

STATE OF ALASKA WORKFORCE PROFILE FISCAL YEAR 2018



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 2018 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, 2018.

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



TABLE OF CONTENTS

Introduction	1
Employee Count by Department	4
Percentage of State Workforce by Department	4
Employee Count by Region	5
Percentage of Employees by Region.....	5
Employee Count and Percentage by Location.....	6
Employee Count by Department and Gender.....	8
Chart of Employee Count by Department and Gender.....	8
Minority Count and Percentage by Department.....	9
New Hire Data.....	10
Employee Count by Age Range	11
Average Age of Employees by Year	11
Average Age by Department and Gender	12
Average Age by Bargaining Unit.....	13
Chart of Average Age by Bargaining Unit	13
Average Salary by Department.....	14
Average Base Monthly Salary by Bargaining Unit and Department.....	14
Average State Service.....	17
By Department and Gender.....	17
By Bargaining Unit	17
Retirement Projections	18
By Department.....	18
Percentage of Employees by Retirement Projection Category.....	18
Tier 4 Employees Years of Service.....	19
By Department.....	19
Percentage By Years of State Service.....	19

Retirement Projections by Department and Job Class Family

Office of the Governor.....	20
Department of Administration.....	21
Department of Commerce, Community and Economic Development.....	22
Department of Corrections	23
Department of Education and Early Development.....	24
Department of Environmental Conservation.....	25
Department of Fish and Game.....	26
Department of Health and Social Services.....	27
Department of Labor and Workforce Development	29
Department of Law.....	30
Department of Military and Veterans Affairs	31
Department of Natural Resources	32
Department of Public Safety	34
Department of Revenue.....	35
Department of Transportation and Public Facilities.....	36
Credits and Contact Information	38

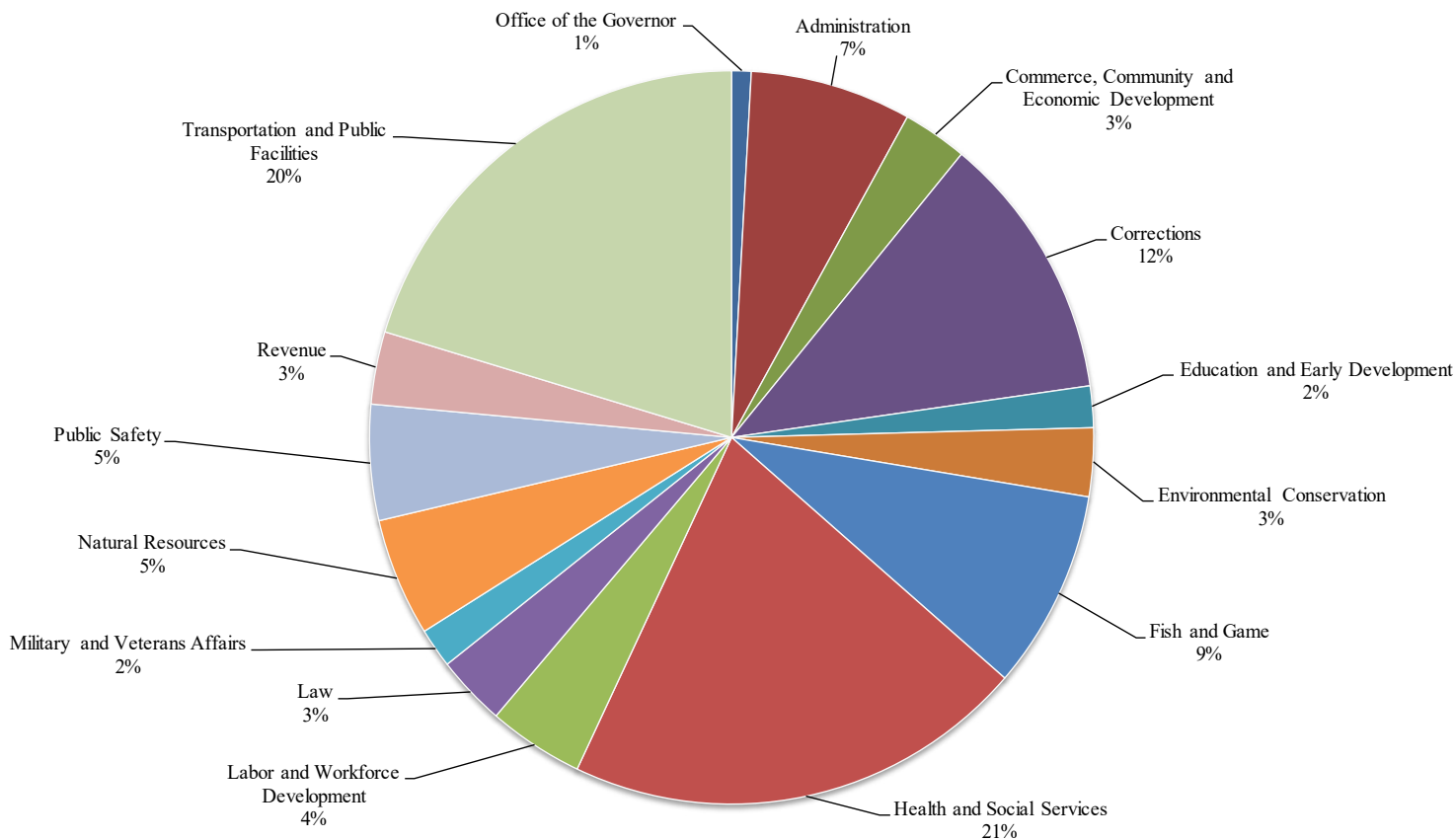


EMPLOYEE COUNT BY DEPARTMENT

Department	Employee Count
Office of the Governor	127
Administration	1047
Commerce, Community and Economic Development	419
Corrections	1717
Education and Early Development	266
Environmental Conservation	439
Fish and Game	1280
Health and Social Services	2999
Labor and Workforce Development	619
Law	452
Military and Veterans Affairs	254
Natural Resources	760
Public Safety	742
Revenue	465
Transportation and Public Facilities	2960
Statewide	14546*

*There are 146 fewer employees when compared to the FY 2017 report.

PERCENTAGE OF STATE WORKFORCE BY DEPARTMENT

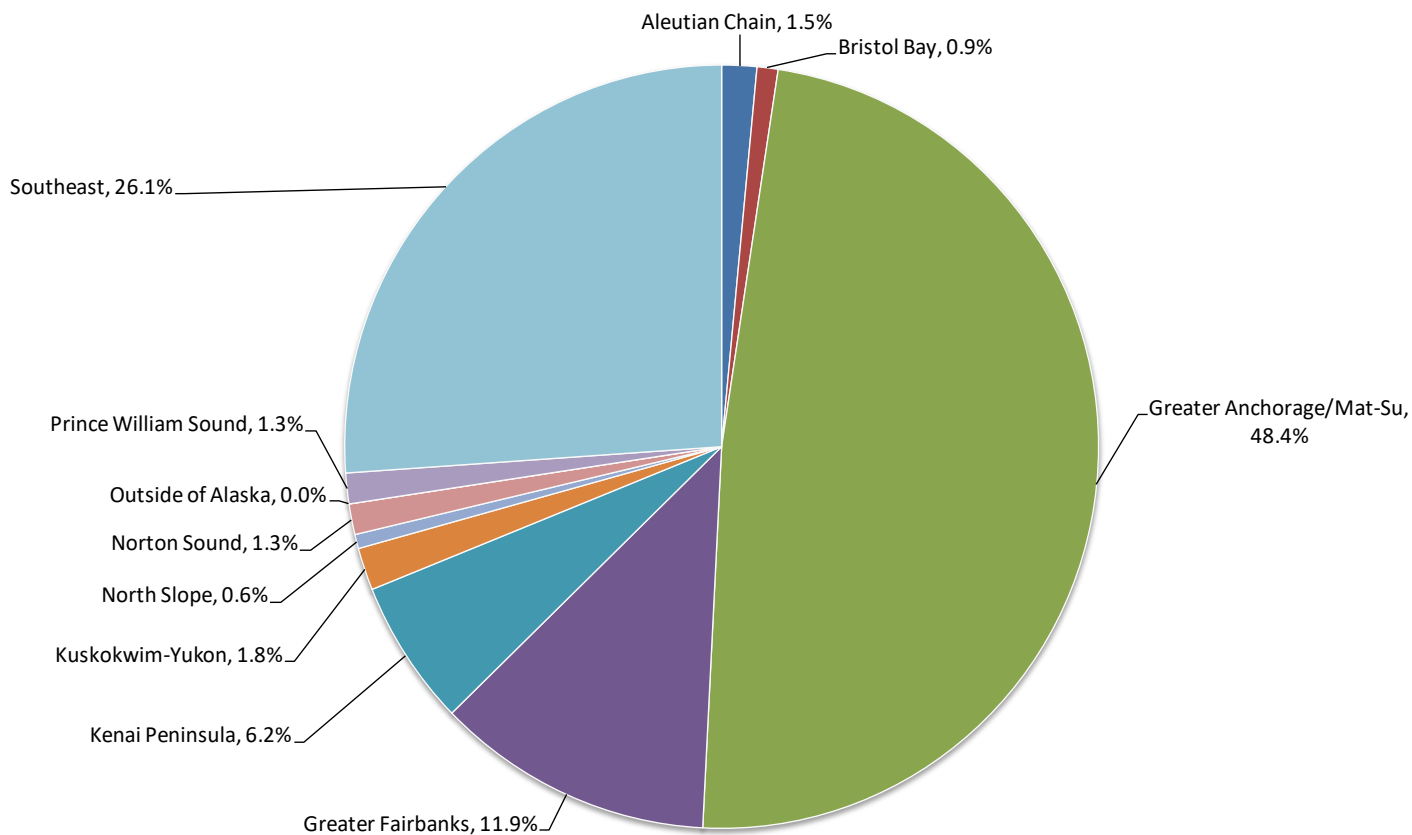


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT BY REGION

Region	Employee Count
Aleutian Chain	223
Bristol Bay	125
Greater Anchorage/Mat-Su	7039
Greater Fairbanks	1732
Kenai Peninsula	906
Kuskokwim-Yukon	268
North Slope	85
Norton Sound	182
Outside of Alaska	4
Prince William Sound	190
Southeast	3792
Statewide	14546

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	3	0.02%
Anchor Point	11	0.08%
Anchorage	5160	35.47%
Anchorage International Airport	332	2.28%
Aniak	15	0.10%
Anvik	3	0.02%
Bellingham Terminal, Washington	1	0.01%
Bethel	225	1.55%
Camp Carroll	12	0.08%
Cantwell	13	0.09%
Cascade	3	0.02%
Chandalar (Chandler) Camp	11	0.08%
Chena River	2	0.01%
Chignik	9	0.06%
Chulitna	6	0.04%
Coffman Cove	1	0.01%
Cold Bay	5	0.03%
Coldfoot Camp	5	0.03%
Cordova	55	0.38%
Craig	19	0.13%
Dalton Highway (Roving Crew)	10	0.07%
Deadhorse	14	0.10%
Delta Junction	41	0.28%
Denali	4	0.03%
Dillingham	66	0.45%
Douglas	27	0.19%
Dutch Harbor	16	0.11%
Eagle	5	0.03%
Eagle River	125	0.86%
Eielson Air Force Base	11	0.08%
Emmonak	9	0.06%
Ernestine	6	0.04%
Fairbanks	1536	10.56%
Finger Lake	5	0.03%

City	Employee Count	Percentage
Fort Wainwright	5	0.03%
Fort Yukon	1	0.01%
Gakona	2	0.01%
Galena	6	0.04%
Girdwood	9	0.06%
Glennallen	25	0.17%
Gustavus	2	0.01%
Haines	45	0.31%
Healy	6	0.04%
Homer	155	1.07%
Hoonah	6	0.04%
Hooper Bay	2	0.01%
Iliamna	2	0.01%
Jim River	6	0.04%
Joint Base Elmendorf-Richardson	223	1.53%
Juneau	2892	19.88%
Kalsin Bay	1	0.01%
Kasilof	1	0.01%
Kenai	267	1.84%
Ketchikan	485	3.33%
King Salmon	55	0.38%
Klawock	5	0.03%
Kodiak	166	1.14%
Kotzebue	37	0.25%
Kulis Air National Guard Base	1	0.01%
Livengood	9	0.06%
Mackenzie Point	341	2.34%
Manley Hot Springs	5	0.03%
McGrath	18	0.12%
Metlakatla	5	0.03%
Montana Creek	7	0.05%
Mount Edgecumbe	56	0.38%
Nancy	1	0.01%
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	174	1.20%
North Kenai Camp	3	0.02%
Northway	6	0.04%
Palmer	512	3.52%
Paxson	6	0.04%
Pelican	1	0.01%
Petersburg	35	0.24%
Port Moller	11	0.08%
Quartz Creek	4	0.03%
Sag River	8	0.05%
Saint Marys	17	0.12%
Sand Point	6	0.04%
Selawik	1	0.01%
Seldovia	1	0.01%
Seven Mile Camp	7	0.05%
Seward	248	1.70%
Silvertip	5	0.03%
Sitka	165	1.13%
Skagway	11	0.08%
Slana	7	0.05%
Soldotna	189	1.30%
South Fork	5	0.03%
Sterling	1	0.01%
Talkeetna	1	0.01%
Tazlina	24	0.16%
Tenakee Springs	1	0.01%
Thompson Pass	8	0.05%
Togiak	2	0.01%
Tok	49	0.34%
Trapper Creek	1	0.01%
Trimms Camp	2	0.01%
Unalakleet	8	0.05%
Unalaska	4	0.03%

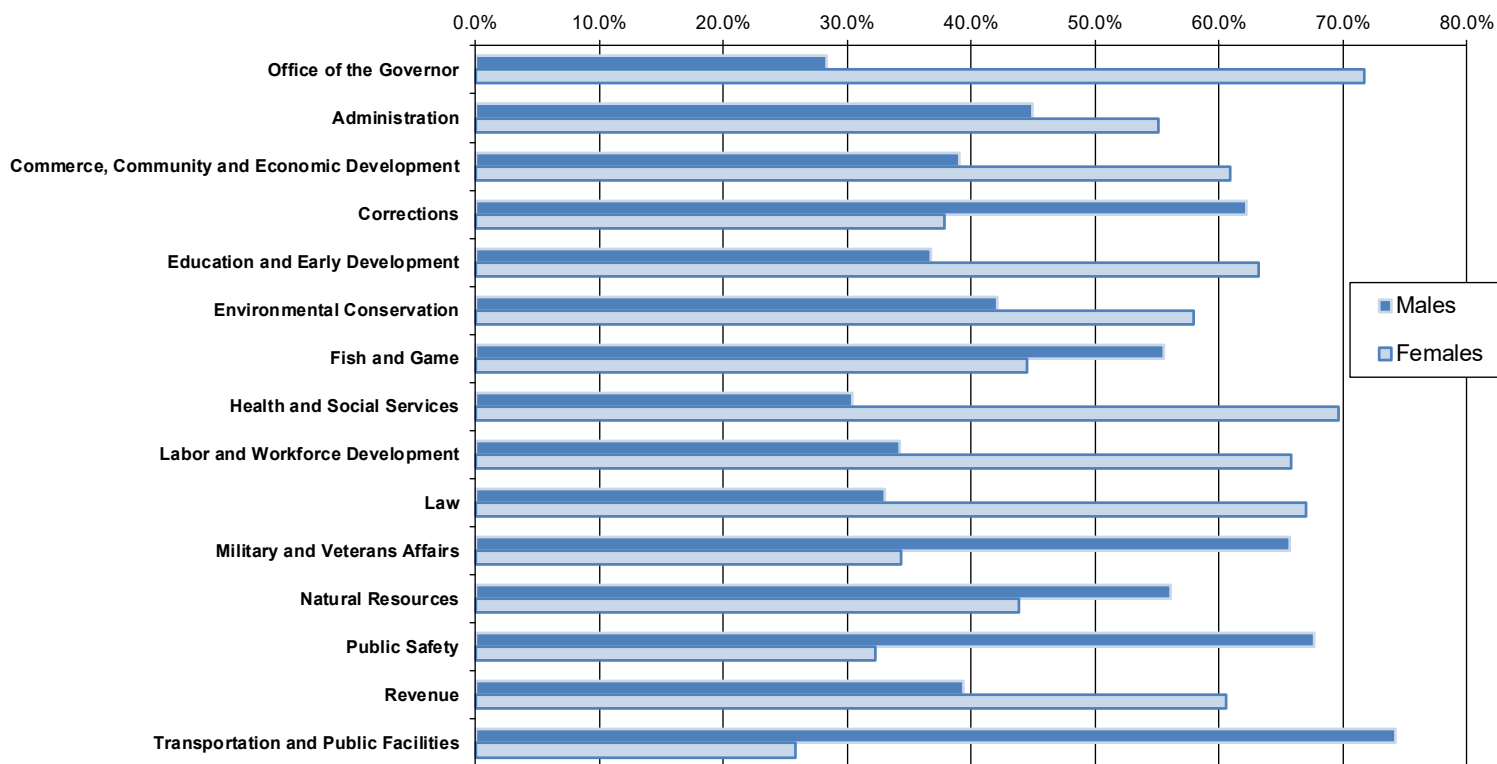
City	Employee Count	Percentage
Utqiagvik (Formerly Barrow)	14	0.10%
Valdez	63	0.43%
Washington DC	3	0.02%
Wasilla	260	1.79%
Whittier	5	0.03%
Willow	9	0.06%
Wrangell	19	0.13%
Yakutat	17	0.12%



EMPLOYEE COUNT BY DEPARTMENT AND GENDER

Department	Males		Females	
	Count	Percentage	Count	Percentage
Office of the Governor	36	28.3%	91	71.7%
Administration	470	44.9%	577	55.1%
Commerce, Community and Economic Development	164	39.1%	255	60.9%
Corrections	1068	62.2%	649	37.8%
Education and Early Development	98	36.8%	168	63.2%
Environmental Conservation	185	42.1%	254	57.9%
Fish and Game	710	55.5%	570	44.5%
Health and Social Services	911	30.4%	2088	69.6%
Labor and Workforce Development	212	34.2%	407	65.8%
Law	149	33.0%	303	67.0%
Military and Veterans Affairs	167	65.7%	87	34.3%
Natural Resources	426	56.1%	334	43.9%
Public Safety	502	67.7%	240	32.3%
Revenue	183	39.4%	282	60.6%
Transportation and Public Facilities	2195	74.2%	765	25.8%
Statewide	7476	51.4%	7070	48.6%

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	33	26.0%
Administration	266	25.4%
Commerce, Community and Economic Development	92	22.0%
Corrections	383	22.3%
Education and Early Development	50	18.8%
Environmental Conservation	82	18.7%
Fish and Game	151	11.8%
Health and Social Services	1050	35.0%
Labor and Workforce Development	139	22.5%
Law	92	20.4%
Military and Veterans Affairs	63	24.8%
Natural Resource	88	11.6%
Public Safety	131	17.7%
Revenue	127	27.3%
Transportation and Public Facilities	624	21.1%
Statewide	3371	23.2%

Top Four Departments	% of Minorities
Health and Social Services	35.0%
Revenue	27.3%
Office of the Governor	26.0%
Administration	25.4%



NEW HIRE DATA

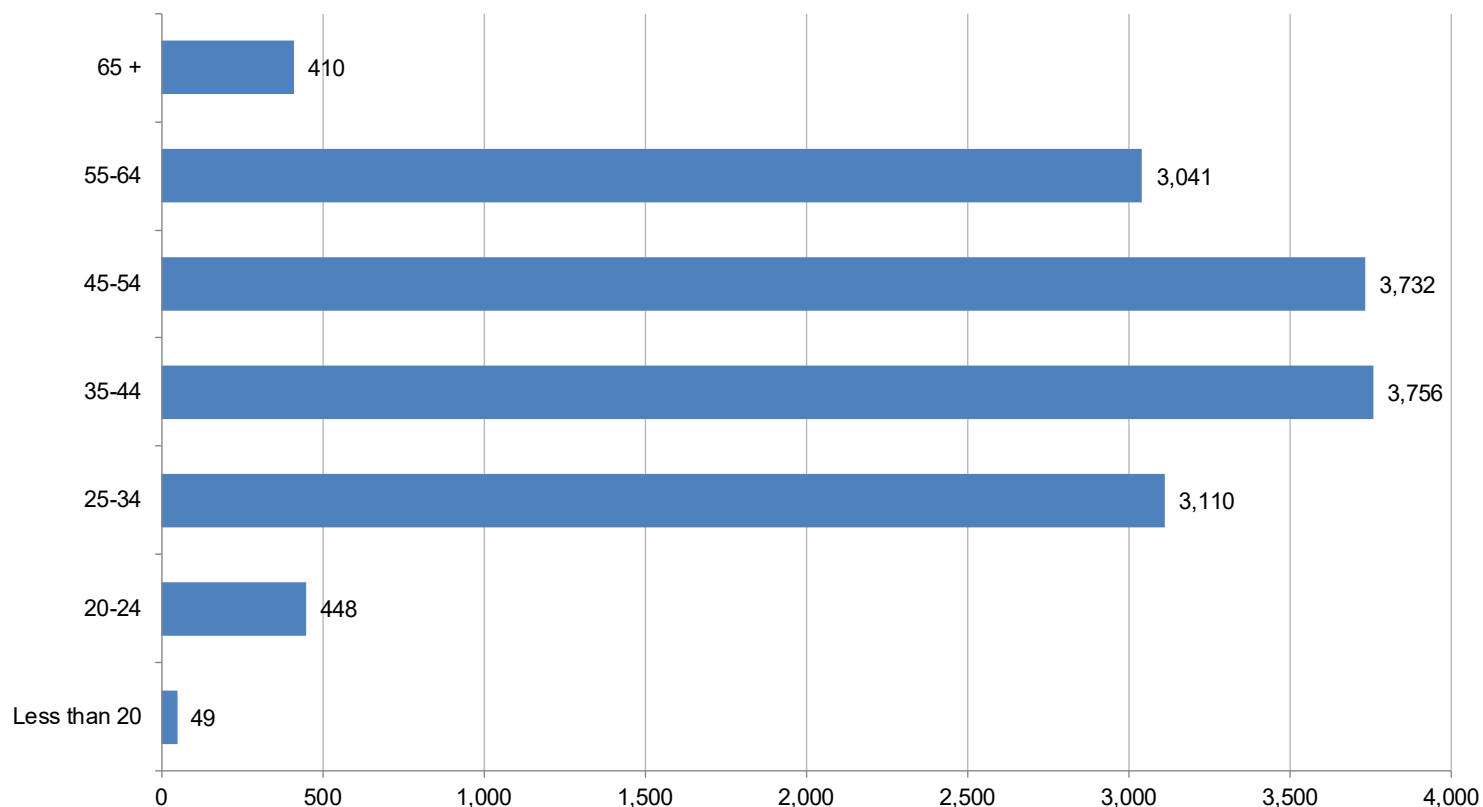
Department	New Hire Count	Average Age of New Hire	Average Age of New Hire	
			Male	Female
Office of the Governor	15	33.6	33.4	33.8
Administration	154	35.3	36.3	34.6
Commerce, Community and Economic Development	49	40.7	48.1	37.7
Corrections	227	36.5	35.4	37.9
Education and Early Development	34	37.6	36.5	38.1
Environmental Conservation	37	37.1	35.8	38.0
Fish and Game	194	30.1	29.8	30.3
Health and Social Services	410	37.9	38.1	37.8
Labor and Workforce Development	63	39.3	41.0	38.1
Law	64	35.1	39.7	32.7
Military and Veterans Affairs	38	37.1	38.6	34.2
Natural Resources	78	34.5	33.3	36.1
Public Safety	60	32.7	32.1	34.0
Revenue	61	35.0	35.5	34.6
Transportation and Public Facilities	301	37.2	37.5	36.7
Statewide	1785	36.1	36.1	36.0

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.

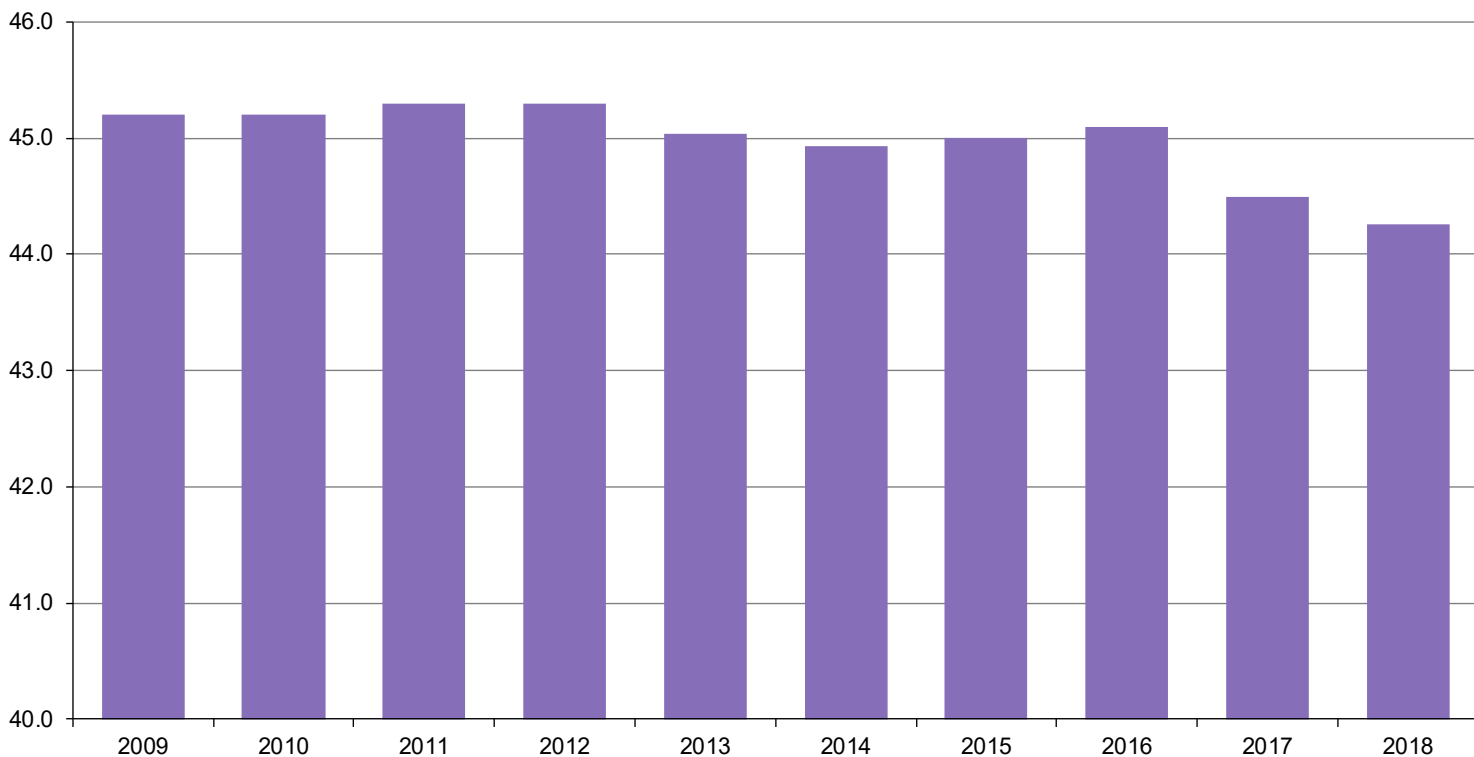
New Hire	Highest Average Age	Lowest Average Age
Overall Average	Commerce, Community and Economic Development (40.7)	Fish and Game (30.1)
Male	Commerce, Community and Economic Development (48.1)	Fish and Game (29.8)
Female	Education and Early Development / Labor and Workforce Development (38.1)	Fish and Game (30.3)



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	44.1	43.9	44.2
Administration	43.2	43.7	42.9
Commerce, Community and Economic Development	45.4	47.5	44.1
Corrections	42.8	42.4	43.5
Education and Early Development	45.4	45.5	45.3
Environmental Conservation	44.2	45.9	43.0
Fish and Game	41.1	42.5	39.3
Health and Social Services	45.3	45.2	45.3
Labor and Workforce Development	47.8	47.7	47.9
Law	42.0	43.1	41.5
Military and Veterans Affairs	45.7	47.1	43.0
Natural Resources	44.0	43.3	44.8
Public Safety	42.0	41.4	43.3
Revenue	43.0	42.0	43.6
Transportation and Public Facilities	45.8	45.9	45.6
Statewide	44.3	44.4	44.1

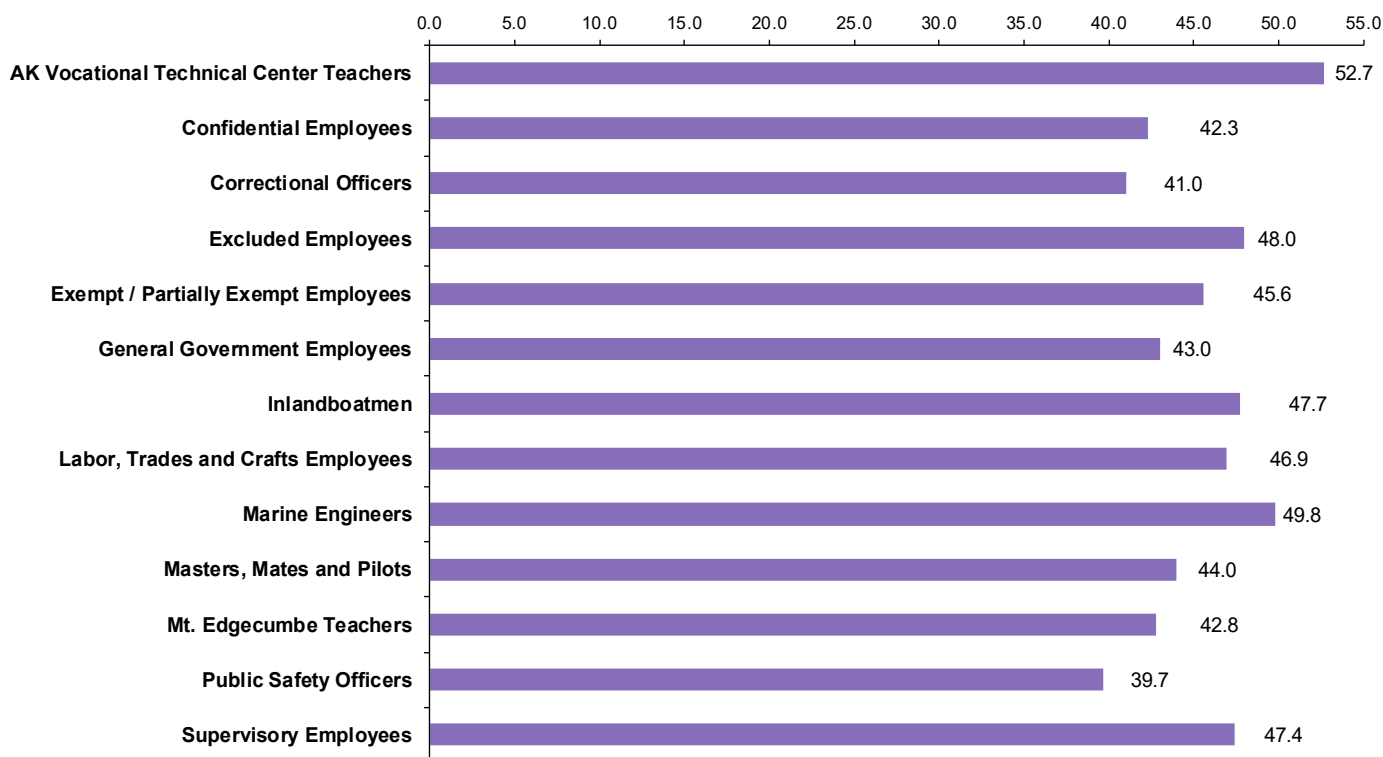
Employees	Highest Average Age	Lowest Average Age
Overall Average	Labor and Workforce Development (47.8)	Fish and Game (41.1)
Male Average	Labor and Workforce Development (47.7)	Public Safety (41.4)
Female Average	Labor and Workforce Development (47.9)	Fish and Game (39.3)



AVERAGE AGE BY BARGAINING UNIT

Bargaining Unit	Average Age
AK Vocational Technical Center Teachers	52.7
Confidential Employees	42.3
Correctional Officers	41.0
Excluded Employees	48.0
Exempt / Partially Exempt Employees	45.6
General Government Employees	43.0
Inlandboatmen	47.7
Labor, Trades and Crafts Employees	46.9
Marine Engineers	49.8
Masters, Mates and Pilots	44.0
Mt. Edgecumbe Teachers	42.8
Public Safety Officers	39.7
Supervisory Employees	47.4

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	127	\$6,782.86
Administration	1047	\$6,149.80
Commerce, Community and Economic Development	419	\$6,107.79
Corrections	1717	\$5,649.40
Education and Early Development	266	\$6,148.11
Environmental Conservation	439	\$6,298.54
Fish and Game	1280	\$5,242.83
Health and Social Services	2999	\$5,311.82
Labor and Workforce Development	619	\$5,507.95
Law	452	\$7,314.09
Military and Veterans Affairs	254	\$5,247.94
Natural Resources	760	\$5,631.21
Public Safety	742	\$6,870.79
Revenue	465	\$6,447.50
Transportation and Public Facilities	2960	\$5,680.05
Statewide	14546	\$5,763.65

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	519	\$4,862.81	139	\$7,060.85	127	\$5,305.47
Commerce, Community and Economic Development	233	\$4,966.20	61	\$6,710.14	3	\$5,243.67
Corrections	531	\$5,027.13	159	\$7,203.31	9	\$5,523.50
Education and Early Development	112	\$5,489.66	27	\$7,413.45	1	\$6,850.00
Environmental Conservation	299	\$5,591.36	123	\$7,818.91	2	\$5,085.50
Fish and Game	878	\$4,404.60	351	\$7,053.01	3	\$5,754.33
Health and Social Services	2274	\$4,899.69	467	\$7,171.37	10	\$5,720.83
Labor and Workforce Development	416	\$4,960.67	111	\$7,064.92	2	\$4,828.50
Law	157	\$4,354.77	31	\$5,250.24	2	\$4,649.00
Military and Veterans Affairs	133	\$4,628.06	41	\$6,293.88	2	\$5,729.00
Natural Resources	496	\$4,790.25	152	\$6,859.62	3	\$4,835.33
Public Safety	263	\$4,507.75	76	\$8,477.68	3	\$5,810.38
Revenue	292	\$4,657.52	70	\$6,776.36	2	\$5,366.00
Transportation and Public Facilities	907	\$5,761.53	288	\$8,485.32	15	\$5,289.79
Statewide	7510	\$4,947.56	2096	\$7,315.23	184	\$5,343.25

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	24	\$4,812.37				
Commerce, Community and Economic Development						
Corrections	114	\$4,424.98	877	\$5,743.67		
Education and Early Development	5	\$4,602.65				
Environmental Conservation	6	\$4,804.32				
Fish and Game	11	\$4,981.51				
Health and Social Services	182	\$3,368.34				
Labor and Workforce Development	39	\$4,651.21				
Law						
Military and Veterans Affairs	55	\$4,473.12				
Natural Resources	45	\$4,299.97				
Public Safety	13	\$4,535.75			375	\$8,199.47
Revenue						
Transportation and Public Facilities	1061	\$4,827.17			73	\$6,814.25
Statewide	1555	\$4,592.37	877	\$5,743.67	448	\$7,973.76

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	75	\$7,211.18	86	\$7,283.34	430	\$4,717.16
Statewide	75	\$7,211.18	86	\$7,283.34	430	\$4,717.16

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	\$5,467.44
Environmental Conservation				
Fish and Game				
Health and Social Services				
Labor and Workforce Development	31	\$6,590.13		
Law				
Military and Veterans Affairs				
Natural Resources				
Public Safety				
Revenue				
Transportation and Public Facilities				
Statewide	31	\$6,590.13	29	\$5,467.44

Bargaining Unit	Excluded		Exempt / Partially Exempt	
	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor			127	\$6,782.86
Administration			238	\$9,009.63
Commerce, Community and Economic Development			122	\$8,008.12
Corrections			27	\$10,886.13
Education and Early Development			92	\$6,869.26
Environmental Conservation			9	\$10,280.07
Fish and Game			37	\$7,997.81
Health and Social Services			66	\$11,651.10
Labor and Workforce Development	3	\$7,069.76	17	\$8,530.51
Law			262	\$9,351.96
Military and Veterans Affairs			23	\$8,778.98
Natural Resources			64	\$10,204.55
Public Safety			12	\$9,757.42
Revenue			101	\$11,415.99
Transportation and Public Facilities			25	\$9,978.39
Statewide	3	\$7,069.76	1222	\$9,030.95

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	8.39	9.08	8.12
Administration	9.28	9.21	9.33
Commerce, Community and Economic Development	8.66	9.07	8.40
Corrections	8.62	8.82	8.28
Education and Early Development	10.56	10.36	10.68
Environmental Conservation	10.01	10.71	9.49
Fish and Game	8.88	10.19	7.25
Health and Social Services	9.05	9.07	9.04
Labor and Workforce Development	10.29	9.05	10.94
Law	9.01	8.66	9.18
Military and Veterans Affairs	8.01	8.05	7.93
Natural Resources	8.99	8.49	9.63
Public Safety	10.99	11.37	10.18
Revenue	9.39	8.88	9.71
Transportation and Public Facilities	9.81	9.95	9.40
Statewide	9.33	9.55	9.10

AVERAGE STATE SERVICE BY BARGAINING UNIT

Bargaining Unit	Average State Service
AK Vocational Technical Center Teachers	8.95
Confidential Employees	9.64
Correctional Officers	8.52
Excluded Employees	18.75
Exempt / Partially Exempt Employees	9.80
General Government Employees	8.12
Inlandboatmen	8.44
Labor, Trades and Crafts Employees	8.90
Marine Engineers	Not Available
Masters, Mates and Pilots	12.81
Mt. Edgecumbe Teachers	9.66
Public Safety Officers	11.03
Supervisory Employees	13.70

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

RETIREMENT PROJECTIONS BY DEPARTMENT

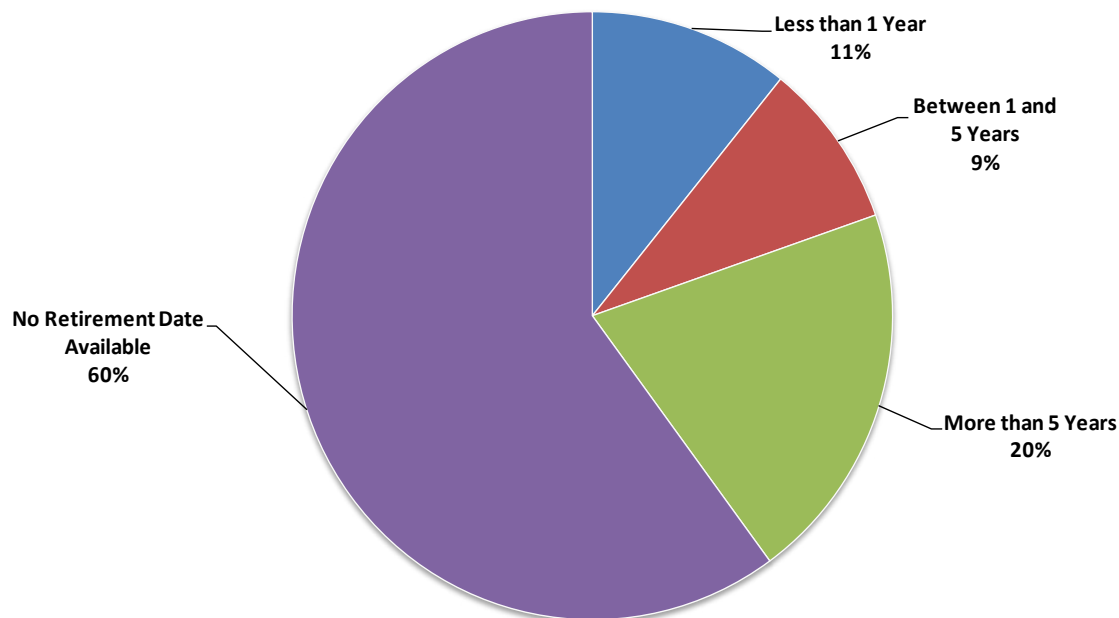
Department	Total Employees in R&B System	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 Years	% Between 1 and 5 Years	More than 5 Years	
Office of the Governor	127	13	10.2%	5	3.9%	23	86
Administration	1047	97	9.3%	67	6.4%	237	646
Commerce, Community and Economic Development	419	48	11.5%	38	9.1%	66	267
Corrections	1717	165	9.6%	201	11.7%	208	1143
Education and Early Development	266	37	13.9%	30	11.3%	74	125
Environmental Conservation	439	45	10.3%	35	8.0%	96	263
Fish and Game	1280	108	8.4%	97	7.6%	346	729
Health and Social Services	2999	316	10.5%	236	7.9%	572	1875
Labor and Workforce Development	619	92	14.9%	57	9.2%	137	333
Law	452	37	8.2%	28	6.2%	95	292
Military and Veterans Affairs	254	20	7.9%	22	8.7%	40	172
Natural Resources	760	79	10.4%	67	8.8%	166	448
Public Safety	742	119	16.0%	118	15.9%	134	371
Revenue	465	39	8.4%	34	7.3%	105	287
Transportation and Public Facilities	2960	355	12.0%	250	8.4%	655	1700
Statewide	14546	1570	10.8%	1285	8.8%	2954	8737

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2018 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



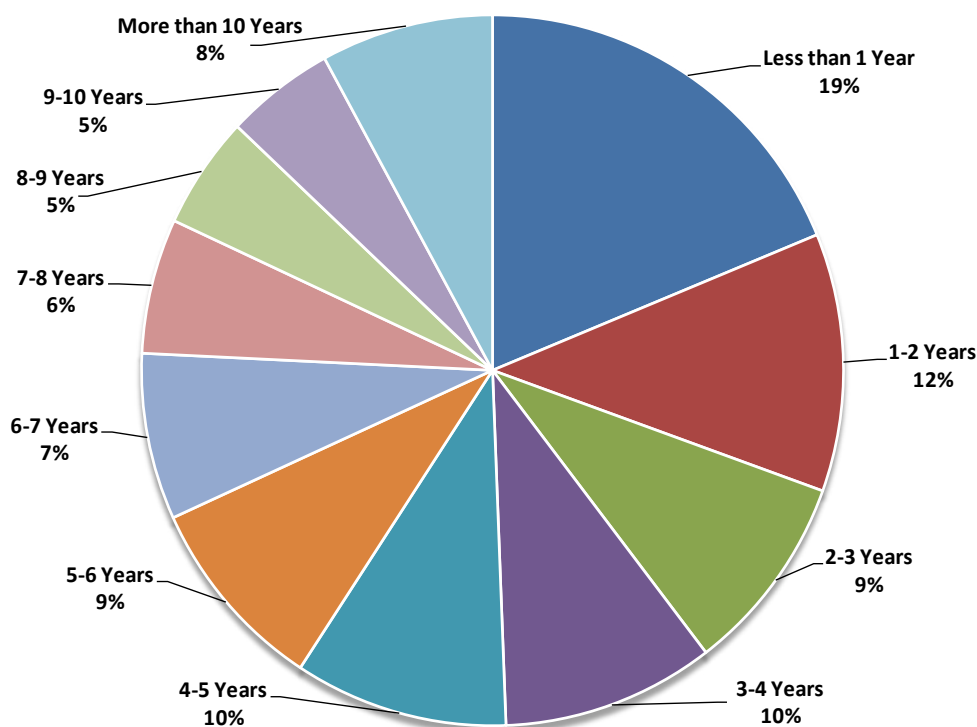
Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

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	13	10	8	13	9	6	9	2	8	3	4	85
Administration	126	80	47	60	53	58	50	48	34	30	54	640
Commerce, Community and Economic Development	37	39	26	18	34	25	20	23	10	11	23	266
Corrections	198	106	111	106	153	135	76	60	36	68	89	1138
Education and Early Development	22	17	6	7	10	11	4	5	3	5	10	100
Environmental Conservation	30	30	23	21	28	27	26	21	17	15	22	260
Fish and Game	243	104	60	61	57	44	42	24	30	23	29	717
Health and Social Services	328	214	184	198	151	161	132	120	104	100	169	1861
Labor and Workforce Development	50	47	30	29	34	23	32	18	19	21	24	327
Law	57	32	25	19	29	26	23	20	19	13	26	289
Military and Veterans Affairs	32	26	16	11	13	10	13	14	10	11	16	172
Natural Resources	85	67	44	44	47	34	32	21	27	14	32	447
Public Safety	55	33	21	35	31	34	28	31	24	23	53	368
Revenue	52	33	22	26	26	31	21	18	15	15	25	284
Transportation and Public Facilities	281	168	156	191	168	144	141	102	83	78	105	1617
Total	1609	1006	779	839	843	769	649	527	439	430	681	8571

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	109	13	11.9%	5	4.6%	21	70
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	1						1
PB01 GENERAL ADMINISTRATION	2						2
PF03 SPECIAL SOCIAL SERVICE	9					1	8
PI01 LEGAL SUPPORT AND RELATED	2						2
PI02 ATTORNEYS	4					1	3
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2018, 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	30	5	16.7%	3	10.0%	1	21
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	16	1	6.3%	2	12.5%	8	5
PB01 GENERAL ADMINISTRATION	54	8	14.8%	1	1.9%	5	40
PB02 ACCOUNTING AND FISCAL	99	11	11.1%	9	9.1%	32	47
PB03 PERSONNEL AND EMPLOYEE RELATIONS	163	16	9.8%	10	6.1%	37	100
PB04 INFORMATION TECHNOLOGY	172	14	8.1%	15	8.7%	55	88
PB05 STATISTICS AND RESEARCH ANALYSIS	2					1	1
PB06 SUPPLY	23	2	8.7%	2	8.7%	3	16
PB07 OFFICE OF INFORMATION TECHNOLOGY	19	2	10.5%	3	15.8%	7	7
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	14	1	7.1%	1	7.1%	3	9
PC05 REVENUE AND AUDIT	2					1	1
PD01 GOVERNMENT MANAGEMENT AND OPERATIONS	1					1	
PD02 ECONOMIC RESEARCH	1						1
PD09 PROPERTY MANAGEMENT	2						2
PE02 TEACHING AND INSTRUCTION	4					2	2
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	5					1	4
PF02 SOCIAL WORK	1						1
PF03 SPECIAL SOCIAL SERVICE	20	4	20.0%			8	8
PH03 NATURAL RESOURCES AND FORESTRY	1						1
PI01 LEGAL SUPPORT AND RELATED	71	2	2.8%	1	1.4%	10	58
PI02 ATTORNEYS	165	12	7.3%	7	4.2%	38	108
PI03 JUDGES AND ADJUDICATORS	11	3	27.3%	1	9.1%	4	3
PI04 EVIDENCE INVESTIGATION	16	4	25.0%			2	10
PI05 LEGAL DOCUMENT PROCESSING	115	5	4.3%	9	7.8%	15	86
PK03 ENGINEERING, UNLICENSED	4						4
PK04 ENGINEERING, LICENSED	1	1	100.0%				
PL04 BUILDING AND FACILITY MAINTENANCE	23	2	8.7%	2	8.7%	1	18
PL08 OFFICE EQUIPMENT OPERATION	12	4	33.3%	1	8.3%	2	5
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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	102	12	11.8%	10	9.8%	11	69
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	15	5	33.3%			3	7
PB01 GENERAL ADMINISTRATION	46	1	2.2%	4	8.7%	4	37
PB02 ACCOUNTING AND FISCAL	26	3	11.5%			7	16
PB03 PERSONNEL AND EMPLOYEE RELATIONS	3					1	2
PB04 INFORMATION TECHNOLOGY	13			4	30.8%	3	6
PB05 STATISTICS AND RESEARCH ANALYSIS	3	1	33.3%	1	33.3%		1
PB06 SUPPLY	3					2	1
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	6			2	33.3%	1	3
PC01 BUSINESS FINANCE	22			2	9.1%	7	13
PC02 BUSINESS REGULATION AND COMPLIANCE	89	7	7.9%	8	9.0%	11	63
PC05 REVENUE AND AUDIT	1					1	
PD01 GOVERNMENT MANAGEMENT AND OPERATIONS	32	8	25.0%	4	12.5%	5	15
PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING	3			1	33.3%	1	1
PD06 FERRY SYSTEM ADMINISTRATION	1						1
PD08 REAL ESTATE APPRAISAL	2	1	50.0%	1	50.0%		
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	2					1	1
PG03 NURSING, PROFESSIONAL	2	1	50.0%				1
PI01 LEGAL SUPPORT AND RELATED	12	2	16.7%			2	8
PI03 JUDGES AND ADJUDICATORS	4	2	50.0%			1	1
PI04 EVIDENCE INVESTIGATION	29	4	13.8%	1	3.4%	4	20
PK03 ENGINEERING, UNLICENSED	3	1	33.3%			1	1
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2018, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
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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	19	5	26.3%	1	5.3%	2	11
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	11	3	27.3%			5	3
PB01 GENERAL ADMINISTRATION	80	7	8.8%	7	8.8%	11	55
PB02 ACCOUNTING AND FISCAL	29	1	3.4%	2	6.9%	5	21
PB03 PERSONNEL AND EMPLOYEE RELATIONS	9	1	11.1%	1	11.1%	2	5
PB04 INFORMATION TECHNOLOGY	10	1	10.0%	2	20.0%	2	5
PB05 STATISTICS AND RESEARCH ANALYSIS	2			1	50.0%	1	
PB06 SUPPLY	19			4	21.1%	5	10
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	1						1
PD09 PROPERTY MANAGEMENT	3	2	66.7%				1
PE01 EDUCATION PROGRAMS	15	2	13.3%	4	26.7%		9
PE02 TEACHING AND INSTRUCTION	6					1	5
PF02 SOCIAL WORK	4	1	25.0%	1	25.0%	1	1
PF03 SPECIAL SOCIAL SERVICE	2						2
PG01 HEALTH ADMINISTRATION	4					1	3
PG03 NURSING, PROFESSIONAL	114	5	4.4%	6	5.3%	6	97
PG04 MEDICAL, PROFESSIONAL	12					1	11
PG05 MENTAL AND BEHAVIORAL HEALTH SERVICES	32	4	12.5%			4	24
PG06 SPECIAL HEALTH SERVICES	5	2	40.0%			2	1
PI01 LEGAL SUPPORT AND RELATED	68	6	8.8%	2	2.9%	10	50
PJ03 CORRECTIONS	923	97	10.5%	124	13.4%	93	609
PJ04 PROBATION AND PAROLE	230	16	7.0%	30	13.0%	49	135
PL01 FOOD AND CUSTODIAL SERVICES	55	6	10.9%	8	14.5%	4	37
PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE	3	1	33.3%	1	33.3%		1
PL04 BUILDING AND FACILITY MAINTENANCE	57	5	8.8%	7	12.3%	3	42
PL08 OFFICE EQUIPMENT OPERATION	4						4
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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	112	16	14.3%	13	11.6%	29	54
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	10	5	50.0%	1	10.0%	3	1
PB01 GENERAL ADMINISTRATION	11	3	27.3%	1	9.1%	2	5
PB02 ACCOUNTING AND FISCAL	7					4	3
PB03 PERSONNEL AND EMPLOYEE RELATIONS	1						1
PB04 INFORMATION TECHNOLOGY	5			1	20.0%	1	3
PB05 STATISTICS AND RESEARCH ANALYSIS	4	1	25.0%	1	25.0%	2	
PB06 SUPPLY	1					1	
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	7			1	14.3%	1	5
PC01 BUSINESS FINANCE	9	3	33.3%	2	22.2%	4	
PC05 REVENUE AND AUDIT	2					2	
PD09 PROPERTY MANAGEMENT	1					1	
PE01 EDUCATION PROGRAMS	39	4	10.3%	5	12.8%	11	19
PE03 STUDENT SERVICES	6					2	4
PE04 LIBRARY AND ARCHIVES	24	2	8.3%	3	12.5%	8	11
PE05 ANTHROPOLOGICAL RESEARCH AND EDUCATION	5	1	20.0%			2	2
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	4			1	25.0%		3
PK04 ENGINEERING, LICENSED	1			1	100.0%		
PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE	1						1
PL04 BUILDING AND FACILITY MAINTENANCE	5						5
PL08 OFFICE EQUIPMENT OPERATION	2	1	50.0%				1
PK05 ARCHITECTURE AND LANDSCAPE ARCHITECTURE	1	1	100.0%				

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

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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	1						1
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	8			1	12.5%	2	5
PB01 GENERAL ADMINISTRATION	33	4	12.1%	4	12.1%	7	18
PB02 ACCOUNTING AND FISCAL	28	3	10.7%			7	18
PB03 PERSONNEL AND EMPLOYEE RELATIONS	2						2
PB04 INFORMATION TECHNOLOGY	21	3	14.3%			5	13
PB05 STATISTICS AND RESEARCH ANALYSIS	1					1	
PB06 SUPPLY	7					1	6
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	7						7
PC01 BUSINESS FINANCE	4					1	3
PC04 ENVIRONMENTAL HEALTH	23	3	13.0%	2	8.7%	4	14
PD02 ECONOMIC RESEARCH	1						1
PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING	1						1
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	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					3	7
PK02 ENVIRONMENTAL SCIENCE SPECIALISTS	220	19	8.6%	21	9.5%	55	125
PK03 ENGINEERING, UNLICENSED	21	2	9.5%	4	19.0%	2	13
PK04 ENGINEERING, LICENSED	30	9	30.0%	3	10.0%	5	13
PL04 BUILDING AND FACILITY MAINTENANCE	5	1	20.0%				4
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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	26	3	11.5%	2	7.7%	7	14
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	14	4	28.6%	5	35.7%	2	3
PB01 GENERAL ADMINISTRATION	65	3	4.6%	9	13.8%	14	39
PB02 ACCOUNTING AND FISCAL	44	1	2.3%	2	4.5%	9	32
PB03 PERSONNEL AND EMPLOYEE RELATIONS	3					1	2
PB04 INFORMATION TECHNOLOGY	43	5	11.6%	3	7.0%	20	15
PB05 STATISTICS AND RESEARCH ANALYSIS	19	1	5.3%			9	9
PB06 SUPPLY	3			1	33.3%	1	1
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	19	3	15.8%	1	5.3%	10	5
PC02 BUSINESS REGULATION AND COMPLIANCE	1						1
PD09 PROPERTY MANAGEMENT	1					1	
PE01 EDUCATION PROGRAMS	10			2	20.0%	2	6
PE04 LIBRARY AND ARCHIVES	1	1	100.0%				
PE05 ANTHROPOLOGICAL RESEARCH AND EDUCATION	18	2	11.1%			4	12
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	16	2	12.5%	4	25.0%	1	9
PG04 MEDICAL, PROFESSIONAL	1			1	100.0%		
PG07 HEALTH LABORATORY AND RELATED	2			1	50.0%		1
PH01 FISH AND WILDLIFE	959	80	8.3%	60	6.3%	257	562
PH03 NATURAL RESOURCES AND FORESTRY	3	1	33.3%			2	
PK04 ENGINEERING, LICENSED	1					1	
PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE	2						2
PL04 BUILDING AND FACILITY MAINTENANCE	11	2	18.2%	2	18.2%	1	6
PL07 VESSEL AND AIRCRAFT OPERATION	18			4	22.2%	4	10
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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	42	5	11.9%	2	4.8%	10	25
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	23	7	30.4%	7	30.4%	6	3
PB01 GENERAL ADMINISTRATION	320	36	11.3%	22	6.9%	48	214
PB02 ACCOUNTING AND FISCAL	72	6	8.3%	11	15.3%	13	42
PB03 PERSONNEL AND EMPLOYEE RELATIONS	10			2	20.0%	1	7
PB04 INFORMATION TECHNOLOGY	83	8	9.6%	10	12.0%	26	39
PB05 STATISTICS AND RESEARCH ANALYSIS	35	2	5.7%	1	2.9%	7	25
PB06 SUPPLY	18	1	5.6%	1	5.6%	4	12
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	57	7	12.3%	8	14.0%	9	33
PC01 BUSINESS FINANCE	17	4	23.5%	1	5.9%	8	4
PC02 BUSINESS REGULATION AND COMPLIANCE	62	5	8.1%	2	3.2%	19	36
PC03 SAFETY INSPECTION	1	1	100.0%				
PC05 REVENUE AND AUDIT	13	2	15.4%	3	23.1%	1	7
PD04 EMERGENCY PLANNING AND RESPONSE	5						5
PD09 PROPERTY MANAGEMENT	5	3	60.0%				2
PE02 TEACHING AND INSTRUCTION	14	1	7.1%			6	7
PE03 STUDENT SERVICES	2	1	50.0%				1
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	10			1	10.0%	4	5
PF01 PUBLIC PROGRAMS	416	36	8.7%	42	10.1%	109	229
PF02 SOCIAL WORK	357	23	6.4%	17	4.8%	53	264
PF03 SPECIAL SOCIAL SERVICE	9	1	11.1%				8
PF05 LABOR AND EMPLOYMENT SERVICES	27	5	18.5%	3	11.1%	6	13
PG01 HEALTH ADMINISTRATION	195	23	11.8%	17	8.7%	37	118
PG02 NURSING, ASSISTIVE	318	31	9.7%	20	6.3%	46	221
PG03 NURSING, PROFESSIONAL	245	33	13.5%	11	4.5%	31	170
PG04 MEDICAL, PROFESSIONAL	10			1	10.0%	1	8
PG05 MENTAL AND BEHAVIORAL HEALTH SERVICES	44	13	29.5%	1	2.3%	8	22
PG06 SPECIAL HEALTH SERVICES	30	3	10.0%	2	6.7%	9	16

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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	
PG07 HEALTH LABORATORY AND RELATED	28	3	10.7%	2	7.1%	3	20
PI01 LEGAL SUPPORT AND RELATED	9					1	8
PI04 EVIDENCE INVESTIGATION	23			3	13.0%	9	11
PJ03 CORRECTIONS	226	17	7.5%	13	5.8%	57	139
PJ04 PROBATION AND PAROLE	88	13	14.8%	14	15.9%	16	45
PK01 PHYSICAL SCIENCE SPECIALISTS	2					2	
PL01 FOOD AND CUSTODIAL SERVICES	145	20	13.8%	17	11.7%	15	93
PL04 BUILDING AND FACILITY MAINTENANCE	38	6	15.8%	2	5.3%	7	23
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2018, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
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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	10	5	50.0%			2	3
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	10	2	20.0%	3	30.0%	3	2
PB01 GENERAL ADMINISTRATION	47	7	14.9%	2	4.3%	6	32
PB02 ACCOUNTING AND FISCAL	33	4	12.1%	2	6.1%	7	20
PB03 PERSONNEL AND EMPLOYEE RELATIONS	3	1	33.3%				2
PB04 INFORMATION TECHNOLOGY	16	4	25.0%	3	18.8%	5	4
PB05 STATISTICS AND RESEARCH ANALYSIS	12	1	8.3%			2	9
PB06 SUPPLY	5			1	20.0%		4
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	18	4	22.2%	1	5.6%	7	6
PC01 BUSINESS FINANCE	5	1	20.0%			2	2
PC02 BUSINESS REGULATION AND COMPLIANCE	4					1	3
PC03 SAFETY INSPECTION	34	3	8.8%	1	2.9%	1	29
PC05 REVENUE AND AUDIT	1	1	100.0%				
PD01 GOVERNMENT MANAGEMENT AND OPERATIONS	1					1	
PD02 ECONOMIC RESEARCH	9	1	11.1%			4	4
PE01 EDUCATION PROGRAMS	10	2	20.0%	2	20.0%	2	4
PE02 TEACHING AND INSTRUCTION	30	1	3.3%	4	13.3%	6	19
PE03 STUDENT SERVICES	4	1	25.0%				3
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	3					3	
PF01 PUBLIC PROGRAMS	32	9	28.1%	1	3.1%	3	19
PF03 SPECIAL SOCIAL SERVICE	1						1
PF04 VOCATIONAL REHABILITATION	71	8	11.3%	6	8.5%	19	38
PF05 LABOR AND EMPLOYMENT SERVICES	202	27	13.4%	26	12.9%	53	96
PI01 LEGAL SUPPORT AND RELATED	1						1
PI03 JUDGES AND ADJUDICATORS	11	1	9.1%	1	9.1%	3	6
PI04 EVIDENCE INVESTIGATION	26	3	11.5%	4	15.4%	5	14
PL01 FOOD AND CUSTODIAL SERVICES	13	5	38.5%			1	7
PL04 BUILDING AND FACILITY MAINTENANCE	5	1	20.0%				4
PL08 OFFICE EQUIPMENT OPERATION	2					1	1

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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	7	2	28.6%			5	
PB01 GENERAL ADMINISTRATION	17	1	5.9%	1	5.9%	3	12
PB02 ACCOUNTING AND FISCAL	8	1	12.5%	1	12.5%	1	5
PB03 PERSONNEL AND EMPLOYEE RELATIONS	2						2
PB04 INFORMATION TECHNOLOGY	3						3
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	148	8	5.4%	9	6.1%	21	110
PI02 ATTORNEYS	254	21	8.3%	16	6.3%	61	156
PI04 EVIDENCE INVESTIGATION	6	2	33.3%				4
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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	13	2	15.4%	4	30.8%	2	5
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	10	1	10.0%	2	20.0%	2	5
PB01 GENERAL ADMINISTRATION	21	2	9.5%	1	4.8%	3	15
PB02 ACCOUNTING AND FISCAL	18	1	5.6%	2	11.1%	5	10
PB03 PERSONNEL AND EMPLOYEE RELATIONS	2			1	50.0%	1	
PB04 INFORMATION TECHNOLOGY	10			1	10.0%	1	8
PB06 SUPPLY	10	1	10.0%			2	7
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	4	1	25.0%	1	25.0%		2
PC01 BUSINESS FINANCE	7					2	5
PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING	1					1	
PD04 EMERGENCY PLANNING AND RESPONSE	42	3	7.1%	2	4.8%	8	29
PD09 PROPERTY MANAGEMENT	5						5
PE02 TEACHING AND INSTRUCTION	20	2	10.0%			7	11
PE03 STUDENT SERVICES	25					2	23
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	2						2
PG03 NURSING, PROFESSIONAL	1						1
PG04 MEDICAL, PROFESSIONAL	1	1	100.0%				
PG05 MENTAL AND BEHAVIORAL HEALTH SERVICES	1						1
PK02 ENVIRONMENTAL SCIENCE SPECIALISTS	7						7
PK03 ENGINEERING, UNLICENSED	1						1
PL01 FOOD AND CUSTODIAL SERVICES	8	1	12.5%	1	12.5%	1	5
PL03 EQUIPMENT OPERATION	2						2
PL04 BUILDING AND FACILITY MAINTENANCE	43	5	11.6%	7	16.3%	3	28
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2018, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
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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	55	6	10.9%	7	12.7%	13	29
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	14	2	14.3%	1	7.1%	3	8
PB01 GENERAL ADMINISTRATION	61	8	13.1%	11	18.0%	16	26
PB02 ACCOUNTING AND FISCAL	32	8	25.0%	5	15.6%	5	14
PB03 PERSONNEL AND EMPLOYEE RELATIONS	3						3
PB04 INFORMATION TECHNOLOGY	27	2	7.4%			9	16
PB05 STATISTICS AND RESEARCH ANALYSIS	1						1
PB06 SUPPLY	5	2	40.0%			1	2
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	5					1	4
PC01 BUSINESS FINANCE	3	2	66.7%				1
PC03 SAFETY INSPECTION	1					1	
PC05 REVENUE AND AUDIT	8			1	12.5%	4	3
PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING	5					1	4
PD04 EMERGENCY PLANNING AND RESPONSE	24	3	12.5%	4	16.7%	1	16
PD05 AIRPORT ADMINISTRATION	1	1	100.0%				
PD08 REAL ESTATE APPRAISAL	3			1	33.3%	1	1
PE02 TEACHING AND INSTRUCTION	1	1	100.0%				
PE05 ANTHROPOLOGICAL RESEARCH AND EDUCATION	15	3	20.0%			1	11
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	6	1	16.7%				5
PH02 AGRICULTURE	8					1	7
PH03 NATURAL RESOURCES AND FORESTRY	320	21	6.6%	24	7.5%	71	204
PH04 PARKS	38	4	10.5%	1	2.6%	13	20
PI05 LEGAL DOCUMENT PROCESSING	31	6	19.4%	1	3.2%	5	19
PK01 PHYSICAL SCIENCE SPECIALISTS	35	3	8.6%	4	11.4%	9	19
PK02 ENVIRONMENTAL SCIENCE SPECIALISTS	1						1
PK03 ENGINEERING, UNLICENSED	7					1	6
PK04 ENGINEERING, LICENSED	3	1	33.3%			2	

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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	15	3	20.0%	4	26.7%	1	7
PL01 FOOD AND CUSTODIAL SERVICES	2			1	50.0%	1	
PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE	5					1	4
PL03 EQUIPMENT OPERATION	3	1	33.3%				2
PL04 BUILDING AND FACILITY MAINTENANCE	19	1	5.3%			4	14
PL07 VESSEL AND AIRCRAFT OPERATION	3			2	66.7%		1
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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	4	2	50.0%	1	25.0%		1
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	7	4	57.1%			2	1
PB01 GENERAL ADMINISTRATION	90	11	12.2%	10	11.1%	21	48
PB02 ACCOUNTING AND FISCAL	12	3	25.0%				9
PB03 PERSONNEL AND EMPLOYEE RELATIONS	3	1	33.3%			2	
PB04 INFORMATION TECHNOLOGY	12						12
PB05 STATISTICS AND RESEARCH ANALYSIS	2			1	50.0%		1
PB06 SUPPLY	6					2	4
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	10	3	30.0%	1	10.0%	2	4
PC01 BUSINESS FINANCE	2	1	50.0%			1	
PC02 BUSINESS REGULATION AND COMPLIANCE	1					1	
PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING	1			1	100.0%		
PD04 EMERGENCY PLANNING AND RESPONSE	29					8	21
PD05 AIRPORT ADMINISTRATION	1						1
PD09 PROPERTY MANAGEMENT	1						1
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	3					2	1
PI01 LEGAL SUPPORT AND RELATED	72	8	11.1%	8	11.1%	10	46
PI04 EVIDENCE INVESTIGATION	36	2	5.6%	1	2.8%	8	25
PJ01 LAW ENFORCEMENT	409	78	19.1%	86	21.0%	66	179
PJ02 FIRE FIGHTING AND INSPECTION	13	1	7.7%	3	23.1%	3	6
PL01 FOOD AND CUSTODIAL SERVICES	1					1	
PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE	8	1	12.5%	2	25.0%	2	3
PL04 BUILDING AND FACILITY MAINTENANCE	4	1	25.0%	2	50.0%		1
PL07 VESSEL AND AIRCRAFT OPERATION	14	2	14.3%	2	14.3%	3	7
PL08 OFFICE EQUIPMENT OPERATION	1	1	100.0%				
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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	93	7	7.5%	11	11.8%	22	53
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	7					3	4
PB01 GENERAL ADMINISTRATION	60	5	8.3%	1	1.7%	4	50
PB02 ACCOUNTING AND FISCAL	49	6	12.2%	5	10.2%	12	26
PB03 PERSONNEL AND EMPLOYEE RELATIONS	2			1	50.0%		1
PB04 INFORMATION TECHNOLOGY	23	3	13.0%	1	4.3%	8	11
PB05 STATISTICS AND RESEARCH ANALYSIS	1						1
PB06 SUPPLY	1					1	
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	2					2	
PC05 REVENUE AND AUDIT	63	2	3.2%	5	7.9%	17	39
PD02 ECONOMIC RESEARCH	7					1	6
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	1					1	
PF01 PUBLIC PROGRAMS	141	14	9.9%	10	7.1%	25	92
PG01 HEALTH ADMINISTRATION	1						1
PI04 EVIDENCE INVESTIGATION	9	1	11.1%			6	2
PL08 OFFICE EQUIPMENT OPERATION	5	1	20.0%			3	1
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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	4	2	50.0%			1	1
EXEMPT MARINE	591	64	10.8%	51	8.6%	126	350
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	22	4	18.2%	4	18.2%	9	5
PB01 GENERAL ADMINISTRATION	147	17	11.6%	9	6.1%	24	97
PB02 ACCOUNTING AND FISCAL	82	11	13.4%	8	9.8%	18	45
PB03 PERSONNEL AND EMPLOYEE RELATIONS	15			1	6.7%	4	10
PB04 INFORMATION TECHNOLOGY	39	5	12.8%	1	2.6%	16	17
PB05 STATISTICS AND RESEARCH ANALYSIS	10			1	10.0%	4	5
PB06 SUPPLY	67	10	14.9%	9	13.4%	16	32
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	6	1	16.7%			1	4
PC01 BUSINESS FINANCE	4	3	75.0%				1
PC03 SAFETY INSPECTION	41	4	9.8%	5	12.2%	6	26
PC05 REVENUE AND AUDIT	4			2	50.0%		2
PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING	47	10	21.3%	2	4.3%	15	20
PD04 EMERGENCY PLANNING AND RESPONSE	18	2	11.1%	3	16.7%	3	10
PD05 AIRPORT ADMINISTRATION	24	4	16.7%	2	8.3%	5	13
PD06 FERRY SYSTEM ADMINISTRATION	80	10	12.5%	3	3.8%	9	58
PD07 MAINTENANCE ADMINISTRATION	28	6	21.4%	3	10.7%	11	8
PD08 REAL ESTATE APPRAISAL	41	9	22.0%	3	7.3%	7	22
PD09 PROPERTY MANAGEMENT	30	11	36.7%	3	10.0%	9	7
PE02 TEACHING AND INSTRUCTION	3			1	33.3%	2	
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	7					3	4
PF03 SPECIAL SOCIAL SERVICE	8	1	12.5%			2	5
PJ02 FIRE FIGHTING AND INSPECTION	75	7	9.3%	6	8.0%	17	45
PK01 PHYSICAL SCIENCE SPECIALISTS	8			3	37.5%	1	4
PK02 ENVIRONMENTAL SCIENCE SPECIALISTS	48	6	12.5%	4	8.3%	6	32
PK03 ENGINEERING, UNLICENSED	276	27	9.8%	11	4.0%	93	145
PK04 ENGINEERING, LICENSED	172	25	14.5%	20	11.6%	66	61

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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	3	1	33.3%			1	1
PK07 LAND SURVEYING	24	3	12.5%			6	15
PK08 CARTOGRAPHY AND DRAFTING	14	1	7.1%	2	14.3%	1	10
PL01 FOOD AND CUSTODIAL SERVICES	55	11	20.0%	5	9.1%	2	37
PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE	138	15	10.9%	13	9.4%	23	87
PL03 EQUIPMENT OPERATION	527	54	10.2%	51	9.7%	111	311
PL04 BUILDING AND FACILITY MAINTENANCE	177	26	14.7%	21	11.9%	25	105
PL05 INSTRUMENT TECHNICIAN	2						2
PL06 CONSTRUCTION SUPPORT	121	5	4.1%	3	2.5%	12	101
PL08 OFFICE EQUIPMENT OPERATION	2						2
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