

2015

Oregon Department of Revenue

Presentation to the Joint Ways and Means General Government Subcommittee

Responses to Questions from Committee Members

March 10, 2015



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How much of the 3 percent (\$188 million) attributed to audits and collections is generated from adjustments sent to DOR from the IRS? (From March 9, 2015)

Approximately \$15 million dollars (.22 percent of all Oregon income tax revenue) resulted from changes spurred by federal adjustments during fiscal year 2014. While these adjustments can be fairly straightforward, they do still require department resources for billing and to defend that billing upon appeal, if required. During fiscal year 2014, we spent time equivalent to 3.5 full-time employees on activities related to federal adjustments.

Explain the obstacles in successfully recruiting IT staff.

Our ITS section currently has a 19 percent vacancy rate. We have noted two obstacles to completing successful recruitments: compensation and minimum qualifications. We believe other agencies encounter the same factors limiting successful ITS recruitment.

Compensation for the Information System Specialist (ISS) classifications represents a significant barrier for our recruitment efforts. For example, for an incoming ISS6 Application Developer, the annual salary is \$56,532, plus an additional 48.5 percent for OPE (annual \$27,418), for a full package of \$83,950. Compensation in the private sector for a comparable position offers an average annual salary (before benefits) of \$78,000, which increases with specialization.

ISS6 Application Developer is our most challenged position, with five unsuccessful solicitations.

Current staff interested in moving within the state structure—despite compensation challenges—are often limited or rejected due to the minimum qualifications established for ISS positions. While the entire series description was updated in 1997, the minimum qualifications were last updated in 2000. Technology has changed significantly over the past fifteen years, and the minimum qualifications often do not reflect current technology practice, standards, or relevance.