OSHA | Oregon OSHA

Department of Consumer and Business Services

FY 2026 Annual Performance Plan

INTRODUCTION

This Annual Performance Plan, for federal fiscal year 2026 (October 1, 2025 through September 30, 2026) describes how the Oregon Occupational Safety and Health Division (Oregon OSHA) will allocate its resources to conduct the activities tied to the specific goals contained in Oregon's 5-year (2025-2030) Strategic Plan. The specific goals are:

Goal 1: **Reduce serious workplace injuries and the risks that lead to them.**
Oregon OSHA will continue the reduction in injuries and illnesses as measured by the Bureau of Labor Statistics, with the statewide DART rate being reduced to 2.0 per 100 workers (or less) and the statewide total case TCIR incidence rate being reduced to 3.4 per 100 workers (or less).

Goal 2: **Reduce serious workplace illnesses and the risks that lead to them.**
Oregon OSHA will develop and implement a health hazard emphasis program biennially to target chemical health hazards and increase sampling through targeted inspections in 35% of all health inspections.

Goal 3: **Reduce workplace deaths and the risks that lead to them.**
Oregon OSHA will continue the decline in Oregon workers compensation fatality rates, with the final three years of the planning period averaging 1.86 per 100,000 workers (or less), which will be a 5 percent decrease compared to the most recent three-year baseline period.

Oregon OSHA has focused its attention on six elements to support the three strategic goals, they include:

- **Occupational Hazard Identification –**
  Safety & Health Hazards: Reduce injuries and illnesses by reducing the DART rate from 2.1 to 2.0 (or less) per 100 workers and total case incidence rate TCIR from 3.5 to 3.4 (or less) per 100 workers by the end of year 2030 through focusing on targeted high hazard industries and safety and health hazards.
  Health Focused Hazard Inspections: Recognize and address occupational illnesses by developing and implementing a special health hazard local emphasis program biennially to target chemical health hazards.
  Timely Response: Investigations/inspections will be initiated timely in 100% of fatalities; 100% imminent danger; 95% of hazard complaints; complainant responses will be timely in 90% of all cases; and 100% of family members will be notified.
  Fatalities: Reduce the most recent 3-year average rate of workplace fatalities from 1.96 per 100,000 to 1.86 per 100,000 by 2030 through inspections and interventions.

- **Engagement Efforts -**
  Voluntary Programs or Self Sufficiency: Continue to promote employer self-sufficiency through consultations and by encouraging employers to attain VPP and SHARP status. Oregon OSHA will promote SHARP and VPP through consultation, enforcement, technical services, and education.
  Outreach: Maintain current efforts to educate employers and employees, particularly small employers in high hazard industries and vulnerable or hard-to-reach populations regarding the value of occupational safety and health by providing workshops, conferences, educational venues, training, marketing and other outreach activities.

- **Collaborations:** Oregon OSHA continues to maintain the wellbeing of the existing stakeholders. These effective relationships will lead to new and innovative groups for the new laws, rulemaking and policy challenges that Oregon OSHA will face in the next five years.

- **Rulemaking:** Conduct all rulemaking activities within the required timelines, considering stakeholder perspective, while following mandated timelines.

- **Customer Service:** Achieve and maintain customer satisfaction in the delivery of Oregon OSHA programs and services as evidenced by a survey rating of 90% or above on each program survey.

- **Staff Development:** Ensure 90% of Safety and Health staff receives 48 hours of Safety and Health professional development training over two years. Ensure 75% of Administrative staff and Managers receives 30 hours of professional development training over two years.

OVERVIEW OF OREGON OSHA

The Administration of the Occupational Safety and Health Administration's (OSHA) approved the comprehensive state plan for Oregon that is vested in the Department of Consumer and Business Services (DCBS) by the Oregon Safe Employment Act of 1973 as amended through 2023. The plan encompasses all functions of the Oregon Occupational Safety and Health Division (Oregon OSHA). Oregon OSHA promulgates and enforces occupational safety and health regulations and provides technical information, education, consultations and training grants to promote safe and healthful working conditions for Oregon workers. While the bulk of activity in the Oregon State Plan is undertaken by Oregon OSHA, other divisions within DCBS contribute to the mission including the Workers' Compensation Division, Ombuds Office for Oregon Workers, the Hearings Division of the Workers' Compensation Board, and the Central Services Division: Financial Services, Information Technology and Research, Director's Office. The Oregon Attorney General's Office and a portion of the Civil Rights Division of the Bureau of Labor and Industries also contribute to activities in the Oregon State Plan.

OREGON OSHA Mission Statement:

To advance and improve workplace safety and health for all workers in Oregon

In 1973, the Oregon Safe Employment Act (OSEAct) was passed into law by the Oregon Legislature to ensure the occupational safety and health of workers in Oregon. The OSEAct states that "…every employer shall furnish employment and a place of employment which are safe and healthful for employees." The Oregon Occupational Safety and Health division (Oregon OSHA) administers the OSEAct and enforces Oregon's occupational safety and health rules. In 1987, the Oregon Legislature passed House Bill 2900, which increased worker protection and defined new areas of responsibility for employers and workers' compensation insurance carriers. The change also included the establishment of a coordinated program of worker and employer education, health and safety consultative services and research to assist workers and employers in the prevention of occupational injuries and illnesses. In May 1990, the Oregon Legislature passed Senate Bill 1197. This landmark legislation, which was passed during a special session of the Oregon Legislature, made workplace injury and illness prevention a major component of workers' compensation reform. This was accomplished, in part, by requiring joint management-labor safety committees in most places of employment and by a significant increase in Oregon OSHA staff.

Oregon OSHA's primary objective is to improve occupational safety and health in workplaces throughout the state, thus reducing on-the-job injuries, illnesses and fatalities. This is achieved through enforcement of occupational safety and health rules, consultation and training assistance for employers and workers, and by providing adequate resources to effectively address Oregon's loss prevention issues. Strong partnerships with labor groups, trade associations and other governmental agencies also significantly contribute to Oregon OSHA's success.

All Oregon OSHA programs work cooperatively toward meeting the division's mission and strategic objectives. Along with the Public Education and the Conference Section, enforcement officers, technical specialists, and consultants produce technically accurate, high quality training to employers and employees. While the Oregon OSHA professional staff are technically trained in all areas of occupational safety and health, hazard identification, and accident investigation, the division has in-house specialists focusing on specific industry needs. These specialists include staff focusing on construction, logging, and agriculture, as well as trained ergonomists. In addition, we have trained individuals to evaluate facilities that are covered under the Process Safety Management (PSM) standard.

Oregon OSHA is dedicated to assisting employers in achieving self-sufficiency in safety and health program management, including developing and implementing comprehensive safety and health plans. The elements of a successful plan management leadership, worker participation, hazard identification and assessment, hazard prevention and education and training, program evaluation and improvement, communications and coordination of employer, contractor and staffing agencies, and a periodic review of the plan itself.

Oregon OSHA will implement progressive occupational safety and health strategies as it strives to achieve its mission and the goals of the Strategic Plan. A comprehensive program will be used by Oregon OSHA to continue the declining trend in the rate of occupational injuries, illnesses, and fatalities in Oregon.

This plan does not exempt Oregon OSHA from fulfilling its statutory and regulatory responsibilities. Oregon OSHA will continue to meet all the criteria in Section 18 of the Occupational Safety and Health Act and the implementation of the regulations contained in 29 CFR Parts 1902, 1908, 1952, 1953, and 1954. This plan sets forth the methods by which program effectiveness is determined.

The FY 2026 Annual Performance Plan is an integral part of the grant agreements between OSHA and Oregon OSHA which currently exist under Section 23(g) and 21(d) of the Act and 29 CFR 1952.104.

The primary method for tracking and evaluating progress toward meeting the performance goals established in this plan is one of self-evaluation by Oregon OSHA management staff. Oregon OSHA will meet quarterly with federal OSHA to continue the Oregon OSHA/OSHA partnership and to report progress toward strategic goals in a manner defined in the joint OSHA/OREGON OSHA Monitoring Plan. Oregon OSHA agrees that a specified number of inspections accompanied by a federal OSHA monitor will be conducted and that a specified number of Oregon OSHA inspection/investigation case files will be reviewed. A monitoring plan will be jointly prepared detailing the specific monitoring roles and activities of individual staff members as well as the mandated monitoring activities that federal OSHA will perform.

Note: This FY 2026 Annual Performance Plan includes updated FY 2024 baseline figures as they apply.

Demographic profile 2024

During CY 2024 an estimated 1,841,169 workers covered by Workers' Compensation insurance were employed in Oregon with an estimated 135,538 employers. These employers operate at approximately 227,256 locations.

NAICS[1]	Industry[2]	Employees[3]	Units[4]
111	Crop production	27,489	4,219
115	Agriculture and forestry support	16,559	1,467
236	Building construction	32,046	9,785
237	Heavy construction	11,358	1,843
238	Specialty trade	71,919	15,429
311	Food manufacturing	27,924	1,774
312	Beverage and tobacco products	7,600	896
321	Wood product manufacturing	22,413	877
332	Fabricated metal products	15,266	1,696
333	Machinery manufacturing	13,711	1,130
334	Computer and electronic products	39,621	1,445
336	Transportation equipment	10,903	685
339	Miscellaneous manufacturing	8,298	1,125
423	Merchant wholesale, durable	39,818	4,801
424	Merchant wholesale, non-durable	30,438	3,278
441	Motor vehicles and parts	26,008	2,387
444	Building material and garden supply	17,406	1,474
445	Food and beverage stores	46,870	3,228
449	Furniture, Home Furnishings, Electronics, and Appliance Retailers	10,058	343
455	General Merchandise Retailers	39,795	165
456	Health and Personal Care Retailers	8,009	246
457	Gasoline Stations and Fuel Dealers	10,949	227
458	Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	15,248	491
459	Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	28,626	1,429
484	Truck transportation	18,310	2,999
488	Transportation support	8,559	978
492	Couriers and messengers	14,369	546
493	Warehousing and storage	17,651	600
513	Publishing Industries	15,892	3,058
518	ISPs, search portals	7,835	1,118
522	Credit intermediation	21,387	2,444
524	Insurance carriers	24,570	3,663
531	Real estate	23,069	5,537
541	Professional, scientific and technical services	109,509	27,265
551	Management of companies and enterprises	49,799	903
561	Administrative and support services	92,954	13,783
611	Educational services	32,294	3,404
621	Ambulatory health care services	102,819	9,610
622	Hospitals	61,916	1,083
623	Nursing and residential care	56,372	4,311
624	Social assistance	79,403	4,062

713	Amusements, gambling, and recreation	20,276	1,841
721	Accommodation	24,407	2,864
722	Food and drinking places	153,073	12,853
811	Repair and maintenance	20,260	4,109
812	Personal and laundry services	15,396	3,213
813	Membership organizations	30,119	6,544
GOV	State and local government	262,598	8,729
	Total	**1,841,169**	**185,957**

1. North American Industry Classification System, United States, 2012
2. Industries with 7,500+ employees.
3. Data from Oregon State Employment Division ES-202 Program, based on the 2012 Edition of the NAICS Manual.
4. Number of employing units represents the number of establishments or employer locations rather than the number of employers. Data compiled from the most current DCBS Employer Data System file does not include all possible locations. The methodology for estimating number of locations changed in 2009, making prior years' estimates not comparable.
5. This category includes all state and local government units regardless of their industry classification.

Source: Oregon Department of Consumer and Business Services, Central Services Division - May 2025

IDENTIFICATION OF COVERED ISSUES

A flowchart, described on the following pages developed by the OSHA Portland Area Office, describes jurisdictional boundaries between OSHA and Oregon OSHA for occupational safety and health at private and public sector worksites. The chart included on the following page, addresses jurisdiction in diving, construction, shipyards, marine terminals, Indian reservations, and U.S. military reservations.

The Federal Register (49 CFR Part 221) "addresses jurisdictional issues arising with respect to the operations of common carriers in the general system of rail transportation." While the Federal Railroad Administration exercises jurisdiction over the safety of railroad operations, Oregon OSHA does have some jurisdiction over "non-rolling" stock.

The state has concurrent jurisdiction over mining with the USDOL, Mine Safety and Health Administration (MSHA), but chooses not to exercise jurisdiction if it subjects the employer to duplicate inspections by both agencies.

Oregon OSHA will continue to register farm labor camp housing and conduct field sanitation and farm labor camp housing inspections in 2026, and work cooperatively with federal Department of Labor to coordinate farm labor camp housing.

OSHA vs. Oregon OSHA Jurisdiction in Oregon

START

Employer/Employee Relationship Exist?
- **No** → No OSHA or Oregon OSHA jurisdiction
- **Yes** → **Public Sector**
  - **No** → **Type of**
  - **Yes** → Federal or Postal employer is OSHA's jurisdiction → Non-Federal employer is Oregon OSHA's jurisdiction

Type of:

Diving
- If dive location is floating, then OSHA's jurisdiction
- If dive location is non-floating, then Oregon OSHA jurisdiction

Construction
- Private Contractors on US Military Reservations are OSHA's jurisdiction
- If activity is from a floating vessel/platform, then OSHA's jurisdiction
- Oregon OSHA has all other contractors

Shipyards
- OSHA has all shipbuilding, repair, and scrapping on and off the water
- Oregon OSHA has jurisdiction for construction activities and non-ship manufacturing areas within the shipyard

Marine Terminals
- OSHA has jurisdiction for all longshoring and marine terminal operations on and off the water
- Oregon OSHA has jurisdiction for construction activities and manufacturing areas on terminals

Indian Reservations
- OSHA has jurisdiction for private employers on reservations
- OSHA has jurisdiction for tribal employers
- Oregon OSHA has jurisdiction for non-federal and non-tribal public employers

US Military Reservations
- OSHA has jurisdiction for private employers
- OSHA has jurisdiction for federal agency employers
- Oregon OSHA has jurisdiction for state agency employees
- Neither OSHA nor Oregon OSHA has jurisdiction for active duty military
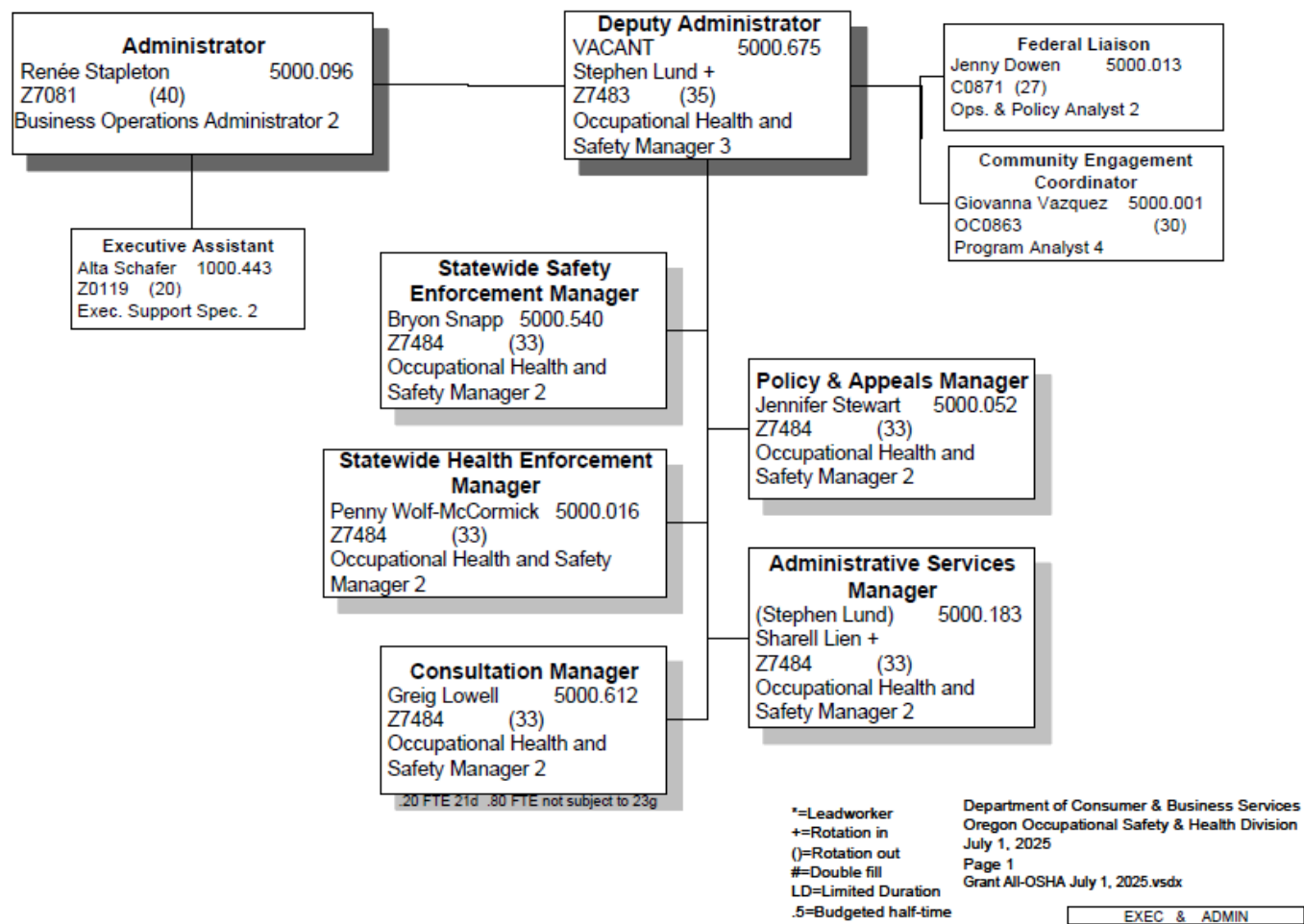
All other activities are Oregon OSHA's
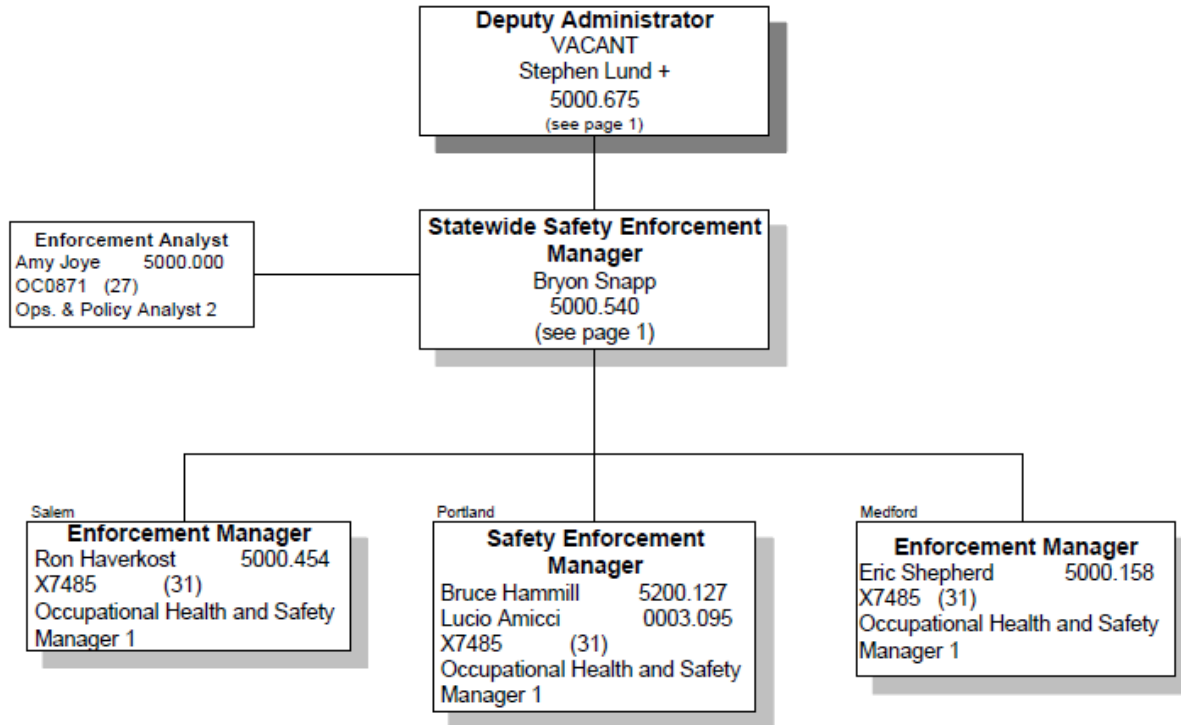
* The following exceptions are noted:
Employment at DOE Albany Research Center – OSHA jurisdiction
Private employers within Crater Lake National Park – OSHA jurisdiction

Oregon OSHA Division

Administrator
Renée Stapleton   5000.096
Z7081   (40)
Business Operations Administrator 2

Deputy Administrator
VACANT   5000.675
Stephen Lund +
Z7483   (35)
Occupational Health and
Safety Manager 3

Federal Liaison
Jenny Dowen   5000.013
C0871 (27)
Ops. & Policy Analyst 2

Community Engagement Coordinator
Giovanna Vazquez   5000.001
OC0863   (30)
Program Analyst 4

Executive Assistant
Alta Schafer   1000.443
Z0119   (20)
Exec. Support Spec. 2

Statewide Safety Enforcement Manager
Bryon Snapp   5000.540
Z7484   (33)
Occupational Health and
Safety Manager 2

Policy & Appeals Manager
Jennifer Stewart   5000.052
Z7484   (33)
Occupational Health and
Safety Manager 2

Statewide Health Enforcement Manager
Penny Wolf-McCormick   5000.016
Z7484   (33)
Occupational Health and Safety
Manager 2

Administrative Services Manager
(Stephen Lund)   5000.183
Sharell Lien +
Z7484   (33)
Occupational Health and
Safety Manager 2

Consultation Manager
Greig Lowell   5000.612
Z7484   (33)
Occupational Health and
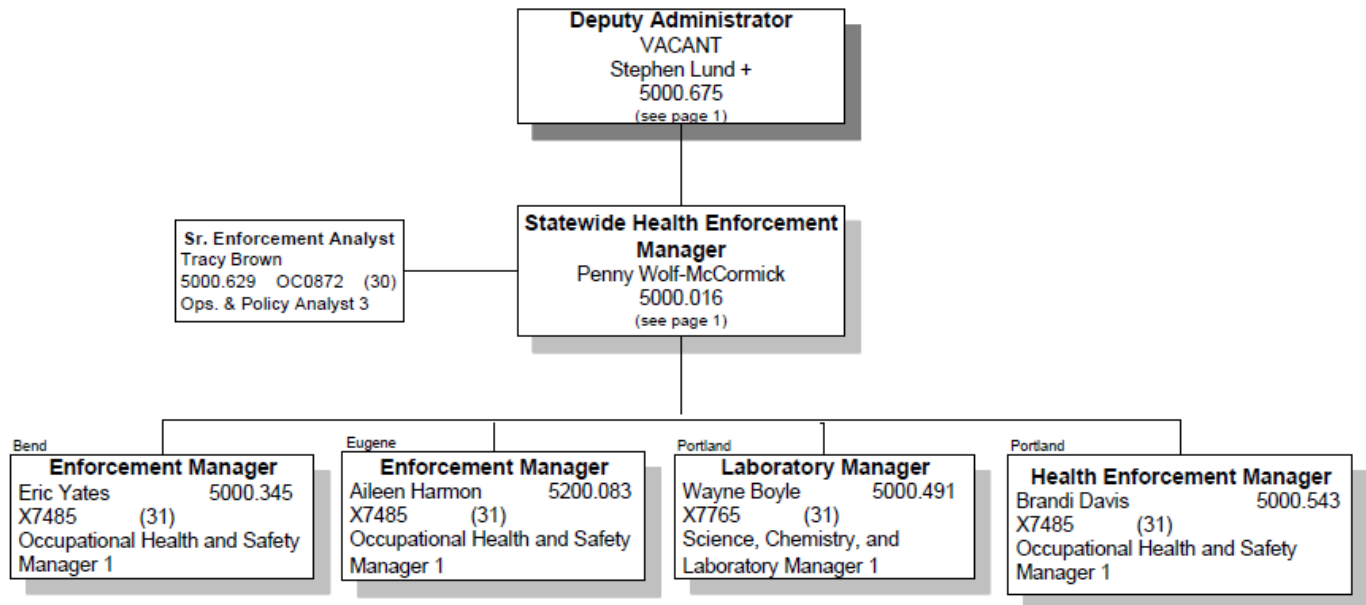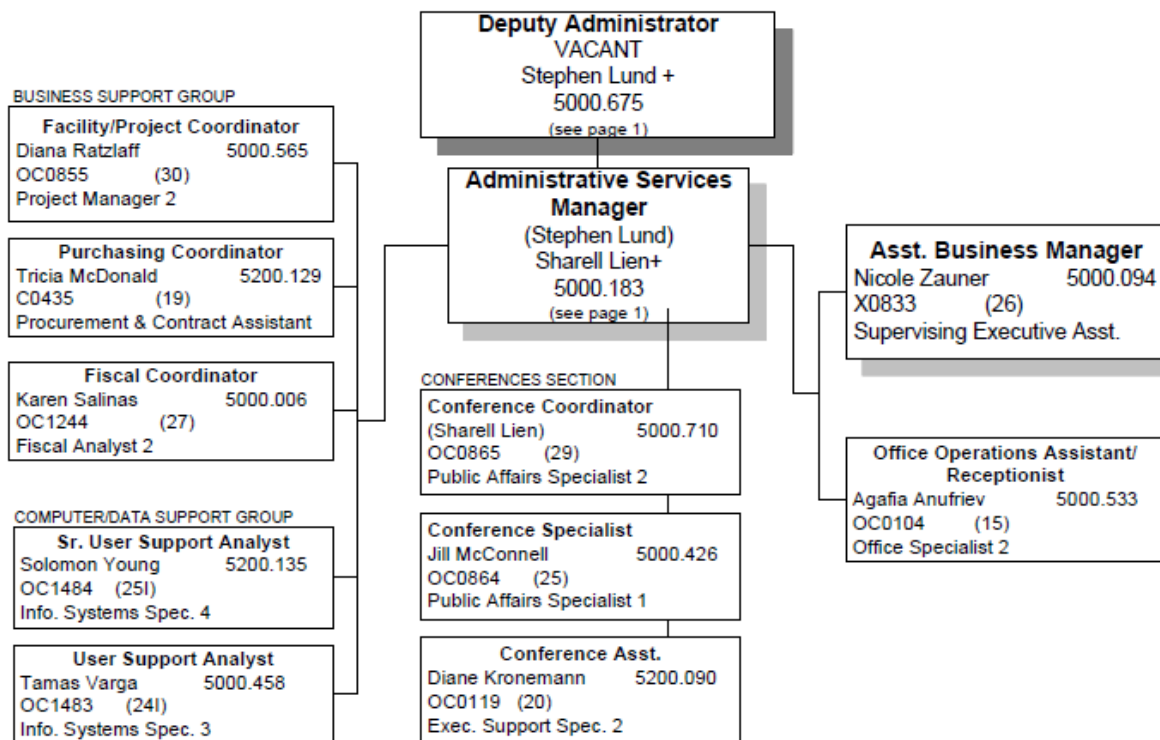Safety Manager 2

.20 FTE 21d .80 FTE not subject to 23g

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#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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EXEC & ADMIN

Oregon OSHA Division

Deputy Administrator
VACANT
Stephen Lund +
5000.675
(see page 1)

Enforcement Analyst
Amy Joye   5000.000
OC0871   (27)
Ops. & Policy Analyst 2

Statewide Safety Enforcement Manager
Bryon Snapp
5000.540
(see page 1)

Salem
Enforcement Manager
Ron Haverkost   5000.454
X7485   (31)
Occupational Health and Safety Manager 1

Portland
Safety Enforcement Manager
Bruce Hammill   5200.127
Lucio Amicci   0003.095
X7485   (31)
Occupational Health and Safety Manager 1

Medford
Enforcement Manager
Eric Shepherd   5000.158
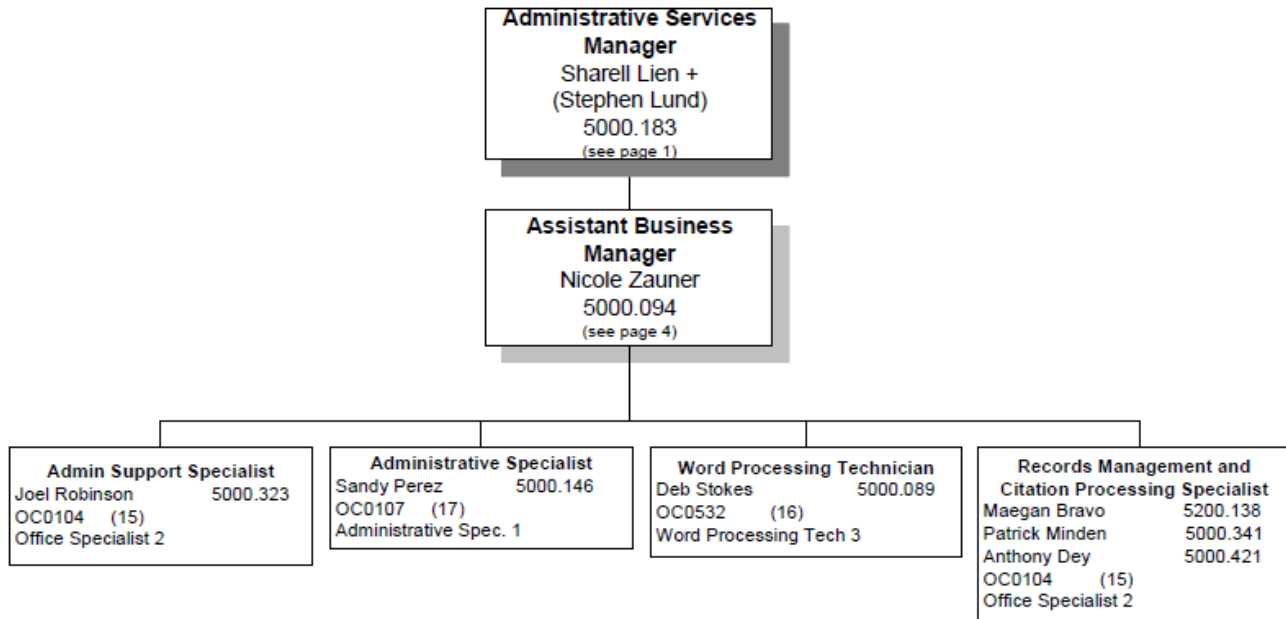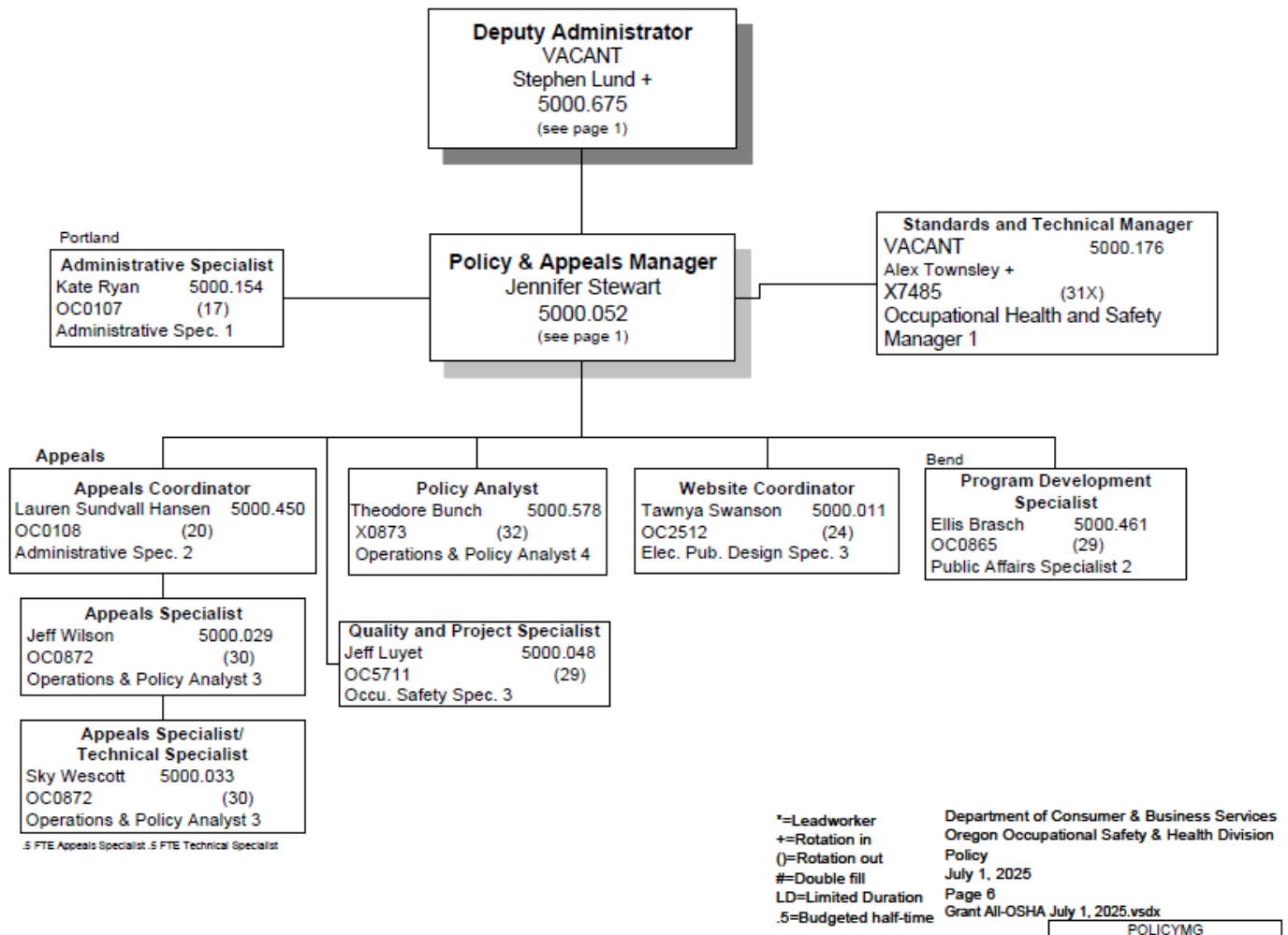X7485   (31)
Occupational Health and Safety Manager 1

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Department of Consumer & Business Services
Oregon Occupational Safety & Health Division
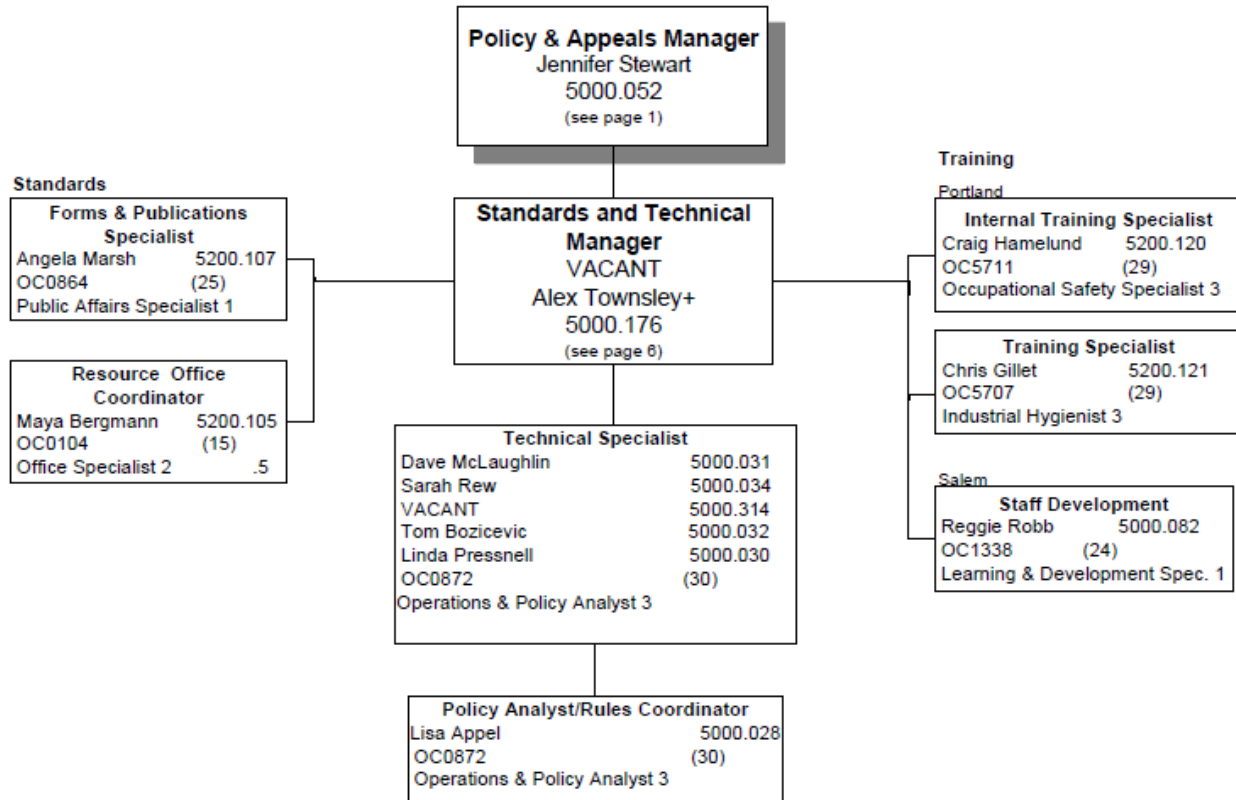Enforcement
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SAFEMGR

Oregon OSHA Division

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                        ┌─────────────────────────┐
                        │   Deputy Administrator  │
                        │         VACANT          │
                        │     Stephen Lund +      │
                        │        5000.675         │
                        │      (see page 1)       │
                        └─────────────────────────┘
                                     │
┌──────────────────────────┐   ┌─────────────────────────────┐
│  Sr. Enforcement Analyst │   │ Statewide Health Enforcement│
│  Tracy Brown             │───│          Manager            │
│  5000.629  OC0872  (30)  │   │    Penny Wolf-McCormick      │
│  Ops. & Policy Analyst 3 │   │          5000.016           │
└──────────────────────────┘   │        (see page 1)         │
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Bend

Enforcement Manager
Eric Yates   5000.345
X7485   (31)
Occupational Health and Safety Manager 1

Eugene

Enforcement Manager
Aileen Harmon   5200.083
X7485   (31)
Occupational Health and Safety Manager 1

Portland

Laboratory Manager
Wayne Boyle   5000.491
X7765   (31)
Science, Chemistry, and Laboratory Manager 1

Portland

Health Enforcement Manager
Brandi Davis   5000.543
X7485   (31)
Occupational Health and Safety Manager 1
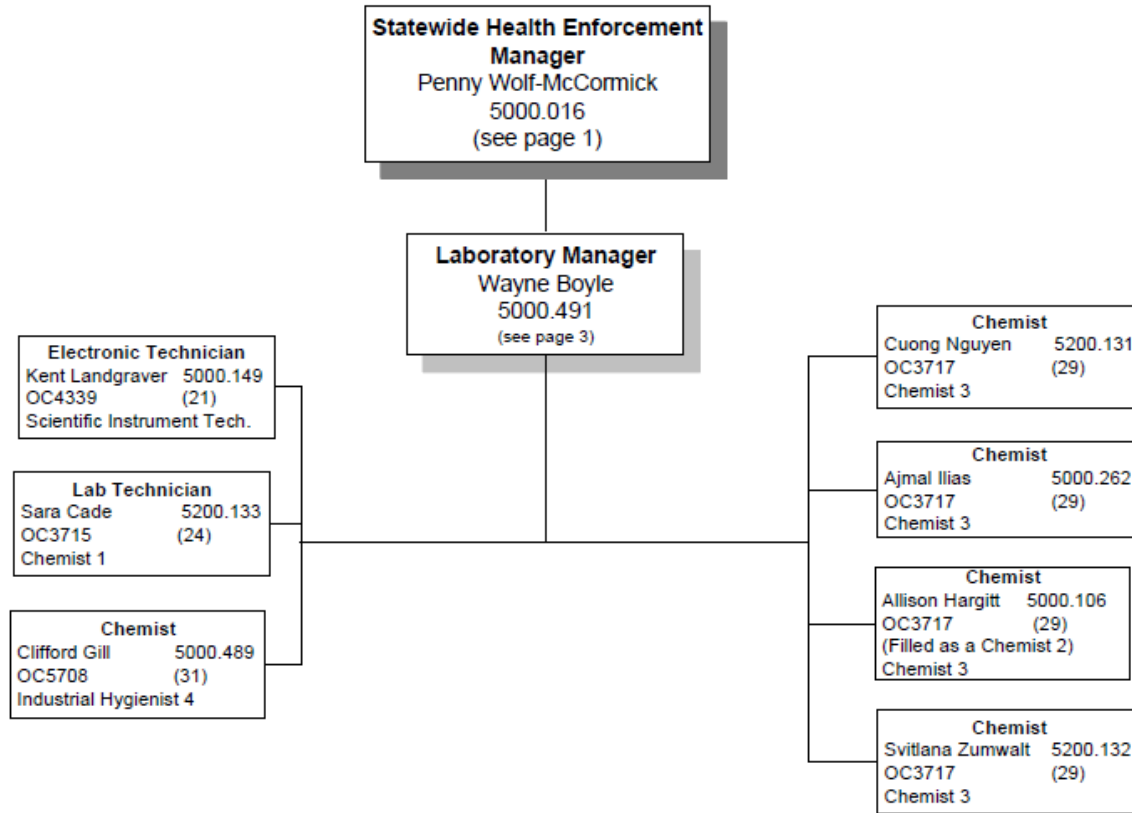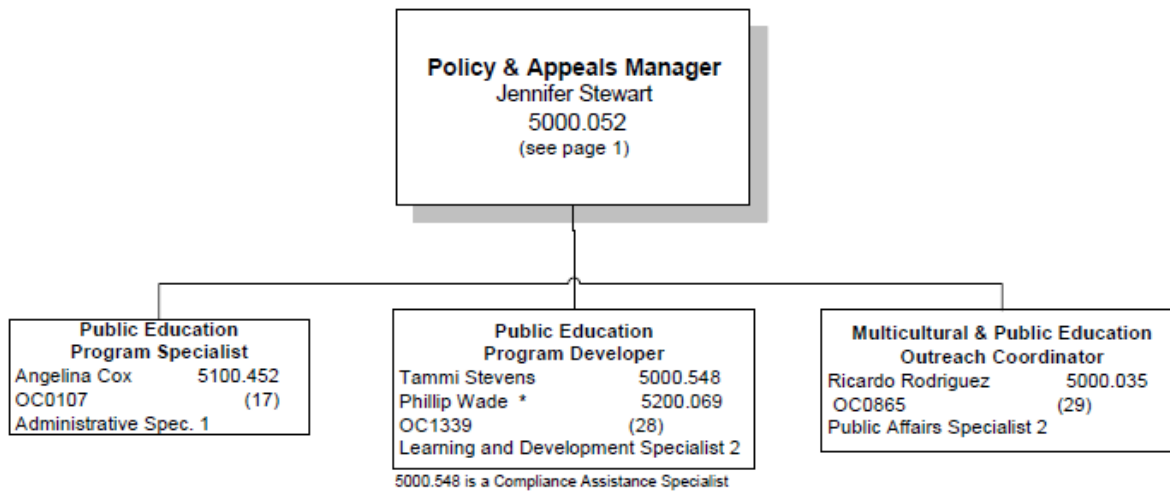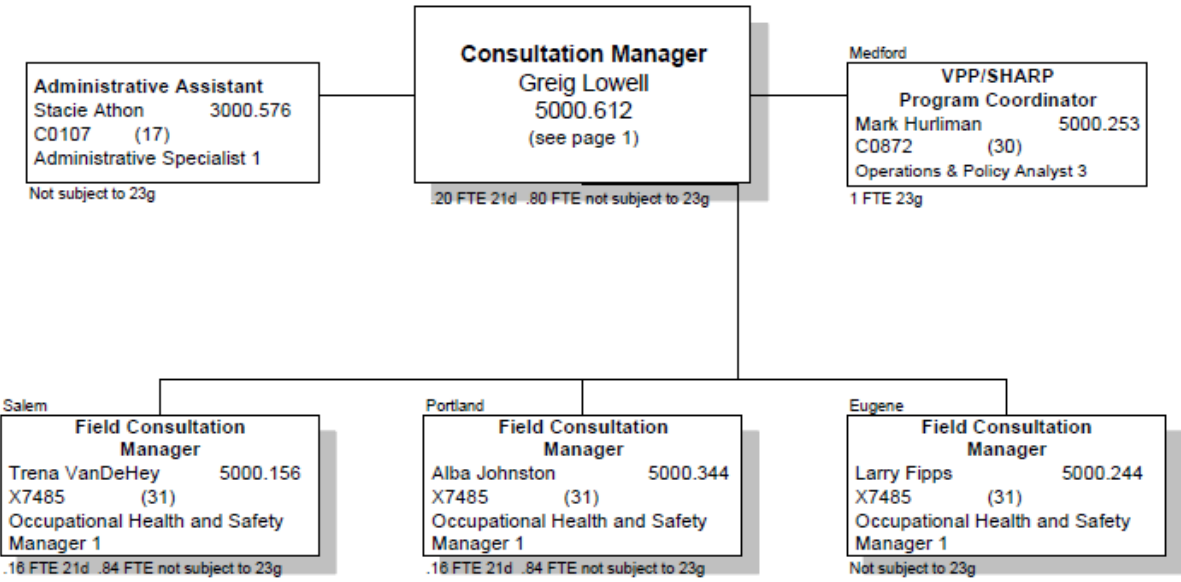
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LD=Limited Duration
.5=Budgeted half-time

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Oregon Occupational Safety & Health Division
Enforcement
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HEALTHMG

Oregon OSHA Division

Deputy Administrator
VACANT
Stephen Lund +
5000.675
(see page 1)

Administrative Services Manager
(Stephen Lund)
Sharell Lien+
5000.183
(see page 1)

Asst. Business Manager
Nicole Zauner   5000.094
X0833   (26)
Supervising Executive Asst.

BUSINESS SUPPORT GROUP

Facility/Project Coordinator
Diana Ratzlaff   5000.565
OC0855   (30)
Project Manager 2

Purchasing Coordinator
Tricia McDonald   5200.129
C0435   (19)
Procurement & Contract Assistant

Fiscal Coordinator
Karen Salinas   5000.006
OC1244   (27)
Fiscal Analyst 2

COMPUTER/DATA SUPPORT GROUP

Sr. User Support Analyst
Solomon Young   5200.135
OC1484   (25I)
Info. Systems Spec. 4

User Support Analyst
Tamas Varga   5000.458
OC1483   (24I)
Info. Systems Spec. 3

CONFERENCES SECTION

Conference Coordinator
(Sharell Lien)   5000.710
OC0865   (29)
Public Affairs Specialist 2

Conference Specialist
Jill McConnell   5000.426
OC0864   (25)
Public Affairs Specialist 1

Conference Asst.
Diane Kronemann   5200.090
OC0119   (20)
Exec. Support Spec. 2

Office Operations Assistant/ Receptionist
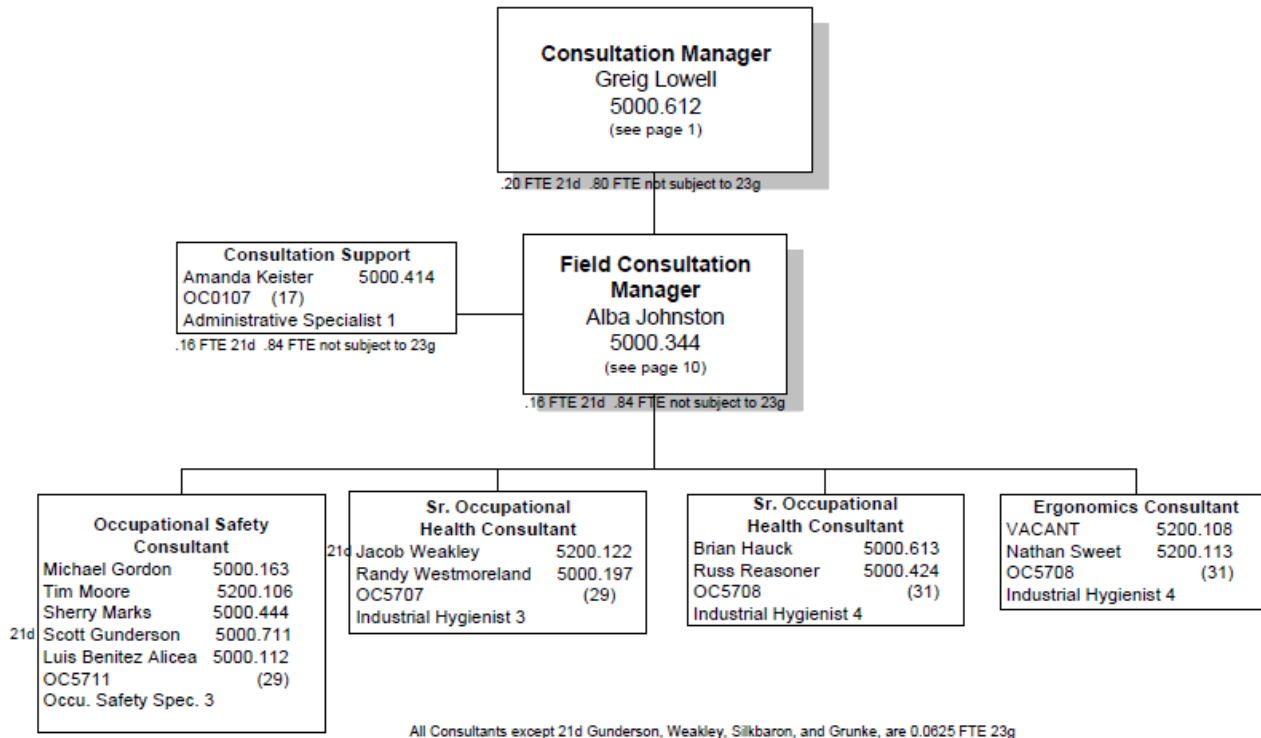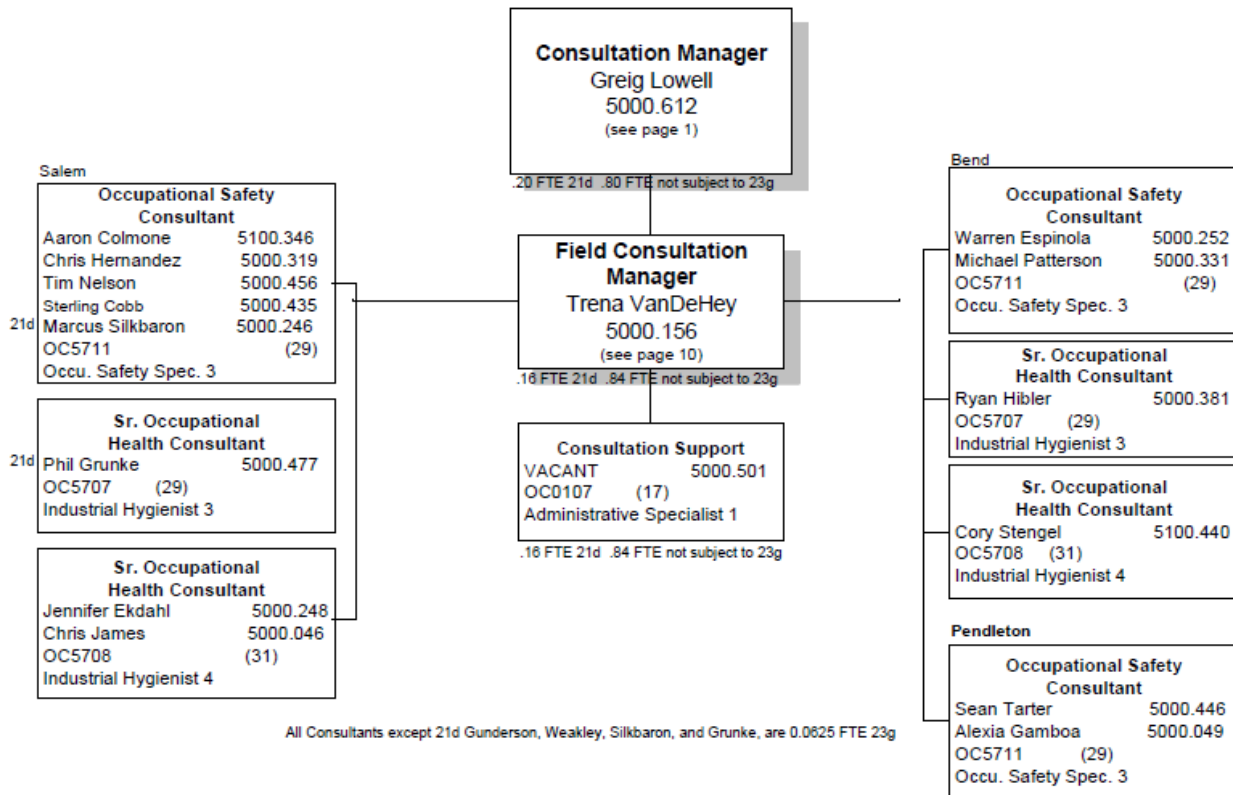Agafia Anufriev   5000.533
OC0104   (15)
Office Specialist 2

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DIVTECH

Oregon OSHA Division

Administrative Services Manager
Sharell Lien +
(Stephen Lund)
5000.183
(see page 1)

Assistant Business Manager
Nicole Zauner
5000.094
(see page 4)

Admin Support Specialist
Joel Robinson   5000.323
OC0104   (15)
Office Specialist 2

Administrative Specialist
Sandy Perez   5000.146
OC0107   (17)
Administrative Spec. 1

Word Processing Technician
Deb Stokes   5000.089
OC0532   (16)
Word Processing Tech 3

Records Management and Citation Processing Specialist
Maegan Bravo   5200.138
Patrick Minden   5000.341
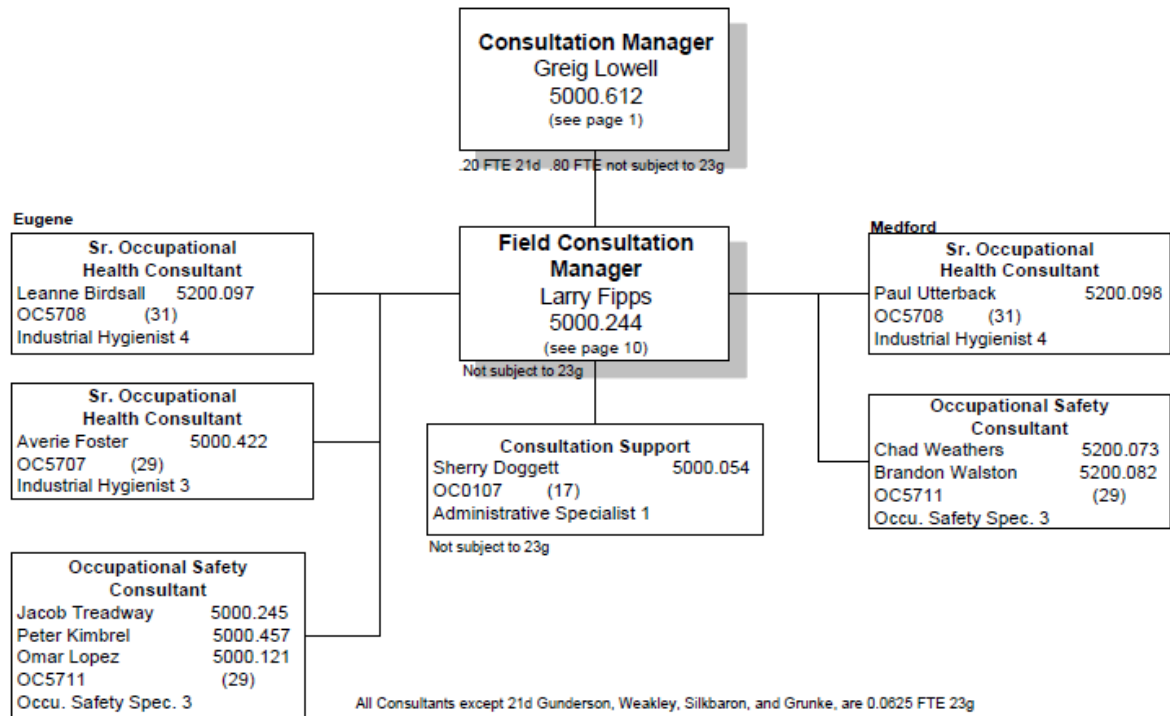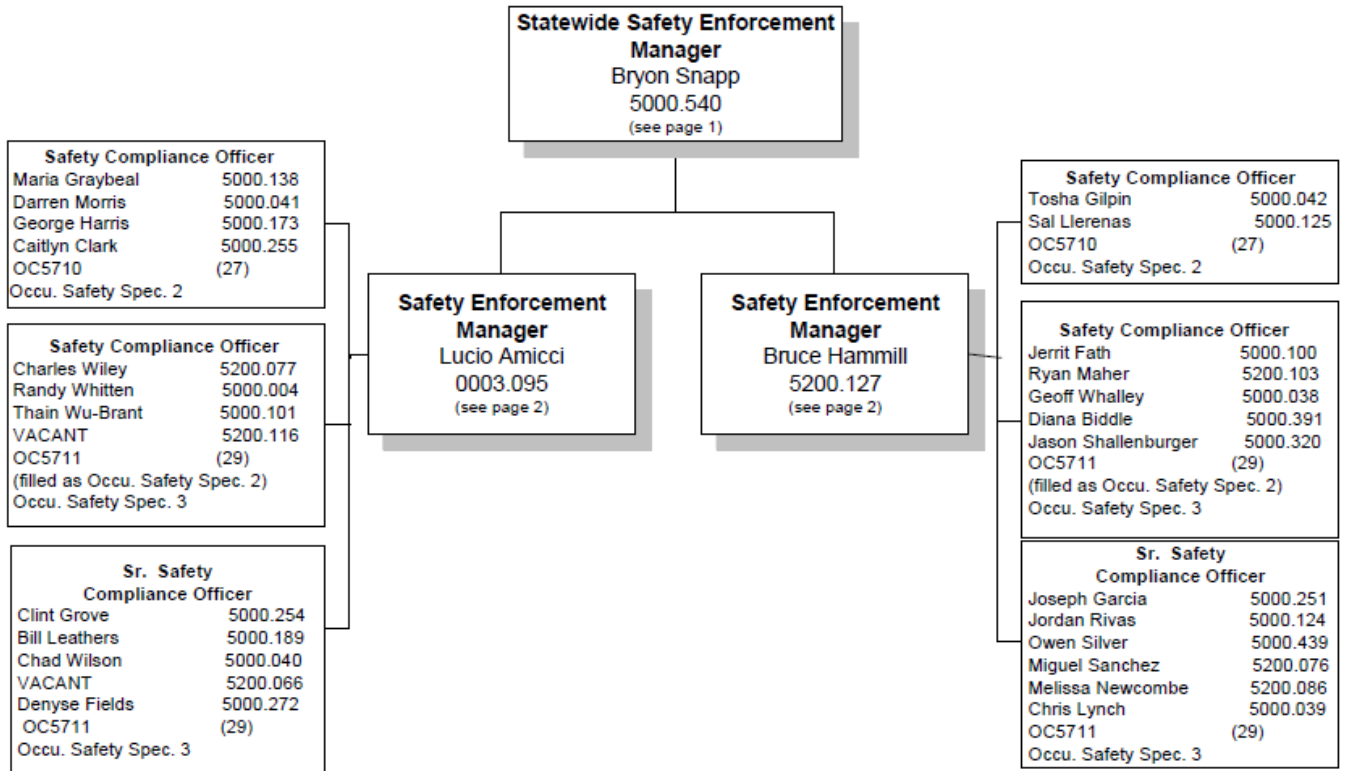Anthony Dey   5000.421
OC0104   (15)
Office Specialist 2

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OPS

Oregon OSHA Division

Deputy Administrator
VACANT
Stephen Lund +
5000.675
(see page 1)

Portland
Administrative Specialist
Kate Ryan   5000.154
OC0107   (17)
Administrative Spec. 1

Policy & Appeals Manager
Jennifer Stewart
5000.052
(see page 1)

Standards and Technical Manager
VACANT   5000.176
Alex Townsley +
X7485   (31X)
Occupational Health and Safety
Manager 1

Appeals
Appeals Coordinator
Lauren Sundvall Hansen   5000.450
OC0108   (20)
Administrative Spec. 2

Policy Analyst
Theodore Bunch   5000.578
X0873   (32)
Operations & Policy Analyst 4

Website Coordinator
Tawnya Swanson   5000.011
OC2512   (24)
Elec. Pub. Design Spec. 3

Bend
**Program Development
Specialist**
Ellis Brasch   5000.461
OC0865   (29)
Public Affairs Specialist 2

Appeals Specialist
Jeff Wilson   5000.029
OC0872   (30)
Operations & Policy Analyst 3

Quality and Project Specialist
Jeff Luyet   5000.048
OC5711   (29)
Occu. Safety Spec. 3

**Appeals Specialist/
Technical Specialist**
Sky Wescott   5000.033
OC0872   (30)
Operations & Policy Analyst 3
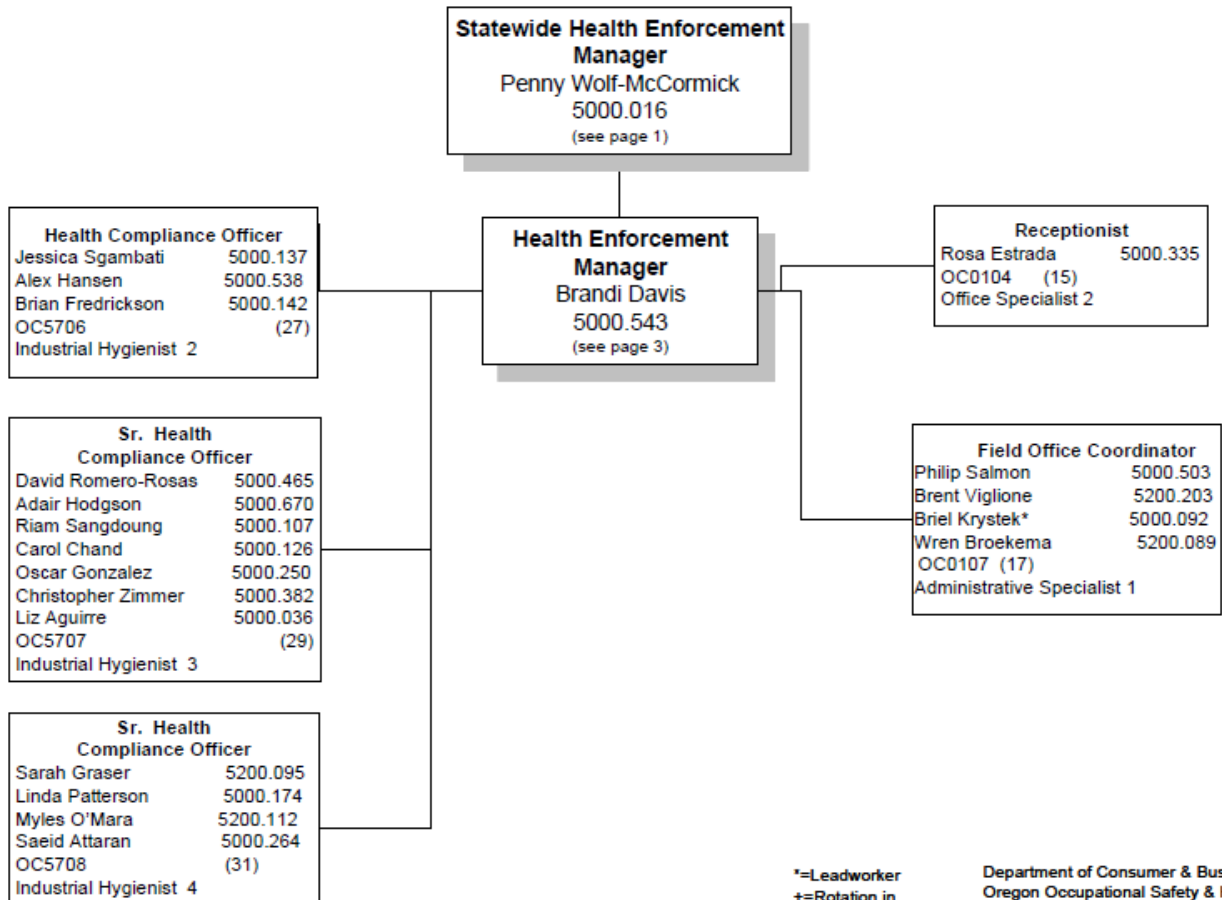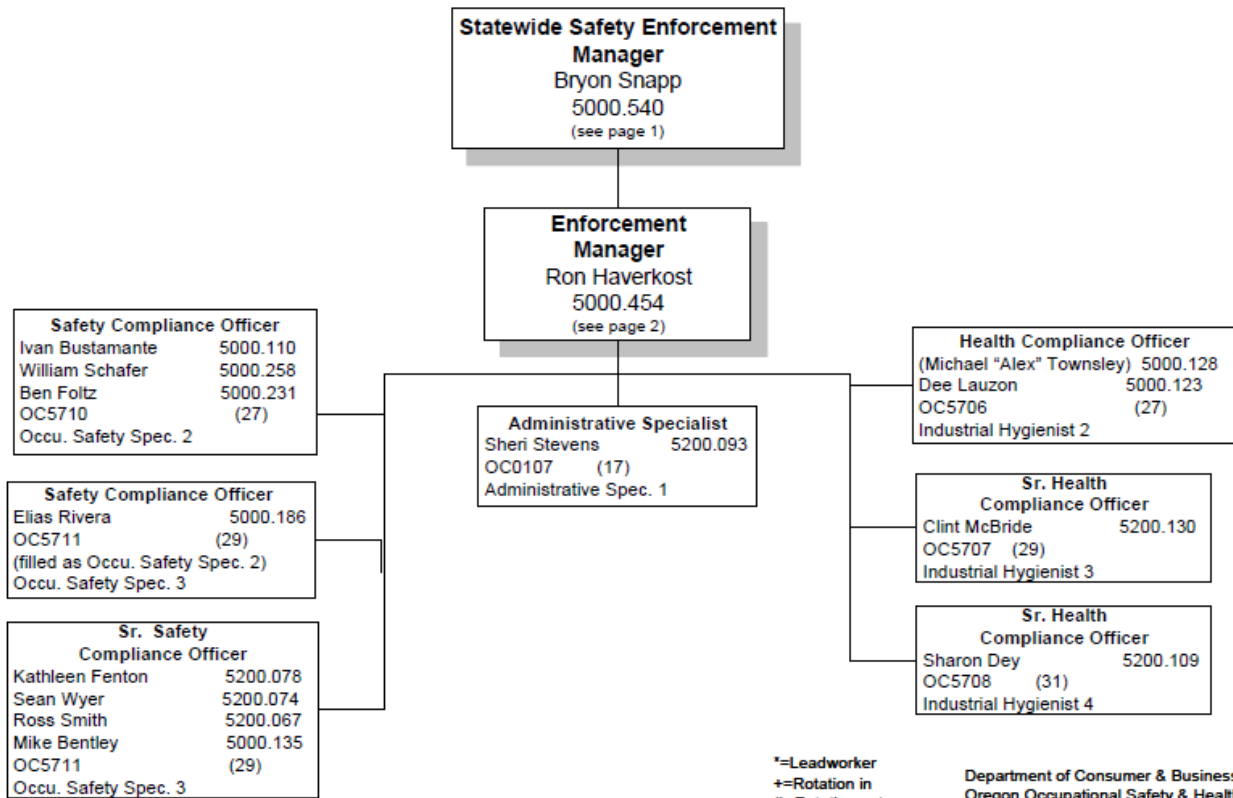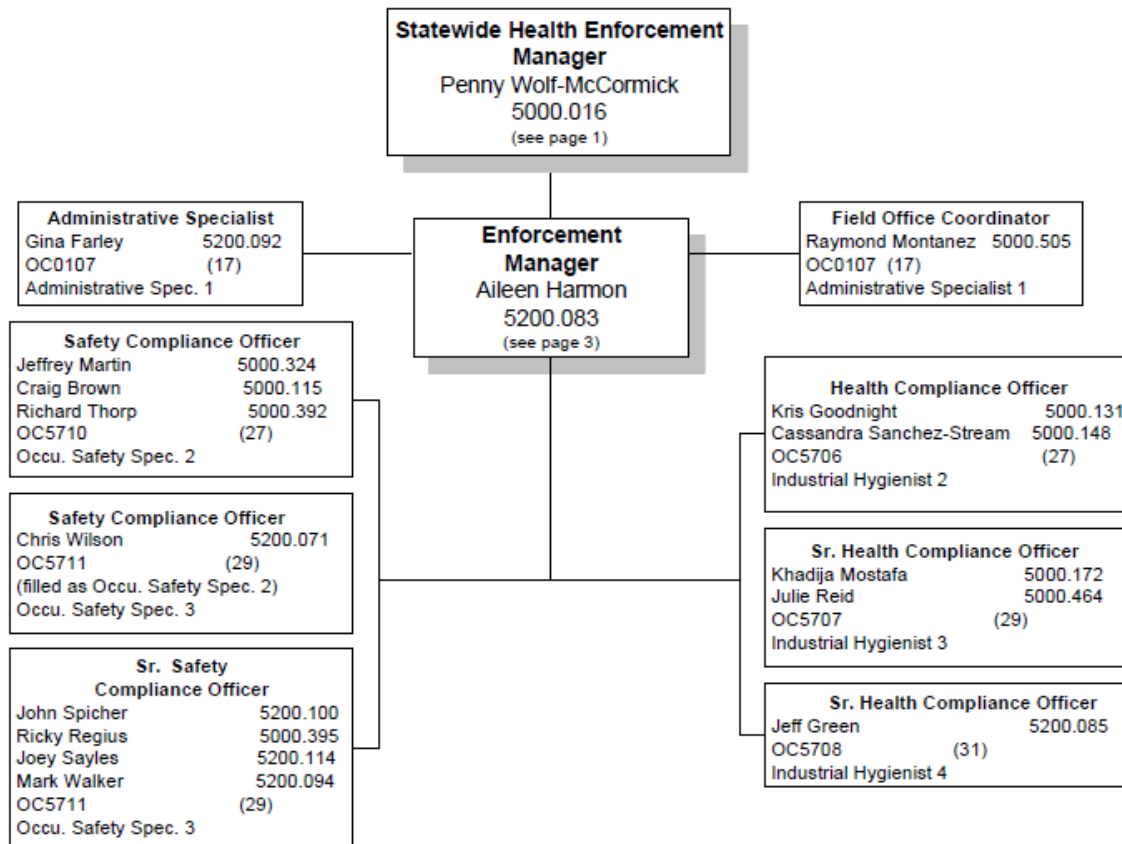
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POLICYMG

Oregon OSHA Division

Policy & Appeals Manager
Jennifer Stewart
5000.052
(see page 1)

Standards and Technical Manager
VACANT
Alex Townsley+
5000.176
(see page 6)

Standards

Forms & Publications Specialist
Angela Marsh   5200.107
OC0864   (25)
Public Affairs Specialist 1

Resource Office Coordinator
Maya Bergmann   5200.105
OC0104   (15)
Office Specialist 2   .5

Technical Specialist
Dave McLaughlin   5000.031
Sarah Rew   5000.034
VACANT   5000.314
Tom Bozicevic   5000.032
Linda Pressnell   5000.030
OC0872   (30)
Operations & Policy Analyst 3

Policy Analyst/Rules Coordinator
Lisa Appel   5000.028
OC0872   (30)
Operations & Policy Analyst 3

Training

Portland

Internal Training Specialist
Craig Hamelund   5200.120
OC5711   (29)
Occupational Safety Specialist 3

Training Specialist
Chris Gillet   5200.121
OC5707   (29)
Industrial Hygienist 3

Salem

Staff Development
Reggie Robb   5000.082
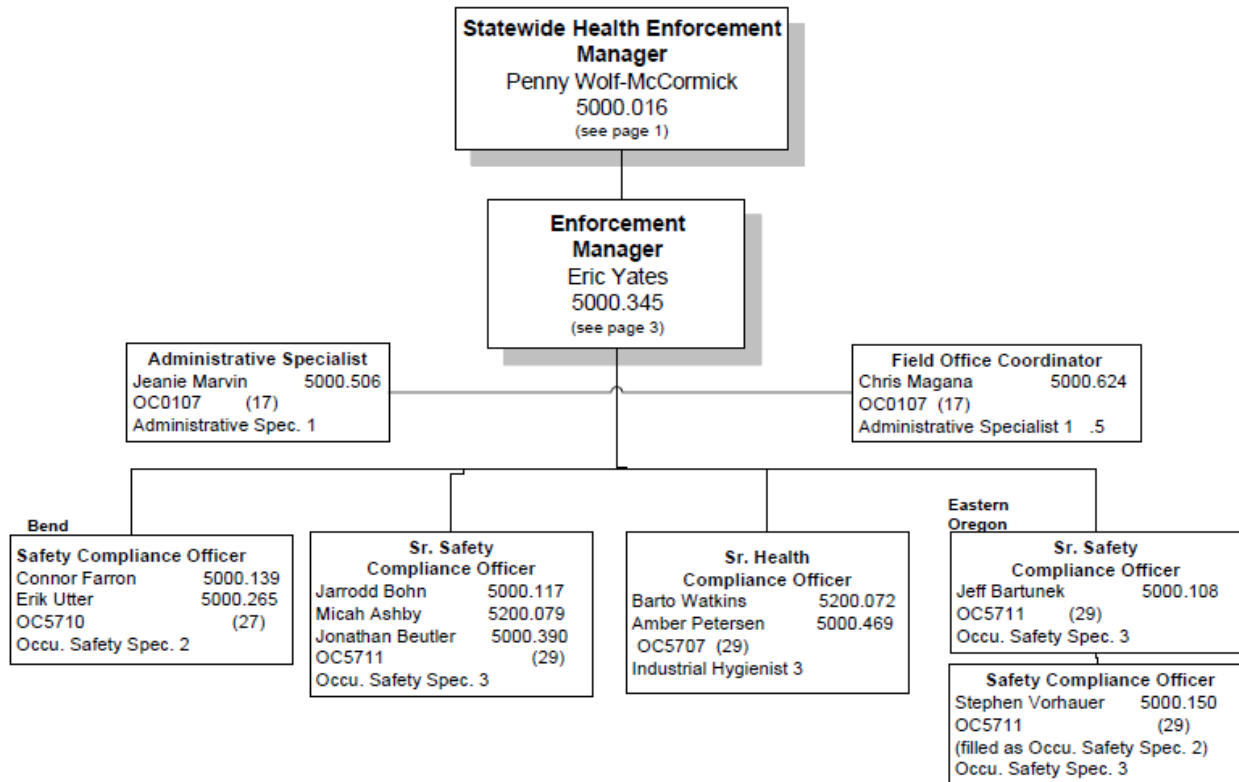OC1338   (24)
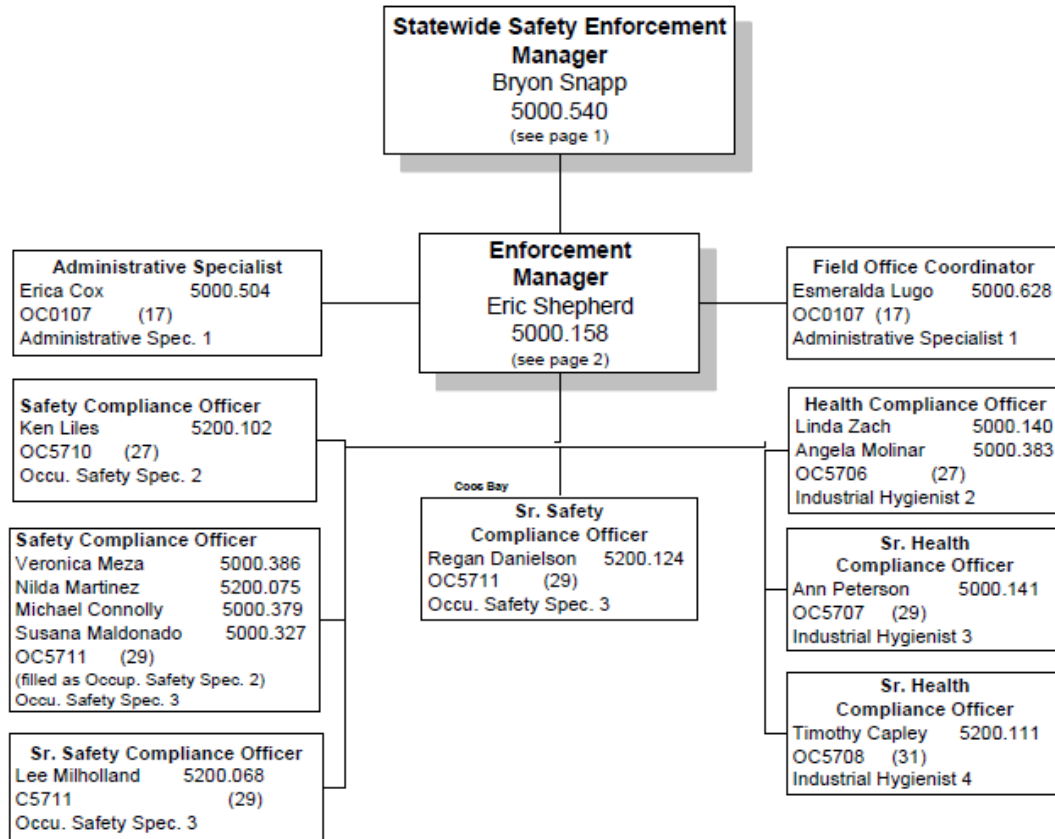Learning & Development Spec. 1

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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TECH

Oregon OSHA Division

Statewide Health Enforcement Manager
Penny Wolf-McCormick
5000.016
(see page 1)

Laboratory Manager
Wayne Boyle
5000.491
(see page 3)

Electronic Technician
Kent Landgraver   5000.149
OC4339   (21)
Scientific Instrument Tech.

Lab Technician
Sara Cade   5200.133
OC3715   (24)
Chemist 1

Chemist
Clifford Gill   5000.489
OC5708   (31)
Industrial Hygienist 4

Chemist
Cuong Nguyen   5200.131
OC3717   (29)
Chemist 3

Chemist
Ajmal Ilias   5000.262
OC3717   (29)
Chemist 3

Chemist
Allison Hargitt   5000.106
OC3717   (29)
(Filled as a Chemist 2)
Chemist 3

Chemist
Svitlana Zumwalt 5200.132
OC3717   (29)
Chemist 3

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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LAB

Oregon OSHA Division

Policy & Appeals Manager
Jennifer Stewart
5000.052
(see page 1)

Public Education Program Specialist	**Public Education Program Developer**	**Multicultural & Public Education Outreach Coordinator**
Angelina Cox 5100.452	Tammi Stevens 5000.548	Ricardo Rodriguez 5000.035
OC0107 (17)	Phillip Wade * 5200.069	OC0865 (29)
Administrative Spec. 1	OC1339 (28)	Public Affairs Specialist 2
	Learning and Development Specialist 2	

5000.548 is a Compliance Assistance Specialist

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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PUBLICED

Oregon OSHA Division

Consultation Manager
Greig Lowell
5000.612
(see page 1)

.20 FTE 21d .80 FTE not subject to 23g

Administrative Assistant
Stacie Athon   3000.576
C0107   (17)
Administrative Specialist 1

Not subject to 23g

Medford
VPP/SHARP
Program Coordinator
Mark Hurliman   5000.253
C0872   (30)
Operations & Policy Analyst 3

1 FTE 23g

Salem
Field Consultation
Manager
Trena VanDeHey   5000.156
X7485   (31)
Occupational Health and Safety
Manager 1

.16 FTE 21d .84 FTE not subject to 23g

Portland
Field Consultation
Manager
Alba Johnston   5000.344
X7485   (31)
Occupational Health and Safety
Manager 1

.16 FTE 21d .84 FTE not subject to 23g

Eugene
Field Consultation
Manager
Larry Fipps   5000.244
X7485   (31)
Occupational Health and Safety
Manager 1

Not subject to 23g

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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CONSULT

Oregon OSHA Division

Consultation Manager
Greig Lowell
5000.612
(see page 1)

.20 FTE 21d .80 FTE not subject to 23g

Consultation Support
Amanda Keister   5000.414
OC0107   (17)
Administrative Specialist 1

.16 FTE 21d .84 FTE not subject to 23g

Field Consultation Manager
Alba Johnston
5000.344
(see page 10)

.16 FTE 21d .84 FTE not subject to 23g

Occupational Safety Consultant
Michael Gordon   5000.163
Tim Moore   5200.106
Sherry Marks   5000.444
21d Scott Gunderson   5000.711
Luis Benitez Alicea   5000.112
OC5711   (29)
Occu. Safety Spec. 3

Sr. Occupational Health Consultant
21d Jacob Weakley   5200.122
Randy Westmoreland   5200.197
OC5707   (29)
Industrial Hygienist 3

Sr. Occupational Health Consultant
Brian Hauck   5000.613
Russ Reasoner   5000.424
OC5708   (31)
Industrial Hygienist 4

Ergonomics Consultant
VACANT   5200.108
Nathan Sweet   5200.113
OC5708   (31)
Industrial Hygienist 4

All Consultants except 21d Gunderson, Weakley, Silkbaron, and Grunke, are 0.0625 FTE 23g

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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CNSLTPFO

Oregon OSHA Division

Consultation Manager
Greig Lowell
5000.612
(see page 1)

.20 FTE 21d .80 FTE not subject to 23g

Field Consultation Manager
Trena VanDeHey
5000.156
(see page 10)

.16 FTE 21d .84 FTE not subject to 23g

Consultation Support
VACANT   5000.501
OC0107   (17)
Administrative Specialist 1

.16 FTE 21d .84 FTE not subject to 23g

Salem

Occupational Safety Consultant
Aaron Colmone	5100.346
Chris Hernandez	5000.319
Tim Nelson	5000.456
Sterling Cobb	5000.435
21d Marcus Silkbaron	5000.246

OC5711   (29)
Occu. Safety Spec. 3

Sr. Occupational Health Consultant
21d Phil Grunke   5000.477
OC5707   (29)
Industrial Hygienist 3

Sr. Occupational Health Consultant
Jennifer Ekdahl	5000.248
Chris James	5000.046

OC5708   (31)
Industrial Hygienist 4

Bend

Occupational Safety Consultant
Warren Espinola	5000.252
Michael Patterson	5000.331

OC5711   (29)
Occu. Safety Spec. 3

Sr. Occupational Health Consultant
Ryan Hibler   5000.381
OC5707   (29)
Industrial Hygienist 3

Sr. Occupational Health Consultant
Cory Stengel   5100.440
OC5708   (31)
Industrial Hygienist 4

Pendleton

Occupational Safety Consultant
Sean Tarter	5000.446
Alexia Gamboa	5000.049

OC5711   (29)
Occu. Safety Spec. 3

All Consultants except 21d Gunderson, Weakley, Silkbaron, and Grunke, are 0.0625 FTE 23g

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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CNSLTBPS

Oregon OSHA Division

Consultation Manager
Greig Lowell
5000.612
(see page 1)

.20 FTE 21d .80 FTE not subject to 23g

Eugene

Sr. Occupational Health Consultant
Leanne Birdsall   5200.097
OC5708   (31)
Industrial Hygienist 4

Sr. Occupational Health Consultant
Averie Foster   5000.422
OC5707   (29)
Industrial Hygienist 3

Occupational Safety Consultant
Jacob Treadway   5000.245
Peter Kimbrel   5000.457
Omar Lopez   5000.121
OC5711   (29)
Occu. Safety Spec. 3

Field Consultation Manager
Larry Fipps
5000.244
(see page 10)

Not subject to 23g

Consultation Support
Sherry Doggett   5000.054
OC0107   (17)
Administrative Specialist 1

Not subject to 23g

Medford

Sr. Occupational Health Consultant
Paul Utterback   5200.098
OC5708   (31)
Industrial Hygienist 4

Occupational Safety Consultant
Chad Weathers   5200.073
Brandon Walston   5200.082
OC5711   (29)
Occu. Safety Spec. 3

All Consultants except 21d Gunderson, Weakley, Silkbaron, and Grunke, are 0.0625 FTE 23g

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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CNSLTEM

Oregon OSHA Division

Statewide Safety Enforcement Manager
Bryon Snapp
5000.540
(see page 1)

Safety Enforcement Manager
Lucio Amicci
0003.095
(see page 2)

Safety Enforcement Manager
Bruce Hammill
5200.127
(see page 2)

Safety Compliance Officer	
Maria Graybeal	5000.138
Darren Morris	5000.041
George Harris	5000.173
Caitlyn Clark	5000.255
OC5710	(27)
Occu. Safety Spec. 2	

Safety Compliance Officer	
Charles Wiley	5200.077
Randy Whitten	5000.004
Thain Wu-Brant	5000.101
VACANT	5200.116
OC5711	(29)
(filled as Occu. Safety Spec. 2)	
Occu. Safety Spec. 3	

Sr. Safety Compliance Officer	
Clint Grove	5000.254
Bill Leathers	5000.189
Chad Wilson	5000.040
VACANT	5200.066
Denyse Fields	5000.272
OC5711	(29)
Occu. Safety Spec. 3	

Safety Compliance Officer	
Tosha Gilpin	5000.042
Sal Llerenas	5000.125
OC5710	(27)
Occu. Safety Spec. 2	

Safety Compliance Officer	
Jerrit Fath	5000.100
Ryan Maher	5200.103
Geoff Whalley	5000.038
Diana Biddle	5000.391
Jason Shallenburger	5000.320
OC5711	(29)
(filled as Occu. Safety Spec. 2)	
Occu. Safety Spec. 3	

Sr. Safety Compliance Officer	
Joseph Garcia	5000.251
Jordan Rivas	5000.124
Owen Silver	5000.439
Miguel Sanchez	5200.076
Melissa Newcombe	5200.086
Chris Lynch	5000.039
OC5711	(29)
Occu. Safety Spec. 3	

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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SAFEPFO1	SAFEPFO2

Oregon OSHA Division

Statewide Health Enforcement Manager
Penny Wolf-McCormick
5000.016
(see page 1)

Health Enforcement Manager
Brandi Davis
5000.543
(see page 3)

Health Compliance Officer
Jessica Sgambati	5000.137
Alex Hansen	5000.538
Brian Fredrickson	5000.142
OC5706	(27)
Industrial Hygienist 2	

Sr. Health Compliance Officer
David Romero-Rosas	5000.465
Adair Hodgson	5000.670
Riam Sangdoung	5000.107
Carol Chand	5000.126
Oscar Gonzalez	5000.250
Christopher Zimmer	5000.382
Liz Aguirre	5000.036
OC5707	(29)
Industrial Hygienist 3	

Sr. Health Compliance Officer
Sarah Graser	5200.095
Linda Patterson	5000.174
Myles O'Mara	5200.112
Saeid Attaran	5000.264
OC5708	(31)
Industrial Hygienist 4	

Receptionist
Rosa Estrada	5000.335
OC0104	(15)
Office Specialist 2	

Field Office Coordinator
Philip Salmon	5000.503
Brent Viglione	5200.203
Briel Krystek*	5000.092
Wren Broekema	5200.089
OC0107 (17)	
Administrative Specialist 1	

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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HEALTHPF

Oregon OSHA Division

Statewide Safety Enforcement Manager
Bryon Snapp
5000.540
(see page 1)

Enforcement Manager
Ron Haverkost
5000.454
(see page 2)

Safety Compliance Officer
Ivan Bustamante	5000.110
William Schafer	5000.258
Ben Foltz	5000.231
OC5710	(27)

Occu. Safety Spec. 2

Safety Compliance Officer
Elias Rivera	5000.186
OC5711	(29)

(filled as Occu. Safety Spec. 2)
Occu. Safety Spec. 3

Sr. Safety Compliance Officer
Kathleen Fenton	5200.078
Sean Wyer	5200.074
Ross Smith	5200.067
Mike Bentley	5000.135
OC5711	(29)

Occu. Safety Spec. 3

Administrative Specialist
Sheri Stevens	5200.093
OC0107	(17)

Administrative Spec. 1

Health Compliance Officer
(Michael "Alex" Townsley)	5000.128
Dee Lauzon	5000.123
OC5706	(27)

Industrial Hygienist 2

Sr. Health Compliance Officer
Clint McBride	5200.130
OC5707	(29)

Industrial Hygienist 3

Sr. Health Compliance Officer
Sharon Dey	5200.109
OC5708	(31)

Industrial Hygienist 4

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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SAFESFO

Oregon OSHA Division

Statewide Health Enforcement Manager
Penny Wolf-McCormick
5000.016
(see page 1)

Administrative Specialist
Gina Farley   5200.092
OC0107   (17)
Administrative Spec. 1

Enforcement Manager
Aileen Harmon
5200.083
(see page 3)

Field Office Coordinator
Raymond Montanez   5000.505
OC0107 (17)
Administrative Specialist 1

Safety Compliance Officer
Jeffrey Martin   5000.324
Craig Brown   5000.115
Richard Thorp   5000.392
OC5710   (27)
Occu. Safety Spec. 2

Health Compliance Officer
Kris Goodnight   5000.131
Cassandra Sanchez-Stream   5000.148
OC5706   (27)
Industrial Hygienist 2

Safety Compliance Officer
Chris Wilson   5200.071
OC5711   (29)
(filled as Occu. Safety Spec. 2)
Occu. Safety Spec. 3

Sr. Health Compliance Officer
Khadija Mostafa   5000.172
Julie Reid   5000.464
OC5707   (29)
Industrial Hygienist 3

Sr. Safety Compliance Officer
John Spicher   5200.100
Ricky Regius   5000.395
Joey Sayles   5200.114
Mark Walker   5200.094
OC5711   (29)
Occu. Safety Spec. 3

Sr. Health Compliance Officer
Jeff Green   5200.085
OC5708   (31)
Industrial Hygienist 4

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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SAFEEFO

Oregon OSHA Division

Statewide Health Enforcement Manager
Penny Wolf-McCormick
5000.016
(see page 1)

Enforcement Manager
Eric Yates
5000.345
(see page 3)

Administrative Specialist
Jeanie Marvin   5000.506
OC0107   (17)
Administrative Spec. 1

Field Office Coordinator
Chris Magana   5000.624
OC0107 (17)
Administrative Specialist 1   .5

Bend

Safety Compliance Officer
Connor Farron   5000.139
Erik Utter   5000.265
OC5710   (27)
Occu. Safety Spec. 2

Sr. Safety Compliance Officer
Jarrodd Bohn   5000.117
Micah Ashby   5200.079
Jonathan Beutler   5000.390
OC5711   (29)
Occu. Safety Spec. 3

Sr. Health Compliance Officer
Barto Watkins   5200.072
Amber Petersen   5000.469
OC5707 (29)
Industrial Hygienist 3

Eastern Oregon

Sr. Safety Compliance Officer
Jeff Bartunek   5000.108
OC5711   (29)
Occu. Safety Spec. 3

Safety Compliance Officer
Stephen Vorhauer   5000.150
OC5711   (29)
(filled as Occu. Safety Spec. 2)
Occu. Safety Spec. 3

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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SAFEBFO

Oregon OSHA Division

Statewide Safety Enforcement Manager
Bryon Snapp
5000.540
(see page 1)

Enforcement Manager
Eric Shepherd
5000.158
(see page 2)

Administrative Specialist
Erica Cox   5000.504
OC0107   (17)
Administrative Spec. 1

Field Office Coordinator
Esmeralda Lugo   5000.628
OC0107 (17)
Administrative Specialist 1

Safety Compliance Officer
Ken Liles   5200.102
OC5710   (27)
Occu. Safety Spec. 2

Health Compliance Officer
Linda Zach   5000.140
Angela Molinar   5000.383
OC5706   (27)
Industrial Hygienist 2

Coos Bay
Sr. Safety Compliance Officer
Regan Danielson   5200.124
OC5711   (29)
Occu. Safety Spec. 3

Safety Compliance Officer
Veronica Meza   5000.386
Nilda Martinez   5200.075
Michael Connolly   5000.379
Susana Maldonado   5000.327
OC5711   (29)
(filled as Occup. Safety Spec. 2)
Occu. Safety Spec. 3

Sr. Health Compliance Officer
Ann Peterson   5000.141
OC5707   (29)
Industrial Hygienist 3

Sr. Safety Compliance Officer
Lee Milholland   5200.068
C5711   (29)
Occu. Safety Spec. 3

Sr. Health Compliance Officer
Timothy Capley   5200.111
OC5708   (31)
Industrial Hygienist 4

*=Leadworker
+=Rotation in
()=Rotation out
#=Double fill
LD=Limited Duration
.5=Budgeted half-time

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SAFEMFO

Appendix E
23(g) Personnel Funding Breakout Chart

23(g) Grant Positions	Allocated FTE Funded 50/50	Allocated FTE 100% State Funded	Total	50/50 Funded FTE On Board as of 7/1/25	100% State Funded FTE On Board as of 7/1/25
Managers/Supervisors (Admin)	6.00	0.00	6.00	5.00	0.00
First Line Supervisors	10.00	0.00	10.00	9.00	0.00
Safety Compliance Officers	47.00	9.00	56.00	45.00	9.00
Health Compliance Officers	26.00	3.00	29.00	26.00	3.00
Whistleblower Investigator	0.00	0.00	0.00	0.00	0.00
Private Sector Safety Consultants (KY, WA)	0.00	0.00	0.00	0.00	0.00
Private Sector Health Consultants (KY, WA)	0.00	0.00	0.00	0.00	0.00
State/Local Gov. Safety Consultants [1]	0.00	1.06	1.06	0.00	1.06
State/Local Gov. Health Consultants [1]	0.00	0.75	0.75	0.00	0.69
Compliance Assistance Specialist	1.00	0.00	1.00	1.00	0.00
Trainers	5.00	0.00	5.00	5.00	0.00
Clerical/Admin/Data System	30.00	0.00	30.00	30.00	0.00
Other (all positions not elsewhere counted)	25.00	1.00	26.00	24.00	1.00
Total 23(g) FTE	**150.00**	**14.81**	**164.81**	**145.00**	**14.75**

Notes:
• FTEs should be expressed in percentage of time allocated to 23(g) grant/agreement.
• Managers/Supervisors are now separated from First Line Supervisors. Managers/Supervisors are Administration where First Line Supervisors are Program on the Cost Breakout Chart.
• For compliance officers, include all allocated or onboard positions or portions thereof, as appropriate, devoted to field enforcement activities (on-site, case documentation, informal conferences, and other CSHO-related activities).
• All information on this chart must correspond to the Organizational Chart and Object Class/Supportive Cost Breakout chart, and must not include personnel outside the 23(g) program.
• An appropriate number of whistleblower investigators should be included here.
• Deviations from this chart must be approved in advance by the Regional Administrator.

[1] Oregon OSHA has 17 Safety and 12 Health Consultants (100% state funded) who conduct both Private Sector (not subject to 23g) and State/Local Government (subject to 23g) consultations. The FTE allocation for State/Local Government is based on the projected FY 2026 consultation visits (93.75% Private Sector 27.19 FTE not subject to 23g, 6.25% State/Local Government 1.81 FTE subject to 23g).

STATEMENT OF COMPLIANCE WITH APPROPRIATIONS RIDERS

Oregon will comply with all current Congressional appropriation riders. However, firms prescribed by the Byron Amendment and small farms may be scheduled for inspection using state funds if the individual place of employment warrants inspection under the state's scheduling system.

The note preceding ORS 654, which limited state funding for small farm inspections, expired July 1, 1991. No legislation continued this limitation after that date. This allows the state to include small farms in the scheduling system as long as they are inspected by 100% state-funded compliance officers. Legislation passed in 1995 (HB 2541 and HB 3019) restricted small farm inspections. Administrative rules on inspection scheduling now provide for an inspection exemption, instead of an appropriation rider. All time credited to federally exempt inspections is charged 100% to state funds. The state will continue analysis of inspection data quarterly to track the Byron and small farm inspections.

The state will comply with all mandated activities under its State Plan Agreement, and will take no action during the term of this funding request that would impair the state in maintaining the core elements (mandated activities) listed in the OSH Act and as defined in 29 CFR 1902.

MANDATED ACTIVITIES

Oregon will pursue the goals outlined in this plan while assuring the following:

- Unannounced inspections, including prohibition against advance notice are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.

- Employee access to hazard and exposure information, as well as other health and safety information are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.

- Protection of employer's trade secrets.

- Employer record keeping, reporting, and posting requirements are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.

- Legal procedures for compulsory process and right of entry are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.

- Right of an employee representative to participate in the walk-around are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.

- Timely response to complaints and right of an employee to review an Oregon OSHA decision not to conduct an inspection following a complaint.

- First instance sanctions are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.

- Abatement of potentially harmful or fatal conditions are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.

- Prompt and effective standards setting and allocation of sufficient resources are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.

- Counteraction of imminent dangers are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.

- Protection against, and investigation of, discrimination are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.

- Public employee coverage.

- Maintenance of voluntary compliance programs are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.

Appendix D

23(g) State Plans Projected Program Activities

23(g) Compliance and On-site Consultation

23(g) Compliance & On-site Consultation	Actual FY 2024		Estimated FY 2025		Projected FY 2026	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections - Non-Construction	1455	708	1698	739	1459	681
Private Sector Inspections - Construction	889	76	1037	79	892	73
State and Local Government Inspections - Total	49	48	57	50	49	46
Total Inspections	**2393**	**832**	**2792**	**868**	**2400**	**800**
State and Local Government Consultation Visits	89	86	132	107	136	110
Private Sector Consultation Visits - 23(g) (KY and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
Total Consultation Visits	**89**	**86**	**132**	**107**	**136**	**110**

23(g) Compliance Assistance

23(g) Compliance Assistance	Actual FY 2024		Estimated FY 2025		Projected FY 2026	
	New	Total	New	Total	New	Total
VPP Participants - General Industry	1	22	1	23	0	23
VPP Participants - Construction	0	0	0	0	0	0
VPP Participants - State and Local Government	0	0	0	0	0	0
Participants in Cooperative Programs with Enforcement Incentives (i.e., Partnerships)	n/a	n/a	n/a	n/a	n/a	n/a
Participants in Cooperative Programs without Enforcement Incentives (i.e., Alliances)	1	7	0	8	0	8
Private Sector SHARP Participants - 23(g) (KY and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
State and Local Government SHARP participants	1	1	0	1	1	1
Outreach Participants		125,621		112,080		114,850

New participants are those that become active during the fiscal year. The total number of participant is the number active at the end of the fiscal year, and includes all new sites from that year.
Outreach participants refers to the number of workers who directly participate in outreach activity.
NOTE: Fiscal year based on federal fiscal year.

Marketing

Oregon OSHA's consultative program relies on several strategies to promote all consultative services including voluntary programs such as SHARP, Oregon's challenge program, safety break, and various safety stand-downs.

Oregon OSHA sponsors or co-sponsors nine to ten conferences annually. These events are used as an opportunity to market various Oregon OSHA services including consultation, public education, technical services, the resource center, and providing an informational booth at other conferences.

Oregon OSHA will continue to provide presentations at the request of employers and employer organizations. While the presentation topics vary, three of the most requested presentations are related to Fall Protection, Pesticides, and What to Expect from an Oregon OSHA Inspection.

Oregon OSHA is required by law to annually notify employers determined to be among the most unsafe places of employment, of the increased likelihood of inspection. The notification letter encourages these employers to call Oregon OSHA for an on-site consultation of their safety and health program.

Public service announcements are generally coordinated at the departmental level in DCBS. These announcements inform the public of the various consumer services provided by the department, including Oregon OSHA's consultative services.

Oregon OSHA will continue to disseminate marketing brochures including industry specific brochures relating to consultation services. Outreach opportunities exist at conferences, speaking engagements, training workshops, social media, consultations, and inspections.

Oregon OSHA has formed an Alliance with Lamar Advertising to display Oregon centered safety and health messaged on digital billboards across the state. The messaging changes monthly including worker rights and services available.

Oregon OSHA reaches out to the Latino, Russian, and Vietnamese communities through the use of newspapers, radio media, magazines, and television public service announcements. We also do farm labor camp outreach during the summer and participate in multiple informative fairs/events and community presentations throughout the state. Oregon OSHA is in frequent contact with community-based organizations to engage with vulnerable and hard-to-reach workers.

Oregon OSHA publishes two to three press releases every month. Several times each year the agency uses press releases to target specific industries and inform them of the various services available from Oregon OSHA, including consultation. Other press releases include those announcing educational workshops, providing information on upcoming conferences or activities, and publicizing employer achievements in the area of safety and health such as the Voluntary Protection Plan.

Oregon OSHA publishes the "Resource" newsletter to promote safety and health awareness by providing valuable information to employers and employees. These newsletters include information on recent incidents, safety notes, and information about what exemplary employers are doing to further safety and health in Oregon. Oregon OSHA's public education team periodically publishes a newsletter to inform those on the distribution list of new public education content recently released.

Oregon OSHA also maintains a website offering prioritized content to both employers and workers. The agency continues to increase its use of social media, including Facebook, X (formerly Twitter), and LinkedIn to promote safety and health information and other services. In addition, Oregon OSHA's YouTube and Vimeo channels generate tens of thousands of views annually on a variety of safety and health topics.

2026 ANNUAL PERFORMANCE GOALS

Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.
Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.
Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.

Occupational Hazard Identification and Reduction

Performance Objective – A Safety & Health Hazards	*Reduce injuries and illnesses by reducing the DART rate from 2.1 to 2.0 (or less) per 100 workers and total case incidence rate TCIR from 3.5 to 3.4 (or less) per 100 workers by the end of year 2030 through focusing on targeted high hazard industries and safety and health hazards.*

Indicators	**Activity Measures**
	Inspections - Health
	
	A-1. Total number of health inspections.
	  ▪ Data Element: Count of health inspections performed.
	  ▪ Data Source: Oregon OSHA OTIS Enforcement database.
	  ▪ Responsibilities: The IT&R Research Analyst will provide reports quarterly.
	
	A-2. Total number of health inspections in high hazard industries.
	  ▪ Data Element: Count of health high hazard industry inspections performed.
	  ▪ Data Source: Oregon OSHA OTIS Enforcement database.
	  ▪ Responsibilities: The IT&R Research Analyst will provide reports quarterly.
	
	A-3. Percent of health inspections in high hazard industries compared to target of 60%.
	  ▪ Data Element: Count of health high hazard industry inspections performed compared to target of 60%.
	  ▪ Data Element: Count of health high hazard industry inspections performed.
	  ▪ Data Element: Count of all health inspections performed.
	  ▪ Data Source: Oregon OSHA OTIS Enforcement database.
	  ▪ Responsibilities: The IT&R Research Analyst will provide reports quarterly.
	
	A-4. Total number of serious type health violations identified and abated.
	  ▪ Data Element: Count of serious health violations.
	  ▪ Data Source: Oregon OSHA OTIS Enforcement data base.
	  ▪ Responsibilities: The IT&R Research Analyst will provide reports quarterly.
	
	Inspections - Safety
	
	A-5. Total number of safety inspections.
	  ▪ Data Element: Count of safety inspections performed.
	  ▪ Data Source: Oregon OSHA OTIS Enforcement data base.
	  ▪ Responsibilities: The IT&R Research Analyst will provide reports quarterly.
	
	A-6. Total number of safety inspections in high hazard industries.
	  ▪ Data Element: Count of safety high hazard industry inspections performed.
	  ▪ Data Source: Oregon OSHA OTIS Enforcement data base.
	  ▪ Responsibilities: The IT&R Research Analyst will provide reports quarterly.

A-7. Percent of safety inspections in high hazard industries compared to target of 75%.
- **Data Element**: Count of safety high hazard industry inspections performed compared to target of 75%.
- **Data Element**: Count of safety high hazard industry inspections performed.
- **Data Element**: Count of all safety inspections performed.
- **Data Source**: Oregon OSHA OTIS Enforcement data base.
- **Responsibilities**: The IT&R Research Analyst will provide reports quarterly.

A-8. Total number of serious type safety violations identified and abated.
- **Data Element**: count of safety violations.
- **Data Source**: Oregon OSHA OTIS Enforcement data base.
- **Responsibilities**: The IT&R Research Analyst will provide reports quarterly.

Consultations – Health

A-9. Total number of health consultations.
- **Data Element**: Count of all health consultations performed.
- **Data Source**: Oregon OSHA ORCA Consultation database.
- **Responsibilities**: The IT&R Research Analyst will provide reports quarterly.

A-10. Total number of health consultations in high hazard industries.
- **Data Element**: Count of health consultations in high hazard industries.
- **Data Source**: Oregon OSHA ORCA Consultation database.
- **Responsibilities**: The IT&R Research Analyst will provide reports quarterly.

A-11. Percent of health consultations in high hazard industries.
- **Data Element**: Count of health consultations in high hazard industries.
- **Data Element**: Count of all health consultations.
- **Data Source**: Oregon OSHA ORCA Consultation database.
- **Responsibilities**: The IT&R Research Analyst will provide reports quarterly.

Consultations – Safety

A-12. Total number of safety consultations.
- **Data Element**: Count of safety consultations in high hazard industries.
- **Data Source**: Oregon OSHA ORCA Consultation database
- **Responsibilities**: The IT&R Research Analyst will provide reports quarterly.

A-13. Total number of safety consultations in high hazard industries.
- **Data Element**: Count of safety consultations in high hazard industries.
- **Data Element**: Count of all safety consultations.
- **Data Source**: Oregon OSHA ORCA Consultation database
- **Responsibilities**: The IT&R Research Analyst will provide reports quarterly.

A-14. Percent of safety consultations in high hazard industries.
- **Data Element**: Count of safety consultations in high hazard industries.
- **Data Element**: Count of all safety consultations.
- **Data Source**: Oregon OSHA ORCA Consultation database
- **Responsibilities**: The IT&R Research Analyst will provide reports quarterly.

High Hazard Consultations

A-15. The number and percentage of consultation visits in high-hazard industries compared to target of 50%.
- **Data Element**: Count of consultation visits in high-hazard industries compared to target of 50%.
- **Data Element**: Count of all consultation visits.

- Data Source: Oregon OSHA ORCA Consultation database
- Responsibilities: The IT&R Research Analyst will provide reports quarterly.

Ergonomics Consultations

A-16. Total number of safety and health ergonomics consultations.
- Data Element: Count of consultation safety and health ergonomics consultations.
- Data Source: Oregon OSHA ORCA Consultation database.
- Responsibilities: The IT&R Research Analyst will provide reports quarterly.

A-17. Total number of safety and health ergonomics consultations in industries with high MSD rates, reported annually.
- Data Element: Count of consultation safety and health ergonomics consultations in industries with high MSD rates.
- Data Source: Oregon OSHA ORCA Consultation database
- Responsibilities: The IT&R Research Analyst will provide reports quarterly.

Emphasis Programs

A-18. Total number of inspections where local emphasis programs were addressed.
- Data Element: Count of enforcement safety and health inspections where local emphasis programs were addressed.
- Data Element: Oregon OSHA local emphasis: Nursing, Pesticide, Logging, Tethered Logging, Cannabis, RCS-LEP-Silica, Isocyan, Fall-All, Heat, FieldSan
- Data Source: Oregon OSHA OTIS Enforcement database
- Responsibilities: The IT&R Research Analyst will provide reports quarterly.

A-19. Total number of consultations where local emphasis programs were addressed.
- Data Element: Count of safety and health consultations where local emphasis programs were addressed.
- Data Element: Oregon OSHA local emphasis: Nursing, Pesticide, Logging, Tethered Logging, Cannabis, RCS-LEP-Silica, Isocyan, Fall-All, Heat, FieldSan, SVEP.
- Data Source: Oregon OSHA ORCA Consultation database.
- Responsibilities: The IT&R Research Analyst will provide reports quarterly.

Public Entity

A-20. Total number of public entity consultations.
- Data Element: Count of public entity consultations.
- Data Source: Oregon OSHA ORCA Consultation database.
- Responsibilities: The IT&R Research Analyst will provide reports quarterly.

Outcome Measures

A-21. Percent change in the DART rate (reported annually). Target 2.0
- Data Element: Baseline percent change in DART Rates. DART Rates include private & public sector.
- Responsibilities: The IT&R Research Analyst will provide yearly updates for DART rates.

A-22. Percent change in the statewide total case incidence rate, TCIR (reported annually). Target 3.5
- Data Element: Baseline percent change in TCIR Rates. TCIR Rates include private & public sector.

	▪ <u>Responsibilities</u>: The IT&R Research Analyst will provide yearly updates for TCIR rates.
Data Sources	• OSHA OIS and Oregon OSHA OTIS Enforcement database. • Oregon OSHA ORCA Consultation database. • DART and TCIR rates are calculated based on previous calendar year and updated annually in November by the Bureau of Labor and Statistics.
Baseline(s)	• CY 2021-2023, 3-year average DART rate for public sector + private industry: 2.4 • CY 2021-2023, 3-year average TCIR rate for public sector + private industry: 3.8
Program Contacts	• Bryon Snapp, Oregon OSHA Statewide Safety Enforcement Manager • Penny Wolf-McCormick, Oregon OSHA Statewide Health Enforcement Manager • Greig Lowell, Oregon OSHA Statewide Consultation Manager

Performance Objective – B Health Focused Hazard Inspections	*Recognize and address occupational illnesses by developing and implementing a special health hazard local emphasis program biennially to target chemical health hazards.*
Indicators	**Activity Measures** B-1. Increase and maintain sampling percentage rate at 35%. Develop and implement special health hazard local emphasis program (LEP) biennially using Occupational Health Laboratory data to target specific industries and/or substances. Total number special LEP health hazard inspections. • <u>Data Element</u>: Count of special LEP health hazard inspections. • <u>Data Source</u>: Oregon OSHA OTIS Enforcement database. • <u>Responsibilities</u>: The IT&R Research Analyst will provide reports quarterly. **Outcome Measures** B-2. Percent of Health Inspections where sampling was conducted. (Target 35%) • <u>Data Element</u>: Count of health inspections.. • <u>Data Element</u>: Count of health inspections with sampling. • <u>Data Source</u>: Oregon OSHA LIMS database and Oregon OSHA OTIS sampling and direct monitoring data. • <u>Responsibilities</u>: Oregon OSHA Lab Manager will provide reports quarterly. B-3. Percent of Health Consultations where sampling was conducted. (Target 20%) • <u>Data Element</u>: Count of health consultations. • <u>Data Element</u>: Count of health consultations with sampling. • <u>Data Source</u>: Oregon OSHA LIMS database and Oregon OSHA ORCA sampling and direct monitoring data. • <u>Responsibilities</u>: Oregon OSHA Lab Manager will provide reports quarterly. B-4. Summarize Occupational Health Laboratory sampling data to determine trends in exposures, to included TLVs and RELs. Use data to drive LEP development and outreach efforts. (reported annually) • <u>Data Element</u>: Count of substances where exposure was found to be above the PEL and/or STEL. • <u>Data Element</u>: Count of substances where exposure was found to be above TLV or REL. • <u>Data Source</u>: Oregon OSHA LIMS database. • <u>Responsibilities</u>: Oregon OSHA Lab Manager will provide reports quarterly.
Data Sources	• Oregon OSHA OTIS Enforcement database. • Oregon OSHA ORCA Consultation database. • Oregon OSHA LIMS Database.
Baseline(s)	• Cannabis extraction and processing inspections 3-year average: 7 • FY 2024 Percent of Health Inspections where sampling was conducted: 27%
Program Contacts	• Penny Wolf-McCormick, Oregon OSHA Statewide Health Enforcement Manager • Greig Lowell, Oregon OSHA Statewide Consultation Manager

Performance Objective – C Timely Response	*Investigations/inspections will be initiated timely in 100% of fatalities; 100% imminent danger; 95% of hazard complaints; complainant responses will be timely in 90% of all cases; and 100% of family members will be notified.*

Indicators	**Activity Measures**
	C-1. Document and follow-up on untimely openings of fatality and imminent danger complaint/referral inspections.
	    ▪ <u>Data Element</u>: Status of untimely fatality and imminent danger complaint/referral inspection openings.
	    ▪ <u>Data Source</u>: Oregon OSHA OTIS Enforcement database and status reports from Oregon OSHA Field Enforcement Managers.
	    ▪ <u>Responsibilities</u>: Field managers are responsible for ensuring timely openings and documenting untimely openings. Enforcement Analyst will compile, analyze and report data quarterly and annually.

	Outcome Measures
	C-2. Percent of timely responses.
	  ➢ Fatalities: Attempt within 24 hours of notification.
	    ▪ <u>Data Element</u>: Count of total fatalities investigated.
	    ▪ <u>Data Element</u>: Count of fatalities in which Oregon OSHA attempted an opening within 24 hours.
	    ▪ <u>Data Source</u>: Fatality/Catastrophe Tracking Reports, Oregon OSHA OTIS Enforcement database.
	    ▪ <u>Responsibilities</u>: The Enforcement Analyst will compile, analyze and report data quarterly and annually.
	  ➢ Imminent Danger Complaint/Referral Inspections: Attempt within 24 hours of notification.
	    ▪ <u>Data Element</u>: Count of imminent danger complaint/referrals inspections opened within the quarter.
	    ▪ <u>Data Element</u>: Count of imminent danger complaint/referrals inspections attempted during the quarter within 24 hours of notification.
	    ▪ <u>Data Source</u>: OSHA-7 complaint form data from Oregon OSHA OTIS data base.
	    ▪ <u>Responsibilities</u>: The Enforcement Analyst will compile, analyze and report data quarterly and annually.
	  ➢ Serious Complaint Inspections: Attempt within 5 working days; Average number of days to initiate serious complaint inspections.
	    ▪ <u>Data Element</u>: Count of serious complaint inspections opened within the quarter.
	    ▪ <u>Data Element</u>: Count of serious complaint inspections attempted within 5 working days during the quarter.
	    ▪ <u>Data Element</u>: Average number of days to initiate serious complaint inspections.
	    ▪ <u>Data Source</u>: OSHA-7 complaint form data from Oregon OSHA OTIS data base.
	    ▪ <u>Responsibilities</u>: The IT&R Research Analyst will provide reports quarterly. The Enforcement Analyst will compile, analyze and report data quarterly.

	➢ Other-than-Serious Complaint Inspections: Attempt within 30 working days; Average number of days to initiate OTS complaint inspections. ▪ <u>Data Element</u>: Count of Oregon OSHA OTIS Enforcement database complaint inspections opened within the quarter. ▪ <u>Data Element</u>: Count of Oregon OSHA OTIS Enforcement database complaint inspections attempted within 30 working days during the quarter. ▪ <u>Data Element</u>: Average number of days to initiate OTS complaint inspections. ▪ <u>Data Source</u>: OSHA-7 complaint form data from Oregon OSHA OTIS Enforcement database. ▪ <u>Responsibilities</u>: The IT&R Research Analyst will provide reports quarterly. The Enforcement Analyst will compile, analyze and report data quarterly and annually. ➢ Complainant Response: Send letter within 10 working days. ▪ <u>Data Element</u>: Count of complainant responses during the quarter. ▪ <u>Data Element</u>: Count of complainant responses during the quarter made within 10 working days. ▪ <u>Data Source</u>: Oregon OSHA OTIS Enforcement database. ▪ <u>Responsibilities</u>: The IT&R Research Analyst will provide reports quarterly. The Enforcement Analyst will compile, analyze and report data quarterly and annually. ➢ Investigations (phone/fax/email, letter): Respond within 10 working days; Average number of days to initiate serious complaint investigations; Average number of days to initiate OTS complaint investigations. ▪ <u>Data Element</u>: Count of total investigations (phone/fax, letter) initiated during the quarter. ▪ <u>Data Element</u>: Count of investigations (phone/fax, letter) responded to/initiated within 10 working days. ▪ <u>Date Element</u>: Average number of days to initiate serious complaint investigations. ▪ <u>Date Element</u>: Average number of day to initiate OTS complaint investigations. ▪ <u>Data Source</u>: Oregon OSHA OTIS data base. ▪ <u>Responsibilities</u>: The IT&R Research Analyst will provide reports quarterly. The Safety & Health Enforcement Analyst will compile, analyze and report data quarterly and annually. ➢ Family Letter: Send within 10 days of fatality notification. ▪ <u>Data Element</u>: Count of all family letters sent. ▪ <u>Data Element</u>: Count of family letters sent within 10 days of fatality notification. ▪ <u>Data Source</u>: Fatality log in Excel database. ▪ <u>Responsibilities</u>: The Enforcement Analyst will compile, analyze and report data quarterly and annually.
Data Sources	• OSHA OIS, Oregon OSHA OTIS Enforcement database. • Department of Consumer Business Services, Central Services Division, IT&R reports. • Oregon OSHA Enforcement inspection files. • Oregon OSHA Fatality log. • Status reports from Oregon OSHA Field Enforcement Managers.

Baseline(s)	• Complainant Response Time 3yr avg, 97.2% (4,964/5,103) within 10 calendar days • Family Letter 3-year average, 97.8% (206/211) sent within 10 days of fatality notification.
Program Contacts	• Bryon Snapp, Oregon OSHA Statewide Safety Enforcement Manager • Penny Wolf-McCormick, Oregon OSHA Statewide Health Enforcement Manager

| Performance Objective – D

Fatalities	*Reduce the most recent 3-year average rate of workplace fatalities from 1.96 per 100,000 to 1.86 per 100,000 3-year average by 2030 through inspections and interventions.*

Indicators	**Activity Measures**
	D-1. Total number of inspections.
	    ■ <u>Data Element</u>: Count of inspections performed.
	    ■ <u>Data Source</u>: Oregon OSHA OTIS Enforcement database.
	    ■ <u>Responsibilities</u>: The IT&R Research Analyst will provide inspection reports quarterly.
	D-2. Total number of violations.
	    ■ <u>Data Element</u>: Count of violations, all types.
	    ■ <u>Data Source</u>: Oregon OSHA OTIS Enforcement database.
	    ■ <u>Responsibilities</u>: The IT&R Research Analyst will provide inspection reports quarterly.
	D-3. Total number of serious type violations identified with a severity rating of death.
	    ■ <u>Data Element</u>: Count of serious type violations inspections performed.
	    ■ <u>Data Source</u>: Oregon OSHA OTIS Enforcement database.
	    ■ <u>Responsibilities</u>: The IT&R Research Analyst will provide inspection reports quarterly.
	D-4. Percentage of violations with a severity rating of death.
	    ■ <u>Data Element</u>: Count of inspections performed.
	    ■ <u>Data Element</u>: Count of inspections that contain at least one serious type violation with a severity rating of death.
	    ■ <u>Data Element</u>: Percentage of inspections with a least one serious violation with a severity rating of death.
	    ■ <u>Data Source</u>: Oregon OSHA OTIS Enforcement database.
	    ■ <u>Responsibilities</u>: The IT&R Research Analyst will provide inspection reports quarterly.
	D-5. Total number of fatality investigations where a violation cited caused or contributed to the fatality.
	    ■ <u>Data Element</u>: Count of investigations with a violation with a caused or contributed designation.
	    ■ <u>Data Source</u>: Oregon OSHA OTIS Enforcement database.
	    ■ <u>Responsibilities</u>: The IT&R Research Analyst will provide inspection reports quarterly.
	D-6. Total number of consultations.
	    ■ <u>Data Element</u>: Count of consultations performed.
	    ■ <u>Data Source</u>: Oregon OSHA ORCA Consultation database.
	    ■ <u>Responsibilities</u>: The IT&R Research Analyst will provide reports quarterly.
	D-7. Total number of serious hazards identified thru consultation.
	    ■ <u>Data Element</u>: Count of serious hazards.
	    ■ <u>Data Source</u>: Oregon OSHA ORCA Consultation database.
	    ■ <u>Responsibilities</u>: The Research Analyst will provide inspection reports quarterly.

	Outcome Measure
	
	D-8. The combined average penalty of violations where the violation was cited as severity rating of death.
	     ▪ <u>Data Element</u>: Count of violations cited as death- all types.
	     ▪ <u>Data Source</u>: Oregon OSHA OTIS Enforcement database.
	     ▪ <u>Responsibilities</u>: The IT&R Research Analyst will provide inspection reports quarterly.
	
	D-9. Number of compensable fatalities (reported quarterly fiscal year and annual calendar year).
	     ▪ <u>Data Element</u>: Count of compensable fatalities (reported annually calendar year).
	     ▪ <u>Data Source</u>: Workers' Compensation database.
	     ▪ <u>Responsibilities</u>: The IT&R Research Analyst will provide a rate annually calendar year.
	
	D-10. Compensable fatality rate (reported annually for previous calendar year data).
	     ▪ <u>Data Element</u>: Rate of compensable fatalities per 100,000 workers (reported annually for previous calendar year data).
	     ▪ <u>Data Source</u>: Workers' Compensation database.
	     ▪ <u>Responsibilities</u>: The IT&R Research Analyst will provide a rate annually calendar year.

Data Sources	OSHA OIS, Workers' Compensation database, Oregon OSHA OTIS Enforcement database and Oregon OSHA ORCA Consultation database.
Baseline(s)	• Compensable fatality baseline rate for CY 2021-2023: 1.96 • The combined average penalty of violations where the violation was cited as severity rating of death in FY 2025, Q2 was: $7700.
Program Contacts	• Bryon Snapp, Oregon OSHA Statewide Safety Enforcement Manager • Penny Wolf-McCormick, Oregon OSHA Statewide Health Enforcement Manager • Greig Lowell, Oregon OSHA Statewide Consultation Manager

Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.
Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.
Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.

Engagement Efforts

Performance Objective – E Voluntary Programs or Self Sufficiency	*Continue to promote employer self-sufficiency through consultations and by encouraging employers to attain VPP and SHARP status.* *Oregon OSHA will promote SHARP and VPP through consultation, enforcement, technical services, and education.*
Indicators	**Activity Measures** E-1. Market VPP, SHARP and Challenge Program through a variety of methods, including but not limited to working with the SHARP Alliance, news releases, articles in the Oregon OSHA Resource newsletter and various social media resources. ▪ Data Element: SHARP marketing activities. ▪ Data Element: VPP marketing activities. ▪ Data Element: Challenge Program marketing activities ▪ Data Source: Oregon OSHA VPP and SHARP databases. Quarterly reports from VPP/SHARP Program Coordinator. ▪ Responsibilities: The VPP/SHARP Program Coordinator is responsible for continuing the marketing activities of VPP and SHARP and for reporting activities on a quarterly basis.
	Outcome Measures E-2. Number of employers working toward SHARP recognition. ▪ Data Element: Count of employers who have signed a commitment letter indicating their intention to work toward SHARP. ▪ Data Source: Oregon OSHA SHARP database. ▪ Responsibilities: The VPP/SHARP Program Coordinator is responsible for continuing the marketing activities of VPP and SHARP and for reporting activities on a quarterly basis. E-3. Number of new VPP applications under review. ▪ Data Element: Count of employers requesting VPP information and/or presentations. ▪ Data Source: Oregon OSHA VPP database of employers contacting Oregon OSHA for information or presentations. ▪ Responsibilities: The VPP/SHARP Program Coordinator is responsible for the VPP program, including maintaining an accurate list of employers who have contacted Oregon OSHA requesting information and presentations. Since VPP packets will now be available for download, it may not be possible to have full knowledge of all employers that are looking into VPP, until they initiate contact with Oregon OSHA.

	E-4. Number of employers in the Challenge Program, which includes abatement of all serious hazards.
	    ▪ <u>Data Element</u>: Count of Challenge Program employers.
	    ▪ <u>Data Source</u>: Oregon OSHA Challenge Program spreadsheet.
	    ▪ <u>Responsibilities</u>: The VPP/SHARP Program Coordinator is responsible for reporting the number of Challenge Program employers.
	E-5. Number of employers who achieved or maintained SHARP status, which includes abatement of all serious hazards.
	    ▪ <u>Data Element</u>: Count of employers.
	    ▪ <u>Data Source</u>: Oregon OSHA SHARP database.
	    ▪ <u>Responsibilities</u>: The VPP/SHARP Program Coordinator is responsible for maintaining the Oregon OSHA VPP database.
	E-6. Number of employers who achieved or maintained VPP status, which includes abatement of all serious hazards.
	    ▪ <u>Data Element</u>: Count of employers.
	    ▪ <u>Data Source</u>: Oregon OSHA VPP database.
	    ▪ <u>Responsibilities</u>: The VPP/SHARP Program Coordinator is responsible for maintaining the Oregon OSHA VPP database.

Data Sources	• Oregon OSHA VPP database. • Oregon OSHA SHARP database. • Oregon OSHA ORCA Consultation database.
Baseline(s)	• Number of new VPP applications reviewed, 3-year average: 1 • Number of SHARP employers who achieved or maintained SHARP status, 3-year average: 11
Program Contacts	• Greig Lowell, Oregon OSHA Statewide Consultation Manager

Performance Objective – F Outreach	*Maintain current efforts to educate employers and employees, particularly small employers in high hazard industries and vulnerable or hard-to-reach populations regarding the value of occupational safety and health by providing workshops, conferences, educational venues, training, marketing and other outreach activities.*
Indicators	**Outreach Efforts:** **Videos** F-1.　Number of new training media acquired. 　▪ Data Element: Media status and circulation report. 　▪ Data Source: Resource center media library database. 　▪ Responsibilities: The Resource Center Coordinator is responsible for maintaining the media library database. F-2.　Number of training media checked out. 　▪ Data Element: Media status and circulation report. 　▪ Data Source: Resource center media library database records. 　▪ Responsibilities: The Resource Center Coordinator is responsible for maintaining the media tracking database and reporting quarterly on the status. F-3.　Number of streamed training media thru vendor. 　▪ Data Element: Total streams. 　▪ Data Element: Total streams in English. 　▪ Data Element: Total streams in languages other than English. 　▪ Data Source: Training Video Now data base. 　▪ Responsibilities: The Resource Center Coordinator is responsible for requesting and analyzing quarterly data received from streaming service. F-4.　Number of new training media users. 　▪ Data Element: Count of new borrowers. 　▪ Data Element: Count of streaming links requested. 　▪ Data Source: Resource center media library database records. 　▪ Responsibilities: The Resource Center Coordinator is responsible for requesting and analyzing quarterly data received from streaming service. **Publications** F-5.　Number of new or substantively revised publications. 　▪ Data Element: Count of new substantively revised publications. 　▪ Data Source: Oregon OSHA Technical Section records. 　▪ Responsibilities: Publication activity is tracked by the Technical Section. The Forms and Publication Specialist is responsible for reporting new or revised publications. **Development of Online Public Education Courses** F-6.　Completed or substantively revised content of online public education course offerings. 　▪ Data Element: Count of online courses, self-paced, no instructor that were reviewed and course content was substantively revised. 　▪ Data Source: Report from Oregon OSHA Consultation and Public Education Manager. 　▪ Responsibilities: IT&R Research Analyst will provide reports quarterly. The Oregon OSHA Consultation and Public Education Manager is responsible for coordinating and reporting on the progress of the on-line course review.

	Other Outreach Activities
	F-7. Number and nature of outreach activities provided by Oregon OSHA to all employees in Oregon that include but are not limited to staffed booth at conferences, direct mail marketing, participation in stakeholder events, social media and focused outreach to high hazard industries.
	▪ <u>Data Element</u>: Count of outreach activities provided by Oregon OSHA. Press releases, Facebook campaigns, newsletter stories, all social media posts.
	▪ <u>Data Element:</u> Count of number events attended by community outreach coordinator and summary of activities.
	▪ <u>Data Source</u>: Report from Oregon OSHA ORCA Consultation, DCBS PIO and Policy Manager.
	▪ <u>Responsibilities</u>: The Manager of Public Education is responsible for coordinating and reporting on the progress of the on-line course review.
	Outcome Measures
	Training Activities – Public Education
	F-8. Number of attendee course completions for online public education courses
	▪ <u>Data Element:</u> Count of attendee course completions for online public education courses.
	▪ <u>Data Element:</u> Count of online public education courses attendees in English.
	▪ <u>Data Element:</u> Count of online public education courses attendees in languages other than English.
	▪ <u>Data Element:</u> Count of attendees from small business and high hazard industries participating in Oregon OSHA on-line training sessions.
	▪ <u>Data Source</u>: Public Education database.
	▪ <u>Responsibilities</u>: The Public Education Program Specialist is responsible for reporting total number of attendees and tracking training needs and progress.
	F-9. Number of attendees at Oregon OSHA classroom workshops.
	▪ <u>Data Element:</u> Count of attendees at Oregon OSHA workshop training sessions.
	▪ <u>Data Element:</u> Count of current year in-person attendees at Oregon OSHA workshop training sessions.
	▪ <u>Data Element:</u> Count of current year virtual attendees at Oregon OSHA workshop training sessions.
	▪ <u>Data Element:</u> Count of attendees from small business and high hazard industries participating in Oregon OSHA on-line training sessions.
	▪ <u>Data Source</u>: Public Education database.
	▪ <u>Responsibilities</u>: The Public Education Program Specialist is responsible for maintain the public education database and for reporting quarterly on training sessions.
	Training Activities - Consultation
	F-10. Number of external stakeholder training requests conducted.
	▪ <u>Data Element:</u> Count of public education on-site trainings.
	▪ <u>Data Element:</u> Count of public education conducted in English.
	▪ <u>Data Element:</u> Count of public education conducted in language other than English.
	▪ <u>Data Source</u>: Public Education database.
	▪ <u>Responsibilities</u>: The Public Education Program Specialist is responsible for maintain the public education database and for reporting quarterly on training sessions.

	F-11. Number of trainings and compliance assistance activities provided by consultation. ▪ Data Element: Count of consultation training visit intakes. ▪ Data Element: Count of consultation training other services intakes. ▪ Data Source: Oregon OSHA ORCA Consultation database. ▪ Responsibilities: IT&R Research Analyst will provide reports quarterly. **Educational Activities** F-12. Number of new or substantively revised educational resources developed that are directed to small employers (50 and below), high hazard industries and vulnerable or hard-to-reach worker populations. ▪ Data Element: Narrative of other educational activities directed to small employers and high-hazard industries. ▪ Data Source: Public Education database. ▪ Responsibilities: The Public Education Program Specialist is responsible for reporting other educational activities directed to small employers and to high-hazard industries. **Conferences** F-13. Total registrants and session participation at Oregon OSHA conference sessions. ▪ Data Element: Count of current year attendees at Oregon OSHA conferences. ▪ Data Source: Conference Section database. ▪ Responsibilities: The Oregon OSHA Administrative Service Manager and conference specialist is responsible for collecting and reporting conference data on a quarterly and annual basis. **Consultations** F-14. Number and percentage of consultations provided to small employers (defined as 50 or fewer). ▪ Data Element: Count of consultations provided to small employers. ▪ Data Element: Count of all consultations provided to employers. ▪ Data Source: Consultation database. ▪ Responsibilities: IT&R Research Analyst will provide reports quarterly. F-15. Number and percentage of consultations provided to employers who have not used Oregon OSHA's consultation services during the previous five years. ▪ Data Element: Count of consultations provided to employers who have not used Oregon OSHA's consultation services during the previous five years. ▪ Data Element: Count of all consultations provided to employers. ▪ Data Source: Consultation database. ▪ Responsibilities: IT&R Research Analyst will provide reports quarterly.
Data Sources	• Oregon OSHA Technical Section records. • Oregon OSHA Technical Section Publication database. • Oregon OSHA Resource center video library database. • Oregon OSHA Public Education database. • Oregon OSHA Conference Section database. • Oregon OSHA Consultation database.
Baseline(s)	All baselines are based on a 3-year average. • Number of new training media acquired: 7 • Number of training media checked out: 52

	- Number of new or substantially revised: 51 - Number of completed or substantively revised content of online public education course offerings: 12 - Number of attendees course completions of online public education courses: 90,482. - Number and percentage of participants from small businesses and high hazard industries participating in Oregon OSHA online public education courses: 23,800 (26%) participants from small businesses and 50,979 (56%) from high hazard industries. - Number attendees at Oregon OSHA classroom workshop: 745 - Number of participants at Oregon OSHA conference sessions: 3382 and 16,741 attendees in all sessions. - Number and percentage of consultations provided to small employers: 1613 out of 2224 (72.5%). - Number and percentage of consultations provided to small employers who have not used Oregon OSHA's consultations services during the previous five years: 928 out of 2224 (41.7%).
Program Contacts	- Greig Lowell, Oregon OSHA Statewide Consultation Manager - Sharell Lien, Oregon OSHA Interim Administrative Services Manager - Jennifer Stewart, Oregon OSHA Policy Manager

	Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them. Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them. Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.

Collaborations

Performance Objective – G Collaborations	*Oregon OSHA continues to maintain the wellbeing of the existing stakeholders. These effective relationships will lead to new and innovative groups for the new laws, rulemaking and policy challenges that Oregon OSHA will face in the next five years.*
Indicators	**Activity Measures** G-1. Engagement opportunities undertaken with stakeholders. 　▪ Data Element: Report on activities with stakeholder groups and partnerships around efforts made to increase occupational safety and health awareness. 　▪ Data Source: Oregon OSHA Policy Section partnership records from the Partnership spreadsheet. 　▪ Responsibilities: The Oregon OSHA Legislative and Policy Analyst is responsible for tracking partnership activities, including standards advisory group activities. G-2. Continue to identify engagement opportunities with stakeholder groups in high hazard, emerging and existing industry sectors. 　▪ Data Element: Report on partnerships new and existing collaborations and engagement opportunities in target industries. (Target industry groups in high hazard, emerging and existing industry sectors.) 　▪ Data Source: Oregon OSHA Policy Section records. From the Collaborations Survey. 　▪ Responsibilities: The Oregon OSHA Legislative and Policy Analyst will report on strategic partnerships.
	Outcome Measures G-3. Number of engagement opportunities with stakeholders developed and maintained. 　▪ Data Element: Total number of new stakeholder collaborations and partnerships. 　▪ Data Element: Total number of existing engagement opportunities with stakeholders collaborations and partnerships in relation to legislative policy and rule making activities. 　▪ Data Source: Oregon OSHA Policy Section partnership records. Form the partnership spreadsheet and the collaborations survey 　▪ Responsibilities: The Oregon OHSA Legislative and Policy Analyst is responsible for tracking stakeholder collaborations and partnership activities.
Data Sources	• Oregon OSHA Policy Program partnership records.
Baseline(s)	No baseline, dependent on the number of projects engaged in during a given measuring period.
Program Contacts	• Jennifer Stewart, Oregon OSHA Policy Manager

Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.
Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.
Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.

Rulemaking	
Performance Objective – H Rulemaking	*Conduct all rulemaking activities within the required timelines, considering stakeholder perspective, while following mandated timelines.*
Indicators	**Activity Measures** H-1. Rulemaking activities. ▪ <u>Data Element</u>: Summary of rulemaking activities. ▪ <u>Data Source</u>: Oregon OSHA Technical Section records. ▪ <u>Responsibilities</u>: The Oregon OSHA Standards and Technical Manager H-2. Program directive activities. ▪ <u>Data Element</u>: Summary of program directive activities. ▪ <u>Data Source</u>: Oregon OSHA Technical Section records. ▪ <u>Responsibilities</u>: The Oregon OSHA Standards and Technical Manager. **Primary Outcome Measures** H-3. Number of Oregon OSHA State Initiated changes adopted. ▪ <u>Data Element</u>: Total number of Oregon OSHA initiated rules adopted. ▪ <u>Data Source</u>: Oregon OSHA Technical Section records. ▪ <u>Responsibilities</u>: The Oregon OSHA Rules Coordinator. H-4. Number of Federal OSHA Initiated program changes adopted. ▪ <u>Data Element</u>: Total number of Federal OSHA initiated program changes. ▪ <u>Data Source</u>: Oregon OSHA Technical Section records. ▪ <u>Responsibilities</u>: The Oregon OSHA Standards and Technical Manager.
Data Sources	• Oregon OSHA Rules Coordinator tracking.
Baseline(s)	No baseline, dependent on mandated activities.
Program Contacts	• Jennifer Stewart, Oregon OSHA Policy Manager

Staff Development

Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.
Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.
Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.

Performance Objective – I Staff Development	*Ensure 90% of Safety and Health staff receives 48 hours of Safety and Health professional development training over two years. Ensure 75% of Administrative staff and Managers receives 30 hours of professional development training over two years.*
Indicators	**Activity Measures** I-1. Classes offered to all staff. 　▪ Data Element: List of classes offered to Oregon OSHA safety and health staff. 　▪ Data Source: Staff development training records, individual development plans. 　▪ Responsibilities: The Staff Development Training Coordinator is responsible for developing the baseline and tracking performance – individual managers will review training needs and status at yearly performance evaluations.
	Outcome Measures I-2. Number of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years. 　▪ Data Element: Count of all safety and health staff receiving professional development. 　▪ Data Source: Internal staff development training database. 　▪ Responsibilities: The Internal Training Administrative Assistant is responsible for maintaining the education database and for reporting quarterly on training sessions. I-3. Number of Administrative staff and Mangers receiving 30 hours of professional development training over two years. 　▪ Data Element: Count of all administrative staff and Managers receiving professional development. 　▪ Data Source: Internal staff development training database. 　▪ Responsibilities: The Internal Training Administrative Assistant is responsible for maintaining the education database and for reporting quarterly on training sessions. I-4. Percentage of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years. 　▪ Data Element: Count of all safety and health staff receiving professional development. 　▪ Data Element: Count of all safety and health staff. 　▪ Data Source: Internal staff development training database.

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■ <u>Responsibilities:</u> The Internal Training Administrative Assistant is responsible for maintaining the education database and for reporting quarterly on training sessions.

I-5. Percentage of Administrative staff and Managers receiving 30 hours of professional development training over two years.

■ <u>Data Element:</u> Count of all Administrative staff and Managers receiving professional development.
■ <u>Data Element:</u> Count of all Administrative staff and Managers.
■ <u>Data Source:</u> Internal staff development training database.
■ <u>Responsibilities:</u> The Internal Training Administrative Assistant is responsible for maintaining the education database and for reporting quarterly on training sessions.

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<td>Data Sources</td>
<td>• Internal staff development training database.</td>
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<td>Baseline(s)</td>
<td>• Percentage of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years, 3-year average: 89%</td>
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<td>Program Contacts</td>
<td>• Jennifer Stewart, Oregon OSHA Policy Manager</td>
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Customer Service

	Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.
	Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.
	Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.

Performance Objective – J Customer Service	*Achieve and maintain customer satisfaction in the delivery of Oregon OSHA programs and services as evidenced by a survey rating of 90% or above on each program survey.*
Indicators	**Activity Measures** J-1. Analyze stakeholder survey results and take corrective actions as necessary to address results falling below 90%. - Data Element: Survey results falling below 90%. - Data Element: Corrective actions taken to address results falling below 90%. - Data Source: Report from Conference Section for Conference Survey. - Data Source: Report from Public Education Section for Training Survey. - Data Source: Report from Resource Center for Audiovisual Library Survey. - Data Source: Report from IT&R Research & Analysis Section for Consultation Survey. - Data Source: Report from IT&R Research & Analysis Section for Compliance Officer Survey. - Data Source: Report summary from Appeals Section for Appeals Survey. - Data Source: Report summary from Lab Customer Service Surveys. - Data Source: Report summary from Technical Section Customer Service Surveys. - Data Source: Narrative report of corrective actions taken. - Responsibilities: Program managers are responsible for taking corrective actions to address survey results falling below 90% and for reporting such activities.

	Primary Outcome Measures
	
	H-2. Percent of positive responses on customer surveys in the following areas:
	  Conferences – Reported Quarterly
	   - Data Element A: Number of overall conference ratings 4 or above (out of 5 total). - Data Element B: Number of surveys returned where attendee provided an overall rating. Excluding any surveys with a neutral rating. - Data Source: Report from Oregon OSHA Conference Section. - Calculation: Percent satisfied = A/B.
	  Public Education – Reported Quarterly
	   - Data Element A: Number of responses Strongly Agree or Agree to questions on the effectiveness of workshop.

- Data Element B: Total number of responses (excluding any survey responses with a neutral rating) to questions on the effectiveness of workshop.
- Data Source: Report from Oregon OSHA Public Education Section.
- Calculation: Percent satisfaction = A/B.

Resource Center, Audio-Visual Library – Reported Quarterly
- Data Element A: Number of responses to survey questions that are ranked 3 or higher. Excellent:4 or Good:3 (out of 4 possible responses).
- Data Element B: Number of surveys returned. Excluding any surveys with a neutral rating.
- Data Source: Report from Resource Center for Audiovisual Library Survey.
- Calculation: Percent satisfaction = A/B.

Consultation Survey – Reported Quarterly
- Data Element A: Number of responses to survey questions that are Excellent or Good (out of 5 possible responses).
- Data Element B: Total responses (sum for all questions) over questions 1-5 listed above (note: if the respondent did not respond, this will not count towards the total number of responses. Excluding any surveys with a neutral rating.
- Data Source: Consultation database.
- Calculation: Percent satisfied = A/B.

Appeals Survey – Reported Quarterly
- Data Element A: Number of positive responses (positive responses defined as Strongly Agree or Agree) to the 4 survey questions under the "Informal Conference Experience" section.
- Data Element B: (note: if the respondent did not respond, this will not count towards the total number of responses. Excluding any surveys with a neutral rating.
- Data Source: Report from Oregon OSHA Technical and Appeals Manager.
- Calculation: Percent satisfaction = A/B.

Enforcement Compliance Officer Survey – Reported Annually
- Data Element A: Number of positive responses (positive responses defined as Excellent or Good) to the last 6 survey questions.
- Data Element B: Total responses (sum of all the last 6 questions) listed above (note: if the respondent did not respond, this will not count towards the total number of responses. Excluding any surveys with a neutral rating.
- Data Source: Enforcement OTIS database.
- Calculation: Percent satisfaction = A/B.

Lab Survey – Reported Annually
- Data Element A: Number of all survey responses marked Strongly Agree or Agree or neutral.
- Data Element B: Number of surveys returned.

	■ <u>Data Source</u>: Report from Oregon OSHA Lab Manager. ■ <u>Calculation</u>: Percent satisfied = A/B. *Note: Lab customers are Oregon OSHA internal only.* Technical & Standards Survey – Reported Annually ■ <u>Data Element A:</u> Number of all survey responses marked Strongly Agree, Agree, or Neutral. ■ <u>Data Element B:</u> Number of surveys returned. ■ <u>Data Source:</u> Report from Oregon OSHA Technical Manager. ■ <u>Calculation:</u> Percent satisfied = A/B. *Note: Technical & Standards customers are Oregon OSHA internal only.*
Data Sources	- Department of Consumer Business Services, Central Services Division, IT&R reports. - Oregon OSHA Conference Section Database. - Oregon OSHA Training Section Database. - Oregon OSHA Audio-Visual Library Database. - Oregon OSHA Lab survey results. - Oregon OSHA Technical survey results.
Baseline(s)	<u>3-year average percent satisfaction reported</u>: Consultation: 94% Public Education: 98% Conferences: 94% Enforcement Compliance Officer Performance Survey: 91% Audio-Visual Library Survey: 99% Appeals: 79% Lab: 98% Technical: No baseline, new survey as of FY 2025
Program Contacts	Stephen Lund, Oregon OSHA Interim Deputy Administrator