

Division of Personnel

FY 2005

Annual Report



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Letter from the Director

Dear Colleagues,

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

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

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

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

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

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

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

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

Alaska State Government

Alaska Citizens

The Legislative Branch

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

The Executive Branch

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

The Judicial Branch

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

Governor's Office

Administration

Commerce, Community, and Economic Development

Corrections

Education and Early Development

Environmental Conservation

Fish and Game

Health and Social Services

Labor and Workforce Development

Law

Military and Veterans Affairs

Natural Resources

Public Safety

Revenue

Transportation and Public Facilities

Division Overview

Division of Personnel Mission

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

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

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

Division of Personnel Vision

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

HR...passionate about your success.

Personnel Board

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

Personnel Board Members:

Debra English
Ronald Otte
Laura Plenert

Performance Measures

Division of Personnel Performance Measures

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

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

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

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

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

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

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

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

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

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

Measure B1: % of state agencies with workforce plans.

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

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

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

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

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

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

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

Performance Measures Cont.

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

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

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

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

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

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

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

Target C3: Payroll is processed without avoidable errors

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

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

Director's Office

Director's Office Staff

Director:

Mila Cosgrove

Administration:

Frank Hurt

Susan McDonald

Nora Toner

IT Services:

Steve Rice

Greg Sheppard

Peter Anderegg

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

Major Accomplishments FY 05

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

Goals for FY 06

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

Classification

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

Total for last three Quarters FY 05

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

Major Accomplishments FY 05

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

Goals FY 06

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

Classification Staff

Program Manager:
Amanda Holland

Section Staff:

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

Employee Services Staff:

Program Manager:
Pam Day

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

Special Recruitment:
Kerie Buckley
Kerry Cantillon
Margaret McCraine

EEO Staff:
John Huff
Sherilyn Knight

Absence Management:
Alicia Kelly
Gaby Pfaff

Employee Records:
Sandra Tagaban
Paula Wright

Employee Call Center:
Charley Larson
Mary Kay Palmateer
Brooke Scott

Employee Services

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

Total for three Quarters FY 05

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

Major Accomplishments FY 05

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

Goals for FY 06

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

Management Services

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

Total for three Quarters FY 05

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

Major Accomplishments FY05

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

Goals for FY06

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

Services Staff:

Program Manager:

Nicki Neal

Section Staff:

Tyler Andrews

Penny Beiler

Stacie Bentley

Verdi Brogdon

Camille Brill

Sharon Dick

Aaron Gelston

Carrie Ann Gilmore

May Green

Peggy Hart

Anne Knight

Pamela Keane

Lora Mallinger

Dan McCrummen III

Michele Michaud

Cynthia Menninga

Charlotte Mushat

Chipper Parr

Courtney Patterson

Kim Peterson

Judith Porter

Susie Powers

Frances Rabago

Brian Schmidt

Erin Shepherd-Ham

Donn Stewart

Shelia Short

Cathy Von Gemmingen

Edelyn Vejar

Darice Walter

Gail White

Technical Services Staff:

Program Manager:
Maritt Miller

Section Staff:

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

Technical Services

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

Total for three Quarters FY 05

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

Major Accomplishments for FY 05

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

Goals for FY 06

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

Technical Services Cont.



ACHIEVING EXCELLENCE 2005

Achieving Excellence

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

Strategies

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

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

Technical Services Staff:

Section Staff Cont. :

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

Training and Development

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

Total for three Quarters FY 05

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

Major Accomplishments for FY 05

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

Goals for FY06

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

Training and Development Staff:

Program Manager:
Jackson Steele

Section Staff:
Patricia Dill
Tim Parker

Statewide Planning and Research

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

Total for three Quarters FY 05

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

Major Accomplishments for FY 05

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

FY 06 Goals

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

Statewide Planning and Research Staff:

Program Manager:
Vacant

Section Staff:

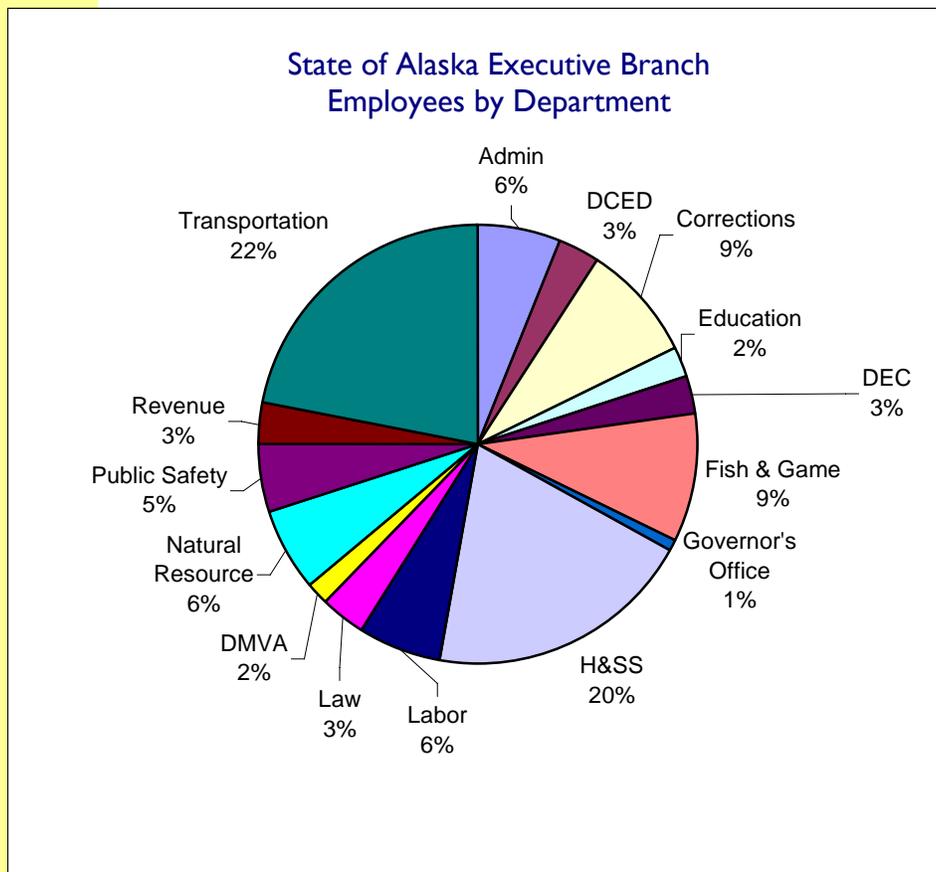
Inga Aanrud
Kathleen Nava
Connie Preecs
Julie Russo

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Workforce Profile State of Alaska Demographics

Employee Counts By Department

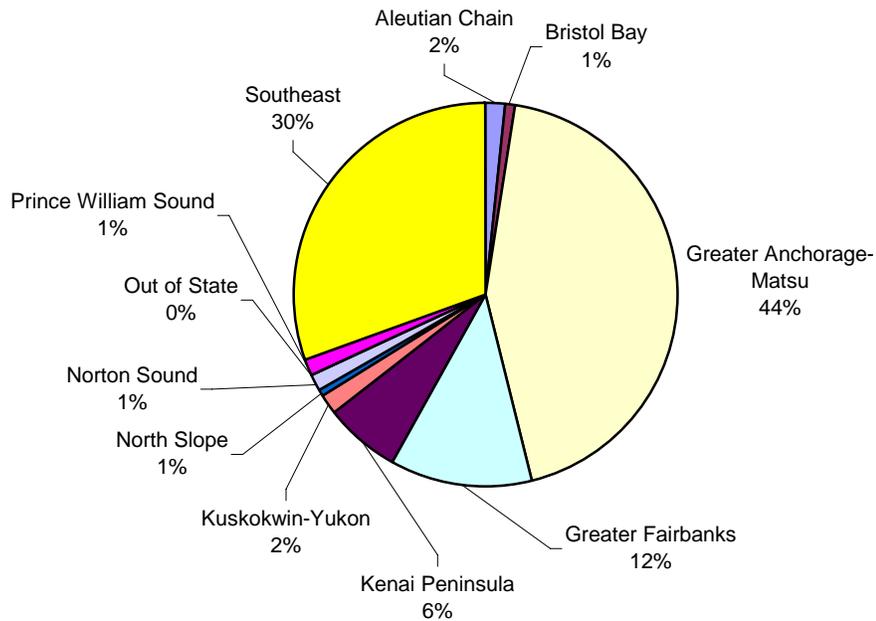
Department Name	Employee Count
Administration	899
Commerce, Community and Economic Development	422
Corrections	1279
Education	300
Environmental Conservation	422
Fish & Game	1383
Governor's Office	130
Health and Social Services	2860
Labor and Workforce Development	898
Law	464
Military and Veterans Affairs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



Employee Counts by Region

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

State of Alaska Permanent Executive Branch Employees by Region



Employee Counts by Location

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

Employee Counts By Location Cont.

Location	Employee Count	Percentage
Kasilof	1	0.0%
Kenai	228	1.6%
Ketchikan	574	3.9%
King Salmon	41	0.3%
Klawock	13	0.1%
Kodiak	183	1.3%
Kotzebue	40	0.3%
Kulis Ang Base	27	0.2%
Livengood	7	0.0%
Mackenzie Point	23	0.2%
Manley Hot Springs	2	0.0%
Mc Grath	27	0.2%
Montana Creek	3	0.0%
Mount Edgecumbe	37	0.3%
Nancy	1	0.0%
Nelchina	5	0.0%
Nenana	7	0.0%
Ninilchik	6	0.0%
Nome	169	1.2%
North Kenai Camp	4	0.0%
Northway	8	0.1%
O'brian Creek	5	0.0%
Palmer	550	3.8%
Paxson	6	0.0%
Pelican	1	0.0%
Petersburg	47	0.3%
Port Moller	11	0.1%
Quartz Creek	4	0.0%
Sag River	9	0.1%
Saint Marys	22	0.2%
Sand Point	5	0.0%
Seattle, WA	8	0.1%
Seldovia	1	0.0%
Seven Mile Camp	6	0.0%
Seward	324	2.2%
Silvertip	7	0.0%
Sitka	191	1.3%
Skagway	12	0.1%
Slana	6	0.0%
Soldotna	216	1.5%
South Fork	2	0.0%
Sterling	2	0.0%
Talkeetna	7	0.0%
Tazlina	24	0.2%
Teller	2	0.0%
Thompson Pass	11	0.1%
Tok	51	0.3%
Trimms Camp	3	0.0%
Two Rivers	7	0.0%
Unalakleet	4	0.0%
Unalaska	4	0.0%
Valdez	53	0.4%
Washington, DC	6	0.0%
Wasilla	123	0.8%
Whittier	3	0.0%
Willow	6	0.0%
Wrangell	16	0.1%
Yakutat	21	0.1%

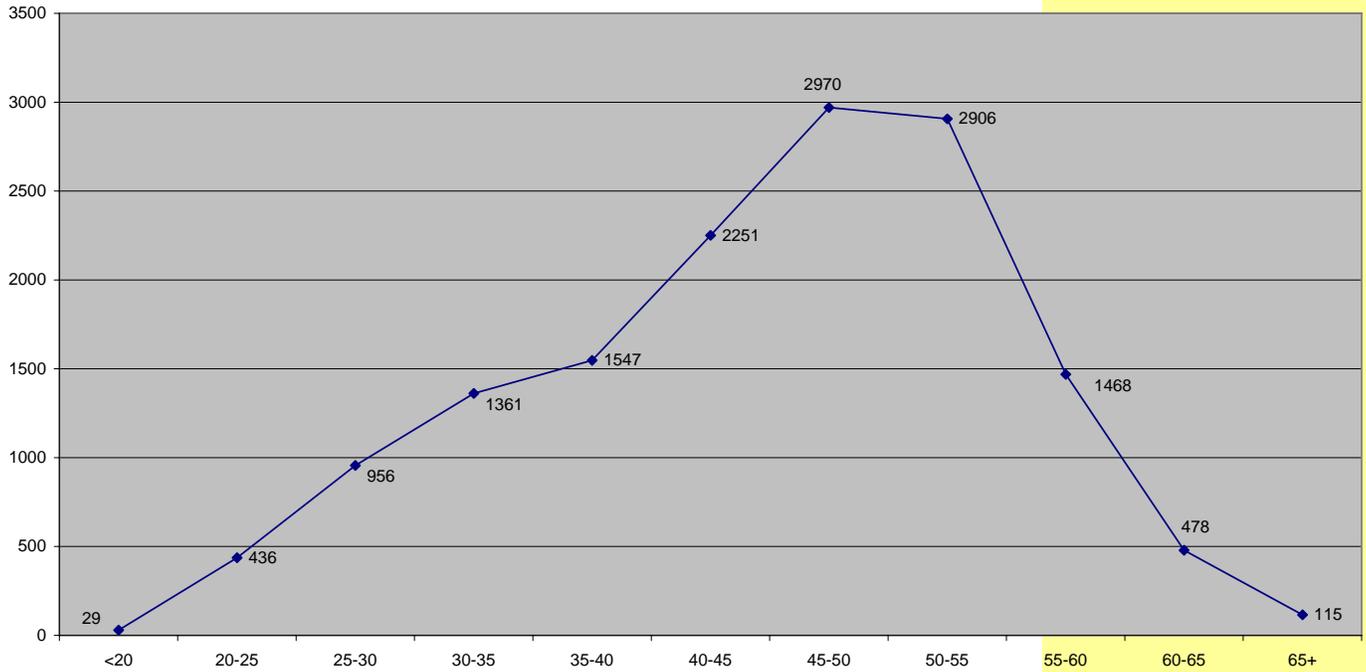
Average State Service by Department and Bargaining Unit

Department	Average State Service	Male	Female
Administration	9.44	9.86	9.21
Commerce, Community and Economic Development	9.47	9.59	9.39
Corrections	8.64	8.82	8.31
Education	9.17	10.52	8.58
Environmental Conservation	9.78	10.88	8.72
Fish and Game	7.93	8.34	7.32
Governor's Office	9.42	8.54	9.84
Health and Social Services	8.40	9.20	8.06
Labor and Workforce Development	9.89	10.03	9.82
Law	8.66	8.87	8.66
Military and Veterans Affairs	7.98	8.56	6.72
Natural Resource	10.08	10.47	9.56
Public Safety	8.28	8.39	8.07
Revenue	9.13	9.44	8.96
Transportation and Public Facilities	9.74	9.83	9.49
Statewide	9.04	9.40	8.65

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

Statewide Age Distribution

Statewide Age Distribution



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

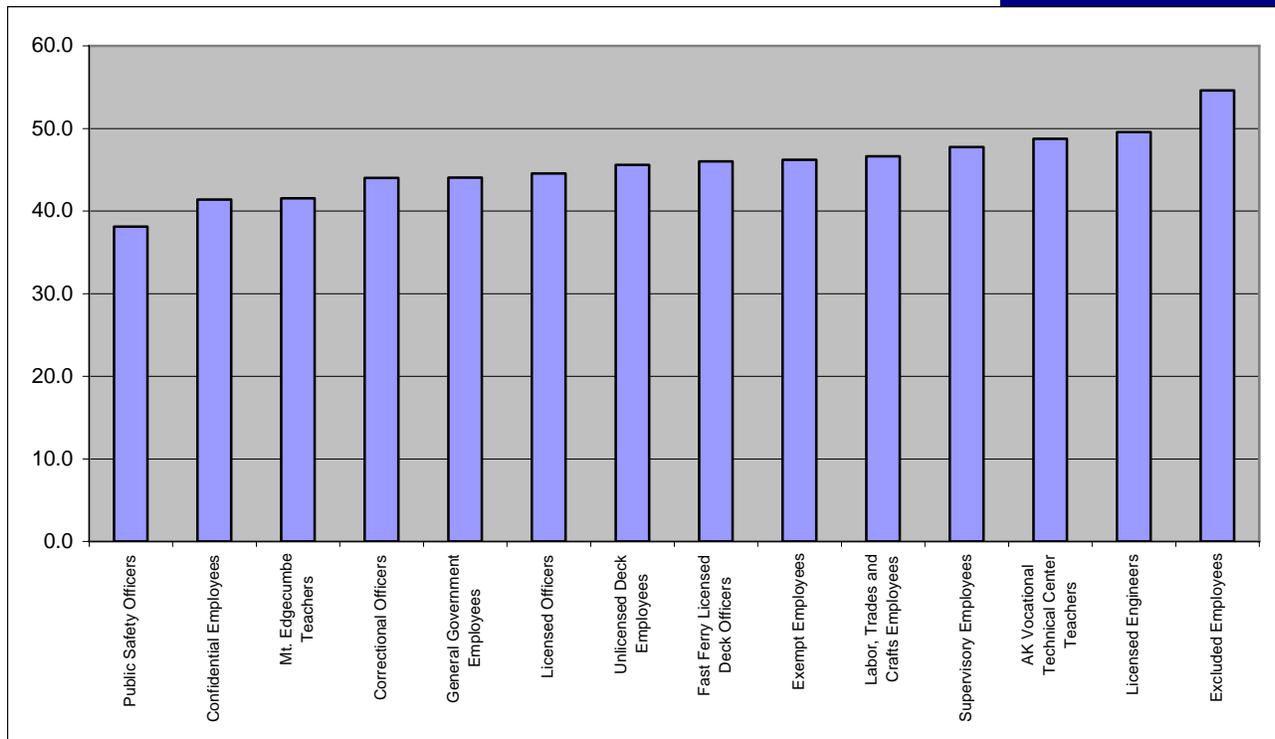
Average Age by Department and Gender

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

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

Average Age by Bargaining Unit

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



Average Age of New Hires by Department

Department	New Hire Count	Average Age	Males	Females
Administration	140	39.1	42.1	37.6
Community and Economic Development	53	42.0	41.5	42.2
Corrections	126	38.0	37.8	38.4
Education	47	40.2	38.9	40.6
Environmental Conservation	44	41.6	44.1	39.3
Fish & Game	185	33.5	34.8	32.0
Governor's Office	14	38.1	39.3	37.7
Health and Social Services	438	38.8	39.8	38.5
Labor and Workforce Development	115	44.3	45.0	43.9
Law	86	39.1	39.8	38.8
Military and Veterans Affairs	34	36.1	42.4	31.7
Natural Resource	104	37.8	40.6	34.0
Public Safety	94	37.2	36.3	38.3
Revenue	59	39.8	36.1	42.7
Transportation and Public Facilities	339	38.8	38.7	39.2
Statewide	1878	38.6	39.0	38.4

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

Average Salary by Department and Bargaining Unit

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

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

¹ State Troopers, ² Airport Police and Fire Officers

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

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

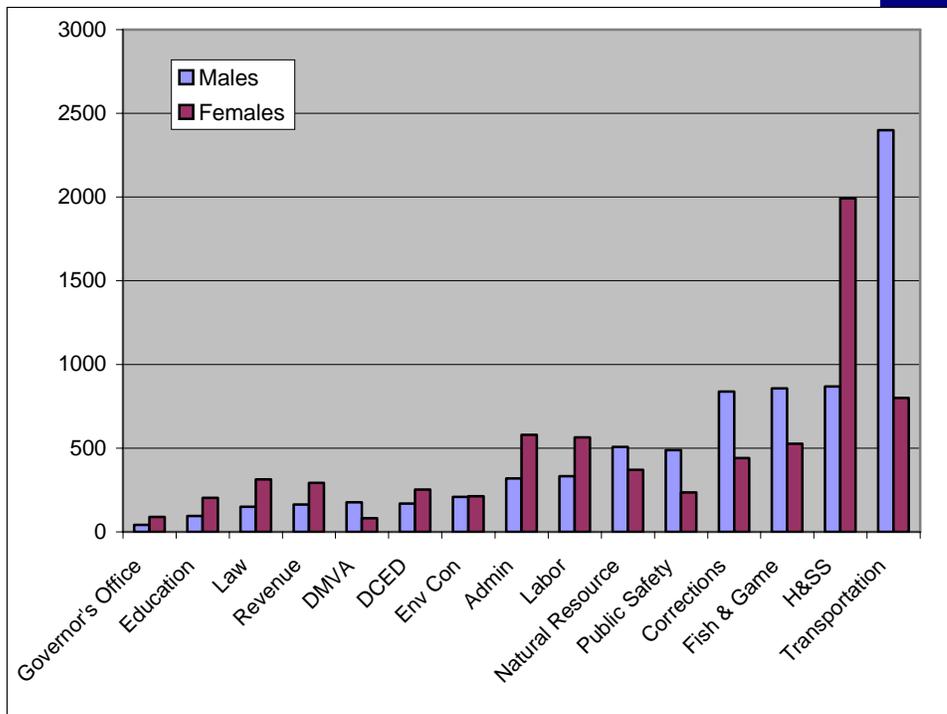
Department	Excluded Average		Partially & Fully Exempt Average	
	Average Salary	Employees	Average Salary	Employees
Administration			\$ 6,081.62	187
Commerce, Community and Economic Development			\$ 5,491.34	139
Corrections			\$ 7,910.20	17
Education			\$ 4,123.46	108
Environmental Conservation			\$ 6,303.44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

Average Salary by Department

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

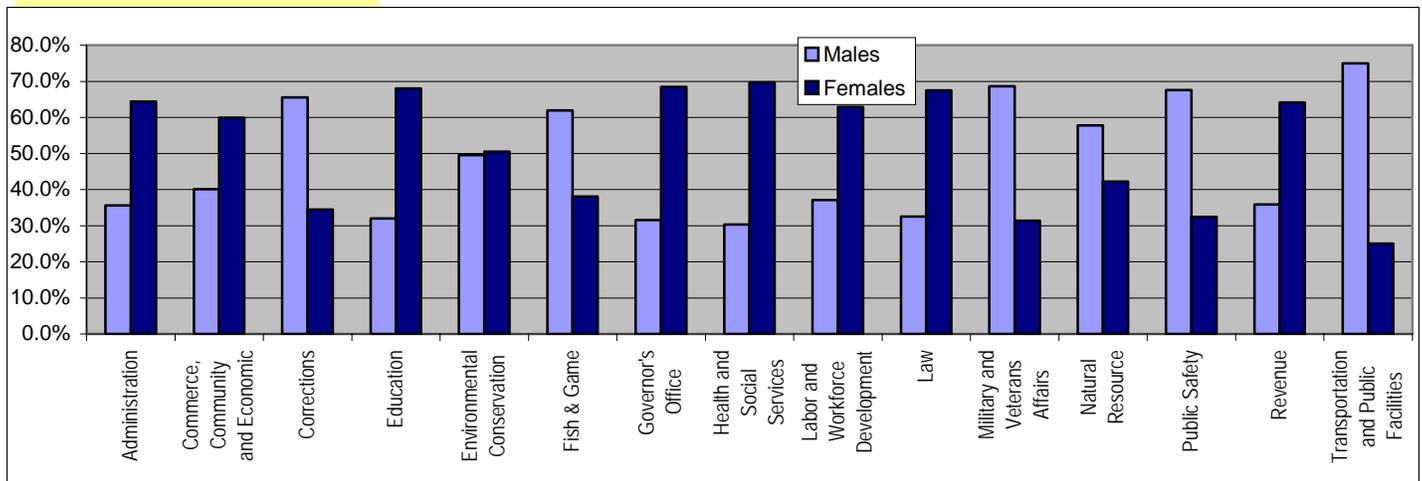
Gender Counts By Department

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



Percentage of Male and Female Employees by Department

Department Name	Males	Females
Administration	35.6%	64.4%
Commerce, Community and Economic Development	40.0%	60.0%
Corrections	65.5%	34.5%
Education	32.0%	68.0%
Environmental Conservation	49.5%	50.5%
Fish & Game	62.0%	38.0%
Governor's Office	31.5%	68.5%
Health and Social Services	30.3%	69.7%
Labor and Workforce Development	37.1%	62.9%
Law	32.5%	67.5%
Military and Veterans Affairs	68.6%	31.4%
Natural Resource	57.8%	42.2%
Public Safety	67.5%	32.5%
Revenue	35.9%	64.1%
Transportation and Public Facilities	75.0%	25.0%
Statewide	52.3%	47.7%



Minority Count by Department

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

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

Employees Eligible to Retire by Department

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

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

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

Calculations are based on normal retirement dates

Employees in Classified Positions with Retirement Eligibility by Job Type

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

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

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

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

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

JCLASS	CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
P4349	A.P.O. II, ASAP	2	3	5	16	40.0%	60.0%
M0004	A/B BOS'N	4	8	16	00	25.0%	50.0%
M0011	ABLE SEAMAN	4	10	63	00	6.3%	15.9%
X1186	ACCOUNTANT		1	3	22	0.0%	33.3%
P1205	ACCOUNTANT II	1	1	14	16	7.1%	7.1%
P1206	ACCOUNTANT III	5	18	52	18	9.6%	34.6%
P1207	ACCOUNTANT IV	3	9	32	20	9.4%	28.1%
P1208	ACCOUNTANT V		4	11	22	0.0%	36.4%
X0513	ACCOUNTING ASSISTANT II		1	1	16	0.0%	100.0%
P1202	ACCOUNTING CLERK I	4	8	35	09	11.4%	22.9%
P1203	ACCOUNTING CLERK II	3	13	98	10	3.1%	13.3%
P1234	ACCOUNTING SPVR I	1	2	15	16	6.7%	13.3%
P1235	ACCOUNTING SPVR II	1	5	13	18	7.7%	38.5%
P1210	ACCOUNTING TECH I	10	24	107	12	9.3%	22.4%
P1211	ACCOUNTING TECH II	7	16	102	14	6.9%	15.7%
P1212	ACCOUNTING TECH III	2	8	42	16	4.8%	19.0%
X0661	ACCOUNTING TECHNICIAN		1	5	14	0.0%	20.0%
X1103	ADJUDICATIONS PROJECT LEADER	1	1	1	23	100.0%	100.0%
X0858	ADMIN SUPPORT SPECIALIST	1	1	1	14	100.0%	100.0%
X0857	ADMIN SUPPORT SPECIALIST	1	2	2	15	50.0%	100.0%
X0075	ADMIN SUPPORT TECHNICIAN		1	3	12	0.0%	33.3%
P1906	ADMINISTRATIVE ASSISTANT	10	32	159	13	6.3%	20.1%
X0751	ADMINISTRATIVE ASSISTANT		1	3	13	0.0%	33.3%
X0031	ADMINISTRATIVE ASSISTANT		1	1	15	0.0%	100.0%
X0110	ADMINISTRATIVE CLERK		1	1	11	0.0%	100.0%
P1133	ADMINISTRATIVE CLERK I	5	12	32	07	15.6%	37.5%
P1134	ADMINISTRATIVE CLERK II	31	90	469	08	6.6%	19.2%
P1135	ADMINISTRATIVE CLERK III	56	113	519	10	10.8%	21.8%
X0136	ADMINISTRATIVE CLERK III		1	2	10	0.0%	50.0%
X0927	ADMINISTRATIVE COORDINATOR	1	1	1	18	100.0%	100.0%
X0503	ADMINISTRATIVE DIRECTOR	1	1	1	26	100.0%	100.0%
X1266	ADMINISTRATIVE MANAGER	1	1	1	15	100.0%	100.0%
X1266	ADMINISTRATIVE MANAGER		1	1	17	0.0%	100.0%
X1266	ADMINISTRATIVE MANAGER		1	1	19	0.0%	100.0%
P1907	ADMINISTRATIVE MANAGER I	3	14	49	15	6.1%	28.6%
P1908	ADMINISTRATIVE MANAGER II	2	12	38	17	5.3%	31.6%
P1909	ADMINISTRATIVE MANAGER III	2	6	19	19	10.5%	31.6%
P1910	ADMINISTRATIVE MANAGER IV	3	7	21	21	14.3%	33.3%
X0658	ADMINISTRATIVE OFFICER		1	2	17	0.0%	50.0%
X0043	ADMINISTRATIVE OFFICER	1	1	1	21	100.0%	100.0%
P1136	ADMINISTRATIVE SUPERVISOR	6	8	33	12	18.2%	24.2%
P1933	ADMINISTRATIVE SVCS MGR II	1	7	10	23	10.0%	70.0%
P1958	ADMINISTRATOR VCCB		1	1	20	0.0%	100.0%
P1944	ADMINISTRATOR,HWY SPA	1	1	1	21	100.0%	100.0%
P4343	ADULT PROBATION OFF II	16	28	95	16	16.8%	29.5%
P4344	ADULT PROBATION OFF III	9	16	31	18	29.0%	51.6%
P4345	ADULT PROBATION OFF IV	1	1	1	20	100.0%	100.0%
P4346	ADULT PROBATION OFF V		1	2	21	0.0%	50.0%
P6445	AGRICULTURAL INSPECT I	2	3	4	16	50.0%	75.0%
P6450	AGRONOMIST I		1	3	16	0.0%	33.3%
P6451	AGRONOMIST II	1	2	4	18	25.0%	50.0%
P6452	AGRONOMIST III		1	1	20	0.0%	100.0%
P9631	AIRCRAFT PILOT I	2	2	3	16	66.7%	66.7%
P9632	AIRCRAFT PILOT II	1	2	6	19	16.7%	33.3%
P1965	AIRPORT OPRS OFFICER		3	10	17	0.0%	30.0%
P7832	AIRPORT POLICE & FIRE OFF II	7	17	56	75	12.5%	30.4%
P7836	AIRPORT POLICE & FIRE OFF III	3	8	12	76	25.0%	66.7%
P7837	AIRPORT POLICE & FIRE OFF IV	3	5	5	77	60.0%	100.0%
P7838	AIRPORT POLICE & FIRE OFF V	1	1	2	20	50.0%	50.0%
P7839	AIRPORT POLICE & FIRE OFF VI		1	1	21	0.0%	100.0%
P7741	AIRPORT SCREENING OFFICER		1	4	74	0.0%	25.0%
P1417	AMHS DISPATCHER		1	4	15	0.0%	25.0%
P3124	AMYA CHIEF EXAMINER		1	1	15	0.0%	100.0%
P3125	AMYA COORDINATOR	1	2	6	16	16.7%	33.3%
P3126	AMYA SUPERVISOR I	2	2	3	17	66.7%	66.7%
P3127	AMYA SUPERVISOR II		1	3	19	0.0%	33.3%

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

JCLASS	CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
P3121	AMYA TEAM LEADER	1	2	27	13	3.7%	7.4%
X1220	ANALYST PROGRAMMER III/IV		1	1	20	0.0%	100.0%
P1622	ANALYST/PROGRAMMER II	1	5	19	16	5.3%	26.3%
P1623	ANALYST/PROGRAMMER III	2	7	57	18	3.5%	12.3%
P1624	ANALYST/PROGRAMMER IV	12	39	134	20	9.0%	29.1%
P1625	ANALYST/PROGRAMMER V	6	20	46	22	13.0%	43.5%
X1403	ANILCA COORDINATOR		1	1	21	0.0%	100.0%
P4663	APPEALS REFEREE II	1	3	3	19	33.3%	100.0%
P4664	APPEALS REFEREE III		1	1	21	0.0%	100.0%
X0130	APPLICATION TECHNICIAN		1	1	13	0.0%	100.0%
P2623	APPRAISER III	1	1	1	21	100.0%	100.0%
P3582	ARCHIVIST II		1	1	19	0.0%	100.0%
X1182	ASSISTANT INVESTMENT OFFICER	1	1	3	20	33.3%	33.3%
P5181	ASSISTED LIVING AIDE	1	5	20	09	5.0%	25.0%
P5481	ASSISTED LIVING CARE COORD		1	4	17	0.0%	25.0%
P7110	ASSOC ATTORNEY I	3	6	17	17	17.6%	35.3%
P7111	ASSOC ATTORNEY II		9	23	19	0.0%	39.1%
P4230	ASSOC COORDINATOR	2	7	18	18	11.1%	38.9%
P2420	ASST CHIEF DOSH		1	2	20	0.0%	50.0%
P3327	ASST CHIEF VOC REHAB SVCS		1	1	21	0.0%	100.0%
P1980	ASST COMMISSIONER	1	2	4	27	25.0%	50.0%
P7655	ASST CORRECTIONAL SUPT	5	5	8	19	62.5%	62.5%
P1013	ASST DIR APOC		1	1	21	0.0%	100.0%
P6170	ASST DIR DEPT FISH & GAME	1	2	3	22	33.3%	66.7%
P7144	ATTORNEY III	1	3	70	22	1.4%	4.3%
P7145	ATTORNEY IV	17	48	138	24	12.3%	34.8%
P7146	ATTORNEY V	10	26	52	25	19.2%	50.0%
P7147	ATTORNEY VI	1	9	15	26	6.7%	60.0%
X0603	AWARDS SPECIALIST II	2	2	2	12	100.0%	100.0%
M0019	BARTENDER	1	4	8	00	12.5%	50.0%
P6136	BIOMETRICIAN II	1	1	9	19	11.1%	11.1%
P6137	BIOMETRICIAN III	1	1	12	20	8.3%	8.3%
P6138	BIOMETRICIAN IV		1	1	21	0.0%	100.0%
P9656	BOAT OFFICER II		1	2	15	0.0%	50.0%
P9657	BOAT OFFICER III	1	3	8	17	12.5%	37.5%
P9658	BOAT OFFICER IV	2	2	6	19	33.3%	33.3%
P9950	BOILER & PRESSURE VSSL INSP I		2	4	19	0.0%	50.0%
X1299	BUDGET MANAGER		1	1	21	0.0%	100.0%
P8461	BUILDING MAINT MANAGER	1	3	5	22	20.0%	60.0%
P8460	BUILDING MAINT SUPT		2	2	20	0.0%	100.0%
P8458	BUILDING MGMT SPECIALIST	3	4	10	19	30.0%	40.0%
X1319	BUSINESS DEVELOPMENT SPEC II		1	1	20	0.0%	100.0%
X2001	BUSINESS LEAD/ANALYST II		1	2	15	0.0%	50.0%
P2320	BUSINESS REG EXAMINER	1	1	5	13	20.0%	20.0%
P7708	CAPTAIN PS	3	5	9	23	33.3%	55.6%
P8415	CARTOGRAPHER II	2	5	11	15	18.2%	45.5%
P8417	CARTOGRAPHER IV		3	4	17	0.0%	75.0%
M0025	CASHIER/GIFT SHOP OPER	7	11	19	00	36.8%	57.9%
P5182	CERTIFIED NURSE AIDE I	12	43	224	10	5.4%	19.2%
P8333	CHEMIST III	1	1	2	18	50.0%	50.0%
P8334	CHEMIST IV		1	2	20	0.0%	50.0%
M0014	CHF COOK	1	3	13	00	7.7%	23.1%
P1797	CHF HEALTH RES & VITAL STAT	1	1	1	22	100.0%	100.0%
P2229	CHF LABOR RES & ANAL	1	1	1	22	100.0%	100.0%
M0038	CHF MATE	1	4	16	00	6.3%	25.0%
P6766	CHF OFF OF HIST & ARCHAEOLOGY	1	1	1	21	100.0%	100.0%
P4261	CHF PUBLIC GUARDIAN	1	1	1	19	100.0%	100.0%
M0001	CHF PURSER	5	9	17	00	29.4%	52.9%
M0012	CHF STEWARD	3	8	15	00	20.0%	53.3%
P3328	CHF VOCATIONAL REHAB	1	1	1	22	100.0%	100.0%
P2476	CHF WGTS MEAS & PERMIT	1	1	2	22	50.0%	50.0%
P5413	CHF, EMERG MEDICAL SERV	1	1	1	22	100.0%	100.0%
X1325	CHIEF BUDGET ANALYST		1	1	26	0.0%	100.0%
P1349	CHIEF CONTRACTS OFFICER		1	1	23	0.0%	100.0%
P3526	CHIEF CURATOR		1	1	21	0.0%	100.0%
P5625	CHIEF ENVIRONMENTAL HLTH LABS		1	1	22	0.0%	100.0%

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

JCLASS	CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
P2330	CHIEF OCCUPATIONAL LICENSING		1	1	21	0.0%	100.0%
X0078	CHIEF OF STAFF		1	1	29	0.0%	100.0%
X0528	CHIEF PETROLEUM GEOLOGIST	1	1	1	26	100.0%	100.0%
P4676	CHIEF, LABOR STANDARDS		1	1	23	0.0%	100.0%
P2421	CHIEF, OS&H	1	1	1	23	100.0%	100.0%
P5146	CHIEF, PUBLIC HEALTH NURSING	1	1	1	25	100.0%	100.0%
P4150	CHILD SUPPORT SPEC I	10	20	93	14	10.8%	21.5%
P4151	CHILD SUPPORT SPEC II		2	20	16	0.0%	10.0%
P4156	CHILDREN'S SERVICES SPEC I	2	4	18	15	11.1%	22.2%
P4157	CHILDREN'S SERVICES SPEC II		3	42	16	0.0%	7.1%
P2390	CLAIMS ADMINISTRATOR	1	1	2	19	50.0%	50.0%
X0585	COLLECTIONS TRAINER/SPECIALIST	1	1	1	14	100.0%	100.0%
P1120	COMM CENTER SUPVR, PS	1	2	2	14	50.0%	100.0%
P8673	COMM ENG ASSOC I	2	2	3	19	66.7%	66.7%
P8674	COMM ENG ASSOC II	1	2	2	22	50.0%	100.0%
P8676	COMM ENG II	1	1	1	23	100.0%	100.0%
P2461	COMM VEHICLE ENFORCMENT OFF II	5	8	20	14	25.0%	40.0%
P2462	COMM VEHICLE ENFORCMENT OFF III	1	2	2	16	50.0%	100.0%
X0338	COMMERCIAL ANALYST		1	3	26	0.0%	33.3%
X0113	COMMISSION SECRETARY		1	1	12	0.0%	100.0%
X0003	COMMISSIONER		6	15	28	0.0%	40.0%
X0005	COMMISSIONER, CFEC	1	2	2	26	50.0%	100.0%
X0321	COMMISSIONER, OIL AND GAS COMM		1	2	27	0.0%	50.0%
X0004	COMMISSIONER, RCA	1	2	4	26	25.0%	50.0%
X0004	COMMISSIONER, RCA		1	1	27	0.0%	100.0%
P2360	COMMUNICATIONS COM CAR SP I	2	2	2	18	100.0%	100.0%
P4275	COMMUNITY CARE LIC SPEC I	2	4	36	16	5.6%	11.1%
P4276	COMMUNITY CARE LIC SPEC II	1	2	11	18	9.1%	18.2%
P2267	COMMUNITY DEVEL SPEC II	1	4	21	16	4.8%	19.0%
P2268	COMMUNITY DEVEL SPEC III	1	1	7	18	14.3%	14.3%
P5369	COMMUNITY MH SVC PROG ADM	1	1	1	23	100.0%	100.0%
P2365	CONSMR PROT-INFO OFF I		1	2	14	0.0%	50.0%
P2366	CONSMR PROT-INFO OFF II	1	1	1	20	100.0%	100.0%
X1395	CONSULTANT MANAGER	1	1	1	23	100.0%	100.0%
P1345	CONTRACTING OFFICER III	1	2	11	19	9.1%	18.2%
X1394	CONTRACTS MANAGER	1	1	1	22	100.0%	100.0%
X0582	COORDINATOR		1	3	21	0.0%	33.3%
P7665	CORR INDUS PROD MGR I	1	2	6	16	16.7%	33.3%
P7666	CORR INDUS PROD MGR II	1	2	5	18	20.0%	40.0%
P7646	CORRECTIONAL OFFICER I		3	48	11	0.0%	6.3%
P7653	CORRECTIONAL OFFICER II	59	152	550	13	10.7%	27.6%
P7654	CORRECTIONAL OFFICER III	23	49	108	15	21.3%	45.4%
P7647	CORRECTIONAL OFFICER IV	2	3	4	18	50.0%	75.0%
P7657	CORRECTIONAL SUPERINTENDENT	7	10	12	21	58.3%	83.3%
P1184	CORRESPONDENCE SEC III	2	2	3	12	66.7%	66.7%
P7702	COURT SERVICES OFFICER	5	15	29	74	17.2%	51.7%
P2221	CRIMINAL JUSTICE PLANNER		1	2	21	0.0%	50.0%
P7011	CRIMINAL JUSTICE TECHNICIAN I	1	2	9	12	11.1%	22.2%
P7012	CRIMINAL JUSTICE TECHNICIAN II	1	3	20	14	5.0%	15.0%
P8374	CRIMINALIST IV		2	5	21	0.0%	40.0%
P9189	CUSTODIAL SERVICES SPVR		1	2	16	0.0%	50.0%
X0617	CUSTOMER SERVICE SPEC III		1	9	13	0.0%	11.1%
X1271	DATA COMMUNICATIONS SPEC II		1	1	21	0.0%	100.0%
P1661	DATA COMMUNICATNS SPEC I	3	3	3	19	100.0%	100.0%
P1662	DATA COMMUNICATNS SPEC II	1	3	3	21	0.0%	33.3%
X0614	DATA ENTRY CLERK IV		1	2	10	0.0%	50.0%
P1641	DATA PROCESSING MGR I	1	5	14	22	7.1%	35.7%
P1642	DATA PROCESSING MGR II		2	7	23	0.0%	28.6%
P1643	DATA PROCESSING MGR III	2	8	11	24	18.2%	72.7%
P1611	DATA PROCESSING TECH I		2	5	13	0.0%	40.0%
P1612	DATA PROCESSING TECH II	3	7	16	15	18.8%	43.8%
P1670	DATA SECURITY SPEC		1	1	20	0.0%	100.0%
P1826	DATABASE SPECIALIST I		1	1	20	0.0%	100.0%
P1827	DATABASE SPECIALIST II		2	4	21	0.0%	50.0%
P1828	DATABASE SPECIALIST III	2	3	7	22	28.6%	42.9%
P1951	DEP COMMISSIONER	3	9	18	28	16.7%	50.0%

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

JCLASS	CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
P4154	DEP DIR CHILD SPT ENF	1	1	1	23	100.0%	100.0%
P1845	DEP DIR DIV INFO SERVICES	1	1	1	24	100.0%	100.0%
P6171	DEP DIR FISH & GAME	2	2	3	23	66.7%	66.7%
P2307	DEP DIR INSURANCE	1	1	1	22	100.0%	100.0%
X0350	DEP DIR-BUS DEV-RURAL ENERGY	1	1	1	25	100.0%	100.0%
X0826	DEPUTY DIRECTOR	1	1	2	24	50.0%	50.0%
P5364	DEV DIS PROGRAM ADMIN	1	1	1	23	100.0%	100.0%
P5330	DEV DIS PROGRAM SPEC I	1	2	5	19	20.0%	40.0%
P2288	DEV SPEC II, OPTION A	1	1	4	20	25.0%	25.0%
P2289	DEV SPEC II, OPTION B	1	1	3	20	33.3%	33.3%
X0388	DEVELOPMENT SPECIALIST II		1	2	20	0.0%	50.0%
X1129	DIR OF OFFICE OF INT'L TRADE		1	1	24	0.0%	100.0%
X1381	DIR TSIA TERMNL REDEV & CONST	1	1	1	27	100.0%	100.0%
X0452	DIRECTOR OF API		1	1	25	0.0%	100.0%
X1127	DIRECTOR OF COMMUNICATIONS		1	2	25	0.0%	50.0%
X0107	DIRECTOR OF OMB	1	1	1	28	100.0%	100.0%
X0816	DIRECTOR STATE & FED RELATIONS	1	1	1	28	100.0%	100.0%
P4242	DISABILITY ADJUD ASSOC I		1	4	13	0.0%	25.0%
P4243	DISABILITY ADJUD ASSOC II	2	2	4	16	50.0%	50.0%
P9732	DIST EQUIP MANAGER		2	2	20	0.0%	100.0%
P9755	DIST EQUIPMENT SUPT	3	6	7	18	42.9%	85.7%
P1901	DIVISION DIRECTOR	14	36	71	26	19.7%	50.7%
X0753	DOCUMENTS PROCESSOR	1	1	2	10	50.0%	50.0%
P7805	DORMITORY ATTENDANT	1	2	5	11	20.0%	40.0%
P8865	DOT/PF STATEWIDE ENV COORD		1	1	22	0.0%	100.0%
P8425	DRAFTING TECHNICIAN III	6	12	32	15	18.8%	37.5%
P9551	DRILLER JOURNEY		2	7	53	0.0%	28.6%
X0971	ECONOMIST		1	1	22	0.0%	100.0%
P2207	ECONOMIST II		4	7	18	0.0%	57.1%
P2208	ECONOMIST III	1	2	6	20	16.7%	33.3%
P3140	ED COORDINATOR (COR)	5	13	24	16	20.8%	54.2%
P3158	EDUCATION ASSOC II	2	2	7	15	28.6%	28.6%
P3159	EDUCATION ASSOC III	2	3	8	17	25.0%	37.5%
P3161	EDUCATION SPECIALIST II		2	5	21	0.0%	40.0%
P4121	ELIG QUAL CNTRL TECH I	2	4	8	16	25.0%	50.0%
P4171	ELIG TECHNICIAN I	1	7	45	13	2.2%	15.6%
P4172	ELIG TECHNICIAN II	10	31	157	14	6.4%	19.7%
P4173	ELIG TECHNICIAN III	2	8	25	15	8.0%	32.0%
P4174	ELIG TECHNICIAN IV	4	7	18	16	22.2%	38.9%
P1937	EMERGENCY MANAGEMENT ASSISTANT		1	7	12	0.0%	14.3%
P1940	EMERGENCY MANAGEMENT SPEC	1	2	9	15	11.1%	22.2%
P1940	EMERGENCY MANAGEMENT SPEC		1	2	16	0.0%	50.0%
P1940	EMERGENCY MANAGEMENT SPEC		2	4	17	0.0%	50.0%
P1940	EMERGENCY MANAGEMENT SPEC	2	2	3	19	66.7%	66.7%
P1941	EMERGENCY PROGRAM MANAGER	1	2	3	19	33.3%	66.7%
P1941	EMERGENCY PROGRAM MANAGER	1	1	1	21	100.0%	100.0%
P4617	EMPLOY COUNSELOR II	8	12	21	16	38.1%	57.1%
P4659	EMPLOY SEC ANALYST I	2	2	7	15	28.6%	28.6%
P4660	EMPLOY SEC ANALYST II	1	6	15	17	6.7%	40.0%
P4661	EMPLOY SEC ANALYST III	2	7	20	18	10.0%	35.0%
P4648	EMPLOY SEC SPEC IA	1	1	25	13	4.0%	4.0%
P4649	EMPLOY SEC SPEC IB	15	36	146	14	10.3%	24.7%
P4650	EMPLOY SEC SPEC II	1	3	14	15	7.1%	21.4%
P4651	EMPLOY SEC SPEC III		6	12	16	0.0%	50.0%
P4652	EMPLOY SEC SPEC IV		1	6	17	0.0%	16.7%
P4656	EMPLOYMENT SERVICE MANAGER II	1	2	4	17	25.0%	50.0%
P4655	EMPLOYMENT SERVICE MGR I	3	4	9	16	33.3%	44.4%
P4657	EMPLOYMENT SERVICE MGR III	1	2	5	19	20.0%	40.0%
P4658	EMPLOYMENT SERVICE MGR IV	2	2	7	20	28.6%	28.6%
P9571	ENG TECH JOURNEY	3	7	40	54	7.5%	17.5%
P9571	ENG TECH SUB JOURNEY II	1	4	38	57	2.6%	10.5%
P9571	ENG TECH SUB JOURNEY III	1	3	29	55	3.4%	10.3%
P8913	ENGINEER/ARCHITECT I	2	6	35	21	5.7%	17.1%
P8914	ENGINEER/ARCHITECT II	9	14	34	22	26.5%	41.2%
P8915	ENGINEER/ARCHITECT III	4	10	33	24	12.1%	30.3%
P8916	ENGINEER/ARCHITECT IV	4	11	22	25	18.2%	50.0%

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

JCLASS	CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
P8918	ENGINEER/ARCHITECT V	2	2	6	26	33.3%	33.3%
P8911	ENGINEERING ASSISTANT II	9	17	114	18	7.9%	14.9%
P8912	ENGINEERING ASSISTANT III	15	30	108	20	13.9%	27.8%
P8925	ENGINEERING ASSOCIATE	11	23	41	20	26.8%	56.1%
P8388	ENGINEERING GEOLOGIST III	2	3	3	20	66.7%	100.0%
P8389	ENGINEERING GEOLOGIST IV		1	1	22	0.0%	100.0%
P8656	ENV ENG ASSOCIATE	4	7	17	20	23.5%	41.2%
P8659	ENV ENG ASSOCIATE II	1	2	4	22	25.0%	50.0%
P9171	ENVIRO SERVICES FOREMAN		3	9	57	0.0%	33.3%
P9171	ENVIRO SERVICES JOURNEY I	5	11	50	61	10.0%	22.0%
P9171	ENVIRO SERVICES JOURNEY II	14	28	91	60	15.4%	30.8%
P8313	ENVIRON CONSERV MGR I	1	3	12	21	8.3%	25.0%
P8314	ENVIRON CONSERV MGR II	2	4	8	22	25.0%	50.0%
P8315	ENVIRON CONSERV MGR III	2	2	9	23	22.2%	22.2%
P8657	ENVIRON ENGINEER I	1	1	12	21	8.3%	8.3%
P8658	ENVIRON ENGINEER II		1	5	22	0.0%	20.0%
P8862	ENVIRONMENTAL ANALYST II		2	12	17	0.0%	16.7%
P8863	ENVIRONMENTAL ANALYST III		2	15	19	0.0%	13.3%
P8864	ENVIRONMENTAL COORDINATOR		1	4	21	0.0%	25.0%
P8202	ENVIRONMENTAL HEALTH OFFICER	2	4	9	16	22.2%	44.4%
P8202	ENVIRONMENTAL HEALTH OFFICER	2	5	13	18	15.4%	38.5%
P8202	ENVIRONMENTAL HEALTH OFFICER		2	2	20	0.0%	100.0%
P8201	ENVIRONMENTAL HEALTH TECH.		1	2	14	0.0%	50.0%
P8310	ENVIRONMENTAL SPEC II		2	28	16	0.0%	7.1%
P8311	ENVIRONMENTAL SPEC III	8	23	91	18	8.8%	25.3%
P8312	ENVIRONMENTAL SPEC IV	5	13	44	20	11.4%	29.5%
P8302	ENVIRONMENTAL TECH II		1	12	12	0.0%	8.3%
P1420	EQUAL EMPLOY OFFICER III		1	3	18	0.0%	33.3%
P1790	EQUIP OPERATIONS ANALYST	2	2	4	18	50.0%	50.0%
P9511	EQUIP OPERATOR FOREMAN I	9	17	21	51	42.9%	81.0%
P9511	EQUIP OPERATOR FOREMAN II		1	3	50	0.0%	33.3%
P9511	EQUIP OPERATOR JOURNEY I	1	3	54	54	1.9%	5.6%
P9511	EQUIP OPERATOR JOURNEY II	22	64	279	53	7.9%	22.9%
P9511	EQUIP OPERATOR JRNY III/LEAD	15	31	129	52	11.6%	24.0%
P9511	EQUIP OPERATOR SUB JOURNEY II		2	13	56	0.0%	15.4%
P9516	EQUIPMENT OPERATOR FOREMAN I		1	2	51	0.0%	50.0%
P9517	EQUIPMENT OPERATOR FOREMAN II	1	1	2	50	50.0%	50.0%
P5130	EXEC ADMIN BOARD OF NURSING	1	1	1	21	100.0%	100.0%
P2329	EXEC ADMIN STATE MEDICAL BOARD		1	1	18	0.0%	100.0%
P4355	EXEC DIR AK BD PAROLE	1	1	1	23	100.0%	100.0%
P1998	EXEC DIR AK COMM ON AGING	1	1	1	23	100.0%	100.0%
P5380	EXEC DIR AK MEN HTHL BD		1	1	22	0.0%	100.0%
P1012	EXEC DIR APOC	1	1	1	24	100.0%	100.0%
P3510	EXEC DIR COUNCIL OF ARTS		1	1	20	0.0%	100.0%
P1015	EXEC DIR GAB/ADA	1	2	2	22	50.0%	100.0%
P6153	EXEC DIR I, BRDS FISH & GAME	1	1	1	21	100.0%	100.0%
X0142	EXEC DIR TRUSTEE COUNCIL	2	2	2	28	100.0%	100.0%
P1155	EXEC SECRETARY I	1	1	2	12	50.0%	50.0%
P3110	EXEC SECRETARY PTPC		2	2	23	0.0%	100.0%
X1931	EXEC. RESIDENCE HOUSEKEEPER	1	1	2	10	50.0%	50.0%
X0213	EXECUTIVE DIRECTOR		1	1	25	0.0%	100.0%
X0288	EXECUTIVE DIRECTOR		1	1	26	0.0%	100.0%
X0289	EXECUTIVE DIRECTOR	1	1	2	28	50.0%	50.0%
X1180	EXECUTIVE DIRECTOR ASCSC		2	2	21	0.0%	100.0%
X1278	EXECUTIVE RESIDENCE MANAGER		1	1	22	0.0%	100.0%
X0037	EXECUTIVE SECRETARY		1	1	12	0.0%	100.0%
X0807	EXECUTIVE SECRETARY II	1	2	9	14	11.1%	22.2%
X0808	EXECUTIVE SECRETARY III		1	2	16	0.0%	50.0%
X0805	EXECUTIVE SECRETARY III		1	1	17	0.0%	100.0%
P6152	EXTENDED JUR PROG MGR		1	1	22	0.0%	100.0%
P6150	F&G REGIONAL REG PGM ASST	2	2	3	14	66.7%	66.7%
P6164	F&G REGIONAL SPVR	6	6	11	22	54.5%	54.5%
P6113	F&W TECHNICIAN II	2	21	270	09	0.7%	7.8%
P6114	F&W TECHNICIAN III	6	26	167	11	3.6%	15.6%
P6115	F&W TECHNICIAN IV	1	7	30	13	3.3%	23.3%
P6116	F&W TECHNICIAN V	4	4	8	14	50.0%	50.0%

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

JCLASS	CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
P2252	FACILITIES MANAGER I		1	7	20	0.0%	14.3%
P2253	FACILITIES MANAGER II	1	1	2	21	50.0%	50.0%
X0937	FED MGMT RESEARCH COORD		1	1	23	0.0%	100.0%
P2149	FERRY SERVICES MNGR I	1	2	5	13	20.0%	40.0%
P2150	FERRY SERVICES MNGR II		2	8	14	0.0%	25.0%
P2151	FERRY SERVICES MNGR III	1	3	5	15	20.0%	60.0%
P2152	FERRY TERMINAL ASSISTANT		1	24	12	0.0%	4.2%
P4636	FIELD AUDITOR I	3	6	11	16	27.3%	54.5%
P4635	FIELD AUDITOR II	2	2	3	17	66.7%	66.7%
X0505	FINANCE OFFICER		1	1	20	0.0%	100.0%
P2312	FINANCIAL INSTIT EXAM III	1	1	1	21	100.0%	100.0%
P2313	FINANCIAL INSTIT EXAM IV		1	1	22	0.0%	100.0%
P7861	FIRE TRAINING ADMIN	1	1	1	21	100.0%	100.0%
P7860	FIRE TRAINING SPECIALIST	1	1	4	19	25.0%	25.0%
X0516	FISCAL TECHNICIAN III		2	2	14	0.0%	100.0%
P6100	FISH & GAME PROGRAM TECH	2	5	21	12	9.5%	23.8%
P6125	FISH CULTURIST I	1	2	4	14	25.0%	50.0%
P6126	FISH CULTURIST II	2	2	4	16	50.0%	50.0%
P6127	FISH CULTURIST III	1	1	2	18	50.0%	50.0%
P6122	FISH PATHOLOGIST III		2	2	21	0.0%	100.0%
X1357	FISHERIES POLICY ADVISOR	1	1	1	24	100.0%	100.0%
P6156	FISHERIES SCIENTIST I	2	3	4	22	50.0%	75.0%
P6157	FISHERIES SCIENTIST II	1	1	2	24	50.0%	50.0%
P6160	FISHERY BIOLOGIST I	4	8	84	14	4.8%	9.5%
P6161	FISHERY BIOLOGIST II	10	29	105	16	9.5%	27.6%
P6162	FISHERY BIOLOGIST III	28	43	97	18	28.9%	44.3%
P6163	FISHERY BIOLOGIST IV	7	9	18	20	38.9%	50.0%
P9101	FOOD SERVICE FOREMAN	1	2	7	53	14.3%	28.6%
P9101	FOOD SERVICE JOURNEY	5	10	40	57	12.5%	25.0%
P9101	FOOD SERVICE LEAD	3	8	37	56	8.1%	21.6%
P9101	FOOD SERVICE SUB JOURNEY	5	14	70	61	7.1%	20.0%
P9104	FOOD SERVICE SUPERVISOR	1	1	8	16	12.5%	12.5%
P7750	FORENSIC LAB SUPERVISOR	1	1	1	23	100.0%	100.0%
P6607	FOREST TECH III	4	11	56	11	7.1%	19.6%
P6608	FOREST TECH IV	3	11	27	13	11.1%	40.7%
P6621	FORESTER I	1	5	11	14	9.1%	45.5%
P6622	FORESTER II	1	4	20	16	5.0%	20.0%
P6623	FORESTER III	3	10	19	18	15.8%	52.6%
P6624	FORESTER IV	1	2	3	22	33.3%	66.7%
P8342	GEOLOGIST III	4	4	11	18	36.4%	36.4%
P8343	GEOLOGIST IV	1	5	11	20	9.1%	45.5%
P8344	GEOLOGIST V	1	3	3	22	33.3%	100.0%
X0001	GOVERNOR	1	1	1	00	100.0%	100.0%
P2270	GRANTS ADMINISTRATOR II	5	10	27	17	18.5%	37.0%
P2271	GRANTS ADMINISTRATOR III		2	5	19	0.0%	40.0%
P6167	HABITAT BIOLOGIST III	5	11	26	18	19.2%	42.3%
P6168	HABITAT BIOLOGIST IV	2	3	7	20	28.6%	42.9%
M0024	HEAD BEDROOM STEWARD	1	2	5	00	20.0%	40.0%
P5212	HEALTH PRACTITIONER I	1	4	19	23	5.3%	21.1%
P5941	HEALTH PROGRAM MGR I	2	3	5	17	40.0%	60.0%
P5942	HEALTH PROGRAM MGR II	4	12	28	19	14.3%	42.9%
P5943	HEALTH PROGRAM MGR III	6	8	20	21	30.0%	40.0%
P2380	HEARING EXAMINER	1	1	3	24	33.3%	33.3%
P1925	HEARING OFFICER	2	2	2	21	100.0%	100.0%
X1006	HEARING OFFICER II		1	3	22	0.0%	33.3%
P6744	HISTORIAN I	1	2	2	16	50.0%	100.0%
P6743	HISTORIAN III		1	1	19	0.0%	100.0%
P5981	HLTH & SOC SVCS PLNR II	1	2	7	19	14.3%	28.6%
P5982	HLTH & SOC SVCS PLNR III		4	4	21	0.0%	100.0%
P5925	HLTH FACIL CERT LIC ADM	1	1	1	22	100.0%	100.0%
P5451	HLTH FACIL SURV I		1	10	18	0.0%	10.0%
P1433	HR TECHNICAL SERVICES SUPV II		1	2	18	0.0%	50.0%
P1405	HUMAN RESOURCE ASSISTANT		2	9	10	11.1%	22.2%
P1400	HUMAN RESOURCE MANAGER I	1	2	4	20	0.0%	50.0%
P1401	HUMAN RESOURCE MANAGER II		1	2	22	0.0%	50.0%
P1410	HUMAN RESOURCE SPECIALIST I	3	6	32	16	9.4%	18.8%

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

JCLASS	CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
P1411	HUMAN RESOURCE SPECIALIST II	3	8	22	18	13.6%	36.4%
P1406	HUMAN RESOURCE TECHNICIAN I	1	2	7	12	14.3%	28.6%
P1407	HUMAN RESOURCE TECHNICIAN II	3	5	53	14	5.7%	9.4%
P4207	HUMAN RIGHTS FLD REP III	1	1	5	18	20.0%	20.0%
P4208	HUMAN RIGHTS FLD REP IV		1	2	20	0.0%	50.0%
P8326	HYDROLOGIST I		1	3	16	0.0%	33.3%
P8327	HYDROLOGIST II	1	2	4	18	25.0%	50.0%
P8328	HYDROLOGIST III		1	2	20	0.0%	50.0%
P2425	INDUSTRIAL HYGIENIST	2	3	7	19	28.6%	42.9%
P3614	INFORMATION OFFICER II	3	3	11	17	27.3%	27.3%
P3615	INFORMATION OFFICER III	1	3	6	20	16.7%	50.0%
X1312	INFORMATION TECHNOLOGY SPEC		1	2	20	0.0%	50.0%
P2300	INS FINANCIAL EXAM I		1	2	19	0.0%	50.0%
P2301	INS FINANCIAL EXAM II		1	3	21	0.0%	33.3%
X1964	INSTRUCTORS AIDE II		1	4	13	0.0%	25.0%
P2358	INSURANCE ANALYST II	1	3	6	16	16.7%	50.0%
P2344	INSURANCE LICENSING EXAM I		1	5	12	0.0%	20.0%
P1291	INTERNAL AUDITOR II		1	5	17	0.0%	20.0%
P1292	INTERNAL AUDITOR III	1	3	11	19	9.1%	27.3%
P1293	INTERNAL AUDITOR IV		1	7	21	0.0%	14.3%
X0832	INTERNAL AUDITOR IV		1	1	23	0.0%	100.0%
P1294	INTERNAL AUDITOR V	1	1	1	23	100.0%	100.0%
P9519	INTERNATIONAL AIRPORT FOREMAN	2	3	4	49	50.0%	75.0%
P7766	INVESTIGATOR I	1	2	4	13	25.0%	50.0%
P7767	INVESTIGATOR II	4	11	25	16	16.0%	44.0%
P7768	INVESTIGATOR III	6	13	33	18	18.2%	39.4%
P7769	INVESTIGATOR IV	3	3	7	20	42.9%	42.9%
X0554	INVESTMENT OFFICER		1	5	25	0.0%	20.0%
M0003	JUNIOR ASST PURSER	2	4	5	00	40.0%	80.0%
M0010	JUNIOR ENGINEER	1	6	18	00	5.6%	33.3%
P7611	JUVENILE JUSTICE OFFICER I		1	23	11	0.0%	4.3%
P7612	JUVENILE JUSTICE OFFICER II	8	19	140	13	5.7%	13.6%
P7613	JUVENILE JUSTICE OFFICER III	5	11	50	15	10.0%	22.0%
P7631	JUVENILE JUSTICE SUPT I	2	3	8	19	25.0%	37.5%
P7614	JUVENILE JUSTICE UNIT SUPV	3	5	17	18	17.6%	29.4%
P4356	JUVENILE PROB OFFICER I	1	1	12	14	8.3%	8.3%
P4357	JUVENILE PROB OFFICER II	11	18	46	16	23.9%	39.1%
P4358	JUVENILE PROB OFFICER III	2	5	15	18	13.3%	33.3%
P4359	JUVENILE PROB OFFICER IV	1	2	4	20	25.0%	50.0%
P8833	LAND SURVEY ASST II	1	2	4	16	25.0%	50.0%
P8835	LAND SURVEYOR I	2	5	10	19	20.0%	50.0%
P8836	LAND SURVEYOR II		1	3	20	0.0%	33.3%
P8645	LANDSCAPE SUPERVISOR		1	1	18	0.0%	100.0%
P7758	LATENT FINGERPRINT EX III	1	1	2	17	50.0%	50.0%
P7502	LAW OFFICE ASSISTANT I	2	10	89	11	2.2%	11.2%
P7503	LAW OFFICE ASSISTANT II	2	4	37	13	5.4%	10.8%
P7505	LAW OFFICE MANAGER I	1	2	3	15	33.3%	66.7%
P7506	LAW OFFICE MANAGER II	1	2	3	16	33.3%	66.7%
P2964	LEASING OFFICER I		1	2	14	0.0%	50.0%
P2965	LEASING OFFICER II	5	6	14	16	35.7%	42.9%
P2966	LEASING OFFICER III		2	6	18	0.0%	33.3%
P2967	LEASING OFFICER IV	1	3	3	20	33.3%	100.0%
P3574	LIBRARIAN II	1	1	4	17	25.0%	25.0%
P3575	LIBRARIAN III	4	5	6	19	66.7%	83.3%
P3571	LIBRARY ASSISTANT II		1	5	13	0.0%	20.0%
P5116	LICENSED PRAC NURSE	3	13	49	15	6.1%	26.5%
X1102	LICENSING PROJECT LEADER		1	1	21	0.0%	100.0%
P7706	LIEUTENANT PS	8	10	16	22	50.0%	62.5%
X1226	LOAN OFFICER II		1	2	22	0.0%	50.0%
X0348	LOAN SERVICING OFFICER		1	1	22	0.0%	100.0%
P2120	LOAN/COLLECTION MANAGER		1	1	22	0.0%	100.0%
P2113	LOAN/COLLECTION OFF I	1	1	6	16	16.7%	16.7%
P2114	LOAN/COLLECTION OFF II	1	1	3	18	33.3%	33.3%
P2115	LOAN/COLLECTION OFFICER III		1	3	20	0.0%	33.3%
P1873	LOCAL GOVT SPEC III	3	4	16	17	18.8%	25.0%
P1874	LOCAL GOVT SPEC IV		1	4	19	0.0%	25.0%

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

JCLASS	CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
P1875	LOCAL GOVT SPEC V	2	4	4	21	50.0%	100.0%
P1132	MAIL SVCS COURIER	2	2	14	09	14.3%	14.3%
P9311	MAINT GEN FOREMAN	1	4	12	52	8.3%	33.3%
P9311	MAINT GEN JOURNEY	13	30	122	54	10.7%	24.6%
P9311	MAINT GEN LEAD	2	2	8	53	25.0%	25.0%
P9311	MAINT GEN SUB - JOURNEY I	2	8	32	58	6.3%	25.0%
P9311	MAINT GEN SUB - JOURNEY II	1	5	14	56	7.1%	35.7%
P9323	MAINT SPEC BFC FOREMAN	3	6	16	50	18.8%	37.5%
P9323	MAINT SPEC BFC JOURNEY I	4	11	35	53	11.4%	31.4%
P9323	MAINT SPEC BFC JRNY II/LEAD	5	15	40	51	12.5%	37.5%
P9325	MAINT SPEC ETRICIAN JOURNEY II	2	8	37	51	5.4%	21.6%
P9324	MAINT SPEC ETRONICS JOURNEY I	4	9	23	51	17.4%	39.1%
P9329	MAINT SPEC TCES JRNY II		1	3	51	0.0%	33.3%
P7709	MAJOR PS	1	1	1	24	100.0%	100.0%
P1972	MANAGER,AIRFIELD MAINTENANCE	1	1	1	22	100.0%	100.0%
X1010	MANAGING PARALEGAL		1	1	18	0.0%	100.0%
P2148	MARINE TRAFFIC MANAGER	1	1	1	23	100.0%	100.0%
P1971	MARINE TRANS SRVS MGR	1	2	2	24	50.0%	100.0%
X1925	MARKETING SPECIALIST		1	2	18	0.0%	50.0%
M0036	MASTER	6	10	17	00	35.3%	58.8%
P9581	MATLAB TECH FOREMAN		1	1	51	0.0%	100.0%
P9581	MATLAB TECH LEAD SPECIALIST		1	2	52	0.0%	50.0%
P9581	MATLAB TECH SUB JOURNEY II		1	2	57	0.0%	50.0%
P9331	MECH AUTO FOREMAN I	1	2	3	52	33.3%	66.7%
P9331	MECH AUTO FOREMAN II		4	10	51	0.0%	40.0%
P9331	MECH AUTO LEAD/SPEC	11	22	110	53	10.0%	20.0%
P9331	MECH AUTO SUB JOURNEY	1	1	2	56	50.0%	50.0%
P4180	MEDICAL ASSIST ADMIN I		3	11	16	0.0%	27.3%
P4181	MEDICAL ASSIST ADMIN II	1	6	15	18	6.7%	40.0%
P4182	MEDICAL ASSIST ADMIN III	2	2	9	20	22.2%	22.2%
P4183	MEDICAL ASSIST ADMIN IV	1	3	9	21	11.1%	33.3%
P5423	MEDICAL RECORD ADMIN		1	2	16	0.0%	50.0%
P1140	MEDICAL RECORDS ASST	1	2	7	10	14.3%	28.6%
M0023	MESS STEWARD	5	11	17	00	29.4%	64.7%
P1633	MICRO/NETWORK SPEC I	2	9	50	18	4.0%	18.0%
P1634	MICRO/NETWORK SPEC II	2	6	28	20	7.1%	21.4%
P1631	MICRO/NETWORK TECH I		2	23	14	0.0%	8.7%
P1632	MICRO/NETWORK TECH II	5	7	61	16	8.2%	11.5%
P5611	MICROBIOLOGIST II	1	1	4	16	25.0%	25.0%
P5612	MICROBIOLOGIST III	1	1	2	18	50.0%	50.0%
P9811	MICROFILM EQUIP OP I	2	3	7	10	28.6%	42.9%
P9812	MICROFILM EQUIP OP II		2	4	12	0.0%	50.0%
P9814	MICROGRAPHIC SERVICES MGR		1	1	17	0.0%	100.0%
P5337	MNTL HLTH CLINICIAN II	1	6	17	19	5.9%	35.3%
P5338	MNTL HLTH CLINICIAN III	5	13	25	21	20.0%	52.0%
P5339	MNTL HLTH CLINICIAN IV		1	3	23	0.0%	33.3%
P7541	MOTOR VEHICLE CUST SVC REP I	2	7	63	10	3.2%	11.1%
P7542	MOTOR VEHICLE CUST SVC REP II	4	8	35	12	11.4%	22.9%
P7543	MOTOR VEHICLE CUST SVC REP III	1	2	6	14	16.7%	33.3%
P7561	MOTOR VEHICLE OFF MGR I	1	2	7	15	14.3%	28.6%
P7562	MOTOR VEHICLE OFF MGR II		1	2	17	0.0%	50.0%
P1904	MOTOR VEHICLE REGISTRAR	1	1	1	21	100.0%	100.0%
P3530	MUSEUM SEC CLERK I	1	2	3	08	33.3%	66.7%
P3524	MUSEUM SPECIALIST III	3	4	5	17	60.0%	80.0%
P6654	NATURAL RESOURCE MGR I	1	9	18	18	5.6%	50.0%
P6655	NATURAL RESOURCE MGR II	2	9	17	20	11.8%	52.9%
P6656	NATURAL RESOURCE MGR III	2	4	9	22	22.2%	44.4%
P6657	NATURAL RESOURCE MGR IV	2	4	6	23	33.3%	66.7%
P6641	NATURAL RESOURCE SPEC I	5	8	32	14	15.6%	25.0%
P6642	NATURAL RESOURCE SPEC II	10	18	49	16	20.4%	36.7%
P6643	NATURAL RESOURCE SPEC III	2	9	21	18	9.5%	42.9%
P6644	NATURAL RESOURCE SPEC IV		1	1	21	0.0%	100.0%
P6631	NATURAL RESOURCE TECH I		1	11	10	0.0%	9.1%
P6632	NATURAL RESOURCE TECH II	2	3	23	12	8.7%	13.0%
P5142	NURSE CONSULTANT I	3	6	11	20	27.3%	54.5%
P5143	NURSE CONSULTANT II	2	7	14	22	14.3%	50.0%

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P5111	NURSE II	4	18	60	17	6.7%	30.0%
P5117	NURSE II (PSYCH)	4	14	37	17	10.8%	37.8%
P5112	NURSE III	5	12	26	18	19.2%	46.2%
P5118	NURSE III (PSYCH)	5	6	12	18	41.7%	50.0%
P5113	NURSE IV		1	2	20	0.0%	50.0%
P5119	NURSE IV (PSYCH)	1	2	7	20	14.3%	28.6%
P5126	NURSING DIRECTOR	1	1	1	23	100.0%	100.0%
P2325	OCCUP LICENSING EXAMINER		5	20	13	0.0%	25.0%
P1169	OFFSET DUP MACH OP I	1	1	1	11	100.0%	100.0%
P1170	OFFSET DUP MACH OP II		1	1	12	0.0%	100.0%
X1349	OIL & GAS PROJECT COORDINATOR		1	1	23	0.0%	100.0%
M0008	OILER	2	9	43	00	4.7%	20.9%
P1890	OPERATIONS RES ANLI	1	2	3	21	33.3%	66.7%
M0005	ORDINARY SEAMAN		5	32	00	0.0%	15.6%
M0006	ORDINARY SEAMAN PORTER	3	5	14	00	21.4%	35.7%
X1147	PARALEGAL II		1	1	15	0.0%	100.0%
P7106	PARALEGAL II	7	11	28	16	25.0%	39.3%
P6706	PARK RANGER II		2	13	16	0.0%	15.4%
P6707	PARK SUPERINTENDENT	1	3	6	20	16.7%	50.0%
P1969	PASSENGER SERVICES INSP		1	2	17	0.0%	50.0%
P1249	PAYROLL MANAGER		1	1	22	0.0%	100.0%
P2214	PETROLEUM ECONOMIST I	1	1	2	22	50.0%	50.0%
P2215	PETROLEUM ECONOMIST II	2	2	2	24	100.0%	100.0%
X0292	PETROLEUM GEOLOGIST ASST	1	1	1	16	100.0%	100.0%
X0527	PETROLEUM GEOLOGIST I		2	6	26	0.0%	33.3%
X0524	PETROLEUM GEOLOGIST II	1	2	2	26	50.0%	100.0%
X0336	PETROLEUM INSPECTOR		1	5	21	0.0%	20.0%
X0531	PETROLEUM MANAGER		1	1	26	0.0%	100.0%
P1216	PFD TECHNICIAN I	2	2	12	12	16.7%	16.7%
P1217	PFD TECHNICIAN II	1	3	6	14	16.7%	50.0%
P5601	PHARMACIST	2	2	5	21	40.0%	40.0%
M0037	PILOT		2	2	00	0.0%	100.0%
P1985	PIONEERS' HOME ADMIN I	1	3	5	23	20.0%	60.0%
X0526	PIPE LINE COORDINATOR	1	1	1	26	100.0%	100.0%
P2292	PLANNER II	1	2	12	17	8.3%	16.7%
P2293	PLANNER III	4	7	27	19	14.8%	25.9%
P2294	PLANNER IV		2	2	22	0.0%	100.0%
X0974	POLICY AND PROGRAM SPECIALIST		1	1	19	0.0%	100.0%
X1327	PRESIDENT & CHIEF EXEC OFFICER		1	1	28	0.0%	100.0%
X0811	PRESS SECRETARY		1	1	24	0.0%	100.0%
P1331	PROCUREMENT SPEC I		5	27	14	0.0%	18.5%
P1332	PROCUREMENT SPEC II	1	5	13	16	7.7%	38.5%
P1333	PROCUREMENT SPEC III	1	2	16	18	6.3%	12.5%
P1334	PROCUREMENT SPEC IV		1	6	20	0.0%	16.7%
P4678	PROG COORDINATOR	4	10	33	20	12.1%	30.3%
X1391	PROGRAM ANALYST	2	2	2	26	100.0%	100.0%
P1463	PROGRAM BUDGET ANAL III		3	10	19	0.0%	30.0%
P1464	PROGRAM BUDGET ANAL IV		3	9	21	0.0%	33.3%
X0836	PROGRAM BUDGET ANALYST IV		1	1	21	0.0%	100.0%
X0837	PROGRAM BUDGET ANALYST V	1	8	8	22	12.5%	100.0%
X0193	PROGRAM COORDINATOR		1	1	19	0.0%	100.0%
X0170	PROGRAM COORDINATOR		1	1	21	0.0%	100.0%
X0232	PROGRAM MANAGER		1	1	15	0.0%	100.0%
X0232	PROGRAM MANAGER		1	1	24	0.0%	100.0%
X0849	PROJECT ASSISTANT		1	1	17	0.0%	100.0%
X0852	PROJECT ASSISTANT		1	1	19	0.0%	100.0%
P4229	PROJECT ASST	3	6	26	16	11.5%	23.1%
P4677	PROJECT COORD	2	8	18	18	11.1%	44.4%
X0866	PROJECT COORDINATOR		1	4	18	0.0%	25.0%
X0538	PROJECT COORDINATOR		2	6	21	0.0%	33.3%
X1202	PROJECT COORDINATOR		1	1	23	0.0%	100.0%
X0856	PROJECT COORDINATOR	1	1	1	24	100.0%	100.0%
X1163	PROJECT DIRECTOR	1	2	2	26	50.0%	100.0%
X0494	PROJECT MANAGER	1	3	5	22	20.0%	60.0%
X0492	PROJECT MANAGER		1	5	23	0.0%	20.0%
X1114	PROJECT MANAGER II		1	1	22	0.0%	100.0%

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

JCLASS	CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
P5170	PSYCH NURSE ASST I		3	7	09	0.0%	42.9%
P5172	PSYCH NURSE ASST III	2	8	49	12	4.1%	16.3%
P5173	PSYCH NURSE ASST IV	1	2	11	14	9.1%	18.2%
P7725	PUBLIC SAFETY TECHNICIAN I		2	15	09	0.0%	13.3%
P7726	PUBLIC SAFETY TECHNICIAN II	1	1	13	11	7.7%	7.7%
P4127	PUBLIC ASSIST ANALYST I	1	6	14	16	7.1%	42.9%
P4128	PUBLIC ASSIST ANALYST II	2	3	6	18	33.3%	50.0%
P4162	PUBLIC ASST FLD SVCS MGR I		1	3	19	0.0%	33.3%
P4163	PUBLIC ASST FLD SVCS MGR II		1	3	21	0.0%	33.3%
P4125	PUBLIC ASST PROG OFF	3	7	7	21	42.9%	100.0%
P4260	PUBLIC GUARDIAN		2	12	16	0.0%	16.7%
P5160	PUBLIC HEALTH NURSE AIDE	1	1	11	12	9.1%	9.1%
P5133	PUBLIC HEALTH NURSE II	2	11	41	19	4.9%	26.8%
P5134	PUBLIC HEALTH NURSE III	12	21	44	21	27.3%	47.7%
P5135	PUBLIC HEALTH NURSE IV	4	5	9	22	44.4%	55.6%
P5136	PUBLIC HEALTH NURSE V	2	3	4	23	50.0%	75.0%
P5945	PUBLIC HEALTH SPEC I		2	8	18	0.0%	25.0%
P5946	PUBLIC HEALTH SPEC II	2	4	25	20	8.0%	16.0%
P5641	PUBLIC HLTH MICROBIOLOGIST I	1	1	9	17	11.1%	11.1%
P5642	PUBLIC HLTH MICROBIOLOGIST II		1	6	19	0.0%	16.7%
P5643	PUBLIC HLTH MICROBIOLOGIST III	2	2	3	21	66.7%	66.7%
P3607	PUBLICATIONS SPEC II	2	5	23	16	8.7%	21.7%
P3608	PUBLICATIONS SPEC III		1	6	19	0.0%	16.7%
P3605	PUBLICATIONS TECH II	3	4	15	13	20.0%	26.7%
X0563	QUALITY ASSURANCE COORDINATOR		1	1	23	0.0%	100.0%
P1115	RADIO DISPATCHER II	4	10	47	12	8.5%	21.3%
P1118	RADIO DISPATCHER III	1	2	9	13	11.1%	22.2%
P5416	RADIOLOG HLTH SPEC II	1	1	1	20	100.0%	100.0%
X0810	RECEPTIONIST		2	2	10	0.0%	100.0%
P7520	RECORDER I		1	6	10	0.0%	16.7%
P7521	RECORDER II	5	7	27	11	18.5%	25.9%
P7522	RECORDER III	1	1	3	13	33.3%	33.3%
P7523	RECORDER IV		2	3	15	0.0%	66.7%
P7527	RECORDER TECHNICIAN	1	3	4	12	25.0%	75.0%
P7528	RECORDER TECHNICIAN SUPERVISOR		1	1	15	0.0%	100.0%
P1905	RECORDS & LICENSING SPVR		1	8	16	0.0%	12.5%
P3584	RECORDS ANALYST I	1	1	2	17	50.0%	50.0%
P5431	RECREATION THERAPIST I		1	3	14	0.0%	33.3%
P5432	RECREATION THERAPIST II	1	2	7	16	14.3%	28.6%
P4698	REEMPLOYMENT BENEFITS ADM	1	1	1	22	100.0%	100.0%
P5367	REGNL ALCOHOL PROG COORD		2	2	21	0.0%	100.0%
P7870	REGNL SAF&ARPT SEC OFF	1	1	2	18	50.0%	50.0%
P2341	REGULATIONS SPEC II	1	2	5	16	20.0%	40.0%
P1792	RESEARCH ANALYST I	1	3	10	13	10.0%	30.0%
P1793	RESEARCH ANALYST II	1	2	21	16	4.8%	9.5%
P1794	RESEARCH ANALYST III	2	7	19	18	10.5%	36.8%
X0121	RESEARCH ANALYST III		1	2	18	0.0%	50.0%
P1795	RESEARCH ANALYST IV		4	10	21	0.0%	40.0%
X1105	RESEARCH&PLANNING PROJ. LEADER	1	1	1	23	100.0%	100.0%
P2144	RESERVATIONS SPECIALIST		1	1	16	0.0%	100.0%
P1447	RETIREMENT & BEN MANAGER	1	1	2	23	50.0%	50.0%
P1449	RETIREMENT & BEN SPEC II	1	1	9	18	11.1%	11.1%
P1442	RETIREMENT & BENEFITS SPEC I		2	8	16	0.0%	25.0%
P1444	RETIREMENT & BENEFITS TECH II		1	18	12	0.0%	5.6%
P1445	RETIREMENT & BENEFITS TECH III		1	9	14	0.0%	11.1%
P1263	REVENUE AUDIT SUPVR I		1	1	22	0.0%	100.0%
P1264	REVENUE AUDIT SUPVR II	1	2	2	23	50.0%	100.0%
P1260	REVENUE AUDITOR III	1	1	4	18	25.0%	25.0%
P1261	REVENUE AUDITOR IV	1	3	10	20	10.0%	30.0%
P1262	REVENUE AUDITOR V	2	7	12	22	16.7%	58.3%
P1268	REVENUE HEARING EXAMINER I		1	2	22	0.0%	50.0%
P2711	RIGHT OF WAY AGENT I		2	4	14	0.0%	50.0%
P2712	RIGHT OF WAY AGENT II	1	4	11	16	9.1%	36.4%
P2713	RIGHT OF WAY AGENT III	2	4	21	18	9.5%	19.0%
P2714	RIGHT OF WAY AGENT IV	2	3	6	20	33.3%	50.0%
P2716	RIGHT OF WAY AGENT VI		2	3	23	0.0%	66.7%

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

JCLASS	CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
P2708	RIGHT-OF-WAY REVIEW API	1	1	2	21	50.0%	50.0%
P9518	RURAL AIRPORT FOREMAN	6	7	17	49	35.3%	41.2%
P7852	SAFETY & EMERG SUPP SPEC	1	1	1	17	100.0%	100.0%
P1947	SAFETY OFFICER		2	6	18	0.0%	33.3%
X1329	SCIENCE DIRECTOR	2	2	2	26	100.0%	100.0%
M0015	SECOND COOK		3	17	00	0.0%	17.6%
M0039	SECOND MATE	1	5	9	00	11.1%	55.6%
M0030	SECOND STEWARD		1	5	00	0.0%	20.0%
P1151	SECRETARY	9	18	42	11	21.4%	42.9%
P2316	SECURITIES EXAMINER I	1	3	3	21	33.3%	100.0%
P7820	SECURITY GUARD I	1	2	9	09	11.1%	22.2%
P7821	SECURITY GUARD II	1	1	1	11	100.0%	100.0%
X1364	SECURITY OPERATIONS OFFICER		1	1	17	0.0%	100.0%
M0002	SENIOR ASST PURSER	2	3	14	00	14.3%	21.4%
X0485	SENIOR ECONOMIST		1	1	23	0.0%	100.0%
X0333	SENIOR PETROLEUM RESERVOIR ENG		1	1	26	0.0%	100.0%
P4280	SENIOR SERVICES TECHNICIAN	1	1	4	12	25.0%	25.0%
P7705	SERGEANT PS	12	23	52	78	23.1%	44.2%
P1970	SHIP SERVICES MGR/PORT STEWARD		1	1	21	0.0%	100.0%
P9962	SIC ELECTRICAL INSPECTOR	2	2	2	49	100.0%	100.0%
P9961	SIC OCC SAFETY AND COMPL	2	6	13	49	15.4%	46.2%
P9966	SIC PLUMBING INSPECTOR	1	1	3	49	33.3%	33.3%
X0592	SKIP TRACING SPECIALIST	2	2	2	10	100.0%	100.0%
P4105	SOCIAL SERVICES ASSOCIATE I		1	11	10	0.0%	9.1%
P4106	SOCIAL SERVICES ASSOCIATE II	3	9	32	12	9.4%	28.1%
P4138	SOCIAL SERVICES PROG. ADMIN.	2	2	4	23	50.0%	50.0%
P4118	SOCIAL SERVICES SPECIALIST III	1	2	2	18	50.0%	100.0%
P4135	SOCIAL SVCS PROG COORD	2	4	14	20	14.3%	28.6%
P4136	SOCIAL SVCS PROG OFFICER	1	2	6	21	16.7%	33.3%
P4113	SOCIAL WORKER II	1	3	14	16	7.1%	21.4%
P4144	SOCIAL WORKER II (CS)	8	19	83	17	9.6%	22.9%
P4114	SOCIAL WORKER III	1	2	3	18	33.3%	66.7%
P4146	SOCIAL WORKER IV (CS)	3	7	41	19	7.3%	17.1%
P4147	SOCIAL WORKER V (CS)	1	3	10	21	10.0%	30.0%
P1917	SPEC ASST TO THE COMM I		4	6	21	0.0%	66.7%
P1918	SPEC ASST TO THE COMM II	1	4	10	23	10.0%	40.0%
X0046	SPECIAL AGENT		1	1	17	0.0%	100.0%
X0211	SPECIAL ASSISTANT	2	2	2	23	100.0%	100.0%
X0942	SPECIAL STAFF ASSISTANT		1	2	23	0.0%	50.0%
X0080	SPECIAL STAFF ASSISTANT		2	4	24	0.0%	50.0%
X1377	SR ACCOUNTANT	1	1	1	16	100.0%	100.0%
X1215	SR MARKETING SPEC/RES ANALYST		1	1	18	0.0%	100.0%
X0676	STAFF PHYSICIAN	1	1	7	27	14.3%	14.3%
X0675	STAFF PSYCHIATRIST	1	2	6	27	16.7%	33.3%
P2655	STATE ASSESSOR	1	1	1	22	100.0%	100.0%
P2211	STATE DEMOGRAPHER	1	1	1	22	100.0%	100.0%
X0880	STATE INVESTMENT OFFICER II		1	5	22	0.0%	20.0%
X0881	STATE INVESTMENT OFFICER III		1	5	24	0.0%	20.0%
X0882	STATE INVESTMENT OFFICER IV	2	2	2	30	100.0%	100.0%
X0685	STATE MEDICAL EXAMINER/CHIEF	1	1	1	27	100.0%	100.0%
P2486	STATE METROLOGIST I	1	1	1	16	100.0%	100.0%
P7703	STATE TROOPER	9	24	221	76	4.1%	10.9%
P9749	STATEWIDE EQUIPMENT MGR	1	1	1	23	100.0%	100.0%
P1703	STATISTICAL CLERK	2	2	10	10	20.0%	20.0%
P1706	STATISTICAL TECHNICIAN I		1	7	12	0.0%	14.3%
P1707	STATISTICAL TECHNICIAN II		3	7	14	0.0%	42.9%
M0044	STEWARD	4	38	279	00	1.4%	13.6%
P9911	STOCK & PARTS SVCS JOURNEY I	2	3	11	55	18.2%	27.3%
P9911	STOCK & PARTS SVCS JOURNEY II	3	7	19	54	15.8%	36.8%
P9911	STOCK & PARTS SVCS LEAD	3	6	17	53	17.6%	35.3%
P9911	STOCK & PARTS SVCS SUB JOURNEY	5	7	23	57	21.7%	30.4%
M0013	STOREKEEPER		1	4	00	0.0%	25.0%
P6193	SUBSIST RESOURCE SPEC I		1	2	14	0.0%	50.0%
P6194	SUBSIST RESOURCE SPEC II	2	3	10	16	20.0%	30.0%
P6197	SUBSIST RESOURCE SPEC III	2	4	6	18	33.3%	66.7%
P6198	SUBSISTENCE PROGRAM MANAGER		1	3	22	0.0%	33.3%

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

JCLASS	CLASS DESC	Retire in 1 Yr	Retire in 5 Yrs	Total EE	Range	% in 1 Yr	% in 5 Yrs
P1310	SUPPLY TECHNICIAN I		2	11	10	0.0%	18.2%
P1311	SUPPLY TECHNICIAN II	5	8	26	12	19.2%	30.8%
P9591	SURVEY JOURNEY		1	6	54	0.0%	16.7%
P1652	SYSTEMS PROGRAMMER II	2	2	4	22	50.0%	50.0%
P1653	SYSTEMS PROGRAMMER III	3	5	9	23	33.3%	55.6%
P1654	SYSTEMS PROGRAMMER IV	1	1	2	25	50.0%	50.0%
P1655	SYSTEMS PROGRAMMER V		1	1	26	0.0%	100.0%
P7868	TAP FIRE SAFETY SPECIALIST	1	1	1	21	100.0%	100.0%
P1254	TAX TECHNICIAN I		1	4	10	0.0%	25.0%
P1257	TAX TECHNICIAN II		1	2	12	0.0%	50.0%
P1255	TAX TECHNICIAN III		2	8	14	0.0%	25.0%
P1256	TAX TECHNICIAN IV		1	2	16	0.0%	50.0%
P8920	TECH ENG I / ARCHITECT I	3	12	25	23	12.0%	48.0%
P8921	TECH ENG II / ARCHITECT II	4	7	13	24	30.8%	53.8%
X1110	TECHNICAL ENGINEER II		1	2	24	0.0%	50.0%
P2255	TELECOMM PLANNER I		1	1	21	0.0%	100.0%
M0040	THIRD MATE		4	26	00	0.0%	15.4%
P1470	TRAINING SPECIALIST		1	5	16	0.0%	20.0%
P1470	TRAINING SPECIALIST		1	4	18	0.0%	25.0%
P9748	TRANS MAINT MANAGER III	1	1	3	22	33.3%	33.3%
P9441	TRANS MAINT SUPT II	2	6	9	20	22.2%	66.7%
P2296	TRANS PLANNER I	2	2	12	21	16.7%	16.7%
P2297	TRANS PLANNER II		3	5	22	0.0%	60.0%
P2298	TRANS PLANNER III	3	4	4	24	75.0%	100.0%
X0119	TRANSFER OFFICER		1	1	17	0.0%	100.0%
X1371	TRANSITIONS MANAGER		1	1	24	0.0%	100.0%
X1307	TRUST FINANCIAL OFFICER		1	1	21	0.0%	100.0%
X1308	TRUST PROGRAM OFFICER		2	3	21	0.0%	66.7%
X2005	TRUST RESOURCE MANAGER		1	1	17	0.0%	100.0%
X2005	TRUST RESOURCE MANAGER		1	2	23	0.0%	50.0%
P4626	UNEM INS QTL CONTL AUDITR		1	6	15	0.0%	16.7%
P4625	UNEM QUALITY CONTL SUPERVISOR		1	1	19	0.0%	100.0%
P4612	UNEMPLOYMENT INS SPEC II	3	5	11	14	27.3%	45.5%
P4613	UNEMPLOYMENT INS SPEC III		2	2	15	0.0%	100.0%
P8706	UTILITY ENG ANALYST IV	1	1	5	21	20.0%	20.0%
P8684	VESSEL CONST MANAGER II		1	4	22	0.0%	25.0%
P8685	VESSEL CONST MANAGER III	1	1	2	24	50.0%	50.0%
X1352	VICE PRES OF LAUNCH OPERATIONS		1	1	27	0.0%	100.0%
P7109	VICTIM/WITNESS PARALEGAL II	4	7	19	16	21.1%	36.8%
P3332	VOC REHAB ASSIST II	1	5	18	12	5.6%	27.8%
P3338	VOC REHAB COUNSELOR ASSOC I		1	4	13	0.0%	25.0%
P3339	VOC REHAB COUNSELOR ASSOC II	1	2	13	14	7.7%	15.4%
P3341	VOC REHAB COUNSELOR II	3	7	21	18	14.3%	33.3%
P3335	VOC REHAB EVALUATOR ASSOC II		1	1	14	0.0%	100.0%
P3336	VOC REHAB EVALUATOR I	1	1	1	16	100.0%	100.0%
P3343	VOCATIONAL REHAB COUNSELOR III		1	1	19	0.0%	100.0%
P8662	VSW ENGINEER I		1	4	21	0.0%	25.0%
P8663	VSW ENGINEER II		1	3	22	0.0%	33.3%
P4672	WAGE HOUR INVEST I		3	7	16	0.0%	42.9%
P4673	WAGE HOUR INVEST II	1	2	3	18	33.3%	66.7%
M0007	WATCHMAN PORTER	2	9	24	00	8.3%	37.5%
P2482	WEIGHTS & MEAS INSP II	1	2	5	16	20.0%	40.0%
P6142	WILDLIFE BIOLOGIST II	1	3	26	16	3.8%	11.5%
P6143	WILDLIFE BIOLOGIST III	15	17	50	18	30.0%	34.0%
P6144	WILDLIFE BIOLOGIST IV	3	3	8	20	37.5%	37.5%
M0009	WIPER		1	11	00	0.0%	9.1%
P4165	WORK FORCE DEV SPEC I	3	3	12	15	25.0%	25.0%
P4167	WORK FORCE DEV SPEC III		1	3	17	0.0%	33.3%
P4697	WORKER COMP HEARING OFF		2	6	21	0.0%	33.3%
P4696	WORKER COMP OFF II	1	4	8	18	12.5%	50.0%
P4694	WORKER COMP TECHNICIAN	2	4	7	12	28.6%	57.1%

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