$1,250 additional revenue

OBD 2025-2027 Proposed Budget
Policy Option Packages

POP 200 List Serve Upgrade to GovDelivery

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

Total for 2025-2027 is \$24,823

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

Quantifying Results: The OBD will review its survey results and interact with interested parties and Licensees regarding its implementation of this new email delivery system. The OBD will also note attendance and feedback on its meetings, public rulemaking activities and future strategic planning engagement to quantify the success of the new email delivery system.

OBD 2025-2027 Proposed Budget
Policy Option Packages

POP 300 HR and Payroll Services

Purpose: The transfer of OBD's HR and Payroll Services from OMB to DAS. This POP would request the difference between what OBD is currently paying to OMB (\$863 per month) and the 25-27 rate for DAS HR services. \$24,000

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

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

OBD 2025-2027 Proposed Budget

Reduction Options

All Agencies are required to propose 10% Budget Reduction

Summary:

- **Reduce Investigator to .75 FTE = \$66,000**
- **Eliminate Office Specialist Position = \$180,000**
- **Reduce Overtime = \$6,000**
- **Reduce Attorney General Support = \$140,000**
- **Reduce Office Supplies = \$15,000**
- **Reduce Travel – for board and for meetings = \$50,000**

Total Reductions = \$456,000 (these are not ideal, but would be considered if directed to from the Governor)

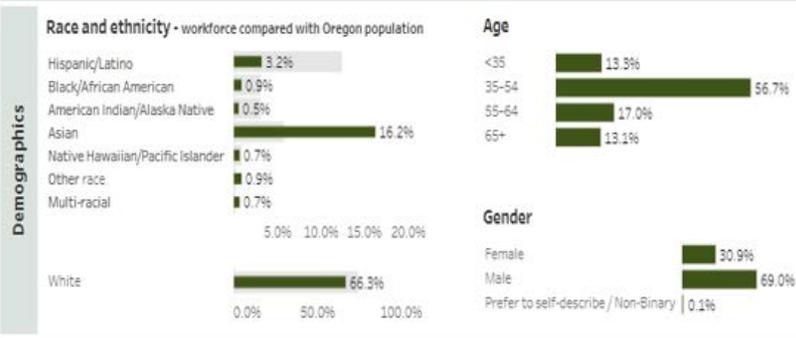
OBD WORK & EFFORTS TO SUPPORT ACCESS & EQUITY

- **Policy Option Package 200 – to better serve and communicate with all communities this Board serves in Oregon**
- **Participation in Health Care Workforce Reporting Program**
- **Participation in regular Meetings with the Health Professional Regulatory Boards (Medical, Pharmacy, Physical Therapy, etc...)**
- **All Licensees may utilize the Oregon Wellness Program**
- **Initiation and regular Meetings of Dental Assisting Workforce Shortage Advisory Committee**
- **Board utilizes Translation Services for consumers and complainants to interact with staff**
- **Board approved updating Application and License renewal Questions to remove “stigmatizing” questions and support mental health concerns**
- **Regular attendance and participation in meetings of DAS Office of Cultural Change**
- **Updated DEI and AAP in place**

HEALTH CARE WORKFORCE REPORTING PROGRAM

Dentists practicing in Oregon in 2022

Hover over the bars in the charts for more details.



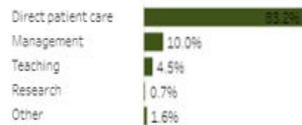
Weekly hours

Hours worked per week on average	33.8
Worked at least 40 hours per week	39.3%

Number of years licensed in Oregon



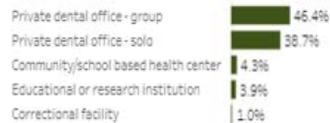
How they spend their time



Practice plans in the next two years



Top practice settings



Top practice specialties

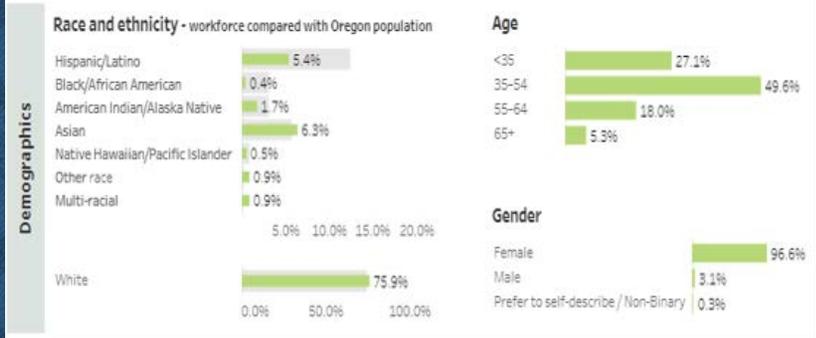


Version 2022.1

April 2023

Dental hygienists practicing in Oregon in 2022

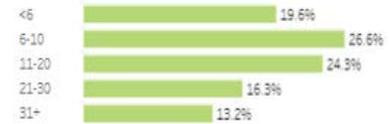
Hover over the bars in the charts for more details.



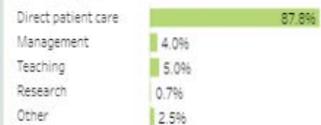
Weekly hours

Hours worked per week on average	29.1
Worked at least 40 hours per week	15.8%

Number of years licensed in Oregon



How they spend their time



Practice plans in the next two years



Top practice settings



Top practice specialties



Version 2022.1

April 2023

HPRB



Oregon Health Professional Regulatory Boards

Purpose

To form a collective of Oregon's 19 Health Professional Regulatory Boards (HPRBs), which are separate entities with different scopes of authority and unique regulatory functions. However, the Executive Directors of the HPRBs are committed to collaboration in order to best serve Oregonians, further the Governor's priorities, and effectively regulate the health professions in Oregon in support of optimal outcomes for all patients who receive care in this state.

Scope

The HPRB Group will discuss current trends, best practices, and shared issues; address common challenges with solution-oriented responses; meet or exceed the Governor's expectations; respond to the needs of health care providers; support efforts to improve quality of care and positive health outcomes for all patients irrespective of social determinates; bolster the total health care workforce; explore opportunities to streamline state regulations and improve stewardship of licensee funds; and deliver outstanding customer service to health care providers and the general public.

Strategic Objectives

1. Increase shared learning across health licensing boards.
2. Address workforce issues with innovation and collaboration and propose opportunities for improving health care capacity in Oregon.
3. Pursue regulatory streamlining to ease burdens on health care professional applicants and licensees without compromising patient safety requirements.
4. Assess burnout, mental health, and wellness in the health care workforce and propose opportunities to support licensees.
5. Develop, strengthen, and maintain relationships with internal and external partners who will support the efforts of the HPRBs.
6. Engage in outreach to licensees and the public, including through educational materials.

Oregon Wellness Program

The purpose of the Oregon Wellness Program (OWP) is to ensure health care professionals within the state of Oregon have access to mental health support that is non-reported, urgently available, and complimentary. OWP contracts with licensed and credentialed mental health providers, who each have a minimum of five years professional experience providing services to health care professionals. OWP is led by volunteers who are veterans of health care within Oregon and many are clinicians themselves.

The program was founded in 2018 to support the well-being of Oregon healthcare professionals through education, research of the issue of burnout, as well as by delivering counseling and related services via in-person and telemedicine appointments. Initial beneficiaries of OWP's efforts were physicians, physician assistants, advanced practice providers, nurse practitioners, and dentists.

The OBD started allocating \$80,000 per biennium to this program in the 2023-25 Biennium. It is included in the 2025-27 Budget.

OWP is designed to be a state-wide effort to provide highly confidential urgent mental health services to active clinical providers who self-refer. The OWP is served by mental health providers (all vetted PhD, PsyD, Psychiatrist, or MSW) nominated by their local community providers, experienced in providing care to their health care colleagues and approved by the OWP Executive Committee. There is a standardized process for ensuring consent and confidentiality. All providers utilize Telehealth as well.

Wellness & Professional Resources – offered through professional associations, employers, health insurance companies and other means for all licensed professionals.



Education + Resources > Professional Resources

Professional Resources



Find programs and resources to support your mental, emotional and physical well-being at [ADA.org/Wellness](https://ada.org/Wellness).

Talkspace Go
[ADA.org/TalkspaceGo](https://ada.org/TalkspaceGo)

Your well-being, your way. Talkspace Go, a self-directed therapy app, can help you address the challenges like work stress, relationships and burnout. Get your exclusive ADA access code for complimentary access at [ADA.org/TalkspaceGo](https://ada.org/TalkspaceGo).

Well-Being Index (WBI)
[ADA.org/Well-BeingIndex](https://ada.org/Well-BeingIndex)

Your health matters. The ADA provides members access to the Dental Well-Being Index (WBI), a validated, anonymous risk assessment tool invented by the Mayo Clinic. Log into your ADA account then set up your WBI account. In just one minute, you'll have access to a personalized dashboard and resources, allowing you to track your well-being over time.

State Well-Being Program Directory
(updated in 2024)
[ADA.org/WellnessDirectory](https://ada.org/WellnessDirectory)

Looking for help and guidance? Support may be closer than you think. This directory links you to local resources, state contacts, and ADA Wellness Ambassadors, ensuring you have the assistance you need right in your community.

ADA Ergonomic Stretches
[ADA.org/Stretch](https://ada.org/Stretch)

Better ergonomics, stretching, and exercise help dental teams build long, healthy careers. Download the ADA Ergonomic Stretches infographic with 25 quick stretches or access the ADA Member app for more resources to keep you and your dental team healthy.

After a Suicide Postvention Toolkit
[ADA.org/Postvention](https://ada.org/Postvention)

Developed in 2023 by the American Foundation for Suicide Prevention (AFSP) and the ADA, the *After a Suicide Postvention Toolkit* provides guidance for those responding to a suicide death for professional dental settings.

National Suicide Prevention Lifeline

If you or someone you know is experiencing suicidal thoughts or a crisis, please text or dial 988 to be connected to the National Suicide Prevention Lifeline. This service is free and confidential. For a medical emergency dial 911.

© 2025 American Dental Association All rights reserved. Updated: 1/22/2025 ADA Practice Institute - Center for Dental Practice | dentalpractice@ada.org

Agency accomplishments during 2023-2025 include:

- Satisfactory results on Key Performance Measures.
- Welcomed and on-boarded 5 new Board Members, out of a 10 member Board.
- Two new staffers hired. Agency has 7.5 FTE.
- Hybrid Work model in place with all state CIO-IT security measures in place, for those that choose to work from home up to three days a week. Consumers and Licensees have regular access to OBD resources for information and assistance via in person, phone or email options.
- New database project implemented, replacing legacy database for licensee info and OBD data.
- Promulgated new rules and policies and began licensing Dental Therapists in fall of 2022.
- Continued to cultivate and strengthen positive working relationships with ODA, ODHA, ODAA, OHA and OHSU School of Dentistry and all dental therapy, dental hygiene and dental assisting programs with a continuation of the outreach programs to those who request programs regarding updates on the Oregon Board of Dentistry (OBD).
- Strategic Planning Session held October thru December 2021. The OBD's 2022-2025 strategic plan was ratified by the Board in February 2022. This plan replaced the 2017-2020 one.
- Utilize the Board Website, OBD Newsletter, professional associations, email blasts and other appropriate communication tools to continue to inform Licensees of relevant OBD news, rules and updates from the Board.
- Implemented & conducted executive director 360 degree performance review (March 2024) and OBD employee survey (October 2024), results of both were extremely positive
- Board members usually volunteer for two terms (8 years), so experience and institutional knowledge retained and the transition to new Board Members goes smoothly

AGENCY GOALS for 2025-2027 include:

- Implement 2022 - 2025 Strategic Plan Initiatives, and plan for strategic planning in 2026
 - **Licensure Evolution**
 - Develop and implement rules based on legislative changes
 - Successfully implement Dental Therapy Rules
 - **Dental Practice Accountability**
 - Ensure Licensee dictates clinical care provided to patients
 - Assert OBD jurisdiction over dental practices regardless of ownership model
 - **Community Interaction and Equity**
 - Increase ease of access to OBD services and information
 - Ensure equity exists in investigation outcomes
 - **Workplace Environment**
 - Increase workplace flexibility through hybrid work models
 - Increase workplace satisfaction
 - **Technology & Processes**
 - Improve investigation management and archived files
 - Improve resource efficiencies
- Advance the Governor's priorities for state agencies
 - Increased accountability and prioritize customer service
 - Improving access to the OBD's services and information
 - Removing barriers that prevent people from getting assistance
- Continue to promote and encourage participation in the volunteer Dentist/Dental Hygienist program to increase access to quality dental care.
- Collaborate with new members in state government – legislators, governor's office, other agency directors, etc...

- Continue to educate consumers on their options regarding the complaint process, and alternative means of resolving their issues.
- Continue to promote the Oregon Prescription Drug Monitoring Program to all licensees and follow up on those dentists that need to sign up per statutory requirements.
- Utilize the website, newsletter and personal presentations to communicate Board policies and expectations.
- Continue to collect data on the ethnic and racial makeup of licensees and work with policy makers, educators, and students to encourage a representative diversity in the dental workforce.
- Refine participation in the Health Care Workforce Initiative project to address the issues of health care workforce shortages and access to care.
- Promote the Oregon Wellness Program effectively in conjunction with professional associations and others.

AGENCY CHALLENGES for 2025-2027 and Beyond:

- Pivot as required and expected by Legislature and Governor.
- Process and execute our work efficiently.
- Adapt to ever-changing conditions and demands.
- Persist in the face of challenges and limited resources.
- Retain and develop a robust Board – both staff and board members.
- Initiate and plan next steps to replace current (2022– 2025) Strategic Plan.

Thank you for your time today.

Please contact us for any additional information as needed.

Stephen Prisby, OBD Executive Director
Haley Robinson, OBD Office Manager

Stephen.Prisby@obd.oregon.gov

Haley.Robinson@obd.oregon.gov