



# STATE OF ALASKA

## DIVISION OF PERSONNEL

### ANNUAL REPORT

FY 2006



## Annual Report

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# Annual Report

## Letter From the Director

Dear Colleagues,

It is that time again to produce the annual report and take time to reflect on the achievements and changes over the past year. Although each day brings new challenges and it seems that the work is never done, there have been several accomplishments to be proud of, particularly the implementation of the enterprise wide Online Position Description system. The Division of Personnel continues to strive to review and improve client service standards and to assist agencies with workforce planning. For more details on our accomplishments and how we are measuring up to our client service standards, please review the program reports on pages 6-19.

As in any business, there is “ebb and flow;” the Division of Personnel is no different. Unfortunately we will not be progressing with the new HR payroll system but the upside is that we are moving forward with the Data Warehouse project, which will improve reporting capabilities enterprise wide.

Alaska continues to face the challenges of an aging workforce and diminishing labor pools. Many agencies are faced with a lack of well rounded, experienced staff to fill positions. In addition, the ability to attract and retain qualified individuals is a consistent problem for hiring managers in many job classes and may impact the agencies' ability to meet their core program missions.

In an effort to attract a larger applicant pool and to increase retention, the Division of Personnel implemented a Market Based Pay policy. Under this policy, demonstrated recruitment difficulties can qualify a specific job class family for an increase of up to 15% of the base wage.

A critical initiative the Executive Branch must consider embarking upon is workforce planning. Rapidly changing demographics, new work demands, and modern technology are making workforce planning more critical than ever before. In general, for an organization to effectively identify and address its human resource needs, it must undertake three major activities:

- complete an organizational assessment;
- create a strategic plan; and
- recruit and develop employees

Workforce planning is an effort to coordinate human resource management programs so that they support the strategic goals of the organization. The Workforce Development Program (WFD) of the Division of Personnel was established in 2006 to provide Executive Branch Departments with workforce development and planning consultative services. The WFD Program includes the Training & Development (T&D) and Statewide Planning & Research Programs. WFD is currently focused on developing and coaching Division of Personnel staff in workforce planning and performance consulting skills. This program works in conjunction with other Division of Personnel programs and initiatives such as job evaluation, compensation management, performance management, and recruitment, all of which are components of a successful workforce planning effort.

The Division of Personnel is committed to assisting operating agencies in planning for the future. Please contact your Management Services Team Leader or a member of Workforce Development Program for more information.



## Overview

### 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.”

### 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 Act

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.

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.

### 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:

Chair: Debra English

Member: Al Tamagni

Member: Laura Plenert



## Performance Measures

### A: Desired Result - Supervisors have the knowledge, skills, and abilities to be successful and effective in directing the state work force.

Target #1: The state retains 90% of qualified employees who are not eligible to retire.

Measure #1: Non retirement turnover is below 10% per fiscal year.

Fiscal Year	YTD Total
FY 2005	9.8%
FY 2006	8.2%

### B: Desired Result - A qualified workforce available to meet program needs.

Target #1: All state agencies have workforce plans in place.

Measure #1: % of state agencies with workforce plans.

Fiscal Year	YTD Total
FY 2004	7.2%
FY 2005	7.2%
FY 2006	7.2%

Target #2: All recruitments attract qualified applicants that end with an appointment.

Measure #2: % of recruitments that end with an appointment.

Fiscal Year	YTD Total
FY 2005	94.3%
FY 2006	94.8%

Target #3: State attracts and retains a diverse workforce that mirrors the labor workforce demographics of the state general population.

Measure #3: State of Alaska Workforce demographics as compared to the general population demographics.

State Labor Force Population (SLFP) versus State of Alaska Workforce (SOAW)

Fiscal Year	SLFP		SOAW	
	Minority Workers	Female Workers	Minority Workers	Female Workers
FY 2004	26.7%	46.17%	18.3%	47.3%
FY 2005	26.7%	46.17%	18.4%	49.3%
FY 2006	26.7%	46.17%	22.8%	46.6%

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

Target #1: All partially exempt and classified positions are reviewed and allocated on a 5 year cycle.

Measure #1: % of positions reviewed on a fiscal year basis.

Fiscal Year	YTD Total
FY 2004	12.6%
FY 2005	13.5%
FY 2006	16.8%

Target #2: All job classes are reviewed for description of work and salary assignment on a 10 year cycle.

Measure #2: % of job classifications 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%
FY 2006	14.6%

Target #3: Payroll is processed without avoidable errors.

Measure #3: % of payroll warrants that are processed without avoidable staff errors.

Fiscal Year	YTD Total
FY 2005	99.0%
FY 2006	99.4%



## Director's Office

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 resource 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 the workforce development and management. Activities include the design, development, implementation, and maintenance of services and systems such as Workplace Alaska, TrainAlaska and the Online Position Description system.

### Major Accomplishments for FY 06

- Working in conjunction with the Personnel Board, reviewed and revised the Personnel Rules. Changes include rules that allow management more flexibility.
- Participated with the Division of Finance in the request for proposal and contract award for the Data Warehouse project.
- Developed and implemented Workforce Planning and Knowledge Transfer tools for use by client agencies.
- Successfully implemented the Online Position Description system enterprise wide.
- Proposed the Market Based Pay policy which allows for salary adjustments based on market conditions when specific criteria are met.

### Goals for FY 07

- Revisit client service standards for more accurate and useful reporting.
- Fully implement the Market Based Pay policy to the remaining job class families which were determined to meet the criteria during FY06.
- Develop and implement new policies and procedures which allow for the consideration of market data in conjunction with internal alignment when determining range assignment data.
- Revise and reissue guidelines for the retiree rehire program authorized under House bill 161.
- Finalize the co-location of Management Services and Technical Services staff in Anchorage.
- Develop and implement a human resource certification program for Division of Personnel staff that provides for consistent training and education of staff.
- Establish a migration plan to ensure continued functionality of Workplace Alaska.



## Director's Office - Client Service Standards

Core Service	Standard	Measure	Comments
Response to inquiries	same day if possible, no later than 1 business day	Met	
Signature response on paperwork.	Within 2 business days	Met	
Business Practices	Clear communication and client agency involvement	Met	
Budget Control	Expenditures within budget	Met	
Client Service Measure	Provided on a quarterly basis.	Met	

## Director's Office - Staff

**Director: Dianne Kiesel**  
**Deputy Director: Nicki Neal**

**Program Staff:**

ANGIE WEBB  
 FRANK HURT  
 GREG SHEPPARD  
 NORA TONER  
 PETER ANDEREGG  
 SUSAN McDONALD



## Classification

The Classification Section is responsible for ensuring that the State's Classification plan meets 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.

### Classification FY06 Accomplishments

- Established 1,095 nonpermanent positions (34% increase from FY05).
- Reviewed and assured consistent allocation for 2,596 individual positions (30% increase from FY05).
- Revised 58 job class specifications through the maintenance request process.
- Completed 26 classification studies which reviewed and updated 103 job class specifications.
- In conjunction with IT staff, implemented the Online Position Description (OPD) System enterprise wide.
- Classification study process improved through standardized work products and more effective communication and collaboration with operating agencies during studies.
- Classification Plan Outline revised to assure consistent and logical placement of classifications and clearer definitions of job class families.
- Standardized training plan established for all incoming classifiers (HR Specialist I positions).
- Working with Employee Services, eliminated 5 year position description update requirement prior to posting recruitments or receiving hire approval.
- Successfully developed and implemented a semi-annual FLSA training session.

### Classification FY07 Goals

- Further streamline allocation process for classification updates and reclassification requests.
- Review current Classification SOPs for relevance, update or supplement, convert to the new format, and prepare relevant parts for AAM publication.
- Develop comprehensive classification resources and training for department and agency staff and for non-Classification Division of Personnel staff.
- Monitor and evaluate non permanent position processes. Develop training aids for department and agency staff and for Division of Personnel staff.
- Develop a strategy through which to populate OPD within five years.





## Classification - Client Service Standards

Core Service	Standard	# of Actions	# w/in standard	Measure	Comments
PDs logged in for processing	same day if possible, no later than 1 business day	2,173	2,102	97%	Avg <1 day
Actions logged in PD Tracker	Same business day as processed.			Met	
Create Non-permanent positions	Within 2 business days	668	462	69%	Avg 1+ days
Priority PDs & PDs for Recruitments	Within 14 calendar days	1,205	560	46%	Avg 17+ days
Reclassification actions involving a proposed change to the class	Within 35 calendar days	268	160	60%	Avg 37+ days
Classification actions involving a proposed update	Within 58 calendar days	807	715	89%	Avg 24+ days
Maintenance Requests on existing class specifications	Within 14 calendar days	49	38	76%	Requests often involve multiple levels within a series
Classification Studies	At least one top priority class study per operating agency per fiscal year	17	14	82%	26 Class studies completed to date (102 classes, 1,197 PCNs), 15 #1 priorities plus two APEA salary analyses, four #2s, one #3, and three unprioritized

## Classification - Staff

**Program Manager: Amanda Holland**

**Program Staff:**

AARON GELSTON  
 AIMEE OLEJASZ  
 CHAD DIEKMANN  
 CHERYL BUCHANAN  
 CHUCK BOLAND  
 DIANE LAROCQUE  
 ELLA NIERRA  
 EMY ABAD  
 ERIN HAIDA  
 JACKIE DAILEY  
 KEITH MURRY  
 KIM GARRETT  
 LIZA LUMBAB  
 LOIS ASHLEY  
 NANCY HOPSON  
 PAT MORRISSEY  
 RICHARD KAPLAN

ROB WEBER  
 SARAH BRINKLEY  
 SHARON MONDICH  
 SHEILA BUGBEE  
 VIRGINIA BREEZE



## 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.

### Accomplishments for FY06

- Established a proactive professional recruitment function to focus on difficult-to-fill positions. Efforts included developing materials to promote the State of Alaska as an “Employer of Choice” and increase candidate sourcing activities.
- Partnered with the Classification section to initiate minimum qualification revisions in an effort to meet the needs of State hiring managers.
- Implemented several enhancements to Workplace Alaska, the State of Alaska’s on-line recruitment and application system. The enhancements have made the system more effective and efficient in capturing applicant and recruitment data.
- Implemented the statewide hiring manager notification list which allows for the hiring managers to receive immediate and up-to-date recruitment and selection information.
- Supplied current EEO related workforce data to managers and supervisors through the Quarterly Workforce Demographic Report.
- Worked with client agencies to assure EEO compliance as it relates to federal funding requirements. This included implementation of the DOT/PF 2005 EEO Annual Assurances and creating EEO programs for the Departments of Public Safety, Health and Social Services, and Revenue.
- Worked with departments on problematic EEO cases by offering mediation and follow-up training.
- Responded to employment related inquiries from employees across the state through the State of Alaska Employee Call Center and Employee Records sections.

### Goals for FY 07

- Improve the pool of potential applicants through proactive candidate sourcing activities.
- Reduce and streamline applicant and recruitment cycle time.
- Revise and adopt regulations for the Equal Employment Opportunity Program.
- Partner with DOP IT section to revise the Equal Employment Opportunity Reporting system (EEORS).
- Produce a Statewide Affirmative Action Plan (AAP) and develop strategies for effective implementation.



## Employee Services - Client Service Standards

Core Service	Standard	# of Actions	# w/in standard	Measure
Workplace Alaska postings	Within 2 business days	3,835	3,806	99%
Workplace Alaska Approval to Hire	Within 2 business days	3,806	3,727	98%
Job service & LTC referrals	Within 2 business days	458	450	98%
Advanced Step Placements	Within 2 business days	117	109	93%
request for personnel file information or existing position description	same day if possible, no later than 1 business day	6,006	6,006	100%
Response to information request through the employee call center	same day if possible, no later than 1 business day	13,605	13,605	100%
EEO/AA				
Response to client inquiries	same day if possible, no later than 1 business day	93	93	100%
Response to external agencies	Within 35 calendar days	227	227	100%
EEO/AA Plans	by federal due date.	5	5	100%
Internal Investigations	Within 63 calendar days	6	6	100%
Equal Opportunity Compliance	by federal due date.	2	2	100%
Compliance Training	Within negotiated timeframes	0	0	N/A

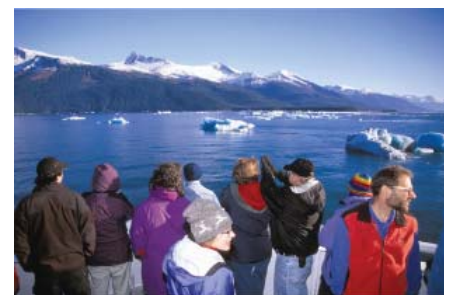
## Employee Services - Staff

**Program Manager: Pam Day**

**Program Staff:**

BRITTANY DICK  
 CINDY PFAFF  
 DON SHATTUCK  
 JAN McELWAIN  
 JEAN MASON  
 JENNIFER ESTES  
 JOHN HUFF  
 KAITLYN ROELLE  
 KERIE BUCKLEY  
 KERRY CANTILLON  
 MARY KAY PALMATEER  
 PAULA WRIGHT  
 ROBBIN McDAINEL  
 RYNEE CLEMANS  
 SANDY TAGABAN  
 SHELLY SAVIERS  
 SHERILYN KNIGHT  
 SUSAN WELLS

TAMARA BROWN  
 TARA STEPHENS  
 VALORIE GAUDAGNO-SPARKS  
 WORTH BARTHEL



## 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).

### Major Accomplishments FY06

- Developed information sheets for each agency to be used as a training device for new DOP staff. Information sheets include pertinent information on each agency such as their mission, core functions, specialized job classifications, etc.
- Offered training to interested agencies on the development of knowledge transfer plans.
- Increased the number of adjunct training instructors within Management Services.

### Goals for FY07

- Continue to offer training on the development of knowledge transfer plans to interested agencies.
- Partner with Workforce Development staff to increase the Workforce Planning capabilities of the Division of Personnel.
- Consult with agencies required to prepare and implement knowledge transfer plans regarding progress and needed revisions.
- Develop a process for confirming the continued eligibility of supervisory employees receiving a differential under Article 24.10.
- Formalize the orientation/training process for new Management Services staff.



## Management Services - Client Service Standards

Core Service	Standard	# of Actions	# w/in standard	Measure
Respond to client inquiries	same day if possible, no later than 1 business day			Met
Delegated LOAs	Within 3 business days	54	54	100%
Review of performance evaluations for evaluations effecting pay.	Within 3 business days	540	530	98%
Review of performance evaluations for evaluations not effecting pay	Within 14 calendar days	8,496	8,445	99%
Layoff Notification	100% accurate	16	16	100%
Dispute resolution	At lowest level possible			Met
Appeal responses	Within contractual timeframes	148	143	97%

## Management Services - Staff

**Program Manager: Nicki Neal**

**Program Staff:**

AMRA REMSBERG  
 BRIAN SCHMIDT  
 CAMILLE BRILL  
 CARRIE ANN GILMORE  
 CATHY VON GEMMINGEN  
 CHARITY HAMILTON  
 CHARLOTTE MUSHAT  
 CHIP PARR  
 CINDY GOUVEIA  
 DAN McCRUMMEN  
 DANA LATTIMORE  
 DARICE WALTER  
 DEBRA DEARMAN  
 DONN STEWART  
 ERIN SHEPHERD-HAM  
 FRAN RABAGO  
 GERALD PIERCE  
 JUDY PORTER  
 KIMBERLY GIALOPSOS  
 LORA MALLINGER

MAY GREEN  
 MICHELE MICHAUD  
 PAM KEANE  
 PEGGY HART  
 PENNY BEILER  
 SANDI KELLY  
 SHARON DICK  
 SHEILA SHORT  
 STACIE BENTLEY  
 SUZANNE AINSWORTH  
 TERI MOSS  
 TYLER ANDREWS



## Technical Services

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

### Major Accomplishments for FY06

- Developed and delivered training courses (AKPAY Basics and AKPAY for Timekeepers) on basic policies and procedures associated with the State of Alaska Payroll System (AKPAY) for departmental administrative staff and human resource staff.
- Assisted the Department of Fish and Game with the implementation of the Timesheet Entry and Reporting System (TEARS).
- Developed and implemented a formal technical training program for HR Technicians within the Technical Services Section.
- Continued with building knowledge and skills to enhance the Technical Services teamwork environment through the Achieving Excellence performance improvement project.
- Assisted with the issuance of updated statewide policy on family leave.
- Developed a standardized and streamlined statewide family leave process with resources and training to client agencies.
- Began implementation of an information management system for Technical Services staff.
- Prepared for the co-location of Technical Services staff in Anchorage which is scheduled to be completed the week of July 10, 2006.
- Enhanced the Technical Services web page with more information for client agencies.

### Goals for FY07

- Complete course maintenance projects for the AKPAY Basics and AKPAY for Timekeepers classes.
- Assist the Department of Fish and Game and the Department of Transportation and Public Facilities with ongoing enhancement to the Timesheet Entry and Reporting System (TEARS).
- Assist the Department of Transportation and Public Facilities with the implementation of two automated time and attendance systems (TEARS and the Maintenance Management System) and the automated Alaska Marine Highways timesheet.
- Develop additional components for the Technical Services HR Technicians training program.
- Continue with the Achieving Excellence performance improvement program for Technical Services staff.
- Complete the implementation of an intranet based information management system for not only Technical Services staff but for all sections within the Division of Personnel.
- Review and implement workflow process changes in the Technical Services Center in Anchorage.
- Complete the development of a standardized Travel Questionnaire form with instructions and training for client agencies.



## Technical Services - Client Service Standards

Core Service	Standard	# of Actions	# w/in standard	Measure	Comments
Personnel Actions forms - separations, appointments, transfers & promotions	Within 3 business days of receipt.	12,294	11,196	91%	Several actions did not meet standard due to missing paperwork.
other Personnel Action forms effecting pay.	Within pay period received.	25,684	25,636	100%	
Payroll Processing	98% accuracy rate	363,462	361,420	99%	
FMLA notification	verbal - within 3 days of notification of qualifying condition. Written - within 14 calendar days.	1,146	959	84%	
Timekeeper Training	2 times a year or as requested.	7	7	100%	AKPAY Training offered through TrainAlaska beginning in September, 2005.
Notice of Pay Problems	Eliminate penalty pay that accrues from failure to respond timely.	471	456	97%	Quarterly report will identify how much penalty pay was paid.
Delegated Letters of Agreement/on payroll related topics	Within 3 business days of receipt.	1,570	1,251	80%	
Grievance/Complaint/and dispute resolution related to payroll	Within contractual time frames.	38	36	95%	

## Technical Services - Staff

**Program Manager: Maritt Miller**

**Program Staff:**

ALBERTA LIPPITT  
AMBER SCHNEIDER  
AMPY CRUZ  
AMRA REMSBERG  
ART KOLTER  
ASHLEY GUTHRIE  
BRIANA OGDEN  
CARLA WILLIAMS  
CATRINA CAUDLE  
CAYLEIGH ALLEN  
CHAN DONNER  
CHRIS CUMMINS  
CYNTHIA HARRINGTON  
CYNTHIA KEYES  
DANIELLE ARREOLA  
DANIELLE WARD  
DEANNA LEWIS  
DEBBIE POUND  
DELORES SAVAGE  
DENNIS BERKELEY

DIANE ENANORIA  
DONNA GOUTERMONT  
ELEANOR DAILEY  
ELIAS BARGER  
ERIKA VEJAR  
ERIN WEST  
ERLINDA PADURA  
FAYE PARKER  
FRANCES COMPTON  
FREDA MEILI  
GERRY CROSSLEY  
JANEL BETLEJ  
JANICE STEVENSON  
JEFF HAHNLEN  
JENNY HARRIS  
JENSYNE MASON  
JO KEYS  
JOSH CARTER  
JULIE COFFIN  
KAREN MORGAN

KAREN SMITH  
KIMBERLY CLARK  
KIRK THORSTEINSON  
KRISI HICKS  
KRISTA SKANNES  
LAURIE MAXWELL  
LEE MCFARLAND  
LORINE DAY  
LORY SUBELDIA  
MARY TAGABAN  
MIKE RADER  
MIKI COLE  
MONA SANNEMAN  
MONICA BURKE  
MORGAN CARTER  
NANCY WOMACK  
NENA LONG  
NINO BOHULANO  
NINO SUAREZ  
RACHEL ATKINSON

RIKKI GELSTON  
ROBIN VAN TASSEL  
RON DELAPAZ  
SARAH BLEI  
SHANNA KATO  
SHANNON ELY  
SHAWNA CREWS  
SOMER DUVAL  
SUSAN KING  
SUSAN TILL  
TAMMY KRAMER  
TERI HILL  
THERESA BADILLA  
TIFFANY HILDRE  
TRACY BARNES  
VERDI BROGDON  
VERONICA LEITZ  
VICKI TOMAL  
VICKY ROBERTS

## Workforce Development

The Workforce Development Program (WFD) was established in 2006 to provide Executive Branch Departments with workforce development and planning consultative services. The WFD Program includes the Training & Development (T&D) and Statewide Planning & Research Programs. WFD is currently focused on developing and coaching Division of Personnel staff on workforce planning and performance consulting skills.

### Training & Development

The Training & Development (T&D) staff provides professional supervisory, management, leadership, EEO compliance, and interpersonal skills training course development and delivery. The staff also provides performance consulting services associated with performance improvement projects.

### Major Accomplishments for FY06

- Completed course maintenance projects for The Academy For Supervisors (AFSU), A Respectful Workplace (ARWP), and The Disciplinary Process (DISP).
- Completed new course development projects for Workplace Violence (WRKV), and Service Excellence (SRVE).
- Expanded the cadre of certified adjunct instructors to further limit expenses by four adjunct instructors (in addition to 11 originally certified instructors).
- Explored alternatives to classroom instruction including distance learning options and self-learning options.
- Partnered with Management Services staff to increase the performance consulting capabilities of the Division of Personnel.

### Goals for FY 07

Complete the following course development and maintenance projects:

- Strategic Recruitment and Screening (STRS) or the development of a one-day recruitment and hiring skills training. This project will require SME partnership with Employee Services staff.
- Performance Appraisal The Basics (PATB). This project will require SME partnerships with Management Services and Classification staff.
- Valuing Diversity (VDIV).
- The Disciplinary Process (DISP) The project will require SME partnership with Management Services staff.
- The Academy for Supervisors (AFSU).
- Change Management for Supervisors (CMGT)





## Workforce Development Cont.

### Statewide Planning and Research

The mission of Statewide Planning and Research (SPR) team of the WFD program is to provide research and strategic planning services to managers, executives, and human resource professionals within the Executive Branch. These services are designed to assist leaders, executives, managers, and human resource professionals in developing and implementing workforce forecasting and planning for their departments. Services include scheduled and ad hoc reports, and other publications such as guides, power point presentations, and monthly newsletters on human resource news, events, and workforce planning issues.

### Major Accomplishments for FY 06

- Provided detailed workforce movement report to operating agencies, which looked at employee movement within departments and divisions.
- Revised the Knowledge Transfer Power Point presentation, which was presented to all management services consultants for their use in working with individual departments that may realize a reduction in the numbers of employees due to retirement or other employee movement.
- Created and published A Workforce Planning Guide to assist agencies with workforce planning issues.
- Developed a procedure manual and instructions for the Personnel Board meetings and Personnel Rule revisions.
- Participated as a project lead for the Department of Administration's Benchmarking Study for HR/payroll processes. This project took collaboration with all departments in the executive branch, Legislative Affairs, and the Court System.
- Developed a market based pay salary survey to support the market based pay initiative for identified job class families.
- Redesigned the HR Update monthly newsletter. Received positive feedback from readership concerning the new look of the publication
- Developed in conjunction with Employee Services, EEO Plans and reports for Departments of Health and Social Services, Law, and Public Safety.
- Participated as a member of the Proposal Evaluation Committee (PEC) for the Data Warehouse Project.

### Goals for FY 2007

- Continue to fully document and test all procedures used in preparing all scheduled and ad hoc reports. This will allow knowledge transfer to all team members on scheduled reports.
- Develop and implement workforce planning and development process and procedures.
- Allow for a staff member to participate as a subject matter expert on the Data Warehouse Project.



## Workforce Development - Client Service Standards

Core Service	Standard	# of Actions	# w/in standard	Measure	Comments
<b>Training &amp; Development</b>					
Respond to customer service inquiries	same day if possible, no later than 1 business day			Yes	
Core course scheduled:	bi-monthly in Juneau & Anchorage	211	211	100%	25 classes cancelled due to low enrollment
Advance course schedule:	bi-monthly in Juneau & Anchorage	224	224	100%	12 classes cancelled due to low enrollment and 1 class cancelled due to resources
AFSU schedule	bi-monthly in Juneau & Anchorage	40	40	100%	
Workplace Alaska	Self Directed Monthly	167	167	100%	
		# of attendees			
		Juneau	Anchorage	Fairbanks	Total Statewide
core	Customer Service in the PS (2005)/ Service Excellence (2006)	102	108	12	222
core	Effective Interviewing & Hiring (2005)/Strategic Recr & Screen (2006)	0	0	0	0
core	Performance Appraisal - basics	39	46	19	104
core	A Respectful Workplace	150	231	144	525
core	Workplace Alaska for HM	0	91	8	99
core	AKPAY basics	82	90	0	172
core	New Employee Orientation	7	23	6	36
core	Workplace Violence	44	118	13	175
advanced core	Performance Coaching	73	84	31	188
advanced core	Change Management for supervisors	28	44	18	90
advanced core	The Disciplinary Process	21	95	0	116
advanced core	Interpersonal Skills	40	250	47	337
advanced core	Valuing Diversity	109	310	61	480
advanced core	Academy for Supervisors	97	196	20	313
advanced core	AKPAY for timekeepers	69	88	0	157
advanced core	Team-Building	9	56	0	65
advanced core	Conflict Resolution	0	0	0	0
	Other	13	8	0	21
Total # of Students		883	1,838	379	3,100



## Workforce Development - Client Service Standards

Core Service	Standard	# of Actions	# w/in standard	Measure
Statewide Planning & Research				
Respond to information requests	w/in project scope	239	228	95%
HR Update	monthly	10	10	100%
HR Solutions	quarterly	2	2	100%
Publish Workforce Profile	semi-annually	1	1	100%
Electronic reporting	Monthly	245	239	98%
Evaluation due reports	Monthly	168	168	100%

## Workforce Development - Staff

**Program Manager:** Jackson Steele

**Program Staff:**

CAROL MCLEOD  
 CONNIE PREECS  
 INGA AANRUD  
 JULIE RUSSO  
 KATHLEEN NAVA  
 NORA TONER  
 PAT DILL  
 TIM PARKER  
 VALORIE GAUDAGNO-SPARKS

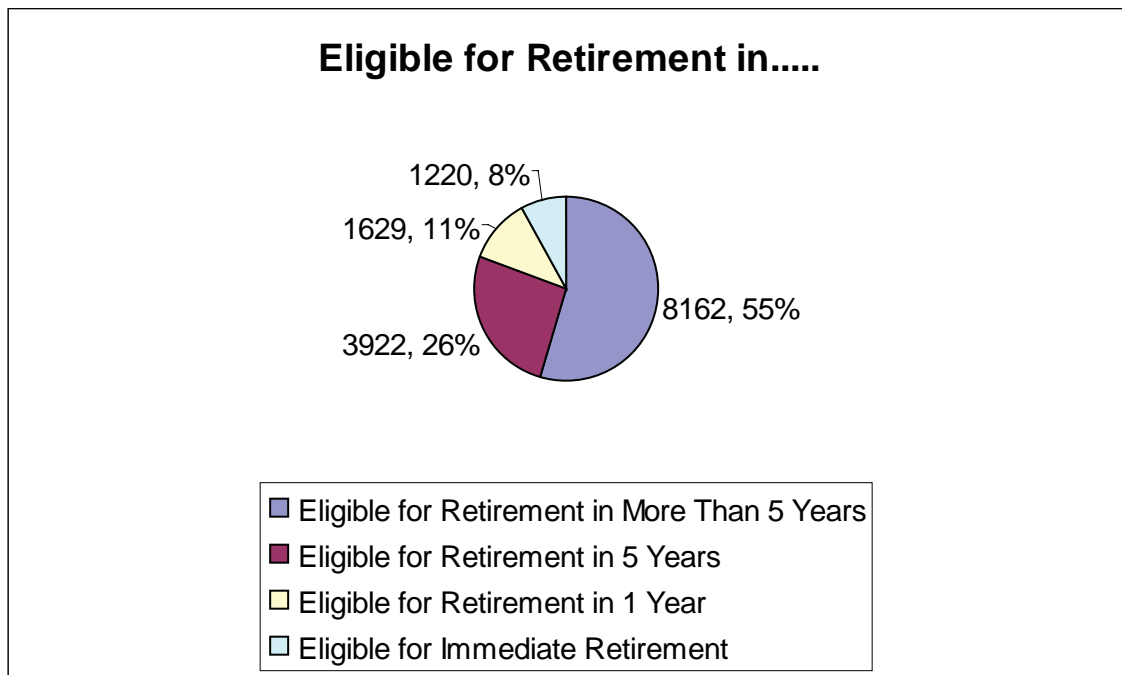
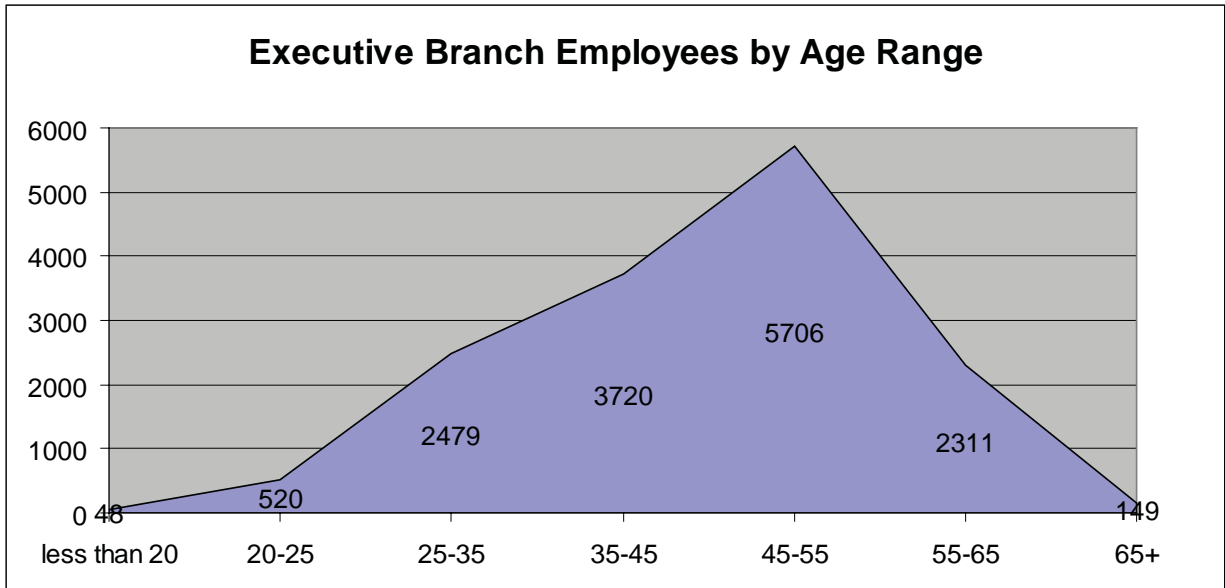


## Workforce Profile

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## Workforce Profile Executive Branch Employees



## Workforce Profile Employee Count

### Employee Count by Department

Department	Employees
Administration	940
Commerce, Community and Economic Development	427
Corrections	1306
Education and Early Development	300
Environmental Conservation	438
Fish & Game	1377
Governor's Office	133
Health and Social Services	2948
Labor and Workforce Development	878
Law	482
Military and Veterans Affairs	266
Natural Resource	891
Public Safety	746
Revenue	470
Transportation and Public Facilities	3331
<b>Total:</b>	<b>14933</b>

### Employee Count by Region

Region	Employees
REA Greater Anchorage-Matsu	6526
REB Southeast	4554
REC Greater Fairbanks	1771
RED North Slope	98
REE Kenai Peninsula	935
REF Prince William Sound	213
REG Kuskokwin-Yukon	262
REH Bristol Bay	123
REI Aleutian Chain	249
REJ Norton Sound	187
REK Out of State	15
<b>Total:</b>	<b>14933</b>

## Workforce Profile

### Employee Count By Location

Employee Count by Location			
Location	Employees	Location	Employees
Adak	3	Fort Wainwright	5
Anchor Point	8	Fort Yukon	2
Anchorage	4977	Galena	9
Anchorage Intl Airport	350	Girdwood	14
Aniak	18	Glennallen	30
Anvik	3	Gustavus	3
Barrow	20	Haines	50
Bear Creek	2	Harding Lake	1
Bellingham, WA	1	Healy	8
Bethel	212	Homer	90
Big Lake	7	Hoonah	6
Birch Lake	2	Iliamna	2
Camp Carroll	114	Jim River	7
Cantwell	13	Juneau	3476
Cascade	4	Kalsin Bay	2
Central	3	Kasilof	1
Chandalar Camp	11	Kenai	246
Chena River	2	Ketchikan	655
Chignik	10	King Salmon	51
Chitina	5	Klawock	12
Chulitna	6	Kodiak	181
Cold Bay	7	Kotzebue	41
Coldfoot Camp	6	Kulis Ang Base	27
Cooper Landing	2	Livengood	9
Cordova	73	Mackenzie Point	27
Cottonwood Camp	2	Manley Hot Springs	2
Craig	13	Matanuska	15
Deadhorse	13	Mc Grath	27
Delta Junction	45	Montana Creek	7
Denali	2	Mount Edgecumbe	40
Dillingham	70	Nancy	1
Douglas	3	Nelchina	5
Dutch Harbor	27	Nenana	7
Eagle	4	Nikiski	2
Eagle River	117	Ninilchik	5
Eielson AFB	13	Nome	175
Elfin Cove	2	Noorvik	1
Elmendorf AFB	3	North Kenai Camp	4
Emmonak	14	Northway	8
Ernestine	4	O'brian Creek	5
Fairbanks	1555	Palmer	549
Finger Lake	8	Paxson	5
Fort Richardson	108	Pelican	1

## Workforce Profile Employee Count By Location

### Employee Count by Location

Location	Employees
Nome	175
Noorvik	1
North Kenai Camp	4
Northway	8
O'brian Creek	5
Palmer	549
Paxson	5
Pelican	1
Petersburg	48
Port Alexander	1
Port Moller	10
Quartz Creek	4
Sag River	12
Saint Marys	18
Sand Point	6
Seattle, WA	7
Seldovia	1
Seven Mile Camp	8
Seward	324
Silvertip	7
Sitka	198
Skagway	11
Slana	7
Soldotna	222
South Fork	2
Sterling	2
Talkeetna	8
Tazlina	24
Teller	2
Thompson Pass	10
Tok	52
Trimms Camp	3
Two Rivers	10
Unalakleet	6
Unalaska	3
Valdez	60
Washington, DC	5
Wasilla	141
Whittier	3
Willow	5
Wrangell	16
Yakutat	19
Other	2





## Workforce Profile State Service

### Average Employee State Service by Department

Department	Average State Service
Administration	9.30
Commerce, Community and Economic Development	9.32
Corrections	8.48
Education and Early Development	9.22
Environmental Conservation	9.26
Fish and Game	7.95
Governor's Office	9.86
Health and Social Services	8.35
Labor and Workforce Development	10.11
Law	8.52
Military and Veterans Affairs	7.74
Natural Resource	10.03
Public Safety	8.45
Revenue	8.90
Transportation and Public Facilities	9.25
Statewide	8.89

### Average Employee State Service by Bargaining Unit

Bargaining Unit	Average State Service
AK Vocational Technical Center Teachers	2.85
Confidential Employees	9.07
Correctional Officers	8.31
Excluded Employees	19.34
Exempt and Partially Exempt Employees	9.35
General Government Employees	7.9
Labor, Trades and Crafts Employees	9.52
Licensed Engineers	10.61
Licensed Officers	9.71
Mt. Edgecumbe Teachers	Not Available
Public Safety Officers	8.23
Supervisory Employees	13.75
Unlicensed Deck Employees	5.8

## Workforce Profile Gender

### Average State Service By Gender

Male	Female
9.22	8.54

### Gender Count by Department

Department	Male		Female	
Administration	331	35.2%	609	64.8%
Commerce, Community and Economic Development	178	41.7%	249	58.3%
Corrections	844	64.6%	462	35.4%
Education and Early Development	99	33.0%	201	67.0%
Environmental Conservation	216	49.3%	222	50.7%
Fish & Game	843	61.2%	534	38.8%
Governor's Office	35	26.3%	98	73.7%
Health and Social Services	881	29.9%	2067	70.1%
Labor and Workforce Development	321	36.6%	557	63.4%
Law	160	33.2%	322	66.8%
Military and Veterans Affairs	181	68.0%	85	32.0%
Natural Resource	506	56.8%	385	43.2%
Public Safety	497	66.6%	249	33.4%
Revenue	168	35.7%	302	64.3%
Transportation and Public Facilities	2501	75.1%	830	24.9%
 Statewide	 7761	 52.0%	 7172	 48.0%

## Workforce Profile

### Average Age of New Hires

#### Average Age of Female New Hires

Department	Age
Administration	36.24
Commerce, Community and Economic Development	39.68
Corrections	38.77
Education and Early Development	36.89
Environmental Conservation	36.73
Fish & Game	31.58
Governor's Office	38.38
Health and Social Services	37.79
Labor and Workforce Development	40.89
Law	36.05
Military and Veterans Affairs	36.97
Natural Resource	36.99
Public Safety	35.47
Revenue	37.04
Transportation and Public Facilities	37.37

#### Average Age Male New Hires

Department	Age
Administration	37.94
Commerce, Community and Economic Development	38.39
Corrections	35.89
Education and Early Development	39.18
Environmental Conservation	40.90
Fish & Game	32.60
Governor's Office	40.16
Health and Social Services	40.20
Labor and Workforce Development	44.25
Law	36.68
Military and Veterans Affairs	43.86
Natural Resource	35.57
Public Safety	33.06
Revenue	38.88
Transportation and Public Facilities	38.27

## Workforce Profile

### Average Age of Executive Branch Employees

#### Average Age by Department

Department	Average Age
Administration	44.1
Commerce, Community and Economic Development	46.6
Corrections	44.9
Education and Early Development	44.7
Environmental Conservation	45.5
Fish and Game	41.7
Governor's Office	45.1
Health and Social Services	45.3
Labor and Workforce Development	47.6
Law	43.7
Military and Veterans Affairs	46.4
Natural Resource	45.5
Public Safety	41.1
Revenue	44.6
Transportation and Public Facilities	45.6
Statewide	44.8

#### Average Age by Bargaining Unit

Bargaining Unit	Average Age
AK Vocational Technical Center Teachers	49.7
Confidential Employees	41.7
Correctional Officers	43.4
Excluded Employees	55.6
Exempt and Partially Exempt Employees	46.6
General Government Employees	44.0
Labor, Trades and Crafts Employees	46.5
Licensed Engineers	49.3
Licensed Officers	43.9
Mt. Edgecumbe Teachers	42.4
Public Safety Officers	38.1
Supervisory Employees	48.0
Unlicensed Deck Employees	45.3

## Workforce Profile Minority Counts

### Percentages of Minorities By Department

Department	Minority Count	% of Minority Employees
Administration	177	18.8%
Commerce, Community and Economic Development	100	23.4%
Corrections	266	20.4%
Education and Early Development	54	18.0%
Environmental Conservation	58	13.2%
Fish & Game	123	8.9%
Governor's Office	21	15.8%
Health and Social Services	783	26.6%
Labor and Workforce Development	154	17.5%
Law	64	13.3%
Military and Veterans Affairs	44	16.5%
Natural Resource	94	10.5%
Public Safety	131	17.6%
Revenue	111	23.6%
Transportation and Public Facilities	580	17.4%
Statewide	2760	18.5%

### Departments with the Highest Employment of Minority Employees

Departments	% of Minorities
Health and Social Services	27%
Revenue	24%
Commerce, Community and Economic Development	23%

## Workforce Profile Salary By Department

Average Salary by Department	
Department	Average Monthly Salary
Administration	\$4,368.73
Commerce, Community and Economic Development	\$4,678.49
Corrections	\$3,990.34
Education and Early Development	\$4,175.29
Environmental Conservation	\$4,590.54
Fish & Game	\$3,770.59
Governor's Office	\$5,030.63
Health and Social Services	\$3,857.94
Labor and Workforce Development	\$4,020.89
Law	\$5,210.88
Military and Veterans Affairs	\$3,831.32
Natural Resource	\$4,135.47
Public Safety	\$4,549.28
Revenue	\$4,183.09
Transportation and Public Facilities	\$4,270.89
Statewide	\$4,161.61

Employee Count By Bargaining Unit				
Department	General Government	Supervisory	Labor, Trades and Crafts	Confidential
Administration	435	93	29	187
Commerce, Community and Economic Development	230	53		
Corrections	392	97	96	3
Education and Early Development	140	26	5	
Environmental Conservation		312	110	7
Fish & Game	982	331	9	
Governor's Office				
Health and Social Services	2302	378	201	
Labor and Workforce Development	634	133	38	
Law	176	37		
Military and Veterans Affairs	155	38	57	
Natural Resource	619	164	56	
Public Safety	286	71	13	
Revenue		322	74	
Transportation and Public Facilities	935	270	1091	5
Statewide	7920	1875	1,602	195

## Workforce Profile

### Employee Count By Bargaining Unit

#### Employee Count By Bargaining Unit

Department	Correctional Officers	Public Protection	AK Voc Tech Teachers	Mt. Edcumbe Teachers
Administration				
Commerce, Community and Economic Development				
Corrections	701			
Education and Early Development				22
Environmental Conservation				
Fish & Game				
Governor's Office				
Health and Social Services				
Labor and Workforce Development			35	
Law				
Military and Veterans Affairs				
Natural Resource				
Public Safety		358		
Revenue				
Transportation and Public Facilities		90		
Statewide	701	448	35	22

#### Employee Count By Bargaining Unit

Department	Licensed Engineers	Licensed Officers	Unlicensed Deck Employees	Excluded	Partially & Fully Exempt
Administration					196
Commerce, Community and Economic Development					144
Corrections					17
Education and Early Development					107
Environmental Conservation					9
Fish & Game					55
Governor's Office					133
Health and Social Services					67
Labor and Workforce Development				4	34
Law					269
Military and Veterans Affairs					16
Natural Resource					52
Public Safety					18
Revenue					74
Transportation and Public Facilities	94	110	698		38
Statewide	94	110	698	4	1229

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Administration	P1012	EXEC DIR APOC	24	1	1	100%	1	100%
Administration	P1013	ASST DIR APOC	21	1	1	100%		
Administration	P1132	MAIL SVCS COURIER	09	5	1	20%	1	20%
Administration	P1133	ADMINISTRATIVE CLERK I	07	7	3	43%	1	14%
Administration	P1134	ADMINISTRATIVE CLERK II	08	18	7	39%	2	11%
Administration	P1135	ADMINISTRATIVE CLERK III	10	18	4	22%	3	17%
Administration	P1151	SECRETARY	11	2	1	50%		
Administration	P1203	ACCOUNTING CLERK II	10	9	1	11%		
Administration	P1205	ACCOUNTANT II	16	3	1	33%		
Administration	P1206	ACCOUNTANT III	18	15	5	33%	2	13%
Administration	P1207	ACCOUNTANT IV	20	13	4	31%	3	23%
Administration	P1208	ACCOUNTANT V	22	4	2	50%		
Administration	P1210	ACCOUNTING TECH I	12	11	5	45%	2	18%
Administration	P1211	ACCOUNTING TECH II	14	12	1	8%		
Administration	P1212	ACCOUNTING TECH III	16	6	1	17%		
Administration	P1245	PAYROLL SPECIALIST II	18	2	1	50%		
Administration	P1246	PAYROLL SPECIALIST III	20	1	1	100%		
Administration	P1249	PAYROLL MANAGER	22	1	1	100%		
Administration	P1291	INTERNAL AUDITOR II	17	1	1	100%		
Administration	P1292	INTERNAL AUDITOR III	19	1	1	100%	1	100%
Administration	P1332	PROCUREMENT SPEC II	16	3	1	33%		
Administration	P1343	CONTRACTING OFFICER I	14	1	1	100%		
Administration	P1345	CONTRACTING OFFICER III	19	12	3	25%	1	8%
Administration	P1348	DEPUTY DIRECTOR, GENERAL SRVCS	23	1	1	100%		
Administration	P1350	STATE TRAVEL MANAGER	20	1	1	100%	1	100%
Administration	P1405	HUMAN RESOURCE ASSISTANT	10	12	3	25%		
Administration	P1406	HUMAN RESOURCE TECHNICIAN I	12	12	1	8%		
Administration	P1407	HUMAN RESOURCE TECHNICIAN II	14	53	7	13%	5	9%
Administration	P1408	HUMAN RESOURCE TECHNICIAN III	15	12	2	17%		
Administration	P1410	HUMAN RESOURCE SPECIALIST I	16	25	3	12%	1	4%
Administration	P1411	HUMAN RESOURCE SPECIALIST II	18	20	7	35%	2	10%
Administration	P1413	HUMAN RESOURCE SPECIALIST IV	21	4	1	25%	1	25%
Administration	P1414	HUMAN RESOURCE SPECIALIST V	22	5	2	40%		
Administration	P1432	HR TECHNICAL SERVICES SUPV I	17	5	1	20%		
Administration	P1442	RETIREMENT & BENEFITS SPEC I	16	7	1	14%		
Administration	P1444	RETIREMENT & BENEFITS TECH II	12	19	2	11%	1	5%
Administration	P1445	RETIREMENT & BENEFITS TECH III	14	9	1	11%		
Administration	P1449	RETIREMENT BEN SPEC II	18	11	3	27%		



## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eli- gible to Retire within 1 year
Administration	P1450	RETIREMENT BEN SPEC III	20	2	1	50%		
Administration	P1612	DATA PROCESSING TECH II	15	15	5	33%	2	13%
Administration	P1613	DATA PROCESSING TECH III	17	3	1	33%		
Administration	P1614	DATA PROCESSING PROD MGR	19	1	1	100%		
Administration	P1622	ANALYST/PROGRAMMER II	16	3	1	33%		
Administration	P1623	ANALYST/PROGRAMMER III	18	2	1	50%		
Administration	P1624	ANALYST/PROGRAMMER IV	20	18	6	33%	3	17%
Administration	P1625	ANALYST/PROGRAMMER V	22	10	5	50%	3	30%
Administration	P1633	MICRO/NETWORK SPEC I	18	6	1	17%		
Administration	P1634	MICRO/NETWORK SPEC II	20	5	1	20%	1	20%
Administration	P1642	DATA PROCESSING MGR II	23	3	2	67%		
Administration	P1643	DATA PROCESSING MGR III	24	5	3	60%		
Administration	P1644	DATA PROCESSING MANAGER IV	25	1	1	100%		
Administration	P1651	SYSTEMS PROGRAMMER I	20	1	1	100%		
Administration	P1652	SYSTEMS PROGRAMMER II	22	9	2	22%	1	11%
Administration	P1653	SYSTEMS PROGRAMMER III	23	9	3	33%		
Administration	P1654	SYSTEMS PROGRAMMER IV	25	1	1	100%		
Administration	P1707	STATISTICAL TECHNICIAN II	14	2	2	100%	2	100%
Administration	P1828	DATABASE SPECIALIST III	22	4	3	75%		
Administration	P1846	DIRECTOR, INFO TECHNOLOGY	27	1	1	100%		
Administration	P1901	DIVISION DIRECTOR	26	6	2	33%		
Administration	P1904	MOTOR VEHICLE REGISTRAR	21	1	1	100%		
Administration	P1905	RECORDS & LICENSING SPVR	16	2	1	50%		
Administration	P1906	ADMINISTRATIVE ASSISTANT	13	9	1	11%		
Administration	P1908	ADMINISTRATIVE MANAGER II	17	3	1	33%		
Administration	P1909	ADMINISTRATIVE MANAGER III	19	3	1	33%		
Administration	P1915	MAIL SERVICES MANAGER	15	1	1	100%		
Administration	P1933	ADMINISTRATIVE SVCS MGR II	23	2	1	50%		
Administration	P1958	ADMINISTRATOR VCCB	20	1	1	100%		
Administration	P2255	TELECOMM PLANNER I	21	1	1	100%		
Administration	P3605	PUBLICATIONS TECH II	13	2	1	50%		
Administration	P3608	PUBLICATIONS SPEC III	19	1	1	100%	1	100%
Administration	P3614	INFORMATION OFFICER II	17	1	1	100%		
Administration	P4260	PUBLIC GUARDIAN	18	13	4	31%		
Administration	P4677	PROJECT COORD	18	1	1	100%	1	100%
Administration	P7106	PARALEGAL II	16	5	1	20%	1	20%
Administration	P7110	ASSOC ATTORNEY I	17	8	4	50%	3	38%
Administration	P7111	ASSOC ATTORNEY II	19	16	7	44%	3	19%

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Administration	P7144	ATTORNEY III	22	25	1	4%		
Administration	P7145	ATTORNEY IV	24	53	17	32%	7	13%
Administration	P7146	ATTORNEY V	25	23	9	39%	3	13%
Administration	P7210	MOTOR VEHICLE HEARING OFFICER	18	3	1	33%		
Administration	P7232	ADMINISTRATIVE LAW JUDGE I	22	3	2	67%	2	67%
Administration	P7502	LAW OFFICE ASSISTANT I	11	16	7	44%	3	19%
Administration	P7503	LAW OFFICE ASSISTANT II	13	13	4	31%	2	15%
Administration	P7506	LAW OFFICE MANAGER II	16	1	1	100%		
Administration	P7541	MOTOR VEHICLE CUST SVC REP I	10	64	12	19%	3	5%
Administration	P7542	MOTOR VEHICLE CUST SVC REP II	12	35	7	20%	2	6%
Administration	P7561	MOTOR VEHICLE OFF MGR I	15	7	2	29%	1	14%
Administration	P7562	MOTOR VEHICLE OFF MGR II	17	2	1	50%	1	50%
Administration	P7563	MOTOR VEHICLE OFF MGR III	20	1	1	100%	1	100%
Administration	P7767	INVESTIGATOR II	16	4	2	50%	1	25%
Administration	P7768	INVESTIGATOR III	18	5	2	40%		
Administration	P8673	COMM ENG ASSOC I	19	1	1	100%	1	100%
Administration	P8674	COMM ENG ASSOC II	22	2	1	50%		
Administration	P9311	MAINT GEN JOURNEY	54	6	5	83%		
Administration	P9323	MAINT SPEC BFC JRNY II/LEAD	51	1	1	100%		
Administration	P9324	MAINT SPEC ETRONICS JOURNEY I	51	11	3	27%		
Administration	P9811	MICROFILM/IMAGING OPER I	10	4	1	25%	1	25%
Administration	X0292	PETROLEUM GEOLOGIST ASST	16	1	1	100%	1	100%
Administration	X0321	COMMISSIONER, OIL AND GAS COMM	27	3	1	33%	1	33%
Administration	X0336	PETROLEUM INSPECTOR	21	5	1	20%	1	20%
Administration	X1283	ANALYST/PROGRAMMER IV	20	1	1	100%		
Commerce, Com, Econ Dev	P1134	ADMINISTRATIVE CLERK II	08	22	6	27%	1	5%
Commerce, Com, Econ Dev	P1135	ADMINISTRATIVE CLERK III	10	18	8	44%	5	28%
Commerce, Com, Econ Dev	P1151	SECRETARY	11	4	1	25%	1	25%
Commerce, Com, Econ Dev	P1156	EXEC SECRETARY III	16	1	1	100%		
Commerce, Com, Econ Dev	P1202	ACCOUNTING CLERK I	09	1	1	100%	1	100%
Commerce, Com, Econ Dev	P1208	ACCOUNTANT V	22	1	1	100%		
Commerce, Com, Econ Dev	P1210	ACCOUNTING TECH I	12	6	2	33%	1	17%
Commerce, Com, Econ Dev	P1234	ACCOUNTING SPVR I	16	1	1	100%		
Commerce, Com, Econ Dev	P1334	PROCUREMENT SPEC IV	20	1	1	100%	1	100%
Commerce, Com, Econ Dev	P1624	ANALYST/PROGRAMMER IV	20	4	2	50%	1	25%
Commerce, Com, Econ Dev	P1625	ANALYST/PROGRAMMER V	22	3	2	67%	1	33%
Commerce, Com, Econ Dev	P1633	MICRO/NETWORK SPEC I	18	2	1	50%		
Commerce, Com, Econ Dev	P1643	DATA PROCESSING MGR III	24	1	1	100%	1	100%
Commerce, Com, Econ Dev	P1653	SYSTEMS PROGRAMMER III	23	1	1	100%	1	100%
Commerce, Com, Econ Dev	P1794	RESEARCH ANALYST III	18	1	1	100%		

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Commerce, Com, Econ Dev	P1873	LOCAL GOVT SPEC III	17	13	4	31%		
Commerce, Com, Econ Dev	P1874	LOCAL GOVT SPEC IV	19	5	3	60%	2	40%
Commerce, Com, Econ Dev	P1875	LOCAL GOVT SPEC V	21	4	3	75%	2	50%
Commerce, Com, Econ Dev	P1901	DIVISION DIRECTOR	26	3	3	100%	2	67%
Commerce, Com, Econ Dev	P1905	RECORDS & LICENSING SPVR	16	5	1	20%		
Commerce, Com, Econ Dev	P1906	ADMINISTRATIVE ASSISTANT	13	6	1	17%		
Commerce, Com, Econ Dev	P1907	ADMINISTRATIVE MANAGER I	15	1	1	100%	1	100%
Commerce, Com, Econ Dev	P1908	ADMINISTRATIVE MANAGER II	17	1	1	100%	1	100%
Commerce, Com, Econ Dev	P1909	ADMINISTRATIVE MANAGER III	19	3	1	33%	1	33%
Commerce, Com, Econ Dev	P1918	SPEC ASST TO THE COMM II	23	1	1	100%		
Commerce, Com, Econ Dev	P1951	DEP COMMISSIONER	28	2	1	50%		
Commerce, Com, Econ Dev	P1959	MARINE PILOT COORD	20	1	1	100%		
Commerce, Com, Econ Dev	P2113	LOAN/COLLECTION OFF I	16	5	1	20%	1	20%
Commerce, Com, Econ Dev	P2114	LOAN/COLLECTION OFF II	18	3	1	33%	1	33%
Commerce, Com, Econ Dev	P2115	LOAN/COLLECTION OFFICER III	20	3	2	67%	1	33%
Commerce, Com, Econ Dev	P2120	LOAN/COLLECTION MANAGER	22	1	1	100%	1	100%
Commerce, Com, Econ Dev	P2286	DEV SPEC I, OPTION A	18	3	1	33%		
Commerce, Com, Econ Dev	P2289	DEV SPEC II, OPTION B	20	2	1	50%		
Commerce, Com, Econ Dev	P2293	PLANNER III	19	3	1	33%	1	33%
Commerce, Com, Econ Dev	P2294	PLANNER IV	22	1	1	100%	1	100%
Commerce, Com, Econ Dev	P2300	INS FINANCIAL EXAM I	19	2	2	100%	1	50%
Commerce, Com, Econ Dev	P2301	INS FINANCIAL EXAM II	21	3	2	67%		
Commerce, Com, Econ Dev	P2312	FINANCIAL INSTIT EXAM III	21	1	1	100%	1	100%
Commerce, Com, Econ Dev	P2313	FINANCIAL INSTIT EXAM IV	22	1	1	100%		
Commerce, Com, Econ Dev	P2316	SECURITIES EXAMINER I	21	1	1	100%		
Commerce, Com, Econ Dev	P2317	SECURITIES EXAMINER II	22	1	1	100%	1	100%
Commerce, Com, Econ Dev	P2320	BUSINESS REG EXAMINER	13	4	1	25%	1	25%
Commerce, Com, Econ Dev	P2325	OCCUP LICENSING EXAMINER	13	19	6	32%	2	11%
Commerce, Com, Econ Dev	P2329	EXEC ADMIN STATE MEDICAL BOARD	18	1	1	100%		
Commerce, Com, Econ Dev	P2330	CHIEF OCCUPATIONAL LICENSING	21	1	1	100%		
Commerce, Com, Econ Dev	P2354	INSURANCE ANALYST IV	20	1	1	100%		
Commerce, Com, Econ Dev	P2358	INSURANCE ANALYST II	16	3	2	67%	1	33%
Commerce, Com, Econ Dev	P2359	INSURANCE ANALYST III	18	4	1	25%	1	25%
Commerce, Com, Econ Dev	P2362	COMMUNICATIONS COM CAR SP III	22	3	1	33%		
Commerce, Com, Econ Dev	P2365	CONSMR PROT-INFO OFF I	14	2	1	50%		
Commerce, Com, Econ Dev	P2380	HEARING EXAMINER	24	3	2	67%		
Commerce, Com, Econ Dev	P2655	STATE ASSESSOR	22	1	1	100%	1	100%
Commerce, Com, Econ Dev	P7103	PROCESS COORDINATOR, RCA	18	1	1	100%	1	100%
Commerce, Com, Econ Dev	P7106	PARALEGAL II	16	4	2	50%	2	50%
Commerce, Com, Econ Dev	P7767	INVESTIGATOR II	16	2	1	50%	1	50%

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Commerce, Com, Econ Dev	P7768	INVESTIGATOR III	18	16	4	25%	2	13%
Commerce, Com, Econ Dev	P7769	INVESTIGATOR IV	20	2	1	50%	1	50%
Commerce, Com, Econ Dev	P8706	UTILITY ENG ANALYST IV	21	2	1	50%		
Commerce, Com, Econ Dev	X0003	COMMISSIONER	30	1	1	100%	1	100%
Commerce, Com, Econ Dev	X0004	COMMISSIONER, RCA	26	5	4	80%	2	40%
Commerce, Com, Econ Dev	X0137	ADMINISTRATIVE CLERK IV	12	1	1	100%	1	100%
Commerce, Com, Econ Dev	X0215	ACCOUNTANT	18	1	1	100%		
Commerce, Com, Econ Dev	X0228	PROCUREMENT MANAGER	22	1	1	100%		
Commerce, Com, Econ Dev	X0232	PROGRAM MANAGER	24	1	1	100%		
Commerce, Com, Econ Dev	X0288	EXECUTIVE DIRECTOR	26	1	1	100%		
Commerce, Com, Econ Dev	X0289	EXECUTIVE DIRECTOR	28	1	1	100%	1	100%
Commerce, Com, Econ Dev	X0329	FINANCE ASSISTANT	15	1	1	100%		
Commerce, Com, Econ Dev	X0350	DEP DIR-BUS DEV-RURAL ENERGY	25	2	2	100%	1	50%
Commerce, Com, Econ Dev	X0376	PROJECT ASSISTANT	16	1	1	100%		
Commerce, Com, Econ Dev	X0492	PROJECT MANAGER	23	3	1	33%	1	33%
Commerce, Com, Econ Dev	X0494	PROJECT MANAGER	22	2	2	100%	2	100%
Commerce, Com, Econ Dev	X0534	PROJECT MANAGER	20	2	1	50%		
Commerce, Com, Econ Dev	X0563	QUALITY ASSURANCE COORDINATOR	23	1	1	100%	1	100%
Commerce, Com, Econ Dev	X0661	ACCOUNTING TECHNICIAN	14	3	2	67%		
Commerce, Com, Econ Dev	X0662	ACCOUNTING TECHNICIAN	19	1	1	100%		
Commerce, Com, Econ Dev	X0826	DEPUTY DIRECTOR	24	1	1	100%	1	100%
Commerce, Com, Econ Dev	X1110	TECHNICAL ENGINEER II	24	2	1	50%		
Commerce, Com, Econ Dev	X1114	PROJECT MANAGER II	22	1	1	100%		
Commerce, Com, Econ Dev	X1180	EXECUTIVE DIRECTOR ASCSC	21	1	1	100%	1	100%
Commerce, Com, Econ Dev	X1186	ACCOUNTANT	22	3	1	33%		
Commerce, Com, Econ Dev	X1215	SR MARKETING SPEC/RES ANALYST	18	1	1	100%		
Commerce, Com, Econ Dev	X1223	PROJECT MANAGER	25	1	1	100%		
Commerce, Com, Econ Dev	X1226	LOAN OFFICER II	22	2	1	50%		
Commerce, Com, Econ Dev	X1237	RETAIL PROGRAM DIRECTOR	24	1	1	100%		
Commerce, Com, Econ Dev	X1252	MGR TRAINING & RURAL OUTREACH	24	1	1	100%		
Commerce, Com, Econ Dev	X1266	ADMINISTRATIVE MANAGER	15	1	1	100%	1	100%
Commerce, Com, Econ Dev	X1266	ADMINISTRATIVE MANAGER	20	1	1	100%		
Commerce, Com, Econ Dev	X1299	BUDGET MANAGER	21	1	1	100%		
Commerce, Com, Econ Dev	X1319	BUSINESS DEVELOPMENT SPEC II	20	1	1	100%	1	100%
Commerce, Com, Econ Dev	X1327	PRESIDENT & CHIEF EXEC OFFICER	28	1	1	100%		
Commerce, Com, Econ Dev	X1352	VICE PRES OF LAUNCH OPERATIONS	27	1	1	100%	1	100%
Commerce, Com, Econ Dev	X1426	COMMUNICATIONS DIRECTOR	22	1	1	100%		
Commerce, Com, Econ Dev	X1435	AK REGIONAL BRAND COORDINATOR	18	1	1	100%		
Commerce, Com, Econ Dev	X1436	DIR CONTRACT & MATERIALS MGMT	24	1	1	100%	1	100%
Commerce, Com, Econ Dev	X1440	RURAL ELECTRIC UTILITY WORKER	20	3	1	33%		

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Commerce, Com, Econ Dev	X1925	MARKETING SPECIALIST	18	1	1	100%	1	100%
Corrections	P1134	ADMINISTRATIVE CLERK II	08	33	8	24%	1	3%
Corrections	P1135	ADMINISTRATIVE CLERK III	10	22	6	27%	5	23%
Corrections	P1140	MEDICAL RECORDS ASST	10	6	1	17%		
Corrections	P1151	SECRETARY	11	1	1	100%	1	100%
Corrections	P1202	ACCOUNTING CLERK I	09	7	2	29%		
Corrections	P1208	ACCOUNTANT V	22	1	1	100%		
Corrections	P1210	ACCOUNTING TECH I	12	4	1	25%	1	25%
Corrections	P1310	SUPPLY TECHNICIAN I	10	2	1	50%	1	50%
Corrections	P1311	SUPPLY TECHNICIAN II	12	2	1	50%	1	50%
Corrections	P1333	PROCUREMENT SPEC III	18	2	1	50%	1	50%
Corrections	P1334	PROCUREMENT SPEC IV	20	1	1	100%		
Corrections	P1624	ANALYST/PROGRAMMER IV	20	2	2	100%		
Corrections	P1632	MICRO/NETWORK TECH II	16	3	1	33%		
Corrections	P1633	MICRO/NETWORK SPEC I	18	1	1	100%		
Corrections	P1634	MICRO/NETWORK SPEC II	20	1	1	100%		
Corrections	P1901	DIVISION DIRECTOR	26	2	1	50%		
Corrections	P1906	ADMINISTRATIVE ASSISTANT	13	6	1	17%	1	17%
Corrections	P1907	ADMINISTRATIVE MANAGER I	15	5	2	40%		
Corrections	P1908	ADMINISTRATIVE MANAGER II	17	9	5	56%	2	22%
Corrections	P1956	CHIEF TIME ACCOUNTING OFFICER	18	1	1	100%	1	100%
Corrections	P2221	CRIMINAL JUSTICE PLANNER	21	2	1	50%		
Corrections	P2253	FACILITIES MANAGER II	21	1	1	100%		
Corrections	P3140	ED COORDINATOR (COR)	16	18	10	56%	6	33%
Corrections	P4343	ADULT PROBATION OFF II	16	86	22	26%	9	10%
Corrections	P4344	ADULT PROBATION OFF III	18	31	10	32%	5	16%
Corrections	P4346	ADULT PROBATION OFF V	21	2	1	50%	1	50%
Corrections	P4355	EXEC DIR AK BD PAROLE	23	1	1	100%	1	100%
Corrections	P4678	PROG COORDINATOR	20	4	2	50%	1	25%
Corrections	P5111	NURSE II	17	32	10	31%	1	3%
Corrections	P5112	NURSE III	18	6	3	50%	3	50%
Corrections	P5113	NURSE IV	20	2	1	50%		
Corrections	P5116	LICENSED PRAC NURSE	15	27	7	26%	4	15%
Corrections	P5117	NURSE II (PSYCH)	17	4	4	100%	1	25%
Corrections	P5212	HEALTH PRACTITIONER I	23	10	6	60%	1	10%
Corrections	P5327	PSYCHOLOGICAL COUNSLR II	17	4	2	50%		
Corrections	P5337	MNTL HLTH CLINICIAN II	19	10	2	20%	1	10%
Corrections	P5338	MNTL HLTH CLINICIAN III	21	8	6	75%	3	38%
Corrections	P5601	PHARMACIST	21	1	1	100%		
Corrections	P7011	CRIMINAL JUSTICE TECHNICIAN I	12	20	4	20%	4	20%

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### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Corrections	P7012	CRIMINAL JUSTICE TECHNICIAN II	14	20	1	5%	1	5%
Corrections	P7646	CORRECTIONAL OFFICER I	11	94	1	1%		
Corrections	P7647	CORRECTIONAL OFFICER IV	18	8	3	38%	1	13%
Corrections	P7653	CORRECTIONAL OFFICER II	13	493	138	28%	58	12%
Corrections	P7654	CORRECTIONAL OFFICER III	15	112	48	43%	18	16%
Corrections	P7655	ASST CORRECTIONAL SUPT	19	6	4	67%	2	33%
Corrections	P7657	CORRECTIONAL SUPERINTENDENT I	21	10	9	90%	5	50%
Corrections	P7658	CORRECTIONAL SUPERINTENDENT II	22	1	1	100%	1	100%
Corrections	P7664	CORR IND MARKETING REP	18	1	1	100%	1	100%
Corrections	P7666	CORR INDUS PROD MGR II	18	3	2	67%		
Corrections	P9101	FOOD SERVICE LEAD	56	29	9	31%	2	7%
Corrections	P9101	FOOD SERVICE FOREMAN	53	6	3	50%	2	33%
Corrections	P9104	FOOD SERVICE SUPERVISOR	16	5	2	40%	1	20%
Corrections	P9311	MAINT GEN JOURNEY	54	14	3	21%	2	14%
Corrections	P9323	MAINT SPEC BFC JOURNEY I	53	5	1	20%		
Corrections	P9323	MAINT SPEC BFC FOREMAN	50	5	2	40%	2	40%
Corrections	P9323	MAINT SPEC BFC JRNY II/LEAD	51	5	2	40%		
Corrections	P9324	MAINT SPEC ETRONICS JOURNEY I	51	4	3	75%	3	75%
Corrections	P9325	MAINT SPEC ETRICIAN JOURNEY II	51	7	2	29%	1	14%
Corrections	P9331	MECH AUTO LEAD/SPEC	53	2	1	50%		
Corrections	P9911	STOCK & PARTS SVCS JOURNEY II	54	3	1	33%	1	33%
Corrections	P9911	STOCK & PARTS SVCS SUB JOURNEY	57	1	1	100%	1	100%
Corrections	X0677	ASSISTANT MEDICAL DIRECTOR	28	1	1	100%		
Corrections	X0679	FORENSIC PSYCHIATRIST	27	1	1	100%		
Corrections	X1514	EXPANSION PLANNING FAC MGR	21	1	1	100%	1	100%
Corrections	X1550	FACILITY EXPANSION ADMIN MGR	17	1	1	100%	1	100%
Education	P1134	ADMINISTRATIVE CLERK II	08	11	2	18%	2	18%
Education & Early Dev	P1135	ADMINISTRATIVE CLERK III	10	5	2	40%	1	20%
Education & Early Dev	P1151	SECRETARY	11	3	1	33%	1	33%
Education & Early Dev	P1156	EXEC SECRETARY III	16	1	1	100%	1	100%
Education & Early Dev	P1235	ACCOUNTING SPVR II	18	1	1	100%	1	100%
Education & Early Dev	P1622	ANALYST/PROGRAMMER II	16	2	1	50%		
Education & Early Dev	P1633	MICRO/NETWORK SPEC I	18	2	2	100%		
Education & Early Dev	P1793	RESEARCH ANALYST II	16	1	1	100%		
Education & Early Dev	P1794	RESEARCH ANALYST III	18	2	1	50%		
Education & Early Dev	P1901	DIVISION DIRECTOR	26	4	4	100%	3	75%
Education & Early Dev	P1908	ADMINISTRATIVE MANAGER II	17	1	1	100%	1	100%
Education & Early Dev	P1917	SPEC ASST TO THE COMM I	21	1	1	100%		
Education & Early Dev	P1951	DEP COMMISSIONER	28	1	1	100%		
Education & Early Dev	P2271	GRANTS ADMINISTRATOR III	19	1	1	100%	1	100%

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### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Education & Early Dev	P3110	EXEC SECRETARY PTPC	23	1	1	100%	1	100%
Education & Early Dev	P3156	EDUCATION PROG ASSISTANT	12	13	2	15%		
Education & Early Dev	P3161	EDUCATION SPECIALIST II	21	16	7	44%	2	13%
Education & Early Dev	P3171	EDUCATION ADMIN II	22	4	3	75%	2	50%
Education & Early Dev	P3510	EXEC DIR COUNCIL OF ARTS	22	1	1	100%	1	100%
Education & Early Dev	P3524	MUSEUM CURATOR II	18	3	2	67%	2	67%
Education & Early Dev	P3526	CHIEF CURATOR	22	1	1	100%	1	100%
Education & Early Dev	P3530	MUSEUM SEC CLERK I	08	3	2	67%	2	67%
Education & Early Dev	P3571	LIBRARY ASSISTANT II	13	3	2	67%		
Education & Early Dev	P3574	LIBRARIAN II	18	4	1	25%		
Education & Early Dev	P3575	LIBRARIAN III	20	5	4	80%	4	80%
Education & Early Dev	P3576	DEP DIR AK ST LIBRARIES	23	1	1	100%		
Education & Early Dev	P3580	STATE ARCHIVIST	21	1	1	100%		
Education & Early Dev	P3582	ARCHIVIST II	19	1	1	100%	1	100%
Education & Early Dev	P5111	NURSE II	17	1	1	100%	1	100%
Education & Early Dev	P5463	SCHOOL FOOD COORDINATOR	20	1	1	100%		
Education & Early Dev	P7805	DORMITORY ATTENDANT	11	2	1	50%	1	50%
Education & Early Dev	P8458	BUILDING MGMT SPECIALIST	19	1	1	100%	1	100%
Education & Early Dev	P9311	MAINT GEN SUB - JOURNEY II	56	2	1	50%	1	50%
Education & Early Dev	P9311	MAINT GEN JOURNEY	54	1	1	100%	1	100%
Education & Early Dev	P9811	MICROFILM/IMAGING OPER I	10	1	1	100%		
Education & Early Dev	P9814	MICROGRAPHIC SERVICES MGR	17	1	1	100%		
Education & Early Dev	T0001	TEACHER, MT. EDGE CUMBE HS	07	4	1	25%	1	25%
Education & Early Dev	T0001	TEACHER, MT. EDGE CUMBE HS	00	6	2	33%	1	17%
Education & Early Dev	T0001	TEACHER, MT. EDGE CUMBE HS	10	3	3	100%	2	67%
Education & Early Dev	T0001	TEACHER, MT. EDGE CUMBE HS	09	1	1	100%		
Education & Early Dev	X0043	ADMINISTRATIVE OFFICER	21	1	1	100%	1	100%
Education & Early Dev	X0232	PROGRAM MANAGER	17	1	1	100%		
Education & Early Dev	X0280	PROGRAM COORDINATOR	17	4	1	25%		
Education & Early Dev	X0478	LOAN SERVICING TECHNICIAN I	10	2	1	50%		
Education & Early Dev	X0585	COLLECTIONS TRAINER/SPECIALIST	14	1	1	100%	1	100%
Education & Early Dev	X0603	AWARDS SPECIALIST II	12	2	2	100%	2	100%
Education & Early Dev	X0616	CUSTOMER SERVICE SPEC II	12	15	2	13%		
Education & Early Dev	X0617	CUSTOMER SERVICE SPEC III	13	5	2	40%	1	20%
Education & Early Dev	X0707	PROGRAMMER/ANALYST	18	1	1	100%		
Education & Early Dev	X0808	EXECUTIVE SECRETARY III	16	1	1	100%		
Education & Early Dev	X0810	RECEPTIONIST	10	1	1	100%		
Education & Early Dev	X0818	ACCOUNTING TECHNICIAN (ACPE)	14	1	1	100%		
Education & Early Dev	X0856	PROJECT COORDINATOR	24	1	1	100%	1	100%
Education & Early Dev	X0930	LOAN SPECIALIST	13	2	1	50%	1	50%

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### Retirement By Department and Job Class

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Education & Early Dev	X0930	LOAN SPECIALIST	14	1	1	100%		
Education & Early Dev	X2001	BUSINESS LEAD/ANALYST II	15	2	1	50%	1	50%
Environmental Conservation	P1134	ADMINISTRATIVE CLERK II	08	14	2	14%		
Environmental Conservation	P1135	ADMINISTRATIVE CLERK III	10	18	3	17%		
Environmental Conservation	P1151	SECRETARY	11	4	2	50%	1	25%
Environmental Conservation	P1203	ACCOUNTING CLERK II	10	2	1	50%		
Environmental Conservation	P1205	ACCOUNTANT II	16	2	1	50%	1	50%
Environmental Conservation	P1206	ACCOUNTANT III	18	6	2	33%		
Environmental Conservation	P1212	ACCOUNTING TECH III	16	6	1	17%	1	17%
Environmental Conservation	P1333	PROCUREMENT SPEC III	18	1	1	100%		
Environmental Conservation	P1624	ANALYST/PROGRAMMER IV	20	7	1	14%		
Environmental Conservation	P1641	DATA PROCESSING MGR I	22	2	1	50%		
Environmental Conservation	P1794	RESEARCH ANALYST III	18	1	1	100%		
Environmental Conservation	P1901	DIVISION DIRECTOR	26	5	3	60%	3	60%
Environmental Conservation	P1906	ADMINISTRATIVE ASSISTANT	13	3	2	67%		
Environmental Conservation	P1910	ADMINISTRATIVE MANAGER IV	21	3	1	33%		
Environmental Conservation	P1933	ADMINISTRATIVE SVCS MGR II	23	2	1	50%		
Environmental Conservation	P1951	DEP COMMISSIONER	28	1	1	100%		
Environmental Conservation	P2270	GRANTS ADMINISTRATOR II	17	1	1	100%	1	100%
Environmental Conservation	P2341	REGULATIONS SPEC II	16	1	1	100%		
Environmental Conservation	P3615	INFORMATION OFFICER III	20	1	1	100%		
Environmental Conservation	P4229	PROJECT ASST	16	1	1	100%	1	100%
Environmental Conservation	P4677	PROJECT COORD	18	2	1	50%	1	50%
Environmental Conservation	P4678	PROG COORDINATOR	20	4	2	50%	2	50%
Environmental Conservation	P5611	MICROBIOLOGIST II	16	2	1	50%	1	50%
Environmental Conservation	P5625	CHIEF ENVIRONMENTAL HLTH LABS	22	1	1	100%		
Environmental Conservation	P8210	ENVIRON HEALTH OFF I	14	1	1	100%	1	100%
Environmental Conservation	P8211	ENVIRON HEALTH OFF II	16	7	2	29%	2	29%
Environmental Conservation	P8212	ENVIRON HEALTH OFF III	18	14	5	36%	1	7%
Environmental Conservation	P8213	ENVIRON HEALTH OFF IV	20	2	1	50%		
Environmental Conservation	P8334	CHEMIST IV	20	3	2	67%	1	33%
Environmental Conservation	P8522	ENVIRON PROGRAM SPEC II	16	31	6	19%		
Environmental Conservation	P8523	ENVIRON PROGRAM SPEC III	18	88	25	28%	11	13%
Environmental Conservation	P8524	ENVIRON PROGRAM SPEC IV	20	26	6	23%	2	8%
Environmental Conservation	P8531	ENVIRON PROGRAM MANAGER I	21	25	9	36%	3	12%
Environmental Conservation	P8532	ENVIRON PROGRAM MANAGER II	22	10	3	30%	1	10%
Environmental Conservation	P8533	ENVIRON PROGRAM MANAGER III	23	6	1	17%	1	17%
Environmental Conservation	P8656	ENV ENG ASSOCIATE	20	15	2	13%	1	7%
Environmental Conservation	P8657	ENVIRON ENGINEER I	21	10	3	30%	1	10%
Environmental Conservation	P8658	ENVIRON ENGINEER II	22	7	3	43%		



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### Retirement By Department and Job Class

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Environmental Conservation	P8659	ENV ENG ASSOCIATE II	22	6	4	67%	3	50%
Environmental Conservation	P8661	VSW ENGINEERING ASSOC	20	3	1	33%	1	33%
Environmental Conservation	P8662	VSW ENGINEER I	21	4	1	25%		
Environmental Conservation	P8663	VSW ENGINEER II	22	3	1	33%	1	33%
Environmental Conservation	P8664	VSW ENGINEER III	23	1	1	100%		
Environmental Conservation	P8921	TECH ENG II / ARCHITECT II	24	1	1	100%		
Environmental Conservation	P9324	MAINT SPEC ETRONICS JOURNEY I	51	1	1	100%		
Environmental Conservation	P9911	STOCK & PARTS SVCS JOURNEY II	54	1	1	100%	1	100%
Environmental Conservation	X0003	COMMISSIONER	30	1	1	100%	1	100%
Fish & Game	P1133	ADMINISTRATIVE CLERK I	07	7	2	29%	2	29%
Fish & Game	P1134	ADMINISTRATIVE CLERK II	08	18	5	28%	1	6%
Fish & Game	P1135	ADMINISTRATIVE CLERK III	10	31	5	16%	3	10%
Fish & Game	P1136	ADMINISTRATIVE SUPERVISOR	12	4	1	25%	1	25%
Fish & Game	P1203	ACCOUNTING CLERK II	10	15	3	20%	2	13%
Fish & Game	P1207	ACCOUNTANT IV	20	2	1	50%		
Fish & Game	P1210	ACCOUNTING TECH I	12	8	2	25%		
Fish & Game	P1211	ACCOUNTING TECH II	14	7	1	14%	1	14%
Fish & Game	P1335	PROCUREMENT SPEC V	21	1	1	100%		
Fish & Game	P1611	DATA PROCESSING TECH I	13	1	1	100%	1	100%
Fish & Game	P1624	ANALYST/PROGRAMMER IV	20	15	2	13%	1	7%
Fish & Game	P1625	ANALYST/PROGRAMMER V	22	4	2	50%	1	25%
Fish & Game	P1632	MICRO/NETWORK TECH II	16	3	1	33%		
Fish & Game	P1634	MICRO/NETWORK SPEC II	20	2	1	50%		
Fish & Game	P1643	DATA PROCESSING MGR III	24	2	1	50%		
Fish & Game	P1793	RESEARCH ANALYST II	16	5	1	20%	1	20%
Fish & Game	P1794	RESEARCH ANALYST III	18	4	1	25%	1	25%
Fish & Game	P1795	RESEARCH ANALYST IV	21	1	1	100%		
Fish & Game	P1901	DIVISION DIRECTOR	26	5	4	80%	3	60%
Fish & Game	P1906	ADMINISTRATIVE ASSISTANT	13	21	4	19%	2	10%
Fish & Game	P1907	ADMINISTRATIVE MANAGER I	15	17	6	35%	2	12%
Fish & Game	P1909	ADMINISTRATIVE MANAGER III	19	2	1	50%	1	50%
Fish & Game	P1910	ADMINISTRATIVE MANAGER IV	21	3	1	33%		
Fish & Game	P1951	DEP COMMISSIONER	28	1	1	100%		
Fish & Game	P2271	GRANTS ADMINISTRATOR III	19	1	1	100%		
Fish & Game	P2292	PLANNER II	17	2	1	50%	1	50%
Fish & Game	P2293	PLANNER III	19	3	1	33%		
Fish & Game	P3159	EDUCATION ASSOC III	17	5	1	20%		
Fish & Game	P3575	LIBRARIAN III	20	1	1	100%		
Fish & Game	P3605	PUBLICATIONS TECH II	13	7	2	29%	2	29%
Fish & Game	P3607	PUBLICATIONS SPEC II	16	7	1	14%		

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Fish & Game	P3614	INFORMATION OFFICER II	17	6	2	33%	1	17%
Fish & Game	P4229	PROJECT ASST	16	2	1	50%	1	50%
Fish & Game	P4678	PROG COORDINATOR	20	8	3	38%	3	38%
Fish & Game	P6100	FISH & GAME PROGRAM TECH	12	25	10	40%	3	12%
Fish & Game	P6113	F&W TECHNICIAN II	09	262	13	5%	3	1%
Fish & Game	P6114	F&W TECHNICIAN III	11	167	36	22%	17	10%
Fish & Game	P6115	F&W TECHNICIAN IV	13	35	11	31%	4	11%
Fish & Game	P6116	F&W TECHNICIAN V	14	7	3	43%	2	29%
Fish & Game	P6122	FISH PATHOLOGIST III	21	1	1	100%	1	100%
Fish & Game	P6125	FISH CULTURIST I	14	3	2	67%	2	67%
Fish & Game	P6126	FISH CULTURIST II	16	4	1	25%	1	25%
Fish & Game	P6127	FISH CULTURIST III	18	2	1	50%	1	50%
Fish & Game	P6137	BIOMETRICIAN III	20	11	2	18%	1	9%
Fish & Game	P6138	BIOMETRICIAN IV	21	1	1	100%		
Fish & Game	P6142	WILDLIFE BIOLOGIST II	16	23	1	4%		
Fish & Game	P6143	WILDLIFE BIOLOGIST III	18	44	19	43%	15	34%
Fish & Game	P6144	WILDLIFE BIOLOGIST IV	20	8	5	63%	3	38%
Fish & Game	P6150	F&G REGIONAL REG PGM ASST	14	4	3	75%	2	50%
Fish & Game	P6152	EXTENDED JUR PROG MGR	22	1	1	100%	1	100%
Fish & Game	P6154	EXEC DIR II, BRDS FISH & GAME	23	1	1	100%		
Fish & Game	P6156	FISHERIES SCIENTIST I	22	7	3	43%	1	14%
Fish & Game	P6157	FISHERIES SCIENTIST II	24	2	2	100%	1	50%
Fish & Game	P6160	FISHERY BIOLOGIST I	14	82	10	12%	5	6%
Fish & Game	P6161	FISHERY BIOLOGIST II	16	96	22	23%	11	11%
Fish & Game	P6162	FISHERY BIOLOGIST III	18	89	30	34%	23	26%
Fish & Game	P6163	FISHERY BIOLOGIST IV	20	22	6	27%	4	18%
Fish & Game	P6164	F&G REGIONAL SPVR	22	11	5	45%	5	45%
Fish & Game	P6166	HABITAT BIOLOGIST II	16	7	1	14%		
Fish & Game	P6167	HABITAT BIOLOGIST III	18	14	8	57%	5	36%
Fish & Game	P6168	HABITAT BIOLOGIST IV	20	6	2	33%		
Fish & Game	P6170	ASST DIR DEPT FISH & GAME	22	4	1	25%	1	25%
Fish & Game	P6171	DEP DIR FISH & GAME	23	4	3	75%	2	50%
Fish & Game	P6194	SUBSIST RESOURCE SPEC II	16	7	1	14%		
Fish & Game	P6197	SUBSIST RESOURCE SPEC III	18	6	5	83%	3	50%
Fish & Game	P6198	SUBSISTENCE PROGRAM MANAGER	22	3	1	33%	1	33%
Fish & Game	P8417	CARTOGRAPHER IV	17	2	2	100%	1	50%
Fish & Game	P9323	MAINT SPEC BFC JOURNEY I	53	5	2	40%	2	40%
Fish & Game	P9323	MAINT SPEC BFC JRNY II/LEAD	51	2	1	50%		
Fish & Game	P9323	MAINT SPEC BFC FOREMAN	50	1	1	100%	1	100%
Fish & Game	P9631	AIRCRAFT PILOT I	16	2	1	50%	1	50%

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Fish & Game	P9657	BOAT OFFICER III	17	5	1	20%	1	20%
Fish & Game	P9658	BOAT OFFICER IV	19	4	3	75%	1	25%
Fish & Game	X0003	COMMISSIONER	30	1	1	100%	1	100%
Fish & Game	X0005	COMMISSIONER, CFEC	26	2	2	100%	2	100%
Fish & Game	X0031	ADMINISTRATIVE OFFICER	18	1	1	100%		
Fish & Game	X0113	COMMISSION SECRETARY	12	1	1	100%		
Fish & Game	X0119	TRANSFER OFFICER	17	1	1	100%	1	100%
Fish & Game	X0121	RESEARCH ANALYST III	18	2	1	50%		
Fish & Game	X0658	ADMINISTRATIVE OFFICER	17	1	1	100%		
Fish & Game	X0937	FED MGMT RESEARCH COORD	23	1	1	100%		
Fish & Game	X1006	HEARING OFFICER II	22	3	2	67%	1	33%
Fish & Game	X1010	MANAGING PARALEGAL	18	1	1	100%		
Fish & Game	X1102	LICENSING PROJECT LEADER	21	1	1	100%	1	100%
Fish & Game	X1103	ADJUDICATIONS PROJECT LEADER	23	1	1	100%	1	100%
Fish & Game	X1105	RESEARCH&PLANNING PROJ. LEADER	23	1	1	100%	1	100%
Fish & Game	X1147	PARALEGAL II	16	1	1	100%	1	100%
Fish & Game	X1162	LIBRARIAN III	19	1	1	100%		
Fish & Game	X1266	ADMINISTRATIVE MANAGER	19	1	1	100%		
Fish & Game	X1496	USER ISSUES COORDINATOR	21	1	1	100%		
Governor's Office	P4207	HUMAN RIGHTS FLD REP III	18	6	2	33%	1	17%
Governor's Office	P4208	HUMAN RIGHTS FLD REP IV	20	2	1	50%	1	50%
Governor's Office	X0001	GOVERNOR	00	1	1	100%	1	100%
Governor's Office	X0002	LIEUTENANT GOVERNOR	00	1	1	100%		
Governor's Office	X0046	SPECIAL AGENT	17	1	1	100%		
Governor's Office	X0066	DIRECTOR	24	1	1	100%		
Governor's Office	X0078	CHIEF OF STAFF	29	1	1	100%		
Governor's Office	X0080	SPECIAL STAFF ASSISTANT	24	4	2	50%		
Governor's Office	X0102	CHIEF ANALYST	23	1	1	100%		
Governor's Office	X0107	DIRECTOR OF OMB	28	1	1	100%	1	100%
Governor's Office	X0503	ADMINISTRATIVE DIRECTOR	26	1	1	100%	1	100%
Governor's Office	X0505	FINANCE OFFICER	20	1	1	100%	1	100%
Governor's Office	X0511	PAYROLL/PERSONNEL ASSISTANT	14	1	1	100%		
Governor's Office	X0513	ACCOUNTING ASSISTANT II	16	1	1	100%		
Governor's Office	X0516	FISCAL TECHNICIAN III	14	2	1	50%		
Governor's Office	X0805	EXECUTIVE SECRETARY III	17	1	1	100%		
Governor's Office	X0807	EXECUTIVE SECRETARY II	14	9	1	11%	1	11%
Governor's Office	X0811	PRESS SECRETARY	24	1	1	100%	1	100%
Governor's Office	X0816	DIRECTOR STATE & FED RELATIONS	28	1	1	100%	1	100%
Governor's Office	X0823	DIVISION DIRECTOR	26	1	1	100%		
Governor's Office	X0837	PROGRAM BUDGET ANALYST V	22	5	5	100%	2	40%

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### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Governor's Office	X0857	ADMIN SUPPORT SPECIALIST	15	2	2	100%	1	50%
Governor's Office	X1127	DIRECTOR OF COMMUNICATIONS	24	1	1	100%	1	100%
Governor's Office	X1129	DIR OF OFFICE OF INT'L TRADE	24	1	1	100%		
Governor's Office	X1130	SPECIAL ASSISTANT	20	2	1	50%	1	50%
Governor's Office	X1220	ANALYST PROGRAMMER III/IV	20	1	1	100%		
Governor's Office	X1290	EXECUTIVE RESIDENCE STEWARD	13	1	1	100%	1	100%
Governor's Office	X1325	CHIEF BUDGET ANALYST	26	1	1	100%	1	100%
Governor's Office	X1357	FISHERIES POLICY ADVISOR	24	1	1	100%	1	100%
Governor's Office	X1493	SPECIAL ASST DENALI COMMISSION	24	1	1	100%		
Governor's Office	X1494	MANAGEMENT ANALYST	22	1	1	100%		
Governor's Office	X1506	ADMIN CLERK III, ELECTIONS	10	2	1	50%		
Governor's Office	X1955	ELECTION ADMIN ASSISTANT I	12	1	1	100%	1	100%
Health & Social Services	P1133	ADMINISTRATIVE CLERK I	07	3	2	67%	1	33%
Health & Social Services	P1134	ADMINISTRATIVE CLERK II	08	150	34	23%	13	9%
Health & Social Services	P1135	ADMINISTRATIVE CLERK III	10	129	23	18%	10	8%
Health & Social Services	P1136	ADMINISTRATIVE SUPERVISOR	12	16	7	44%	3	19%
Health & Social Services	P1140	MEDICAL RECORDS ASST	10	4	3	75%	1	25%
Health & Social Services	P1151	SECRETARY	11	5	1	20%	1	20%
Health & Social Services	P1184	CORRESPONDENCE SEC III	12	3	1	33%	1	33%
Health & Social Services	P1203	ACCOUNTING CLERK II	10	23	3	13%	1	4%
Health & Social Services	P1206	ACCOUNTANT III	18	8	4	50%	1	13%
Health & Social Services	P1207	ACCOUNTANT IV	20	3	1	33%		
Health & Social Services	P1210	ACCOUNTING TECH I	12	14	2	14%		
Health & Social Services	P1212	ACCOUNTING TECH III	16	5	1	20%		
Health & Social Services	P1235	ACCOUNTING SPVR II	18	1	1	100%	1	100%
Health & Social Services	P1292	INTERNAL AUDITOR III	19	7	1	14%		
Health & Social Services	P1293	INTERNAL AUDITOR IV	21	3	2	67%		
Health & Social Services	P1311	SUPPLY TECHNICIAN II	12	7	2	29%		
Health & Social Services	P1332	PROCUREMENT SPEC II	16	3	2	67%	1	33%
Health & Social Services	P1463	PROGRAM BUDGET ANAL III	19	2	2	100%		
Health & Social Services	P1464	PROGRAM BUDGET ANAL IV	21	4	2	50%	1	25%
Health & Social Services	P1472	TRAINING SPECIALIST II	18	5	2	40%		
Health & Social Services	P1473	TRAINING SPECIALIST III	20	1	1	100%		
Health & Social Services	P1611	DATA PROCESSING TECH I	13	3	1	33%	1	33%
Health & Social Services	P1622	ANALYST/PROGRAMMER II	16	6	1	17%	1	17%
Health & Social Services	P1624	ANALYST/PROGRAMMER IV	20	24	9	38%	6	25%
Health & Social Services	P1625	ANALYST/PROGRAMMER V	22	10	2	20%	1	10%
Health & Social Services	P1632	MICRO/NETWORK TECH II	16	15	1	7%	1	7%
Health & Social Services	P1633	MICRO/NETWORK SPEC I	18	13	1	8%		
Health & Social Services	P1634	MICRO/NETWORK SPEC II	20	11	3	27%	1	9%

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Health & Social Services	P1643	DATA PROCESSING MGR III	24	2	1	50%		
Health & Social Services	P1644	DATA PROCESSING MANAGER IV	25	1	1	100%	1	100%
Health & Social Services	P1792	RESEARCH ANALYST I	13	3	1	33%		
Health & Social Services	P1794	RESEARCH ANALYST III	18	13	2	15%		
Health & Social Services	P1901	DIVISION DIRECTOR	26	6	4	67%	3	50%
Health & Social Services	P1906	ADMINISTRATIVE ASSISTANT	13	51	12	24%	4	8%
Health & Social Services	P1907	ADMINISTRATIVE MANAGER I	15	7	1	14%		
Health & Social Services	P1908	ADMINISTRATIVE MANAGER II	17	12	2	17%	2	17%
Health & Social Services	P1909	ADMINISTRATIVE MANAGER III	19	4	1	25%		
Health & Social Services	P1910	ADMINISTRATIVE MANAGER IV	21	6	1	17%		
Health & Social Services	P1931	ADMINISTRATIVE SVCS MGR I	22	2	1	50%		
Health & Social Services	P1947	SAFETY OFFICER	18	1	1	100%		
Health & Social Services	P1951	DEP COMMISSIONER	28	3	1	33%		
Health & Social Services	P1980	ASST COMMISSIONER	27	1	1	100%		
Health & Social Services	P1986	PIONEERS' HOME ADMIN II	24	2	1	50%		
Health & Social Services	P1998	EXEC DIR AK COMM ON AGING	23	1	1	100%	1	100%
Health & Social Services	P2252	FACILITIES MANAGER I	20	3	1	33%	1	33%
Health & Social Services	P2270	GRANTS ADMINISTRATOR II	17	13	2	15%		
Health & Social Services	P2271	GRANTS ADMINISTRATOR III	19	3	1	33%	1	33%
Health & Social Services	P2294	PLANNER IV	22	2	2	100%	2	100%
Health & Social Services	P3220	RECREATION ASSISTANT	11	3	1	33%		
Health & Social Services	P3607	PUBLICATIONS SPEC II	16	5	2	40%		
Health & Social Services	P3615	INFORMATION OFFICER III	20	2	1	50%	1	50%
Health & Social Services	P4105	SOCIAL SERVICES ASSOCIATE I	10	9	2	22%		
Health & Social Services	P4106	SOCIAL SERVICES ASSOCIATE II	12	36	8	22%	4	11%
Health & Social Services	P4113	SOCIAL WORKER II	16	10	3	30%	3	30%
Health & Social Services	P4114	SOCIAL WORKER III	18	2	1	50%	1	50%
Health & Social Services	P4117	SOCIAL SERVICES SPECIALIST II	16	6	1	17%		
Health & Social Services	P4121	ELIG QUAL CNTRL TECH I	16	10	4	40%	1	10%
Health & Social Services	P4125	PUBLIC ASST PROG OFF	21	9	9	100%	6	67%
Health & Social Services	P4127	PUBLIC ASSIST ANALYST I	16	14	8	57%	3	21%
Health & Social Services	P4128	PUBLIC ASSIST ANALYST II	18	6	3	50%	2	33%
Health & Social Services	P4130	CHILDREN'S SERVICES MANAGER	21	4	1	25%		
Health & Social Services	P4135	SOCIAL SVCS PROG COORD	20	21	7	33%	3	14%
Health & Social Services	P4136	SOCIAL SVCS PROG OFFICER	21	7	2	29%	2	29%
Health & Social Services	P4143	SOCIAL WORKER I (CS)	15	7	2	29%	1	14%
Health & Social Services	P4144	SOCIAL WORKER II (CS)	17	76	15	20%	5	7%
Health & Social Services	P4146	SOCIAL WORKER IV (CS)	19	43	10	23%	4	9%
Health & Social Services	P4147	SOCIAL WORKER V (CS)	21	7	2	29%	1	14%
Health & Social Services	P4156	CHILDREN'S SERVICES SPEC I	15	33	8	24%	2	6%

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Health & Social Services	P4157	CHILDREN'S SERVICES SPEC II	16	68	10	15%	2	3%
Health & Social Services	P4162	PUBLIC ASST FLD SVCS MGR I	19	1	1	100%		
Health & Social Services	P4163	PUBLIC ASST FLD SVCS MGR II	21	3	1	33%	1	33%
Health & Social Services	P4168	WORK FORCE DEV SPEC IV	18	4	1	25%		
Health & Social Services	P4171	ELIG TECHNICIAN I	13	68	13	19%	1	1%
Health & Social Services	P4172	ELIG TECHNICIAN II	14	144	27	19%	14	10%
Health & Social Services	P4173	ELIG TECHNICIAN III	15	32	12	38%	3	9%
Health & Social Services	P4174	ELIG TECHNICIAN IV	16	17	3	18%	2	12%
Health & Social Services	P4180	MEDICAL ASSIST ADMIN I	16	7	4	57%		
Health & Social Services	P4181	MEDICAL ASSIST ADMIN II	18	13	3	23%		
Health & Social Services	P4182	MEDICAL ASSIST ADMIN III	20	8	4	50%	2	25%
Health & Social Services	P4183	MEDICAL ASSIST ADMIN IV	21	7	3	43%		
Health & Social Services	P4229	PROJECT ASST	16	10	5	50%	2	20%
Health & Social Services	P4230	ASSOC COORDINATOR	18	13	7	54%	4	31%
Health & Social Services	P4275	COMMUNITY CARE LIC SPEC I	16	42	5	12%		
Health & Social Services	P4276	COMMUNITY CARE LIC SPEC II	18	11	1	9%		
Health & Social Services	P4280	SENIOR SERVICES TECHNICIAN	12	3	1	33%	1	33%
Health & Social Services	P4349	A.P.O. II, ASAP	16	9	3	33%	2	22%
Health & Social Services	P4356	JUVENILE PROB OFFICER I	14	9	2	22%		
Health & Social Services	P4357	JUVENILE PROB OFFICER II	16	51	16	31%	10	20%
Health & Social Services	P4358	JUVENILE PROB OFFICER III	18	15	8	53%	6	40%
Health & Social Services	P4359	JUVENILE PROB OFFICER IV	20	4	2	50%	1	25%
Health & Social Services	P4677	PROJECT COORD	18	10	4	40%	2	20%
Health & Social Services	P4678	PROG COORDINATOR	20	11	2	18%	1	9%
Health & Social Services	P5111	NURSE II	17	32	8	25%	3	9%
Health & Social Services	P5112	NURSE III	18	13	4	31%	2	15%
Health & Social Services	P5113	NURSE IV	20	5	4	80%	1	20%
Health & Social Services	P5116	LICENSED PRAC NURSE	15	21	5	24%	1	5%
Health & Social Services	P5117	NURSE II (PSYCH)	17	26	12	46%	3	12%
Health & Social Services	P5118	NURSE III (PSYCH)	18	10	2	20%	1	10%
Health & Social Services	P5119	NURSE IV (PSYCH)	20	6	2	33%	2	33%
Health & Social Services	P5133	PUBLIC HEALTH NURSE II	19	32	7	22%	2	6%
Health & Social Services	P5134	PUBLIC HEALTH NURSE III	21	36	20	56%	12	33%
Health & Social Services	P5135	PUBLIC HEALTH NURSE IV	22	8	4	50%	2	25%
Health & Social Services	P5136	PUBLIC HEALTH NURSE V	23	4	4	100%	2	50%
Health & Social Services	P5142	NURSE CONSULTANT I	20	6	2	33%	2	33%
Health & Social Services	P5143	NURSE CONSULTANT II	22	16	9	56%	3	19%
Health & Social Services	P5148	ASST CHIEF PUB HEALTH NURSING	24	1	1	100%	1	100%
Health & Social Services	P5171	PSYCH NURSE ASST II	10	6	2	33%		
Health & Social Services	P5172	PSYCH NURSE ASST III	12	44	10	23%	2	5%

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### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Health & Social Services	P5173	PSYCH NURSE ASST IV	14	14	4	29%		
Health & Social Services	P5181	ASSISTED LIVING AIDE	09	17	5	29%	1	6%
Health & Social Services	P5182	CERTIFIED NURSE AIDE I	10	235	42	18%	15	6%
Health & Social Services	P5212	HEALTH PRACTITIONER I	23	9	4	44%	1	11%
Health & Social Services	P5330	DEV DIS PROGRAM SPEC I	19	5	2	40%	1	20%
Health & Social Services	P5331	DEV DIS PROGRAM SPEC II	20	1	1	100%	1	100%
Health & Social Services	P5332	DEV DIS PROGRAM SPEC III	21	4	1	25%		
Health & Social Services	P5337	MNTL HLTH CLINICIAN II	19	9	3	33%		
Health & Social Services	P5338	MNTL HLTH CLINICIAN III	21	23	11	48%	4	17%
Health & Social Services	P5367	REGNL ALCOHOL PROG COORD	21	1	1	100%		
Health & Social Services	P5381	EX DIR GOV COUN DIS/SPEC ED	22	1	1	100%		
Health & Social Services	P5416	RADIOLOG HLTH SPEC II	20	1	1	100%	1	100%
Health & Social Services	P5423	MEDICAL RECORD ADMIN	16	1	1	100%		
Health & Social Services	P5432	RECREATIONAL THERAPIST II	16	7	2	29%		
Health & Social Services	P5440	INDUSTRIAL THERAPIST	16	1	1	100%		
Health & Social Services	P5451	HLTH FACIL SURV I	18	12	3	25%		
Health & Social Services	P5601	PHARMACIST	21	1	1	100%	1	100%
Health & Social Services	P5603	CLINICAL PHARMACIST	22	2	1	50%		
Health & Social Services	P5641	PUBLIC HLTH MICROBIOLOGIST I	17	10	1	10%	1	10%
Health & Social Services	P5643	PUBLIC HLTH MICROBIOLOGIST III	21	2	1	50%		
Health & Social Services	P5921	CERTIFICATION/LICENSING CONSLT	21	1	1	100%	1	100%
Health & Social Services	P5940	HEALTH PROGRAM ASSOCIATE	16	12	1	8%	1	8%
Health & Social Services	P5941	HEALTH PROGRAM MGR I	17	10	3	30%	3	30%
Health & Social Services	P5942	HEALTH PROGRAM MGR II	19	20	10	50%	5	25%
Health & Social Services	P5943	HEALTH PROGRAM MGR III	21	17	5	29%	2	12%
Health & Social Services	P5945	PUBLIC HEALTH SPEC I	18	13	6	46%	2	15%
Health & Social Services	P5946	PUBLIC HEALTH SPEC II	20	27	5	19%	4	15%
Health & Social Services	P5980	HLTH & SOC SVCS PLNR I	17	3	1	33%		
Health & Social Services	P5981	HLTH & SOC SVCS PLNR II	19	9	4	44%	3	33%
Health & Social Services	P5982	HLTH & SOC SVCS PLNR III	21	3	3	100%	1	33%
Health & Social Services	P7106	PARALEGAL II	16	1	1	100%	1	100%
Health & Social Services	P7611	JUVENILE JUSTICE OFFICER I	11	22	1	5%		
Health & Social Services	P7612	JUVENILE JUSTICE OFFICER II	13	142	20	14%	10	7%
Health & Social Services	P7613	JUVENILE JUSTICE OFFICER III	15	46	7	15%	2	4%
Health & Social Services	P7614	JUVENILE JUSTICE UNIT SUPV	18	16	7	44%	3	19%
Health & Social Services	P7631	JUVENILE JUSTICE SUPT I	19	8	2	25%	1	13%
Health & Social Services	P7767	INVESTIGATOR II	16	13	7	54%	4	31%
Health & Social Services	P7822	PSYCH SAFETY & SECURITY OFF I	09	5	2	40%	2	40%
Health & Social Services	P8334	CHEMIST IV	20	1	1	100%		
Health & Social Services	P8458	BUILDING MGMT SPECIALIST	19	3	3	100%		

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Health & Social Services	P9101	FOOD SERVICE LEAD	56	5	1	20%		
Health & Social Services	P9101	FOOD SERVICE SUB JOURNEY	61	48	11	23%	3	6%
Health & Social Services	P9101	FOOD SERVICE JOURNEY	57	25	7	28%	4	16%
Health & Social Services	P9171	ENVIRO SERVICES JOURNEY I	61	46	10	22%	5	11%
Health & Social Services	P9171	ENVIRO SERVICES JOURNEY II	60	25	6	24%	4	16%
Health & Social Services	P9171	ENVIRO SERVICES FOREMAN	57	5	2	40%		
Health & Social Services	P9311	MAINT GEN JOURNEY	54	23	8	35%		
Health & Social Services	P9311	MAINT GEN FOREMAN	52	6	3	50%	1	17%
Health & Social Services	P9323	MAINT SPEC BFC JRNY II/LEAD	51	3	1	33%	1	33%
Health & Social Services	P9911	STOCK & PARTS SVCS SUB JOURNEY	57	2	2	100%	1	50%
Health & Social Services	X0003	COMMISSIONER	30	1	1	100%		
Health & Social Services	X0213	EXECUTIVE DIRECTOR	25	1	1	100%		
Health & Social Services	X0452	DIRECTOR OF API	25	1	1	100%	1	100%
Health & Social Services	X0492	PROJECT MANAGER	23	4	3	75%		
Health & Social Services	X0538	PROJECT COORDINATOR	21	5	1	20%		
Health & Social Services	X0582	COORDINATOR	21	2	1	50%	1	50%
Health & Social Services	X0675	STAFF PSYCHIATRIST	27	4	2	50%	2	50%
Health & Social Services	X0685	STATE MEDICAL EXAMINER/CHIEF	27	1	1	100%	1	100%
Health & Social Services	X0942	SPECIAL STAFF ASSISTANT	23	1	1	100%		
Health & Social Services	X1111	PROJECT DIRECTOR	23	1	1	100%	1	100%
Health & Social Services	X1163	PROJECT DIRECTOR	26	1	1	100%		
Labor & Workforce	P1133	ADMINISTRATIVE CLERK I	07	4	2	50%		
Labor & Workforce	P1134	ADMINISTRATIVE CLERK II	08	16	2	13%		
Labor & Workforce	P1135	ADMINISTRATIVE CLERK III	10	29	7	24%	2	7%
Labor & Workforce	P1136	ADMINISTRATIVE SUPERVISOR	12	2	1	50%	1	50%
Labor & Workforce	P1155	EXEC SECRETARY I	12	1	1	100%	1	100%
Labor & Workforce	P1202	ACCOUNTING CLERK I	09	1	1	100%		
Labor & Workforce	P1203	ACCOUNTING CLERK II	10	4	1	25%		
Labor & Workforce	P1210	ACCOUNTING TECH I	12	15	4	27%	3	20%
Labor & Workforce	P1211	ACCOUNTING TECH II	14	13	2	15%	1	8%
Labor & Workforce	P1212	ACCOUNTING TECH III	16	5	2	40%		
Labor & Workforce	P1235	ACCOUNTING SPVR II	18	3	1	33%		
Labor & Workforce	P1332	PROCUREMENT SPEC II	16	2	1	50%		
Labor & Workforce	P1410	HUMAN RESOURCE SPECIALIST I	16	1	1	100%		
Labor & Workforce	P1465	PROGRAM BUDGET MANAGER	22	1	1	100%		
Labor & Workforce	P1612	DATA PROCESSING TECH II	15	1	1	100%		
Labor & Workforce	P1623	ANALYST/PROGRAMMER III	18	3	1	33%		
Labor & Workforce	P1624	ANALYST/PROGRAMMER IV	20	10	4	40%	1	10%
Labor & Workforce	P1625	ANALYST/PROGRAMMER V	22	5	1	20%		
Labor & Workforce	P1632	MICRO/NETWORK TECH II	16	7	1	14%	1	14%



## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Labor & Workforce	P1643	DATA PROCESSING MGR III	24	1	1	100%		
Labor & Workforce	P1703	STATISTICAL CLERK	10	2	1	50%		
Labor & Workforce	P1793	RESEARCH ANALYST II	16	5	2	40%	1	20%
Labor & Workforce	P1794	RESEARCH ANALYST III	18	3	1	33%	1	33%
Labor & Workforce	P1795	RESEARCH ANALYST IV	21	1	1	100%		
Labor & Workforce	P1828	DATABASE SPECIALIST III	22	2	1	50%		
Labor & Workforce	P1901	DIVISION DIRECTOR	26	6	2	33%		
Labor & Workforce	P1906	ADMINISTRATIVE ASSISTANT	13	15	4	27%		
Labor & Workforce	P1907	ADMINISTRATIVE MANAGER I	15	4	2	50%		
Labor & Workforce	P1909	ADMINISTRATIVE MANAGER III	19	2	1	50%	1	50%
Labor & Workforce	P1910	ADMINISTRATIVE MANAGER IV	21	3	2	67%		
Labor & Workforce	P1918	SPEC ASST TO THE COMM II	23	1	1	100%	1	100%
Labor & Workforce	P1925	HEARING OFFICER	21	1	1	100%	1	100%
Labor & Workforce	P1933	ADMINISTRATIVE SVCS MGR II	23	1	1	100%	1	100%
Labor & Workforce	P2207	ECONOMIST II	18	5	2	40%	1	20%
Labor & Workforce	P2208	ECONOMIST III	20	4	2	50%	1	25%
Labor & Workforce	P2209	ECONOMIST IV	22	2	1	50%		
Labor & Workforce	P2211	STATE DEMOGRAPHER	22	1	1	100%	1	100%
Labor & Workforce	P2229	CHF LABOR RES & ANAL	23	1	1	100%		
Labor & Workforce	P2266	COMMUNITY DEVEL SPEC I	13	5	1	20%		
Labor & Workforce	P2267	COMMUNITY DEVEL SPEC II	16	21	5	24%	4	19%
Labor & Workforce	P2268	COMMUNITY DEVEL SPEC III	18	6	1	17%		
Labor & Workforce	P2270	GRANTS ADMINISTRATOR II	17	3	1	33%		
Labor & Workforce	P2341	REGULATIONS SPEC II	16	2	1	50%		
Labor & Workforce	P2380	HEARING EXAMINER	24	1	1	100%	1	100%
Labor & Workforce	P2420	PROGRAM MANAGER, OSH	22	2	2	100%	1	50%
Labor & Workforce	P2425	INDUSTRIAL HYGIENIST	19	7	3	43%	2	29%
Labor & Workforce	P3156	EDUCATION PROG ASSISTANT	12	4	2	50%	1	25%
Labor & Workforce	P3157	EDUCATION ASSOC I	13	1	1	100%	1	100%
Labor & Workforce	P3159	EDUCATION ASSOC III	17	1	1	100%	1	100%
Labor & Workforce	P3161	EDUCATION SPECIALIST II	21	2	1	50%	1	50%
Labor & Workforce	P3181	AVTEC INSTRUCTOR	00	9	1	11%		
Labor & Workforce	P3220	RECREATION ASSISTANT	11	1	1	100%		
Labor & Workforce	P3328	CHF VOCATIONAL REHAB	22	2	2	100%	1	50%
Labor & Workforce	P3332	VOC REHAB ASSIST II	12	22	9	41%		
Labor & Workforce	P3335	VOC REHAB EVALUATOR ASSOC II	14	3	1	33%		
Labor & Workforce	P3337	VOC REHAB EVALUATOR II	18	2	1	50%		
Labor & Workforce	P3339	VOC REHAB COUNSELOR ASSOC II	14	11	1	9%		
Labor & Workforce	P3340	VOC REHAB COUNSELOR I	16	6	1	17%	1	17%
Labor & Workforce	P3341	VOC REHAB COUNSELOR II	18	17	4	24%	1	6%

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eli- gible to Retire within 1 year
Labor & Workforce	P3342	VOC REHAB MANAGER	20	5	2	40%		
Labor & Workforce	P4229	PROJECT ASST	16	5	3	60%		
Labor & Workforce	P4243	DISABILITY ADJUD ASSOC II	16	6	4	67%	2	33%
Labor & Workforce	P4612	UNEMPLOYMENT INS SPEC II	14	9	5	56%	2	22%
Labor & Workforce	P4613	UNEMPLOYMENT INS SPEC III	15	2	1	50%		
Labor & Workforce	P4617	EMPLOY COUNSELOR II	16	18	10	56%	7	39%
Labor & Workforce	P4625	UNEM QUALITY CONTL SUPERVISOR	19	1	1	100%	1	100%
Labor & Workforce	P4626	UNEM INS QTL CONTL AUDITR	15	7	1	14%		
Labor & Workforce	P4635	FIELD AUDITOR II	17	3	3	100%	2	67%
Labor & Workforce	P4636	FIELD AUDITOR I	16	9	4	44%	2	22%
Labor & Workforce	P4648	EMPLOY SEC SPEC IA	13	32	4	13%	1	3%
Labor & Workforce	P4649	EMPLOY SEC SPEC IB	14	135	37	27%	9	7%
Labor & Workforce	P4650	EMPLOY SEC SPEC II	15	18	5	28%	3	17%
Labor & Workforce	P4651	EMPLOY SEC SPEC III	16	14	5	36%	1	7%
Labor & Workforce	P4652	EMPLOY SEC SPEC IV	17	5	2	40%	1	20%
Labor & Workforce	P4655	EMPLOYMENT SERVICE MGR I	16	8	1	13%		
Labor & Workforce	P4656	EMPLOYMENT SERVICE MANAGER II	17	2	2	100%	1	50%
Labor & Workforce	P4657	EMPLOYMENT SERVICE MGR III	19	5	2	40%	1	20%
Labor & Workforce	P4659	EMPLOY SEC ANALYST I	15	2	1	50%	1	50%
Labor & Workforce	P4660	EMPLOY SEC ANALYST II	17	21	5	24%	2	10%
Labor & Workforce	P4661	EMPLOY SEC ANALYST III	18	18	7	39%	2	11%
Labor & Workforce	P4663	APPEALS REFEREE II	19	4	3	75%	2	50%
Labor & Workforce	P4664	APPEALS REFEREE III	21	1	1	100%	1	100%
Labor & Workforce	P4667	ASST DIR EMPLOY SECURITY	22	4	1	25%	1	25%
Labor & Workforce	P4670	WAGE-HOUR TECHNICIAN	12	3	1	33%		
Labor & Workforce	P4672	WAGE HOUR INVEST I	16	8	2	25%	1	13%
Labor & Workforce	P4674	WAGE HOUR INVEST III	21	1	1	100%		
Labor & Workforce	P4677	PROJECT COORD	18	1	1	100%	1	100%
Labor & Workforce	P4678	PROG COORDINATOR	20	15	6	40%	5	33%
Labor & Workforce	P4694	WORKER COMP TECHNICIAN	12	9	7	78%	4	44%
Labor & Workforce	P4696	WORKER COMP OFF II	18	5	2	40%	1	20%
Labor & Workforce	P4698	REEMPLOYMENT BENEFITS ADM	22	1	1	100%	1	100%
Labor & Workforce	P7229	WORKERS' COMP HEARING OFF II	22	7	3	43%		
Labor & Workforce	P7230	CHF OF WORKERS COMP ADJUD	24	1	1	100%		
Labor & Workforce	P7768	INVESTIGATOR III	18	3	3	100%		
Labor & Workforce	P7769	INVESTIGATOR IV	20	2	1	50%		
Labor & Workforce	P7805	DORMITORY ATTENDANT	11	3	1	33%		
Labor & Workforce	P9101	FOOD SERVICE JOURNEY	57	3	1	33%		
Labor & Workforce	P9101	FOOD SERVICE LEAD	56	1	1	100%		
Labor & Workforce	P9171	ENVIRO SERVICES LEAD	58	1	1	100%		

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Labor & Workforce	P9811	MICROFILM/IMAGING OPER I	10	2	1	50%	1	50%
Labor & Workforce	P9812	MICROFILM/IMAGING OPER II	12	1	1	100%	1	100%
Labor & Workforce	P9950	BOILER & PRESSURE VSSL INSP I	19	3	1	33%		
Labor & Workforce	P9961	SIC OCC SAFETY AND COMPL	49	13	7	54%	2	15%
Labor & Workforce	P9962	SIC ELECTRICAL INSPECTOR	49	4	3	75%		
Labor & Workforce	P9964	SIC ELEVATOR INSPECTOR	49	2	1	50%		
Labor & Workforce	P9966	SIC PLUMBING INSPECTOR	49	3	1	33%	1	33%
Labor & Workforce	T0101	DEPARTMENT HEAD - AVTEC	00	6	4	67%	3	50%
Labor & Workforce	T0102	TEACHER - AVTEC	00	19	6	32%	2	11%
Labor & Workforce	X0003	COMMISSIONER	30	1	1	100%		
Labor & Workforce	X0018	BUSINESS SVCS ADMINISTRATOR	22	1	1	100%		
Labor & Workforce	X0193	PROGRAM COORDINATOR	18	1	1	100%	1	100%
Labor & Workforce	X0846	PROJECT ASSISTANT	14	1	1	100%	1	100%
Labor & Workforce	X0849	PROJECT ASSISTANT	17	1	1	100%	1	100%
Labor & Workforce	X0852	PROJECT ASSISTANT	20	1	1	100%	1	100%
Labor & Workforce	X0974	POLICY AND PROGRAM SPECIALIST	19	1	1	100%		
Labor & Workforce	X1364	SECURITY OPERATIONS OFFICER	17	1	1	100%		
Labor & Workforce	X1469	AWIB MANAGER	20	1	1	100%		
Labor & Workforce	X1510	CHAIR, WKRS' COMP APPEALS COMM	27	1	1	100%		
Law	P1135	ADMINISTRATIVE CLERK III	10	11	5	45%	3	27%
Law	P1156	EXEC SECRETARY III	16	1	1	100%		
Law	P1207	ACCOUNTANT IV	20	1	1	100%	1	100%
Law	P1311	SUPPLY TECHNICIAN II	12	1	1	100%	1	100%
Law	P1463	PROGRAM BUDGET ANAL III	19	1	1	100%		
Law	P1933	ADMINISTRATIVE SVCS MGR II	23	1	1	100%		
Law	P7106	PARALEGAL II	16	22	8	36%	4	18%
Law	P7108	VICTIM/WITNESS PARALEGAL I	14	11	1	9%		
Law	P7109	VICTIM/WITNESS PARALEGAL II	16	17	5	29%	4	24%
Law	P7110	ASSOC ATTORNEY I	17	11	1	9%	1	9%
Law	P7111	ASSOC ATTORNEY II	19	9	4	44%	1	11%
Law	P7144	ATTORNEY III	22	46	1	2%		
Law	P7145	ATTORNEY IV	24	89	29	33%	10	11%
Law	P7146	ATTORNEY V	25	47	19	40%	10	21%
Law	P7147	ATTORNEY VI	26	16	9	56%	7	44%
Law	P7148	DEP ATTORNEY GENERAL	28	2	1	50%	1	50%
Law	P7502	LAW OFFICE ASSISTANT I	11	74	4	5%	1	1%
Law	P7503	LAW OFFICE ASSISTANT II	13	26	7	27%	2	8%
Law	P7505	LAW OFFICE MANAGER I	15	3	1	33%		
Law	P7506	LAW OFFICE MANAGER II	16	2	1	50%	1	50%
Law	P8706	UTILITY ENG ANALYST IV	21	1	1	100%	1	100%

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Law	X0003	COMMISSIONER	30	1	1	100%		
Military & Veteran Affairs	P1134	ADMINISTRATIVE CLERK II	08	5	1	20%		
Military & Veteran Affairs	P1135	ADMINISTRATIVE CLERK III	10	6	2	33%		
Military & Veteran Affairs	P1211	ACCOUNTING TECH II	14	4	1	25%		
Military & Veteran Affairs	P1311	SUPPLY TECHNICIAN II	12	1	1	100%	1	100%
Military & Veteran Affairs	P1471	TRAINING SPECIALIST I	16	1	1	100%		
Military & Veteran Affairs	P1622	ANALYST/PROGRAMMER II	16	1	1	100%	1	100%
Military & Veteran Affairs	P1624	ANALYST/PROGRAMMER IV	20	1	1	100%		
Military & Veteran Affairs	P1901	DIVISION DIRECTOR	26	5	3	60%	1	20%
Military & Veteran Affairs	P1908	ADMINISTRATIVE MANAGER II	17	4	2	50%	1	25%
Military & Veteran Affairs	P1918	SPEC ASST TO THE COMM II	23	1	1	100%		
Military & Veteran Affairs	P1919	VETERANS AFFAIRS ADMINISTRATOR	21	1	1	100%		
Military & Veteran Affairs	P1920	CULT RES MGR & NATIVE LIAISON	19	1	1	100%	1	100%
Military & Veteran Affairs	P1933	ADMINISTRATIVE SVCS MGR II	23	1	1	100%		
Military & Veteran Affairs	P1935	EMERGENCY MANAGEMENT ASSIST	12	4	1	25%		
Military & Veteran Affairs	P1937	EMERGENCY MANAGEMENT SPEC I	14	7	2	29%		
Military & Veteran Affairs	P1938	EMERGENCY MANAGEMENT SPEC II	16	12	4	33%	1	8%
Military & Veteran Affairs	P1939	EMERGENCY MANAGEMENT SPEC III	18	6	3	50%	2	33%
Military & Veteran Affairs	P1941	EMERGENCY PROGRAM MANAGER I	20	4	2	50%	1	25%
Military & Veteran Affairs	P1942	EMERGENCY PROGRAM MANAGER II	22	2	1	50%	1	50%
Military & Veteran Affairs	P1943	DEPUTY DIRECTOR OHS	24	1	1	100%		
Military & Veteran Affairs	P3121	AMYA TEAM LEADER	13	34	4	12%		
Military & Veteran Affairs	P3124	AMYA CHIEF EXAMINER	15	1	1	100%	1	100%
Military & Veteran Affairs	P3125	AMYA COORDINATOR	16	7	2	29%	1	14%
Military & Veteran Affairs	P3126	AMYA SUPERVISOR I	17	2	1	50%	1	50%
Military & Veteran Affairs	P3127	AMYA SUPERVISOR II	19	4	1	25%	1	25%
Military & Veteran Affairs	P5111	NURSE II	17	1	1	100%		
Military & Veteran Affairs	P5112	NURSE III	18	1	1	100%	1	100%
Military & Veteran Affairs	P7820	SECURITY GUARD I	09	6	2	33%		
Military & Veteran Affairs	P7828	AIRCRAFT RESCUE & FF SPEC II	12	5	1	20%		
Military & Veteran Affairs	P7829	AIRCRAFT RESCUE & FF SPEC III	13	3	1	33%		
Military & Veteran Affairs	P7830	AIRCRAFT RESCUE & FF SPEC IV	15	3	2	67%		
Military & Veteran Affairs	P8458	BUILDING MGMT SPECIALIST	19	3	2	67%	1	33%
Military & Veteran Affairs	P8461	BUILDING MAINT MANAGER	22	1	1	100%	1	100%
Military & Veteran Affairs	P8674	COMM ENG ASSOC II	22	1	1	100%		
Military & Veteran Affairs	P8676	COMM ENG II	23	1	1	100%	1	100%
Military & Veteran Affairs	P8911	ENGINEERING ASSISTANT II	18	2	1	50%	1	50%
Military & Veteran Affairs	P9101	FOOD SERVICE JOURNEY	57	5	2	40%	2	40%
Military & Veteran Affairs	P9104	FOOD SERVICE SUPERVISOR	16	1	1	100%		
Military & Veteran Affairs	P9311	MAINT GEN SUB - JOURNEY I	58	4	1	25%		

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Military & Veteran Affairs	P9311	MAINT GEN JOURNEY	54	16	5	31%		
Military & Veteran Affairs	P9311	MAINT GEN LEAD	53	2	1	50%	1	50%
Military & Veteran Affairs	P9311	MAINT GEN SUB - JOURNEY II	56	1	1	100%		
Military & Veteran Affairs	P9323	MAINT SPEC BFC JOURNEY I	53	3	1	33%		
Military & Veteran Affairs	P9323	MAINT SPEC BFC FOREMAN	50	1	1	100%		
Military & Veteran Affairs	P9324	MAINT SPEC ETRONICS JOURNEY I	51	3	1	33%	1	33%
Military & Veteran Affairs	P9325	MAINT SPEC ETRICIAN JOURNEY II	51	5	1	20%		
Military & Veteran Affairs	P9511	EQUIP OPERATOR JOURNEY II	53	3	1	33%	1	33%
Military & Veteran Affairs	P9911	STOCK & PARTS SVCS LEAD	53	1	1	100%	1	100%
Military & Veteran Affairs	P9911	STOCK & PARTS SVCS SUB JOURNEY	57	1	1	100%	1	100%
Military & Veteran Affairs	X1481	ALMR PROJECT COORDINATOR	24	1	1	100%		
Natural Resources	P1134	ADMINISTRATIVE CLERK II	08	15	6	40%	1	7%
Natural Resources	P1135	ADMINISTRATIVE CLERK III	10	25	4	16%	1	4%
Natural Resources	P1205	ACCOUNTANT II	16	1	1	100%	1	100%
Natural Resources	P1206	ACCOUNTANT III	18	3	1	33%	1	33%
Natural Resources	P1207	ACCOUNTANT IV	20	4	1	25%	1	25%
Natural Resources	P1210	ACCOUNTING TECH I	12	13	6	46%	2	15%
Natural Resources	P1212	ACCOUNTING TECH III	16	2	1	50%	1	50%
Natural Resources	P1234	ACCOUNTING SPVR I	16	1	1	100%		
Natural Resources	P1276	OIL & GAS REVENUE AUDITOR IV	22	2	1	50%		
Natural Resources	P1277	OIL & GAS REVENUE SPECIALIST	23	1	1	100%		
Natural Resources	P1311	SUPPLY TECHNICIAN II	12	1	1	100%	1	100%
Natural Resources	P1332	PROCUREMENT SPEC II	16	2	1	50%		
Natural Resources	P1623	ANALYST/PROGRAMMER III	18	8	3	38%	1	13%
Natural Resources	P1624	ANALYST/PROGRAMMER IV	20	12	3	25%	1	8%
Natural Resources	P1625	ANALYST/PROGRAMMER V	22	3	1	33%		
Natural Resources	P1633	MICRO/NETWORK SPEC I	18	4	2	50%		
Natural Resources	P1641	DATA PROCESSING MGR I	22	3	3	100%		
Natural Resources	P1643	DATA PROCESSING MGR III	24	1	1	100%		
Natural Resources	P1890	OPERATIONS RES ANL I	21	1	1	100%	1	100%
Natural Resources	P1900	DIVISION DIRECTOR	24	1	1	100%	1	100%
Natural Resources	P1901	DIVISION DIRECTOR	26	8	5	63%	3	38%
Natural Resources	P1906	ADMINISTRATIVE ASSISTANT	13	18	7	39%	2	11%
Natural Resources	P1907	ADMINISTRATIVE MANAGER I	15	6	1	17%	1	17%
Natural Resources	P1908	ADMINISTRATIVE MANAGER II	17	5	3	60%		
Natural Resources	P2270	GRANTS ADMINISTRATOR II	17	2	1	50%	1	50%
Natural Resources	P3584	RECORDS ANALYST I	17	1	1	100%	1	100%
Natural Resources	P6166	HABITAT BIOLOGIST II	16	7	1	14%	1	14%
Natural Resources	P6167	HABITAT BIOLOGIST III	18	13	6	46%	5	38%
Natural Resources	P6168	HABITAT BIOLOGIST IV	20	4	3	75%	3	75%

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Natural Resources	P6445	AGRICULTURAL INSPECT I	16	3	2	67%	2	67%
Natural Resources	P6450	AGRONOMIST I	16	3	1	33%	1	33%
Natural Resources	P6451	AGRONOMIST II	18	3	1	33%	1	33%
Natural Resources	P6452	AGRONOMIST III	20	1	1	100%	1	100%
Natural Resources	P6606	FOREST TECH II	09	28	1	4%		
Natural Resources	P6607	FOREST TECH III	11	51	13	25%	4	8%
Natural Resources	P6608	FOREST TECH IV	13	29	13	45%	5	17%
Natural Resources	P6621	FORESTER I	14	9	7	78%	2	22%
Natural Resources	P6622	FORESTER II	16	22	6	27%	1	5%
Natural Resources	P6623	FORESTER III	18	16	11	69%	3	19%
Natural Resources	P6624	FORESTER IV	22	3	2	67%		
Natural Resources	P6631	NATURAL RESOURCE TECH I	10	9	2	22%	2	22%
Natural Resources	P6632	NATURAL RESOURCE TECH II	12	28	1	4%		
Natural Resources	P6641	NATURAL RESOURCE SPEC I	14	28	8	29%	4	14%
Natural Resources	P6642	NATURAL RESOURCE SPEC II	16	56	18	32%	9	16%
Natural Resources	P6643	NATURAL RESOURCE SPEC III	18	26	6	23%	1	4%
Natural Resources	P6644	NATURAL RESOURCE SPEC IV	21	3	2	67%	1	33%
Natural Resources	P6654	NATURAL RESOURCE MGR I	18	23	7	30%	3	13%
Natural Resources	P6655	NATURAL RESOURCE MGR II	20	17	11	65%	5	29%
Natural Resources	P6656	NATURAL RESOURCE MGR III	22	9	5	56%		
Natural Resources	P6657	NATURAL RESOURCE MGR IV	23	4	4	100%	1	25%
Natural Resources	P6705	PARK RANGER I	16	18	3	17%		
Natural Resources	P6707	PARK SUPERINTENDENT	20	5	2	40%	1	20%
Natural Resources	P6743	HISTORIAN III	19	1	1	100%	1	100%
Natural Resources	P6744	HISTORIAN I	16	2	2	100%	2	100%
Natural Resources	P6748	ARCHAEOLOGIST III	19	1	1	100%		
Natural Resources	P6766	CHF OFF OF HIST & ARCHAEOLOGY	21	1	1	100%	1	100%
Natural Resources	P7521	RECORDER II	11	23	9	39%	5	22%
Natural Resources	P7522	RECORDER III	13	5	1	20%	1	20%
Natural Resources	P7523	RECORDER IV	15	3	1	33%	1	33%
Natural Resources	P7524	RECORDER MGR	17	3	1	33%		
Natural Resources	P7527	RECORDER TECHNICIAN	12	5	2	40%	1	20%
Natural Resources	P7666	CORR INDUS PROD MGR II	18	1	1	100%		
Natural Resources	P8326	HYDROLOGIST I	16	1	1	100%	1	100%
Natural Resources	P8327	HYDROLOGIST II	18	3	1	33%	1	33%
Natural Resources	P8328	HYDROLOGIST III	20	1	1	100%		
Natural Resources	P8341	GEOLOGIST II	16	9	2	22%		
Natural Resources	P8342	GEOLOGIST III	18	11	1	9%	1	9%
Natural Resources	P8343	GEOLOGIST IV	20	11	4	36%	2	18%
Natural Resources	P8344	GEOLOGIST V	22	3	3	100%		

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Natural Resources	P8345	GEOLOGIST VI	23	1	1	100%	1	100%
Natural Resources	P8415	CARTOGRAPHER II	15	10	4	40%	2	20%
Natural Resources	P8416	CARTOGRAPHER III	16	4	1	25%		
Natural Resources	P8417	CARTOGRAPHER IV	17	2	2	100%	1	50%
Natural Resources	P8645	LANDSCAPE SUPERVISOR	18	1	1	100%		
Natural Resources	P8833	LAND SURVEY ASST II	16	3	1	33%		
Natural Resources	P8835	LAND SURVEYOR I	19	6	2	33%	2	33%
Natural Resources	P8836	LAND SURVEYOR II	20	3	3	100%	2	67%
Natural Resources	P8862	ENVIRONMENTAL ANALYST II	17	1	1	100%		
Natural Resources	P8920	TECH ENG I / ARCHITECT I	23	1	1	100%		
Natural Resources	P9101	FOOD SERVICE LEAD	56	1	1	100%		
Natural Resources	P9101	FOOD SERVICE SUB JOURNEY	61	1	1	100%		
Natural Resources	P9311	MAINT GEN SUB - JOURNEY I	58	15	5	33%	2	13%
Natural Resources	P9311	MAINT GEN JOURNEY	54	10	5	50%	3	30%
Natural Resources	P9323	MAINT SPEC BFC JRNY II/LEAD	51	3	2	67%		
Natural Resources	P9331	MECH AUTO JOURNEY	54	4	1	25%		
Natural Resources	P9632	AIRCRAFT PILOT II	19	3	1	33%	1	33%
Natural Resources	P9911	STOCK & PARTS SVCS SUB JOURNEY	57	8	1	13%		
Natural Resources	P9911	STOCK & PARTS SVCS JOURNEY II	54	2	1	50%		
Natural Resources	X0003	COMMISSIONER	30	1	1	100%		
Natural Resources	X0338	COMMERCIAL ANALYST	26	6	3	50%	1	17%
Natural Resources	X0527	PETROLEUM GEOLOGIST I	26	4	3	75%	2	50%
Natural Resources	X0529	PETROLEUM RESERVOIR ENGINEER	26	2	2	100%	1	50%
Natural Resources	X0532	PETROLEUM INVESTMENTS MGR	26	1	1	100%		
Natural Resources	X1403	ANILCA COORDINATOR	21	1	1	100%	1	100%
Natural Resources	X1406	LARGE PROJECT COORDINATOR	23	2	2	100%		
Natural Resources	X1943	LARGE MINE PROJECT MANAGER	24	1	1	100%		
Natural Resources	X2003	EXEC DIR AK MH LANDS TRUST OFF	28	1	1	100%	1	100%
Natural Resources	X2005	TRUST RESOURCE MANAGER	23	2	1	50%	1	50%
Natural Resources	X2005	TRUST RESOURCE MANAGER	22	2	1	50%		
Natural Resources	X2005	TRUST RESOURCE MANAGER	17	1	1	100%		
Public Safety	P1115	RADIO DISPATCHER II	12	27	4	15%	1	4%
Public Safety	P1118	RADIO DISPATCHER III	13	7	1	14%		
Public Safety	P1120	COMM CENTER SUPVR, PS	14	1	1	100%		
Public Safety	P1134	ADMINISTRATIVE CLERK II	08	54	11	20%	2	4%
Public Safety	P1135	ADMINISTRATIVE CLERK III	10	42	4	10%	2	5%
Public Safety	P1136	ADMINISTRATIVE SUPERVISOR	12	7	2	29%	1	14%
Public Safety	P1151	SECRETARY	11	4	2	50%	1	25%
Public Safety	P1202	ACCOUNTING CLERK I	09	4	1	25%		
Public Safety	P1203	ACCOUNTING CLERK II	10	6	2	33%		

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Public Safety	P1207	ACCOUNTANT IV	20	1	1	100%		
Public Safety	P1234	ACCOUNTING SPVR I	16	2	1	50%		
Public Safety	P1331	PROCUREMENT SPEC I	14	1	1	100%	1	100%
Public Safety	P1332	PROCUREMENT SPEC II	16	1	1	100%		
Public Safety	P1333	PROCUREMENT SPEC III	18	1	1	100%		
Public Safety	P1463	PROGRAM BUDGET ANAL III	19	1	1	100%	1	100%
Public Safety	P1464	PROGRAM BUDGET ANAL IV	21	1	1	100%		
Public Safety	P1624	ANALYST/PROGRAMMER IV	20	8	2	25%	1	13%
Public Safety	P1625	ANALYST/PROGRAMMER V	22	4	3	75%	2	50%
Public Safety	P1631	MICRO/NETWORK TECH I	14	2	2	100%	1	50%
Public Safety	P1901	DIVISION DIRECTOR	26	5	5	100%	2	40%
Public Safety	P1906	ADMINISTRATIVE ASSISTANT	13	10	2	20%	1	10%
Public Safety	P1908	ADMINISTRATIVE MANAGER II	17	1	1	100%		
Public Safety	P1917	SPEC ASST TO THE COMM I	21	1	1	100%	1	100%
Public Safety	P1980	ASST COMMISSIONER	27	1	1	100%		
Public Safety	P2221	CRIMINAL JUSTICE PLANNER	21	1	1	100%		
Public Safety	P2269	GRANTS ADMINISTRATOR I	14	1	1	100%		
Public Safety	P3607	PUBLICATIONS SPEC II	16	1	1	100%	1	100%
Public Safety	P4677	PROJECT COORD	18	1	1	100%		
Public Safety	P7011	CRIMINAL JUSTICE TECHNICIAN I	12	6	1	17%		
Public Safety	P7702	COURT SERVICES OFFICER	74	36	14	39%	7	19%
Public Safety	P7703	STATE TROOPER	76	223	27	12%	10	4%
Public Safety	P7705	SERGEANT PS	78	58	21	36%	9	16%
Public Safety	P7706	LIEUTENANT, AK STATE TROOPERS	23	20	14	70%	8	40%
Public Safety	P7708	CAPTAIN, AK STATE TROOPERS	24	7	7	100%	3	43%
Public Safety	P7709	MAJOR, AK STATE TROOPERS	25	1	1	100%		
Public Safety	P7726	PUBLIC SAFETY TECHNICIAN II	11	19	2	11%	1	5%
Public Safety	P7750	FORENSIC LAB SUPERVISOR	23	1	1	100%	1	100%
Public Safety	P7752	AK AUTO FP ID SYS OP I	15	3	1	33%		
Public Safety	P7758	LATENT FINGERPRINT EX III	17	3	2	67%	1	33%
Public Safety	P7768	INVESTIGATOR III	18	2	2	100%	1	50%
Public Safety	P7769	INVESTIGATOR IV	20	1	1	100%	1	100%
Public Safety	P7860	FIRE TRAINING SPECIALIST	19	5	2	40%	1	20%
Public Safety	P7864	DEP FIRE MARSHAL I	76	6	1	17%		
Public Safety	P8373	CRIMINALIST III	19	12	1	8%		
Public Safety	P8374	CRIMINALIST IV	21	4	1	25%	1	25%
Public Safety	P9171	ENVIRO SERVICES JOURNEY II	60	2	2	100%	1	50%
Public Safety	P9323	MAINT SPEC BFC JRNY II/LEAD	51	1	1	100%	1	100%
Public Safety	P9336	MECH AIRCRAFT ADV JRNY	53	6	1	17%		
Public Safety	P9631	AIRCRAFT PILOT I	16	1	1	100%	1	100%



## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Public Safety	P9632	AIRCRAFT PILOT II	19	3	2	67%	1	33%
Public Safety	P9658	BOAT OFFICER IV	19	2	1	50%		
Public Safety	P9665	VESSEL TECHNICIAN II	16	4	1	25%		
Public Safety	X1266	ADMINISTRATIVE MANAGER	17	1	1	100%	1	100%
Public Safety	X1372	ASSOCIATE COORDINATOR	18	2	1	50%		
Revenue	P1134	ADMINISTRATIVE CLERK II	08	15	1	7%	1	7%
Revenue	P1135	ADMINISTRATIVE CLERK III	10	46	6	13%	4	9%
Revenue	P1151	SECRETARY	11	1	1	100%	1	100%
Revenue	P1203	ACCOUNTING CLERK II	10	5	2	40%	1	20%
Revenue	P1206	ACCOUNTANT III	18	7	2	29%	1	14%
Revenue	P1210	ACCOUNTING TECH I	12	11	2	18%		
Revenue	P1211	ACCOUNTING TECH II	14	21	2	10%		
Revenue	P1212	ACCOUNTING TECH III	16	7	2	29%		
Revenue	P1215	PFD TECHNICIAN I	10	12	4	33%		
Revenue	P1216	PFD TECHNICIAN II	12	16	4	25%	2	13%
Revenue	P1217	PFD TECHNICIAN III	14	3	1	33%		
Revenue	P1218	PFD SPECIALIST I	16	4	2	50%	1	25%
Revenue	P1234	ACCOUNTING SPVR I	16	4	1	25%	1	25%
Revenue	P1254	TAX TECHNICIAN I	10	2	1	50%		
Revenue	P1255	TAX TECHNICIAN III	14	10	2	20%		
Revenue	P1256	TAX TECHNICIAN IV	16	2	1	50%	1	50%
Revenue	P1257	TAX TECHNICIAN II	12	7	2	29%		
Revenue	P1260	TAX AUDITOR III	18	2	1	50%	1	50%
Revenue	P1261	TAX AUDITOR IV	20	2	2	100%	2	100%
Revenue	P1263	REVENUE AUDIT SUPVR I	22	2	1	50%	1	50%
Revenue	P1264	REVENUE AUDIT SUPVR II	23	3	1	33%	1	33%
Revenue	P1265	CHIEF OF REVENUE OPERATIONS	24	1	1	100%		
Revenue	P1267	DEPUTY DIRECTOR, TAX DIVISION	25	1	1	100%		
Revenue	P1275	OIL & GAS REVENUE AUDITOR III	20	2	1	50%		
Revenue	P1276	OIL & GAS REVENUE AUDITOR IV	22	2	1	50%	1	50%
Revenue	P1285	CORPORATE INCOME TAX AUDIT IV	22	2	1	50%		
Revenue	P1623	ANALYST/PROGRAMMER III	18	6	2	33%	1	17%
Revenue	P1625	ANALYST/PROGRAMMER V	22	4	2	50%		
Revenue	P1634	MICRO/NETWORK SPEC II	20	1	1	100%	1	100%
Revenue	P1642	DATA PROCESSING MGR II	23	2	2	100%		
Revenue	P1901	DIVISION DIRECTOR	26	3	2	67%	1	33%
Revenue	P1908	ADMINISTRATIVE MANAGER II	17	2	1	50%	1	50%
Revenue	P1909	ADMINISTRATIVE MANAGER III	19	2	1	50%		
Revenue	P1951	DEP COMMISSIONER	28	2	1	50%	1	50%
Revenue	P2208	ECONOMIST III	20	5	3	60%		

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Revenue	P2210	CHIEF ECONOMIST	24	1	1	100%		
Revenue	P4150	CHILD SUPPORT SPEC I	14	84	21	25%	8	10%
Revenue	P4151	CHILD SUPPORT SPEC II	16	21	5	24%	1	5%
Revenue	P4153	CHILD SUPPORT MANAGER	21	2	1	50%		
Revenue	P5990	LONG-TERM CARE OMBUDSMAN	23	1	1	100%		
Revenue	P7306	REVENUE APPEALS OFFICER II	23	3	2	67%	1	33%
Revenue	P7307	REVENUE APPEALS SUPERVISOR	24	1	1	100%	1	100%
Revenue	P7768	INVESTIGATOR III	18	7	2	29%		
Revenue	P9812	MICROFILM/IMAGING OPER II	12	1	1	100%	1	100%
Revenue	X0003	COMMISSIONER	30	1	1	100%		
Revenue	X0426	CHIEF INVESTMENT OFFICER	30	1	1	100%		
Revenue	X0428	CHIEF FINANCIAL OFFICER	24	1	1	100%		
Revenue	X0467	EXECUTIVE DIRECTOR, PFC	30	1	1	100%		
Revenue	X0553	ADMINISTRATIVE SPECIALIST	16	3	1	33%		
Revenue	X0554	INVESTMENT OFFICER	25	6	1	17%		
Revenue	X0880	STATE INVESTMENT OFFICER II	22	8	1	13%		
Revenue	X0882	STATE INVESTMENT OFFICER IV	30	1	1	100%	1	100%
Revenue	X0971	ECONOMIST	22	1	1	100%		
Revenue	X1182	ASSISTANT INVESTMENT OFFICER	20	3	1	33%	1	33%
Revenue	X1308	TRUST PROGRAM OFFICER	21	3	1	33%		
Revenue	X1312	INFORMATION TECHNOLOGY SPEC	20	2	1	50%		
Revenue	X1383	CEO AK NAT GAS DEV AUTH	28	1	1	100%	1	100%
Transportation	M0001	CHF PURSER	00	17	10	59%	6	35%
Transportation	M0002	SENIOR ASST PURSER	00	11	3	27%	1	9%
Transportation	M0003	JUNIOR ASST PURSER	00	9	4	44%	2	22%
Transportation	M0004	A/B BOS'N	00	16	6	38%	3	19%
Transportation	M0005	ORDINARY SEAMAN	00	26	8	31%	1	4%
Transportation	M0006	ORDINARY SEAMAN PORTER	00	11	5	45%	3	27%
Transportation	M0007	WATCHMAN PORTER	00	21	9	43%	5	24%
Transportation	M0008	OILER	00	39	8	21%	4	10%
Transportation	M0009	WIPER	00	11	3	27%	1	9%
Transportation	M0010	JUNIOR ENGINEER	00	20	6	30%	2	10%
Transportation	M0011	ABLE SEAMAN	00	73	13	18%	4	5%
Transportation	M0012	CHF STEWARD	00	15	6	40%	4	27%
Transportation	M0013	STOREKEEPER	00	7	1	14%		
Transportation	M0014	CHF COOK	00	17	6	35%	2	12%
Transportation	M0016	ASST SECOND COOK	00	5	1	20%		
Transportation	M0019	BARTENDER	00	9	5	56%	3	33%
Transportation	M0023	MESS STEWARD	00	15	10	67%	5	33%
Transportation	M0024	HEAD BEDROOM STEWARD	00	8	3	38%	1	13%

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Transportation	M0025	CASHIER/GIFT SHOP OPER	00	16	11	69%	8	50%
Transportation	M0036	MASTER	00	16	9	56%	4	25%
Transportation	M0037	PILOT	00	1	1	100%	1	100%
Transportation	M0038	CHF MATE	00	15	4	27%	1	7%
Transportation	M0039	SECOND MATE	00	13	4	31%	3	23%
Transportation	M0040	THIRD MATE	00	49	7	14%	1	2%
Transportation	M0044	STEWARD	00	307	54	18%	14	5%
Transportation	P1115	RADIO DISPATCHER II	12	14	2	14%	1	7%
Transportation	P1133	ADMINISTRATIVE CLERK I	07	3	2	67%	1	33%
Transportation	P1134	ADMINISTRATIVE CLERK II	08	21	5	24%	1	5%
Transportation	P1135	ADMINISTRATIVE CLERK III	10	88	14	16%	5	6%
Transportation	P1151	SECRETARY	11	9	8	89%	5	56%
Transportation	P1156	EXEC SECRETARY III	16	1	1	100%		
Transportation	P1169	OFFSET DUP MACH OP I	11	1	1	100%	1	100%
Transportation	P1170	OFFSET DUP MACH OP II	12	1	1	100%		
Transportation	P1202	ACCOUNTING CLERK I	09	4	1	25%	1	25%
Transportation	P1203	ACCOUNTING CLERK II	10	9	1	11%		
Transportation	P1205	ACCOUNTANT II	16	3	2	67%	1	33%
Transportation	P1206	ACCOUNTANT III	18	2	1	50%	2	100%
Transportation	P1207	ACCOUNTANT IV	20	5	3	60%		
Transportation	P1208	ACCOUNTANT V	22	1	1	100%		
Transportation	P1210	ACCOUNTING TECH I	12	19	6	32%	2	11%
Transportation	P1211	ACCOUNTING TECH II	14	17	5	29%	4	24%
Transportation	P1212	ACCOUNTING TECH III	16	10	2	20%	1	10%
Transportation	P1235	ACCOUNTING SPVR II	18	3	1	33%		
Transportation	P1294	INTERNAL AUDITOR V	23	1	1	100%	1	100%
Transportation	P1311	SUPPLY TECHNICIAN II	12	5	1	20%	1	20%
Transportation	P1331	PROCUREMENT SPEC I	14	10	3	30%		
Transportation	P1333	PROCUREMENT SPEC III	18	5	2	40%	1	20%
Transportation	P1345	CONTRACTING OFFICER III	19	1	1	100%	1	100%
Transportation	P1349	CHIEF CONTRACTS OFFICER	23	1	1	100%		
Transportation	P1418	AMHS DISPATCH SUPERVISOR	16	1	1	100%		
Transportation	P1419	EQUAL EMPLOY OFFICER II	16	2	1	50%		
Transportation	P1463	PROGRAM BUDGET ANAL III	19	4	1	25%		
Transportation	P1464	PROGRAM BUDGET ANAL IV	21	3	2	67%		
Transportation	P1622	ANALYST/PROGRAMMER II	16	3	1	33%		
Transportation	P1623	ANALYST/PROGRAMMER III	18	4	1	25%	1	25%
Transportation	P1624	ANALYST/PROGRAMMER IV	20	5	1	20%		
Transportation	P1625	ANALYST/PROGRAMMER V	22	7	2	29%		
Transportation	P1632	MICRO/NETWORK TECH II	16	8	1	13%	1	13%

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### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Transportation	P1633	MICRO/NETWORK SPEC I	18	13	6	46%	2	15%
Transportation	P1641	DATA PROCESSING MGR I	22	2	1	50%	1	50%
Transportation	P1643	DATA PROCESSING MGR III	24	1	1	100%	1	100%
Transportation	P1706	STATISTICAL TECHNICIAN I	12	2	2	100%		
Transportation	P1790	EQUIP OPERATIONS ANALYST	18	2	2	100%	1	50%
Transportation	P1792	RESEARCH ANALYST I	13	2	1	50%		
Transportation	P1793	RESEARCH ANALYST II	16	3	1	33%		
Transportation	P1890	OPERATIONS RES ANL I	21	1	1	100%	1	100%
Transportation	P1901	DIVISION DIRECTOR	26	6	5	83%	3	50%
Transportation	P1906	ADMINISTRATIVE ASSISTANT	13	31	5	16%	4	13%
Transportation	P1908	ADMINISTRATIVE MANAGER II	17	7	3	43%	3	43%
Transportation	P1909	ADMINISTRATIVE MANAGER III	19	1	1	100%	1	100%
Transportation	P1910	ADMINISTRATIVE MANAGER IV	21	4	1	25%		
Transportation	P1918	SPEC ASST TO THE COMM II	23	1	1	100%		
Transportation	P1933	ADMINISTRATIVE SVCS MGR II	23	1	1	100%	1	100%
Transportation	P1947	SAFETY OFFICER	18	5	2	40%	2	40%
Transportation	P1951	DEP COMMISSIONER	28	3	3	100%	1	33%
Transportation	P1960	AMHS SECURITY OFFICER	19	1	1	100%	1	100%
Transportation	P1964	AIRPORT OPERATIONS SPECIALIST	19	5	2	40%	1	20%
Transportation	P1965	AIRPORT OPERATIONS OFFICER	18	9	1	11%		
Transportation	P1966	AIRPORT OPERATIONS SUPT	21	2	1	50%		
Transportation	P1970	SHIP SERVICES MGR/PORT STEWARD	21	1	1	100%		
Transportation	P1971	MARINE TRANS SRVS MGR	24	3	2	67%		
Transportation	P1972	MANAGER,AIRFIELD MAINTENANCE	22	1	1	100%	1	100%
Transportation	P1980	ASST COMMISSIONER	27	4	3	75%	3	75%
Transportation	P2142	FERRY RESERVATIONS AGENT	13	1	1	100%		
Transportation	P2144	RESERVATIONS SPECIALIST	16	3	1	33%		
Transportation	P2148	MARINE TRAFFIC MANAGER	23	1	1	100%	1	100%
Transportation	P2150	FERRY TERMINAL MANAGER I	15	7	2	29%		
Transportation	P2151	FERRY TERMINAL MANAGER II	16	4	2	50%	1	25%
Transportation	P2152	FERRY TERMINAL ASSISTANT I	12	35	2	6%		
Transportation	P2252	FACILITIES MANAGER I	20	2	1	50%		
Transportation	P2288	DEV SPEC II, OPTION A	20	2	1	50%	1	50%
Transportation	P2293	PLANNER III	19	23	6	26%	1	4%
Transportation	P2296	TRANS PLANNER I	21	13	5	38%	2	15%
Transportation	P2297	TRANS PLANNER II	22	7	4	57%	2	29%
Transportation	P2298	TRANS PLANNER III	24	4	4	100%	2	50%
Transportation	P2460	COMM VEHICLE ENFORCMENT OFF I	12	4	1	25%		
Transportation	P2461	COMM VEHICLE ENFORCMENT OFF II	14	21	6	29%	3	14%
Transportation	P2462	COMM VEHICLE ENFORCMENT OFF III	16	3	2	67%	1	33%

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Transportation	P2476	CHF WGTS MEAS & PERMIT	22	2	1	50%	1	50%
Transportation	P2482	WEIGHTS & MEAS INSP II	16	4	2	50%	1	25%
Transportation	P2708	RIGHT-OF-WAY REVIEW AP/I	21	2	1	50%	1	50%
Transportation	P2712	RIGHT OF WAY AGENT II	16	13	7	54%	3	23%
Transportation	P2713	RIGHT OF WAY AGENT III	18	17	9	53%	2	12%
Transportation	P2714	RIGHT OF WAY AGENT IV	20	6	3	50%	2	33%
Transportation	P2716	RIGHT OF WAY AGENT VI	23	4	2	50%	1	25%
Transportation	P2964	LEASING OFFICER I	14	5	2	40%	1	20%
Transportation	P2965	LEASING OFFICER II	16	10	4	40%	3	30%
Transportation	P2966	LEASING OFFICER III	18	4	4	100%	1	25%
Transportation	P2967	LEASING OFFICER IV	20	3	2	67%	1	33%
Transportation	P3607	PUBLICATIONS SPEC II	16	2	1	50%		
Transportation	P4678	PROG COORDINATOR	20	2	1	50%		
Transportation	P7741	AIRPORT SCREENING OFFICER	74	5	2	40%	1	20%
Transportation	P7832	AIRPORT POLICE & FIRE OFF II	75	45	9	20%	7	16%
Transportation	P7836	AIRPORT POLICE & FIRE OFF III	76	12	8	67%	5	42%
Transportation	P7837	AIRPORT POLICE & FIRE OFF IV	77	4	4	100%	3	75%
Transportation	P7838	AIRPORT POLICE & FIRE OFF V	20	2	1	50%		
Transportation	P7839	AIRPORT POLICE & FIRE OFF VI	21	1	1	100%	1	100%
Transportation	P7852	SAFETY & EMERG SUPP SPEC	17	1	1	100%	1	100%
Transportation	P8387	ENGINEERING GEOLOGIST II	18	7	1	14%		
Transportation	P8388	ENGINEERING GEOLOGIST III	20	3	2	67%	1	33%
Transportation	P8389	ENGINEERING GEOLOGIST IV	22	2	1	50%	1	50%
Transportation	P8425	DRAFTING TECHNICIAN III	15	28	12	43%	4	14%
Transportation	P8456	BUILDING MANAGEMENT ASST	14	1	1	100%		
Transportation	P8458	BUILDING MGMT SPECIALIST	19	2	2	100%	1	50%
Transportation	P8460	BUILDING MAINT SUPT	20	1	1	100%	1	100%
Transportation	P8461	BUILDING MAINT MANAGER	22	4	1	25%		
Transportation	P8541	ENVIRON IMPACT ANALYST I	15	5	1	20%		
Transportation	P8542	ENVIRON IMPACT ANALYST II	17	8	2	25%	1	13%
Transportation	P8543	ENVIRON IMPACT ANALYST III	19	15	2	13%	1	7%
Transportation	P8551	ENVIRON IMPC ANALYSIS MGR I	21	3	1	33%		
Transportation	P8552	ENVIRON IMPC ANALYSIS MGR II	22	1	1	100%		
Transportation	P8683	VESSEL CONST MANAGER I	21	3	1	33%		
Transportation	P8684	VESSEL CONST MANAGER II	22	1	1	100%		
Transportation	P8685	VESSEL CONST MANAGER III	24	2	1	50%	1	50%
Transportation	P8835	LAND SURVEYOR I	19	4	3	75%	2	50%
Transportation	P8836	LAND SURVEYOR II	20	3	1	33%		
Transportation	P8911	ENGINEERING ASSISTANT II	18	98	21	21%	8	8%
Transportation	P8912	ENGINEERING ASSISTANT III	20	106	32	30%	11	10%

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Transportation	P8913	ENGINEER/ARCHITECT I	21	36	8	22%	3	8%
Transportation	P8914	ENGINEER/ARCHITECT II	22	27	13	48%	9	33%
Transportation	P8915	ENGINEER/ARCHITECT III	24	33	14	42%	5	15%
Transportation	P8916	ENGINEER/ARCHITECT IV	25	21	10	48%	3	14%
Transportation	P8918	ENGINEER/ARCHITECT V	26	6	4	67%	2	33%
Transportation	P8920	TECH ENG I / ARCHITECT I	23	21	5	24%	4	19%
Transportation	P8921	TECH ENG II / ARCHITECT II	24	10	7	70%	5	50%
Transportation	P8925	ENGINEERING ASSOCIATE	20	36	21	58%	9	25%
Transportation	P9171	ENVIRO SERVICES JOURNEY II	60	57	16	28%	9	16%
Transportation	P9171	ENVIRO SERVICES FOREMAN	57	4	2	50%	1	25%
Transportation	P9189	CUSTODIAL SERVICES SPVR	16	1	1	100%	1	100%
Transportation	P9311	MAINT GEN JOURNEY	54	40	12	30%	6	15%
Transportation	P9311	MAINT GEN SUB - JOURNEY I	58	8	3	38%	1	13%
Transportation	P9323	MAINT SPEC BFC JRNY II/LEAD	51	17	5	29%	3	18%
Transportation	P9323	MAINT SPEC BFC JOURNEY I	53	22	7	32%	4	18%
Transportation	P9323	MAINT SPEC BFC FOREMAN	50	7	3	43%	2	29%
Transportation	P9324	MAINT SPEC ETRONICS JOURNEY I	51	10	4	40%	1	10%
Transportation	P9325	MAINT SPEC ETRICIAN JOURNEY II	51	27	4	15%	2	7%
Transportation	P9329	MAINT SPEC TCES JRNY II	51	2	1	50%		
Transportation	P9331	MECH AUTO LEAD/SPEC	53	108	28	26%	8	7%
Transportation	P9331	MECH AUTO FOREMAN II	51	9	4	44%	1	11%
Transportation	P9331	MECH AUTO FOREMAN I	52	3	2	67%	1	33%
Transportation	P9441	MAINT & OPERATIONS SUPER	21	13	8	62%	1	8%
Transportation	P9463	SURVEY INSTRUM TECH II	17	1	1	100%		
Transportation	P9511	EQUIP OPERATOR JOURNEY I	54	42	6	14%	1	2%
Transportation	P9511	EQUIP OPERATOR SUB JOURNEY II	56	17	3	18%		
Transportation	P9511	EQUIP OPERATOR JOURNEY II	53	302	66	22%	22	7%
Transportation	P9511	EQUIP OPERATOR JRNY III/LEAD	52	132	30	23%	14	11%
Transportation	P9511	EQUIP OPERATOR FOREMAN I	51	22	14	64%	8	36%
Transportation	P9516	EQUIPMENT OPERATOR FOREMAN I	51	3	1	33%		
Transportation	P9518	RURAL AIRPORT FOREMAN	49	15	4	27%	3	20%
Transportation	P9519	INTERNATIONAL AIRPORT FOREMAN	49	4	4	100%	1	25%
Transportation	P9551	DRILLER JOURNEY	53	6	1	17%		
Transportation	P9571	ENG TECH SUB JOURNEY II	57	48	4	8%		
Transportation	P9571	ENG TECH SUB JOURNEY III	55	32	5	16%	2	6%
Transportation	P9571	ENG TECH JOURNEY	54	36	11	31%	5	14%
Transportation	P9581	MATLAB TECH SUB JOURNEY IV	54	7	3	43%		
Transportation	P9581	MATLAB TECH LEAD SPECIALIST	52	3	2	67%		

## Workforce Profile

### Retirement By Department and Job Class

Department	Job Class	Job Class Title	Range	Total Employee Count	Eligible Retire within 5 years	% eligible to Retire within 5 years	Eligible Retire within 1 year	% eligible to Retire within 1 year
Transportation	P9591	SURVEY JOURNEY	54	5	1	20%		
Transportation	P9591	SURVEY LEAD	53	7	4	57%		
Transportation	P9711	EQUIPMENT FLEET DIST MANAGER	19	5	4	80%	2	40%
Transportation	P9713	EQUIPMENT FLEET MAINT MANAGER	21	1	1	100%	1	100%
Transportation	P9747	MAINT & OPERATIONS SPECIALIST	21	4	4	100%		
Transportation	P9911	STOCK & PARTS SVCS SUB JOURNEY	57	8	2	25%	2	25%
Transportation	P9911	STOCK & PARTS SVCS LEAD	53	11	4	36%	1	9%
Transportation	P9911	STOCK & PARTS SVCS JOURNEY II	54	10	4	40%	2	20%
Transportation	P9911	STOCK & PARTS SVCS JOURNEY I	55	3	2	67%	1	33%
Transportation	X0003	COMMISSIONER	30	1	1	100%		
Transportation	X0246	ADMINISTRATIVE COORDINATOR	13	1	1	100%	1	100%
Transportation	X0342	PROJECT MANAGER	24	1	1	100%	1	100%
Transportation	X0933	COMMUNICATIONS COORDINATOR	20	1	1	100%		
Transportation	X1266	ADMINISTRATIVE MANAGER	19	1	1	100%		
Transportation	X1381	DIR TSIA TERMNL REDEV & CONST	27	1	1	100%	1	100%
Transportation	X1407	FVF MASTER	00	5	1	20%	1	20%
Transportation	X1408	FVF CHIEF MATE	00	3	1	33%		
Transportation	X1409	FVF SECOND MATE	00	5	1	20%		
Transportation	X1413	FVF PASSENGER SVC WKR-IN-CHG	00	4	1	25%		

## Workforce Profile

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Department of Administration  
Division of Personnel and Labor Relations

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