ISD and CSD
Staffing Issues/Concerns

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February 25, 2002

What We Are Experiencing

- Agency Growth: New AOC positions
- Staff leaving for higher paying jobs
- Recruitments open for months at a time
- Unprecedented demand on HR
- 46 Current Vacancies (19% Vacancy Rate)

Current Vacancies by Program

Program	Impacted Projects	ISD Positions	CSD Positions
Appellate Court	Public Web Access Portal OnBase Version Upgrade Supreme Court Opinion Tracking System	Senior Developers (3)	
Superior Court	Odyssey Portal Support Text Messaging and Notifications SCDX Maintenance/Support HB1320 Legislative Changes New 2022 Legislative Changes	System Support Analyst (1)	Business Analyst (1)

Current Vacancies by Program (cont.)

Program	Impacted Projects	ISD Positions	CSD Positions
Courts of Limited Jurisdiction	CLJ-CMS Project ESSB-5226 Legislative Changes HB1320 Legislative Changes New 2022 Legislative Changes	Deputy Project Manager (1) EDR Integrator (1) Production Support (4) Tester (1) Deployment Specialist (1)	Business Analyst (2+) Customer Services (2)
Juvenile Court	Juvenile Court Assessment Tool (JCAT) JCS Platform Migration HB1320 Legislative Changes New 2022 Legislative Changes	Senior Developer (2) Senior Support Analyst (1) Tester (1)	Business Analyst (1)

Current Vacancies by Program (cont.)

Program	ISD Positions	CSD Positions
JIS Enterprise Support (JABS, JIS-Link, EDR, JISC, Infrastructure, Architecture, etc.)	IT Business Liaisons (2) Senior Server Admin. (1) Enterprise Architect (1) Admin Secretary (1) PMO & QA Manager (1) Data Quality Coordinator (1) System Integrator (1) Senior Developers (2)	Business Analyst EDR (1)
Grant Funding – Washington Traffic Safety Commission	Integrators (2)	Business Analyst (1)

Current Vacancies by Program (cont.)

Program	ISD Positions	CSD Positions
Firearms Program		Business Analyst (1) Administrative Secretary (1)
JIS Training		Technology Educators (2)
Legal Services		Principal Legal Analyst (1) Legal Services Sr. Analyst (1) Court Program Analyst (1) Administrative Assistant (3)
Court Services Division		CBO Manager (1)
TOTAL VACANCIES	**28 Vacancies (19%)**	**18 Vacancies (19%)**

Impact on JIS Projects and Maintenance

- More time to resolve issues
- Project schedules may be delayed
- New requests may have delayed starts
- Focus: Highest priorities and “keeping the lights on”
- Training and documentation not current

We are Interdependent

What Are We Doing About It?

- Completed 2021 Compensation Study (The Segal Group)
- Submitted supplemental budget request
- Exploring contracting options
- 3.25% salary increase for all state employees is pending – effective July 1, 2022
- Planning 2022 Compensation Study (Part 2)