

Division of Personnel

FY 2005

Annual Report



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Letter from the Director

Dear colleagues,

The wonderful thing about writing an annual report is that it forces you to take time to review the achievements of the past year. In the bustle of the day to day and the focus of what still need to be done, it is easy to loose track of the work that has been completed. In FY05 the division of personnel had some significant accomplishments that ranged from establishing and meeting service standards for our client agencies, to the design and development of new systems aimed at increasing the efficiency of providing enterprise wide human resource services. For more details on our accomplishments and how we are measuring up to our client service standards, please see the rest of the report.

A year end review is also an excellent time to crystallize and communicate upcoming goals and strategic issues. A survey of the environment quickly uncovers some major challenges and opportunities ahead.

Like most public employers, Alaska is caught between an aging workforce and a diminishing labor pool. 8.1% of current state employees are eligible to retire now, and 27.3% are eligible to retire in the next 5 years. Many agencies are faced with a lack of well rounded, experienced staff to fill the positions vacated by retiring employees. In addition, the ability to attract and retain qualified individuals is a consistent problem for hiring managers in many job classes and is impacting the agencies' ability to meet their core program mission. Demographic information indicates this trend will continue.

It is critical that the Executive Branch begin to think strategically about managing our human capital needs. Failure to do so will result in the state's inability to deliver core public services in the not too distant future.

Many factors influence the ability to have an adequate and qualified workforce in place to meet business goals: compensation and benefits, work environment, opportunity to progress in the organization and the ability for employees to do work that is meaningful or rewarding.

Best business practices across the private and public sector identify key strategies to attracting and retaining a viable workforce. While compensation packages play an important role in recruiting employees, other factors greatly influence whether an employee will continue to work for an employer and whether or not that employee will be productive.

- **Workforce Planning:** Simply put, workforce planning allows employers to be in the best possible position to assure that they have the right people in the right place at the right time. It is a systematic approach to defining future workforce needs, analyzing the workforce in place, and determining what resources might be needed to close the gap. A good workforce plan also includes identifying strategies to close the gap and monitoring, evaluating and revising the plan as appropriate.
- **Management and Supervisory Training:** Managers and Supervisors need consistent management training to have the highest possibility of being successful and effective in managing the workforce. Best practice studies consistently indicate that employees remain in the workplace when they have a positive working environment. Managers and supervisors are the single most important factor in creating working conditions that lead to retention of high performing employees.
- **Performance Management:** Build a culture of employee accountability through effective performance management. This includes the ability to recognize and reward productive employees and to identify and take corrective action with those employees who are struggling to perform. Best practices in the private and public sector indicate that performance management systems are the most effective when they are based on a set of well articulated competencies.
- **Recruitment:** Develop and implement aggressive recruitment strategies for difficult to fill positions and to increase the number of entry level and minority applicants. Implement active recruitment and outreach campaigns that "brand" the state as an employer of choice.
- **Knowledge Transfer/Training:** Identify the specific skill gaps in the workforce and assure that the knowledge held by employees who will be leaving the system is effectively passed to the employees who remain in the workforce. Agencies need to accept that they may not be able to find the perfect candidate for positions and hire based on competency or potential when experience cannot be found. This means we need to invest in training state employees.

The Division of Personnel stands ready with tools and expertise to assist operating agencies in planning for the future. Please contact your Management Services Team Leader for more information.

Alaska State Government

Alaska Citizens

The Legislative Branch

The Alaska State Legislature includes a Senate and House of Representatives. Forty representatives are elected to two-year terms; twenty senators serve four-year terms.

The Executive Branch

Alaskans elect a governor and a lieutenant governor to four-year terms. The governor, appoints the heads of all 14 state departments.

The Judicial Branch

There are four levels of courts in the Alaska Court System, each with different powers, duties and responsibilities. Alaska has a unified, centrally administered, and totally state-funded judicial system. Municipal governments do not maintain separate court systems.

Governor's Office

Administration

Commerce, Community, and Economic Development

Corrections

Education and Early Development

Environmental Conservation

Fish and Game

Health and Human Services

Labor and Workforce Development

Law

Military and Veterans Affairs

Natural Resources

Public Safety

Revenue

Transportation and Public Facilities

Division Overview

Division of Personnel Mission

The Division of Personnel provides direct and consultative human resource services to the fourteen operating agencies of the Executive Branch of Alaska State government.

The Constitution of the State of Alaska includes a provision requiring that "The legislature shall establish a system under which the merit principle will govern the employment of persons by the State." The State Personnel Act (AS 39.25) was enacted to establish the Executive Branch system of personnel administration based upon the merit principle and adapted to the requirements of the state with the result that persons best qualified to perform the functions of the state will be employed, and that an effective career service will be encouraged, developed and maintained. The regulations adopted to implement the Personnel Act, commonly referred to as the Personnel Rules, can be found in the Alaska Administrative Code at 2 AAC 07.005, or by clicking on "Personnel Rules" in the Quick Links list below.

Under the Personnel Act, the Director of the Division of Personnel is responsible for the administration of the Personnel Act and all regulations adopted to implement the Act.

Division of Personnel Vision

The Division of Personnel is a unified staff who coordinates strengths and talents to deliver client focused human resource services. We provide innovative program development, consultation, and direct service delivery.

HR...passionate about your success.

Personnel Board

The Personnel Board, also created by the Personnel Act, is an independent agency composed of members appointed by the Governor. The Board hears complaints of Ethics Act violations brought against Executive Branch employees and disciplinary appeals from classified employees not covered by collective bargaining, approves amendments to the Personnel Rules and acts on recommendations for extensions of the partially exempt or classified services within the Executive Branch.

Personnel Board Members:

Debra English
Ronald Otte
Laura Plenert

Performance Measures

Division of Personnel Performance Measures

- A. End Result: Supervisors have the knowledge, skills and abilities to be successful and effective in directing the state workforce.**

Target A1: 100% of supervisors and managers receive relevant and timely skills based training designed to create high performance work teams

Measure A1: % of SU, PX and Exempt supervisors who attend Academy For Supervisors (AFSU) on a fiscal year basis.

SU, PX and Exempt supervisors have attended Academy For Supervisors.

Fiscal Year	YTD Total
FY 2004	9.1%
FY 2005	15.8%

Target A2: The state retains 90% of qualified employees who are not eligible to retire.

Measure A2: Non retirement turnover is below 10% per fiscal year.

Fiscal Year	YTD Total
FY 2004	Measure Unavailable
FY 2005	9.8%

- B End Result: A qualified workforce available to meet program needs.**

Target B1: All state agencies have workforce plans in place.

Measure B1: % of state agencies with workforce plans.

Fiscal Year	YTD Total
FY 2004	7.2%
FY 2005	7.2%

- Target B2:** All recruitments attract qualified applicants that end with an appointment.

Measure B2: % of recruitments that end with an appointment.

Fiscal Year	YTD Total
FY 2004	Measure Unavailable
FY 2005	94.3%

Target B3: State attracts and retains a diverse workforce that mirrors the labor workforce demographics of the state general population.

Measure B3: State of Alaska Workforce demographics as compared to the general population demographics.

Fiscal Year	SLFP-Minority Workers	SOAW-Minority Workers	SLFP-Female Workers	SOAW-Female Workers
FY 2004	26.7%	18.3%	46.17%	47.3%
FY 2005	26.7%	18.4%	46.17%	49.3%

Performance Measures Cont.

C. End Result: Employees are compensated equitably and in accordance with statute, regulation, and contract.

Target C1: All partially exempt and classified positions are reviewed and allocated on a 5 year cycle.

Measure C1: 20% of positions reviewed on a fiscal year basis.

Fiscal Year	YTD Total
FY 2004	12.6%
FY 2005	13.5%

Target C2: All job classes are reviewed for description of work and salary assignment on a 10 year cycle.

Measure C2: 10% of job classifications that are reviewed on a fiscal year basis.

Fiscal Year	YTD Total
FY 2002	13.1%
FY 2003	13.0%
FY 2004	13.1%
FY 2005	12.2%

Target C3: Payroll is processed without avoidable errors

Measure C3: % of payroll warrants that are processed without avoidable staff errors.

Fiscal Year	YTD Total
FY 2004	Measure Unavailable
FY 2005	99%

Director's Office

Director's Office Staff

Director:

Mila Cosgrove

Administration:

Frank Hurt
Susan McDonald
Nora Toner

IT Services:

Steve Rice
Greg Shepard
Peter Andregg

The Division's primary administrative and support functions are located in the Director's Office. The Administrative Services Section handles the Division's business and financial affairs - budget development, financial management, accounting, procurement of goods and services, internal human resources activities, clerical support, and management of property, space and records. The Information Technology Section is responsible for providing information systems and services to facilitate the capture, retrieval and utilization of data related to all aspects of workforce development and management. Activities include the design, development, implementation and maintenance of systems such as Workplace Alaska, TrainAlaska and the under-development on-line position classification system.

Major Accomplishments FY 05

- Negotiated, implemented and tracked client service measures for all core human resource functions.
- Working in conjunction with the Personnel Board, reviewed and revised the Personnel Rules. Changes include rules that allow management more flexibility.
- Worked with the Governor's office to participate in the first annual Statewide Employee Recognition Day.
- Revised the Division of Personnel web pages to make them easier to navigate.

Goals for FY 06

- Participate in the Human Resource/Payroll Replacement solution and Data Warehouse Request For Proposal process. Designate staff to participate on the design and implementation teams beginning July 1, 2006.
- Develop and implement a competency based performance management system for division of personnel staff.
- Design and implement a human resource certification program for Division of Personnel staff that will allow for the consistent training and education of staff.
- Develop and implement Workforce Planning and Knowledge Transfer tools for use by client agencies.
- Co-locate Management Services and Technical Services staff in Anchorage into one location.

Classification

The Classification and Pay Section is responsible for ensuring that the State's classification and pay plans meet the requirements of the merit principle as set forth in the Personnel Act (AS 39.25): 1) a classification system founded on a grouping of positions based on duties and responsibilities, and 2) an integrated pay plan based on the principle of "like pay for like work." Under the broad authority granted to the Director, the Division of Personnel directs, audits, performs, participates in or contracts for all classification and compensation decisions for positions in the classified and partially exempt services.

Total for last three Quarters FY 05

	Standard	Measure	Comments
PDs logged in for processing	same day if possible, no later than 1 business day	92%	Avg 1 day
Actions logged in PD Tracker	Same business day as processed	YES	
Create Non-permanent positions.	W/in 2 business days	88%	Avg 1 day
Priority PDs & PDs for Recruitments	w/in 14 calendar days	61%	Avg 20+ days
Reclassification actions involving a proposed change to the class	w/in 35 calendar days	66%	Avg 35 days
Classification actions involving a proposed update	w/in 58 calendar days	86%	Avg 29+ days
Maintenance Requests on existing class specifications	w/in 14 calendar days	85%	Avg 9 days
Classification Studies	At least one top priority class study per operating agency per fiscal year	100%	

Major Accomplishments FY 05

- Established 717 nonpermanent positions.
- Reviewed and assured consistent allocation for 1,822 individual positions. Reduced the average number of days to complete a priority classification action from 36 days to 12 days. Reduced the average number of days to complete a standard reclassification action from 51 days to 31 days.
- Revised 76 job class specifications through the maintenance request process.
- Completed 28 classification studies which reviewed and updated 132 job class specifications and assured consistent allocation to those classes for 198 positions.
- Continued with the design and testing of a web based system that will automate the work flow process for the creation and approval of positions descriptions. The new system, On-line Position Description, will also contain an archive and reporting function.

Goals FY 06

- Complete the testing of, and pilot and implement, the Online Position Description (OPD) System. OPD will automate the workflow process for classifications actions. The system will allow the creation and approval of positions descriptions and position control actions through a web-based workflow. The system will also include a robust reporting and archival system.
- Complete the audit of class specifications on WorkPlace Alaska to assure that class specifications are accurate, up to date, and presented in a consistent format.
- Improve the classification study process including standardization of classification study work products and improved communication and collaboration with operating agencies during studies.
- Revise the Classification Plan Outline to assure consistent and logical placement of classifications and clearer definitions of job class families.
- Develop and implement a semi-annual FLSA training session.

Classification Staff

Program Manager:
Amanda Holland

Section Staff:

Emy Abad
Lois Ashley
Chuck Boland
Sarah Brinkley
Cheryl Buchanan
Jacqueline Dailey
Don Cecil
Chad Diekmann
Kimberley Garrett
Erin Haida
David Hull
Richard Kaplan
Diane Larocque
Flordeliza Lumbab
Sharon Mondich
Keith Murray
Aimee Olejaz
Jenny Thomas
Robert Weber

Employee Services Staff:

Program Manager:
Pam Day

Workplace Alaska:
Worth Barthell
Rynee Clemans
Susan Crandall
Tamara Ecklund
Robbin McDaniel
Ella Nierra
Nita Rauch
Michelle Saviers
Donald Shattuck
Tara Stephens
Susan Wells
Julie Wyatt

Special Recruitment:
Kerie Buckley
Kerry Cantillon
Margaret McCraine

EEO Staff:
John Huff
Sherilyn Knight

Absence Management:
Alicia Kelly
Gaby Pfaff

Employee Records:
Sandra Tagaban
Paula Wright

Employee Call Center:
Charley Larson
Mary Kay Palmateer
Brooke Scott

Employee Services

The Employee Services Section administers the following programs for employees of the State of Alaska: Equal Employment Opportunity program; general and special recruitment including WorkPlace Alaska system design and outreach; re-employment and absence management programs including WorkFirst, injured workers and ADA reassignment; employee records, and the employee call center.

Total for three Quarters FY 05

	Standard	Measure
Workplace Alaska postings	w/in 2 business days	96%
Workplace Alaska Approval to Hire	w/in 2 business days	92%
Advanced Step Placements	w/in 2 business days	96%
Request for personnel file information or existing position description	same day if possible, no later than 1 business day	100%
Response to information request through the employee call center	same day if possible, no later than 1 business day	100%
EEO Program		
Response to client inquiries	Same Day	Yes
Response to external agencies	W/in 35 calendar days	85%
EEO/AA plans	By federal due date	None during reporting period
Internal investigations	W/in 63 calendar days	100%
Equal Opportunity compliance	By federal due date	None during this reporting period
Compliance Training	W/in negotiated timeframes	100%

Major Accomplishments FY 05

- Successfully established and implemented the State of Alaska Employee Call Center. In the last three quarters of FY05, the Call Center fielded 4872 employment related inquiries from employees across the state.
- Assisted hiring managers in posting approximately 3500 positions to WorkPlace Alaska, the State of Alaska's on-line recruitment and application system. Approved over 3300 applicants for appointment to state positions.
- Designed, developed and implemented the on-line New Employee Orientation program. NEO allows new state employees to receive consistent and up to date information on State of Alaska policies and procedures and lays the foundation for effective performance management.
- Revised and streamlined the hiring process for Correctional Officers. The newly revised process reduced the average amount of time applicants spend in the background check process from 6+ months to less than 3 months. This in turn resulted in larger, more qualified pool of applicants available to management when positions need to be filled.
- WorkFirst Program has helped to reduce liability in the PERS (occupational disability program).
- Supplied current EEO related workforce data to managers and supervisors through the Quarterly Workforce Demographic Reports.
- Worked with client agencies to assure EEO compliance as it relates to federal funding requirements. This included implementing the DOT/PF 2004 EEO Annual Assurances and creating an EEO program for the Department of Military and Veterans' Affairs.
- Worked with departments on problematic EEO cases by offering mediation and follow-up training.

Goals for FY 06

- Create a pro-active professional recruiting function to focus on difficult to fill positions including minority outreach, targeted entrance and exit surveys, and materials to promote the State of Alaska as an "Employer of Choice."
- Partner with the Classification section to assure that minimum qualifications for job classes are meeting the needs of state of Alaska hiring managers.
- Revise and adopt regulations for the Equal Employment Opportunity Program.
- Partner with the DOP IT section to revise the Equal Employment Opportunity Reporting System (EEORS)
- Effectively represent the executive branch of Alaska State Government before state and federal compliance agencies.
- Produce a Statewide Affirmative Action Plan (AAP) and develop strategies for effective implementation.

Management Services

Management Services is the first point of contact for supervisors and managers who are dealing with or confronting personnel or employee relations issues. Management Consultants coach supervisors and managers through the various personnel and employee relations processes. Additional consultative roles include providing general human resources information through direct service whenever possible. At times however, it may be necessary to refer issues to other sections (classification, employee services or technical service).

Total for three Quarters FY 05

	Standard	Measure
Respond to client inquiries	same day if possible, no later than 1 business day	Yes
Delegated LOAs	w/in 3 business days	100%
Review of performance evaluations	w/in 3 business days for evaluations effecting pay.	93%
Review of performance evaluations	w/in 14 calendar days for evaluations not effecting pay.	96%
Layoff Notification	100% accurate	100%
Dispute resolution	At lowest level possible	Yes
Appeal responses	W/in contractual timeframes	96%

Major Accomplishments FY05

- Shifted the focus of providing services to clients to a "one-stop" concept.
- Worked with Statewide Planning and Research to implement a performance evaluation tracking and monthly reporting process.
- Upon implementation of the on-line New Employee Orientation process, provided statewide training to supervisors. Ongoing training sessions for supervisors were offered monthly in Juneau and Anchorage and bi-monthly in Fairbanks and included an introduction to performance management.
- Gathered and began the review process of operating agency's policies and procedures.

Goals for FY06

- Work with operating agencies to develop and implement knowledge transfer and workforce planning reports.
- Develop an information sheet for each agency to be used as a training device for new DOP staff. The information sheet will include pertinent information on each agency such as their mission, core functions, specialized job classifications, etc.
- Complete the review of operating agency's policies and procedures, identify required revisions, and assist agencies with these revisions.

Services Staff:

Program Manager:

Nicki Neal

Section Staff:

Tyler Andrews

Penny Beiler

Stacie Bentley

Verdi Brogdon

Camille Brill

Sharon Dick

Aaron Gelston

Carrie Ann Gilmore

May Green

Peggy Hart

Anne Knight

Pamela Keane

Lora Mallinger

Dan McCrummen III

Michele Michaud

Cynthia Menninga

Charlotte Mushat

Chipper Parr

Courtney Patterson

Kim Peterson

Judith Porter

Susie Powers

Frances Rabago

Brian Schmidt

Erin Shepherd-Ham

Donn Stewart

Shelia Short

Cathy Von Gemmingen

Edelyn Vejar

Darice Walter

Gail White

Technical Services Staff:

Program Manager:
Marritt Miller

Section Staff:

Amber Armstrong
Danielle Arreola
Heather Atkinson
Rachel Atkinson
Elias Barger
Tracie Barnes
Dennis Berkeley
Sarah Blei
Fernino Bohulano
Monica Burke
Rose Byes
Dianna Carter
Joshua Carter
Morgan Carter
Kimberly Clark
Miki Cole
Shawna Crews
Amparo Cruz
Eleanor Dailey
Julie Davis
Lorine Day
Ronald Delapaz
Chan Donner
Sommer Duval
Shannon Ely
Donna Goutermont
Jeffrey Hahnlen
Cynthia Harrington
Douglas Harris
Jenny Hatten
Kirstin Hicks
Tiffany Hildre
Teresa Hill
Rachelle Hoyle
Janet Jerue
Christina Jones
Shanna Kato
Cynthia Keyes
Johanna Keys

Technical Services

The staff of the Technical Services Centers provides assistance and advice to the operational and administrative staff of their assigned agencies regarding personnel/payroll and recruitment processing, ensuring compliance with collective bargaining contracts, personnel rules, statutes and other federal and state requirements.

Total for three Quarters FY 05

	Standard	Measure
Personnel Actions forms - separations, appointments, transfers & promotions	w/in 3 business days of receipt.	87%
Other Personnel Action forms effecting pay.	w/in pay period received.	100%
Payroll Processing	98% accuracy rate	99%
Job service & LTC referrals	w/in 1 business day	92%
FMLA notification	verbal - w/in 3 days of notification of qualifying condition. Written - within 14 calendar days.	76%
Timekeeper Training	2x a year or as requested.	100%
Notice of Pay Problems	Eliminate penalty pay that accrues from failure to respond timely.	99%
Delegated Letters of Agreement/on payroll related topics	w/in 3 business days of receipt.	78%
Grievance/Complaint/and dispute resolution related to payroll	w/in contractual time frames.	95%

Major Accomplishments for FY 05

- Implemented a statewide Personnel Action Request Form (PARF) to help assure consistent payroll practices between all state agencies.
- Implemented statewide minimum timesheet standards to assure payroll can be processed accurately and consistently between all state agencies.
- Participated in the development of the business rules for the Timesheet Entry and Reporting System being developed by the Department of Fish and Game and Transportation and Public Facilities
- Instituted a performance improvement project for technical Services staff entitled Achieving Excellence 2005.
- Standardized Technical Services procedures for processing actions such as acting status, cash-ins and mandatory leave processing.
- Standardized Technical Services tracking logs for personnel actions, acting status, grievances, Letters of Agreement, FMLA notification and client services standards.

Goals for FY 06

- Develop and deliver training courses on basic policies and procedures associated with the State of Alaska Payroll System (AKPAY) for departmental administrative staff and human resource staff.
- Assist the Departments of Fish and Game and Transportation and Public facilities with the implementation of the Timesheet Entry and Reporting System.
- Develop a formal technical training program for HR technicians within Technical Services.
- Implement an information management system for Technical Services staff.
- Co-locate Technical Services staff in Anchorage.

Technical Services Cont.



ACHIEVING EXCELLENCE 2005

Achieving Excellence

Achieving Excellence is a continuous performance improvement initiative focused on building knowledge and skills to enhance a team working environment in support of the Division of Personnel's vision of a "unified staff who coordinates strengths and talents to deliver client focused human resource services".

Strategies

- Identify and train core management knowledge and skills that will be the basis for management performance standards in Technical Services.
- Identify and train core interpersonal and client services knowledge and skills that will be the basis for performance standards in Technical Services.
- Develop and incorporate a coaching method to facilitate training knowledge transfer to the job. Performance coaching will be an integral part of the Technical Services' continuous improvement performance management process.
- Develop and document an on-going Training and Development plan that embeds the Achieving Excellence training and coaching goals in the Technical services performance management process.
- Develop and document project performance measures linked to Technical Services performance measures.

Achieving Excellence is the initiative in place to continuously improve our teamwork environment and to consistently provide excellent customer service to our clients.

Technical Services Staff:

Section Staff Cont. :

- Susan King
- Tammy Kramer
- Deanna Lewis
- Veronica Lietz
- Alberta Lippitt
- Nena Long
- Sonya Long
- Elizabeth Luck
- Martha Enanoria
- Jensyne Mason
- Lee McFarland
- Freda Meili
- Patrick Morissey
- Melissa Nava
- Erlinda Padura
- Holly Papisodora
- Alice Parker
- Deborah Pound
- Alice Parker
- Deborah Pound
- Michael Rader
- Victoria Roberts
- Osce Robertson
- Elizabeth Sandberg
- Mona Sanneman
- Delores Savage
- Krista Skannes
- Karen Smith
- Janice Stevenson
- Nino Suarez
- Susan Till
- Vicki Tomal
- Erin West
- Carla Williams
- Nancy Womack
- Paula Wright
- Robin Vantassel

Training and Development

The Training and Development program staff provides professional supervisory, management, leadership, EEO compliance, and interpersonal skills training development and delivery. The program staff also provides performance consulting services associated with performance improvement projects.

Total for three Quarters FY 05

	Standard	Measure
Respond to customer service inquiries	same day if possible, no later than 1 business day	Yes
Core course scheduled:	monthly in Jnu & Anc	100%
Advance course schedule:	bi-monthly in Jnu & Anc	100%
AFNS schedule	bi-monthly in Jnu & Anc	100%
Workplace Alaska	monthly in Jnu, Anc, Fbks	96%

Major Accomplishments for FY 05

- Trained 2870 managers, supervisors and employees.
- Successfully converted the *Workforce Alaska for Hiring Managers* course from an instructor led course to a self-learning course.
- Introduced a completely revised *Change Management for Supervisors* course designed for supervisors and managers with content addressing both the process and people issues associated with change.
- Introduced a new Interpersonal Skills course for all employees. This course has content addressing assertive and empowered communication, giving and receiving feedback, skillful listening, strategies for dealing with disempowered people, and the skill of dialog.
- Developed and delivered the customized courses *Excellence in Customer Service* and *Choosing Empowering Behavior*.
- Provided performance consulting services and training associated with the Department of Corrections, Division of Probation and Parole Leadership Challenge performance improvement project.
- Provided teambuilding facilitation and training for work teams in several agencies.
- Minimized expenses by using a cadre of certified adjunct instructors from other Division of Personnel programs to deliver open enrollment and special session courses.

Goals for FY06

- Complete course maintenance projects for *The Academy for Supervisors*, *Performance Coaching*, *Performance Appraisal—The Basics*, *The Disciplinary Process* and *A Respectful Workplace*.
- Complete new course development projects for *Strategic Recruitment and Hiring*, *Workplace Violence*, and *Conflict Resolution*.
- Complete a project plan for Phase II development of the TrainAlaska client service system.
- Expand the cadre of certified adjunct instructors to further limit expenses.
- Explore alternative to classroom instruction including distance learning options and self-learning options.
- Partner with management Services staff to increase the performance consulting capabilities of the Division of Personnel.

Training and Development Staff:

Program Manager:
Jackson Steele

Section Staff:
Patricia Dill
Tim Parker

Statewide Planning and Research

Statewide Planning and Research Section, a staff function within the Division of Personnel, focuses on providing research and strategic planning services to executives, managers and human resource professionals within the state system. Statewide Planning and Research staff provide support and assistance in all functional areas of human resources and respond to ad hoc information requests regarding the State of Alaska Workforce from other government agencies, private sector firms, and the general public.

Total for three Quarters FY 05

	Standard	Measure
Respond to information requests	w/in project scope	93%
HR Update	semi-monthly	100%
HR Solutions	quarterly	100%
Publish Workforce Profile	semi-annually	100%
Electronic reporting	Monthly	100%
Evaluation due reports	Monthly	100%

Major Accomplishments for FY 05

- Helped strengthen client communication with the publication of HR Update and HR Solutions. HR Update is designed to supply administrative managers and supervisors with information on day-to-day changes in human resource workflow, policy and procedure changes. HR Solutions is a web-based training resource providing executives, managers and supervisors with information on current human resource related topics that will assist them in more effectively and successfully managing their workforces.
- Published two editions of the Workforce Profile. The Workforce Profile is published semiannually, and reports current and historical workforce demographic statistics. The Workforce Profile for Fiscal Year End 2004 contained a detailed retirement rate analysis by job class of the State's workforce.
- Established and distributed monthly performance evaluation reports to each agency.
- Provided a wide variety of scheduled and ad hoc report to internal and external clients including operating agencies, the Governor's Office, the legislature, public employee unions, the press and the general public.

FY 06 Goals

- Provide detailed workforce movement data to operating agencies. The data will allow agencies to look at employee movement into and out of positions by division and section within the organization.
- Develop and publish Workforce Planning guides that operating agencies can use as templates to begin the workforce planning process.
- Develop and implement Knowledge Transfer Training at the agency level and for DOP staff.
- Create a procedure manual for Personnel Board issues and for Personnel Rule revision projects.
- Work with other program areas within DOP to update existing policies and procedures and convert to the new on-line format.

Statewide Planning and Research Staff:

Program Manager:
Vacant

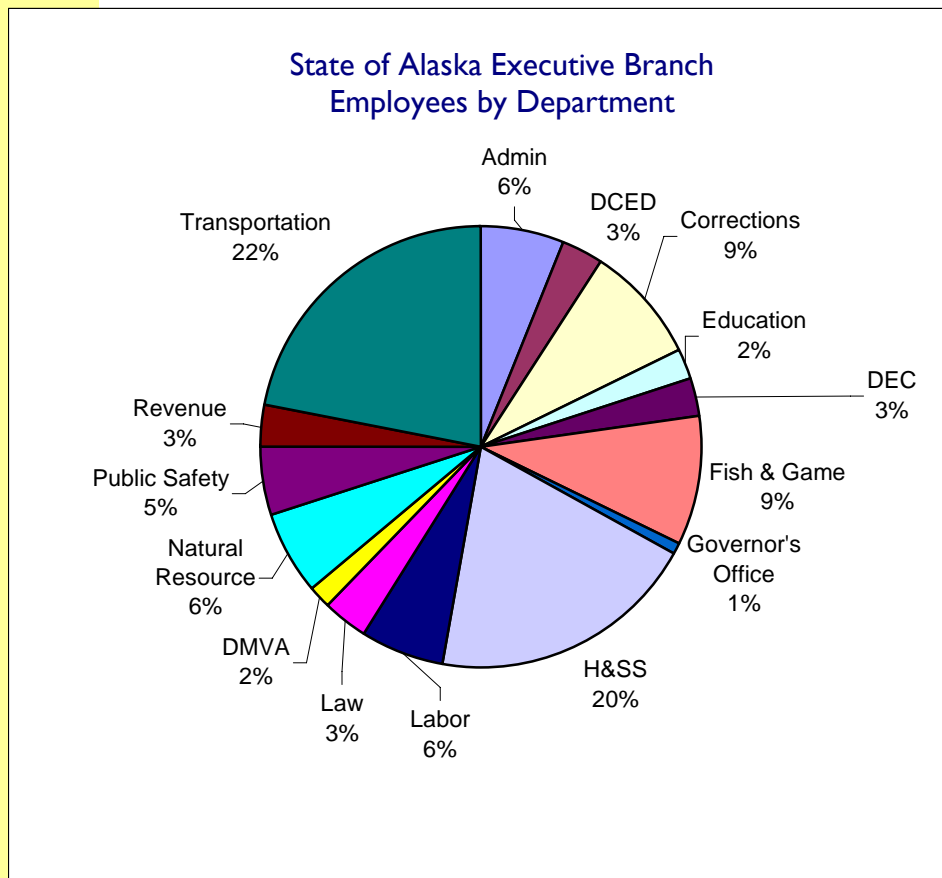
Section Staff:
Inga Aanrud
Kathleen Nava
Connie Preecs
Julie Russo

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Workforce Profile State of Alaska Demographics

Employee Counts By Department

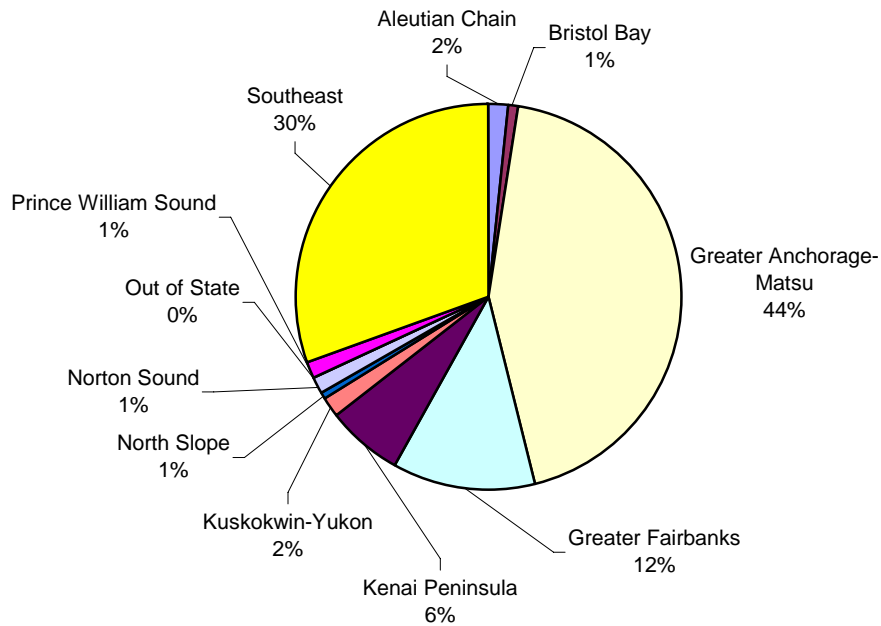
Department Name	Employee Count
Administration	899
Commerce, Community and Economic Development	422
Corrections	1279
Education	300
Environmental Conservation	422
Fish & Game	1383
Governor's Office	130
Health and Social Services	2860
Labor and Workforce Development	898
Law	464
Military and Veterans Affairs	258
Natural Resource	879
Public Safety	724
Revenue	457
Transportation and Public Facilities	3201
Statewide	14,576



Employee Counts by Region

Region	Employee Count
Aleutian Chain	252
Bristol Bay	124
Greater Anchorage-Matsu	6358
Greater Fairbanks	1733
Kenai Peninsula	907
Kuskokwin-Yukon	261
North Slope	93
Norton Sound	179
Out of State	16
Prince William Sound	212
Southeast	4441
Statewide	14,576

State of Alaska Permanent Executive Branch Employees by Region



Employee Counts by Location

Location	Employee Count	Percentage
Anchor Point	1	0.0%
Anchorage & Anch Int Airport	5203	35.7%
Aniak	14	0.1%
Aniak	17	0.1%
Anvik	2	0.0%
Barrow	20	0.1%
Bear Creek	2	0.0%
Bellingham, WA	1	0.0%
Bethel	209	1.4%
Big Lake	7	0.0%
Birch Lake	2	0.0%
Camp Carroll	112	0.8%
Cantwell	14	0.1%
Cascade	4	0.0%
Central	4	0.0%
Chandalar Camp	12	0.1%
Chena River	2	0.0%
Chignik	11	0.1%
Chitina	6	0.0%
Chuathbaluk	1	0.0%
Chulitna	5	0.0%
Claremore, OK	1	0.0%
Cold Bay	9	0.1%
Coldfoot Camp	6	0.0%
Cooper Landing	1	0.0%
Cordova	78	0.5%
Cottonwood Camp	2	0.0%
Craig	14	0.1%
Deadhorse	12	0.1%
Delta Junction	49	0.3%
Denali	2	0.0%
Dillingham	78	0.5%
Dutch Harbor	27	0.2%
Eagle	5	0.0%
Eagle River	115	0.8%
Eielson AFB	15	0.1%
Elfin Cove	1	0.0%
Elmendorf AFB	5	0.0%
Emmonak	12	0.1%
Ernestine	4	0.0%
Fairbanks	1521	10.4%
Finger Lake	8	0.1%
Fort Richardson	100	0.7%
Fort Wainwright	5	0.0%
Fort Yukon	2	0.0%
Galena	15	0.1%
Girdwood	11	0.1%
Glennallen	30	0.2%
Gustavus	3	0.0%
Haines	51	0.3%
Harding Lake	1	0.0%
Healy	6	0.0%
Homer	98	0.7%
Hoonah	6	0.0%
Iliamna	5	0.0%
Jim River	5	0.0%
Juneau	3454	23.7%

Employee Counts By Location Cont.

Location	Employee Count	Percentage
Kalsin Bay	2	0.0%
Kasilof	1	0.0%
Kenai	228	1.6%
Ketchikan	574	3.9%
King Salmon	41	0.3%
Klawock	13	0.1%
Kodiak	183	1.3%
Kotzebue	40	0.3%
Kulis Ang Base	27	0.2%
Livengood	7	0.0%
Mackenzie Point	23	0.2%
Manley Hot Springs	2	0.0%
Mc Grath	27	0.2%
Montana Creek	3	0.0%
Mount Edgecumbe	37	0.3%
Nancy	1	0.0%
Nelchina	5	0.0%
Nenana	7	0.0%
Ninilchik	6	0.0%
Nome	169	1.2%
North Kenai Camp	4	0.0%
Northway	8	0.1%
O'brian Creek	5	0.0%
Palmer	550	3.8%
Paxson	6	0.0%
Pelican	1	0.0%
Petersburg	47	0.3%
Port Moller	11	0.1%
Quartz Creek	4	0.0%
Sag River	9	0.1%
Saint Marys	22	0.2%
Sand Point	5	0.0%
Seattle, WA	8	0.1%
Seldovia	1	0.0%
Seven Mile Camp	6	0.0%
Seward	324	2.2%
Silvertip	7	0.0%
Sitka	191	1.3%
Skagway	12	0.1%
Slana	6	0.0%
Soldotna	216	1.5%
South Fork	2	0.0%
Sterling	2	0.0%
Talkeetna	7	0.0%
Tazlina	24	0.2%
Teller	2	0.0%
Thompson Pass	11	0.1%
Tok	51	0.3%
Trimms Camp	3	0.0%

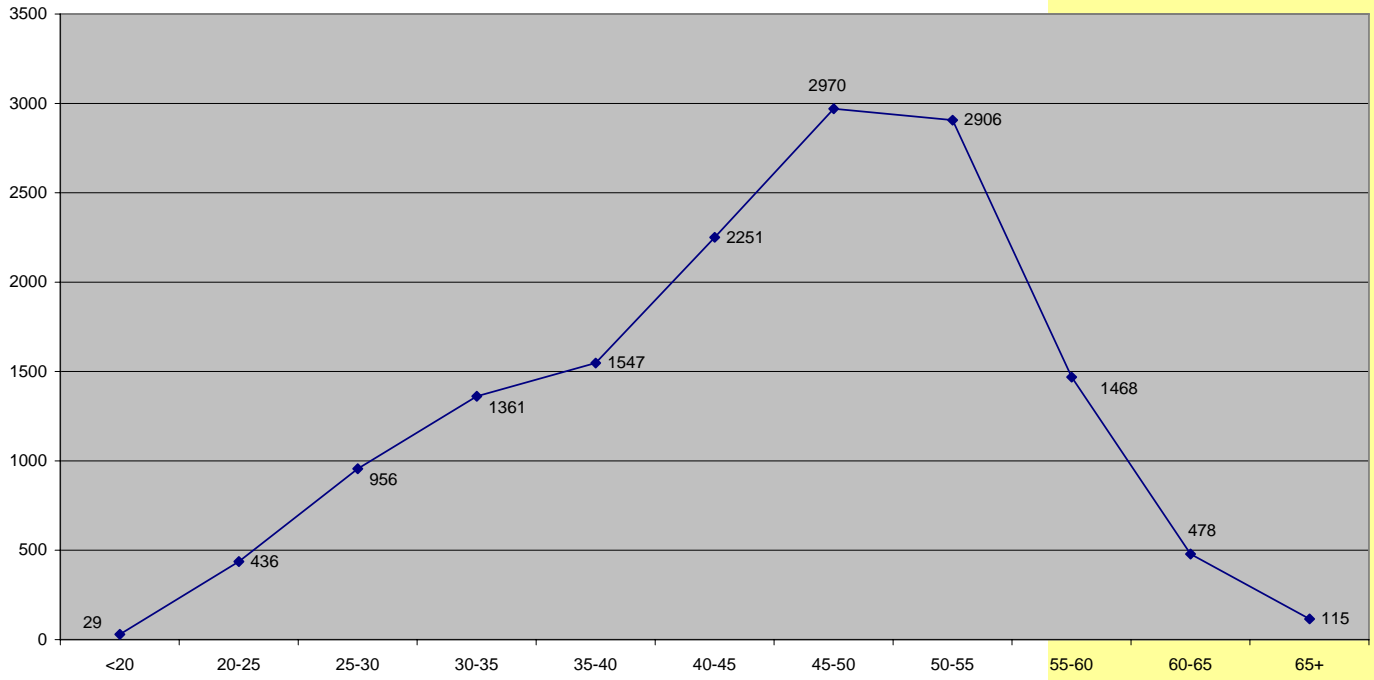
Average State Service by Department and Bargaining Unit

Department	Average State Service	Male	Female
Administration	9.44	9.86	9.44
Commerce, Community and Economic Development	9.47	9.59	9.47
Corrections	8.64	8.82	8.64
Education	9.17	10.52	9.17
Environmental Conservation	9.78	10.88	9.78
Fish and Game	7.93	8.34	7.93
Governor's Office	9.42	8.54	9.42
Health and Social Services	8.40	9.20	8.40
Labor and Workforce Development	9.89	10.03	9.89
Law	8.66	8.87	8.66
Military and Veterans Affairs	7.98	8.56	7.98
Natural Resource	10.08	10.47	10.08
Public Safety	8.28	8.39	8.28
Revenue	9.13	9.44	9.13
Transportation and Public Facilities	9.74	9.83	9.74
Statewide	9.04	9.40	8.65

Bargaining Unit	Average State Service
Unlicensed Deck Employees	6.03
Supervisory Employees	13.67
Public Safety Officers	8.14
Mt. Edgecumbe Teachers	Not Available
Licensed Officers	11.33
Licensed Engineers	Not Available
Labor, Trades and Crafts Employees	9.78
General Government Employees	8.12
Exempt Employees	9.24
Excluded Employees	18.29
Correctional Officers	8.61
Confidential Employees	9.31
AK Vocational Technical Center Teachers	3.13

Statewide Age Distribution

Statewide Age Distribution



State Service by Gender		
	Male	Female
Shortest	Fish and Game (8.34)	Fish and Game (7.93)
Longest	Environmental Conservation (10.88)	Natural Resources (10.08)

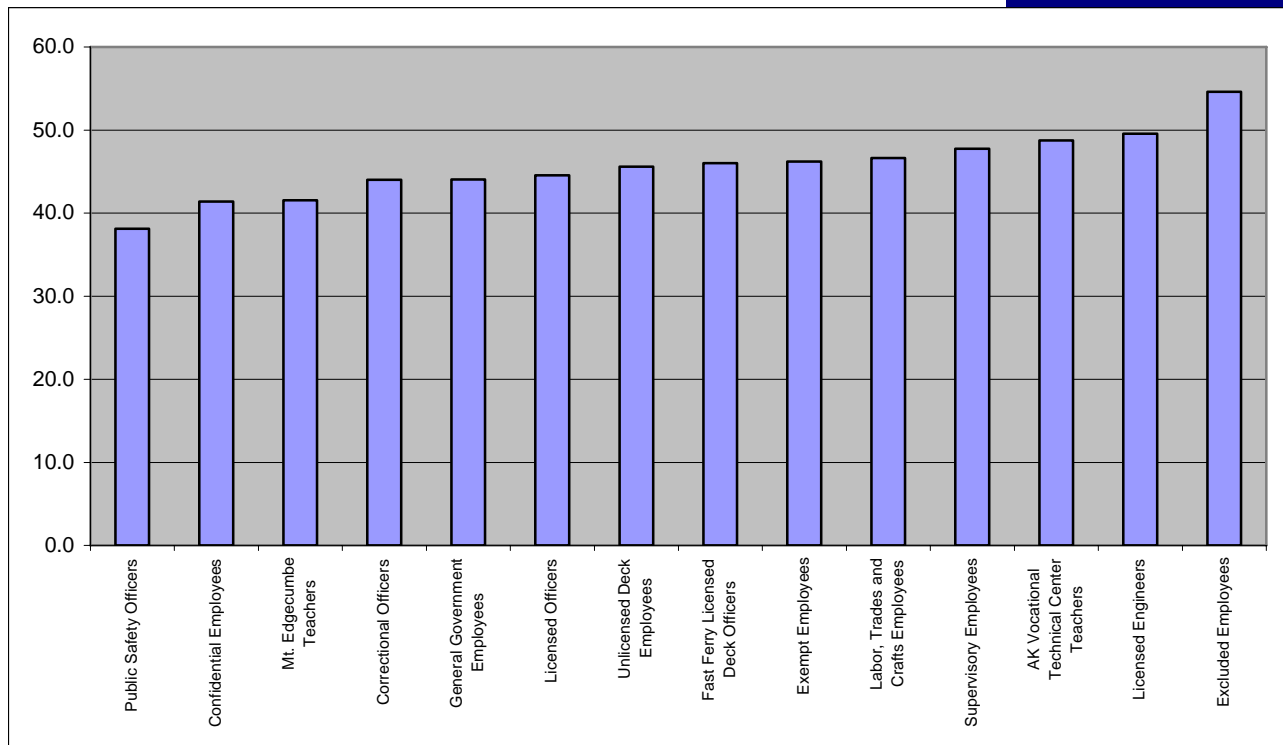
Average Age by Department and Gender

Department	Average Age	Male	Female
Administration	44.3	45.7	43.5
Community and Economic Development	46.6	48.1	45.7
Corrections	45.1	45.3	44.8
Education	44.8	46.3	44.1
Environmental Conservation	45.8	47.9	43.8
Fish and Game	41.7	41.9	41.3
Governor's Office	43.8	44.1	43.6
Health and Social Services	45.2	45.7	45.0
Labor and Workforce Development	47.1	48.4	46.4
Law	43.8	45.3	43.1
Military and Veterans Affairs	46.1	48.0	41.7
Natural Resource	45.4	46.0	44.5
Public Safety	41.1	40.2	43.0
Revenue	45.0	46.1	44.3
Transportation and Public Facilities	45.8	46.0	45.1
Statewide	44.9	45.3	44.4

Employees	Oldest	Youngest
Overall Average	Labor & M&VA (47.1)	Public Safety (41.1)
Male Average	Labor (48.4)	Public Safety (40.2)
Female Average	Labor (46.4)	Fish & Game (41.3)

Average Age by Bargaining Unit

Bargaining Unit	Average Age
Public Safety Officers	38.1
Confidential Employees	41.4
Mt. Edgecumbe Teachers	41.5
Correctional Officers	44.0
General Government Employees	44.0
Licensed Officers	44.5
Unlicensed Deck Employees	45.6
Fast Ferry Licensed Deck Officers	46.0
Exempt Employees	46.2
Labor, Trades and Crafts Employees	46.6
Supervisory Employees	47.8
AK Vocational Technical Center Teachers	48.7
Licensed Engineers	49.6
Excluded Employees	54.6



Average Age by Department

Department	New Hire Count	Average Age	Males	Females
Administration	142	39.1	42.1	37.6
Commerce, Community and Economic Development	69	42.0	41.5	42.2
Corrections	167	38.0	37.8	38.4
Education	41	40.2	38.9	40.6
Environmental Conservation	40	41.6	44.1	39.3
Fish and Game	246	33.5	34.8	32.0
Governor's Office	33	38.1	39.3	37.7
Health and Social Services	486	38.8	39.8	38.5
Labor and Workforce Development	106	44.3	45.0	43.9
Law	89	39.1	39.8	38.8
Military and Veterans Affairs	46	36.1	42.4	31.7
Natural Resource	153	37.8	40.6	34.0
Public Safety	96	37.2	36.3	38.3
Revenue	70	39.8	36.1	42.7
Transportation and Public Facilities	492	38.8	38.7	39.2
Statewide	2276	38.6	39.0	38.4

New Hire	Oldest	Youngest
Average age	Law (44.3)	Fish and Game (33.5)
Male	Labor (45.0)	Fish and Game (34.8)
Female	Labor (43.9)	DMVA (31.7)

Average Salary by Department and Bargaining Unit

Department	General Government Average		Supervisory		Labor, Trades and Crafts Average	
	Average Salary	Employees	Average Salary	Employees	Average Salary	Employees
Administration	\$3,481.14	411	\$4,910.58	85	\$3,603.06	30
Commerce, Community and Economic Development	\$3,721.51	234	\$5,180.45	49		
Corrections	\$3,692.80	372	\$5,031.56	87	\$3,833.34	97
Education	\$3,560.32	141	\$5,389.36	25	\$3,638.37	6
Environmental Conservation	\$4,160.47	300	\$5,520.32	106	\$4,268.87	7
Fish & Game	\$3,236.62	1002	\$4,836.71	317	\$4,265.01	8
Health and Social Services	\$3,553.22	2226	\$4,981.77	359	\$2,806.79	203
Labor and Workforce Development	\$3,549.20	655	\$4,919.35	135	\$4,248.47	37
Law	\$3,150.84	168	\$3,707.16	37		
Military and Veterans Affairs	\$3,352.94	148	\$4,581.10	32	\$3,656.69	63
Natural Resource	\$3,526.32	607	\$5,000.13	163	\$3,504.96	59
Public Safety	\$3,212.78	279	\$5,555.72	65	\$3,721.25	13
Revenue	\$3,325.33	314	\$4,743.19	70		
Transportation and Public Facilities	\$4,202.84	952	\$5,947.98	251	\$3,996.42	1065
Statewide	\$3,586.94	7809	\$5,109.24	1781	\$3,800.04	1,588

Department	Confidential Average		Correctional Officers		Public Protection Average	
	Average Salary	Employees	Average Salary	Employees	Average Salary	Employees
Administration	\$ 3,734.60	186				
Corrections			\$3,834.01	706		
Health and Social Services	\$ 3,074.60	5				
Public Safety					\$ 5,028.58	350 ¹
Transportation and Public Facilities	\$ 3,373.00	5			\$ 4,476.38	80 ²
Statewide	\$3,708.54	196	\$ 3,834.01	706	\$ 4,247.29	430

¹ State Troopers, ² Airport Police and Fire Officers

Department	AK Voc Tech Teachers Average		Correspondence Teachers		Mt. Edcumbe Teachers Average	
	Average Salary	Employees	Average Salary	Employees	Average Salary	Employees
Education					\$4,427.19	20
Labor and Workforce Development	\$ 4,619.33	35				
Statewide	\$4,619.33	35			\$4,427.19	20

Department	Licensed Engineers Average		Licensed Officers		Unlicensed Deck Employees Average	
	Average Salary	Employees	Average Salary	Employees	Average Salary	Employees
Transportation and Public Facilities	\$ 4,897.11	82	\$4,959.31	94	\$ 3,116.46	634
Statewide	\$4,897.11	82	\$4,959.31	94	\$ 3,116.46	634

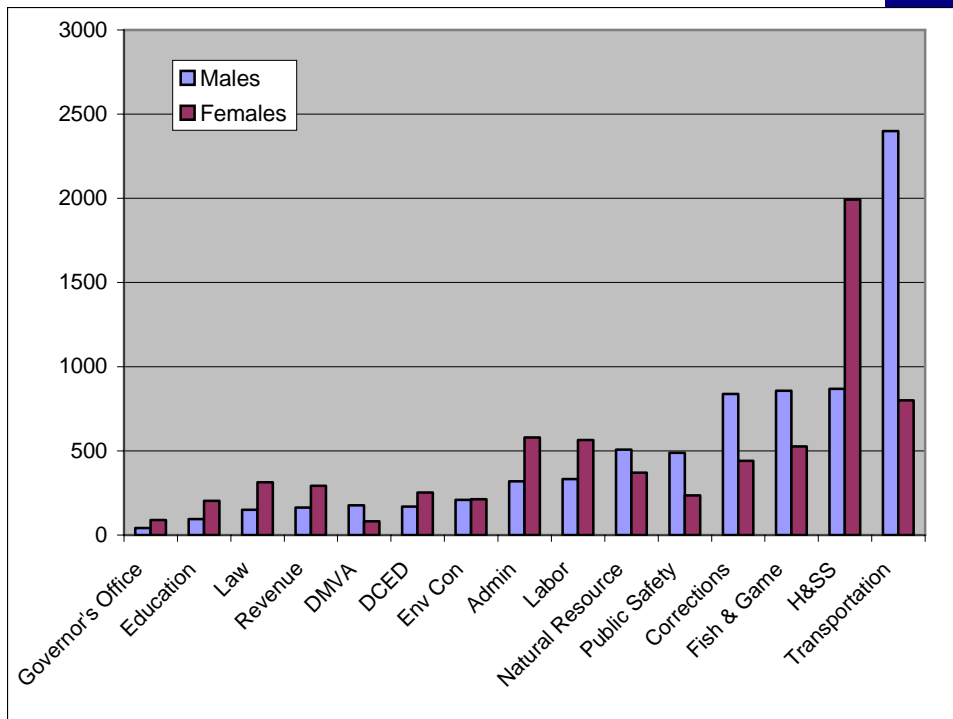
Department	Excluded		Partially & Fully Exempt	
	Average Salary	Employees	Average Salary	Employees
Administration			\$ 6,081.62	187
Commerce, Community and Economic Development			\$ 5,491.34	139
Corrections			\$ 7,910.20	17
Education			\$ 4,123.46	108
Environmental Conservation			\$ 6,303.44	9
Fish & Game			\$ 5,176.84	56
Governor's Office			\$ 4,794.00	130
Health and Social Services			\$ 7,405.64	67
Labor and Workforce Development	\$ 4,881.50	4	\$ 5,126.25	32
Law			\$ 6,246.78	259
Military and Veterans Affairs			\$ 6,543.33	15
Natural Resource			\$ 7,530.54	50
Public Safety			\$ 5,568.76	17
Revenue			\$ 6,757.61	73
Transportation and Public Facilities			\$ 6,519.47	38
Statewide	\$ 4,881.50	4	\$ 5,848.96	1197

Average Salary by Department

Department	Statewide	
	Average Salary	Employees
Administration	\$ 4,213.72	899
Commerce, Community and Economic Development	\$ 4,473.87	422
Corrections	\$ 3,928.53	1279
Education	\$ 3,974.82	300
Environmental Conservation	\$ 4,549.55	422
Fish & Game	\$ 3,687.89	1383
Governor's Office	\$ 4,794.00	130
Health and Social Services	\$ 3,768.97	2860
Labor and Workforce Development	\$ 3,887.84	898
Law	\$ 4,923.33	464
Military and Veterans Affairs	\$ 3,764.93	258
Natural Resource	\$ 4,025.96	879
Public Safety	\$ 4,365.38	724
Revenue	\$ 4,090.77	457
Transportation and Public Facilities	\$ 4,128.87	3201
Statewide	\$ 4,037.34	14576

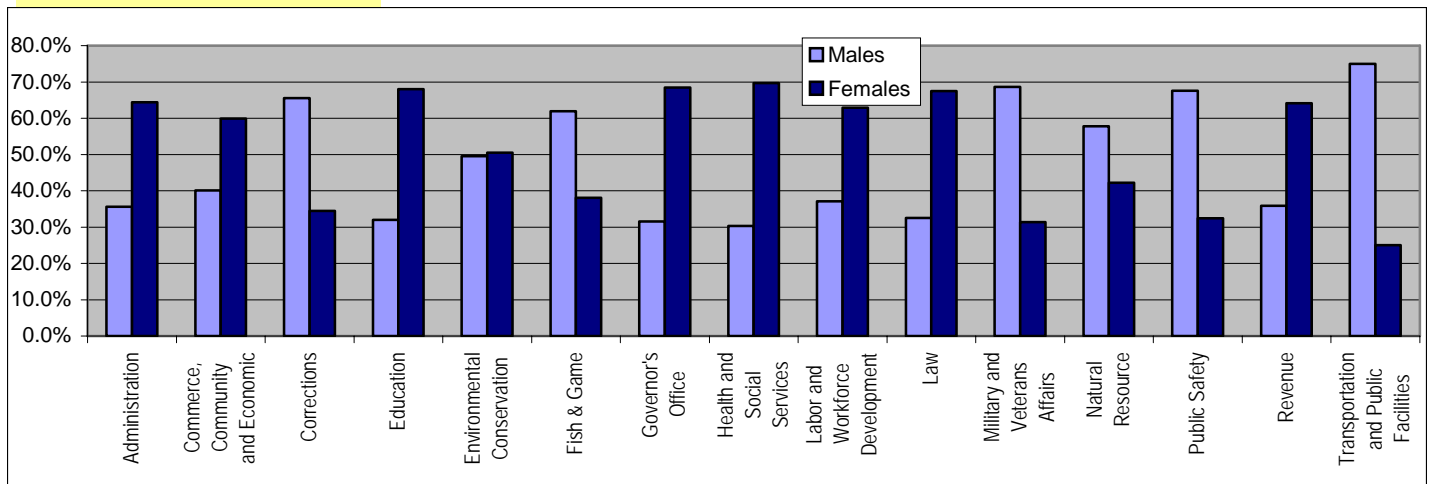
Gender Counts By Department

Dept Name	Males	Females
Administration	320	579
Commerce, Community and Economic Development	169	253
Corrections	838	441
Education	96	204
Environmental Conservation	209	213
Fish & Game	857	526
Governor's Office	41	89
Health and Social Services	868	1992
Labor and Workforce Development	333	565
Law	151	313
Military and Veterans Affairs	177	81
Natural Resource	508	371
Public Safety	489	235
Revenue	164	293
Transportation and Public Facilities	2400	801
Statewide	7620	6956



Percentage of Male and Female Employees by Department

Dept Name	Males	Females
Administration	320	579
Commerce, Community and Economic Development	169	253
Corrections	838	441
Education	96	204
Environmental Conservation	209	213
Fish & Game	857	526
Governor's Office	41	89
Health and Social Services	868	1992
Labor and Workforce Development	333	565
Law	151	313
Military and Veterans Affairs	177	81
Natural Resource	508	371
Public Safety	489	235
Revenue	164	293
Transportation and Public Facilities	2400	801
Statewide	7620	6956



Minority Count by Department

TOP 3 Departments	% of Minorities
Health and Social Services	26%
Revenue	23%
Corrections	21%

Department	Minority Count	% of Minority Employees
Administration	169	18.8%
Commerce, Community and Economic Development	86	20.4%
Corrections	270	21.1%
Education	60	20.0%
Environmental Conservation	56	13.3%
Fish & Game	104	7.5%
Governor's Office	15	11.5%
Health and Social Services	745	26.0%
Labor and Workforce Development	174	19.4%
Law	63	13.6%
Military and Veterans Affairs	45	17.4%
Natural Resource	83	9.4%
Public Safety	122	16.9%
Revenue	105	23.0%
Transportation and Public Facilities	557	17.4%
Statewide	2654	18.2%

Employees Eligible to Retire by Department

Department	Total # of Employees in R&B DB	Eligible for Retirement in 5 Yr	% Eligible for Retirement in 5 yr	Eligible for Retirement in 1 Yr	% Eligible for Retirement in 1 yr	Eligible for Immediate Retirement	% Eligible for Immediate Retirement
Administration	900	244	27.1%	89	9.9%	51	5.7%
Commerce, Community and Econ Dev	427	137	32.1%	56	13.1%	40	9.4%
Corrections	1272	384	30.2%	155	12.2%	121	9.5%
Education	316	95	30.1%	44	13.9%	33	10.4%
Environmental Conservation	422	119	28.2%	45	10.7%	31	7.3%
Fish & Game	1333	310	23.3%	161	12.1%	119	8.9%
Governor's Office	130	36	27.7%	16	12.3%	12	9.2%
Health and Social Services	2854	707	24.8%	272	9.5%	199	7.0%
Labor and Workforce Development	893	283	31.7%	103	11.5%	72	8.1%
Law	458	103	22.5%	48	10.5%	32	7.0%
Military and Veterans Affairs	259	68	26.3%	30	11.6%	21	8.1%
Natural Resource	867	276	31.8%	111	12.8%	71	8.2%
Public Safety	707	160	22.6%	60	8.5%	53	7.5%
Revenue	457	111	24.3%	43	9.4%	32	7.0%
Transportation and Public Facilities	3091	893	28.9%	378	12.2%	276	8.9%
Statewide	14386	3926	27.3%	1611	11.2%	1163	8.1%

** Retiree Workers, employees in the Marine Engineers, Beneficial Association and some employees on approved leave without pay on June 30, 2005 are not included in this calculation

Immediate retirement is defined as a retirement eligibility date of August 1, 2005 or earlier

Calculations are based on normal retirement dates

Employees in Classified Positions with Retirement Eligibility by Job Type

Classified Job Type	Number of Employee in Classified Positions	Employees Eligible to Retire within 5 Years	% Eligible to Retirement within in 5 Years	Employees Eligible to Retire within 1 Years	% Eligible to retire within 1 Year	Employees Eligible to Retire Immediately	% Eligible to Retire Immediately
Clerical	1403	317	23%	132	9%	106	8%
Technical	3964	835	21%	311	8%	237	6%
Professional	6027	1873	31%	792	13%	598	10%
Labor Trades and Crafts	1566	390	25%	159	10%	118	8%
Total	11394	3025	27%	1235	11%	941	8%

This data includes employees who are earning retirement benefits and are in classified positions. Excluded are employees in marine positions, retiree workers and some employees on approved leave without pay. Retirement eligibility dates are supplied by the Division of Retirement and Benefits.

Number of employees eligible to retire is cumulative; i.e.the number of those eligible to retire within five years includes those who can retire within 1 year and immediately.

Immediate retirement is defined as employees with a retirement eligibility date of August 1, 2005 or earlier.

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
A.P.O. II, ASAP	2	3	5	16	40.0%	60.0%
A/B BOSH	4	8	16	00	25.0%	50.0%
ABLE SEAMAN	4	10	63	00	6.3%	15.9%
ACCOUNTANT		1	3	22	0.0%	33.3%
ACCOUNTANT II	1	1	14	16	7.1%	7.1%
ACCOUNTANT III	5	18	52	18	9.6%	34.6%
ACCOUNTANT IV	3	9	32	20	9.4%	28.1%
ACCOUNTANT V		4	11	22	0.0%	36.4%
ACCOUNTING ASSISTANT II		1	1	16	0.0%	100.0%
ACCOUNTING CLERK I	4	8	35	09	11.4%	22.9%
ACCOUNTING CLERK II	3	13	98	10	3.1%	13.3%
ACCOUNTING SPVR I	1	2	15	16	6.7%	13.3%
ACCOUNTING SPVR II	1	5	13	18	7.7%	38.5%
ACCOUNTING TECH I	10	24	107	12	9.3%	22.4%
ACCOUNTING TECH II	7	16	102	14	6.9%	15.7%
ACCOUNTING TECH III	2	8	42	16	4.8%	19.0%
ACCOUNTING TECHNICIAN		1	5	14	0.0%	20.0%
ADJUDICATIONS PROJECT LEADER	1	1	1	23	100.0%	100.0%
ADMIN SUPPORT SPECIALIST	1	1	1	14	100.0%	100.0%
ADMIN SUPPORT SPECIALIST	1	2	2	15	50.0%	100.0%
ADMIN SUPPORT TECHNICIAN		1	3	12	0.0%	33.3%
ADMINISTRATIVE ASSISTANT	10	32	159	13	6.3%	20.1%
ADMINISTRATIVE ASSISTANT		1	3	13	0.0%	33.3%
ADMINISTRATIVE ASSISTANT		1	1	15	0.0%	100.0%
ADMINISTRATIVE CLERK		1	1	11	0.0%	100.0%
ADMINISTRATIVE CLERK I	5	12	32	07	15.6%	37.5%
ADMINISTRATIVE CLERK II	31	90	469	08	6.6%	19.2%
ADMINISTRATIVE CLERK III	56	113	519	10	10.8%	21.8%
ADMINISTRATIVE CLERK III		1	2	10	0.0%	50.0%
ADMINISTRATIVE COORDINATOR	1	1	1	18	100.0%	100.0%
ADMINISTRATIVE DIRECTOR	1	1	1	26	100.0%	100.0%
ADMINISTRATIVE MANAGER	1	1	1	15	100.0%	100.0%
ADMINISTRATIVE MANAGER		1	1	17	0.0%	100.0%
ADMINISTRATIVE MANAGER		1	1	19	0.0%	100.0%
ADMINISTRATIVE MANAGER I	3	14	49	15	6.1%	28.6%
ADMINISTRATIVE MANAGER II	2	12	38	17	5.3%	31.6%
ADMINISTRATIVE MANAGER III	2	6	19	19	10.5%	31.6%
ADMINISTRATIVE MANAGER IV	3	7	21	21	14.3%	33.3%
ADMINISTRATIVE OFFICER		1	2	17	0.0%	50.0%
ADMINISTRATIVE OFFICER	1	1	1	21	100.0%	100.0%
ADMINISTRATIVE SUPERVISOR	6	8	33	12	18.2%	24.2%
ADMINISTRATIVE SVCS MGR II	1	7	10	23	10.0%	70.0%
ADMINISTRATOR VCOB		1	1	20	0.0%	100.0%
ADMINISTRATOR, HWY SPA	1	1	1	21	100.0%	100.0%
ADULT PROBATION OFF II	16	28	95	16	16.8%	29.5%
ADULT PROBATION OFF III	9	16	31	18	29.0%	51.6%
ADULT PROBATION OFF IV	1	1	1	20	100.0%	100.0%
ADULT PROBATION OFF V		1	2	21	0.0%	50.0%
AGRICULTURAL INSPECT I	2	3	4	16	50.0%	75.0%
AGRONOMST I		1	3	16	0.0%	33.3%
AGRONOMST II	1	2	4	18	25.0%	50.0%
AGRONOMST III		1	1	20	0.0%	100.0%
AIRCRAFT PILOT I	2	2	3	16	66.7%	66.7%
AIRCRAFT PILOT II	1	2	6	19	16.7%	33.3%
AIRPORT OPRS OFFICER		3	10	17	0.0%	30.0%
AIRPORT POLICE & FIRE OFF II	7	17	56	75	12.5%	30.4%
AIRPORT POLICE & FIRE OFF III	3	8	12	76	25.0%	66.7%
AIRPORT POLICE & FIRE OFF IV	3	5	5	77	60.0%	100.0%
AIRPORT POLICE & FIRE OFF V	1	1	2	20	50.0%	50.0%
AIRPORT POLICE & FIRE OFF VI		1	1	21	0.0%	100.0%
AIRPORT SCREENING OFFICER		1	4	74	0.0%	25.0%

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	%in 1 Yr	% in 5 Yrs
APPEALS REFEREE III		1	1	21	0.0%	100.0%
APPLICATION TECHNICIAN		1	1	13	0.0%	100.0%
APPRAISER III	1	1	1	21	100.0%	100.0%
ARCHIVIST II		1	1	19	0.0%	100.0%
ASSISTANT INVESTMENT OFFICER	1	1	3	20	33.3%	33.3%
ASSISTED LIVING AIDE	1	5	20	09	5.0%	25.0%
ASSISTED LIVING CARE COORD		1	4	17	0.0%	25.0%
ASSOC ATTORNEY I	3	6	17	17	17.6%	35.3%
ASSOC ATTORNEY II		9	23	19	0.0%	39.1%
ASSOC COORDINATOR	2	7	18	18	11.1%	38.9%
ASST CHIEF DOSH		1	2	20	0.0%	50.0%
ASST CHIEF VOC REHAB SVCS		1	1	21	0.0%	100.0%
ASST COMMISSIONER	1	2	4	27	25.0%	50.0%
ASST CORRECTIONAL SUPT	5	5	8	19	62.5%	62.5%
ASST DIR APOC		1	1	21	0.0%	100.0%
ASST DIR DEPT FISH & GAME	1	2	3	22	33.3%	66.7%
ATTORNEY III	1	3	70	22	1.4%	4.3%
ATTORNEY IV	17	48	138	24	12.3%	34.8%
ATTORNEY V	10	26	52	25	19.2%	50.0%
ATTORNEY VI	1	9	15	26	6.7%	60.0%
AWARDS SPECIALIST II	2	2	2	12	100.0%	100.0%
BARTENDER	1	4	8	00	12.5%	50.0%
BIOMETRICIAN II	1	1	9	19	11.1%	11.1%
BIOMETRICIAN III	1	1	12	20	8.3%	8.3%
BIOMETRICIAN IV		1	1	21	0.0%	100.0%
BOAT OFFICER II		1	2	15	0.0%	50.0%
BOAT OFFICER III	1	3	8	17	12.5%	37.5%
BOAT OFFICER IV	2	2	6	19	33.3%	33.3%
BOILER & PRESSURE VSSL INSP I		2	4	19	0.0%	50.0%
BUDGET MANAGER		1	1	21	0.0%	100.0%
BUILDING MAINT MANAGER	1	3	5	22	20.0%	60.0%
BUILDING MAINT SUPT		2	2	20	0.0%	100.0%
BUILDING MGMT SPECIALIST	3	4	10	19	30.0%	40.0%
BUSINESS DEVELOPMENT SPEC II		1	1	20	0.0%	100.0%
BUSINESS LEAD/ANALYST II		1	2	15	0.0%	50.0%
BUSINESS REG EXAMINER	1	1	5	13	20.0%	20.0%
CAPTAIN PS	3	5	9	23	33.3%	55.6%
CARTOGRAPHER II	2	5	11	15	18.2%	45.5%
CARTOGRAPHER IV		3	4	17	0.0%	75.0%
CASHIER/GIFT SHOP OPER	7	11	19	00	36.8%	57.9%
CERTIFIED NURSE AIDE I	12	43	224	10	5.4%	19.2%
CHEMIST III	1	1	2	18	50.0%	50.0%
CHEMIST IV		1	2	20	0.0%	50.0%
CHF COOK	1	3	13	00	7.7%	23.1%
CHF HEALTH RES & VITAL STAT	1	1	1	22	100.0%	100.0%
CHF LABOR RES & ANAL	1	1	1	22	100.0%	100.0%
CHF MATE	1	4	16	00	6.3%	25.0%
CHF OFF OF HIST & ARCHAEOLOGY	1	1	1	21	100.0%	100.0%
CHF PUBLIC GUARDIAN	1	1	1	19	100.0%	100.0%
CHF PURSER	5	9	17	00	29.4%	52.9%
CHF STEWARD	3	8	15	00	20.0%	53.3%
CHF VOCATIONAL REHAB	1	1	1	22	100.0%	100.0%
CHF WGTS MEAS & PERMIT	1	1	2	22	50.0%	50.0%
CHF, EMERG MEDICAL SERV	1	1	1	22	100.0%	100.0%
CHIEF BUDGET ANALYST		1	1	26	0.0%	100.0%
CHIEF CONTRACTS OFFICER		1	1	23	0.0%	100.0%
CHIEF CURATOR		1	1	21	0.0%	100.0%
CHIEF ENVIRONMENTAL HLTH LABS		1	1	22	0.0%	100.0%

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
COLLECTIONS TRAINER/SPECIALIST	1	1	1	14	100.0%	100.0%
COMM CENTER SUPVR, PS	1	2	2	14	50.0%	100.0%
COMM ENG ASSOC I	2	2	3	19	66.7%	66.7%
COMM ENG ASSOC II	1	2	2	22	50.0%	100.0%
COMM ENG II	1	1	1	23	100.0%	100.0%
COMM VEHICLE ENFORCMENT OFF II	5	8	20	14	25.0%	40.0%
COMM VEHICLE ENFORCMENT OFF III	1	2	2	16	50.0%	100.0%
COMMERCIAL ANALYST		1	3	26	0.0%	33.3%
COMMISSION SECRETARY		1	1	12	0.0%	100.0%
COMMISSIONER		6	15	28	0.0%	40.0%
COMMISSIONER, CFEC	1	2	2	26	50.0%	100.0%
COMMISSIONER, OIL AND GAS COMM		1	2	27	0.0%	50.0%
COMMISSIONER, RCA	1	2	4	26	25.0%	50.0%
COMMISSIONER, RCA		1	1	27	0.0%	100.0%
COMMUNICATIONS COM CAR SP I	2	2	2	18	100.0%	100.0%
COMMUNITY CARE LIC SPEC I	2	4	36	16	5.6%	11.1%
COMMUNITY CARE LIC SPEC II	1	2	11	18	9.1%	18.2%
COMMUNITY DEVEL SPEC II	1	4	21	16	4.8%	19.0%
COMMUNITY DEVEL SPEC III	1	1	7	18	14.3%	14.3%
COMMUNITY MH S/C PROG ADM	1	1	1	23	100.0%	100.0%
CONSMR PROT-INFO OFF I		1	2	14	0.0%	50.0%
CONSMR PROT-INFO OFF II	1	1	1	20	100.0%	100.0%
CONSULTANT MANAGER	1	1	1	23	100.0%	100.0%
CONTRACTING OFFICER III	1	2	11	19	9.1%	18.2%
CONTRACTS MANAGER	1	1	1	22	100.0%	100.0%
COORDINATOR		1	3	21	0.0%	33.3%
CORR INDUS PROD MGR I	1	2	6	16	16.7%	33.3%
CORR INDUS PROD MGR II	1	2	5	18	20.0%	40.0%
CORRECTIONAL OFFICER I		3	48	11	0.0%	6.3%
CORRECTIONAL OFFICER II	59	152	550	13	10.7%	27.6%
CORRECTIONAL OFFICER III	23	49	108	15	21.3%	45.4%
CORRECTIONAL OFFICER IV	2	3	4	18	50.0%	75.0%
CORRECTIONAL SUPERINTENDENT	7	10	12	21	58.3%	83.3%
CORRESPONDENCE SEC III	2	2	3	12	66.7%	66.7%
COURT SERVICES OFFICER	5	15	29	74	17.2%	51.7%
CRIMINAL JUSTICE PLANNER		1	2	21	0.0%	50.0%
CRIMINAL JUSTICE TECHNICIAN I	1	2	9	12	11.1%	22.2%
CRIMINAL JUSTICE TECHNICIAN II	1	3	20	14	5.0%	15.0%
CRIMINALIST IV		2	5	21	0.0%	40.0%
CUSTODIAL SERVICES SPVR		1	2	16	0.0%	50.0%
CUSTOMER SERVICE SPEC III		1	9	13	0.0%	11.1%
DATA COMMUNICATIONS SPEC II		1	1	21	0.0%	100.0%
DATA COMMUNICATNS SPEC I	3	3	3	19	100.0%	100.0%
DATA COMMUNICATNS SPEC II		1	3	21	0.0%	33.3%
DATA ENTRY CLERK IV		1	2	10	0.0%	50.0%
DATA PROCESSING MGR I	1	5	14	22	7.1%	35.7%
DATA PROCESSING MGR II		2	7	23	0.0%	28.6%
DATA PROCESSING MGR III	2	8	11	24	18.2%	72.7%
DATA PROCESSING TECH I		2	5	13	0.0%	40.0%
DATA PROCESSING TECH II	3	7	16	15	18.8%	43.8%
DATA SECURITY SPEC		1	1	20	0.0%	100.0%
DATABASE SPECIALIST I		1	1	20	0.0%	100.0%
DATABASE SPECIALIST II		2	4	21	0.0%	50.0%
DATABASE SPECIALIST III	2	3	7	22	28.6%	42.9%
DEP COMMISSIONER	3	9	18	28	16.7%	50.0%
DEP DIR CHILD SPT ENF	1	1	1	23	100.0%	100.0%
DEP DIR DIV INFO SERVICES	1	1	1	24	100.0%	100.0%
DEP DIR FISH & GAME	2	2	3	23	66.7%	66.7%

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
DIRECTOR OF COMMUNICATIONS		1	2	25	0.0%	50.0%
DIRECTOR OF OMB	1	1	1	28	100.0%	100.0%
DIRECTOR STATE & FED RELATIONS	1	1	1	28	100.0%	100.0%
DISABILITY ADJUD ASSOC I		1	4	13	0.0%	25.0%
DISABILITY ADJUD ASSOC II	2	2	4	16	50.0%	50.0%
DIST EQUIP MANAGER		2	2	20	0.0%	100.0%
DIST EQUIPMENT SUPT	3	6	7	18	42.9%	85.7%
DIVISION DIRECTOR	14	36	71	26	19.7%	50.7%
DOCUMENTS PROCESSOR	1	1	2	10	50.0%	50.0%
DORMITORY ATTENDANT	1	2	5	11	20.0%	40.0%
DOT/PF STATEWIDE ENV COORD		1	1	22	0.0%	100.0%
DRAFTING TECHNICIAN III	6	12	32	15	18.8%	37.5%
DRILLER JOURNEY		2	7	53	0.0%	28.6%
ECONOMIST		1	1	22	0.0%	100.0%
ECONOMIST II		4	7	18	0.0%	57.1%
ECONOMIST III	1	2	6	20	16.7%	33.3%
ED COORDINATOR (COR)	5	13	24	16	20.8%	54.2%
EDUCATION ASSOC II	2	2	7	15	28.6%	28.6%
EDUCATION ASSOC III	2	3	8	17	25.0%	37.5%
EDUCATION SPECIALIST II		2	5	21	0.0%	40.0%
ELIG QUAL CNTRL TECH I	2	4	8	16	25.0%	50.0%
ELIG TECHNICIAN I	1	7	45	13	2.2%	15.6%
ELIG TECHNICIAN II	10	31	157	14	6.4%	19.7%
ELIG TECHNICIAN III	2	8	25	15	8.0%	32.0%
ELIG TECHNICIAN IV	4	7	18	16	22.2%	38.9%
EMERGENCY MANAGEMENT ASSISTANT		1	7	12	0.0%	14.3%
EMERGENCY MANAGEMENT SPEC	1	2	9	15	11.1%	22.2%
EMERGENCY MANAGEMENT SPEC		1	2	16	0.0%	50.0%
EMERGENCY MANAGEMENT SPEC		2	4	17	0.0%	50.0%
EMERGENCY MANAGEMENT SPEC	2	2	3	19	66.7%	66.7%
EMERGENCY PROGRAM MANAGER	1	2	3	19	33.3%	66.7%
EMERGENCY PROGRAM MANAGER	1	1	1	21	100.0%	100.0%
EMPLOY COUNSELOR II	8	12	21	16	38.1%	57.1%
EMPLOY SEC ANALYST I	2	2	7	15	28.6%	28.6%
EMPLOY SEC ANALYST II	1	6	15	17	6.7%	40.0%
EMPLOY SEC ANALYST III	2	7	20	18	10.0%	35.0%
EMPLOY SEC SPEC IA	1	1	25	13	4.0%	4.0%
EMPLOY SEC SPEC IB	15	36	146	14	10.3%	24.7%
EMPLOY SEC SPEC II	1	3	14	15	7.1%	21.4%
EMPLOY SEC SPEC III		6	12	16	0.0%	50.0%
EMPLOY SEC SPEC IV		1	6	17	0.0%	16.7%
EMPLOYMENT SERVICE MANAGER II	1	2	4	17	25.0%	50.0%
EMPLOYMENT SERVICE MGR I	3	4	9	16	33.3%	44.4%
EMPLOYMENT SERVICE MGR III	1	2	5	19	20.0%	40.0%
EMPLOYMENT SERVICE MGR IV	2	2	7	20	28.6%	28.6%
ENG TECH JOURNEY	3	7	40	54	7.5%	17.5%
ENG TECH SUB JOURNEY II	1	4	38	57	2.6%	10.5%
ENG TECH SUB JOURNEY III	1	3	29	55	3.4%	10.3%
ENGINEER/ARCHITECT I	2	6	35	21	5.7%	17.1%
ENGINEER/ARCHITECT II	9	14	34	22	26.5%	41.2%
ENGINEER/ARCHITECT III	4	10	33	24	12.1%	30.3%
ENGINEER/ARCHITECT IV	4	11	22	25	18.2%	50.0%
ENGINEER/ARCHITECT V	2	2	6	26	33.3%	33.3%
ENGINEERING ASSISTANT II	9	17	114	18	7.9%	14.9%
ENGINEERING ASSISTANT III	15	30	108	20	13.9%	27.8%
ENGINEERING ASSOCIATE	11	23	41	20	26.8%	56.1%
ENGINEERING GEOLOGIST III	2	3	3	20	66.7%	100.0%
ENGINEERING GEOLOGIST IV		1	1	22	0.0%	100.0%

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
ENVIRONMENTAL ANALYST III		2	15	19	0.0%	13.3%
ENVIRONMENTAL COORDINATOR		1	4	21	0.0%	25.0%
ENVIRONMENTAL HEALTH OFFICER	2	4	9	16	22.2%	44.4%
ENVIRONMENTAL HEALTH OFFICER	2	5	13	18	15.4%	38.5%
ENVIRONMENTAL HEALTH OFFICER		2	2	20	0.0%	100.0%
ENVIRONMENTAL HEALTH TECH.		1	2	14	0.0%	50.0%
ENVIRONMENTAL SPEC II		2	28	16	0.0%	7.1%
ENVIRONMENTAL SPEC III	8	23	91	18	8.8%	25.3%
ENVIRONMENTAL SPEC IV	5	13	44	20	11.4%	29.5%
ENVIRONMENTAL TECH II		1	12	12	0.0%	8.3%
EQUAL EMPLOY OFFICER III		1	3	18	0.0%	33.3%
EQUIP OPERATIONS ANALYST	2	2	4	18	50.0%	50.0%
EQUIP OPERATOR FOREMAN I	9	17	21	51	42.9%	81.0%
EQUIP OPERATOR FOREMAN II		1	3	50	0.0%	33.3%
EQUIP OPERATOR JOURNEY I	1	3	54	54	1.9%	5.6%
EQUIP OPERATOR JOURNEY II	22	64	279	53	7.9%	22.9%
EQUIP OPERATOR JRNY III/LEAD	15	31	129	52	11.6%	24.0%
EQUIP OPERATOR SUB JOURNEY II		2	13	56	0.0%	15.4%
EQUIPMENT OPERATOR FOREMAN I		1	2	51	0.0%	50.0%
EQUIPMENT OPERATOR FOREMAN II	1	1	2	50	50.0%	50.0%
EXEC ADMIN BOARD OF NURSING	1	1	1	21	100.0%	100.0%
EXEC ADMIN STATE MEDICAL BOARD		1	1	18	0.0%	100.0%
EXEC DIR AK BD PAROLE	1	1	1	23	100.0%	100.0%
EXEC DIR AK COMM ON AGING	1	1	1	23	100.0%	100.0%
EXEC DIR AK MEN HTHL BD		1	1	22	0.0%	100.0%
EXEC DIR APOC	1	1	1	24	100.0%	100.0%
EXEC DIR COUNCIL OF ARTS		1	1	20	0.0%	100.0%
EXEC DIR GAB/ADA	1	2	2	22	50.0%	100.0%
EXEC DIR I, BRDS FISH & GAME	1	1	1	21	100.0%	100.0%
EXEC DIR TRUSTEE COUNCIL	2	2	2	28	100.0%	100.0%
EXEC SECRETARY I	1	1	2	12	50.0%	50.0%
EXEC SECRETARY PTPC		2	2	23	0.0%	100.0%
EXEC. RESIDENCE HOUSEKEEPER	1	1	2	10	50.0%	50.0%
EXECUTIVE DIRECTOR		1	1	25	0.0%	100.0%
EXECUTIVE DIRECTOR		1	1	26	0.0%	100.0%
EXECUTIVE DIRECTOR	1	1	2	28	50.0%	50.0%
EXECUTIVE DIRECTOR ASCSC		2	2	21	0.0%	100.0%
EXECUTIVE RESIDENCE MANAGER		1	1	22	0.0%	100.0%
EXECUTIVE SECRETARY		1	1	12	0.0%	100.0%
EXECUTIVE SECRETARY II	1	2	9	14	11.1%	22.2%
EXECUTIVE SECRETARY III		1	2	16	0.0%	50.0%
EXECUTIVE SECRETARY III		1	1	17	0.0%	100.0%
EXTENDED JUR PROG MGR		1	1	22	0.0%	100.0%
F&G REGIONAL REG PGM ASST	2	2	3	14	66.7%	66.7%
F&G REGIONAL SPVR	6	6	11	22	54.5%	54.5%
F&W TECHNICIAN II	2	21	270	09	0.7%	7.8%
F&W TECHNICIAN III	6	26	167	11	3.6%	15.6%
F&W TECHNICIAN IV	1	7	30	13	3.3%	23.3%
F&W TECHNICIAN V	4	4	8	14	50.0%	50.0%
FACILITIES MANAGER I		1	7	20	0.0%	14.3%
FACILITIES MANAGER II	1	1	2	21	50.0%	50.0%
FED MGMT RESEARCH COORD		1	1	23	0.0%	100.0%
FERRY SERVICES MNGR I	1	2	5	13	20.0%	40.0%
FERRY SERVICES MNGR II		2	8	14	0.0%	25.0%
FERRY SERVICES MNGR III	1	3	5	15	20.0%	60.0%
FERRY TERMINAL ASSISTANT		1	24	12	0.0%	4.2%
FIELD AUDITOR I	3	6	11	16	27.3%	54.5%
FIELD AUDITOR II	2	2	3	17	66.7%	66.7%

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	%in 1 Yr	%in 5 Yrs
FISHERIES POLICY ADVISOR	1	1	1	24	100.0%	100.0%
FISHERIES SCIENTIST I	2	3	4	22	50.0%	75.0%
FISHERIES SCIENTIST II	1	1	2	24	50.0%	50.0%
FISHERY BIOLOGIST I	4	8	84	14	4.8%	9.5%
FISHERY BIOLOGIST II	10	29	106	16	9.5%	27.6%
FISHERY BIOLOGIST III	28	43	97	18	28.9%	44.3%
FISHERY BIOLOGIST IV	7	9	18	20	38.9%	50.0%
FOOD SERVICE FOREMAN	1	2	7	53	14.3%	28.6%
FOOD SERVICE JOURNEY	5	10	40	57	12.5%	25.0%
FOOD SERVICE LEAD	3	8	37	56	8.1%	21.6%
FOOD SERVICE SUB JOURNEY	5	14	70	61	7.1%	20.0%
FOOD SERVICE SUPERVISOR	1	1	8	16	12.5%	12.5%
FORENSIC LAB SUPERVISOR	1	1	1	23	100.0%	100.0%
FOREST TECH III	4	11	56	11	7.1%	19.6%
FOREST TECH IV	3	11	27	13	11.1%	40.7%
FORESTER I	1	5	11	14	9.1%	45.5%
FORESTER II	1	4	20	16	5.0%	20.0%
FORESTER III	3	10	19	18	15.8%	52.6%
FORESTER IV	1	2	3	22	33.3%	66.7%
GEOLOGIST III	4	4	11	18	36.4%	36.4%
GEOLOGIST IV	1	5	11	20	9.1%	45.5%
GEOLOGIST V	1	3	3	22	33.3%	100.0%
GOVERNOR	1	1	1	00	100.0%	100.0%
GRANTS ADMINISTRATOR II	5	10	27	17	18.5%	37.0%
GRANTS ADMINISTRATOR III		2	5	19	0.0%	40.0%
HABITAT BIOLOGIST III	5	11	26	18	19.2%	42.3%
HABITAT BIOLOGIST IV	2	3	7	20	28.6%	42.9%
HEAD BEDROOM STEWARD	1	2	5	00	20.0%	40.0%
HEALTH PRACTITIONER I	1	4	19	23	5.3%	21.1%
HEALTH PROGRAM MGR I	2	3	5	17	40.0%	60.0%
HEALTH PROGRAM MGR II	4	12	28	19	14.3%	42.9%
HEALTH PROGRAM MGR III	6	8	20	21	30.0%	40.0%
HEARING EXAMINER	1	1	3	24	33.3%	33.3%
HEARING OFFICER	2	2	2	21	100.0%	100.0%
HEARING OFFICER II		1	3	22	0.0%	33.3%
HISTORIAN I	1	2	2	16	50.0%	100.0%
HISTORIAN III		1	1	19	0.0%	100.0%
HLTH & SOC SVCS PLNR II	1	2	7	19	14.3%	28.6%
HLTH & SOC SVCS PLNR III		4	4	21	0.0%	100.0%
HLTH FACIL CERT LIC ADM	1	1	1	22	100.0%	100.0%
HLTH FACIL SURV I		1	10	18	0.0%	10.0%
HR TECHNICAL SERVICES SUPV II		1	2	18	0.0%	50.0%
HUMAN RESOURCE ASSISTANT	1	2	9	10	11.1%	22.2%
HUMAN RESOURCE MANAGER I		2	4	20	0.0%	50.0%
HUMAN RESOURCE MANAGER II		1	2	22	0.0%	50.0%
HUMAN RESOURCE SPECIALIST I	3	6	32	16	9.4%	18.8%
HUMAN RESOURCE SPECIALIST II	3	8	22	18	13.6%	36.4%
HUMAN RESOURCE TECHNICIAN I	1	2	7	12	14.3%	28.6%
HUMAN RESOURCE TECHNICIAN II	3	5	53	14	5.7%	9.4%
HUMAN RIGHTS FLD REP III	1	1	5	18	20.0%	20.0%
HUMAN RIGHTS FLD REP IV		1	2	20	0.0%	50.0%
HYDROLOGIST I		1	3	16	0.0%	33.3%
HYDROLOGIST II	1	2	4	18	25.0%	50.0%
HYDROLOGIST III		1	2	20	0.0%	50.0%
INDUSTRIAL HYGIENIST	2	3	7	19	28.6%	42.9%
INFORMATION OFFICER II	3	3	11	17	27.3%	27.3%
INFORMATION OFFICER III	1	3	6	20	16.7%	50.0%
INFORMATION TECHNOLOGY SPEC		1	2	20	0.0%	50.0%

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
INVESTIGATOR I	1	2	4	13	25.0%	50.0%
INVESTIGATOR II	4	11	25	16	16.0%	44.0%
INVESTIGATOR III	6	13	33	18	18.2%	39.4%
INVESTIGATOR IV	3	3	7	20	42.9%	42.9%
INVESTMENT OFFICER		1	5	25	0.0%	20.0%
JUNIOR ASST PURSER	2	4	5	00	40.0%	80.0%
JUNIOR ENGINEER	1	6	18	00	5.6%	33.3%
JUVENILE JUSTICE OFFICER I		1	23	11	0.0%	4.3%
JUVENILE JUSTICE OFFICER II	8	19	140	13	5.7%	13.6%
JUVENILE JUSTICE OFFICER III	5	11	50	15	10.0%	22.0%
JUVENILE JUSTICE SUPT I	2	3	8	19	25.0%	37.5%
JUVENILE JUSTICE UNIT SUPV	3	5	17	18	17.6%	29.4%
JUVENILE PROB OFFICER I	1	1	12	14	8.3%	8.3%
JUVENILE PROB OFFICER II	11	18	46	16	23.9%	39.1%
JUVENILE PROB OFFICER III	2	5	15	18	13.3%	33.3%
JUVENILE PROB OFFICER IV	1	2	4	20	25.0%	50.0%
LAND SURVEY ASST II	1	2	4	16	25.0%	50.0%
LAND SURVEYOR I	2	5	10	19	20.0%	50.0%
LAND SURVEYOR II		1	3	20	0.0%	33.3%
LANDSCAPE SUPERVISOR		1	1	18	0.0%	100.0%
LATENT FINGERPRINT EX III	1	1	2	17	50.0%	50.0%
LAW OFFICE ASSISTANT I	2	10	89	11	2.2%	11.2%
LAW OFFICE ASSISTANT II	2	4	37	13	5.4%	10.8%
LAW OFFICE MANAGER I	1	2	3	15	33.3%	66.7%
LAW OFFICE MANAGER II	1	2	3	16	33.3%	66.7%
LEASING OFFICER I		1	2	14	0.0%	50.0%
LEASING OFFICER II	5	6	14	16	35.7%	42.9%
LEASING OFFICER III		2	6	18	0.0%	33.3%
LEASING OFFICER IV	1	3	3	20	33.3%	100.0%
LIBRARIAN II	1	1	4	17	25.0%	25.0%
LIBRARIAN III	4	5	6	19	66.7%	83.3%
LIBRARY ASSISTANT II		1	5	13	0.0%	20.0%
LICENSED PRAC NURSE	3	13	49	15	6.1%	26.5%
LICENSING PROJECT LEADER		1	1	21	0.0%	100.0%
LIEUTENANT PS	8	10	16	22	50.0%	62.5%
LOAN OFFICER II		1	2	22	0.0%	50.0%
LOAN SERVICING OFFICER		1	1	22	0.0%	100.0%
LOAN/COLLECTION MANAGER		1	1	22	0.0%	100.0%
LOAN/COLLECTION OFF I	1	1	6	16	16.7%	16.7%
LOAN/COLLECTION OFF II	1	1	3	18	33.3%	33.3%
LOAN/COLLECTION OFFICER III		1	3	20	0.0%	33.3%
LOCAL GOVT SPEC III	3	4	16	17	18.8%	25.0%
LOCAL GOVT SPEC IV		1	4	19	0.0%	25.0%
LOCAL GOVT SPEC V	2	4	4	21	50.0%	100.0%
MAIL SVCS COURIER	2	2	14	09	14.3%	14.3%
MAINT GEN FOREMAN	1	4	12	52	8.3%	33.3%
MAINT GEN JOURNEY	13	30	122	54	10.7%	24.6%
MAINT GEN LEAD	2	2	8	53	25.0%	25.0%
MAINT GEN SUB - JOURNEY I	2	8	32	58	6.3%	25.0%
MAINT GEN SUB - JOURNEY II	1	5	14	56	7.1%	35.7%
MAINT SPEC BFC FOREMAN	3	6	16	50	18.8%	37.5%
MAINT SPEC BFC JOURNEY I	4	11	35	53	11.4%	31.4%
MAINT SPEC BFC JRNY II/LEAD	5	15	40	51	12.5%	37.5%
MAINT SPEC ETRICIAN JOURNEY II	2	8	37	51	5.4%	21.6%
MAINT SPEC ETRONICS JOURNEY I	4	9	23	51	17.4%	39.1%
MAINT SPEC TCES JRNY II		1	3	51	0.0%	33.3%
MAJOR PS	1	1	1	24	100.0%	100.0%
MANAGER,AIRFIELD MAINTENANCE	1	1	1	22	100.0%	100.0%

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
MECH AUTO SUB JOURNEY	1	1	2	56	50.0%	50.0%
MEDICAL ASSIST ADMIN I		3	11	16	0.0%	27.3%
MEDICAL ASSIST ADMIN II	1	6	15	18	6.7%	40.0%
MEDICAL ASSIST ADMIN III	2	2	9	20	22.2%	22.2%
MEDICAL ASSIST ADMIN IV	1	3	9	21	11.1%	33.3%
MEDICAL RECORD ADMIN		1	2	16	0.0%	50.0%
MEDICAL RECORDS ASST	1	2	7	10	14.3%	28.6%
MESS STEWARD	5	11	17	00	29.4%	64.7%
MICRO/NETWORK SPEC I	2	9	50	18	4.0%	18.0%
MICRO/NETWORK SPEC II	2	6	28	20	7.1%	21.4%
MICRO/NETWORK TECH I		2	23	14	0.0%	8.7%
MICRO/NETWORK TECH II	5	7	61	16	8.2%	11.5%
MICROBIOLOGIST II	1	1	4	16	25.0%	25.0%
MICROBIOLOGIST III	1	1	2	18	50.0%	50.0%
MICROFILM EQUIP OP I	2	3	7	10	28.6%	42.9%
MICROFILM EQUIP OP II		2	4	12	0.0%	50.0%
MICROGRAPHIC SERVICES MGR		1	1	17	0.0%	100.0%
MNTL HLTH CLINICIAN II	1	6	17	19	5.9%	35.3%
MNTL HLTH CLINICIAN III	5	13	25	21	20.0%	52.0%
MNTL HLTH CLINICIAN IV		1	3	23	0.0%	33.3%
MOTOR VEHICLE CUST SVC REP I	2	7	63	10	3.2%	11.1%
MOTOR VEHICLE CUST SVC REP II	4	8	35	12	11.4%	22.9%
MOTOR VEHICLE CUST SVC REP III	1	2	6	14	16.7%	33.3%
MOTOR VEHICLE OFF MGR I	1	2	7	15	14.3%	28.6%
MOTOR VEHICLE OFF MGR II		1	2	17	0.0%	50.0%
MOTOR VEHICLE REGISTRAR	1	1	1	21	100.0%	100.0%
MUSEUM SEC CLERK I	1	2	3	08	33.3%	66.7%
MUSEUM SPECIALIST III	3	4	5	17	60.0%	80.0%
NATURAL RESOURCE MGR I	1	9	18	18	5.6%	50.0%
NATURAL RESOURCE MGR II	2	9	17	20	11.8%	52.9%
NATURAL RESOURCE MGR III	2	4	9	22	22.2%	44.4%
NATURAL RESOURCE MGR IV	2	4	6	23	33.3%	66.7%
NATURAL RESOURCE SPEC I	5	8	32	14	15.6%	25.0%
NATURAL RESOURCE SPEC II	10	18	49	16	20.4%	36.7%
NATURAL RESOURCE SPEC III	2	9	21	18	9.5%	42.9%
NATURAL RESOURCE SPEC IV		1	1	21	0.0%	100.0%
NATURAL RESOURCE TECH I		1	11	10	0.0%	9.1%
NATURAL RESOURCE TECH II	2	3	23	12	8.7%	13.0%
NURSE CONSULTANT I	3	6	11	20	27.3%	54.5%
NURSE CONSULTANT II	2	7	14	22	14.3%	50.0%
NURSE II	4	18	60	17	6.7%	30.0%
NURSE II (PSYCH)	4	14	37	17	10.8%	37.8%
NURSE III	5	12	26	18	19.2%	46.2%
NURSE III (PSYCH)	5	6	12	18	41.7%	50.0%
NURSE IV		1	2	20	0.0%	50.0%
NURSE IV (PSYCH)	1	2	7	20	14.3%	28.6%
NURSING DIRECTOR	1	1	1	23	100.0%	100.0%
OCCUP LICENSING EXAMINER		5	20	13	0.0%	25.0%
OFFSET DUP MACH OP I	1	1	1	11	100.0%	100.0%
OFFSET DUP MACH OP II		1	1	12	0.0%	100.0%
OIL & GAS PROJECT COORDINATOR		1	1	23	0.0%	100.0%
OILER	2	9	43	00	4.7%	20.9%
OPERATIONS RES ANL I	1	2	3	21	33.3%	66.7%
ORDINARY SEAMAN		5	32	00	0.0%	15.6%
ORDINARY SEAMAN PORTER	3	5	14	00	21.4%	35.7%
PARALEGAL II		1	1	15	0.0%	100.0%
PARALEGAL II	7	11	28	16	25.0%	39.3%
PARK RANGER II		2	13	16	0.0%	15.4%

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
PFD TECHNICIAN II	1	3	6	14	16.7%	50.0%
PHARMACIST	2	2	5	21	40.0%	40.0%
PILOT		2	2	00	0.0%	100.0%
PIONEERS' HOME ADMIN I	1	3	5	23	20.0%	60.0%
PIPE LINE COORDINATOR	1	1	1	26	100.0%	100.0%
PLANNER II	1	2	12	17	8.3%	16.7%
PLANNER III	4	7	27	19	14.8%	25.9%
PLANNER IV		2	2	22	0.0%	100.0%
POLICY AND PROGRAM SPECIALIST		1	1	19	0.0%	100.0%
PRESIDENT & CHIEF EXEC OFFICER		1	1	28	0.0%	100.0%
PRESS SECRETARY		1	1	24	0.0%	100.0%
PROCUREMENT SPEC I		5	27	14	0.0%	18.5%
PROCUREMENT SPEC II	1	5	13	16	7.7%	38.5%
PROCUREMENT SPEC III	1	2	16	18	6.3%	12.5%
PROCUREMENT SPEC IV		1	6	20	0.0%	16.7%
PROG COORDINATOR	4	10	33	20	12.1%	30.3%
PROGRAM ANALYST	2	2	2	26	100.0%	100.0%
PROGRAM BUDGET ANAL III		3	10	19	0.0%	30.0%
PROGRAM BUDGET ANAL IV		3	9	21	0.0%	33.3%
PROGRAM BUDGET ANALYST IV		1	1	21	0.0%	100.0%
PROGRAM BUDGET ANALYST V	1	8	8	22	12.5%	100.0%
PROGRAM COORDINATOR		1	1	19	0.0%	100.0%
PROGRAM COORDINATOR		1	1	21	0.0%	100.0%
PROGRAM MANAGER		1	1	15	0.0%	100.0%
PROGRAM MANAGER		1	1	24	0.0%	100.0%
PROJECT ASSISTANT		1	1	17	0.0%	100.0%
PROJECT ASSISTANT		1	1	19	0.0%	100.0%
PROJECT ASST	3	6	26	16	11.5%	23.1%
PROJECT COORD	2	8	18	18	11.1%	44.4%
PROJECT COORDINATOR		1	4	18	0.0%	25.0%
PROJECT COORDINATOR		2	6	21	0.0%	33.3%
PROJECT COORDINATOR		1	1	23	0.0%	100.0%
PROJECT COORDINATOR	1	1	1	24	100.0%	100.0%
PROJECT DIRECTOR	1	2	2	26	50.0%	100.0%
PROJECT MANAGER	1	3	5	22	20.0%	60.0%
PROJECT MANAGER		1	5	23	0.0%	20.0%
PROJECT MANAGER II		1	1	22	0.0%	100.0%
PSYCH NURSE ASST I		3	7	09	0.0%	42.9%
PSYCH NURSE ASST III	2	8	49	12	4.1%	16.3%
PSYCH NURSE ASST IV	1	2	11	14	9.1%	18.2%
PUBLIC SAFETY TECHNICIAN I		2	15	09	0.0%	13.3%
PUBLIC SAFETY TECHNICIAN II	1	1	13	11	7.7%	7.7%
PUBLIC ASSIST ANALYST I	1	6	14	16	7.1%	42.9%
PUBLIC ASSIST ANALYST II	2	3	6	18	33.3%	50.0%
PUBLIC ASST FLD SVCS MGR I		1	3	19	0.0%	33.3%
PUBLIC ASST FLD SVCS MGR II		1	3	21	0.0%	33.3%
PUBLIC ASST PROG OFF	3	7	7	21	42.9%	100.0%
PUBLIC GUARDIAN		2	12	16	0.0%	16.7%
PUBLIC HEALTH NURSE AIDE	1	1	11	12	9.1%	9.1%
PUBLIC HEALTH NURSE II	2	11	41	19	4.9%	26.8%
PUBLIC HEALTH NURSE III	12	21	44	21	27.3%	47.7%
PUBLIC HEALTH NURSE IV	4	5	9	22	44.4%	55.6%
PUBLIC HEALTH NURSE V	2	3	4	23	50.0%	75.0%
PUBLIC HEALTH SPEC I		2	8	18	0.0%	25.0%
PUBLIC HEALTH SPEC II	2	4	25	20	8.0%	16.0%
PUBLIC HLTH MICROBIOLOGIST I	1	1	9	17	11.1%	11.1%
PUBLIC HLTH MICROBIOLOGIST II		1	6	19	0.0%	16.7%
PUBLIC HLTH MICROBIOLOGIST III	2	2	3	21	66.7%	66.7%

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
RECORDER IV		2	3	15	0.0%	66.7%
RECORDER TECHNICIAN	1	3	4	12	25.0%	75.0%
RECORDER TECHNICIAN SUPERVISOR		1	1	15	0.0%	100.0%
RECORDS & LICENSING SPVR		1	8	16	0.0%	12.5%
RECORDS ANALYST I	1	1	2	17	50.0%	50.0%
RECREATION THERAPIST I		1	3	14	0.0%	33.3%
RECREATIONAL THERAPIST II	1	2	7	16	14.3%	28.6%
REEMPLOYMENT BENEFITS ADM	1	1	1	22	100.0%	100.0%
REGNL ALCOHOL PROG COORD		2	2	21	0.0%	100.0%
REGNL SAF&ARPT SEC OFF	1	1	2	18	50.0%	50.0%
REGULATIONS SPEC II	1	2	5	16	20.0%	40.0%
RESEARCH ANALYST I	1	3	10	13	10.0%	30.0%
RESEARCH ANALYST II	1	2	21	16	4.8%	9.5%
RESEARCH ANALYST III	2	7	19	18	10.5%	36.8%
RESEARCH ANALYST III		1	2	18	0.0%	50.0%
RESEARCH ANALYST IV		4	10	21	0.0%	40.0%
RESEARCH&PLANNING PROJ. LEADER	1	1	1	23	100.0%	100.0%
RESERVATIONS SPECIALIST		1	1	16	0.0%	100.0%
RETIREMENT & BEN MANAGER	1	1	2	23	50.0%	50.0%
RETIREMENT & BEN SPEC II	1	1	9	18	11.1%	11.1%
RETIREMENT & BENEFITS SPEC I		2	8	16	0.0%	25.0%
RETIREMENT & BENEFITS TECH II		1	18	12	0.0%	5.6%
RETIREMENT & BENEFITS TECH III		1	9	14	0.0%	11.1%
REVENUE AUDIT SUPVR I		1	1	22	0.0%	100.0%
REVENUE AUDIT SUPVR II	1	2	2	23	50.0%	100.0%
REVENUE AUDITOR III	1	1	4	18	25.0%	25.0%
REVENUE AUDITOR IV	1	3	10	20	10.0%	30.0%
REVENUE AUDITOR V	2	7	12	22	16.7%	58.3%
REVENUE HEARING EXAMINER I		1	2	22	0.0%	50.0%
RIGHT OF WAY AGENT I		2	4	14	0.0%	50.0%
RIGHT OF WAY AGENT II	1	4	11	16	9.1%	36.4%
RIGHT OF WAY AGENT III	2	4	21	18	9.5%	19.0%
RIGHT OF WAY AGENT IV	2	3	6	20	33.3%	50.0%
RIGHT OF WAY AGENT VI		2	3	23	0.0%	66.7%
RIGHT-OF-WAY REVIEW AP/I	1	1	2	21	50.0%	50.0%
RURAL AIRPORT FOREMAN	6	7	17	49	35.3%	41.2%
SAFETY & EMERG SUPP SPEC	1	1	1	17	100.0%	100.0%
SAFETY OFFICER		2	6	18	0.0%	33.3%
SCIENCE DIRECTOR	2	2	2	26	100.0%	100.0%
SECOND COOK		3	17	00	0.0%	17.6%
SECOND MATE	1	5	9	00	11.1%	55.6%
SECOND STEWARD		1	5	00	0.0%	20.0%
SECRETARY	9	18	42	11	21.4%	42.9%
SECURITIES EXAMINER I	1	3	3	21	33.3%	100.0%
SECURITY GUARD I	1	2	9	09	11.1%	22.2%
SECURITY GUARD II	1	1	1	11	100.0%	100.0%
SECURITY OPERATIONS OFFICER		1	1	17	0.0%	100.0%
SENIOR ASST PURSER	2	3	14	00	14.3%	21.4%
SENIOR ECONOMIST		1	1	23	0.0%	100.0%
SENIOR PETROLEUM RESERVOIR ENG		1	1	26	0.0%	100.0%
SENIOR SERVICES TECHNICIAN	1	1	4	12	25.0%	25.0%
SERGEANT PS	12	23	52	78	23.1%	44.2%
SHIP SERVICES MGR/PORT STEWARD		1	1	21	0.0%	100.0%
SIC ELECTRICAL INSPECTOR	2	2	2	49	100.0%	100.0%
SIC OCC SAFETY AND COMPL	2	6	13	49	15.4%	46.2%
SIC PLUMBING INSPECTOR	1	1	3	49	33.3%	33.3%
SKIP TRACING SPECIALIST	2	2	2	10	100.0%	100.0%
SOCIAL SERVICES ASSOCIATE I		1	11	10	0.0%	9.1%

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
SPEC ASST TO THE COMM II	1	4	10	23	10.0%	40.0%
SPECIAL AGENT		1	1	17	0.0%	100.0%
SPECIAL ASSISTANT	2	2	2	23	100.0%	100.0%
SPECIAL STAFF ASSISTANT		1	2	23	0.0%	50.0%
SPECIAL STAFF ASSISTANT		2	4	24	0.0%	50.0%
SR ACCOUNTANT	1	1	1	16	100.0%	100.0%
SR MARKETING SPEC/RES ANALYST		1	1	18	0.0%	100.0%
STAFF PHYSICIAN	1	1	7	27	14.3%	14.3%
STAFF PSYCHIATRIST	1	2	6	27	16.7%	33.3%
STATE ASSESSOR	1	1	1	22	100.0%	100.0%
STATE DEMOGRAPHER	1	1	1	22	100.0%	100.0%
STATE INVESTMENT OFFICER II		1	5	22	0.0%	20.0%
STATE INVESTMENT OFFICER III		1	5	24	0.0%	20.0%
STATE INVESTMENT OFFICER IV	2	2	2	30	100.0%	100.0%
STATE MEDICAL EXAMINER/CHIEF	1	1	1	27	100.0%	100.0%
STATE METROLOGIST I	1	1	1	16	100.0%	100.0%
STATE TROOPER	9	24	221	76	4.1%	10.9%
STATEWIDE EQUIPMENT MGR	1	1	1	23	100.0%	100.0%
STATISTICAL CLERK	2	2	10	10	20.0%	20.0%
STATISTICAL TECHNICIAN I		1	7	12	0.0%	14.3%
STATISTICAL TECHNICIAN II		3	7	14	0.0%	42.9%
STEWARD	4	38	279	00	1.4%	13.6%
STOCK & PARTS SVCS JOURNEY I	2	3	11	55	18.2%	27.3%
STOCK & PARTS SVCS JOURNEY II	3	7	19	54	15.8%	36.8%
STOCK & PARTS SVCS LEAD	3	6	17	53	17.6%	35.3%
STOCK & PARTS SVCS SUB JOURNEY	5	7	23	57	21.7%	30.4%
STOREKEEPER		1	4	00	0.0%	25.0%
SUBSIST RESOURCE SPEC I		1	2	14	0.0%	50.0%
SUBSIST RESOURCE SPEC II	2	3	10	16	20.0%	30.0%
SUBSIST RESOURCE SPEC III	2	4	6	18	33.3%	66.7%
SUBSISTENCE PROGRAM MANAGER		1	3	22	0.0%	33.3%
SUPPLY TECHNICIAN I		2	11	10	0.0%	18.2%
SUPPLY TECHNICIAN II	5	8	26	12	19.2%	30.8%
SURVEY JOURNEY		1	6	54	0.0%	16.7%
SYSTEMS PROGRAMMER II	2	2	4	22	50.0%	50.0%
SYSTEMS PROGRAMMER III	3	5	9	23	33.3%	55.6%
SYSTEMS PROGRAMMER IV	1	1	2	25	50.0%	50.0%
SYSTEMS PROGRAMMER V		1	1	26	0.0%	100.0%
TAP FIRE SAFETY SPECIALIST	1	1	1	21	100.0%	100.0%
TAX TECHNICIAN I		1	4	10	0.0%	25.0%
TAX TECHNICIAN II		1	2	12	0.0%	50.0%
TAX TECHNICIAN III		2	8	14	0.0%	25.0%
TAX TECHNICIAN IV		1	2	16	0.0%	50.0%
TECH ENG I / ARCHITECT I	3	12	25	23	12.0%	48.0%
TECH ENG II / ARCHITECT II	4	7	13	24	30.8%	53.8%
TECHNICAL ENGINEER II		1	2	24	0.0%	50.0%
TELECOMM PLANNER I		1	1	21	0.0%	100.0%
THIRD MATE		4	26	00	0.0%	15.4%
TRAINING SPECIALIST		1	5	16	0.0%	20.0%
TRAINING SPECIALIST		1	4	18	0.0%	25.0%
TRANS MAINT MANAGER III	1	1	3	22	33.3%	33.3%
TRANS MAINT SUPT II	2	6	9	20	22.2%	66.7%
TRANS PLANNER I	2	2	12	21	16.7%	16.7%
TRANS PLANNER II		3	5	22	0.0%	60.0%
TRANS PLANNER III	3	4	4	24	75.0%	100.0%
TRANSFER OFFICER		1	1	17	0.0%	100.0%
TRANSITIONS MANAGER		1	1	24	0.0%	100.0%
TRUST FINANCIAL OFFICER		1	1	21	0.0%	100.0%

Employees Eligible to Retire by Job Class—I and 5 years

CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
VICTIM/WITNESS PARALEGAL II	4	7	19	16	21.1%	36.8%
VOC REHAB ASSIST II	1	5	18	12	5.6%	27.8%
VOC REHAB COUNSELOR ASSOC I		1	4	13	0.0%	25.0%
VOC REHAB COUNSELOR ASSOC II	1	2	13	14	7.7%	15.4%
VOC REHAB COUNSELOR II	3	7	21	18	14.3%	33.3%
VOC REHAB EVALUATOR ASSOC II		1	1	14	0.0%	100.0%
VOC REHAB EVALUATOR I	1	1	1	16	100.0%	100.0%
VOCATIONAL REHAB COUNSELOR III		1	1	19	0.0%	100.0%
VSW ENGINEER I		1	4	21	0.0%	25.0%
VSW ENGINEER II		1	3	22	0.0%	33.3%
WAGE HOUR INVEST I		3	7	16	0.0%	42.9%
WAGE HOUR INVEST II	1	2	3	18	33.3%	66.7%
WATCHMAN PORTER	2	9	24	00	8.3%	37.5%
WEIGHTS & MEAS INSP II	1	2	5	16	20.0%	40.0%
WILDLIFE BIOLOGIST II	1	3	26	16	3.8%	11.5%
WILDLIFE BIOLOGIST III	15	17	50	18	30.0%	34.0%
WILDLIFE BIOLOGIST IV	3	3	8	20	37.5%	37.5%
WIPER		1	11	00	0.0%	9.1%
WORK FORCE DEV SPEC I	3	3	12	15	25.0%	25.0%
WORK FORCE DEV SPEC III		1	3	17	0.0%	33.3%
WORKER COMP HEARING OFF		2	6	21	0.0%	33.3%
WORKER COMP OFF II	1	4	8	18	12.5%	50.0%
WORKER COMP TECHNICIAN	2	4	7	12	28.6%	57.1%

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State of Alaska
Department of
Administration
Division of Personnel

Scott Nordstrand
Commissioner

Mila Cosgrove
Division Director

Contributors:

Mila Cosgrove, Nicki Neal,
Jackson Steele, Sarah
Brinkley, Amanda Holland,
Steve Rice, Pam Day, and
Maritt Miller.

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DOP Annual Report, Editor
PO Box 110201
Juneau, AK 99811-0201



Division of Personnel
State Office Building
333 Willoughby Ave.
10th Floor
PO Box 1102101
Juneau, AK 99811-0201
Phone: 907-465-4430

www.dop.state.ak.us