

STATE OF ALASKA WORKFORCE PROFILE FISCAL YEAR 2021



Department of Administration | Division of Personnel and Labor Relations | Employee Planning and Information Center
PO Box 110201 Juneau, AK 99811 | Phone: 907-465-4430 | <http://doa.alaska.gov/dop>

INTRODUCTION

Dear Colleagues:

The Division of Personnel and Labor Relations is pleased to provide the Fiscal Year 2021 Annual Workforce Profile for the State of Alaska Executive Branch. This publication is designed to assist you, our executives, managers, and human resource professionals, to better understand our current workforce. Understanding the current workforce is an important step in the workforce planning process.

Included in the current profile are data and graphs representing demographics such as age and ethnicity distribution, average salaries, and retirement projections. The data presented is as of June 30, 2021.

As always, the data in this report includes all executive branch employees with permanent, probationary, and provisional status in the classified service as well as partially exempt and exempt employees. Excluded from this report are executive branch employees with nonpermanent, temporary, and emergency status, and employees of the National Guard, Alaska Railroad Corporation, and Alaska Housing Finance Corporation. Additionally, this report does not contain information about employees of the University of Alaska or the legislative and judicial branches of the State of Alaska.

We welcome your feedback and are ready to assist you with your workforce analysis needs. You may contact your agency human resource staff or the Employee Planning and Information Center team for assistance.

Kate Sheehan
Director, Division of Personnel and Labor Relations



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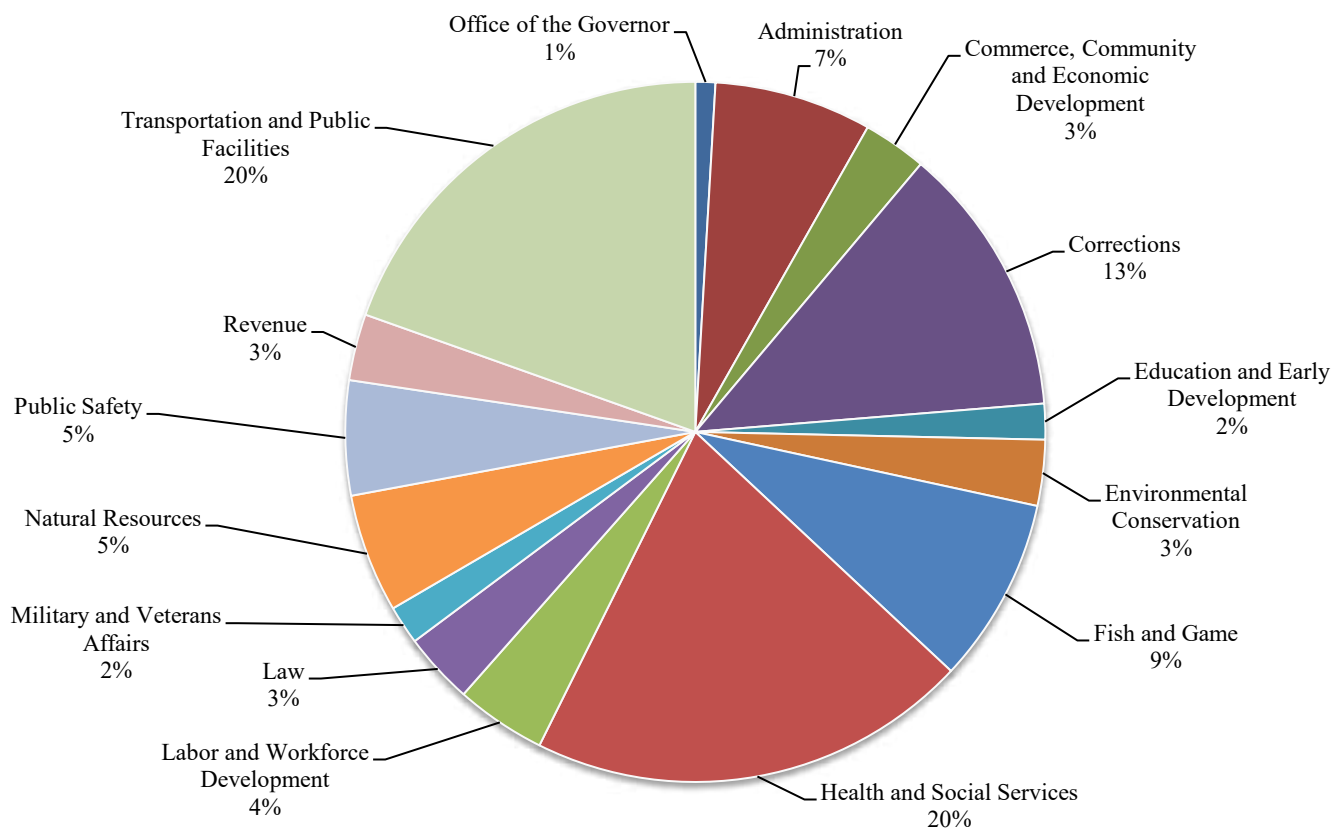
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EMPLOYEE COUNT BY DEPARTMENT

| Department | Employee Count |
|--|----------------|
| Office of the Governor | 132 |
| Administration | 1041 |
| Commerce, Community and Economic Development | 421 |
| Corrections | 1798 |
| Education and Early Development | 236 |
| Environmental Conservation | 435 |
| Fish and Game | 1226 |
| Health and Social Services | 2916 |
| Labor and Workforce Development | 597 |
| Law | 470 |
| Military and Veterans Affairs | 256 |
| Natural Resources | 785 |
| Public Safety | 757 |
| Revenue | 439 |
| Transportation and Public Facilities | 2799 |
| Statewide | 14308 |

PERCENTAGE OF STATE WORKFORCE BY DEPARTMENT

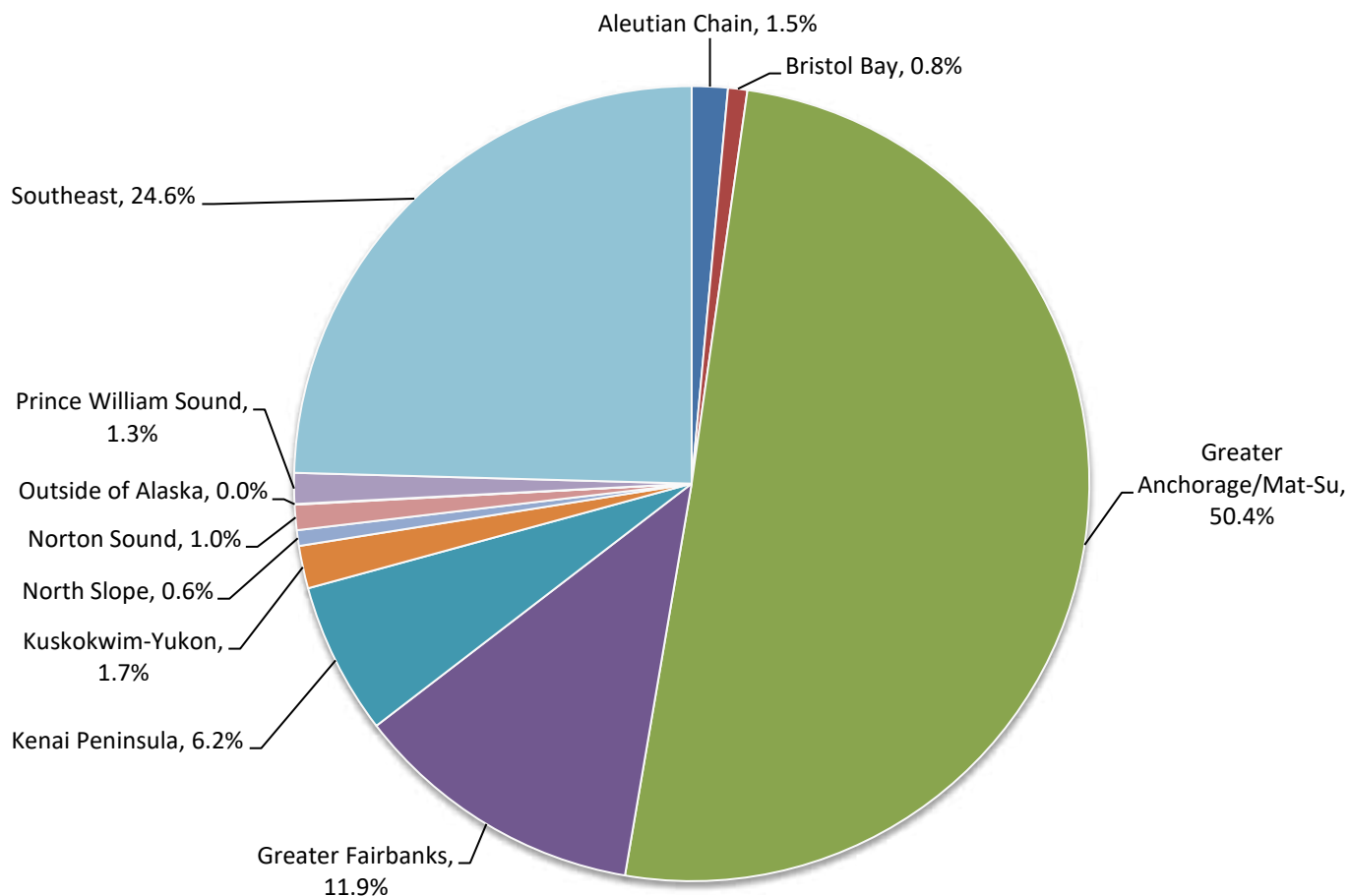


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT BY REGION

| Region | Employee Count |
|--------------------------|----------------|
| Aleutian Chain | 209 |
| Bristol Bay | 112 |
| Greater Anchorage/Mat-Su | 7217 |
| Greater Fairbanks | 1701 |
| Kenai Peninsula | 885 |
| Kuskokwim-Yukon | 248 |
| North Slope | 91 |
| Norton Sound | 147 |
| Out of State | 4 |
| Prince William Sound | 179 |
| Southeast | 3515 |
| Statewide | 14308 |

PERCENTAGE OF EMPLOYEES BY REGION



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT AND PERCENTAGE BY LOCATION

| City | Employee Count | Percentage |
|---------------------------------|----------------|------------|
| Adak | 2 | 0.01% |
| Akutan | 2 | 0.01% |
| Anchor Point | 12 | 0.08% |
| Anchorage | 5259 | 36.76% |
| Anchorage International Airport | 337 | 2.36% |
| Aniak | 15 | 0.10% |
| Anvik | 3 | 0.02% |
| Bellingham Terminal, Washington | 1 | 0.01% |
| Bethel | 207 | 1.45% |
| Camp Carroll | 6 | 0.04% |
| Cantwell | 13 | 0.09% |
| Canyon City, Oregon | 1 | 0.01% |
| Cascade | 3 | 0.02% |
| Chandalar (Chandler) Camp | 10 | 0.07% |
| Chena River | 1 | 0.01% |
| Chignik | 9 | 0.06% |
| Chulitna | 6 | 0.04% |
| Cold Bay | 5 | 0.03% |
| Coldfoot Camp | 6 | 0.04% |
| Cordova | 49 | 0.34% |
| Craig | 20 | 0.14% |
| Crown Point | 5 | 0.03% |
| Dalton Highway (Roving Crew) | 7 | 0.05% |
| Deadhorse | 13 | 0.09% |
| Delta Junction | 37 | 0.26% |
| Denali | 4 | 0.03% |
| Dillingham | 59 | 0.41% |
| Douglas | 105 | 0.73% |
| Dutch Harbor | 14 | 0.10% |
| Eagle | 9 | 0.06% |
| Eagle River | 111 | 0.78% |
| Eielson Air Force Base | 12 | 0.08% |
| Emmonak | 7 | 0.05% |
| Ernestine | 6 | 0.04% |
| Fairbanks | 1515 | 10.59% |

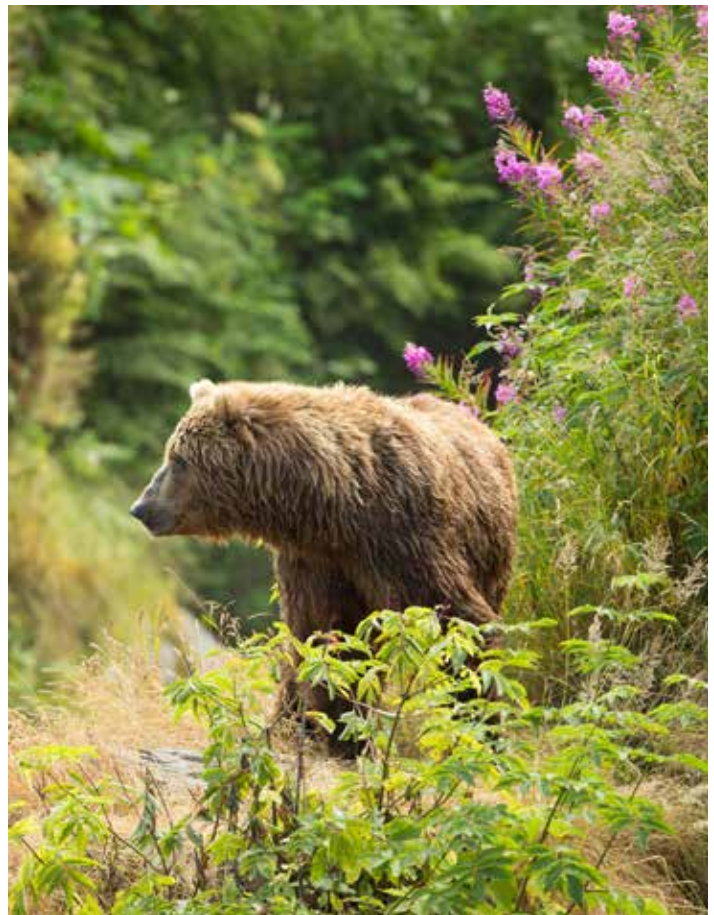
| City | Employee Count | Percentage |
|---------------------------------|----------------|------------|
| Finger Lake | 5 | 0.03% |
| Fort Wainwright | 5 | 0.03% |
| Fort Yukon | 1 | 0.01% |
| Gakona | 2 | 0.01% |
| Galena | 4 | 0.03% |
| Girdwood | 8 | 0.06% |
| Glennallen | 27 | 0.19% |
| Gustavus | 2 | 0.01% |
| Haines | 43 | 0.30% |
| Healy | 7 | 0.05% |
| Homer | 129 | 0.90% |
| Hoonah | 4 | 0.03% |
| Hooper Bay | 2 | 0.01% |
| Iliamna | 3 | 0.02% |
| Jim River | 5 | 0.03% |
| Joint Base Elmendorf-Richardson | 221 | 1.54% |
| Juneau | 2663 | 18.61% |
| Kalsin Bay | 2 | 0.01% |
| Kasilof | 1 | 0.01% |
| Kenai | 293 | 2.05% |
| Ketchikan | 393 | 2.75% |
| Kiana | 1 | 0.01% |
| King Salmon | 49 | 0.34% |
| Klawock | 7 | 0.05% |
| Kodiak | 154 | 1.08% |
| Kotzebue | 38 | 0.27% |
| Livengood | 9 | 0.06% |
| Mackenzie Point | 365 | 2.55% |
| Manley Hot Springs | 5 | 0.03% |
| McGrath | 14 | 0.10% |
| Metlakatla | 6 | 0.04% |
| Montana Creek | 4 | 0.03% |
| Mount Edgecumbe | 53 | 0.37% |
| Nelchina | 4 | 0.03% |
| Nenana | 7 | 0.05% |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT AND PERCENTAGE BY LOCATION (CONT.)

| City | Employee Count | Percentage |
|-----------------------------|----------------|------------|
| Nikiski | 1 | 0.01% |
| Ninilchik | 6 | 0.04% |
| Nome | 141 | 0.99% |
| North Kenai Camp | 3 | 0.02% |
| Northway | 6 | 0.04% |
| Palmer | 575 | 4.02% |
| Paxson | 5 | 0.03% |
| Petersburg | 39 | 0.27% |
| Port Moller | 12 | 0.08% |
| Quartz Creek | 4 | 0.03% |
| Sag River | 8 | 0.06% |
| Saint Marys | 17 | 0.12% |
| Sand Point | 7 | 0.05% |
| Selawik | 2 | 0.01% |
| Seldovia | 1 | 0.01% |
| Seven Mile Camp | 8 | 0.06% |
| Seward | 234 | 1.64% |
| Sitka | 138 | 0.96% |
| Skagway | 10 | 0.07% |
| Slana | 5 | 0.03% |
| Soldotna | 184 | 1.29% |
| South Fork | 5 | 0.03% |
| Sterling | 1 | 0.01% |
| Sutton | 1 | 0.01% |
| Talkeetna | 2 | 0.01% |
| Tazlina | 25 | 0.17% |
| Tenakee Springs | 1 | 0.01% |
| Thompson Pass | 8 | 0.06% |
| Togiak | 1 | 0.01% |
| Tok | 44 | 0.31% |
| Trimms Camp | 2 | 0.01% |
| Unalakleet | 6 | 0.04% |
| Unalaska | 2 | 0.01% |
| Utqiagvik (Formerly Barrow) | 19 | 0.13% |
| Valdez | 57 | 0.40% |

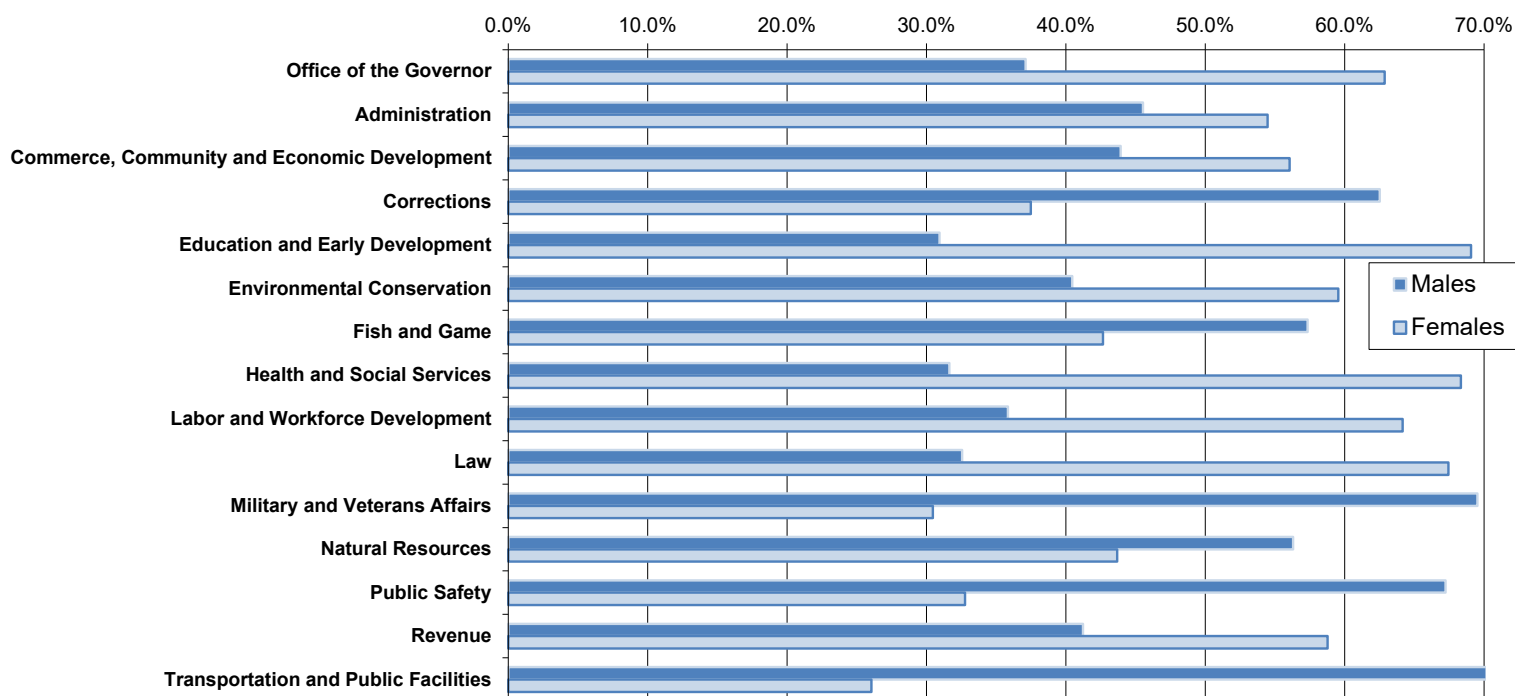
| City | Employee Count | Percentage |
|---------------|----------------|------------|
| Washington DC | 2 | 0.01% |
| Wasilla | 276 | 1.93% |
| Whittier | 3 | 0.02% |
| Willow | 9 | 0.06% |
| Wrangell | 16 | 0.11% |
| Yakutat | 15 | 0.10% |



EMPLOYEE COUNT BY DEPARTMENT AND GENDER

| Department | Males | | Females | |
|--|-------------|--------------|-------------|--------------|
| | Count | Percentage | Count | Percentage |
| Office of the Governor | 49 | 37.1% | 83 | 62.9% |
| Administration | 474 | 45.5% | 567 | 54.5% |
| Commerce, Community and Economic Development | 185 | 43.9% | 236 | 56.1% |
| Corrections | 1124 | 62.5% | 674 | 37.5% |
| Education and Early Development | 73 | 30.9% | 163 | 69.1% |
| Environmental Conservation | 176 | 40.5% | 259 | 59.5% |
| Fish and Game | 703 | 57.3% | 523 | 42.7% |
| Health and Social Services | 923 | 31.7% | 1993 | 68.3% |
| Labor and Workforce Development | 214 | 35.8% | 383 | 64.2% |
| Law | 153 | 32.6% | 317 | 67.4% |
| Military and Veterans Affairs | 178 | 69.5% | 78 | 30.5% |
| Natural Resources | 442 | 56.3% | 343 | 43.7% |
| Public Safety | 509 | 67.2% | 248 | 32.8% |
| Revenue | 181 | 41.2% | 258 | 58.8% |
| Transportation and Public Facilities | 2070 | 74.0% | 729 | 26.0% |
| Statewide | 7454 | 52.1% | 6854 | 47.9% |

CHART OF EMPLOYEE COUNT BY DEPARTMENT AND GENDER



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

MINORITY COUNT AND PERCENTAGE BY DEPARTMENT

| Department | Minority Count | % of Minority Employees |
|--|----------------|-------------------------|
| Office of the Governor | 42 | 31.8% |
| Administration | 311 | 29.9% |
| Commerce, Community and Economic Development | 106 | 25.2% |
| Corrections | 425 | 23.6% |
| Education and Early Development | 43 | 18.2% |
| Environmental Conservation | 77 | 17.7% |
| Fish and Game | 164 | 13.4% |
| Health and Social Services | 1042 | 35.7% |
| Labor and Workforce Development | 154 | 25.8% |
| Law | 97 | 20.6% |
| Military and Veterans Affairs | 71 | 27.7% |
| Natural Resource | 105 | 13.4% |
| Public Safety | 118 | 15.6% |
| Revenue | 131 | 29.8% |
| Transportation and Public Facilities | 657 | 23.5% |
| Statewide | 3543 | 24.8% |

| Top Four Departments | % of Minorities |
|----------------------------|-----------------|
| Health and Social Services | 35.7% |
| Office of the Governor | 31.8% |
| Administration | 29.9% |
| Revenue | 29.8% |



NEW HIRE DATA

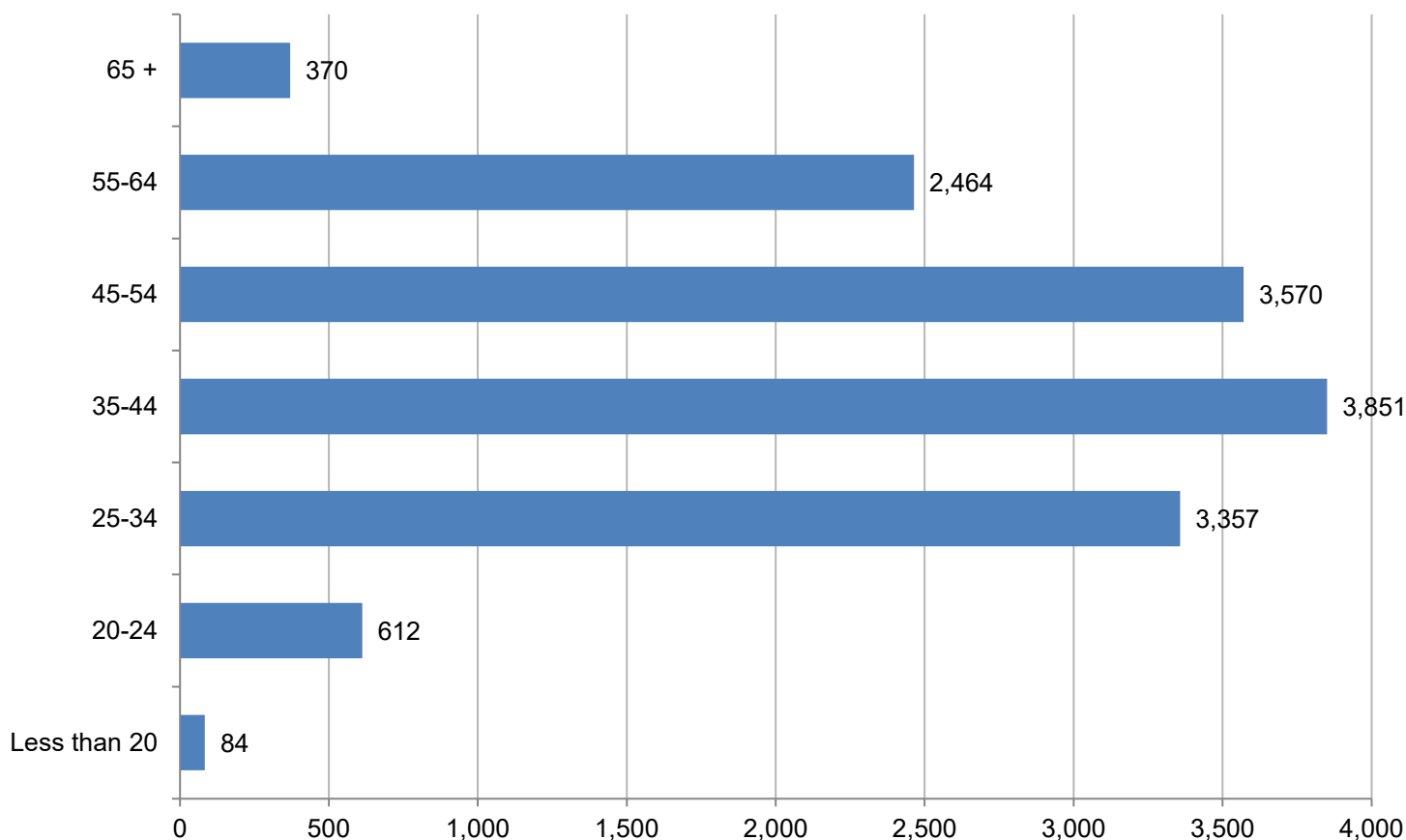
| Department | New Hire Count | Average Age of New Hire | Average Age of New Hire | |
|--|----------------|-------------------------|-------------------------|-------------|
| | | | Male | Female |
| Office of the Governor | 21 | 36.8 | 37.6 | 36.1 |
| Administration | 136 | 35.3 | 38.1 | 33.7 |
| Commerce, Community and Economic Development | 69 | 35.5 | 37.9 | 33.8 |
| Corrections | 241 | 35.7 | 34.9 | 36.8 |
| Education and Early Development | 20 | 41.6 | 41.5 | 41.6 |
| Environmental Conservation | 49 | 33.8 | 35.3 | 33.0 |
| Fish and Game | 143 | 30.0 | 31.1 | 28.4 |
| Health and Social Services | 410 | 36.2 | 35.1 | 36.6 |
| Labor and Workforce Development | 57 | 38.0 | 35.2 | 40.4 |
| Law | 66 | 31.8 | 36.0 | 29.4 |
| Military and Veterans Affairs | 41 | 41.7 | 41.2 | 43.1 |
| Natural Resources | 103 | 33.5 | 33.1 | 33.9 |
| Public Safety | 91 | 32.9 | 32.1 | 34.4 |
| Revenue | 50 | 34.5 | 34.0 | 35.0 |
| Transportation and Public Facilities | 244 | 36.5 | 37.1 | 35.0 |
| Statewide | 1741 | 35.2 | 35.3 | 35.1 |

New hire counts are permanent employees hired into existing and/or new positions within the fiscal year, and who are still employed at the end of the fiscal year.

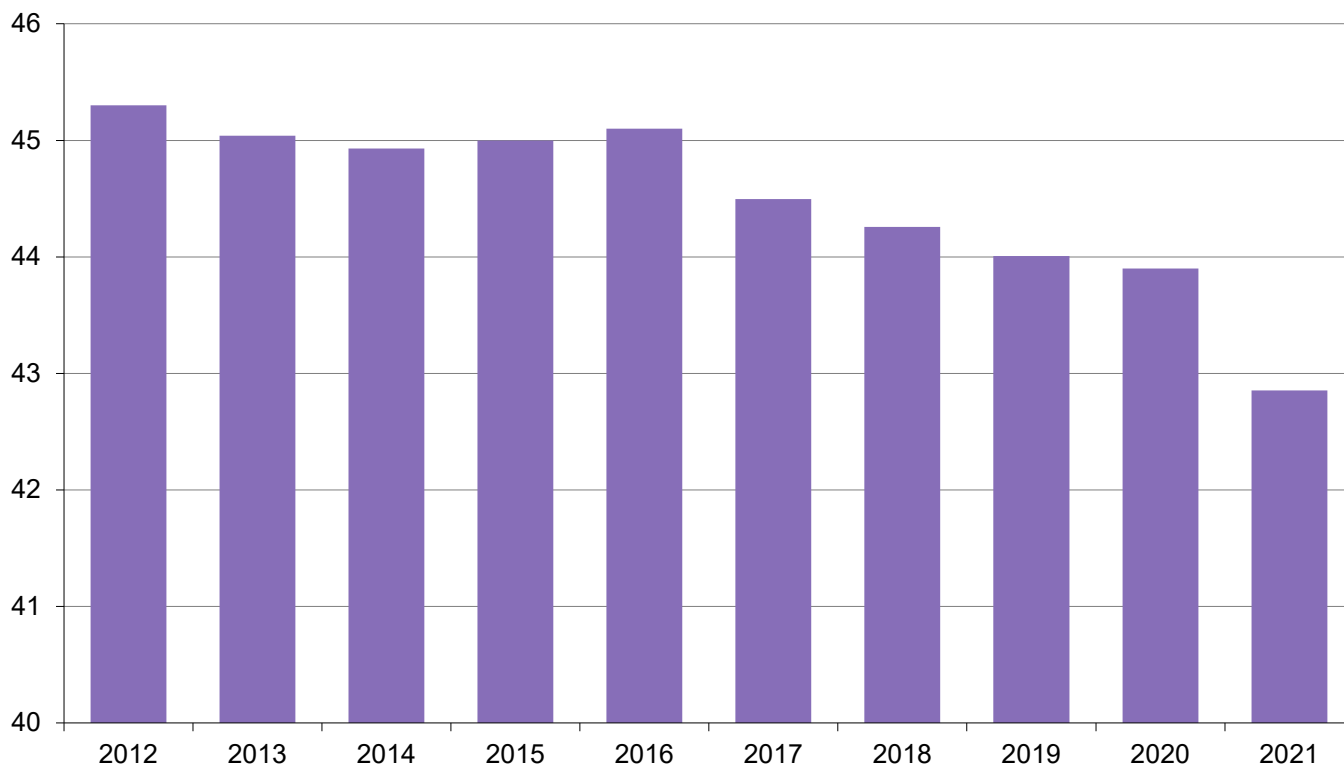
| New Hire | Highest Average Age | Lowest Average Age |
|------------------------|--|----------------------|
| Overall Average | Military and Veterans Affairs (41.7) | Fish and Game (30.0) |
| Male | Education and Early Development (41.5) | Fish and Game (31.1) |
| Female | Military and Veterans Affairs (43.1) | Fish and Game (28.4) |



EMPLOYEE COUNT BY AGE RANGE



AVERAGE AGE OF EMPLOYEES BY YEAR



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

AVERAGE AGE BY DEPARTMENT AND GENDER

| Department | Average Age | Average Age | |
|--|-------------|-------------|-------------|
| | | Male | Female |
| Office of the Governor | 42.8 | 43.6 | 42.3 |
| Administration | 41.8 | 42.5 | 41.2 |
| Commerce, Community and Economic Development | 44.2 | 46.4 | 42.5 |
| Corrections | 41.6 | 40.9 | 42.6 |
| Education and Early Development | 45.1 | 44.6 | 45.4 |
| Environmental Conservation | 42.7 | 44.0 | 41.7 |
| Fish and Game | 40.7 | 42.0 | 38.9 |
| Health and Social Services | 43.3 | 42.9 | 43.4 |
| Labor and Workforce Development | 46.4 | 45.3 | 47.0 |
| Law | 40.2 | 41.0 | 39.9 |
| Military and Veterans Affairs | 45.9 | 47.0 | 43.5 |
| Natural Resources | 42.1 | 41.8 | 42.5 |
| Public Safety | 40.5 | 39.8 | 41.8 |
| Revenue | 42.3 | 41.1 | 43.1 |
| Transportation and Public Facilities | 44.6 | 45.0 | 43.5 |
| Statewide | 42.9 | 43.0 | 42.7 |

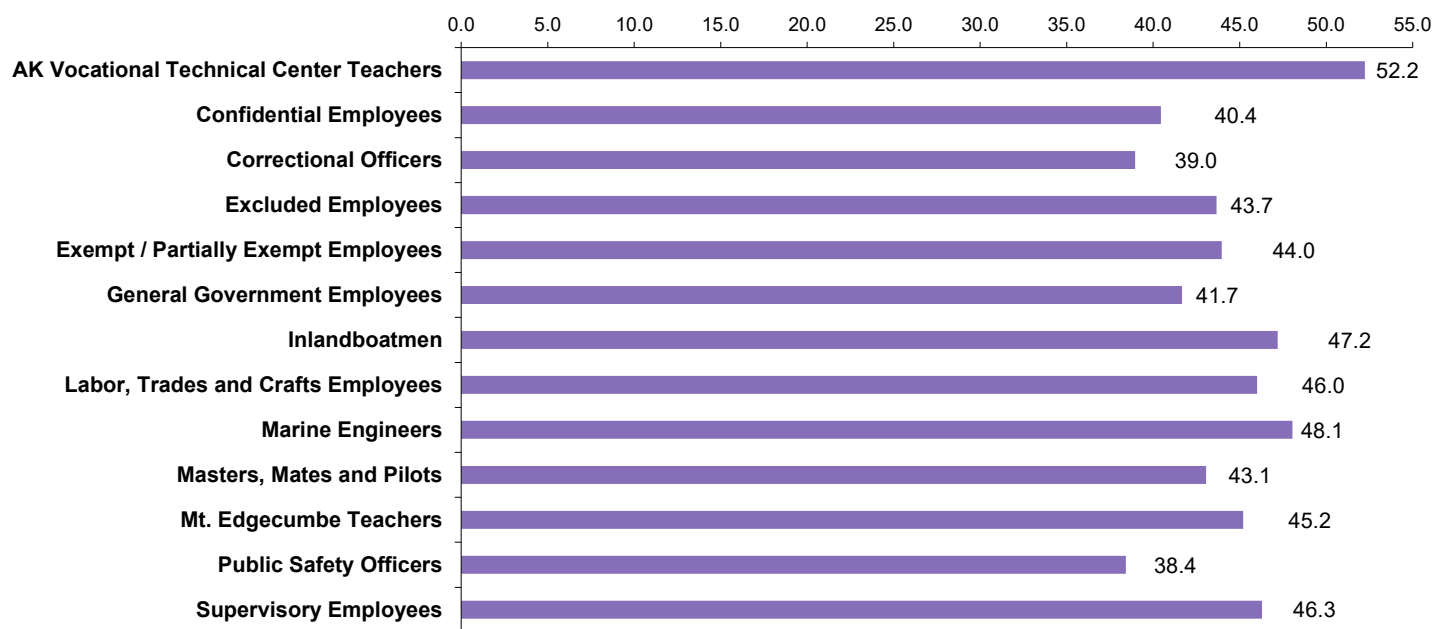
| Employees | Highest Average Age | Lowest Average Age |
|------------------------|---|----------------------|
| Overall Average | Labor and Workforce Development (46.4) | Law (40.2) |
| Male Average | Military and Veteran Affairs/ Commerce, Community and Economic Development (47.0) | Public Safety (39.8) |
| Female Average | Labor and Workforce Development (47.0) | Fish and Game (38.9) |



AVERAGE AGE BY BARGAINING UNIT

| Bargaining Unit | Average Age |
|---|-------------|
| AK Vocational Technical Center Teachers | 52.2 |
| Confidential Employees | 40.4 |
| Correctional Officers | 39.0 |
| Excluded Employees | 43.7 |
| Exempt / Partially Exempt Employees | 44.0 |
| General Government Employees | 41.7 |
| Inlandboatmen | 47.2 |
| Labor, Trades and Crafts Employees | 46.0 |
| Marine Engineers | 48.1 |
| Masters, Mates and Pilots | 43.1 |
| Mt. Edgecumbe Teachers | 45.2 |
| Public Safety Officers | 38.4 |
| Supervisory Employees | 46.3 |

CHART OF AVERAGE AGE BY BARGAINING UNIT



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

AVERAGE SALARY BY DEPARTMENT

| Department | Statewide | |
|--|----------------|-----------------------------|
| | Employee Count | Average Base Monthly Salary |
| Office of the Governor | 132 | \$7,810.68 |
| Administration | 1041 | \$6,487.04 |
| Commerce, Community and Economic Development | 421 | \$6,714.67 |
| Corrections | 1798 | \$6,115.91 |
| Education and Early Development | 236 | \$6,627.23 |
| Environmental Conservation | 435 | \$6,562.59 |
| Fish and Game | 1226 | \$5,604.13 |
| Health and Social Services | 2916 | \$5,722.22 |
| Labor and Workforce Development | 597 | \$5,714.95 |
| Law | 470 | \$7,248.48 |
| Military and Veterans Affairs | 256 | \$5,593.11 |
| Natural Resources | 785 | \$5,875.38 |
| Public Safety | 757 | \$7,788.69 |
| Revenue | 439 | \$7,081.83 |
| Transportation and Public Facilities | 2799 | \$6,017.37 |
| Statewide | 14308 | \$6,170.88 |

AVERAGE BASE MONTHLY SALARY BY BARGAINING UNIT & DEPARTMENT

| Bargaining Unit | General Government | | Supervisory | | Confidential | |
|--|--------------------|-------------------|----------------|-------------------|----------------|-------------------|
| | Employee Count | Average Salary | Employee Count | Average Salary | Employee Count | Average Salary |
| Office of the Governor | | | | | | |
| Administration | 538 | \$5,163.42 | 143 | \$7,700.38 | 112 | \$5,866.37 |
| Commerce, Community and Economic Development | 223 | \$5,303.39 | 61 | \$7,359.68 | 3 | \$5,989.25 |
| Corrections | 576 | \$5,627.05 | 175 | \$7,921.60 | 10 | \$5,701.11 |
| Education and Early Development | 112 | \$5,853.96 | 28 | \$8,423.29 | 1 | \$7,543.47 |
| Environmental Conservation | 298 | \$5,732.27 | 119 | \$8,463.63 | 2 | \$5,209.54 |
| Fish and Game | 826 | \$4,645.37 | 352 | \$7,627.77 | 3 | \$7,040.42 |
| Health and Social Services | 2307 | \$5,185.73 | 478 | \$7,591.38 | 17 | \$5,830.53 |
| Labor and Workforce Development | 406 | \$5,089.33 | 114 | \$7,404.02 | 2 | \$6,277.27 |
| Law | 174 | \$4,461.61 | 32 | \$5,699.68 | | |
| Military and Veterans Affairs | 129 | \$5,004.03 | 45 | \$6,874.35 | 2 | \$6,528.60 |
| Natural Resources | 519 | \$4,943.58 | 152 | \$7,468.89 | 2 | \$4,849.87 |
| Public Safety | 271 | \$4,885.22 | 79 | \$9,925.13 | 3 | \$5,865.60 |
| Revenue | 259 | \$4,978.11 | 68 | \$7,092.34 | 2 | \$6,114.34 |
| Transportation and Public Facilities | 916 | \$6,056.97 | 284 | \$9,126.81 | 14 | \$5,967.00 |
| Statewide | 7554 | \$5,239.79 | 2130 | \$7,897.89 | 173 | \$5,889.54 |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

AVERAGE BASE MONTHLY SALARY BY BARGAINING UNIT & DEPARTMENT (CONT.)

| Bargaining Unit | Labor, Trades and Crafts | | Correctional Officers | | Public Safety Officers | |
|--|--------------------------|-------------------|-----------------------|-------------------|------------------------|-------------------|
| | Employee Count | Average Salary | Employee Count | Average Salary | Employee Count | Average Salary |
| Office of the Governor | | | | | | |
| Administration | | | | | | |
| Commerce, Community and Economic Development | | | | | | |
| Corrections | 119 | \$4,717.86 | 905 | \$6,151.99 | | |
| Education and Early Development | | | | | | |
| Environmental Conservation | 6 | \$5,221.96 | | | | |
| Fish and Game | 11 | \$5,245.54 | | | | |
| Health and Social Services | 54 | \$4,522.55 | | | | |
| Labor and Workforce Development | 32 | \$5,083.54 | | | | |
| Law | | | | | | |
| Military and Veterans Affairs | 66 | \$4,882.06 | | | | |
| Natural Resources | 43 | \$4,584.79 | | | | |
| Public Safety | 7 | \$5,280.72 | | | 387 | \$9,366.10 |
| Revenue | | | | | | |
| Transportation and Public Facilities | 1040 | \$5,139.59 | | | 75 | \$7,037.08 |
| Statewide | 1378 | \$5,049.97 | 905 | \$6,151.99 | 462 | \$8,988.01 |

| Bargaining Unit | Marine Engineers | | Masters, Mates and Pilots | | Inlandboatmen | |
|--|------------------|-------------------|---------------------------|-------------------|----------------|-------------------|
| | Employee Count | Average Salary | Employee Count | Average Salary | Employee Count | Average Salary |
| Office of the Governor | | | | | | |
| Administration | | | | | | |
| Commerce, Community and Economic Development | | | | | | |
| Corrections | | | | | | |
| Education and Early Development | | | | | | |
| Environmental Conservation | | | | | | |
| Fish and Game | | | | | | |
| Health and Social Services | | | | | | |
| Labor and Workforce Development | | | | | | |
| Law | | | | | | |
| Military and Veterans Affairs | | | | | | |
| Natural Resources | | | | | | |
| Public Safety | | | | | | |
| Revenue | | | | | | |
| Transportation and Public Facilities | 56 | \$7,192.51 | 75 | \$7,210.94 | 314 | \$4,850.42 |
| Statewide | 56 | \$7,192.51 | 75 | \$7,210.94 | 314 | \$4,850.42 |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

AVERAGE BASE MONTHLY SALARY BY BARGAINING UNIT & DEPARTMENT (CONT.)

| Bargaining Unit | AK Vocational Technical Teachers | | Mt. Edgecumbe Teachers | |
|--|-------------------------------------|-------------------|------------------------|-------------------|
| | Employee Count | Average Salary | Employee Count | Average Salary |
| Office of the Governor | | | | |
| Administration | | | | |
| Commerce, Community and Economic Development | | | | |
| Corrections | | | | |
| Education and Early Development | | | 29 | \$6,201.72 |
| Environmental Conservation | | | | |
| Fish and Game | | | | |
| Health and Social Services | | | | |
| Labor and Workforce Development | 25 | \$6,537.53 | | |
| Law | | | | |
| Military and Veterans Affairs | | | | |
| Natural Resources | | | | |
| Public Safety | | | | |
| Revenue | | | | |
| Transportation and Public Facilities | | | | |
| Statewide | 25 | \$6,537.53 | 29 | \$6,201.72 |

| Bargaining Unit | Excluded | | Exempt / Partially Exempt | |
|--|-------------------|-------------------|------------------------------|-------------------|
| | Employee Count | Average Salary | Employee Count | Average Salary |
| Office of the Governor | | | 132 | \$7,810.68 |
| Administration | | | 248 | \$8,939.11 |
| Commerce, Community and Economic Development | | | 134 | \$8,785.92 |
| Corrections | | | 13 | \$14,074.13 |
| Education and Early Development | | | 66 | \$7,350.55 |
| Environmental Conservation | | | 10 | \$9,758.62 |
| Fish and Game | | | 34 | \$7,935.17 |
| Health and Social Services | | | 60 | \$12,508.16 |
| Labor and Workforce Development | 3 | \$6,829.34 | 15 | \$9,489.46 |
| Law | | | 264 | \$9,273.02 |
| Military and Veterans Affairs | | | 14 | \$10,121.25 |
| Natural Resources | | | 69 | \$10,207.88 |
| Public Safety | | | 10 | \$10,881.33 |
| Revenue | | | 110 | \$12,046.24 |
| Transportation and Public Facilities | | | 25 | \$11,171.91 |
| Statewide | 3 | \$6,829.34 | 1204 | \$9,435.93 |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

AVERAGE STATE SERVICE BY DEPARTMENT AND GENDER

| Department | Average State Service | Male | Female |
|--|-----------------------|-------------|-------------|
| Office of the Governor | 9.67 | 8.95 | 10.11 |
| Administration | 9.11 | 9.24 | 9.01 |
| Commerce, Community and Economic Development | 9.20 | 8.99 | 9.37 |
| Corrections | 8.51 | 8.57 | 8.42 |
| Education and Early Development | 11.50 | 12.08 | 11.25 |
| Environmental Conservation | 9.89 | 9.79 | 9.96 |
| Fish and Game | 9.31 | 10.18 | 8.13 |
| Health and Social Services | 8.69 | 8.74 | 8.66 |
| Labor and Workforce Development | 10.31 | 9.25 | 10.89 |
| Law | 8.43 | 7.93 | 8.67 |
| Military and Veterans Affairs | 7.92 | 7.74 | 8.31 |
| Natural Resources | 8.72 | 8.30 | 9.24 |
| Public Safety | 10.56 | 10.96 | 9.75 |
| Revenue | 9.89 | 9.34 | 10.28 |
| Transportation and Public Facilities | 9.93 | 10.07 | 9.54 |
| Statewide | 9.28 | 9.43 | 9.12 |

AVERAGE STATE SERVICE BY BARGAINING UNIT

| Bargaining Unit | Average State Service |
|---|-----------------------|
| AK Vocational Technical Center Teachers | 11.25 |
| Confidential Employees | 10.02 |
| Correctional Officers | 8.23 |
| Excluded Employees | 9.57 |
| Exempt / Partially Exempt Employees | 9.77 |
| General Government Employees | 8.01 |
| Inlandboatmen | 9.76 |
| Labor, Trades and Crafts Employees | 8.46 |
| Marine Engineers | Not Available |
| Masters, Mates and Pilots | 14.05 |
| Mt. Edgecumbe Teachers | 11.72 |
| Public Safety Officers | 10.90 |
| Supervisory Employees | 13.79 |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT

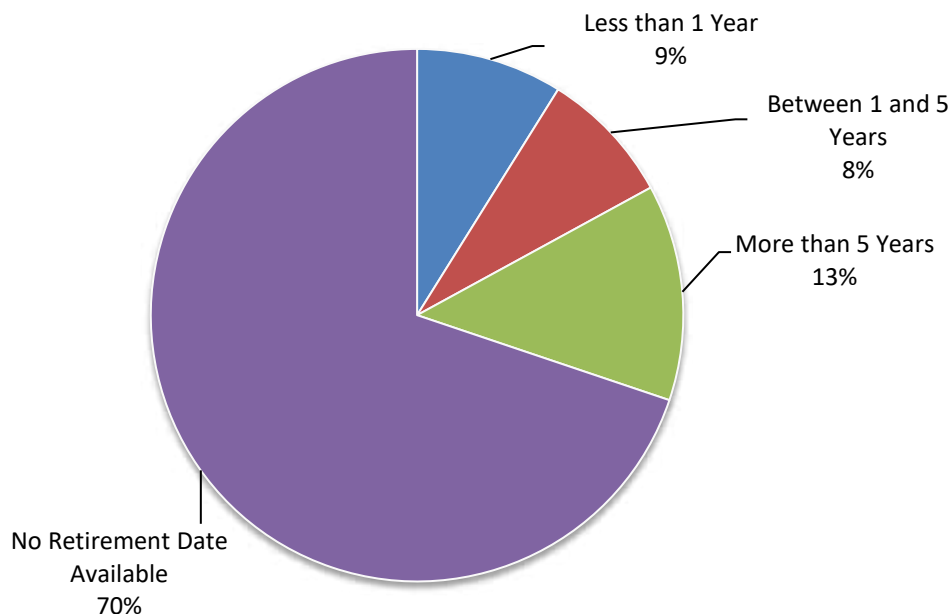
| Department | Total Employees in R&B System | Eligible to Retire | | | | | No Retirement Date Available |
|--|-------------------------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 Years | % Between 1 and 5 Years | More than 5 Years | |
| Office of the Governor | 132 | 12 | 9.1% | 12 | 9.1% | 19 | 89 |
| Administration | 1041 | 79 | 7.6% | 58 | 5.6% | 156 | 748 |
| Commerce, Community and Economic Development | 421 | 45 | 10.7% | 23 | 5.5% | 54 | 299 |
| Corrections | 1798 | 173 | 9.6% | 174 | 9.7% | 86 | 1365 |
| Education and Early Development | 236 | 33 | 14.0% | 41 | 17.4% | 33 | 129 |
| Environmental Conservation | 435 | 41 | 9.4% | 26 | 6.0% | 65 | 303 |
| Fish and Game | 1226 | 94 | 7.7% | 110 | 9.0% | 243 | 779 |
| Health and Social Services | 2916 | 205 | 7.0% | 207 | 7.1% | 382 | 2122 |
| Labor and Workforce Development | 597 | 74 | 12.4% | 43 | 7.2% | 89 | 391 |
| Law | 470 | 27 | 5.7% | 30 | 6.4% | 58 | 355 |
| Military and Veterans Affairs | 256 | 16 | 6.3% | 17 | 6.6% | 23 | 200 |
| Natural Resources | 785 | 68 | 8.7% | 56 | 7.1% | 119 | 542 |
| Public Safety | 757 | 120 | 15.9% | 112 | 14.8% | 56 | 469 |
| Revenue | 439 | 26 | 5.9% | 37 | 8.4% | 69 | 307 |
| Transportation and Public Facilities | 2799 | 259 | 9.3% | 221 | 7.9% | 426 | 1893 |
| Statewide | 14308 | 1272 | 8.9% | 1167 | 8.2% | 1878 | 9991 |

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021 and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

PERCENTAGE OF EMPLOYEES BY RETIREMENT PROJECTION CATEGORY



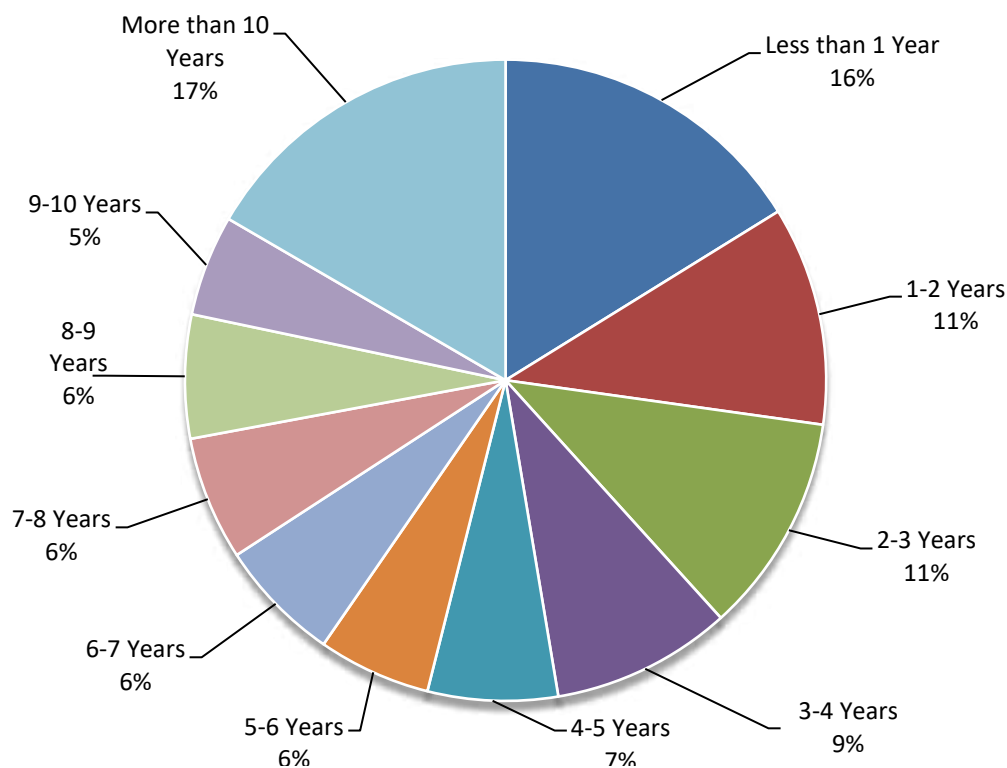
Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

TIER 4 EMPLOYEES YEARS OF STATE SERVICE

| Department | Less than 1 Year | 1-2 Years | 2-3 Years | 3-4 Years | 4-5 Years | 5-6 Years | 6-7 Years | 7-8 Years | 8-9 Years | 9-10 Years | More than 10 Years | Grand Total |
|--|------------------|-------------|-------------|------------|------------|------------|------------|------------|------------|------------|--------------------|-------------|
| Office of the Governor | 12 | 6 | 13 | 7 | 3 | 7 | 8 | 6 | 7 | 4 | 12 | 85 |
| Administration | 111 | 85 | 93 | 63 | 50 | 39 | 48 | 48 | 42 | 33 | 119 | 731 |
| Commerce, Community and Economic Development | 50 | 24 | 28 | 23 | 21 | 22 | 16 | 24 | 18 | 20 | 44 | 290 |
| Corrections | 204 | 171 | 141 | 125 | 68 | 85 | 84 | 108 | 103 | 59 | 206 | 1354 |
| Education and Early Development | 10 | 14 | 9 | 20 | 12 | 5 | 14 | 9 | 7 | 3 | 18 | 121 |
| Environmental Conservation | 40 | 25 | 30 | 31 | 15 | 17 | 17 | 22 | 20 | 18 | 60 | 295 |
| Fish and Game | 209 | 93 | 74 | 63 | 53 | 33 | 40 | 39 | 37 | 34 | 91 | 766 |
| Health and Social Services | 331 | 247 | 261 | 192 | 141 | 111 | 131 | 106 | 118 | 98 | 351 | 2087 |
| Labor and Workforce Development | 66 | 25 | 48 | 33 | 40 | 23 | 19 | 22 | 25 | 19 | 67 | 387 |
| Law | 57 | 50 | 48 | 42 | 15 | 19 | 12 | 20 | 17 | 16 | 55 | 351 |
| Military and Veterans Affairs | 38 | 18 | 21 | 18 | 16 | 12 | 8 | 7 | 15 | 8 | 37 | 198 |
| Natural Resources | 99 | 67 | 68 | 47 | 34 | 27 | 29 | 26 | 24 | 27 | 85 | 533 |
| Public Safety | 88 | 46 | 48 | 33 | 26 | 19 | 22 | 28 | 29 | 20 | 104 | 463 |
| Revenue | 37 | 25 | 31 | 25 | 24 | 15 | 14 | 20 | 30 | 21 | 57 | 299 |
| Transportation and Public Facilities | 230 | 184 | 169 | 166 | 123 | 122 | 146 | 126 | 117 | 118 | 318 | 1819 |
| Total | 1582 | 1080 | 1082 | 888 | 641 | 556 | 608 | 611 | 609 | 498 | 1624 | 9779 |

Tier 4 began July 1, 2006

PERCENTAGE OF TIER 4 EMPLOYEES BY YEARS OF STATE SERVICE



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Office of the Governor | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 119 | 12 | 10.1% | 11 | 9.2% | 17 | 79 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 1 | | | | | 1 | |
| PB01 GENERAL ADMINISTRATION | 3 | | | | | | 3 |
| PF03 SPECIAL SOCIAL SERVICE | 7 | | | 1 | 14.3% | | 6 |
| PI01 LEGAL SUPPORT AND RELATED | 1 | | | | | | 1 |
| PI02 ATTORNEYS | 1 | | | | | 1 | |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |



RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Administration | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 8 | 1 | 12.5% | 1 | 12.5% | 1 | 5 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 16 | 1 | 6.3% | 2 | 12.5% | 2 | 11 |
| PB01 GENERAL ADMINISTRATION | 42 | 4 | 9.5% | 1 | 2.4% | 5 | 32 |
| PB02 ACCOUNTING AND FISCAL | 97 | 8 | 8.2% | 8 | 8.2% | 18 | 63 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 155 | 11 | 7.1% | 6 | 3.9% | 32 | 106 |
| PB04 INFORMATION TECHNOLOGY | 188 | 20 | 10.6% | 16 | 8.5% | 38 | 114 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 2 | | | | | | 2 |
| PB06 SUPPLY | 19 | 1 | 5.3% | | | 1 | 17 |
| PB07 OFFICE OF INFORMATION TECHNOLOGY | 24 | 3 | 12.5% | | | 8 | 13 |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 21 | 2 | 9.5% | 3 | 14.3% | 5 | 11 |
| PC05 REVENUE AND AUDIT | 3 | | | | | 1 | 2 |
| PD01 GOVERNMENT MANAGEMENT AND OPERATIONS | 1 | | | | | 1 | |
| PD02 ECONOMIC RESEARCH | 1 | | | | | | 1 |
| PD09 PROPERTY MANAGEMENT | 2 | | | | | | 2 |
| PE02 TEACHING AND INSTRUCTION | 5 | | | 1 | 20.0% | | 4 |
| PE06 ARTS, PHOTOGRAPHY AND INFORMATION | 6 | | | | | | 6 |
| PF01 PUBLIC PROGRAMS | 2 | | | 1 | 50.0% | | 1 |
| PF03 SPECIAL SOCIAL SERVICE | 26 | 2 | 7.7% | | | 8 | 16 |
| PI01 LEGAL SUPPORT AND RELATED | 83 | 1 | 1.2% | 3 | 3.6% | 2 | 77 |
| PI02 ATTORNEYS | 199 | 13 | 6.5% | 7 | 3.5% | 25 | 154 |
| PI03 JUDGES AND ADJUDICATORS | 11 | 4 | 36.4% | | | 3 | 4 |
| PI04 EVIDENCE INVESTIGATION | 17 | 1 | 5.9% | 1 | 5.9% | 1 | 14 |
| PI05 LEGAL DOCUMENT PROCESSING | 105 | 5 | 4.8% | 8 | 7.6% | 4 | 88 |
| PL08 OFFICE EQUIPMENT OPERATION | 8 | 2 | 25.0% | | | 1 | 5 |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Commerce, Community and Economic Development | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 116 | 17 | 14.7% | 6 | 5.2% | 10 | 83 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 13 | 2 | 15.4% | 2 | 15.4% | 2 | 7 |
| PB01 GENERAL ADMINISTRATION | 38 | 2 | 5.3% | 3 | 7.9% | 6 | 27 |
| PB02 ACCOUNTING AND FISCAL | 27 | | | 1 | 3.7% | 4 | 22 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 3 | | | | | 1 | 2 |
| PB04 INFORMATION TECHNOLOGY | 16 | 2 | 12.5% | | | 3 | 11 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 7 | 1 | 14.3% | | | 2 | 4 |
| PB06 SUPPLY | 3 | 1 | 33.3% | 1 | 33.3% | 1 | |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 7 | 2 | 28.6% | 1 | 14.3% | | 4 |
| PC01 BUSINESS FINANCE | 20 | 1 | 5.0% | 1 | 5.0% | 7 | 11 |
| PC02 BUSINESS REGULATION AND COMPLIANCE | 91 | 8 | 8.8% | 3 | 3.3% | 9 | 71 |
| PC05 REVENUE AND AUDIT | 1 | | | 1 | 100.0% | | |
| PD01 GOVERNMENT MANAGEMENT AND OPERATIONS | 22 | 4 | 18.2% | 2 | 9.1% | 3 | 13 |
| PD06 FERRY SYSTEM ADMINISTRATION | 1 | | | | | | 1 |
| PD08 REAL ESTATE APPRAISAL | 1 | | | | | | 1 |
| PE06 ARTS, PHOTOGRAPHY AND INFORMATION | 3 | | | | | 1 | 2 |
| PG01 HEALTH ADMINISTRATION | 1 | | | | | | 1 |
| PG03 NURSING, PROFESSIONAL | 1 | | | | | | 1 |
| PH03 NATURAL RESOURCES AND FORESTRY | 1 | | | | | | 1 |
| PI01 LEGAL SUPPORT AND RELATED | 12 | 1 | 8.3% | | | 2 | 9 |
| PI03 JUDGES AND ADJUDICATORS | 3 | 1 | 33.3% | | | | 2 |
| PI04 EVIDENCE INVESTIGATION | 30 | 3 | 10.0% | 2 | 6.7% | 2 | 23 |
| PK03 ENGINEERING, UNLICENSED | 4 | | | | | 1 | 3 |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Corrections | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 9 | 3 | 33.3% | | | | 6 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 7 | 1 | 14.3% | 2 | 28.6% | 3 | 1 |
| PB01 GENERAL ADMINISTRATION | 92 | 7 | 7.6% | 5 | 5.4% | 10 | 70 |
| PB02 ACCOUNTING AND FISCAL | 27 | | | 2 | 7.4% | 2 | 23 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 10 | | | 1 | 10.0% | 3 | 6 |
| PB04 INFORMATION TECHNOLOGY | 11 | 2 | 18.2% | 1 | 9.1% | 1 | 7 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 2 | | | 1 | 50.0% | 1 | |
| PB06 SUPPLY | 17 | 1 | 5.9% | 1 | 5.9% | 3 | 12 |
| PB07 OFFICE OF INFORMATION TECHNOLOGY | 1 | | | | | | 1 |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 2 | | | | | | 2 |
| PD09 PROPERTY MANAGEMENT | 3 | 1 | 33.3% | | | | 2 |
| PE01 EDUCATION PROGRAMS | 16 | 5 | 31.3% | 1 | 6.3% | 2 | 8 |
| PE02 TEACHING AND INSTRUCTION | 7 | | | 1 | 14.3% | 1 | 5 |
| PF02 SOCIAL WORK | 3 | | | | | 1 | 2 |
| PF03 SPECIAL SOCIAL SERVICE | 1 | | | | | | 1 |
| PG01 HEALTH ADMINISTRATION | 5 | | | | | 1 | 4 |
| PG03 NURSING, PROFESSIONAL | 134 | 6 | 4.5% | 4 | 3.0% | 6 | 118 |
| PG04 MEDICAL, PROFESSIONAL | 17 | | | | | 2 | 15 |
| PG05 MENTAL AND BEHAVIORAL HEALTH SERVICES | 35 | 3 | 8.6% | 2 | 5.7% | 4 | 26 |
| PG06 SPECIAL HEALTH SERVICES | 8 | 1 | 12.5% | 1 | 12.5% | 1 | 5 |
| PI01 LEGAL SUPPORT AND RELATED | 76 | 4 | 5.3% | 2 | 2.6% | 8 | 62 |
| PJ03 CORRECTIONS | 949 | 99 | 10.4% | 101 | 10.6% | 18 | 731 |
| PJ04 PROBATION AND PAROLE | 243 | 26 | 10.7% | 41 | 16.9% | 14 | 162 |
| PL01 FOOD AND CUSTODIAL SERVICES | 59 | 6 | 10.2% | 5 | 8.5% | 2 | 46 |
| PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE | 4 | 1 | 25.0% | | | | 3 |
| PL04 BUILDING AND FACILITY MAINTENANCE | 56 | 7 | 12.5% | 3 | 5.4% | 3 | 43 |
| PL08 OFFICE EQUIPMENT OPERATION | 4 | | | | | | 4 |

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Education and Early Development | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 87 | 15 | 17.2% | 17 | 19.5% | 10 | 45 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 10 | 2 | 20.0% | 1 | 10.0% | 2 | 5 |
| PB01 GENERAL ADMINISTRATION | 9 | 2 | 22.2% | 1 | 11.1% | | 6 |
| PB02 ACCOUNTING AND FISCAL | 7 | | | 1 | 14.3% | 1 | 5 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 1 | | | | | | 1 |
| PB04 INFORMATION TECHNOLOGY | 7 | | | 1 | 14.3% | 1 | 5 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 6 | 1 | 16.7% | | | 1 | 4 |
| PB06 SUPPLY | 1 | | | | | | 1 |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 7 | | | 1 | 14.3% | 2 | 4 |
| PC01 BUSINESS FINANCE | 10 | 2 | 20.0% | 2 | 20.0% | 5 | 1 |
| PC05 REVENUE AND AUDIT | 2 | | | 1 | 50.0% | 1 | |
| PD09 PROPERTY MANAGEMENT | 1 | | | 1 | 100.0% | | |
| PE01 EDUCATION PROGRAMS | 44 | 5 | 11.4% | 8 | 18.2% | 4 | 27 |
| PE03 STUDENT SERVICES | 6 | | | 2 | 33.3% | | 4 |
| PE04 LIBRARY AND ARCHIVES | 19 | 3 | 15.8% | 4 | 21.1% | 3 | 9 |
| PE05 ANTHROPOLOGICAL RESEARCH AND EDUCATION | 6 | 1 | 16.7% | | | 2 | 3 |
| PE06 ARTS, PHOTOGRAPHY AND INFORMATION | 3 | | | | | | 3 |
| PF01 PUBLIC PROGRAMS | 1 | | | | | 1 | |
| PF02 SOCIAL WORK | 3 | | | | | | 3 |
| PG05 MENTAL AND BEHAVIORAL HEALTH SERVICES | 1 | | | | | | 1 |
| PH04 PARKS | 3 | | | 1 | 33.3% | | 2 |
| PK04 ENGINEERING, LICENSED | 1 | 1 | 100.0% | | | | |
| PL08 OFFICE EQUIPMENT OPERATION | 1 | 1 | 100.0% | | | | |

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Environmental Conservation | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 2 | | | | | 1 | 1 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 8 | 1 | 12.5% | 1 | 12.5% | 2 | 4 |
| PB01 GENERAL ADMINISTRATION | 30 | 3 | 10.0% | | | 6 | 21 |
| PB02 ACCOUNTING AND FISCAL | 22 | 1 | 4.5% | 2 | 9.1% | 2 | 17 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 2 | | | | | | 2 |
| PB04 INFORMATION TECHNOLOGY | 19 | 1 | 5.3% | 1 | 5.3% | 3 | 14 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 1 | | | | | 1 | |
| PB06 SUPPLY | 6 | | | | | 1 | 5 |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 9 | | | | | 1 | 8 |
| PC01 BUSINESS FINANCE | 4 | | | 1 | 25.0% | | 3 |
| PC04 ENVIRONMENTAL HEALTH | 24 | | | | | 3 | 21 |
| PD01 GOVERNMENT MANAGEMENT AND OPERATIONS | 1 | | | | | | 1 |
| PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING | 1 | | | | | | 1 |
| PG04 MEDICAL, PROFESSIONAL | 2 | 1 | 50.0% | | | | 1 |
| PG07 HEALTH LABORATORY AND RELATED | 11 | | | | | 1 | 10 |
| PI04 EVIDENCE INVESTIGATION | 2 | | | | | 1 | 1 |
| PK01 PHYSICAL SCIENCE SPECIALISTS | 10 | 1 | 10.0% | 1 | 10.0% | 1 | 7 |
| PK02 ENVIRONMENTAL SCIENCE SPECIALISTS | 229 | 22 | 9.6% | 18 | 7.9% | 37 | 152 |
| PK03 ENGINEERING, UNLICENSED | 25 | 5 | 20.0% | 1 | 4.0% | 1 | 18 |
| PK04 ENGINEERING, LICENSED | 22 | 5 | 22.7% | 1 | 4.5% | 4 | 12 |
| PL04 BUILDING AND FACILITY MAINTENANCE | 5 | 1 | 20.0% | | | | 4 |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Fish and Game | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 25 | 2 | 8.0% | 2 | 8.0% | 4 | 17 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 12 | 4 | 33.3% | 3 | 25.0% | 3 | 2 |
| PB01 GENERAL ADMINISTRATION | 63 | 5 | 7.9% | 9 | 14.3% | 9 | 40 |
| PB02 ACCOUNTING AND FISCAL | 43 | 1 | 2.3% | 4 | 9.3% | 4 | 34 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 3 | | | | | 1 | 2 |
| PB04 INFORMATION TECHNOLOGY | 43 | 3 | 7.0% | 4 | 9.3% | 14 | 22 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 18 | 1 | 5.6% | | | 9 | 8 |
| PB06 SUPPLY | 3 | 1 | 33.3% | | | | 2 |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 20 | 2 | 10.0% | 4 | 20.0% | 7 | 7 |
| PC01 BUSINESS FINANCE | 2 | | | 1 | 50.0% | | 1 |
| PC02 BUSINESS REGULATION AND COMPLIANCE | 1 | | | | | | 1 |
| PD09 PROPERTY MANAGEMENT | 2 | | | | | 1 | 1 |
| PE01 EDUCATION PROGRAMS | 11 | | | 2 | 18.2% | 1 | 8 |
| PE04 LIBRARY AND ARCHIVES | 1 | 1 | 100.0% | | | | |
| PE05 ANTHROPOLOGICAL RESEARCH AND EDUCATION | 15 | 2 | 13.3% | | | 3 | 10 |
| PE06 ARTS, PHOTOGRAPHY AND INFORMATION | 17 | 4 | 23.5% | | | 3 | 10 |
| PG04 MEDICAL, PROFESSIONAL | 2 | 1 | 50.0% | | | | 1 |
| PG07 HEALTH LABORATORY AND RELATED | 3 | | | | | | 3 |
| PH01 FISH AND WILDLIFE | 908 | 64 | 7.0% | 75 | 8.3% | 180 | 589 |
| PH03 NATURAL RESOURCES AND FORESTRY | 3 | | | 1 | 33.3% | 2 | |
| PK04 ENGINEERING, LICENSED | 1 | | | 1 | 100.0% | | |
| PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE | 2 | | | | | | 2 |
| PL04 BUILDING AND FACILITY MAINTENANCE | 11 | 3 | 27.3% | | | | 8 |
| PL07 VESSEL AND AIRCRAFT OPERATION | 17 | | | 4 | 23.5% | 2 | 11 |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Health and Social Services | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 36 | | | 2 | 5.6% | 7 | 27 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 22 | 2 | 9.1% | 6 | 27.3% | 9 | 5 |
| PB01 GENERAL ADMINISTRATION | 324 | 25 | 7.7% | 24 | 7.4% | 21 | 254 |
| PB02 ACCOUNTING AND FISCAL | 75 | 9 | 12.0% | 6 | 8.0% | 11 | 49 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 17 | 1 | 5.9% | | | 1 | 15 |
| PB04 INFORMATION TECHNOLOGY | 99 | 6 | 6.1% | 9 | 9.1% | 26 | 58 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 37 | 1 | 2.7% | 3 | 8.1% | 3 | 30 |
| PB06 SUPPLY | 16 | 1 | 6.3% | 3 | 18.8% | 2 | 10 |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 57 | 3 | 5.3% | 6 | 10.5% | 9 | 39 |
| PC01 BUSINESS FINANCE | 15 | 2 | 13.3% | 2 | 13.3% | 5 | 6 |
| PC02 BUSINESS REGULATION AND COMPLIANCE | 59 | 6 | 10.2% | 5 | 8.5% | 8 | 40 |
| PC03 SAFETY INSPECTION | 2 | | | | | | 2 |
| PC05 REVENUE AND AUDIT | 15 | 3 | 20.0% | 2 | 13.3% | | 10 |
| PD04 EMERGENCY PLANNING AND RESPONSE | 5 | | | | | 1 | 4 |
| PD09 PROPERTY MANAGEMENT | 4 | | | | | | 4 |
| PE02 TEACHING AND INSTRUCTION | 12 | 1 | 8.3% | 3 | 25.0% | 3 | 5 |
| PE03 STUDENT SERVICES | 2 | 1 | 50.0% | | | | 1 |
| PE06 ARTS, PHOTOGRAPHY AND INFORMATION | 12 | 1 | 8.3% | 1 | 8.3% | 5 | 5 |
| PF01 PUBLIC PROGRAMS | 425 | 28 | 6.6% | 32 | 7.5% | 71 | 294 |
| PF02 SOCIAL WORK | 392 | 11 | 2.8% | 13 | 3.3% | 47 | 321 |
| PF03 SPECIAL SOCIAL SERVICE | 10 | 2 | 20.0% | | | | 8 |
| PF05 LABOR AND EMPLOYMENT SERVICES | 28 | 5 | 17.9% | 4 | 14.3% | 4 | 15 |
| PG01 HEALTH ADMINISTRATION | 192 | 14 | 7.3% | 13 | 6.8% | 18 | 147 |
| PG02 NURSING, ASSISTIVE | 338 | 20 | 5.9% | 15 | 4.4% | 38 | 265 |
| PG03 NURSING, PROFESSIONAL | 227 | 21 | 9.3% | 12 | 5.3% | 14 | 180 |
| PG04 MEDICAL, PROFESSIONAL | 10 | 1 | 10.0% | | | 1 | 8 |
| PG05 MENTAL AND BEHAVIORAL HEALTH SERVICES | 41 | 7 | 17.1% | 4 | 9.8% | 6 | 24 |
| PG06 SPECIAL HEALTH SERVICES | 36 | 3 | 8.3% | 2 | 5.6% | 8 | 23 |
| PG07 HEALTH LABORATORY AND RELATED | 28 | 3 | 10.7% | | | 2 | 23 |

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Health and Social Services | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| PI01 LEGAL SUPPORT AND RELATED | 14 | | | | | 2 | 12 |
| PI04 EVIDENCE INVESTIGATION | 22 | 3 | 13.6% | 6 | 27.3% | 3 | 10 |
| PJ03 CORRECTIONS | 202 | 9 | 4.5% | 15 | 7.4% | 46 | 132 |
| PJ04 PROBATION AND PAROLE | 84 | 9 | 10.7% | 11 | 13.1% | 6 | 58 |
| PK01 PHYSICAL SCIENCE SPECIALISTS | 3 | | | 2 | 66.7% | | 1 |
| PL01 FOOD AND CUSTODIAL SERVICES | 19 | 3 | 15.8% | 3 | 15.8% | 2 | 11 |
| PL04 BUILDING AND FACILITY MAINTENANCE | 36 | 4 | 11.1% | 3 | 8.3% | 3 | 26 |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |



RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Labor and Workforce Development | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 6 | 5 | 83.3% | | | | 1 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 11 | 3 | 27.3% | 4 | 36.4% | 1 | 3 |
| PB01 GENERAL ADMINISTRATION | 50 | 7 | 14.0% | 3 | 6.0% | 3 | 37 |
| PB02 ACCOUNTING AND FISCAL | 39 | 2 | 5.1% | 4 | 10.3% | 2 | 31 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 3 | | | | | 1 | 2 |
| PB04 INFORMATION TECHNOLOGY | 15 | 2 | 13.3% | 3 | 20.0% | 5 | 5 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 11 | | | | | 3 | 8 |
| PB06 SUPPLY | 6 | 1 | 16.7% | | | | 5 |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 21 | 4 | 19.0% | 2 | 9.5% | 3 | 12 |
| PC01 BUSINESS FINANCE | 3 | | | 1 | 33.3% | 1 | 1 |
| PC02 BUSINESS REGULATION AND COMPLIANCE | 4 | | | | | | 4 |
| PC03 SAFETY INSPECTION | 32 | | | 3 | 9.4% | | 29 |
| PC05 REVENUE AND AUDIT | 1 | 1 | 100.0% | | | | |
| PD02 ECONOMIC RESEARCH | 10 | 1 | 10.0% | | | 4 | 5 |
| PE01 EDUCATION PROGRAMS | 9 | 1 | 11.1% | 2 | 22.2% | 1 | 5 |
| PE02 TEACHING AND INSTRUCTION | 24 | 2 | 8.3% | 2 | 8.3% | 2 | 18 |
| PE03 STUDENT SERVICES | 3 | | | | | | 3 |
| PE06 ARTS, PHOTOGRAPHY AND INFORMATION | 3 | | | | | 2 | 1 |
| PF01 PUBLIC PROGRAMS | 30 | 6 | 20.0% | | | 5 | 19 |
| PF03 SPECIAL SOCIAL SERVICE | 1 | | | | | | 1 |
| PF04 VOCATIONAL REHABILITATION | 58 | 6 | 10.3% | 4 | 6.9% | 15 | 33 |
| PF05 LABOR AND EMPLOYMENT SERVICES | 208 | 24 | 11.5% | 11 | 5.3% | 32 | 141 |
| PI01 LEGAL SUPPORT AND RELATED | 1 | | | | | | 1 |
| PI03 JUDGES AND ADJUDICATORS | 9 | 2 | 22.2% | 1 | 11.1% | 2 | 4 |
| PI04 EVIDENCE INVESTIGATION | 26 | 4 | 15.4% | 2 | 7.7% | 6 | 14 |
| PL01 FOOD AND CUSTODIAL SERVICES | 12 | 3 | 25.0% | 1 | 8.3% | | 8 |
| PL08 OFFICE EQUIPMENT OPERATION | 1 | | | | | 1 | |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Law | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 1 | | | | | | 1 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 6 | 1 | 16.7% | | | 2 | 3 |
| PB01 GENERAL ADMINISTRATION | 17 | 1 | 5.9% | | | 3 | 13 |
| PB02 ACCOUNTING AND FISCAL | 7 | 2 | 28.6% | 1 | 14.3% | | 4 |
| PB04 INFORMATION TECHNOLOGY | 3 | | | | | | 3 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 1 | | | | | | 1 |
| PB06 SUPPLY | 1 | | | | | 1 | |
| PC02 BUSINESS REGULATION AND COMPLIANCE | 4 | 2 | 50.0% | | | 2 | |
| PC05 REVENUE AND AUDIT | 1 | | | 1 | 100.0% | | |
| PI01 LEGAL SUPPORT AND RELATED | 167 | 5 | 3.0% | 10 | 6.0% | 15 | 137 |
| PI02 ATTORNEYS | 256 | 15 | 5.9% | 18 | 7.0% | 35 | 188 |
| PI04 EVIDENCE INVESTIGATION | 6 | 1 | 16.7% | | | | 5 |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |



RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Military and Veterans Affairs | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 7 | | | 1 | 14.3% | | 6 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 8 | 1 | 12.5% | | | 2 | 5 |
| PB01 GENERAL ADMINISTRATION | 21 | | | | | | 21 |
| PB02 ACCOUNTING AND FISCAL | 17 | 2 | 11.8% | 2 | 11.8% | 4 | 9 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 2 | | | 1 | 50.0% | 1 | |
| PB04 INFORMATION TECHNOLOGY | 4 | | | | | | 4 |
| PB06 SUPPLY | 10 | 1 | 10.0% | | | 1 | 8 |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 5 | | | 1 | 20.0% | | 4 |
| PC01 BUSINESS FINANCE | 7 | | | | | 2 | 5 |
| PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING | 2 | | | | | | 2 |
| PD04 EMERGENCY PLANNING AND RESPONSE | 38 | 2 | 5.3% | 2 | 5.3% | 3 | 31 |
| PD09 PROPERTY MANAGEMENT | 7 | 1 | 14.3% | | | 1 | 5 |
| PE02 TEACHING AND INSTRUCTION | 18 | 1 | 5.6% | 2 | 11.1% | 4 | 11 |
| PE03 STUDENT SERVICES | 29 | | | 1 | 3.4% | 2 | 26 |
| PE06 ARTS, PHOTOGRAPHY AND INFORMATION | 1 | | | | | | 1 |
| PG03 NURSING, PROFESSIONAL | 1 | | | | | | 1 |
| PG05 MENTAL AND BEHAVIORAL HEALTH SERVICES | 1 | | | 1 | 100.0% | | |
| PK02 ENVIRONMENTAL SCIENCE SPECIALISTS | 7 | | | | | | 7 |
| PK03 ENGINEERING, UNLICENSED | 9 | | | | | | 9 |
| PL01 FOOD AND CUSTODIAL SERVICES | 9 | | | 1 | 11.1% | 2 | 6 |
| PL03 EQUIPMENT OPERATION | 2 | | | | | | 2 |
| PL04 BUILDING AND FACILITY MAINTENANCE | 51 | 8 | 15.7% | 5 | 9.8% | 1 | 37 |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Natural Resources | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 60 | 10 | 16.7% | 2 | 3.3% | 13 | 35 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 14 | 2 | 14.3% | 1 | 7.1% | 3 | 8 |
| PB01 GENERAL ADMINISTRATION | 60 | 10 | 16.7% | 6 | 10.0% | 9 | 35 |
| PB02 ACCOUNTING AND FISCAL | 23 | | | 7 | 30.4% | 3 | 13 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 2 | | | | | | 2 |
| PB04 INFORMATION TECHNOLOGY | 29 | 1 | 3.4% | 1 | 3.4% | 8 | 19 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 1 | | | | | | 1 |
| PB06 SUPPLY | 5 | | | | | 2 | 3 |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 6 | | | 2 | 33.3% | | 4 |
| PC01 BUSINESS FINANCE | 2 | | | | | | 2 |
| PC03 SAFETY INSPECTION | 1 | | | 1 | 100.0% | | |
| PC05 REVENUE AND AUDIT | 8 | 1 | 12.5% | | | 2 | 5 |
| PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING | 2 | | | | | | 2 |
| PD04 EMERGENCY PLANNING AND RESPONSE | 21 | 2 | 9.5% | 1 | 4.8% | 1 | 17 |
| PD08 REAL ESTATE APPRAISAL | 3 | 1 | 33.3% | | | 1 | 1 |
| PE02 TEACHING AND INSTRUCTION | 1 | | | | | | 1 |
| PE05 ANTHROPOLOGICAL RESEARCH AND EDUCATION | 13 | 2 | 15.4% | | | | 11 |
| PE06 ARTS, PHOTOGRAPHY AND INFORMATION | 5 | | | | | 1 | 4 |
| PG07 HEALTH LABORATORY AND RELATED | 1 | | | | | | 1 |
| PH02 AGRICULTURE | 7 | | | | | 1 | 6 |
| PH03 NATURAL RESOURCES AND FORESTRY | 355 | 27 | 7.6% | 19 | 5.4% | 50 | 259 |
| PH04 PARKS | 38 | 1 | 2.6% | 4 | 10.5% | 8 | 25 |
| PI05 LEGAL DOCUMENT PROCESSING | 27 | 3 | 11.1% | | | 3 | 21 |
| PK01 PHYSICAL SCIENCE SPECIALISTS | 43 | 4 | 9.3% | 5 | 11.6% | 8 | 26 |
| PK02 ENVIRONMENTAL SCIENCE SPECIALISTS | 1 | | | | | | 1 |
| PK03 ENGINEERING, UNLICENSED | 9 | | | | | 1 | 8 |
| PK04 ENGINEERING, LICENSED | 4 | 1 | 25.0% | | | 1 | 2 |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Natural Resources | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| PK07 LAND SURVEYING | 14 | 1 | 7.1% | 4 | 28.6% | | 9 |
| PL01 FOOD AND CUSTODIAL SERVICES | 1 | | | | | 1 | |
| PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE | 6 | | | | | 1 | 5 |
| PL03 EQUIPMENT OPERATION | 3 | | | | | | 3 |
| PL04 BUILDING AND FACILITY MAINTENANCE | 17 | | | 3 | 17.6% | 2 | 12 |
| PL07 VESSEL AND AIRCRAFT OPERATION | 3 | 2 | 66.7% | | | | 1 |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |



RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Public Safety | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 3 | 2 | 66.7% | | | | 1 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 7 | 5 | 71.4% | 1 | 14.3% | 1 | |
| PB01 GENERAL ADMINISTRATION | 90 | 7 | 7.8% | 11 | 12.2% | 11 | 61 |
| PB02 ACCOUNTING AND FISCAL | 12 | | | 1 | 8.3% | 2 | 9 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 3 | 1 | 33.3% | | | | 2 |
| PB04 INFORMATION TECHNOLOGY | 11 | | | 1 | 9.1% | | 10 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 1 | | | 1 | 100.0% | | |
| PB06 SUPPLY | 8 | | | | | 2 | 6 |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 9 | 3 | 33.3% | 1 | 11.1% | 3 | 2 |
| PC01 BUSINESS FINANCE | 3 | | | | | 1 | 2 |
| PC02 BUSINESS REGULATION AND COMPLIANCE | 1 | | | | | 1 | |
| PC03 SAFETY INSPECTION | 1 | | | | | | 1 |
| PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING | 1 | 1 | 100.0% | | | | |
| PD04 EMERGENCY PLANNING AND RESPONSE | 23 | 1 | 4.3% | | | 3 | 19 |
| PE06 ARTS, PHOTOGRAPHY AND INFORMATION | 3 | | | 1 | 33.3% | 1 | 1 |
| PI01 LEGAL SUPPORT AND RELATED | 67 | 8 | 11.9% | 4 | 6.0% | 5 | 50 |
| PI04 EVIDENCE INVESTIGATION | 45 | | | 3 | 6.7% | 6 | 36 |
| PJ01 LAW ENFORCEMENT | 419 | 85 | 20.3% | 83 | 19.8% | 13 | 238 |
| PJ02 FIRE FIGHTING AND INSPECTION | 18 | 3 | 16.7% | 2 | 11.1% | 2 | 11 |
| PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE | 5 | 2 | 40.0% | 1 | 20.0% | 1 | 1 |
| PL04 BUILDING AND FACILITY MAINTENANCE | 3 | | | 1 | 33.3% | 1 | 1 |
| PL07 VESSEL AND AIRCRAFT OPERATION | 23 | 1 | 4.3% | 1 | 4.3% | 3 | 18 |
| PL08 OFFICE EQUIPMENT OPERATION | 1 | 1 | 100.0% | | | | |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Revenue | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 102 | 4 | 3.9% | 8 | 7.8% | 17 | 73 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 7 | 1 | 14.3% | 1 | 14.3% | 1 | 4 |
| PB01 GENERAL ADMINISTRATION | 44 | 3 | 6.8% | | | 5 | 36 |
| PB02 ACCOUNTING AND FISCAL | 51 | 5 | 9.8% | 6 | 11.8% | 9 | 31 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 2 | | | | | 1 | 1 |
| PB04 INFORMATION TECHNOLOGY | 22 | | | 1 | 4.5% | 5 | 16 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 1 | | | | | | 1 |
| PB06 SUPPLY | 1 | | | 1 | 100.0% | | |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 6 | 1 | 16.7% | 2 | 33.3% | 3 | |
| PC05 REVENUE AND AUDIT | 53 | 1 | 1.9% | 9 | 17.0% | 8 | 35 |
| PD02 ECONOMIC RESEARCH | 7 | | | | | 1 | 6 |
| PD08 REAL ESTATE APPRAISAL | 1 | | | | | | 1 |
| PF01 PUBLIC PROGRAMS | 128 | 11 | 8.6% | 8 | 6.3% | 12 | 97 |
| PG01 HEALTH ADMINISTRATION | 1 | | | | | | 1 |
| PI04 EVIDENCE INVESTIGATION | 8 | | | 1 | 12.5% | 4 | 3 |
| PL08 OFFICE EQUIPMENT OPERATION | 5 | | | | | 3 | 2 |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Transportation and Public Facilities | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| EXEMPT | 5 | 1 | 20.0% | 2 | 40.0% | 1 | 1 |
| EXEMPT MARINE | 445 | 41 | 9.2% | 36 | 8.1% | 77 | 291 |
| PA01 EXECUTIVES AND SENIOR ADMINISTRATORS | 19 | 4 | 21.1% | 4 | 21.1% | 7 | 4 |
| PB01 GENERAL ADMINISTRATION | 148 | 14 | 9.5% | 6 | 4.1% | 19 | 109 |
| PB02 ACCOUNTING AND FISCAL | 82 | 9 | 11.0% | 6 | 7.3% | 10 | 57 |
| PB03 PERSONNEL AND EMPLOYEE RELATIONS | 14 | | | 2 | 14.3% | 1 | 11 |
| PB04 INFORMATION TECHNOLOGY | 34 | 1 | 2.9% | 7 | 20.6% | 7 | 19 |
| PB05 STATISTICS AND RESEARCH ANALYSIS | 7 | 1 | 14.3% | 1 | 14.3% | 2 | 3 |
| PB06 SUPPLY | 66 | 11 | 16.7% | 3 | 4.5% | 15 | 37 |
| PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED | 8 | 2 | 25.0% | 1 | 12.5% | 1 | 4 |
| PC01 BUSINESS FINANCE | 6 | 1 | 16.7% | | | 1 | 4 |
| PC03 SAFETY INSPECTION | 43 | 3 | 7.0% | 3 | 7.0% | 3 | 34 |
| PC05 REVENUE AND AUDIT | 4 | 2 | 50.0% | | | | 2 |
| PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING | 56 | 10 | 17.9% | 9 | 16.1% | 7 | 30 |
| PD04 EMERGENCY PLANNING AND RESPONSE | 16 | 2 | 12.5% | 2 | 12.5% | 1 | 11 |
| PD05 AIRPORT ADMINISTRATION | 28 | 5 | 17.9% | 2 | 7.1% | 2 | 19 |
| PD06 FERRY SYSTEM ADMINISTRATION | 59 | 3 | 5.1% | | | 6 | 50 |
| PD07 MAINTENANCE ADMINISTRATION | 26 | 3 | 11.5% | 4 | 15.4% | 8 | 11 |
| PD08 REAL ESTATE APPRAISAL | 44 | 4 | 9.1% | 2 | 4.5% | 5 | 33 |
| PD09 PROPERTY MANAGEMENT | 30 | 4 | 13.3% | 2 | 6.7% | 8 | 16 |
| PE02 TEACHING AND INSTRUCTION | 2 | | | | | 1 | 1 |
| PE06 ARTS, PHOTOGRAPHY AND INFORMATION | 8 | | | 1 | 12.5% | 2 | 5 |
| PF03 SPECIAL SOCIAL SERVICE | 8 | | | | | | 8 |
| PJ02 FIRE FIGHTING AND INSPECTION | 79 | 7 | 8.9% | 18 | 22.8% | 3 | 51 |
| PK01 PHYSICAL SCIENCE SPECIALISTS | 9 | 1 | 11.1% | | | 1 | 7 |
| PK02 ENVIRONMENTAL SCIENCE SPECIALISTS | 48 | 4 | 8.3% | 5 | 10.4% | 5 | 34 |
| PK03 ENGINEERING, UNLICENSED | 297 | 16 | 5.4% | 16 | 5.4% | 70 | 195 |
| PK04 ENGINEERING, LICENSED | 169 | 21 | 12.4% | 15 | 8.9% | 54 | 79 |

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

| Department of Transportation and Public Facilities | | | | | | | |
|---|----------------|--------------------|--------------------|-----------------------|-------------------------|-------------------|------------------------------|
| Job Class Family | Employee Count | Eligible to Retire | | | | | No Retirement Date Available |
| | | Less than 1 Year | % Less than 1 Year | Between 1 and 5 years | % Between 1 and 5 years | More than 5 years | |
| PK06 VESSEL CONSTRUCTION | 4 | 1 | 25.0% | 1 | 25.0% | | 2 |
| PK07 LAND SURVEYING | 26 | 3 | 11.5% | | | 8 | 15 |
| PK08 CARTOGRAPHY AND DRAFTING | 10 | 1 | 10.0% | | | 1 | 8 |
| PL01 FOOD AND CUSTODIAL SERVICES | 59 | 10 | 16.9% | 2 | 3.4% | 1 | 46 |
| PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE | 133 | 11 | 8.3% | 9 | 6.8% | 16 | 97 |
| PL03 EQUIPMENT OPERATION | 506 | 33 | 6.5% | 45 | 8.9% | 66 | 362 |
| PL04 BUILDING AND FACILITY MAINTENANCE | 180 | 23 | 12.8% | 14 | 7.8% | 14 | 129 |
| PL05 INSTRUMENT TECHNICIAN | 1 | | | | | | 1 |
| PL06 CONSTRUCTION SUPPORT | 118 | 7 | 5.9% | 3 | 2.5% | 3 | 105 |
| PL08 OFFICE EQUIPMENT OPERATION | 2 | | | | | | 2 |
| Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2021, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations. | | | | | | | |
| Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column. | | | | | | | |
| Calculations are based on retirement dates projected by Division of Retirement & Benefits. | | | | | | | |



CREDITS AND CONTACT INFORMATION

State of Alaska
Department of Administration
Division of Personnel & Labor Relations

Paula Vrana
Commissioner

Kate Sheehan
Division Director

Contributors:
Kate Sheehan, Frank Hurt, Jeff Hahnen, and Holly Cox

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DOPLR Workforce Profile Editor
PO Box 110201
Juneau, AK 99811-0201

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Division of Personnel & Labor Relations
State Office Building
333 Willoughby Avenue
10th Floor
PO Box 110201
Juneau, AK 99811-0201
Phone: 907-465-4430
<http://doa.alaska.gov/dop>