

**State of Alaska**

**Employee Movement Report  
For  
Calendar Year 2005**

**Prepared by Statewide Planning and Research  
Division of Personnel**

**State of Alaska  
Workforce Report  
Calendar Year 2005**

The Division of Personnel is pleased to present the annual Statewide Workforce Report for the Executive Branch. The Workforce Report is a key management tool for workforce planning and provides a view of agency turnover and hire rates for the 12-month time period January 1, 2005 through June 30, 2005. It is anticipated that Departments will find the information contained in this report to be useful in developing and implementing workforce planning processes and procedures in their divisions and agencies.

The agency workforce report is divided into 4 sections:

- **Employee Movement** includes turnover and hire rates by department, division and organizational unit. The Total Positions number reflects the number of positions in AKPAY that were assigned to each agency on January 1, 2005. The Total Employees number reflects the number of individuals employed in permanent positions in each agency on January 1, 2005.
- **Outgoing Detail** breaks out types of employee separations into several categories such as voluntary separation and transfer to another department or branch of government. The outgoing detail section has department and division percentages. Outgoing detail percentages should add up to the turnover rate  $\pm$  1% less transfers within the organizational unit.
- **Incoming Detail** breaks out types of employee hires into several separate categories such as new employee appointments and promotion within department. The incoming detail section has department and division percentages. Incoming detail percentages should add up to the hire rate  $\pm$  1% less transfers within the organizational unit.
- **Definitions** are a glossary of terms and calculations used in this report.

The workforce report has an approximate accuracy rate of greater than 90%. While this accuracy rate prohibits the reporting of exact numbers, it does allow the reliable identification of trends and patterns. Prior to any calculation of the data, each Department was given the opportunity to respond to the raw data with corrections for organizational codes, employee and position totals, and other information on which the report is based. As a tool for planning purposes, the use of trend data will be valuable as Departments within the State draw their own reasonable conclusions and begin to focus on workforce planning and forecasting efforts.

**Overall Trends for the State of Alaska:**

- The turnover rate for the Executive Branch of the State of Alaska is 25% and exceeds the hire rate of 22%
- The hire rate for the Executive Branch of the State of Alaska is 22% and is lower than the turnover rate of 25%

**State of Alaska  
Workforce Report  
Calendar Year 2005**

- The promotions rate within the Departments of the Executive Branch of the State of Alaska is 6%.
- The rate of voluntary separations for the Executive Branch of the State of Alaska is 12%.

**STATEWIDE  
Employee Movement Report for CY 2005**

|                                  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |

| Department                                   | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|--|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Administration                               | 1060            | 918             | 13%          | 304                     | 312                     | 33%           | 29%       |
| Commerce, Community and Economic Development | 502             | 414             | 18%          | 113                     | 99                      | 27%           | 20%       |
| Corrections                                  | 1484            | 1282            | 14%          | 296                     | 290                     | 23%           | 20%       |
| Education and Early Development              | 333             | 301             | 10%          | 84                      | 81                      | 28%           | 24%       |
| Environmental Conservation                   | 509             | 430             | 16%          | 94                      | 99                      | 22%           | 19%       |
| Fish and Game                                | 1705            | 1378            | 19%          | 342                     | 339                     | 25%           | 20%       |
| Health and Social Services                   | 3329            | 2905            | 13%          | 650                     | 708                     | 22%           | 21%       |
| Labor and Workforce Development              | 1016            | 910             | 10%          | 214                     | 228                     | 24%           | 22%       |
| Law  | 535             | 473             | 12%          | 169                     | 172                     | 36%           | 32%       |
| Military and Veterans' Affairs               | 293             | 262             | 11%          | 71                      | 82                      | 27%           | 28%       |
| Natural Resources                            | 1009            | 870             | 14%          | 189                     | 201                     | 22%           | 20%       |
| Public Safety                                | 874             | 725             | 17%          | 208                     | 214                     | 29%           | 24%       |
| Revenue                                      | 556             | 457             | 18%          | 165                     | 172                     | 36%           | 31%       |
| Transportation and Public Facilities         | 3972            | 3231            | 19%          | 660                     | 698                     | 20%           | 18%       |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/STATEWIDE EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**STATEWIDE  
Outgoing Employee Detail for CY 2005**

|                                  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|----------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |

| Department                                   | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|--|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| Administration                               | 918             | 33%           | 3%   | 10%                    | 13%                   | 2%                                | 5%                                 | 1%                | 1%                      |
| Commerce, Community and Economic Development | 414             | 27%           | 1%   | 7%                     | 14%                   | -                                 | 5%                                 | 0%                | 1%                      |
| Corrections                                  | 1282            | 23%           | 2%   | 4%                     | 10%                   | 5%                                | 2%                                 | 1%                | 1%                      |
| Education and Early Development              | 301             | 28%           | 1%   | 6%                     | 17%                   | -                                 | 5%                                 | 1%                | -                       |
| Environmental Conservation                   | 430             | 22%           | 1%   | 6%                     | 8%                    | 0%                                | 7%                                 | 1%                | -                       |
| Fish and Game                                | 1378            | 25%           | 1%   | 6%                     | 14%                   | 2%                                | 2%                                 | 0%                | 1%                      |
| Health and Social Services                   | 2905            | 22%           | 3%   | 6%                     | 12%                   | 1%                                | 2%                                 | 1%                | 1%                      |
| Labor and Workforce Development              | 910             | 24%           | 1%   | 6%                     | 12%                   | 2%                                | 2%                                 | 1%                | 1%                      |
| Law  | 473             | 36%           | 5%   | 9%                     | 16%                   | 3%                                | 6%                                 | 1%                | 0%                      |
| Military and Veterans' Affairs               | 262             | 27%           | 3%   | 6%                     | 11%                   | 5%                                | 4%                                 | -                 | 1%                      |
| Natural Resources                            | 870             | 22%           | 1%   | 6%                     | 11%                   | 1%                                | 2%                                 | 0%                | 0%                      |
| Public Safety                                | 725             | 29%           | 5%   | 6%                     | 10%                   | 10%                               | 2%                                 | 0%                | 0%                      |
| Revenue                                      | 457             | 36%           | 6%   | 9%                     | 14%                   | 5%                                | 7%                                 | 0%                | 1%                      |
| Transportation and Public Facilities         | 3231            | 20%           | 4%   | 7%                     | 10%                   | 1%                                | 1%                                 | 1%                | 1%                      |

**STATEWIDE  
Incoming Employee Detail for CY 2005**

|                                  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |

| Department                                   | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|--|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Administration                               | 1060            | 29%       | 8%                       | 4%                 | 4%  | 2%                 | 3%                          | 9%                    | 2%                                      | 2%                                |
| Commerce, Community and Economic Development | 502             | 20%       | 7%                       | 3%                 | 1%  | 1%                 | 2%                          | 5%                    | 0%                                      | 0%                                |
| Corrections                                  | 1484            | 20%       | 8%                       | 2%                 | 2%  | 0%                 | 0%                          | 4%                    | 1%                                      | 4%                                |
| Education and Early Development              | 333             | 24%       | 9%                       | 6%                 | 1%  | 1%                 | 1%                          | 6%                    | 1%                                      | 0%                                |
| Environmental Conservation                   | 509             | 19%       | 7%                       | 3%                 | 1%  | 1%                 | 2%                          | 5%                    | 2%                                      | 0%                                |
| Fish and Game                                | 1705            | 20%       | 7%                       | 5%                 | 1%  | 0%                 | 0%                          | 5%                    | 1%                                      | 2%                                |
| Health and Social Services                   | 3329            | 21%       | 8%                       | 3%                 | 3%  | 1%                 | 2%                          | 6%                    | 1%                                      | 1%                                |
| Labor and Workforce Development              | 1016            | 22%       | 7%                       | 3%                 | 1%  | 1%                 | 3%                          | 5%                    | 1%                                      | 3%                                |
| Law  | 535             | 32%       | 10%                      | 6%                 | 4%  | 1%                 | 3%                          | 8%                    | 0%                                      | 3%                                |
| Military and Veterans' Affairs               | 293             | 28%       | 7%                       | 3%                 | 3%  | 1%                 | 2%                          | 7%                    | 2%                                      | 6%                                |
| Natural Resources                            | 1009            | 20%       | 5%                       | 3%                 | 1%  | 1%                 | 1%                          | 7%                    | 1%                                      | 2%                                |
| Public Safety                                | 874             | 24%       | 7%                       | 2%                 | 4%  | 1%                 | 1%                          | 5%                    | 1%                                      | 8%                                |
| Revenue                                      | 556             | 31%       | 10%                      | 4%                 | 5%  | 1%                 | 4%                          | 7%                    | 2%                                      | 4%                                |
| Transportation and Public Facilities         | 3972            | 18%       | 6%                       | 3%                 | 3%  | 1%                 | 1%                          | 5%                    | 0%                                      | 1%                                |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
X:PA Logs/CY2005 EEMovement Report/STATEWIDE EE Movement Report CY2005  
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Incoming Detail

**Department of Administration  
Employee Movement Report for CY 2005**

|                                  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Administration     | 1060            | 918             | 13%          | 304                     | 312                     | 33%           | 29%       |

| Division                          | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|-----------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Admin Services                    | 34              | 25              | 26%          | 7                       | 4                       | 28%           | 12%       |
| Alaska Public Offices Commission  | 16              | 8               | 50%          | 1                       | -                       | 13%           | -         |
| Commissioner's Office             | 7               | 6               | 14%          | 3                       | 3                       | 50%           | 43%       |
| General Services                  | 70              | 58              | 17%          | 19                      | 14                      | 33%           | 20%       |
| Motor Vehicles                    | 170             | 148             | 13%          | 41                      | 48                      | 28%           | 28%       |
| Personnel                         | 183             | 165             | 10%          | 83                      | 78                      | 50%           | 43%       |
| Enterprise Technology             | 129             | 92              | 29%          | 28                      | 37                      | 30%           | 29%       |
| Finance                           | 50              | 45              | 10%          | 5                       | 5                       | 11%           | 10%       |
| Labor Relations                   | 10              | 9               | 10%          | 2                       | 2                       | 22%           | 20%       |
| Office of Administrative Hearings | 11              | 8               | 27%          | 5                       | 4                       | 63%           | 36%       |
| Office of Public Advocacy         | 93              | 89              | 4%           | 28                      | 27                      | 31%           | 29%       |
| Oil & Gas Conservation Commission | 29              | 24              | 17%          | 4                       | 5                       | 17%           | 17%       |
| Public Defender                   | 142             | 134             | 6%           | 30                      | 37                      | 22%           | 26%       |
| Retirement & Benefits             | 107             | 98              | 8%           | 48                      | 47                      | 49%           | 44%       |
| Risk Management                   | 6               | 6               | -            | -                       | 1                       | -             | 17%       |
| Violent Crimes Compensation Board | 3               | 3               | -            | -                       | -                       | -             | -         |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DOA EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Administration  
Outgoing Employee Detail for CY 2005**

|                                  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|----------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Administration     | 918             | 33%           | 3%   | 10%                    | 13%                   | 2%                                | 5%                                 | 1%                | 1%                      |

| Divisions                         | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|-----------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Admin Services                    | 25              | 28%           | 0%   | 12%                    | 4%                    | 4%                                | 8%                                 | 0%                |
| Alaska Public Offices Commission  | 8               | 13%           | 0%   | 0%                     | 13%                   | -                                 | -                                  | -                 |
| Commissioner's Office             | 6               | 50%           | -  | 0%                     | 50%                   | -                                 | -                                  | -                 |
| General Services                  | 58              | 33%           | -  | 5%                     | 16%                   | 2%                                | 7%                                 | 3%                |
| Motor Vehicles                    | 148             | 28%           | 6%   | 7%                     | 15%                   | 1%                                | 5%                                 | 1%                |
| Personnel                         | 165             | 50%           | 7%   | 16%                    | 16%                   | 6%                                | 8%                                 | 4%                |
| Enterprise Technology             | 92              | 30%           | -  | 9%                     | 18%                   | -                                 | 2%                                 | 1%                |
| Finance                           | 45              | 11%           | 2%   | 4%                     | 2%                    | -                                 | 4%                                 | -                 |
| Labor Relations                   | 9               | 22%           | -  | 11%                    | 11%                   | -                                 | -                                  | -                 |
| Office of Administrative Hearings | 8               | 63%           | -  | -                      | -                     | -                                 | 50%                                | 13%               |
| Office of Public Advocacy         | 89              | 31%           | 1%   | 6%                     | 9%                    | -                                 | 7%                                 | 10%               |
| Oil & Gas Conservation Commission | 24              | 17%           | -  | 4%                     | 8%                    | -                                 | 4%                                 | -                 |
| Public Defender                   | 134             | 22%           | 4%   | 7%                     | 11%                   | 1%                                | -                                  | 2%                |
| Retirement & Benefits             | 98              | 49%           | 3%   | 23%                    | 16%                   | -                                 | 6%                                 | 3%                |
| Risk Management                   | 6               | -             | -  | -                      | -                     | -                                 | -                                  | -                 |
| Violent Crimes Compensation Board | 3               | -             | -  | -                      | -                     | -                                 | -                                  | -                 |

**Department of Administration  
Incoming Employee Detail for CY 2005**

|                                  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Administration     | 1060            | 29%       | 8%                       | 4%                 | 4%  | 2%                 | 3%                          | 9%                    | 2%                                      | 2%                                |

| Division                          | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|-----------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Admin Services                    | 34              | 12%       | -                        | -                  | 3%  | 3%                 | -                           | 6%                    | 0%                                      | 3%                                |
| Alaska Public Offices Commission  | 16              | -         | -                        | -                  | -   | -                  | -                           | -                     | -                                       | -                                 |
| Commissioner's Office             | 7               | 43%       | -                        | -                  | -   | -                  | 14%                         | -                     | 29%                                     | -                                 |
| General Services                  | 70              | 20%       | 6%                       | 3%                 | 1%  | 3%                 | -                           | 6%                    | 3%                                      | -                                 |
| Motor Vehicles                    | 170             | 28%       | 15%                      | 5%                 | 6%  | 1%                 | -                           | 6%                    | 1%                                      | 1%                                |
| Personnel                         | 183             | 43%       | 6%                       | 7%                 | 7%  | 4%                 | 2%                          | 14%                   | 2%                                      | 7%                                |
| Enterprise Technology             | 129             | 29%       | 13%                      | 1%                 | -   | -                  | 6%                          | 5%                    | 2%                                      | 1%                                |
| Finance                           | 50              | 10%       | 2%                       | 2%                 | 2%  | -                  | -                           | 4%                    | 2%                                      | -                                 |
| Labor Relations                   | 10              | 20%       | -                        | 10%                | -   | -                  | -                           | 10%                   | -                                       | -                                 |
| Office of Administrative Hearings | 11              | 36%       | -                        | -                  | -   | -                  | 18%                         | -                     | 18%                                     | -                                 |
| Office of Public Advocacy         | 93              | 29%       | 6%                       | 4%                 | 2%  | 1%                 | 3%                          | 8%                    | 3%                                      | 3%                                |
| Oil & Gas Conservation Commission | 29              | 17%       | 7%                       | -                  | -   | -                  | 7%                          | 3%                    | -                                       | -                                 |
| Public Defender                   | 142             | 26%       | 10%                      | 4%                 | 5%  | 1%                 | 2%                          | 8%                    | -                                       | -                                 |
| Retirement & Benefits             | 107             | 44%       | 7%                       | 7%                 | 4%  | 2%                 | 5%                          | 21%                   | 3%                                      | -                                 |
| Risk Management                   | 6               | 17%       | -                        | -                  | -   | -                  | -                           | 17%                   | -                                       | -                                 |
| Violent Crimes Compensation Board | 3               | -         | -                        | -                  | -   | -                  | -                           | -                     | -                                       | -                                 |

**Department of Commerce, Community and Economic Development  
Employee Movement Report for CY 2005**

|  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|--|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch             | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Commerce, Community and Economic Development | 502             | 414             | 18%          | 113                     | 99                      | 27%           | 20%       |

| Division                             | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|--------------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Admin Services                       | 39              | 27              | 31%          | 18                      | 16                      | 67%           | 41%       |
| AIDEA and Alaska Energy Authority    | 68              | 56              | 18%          | 4                       | 2                       | 7%            | 3%        |
| AK Aerospace Development Corporation | 43              | 29              | 33%          | -                       | 7                       | -             | 16%       |
| AK Seafood Marketing Institute       | 18              | 17              | 6%           | 3                       | 2                       | 18%           | 11%       |
| Community Service Commission         | 3               | 3               | -            | 2                       | 2                       | 67%           | 67%       |
| Banking and Securities               | 22              | 17              | 23%          | 5                       | 5                       | 29%           | 23%       |
| Commissioners Office                 | 9               | 7               | 22%          | 7                       | 2                       | 100%          | 22%       |
| Community Advocacy                   | 54              | 48              | 11%          | 13                      | 7                       | 27%           | 13%       |
| Div Of Insurance                     | 53              | 47              | 11%          | 10                      | 8                       | 21%           | 15%       |
| Div Of Investments                   | 44              | 39              | 11%          | 4                       | 5                       | 10%           | 11%       |
| Occupational Licensing               | 81              | 71              | 12%          | 27                      | 31                      | 38%           | 38%       |
| Office of Economic Development       | 17              | 14              | 18%          | 5                       | 5                       | 36%           | 29%       |
| Regulatory Commission of Alaska      | 51              | 39              | 24%          | 15                      | 7                       | 38%           | 14%       |
| Grand Total                          | 502             | 414             | 18%          | 113                     | 99                      | 27%           | 20%       |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
X:PA Logs/CY2005 EEMovement Report/CCED EE Movement Report CY2005  
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Commerce, Community and Economic Development  
Outgoing Employee Detail for CY 2005**

|  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|--|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch             | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Commerce, Community and Economic Development | 414             | 27%           | 1%   | 7%                     | 14%                   | -                                 | 5%                                 | 0%                | 1%                      |

| Division                             | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|--------------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Admin Services                       | 27              | 67%           | -  | 15%                    | 26%                   | -                                 | 22%                                | 4%                |
| AIDEA and Alaska Energy Authority    | 56              | 7%            | -  | -                      | 4%                    | -                                 | 2%                                 | 2%                |
| AK Aerospace Development Corporation | 29              | -             | -  | -                      | -                     | -                                 | -                                  | -                 |
| AK Seafood Marketing Institute       | 17              | 18%           | -  | -                      | 12%                   | -                                 | -                                  | 6%                |
| Community Service Commission         | 3               | 67%           | -  | -                      | -                     | -                                 | 67%                                | -                 |
| Banking and Securities               | 17              | 29%           | -  | 6%                     | 18%                   | -                                 | -                                  | 6%                |
| Commissioners Office                 | 7               | 100%          | -  | -                      | 57%                   | -                                 | 43%                                | -                 |
| Community Advocacy                   | 48              | 27%           | -  | 6%                     | 15%                   | -                                 | 4%                                 | 2%                |
| Div Of Insurance                     | 47              | 21%           | 4%   | 9%                     | 6%                    | -                                 | 6%                                 | -                 |
| Div Of Investments                   | 39              | 10%           | -  | -                      | 8%                    | -                                 | 3%                                 | -                 |
| Occupational Licensing               | 71              | 38%           | 1%   | 14%                    | 24%                   | -                                 | -                                  | -                 |
| Office of Economic Development       | 14              | 36%           | 7%   | 7%                     | 14%                   | -                                 | 7%                                 | 7%                |
| Regulatory Commission of Alaska      | 39              | 38%           | -  | 13%                    | 18%                   | -                                 | 8%                                 | -                 |
| Grand Total                          | 414             | 27%           | 1%   | 7%                     | 14%                   | -                                 | 5%                                 | 1%                |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
X:PA Logs/CY2005 EEMovement Report/CCED EE Movement Report CY2005  
Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Commerce, Community and Economic Development  
Incoming Employee Detail for CY 2005**

|  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|--|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch             | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Commerce, Community and Economic Development | 502             | 20%       | 7%                       | 3%                 | 1%  | 1%                 | 2%                          | 5%                    | 0%                                      | 0%                                |

| Division                             | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|--------------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Admin Services                       | 39              | 41%       | 3%                       | 8%                 | -   | 3%                 | 13%                         | 15%                   | -                                       | -                                 |
| AIDEA and Alaska Energy Authority    | 68              | 3%        | 3%                       | -                  | -   | -                  | -                           | -                     | -                                       | -                                 |
| AK Aerospace Development Corporation | 43              | 16%       | 16%                      | -                  | -   | -                  | -                           | -                     | -                                       | -                                 |
| AK Seafood Marketing Institute       | 18              | 11%       | 6%                       | 6%                 | -   | -                  | -                           | -                     | -                                       | -                                 |
| Community Service Commission         | 3               | 67%       | 67%                      | -                  | -   | -                  | -                           | -                     | -                                       | -                                 |
| Banking and Securities               | 22              | 23%       | 18%                      | -                  | -   | -                  | 5%                          | -                     | -                                       | -                                 |
| Commissioners Office                 | 9               | 22%       | -                        | 11%                | -   | -                  | 11%                         | -                     | -                                       | -                                 |
| Community Advocacy                   | 54              | 13%       | 2%                       | 4%                 | 2%  | -                  | -                           | 7%                    | -                                       | -                                 |
| Div Of Insurance                     | 53              | 15%       | 6%                       | 2%                 | 4%  | 2%                 | -                           | 6%                    | -                                       | -                                 |
| Div Of Investments                   | 44              | 11%       | 5%                       | -                  | -   | 2%                 | -                           | -                     | 5%                                      | -                                 |
| Occupational Licensing               | 81              | 38%       | 14%                      | 7%                 | 1%  | -                  | 4%                          | 12%                   | -                                       | 1%                                |
| Office of Economic Development       | 17              | 29%       | -                        | 12%                | 6%  | 6%                 | 6%                          | 6%                    | -                                       | -                                 |
| Regulatory Commission of Alaska      | 51              | 14%       | 2%                       | -                  | -   | 2%                 | 2%                          | 6%                    | -                                       | 2%                                |
| Grand Total                          | 502             | 20%       | 7%                       | 3%                 | 1%  | 1%                 | 2%                          | 5%                    | 0%                                      | 0%                                |

**Department of Corrections  
Employee Movement Report for CY 2005**

|                                  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Corrections        | 1484            | 1282            | 14%          | 296                     | 290                     | 23%           | 20%       |

| Division             | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Admin and Support    | 110             | 90              | 18%          | 26                      | 24                      | 29%           | 22%       |
| Inmate Health Care   | 145             | 129             | 11%          | 35                      | 39                      | 27%           | 27%       |
| Institutions         | 1081            | 949             | 12%          | 194                     | 184                     | 20%           | 17%       |
| Parole Board         | 10              | 3               | 70%          | 2                       | 1                       | 67%           | 10%       |
| Probation and Parole | 138             | 111             | 20%          | 39                      | 42                      | 35%           | 30%       |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DOC EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Corrections  
Outgoing Employee Detail for CY 2005**

|                                  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|----------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Corrections        | 1282            | 23%           | 2%   | 4%                     | 10%                   | 5%                                | 2%                                 | 1%                | 1%                      |

| Division             | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|----------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Admin and Support    | 90              | 29%           | 2%   | 9%                     | 8%                    | 8%                                | 3%                                 | 1%                |
| Inmate Health Care   | 129             | 27%           | 5%   | 5%                     | 13%                   | 2%                                | 5%                                 | 2%                |
| Institutions         | 949             | 20%           | 2%   | 3%                     | 10%                   | 5%                                | 1%                                 | 1%                |
| Parole Board         | 3               | 67%           | -  | -                      | 33%                   | -                                 | 33%                                | -                 |
| Probation and Parole | 111             | 35%           | 5%   | 9%                     | 13%                   | 6%                                | 5%                                 | 2%                |

**Department of Corrections  
Incoming Employee Detail for CY 2005**

|                                  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Corrections        | 1484            | 20%       | 8%                       | 2%                 | 2%  | 0%                 | 0%                          | 4%                    | 1%                                      | 4%                                |

| Division             | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Admin and Support    | 110             | 22%       | 5%                       | 1%                 | 3%  | -                  | -                           | 6%                    | 4%                                      | 5%                                |
| Inmate Health Care   | 145             | 27%       | 10%                      | 8%                 | 3%  | 1%                 | 1%                          | 4%                    | 1%                                      | 2%                                |
| Institutions         | 1081            | 17%       | 8%                       | 1%                 | 2%  | 0%                 | 0%                          | 3%                    | 0%                                      | 4%                                |
| Parole Board         | 10              | 10%       | -                        | -                  | -   | -                  | -                           | 10%                   | -                                       | -                                 |
| Probation and Parole | 138             | 30%       | 11%                      | 2%                 | 4%  | 2%                 | 1%                          | 8%                    | 2%                                      | 4%                                |

**Department of Education and Early Development  
Employee Movement Report for CY 2005**

|   | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|---|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch              | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Education and Early Development | 333             | 301             | 10%          | 84                      | 81                      | 28%           | 24%       |

| Division                        | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|---------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Education Support Services      | 27              | 24              | 11%          | 9                       | 10                      | 38%           | 37%       |
| Executive Administration        | 6               | 5               | 17%          | 2                       | 1                       | 40%           | 17%       |
| Libraries Museums and Archives  | 62              | 56              | 10%          | 12                      | 12                      | 21%           | 19%       |
| Mt Edgecumbe                    | 44              | 40              | 9%           | 13                      | 9                       | 33%           | 20%       |
| Post Secondary Education        | 104             | 97              | 7%           | 19                      | 19                      | 20%           | 18%       |
| Professional Teaching Practices | 2               | 2               | -            | 1                       | 2                       | 50%           | 100%      |
| State Council on the Arts       | 5               | 4               | 20%          | 2                       | -                       | 50%           | -         |
| Teaching and Learning Support   | 83              | 73              | 12%          | 26                      | 28                      | 36%           | 34%       |
| Grand Total                     | 333             | 301             | 10%          | 84                      | 81                      | 28%           | 24%       |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
X:PA Logs/CY2005 EEMovement Report/EED EE Movement Report CY2005  
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Education and Early Development  
Outgoing Employee Detail for CY 2005**

|   | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|---|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch              | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Education and Early Development | 301             | 28%           | 1%   | 6%                     | 17%                   | -                                 | 5%                                 | 1%                | -                       |

| Division                        | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|---------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Education Support Services      | 24              | 38%           | 4%   | 13%                    | 17%                   | -                                 | 8%                                 | -                 |
| Executive Administration        | 5               | 40%           | -  | -                      | 40%                   | -                                 | -                                  | -                 |
| Libraries Museums and Archives  | 56              | 21%           | -  | 11%                    | 9%                    | -                                 | 2%                                 | -                 |
| Mt Edgecumbe                    | 40              | 33%           | -  | -                      | 25%                   | -                                 | 5%                                 | 3%                |
| Post Secondary Education        | 97              | 20%           | 1%   | 5%                     | 12%                   | -                                 | 1%                                 | 1%                |
| Professional Teaching Practices | 2               | 50%           | -  | -                      | 50%                   | -                                 | -                                  | -                 |
| State Council on the Arts       | 4               | 50%           | -  | -                      | 50%                   | -                                 | -                                  | -                 |
| Teaching and Learning Support   | 73              | 36%           | -  | 5%                     | 19%                   | -                                 | 11%                                | -                 |
| Grand Total                     | 301             | 28%           | 1%   | 6%                     | 17%                   | -                                 | 5%                                 | 1%                |

**Department of Education and Early Development  
Incoming Employee Detail for CY 2005**

|   | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|---|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch              | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Education and Early Development | 333             | 24%       | 9%                       | 6%                 | 1%  | 1%                 | 1%                          | 6%                    | 1%                                      | -                                 |

| Division                        | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|---------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Education Support Services      | 27              | 37%       | 4%                       | 11%                | -   | -                  | 7%                          | 15%                   | -                                       | -                                 |
| Executive Administration        | 6               | 17%       | -                        | 17%                | -   | -                  | -                           | -                     | -                                       | -                                 |
| Libraries Museums and Archives  | 62              | 19%       | 8%                       | 2%                 | -   | -                  | -                           | 10%                   | -                                       | -                                 |
| Mt Edgumbe                      | 44              | 20%       | 11%                      | 9%                 | -   | -                  | -                           | -                     | -                                       | -                                 |
| Post Secondary Education        | 104             | 18%       | 6%                       | 5%                 | 2%  | 1%                 | -                           | 6%                    | 1%                                      | -                                 |
| Professional Teaching Practices | 2               | 100%      | -                        | -                  | -   | -                  | -                           | -                     | 100%                                    | -                                 |
| State Council on the Arts       | 5               | -         | -                        | -                  | -   | -                  | -                           | -                     | -                                       | -                                 |
| Teaching and Learning Support   | 83              | 34%       | 17%                      | 8%                 | -   | 1%                 | 2%                          | 5%                    | -                                       | -                                 |
| Grand Total                     | 333             | 24%       | 9%                       | 6%                 | 1%  | 1%                 | 1%                          | 6%                    | 1%                                      | -                                 |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/EED EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Environmental Conservation  
Employee Movement Report for CY 2005**

|  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|--|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch         | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Environmental Conservation | 509             | 430             | 16%          | 94                      | 99                      | 22%           | 19%       |

| Division                       | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|--------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Air                            | 63              | 49              | 22%          | 12                      | 13                      | 24%           | 21%       |
| Commissioner's Office          | 10              | 6               | 40%          | 5                       | 5                       | 83%           | 50%       |
| Environmental Health           | 131             | 113             | 14%          | 31                      | 32                      | 27%           | 24%       |
| Information and Admin Services | 49              | 41              | 16%          | 12                      | 12                      | 29%           | 24%       |
| Spill Prevention and Response  | 146             | 132             | 10%          | 16                      | 18                      | 12%           | 12%       |
| Water                          | 110             | 89              | 19%          | 18                      | 19                      | 20%           | 17%       |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEmovement Report/DEC EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Environmental Conservation  
Outgoing Employee Detail for CY 2005**

|  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|--|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch         | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Environmental Conservation | 430             | 22%           | 1%   | 6%                     | 8%                    | 0%                                | 7%                                 | 1%                | -                       |
|  |                 |               |  |                        |                       |                                   |                                    |                   |                         |
| Division                                 | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |                         |
| Air                                      | 49              | 24%           | 2%   | 2%                     | 12%                   | 2%                                | 6%                                 | 2%                |                         |
| Commissioner's Office                    | 6               | 83%           | -  | 33%                    | 33%                   | -                                 | 17%                                | -                 |                         |
| Environmental Health                     | 113             | 27%           | 1%   | 6%                     | 12%                   | -                                 | 7%                                 | 2%                |                         |
| Information and Admin Services           | 41              | 29%           | -  | 7%                     | 10%                   | -                                 | 12%                                | -                 |                         |
| Spill Prevention and Response            | 132             | 12%           | 2%   | 5%                     | 2%                    | -                                 | 5%                                 | -                 |                         |
| Water                                    | 89              | 20%           | -  | 7%                     | 7%                    | -                                 | 7%                                 | -                 |                         |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DEC EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Environmental Conservation  
Incoming Employee Detail for CY 2005**

|  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|--|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch         | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Environmental Conservation | 509             | 19%       | 7%                       | 3%                 | 1%  | 1%                 | 2%                          | 5%                    | 2%                                      | 0%                                |

| Division                       | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|--------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Air                            | 63              | 21%       | 10%                      | 3%                 | 2%  | -                  | 3%                          | 3%                    | 2%                                      | -                                 |
| Commissioner's Office          | 10              | 50%       | 10%                      | 10%                | -   | -                  | -                           | 30%                   | -                                       | -                                 |
| Environmental Health           | 131             | 24%       | 11%                      | 5%                 | 3%  | -                  | -                           | 7%                    | 2%                                      | -                                 |
| Information and Admin Services | 49              | 24%       | 4%                       | -                  | -   | -                  | 8%                          | 6%                    | 6%                                      | -                                 |
| Spill Prevention and Response  | 146             | 12%       | 4%                       | 2%                 | 1%  | -                  | 1%                          | 5%                    | -                                       | -                                 |
| Water                          | 110             | 17%       | 5%                       | 2%                 | -   | 3%                 | 2%                          | 3%                    | 2%                                      | 2%                                |

**Department of Fish and Game  
Employee Movement Report for CY 2005**

|                                  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Fish and Game      | 1705            | 1378            | 19%          | 342                     | 339                     | 25%           | 20%       |

| Division                              | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|---------------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Admin Services                        | 73              | 64              | 12%          | 34                      | 38                      | 53%           | 52%       |
| Boards                                | 11              | 10              | 9%           | 4                       | 3                       | 40%           | 27%       |
| Commercial Fisheries Entry Commission | 37              | 30              | 19%          | 4                       | 4                       | 13%           | 11%       |
| Commercial Fisheries                  | 837             | 646             | 23%          | 181                     | 185                     | 28%           | 22%       |
| Commissioner's Office                 | 10              | 10              | -            | 1                       | 2                       | 10%           | 20%       |
| Oil Spill Trustee Council             | 13              | 8               | 38%          | 4                       | 2                       | 50%           | 15%       |
| Sport Fish                            | 462             | 386             | 16%          | 78                      | 76                      | 20%           | 16%       |
| Subsistence                           | 39              | 30              | 23%          | 7                       | 6                       | 23%           | 15%       |
| Wildlife                              | 223             | 194             | 13%          | 29                      | 23                      | 15%           | 10%       |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DFG EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Fish and Game  
Outgoing Employee Detail for CY 2005**

|                                  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|----------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Fish and Game      | 1378            | 25%           | 1%   | 6%                     | 14%                   | 2%                                | 2%                                 | 0%                | 1%                      |

| Division                              | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|---------------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Admin Services                        | 64              | 53%           | -  | 14%                    | 17%                   | 2%                                | 19%                                | 2%                |
| Boards                                | 10              | 40%           | -  | 10%                    | 30%                   | -                                 | -                                  | -                 |
| Commercial Fisheries Entry Commission | 30              | 13%           | 3%   | 3%                     | 10%                   | -                                 | -                                  | -                 |
| Commercial Fisheries                  | 646             | 28%           | 2%   | 7%                     | 16%                   | 3%                                | 0%                                 | 2%                |
| Commissioner's Office                 | 10              | 10%           | -  | -                      | 10%                   | -                                 | -                                  | -                 |
| Oil Spill Trustee Council             | 8               | 50%           | -  | -                      | 50%                   | -                                 | -                                  | -                 |
| Sport Fish                            | 386             | 20%           | 0%   | 4%                     | 13%                   | 1%                                | 2%                                 | 1%                |
| Subsistence                           | 30              | 23%           | -  | 3%                     | 20%                   | -                                 | -                                  | -                 |
| Wildlife                              | 194             | 15%           | 1%   | 4%                     | 8%                    | 1%                                | 2%                                 | 1%                |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DFG EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Fish and Game  
Incoming Employee Detail for CY 2005**

|                                  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Fish and Game      | 1705            | 20%       | 7%                       | 5%                 | 1%  | 0%                 | 0%                          | 5%                    | 1%                                      | 2%                                |

| Division                              | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|---------------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Admin Services                        | 73              | 52%       | 7%                       | 16%                | 3%  | -                  | 4%                          | 18%                   | 7%                                      | -                                 |
| Boards                                | 11              | 27%       | 18%                      | -                  | -   | -                  | -                           | -                     | 9%                                      | -                                 |
| Commercial Fisheries Entry Commission | 37              | 11%       | -                        | 5%                 | 3%  | -                  | -                           | 3%                    | -                                       | 3%                                |
| Commercial Fisheries                  | 837             | 22%       | 8%                       | 5%                 | 1%  | -                  | -                           | 5%                    | 1%                                      | 3%                                |
| Commissioner's Office                 | 10              | 20%       | 10%                      | 10%                | -   | -                  | -                           | -                     | -                                       | -                                 |
| Oil Spill Trustee Council             | 13              | 15%       | 15%                      | -                  | -   | -                  | -                           | -                     | -                                       | -                                 |
| Sport Fish                            | 462             | 16%       | 7%                       | 4%                 | 0%  | 0%                 | 0%                          | 3%                    | 0%                                      | 1%                                |
| Subsistence                           | 39              | 15%       | -                        | 5%                 | -   | -                  | -                           | 8%                    | 3%                                      | -                                 |
| Wildlife                              | 223             | 10%       | 3%                       | 1%                 | 1%  | 0%                 | -                           | 4%                    | 1%                                      | 1%                                |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
X:PA Logs/CY2005 EEMovement Report/DFG EE Movement Report CY2005  
Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Health and Social Services  
Employee Movement Report for CY 2005**

|  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|--|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch         | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Health and Social Services | 3329            | 2905            | 13%          | 650                     | 708                     | 22%           | 21%       |

| Division                              | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|---------------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Pioneers' Homes                       | 569             | 529             | 7%           | 87                      | 83                      | 16%           | 15%       |
| Behavioral Health                     | 328             | 260             | 21%          | 46                      | 48                      | 18%           | 15%       |
| Children's Services                   | 482             | 436             | 10%          | 140                     | 169                     | 32%           | 35%       |
| Office of the Commissioner and Boards | 49              | 44              | 10%          | 6                       | 12                      | 14%           | 24%       |
| Finance and Management Services       | 320             | 267             | 17%          | 86                      | 93                      | 32%           | 29%       |
| Health Care Services                  | 51              | 40              | 22%          | 3                       | 3                       | 8%            | 6%        |
| Juvenile Justice                      | 449             | 417             | 7%           | 62                      | 70                      | 15%           | 16%       |
| Public Assistance                     | 507             | 449             | 11%          | 110                     | 111                     | 24%           | 22%       |
| Public Health                         | 496             | 402             | 19%          | 101                     | 102                     | 25%           | 21%       |
| Senior and Disabilities Services      | 78              | 61              | 22%          | 9                       | 17                      | 15%           | 22%       |

**Department of Health and Social Services  
Outgoing Employee Detail for CY 2005**

|  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|--|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch         | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Health and Social Services | 2905            | 22%           | 3%   | 6%                     | 12%                   | 1%                                | 2%                                 | 1%                | 1%                      |

| Division                              | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|---------------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Pioneers' Homes                       | 529             | 16%           | 5%   | 2%                     | 13%                   | 1%                                | 1%                                 | 1%                |
| Behavioral Health                     | 260             | 18%           | 2%   | 4%                     | 11%                   | 0%                                | 1%                                 | 2%                |
| Children's Services                   | 436             | 32%           | 4%   | 8%                     | 16%                   | 3%                                | 3%                                 | 3%                |
| Office of the Commissioner and Boards | 44              | 14%           | -  | 2%                     | 9%                    | 2%                                | -                                  | -                 |
| Finance and Management Services       | 267             | 32%           | 1%   | 14%                    | 8%                    | 1%                                | 8%                                 | 0%                |
| Health Care Services                  | 40              | 8%            | 5%   | -                      | -                     | -                                 | 5%                                 | 3%                |
| Juvenile Justice                      | 417             | 15%           | 2%   | 6%                     | 6%                    | 1%                                | 1%                                 | 0%                |
| Public Assistance                     | 449             | 24%           | 0%   | 7%                     | 12%                   | 2%                                | 2%                                 | 2%                |
| Public Health                         | 402             | 25%           | 1%   | 5%                     | 15%                   | 1%                                | 1%                                 | 2%                |
| Senior and Disabilities Services      | 61              | 15%           | 7%   | 3%                     | 7%                    | 2%                                | 2%                                 | 2%                |

**Department of Health and Social Services  
Incoming Employee Detail for CY 2005**

|  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|--|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch         | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Health and Social Services | 3329            | 21%       | 8%                       | 3%                 | 3%  | 1%                 | 2%                          | 6%                    | 1%                                      | 1%                                |

| Division                              | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|---------------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Pioneers' Homes                       | 569             | 15%       | 7%                       | 2%                 | 8%  | 1%                 | 0%                          | 2%                    | 1%                                      | 1%                                |
| Behavioral Health                     | 328             | 15%       | 7%                       | 2%                 | 3%  | 0%                 | 1%                          | 3%                    | 1%                                      | 1%                                |
| Children's Services                   | 482             | 35%       | 16%                      | 6%                 | 4%  | 2%                 | 1%                          | 7%                    | 0%                                      | 2%                                |
| Office of the Commissioner and Boards | 49              | 24%       | 6%                       | 4%                 | -   | -                  | 2%                          | 8%                    | 2%                                      | 2%                                |
| Finance and Management Services       | 320             | 29%       | 7%                       | 4%                 | 1%  | 1%                 | 5%                          | 11%                   | 2%                                      | 1%                                |
| Health Care Services                  | 51              | 6%        | 2%                       | -                  | 4%  | 2%                 | -                           | -                     | -                                       | 2%                                |
| Juvenile Justice                      | 449             | 16%       | 5%                       | 2%                 | 3%  | 0%                 | 1%                          | 6%                    | 1%                                      | 0%                                |
| Public Assistance                     | 507             | 22%       | 6%                       | 3%                 | 0%  | 1%                 | 2%                          | 7%                    | 1%                                      | 2%                                |
| Public Health                         | 496             | 21%       | 7%                       | 3%                 | 2%  | 1%                 | 1%                          | 5%                    | 1%                                      | 2%                                |
| Senior and Disabilities Services      | 78              | 22%       | 8%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | -                                       | 3%                                |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/HSS EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Labor and Workforce Development  
Employee Movement Report for CY 2005**

|   | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|---|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch              | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Labor and Workforce Development | 1016            | 910             | 10%          | 214                     | 228                     | 24%           | 22%       |

| Division                            | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|-------------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Administrative Services Division    | 116             | 100             | 14%          | 27                      | 32                      | 27%           | 28%       |
| Commissioner's Office               | 12              | 11              | 8%           | 2                       | 1                       | 18%           | 8%        |
| Business Partnerships               | 124             | 110             | 11%          | 23                      | 29                      | 21%           | 23%       |
| Division of Vocation Rehabilitation | 131             | 123             | 6%           | 22                      | 22                      | 18%           | 17%       |
| Employment Security Division        | 491             | 451             | 8%           | 118                     | 119                     | 26%           | 24%       |
| Labor Standards & Safety            | 80              | 73              | 9%           | 14                      | 16                      | 19%           | 20%       |
| Workers' Comp Division              | 62              | 42              | 32%          | 8                       | 9                       | 19%           | 15%       |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/LWD EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Labor and Workforce Development  
Outgoing Employee Detail for CY 2005**

|   | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|---|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch              | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Labor and Workforce Development | 910             | 24%           | 1%   | 6%                     | 12%                   | 2%                                | 2%                                 | 1%                | 1%                      |

| Combined Divisions                  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|-------------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Administrative Services Division    | 100             | 27%           | -  | 12%                    | 9%                    | -                                 | 5%                                 | 1%                |
| Commissioner's Office               | 11              | 18%           | -  | -                      | 9%                    | -                                 | 9%                                 | -                 |
| Business Partnerships               | 110             | 21%           | 2%   | 1%                     | 12%                   | -                                 | 1%                                 | 7%                |
| Division of Vocation Rehabilitation | 123             | 18%           | 1%   | 6%                     | 8%                    | 2%                                | 2%                                 | -                 |
| Employment Security Division        | 451             | 26%           | 2%   | 6%                     | 12%                   | 4%                                | 2%                                 | 1%                |
| Labor Standards & Safety            | 73              | 19%           | -  | 3%                     | 15%                   | -                                 | 1%                                 | -                 |
| Workers' Comp Division              | 42              | 19%           | -  | 2%                     | 14%                   | -                                 | 2%                                 | -                 |

**Department of Labor and Workforce Development  
Incoming Employee Detail for CY 2005**

|   | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|---|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch              | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Labor and Workforce Development | 1016            | 22%       | 7%                       | 3%                 | 1%  | 1%                 | 3%                          | 5%                    | 1%                                      | 3%                                |

| Combined Divisions                  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|-------------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Administrative Services Division    | 116             | 28%       | 5%                       | 3%                 | -   | -                  | 4%                          | 12%                   | 3%                                      | -                                 |
| Commissioner's Office               | 12              | 8%        | -                        | 8%                 | -   | -                  | -                           | -                     | -                                       | -                                 |
| Business Partnerships               | 124             | 23%       | 11%                      | 2%                 | 2%  | 2%                 | 2%                          | 4%                    | -                                       | 2%                                |
| Division of Vocation Rehabilitation | 131             | 17%       | 5%                       | 4%                 | 1%  | -                  | 2%                          | 4%                    | 1%                                      | 1%                                |
| Employment Security Division        | 491             | 24%       | 8%                       | 4%                 | 2%  | 1%                 | 2%                          | 5%                    | 1%                                      | 4%                                |
| Labor Standards & Safety            | 80              | 20%       | 5%                       | -                  | -   | -                  | 8%                          | 3%                    | 3%                                      | 3%                                |
| Workers' Comp Division              | 62              | 15%       | 8%                       | -                  | -   | -                  | 3%                          | 3%                    | -                                       | -                                 |

**Department of Law  
Employee Movement Report for CY 2005**

|                                  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Law                | 535             | 473             | 12%          | 169                     | 172                     | 36%           | 32%       |

| Division       | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Admin Services | 30              | 27              | 10%          | 12                      | 8                       | 44%           | 27%       |
| Civil          | 276             | 251             | 9%           | 79                      | 86                      | 31%           | 31%       |
| Criminal       | 229             | 195             | 15%          | 78                      | 78                      | 40%           | 34%       |

**Department of Law  
Outgoing Employee Detail for CY 2005**

|                                  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|----------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Law                | 473             | 36%           | 5%   | 9%                     | 16%                   | 3%                                | 6%                                 | 1%                | 0%                      |

| Division       | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|----------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Admin Services | 27              | 44%           | -  | 4%                     | 19%                   | -                                 | 19%                                | 4%                |
| Civil          | 251             | 31%           | 2%   | 9%                     | 14%                   | 2%                                | 6%                                 | 0%                |
| Criminal       | 195             | 40%           | 8%   | 10%                    | 17%                   | 5%                                | 5%                                 | 2%                |

**Department of Law  
Incoming Employee Detail for CY 2005**

|                                  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Law                | 535             | 32%       | 10%                      | 6%                 | 4%  | 1%                 | 3%                          | 8%                    | 0%                                      | 3%                                |

| Division       | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Admin Services | 30              | 27%       | 7%                       | -                  | -   | 3%                 | 10%                         | 7%                    | -                                       | -                                 |
| Civil          | 276             | 31%       | 10%                      | 7%                 | 3%  | 1%                 | 3%                          | 8%                    | 1%                                      | 2%                                |
| Criminal       | 229             | 34%       | 11%                      | 6%                 | 7%  | 1%                 | 2%                          | 9%                    | -                                       | 4%                                |

**Department of Military and Veterans' Affairs  
Employee Movement Report for CY 2005**

|                                  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Military and Veterans' Affairs   | 293             | 262             | 11%          | 71                      | 82                      | 27%           | 28%       |

| Division              | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|-----------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Admin Services        | 27              | 25              | 7%           | 9                       | 15                      | 36%           | 56%       |
| Air National Guard    | 49              | 42              | 14%          | 4                       | 4                       | 10%           | 8%        |
| AMYA                  | 94              | 87              | 7%           | 36                      | 36                      | 41%           | 38%       |
| Commissioner's Office | 7               | 6               | 14%          | -                       | 1                       | -             | 14%       |
| Facilities Management | 56              | 47              | 16%          | 4                       | 1                       | 9%            | 2%        |
| Homeland Security     | 55              | 51              | 7%           | 17                      | 24                      | 33%           | 44%       |
| Army National Guard   | 3               | 3               | -            | -                       | -                       | -             | -         |
| Veterans' Affairs     | 2               | 1               | 50%          | 1                       | 1                       | 100%          | 50%       |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DMVA EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Military and Veterans' Affairs  
Outgoing Employee Detail for CY 2005**

|                                  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|----------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Military and Veterans' Affairs   | 262             | 27%           | 3%   | 6%                     | 11%                   | 5%                                | 4%                                 | -                 | 1%                      |

| Divisions             | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|-----------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Admin Services        | 25              | 36%           | -  | 8%                     | 4%                    | 4%                                | 20%                                | -                 |
| Air National Guard    | 42              | 10%           | -  | 2%                     | 5%                    | -                                 | 2%                                 | -                 |
| AMYA                  | 87              | 41%           | 7%   | 10%                    | 18%                   | 9%                                | 1%                                 | 2%                |
| Commissioner's Office | 6               | -             | -  | -                      | -                     | -                                 | -                                  | -                 |
| Facilities Management | 47              | 9%            | -  | -                      | 6%                    | -                                 | 2%                                 | -                 |
| Homeland Security     | 51              | 33%           | 6%   | 10%                    | 16%                   | 4%                                | 4%                                 | -                 |
| Army National Guard   | 3               | -             | -  | -                      | -                     | -                                 | -                                  | -                 |
| Veterans' Affairs     | 1               | 100%          | -  | -                      | -                     | 100%                              | -                                  | -                 |

**Department of Military and Veterans' Affairs  
Incoming Employee Detail for CY 2005**

|                                  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Military and Veterans' Affairs   | 293             | 28%       | 7%                       | 3%                 | 3%  | 1%                 | 2%                          | 7%                    | 2%                                      | 6%                                |

| Division              | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|-----------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Admin Services        | 27              | 56%       | 19%                      | 7%                 | -   | -                  | 7%                          | 7%                    | 11%                                     | 4%                                |
| Air National Guard    | 49              | 8%        | 4%                       | -                  | -   | -                  | 2%                          | 2%                    | -                                       | -                                 |
| AMYA                  | 94              | 38%       | 10%                      | 4%                 | 6%  | -                  | 1%                          | 10%                   | 1%                                      | 13%                               |
| Commissioner's Office | 7               | 14%       | -                        | 14%                | -   | -                  | -                           | -                     | -                                       | -                                 |
| Facilities Management | 56              | 2%        | -                        | 2%                 | -   | -                  | -                           | -                     | -                                       | -                                 |
| Homeland Security     | 55              | 44%       | 9%                       | 2%                 | 5%  | 4%                 | 4%                          | 15%                   | 2%                                      | 9%                                |
| Army National Guard   | 3               | -         | -                        | -                  | -   | -                  | -                           | -                     | -                                       | -                                 |
| Veterans' Affairs     | 2               | 50%       | -                        | -                  | -   | -                  | -                           | -                     | -                                       | 50%                               |

## Department of Natural Resources Employee Movement Report for CY 2005

|                                  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Natural Resources  | 1009            | 870             | 14%          | 189                     | 201                     | 22%           | 20%       |

| Division                             | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|--------------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Agriculture                          | 48              | 36              | 25%          | 7                       | 4                       | 19%           | 8%        |
| Commissioner's Office                | 12              | 9               | 25%          | 4                       | 5                       | 44%           | 42%       |
| Geological and Geographical Survey   | 37              | 32              | 14%          | 3                       | 5                       | 9%            | 14%       |
| Forestry                             | 260             | 232             | 11%          | 41                      | 35                      | 18%           | 13%       |
| Habitat Management and Permitting    | 38              | 37              | 3%           | 5                       | 8                       | 14%           | 21%       |
| LRIS                                 | 36              | 33              | 8%           | 6                       | 6                       | 18%           | 17%       |
| Mental Health Land Trust             | 11              | 10              | 9%           | 2                       | 1                       | 20%           | 9%        |
| Mining and Water                     | 207             | 178             | 14%          | 44                      | 54                      | 25%           | 26%       |
| Office Project Management Permitting | 43              | 26              | 40%          | 16                      | 12                      | 62%           | 28%       |
| Oil and Gas                          | 83              | 68              | 18%          | 13                      | 24                      | 19%           | 29%       |
| Parks                                | 120             | 107             | 11%          | 14                      | 15                      | 13%           | 13%       |
| Pipeline Coordinator's Office        | 28              | 22              | 21%          | 11                      | 9                       | 50%           | 32%       |
| Recorder's Office                    | 55              | 53              | 4%           | 16                      | 16                      | 30%           | 29%       |
| Support Services                     | 31              | 27              | 13%          | 7                       | 7                       | 26%           | 23%       |

**Department of Natural Resources  
Outgoing Employee Detail for CY 2005**

|                                  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|----------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Natural Resources  | 870             | 22%           | 1%   | 6%                     | 11%                   | 1%                                | 2%                                 | 0%                | 0%                      |

| Division                             | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|--------------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Agriculture                          | 36              | 19%           | -  | -                      | 11%                   | -                                 | 6%                                 | 3%                |
| Commissioner's Office                | 9               | 44%           | 11%  | 11%                    | 22%                   | -                                 | -                                  | 11%               |
| Geological and Geographical Survey   | 32              | 9%            | -  | 3%                     | 6%                    | -                                 | -                                  | -                 |
| Forestry                             | 232             | 18%           | 0%   | 4%                     | 9%                    | 2%                                | 1%                                 | 1%                |
| Habitat Management and Permitting    | 37              | 14%           | -  | 3%                     | 8%                    | -                                 | 3%                                 | -                 |
| LRIS                                 | 33              | 18%           | -  | 3%                     | 12%                   | -                                 | 3%                                 | -                 |
| Mental Health Land Trust             | 10              | 20%           | -  | -                      | 20%                   | -                                 | -                                  | -                 |
| Mining and Water                     | 178             | 25%           | 1%   | 10%                    | 11%                   | 1%                                | 3%                                 | 1%                |
| Office Project Management Permitting | 26              | 62%           | 4%   | 19%                    | 31%                   | 12%                               | -                                  | -                 |
| Oil and Gas                          | 68              | 19%           | 3%   | 4%                     | 13%                   | -                                 | -                                  | 1%                |
| Parks                                | 107             | 13%           | -  | 2%                     | 9%                    | 1%                                | 1%                                 | -                 |
| Pipeline Coordinator's Office        | 22              | 50%           | -  | 23%                    | 14%                   | 5%                                | 9%                                 | -                 |
| Recorder's Office                    | 53              | 30%           | -  | 9%                     | 9%                    | 4%                                | 8%                                 | -                 |
| Support Services                     | 27              | 26%           | 4%   | 11%                    | 15%                   | -                                 | -                                  | -                 |

**Department of Natural Resources  
Incoming Employee Detail for CY 2005**

|                                  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Natural Resources  | 1009            | 20%       | 5%                       | 3%                 | 1%  | 1%                 | 1%                          | 7%                    | 1%                                      | 2%                                |

| Division                             | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|--------------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Agriculture                          | 48              | 8%        | 2%                       | -                  | -   | 2%                 | -                           | -                     | 4%                                      | -                                 |
| Commissioner's Office                | 12              | 42%       | 8%                       | -                  | -   | -                  | 25%                         | 8%                    | -                                       | -                                 |
| Geological and Geographical Survey   | 37              | 14%       | 8%                       | -                  | -   | -                  | -                           | 5%                    | -                                       | -                                 |
| Forestry                             | 260             | 13%       | 2%                       | 4%                 | 0%  | 1%                 | -                           | 4%                    | 0%                                      | 2%                                |
| Habitat Management and Permitting    | 38              | 21%       | 3%                       | 5%                 | -   | -                  | 8%                          | 5%                    | -                                       | -                                 |
| LRIS                                 | 36              | 17%       | 3%                       | -                  | -   | -                  | -                           | 14%                   | -                                       | -                                 |
| Mental Health Land Trust             | 11              | 9%        | -                        | -                  | -   | -                  | -                           | 9%                    | -                                       | -                                 |
| Mining and Water                     | 207             | 26%       | 8%                       | 2%                 | 3%  | 1%                 | 1%                          | 10%                   | 1%                                      | 1%                                |
| Office Project Management Permitting | 43              | 28%       | 12%                      | 2%                 | 2%  | -                  | 2%                          | 9%                    | -                                       | 2%                                |
| Oil and Gas                          | 83              | 29%       | 12%                      | 1%                 | -   | 1%                 | 1%                          | 4%                    | 7%                                      | 2%                                |
| Parks                                | 120             | 13%       | 3%                       | 3%                 | 1%  | -                  | 2%                          | 3%                    | 2%                                      | 1%                                |
| Pipeline Coordinator's Office        | 28              | 32%       | 4%                       | 7%                 | -   | -                  | -                           | 18%                   | -                                       | 4%                                |
| Recorder's Office                    | 55              | 29%       | 9%                       | 5%                 | -   | -                  | -                           | 11%                   | -                                       | 4%                                |
| Support Services                     | 31              | 23%       | 3%                       | 6%                 | 3%  | 3%                 | -                           | 6%                    | -                                       | 3%                                |

**Department of Public Safety  
Employee Movement Report for CY 2005**

|                                  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Public Safety      | 874             | 725             | 17%          | 208                     | 214                     | 29%           | 24%       |

| Divisions                        | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Admin Services                   | 90              | 78              | 13%          | 21                      | 20                      | 27%           | 22%       |
| Police Standards                 | 4               | 4               | -            | 1                       | 2                       | 25%           | 50%       |
| Alcoholic Beverage Control Board | 9               | 9               | -            | -                       | -                       | -             | -         |
| State Troopers                   | 693             | 564             | 19%          | 173                     | 173                     | 31%           | 25%       |
| Commissioner's Office            | 41              | 36              | 12%          | 4                       | 8                       | 11%           | 20%       |
| Council on Domestic Violence     | 8               | 7               | 13%          | 3                       | 2                       | 43%           | 25%       |
| Fire Management Office           | 28              | 27              | 4%           | 6                       | 9                       | 22%           | 32%       |
| Violent Crimes Comp Board        | 1               | -               | 100%         | -                       | -                       | -             | -         |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DPS EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Public Safety  
Outgoing Employee Detail for CY 2005**

|                                  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|----------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Public Safety      | 725             | 29%           | 5%   | 6%                     | 10%                   | 10%                               | 2%                                 | 0%                | 0%                      |

| Division                         | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|----------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Admin Services                   | 78              | 27%           | 6%   | 5%                     | 10%                   | 4%                                | 6%                                 | 1%                |
| Police Standards                 | 4               | 25%           | 25%  | -                      | 25%                   | -                                 | -                                  | -                 |
| Alcoholic Beverage Control Board | 9               | -             | -  | -                      | -                     | -                                 | -                                  | -                 |
| State Troopers                   | 564             | 31%           | 5%   | 7%                     | 10%                   | 12%                               | 1%                                 | 1%                |
| Commissioner's Office            | 36              | 11%           | -  | 3%                     | 8%                    | -                                 | -                                  | -                 |
| Council on Domestic Violence     | 7               | 43%           | -  | -                      | 43%                   | -                                 | -                                  | -                 |
| Fire Management Office           | 27              | 22%           | 7%   | 7%                     | 11%                   | 4%                                | -                                  | -                 |
| Violent Crimes Comp Board        | -               | -             | -  | -                      | -                     | -                                 | -                                  | -                 |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DPS EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Public Safety  
Incoming Employee Detail for CY 2005**

|                                  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Public Safety      | 874             | 24%       | 7%                       | 2%                 | 4%  | 1%                 | 1%                          | 5%                    | 1%                                      | 8%                                |

| Division                         | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Admin Services                   | 90              | 22%       | 6%                       | 2%                 | 4%  | 2%                 | 4%                          | 4%                    | 1%                                      | 2%                                |
| Police Standards                 | 4               | 50%       | 25%                      | -                  | -   | -                  | -                           | -                     | -                                       | 25%                               |
| Alcoholic Beverage Control Board | 9               | -         | -                        | -                  | -   | -                  | -                           | -                     | -                                       | -                                 |
| State Troopers                   | 693             | 25%       | 7%                       | 2%                 | 4%  | 0%                 | 1%                          | 5%                    | 1%                                      | 9%                                |
| Commissioner's Office            | 41              | 20%       | 5%                       | 5%                 | 2%  | -                  | -                           | 5%                    | 2%                                      | 2%                                |
| Council on Domestic Violence     | 8               | 25%       | 13%                      | 13%                | 13%   | -                  | -                           | -                     | -                                       | -                                 |
| Fire Management Office           | 28              | 32%       | 7%                       | 7%                 | 11%   | -                  | 7%                          | 7%                    | -                                       | 4%                                |
| Violent Crimes Comp Board        | 1               | -         | -                        | -                  | -   | -                  | -                           | -                     | -                                       | -                                 |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DPS EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Revenue  
Employee Movement Report for CY 2005**

|                                  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|----------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Revenue            | 556             | 457             | 18%          | 165                     | 172                     | 36%           | 31%       |

| Divisions               | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|-------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Admin Services          | 14              | 11              | 21%          | 6                       | 6                       | 55%           | 43%       |
| Commissioner's Office   | 9               | 6               | 33%          | 3                       | 2                       | 50%           | 22%       |
| Child Support Services  | 234             | 214             | 9%           | 60                      | 62                      | 28%           | 26%       |
| Mental Health Trust     | 23              | 15              | 35%          | 4                       | 5                       | 27%           | 22%       |
| Permanent Fund Corp     | 39              | 29              | 26%          | 9                       | 7                       | 31%           | 18%       |
| Permanent Fund Division | 91              | 68              | 25%          | 34                      | 42                      | 50%           | 46%       |
| Tax                     | 100             | 79              | 21%          | 40                      | 39                      | 51%           | 39%       |
| Treasury                | 46              | 35              | 24%          | 9                       | 9                       | 26%           | 20%       |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DOR EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Revenue  
Outgoing Employee Detail for CY 2005**

|                                  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|----------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Revenue            | 457             | 36%           | 6%   | 9%                     | 14%                   | 5%                                | 7%                                 | 0%                | 1%                      |

| Divisions               | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|-------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Admin Services          | 11              | 55%           | 9%   | 9%                     | 9%                    | 9%                                | 27%                                | -                 |
| Commissioner's Office   | 6               | 50%           | -  | -                      | 17%                   | -                                 | 33%                                | -                 |
| Child Support Services  | 214             | 28%           | 6%   | 7%                     | 9%                    | 8%                                | 3%                                 | 1%                |
| Mental Health Trust     | 15              | 27%           | 7%   | -                      | 20%                   | -                                 | -                                  | 7%                |
| Permanent Fund Corp     | 29              | 31%           | -  | 7%                     | 17%                   | -                                 | 3%                                 | 3%                |
| Permanent Fund Division | 68              | 50%           | 9%   | 9%                     | 24%                   | 1%                                | 16%                                | -                 |
| Tax                     | 79              | 51%           | 1%   | 16%                    | 20%                   | 5%                                | 9%                                 | -                 |
| Treasury                | 35              | 26%           | 14%  | 3%                     | 14%                   | 6%                                | 3%                                 | -                 |

**Department of Revenue  
Incoming Employee Detail for CY 2005**

|                                  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|----------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Revenue            | 556             | 31%       | 10%                      | 4%                 | 5%  | 1%                 | 4%                          | 7%                    | 2%                                      | 4%                                |

| Divisions               | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|-------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Admin Services          | 14              | 43%       | 7%                       | 7%                 | -   | -                  | 7%                          | 14%                   | 7%                                      | -                                 |
| Commissioner's Office   | 9               | 22%       | 11%                      | -                  | -   | -                  | 11%                         | -                     | -                                       | -                                 |
| Child Support Services  | 234             | 26%       | 10%                      | 1%                 | 6%  | 0%                 | 1%                          | 7%                    | -                                       | 7%                                |
| Mental Health Trust     | 23              | 22%       | 4%                       | -                  | 9%  | -                  | 13%                         | 4%                    | -                                       | -                                 |
| Permanent Fund Corp     | 39              | 18%       | 15%                      | -                  | 3%  | -                  | -                           | 3%                    | -                                       | -                                 |
| Permanent Fund Division | 91              | 46%       | 10%                      | 14%                | 7%  | 1%                 | 10%                         | 5%                    | 3%                                      | 2%                                |
| Tax                     | 100             | 39%       | 11%                      | 4%                 | 2%  | 1%                 | 4%                          | 12%                   | 3%                                      | 4%                                |
| Treasury                | 46              | 20%       | 4%                       | 2%                 | 7%  | -                  | 2%                          | 2%                    | 4%                                      | 4%                                |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DOR EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Transportation  
Employee Movement Report for CY 2005**

|  | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|--|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| State of Alaska Executive Branch                   | 17177           | 14556           | 15%          | 3559                    | 3695                    | 24%           | 22%       |
| Department of Transportation and Public Facilities | 3972            | 3231            | 19%          | 660                     | 698                     | 20%           | 18%       |

| Division                            | Total Positions | Total Employees | Vacancy Rate | Outgoing Employee Count | Incoming Employee Count | Turnover Rate | Hire Rate |
|-------------------------------------|-----------------|-----------------|--------------|-------------------------|-------------------------|---------------|-----------|
| Airport - Anchorage Intl Airport    | 374             | 332             | 11%          | 70                      | 61                      | 21%           | 16%       |
| Airport - Fairbanks Intl Airport    | 109             | 102             | 6%           | 20                      | 26                      | 20%           | 24%       |
| AMHS (Alaska Marine Highway System) | 1350            | 947             | 30%          | 236                     | 270                     | 25%           | 20%       |
| Central Region                      | 640             | 568             | 11%          | 86                      | 86                      | 15%           | 13%       |
| Headquarters                        | 366             | 307             | 16%          | 83                      | 75                      | 27%           | 20%       |
| Northern Region                     | 724             | 606             | 16%          | 98                      | 102                     | 16%           | 14%       |
| Southeast Region                    | 239             | 209             | 13%          | 41                      | 52                      | 20%           | 22%       |
| SEF (State Equipment Fleet)         | 170             | 160             | 6%           | 26                      | 26                      | 16%           | 15%       |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
 X:PA Logs/CY2005 EEMovement Report/DOT EE Movement Report CY2005  
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Transportation  
Outgoing Employee Detail for CY 2005**

|  | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations | Involuntary Separations |
|--|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|-------------------------|
| State of Alaska Executive Branch                   | 14556           | 24%           | 3%   | 6%                     | 12%                   | 2%                                | 3%                                 | 1%                | 1%                      |
| Department of Transportation and Public Facilities | 3231            | 20%           | 4%   | 7%                     | 10%                   | 1%                                | 1%                                 | 1%                | 1%                      |

| Division                            | Total Employees | Turnover Rate | Lateral Moves Within Org Unit (not included in turnover) | Promotions Within Dept | Voluntary Separations | Transfer Within Dept (same range) | Transfer to Another Dept or Branch | Other Separations |
|-------------------------------------|-----------------|---------------|--|------------------------|-----------------------|-----------------------------------|------------------------------------|-------------------|
| Airport - Anchorage Intl Airport    | 332             | 21%           | 2%   | 5%                     | 11%                   | 0%                                | 2%                                 | 2%                |
| Airport - Fairbanks Intl Airport    | 102             | 20%           | 3%   | 4%                     | 11%                   | 2%                                | -                                  | 3%                |
| AMHS (Alaska Marine Highway System) | 947             | 25%           | 7%   | 10%                    | 13%                   | 0%                                | 1%                                 | 2%                |
| Central Region                      | 568             | 15%           | 2%   | 6%                     | 8%                    | 1%                                | 1%                                 | 0%                |
| Headquarters                        | 307             | 27%           | 3%   | 7%                     | 12%                   | 2%                                | 5%                                 | 1%                |
| Northern Region                     | 606             | 16%           | 3%   | 6%                     | 8%                    | 1%                                | 0%                                 | 1%                |
| Southeast Region                    | 209             | 20%           | 1%   | 6%                     | 8%                    | 1%                                | 2%                                 | 2%                |
| SEF (State Equipment Fleet)         | 160             | 16%           | 3%   | 3%                     | 6%                    | 1%                                | 1%                                 | 5%                |

**Department of Transportation  
Incoming Employee Detail for CY 2005**

|  | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|--|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| State of Alaska Executive Branch                   | 17177           | 22%       | 7%                       | 3%                 | 3%  | 1%                 | 1%                          | 6%                    | 1%                                      | 2%                                |
| Department of Transportation and Public Facilities | 3972            | 18%       | 6%                       | 3%                 | 3%  | 1%                 | 1%                          | 5%                    | 0%                                      | 1%                                |

| Division                            | Total Positions | Hire Rate | Appointment New Employee | Appointment Rehire | Lateral Moves Within Org Unit (not included in Hire Rate) | Other Appointments | Promotion From Outside Dept | Promotion Within Dept | Transfer From Outside Dept (same range) | Transfer Within Dept (same range) |
|-------------------------------------|-----------------|-----------|--------------------------|--------------------|---|--------------------|-----------------------------|-----------------------|---|-----------------------------------|
| Airport - Anchorage Intl Airport    | 374             | 16%       | 6%                       | 2%                 | 2%  | 2%                 | 1%                          | 5%                    | -                                       | 1%                                |
| Airport - Fairbanks Intl Airport    | 109             | 24%       | 7%                       | 7%                 | 3%  | 4%                 | 1%                          | 5%                    | -                                       | -                                 |
| AMHS (Alaska Marine Highway System) | 1350            | 20%       | 7%                       | 5%                 | 5%  | 0%                 | 0%                          | 6%                    | 0%                                      | 0%                                |
| Central Region                      | 640             | 13%       | 5%                       | 1%                 | 2%  | 0%                 | 1%                          | 6%                    | 0%                                      | 1%                                |
| Headquarters                        | 366             | 20%       | 5%                       | 4%                 | 3%  | 0%                 | 2%                          | 6%                    | 2%                                      | 2%                                |
| Northern Region                     | 724             | 14%       | 5%                       | 2%                 | 3%  | 1%                 | 0%                          | 5%                    | 0%                                      | 1%                                |
| Southeast Region                    | 239             | 22%       | 10%                      | 4%                 | 1%  | 1%                 | 0%                          | 5%                    | 0%                                      | 1%                                |
| SEF (State Equipment Fleet)         | 170             | 15%       | 6%                       | 2%                 | 3%  | 2%                 | 1%                          | 4%                    | -                                       | 1%                                |

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report  
X:PA Logs/CY2005 EEMovement Report/DOT EE Movement Report CY2005  
Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

### Notes for this report

This report looks at permanent classified positions and exempt positions and the employees in them.  
The information is for data collected about Calendar Year 2005

### EE Movement Definitions:

#### **Vacancy Rate**

The percentage of 1 minus the number of employees at the end of the calendar year divided by the number of positions at the end of the calendar year. This does not include employees moving laterally (same range) within the same Organizational Unit

#### **Turnover Rate**

The number of employees moving out of positions divided by the number of employees at the end of the calendar year. This does not include employees moving laterally (same range) within the same Organizational Unit

#### **Hire Rate**

The number on employees moving into positions divided by the number of positions at the end of the calendar year.

### Outgoing Definitions:

All outgoing calculations are employees moving out of positions in each category divided by the number of employees at the end of the calendar year

#### **Voluntary Separations**

All types of normal separations from state service including retirement

#### **Other Separations**

Voluntary Demotions

Death

To layoff

#### **Lateral Moves within Org Unit**

movement in the same Organizational Unit to the a job class in the same range

This data is not included in turnover rates

#### **Same Range**

Movement to a job class of equivalent or similar salary

#### **Involuntary Separations** - shown only as statewide and departmental-wide statistics , otherwise listed in Other Separations

Abandonment of duties

Dismissal

In lieu of dismissal

Demotion for cause

Involuntary demotion

Probationary drop

## Incoming Definitions

All incoming calculations are employees moving into positions in each category divided by the number of positions at the end of the calendar year

### **Appointment Rehire**

Person with prior State service that is displayed in AKPAY

### **Lateral moves within Org Unit**

Movement to a position with the same range in the same Organizational Unit  
This data is not included in hire rates

### **Other Appointments**

Demotion-Voluntary  
Demotion-Involuntary  
Recall from layoff