



Oregon

John A. Kitzhaber, MD, Governor

Department of Administrative Services

Chief Operating Office
155 Cottage Street NE, U20
Salem, OR 97301
PHONE: 503-378-3106
FAX: 503-373-7643

February 19, 2013

Senator Steiner Hayward, Co-Chair
Representative Smith, Co-Chair
Ways & Means General Government Subcommittee
900 Court Street NE
Salem, OR 97301

Dear Senator Steiner Hayward, Representative Smith, and the Ways & Means General Government Subcommittee;

Below, please find our responses to questions from both the February 18 and February 19 subcommittee meetings.

Questions from February 18, 2013

Question from Senator Johnson: How did you determine Yamhill County was the appropriate county for the truck from Federal surplus?

The Oregon Surplus Property Program regularly watches for federal items that would be useful in Oregon. When some Freightliner truck tractors became available, we requested some for Oregon. We notified Surplus customers through email and asked for a response from those interested. Ultimately, the State of Oregon was awarded 4 of these vehicles and those rigs went to the first 4 respondents to the email: Yamhill, Douglas, Coos & Wallowa counties. Other requests remain on a list in the event that additional rigs become available.

Question from Senator Johnson: When the Governor's Office borrows employees from other agencies, how do you calculate that in the rates?

We base our rates on the budgeted full-time employees in each of our client agencies including the Governor's Office. Budgeted FTE counts do not include staff on job rotation or loaned from one agency to another during the course of a biennium. In the case of the Governor's Office, its FTE count calculated in our rates was 56, not the 70 or so staff doing work on behalf of the Governor's Office.

Questions from February 19, 2013

Question from Co-Chair Steiner Hayward: What is your timeline for hiring a state CIO?

As I mentioned, we are currently holding stakeholder focus groups to outline an applicant profile. Once determined, we will begin the marketing process. My goal is to hire a CIO by the end of the fiscal year. Please see the attached recruitment strategy with more information on this recruitment process.

(Attachment: Recruitment_Strategy_CIO.doc)

February 19, 2013

Page 2

There are three other outstanding questions from this morning's hearing. Answers to those questions will be provided tomorrow or as soon as possible.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Jordan". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Michael Jordan, COO
DAS Director

Statewide Chief Information Officer Recruitment Plan

Presented by Enterprise Human Resource Services

Updated: January 23, 2013
Presented to: Michael Jordan and Sarah Miller
Division: COO
Location: Salem

Position (working title): Statewide Chief Information Officer
Job Class: PEMH
Announcement Number: TBD

Recruitment Strategy:

To present the above mentioned job posting to qualified prospects using effective strategies that include; strategic advertising, appropriate website job boards, active industry associations, cooperative educational institutions and any additional resource or referral opportunity that will ultimately serve as a conduit for locating highly qualified applicants.

**Personalized letters and follow-up telephone calls to association board members for referral purposes and association job board announcements as well as potential candidates through dream candidate contacts and telephone blitz.*

Actions to be Accomplished	Person or Division Responsible	Approx Cost	Assign Date	Completion Date
Stakeholder Focus Groups	Sherry Carter	N/A	2/1/2013	3/22/2013
Select ELT Members				
Select ETS Cub Members				
Ken Rocco – FLO				
Bob Cummings - FLO				
Select Legislators (based on Michael’s feedback)				
Select CIOC Members				
Marketing Associations	Sherry Carter		2/15/2013	3/30/2013
National Association of State Chief Information Officers Association		N/A		
Association of Information Technology Professionals		TBD		
Marketing Websites	Sherry Carter		2/15/2013	3/30/2013
www.cio.com		\$295.00 (60 day posting)		
www.indeed.com		\$500.00		

www.careerbuilder.com		TBD		
www.linkedin.com (create profile with posting)				
www.oregonjobs.org		N/A		
www.governmentjobs.com		\$175.00 (60 day posting)		
http://www.govtech.com/jobs/technology.html (Center for Government Technology)		\$200.00 (30 day posting)		
Additional Marketing Strategies	Sherry Carter		2/15/2013	3/30/2013
Dream candidates (already employed candidates to personally contact)*	Sherry Carter	TBD (postage)		
Telephone blitz (using national "state" contacts; Fortune 500 company list)*	Sherry Carter	TBD (postage)		
Create a press release and send to larger newspapers throughout the US	Sherry Carter	N/A		
Contact Dugan Petty to determine additional association opportunities and dream candidates	Sherry Carter			
Dream candidates (already employed candidates to personally contact)*	Sherry Carter	TBD (postage)		
Identify other state CIO candidates through aggressive campaign	Sherry Carter			
Round One Interview Panel	Coordinator Sherry Carter		4/8/2013	4/12/2013
Selection of Round Two Interview Candidates	Coordinator Sherry Carter		4/15/2013	4/15/2013
Completion of Behavioral Assessment and Interview Question Development with Linkage	Coordinator Sherry Carter		4/16/2013	4/19/2013
Round Two Interviews	Coordinator Sherry Carter		4/17/2013	4/18/2013
Round Three Interviews	Coordinator Sherry Carter		4/22/2013	4/24/2013
Make Offer	Coordinator Sherry Carter		4/25/2013	4/26/2013