

**Oregon Executive Branch
Information Technology (IT)
Workforce Report**

June 30, 2018



**Legislative Fiscal Office
December 2018**

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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, security, 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 13.3% IT-related position vacancy rate as of June 30, 2018.

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, secure, and maintain and support the state information systems and information technology and telecommunications infrastructure. Further, the state must evaluate the organization structure of Oregon's IT enterprise and find ways to effectively share IT expertise across agency boundaries to optimize the value of those limited resources. If that does not occur, the IT workforce will continue to grow unchecked, one agency at a time.

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 2018 Oregon Executive Branch IT Workforce Report is part of 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 posted in the IT Information section on the LFO Publications web page: www.oregonlegislature.gov/lfo/Pages/Publications.aspx

SUMMARY

This report provides a high-level summary of Oregon's executive branch IT workforce as of June 30, 2018. The IT workforce data was provided by the Department of Administrative Services (DAS) Chief Human Resources Office and includes information on positions classified as Information Systems Specialists (ISS), represented and unrepresented, and Principal Executive/Managers with an "I" (for Information Technology) designation.

State Executive Branch IT Workforce (as of 6/30/18)

State Executive Branch IT Workforce (as of June 30, 2018)	
Total Executive Branch positions – all classifications	35172
Information Systems Specialist (ISS) and other IT-related Positions	2044
* IT Percentage of Total Executive Branch Workforce	5.8%
* Ratio: IT positions to Total Executive Branch Positions	1:17.2
* # of ISS classified positions (filled)	1591
* # of Principal Executive Manager (PEM) positions "I" designation (filled)	181
* Total Vacancies (~13.3% IT Position Vacancy Rate)	272 positions
* Average Years of Service	11 years
* Average Salary – ISS classified staff (Adj. Base Rate)	\$6,844/month
* Average Salary – Management Service (Adj. Base Rate)	\$10,864/month
* Eligible for Retirement in 1 year (~17% of IT Workforce)	296 positions
* Eligible for Retirement in 5 years (~31% of IT Workforce)	545 positions
* IT Turnover Rate (11.5 % statewide for all positions)	6.50%

Notes:

2012 Hackett Group Study: # of IT FTEs per End User Equivalent for Oregon is 1.16 times higher than Peer Group

2012 NASPE Survey (8 States): Oregon's IT Position to Employee ratio is 1:17.2, almost 2x peer group avg. of 1:33.9

2017 Gartner Survey: State and Local Government: IT FTEs as a percent of employees – 3.3% vs. Oregon 5.8% (72% higher)

IT Turnover Rate Statistics from July 1, 2017 - June 30, 2018. ~ 53% of separations due to retirement

Source - Oregon Department of Administrative Services - Personnel and Position Database (PPDB) July 1, 2017 - June 30, 2018

WORKFORCE DATA

The pages that follow provide a more detailed breakdown of Oregon's executive branch IT workforce data in a variety of ways, including:

- Historical trends and forecasts
- IT position distribution by agency, program area, and position classification/pay range
- Agencies with greater than 20 ISS positions
- Filled and vacant positions
- Average years of service
- Positions eligible for retirement within 5 years

HISTORICAL TRENDS AND FORECAST

The following table and chart show the growth in Oregon's executive branch IT workforce from 2008 through 2018. The overall IT workforce has grown by 276 positions over that period of time (from 1,768 to 2,044 positions) and, without structural change to the IT operating environment, is likely to grow in future biennia.

Executive Branch IT Workforce (2008-2018)		
Year	Total Exec. Branch IT Positions	
2008	1768	
2010	1829	
2011	1874	
2013	1845	
2014	1924	
2015	1884	
2016	1945	
2017	1951	
2018	2044	
2019	2016	Forecast
2020	2038	Forecast
2021	2061	Forecast
2022	2083	Forecast
2023	2105	Forecast

* Linear Regression
 $y = 22.123x - 42650$
 $R^2 = 0.8457$

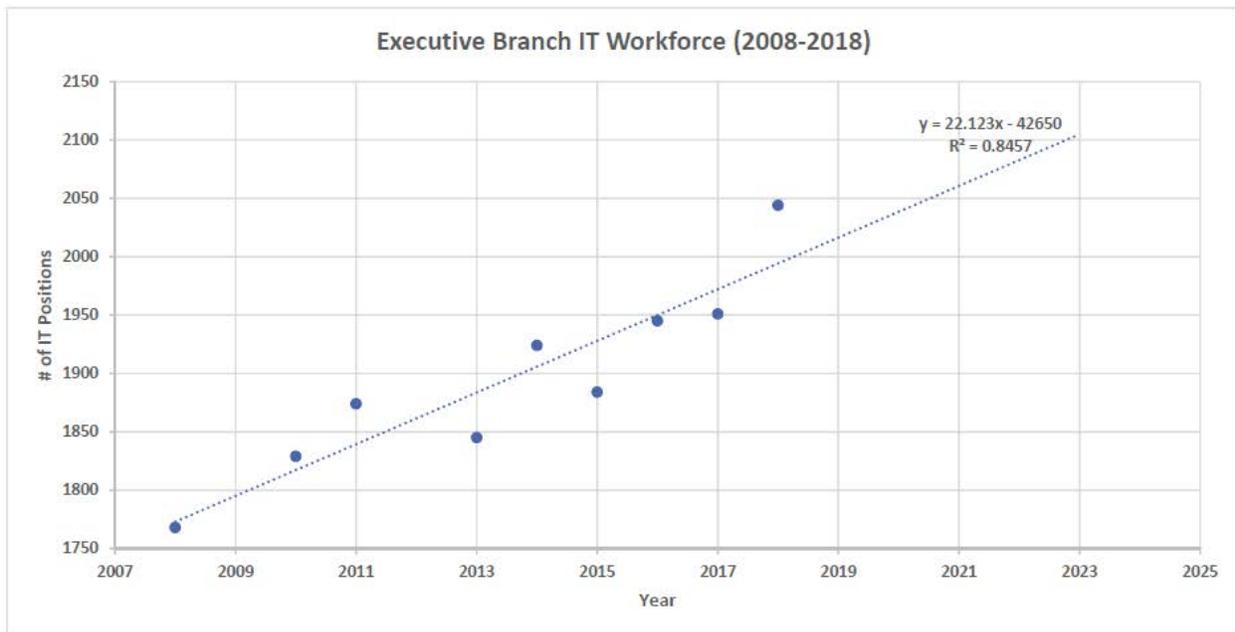


Table 1: IT Position Distribution by Agency – Filled and Vacant (as of 6/30/18)

#	Agencies	Total Agency Positions	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"		
1	Oregon Health Authority	3965	471	346	43	82		
2	Human Services	8334	33	25	3	5	6 Agencies # of Positions 1281	% of Total Positions 63%
3	Transportation	4383	310	269	24	17		
4	Administrative Services	823	286	218	35	33		
5	Corrections	4473	94	78	7	9		
6	Revenue	862	87	58	5	24		
7	Employment	1111	77	57	6	14		
8	Consumer and Business Services	868	76	64	5	7		
9	Justice	1258	73	55	4	14	11 Agencies # of Positions 1614	% of Total Positions 79%
10	Public Employees Retirement System	340	54	46	3	5		
11	Environmental Quality	640	53	40	2	11		
12	Education	549	45	37	3	5		
13	State Police	1274	41	33	4	4		
14	Secretary of State	202	42	34	5	3		
15	Oregon State Treasury	132	30	23	4	3		
16	Forestry	564	29	23	3	3	19 Agencies >20 Positions 1878	% of Total Positions 92%
17	Fish and Wildlife	919	29	24	3	2		
18	Youth Authority	958	26	21	3	2		
19	Military Department	417	22	14	2	6		
20	Liquor Control Commission	279	16	12	2	2		
21	Parks and Recreation Department	407	16	13	1	2		
22	Higher Education Coordinating Commission	106	14	10	1	3	24 Agencies >10 Positions 1946	% of Total Positions 95%
23	Agriculture	350	11	8	1	2		
24	State Lands	106	11	9	1	1		
25	Water Resources	154	9	8	1	0		
26	Housing and Community Services	153	8	6	1	1		
27	Energy	82	8	6	1	1		
28	Geology and Mineral Industries	36	7	5	0	2		
29	Business Development Department	120	7	5	1	1		
30	Veterans' Affairs	82	7	4	1	2		
31	Public Utility Commission	105	7	6	1	0		
32	Public Safety Standards and Training	308	7	4	1	2		
33	Land Conservation Development	55	5	5	0	0		
34	Construction Contractor's Board	55	5	3	1	1		
35	Chief Education Office	8	5	2	2	1		
36	Labor and Industries	91	4	3	1	0		
37	Library	36	3	2	0	1		
38	Nursing Board	47	3	3	0	0		
39	Medical Board	36	3	2	0	1		
40	Marine Board	37	2	2	0	0		
41	Blind Commission	63	2	2	0	0		
42	Teachers Standards and Practices	26	2	2	0	0		
43	Real Estate Agency	29	1	1	0	0		
44	Parole/Post Prison Supervision, Board of	26	1	1	0	0		
45	Watershed Enhancement Board	30	1	1	0	0		
46	Criminal Justice Commission	16	1	1	0	0		
	Total as of 06/30/2018 (46 Agencies)	34915	2044	1591	181	272		

Table 1 provides information on the distribution of executive branch IT positions by agency (as of 6/30/18). As the table shows, 2,044 IT-related positions reside within 46 state agencies*. As of June 30, 2018, 272 of those positions were vacant (~13.3%). 63% of the positions (1,281 of 2,044) reside within six state agencies – the Departments of Administrative Services, Human Services, Transportation, Revenue, Corrections, and the Oregon Health Authority. In addition, only 24 of the 46

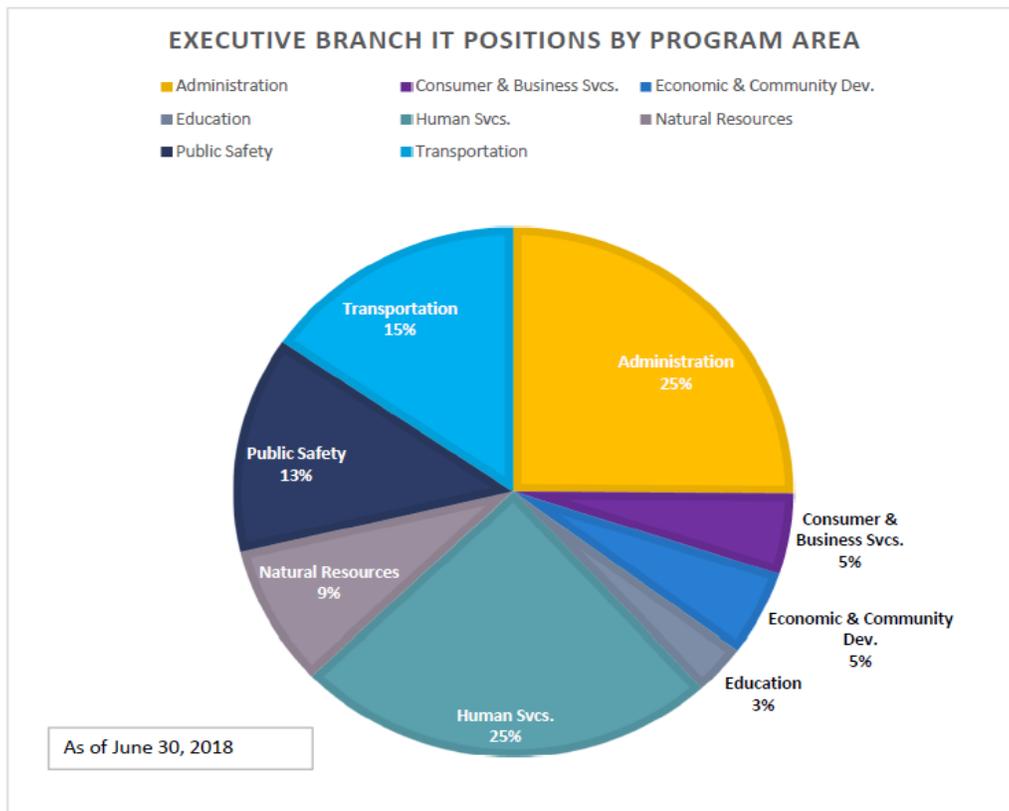
agencies have more than 10 IT-related positions (~95% of the total IT-related positions across the executive branch).

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 46 agencies. The current IT operating environment can be characterized as one driven by individual agency circumstances, choices, and priorities.

*Many of the 46 agencies listed in 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, Project Managers, Executive/Administrative Support Specialists, Procurement and Contract Specialists, Fiscal Analysts, etc.). Those position counts are not included in Table 1 as it was not possible to clearly identify and associate them within the DAS personnel and position database (PPDB) 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 2,044 positions. It was not possible to accurately estimate IT-related span of control (supervisor to employee) ratios for this same reason.

Table 2: IT Position Distribution by Program Area – Filled and Vacant (as of 6/30/18)

	Total Agency Positions	Ratio: IT Pos. per Employee	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"
Total as of 06/30/2018 (46 Agencies)	34915	1:17.1	2044	1591	181	272
Total Executive Branch Positions All Classifications (as of 06/30/2018)	35172	1:17.2	2044			



Program Area	Agencies	Total Agency Positions	Ratio: IT Pos. per Employee	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"
Administration	Administrative Services	823	1:2.9	286	218	35	33
Administration	Revenue	862	1:9.9	87	58	5	24
Administration	Public Employees Retirement System	340	1:6.3	54	46	3	5
Administration	Secretary of State	202	1:4.8	42	34	5	3
Administration	Oregon State Treasury	132	1:4.4	30	23	4	3
Administration	Liquor Control Commission	279	1:17.4	16	12	2	2
Administration	Library	36	1:12.0	3	2	0	1
Program Area Position Count		Program Area Ratio: IT Pos. / Employee		Program Area IT Position Count			
2674		1:5.2		518			
7.6%		% of Total Positions		25.3%			

Program Area	Agencies	Total Agency Positions	Ratio: IT Pos. per Employee	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"
Consumer and Business Services	Consumer and Business Services	868	1:11.4	76	64	5	7
Consumer and Business Services	Public Utility Commission	105	1:15.0	7	6	1	0
Consumer and Business Services	Construction Contractor's Board	55	1:11.0	5	3	1	1
Consumer and Business Services	Labor and Industries	91	1:22.8	4	3	1	0
Consumer and Business Services	Nursing Board	47	1:15.7	3	3	0	0
Consumer and Business Services	Medical Board	36	1:12.0	3	2	0	1
Consumer and Business Services	Real Estate Agency	29	1:29.0	1	1	0	0
Program Area Position Count		Program Area Ratio: IT Pos. / Employee		Program Area IT Position Count			
1231		1:12.4		99			
3.5%		% of Total Positions		4.8%			

Program Area	Agencies	Total Agency Positions	Ratio: IT Pos. per Employee	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"
Economic & Community Development	Employment	1111	1:14.4	77	57	6	14
Economic & Community Development	Housing and Community Services	153	1:19.1	8	6	1	1
Economic & Community Development	Business Development Department	120	1:17.1	7	5	1	1
Economic & Community Development	Veterans' Affairs	82	1:11.7	7	4	1	2
Program Area Position Count		Program Area Ratio: IT Pos. / Employee		Program Area IT Position Count			
1466		1:14.8		99			
4.2%		% of Total Positions		4.8%			

Program Area	Agencies	Total Agency Positions	Ratio: IT Pos. per Employee	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"
Education	Education	549	1:12.2	45	37	3	5
Education	Higher Education Coordinating Commission	106	1:7.6	14	10	1	3
Education	Chief Education Office	8	1:1.6	5	2	2	1
Education	Teachers Standards and Practices	26	1:13.0	2	2	0	0
Program Area Position Count		Program Area Ratio: IT Pos. / Employee		Program Area IT Position Count			
689		1:10.4		66			
2.0%		% of Total Positions		3.2%			

Program Area	Agencies	Total Agency Positions	Ratio: IT Pos. per Employee	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"
Human Services	Oregon Health Authority	3965	1:24.4	471	346	43	82
Human Services	Human Services	8334		33	25	3	5
Human Services	Blind Commission	63	1:31.5	2	2	0	0
Program Area Position Count		Program Area Ratio: IT Pos. / Employee		Program Area IT Position Count			
12362		1:24.4		506			
35.1%		% of Total Positions		24.8%			

Program Area	Agencies	Total Agency Positions	Ratio: IT Pos. per Employee	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"
Natural Resources	Environmental Quality	621	1:11.7	53	40	2	11
Natural Resources	Forestry	546	1:18.8	29	23	3	3
Natural Resources	Fish and Wildlife	891	1:30.7	29	24	3	2
Natural Resources	Parks and Recreation Department	396	1:24.8	16	13	1	2
Natural Resources	Agriculture	357	1:32.5	11	8	1	2
Natural Resources	State Lands	152	1:13.8	11	9	1	1
Natural Resources	Water Resources	105	1:11.7	9	8	1	0
Natural Resources	Energy	37	1:4.6	8	6	1	1
Natural Resources	Geology and Mineral Industries	79	1:11.3	7	5	0	2
Natural Resources	Land Conservation Development	47	1:9.4	5	5	0	0
Natural Resources	Marine Board	36	1:18.0	2	2	0	0
Natural Resources	Watershed Enhancement Board	30	1:30.0	1	1	0	0
Program Area Position Count		Program Area Ratio: IT Pos. / Employee		Program Area IT Position Count			
3297		1:18.2		181			
9.4%		% of Total Positions		8.9%			

Program Area	Agencies	Total Agency Positions	Ratio: IT Pos. per Employee	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"
Public Safety	Corrections	4473	1:47.6	94	78	7	9
Public Safety	Justice	1258	1:17.2	73	55	4	14
Public Safety	State Police	1274	1:31.1	41	33	4	4
Public Safety	Youth Authority	958	1:36.8	26	21	3	2
Public Safety	Military Department	417	1:19.0	22	14	2	6
Public Safety	Public Safety Standards and Training	308	1:44.0	7	4	1	2
Public Safety	Parole/Post Prison Supervision, Board of	26	1:26.0	1	1	0	0
Public Safety	Criminal Justice Commission	16	1:16.0	1	1	0	0
Program Area Position Count		Program Area Ratio: IT Pos. / Employee		Program Area IT Position Count			
8730		1:32.9		265			
24.8%		% of Total Positions		13.0%			

Program Area	Agencies	Total Agency Positions	Ratio: IT Pos. per Employee	Total IT Positions	ISS	PEM "I"	Vacant ISS/PEM "I"
Transportation	Transportation	4383	1:14.1	310	269	24	17
	Program Area Position Count	Program Area Ratio: IT Pos. / Employee		Program Area IT Position Count			
	4383	1:14.1		310			
	12.5%	% of Total Positions		15.2%			

Table 2 (comprised of associated charts and tables) provides information on the distribution of executive branch IT positions by program area (as of 6/30/18). As the table shows, the 46 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, 2018, 1,024 of the 2,044 IT positions (just over 50%) reside within two of the eight program areas – Administration and Human Services. The Transportation (~15%) and Public Safety (~13%) program areas account for another ~28% 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 (1,599 of 2,044 positions, or ~78.3%). At the enterprise or macro-level that aggregation is, generally speaking, not proportional to program area size. As with Table 1, Table 2 data depict 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 (see Notes). 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 ratio across the 46 agencies stands at 1:17.2 and ranges from 1:1.6 for the Chief Education Office to 1:47.6 for the Department of Corrections.
- The IT position to overall position ratios within the Department of Administrative Services are skewed. DAS through the OSCIO is an enterprise/statewide IT service provider to all state agencies. Further, DAS provides local area network, desktop, and email support services to the Office of the Governor and to other agencies outside the Administration program area.
- The Oregon Health Authority (OHA) and the Department of Human Services receive shared IT services from the OHA Office of Information Services. The IT position to overall position ratio for both agencies combined is ~1:24.4.

Table 3: Agencies with Greater Than 20 ISS Positions – Filled and Vacant (as of 6/30/18)

Executive Branch Agencies with greater than 20 Information Systems Specialist Positions (filled/vacant)

Agency Name	ISS 1	ISS 2	ISS 3	ISS 4	ISS 5	ISS 6	ISS 7	ISS 8	Grand Total
Oregon Health Authority	1	6	24	84	57	67	78	100	417
Human Services	1	0	2	1	4	13	3	3	27
Transportation	0	4	5	30	63	69	88	27	286
Administrative Services	1	2	22	5	19	39	39	113	240
Corrections	0	0	7	0	40	10	25	4	86
Consumer and Business Services	0	1	9	9	9	10	24	9	71
Revenue	1	0	2	20	6	28	18	7	82
Employment	0	2	0	10	4	17	20	15	68
Justice	0	1	1	11	11	9	19	10	62
Public Employees Retirement System	0	4	0	8	8	11	13	6	50
Environmental Quality	0	1	0	6	21	16	5	1	50
Education	0	0	2	5	5	5	15	9	41
State Police	1	0	3	9	7	4	6	7	37
Secretary of State	0	1	0	3	3	2	10	18	37
Forestry	0	2	1	6	4	8	5	0	26
Fish and Wildlife	0	0	4	5	4	9	4	0	26
Treasury	0	0	1	3	5	4	6	6	25
Oregon Youth Authority	0	3	0	2	5	2	4	7	23
TOTAL (as of June 30, 2018)	5	27	83	217	275	323	382	342	1654

ISS 8	21%
ISS 7-8	44%
ISS 6-8	63%
ISS 5-8	80%
ISS 4-8	93%

Note: 1654 (~92%) of the state’s 1797 ISS Classified Positions (filled/vacant) reside within 18 state agencies.

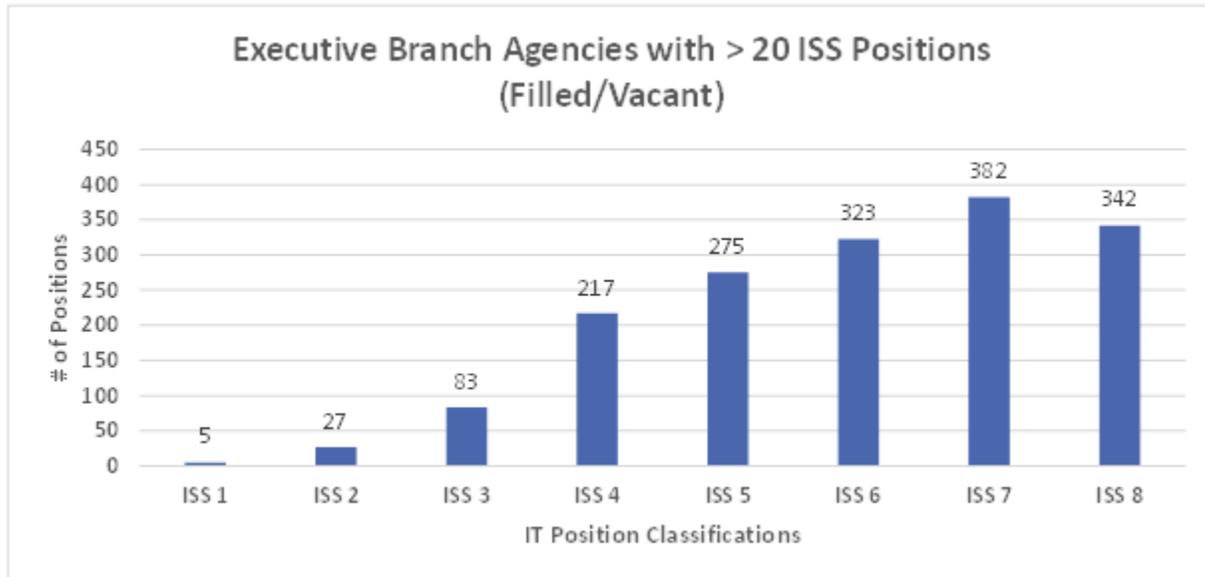


Table 3 provides information on the filled and vacant Information Systems Specialist (ISS) positions that reside within the executive branch agencies with more than 20 ISS positions. As Table 3 indicates, 1,654 (~92%) of the state’s 1,797 ISS classified positions (filled and vacant) reside within 18 state agencies. Further, Table 3 data indicate that 1,322 of the 1,654 positions (~80%) are classified as an ISS 5 or higher and 1,539 of the 1,654 positions (~93%) are classified as an ISS 4 or higher. ISS 1 and ISS 2 position classifications, in particular, appear to be seldom utilized. The ISS 3 classification is seldom used by any agencies other than the Oregon Health Authority and the Department of

Administrative Services. These position classifications should be reviewed to determine the efficacy of the classifications for ongoing use in the future.

Table 4: ISS Position Distribution by Classification and Pay Range – Filled (as of 6/30/18)

Statewide Count Employees in ISS Classifications by Salary Step											
Classification	Off Step	1	2	3	4	5	6	7	8	9	Total
DATA ENTRY CONTROL TECHNICIAN	0	0	0	0	0	0	0	0	0	1	1
INFO SYSTEMS SPECIALIST 1					1					3	4
INFO SYSTEMS SPECIALIST 2		1	3	3	4	1	1		3	9	25
INFO SYSTEMS SPECIALIST 3	1	5	3	10	13	3	6	8	10	29	88
INFO SYSTEMS SPECIALIST 4		5	15	18	26	19	15	16	20	83	217
INFO SYSTEMS SPECIALIST 5		4	14	6	17	23	21	26	30	128	269
INFO SYSTEMS SPECIALIST 6	3	4	7	24	11	26	19	14	34	167	309
INFO SYSTEMS SPECIALIST 7	2	1	6	8	14	16	20	31	43	236	377
INFO SYSTEMS SPECIALIST 8	2		5		4	11	16	10	26	227	301
Report Total	8	20	53	69	90	99	98	105	166	883	1591
% of filled positions by Salary Step	0.5%	1.3%	3.3%	4.3%	5.7%	6.2%	6.2%	6.6%	10.4%	55.5%	100.0%
								Steps 8-9	65.9%		
								Steps 7-9	72.5%		
								Steps 6-9	78.7%		
								Steps 5-9	84.9%		

Note: 84.9% of all filled ISS classified positions are paid at salary steps 5 through 9. 55.5% are paid at step 9.

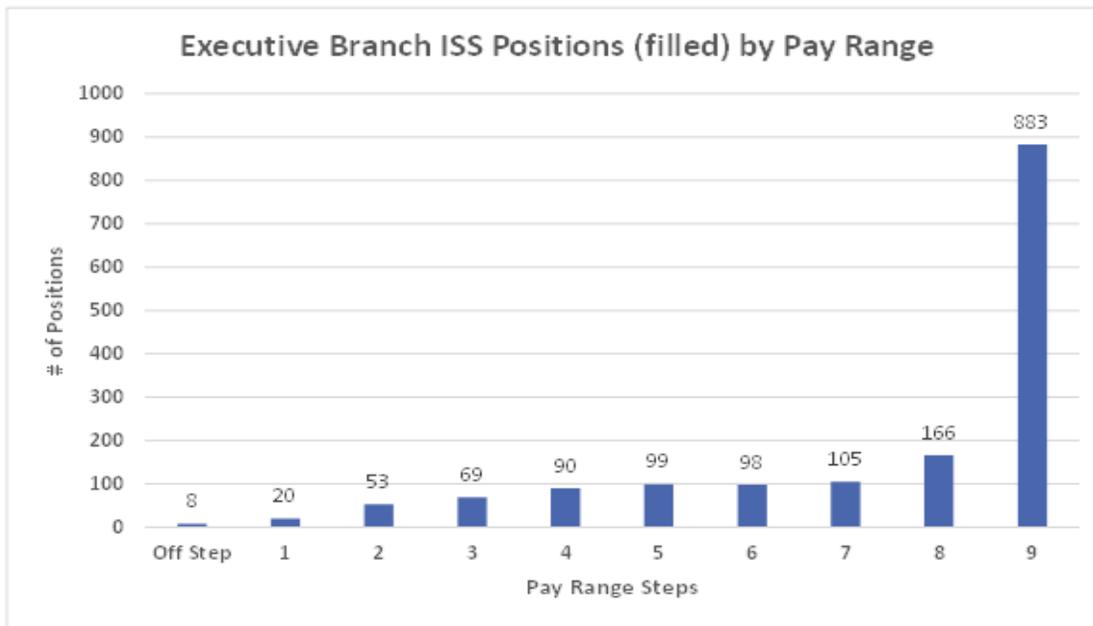


Table 4 provides information on the distribution of the 1,591 filled ISS positions that reside within executive branch agencies by classification and pay range (as of 6/30/18). As Table 4 indicates, 1,351 (84.9%) of all ISS classified positions are paid at salary step 5 through 9, with 1,049 positions (65.9%) paid at salary steps 8 and 9. Off Step and Step 1 through 3 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 (~11 years as of 6/30/2018). 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 nearly two-thirds (65.9%) of the state's ISS positions are paid at step 8 or 9 could lead to difficulty in retaining the 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, particularly in light of HB 2005 (2017) relating to pay equity.

Appendix A

OREGON EXECUTIVE BRANCH – STATE IT WORKFORCE INFORMATION SYSTEMS SPECIALIST (ISS) FILLED POSITIONS

Agency	Position Classification	Total
Administrative Services, Dept. of	INFO SYSTEMS SPECIALIST 1	1
	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 3	22
	INFO SYSTEMS SPECIALIST 4	5
	INFO SYSTEMS SPECIALIST 5	18
	INFO SYSTEMS SPECIALIST 6	34
	INFO SYSTEMS SPECIALIST 7	31
	INFO SYSTEMS SPECIALIST 8	106
Total		218
Agriculture, Dept. of	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 6	4
	INFO SYSTEMS SPECIALIST 7	1
	INFO SYSTEMS SPECIALIST 8	1
Total		8
Blind, Commission for the	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 7	1
Total		2
Chief Education Office	INFO SYSTEMS SPECIALIST 8	2
Total		2
Construction Contractors Board	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 6	2
Total		3
Consumer and Business Services, Dept. of	INFO SYSTEMS SPECIALIST 3	9
	INFO SYSTEMS SPECIALIST 4	8
	INFO SYSTEMS SPECIALIST 5	8
	INFO SYSTEMS SPECIALIST 6	9
	INFO SYSTEMS SPECIALIST 7	21
	INFO SYSTEMS SPECIALIST 8	9
Total		64
Corrections, Dept. of	INFO SYSTEMS SPECIALIST 3	5
	INFO SYSTEMS SPECIALIST 5	37
	INFO SYSTEMS SPECIALIST 6	9
	INFO SYSTEMS SPECIALIST 7	23
	INFO SYSTEMS SPECIALIST 8	4
Total		78
Criminal Justice Commission	INFO SYSTEMS SPECIALIST 6	1
Total		1

Agency	Position Classification	Total
Education, Dept. of	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 4	4
	INFO SYSTEMS SPECIALIST 5	4
	INFO SYSTEMS SPECIALIST 6	5
	INFO SYSTEMS SPECIALIST 7	14
	INFO SYSTEMS SPECIALIST 8	9
Total		37
Employment Dept.	INFO SYSTEMS SPECIALIST 2	2
	INFO SYSTEMS SPECIALIST 4	8
	INFO SYSTEMS SPECIALIST 5	4
	INFO SYSTEMS SPECIALIST 6	12
	INFO SYSTEMS SPECIALIST 7	19
	INFO SYSTEMS SPECIALIST 8	12
Total		57
Energy, Dept. of	INFO SYSTEMS SPECIALIST 4	2
	INFO SYSTEMS SPECIALIST 5	2
	INFO SYSTEMS SPECIALIST 7	2
Total		6
Environmental Quality, Dept. of	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 4	6
	INFO SYSTEMS SPECIALIST 5	14
	INFO SYSTEMS SPECIALIST 6	13
	INFO SYSTEMS SPECIALIST 7	5
	INFO SYSTEMS SPECIALIST 8	1
Total		40
Fish and Wildlife, Dept. of	INFO SYSTEMS SPECIALIST 3	4
	INFO SYSTEMS SPECIALIST 4	5
	INFO SYSTEMS SPECIALIST 5	4
	INFO SYSTEMS SPECIALIST 6	9
	INFO SYSTEMS SPECIALIST 7	2
Total		24
Forestry, Dept. of	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 4	4
	INFO SYSTEMS SPECIALIST 5	4
	INFO SYSTEMS SPECIALIST 6	8
	INFO SYSTEMS SPECIALIST 7	5
Total		23
Geology and Mineral Industries, Dept. of	INFO SYSTEMS SPECIALIST 3	2
	INFO SYSTEMS SPECIALIST 4	1
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 8	1
Total		5

Agency	Position Classification	Total
Higher Education Coordinating Commission	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 6	1
	INFO SYSTEMS SPECIALIST 7	8
Total		10
Housing and Community Services Dept.	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 7	3
	INFO SYSTEMS SPECIALIST 8	1
Total		6
Human Services, Dept. of	INFO SYSTEMS SPECIALIST 1	1
	INFO SYSTEMS SPECIALIST 3	2
	INFO SYSTEMS SPECIALIST 5	4
	INFO SYSTEMS SPECIALIST 6	13
	INFO SYSTEMS SPECIALIST 7	3
	INFO SYSTEMS SPECIALIST 8	2
Total		25
Justice, Dept. of	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 4	12
	INFO SYSTEMS SPECIALIST 5	11
	INFO SYSTEMS SPECIALIST 6	9
	INFO SYSTEMS SPECIALIST 7	16
	INFO SYSTEMS SPECIALIST 8	6
Total		55
Labor and Industries, Bureau of	INFO SYSTEMS SPECIALIST 4	2
	INFO SYSTEMS SPECIALIST 6	1
Total		3
Land Conservation & Development, Dept. of	INFO SYSTEMS SPECIALIST 4	1
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 6	2
	INFO SYSTEMS SPECIALIST 7	1
Total		5
Lands, Dept. of State	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 4	5
	INFO SYSTEMS SPECIALIST 6	2
	INFO SYSTEMS SPECIALIST 8	1
Total		9
Library, Oregon State	INFO SYSTEMS SPECIALIST 4	1
	INFO SYSTEMS SPECIALIST 5	1
Total		2

Agency	Position Classification	Total
Liquor Control Commission, Oregon	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 4	2
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 6	5
	INFO SYSTEMS SPECIALIST 7	2
	INFO SYSTEMS SPECIALIST 8	1
Total		12
Marine Board	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 7	1
Total		2
Military Dept.	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 4	1
	INFO SYSTEMS SPECIALIST 5	6
	INFO SYSTEMS SPECIALIST 7	4
	INFO SYSTEMS SPECIALIST 8	2
Total		14
Nursing, Board of	INFO SYSTEMS SPECIALIST 6	1
	INFO SYSTEMS SPECIALIST 7	1
	INFO SYSTEMS SPECIALIST 8	1
Total		3
Oregon Business Development Dept.	INFO SYSTEMS SPECIALIST 4	2
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 6	1
	INFO SYSTEMS SPECIALIST 8	1
Total		5
Oregon Health Authority	INFO SYSTEMS SPECIALIST 2	5
	INFO SYSTEMS SPECIALIST 3	20
	INFO SYSTEMS SPECIALIST 4	74
	INFO SYSTEMS SPECIALIST 5	48
	INFO SYSTEMS SPECIALIST 6	59
	INFO SYSTEMS SPECIALIST 7	71
	INFO SYSTEMS SPECIALIST 8	69
Total		346
Oregon Medical Board	INFO SYSTEMS SPECIALIST 7	2
Total		2

Agency	Position Classification	Total
Parks and Recreation Dept.	INFO SYSTEMS SPECIALIST 2	2
	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 4	2
	INFO SYSTEMS SPECIALIST 5	4
	INFO SYSTEMS SPECIALIST 6	2
	INFO SYSTEMS SPECIALIST 7	1
	INFO SYSTEMS SPECIALIST 8	1
Total		13
Parole & Post-Prison Supervision, Board of	INFO SYSTEMS SPECIALIST 5	1
Total		1
Police, Dept. of State	INFO SYSTEMS SPECIALIST 1	1
	INFO SYSTEMS SPECIALIST 3	3
	INFO SYSTEMS SPECIALIST 4	8
	INFO SYSTEMS SPECIALIST 5	6
	INFO SYSTEMS SPECIALIST 6	3
	INFO SYSTEMS SPECIALIST 7	6
	INFO SYSTEMS SPECIALIST 8	6
Total		32
Public Employees Retirement System	INFO SYSTEMS SPECIALIST 2	4
	INFO SYSTEMS SPECIALIST 4	8
	INFO SYSTEMS SPECIALIST 5	8
	INFO SYSTEMS SPECIALIST 6	7
	INFO SYSTEMS SPECIALIST 7	13
	INFO SYSTEMS SPECIALIST 8	6
Total		46
Public Safety Standards & Training, Dept. of	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 4	1
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 7	1
Total		4
Public Utility Commission	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 6	3
	INFO SYSTEMS SPECIALIST 7	2
Total		6
Real Estate Agency	INFO SYSTEMS SPECIALIST 6	1
Total		1

Agency	Position Classification	Total
Revenue, Dept. of	DATA ENTRY CONTROL TECH	1
	INFO SYSTEMS SPECIALIST 1	1
	INFO SYSTEMS SPECIALIST 3	2
	INFO SYSTEMS SPECIALIST 4	16
	INFO SYSTEMS SPECIALIST 5	2
	INFO SYSTEMS SPECIALIST 6	18
	INFO SYSTEMS SPECIALIST 7	13
	INFO SYSTEMS SPECIALIST 8	5
Total		58
Secretary of State	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 4	3
	INFO SYSTEMS SPECIALIST 5	3
	INFO SYSTEMS SPECIALIST 6	2
	INFO SYSTEMS SPECIALIST 7	10
	INFO SYSTEMS SPECIALIST 8	15
Total		34
Teacher Standards and Practices Comm.	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 6	1
Total		2
Transportation, Dept. of	INFO SYSTEMS SPECIALIST 2	3
	INFO SYSTEMS SPECIALIST 3	4
	INFO SYSTEMS SPECIALIST 4	29
	INFO SYSTEMS SPECIALIST 5	60
	INFO SYSTEMS SPECIALIST 6	63
	INFO SYSTEMS SPECIALIST 7	84
	INFO SYSTEMS SPECIALIST 8	26
Total		269
Treasurer, State	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 4	3
	INFO SYSTEMS SPECIALIST 5	4
	INFO SYSTEMS SPECIALIST 6	4
	INFO SYSTEMS SPECIALIST 7	5
	INFO SYSTEMS SPECIALIST 8	6
Total		23
Veterans' Affairs, Dept. of	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 6	1
	INFO SYSTEMS SPECIALIST 7	1
Total		4

Agency	Position Classification	Total
Water Resources Dept.	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 4	2
	INFO SYSTEMS SPECIALIST 5	2
	INFO SYSTEMS SPECIALIST 6	2
	INFO SYSTEMS SPECIALIST 7	1
Total		8
Watershed Enhancement Board, Oregon	INFO SYSTEMS SPECIALIST 7	1
Total		1
Youth Authority, Oregon	INFO SYSTEMS SPECIALIST 2	2
	INFO SYSTEMS SPECIALIST 4	2
	INFO SYSTEMS SPECIALIST 5	5
	INFO SYSTEMS SPECIALIST 6	2
	INFO SYSTEMS SPECIALIST 7	3
	INFO SYSTEMS SPECIALIST 8	7
Total		21
Executive Branch – Number of Filled ISS Positions (as of 6/30/18)		TOTAL 1,591

Appendix B

OREGON EXECUTIVE BRANCH – STATE IT WORKFORCE PRINCIPAL EXECUTIVE/MANAGER (PEM) “I” DESIGNATED FILLED POSITIONS

Agency	Position Classification	Total
Administrative Services, Dept. of	PRINCIPAL EXECUTIVE/MANAGER C	1
	PRINCIPAL EXECUTIVE/MANAGER E	11
	PRINCIPAL EXECUTIVE/MANAGER F	9
	PRINCIPAL EXECUTIVE/MANAGER G	4
	PRINCIPAL EXECUTIVE/MANAGER H	4
	SR INFO TECH PORTFOLIO MANAGER	6
Total		35
Agriculture, Dept. of	PRINCIPAL EXECUTIVE/MANAGER D	1
Total		1
Chief Education Office	PRINCIPAL EXECUTIVE/MANAGER E	1
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		2
Consumer and Business Services, Dept. of	APPLICATIONS SYSTEMS MANAGER	2
	PRINCIPAL EXECUTIVE/MANAGER D	1
	PRINCIPAL EXECUTIVE/MANAGER E	1
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		5
Corrections, Dept. of	PRINCIPAL EXECUTIVE/MANAGER D	1
	PRINCIPAL EXECUTIVE/MANAGER E	5
	PRINCIPAL EXECUTIVE/MANAGER G	1
Total		8
Education, Dept. of	PRINCIPAL EXECUTIVE/MANAGER E	3
Total		3
Employment Dept.	PRINCIPAL EXECUTIVE/MANAGER D	1
	PRINCIPAL EXECUTIVE/MANAGER E	3
	PRINCIPAL EXECUTIVE/MANAGER F	1
	PRINCIPAL EXECUTIVE/MANAGER G	1
Total		6
Energy, Dept. of	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		1
Environmental Quality, Dept. of	PRINCIPAL EXECUTIVE/MANAGER E	1
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		2
Fish and Wildlife, Dept. of	PRINCIPAL EXECUTIVE/MANAGER D	2
	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		3

Agency	Position Classification	Total
Forestry, Dept. of	PRINCIPAL EXECUTIVE/MANAGER C	1
	PRINCIPAL EXECUTIVE/MANAGER D	1
	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		3
Higher Education Coordinating Commission	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		1
Housing and Community Services Dept.	PRINCIPAL EXECUTIVE/MANAGER D	1
Total		1
Human Services, Dept. of	PRINCIPAL EXECUTIVE/MANAGER D	1
	PRINCIPAL EXECUTIVE/MANAGER E	2
Total		3
Justice, Dept. of	PRINCIPAL EXECUTIVE/MANAGER D	1
	PRINCIPAL EXECUTIVE/MANAGER E	2
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		4
Labor and Industries, Bureau of	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		1
Liquor Control Commission, Oregon	PRINCIPAL EXECUTIVE/MANAGER E	1
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		2
Military Dept.	PRINCIPAL EXECUTIVE/MANAGER E	1
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		2
Oregon Business Development Dept.	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		1
Oregon Health Authority	PRINCIPAL EXECUTIVE/MANAGER D	14
	PRINCIPAL EXECUTIVE/MANAGER E	18
	PRINCIPAL EXECUTIVE/MANAGER F	9
	PRINCIPAL EXECUTIVE/MANAGER G	1
	PRINCIPAL EXECUTIVE/MANAGER H	1
Total		43
Parks and Recreation Dept.	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		1
Police, Dept. of State	PRINCIPAL EXECUTIVE/MANAGER D	1
	PRINCIPAL EXECUTIVE/MANAGER E	2
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		4
Public Employees Retirement System	PRINCIPAL EXECUTIVE/MANAGER E	2
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		3

Agency	Position Classification	Total
Public Safety Standards & Training, Dept. of	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		1
Public Utility Commission	PRINCIPAL EXECUTIVE/MANAGER D	1
Total		1
Revenue, Dept. of	PRINCIPAL EXECUTIVE/MANAGER D	3
	PRINCIPAL EXECUTIVE/MANAGER E	1
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		5
Secretary of State	PRINCIPAL EXECUTIVE/MANAGER C	1
	PRINCIPAL EXECUTIVE/MANAGER D	1
	PRINCIPAL EXECUTIVE/MANAGER E	2
	PRINCIPAL EXECUTIVE/MANAGER G	1
Total		5
Transportation, Dept. of	PRINCIPAL EXECUTIVE/MANAGER C	1
	PRINCIPAL EXECUTIVE/MANAGER D	1
	PRINCIPAL EXECUTIVE/MANAGER E	12
	PRINCIPAL EXECUTIVE/MANAGER F	7
	PRINCIPAL EXECUTIVE/MANAGER G	2
	PRINCIPAL EXECUTIVE/MANAGER H	1
Total		24
Treasurer, State	PRINCIPAL EXECUTIVE/MANAGER D	1
	PRINCIPAL EXECUTIVE/MANAGER E	2
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		4
Veterans' Affairs, Dept. of	PRINCIPAL EXECUTIVE/MANAGER D	1
Total		1
Water Resources Dept.	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		1
Youth Authority, Oregon	PRINCIPAL EXECUTIVE/MANAGER D	2
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		3
Executive Branch – Number of Filled PEM “I” Designated Positions (as of 6/30/18) TOTAL		181

Appendix C

OREGON EXECUTIVE BRANCH – STATE IT WORKFORCE ISS and PEM “I” DESIGNATED POSITION VACANCIES

Agency	Position Classification	Total
Administrative Services, Dept. of	INFO SYSTEMS SPECIALIST 4	1
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 6	5
	INFO SYSTEMS SPECIALIST 7	8
	INFO SYSTEMS SPECIALIST 8	7
	PRINCIPAL EXECUTIVE/MANAGER E	5
	PRINCIPAL EXECUTIVE/MANAGER F	3
	PRINCIPAL EXECUTIVE/MANAGER G	2
	PRINCIPAL EXECUTIVE/MANAGER I	1
Total		33
Agriculture, Dept. of	INFO SYSTEMS SPECIALIST 6	1
	INFO SYSTEMS SPECIALIST 7	1
Total		2
Chief Education Office	INFO SYSTEMS SPECIALIST 8	1
Total		1
Construction Contractors Board	INFO SYSTEMS SPECIALIST 5	1
Total		1
Consumer and Business Services, Dept. of	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 4	1
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 6	1
	INFO SYSTEMS SPECIALIST 7	3
Total		7
Corrections, Dept. of	INFO SYSTEMS SPECIALIST 3	2
	INFO SYSTEMS SPECIALIST 5	3
	INFO SYSTEMS SPECIALIST 6	1
	INFO SYSTEMS SPECIALIST 7	2
	PRINCIPAL EXECUTIVE/MANAGER D	1
Total		9
Education, Dept. of	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 4	1
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 7	1
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		5

Agency	Position Classification	Total
Employment Dept.	INFO SYSTEMS SPECIALIST 4	2
	INFO SYSTEMS SPECIALIST 6	5
	INFO SYSTEMS SPECIALIST 7	1
	INFO SYSTEMS SPECIALIST 8	3
	PRINCIPAL EXECUTIVE/MANAGER E	2
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		14
Environmental Quality, Dept. of	INFO SYSTEMS SPECIALIST 5	7
	INFO SYSTEMS SPECIALIST 6	3
	PRINCIPAL EXECUTIVE/MANAGER D	1
Total		11
Fish and Wildlife, Dept. of	INFO SYSTEMS SPECIALIST 7	2
Total		2
Forestry, Dept. of	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 4	2
Total		3
Geology and Mineral Industries, Dept. of	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 8	1
Total		2
Higher Education Coordinating Commission	INFO SYSTEMS SPECIALIST 7	3
Total		3
Housing and Community Services Dept.	INFO SYSTEMS SPECIALIST 5	1
Total		1
Human Services, Dept. of	DATA ENTRY CONTROL TECHNICIAN	2
	INFO SYSTEMS SPECIALIST 4	1
	INFO SYSTEMS SPECIALIST 8	1
	PRINCIPAL EXECUTIVE/MANAGER D	1
Total		5
Justice, Dept. of	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 4	3
	INFO SYSTEMS SPECIALIST 6	2
	INFO SYSTEMS SPECIALIST 7	3
	INFO SYSTEMS SPECIALIST 8	4
	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		14
Lands, Dept. of State	INFO SYSTEMS SPECIALIST 8	1
Total		1
Library, Oregon State	INFO SYSTEMS SPECIALIST 3	1
Total		1

Agency	Position Classification	Total
Liquor Control Commission, Oregon	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 8	1
Total		2
Military Dept.	INFO SYSTEMS SPECIALIST 4	2
	INFO SYSTEMS SPECIALIST 5	2
	INFO SYSTEMS SPECIALIST 7	1
	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		6
Oregon Business Development Dept.	INFO SYSTEMS SPECIALIST 5	1
Total		1
Oregon Health Authority	INFO SYSTEMS SPECIALIST 1	1
	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 3	4
	INFO SYSTEMS SPECIALIST 4	10
	INFO SYSTEMS SPECIALIST 5	9
	INFO SYSTEMS SPECIALIST 6	8
	INFO SYSTEMS SPECIALIST 7	7
	INFO SYSTEMS SPECIALIST 8	31
	PRINCIPAL EXECUTIVE/MANAGER D	1
	PRINCIPAL EXECUTIVE/MANAGER E	4
	PRINCIPAL EXECUTIVE/MANAGER F	5
	PRINCIPAL EXECUTIVE/MANAGER H	1
Total		82
Oregon Medical Board	INFO SYSTEMS SPECIALIST 3	1
Total		1
Parks and Recreation Dept.	INFO SYSTEMS SPECIALIST 4	2
Total		2
Police, Dept. of State	INFO SYSTEMS SPECIALIST 4	1
	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 6	1
	INFO SYSTEMS SPECIALIST 8	1
Total		4
Public Employees Retirement System	INFO SYSTEMS SPECIALIST 6	4
	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		5
Public Safety Standards & Training, Dept. of	INFO SYSTEMS SPECIALIST 6	1
	PRINCIPAL EXECUTIVE/MANAGER F	1
Total		2

Agency	Position Classification	Total
Revenue, Dept. of	INFO SYSTEMS SPECIALIST 4	4
	INFO SYSTEMS SPECIALIST 5	2
	INFO SYSTEMS SPECIALIST 6	10
	INFO SYSTEMS SPECIALIST 7	5
	INFO SYSTEMS SPECIALIST 8	2
	PRINCIPAL EXECUTIVE/MANAGER D	1
Total		24
Secretary of State	INFO SYSTEMS SPECIALIST 8	1
Total		3
Transportation, Dept. of	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 3	1
	INFO SYSTEMS SPECIALIST 4	1
	INFO SYSTEMS SPECIALIST 5	3
	INFO SYSTEMS SPECIALIST 6	6
	INFO SYSTEMS SPECIALIST 7	4
	INFO SYSTEMS SPECIALIST 8	1
Total		17
Treasurer, State	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 7	1
	PRINCIPAL EXECUTIVE/MANAGER E	1
Total		3
Veterans' Affairs, Dept. of	INFO SYSTEMS SPECIALIST 5	1
	INFO SYSTEMS SPECIALIST 7	1
Total		2
Youth Authority, Oregon	INFO SYSTEMS SPECIALIST 2	1
	INFO SYSTEMS SPECIALIST 7	1
Total		2
Executive Branch – Number of Vacant ISS & PEM “I” Positions (as of 6/30/18) TOTAL		272

Appendix D

OREGON EXECUTIVE BRANCH – STATE IT WORKFORCE AVERAGE YEARS OF SERVICE

Agency	Position Classification	Average
Administrative Services, Dept. of	INFO SYSTEMS SPECIALIST 1	2.64
	INFO SYSTEMS SPECIALIST 2	6.69
	INFO SYSTEMS SPECIALIST 3	8.43
	INFO SYSTEMS SPECIALIST 4	8.44
	INFO SYSTEMS SPECIALIST 5	6.39
	INFO SYSTEMS SPECIALIST 6	7.09
	INFO SYSTEMS SPECIALIST 7	7.82
	INFO SYSTEMS SPECIALIST 8	8.60
	PRINCIPAL EXECUTIVE/MANAGER C	11.01
	PRINCIPAL EXECUTIVE/MANAGER D	0.49
	PRINCIPAL EXECUTIVE/MANAGER E	10.15
	PRINCIPAL EXECUTIVE/MANAGER F	8.26
	PRINCIPAL EXECUTIVE/MANAGER G	2.62
	PRINCIPAL EXECUTIVE/MANAGER H	2.91
	SR INFO TECH PORTFOLIO MANAGER	3.66
Total		7.85
Agriculture, Dept. of	INFO SYSTEMS SPECIALIST 3	11.04
	INFO SYSTEMS SPECIALIST 5	0.58
	INFO SYSTEMS SPECIALIST 6	12.76
	INFO SYSTEMS SPECIALIST 7	19.13
	INFO SYSTEMS SPECIALIST 8	26.76
	PRINCIPAL EXECUTIVE/MANAGER D	12.19
Total		13.35
Blind, Commission for the	INFO SYSTEMS SPECIALIST 3	23.02
	INFO SYSTEMS SPECIALIST 7	0.64
Total		11.83
Chief Education Office	INFO SYSTEMS SPECIALIST 8	1.53
	PRINCIPAL EXECUTIVE/MANAGER E	3.00
	PRINCIPAL EXECUTIVE/MANAGER F	3.00
Total		2.51
Construction Contractors Board	INFO SYSTEMS SPECIALIST 3	6.44
	INFO SYSTEMS SPECIALIST 6	19.43
	SYSTEMS & PROGRAMMING SUPV 1	0.10
Total		11.35

Agency	Position Classification	Average
Consumer and Business Services, Dept. of	APPLICATIONS SYSTEMS MANAGER	15.20
	INFO SYSTEMS SPECIALIST 3	17.33
	INFO SYSTEMS SPECIALIST 4	11.82
	INFO SYSTEMS SPECIALIST 5	12.93
	INFO SYSTEMS SPECIALIST 6	10.79
	INFO SYSTEMS SPECIALIST 7	10.24
	INFO SYSTEMS SPECIALIST 8	13.83
	PRINCIPAL EXECUTIVE/MANAGER D	12.83
	PRINCIPAL EXECUTIVE/MANAGER E	1.20
	PRINCIPAL EXECUTIVE/MANAGER F	2.07
Total		12.01
Corrections, Dept. of	COMMUNICATIONS SYS ANALYST 3	13.18
	INFO SYSTEMS SPECIALIST 3	4.39
	INFO SYSTEMS SPECIALIST 5	11.35
	INFO SYSTEMS SPECIALIST 6	9.48
	INFO SYSTEMS SPECIALIST 7	9.54
	INFO SYSTEMS SPECIALIST 8	9.57
	PRINCIPAL EXECUTIVE/MANAGER D	1.85
	PRINCIPAL EXECUTIVE/MANAGER E	15.62
	PRINCIPAL EXECUTIVE/MANAGER G	2.33
Total		10.24
Criminal Justice Commission	INFO SYSTEMS SPECIALIST 6	1.97
Total		1.97
Education, Dept. of	INFO SYSTEMS SPECIALIST 3	2.85
	INFO SYSTEMS SPECIALIST 4	9.25
	INFO SYSTEMS SPECIALIST 5	7.62
	INFO SYSTEMS SPECIALIST 6	6.34
	INFO SYSTEMS SPECIALIST 7	4.60
	INFO SYSTEMS SPECIALIST 8	14.19
	PRINCIPAL EXECUTIVE/MANAGER E	3.29
	PRINCIPAL EXECUTIVE/MANAGER F	3.82
Total		7.16

Agency	Position Classification	Average
Employment Dept.	INFO SYSTEMS SPECIALIST 2	13.99
	INFO SYSTEMS SPECIALIST 4	12.31
	INFO SYSTEMS SPECIALIST 5	18.20
	INFO SYSTEMS SPECIALIST 6	10.26
	INFO SYSTEMS SPECIALIST 7	11.17
	INFO SYSTEMS SPECIALIST 8	20.52
	PRINCIPAL EXECUTIVE/MANAGER D	15.30
	PRINCIPAL EXECUTIVE/MANAGER E	2.05
	PRINCIPAL EXECUTIVE/MANAGER F	4.46
	PRINCIPAL EXECUTIVE/MANAGER G	3.25
Total		12.62
Energy, Dept. of	INFO SYSTEMS SPECIALIST 4	12.24
	INFO SYSTEMS SPECIALIST 5	3.19
	INFO SYSTEMS SPECIALIST 7	8.21
	PRINCIPAL EXECUTIVE/MANAGER E	3.36
Total		7.36
Environmental Quality, Dept. of	INFO SYSTEMS SPECIALIST 2	10.14
	INFO SYSTEMS SPECIALIST 4	15.47
	INFO SYSTEMS SPECIALIST 5	12.73
	INFO SYSTEMS SPECIALIST 6	12.00
	INFO SYSTEMS SPECIALIST 7	9.66
	INFO SYSTEMS SPECIALIST 8	10.64
	PRINCIPAL EXECUTIVE/MANAGER E	1.41
	PRINCIPAL EXECUTIVE/MANAGER F	5.07
Total		11.99
Fish and Wildlife, Dept. of	INFO SYSTEMS SPECIALIST 3	18.47
	INFO SYSTEMS SPECIALIST 4	13.88
	INFO SYSTEMS SPECIALIST 5	8.94
	INFO SYSTEMS SPECIALIST 6	5.31
	INFO SYSTEMS SPECIALIST 7	15.79
	PRINCIPAL EXECUTIVE/MANAGER D	8.90
	PRINCIPAL EXECUTIVE/MANAGER E	18.21
Total		11.08

Agency	Position Classification	Average
Forestry, Dept. of	INFO SYSTEMS SPECIALIST 2	7.60
	INFO SYSTEMS SPECIALIST 3	2.85
	INFO SYSTEMS SPECIALIST 4	12.75
	INFO SYSTEMS SPECIALIST 5	6.46
	INFO SYSTEMS SPECIALIST 6	6.42
	INFO SYSTEMS SPECIALIST 7	8.98
	PRINCIPAL EXECUTIVE/MANAGER C	16.60
	PRINCIPAL EXECUTIVE/MANAGER D	3.91
	PRINCIPAL EXECUTIVE/MANAGER E	4.42
Total		8.17
Geology and Mineral Industries, Dept. of	INFO SYSTEMS SPECIALIST 3	4.82
	INFO SYSTEMS SPECIALIST 4	6.69
	INFO SYSTEMS SPECIALIST 5	12.67
	INFO SYSTEMS SPECIALIST 8	1.83
Total		6.16
Higher Education Coordinating Commission	INFO SYSTEMS SPECIALIST 3	0.26
	INFO SYSTEMS SPECIALIST 6	3.00
	INFO SYSTEMS SPECIALIST 7	2.55
	PRINCIPAL EXECUTIVE/MANAGER E	1.38
Total		2.30
Housing and Community Services Dept.	INFO SYSTEMS SPECIALIST 1	5.12
	INFO SYSTEMS SPECIALIST 5	5.95
	INFO SYSTEMS SPECIALIST 7	13.80
	INFO SYSTEMS SPECIALIST 8	22.35
	PRINCIPAL EXECUTIVE/MANAGER D	2.82
Total		11.09
Human Services, Dept. of	INFO SYSTEMS SPECIALIST 3	19.82
	INFO SYSTEMS SPECIALIST 4	1.59
	INFO SYSTEMS SPECIALIST 5	13.79
	INFO SYSTEMS SPECIALIST 6	8.87
	INFO SYSTEMS SPECIALIST 7	5.60
	INFO SYSTEMS SPECIALIST 8	18.00
	PRINCIPAL EXECUTIVE/MANAGER D	2.23
	PRINCIPAL EXECUTIVE/MANAGER E	12.08
Total		10.39

Agency	Position Classification	Average
Justice, Dept. of	INFO SYSTEMS SPECIALIST 2	4.72
	INFO SYSTEMS SPECIALIST 4	13.76
	INFO SYSTEMS SPECIALIST 5	13.47
	INFO SYSTEMS SPECIALIST 6	11.63
	INFO SYSTEMS SPECIALIST 7	6.57
	INFO SYSTEMS SPECIALIST 8	10.84
	PRINCIPAL EXECUTIVE/MANAGER D	19.93
	PRINCIPAL EXECUTIVE/MANAGER E	9.80
Total		10.99
Labor and Industries, Bureau of	INFO SYSTEMS SPECIALIST 4	3.28
	INFO SYSTEMS SPECIALIST 6	8.27
	PRINCIPAL EXECUTIVE/MANAGER E	12.42
Total		6.81
Land Conservation & Development, Dept. of	INFO SYSTEMS SPECIALIST 4	2.97
	INFO SYSTEMS SPECIALIST 5	22.51
	INFO SYSTEMS SPECIALIST 6	11.05
	INFO SYSTEMS SPECIALIST 7	11.12
Total		11.74
Lands, Dept. of State	INFO SYSTEMS SPECIALIST 3	2.87
	INFO SYSTEMS SPECIALIST 4	4.94
	INFO SYSTEMS SPECIALIST 6	18.30
	SYSTEMS & PROGRAMMING SUPV 1	17.83
Total		9.64
Library, Oregon State	INFO SYSTEMS SPECIALIST 3	2.55
	INFO SYSTEMS SPECIALIST 4	8.36
Total		5.45
Liquor Control Commission, Oregon	INFO SYSTEMS SPECIALIST 3	0.89
	INFO SYSTEMS SPECIALIST 4	10.48
	INFO SYSTEMS SPECIALIST 5	12.67
	INFO SYSTEMS SPECIALIST 6	11.22
	INFO SYSTEMS SPECIALIST 7	12.29
	INFO SYSTEMS SPECIALIST 8	10.36
	PRINCIPAL EXECUTIVE/MANAGER E	0.41
Total		9.15
Marine Board	INFO SYSTEMS SPECIALIST 3	4.45
	INFO SYSTEMS SPECIALIST 7	20.84
Total		12.65

Agency	Position Classification	Average
Military Dept.	INFO SYSTEMS SPECIALIST 3	1.13
	INFO SYSTEMS SPECIALIST 4	2.60
	INFO SYSTEMS SPECIALIST 5	13.73
	INFO SYSTEMS SPECIALIST 7	10.11
	INFO SYSTEMS SPECIALIST 8	2.55
	PRINCIPAL EXECUTIVE/MANAGER E	12.84
Total		9.45
Nursing, Board of	INFO SYSTEMS SPECIALIST 6	3.08
	INFO SYSTEMS SPECIALIST 7	20.48
	INFO SYSTEMS SPECIALIST 8	5.67
Total		9.74
Oregon Business Development Dept.	INFO SYSTEMS SPECIALIST 4	18.03
	INFO SYSTEMS SPECIALIST 5	4.21
	INFO SYSTEMS SPECIALIST 6	0.40
	INFO SYSTEMS SPECIALIST 8	2.43
	PRINCIPAL EXECUTIVE/MANAGER E	1.83
Total		6.48
Oregon Health Authority	INFO SYSTEMS SPECIALIST 2	3.13
	INFO SYSTEMS SPECIALIST 3	2.71
	INFO SYSTEMS SPECIALIST 4	5.06
	INFO SYSTEMS SPECIALIST 5	5.65
	INFO SYSTEMS SPECIALIST 6	6.42
	INFO SYSTEMS SPECIALIST 7	5.45
	INFO SYSTEMS SPECIALIST 8	5.50
	PRINCIPAL EXECUTIVE/MANAGER D	5.42
	PRINCIPAL EXECUTIVE/MANAGER E	5.30
	PRINCIPAL EXECUTIVE/MANAGER F	3.90
	PRINCIPAL EXECUTIVE/MANAGER G	3.24
	PRINCIPAL EXECUTIVE/MANAGER H	3.79
Total		5.32
Oregon Medical Board	INFO SYSTEMS SPECIALIST 7	8.12
Total		8.12
Parks and Recreation Dept.	INFO SYSTEMS SPECIALIST 2	19.06
	INFO SYSTEMS SPECIALIST 3	10.69
	INFO SYSTEMS SPECIALIST 4	16.14
	INFO SYSTEMS SPECIALIST 5	13.56
	INFO SYSTEMS SPECIALIST 6	11.18
	INFO SYSTEMS SPECIALIST 7	16.30
	INFO SYSTEMS SPECIALIST 8	15.50
	PRINCIPAL EXECUTIVE/MANAGER E	10.81
Total		14.31
Parole & Post-Prison Supervision, Board of	INFO SYSTEMS SPECIALIST 5	9.10
Total		9.10

Agency	Position Classification	Average
Police, Dept. of State	INFO SYSTEMS SPECIALIST 1	4.85
	INFO SYSTEMS SPECIALIST 3	2.84
	INFO SYSTEMS SPECIALIST 4	7.83
	INFO SYSTEMS SPECIALIST 5	4.81
	INFO SYSTEMS SPECIALIST 6	1.92
	INFO SYSTEMS SPECIALIST 7	3.92
	INFO SYSTEMS SPECIALIST 8	9.33
	PRINCIPAL EXECUTIVE/MANAGER D	0.08
	PRINCIPAL EXECUTIVE/MANAGER E	4.24
Total		5.45
Public Employees Retirement System	INFO SYSTEMS SPECIALIST 2	9.82
	INFO SYSTEMS SPECIALIST 4	13.14
	INFO SYSTEMS SPECIALIST 5	14.53
	INFO SYSTEMS SPECIALIST 6	4.12
	INFO SYSTEMS SPECIALIST 7	13.66
	INFO SYSTEMS SPECIALIST 8	11.03
	PRINCIPAL EXECUTIVE/MANAGER E	9.24
	PRINCIPAL EXECUTIVE/MANAGER F	15.26
Total		11.00
Public Safety Standards & Training, Dept. of	INFO SYSTEMS SPECIALIST 3	8.76
	INFO SYSTEMS SPECIALIST 4	4.15
	INFO SYSTEMS SPECIALIST 5	12.17
	INFO SYSTEMS SPECIALIST 7	22.05
Total		11.78
Public Utility Commission	INFO SYSTEMS SPECIALIST 3	1.08
	INFO SYSTEMS SPECIALIST 6	4.31
	INFO SYSTEMS SPECIALIST 7	6.30
	PRINCIPAL EXECUTIVE/MANAGER D	7.17
Total		4.83
Real Estate Agency	INFO SYSTEMS SPECIALIST 6	6.63
Total		6.63

Agency	Position Classification	Average
Revenue, Dept. of	DATA ENTRY CONTROL TECHNICIAN	57.40
	INFO SYSTEMS SPECIALIST 1	29.34
	INFO SYSTEMS SPECIALIST 3	12.18
	INFO SYSTEMS SPECIALIST 4	10.02
	INFO SYSTEMS SPECIALIST 5	12.39
	INFO SYSTEMS SPECIALIST 6	12.39
	INFO SYSTEMS SPECIALIST 7	13.62
	INFO SYSTEMS SPECIALIST 8	17.61
	PRINCIPAL EXECUTIVE/MANAGER D	12.83
	PRINCIPAL EXECUTIVE/MANAGER E	2.16
	PRINCIPAL EXECUTIVE/MANAGER F	4.87
Total		13.12
Secretary of State	INFO SYSTEMS SPECIALIST 2	1.70
	INFO SYSTEMS SPECIALIST 4	2.44
	INFO SYSTEMS SPECIALIST 5	10.88
	INFO SYSTEMS SPECIALIST 6	1.80
	INFO SYSTEMS SPECIALIST 7	7.18
	INFO SYSTEMS SPECIALIST 8	10.69
	PRINCIPAL EXECUTIVE/MANAGER C	0.25
	PRINCIPAL EXECUTIVE/MANAGER D	13.37
	PRINCIPAL EXECUTIVE/MANAGER E	0.11
	PRINCIPAL EXECUTIVE/MANAGER G	1.01
Total		7.58
Teacher Standards and Practices Comm.	INFO SYSTEMS SPECIALIST 5	19.16
	INFO SYSTEMS SPECIALIST 6	0.47
Total		9.82
Transportation, Dept. of	INFO SYSTEMS SPECIALIST 2	1.52
	INFO SYSTEMS SPECIALIST 3	6.71
	INFO SYSTEMS SPECIALIST 4	8.73
	INFO SYSTEMS SPECIALIST 5	9.37
	INFO SYSTEMS SPECIALIST 6	11.35
	INFO SYSTEMS SPECIALIST 7	8.76
	INFO SYSTEMS SPECIALIST 8	12.84
	PRINCIPAL EXECUTIVE/MANAGER C	7.87
	PRINCIPAL EXECUTIVE/MANAGER D	36.03
	PRINCIPAL EXECUTIVE/MANAGER E	13.84
	PRINCIPAL EXECUTIVE/MANAGER F	19.11
	PRINCIPAL EXECUTIVE/MANAGER G	15.59
PRINCIPAL EXECUTIVE/MANAGER H	4.48	
Total		10.13

Agency	Position Classification	Average
Treasurer, State	INFO SYSTEMS SPECIALIST 3	0.28
	INFO SYSTEMS SPECIALIST 4	0.01
	INFO SYSTEMS SPECIALIST 5	11.61
	INFO SYSTEMS SPECIALIST 6	9.31
	INFO SYSTEMS SPECIALIST 7	4.48
	INFO SYSTEMS SPECIALIST 8	10.00
	PRINCIPAL EXECUTIVE/MANAGER E	13.54
	PRINCIPAL EXECUTIVE/MANAGER F	1.20
Total		8.04
Veterans' Affairs, Dept. of	INFO SYSTEMS SPECIALIST 3	2.16
	INFO SYSTEMS SPECIALIST 5	4.56
	INFO SYSTEMS SPECIALIST 6	31.95
	INFO SYSTEMS SPECIALIST 7	16.66
	PRINCIPAL EXECUTIVE/MANAGER D	2.16
Total		11.50
Water Resources Dept.	INFO SYSTEMS SPECIALIST 2	5.73
	INFO SYSTEMS SPECIALIST 4	20.43
	INFO SYSTEMS SPECIALIST 5	19.44
	INFO SYSTEMS SPECIALIST 6	15.40
	INFO SYSTEMS SPECIALIST 7	20.09
	PRINCIPAL EXECUTIVE/MANAGER E	21.82
Total		17.58
Watershed Enhancement Board, Oregon	INFO SYSTEMS SPECIALIST 7	6.58
Total		6.58
Youth Authority, Oregon	INFO SYSTEMS SPECIALIST 2	4.70
	INFO SYSTEMS SPECIALIST 4	1.32
	INFO SYSTEMS SPECIALIST 5	10.95
	INFO SYSTEMS SPECIALIST 6	7.90
	INFO SYSTEMS SPECIALIST 7	1.67
	INFO SYSTEMS SPECIALIST 8	4.88
	PRINCIPAL EXECUTIVE/MANAGER D	14.20
	PRINCIPAL EXECUTIVE/MANAGER F	2.56
Total		6.58
Executive Branch – IT Workforce Average Years of Service (as of 6/30/18) TOTAL		11.23

Appendix E

OREGON EXECUTIVE BRANCH – STATE IT WORKFORCE POSITIONS ELIGIBLE FOR RETIREMENT WITHIN 5 YEARS

Agency	Position Classification	Eligible Positions	Filled Positions	% Eligible
Administrative Services, Dept. of	INFO SYSTEMS SPECIALIST 3	6		
	INFO SYSTEMS SPECIALIST 4	3		
	INFO SYSTEMS SPECIALIST 5	3		
	INFO SYSTEMS SPECIALIST 6	7		
	INFO SYSTEMS SPECIALIST 7	8		
	INFO SYSTEMS SPECIALIST 8	45		
	PRINCIPAL EXECUTIVE/MANAGER C	1		
	PRINCIPAL EXECUTIVE/MANAGER E	3		
	PRINCIPAL EXECUTIVE/MANAGER F	4		
	PRINCIPAL EXECUTIVE/MANAGER G	2		
	PRINCIPAL EXECUTIVE/MANAGER H	2		
	SR INFO TECH PORTFOLIO MGR	2		
Total		86	253	34%
Agriculture, Dept. of	INFO SYSTEMS SPECIALIST 6	1		
	INFO SYSTEMS SPECIALIST 8	1		
	PRINCIPAL EXECUTIVE/MANAGER D	1		
Total		3	9	33%
Blind, Commission for the	INFO SYSTEMS SPECIALIST 3	1		
Total		1	2	50%
Chief Education Office	INFO SYSTEMS SPECIALIST 8	1		
	PRINCIPAL EXECUTIVE/MANAGER E	1		
	PRINCIPAL EXECUTIVE/MANAGER F	1		
Total		3	4	75%
Construction Contractors Board	INFO SYSTEMS SPECIALIST 3	1		
	INFO SYSTEMS SPECIALIST 6	2		
Total		3	4	75%
Consumer and Business Services, Dept. of	INFO SYSTEMS SPECIALIST 3	2		
	INFO SYSTEMS SPECIALIST 4	4		
	INFO SYSTEMS SPECIALIST 5	3		
	INFO SYSTEMS SPECIALIST 6	2		
	INFO SYSTEMS SPECIALIST 7	4		
	INFO SYSTEMS SPECIALIST 8	4		
Total		19	69	28%

Agency	Position Classification	Eligible Positions	Filled Positions	% Eligible
Corrections, Dept. of	INFO SYSTEMS SPECIALIST 3	1		
	INFO SYSTEMS SPECIALIST 5	13		
	INFO SYSTEMS SPECIALIST 6	1		
	INFO SYSTEMS SPECIALIST 7	9		
	INFO SYSTEMS SPECIALIST 8	1		
	PRINCIPAL EXECUTIVE/MANAGER E	4		
Total		29	85	34%
Education, Dept. of	INFO SYSTEMS SPECIALIST 4	1		
	INFO SYSTEMS SPECIALIST 5	1		
	INFO SYSTEMS SPECIALIST 6	1		
	INFO SYSTEMS SPECIALIST 8	2		
	PRINCIPAL EXECUTIVE/MANAGER E	3		
Total		8	40	20%
Employment Dept.	INFO SYSTEMS SPECIALIST 2	1		
	INFO SYSTEMS SPECIALIST 4	2		
	INFO SYSTEMS SPECIALIST 5	1		
	INFO SYSTEMS SPECIALIST 6	6		
	INFO SYSTEMS SPECIALIST 7	8		
	INFO SYSTEMS SPECIALIST 8	8		
	PRINCIPAL EXECUTIVE/MANAGER E	1		
	PRINCIPAL EXECUTIVE/MANAGER F	1		
Total		28	63	44%
Energy, Dept. of	INFO SYSTEMS SPECIALIST 7	1		
Total		1	7	14%
Environmental Quality, Dept. of	INFO SYSTEMS SPECIALIST 2	1		
	INFO SYSTEMS SPECIALIST 4	3		
	INFO SYSTEMS SPECIALIST 5	5		
	INFO SYSTEMS SPECIALIST 6	5		
	INFO SYSTEMS SPECIALIST 7	2		
Total		16	42	38%
Fish and Wildlife, Dept. of	INFO SYSTEMS SPECIALIST 3	2		
	INFO SYSTEMS SPECIALIST 4	3		
	INFO SYSTEMS SPECIALIST 6	2		
	INFO SYSTEMS SPECIALIST 7	1		
	PRINCIPAL EXECUTIVE/MANAGER D	1		
	PRINCIPAL EXECUTIVE/MANAGER E	1		
Total		10	27	37%

Agency	Position Classification	Eligible Positions	Filled Positions	% Eligible
Forestry, Dept. of	INFO SYSTEMS SPECIALIST 4	1		
	INFO SYSTEMS SPECIALIST 5	2		
	INFO SYSTEMS SPECIALIST 6	1		
	INFO SYSTEMS SPECIALIST 7	2		
Total		6	26	23%
Higher Education Coordinating Commission	INFO SYSTEMS SPECIALIST 7	1		
Total		1	11	9%
Housing and Community Services Dept.	INFO SYSTEMS SPECIALIST 2	1		
	INFO SYSTEMS SPECIALIST 7	2		
	INFO SYSTEMS SPECIALIST 8	1		
Total		4	7	57%
Human Services, Dept. of	INFO SYSTEMS SPECIALIST 1	1		
	INFO SYSTEMS SPECIALIST 3	2		
	INFO SYSTEMS SPECIALIST 5	1		
	INFO SYSTEMS SPECIALIST 6	4		
	INFO SYSTEMS SPECIALIST 7	1		
	PRINCIPAL EXECUTIVE/MANAGER D	1		
Total		10	28	36%
Justice, Dept. of	INFO SYSTEMS SPECIALIST 4	1		
	INFO SYSTEMS SPECIALIST 5	4		
	INFO SYSTEMS SPECIALIST 6	4		
	INFO SYSTEMS SPECIALIST 7	5		
	INFO SYSTEMS SPECIALIST 8	1		
	PRINCIPAL EXECUTIVE/MANAGER D	1		
Total		16	59	27%
Land Conservation & Development, Dept. of	INFO SYSTEMS SPECIALIST 5	1		
	INFO SYSTEMS SPECIALIST 6	1		
Total		2	5	40%
Lands, Dept. of State	INFO SYSTEMS SPECIALIST 4	2		
	INFO SYSTEMS SPECIALIST 6	1		
	INFO SYSTEMS SPECIALIST 8	1		
	PRINCIPAL EXECUTIVE/MANAGER E	1		
Total		5	10	50%
Liquor Control Commission, Oregon	INFO SYSTEMS SPECIALIST 6	2		
	INFO SYSTEMS SPECIALIST 7	1		
	INFO SYSTEMS SPECIALIST 8	1		
Total		4	14	29%
Marine Board	INFO SYSTEMS SPECIALIST 7	1		
Total		1	2	50%

Agency	Position Classification	Eligible Positions	Filled Positions	% Eligible
Military Dept.	INFO SYSTEMS SPECIALIST 5	1		
	INFO SYSTEMS SPECIALIST 7	2		
	INFO SYSTEMS SPECIALIST 8	1		
	PRINCIPAL EXECUTIVE/MANAGER E	1		
Total		5	16	31%
Oregon Business Development Dept.	INFO SYSTEMS SPECIALIST 4	1		
Total		1	6	17%
Oregon Health Authority	INFO SYSTEMS SPECIALIST 2	1		
	INFO SYSTEMS SPECIALIST 3	4		
	INFO SYSTEMS SPECIALIST 4	20		
	INFO SYSTEMS SPECIALIST 5	18		
	INFO SYSTEMS SPECIALIST 6	16		
	INFO SYSTEMS SPECIALIST 7	21		
	INFO SYSTEMS SPECIALIST 8	22		
	PRINCIPAL EXECUTIVE/MANAGER D	3		
	PRINCIPAL EXECUTIVE/MANAGER E	5		
	PRINCIPAL EXECUTIVE/MANAGER H	1		
Total		111	389	29%
Parks and Recreation Dept.	INFO SYSTEMS SPECIALIST 4	1		
	INFO SYSTEMS SPECIALIST 5	1		
	PRINCIPAL EXECUTIVE/MANAGER E	1		
Total		3	14	21%
Police, Dept. of State	INFO SYSTEMS SPECIALIST 4	2		
	INFO SYSTEMS SPECIALIST 5	1		
	INFO SYSTEMS SPECIALIST 8	2		
	PRINCIPAL EXECUTIVE/MANAGER E	1		
Total		6	37	16%
Public Employees Retirement System	INFO SYSTEMS SPECIALIST 2	1		
	INFO SYSTEMS SPECIALIST 4	4		
	INFO SYSTEMS SPECIALIST 5	4		
	INFO SYSTEMS SPECIALIST 6	1		
	INFO SYSTEMS SPECIALIST 7	5		
	INFO SYSTEMS SPECIALIST 8	2		
	PRINCIPAL EXECUTIVE/MANAGER E	1		
	PRINCIPAL EXECUTIVE/MANAGER F	1		
Total		19	49	39%

Agency	Position Classification	Eligible Positions	Filled Positions	% Eligible
Public Safety Standards & Training, Dept. of	INFO SYSTEMS SPECIALIST 4	1		
	INFO SYSTEMS SPECIALIST 5	1		
	INFO SYSTEMS SPECIALIST 7	1		
	PRINCIPAL EXECUTIVE/MANAGER F	1		
Total		4	5	80%
Public Utility Commission	INFO SYSTEMS SPECIALIST 6	1		
Total		1	7	14%
Revenue, Dept. of	DATA ENTRY CONTROL TECHNICIAN	1		
	INFO SYSTEMS SPECIALIST 1	1		
	INFO SYSTEMS SPECIALIST 3	1		
	INFO SYSTEMS SPECIALIST 4	5		
	INFO SYSTEMS SPECIALIST 5	1		
	INFO SYSTEMS SPECIALIST 6	4		
	INFO SYSTEMS SPECIALIST 7	4		
	INFO SYSTEMS SPECIALIST 8	1		
Total		18	63	29%
Secretary of State	INFO SYSTEMS SPECIALIST 5	1		
	INFO SYSTEMS SPECIALIST 6	1		
	INFO SYSTEMS SPECIALIST 7	1		
	INFO SYSTEMS SPECIALIST 8	5		
	PRINCIPAL EXECUTIVE/MANAGER D	1		
Total		9	39	23%
Transportation, Dept. of	INFO SYSTEMS SPECIALIST 2	1		
	INFO SYSTEMS SPECIALIST 3	1		
	INFO SYSTEMS SPECIALIST 4	5		
	INFO SYSTEMS SPECIALIST 5	19		
	INFO SYSTEMS SPECIALIST 6	20		
	INFO SYSTEMS SPECIALIST 7	30		
	INFO SYSTEMS SPECIALIST 8	9		
	PRINCIPAL EXECUTIVE/MANAGER C	1		
	PRINCIPAL EXECUTIVE/MANAGER D	1		
	PRINCIPAL EXECUTIVE/MANAGER E	5		
	PRINCIPAL EXECUTIVE/MANAGER F	4		
	PRINCIPAL EXECUTIVE/MANAGER G	2		
Total		98	293	33%
Treasurer, State	INFO SYSTEMS SPECIALIST 5	1		
	INFO SYSTEMS SPECIALIST 8	2		
Total		3	27	11%
Veterans' Affairs, Dept. of	INFO SYSTEMS SPECIALIST 6	1		
Total		1	5	20%

Agency	Position Classification	Eligible Positions	Filled Positions	% Eligible	
Water Resources Dept.	INFO SYSTEMS SPECIALIST 4	2			
	INFO SYSTEMS SPECIALIST 5	1			
	INFO SYSTEMS SPECIALIST 6	1			
	INFO SYSTEMS SPECIALIST 7	1			
	PRINCIPAL EXECUTIVE/MANAGER E	1			
Total		6	9	67%	
Youth Authority, Oregon	INFO SYSTEMS SPECIALIST 5	2			
	INFO SYSTEMS SPECIALIST 8	1			
	PRINCIPAL EXECUTIVE/MANAGER D	1			
Total		4	24	17%	
Executive Branch – IT Workforce Positions Eligible for Retirement Within 5 Years (as of 6/30/18)		TOTAL	545	1772	31%