





Agency Name (Acronym) OFFICE OF THE GOVERNOR												
2025-27 Biennium												
Detail of Reductions to 2025-27 Current Service Level Budget												
1	2	3	4	5	6	7	8	12	13	14	15	16
Priority (ranked most to least preferred)	Agency	SCR or Activity Initials	Program Unit/Activity Description	GF	LF	OF	TOTAL FUNDS	Pos.	FTE	Used in Gov. Budget Yes / No	Impact of Reduction on Services and Outcomes	
												Dept
				First 5 Percent - GF				\$ -				
		121	12100-001	Administration	(189,565)			\$ (189,565)	0	0.00	Yes	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
		121	12100-001	Administration Consultant Advisor 2 (CA2)	(505,506)			\$ (505,506)	(1)	(1.00)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
		121	12100-001	Administration Consultant Advisor 2 (CA2)	(547,957)			\$ (547,957)	(1)	(1.00)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
		121	12100-001	Education/Housing - Consultant Advisor 2 (CA2)	(484,582)			\$ (484,582)	(1)	(1.00)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
		121	12100-001	Reduces services and Supplies (\$16,294) 0 position and .0 FTE	(16,294)			\$ (16,294)	0	0.00	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
				Sub-total First 5 Percent GF	(1,743,904)			\$ (1,743,904)	(3)	(3.00)		
				Second 5 Percent Cut GF				\$ -				
								\$ -				
		121	12100-001	Natural Resources - Consultant Advisor 1 (CA2)	(242,291)			\$ (242,291)	0	(0.50)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
		121	12100-001	State Resilience Office - Exec Support Spec 2(ESS2)	(260,339)			\$ (260,339)	(1)	(1.00)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
		121	12100-001	Administration - Government Affairs Admin 2	(309,812)			\$ (309,812)	0	(0.50)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
		121	12100-001	State Resilience Office/Wildfire Director - Consultant Advisor 2 (CA2)	(130,905)			\$ (130,905)	0	(0.25)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
		121	12100-001	Administration - Government Affairs Admin 1	(539,316)			\$ (539,316)	(1)	(1.00)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
				Sub-total Second 5 Percent GF	(1,482,662)			\$ (1,482,662)	(2)	(3.25)		
				First 5 Percent - LF				\$ -				
								\$ -				
		121	12100-001	Regional Solutions - Reduce Board Member Stipend Costs		(16,200)		\$ (16,200)	0	0.00	Yes	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
		121	12100-001	Regional Solutions - Consultant Advisor 1(CA1)		(288,159)		\$ (288,159)	0	(0.75)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
				Sub-total First 5 Percent LF		(304,359)		\$ (304,359)		(0.75)		

Agency Name (Acronym) OFFICE OF THE GOVERNOR												
2025-27 Biennium												
Detail of Reductions to 2025-27 Current Service Level Budget												
1	2	3	4	5	6	7	8	12	13	14	15	16
Priority (ranked most to least preferred)		Agency	SCR or Activity Initials	Program Unit/Activity Description	GF	LF	OF	TOTAL FUNDS	Pos.	FTE	Used in Gov. Budget Yes / No	Impact of Reduction on Services and Outcomes
Dept	Prgm/ Div											
				Second 5 Percent - LF								
		121	12100-001	Regional Solutions - Consultant Advisor 1(CA1)		(85,044)		\$ (85,044)	(1.00)	(0.25)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
		121	12100-001	Regional Solutions - Consultant Advisor 1(CA1)		(139,245)		\$ (139,245)	0.00	(0.25)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
				Sub-total Second 5 Percent LF		(224,289)		\$ (224,289)	(1)	(0.50)		
				First 5 Percent - OF								
		121	12100-001	Administration- Exec Support Spec 2(ESS2)			(258,405)	\$ (258,405)	(1)	(1.00)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
		121	12100-001	Second 5 Percent - OF				\$ -				
		121	12100-001	Equity and Racial Justice - Consultant Advisor 1(CA1)			(220,378)	\$ (220,378)		(0.50)	No	Reduces capacity to advance governor’s initiatives, oversee and engage agencies on policy issues and respond to stakeholders.
								\$ -				
								\$ -				
				TOTAL	(3,226,566)	(528,648)	(478,783)	\$ (4,233,997)	(7)	(9.00)		

\$ (4,233,997)

CSL = Target	GF	LF	OF
	32265664	5286477	4787822
	3226566.4	528647.7	478782.2
	Orbits	42,339,963.00	
	All Funds	42,339,963.00	
	Difference	-	s/b = 0

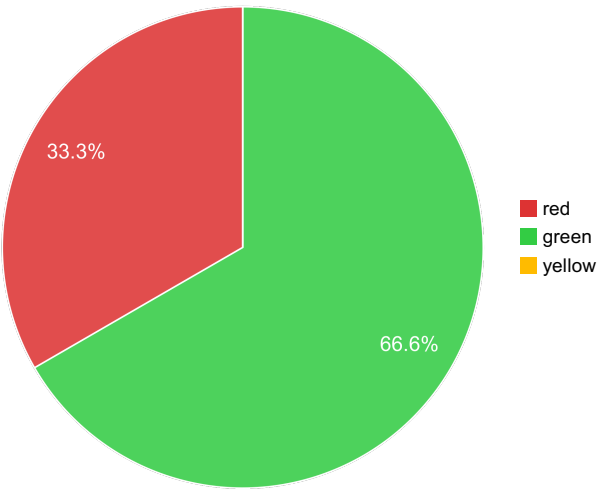
# Office of the Governor

Annual Performance Progress Report

Reporting Year 2024

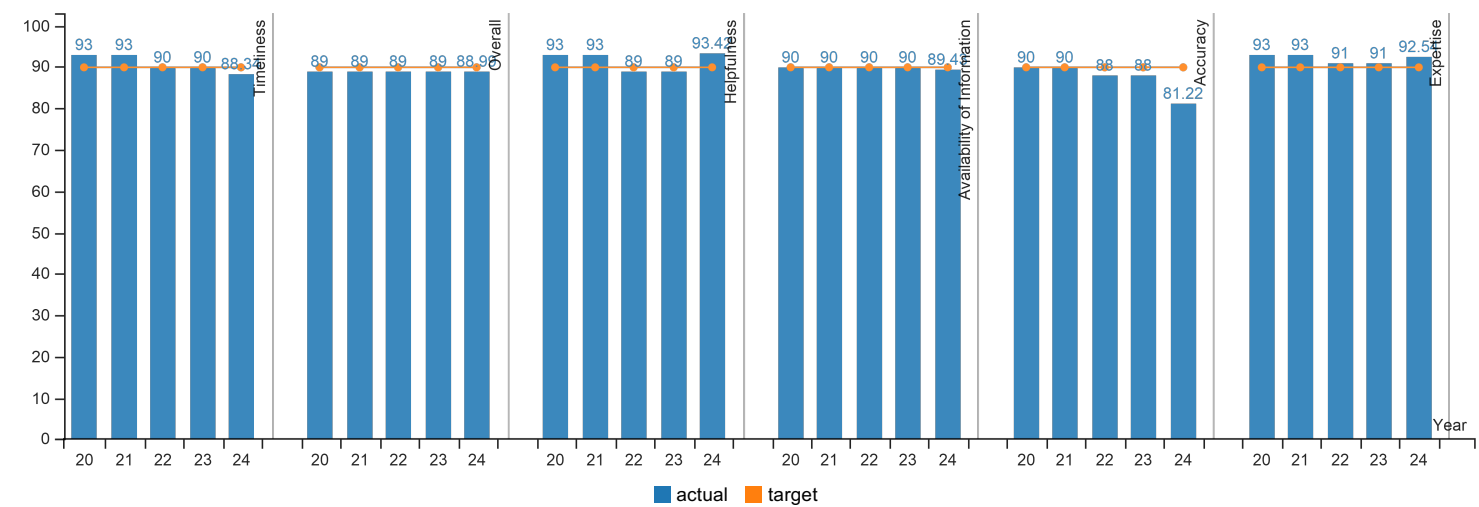
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KPM #	Approved Key Performance Measures (KPMs)
1	Customer Satisfaction - Percent of participants (customers) who rate the Regional Solutions process very good to excellent.
2	Percentage of State Contract Awards to Business Certified by the Certification Office for Business Inclusion and Diversity -
3	State Hiring - Number of protected classes being hired, promoted, and retained in state agencies.



Performance Summary	Green	Yellow	Red
	= Target to -5%	= Target -5% to -15%	= Target > -15%
Summary Stats:	66.67%	0%	33.33%

KPM #1	Customer Satisfaction - Percent of participants (customers) who rate the Regional Solutions process very good to excellent.
	Data Collection Period: Jul 08 - Aug 19



Report Year	2020	2021	2022	2023	2024
Timeliness					
Actual	93%	93%	90%	90%	88.34%
Target	90%	90%	90%	90%	90%
Overall					
Actual	89%	89%	89%	89%	88.99%
Target	90%	90%	90%	90%	90%
Helpfulness					
Actual	93%	93%	89%	89%	93.42%
Target	90%	90%	90%	90%	90%
Availability of Information					
Actual	90%	90%	90%	90%	89.43%
Target	90%	90%	90%	90%	90%
Accuracy					
Actual	90%	90%	88%	88%	81.22%
Target	90%	90%	90%	90%	90%
Expertise					
Actual	93%	93%	91%	91%	92.54%
Target	90%	90%	90%	90%	90%

How Are We Doing

**Goal:** Improve the quality and efficiency of delivering state services to local governments and businesses.

**Oregon Context:** OBM 35 - Public Management and Regional Solutions Mission

**Data Source:** The Governor's Regional Solutions Office conducts a customer satisfaction survey on a biennial basis. The 2022 Customer Satisfaction Survey was developed following the DAS Recommended Statewide Customer Service Performance Measure Guidelines. The Governor's Office used SurveyMonkey.com to collect and analyze the results. The Regional Solutions Office maintains copies of the raw survey results. A final report detailing the survey methodology and findings was prepared by and is available from the Regional Solutions Office.

**Owner:** Amelia Porterfield, Regional Solutions

Every two years the Governor's office conducts a survey to assess its performance in meeting the customer satisfaction measure for Regional Solutions (RS). The survey assesses services provided by Regional Solutions Coordinators and state agency team members. The most recent Regional Solutions survey was conducted during July and August of 2024.

The survey was completed by 260 respondents (compared to 188 in 2018, 250 in 2020, and 222 in 2022). Most respondents were the primary customers of Regional Solutions such as local elected leaders, local government staff, and local/regional economic development practitioners. Other respondents included state and federal staff and private sector representatives. Responses were submitted from around the state, with at least ten responses from each of the eleven regions.

The Regional Solutions KPM target is set at 90% to serve as a motivator for continually improving state agency service delivery to local jurisdictions and businesses. The survey measures how close Regional Solutions is to that 90% target for overall customer service and five specific areas of service (Timeliness, Accuracy, Helpfulness, Expertise, and Availability of Information), per the DAS Guidelines for customer satisfaction surveys.

The 2024 survey revealed that Regional Solutions continues to provide exceptional customer service, as evidenced by the high percentage of respondents rating Regional Solutions service as "Excellent to Good". The key indicators all received high marks, with some room for growth in the Accuracy category. We expect that as the recently hired Regional Solutions Coordinators continue to deepen their expertise in their positions, the program's ability to provide accurate information the first time should improve. Fewer than 2% of respondents scored a Poor rating in all categories.

We also heard from several respondents that there is opportunity to increase familiarity with the program, showing that Regional Solutions has a great chance to strengthen newly built relationships and educate partners on the many ways the program can be of service. Representative quotes from survey respondents highlighting their eagerness to deepen connections:

- "I'm still in the process of becoming familiar with the Regional Solutions Program, so I don't have a fully formed opinion just yet. However, from what I've seen so far, it appears to offer a lot of potential for collaboration and resource-sharing that could be beneficial to our community and organization. I'll need more time and involvement to really understand its impact."
- "We were introduced just this year and anticipate more collaboration in the future."
- "We only had a single interaction (the introduction) but there was prompt follow up and good information and contacts for a current project."
- "We haven't utilized them yet, but we plan to with our downtown development plan."

When asked about the strengths of Regional Solutions and how the program has added value to their organization or community, respondents were particularly appreciative of RS work in bringing together stakeholders on complex projects and initiatives, including housing and infrastructure improvements, and making government more efficient by helping local communities navigate state programs and processes. Other common responses were the ability to convene/collaborate, build relationships, provide a direct connection to the Governor's Office, share information, and solve problems. Comments included:

- "The Regional Solutions Program has added value to our community by providing a unique avenue to address challenges working through/with state agencies and processes. This has been valuable for multiple projects that were facing issues that would otherwise been more difficult and time consuming to resolve."
- "They provide an official link between our small rural community and the vast state government. This allows the voices and concerns of our residents to be heard without overwhelming or distracting the often-low-capacity organizations that represent them."
- "They are a great resource for us, helping us to solve problems, find resources, and navigate the state bureaucracy."
- "RS is the 'go to' for getting the right people in the room to solve a problem. That 'Solutions' is in the name, is especially appropriate. I need help or direction; the RS person is who you call. And importantly, if they cannot help, they direct you to other resources. Knowing that I can rely on a RS 'team' to get answers to questions quickly has saved countless amounts of money and time."
- "As a new County Administrator, the Regional Solutions program was a welcome service that oriented me to the state's programs that are critically involved in the work we do in the county. The group was knowledgeable and a wonderful resource."
- "The staff has stepped in to move our project along when no other influence was capable of doing it."
- "I have received excellent information and partnership on issues related to housing."

Individual RS Coordinators were also called out in appreciation for their service, with quotes including:



- “An amazing asset, who consistently checks in with our offices and follows through with requests.”
- “She has gone above and beyond to organize and coordinate public and private partners to help our team develop solutions and funding opportunities.”
- “Incredibly knowledgeable, communicative and a joy to work with.”
- “Always available to help answer questions and direct us to appropriate state agencies.”
- “Highly valuable insights and advice on accessing available state support for local initiatives.”
- “Very proactive and always very knowledgeable.”
- “An amazing problem solver and brings diverse folks together to craft solutions to complex challenges.”
- “When we are really in pinch, she come to our rescue.”
- “Amazing. Quick to respond and finds a way to continue to solve problems and work towards solutions.”

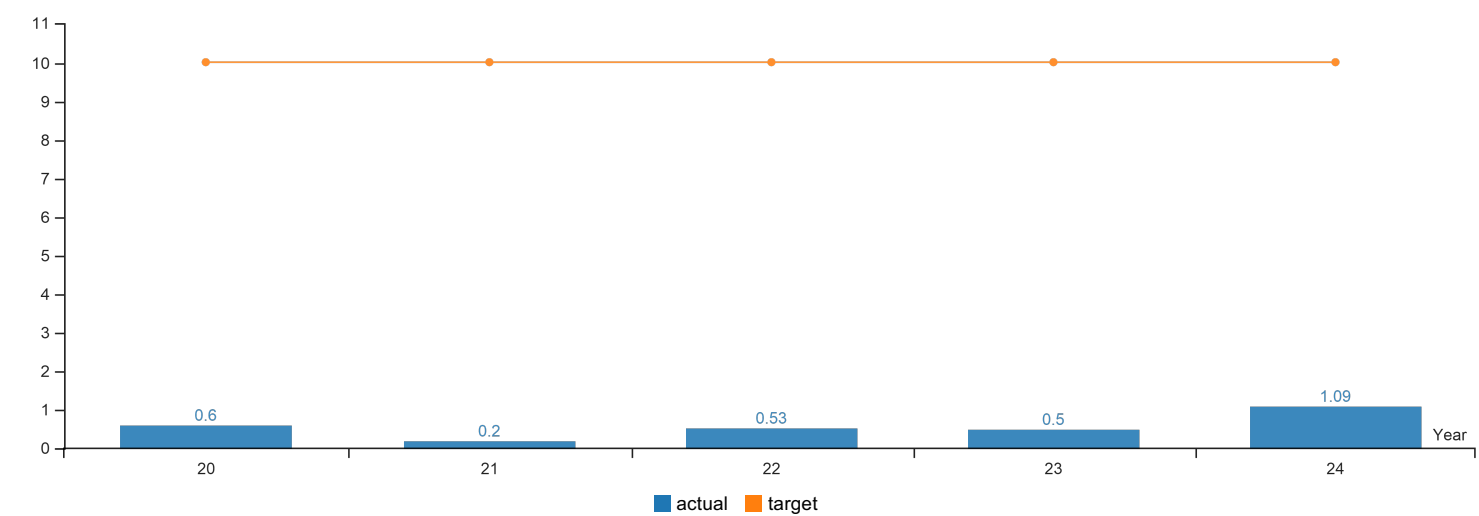
#### **Factors Affecting Results**

Following high turnover in the Regional Solutions staff due to the gubernatorial transition, Regional Solutions hired nearly all new Regional Coordinators who started at the beginning of the 23-25 biennium. With similarly high turnover in the local elected leaders and partners Regional Solutions engages with, this new staff team made a concerted effort to grow the program’s reach and connect with new community partners during their first year in their positions. The team conducted extensive outreach to introduce themselves to communities and offer support, nearly tripling the list of partners served by Regional Solutions. While this increased the reach of the program, it also means that many stakeholders are still learning about the services Regional Solutions can provide.

The Regional Solutions program continues to face a high demand for its services compared to its limited resources. The teams must constantly balance the need to work with communities to move high priority projects forward, while trying to be available for all communities that request assistance. In addition, they must be flexible to respond to the widely varying capacity of partners to work on economic and community development, i.e., depending on jurisdiction size, resources, and related factors.

KPM #2	Percentage of State Contract Awards to Business Certified by the Certification Office for Business Inclusion and Diversity -
	Data Collection Period: Jul 01 - Jun 30

\* Upward Trend = positive result



Report Year	2020	2021	2022	2023	2024
Metric Value					
Actual	0.60%	0.20%	0.53%	0.50%	1.09%
Target	10%	10%	10%	10%	10%

How Are We Doing  
 Current and *Historical* Reporting

\*Due to the transition to the OregonBuys system, the actual spend data for 2022 and 2023 is not available, necessitating our use of estimates.

Table 1. Results: FY2011 through FY2024

FY	Total Contracts Awarded	Total Contracts Awarded	COBID Contracts Awarded	COBID Contracts Awarded	Reporting Agencies	Awarding Agencies	% of \$ Awarded to COBID
2011	No data	\$3,929,150,253	No data	\$39,425,072	35	26	1.00%
2012	No data	\$1,770,200,609	No data	\$21,446,766	36	20	1.20%
2013	No data	\$2,099,222,928	No data	\$36,147,065	34	22	1.70%
2014	No data	\$1,758,035,190	No data	\$12,762,419	32	19	0.70%
2015	No data	\$2,855,051,377	No data	\$94,423,195	33	23	3.30%
2016	No data	\$4,178,055,231	No data	\$29,408,719	34	22	0.70%
2017	No data	\$2,347,725,162	No data	\$30,721,868	35	24	1.30%

2018	No data	\$2,598,852,600	No data	\$43,521,287	33	18	1.60%
2019	No data	\$1,729,404,795	No data	\$11,832,925	33	16	0.70%
2020	No data	\$1,762,559,228	No data	\$9,782,767	33	19	0.60%
2021	1,707	\$2,743,854,331	35	\$5,187,768	28	9	0.20%
2022	2,033	No data	109	No data	30	14	No data
2023	3,054	No data	156	No data	31	16	No data
<b>2024</b>	<b>10,594</b>	<b>\$4,311,482,577</b>	<b>370</b>	<b>\$47,040,408</b>	<b>50</b>	<b>29</b>	<b>1.09%</b>

Note: These figures include POs of various types. For some of them (Open Market, Direct Open Market PO types) the figures indicate actual amounts awarded and spent from the POs. For the other PO types (Master Blanket, G2B Blanket PO types) the figures indicate an expectation that the amounts awarded will be spent by the time the blanket end dates for the corresponding POs are reached and not all of these amounts were necessarily spent during FY2024. As more uniformity in the data entry takes place over time, we expect that OregonBuys figures representative of actual total amounts spent may become more accurate and be used in subsequent reports.

**Table 2. Spend on statewide PAs which used COBID vendors during FY 2024.**

PA	Vendor	COBID	Total	% COBID
9436	uWork.com, Inc. dba Covendis Technologies	\$350,909	\$3,836,995	9.15%
DASPS-3290-19	Oregon Translation LLC dba Verbio	\$9,221	\$9,221	100%

Note: Only spend by state agencies from these statewide PAs is included this year. As OregonBuys' functionality and data entry improve, this spend may be all included in Table 1 in future reports. For 9436, only spend from state agencies is considered in the calculation of the percentage and only that spend for its COBID certified sub-contractors. For DASPS-3290-19, the Vendor is COBID certified hence all of the PO's spend is deemed COBID certified.

**Data used:**

- OregonBuys original contracts issued by state government FY2024
- Certification data from Business Oregon, COBID, for FY2024

**Filtering of OregonBuys data for:**

- Contracts issued by state agencies (with PO Sent dates during FY24)
- Contracts applicable for COBID businesses, filtering out:
  - Intergovernmental Agreement and Subgrantee Discipline Types
  - Identifiable Work orders
  - OregonForward Program contracts
  - Blanket Begin Date before 6/30/2023 or after 7/1/2024
  - POs with non-coincident certification dates
  - Duplicate entries (with one of the duplicates retained) and other aberrations
  - POs with Incorrect Authorized Purchasers on the Control Tab

**Agencies not part of the OregonBuys dataset or only partially included for FY2024:**

- The final wave of state agencies went live with Phase II of OregonBuys on September 19, 2023, so they were not using full system functionality for a portion of the reporting period.
- The agencies below are using Phase I functionality (sourcing) but not Phase II functionality (requisitions, purchase orders, receiving, and invoicing).

**Executive branch agencies with OregonBuys Exceptions:**

**Department of Corrections:** Temporary Exception Approved – DAS is in process of doing external spend data intake from DOC.

**Oregon Department of Fish and Wildlife:** Temporary Exception Pending – will go to executive leadership for final decision shortly.

**Oregon Employment Department:** Approved for a post-project implementation due to critical competing priorities at the time. DAS will coordinate with them to schedule their implementation dates.

**Oregon Parks and Recreation Department:** Temporary Exception Approved – enters spend on DAS statewide price agreement in OregonBuys using MBPO documents. All other spend tracked in OPRD system.

**Oregon Youth Authority:** Temporary Delayed Entry - does not enter ~70 JJIS contracts into OregonBuys (Approved by OregonBuys Business Owner)

**Non-Executive branch agencies (or Semi-Independent Boards/Associations) who chose not to participate in Phase II:**

Columbia River Gorge Commission

Commission on Judicial Fitness and Disability

Geologist Examiners, State Board of

Judicial Department

Landscape Architect Board, State

Landscape Contractors Board, State

Massage Therapists, Board of

Oregon State Board of Architect Examiners

Oregon State Board of Examiners for Engineering and Land Surveying

Tourism Commission, Oregon

Travel Information Council

## **COBID CERTIFICATION DATA: Provided August 2024 by Business Oregon/COBID**

### **Active Certification & Demographic Data**

As of August 14, 2024, the Certification Office for Business Inclusion and Diversity (COBID) has 2,676 actively certified firms. These firms offer a wide array of services including construction, consulting, wholesale, professional services, etc. Around 25% of certified firms provide construction-related services, and about 80% of certified firms are Oregon-based businesses.

<b>Ethnicity/Gender of Actively Certified Firms</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 (through 8.14.24)</b>
AfricanAmerican - Male	181	195	200	203	197	153	160	177	172	185
African American - Female	80	94	107	113	118	86	95	93	118	130
Asian Pacific - Male	94	95	106	97	103	89	89	90	99	105
Asian Pacific - Female	91	95	112	112	113	90	100	102	101	109
Caucasian- Male	1205	1177	1143	1070	873	629	553	495	473	469
Caucasian- Female	1334	1363	1416	1437	1428	1117	1058	1070	1055	1109
HispanicAmerican - Male	208	211	224	236	234	188	194	197	225	246
HispanicAmerican - Female	94	104	113	116	117	88	86	97	107	115
Native American - Male	79	72	74	66	62	55	64	70	70	74
Native American - Female	30	29	32	28	33	20	26	24	24	26
Subcontinent Asian - Male	49	52	58	63	61	53	57	53	53	51
Subcontinent Asian- Female	24	26	30	27	26	20	23	25	27	30
*Unknown- Male	3	1	2	2	4	4	4	4	3	2
*Unknown- Female	0	0	0	1	1	0	0	0	0	0
*Other - Male	1	4	4	6	6	3	5	5	9	15
*Other - Female	0	1	2	2	4	2	6	6	7	10
<b>Totals:</b>	<b>3473</b>	<b>3519</b>	<b>3623</b>	<b>3579</b>	<b>3380</b>	<b>2597</b>	<b>2520</b>	<b>2508</b>	<b>2543</b>	<b>2676</b>

\*Ethnicity and gender are not mandatory requirements for ESB certification.

### Factors Affecting Results

There are several key factors related to the fluctuation of certification numbers, including decertification, graduation due to firms' revenue or staff levels exceeding ESB program and SBA size standards, and firms closing or leaving Oregon. The central factor for reduction in certifications is decertification, the most common cause of which is failure to respond to requests for information. Applicants must provide current information on a yearly basis (e.g., changes in corporate structure and ownership, current tax documentation, services provided, etc.). In 2024, COBID has decertified 286 firms; of those firms, 270 (94%) failed to provide the required yearly information needed to maintain their certification(s). However, it is common that applicants reapply upon learning they have lost the certification(s).

<b>Decisions 2023</b>	<b>New</b>	<b>Denied</b>	<b>Decertified</b>	<b>Withdrawn</b>	<b>Graduation</b>
African American	106	14	81	20	3

Asian Pacific	52	5	40	5	3
Caucasian – Female	226	30	197	43	27
Caucasian – Male	125	9	116	15	25
Hispanic American	103	12	67	23	6
Native American	17	1	14	2	2
Subcontinent Asian	18	2	13	4	0
Unknown	1	0	2	0	0
Other	6	2	1	1	0
<b>Totals:</b>	<b>654</b>	<b>75</b>	<b>531</b>	<b>113</b>	<b>66</b>
<b>Decisions 2024 (as of 8.14.24)</b>	<b>New</b>	<b>Denied</b>	<b>Decertified</b>	<b>Withdrawn</b>	<b>Graduation</b>
African American	73	2	43	8	0
Asian Pacific	30	4	14	7	0
Caucasian – Female	154	16	84	51	6
Caucasian – Male	83	4	82	17	6
Hispanic American	75	8	43	18	2
Native American	18	0	11	4	0
Subcontinent Asian	13	5	6	2	0
Unknown	0	0	1	0	0
Other	9	5	2	5	0
<b>Totals:</b>	<b>455</b>	<b>44</b>	<b>286</b>	<b>112</b>	<b>14</b>

## Annual Trend in Active COBID Certifications

Active Certifications by Firm August 2023 - July 2024	
August '23	4364
September '23	4277
October '23	4258
November '23	4364
December '23	4406
January '24	4450
February '24	4504
March '24	4554
April '24	4633
May '24	4607
June '24	4646
July '24	4689

COBID expects to see the number of applications continue to rise from September through December as firms have more time available to apply for certification and seek contracting opportunities after the end of the busy summer season.

										<b>2024</b> <b>(As of 8.14.24)</b>
<b>New Applications by Type</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
ACDBE	40	28	38	4	5	5	1	7	4	18
DBE	115	99	123	122	106	101	76	141	152	94
DBE/ACDBE (Interstate)	0	7	73	62	52	108	65	68	76	74
DBE (FAA)	0	0	0	0	0	1	1	1	1	0
MBE	135	146	166	176	170	258	207	241	332	204
WBE	250	274	274	274	293	313	267	332	404	242
VBE (Previously SDVBE)	2	29	26	26	35	45	31	24	30	33
ESB	441	422	437	471	497	482	404	460	579	335
<b>Totals:</b>	<b>983</b>	<b>1005</b>	<b>1137</b>	<b>1135</b>	<b>1158</b>	<b>1313</b>	<b>1052</b>	<b>1274</b>	<b>1578</b>	<b>1000</b>

<b>New Applications by Type for Comparison</b>			
<b>January 1 thru August 14</b>	<b>2023</b>	<b>2024</b>	
ACDBE	4	18	
DBE	93	94	
DBE/ACDBE (Interstate)	51	74	
DBE (FAA)	0	0	
MBE	213	204	
WBE	240	242	
VBE	20	33	
ESB	352	335	
<b>Totals:</b>	<b>973</b>	<b>1000</b>	<b>Increase of 27</b>

										<b>2024</b> <b>(As of 8.14.24)</b>
<b>Overall Applications by Type</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Expansion	5	7	12	16	27	45	20	23	32	15

DBE/ACDBE (Interstate)	0	7	73	62	52	108	75	75	76	74
Annual Renewals (NCAs)	1872	2765	2985	2286	2493	2370	2450	2350	2311	1635
New	983	993	1001	1014	1106	1205	987	1216	1510	926
3-Year Review	1254	757	1097	885	1033	1017	842	826	822	480
<b>Totals:</b>	<b>4114</b>	<b>4529</b>	<b>5168</b>	<b>4263</b>	<b>4711</b>	<b>4745</b>	<b>4374</b>	<b>4490</b>	<b>4751</b>	<b>3130</b>

Overall Applications by Type for Comparison			
January 1 thru August 14			
	2023	2024	
Expansion	23	15	
DBE/ACDBE (Interstate)	51	74	
Annual Renewals (NCAs)	1434	1635	
New	929	926	
3-Year Review	540	480	
<b>Totals:</b>	<b>2977</b>	<b>3130</b>	<b>Increase of 153</b>

## Management Comments:

### Business Oregon, Certification Office for Business Inclusion and Diversity:

#### *DAS Procurement and Disparity Study*

The COBID team looks forward to collaborating with the DAS Disparity Study team once its implementation plan is in place. We understand that the recently implemented OregonBuys system may currently face challenges in aggregating data reflecting the utilization of COBID firms within the State of Oregon. We are confident that the comprehensive data we've gathered during the certification process will serve as a valuable addition to the procurement utilization data overseen by DAS. We are currently working with DAS Procurement Equity Data & Research Analyst Laurent Beauregard to provide additional shared data regarding "State Contract Awards to COBID Certified Firms." Furthermore, if our assistance is needed, we are ready to offer our support in exploring mechanisms to enhance data collection and ensure reliable procurement utilization information.

#### *Executive Order*

Executive Order 22-15, replacing EO 18-03, promotes equity in contracting by directing all state agencies, boards and commissions within the Executive Branch, to coordinate with the Governor's Office, DAS, and Business Oregon for training, community engagement activities, quarterly reporting, and to create and implement community and small business engagement plans for the purpose of bringing the State of Oregon to an increased utilization of COBID Certified Firms. We look forward to collaborating with partner agencies and expanding out partnerships to lead efforts in identifying and securing necessary resources, including staff, marketing and outreach tools, to enhance technical assistance programs. This will ensure that these programs provide comprehensive pre- and post-COBID certification support.

#### *DBE/ACDBE Rule Changes*

On April 9th, 2024, the US Department of Transportation (USDOT) announced significant changes to the final rules governing DBE and ACDBE certification programs (49 CFR parts 23 and 26).



These changes became effective May 9th, 2024 and their implementation: “updates personal net worth and program size thresholds for inflation; modernizes rules for counting of material suppliers; formalizes COVID-19 flexibilities; adds new program elements to foster greater usage of DBEs and ACDBEs with concurrent, proactive monitoring and oversight; updates certification provisions with less prescriptive rules that give certifiers flexibility when determining eligibility; and makes technical corrections that have led to substantive misinterpretations of the rules by recipients, program applicants, and participants.” (USDOT, DBE Final Rule)

At a practical level, as evidenced in the comparative data above, these changes have already increased COBID’s year-over-year DBE/ACDBE and Interstate application volume, allowed for more rapid processing of Interstate applications, opened the door for the reconsideration of firms previously precluded by their economic size, and provided COBID with clarified guidance and expanded capability in approving DBE/ACDBE certifications.

#### *COBID Staffing*

2024 has been a year of transition for the COBID office. Recent position fills include:

- A new Certification Specialist 1 and a Certification Specialist 2, both hired March 11<sup>th</sup>, 2024, to allow for increased application processing efficiency
- A new Certification Specialist 3, hired April 2<sup>nd</sup>, 2024, to expand our compliance-and-policy-based processing capabilities
- A COBID Manager, hired July 29<sup>th</sup>, 2024, to permanently fill the absent position

In addition, COBID is in the process of filling the following approved positions: Administrative Assistant, Program Analyst 2, and Program Analyst 3.

#### **Department of Administrative Services (DAS):**

Preparation of the 2024 report was performed by DAS State Procurement Services (DAS SPS) in collaboration with Business Oregon, who manages the Certification Office for Business Inclusion and Diversity (COBID) and who provided vendor certification data. DAS SPS leveraged OregonBuys enterprise-wide reporting in producing the dataset, which constitutes a departure from prior years’ practice to request that each agency independently provide its own dataset. It is important to note that this reporting focuses on data available through the OregonBuys system only and does not reflect spend incurred outside of the system (such as via SPOTS card purchase).

This report required intense review and audit of the data. OregonBuys is still new to many state agencies, with the last wave of agencies implementing full system functionality several months into the FY2024 reporting period, thus DAS SPS continues to work with all state agencies on ensuring consistent input of the data. Because of this, much filtering was required to derive a set of figures and the same caveats as last year’s in the use of this year’s report therefore remain. Despite these limitations, it was deemed preferable to report contract values for 2024 rather than to withhold them as done in 2022 and 2023. While we continue to strive toward more consistent data entry across the enterprise, we acknowledge current state and have mitigated impacts where possible to provide the most complete picture available. We erred on the side of presenting the figures as they were after all historical filtering was done in the respect of past years.

In analyzing the enterprise data from OregonBuys, we note an increased adoption with more state agencies using the platform, more advanced functionality having been reached by them, and more items of all kinds – requisitions, POs, invoices, etc. – entered into the platform this year. An increased adoption of OregonBuys does not in itself improve or make worse COBID results, however. Table 1 indicates that the number of COBID contracts awarded increased significantly (more than doubled) this year while their total value fell within the range reported since 2011 and is significantly below the set target. The results in themselves don’t indicate what different actions are necessary to meet the target in the future or whether the target was unrealistic. Discussions with COBID staff are planned so as to investigate this fact further.

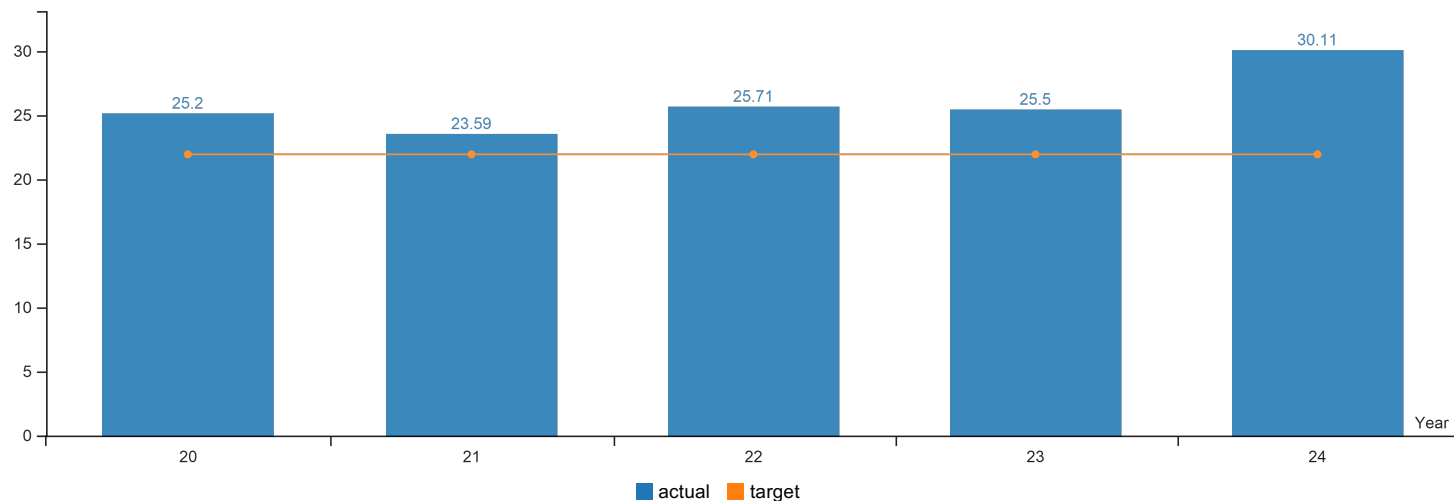
#### **Governor’s Business Equity Manager:**

- The current COBID utilization data continues to mirror patterns from previous years. The percentage of contract dollars awarded to COBID-certified firms remaining below the 10% target. In FY2024, only 1.09% of awarded contracts went to COBID firms, illustrating the ongoing underutilization despite current efforts to increase participation.
- While post-pandemic trends show an increase in overall contract awards, this appears to be driven by broader spending patterns rather than a focused effort on COBID firm engagement. In FY2024, although \$4.3 billion in contracts were awarded, only \$47 million (1.09%) were awarded to COBID firms.
- Over the 14-year period shown in the data, the percentage of dollars awarded to COBID firms has consistently stayed at or below 1.7%, except for a single peak in 2015 when it reached 3.3%. This remains the only instance where awarded dollars exceeded 2%, highlighting the broader issue of inconsistent progress and overall underutilization of COBID-certified firms.



KPM #3	State Hiring - Number of protected classes being hired, promoted, and retained in state agencies.
	Data Collection Period: Jul 01 - Jun 30

\* Upward Trend = positive result



Report Year	2020	2021	2022	2023	2024
<b>Percentage of Race and Disabled in the State Work Force</b>					
Actual	25.20%	23.59%	25.71%	25.50%	30.11%
Target	22%	22%	22%	22%	22%

#### How Are We Doing

The annual targets for workforce diversity combine the representation of people of color and people with reported disability in the civilian workforce. This annual target is 22% of State employees, which currently includes 46,026 people. In FY'23-24, 30% of the State of Oregon's workforce was comprised of people of color and people with reported disability. Not only does this exceed the target, but this was a large increase that added nearly 5% to the workforce from the previous year. The largest increase over the past 6 years was 2%.

When comparing to FY'22-23 with disaggregated data, the percentage of females in the workforce remained the same (56%). People with reported disability increased from 2% to 6% over the past year. People of color increased from 54% to 55%, an increase of 1%. In addition, the percentage of people of color in the State workforce has increased every year since 2021.

When looking at the disaggregated data for new hires, promotions, and resignations:

- Females represent 56% of the State workforce, and the proportion of new hires and promotions who are female is higher than their representation in the workforce (59% and 61%, respectively).
- People of color represent 25% of the State workforce, and the proportion of new hires and promotions that are people of color is much higher than their representation in the workforce (35% and 40%, respectively). People of color also resigned at higher rates than their representation in the workforce, but to a lesser degree (representing 28% of the workforce).
- People with a reported disability represent 6% of the workforce, but were hired, promoted, and resigned at lower rates than their representation in the workforce (1%, 2%, and 3%, respectively).

Some other data to highlight comparing the State workforce to the labor force demographics in Oregon:

- 37% of Oregon's labor force are people of color and people with a reported disability, which is 7% higher than the State of Oregon's workforce. While the State has significantly increased the proportion of people of color and people with a reported disability from the previous years, this representation is 7% smaller than Oregon's labor force.

- In Oregon's labor force, females represent 47%. The State's workforce has a higher percentage of females at 56%.
- When disaggregated, the State of Oregon's workforce has a smaller percentage of people with a reported disability (6%) and people of color (25%) than Oregon's labor force as a whole (8% and 30%, respectively).

### **Factors Affecting Results**

During FY'23-24, there continues to be some agency shifts in remote, hybrid, and in-person work options. This may have impacted workforce demographics as employees are continuing to adjust to potential changes in how and where they do their work. Another factor impacting Oregon and the nation during this time is a divestment away from diversity, equity and inclusion (DEI) initiatives. While the State of Oregon has grown its commitment toward DEI, the workforce has likely been impacted by this divestment and it is possible that this will be reflected in future data.

Some of the growth and investment in DEI initiatives at the State of Oregon include implementing the first full year of Governor Kotek's agency expectations related to hiring, promotions, and retention. These expectations include:

- Performance feedback for employees to be completed quarterly, starting on June 1, 2023.
- Monitor hiring practices to ensure the average time to fill positions does not exceed more than 50 days.
- New state employees were required to participate in a customer service training within 60 days of hire. This training was to be developed and implemented by June 1, 2023.
- New employees were required to participate in Uplift Oregon's benefits workshop within 30 days of hire support employees in making fully informed decisions when choosing benefits.
- Managers new to State government were required to complete the introductory manager training program within 3 months of their new position, starting June 1, 2023.

In addition, Governor Kotek's expectations required agencies to have either a Diversity, Equity, and Inclusion Plan completed by June 1, 2024, if they didn't already submit a completed plan in 2023. As a result, nearly every single agency in the Executive Branch has a DEI Plan in place that they are actively implementing. The Office of Cultural Change supported each agency in their DEI Plan development by meeting with agencies to give feedback and have set up quarterly cohort meetings to provide ongoing support for their DEI Plan implementation.

Agencies also worked with the Office of Cultural Change to develop, integrate feedback, and implement Affirmative Action Plans "to improve hiring and development opportunities." The Affirmative Action Plans also continue "promoting Diversity, Equity, and Inclusion in the workplace, and the elimination of the effects of past and present discrimination, intended or unintended" (Governor's Executive Order 17-11). Agencies are required to share progress on affirmative action in their updated plans, which were due on 8/31/24, shortly after the FY'23-24 ended.

### **Notes:**

The total number of employees excludes board members, temporary positions, and commissions and committees.

Data Sources: The State has completed a transition to a new human resources information system (HRIS). The data source for 2017, and 2018 is the Position and Personnel Database; data for 2019 was combined from the Position and Personnel Database (dates: 07/01/2018 – 12/31/2018) and the new HRIS, Workday (dates: 1/01/2019-06/30/2019). All 2022, 2023 and 2024 data are from Workday.

Department of Administrative Services, Chief Human Resources Office:

Only individuals under ORS 240 are included in the data. This data does not include temporary workers. Gender, Race/Ethnicity, and Disability Status are all data that is self-reported by the employee, and its disclosure is not required. Race/ethnicity includes visual assessments as required for EEO reporting.

A small percentage of employees chose not to disclose race and ethnicity. They are excluded from the comparisons based on race and ethnicity.

Oregon labor force data is sourced from the American Community Survey 1-Year Estimates, 2023. From this dataset, the sex and disability labor force estimates are based on the population ages 20-64, while the race and ethnicity labor force estimates are based on the population ages 16 and up. This is how the data is presented in the available table: [American Community Survey: Table S2301](#).

Of note: all the datasets (State of Oregon and American Community Survey) report gender as a binary with "male" and "female" categories. However, not every State employee and Oregonian identify within those binary choices, so the analysis is limited by this. Also, the analysis combines people of color and people with a reported disability together without considering intersectionality, so the datasets are likely an overestimate.

### **1. Management Comments:**

The State of Oregon is committed to DEI and is always learning and implementing more equitable ways to operate and build a culture of care and belonging. At the end of FY'23, the Office of Cultural

Change hired a new Director of Cultural Change, who will be growing the office and providing more resources, guidance, and support to agencies in advancing DEI in the upcoming fiscal year.

For FY'23-FY'24, The Office of Cultural Change has prioritized the following:

1. Support agencies in the implementation of their Affirmative Action Plans for the 2023-2025 biennium.
2. Launch cohorts to engage with and support agencies in developing and implementing their DEI Plans.
3. Work with Human Resources to build more equitable hiring and promotion processes.
4. Build a DEI Cabinet to help advise on Statewide policies, practices, and protocols, and to help build a culture of inclusion and belonging.