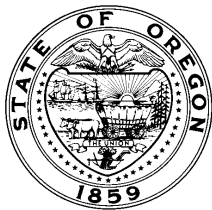


**Oregon Executive Branch
IT Workforce Report**

As of June 30, 2013



Legislative Fiscal Office
July 2014

Oregon Executive Branch IT Workforce Report

As of June 30, 2013

Table of Contents

	Page
Preface	3
Summary	4
IT Position Distribution by Agency (filled/vacant)	5
IT Position Distribution by Program Area (filled/vacant)	7
Agencies with > than 20 ISS Positions (filled/vacant)	9
ISS Position Distribution by Classification/Pay Range (filled)	10
Executive Branch – State IT Workforce – ISS Positions by Agency (filled)...	11-19
Executive Branch – State IT Workforce – PEM “I” Positions (filled)	20-23
Executive Branch - State IT Workforce – ISS & PEM “I” Vacancies	24-28
Executive Branch – Average Years of Service by Agency/Class	29-38
Executive Branch - State IT Workforce – Eligibility for Retirement < 5 yrs....	39-45

Preface

The state of Oregon relies heavily on its ability to effectively and efficiently hire, train, and retain a skilled Information Technology (IT) Workforce. This skilled IT Workforce is essential to the planning, acquisition, management, and ongoing maintenance and support of the state's most critical information resources, information systems, and telecommunications technologies.

For the past several biennia, nearly 30% of the state's IT professionals in all classifications have been eligible for retirement within one to five years. In addition, state IT managers consistently report difficulty in attracting and hiring experienced IT staff resulting in extended recruitment lifecycles and nearly a 14% IT-related position vacancy rate as of June 30, 2013.

The state of Oregon must take steps to ensure that it has sufficient numbers of managers and IT professionals with the expertise needed to design, plan, acquire, deploy, and maintain and support the state information systems and information technology and telecommunications infrastructure. Further, the state must find ways to effectively share IT expertise across agency boundaries as a way to optimize the value of those limited resources.

To plan for the future, the state of Oregon must endeavor to understand its current IT Workforce environment at a detailed level and on an ongoing basis thereafter. To that end, this 2013 Oregon Executive Branch IT Workforce Report is the first in a series of periodic reports the Oregon Legislative Fiscal Office (LFO) plans to publish on the state's IT operating environment. Future reports will focus on state IT expenditures, projects, workforce, and contracts and will be published within the IT Information section on the LFO Publications web page:
<https://www.oregonlegislature.gov/lfo/Pages/Publications.aspx>

Summary

The following information provides a high level summary of Oregon’s Executive Branch Information Technology (IT) Workforce as of June 30, 2013. The IT Workforce data was provided by the Department of Administrative Services (DAS) Enterprise Human Resource Services Division and includes information on positions classified as Information Systems Specialists - ISS (represented and unrepresented) and Principal Executive Managers with an “I” (or Information Technology) designation.

State Executive Branch IT Workforce (as of June 30, 2013)	
Total Executive Branch positions – all classifications	33873
Information Systems Specialist (ISS) and other IT-related Positions	1845
• IT Percentage of Total Executive Branch Workforce	5.5%
• # of ISS classified positions (filled/vacant)	1640
• # of Principal Executive Manager (PEM) positions “I” designation (filled/vacant)	205
• Average Years of Service	13 years
• Average Salary – ISS classified staff (Base Rate)	\$5693 month
• Average salary – management service (Base Rate)	\$8422/month
• Eligible for Retirement in 1 year (~15.8% of IT Workforce)	292 positions
• Eligible for Retirement in 5 years (~27.2% of IT Workforce)	503 positions
• IT Turnover Rate (Total Workforce Turnover Rate – 11.0 %)	8.50%

Workforce Data

The pages that follow provide a more detailed breakdown of Executive Branch IT Workforce data in a variety of ways including:

- Position Distribution by Agency, Program Area, and Classification/Pay Range
- Agencies with > than 20 ISS Positions
- Filled and vacant positions - by position classification by agency
- Average Years of Service by Agency/Class
- Eligibility for Retirement within 5 years

Table 1: IT Position Distribution by Agency (as of 06/30/13)

Executive Branch: 1,845 IT-Related Positions reside within 47 state agencies

Program Area	# Agencies	Total Agency Positions	Ratio: IT Pos. per Employee	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"		
Human Services	1 Oregon Health Authority	3760	1:8.7	433	286	48	99		
Human Services	2 Human Services	6788	1:261.1	26	20	2	4	4 Agencies	% of Total
Transportation	3 Transportation	4240	1:16.4	259	223	21	15		
Administration	4 Administrative Services	720	1:2.9	247	193	19	35	965	52%
Public Safety	5 Corrections	4272	1:44.5	96	80	6	10		
Administration	6 Revenue	890	1:10.1	88	69	5	14		
Economic & Community Development	7 Employment	1339	1:16.1	83	65	6	12		
Consumer and Business Services	8 Consumer and Business Services	829	1:11.8	70	57	2	11	10 Agencies	% of Total
Public Safety	9 Justice	1215	1:20.6	59	53	4	2		
Administration	10 Public Employees Retirement System	343	1:6.5	53	45	3	5	1414	77%
Natural Resources	11 Environmental Quality	637	1:13.6	47	38	2	7		
Education	12 Education	364	1:8.1	45	35	5	5		
Public Safety	13 State Police	1141	1:30.8	37	25	5	7		
Administration	14 Secretary of State	188	1:5.9	32	29	2	1		
Natural Resources	15 Fish and Wildlife	1141	1:39.3	29	23	3	3	17 Agencies	% of Total
Natural Resources	16 Forestry	1046	1:40.2	26	21	2	3		
Public Safety	17 Youth Authority	950	1:39.6	24	15	3	6	1654	90%
Public Safety	18 Military Department	504	1:28.0	18	15	3			
Natural Resources	19 Parks and Recreation Department	800	1:50.0	16	15	1			
Administration	20 Liquor Control Commission	211	1:13.2	16	12	2	2		
Administration	21 Oregon State Treasury	83	1:5.5	15	12	3		23 Agencies	% of Total
Natural Resources	22 Geology and Mineral Industries	46	1:3.3	14	12		2		
Economic & Community Development	23 Housing and Community Services	151	1:13.7	11	7	1	3	1744	95%
Natural Resources	24 Agriculture	434	1:48.2	9	8	1			
Economic & Community Development	25 Veterans' Affairs	70	1:8.8	8	4	1	3		
Natural Resources	26 Water Resources	121	1:15.1	8	7	1			
Consumer and Business Services	27 Public Utility Commission	110	1:13.8	8	6	1	1		
Natural Resources	28 State Lands	102	1:14.6	7	6		1		
Consumer and Business Services	29 Construction Contractor's Board	63	1:9.0	7	6	1			
Economic & Community Development	30 Business Development Department	124	1:20.7	6	5	1			
Education	31 Community Colleges and Workforce Development	50	1:8.3	6	4	1	1		
Natural Resources	32 Energy	97	1:16.2	6	5	1			
Public Safety	33 Public Safety Standards and Training	286	1:57.2	5	4	1			
Natural Resources	34 Land Conservation Development	56	1:14.0	4	4				
Education	35 Student Access Commission	25	1:6.3	4	4				
Consumer and Business Services	36 Labor and Industries	88	1:29.3	3	3				
Administration	37 Library	39	1:13.0	3	3				
Consumer and Business Services	38 Nursing Board	47	1:15.7	3	3				
Consumer and Business Services	39 Medical Board	34	1:11.3	3	2		1		
Natural Resources	40 Marine Board	37	1:18.5	2	1		1		
Consumer and Business Services	41 Real Estate Agency	25	1:12.5	2	1		1		
Human Services	42 Blind Commission	49	1:24.5	2	2				
Consumer and Business Services	43 Health Licensing Agency	34	1:34.0	1	1				
Public Safety	44 Parole/Post Prison Supervision	11	1:11.0	1	1				
Education	45 Teachers Standards and Practices	17	1:17.0	1	1				
Natural Resources	46 Watershed Enhancement Board	30	1:30.0	1	1				
Administration	47 Office of the Governor	72	1:72.0	1			1		
Total as of 06/30/13 (47 Agencies)		33679	1:18.3	1845	1432	157	256		

Total Executive Branch Positions 33873
 All Classifications (as of 06/30/13)

Analysis

Table 1 provides information on the distribution of Executive Branch IT positions by Agency (as of 06/30/13). As the table shows, 1,845 IT-related positions reside within 47 state agencies.* As of June 30, 2013, 256 of those positions were vacant (~14%). Just over half (965 positions - 52%) of the 1,845 positions reside within four state agencies – the Oregon Departments of Administrative Services, Human Services, Transportation, and the Oregon Health Authority. In addition, only 23 of the 47 agencies have more than 10 IT-related positions (~ 95% of the total IT-related positions across the Executive Branch). Finally, the IT position to overall position ratios across the 47 agencies range from 1:3.3 for the Department of Geology and Mineral Industries to 1:57.2 for the Department of Public Safety Standards and Training.*

Although there is a significant level of aggregation of the Executive Branch IT Workforce within just a few agencies, at the Enterprise or macro-level that aggregation is not proportional to agency size. There also appears to be a distinct lack of uniformity or consistency in the number of IT positions utilized and in the ratio of IT to non-IT positions within each of these 47 agencies. The current IT operating environment can be characterized as one driven by individual agency circumstances, choices, and priorities.

* Notes

- Many of the 47 agencies listed within Table 1 utilize non-IT classified positions to supervise IT-related positions or to perform work within their agency's IT organization (i.e., Operations and Policy Analysts, Administrative Support Specialists, Procurement and Contract Specialists, Fiscal Analysts, etc.) Those position counts are not included within Table 1 as it was not possible to clearly identify and associate them within the DAS personnel and position database which was the source for this report. This means that the total number of positions engaged in IT related activities is indeterminate based on available data but likely exceeds 1,845 positions. It was not possible to accurately estimate IT-related span of control (Supervisor to Employee) ratios for this same reason.
- The IT position to overall position ratios within the Department of Administrative Services (DAS), Office of the Governor, Oregon Health Authority (OHA), and Department of Human Services (DHS) are skewed. DAS is an Enterprise/Statewide IT Service provider to all state agencies and provides IT services to the Governor's Office and the Teachers Standards and Practices Commission. In addition, OHA and DHS receive shared IT services from the OHA Office of Information Services (OIS). If position counts (IT and non-IT) for OHA and DHS were combined (459:10,548), the IT position to overall position ratio would be ~1:23.

Table 2: IT Position Distribution by Program Area (as of 06/30/13)

Program Area	# Agencies	Total Agency Positions	Ratio: IT Pos. per Employee	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"	Program Area Position Count	Program Area Ratio: IT Pos. per Employee	Program Area IT Position Count	
Administration	4	Administrative Services	720	1:2.9	247	193	19	35			
Administration	6	Revenue	890	1:10.1	88	69	5	14			
Administration	10	Public Employees Retirement System	343	1:6.5	53	45	3	5			
Administration	14	Secretary of State	188	1:5.9	32	29	2	1			
Administration	20	Liquor Control Commission	211	1:13.2	16	12	2	2			
Administration	21	Oregon State Treasury	83	1:5.5	15	12	3				
Administration	37	Library	39	1:13.0	3	3					
Administration	47	Office of the Governor	72	1:72.0	1			1	2546	1:5.6	455
Consumer and Business Services	8	Consumer and Business Services	829	1:11.8	70	57	2	11	8%	% of Total Positions	25%
Consumer and Business Services	27	Public Utility Commission	110	1:13.8	8	6	1	1			
Consumer and Business Services	29	Construction Contractor's Board	63	1:9.0	7	6	1				
Consumer and Business Services	36	Labor and Industries	88	1:29.3	3	3					
Consumer and Business Services	38	Nursing Board	47	1:15.7	3	3					
Consumer and Business Services	39	Medical Board	34	1:11.3	3	2		1			
Consumer and Business Services	41	Real Estate Agency	25	1:12.5	2	1		1			
Consumer and Business Services	43	Health Licensing Agency	34	1:34.0	1	1			1230	1:12.7	97
Economic & Community Development	7	Employment	1339	1:16.1	83	65	6	12	4%	% of Total Positions	5%
Economic & Community Development	23	Housing and Community Services	151	1:13.7	11	7	1	3			
Economic & Community Development	25	Veterans' Affairs	70	1:8.8	8	4	1	3			
Economic & Community Development	30	Business Development Department	124	1:20.7	6	5	1		1684	1:15.6	108
Education	12	Education	364	1:8.1	45	35	5	5	5%	% of Total Positions	6%
Education	31	Community Colleges and Workforce Development	50	1:8.3	6	4	1	1			
Education	35	Student Access Commission	25	1:6.3	4	4					
Education	45	Teachers Standards and Practices	17	1:17.0	1	1			456	1:8.1	56
Human Services	1	Oregon Health Authority	3760	1:8.7	433	286	48	99	1%	% of Total Positions	3%
Human Services	2	Human Services	6788	1:261.1	26	20	2	4			
Human Services	42	Blind Commission	49	1:24.5	2	2			10597	1:23.0	461
Natural Resources	11	Environmental Quality	637	1:13.6	47	38	2	7	31%	% of Total Positions	25%
Natural Resources	15	Fish and Wildlife	1141	1:39.3	29	23	3	3			
Natural Resources	16	Forestry	1046	1:40.2	26	21	2	3			
Natural Resources	19	Parks and Recreation Department	800	1:50.0	16	15	1				
Natural Resources	22	Geology and Mineral Industries	46	1:3.3	14	12		2			
Natural Resources	24	Agriculture	434	1:48.2	9	8	1				
Natural Resources	26	Water Resources	121	1:15.1	8	7	1				
Natural Resources	28	State Lands	102	1:14.6	7	6		1			
Natural Resources	32	Energy	97	1:16.2	6	5	1				
Natural Resources	34	Land Conservation Development	56	1:14.0	4	4					
Natural Resources	40	Marine Board	37	1:18.5	2	1		1			
Natural Resources	46	Watershed Enhancement Board	30	1:30.0	1	1			4547	1:26.9	169
Public Safety	5	Corrections	4272	1:44.5	96	80	6	10	14%	% of Total Positions	9%
Public Safety	9	Justice	1215	1:20.6	59	53	4	2			
Public Safety	13	State Police	1141	1:30.8	37	25	5	7			
Public Safety	17	Youth Authority	950	1:39.6	24	15	3	6			
Public Safety	18	Military Department	504	1:28.0	18	15	3				
Public Safety	33	Public Safety Standards and Training	286	1:57.2	5	4	1				
Public Safety	44	Parole/Post Prison Supervision	11	1:11.0	1	1			8379	1:34.9	240
									25%	% of Total Positions	13%
Transportation	3	Transportation	4240	1:16.4	259	223	21	15	4240	1:16.4	259
									13%	% of Total Positions	14%
Total as of 06/30/13 (47 Agencies)			33679	1:18.3	1845	1432	157	256	33679	1:18.3	1845
Total Executive Branch Positions All Classifications (as of 06/30/13)			33873								

Analysis

Table 2 provides information on the distribution of Executive Branch IT positions by Program Area (as of 06/30/13). As the table shows, the 47 state agencies with IT-Related positions operate within one of eight program areas: Administration; Consumer and Business Services; Economic and Community Development; Education; Human Services, Natural Resources; Public Safety; and Transportation.

As of June 30, 2013, 916 of the 1,845 IT positions (just under 50%) reside within two of the eight program areas – Administration and Human Services. The Transportation (14%) and Public Safety (13%) program areas account for another ~27% of the total number of IT-related positions residing within the Executive Branch.

As with the aggregation of the Executive Branch IT Workforce within just a few agencies depicted in Table 1, a significant level of aggregation of IT-related positions is present within four of the eight program areas (~77%). At the Enterprise or macro-level that aggregation is, generally speaking, not proportional to program area size. As with Table 1, Table 2 data depicts a complete lack of uniformity or consistency in the number of IT positions utilized and in the ratio of IT to non-IT positions within each of the eight program areas by individual agencies or in composite. As program level IT Workforce plans do not exist, the current program area IT operating environments can be characterized as being driven by individual agency circumstances, choices, and priorities.

*** Notes**

- The IT position to overall position ratios within the Administration Program Area are skewed as the Department of Administrative Services (DAS) is an Enterprise/Statewide IT Service provider to all state agencies and provides local area network, desktop, and email support services to the Office of the Governor and to other agencies outside the Administration program area.

**Table 3: Executive Branch: Agencies with > than 20 ISS Positions (filled/vacant)
(as of 06/30/13)**

Agency Name	ISS 1	ISS 2	ISS 3	ISS 4	ISS 5	ISS 6	ISS 7	ISS 8	Grand Total
Oregon Health Authority	1	3	22	84	50	63	70	62	355
Human Services	3	0	2	1	4	11	1	1	23
Transportation	0	2	5	25	57	61	64	24	238
Administrative Services	1	2	26	5	21	36	35	97	223
Corrections	0	0	8	0	43	10	26	2	89
Revenue	1	0	8	24	5	20	16	7	81
Employment	0	6	0	12	9	17	17	13	74
Consumer and Business Services	0	3	8	8	10	10	21	7	67
Justice	0	1	2	15	11	14	9	2	54
Public Employees Retirement System	0	4	0	11	8	9	11	7	50
Environmental Quality	1	2	0	13	16	10	2	1	45
Education	0	0	2	8	5	3	13	8	39
State Police	1	0	2	6	6	6	3	7	31
Secretary of State	0	1	0	3	2	2	9	12	29
Fish and Wildlife	0	0	5	5	4	9	3	0	26
Forestry	1	1	1	9	1	7	4	0	24
Youth Authority	0	1	0	2	6	7	0	4	20
TOTAL (as of June 30, 2013)	9	26	91	231	258	295	304	254	1468

Note: 1468 (90%) of the state's 1640 ISS Classified Positions reside within 17 state agencies.

Analysis

Table 3 provides information on the filled and vacant Information Systems Specialist (ISS) positions that reside with the Executive Branch agencies with more than 20 ISS positions. As Table 3 indicates, 1,468 (90%) of the 1,640 Executive Branch ISS classified positions reside within 17 state agencies. Further, Table 3 data indicates that 1,111 of the 1,468 positions (~76%) are classified as an ISS 5 or higher and 1,342 of the 1,468 positions (~91%) are classified as an ISS 4 or higher. ISS 1 and ISS 2 position classifications, in particular, appear to be seldom utilized. These position classifications should be reviewed to determine the efficacy of these classifications for ongoing use in the future.

Table 4: Executive/Legislative Branch - ISS Position Distribution by Classification & Pay Range (Filled Positions - as of 06/30/13)

Statewide Count Employees in ISS Classifications by Salary Step (Filled Positions)											
Classification	Off Step	1	2	3	4	5	6	7	8	9	Total
Information Systems Specialist 1			3						1	4	8
Information Systems Specialist 2	1	1	3	7	4	3	5		2	6	32
Information Systems Specialist 3		14	18	13	5	7	6	3	5	25	96
Information Systems Specialist 4	3	18	25	38	17	19	17	8	17	77	239
Information Systems Specialist 5	6	12	25	22	22	14	20	25	22	86	254
Information Systems Specialist 6	6	8	20	22	16	17	30	23	20	129	291
Information Systems Specialist 7	4	5	14	14	13	15	17	24	33	167	306
Information Systems Specialist 8	2	3	5	6	6	8	14	14	25	143	226
Information Systems Specialist 9										1	1
Report Total	22	61	113	122	83	83	109	97	125	638	1453

Note: 72% of all ISS classified positions are paid at salary step 5 – 9 with 53% paid at salary steps 8 & 9.

Note: Pay range information for 21 filled, Legislative Branch ISS positions was not available which prevented removal of these positions from this table at the time of report publication.

Analysis Table 4 provides information on the distribution of the 1,453 filled Information Systems Specialist (ISS) positions that reside within Executive and Legislative Branch agencies by classification and pay range (as of 06/30/13). As Table 4 indicates, 1,052 (72%) of all ISS classified positions are paid at salary step 5 – 9 with 763 positions (53%) paid at salary steps 8 and 9. Off Step and Step 1, 4, and 5 pay ranges in all ISS classifications appear to be lesser used.

This situation could be a reflection of the average years of service across all ISS classifications (~13 years as of 06/30/13). Under the state’s normal pay practices, step increases are provided to employees with satisfactory performance history on an annual basis. This situation could also be a result of the difficulty agencies report during salary negotiations when hiring for vacant IT positions. Although agencies are instructed to budget for position costs at Step 2, agencies report they typically must offer Step 4 or higher in order to hire experienced IT professionals. Finally, the fact that over half of the state’s ISS positions are paid at Step 8 or 9 could lead to difficulty in retaining the state’s most skilled and experienced IT professionals as their future earning potential is or will soon be capped. All of these potential IT position compensation issues warrant future Executive and Legislative Branch study.

Executive Branch – State IT Workforce – Filled ISS Positions by Agency

Employees in Information Systems Specialist Classifications (as of June 30, 2013)		
Agency Description	Employee Classification	Total
Administrative Services, Dept. of	Information Systems Specialist 1	1
	Information Systems Specialist 2	2
	Information Systems Specialist 3	25
	Information Systems Specialist 4	4
	Information Systems Specialist 5	20
	Information Systems Specialist 6	34
	Information Systems Specialist 7	33
	Information Systems Specialist 8	74
Administrative Services, Dept. of Total		193
Agriculture, Dept. of	Information Systems Specialist 3	1
	Information Systems Specialist 5	2
	Information Systems Specialist 6	2
	Information Systems Specialist 7	2
	Information Systems Specialist 8	1
Agriculture, Dept. of	Total	8
Blind, Commission for the	Information Systems Specialist 3	1
	Information Systems Specialist 4	1
Blind, Commission for the	Total	2
Comm. Colleges/Workforce Dev, Dept. of	Information Systems Specialist 5	1
	Information Systems Specialist 7	3
Community Colleges/Workforce Development, Dept. of	Total	4
Construction Contractors Board	Information Systems Specialist 3	1
	Information Systems Specialist 5	2
	Information Systems Specialist 6	3
Construction Contractors Board Total		6

Executive Branch – State IT Workforce – Filled ISS positions (Continued)

Employees in Information Systems Specialist Classifications (as of June 30, 2013)		
Agency Description	Employee Classification	Total
Consumer and Business Services, Dept. of	Information Systems Specialist 2	2
	Information Systems Specialist 3	8
	Information Systems Specialist 4	8
	Information Systems Specialist 5	8
	Information Systems Specialist 6	8
	Information Systems Specialist 7	18
	Information Systems Specialist 8	5
Consumer and Business Services, Dept. of Total		57
Corrections, Dept. of	Information Systems Specialist 3	5
	Information Systems Specialist 5	40
	Information Systems Specialist 6	9
	Information Systems Specialist 7	24
	Information Systems Specialist 8	2
Corrections, Dept. of Total		80
Education, Dept. of	Information Systems Specialist 3	1
	Information Systems Specialist 4	7
	Information Systems Specialist 5	4
	Information Systems Specialist 6	3
	Information Systems Specialist 7	12
	Information Systems Specialist 8	8
Education, Dept. of Total		35
Employment Department	Information Systems Specialist 2	5
	Information Systems Specialist 4	10
	Information Systems Specialist 5	8
	Information Systems Specialist 6	15
	Information Systems Specialist 7	16
	Information Systems Specialist 8	11
Employment Department Total		65

Executive Branch – State IT Workforce – Filled ISS positions (Continued)

Employees in Information Systems Specialist Classifications (as of June 30, 2013)		
Energy, Dept. of	Information Systems Specialist 2	1
	Information Systems Specialist 4	1
	Information Systems Specialist 5	1
	Information Systems Specialist 7	2
Energy, Dept. of Total		5
Environmental Quality, Dept. of	Information Systems Specialist 1	1
	Information Systems Specialist 2	1
	Information Systems Specialist 4	11
	Information Systems Specialist 5	13
	Information Systems Specialist 6	9
	Information Systems Specialist 7	2
	Information Systems Specialist 8	1
Environmental Quality, Dept. of Total		38
Fish & Wildlife, Dept. of	Information Systems Specialist 3	5
	Information Systems Specialist 4	5
	Information Systems Specialist 5	3
	Information Systems Specialist 6	7
	Information Systems Specialist 7	3
Fish & Wildlife, Dept. of Total		23
Forestry, Dept. of	Information Systems Specialist 1	1
	Information Systems Specialist 2	1
	Information Systems Specialist 3	1
	Information Systems Specialist 4	8
	Information Systems Specialist 5	1
	Information Systems Specialist 6	6
	Information Systems Specialist 7	3
Forestry, Dept. of Total		21

Executive Branch – State IT Workforce – Filled ISS positions (Continued)

Employees in Information Systems Specialist Classifications (as of June 30, 2013)		
Geology & Mineral Industries, Dept. of	Information Systems Specialist 2	3
	Information Systems Specialist 3	5
	Information Systems Specialist 4	1
	Information Systems Specialist 5	1
	Information Systems Specialist 6	2
Geology & Mineral Industries, Dept. of Total		12
Housing & Community Services, Dept. of	Information Systems Specialist 1	1
	Information Systems Specialist 4	1
	Information Systems Specialist 5	1
	Information Systems Specialist 6	1
	Information Systems Specialist 7	2
	Information Systems Specialist 8	1
Housing & Community Services, Dept. of Total		7
Human Services, Dept. of	Information Systems Specialist 1	3
	Information Systems Specialist 3	2
	Information Systems Specialist 4	1
	Information Systems Specialist 5	4
	Information Systems Specialist 6	9
	Information Systems Specialist 8	1
Human Services, Dept. of Total		20
Justice, Dept. of	Information Systems Specialist 2	1
	Information Systems Specialist 3	2
	Information Systems Specialist 4	14
	Information Systems Specialist 5	11
	Information Systems Specialist 6	14
	Information Systems Specialist 7	9
	Information Systems Specialist 8	2
Justice, Dept. of	Total	53

Executive Branch – State IT Workforce – Filled ISS positions (Continued)

Employees in Information Systems Specialist Classifications (as of June 30, 2013)		
Labor & Industries, Bureau of	Information Systems Specialist 2	1
	Information Systems Specialist 4	1
	Information Systems Specialist 7	1
Labor & Industries, Bureau of Total		3
Land Conservation & Development, Dept.	Information Systems Specialist 4	1
	Information Systems Specialist 5	1
	Information Systems Specialist 6	1
	Information Systems Specialist 7	1
Land Conservation & Development, Dept. of Total		4
Lands, Dept. of State	Information Systems Specialist 4	4
	Information Systems Specialist 5	1
	Information Systems Specialist 6	1
Lands, Dept. of State Total		6
Library, Oregon State	Information Systems Specialist 4	2
	Information Systems Specialist 5	1
Library, Oregon State Total		3
Liquor Control Commission	Information Systems Specialist 3	2
	Information Systems Specialist 5	3
	Information Systems Specialist 6	4
	Information Systems Specialist 7	2
	Information Systems Specialist 8	1
Liquor Control Commission Total		12
Marine Board	Information Systems Specialist 7	1
Marine Board Total		1
Military, Dept. of	Information Systems Specialist 3	1
	Information Systems Specialist 4	4
	Information Systems Specialist 5	6
	Information Systems Specialist 6	1
	Information Systems Specialist 7	3
Military, Dept. of Total		15

Executive Branch – State IT Workforce – Filled ISS positions (Continued)

Employees in Information Systems Specialist Classifications (as of June 30, 2013)		
Nursing, Board of	Information Systems Specialist 6	1
	Information Systems Specialist 7	1
	Information Systems Specialist 8	1
Nursing, Board of Total		3
Oregon Business Development Dept.	Information Systems Specialist 4	3
	Information Systems Specialist 5	1
	Information Systems Specialist 8	1
Oregon Business Development Dept. Total		5
Oregon Health Licensing Agency	Information Systems Specialist 5	1
Oregon Health Licensing Agency Total		1
Oregon Health Authority	Information Systems Specialist 2	2
	Information Systems Specialist 3	16
	Information Systems Specialist 4	77
	Information Systems Specialist 5	34
	Information Systems Specialist 6	44
	Information Systems Specialist 7	59
	Information Systems Specialist 8	54
Oregon Health Authority Total		286
Oregon Medical Board	Information Systems Specialist 5	1
	Information Systems Specialist 7	1
Oregon Medical Board Total		2
Parks & Recreation, Dept. of	Information Systems Specialist 2	2
	Information Systems Specialist 3	1
	Information Systems Specialist 4	4
	Information Systems Specialist 5	4
	Information Systems Specialist 6	2
	Information Systems Specialist 7	1
	Information Systems Specialist 8	1
Parks & Recreation, Dept. of Total		15

Executive Branch – State IT Workforce – Filled ISS positions (Continued)

Employees in Information Systems Specialist Classifications (as of June 30, 2013)		
Parole/Post-Prison Supervision, Board of	Information Systems Specialist 5	1
Parole/Post-Prison Supervision, Board of Total		1
Police, Oregon State	Information Systems Specialist 3	2
	Information Systems Specialist 4	6
	Information Systems Specialist 5	3
	Information Systems Specialist 6	5
	Information Systems Specialist 7	3
	Information Systems Specialist 8	6
Police, Oregon State Total		25
Public Employees Retirement System	Information Systems Specialist 2	4
	Information Systems Specialist 4	11
	Information Systems Specialist 5	8
	Information Systems Specialist 6	7
	Information Systems Specialist 7	10
	Information Systems Specialist 8	5
Public Employees Retirement System Total		45
Public Safety Standards & Training	Information Systems Specialist 4	1
	Information Systems Specialist 5	1
	Information Systems Specialist 6	1
	Information Systems Specialist 7	1
Public Safety Standards & Training Total		4
Public Utility Commission	Information Systems Specialist 3	1
	Information Systems Specialist 6	3
	Information Systems Specialist 7	2
Public Utility Commission Total		6
Real Estate Agency	Information Systems Specialist 5	1
Real Estate Agency Total		1

Executive Branch – State IT Workforce – Filled ISS positions (Continued)

Employees in Information Systems Specialist Classifications (as of June 30, 2013)		
Revenue, Dept. of	Information Systems Specialist 1	1
	Information Systems Specialist 3	7
	Information Systems Specialist 4	21
	Information Systems Specialist 5	3
	Information Systems Specialist 6	20
	Information Systems Specialist 7	12
	Information Systems Specialist 8	5
Revenue, Dept. of	Total	69
Secretary of State	Information Systems Specialist 2	1
	Information Systems Specialist 4	3
	Information Systems Specialist 5	2
	Information Systems Specialist 6	2
	Information Systems Specialist 7	9
	Information Systems Specialist 8	12
Secretary of State	Total	29
Student Access Commission	Information Systems Specialist 2	1
	Information Systems Specialist 4	2
	Information Systems Specialist 5	1
Student Access Commission Total		4
Teacher Standards & Practices	Information Systems Specialist 2	1
Teacher Standards & Practices Total		1
Transportation, Dept. of	Information Systems Specialist 2	2
	Information Systems Specialist 3	4
	Information Systems Specialist 4	23
	Information Systems Specialist 5	50
	Information Systems Specialist 6	61
	Information Systems Specialist 7	59
	Information Systems Specialist 8	24
Transportation, Dept. of	Total	223

Executive Branch – State IT Workforce – Filled ISS positions (Continued)

Employees in Information Systems Specialist Classifications (as of June 30, 2013)		
Treasury, Oregon State	Information Systems Specialist 3	2
	Information Systems Specialist 5	1
	Information Systems Specialist 6	5
	Information Systems Specialist 7	2
	Information Systems Specialist 8	2
Treasury, Oregon State Total		12
Veterans' Affairs, Dept. of	Information Systems Specialist 5	2
	Information Systems Specialist 7	2
Veterans' Affairs, Dept. of Total		4
Water Resources, Dept. of	Information Systems Specialist 4	3
	Information Systems Specialist 5	1
	Information Systems Specialist 6	2
	Information Systems Specialist 7	1
Water Resources, Dept. of Total		7
Watershed Enhancement Board	Information Systems Specialist 7	1
Watershed Enhancement Board Total		1
Youth Authority, Oregon	Information Systems Specialist 2	1
	Information Systems Specialist 4	1
	Information Systems Specialist 5	6
	Information Systems Specialist 7	3
	Information Systems Specialist 8	4
Youth Authority, Oregon Total		15
Executive Branch - Total # of Filled ISS Positions - as of 06/30/13		1432

Executive Branch – State IT Workforce – Filled PEM “I” Designated Positions

PEM Positions (IT -“I”- Designation) by Agency/Classification (as of June 30, 2013)		
Agency Description	Employee Classification	Total
Administrative Services, Dept. of	Principal Executive/Manager C	1
	Principal Executive/Manager E	7
	Principal Executive/Manager F	8
	Principal Executive/Manager G	2
	Principal Executive/Manager H	1
Administrative Services, Dept. of Total		19
Agriculture, Dept. of	Principal Executive/Manager D	1
Agriculture, Dept. of Total		1
Community Colleges/Workforce Dev, Dept. of	Principal Executive/Manager E	1
Community Colleges/Workforce Development, Dept. of Total		1
Construction Contractors Board	Principal Executive/Manager C	1
Construction Contractors Board Total		1
Consumer and Business Services, Dept. of	Principal Executive/Manager D	1
	Principal Executive/Manager F	1
Consumer and Business Services, Dept. of Total		2
Corrections, Dept. of	Principal Executive/Manager D	2
	Principal Executive/Manager E	3
	Principal Executive/Manager G	1
Corrections, Dept. of Total		6
Education, Dept. of	Principal Executive/Manager E	4
	Principal Executive/Manager G	1
Education, Dept. of Total		5
Employment Department	Principal Executive/Manager C	1
	Principal Executive/Manager D	4
	Principal Executive/Manager E	1
Employment Department Total		6
Energy, Dept. of	Principal Executive/Manager E	1
Energy, Dept. of Total		1

Executive Branch – State IT Workforce – Filled PEM “I” Designated Positions (Continued)

PEM Positions (IT -“I”- Designation) by Agency/Classification (as of June 30, 2013)		
Agency Description	Employee Classification	Total
Environmental Quality, Dept. of	Principal Executive/Manager E	2
Environmental Quality, Dept. of Total		2
Fish & Wildlife, Dept. of	Principal Executive/Manager C	1
	Principal Executive/Manager D	1
	Principal Executive/Manager E	1
Fish & Wildlife, Dept. of Total		3
Forestry, Dept. of	Principal Executive/Manager D	1
	Principal Executive/Manager E	1
Forestry, Dept. of Total		2
Housing & Community Services, Dept. of	Principal Executive/Manager D	1
Housing & Community Services, Dept. of Total		1
Human Services, Dept. of	Principal Executive/Manager D	2
Human Services, Dept. of Total		2
Justice, Dept. of	Principal Executive/Manager D	2
	Principal Executive/Manager E	1
	Principal Executive/Manager F	1
Justice, Dept. of Total		4
Liquor Control Commission	Principal Executive/Manager D	1
	Principal Executive/Manager E	1
Liquor Control Commission Total		2
Military, Dept. of	Principal Executive/Manager E	2
	Principal Executive/Manager F	1
Military, Dept. of Total		3
Oregon Business Development Dept.	Principal Executive/Manager D	1
Oregon Business Development Dept. Total		1

Executive Branch – State IT Workforce – Filled PEM “I” Designated Positions (Continued)

PEM Positions (IT -“I”- Designation) by Agency/Classification (as of June 30, 2013)		
Agency Description	Employee Classification	Total
Oregon Health Authority	Principal Executive/Manager C	4
	Principal Executive/Manager D	20
	Principal Executive/Manager E	13
	Principal Executive/Manager F	9
	Principal Executive/Manager G	1
	Principal Executive/Manager H	1
Oregon Health Authority Total		48
Parks & Recreation, Dept. of	Principal Executive/Manager E	1
Parks & Recreation, Dept. of Total		1
Police, Oregon State	Principal Executive/Manager A	1
	Principal Executive/Manager B	1
	Principal Executive/Manager C	1
	Principal Executive/Manager E	1
	Principal Executive/Manager F	1
Police, Oregon State Total		5
Public Employees Retirement System	Principal Executive/Manager E	2
	Principal Executive/Manager F	1
Public Employees Retirement System Total		3
Public Safety Standards & Training	Principal Executive/Manager E	1
Public Safety Standards & Training Total		1
Public Utility Commission	Principal Executive/Manager D	1
Public Utility Commission Total		1
Revenue, Dept. of	Principal Executive/Manager D	4
	Principal Executive/Manager F	1
Revenue, Dept. of Total		5
Secretary of State	Principal Executive/Manager F	1
	Principal Executive/Manager G	1
Secretary of State Total		2

Executive Branch – State IT Workforce – Filled PEM “I” Designated Positions (Continued)

PEM Positions (IT -“I”- Designation) by Agency/Classification (as of June 30, 2013)		
Agency Description	Employee Classification	Total
Transportation, Dept. of	Principal Executive/Manager C	2
	Principal Executive/Manager D	2
	Principal Executive/Manager E	10
	Principal Executive/Manager F	4
	Principal Executive/Manager G	2
	Principal Executive/Manager H	1
Transportation, Dept. of	Total	21
Treasury, Oregon State	Principal Executive/Manager E	2
	Principal Executive/Manager F	1
Treasury, Oregon State	Total	3
Veterans' Affairs, Dept. of	Principal Executive/Manager E	1
Veterans' Affairs, Dept. of	Total	1
Water Resources, Dept. of	Principal Executive/Manager E	1
Water Resources, Dept. of	Total	1
Youth Authority, Oregon	Principal Executive/Manager D	2
	Principal Executive/Manager F	1
Youth Authority, Oregon	Total	3
Executive Branch – Total # of Filled PEM “I” Designated Positions – as of 06/30/13		157

Executive Branch - State IT Workforce – ISS & PEM “I” Position Vacancies

Vacant ISS & PEM “I” Positions by Agency/Classification (as of June 30, 2013)		
Agency Description	Position Classification	Total
Administrative Services, Dept. of	Information Systems Specialist 3	1
	Information Systems Specialist 4	1
	Information Systems Specialist 5	1
	Information Systems Specialist 6	2
	Information Systems Specialist 7	2
	Information Systems Specialist 8	23
	Principal Executive/Manager E	4
	Principal Executive/Manager H	1
Administrative Services, Dept. of Total		35
Community Colleges/Workforce Dev, Dept.	Information Systems Specialist 7	1
Community Colleges/Workforce Development, Dept. of Total		1
Consumer and Business Services, Dept. of	Information Systems Specialist 2	1
	Information Systems Specialist 5	2
	Information Systems Specialist 6	2
	Information Systems Specialist 7	3
	Information Systems Specialist 8	2
	Principal Executive/Manager E	1
Consumer and Business Services, Dept. of Total		11
Corrections, Dept. of	Information Systems Specialist 3	3
	Information Systems Specialist 5	3
	Information Systems Specialist 6	1
	Information Systems Specialist 7	2
	Principal Executive/Manager F	1
Corrections, Dept. of	Total	10

Executive Branch - State IT Workforce – ISS & PEM “I” Position Vacancies (Continued)

Vacant ISS & PEM “I” Positions by Agency/Classification (as of June 30, 2013)		
Education, Dept. of	Information Systems Specialist 3	1
	Information Systems Specialist 4	1
	Information Systems Specialist 5	1
	Information Systems Specialist 7	1
	Principal Executive/Manager F	1
Education, Dept. of Total		5
Employment Department	Information Systems Specialist 2	1
	Information Systems Specialist 4	2
	Information Systems Specialist 5	1
	Information Systems Specialist 6	2
	Information Systems Specialist 7	1
	Information Systems Specialist 8	2
	Principal Executive/Manager E	2
	Principal Executive/Manager F	1
Employment Department Total		12
Environmental Quality, Dept. of	Information Systems Specialist 2	1
	Information Systems Specialist 4	2
	Information Systems Specialist 5	3
	Information Systems Specialist 6	1
Environmental Quality, Dept. of Total		7
Fish & Wildlife, Dept. of	Information Systems Specialist 5	1
	Information Systems Specialist 6	2
Fish & Wildlife, Dept. of Total		3
Forestry, Dept. of	Information Systems Specialist 4	1
	Information Systems Specialist 6	1
	Information Systems Specialist 7	1
Forestry, Dept. of Total		3
Geology & Mineral Industries, Dept. of	Information Systems Specialist 5	2
Geology & Mineral Industries, Dept. of Total		2

Executive Branch - State IT Workforce – ISS & PEM “I” Position Vacancies

Vacant ISS & PEM “I” Positions by Agency/Classification (as of June 30, 2013)		
Governor, Office of the	Information Systems Specialist 7	1
Governor, Office of the Total		1
Housing & Community Services, Dept. of	Information Systems Specialist 5	1
	Information Systems Specialist 6	1
	Information Systems Specialist 8	1
Housing & Community Services, Dept. of Total		3
Human Services, Dept. of	Information Systems Specialist 6	2
	Information Systems Specialist 7	1
	Principal Executive/Manager E	1
Human Services, Dept. of Total		4
Justice, Dept. of	Information Systems Specialist 4	1
	Principal Executive/Manager C	1
Justice, Dept. of Total		2
Lands, Dept. of State	Information Systems Specialist 3	1
Lands, Dept. of State Total		1
Liquor Control Commission	Information Systems Specialist 3	1
	Information Systems Specialist 7	1
Liquor Control Commission Total		2
Marine Board	Information Systems Specialist 3	1
Marine Board Total		1

Executive Branch - State IT Workforce – ISS & PEM “I” Position Vacancies

Vacant ISS & PEM “I” Positions by Agency/Classification (as of June 30, 2013)		
Oregon Health Authority	Information Systems Specialist 1	1
	Information Systems Specialist 2	1
	Information Systems Specialist 3	6
	Information Systems Specialist 4	7
	Information Systems Specialist 5	16
	Information Systems Specialist 6	19
	Information Systems Specialist 7	11
	Information Systems Specialist 8	8
	Principal Executive/Manager C	6
	Principal Executive/Manager D	9
	Principal Executive/Manager E	13
	Principal Executive/Manager F	1
	Principal Executive/Manager G	1
Oregon Health Authority Total		99
Oregon Medical Board	Information Systems Specialist 3	1
Oregon Medical Board Total		1
Police, Oregon State	Information Systems Specialist 1	1
	Information Systems Specialist 5	3
	Information Systems Specialist 6	1
	Information Systems Specialist 8	1
	Principal Executive/Manager F	1
Police, Oregon State Total		7
Public Employees Retirement System	Information Systems Specialist 6	2
	Information Systems Specialist 7	1
	Information Systems Specialist 8	2
Public Employees Retirement System Total		5
Public Safety Standards & Training	Information Systems Specialist 3	1
Public Safety Standards & Training Total		1
Real Estate Agency	Information Systems Specialist 3	1
Real Estate Agency Total		1

Executive Branch - State IT Workforce – ISS & PEM “I” Position Vacancies

Vacant ISS & PEM “I” Positions by Agency/Classification (as of June 30, 2013)		
Revenue, Dept. of	Data Entry Control Technician	1
	Information Systems Specialist 3	1
	Information Systems Specialist 4	3
	Information Systems Specialist 5	2
	Information Systems Specialist 7	4
	Information Systems Specialist 8	2
	Principal Executive/Manager E	1
Revenue, Dept. of Total		14
Secretary of State	Principal Executive/Manager E	1
Secretary of State Total		1
Transportation, Dept. of	Information Systems Specialist 3	1
	Information Systems Specialist 4	2
	Information Systems Specialist 5	7
	Information Systems Specialist 7	5
Transportation, Dept. of Total		15
Veterans' Affairs, Dept. of	Information Systems Specialist 4	1
	Information Systems Specialist 5	1
	Principal Executive/Manager D	1
Veterans' Affairs, Dept. of Total		3
Youth Authority, Oregon	Information Systems Specialist 4	1
	Information Systems Specialist 6	4
	Principal Executive/Manager D	1
Youth Authority, Oregon Total		6
Executive Branch – Total # of Vacant ISS & PEM “I” Positions – as of 06/30/13		256

**Executive Branch - State IT Workforce – Average Years of Service by Agency and Class
(as of 06/30/13)**

State IT Workforce – Average Years of Service by Agency and Class (as of 06/30/13)		
Agency	Class	Average
Administrative Services, Dept. of	Info Systems Specialist 1	0.09
	Info Systems Specialist 2	3.17
	Info Systems Specialist 3	10.46
	Info Systems Specialist 4	9.02
	Info Systems Specialist 5	11.32
	Info Systems Specialist 6	14.29
	Info Systems Specialist 7	15.10
	Info Systems Specialist 8	15.22
	Principal Executive/Manager C	14.26
	Principal Executive/Manager E	8.72
	Principal Executive/Manager F	16.11
	Principal Executive/Manager G	12.90
Principal Executive/Manager H	12.90	
Administrative Services, Dept. of Total		13.60
Agriculture, Dept. of	Info Systems Specialist 3	7.96
	Info Systems Specialist 5	6.83
	Info Systems Specialist 6	12.90
	Info Systems Specialist 7	24.65
	Info Systems Specialist 8	21.76
	Principal Executive/Manager D	7.19
Agriculture, Dept. of	Total	13.96
Blind, Commission for the	Info Systems Specialist 3	18.02
	Info Systems Specialist 4	1.58
Blind, Commission for the	Total	9.80
Community Colleges/Workforce Dev.	Info Systems Specialist 5	15.01
	Info Systems Specialist 7	9.59
	Principal Executive/Manager E	17.42
Community Colleges & Workforce Development, Dept. of Total		12.24
Construction Contractors Board	Info Systems Specialist 3	1.44
	Info Systems Specialist 5	7.88
	Info Systems Specialist 6	20.03
	Principal Executive/Manager C	28.13
Construction Contractors Board Total		15.06

**Executive Branch - State IT Workforce – Average Years of Service by Agency and Class
(as of 06/30/13) - Continued**

State IT Workforce – Average Years of Service by Agency and Class (as of 06/30/13)		
Agency	Class	Average
Consumer and Business Services	Applications Systems Manager	19.04
	Info Systems Specialist 2	14.12
	Info Systems Specialist 3	17.04
	Info Systems Specialist 4	13.90
	Info Systems Specialist 5	15.96
	Info Systems Specialist 6	15.37
	Info Systems Specialist 7	15.38
	Info Systems Specialist 8	21.24
	Principal Executive/Manager D	17.47
	Principal Executive/Manager F	10.58
	Systems & Programming Supv 2	11.18
Consumer and Business Services, Dept. of Total		15.92
Corrections, Dept. of	Info Systems Specialist 3	12.95
	Info Systems Specialist 5	11.13
	Info Systems Specialist 6	10.30
	Info Systems Specialist 7	13.10
	Info Systems Specialist 8	22.57
	Principal Executive/Manager D	21.65
	Principal Executive/Manager E	13.89
	Principal Executive/Manager G	29.34
Corrections, Dept. of	Total	12.51
Education, Dept. of	Info Systems Specialist 3	2.06
	Info Systems Specialist 4	14.52
	Info Systems Specialist 5	8.53
	Info Systems Specialist 6	4.09
	Info Systems Specialist 7	11.06
	Info Systems Specialist 8	18.82
	Principal Executive/Manager E	8.20
	Principal Executive/Manager G	23.47
Education, Dept. of	Total	12.24

**Executive Branch - State IT Workforce – Average Years of Service by Agency and Class
(as of 06/30/13) - Continued**

State IT Workforce – Average Years of Service by Agency and Class (as of 06/30/13)		
Agency	Class	Average
Employment Department	Info Systems Specialist 2	18.69
	Info Systems Specialist 4	11.16
	Info Systems Specialist 5	18.64
	Info Systems Specialist 6	11.27
	Info Systems Specialist 7	16.55
	Info Systems Specialist 8	16.20
	Principal Executive/Manager C	27.48
	Principal Executive/Manager D	25.89
	Principal Executive/Manager E	7.75
Employment Department Total		15.56
Energy, Department of	Info Systems Specialist 2	3.31
	Info Systems Specialist 4	0.96
	Info Systems Specialist 5	14.67
	Info Systems Specialist 7	6.51
	Principal Executive/Manager E	3.77
Energy, Dept. of Total		5.95
Environmental Quality, Dept. of	Info Systems Specialist 1	5.14
	Info Systems Specialist 2	25.83
	Info Systems Specialist 4	12.65
	Info Systems Specialist 5	12.72
	Info Systems Specialist 6	13.55
	Info Systems Specialist 7	16.76
	Info Systems Specialist 8	5.63
	Principal Executive/Manager E	17.03
Environmental Quality, Dept. of Total		13.27
Fish & Wildlife, Dept. of	Info Systems Specialist 3	16.52
	Info Systems Specialist 4	3.92
	Info Systems Specialist 5	5.25
	Info Systems Specialist 6	4.33
	Info Systems Specialist 7	10.59
	Principal Executive/Manager C	2.32
	Principal Executive/Manager D	4.25
	Principal Executive/Manager E	13.21
Fish & Wildlife, Dept. of Total		7.69

**Executive Branch - State IT Workforce – Average Years of Service by Agency and Class
(as of 06/30/13) - Continued**

State IT Workforce – Average Years of Service by Agency and Class (as of 06/30/13)		
Agency	Class	Average
Forestry, Dept. of	Info Systems Specialist 1	14.97
	Info Systems Specialist 2	8.36
	Info Systems Specialist 3	21.09
	Info Systems Specialist 4	14.26
	Info Systems Specialist 5	21.11
	Info Systems Specialist 6	8.72
	Info Systems Specialist 7	11.55
	Principal Executive/Manager D	14.65
	Principal Executive/Manager E	1.70
Forestry, Dept. of Total		12.30
Geology & Mineral Industries, Dept. of	Info Systems Specialist 2	1.17
	Info Systems Specialist 3	1.17
	Info Systems Specialist 4	1.68
	Info Systems Specialist 5	7.67
	Info Systems Specialist 6	4.93
Geology & Mineral Industries, Dept. of Total		2.38
Housing & Community Services, Dept. of	Info Systems Specialist 1	0.16
	Info Systems Specialist 4	0.95
	Info Systems Specialist 5	2.62
	Info Systems Specialist 6	15.39
	Info Systems Specialist 7	14.75
	Info Systems Specialist 8	17.34
	Principal Executive/Manager D	24.68
Housing & Community Services, Dept. of Total		11.33
Human Services, Department of	Info Systems Specialist 1	20.35
	Info Systems Specialist 3	21.83
	Info Systems Specialist 4	22.17
	Info Systems Specialist 5	18.96
	Info Systems Specialist 6	11.44
	Info Systems Specialist 8	22.72
	Principal Executive/Manager D	14.39
Human Services, Department of Total		16.24

**Executive Branch - State IT Workforce – Average Years of Service by Agency and Class
(as of 06/30/13) - Continued**

State IT Workforce – Average Years of Service by Agency and Class (as of 06/30/13)		
Agency	Class	Average
Justice, Dept. of	Info Systems Specialist 2	9.30
	Info Systems Specialist 3	17.24
	Info Systems Specialist 4	18.24
	Info Systems Specialist 5	13.61
	Info Systems Specialist 6	11.74
	Info Systems Specialist 7	12.15
	Info Systems Specialist 8	18.89
	Principal Executive/Manager D	16.63
	Principal Executive/Manager E	24.65
	Principal Executive/Manager F	27.85
Justice, Dept. of Total		14.84
Labor & Industries, Bureau of	Info Systems Specialist 2	0.43
	Info Systems Specialist 4	3.27
	Info Systems Specialist 7	9.47
Labor & Industries, Bureau of Total		4.39
Land Conservation & Development	Info Systems Specialist 4	5.38
	Info Systems Specialist 5	18.01
	Info Systems Specialist 6	12.75
	Info Systems Specialist 7	6.12
Land Conservation & Development, Dept. of Total		10.56
Lands, Dept. of State	Info Systems Specialist 4	4.18
	Info Systems Specialist 5	10.35
	Info Systems Specialist 6	16.26
	Systems & Programming Supv 1	12.82
Lands, Dept. of State Total		8.02
Library, Oregon State	Info Systems Specialist 4	5.59
	Info Systems Specialist 5	25.16
Library, Oregon State Total		12.11
Liquor Control Commission	Info Systems Specialist 3	6.87
	Info Systems Specialist 5	21.54
	Info Systems Specialist 6	16.41
	Info Systems Specialist 7	13.96
	Info Systems Specialist 8	28.32
	Principal Executive/Manager D	25.64
	Principal Executive/Manager E	11.47
Liquor Control Commission Total		16.95

**Executive Branch - State IT Workforce – Average Years of Service by Agency and Class
(as of 06/30/13) - Continued**

State IT Workforce – Average Years of Service by Agency and Class (as of 06/30/13)		
Agency	Class	Average
Marine Board	Info Systems Specialist 7	15.84
Marine Board	Total	15.84
Military, Dept. of	Info Systems Specialist 3	1.08
	Info Systems Specialist 4	7.88
	Info Systems Specialist 5	7.35
	Info Systems Specialist 6	17.84
	Info Systems Specialist 7	18.58
	Principal Executive/Manager E	7.89
	Principal Executive/Manager F	14.53
Military, Dept. of	Total	10.03
Nursing, Board of	Info Systems Specialist 6	0.30
	Info Systems Specialist 7	15.47
	Info Systems Specialist 8	2.68
Nursing, Board of	Total	6.15
Oregon Business Development Dept.	Info Systems Specialist 4	22.01
	Info Systems Specialist 5	12.19
	Info Systems Specialist 8	27.97
	Principal Executive/Manager D	12.92
Oregon Business Development Dept.	Total	19.85
Oregon Health Licensing Agency	Info Systems Specialist 5	23.39
Oregon Health Licensing Agency	Total	23.39
Oregon Health Authority	Info Systems Specialist 2	7.46
	Info Systems Specialist 3	10.61
	Info Systems Specialist 4	12.44
	Info Systems Specialist 5	13.19
	Info Systems Specialist 6	13.19
	Info Systems Specialist 7	12.16
	Info Systems Specialist 8	12.59
	Principal Executive/Manager C	13.35
	Principal Executive/Manager D	12.80
	Principal Executive/Manager E	10.65
	Principal Executive/Manager F	10.87
Principal Executive/Manager G	1.76	
Principal Executive/Manager H	2.00	
Oregon Health Authority	Total	12.33

**Executive Branch - State IT Workforce – Average Years of Service by Agency and Class
(as of 06/30/13) - Continued**

State IT Workforce – Average Years of Service by Agency and Class (as of 06/30/13)		
Agency	Class	Average
Oregon Medical Board	Info Systems Specialist 5	0.76
	Info Systems Specialist 7	3.12
Oregon Medical Board Total		1.94
Parks & Recreation, Dept. of	Info Systems Specialist 2	14.06
	Info Systems Specialist 3	5.69
	Info Systems Specialist 4	12.43
	Info Systems Specialist 5	10.69
	Info Systems Specialist 6	7.23
	Info Systems Specialist 7	11.29
	Info Systems Specialist 8	15.24
	Principal Executive/Manager E	5.81
Parks & Recreation, Dept. of Total		10.82
Parole/Post Prison Supervision	Info Systems Specialist 5	4.10
Parole/Post Prison Supervision, Board of Total		4.10
Police, Oregon State	Info Systems Specialist 3	0.72
	Info Systems Specialist 4	12.82
	Info Systems Specialist 5	13.70
	Info Systems Specialist 6	8.66
	Info Systems Specialist 7	6.85
	Info Systems Specialist 8	12.39
	Principal Executive/Manager A	22.42
	Principal Executive/Manager B	4.88
	Principal Executive/Manager C	0.15
	Principal Executive/Manager E	13.09
	Principal Executive/Manager F	4.62
Police, Oregon State Total		10.09
Public Employees Retirement System	Info Systems Specialist 2	7.60
	Info Systems Specialist 4	7.71
	Info Systems Specialist 5	11.62
	Info Systems Specialist 6	6.82
	Info Systems Specialist 7	11.85
	Info Systems Specialist 8	11.48
	Principal Executive/Manager E	6.36
	Principal Executive/Manager F	8.85
Public Employees Retirement System Total		9.45

**Executive Branch - State IT Workforce – Average Years of Service by Agency and Class
(as of 06/30/13) - Continued**

State IT Workforce – Average Years of Service by Agency and Class (as of 06/30/13)		
Agency	Class	Average
Public Safety Standards & Training	Info Systems Specialist 4	7.87
	Info Systems Specialist 5	7.17
	Info Systems Specialist 6	22.82
	Info Systems Specialist 7	20.39
	Principal Executive/Manager E	15.76
Public Safety Standards & Training Total		14.80
Public Utility Commission	Info Systems Specialist 3	1.78
	Info Systems Specialist 6	8.21
	Info Systems Specialist 7	18.76
	Principal Executive/Manager D	25.26
Public Utility Commission Total		12.74
Real Estate Agency	Info Systems Specialist 5	1.63
Real Estate Agency Total		1.63
Revenue, Dept. of	Data Entry Control Technician	33.89
	Info Systems Specialist 1	24.33
	Info Systems Specialist 3	20.05
	Info Systems Specialist 4	11.56
	Info Systems Specialist 5	14.32
	Info Systems Specialist 6	18.05
	Info Systems Specialist 7	21.50
	Info Systems Specialist 8	18.90
	Principal Executive/Manager D	19.62
Principal Executive/Manager F	7.57	
Revenue, Dept. of Total		17.34
Secretary of State	Info Systems Specialist 2	0.32
	Info Systems Specialist 4	2.37
	Info Systems Specialist 5	17.25
	Info Systems Specialist 6	5.12
	Info Systems Specialist 7	5.85
	Info Systems Specialist 8	15.62
	Principal Executive/Manager F	1.42
Principal Executive/Manager G	27.44	
Secretary of State Total		10.36

**Executive Branch - State IT Workforce – Average Years of Service by Agency and Class
(as of 06/30/13) - Continued**

State IT Workforce – Average Years of Service by Agency and Class (as of 06/30/13)		
Agency	Class	Average
Student Access Commission	Info Systems Specialist 2	5.74
	Info Systems Specialist 4	2.81
	Info Systems Specialist 5	2.18
Student Access Commission Total		3.38
Teacher Standards & Practices	Info Systems Specialist 2	14.16
Teacher Standards & Practices Total		14.16
Transportation, Dept. of	Info Systems Specialist 2	2.56
	Info Systems Specialist 3	13.32
	Info Systems Specialist 4	15.02
	Info Systems Specialist 5	10.19
	Info Systems Specialist 6	12.02
	Info Systems Specialist 7	12.27
	Info Systems Specialist 8	15.54
	Principal Executive/Manager C	13.35
	Principal Executive/Manager D	10.74
	Principal Executive/Manager E	20.53
	Principal Executive/Manager F	24.69
	Principal Executive/Manager G	14.60
Principal Executive/Manager H	14.03	
Transportation, Dept. of Total		12.86
Treasury, Oregon State	Info Systems Specialist 3	11.24
	Info Systems Specialist 5	26.85
	Info Systems Specialist 6	10.92
	Info Systems Specialist 7	19.31
	Info Systems Specialist 8	23.39
	Principal Executive/Manager E	22.99
	Principal Executive/Manager F	10.55
Treasury, Oregon State Total		16.39
Veterans' Affairs, Dept. of	Info Systems Specialist 5	32.34
	Info Systems Specialist 7	23.97
	Principal Executive/Manager E	29.13
Veterans' Affairs, Dept. of Total		28.35

**Executive Branch - State IT Workforce – Average Years of Service by Agency and Class
(as of 06/30/13) - Continued**

State IT Workforce – Average Years of Service by Agency and Class (as of 06/30/13)		
Agency	Class	Average
Water Resources, Dept. of	Info Systems Specialist 4	19.32
	Info Systems Specialist 5	1.78
	Info Systems Specialist 6	10.40
	Info Systems Specialist 7	23.10
	Principal Executive/Manager E	16.82
Water Resources, Dept. of Total		15.06
Watershed Enhancement Board	Info Systems Specialist 7	7.69
Watershed Enhancement Board Total		7.69
Youth Authority, Oregon	Info Systems Specialist 2	22.75
	Info Systems Specialist 4	8.67
	Info Systems Specialist 5	9.60
	Info Systems Specialist 7	20.44
	Info Systems Specialist 8	13.71
	Principal Executive/Manager D	13.71
	Principal Executive/Manager F	2.24
Youth Authority, Oregon Total		13.05
REPORT AVERAGE		13.00

Executive Branch - State IT Workforce – Eligibility for Retirement within 5 Years

Executive Branch - ISS & PEM "I" Positions Eligible for Retirement within 5 Years		
Agency	Class	Total
Administrative Services, Dept. of	Information Systems Specialist 3	5
	Information Systems Specialist 5	4
	Information Systems Specialist 6	9
	Information Systems Specialist 7	10
	Information Systems Specialist 8	33
	Principal Executive/Manager E	1
	Principal Executive/Manager F	4
Administrative Services, Dept. of Total		66
Agriculture, Dept. of	Information Systems Specialist 6	1
	Information Systems Specialist 7	1
	Information Systems Specialist 8	1
Agriculture, Dept. of Total		3
Comm. Colleges/Workforce Dev, Dept. of	Principal Executive/Manager E	1
Community Colleges & Workforce Development, Dept. of Total		1
Construction Contractors Board	Information Systems Specialist 5	1
	Information Systems Specialist 6	1
	Principal Executive/Manager C	1
Construction Contractors Board Total		3
Consumer and Business Services	Applications Systems Manager	1
	Information Systems Specialist 2	1
	Information Systems Specialist 3	2
	Information Systems Specialist 4	2
	Information Systems Specialist 5	4
	Information Systems Specialist 6	3
	Information Systems Specialist 7	6
	Information Systems Specialist 8	2
Consumer and Business Services, Dept. of Total		21

Executive Branch - State IT Workforce – Eligibility for Retirement within 5 Years (Cont.)

Executive Branch - ISS & PEM "I" Positions Eligible for Retirement within 5 Years		
Corrections, Dept. of	Information Systems Specialist 3	4
	Information Systems Specialist 5	13
	Information Systems Specialist 6	1
	Information Systems Specialist 7	4
	Principal Executive/Manager D	1
	Principal Executive/Manager E	2
	Principal Executive/Manager G	1
Corrections, Dept. of Total		26
Education, Dept. of	Information Systems Specialist 4	2
	Information Systems Specialist 7	3
	Information Systems Specialist 8	1
Education, Dept. of Total		6
Employment Department	Information Systems Specialist 2	2
	Information Systems Specialist 4	3
	Information Systems Specialist 5	5
	Information Systems Specialist 6	4
	Information Systems Specialist 7	7
	Information Systems Specialist 8	4
	Principal Executive/Manager C	1
	Principal Executive/Manager D	3
Employment Department Total		29
Energy, Dept. of	Information Systems Specialist 7	1
Energy, Dept. of Total		1
Environmental Quality, Dept. of	Information Systems Specialist 2	1
	Information Systems Specialist 4	4
	Information Systems Specialist 5	4
	Information Systems Specialist 6	3
	Information Systems Specialist 7	1
Environmental Quality, Dept. of Total		13

Executive Branch - State IT Workforce – Eligibility for Retirement within 5 Years (Cont.)

Executive Branch - ISS & PEM "I" Positions Eligible for Retirement within 5 Years		
Fish & Wildlife, Dept. of	Information Systems Specialist 3	2
	Information Systems Specialist 4	1
	Information Systems Specialist 6	1
	Information Systems Specialist 7	1
	Principal Executive/Manager E	1
Fish & Wildlife, Dept. of Total		6
Forestry, Dept. of	Information Systems Specialist 1	1
	Information Systems Specialist 4	4
	Information Systems Specialist 6	2
	Information Systems Specialist 7	2
	Principal Executive/Manager D	1
Forestry, Dept. of Total		10
Housing & Community Services, Dept. of	Information Systems Specialist 7	1
	Principal Executive/Manager D	1
Housing & Comm Services, Dept. of Total		2
Human Services, Dept. of	Information Systems Specialist 1	1
	Information Systems Specialist 3	1
	Information Systems Specialist 5	1
	Information Systems Specialist 6	2
	Principal Executive/Manager D	1
Human Services, Dept. of Total		6
Justice, Dept. of	Information Systems Specialist 4	4
	Information Systems Specialist 5	3
	Information Systems Specialist 6	3
	Information Systems Specialist 7	4
	Information Systems Specialist 8	1
	Principal Executive/Manager D	1
	Principal Executive/Manager F	1
Justice, Dept. of Total		17

Executive Branch - State IT Workforce – Eligibility for Retirement within 5 Years (Cont.)

Executive Branch - ISS & PEM "I" Positions Eligible for Retirement within 5 Years		
Labor & Industries, Bureau of	Information Systems Specialist 4	1
Labor & Industries, Bureau of Total		1
Land Conservation & Dev., Dept. of	Information Systems Specialist 5	1
Land Conservation & Development, Dept. of Total		1
Lands, Dept. of State	Systems & Programming Supv 1	1
Lands, Dept. of State Total		1
Library, Oregon State	Information Systems Specialist 5	1
Library, Oregon State Total		1
Liquor Control Commission	Information Systems Specialist 5	1
	Information Systems Specialist 6	2
	Information Systems Specialist 7	1
	Information Systems Specialist 8	1
	Principal Executive/Manager D	1
Liquor Control Commission Total		6
Military, Dept. of	Information Systems Specialist 4	1
	Information Systems Specialist 5	1
	Information Systems Specialist 6	1
	Information Systems Specialist 7	1
	Principal Executive/Manager F	1
Military, Dept. of Total		5
Nursing, Board of	Information Systems Specialist 7	1
Nursing, Board of Total		1
Oregon Business Development Dept.	Information Systems Specialist 4	1
	Information Systems Specialist 8	1
	Principal Executive/Manager D	1
Oregon Business Development Dept. Total		3
Oregon Health Licensing Agency	Information Systems Specialist 5	1
Oregon Health Licensing Agency Total		1

Executive Branch - State IT Workforce – Eligibility for Retirement within 5 Years (Cont.)

Executive Branch - ISS & PEM “I” Positions Eligible for Retirement within 5 Years		
Oregon Health Authority	Information Systems Specialist 3	4
	Information Systems Specialist 4	24
	Information Systems Specialist 5	12
	Information Systems Specialist 6	13
	Information Systems Specialist 7	15
	Information Systems Specialist 8	17
	Principal Executive/Manager D	4
	Principal Executive/Manager E	2
	Principal Executive/Manager F	4
Oregon Health Authority Total		95
Parks & Recreation, Dept. of	Information Systems Specialist 4	2
	Information Systems Specialist 5	1
	Principal Executive/Manager E	1
Parks & Recreation, Dept. of Total		4
Police, Oregon State	Information Systems Specialist 4	1
	Information Systems Specialist 5	1
	Information Systems Specialist 6	1
	Information Systems Specialist 7	1
	Information Systems Specialist 8	2
	Principal Executive/Manager A	1
Police, Oregon State Total		7
Public Employees Retirement System	Information Systems Specialist 2	1
	Information Systems Specialist 4	2
	Information Systems Specialist 5	2
	Information Systems Specialist 7	6
	Information Systems Specialist 8	2
Public Employees Retirement System Total		13
Public Safety Standards & Training	Information Systems Specialist 7	1
Public Safety Standards & Training Total		1

Executive Branch - State IT Workforce – Eligibility for Retirement within 5 Years (Cont.)

Executive Branch - ISS & PEM “I” Positions Eligible for Retirement within 5 Years		
Public Utility Commission	Information Systems Specialist 7	1
	Principal Executive/Manager D	1
Public Utility Commission Total		2
Revenue, Dept. of	Data Entry Control Technician	1
	Information Systems Specialist 1	1
	Information Systems Specialist 3	6
	Information Systems Specialist 4	4
	Information Systems Specialist 5	2
	Information Systems Specialist 6	8
	Information Systems Specialist 7	8
	Information Systems Specialist 8	2
	Principal Executive/Manager D	2
Revenue, Dept. of Total		34
Secretary of State	Information Systems Specialist 7	1
	Information Systems Specialist 8	3
	Principal Executive/Manager G	1
Secretary of State Total		5
Transportation, Dept. of	Information Systems Specialist 3	1
	Information Systems Specialist 4	11
	Information Systems Specialist 5	13
	Information Systems Specialist 6	22
	Information Systems Specialist 7	28
	Information Systems Specialist 8	10
	Principal Executive/Manager E	6
	Principal Executive/Manager F	1
	Principal Executive/Manager G	2
	Principal Executive/Manager H	1
Transportation, Dept. of Total		95

Executive Branch - State IT Workforce – Eligibility for Retirement within 5 Years (Cont.)

Executive Branch - ISS & PEM "I" Positions Eligible for Retirement within 5 Years		
Treasury, Oregon State	Information Systems Specialist 3	1
	Information Systems Specialist 5	1
	Information Systems Specialist 6	1
	Information Systems Specialist 7	2
	Information Systems Specialist 8	2
	Principal Executive/Manager E	1
	Principal Executive/Manager F	1
Treasury, Oregon State Total		9
Veterans' Affairs, Dept. of	Information Systems Specialist 5	1
Veterans' Affairs, Dept. of Total		1
Water Resources, Dept. of	Information Systems Specialist 4	2
Water Resources, Dept. of Total		2
Youth Authority, Oregon	Information Systems Specialist 5	2
	Information Systems Specialist 7	1
	Information Systems Specialist 8	1
	Principal Executive/Manager D	1
Youth Authority, Oregon Total		5
Executive Branch – Total # of ISS & PEM "I" Positions Eligible for Retirement within 5 Years – as of 06/30/13		503