



State of Alaska
Workforce Profile
Fiscal Year 2007

Introduction

Dear Colleagues:

We are pleased to provide the Annual Workforce Profile for the State of Alaska executive branch departments. The information contained in this profile is intended to assist the state's executives, directors, managers, and supervisors in planning for their future workforce. Workforce planning has become one of the greatest human resource management challenges in the public sector today.

The State of Alaska continues to face an aging workforce population and a diminishing pool of qualified and interested applicants for many current and anticipated vacancies. Some agencies are experiencing the impacts of these trends much sooner than others and in higher numbers. There continues to be imbalances between work that needs to be performed and the availability of skilled workers. Workforce planning, as a tool, has become one of the best approaches for improving the ways that State of Alaska departments, divisions, and agencies do business today. Preparing workforce strategies to best align people and tasks ensures that our business needs are met and our missions and goals are accomplished.

Workforce planning is an effort to coordinate human resource management programs so that they support the strategic goals of the organization. Such planning begins with an understanding of the organization as it exists now so that strategic decisions regarding the future direction of the organization are based upon sound statistical data.

Our goal with the Annual Workforce Profile is to provide this statistical data to executive branch executives, directors, managers, and supervisors in an easy to access format. Inside this report, you will find demographic information on your current workforce, such as age, male/female data, and location of positions. There are tables showing retirement projections by job class and department, as well as information about salaries and years of state service. A new table of contents feature allows you, while reading the Profile on-line, to click on an item in the table of contents to be taken directly to that page.

It is our expectation that you will find this information useful as your agency embarks upon its strategic planning process for the next fiscal year. We welcome your comments and suggestions for improvement. Your agency human resource service center management consultants and the Employee Planning and Information Center team are ready to assist you with your workforce planning efforts.

The Employee Planning and Information Center Team
Division of Personnel and Labor Relations
465-4434, 465-8429, and 465-5661

Table of Contents

Introduction	1
Executive Branch Employee Count by Age Range	4
Average Age of Executive Branch Employees by Year	4
Eligible to Retire in 1 Year and 5 Year Charts	
Eligible To Retire In 5 Years	5
Eligible To Retire In 1 Year	5
Eligible For Immediate Retirement.....	6
Eligible to Retire in 1 Year and 5 Year Tables	
Department Percentages	7
Department Totals.....	7
New Hire Data.....	8
Employee Count by Department.....	9
Percentages of State Workforce by Department Chart	9
Employee Count by Region.....	10
Percentage of Employees by Region Chart	10
Employee Count and Percentage by Location.....	11
Male/Female Percentages by Department	13
Male/Female Counts by Department	14
Average Age by Department and Male/Female	15
Average Age by Bargaining Unit	16
Average Salary By Department.....	17
Average Monthly Salary by Bargaining Unit and Department	17
Average State Service By	
Department	20
Bargaining Unit.....	20
Department and Male/Female.....	20
Minority Count and Percentages by Department.....	21

Table of Contents

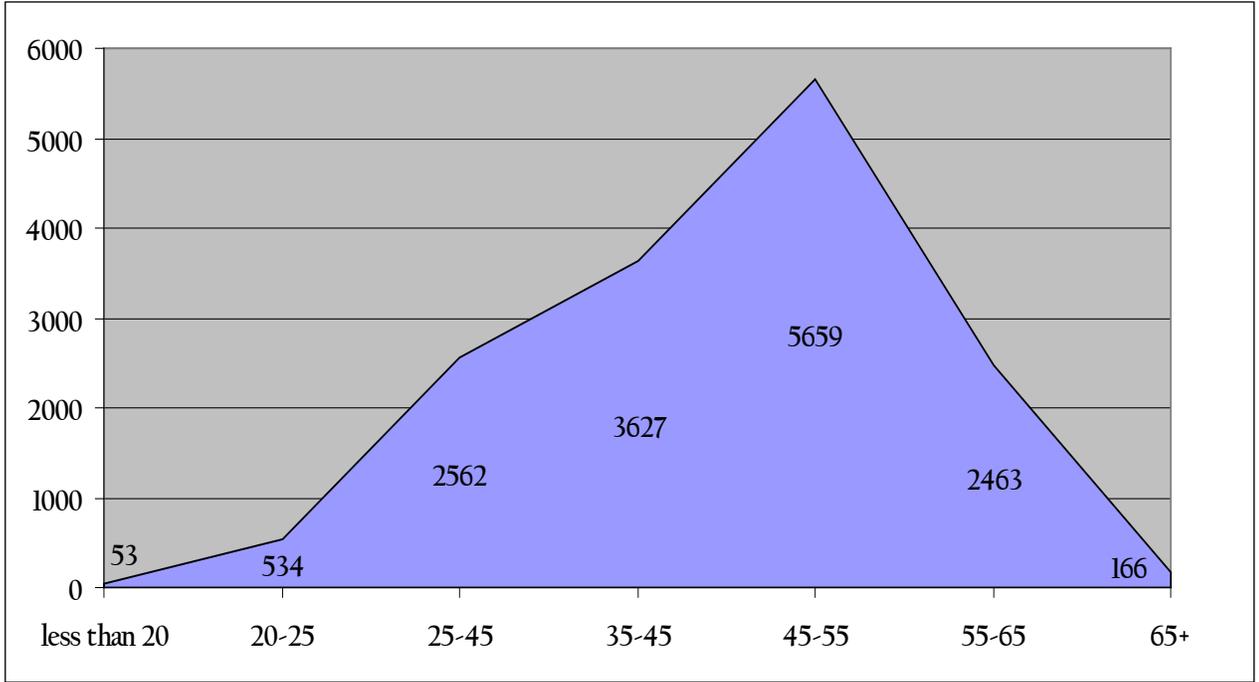
Eligible to Retire in 1 year and 5 years by Department and Job Class

Department of Administration	22
Department of Commerce, Community and Economic Development.....	26
Department of Corrections.....	30
Department of Education and Early Development	33
Department of Environmental Conservation.....	36
Department of Fish and Game	38
Office of the Governor.....	42
Department of Health & Social Services.....	43
Department of Labor & Workforce Development	50
Department of Law	54
Department of Military & Veterans Affairs	55
Department of Natural Resources.....	57
Department of Public Safety.....	61
Department of Revenue.....	63
Department of Transportation & Public Facilities	65

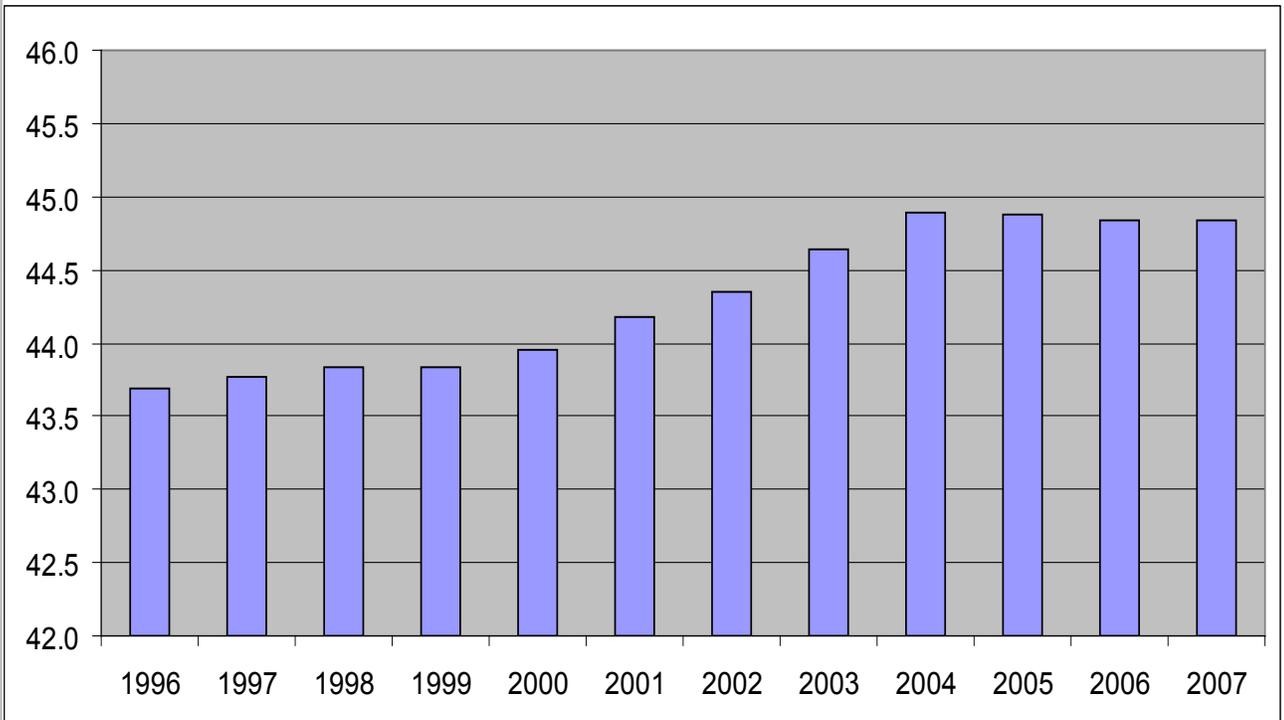


Workforce Profile - Executive Branch Employees

Executive Branch Employee Count by Age Range

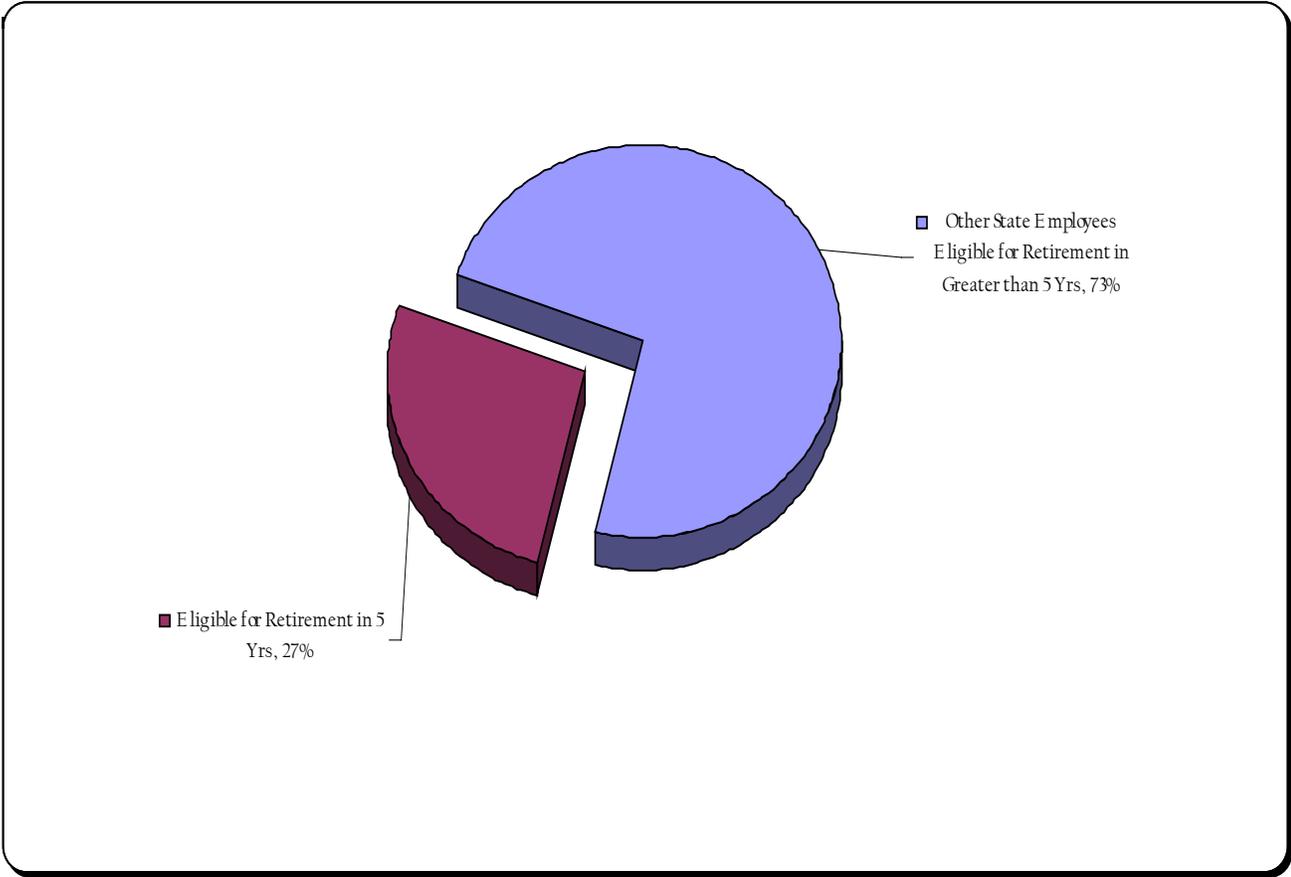


Average Age of Executive Branch Employees by Year

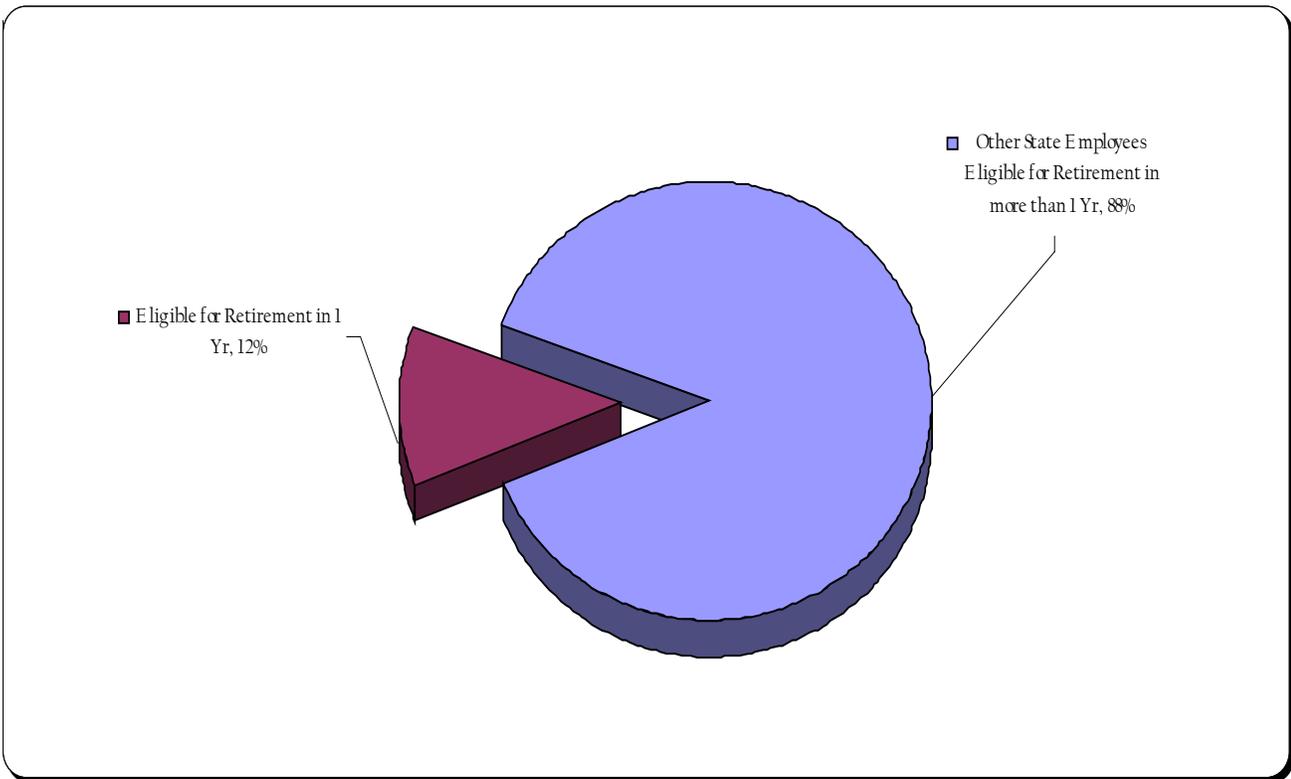


Eligible to Retire in 1 Year and 5 Year Charts

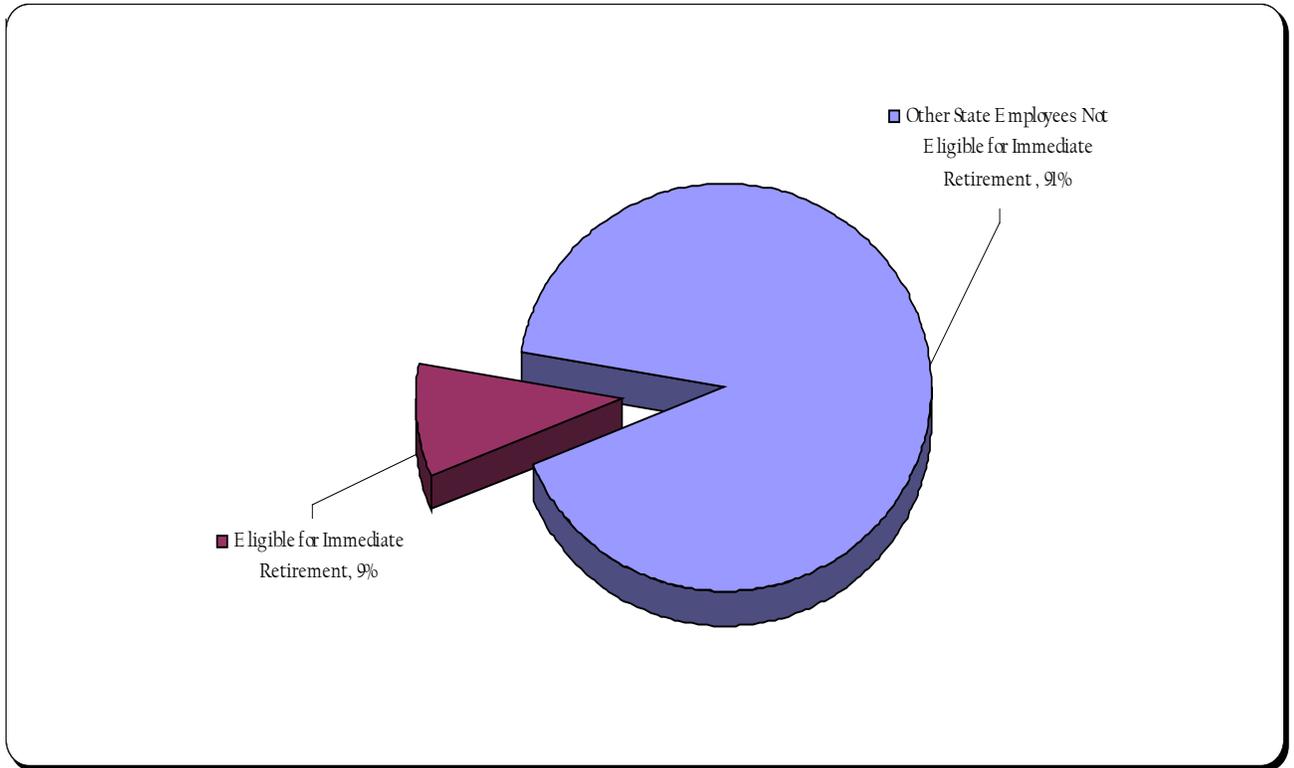
Eligible To Retire In 5 Years



Eligible To Retire In 1 Year



Eligible For Immediate Retirement



Eligible to Retire in 1 Year and 5 Year Tables Department Percentages

Department	Total # of Employees in R&B DataBase	% Eligible for Retirement in 5 yrs	% Eligible for Retirement in 1 yr	% Eligible for Immediate Retirement
Administration	963	26.1%	10.3%	7.6%
Community and Economic Development	428	33.2%	17.1%	12.9%
Corrections	1350	27.3%	12.5%	9.1%
Education and Early Development	251	26.3%	12.0%	10.0%
Environmental Conservation	443	28.0%	13.3%	9.7%
Fish & Game	1297	22.7%	13.0%	11.0%
Governor's Office	133	21.1%	11.3%	9.0%
Health and Social Services	3027	25.8%	10.8%	8.1%
Labor and Workforce Development	794	32.2%	13.0%	8.6%
Law	486	22.6%	10.9%	8.6%
Military and Veterans Affairs	263	25.5%	10.3%	8.0%
Natural Resource	896	31.1%	14.6%	10.9%
Public Safety	729	21.0%	8.0%	5.6%
Revenue	484	22.9%	9.5%	7.4%
Transportation and Public Facilities	3192	28.1%	11.7%	8.7%
Statewide	14736*	26.7%	11.7%	8.8%

Department Totals

Department	Total # of Employees in R&B DataBase	Eligible for Retirement in 5 Yrs	Eligible for Retirement in 1 Yr	Eligible for Immediate Retirement
Administration	963	251	99	73
Community and Economic Development	428	142	73	55
Corrections	1350	369	169	123
Education and Early Development	251	66	30	25
Environmental Conservation	443	124	59	43
Fish & Game	1297	294	169	143
Governor's Office	133	28	15	12
Health and Social Services	3027	782	326	246
Labor and Workforce Development	794	256	103	68
Law	486	110	53	42
Military and Veterans Affairs	263	67	27	21
Natural Resource	896	279	131	98
Public Safety	729	153	58	41
Revenue	484	111	46	36
Transportation and Public Facilities	3192	898	373	278
Statewide	14736*	3930	1731	1304

* Retiree Workers, employees in the Licensed Engineers Bargaining Unit and some employees on approved leave without pay on June 30, 2007 are not included in this calculation, as well other records being audited by R&B at the time of this report

Immediate retirement is defined as a retirement eligibility date of August 1, 2007 or earlier

Calculations are based on retirement dates projected by R&B

New Hire Data

Department	New Hire Count	Average Age of New Hire	Average Age of New Hire	
			Male	Female
Administration	151	38.9	41.3	37.3
Commerce, Community and Economic Development	69	41.7	42.3	41.2
Corrections	172	39.0	38.4	40.0
Education and Early Development	48	40.3	42.8	39.3
Environmental Conservation	54	38.9	42.6	36.1
Fish & Game	176	31.7	31.3	32.1
Governor's Office	29	38.9	40.8	37.5
Health and Social Services	450	39.2	38.9	39.3
Labor and Workforce Development	68	43.7	44.8	42.9
Law	72	39.0	42.7	37.8
Military and Veterans Affairs	46	40.9	42.4	39.2
Natural Resource	114	38.6	38.6	38.6
Public Safety	87	39.1	40.2	37.1
Revenue	60	37.9	37.7	38.0
Transportation and Public Facilities	377	40.5	40.1	41.2
Statewide	1973	38.9	39.2	38.7

New Hire	Oldest	Youngest
Average Age	Labor (43.7)	Fish and Game (31.7)
Male	Labor (44.8)	Fish and Game (31.3)
Female	Transportation (42.4)	Fish and Game (32.1)



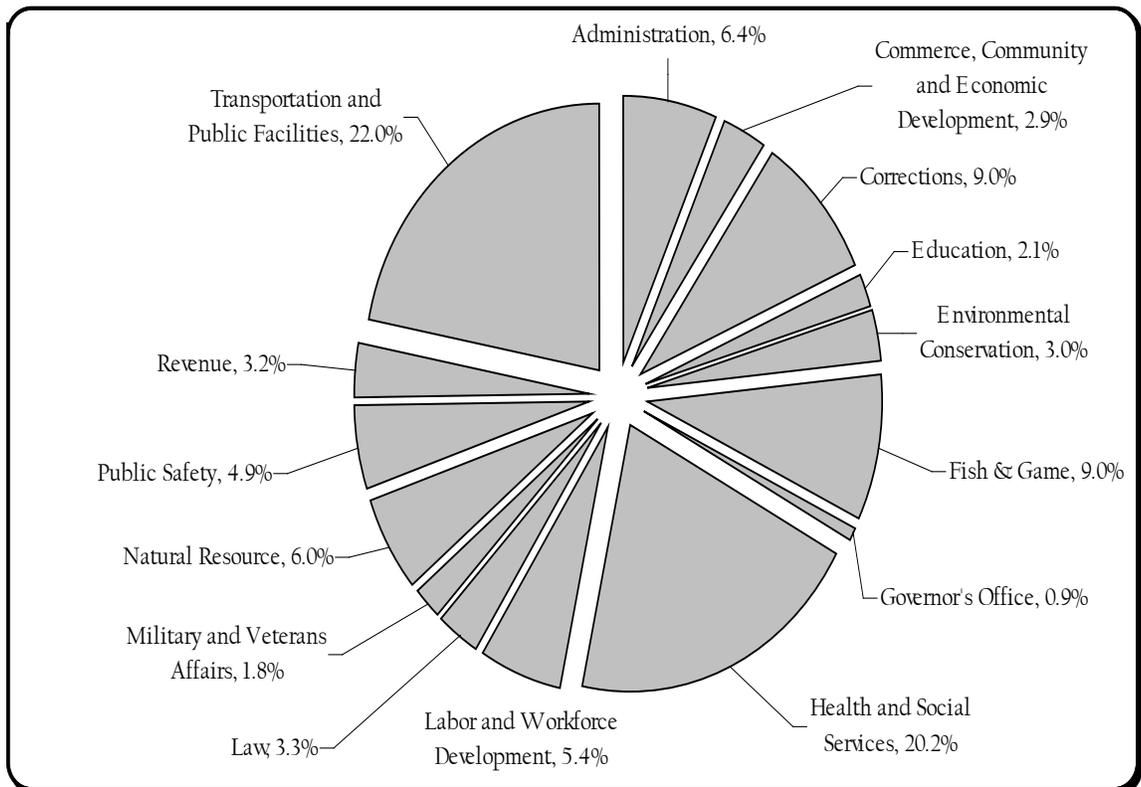
**Workplace
Alaska**

State of Alaska Online Recruitment System
**Alaska...Great Land,
 Great People,
 Great Jobs!**

Employee Count by Department

Department Name	Employee Count
Administration	969
Commerce, Community and Economic Development	433
Corrections	1359
Education and Early Development	310
Environmental Conservation	446
Fish & Game	1349
Governor's Office	133
Health and Social Services	3040
Labor and Workforce Development	820
Law	493
Military and Veterans Affairs	266
Natural Resource	902
Public Safety	737
Revenue	488
Transportation and Public Facilities	3319
Statewide	15064

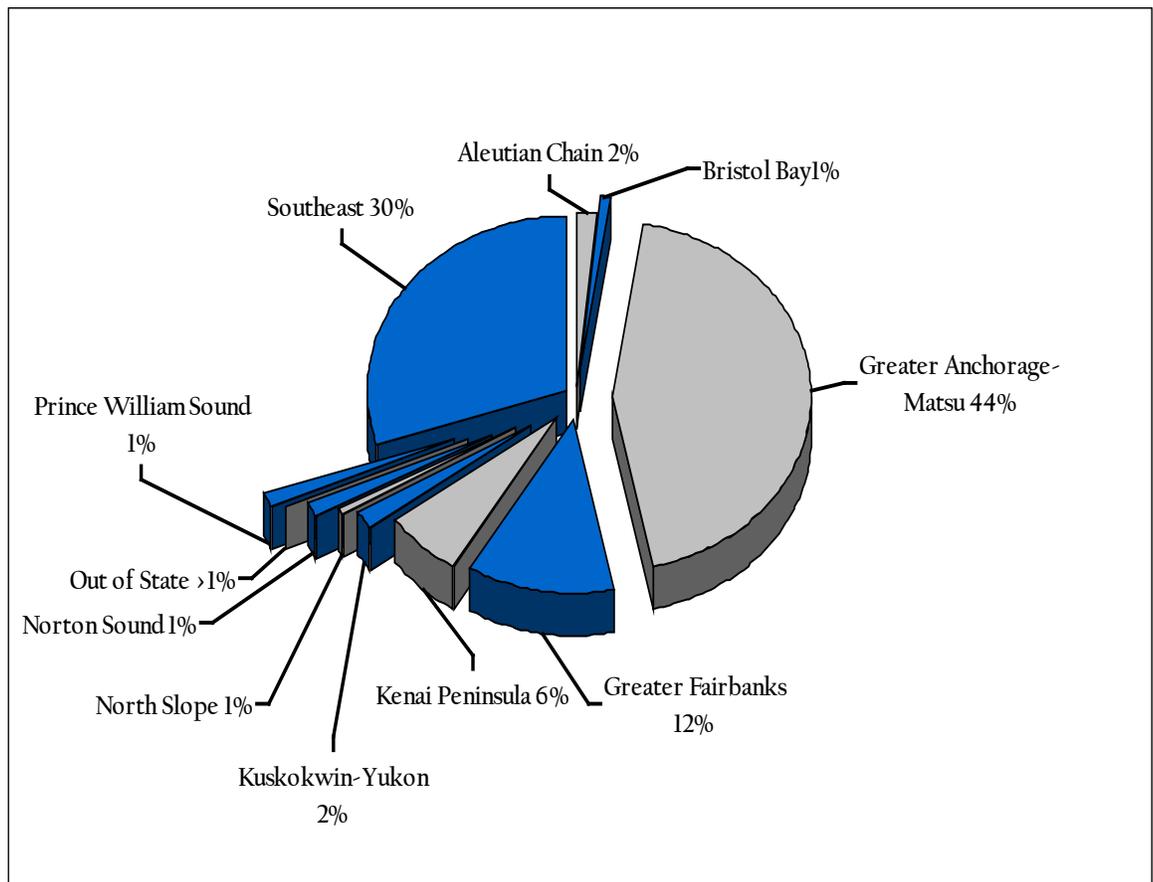
Percentages of State Workforce by Department



Employee Count by Region

Region	Employee Count
Aleutian Chain	247
Bristol Bay	122
Greater Anchorage-Matsu	6657
Greater Fairbanks	1785
Kenai Peninsula	969
Kuskokwin-Yukon	270
North Slope	97
Norton Sound	181
Out of State	15
Prince William Sound	221
Southeast	4500
Statewide	15064

Percentage of Employees by Region



Employee Count and Percentage by Location

Location	Employee Count	Percentage	Location	Employee Count	Percentage
Adak	3	0.0%	Dillingham	74	0.5%
Anchor Point	9	0.1%	Douglas	3	0.0%
Anchorage	5090	33.8%	Dutch Harbor	19	0.1%
Anchorage Intl Airport	329	2.2%	Eagle	3	0.0%
Aniak	17	0.1%	Eagle River	117	0.8%
Anvik	4	0.0%	Eielson AFB	15	0.1%
Barrow	22	0.1%	Elfin Cove	1	0.0%
Bear Creek	1	0.0%	Elmendorf AFB	6	0.0%
Bellingham, WA	1	0.0%	Emmonak	12	0.1%
Bethel	221	1.5%	Ernestine	4	0.0%
Birch Lake	2	0.0%	Fairbanks	1568	10.4%
Camp Carroll	120	0.8%	Finger Lake	7	0.0%
Cantwell	14	0.1%	Fort Richardson	106	0.7%
Cascade	4	0.0%	Fort Wainwright	5	0.0%
Central	3	0.0%	Fort Yukon	2	0.0%
Chandalar Camp	10	0.1%	Galena	11	0.1%
Chena River	3	0.0%	Girdwood	13	0.1%
Chignik	9	0.1%	Glennallen	31	0.2%
Chitina	6	0.0%	Goodnews Bay	1	0.0%
Chulitna	6	0.0%	Gustavus	2	0.0%
Claremore, OK	1	0.0%	Haines	47	0.3%
Cold Bay	6	0.0%	Harding Lake	1	0.0%
Coldfoot Camp	6	0.0%	Healy	8	0.1%
Cooper Landing	2	0.0%	Helena, MT	1	0.0%
Cordova	74	0.5%	Homer	101	0.7%
Cottonwood Camp	2	0.0%	Hoonah	7	0.0%
Craig	14	0.1%	Iliamna	4	0.0%
Deadhorse	12	0.1%	Jim River	7	0.0%
Delta Junction	46	0.3%	Juneau	3393	22.5%
Denali	2	0.0%	Kalsin Bay	1	0.0%

Workforce Profile - Executive Branch Employees

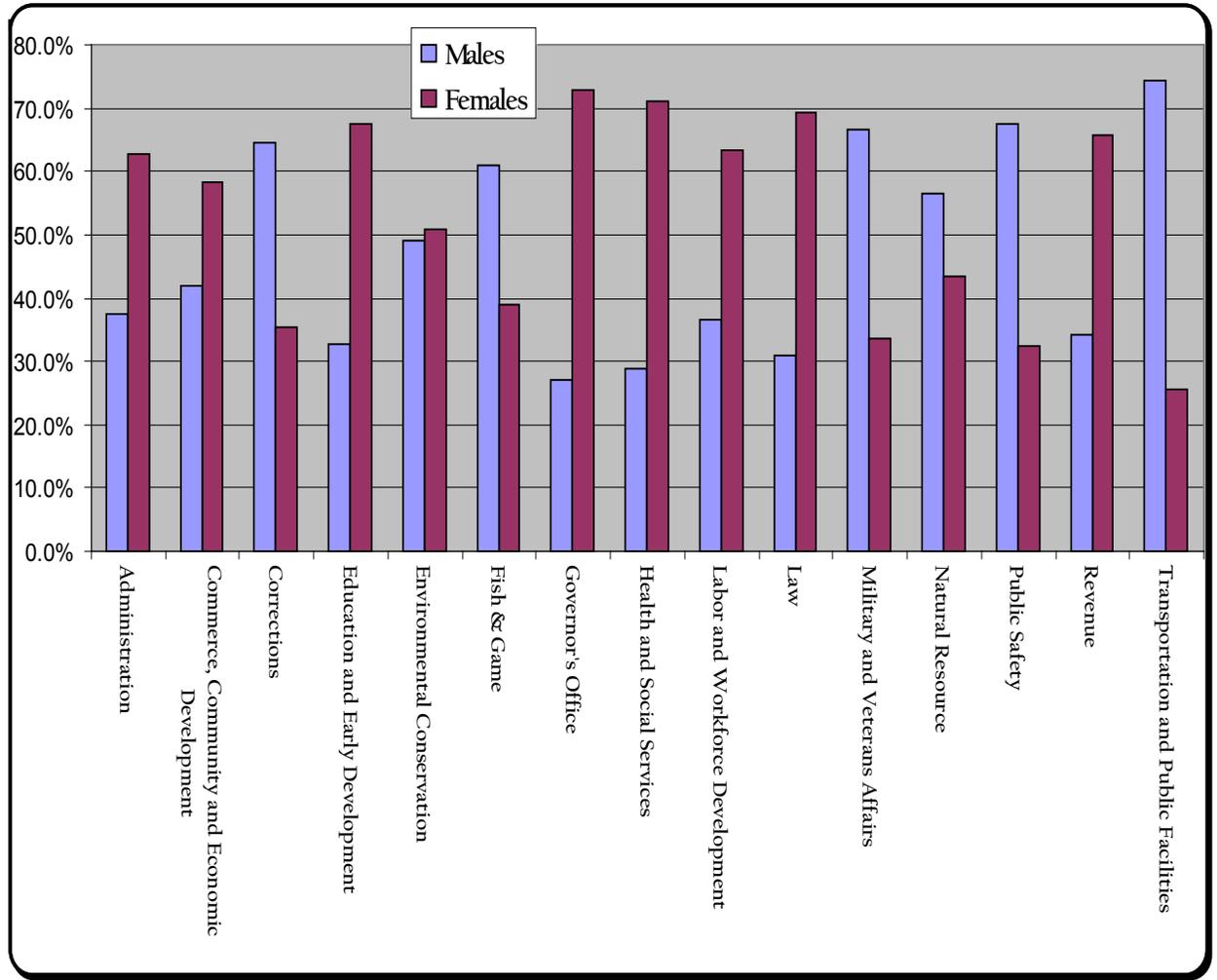
Employee Count and Percentage by Location

Workforce Profile - Executive Branch Employees

Location	Employee Count	Percentage	Location	Employee Count	Percentage
Kasilof	1	0.0%	Saint Marys	20	0.1%
Kenai	252	1.7%	Sand Point	6	0.0%
Ketchikan	682	4.6%	Seattle, WA	6	0.0%
King Salmon	43	0.3%	Seldovia	1	0.0%
Klawock	13	0.1%	Seven Mile Camp	9	0.1%
Kodiak	187	1.3%	Seward	339	2.3%
Kotzebue	44	0.3%	Silvertip	7	0.0%
Kulis Ang Base	28	0.2%	Sitka	192	1.3%
Livengood	8	0.1%	Skagway	14	0.1%
Mackenzie Point	22	0.1%	Slana	8	0.1%
Manley Hot Springs	2	0.0%	Soldotna	223	1.5%
Matanuska	14	0.1%	South Fork	2	0.0%
Mc Grath	28	0.2%	Sterling	2	0.0%
Montana Creek	5	0.0%	Talkeetna	10	0.1%
Mount Edgecumbe	47	0.3%	Tazlina	24	0.2%
Nancy	1	0.0%	Teller	2	0.0%
Nelchina	4	0.0%	Tenakee Springs	1	0.0%
Nenana	7	0.0%	Thompson Pass	11	0.1%
Nikiski	2	0.0%	Tok	55	0.4%
Ninilchik	6	0.0%	Trimms Camp	3	0.0%
Nome	171	1.1%	Two Rivers	8	0.1%
North Kenai Camp	4	0.0%	Unalakleet	5	0.0%
Northway	7	0.0%	Unalaska	5	0.0%
O'brian Creek	5	0.0%	Valdez	63	0.4%
Palmer	545	3.6%	Washington, DC	6	0.0%
Paxson	4	0.0%	Wasilla	184	1.2%
Pelican	1	0.0%	Whittier	3	0.0%
Petersburg	45	0.3%	Willow	6	0.0%
Port Moller	11	0.1%	Wrangell	22	0.1%
Quartz Creek	4	0.0%	Yakutat	16	0.1%
Sag River	9	0.1%			

Workforce Profile - Executive Branch Employees

Male/Female Percentages by Department

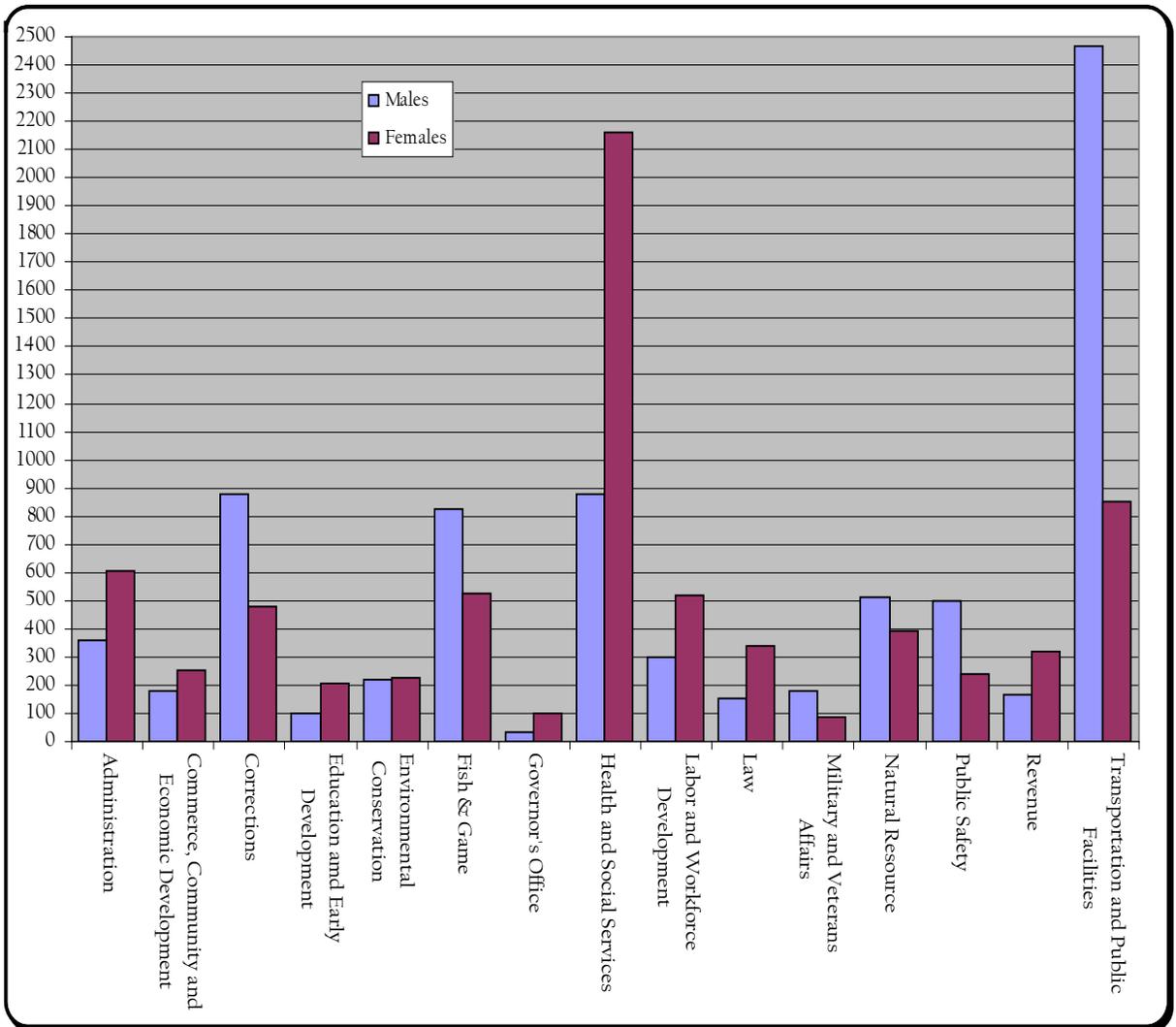


Department Name	Males	Females
Administration	37.4%	62.6%
Commerce, Community and Economic Development	41.8%	58.2%
Corrections	64.7%	35.3%
Education and Early Development	32.6%	67.4%
Environmental Conservation	49.1%	50.9%
Fish & Game	61.0%	39.0%
Governor's Office	27.1%	72.9%
Health and Social Services	28.9%	71.1%
Labor and Workforce Development	36.6%	63.4%
Law	30.8%	69.2%
Military and Veterans Affairs	66.5%	33.5%
Natural Resource	56.5%	43.5%
Public Safety	67.4%	32.6%
Revenue	34.2%	65.8%
Transportation and Public Facilities	74.3%	25.7%
Statewide	51.4%	48.6%

Male/Female Counts by Department

Department Name	Males	Females
Administration	362	607
Commerce, Community and Economic Development	181	252
Corrections	879	480
Education and Early Development	101	209
Environmental Conservation	219	227
Fish & Game	823	526
Governor's Office	36	97
Health and Social Services	880	2160
Labor and Workforce Development	300	520
Law	152	341
Military and Veterans Affairs	177	89
Natural Resource	510	392
Public Safety	497	240
Revenue	167	321
Transportation and Public Facilities	2466	853
Statewide	7750	7314

Workforce Profile - Executive Branch Employees



Average Age by Department and Male/Female

Department	Average Age	Average Age	
		Male	Female
Administration	44.1	45.3	43.4
Commerce, Community and Economic Development	47.1	48.2	46.4
Corrections	44.9	44.9	45.0
Education and Early Development	44.9	46.3	44.3
Environmental Conservation	45.9	48.1	43.7
Fish and Game	41.8	42.1	41.3
Governor's Office	44.1	42.7	44.6
Health and Social Services	45.4	45.9	45.2
Labor and Workforce Development	47.8	49.0	47.0
Law	43.8	44.9	43.3
Military and Veterans Affairs	45.8	46.9	43.8
Natural Resource	45.4	45.9	44.7
Public Safety	41.2	40.4	42.9
Revenue	44.4	46.1	43.5
Transportation and Public Facilities	45.7	45.8	45.4
Statewide	44.8	45.2	44.6

Employees	Oldest	Youngest
Overall Average	Labor (47.8)	Public Safety (41.2)
Male Average	Labor (49.0)	Public Safety (40.4)
Female Average	Labor (47.0)	Fish & Game (41.3)

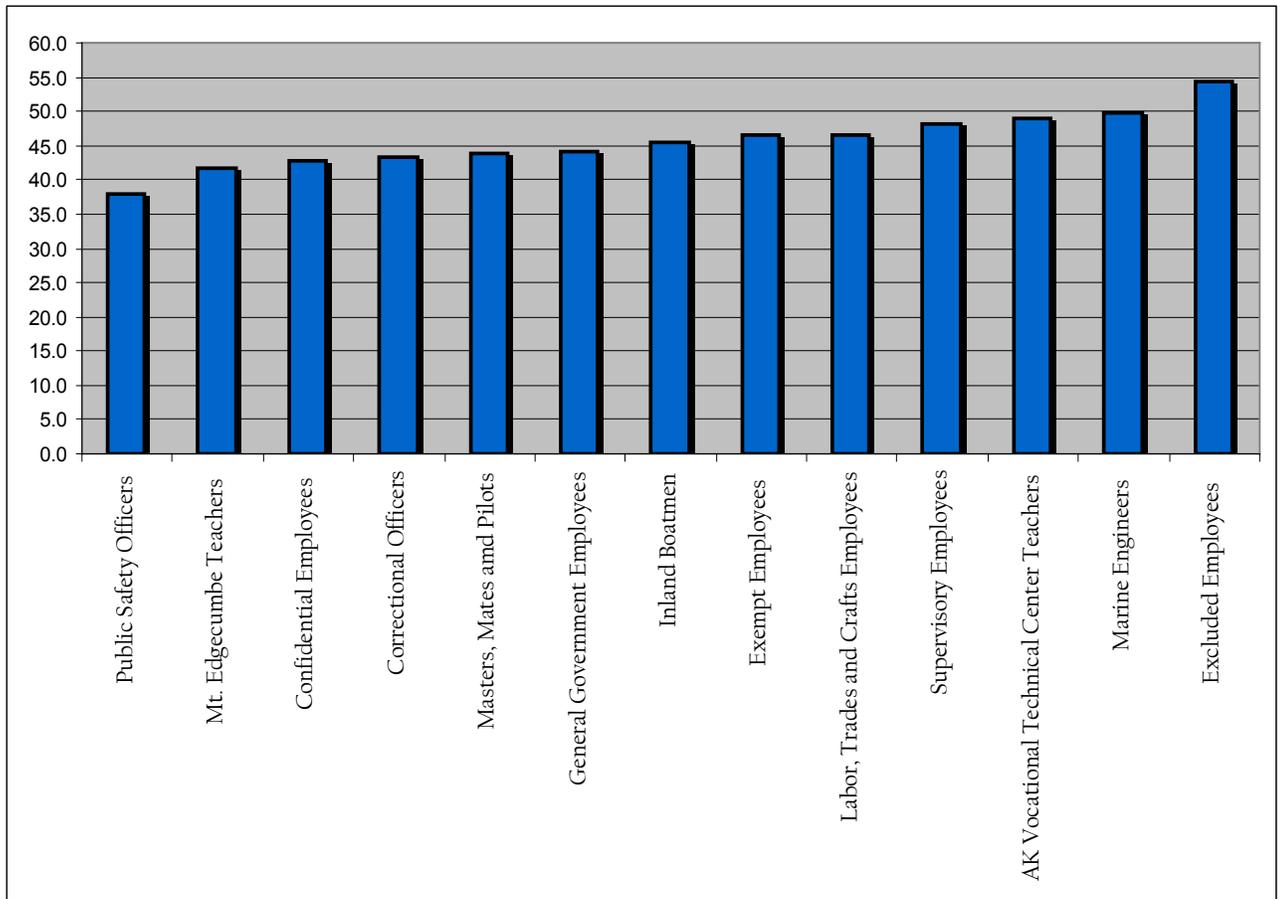
Workforce Profile - Executive Branch Employees



Workforce Profile - Executive Branch Employees

Average Age by Bargaining Unit

Bargaining Unit	Average Age
Public Safety Officers	37.9
Mt. Edgecumbe Teachers	41.7
Confidential Employees	42.8
Correctional Officers	43.3
Master, Mates and Pilots	43.9
General Government Employees	44.0
Inlandman Boatmen	45.5
Exempt & Partially Exempt	46.5
Labor, Trades and Crafts Employees	46.5
Supervisory Employees	48.1
AK Vocational Technical Center Teachers	49.1
Marine Engineers	49.9
Excluded Employees	54.3



Average Salary By Department

Department	Statewide	
	Employee Count	Average Monthly Salary
Administration	969	\$4,493.91
Commerce, Community and Economic Development	433	\$4,823.67
Corrections	1359	\$4,161.78
Education and Early Development	310	\$4,320.93
Environmental Conservation	446	\$4,769.86
Fish & Game	1349	\$3,880.56
Governor's Office	133	\$5,238.84
Health and Social Services	3040	\$4,023.70
Labor and Workforce Development	820	\$4,182.28
Law	493	\$5,284.66
Military and Veterans Affairs	266	\$3,808.33
Natural Resource	902	\$4,289.04
Public Safety	737	\$4,683.20
Revenue	488	\$4,423.11
Transportation and Public Facilities	3319	\$4,427.84
Statewide	15064	\$4,311.75

Average Monthly Salary by Bargaining Unit and Department

Department	General Government		Supervisory		Confidential	
	Employee Count	Average Salary	Employee Count	Average Salary	Employee Count	Average Salary
Administration	456	\$3,667.42	96	\$5,178.35	181	\$3,889.45
Commerce, Community and Economic Development	229	\$3,814.10	58	\$5,215.60		
Corrections	408	\$3,860.92	106	\$5,450.60		
Education and Early Development	149	\$3,757.08	26	\$5,456.38		
Environmental Conservation	311	\$4,246.72	120	\$5,910.46		
Fish & Game	948	\$3,354.64	334	\$5,042.37		
Governor's Office						
Health and Social Services	2351	\$3,774.29	398	\$5,239.55	4	\$3,202.00
Labor and Workforce Development	588	\$3,784.66	125	\$5,208.77		
Law	182	\$3,239.43	38	\$3,803.32		
Military and Veterans Affairs	162	\$3,454.92	34	\$4,576.06		
Natural Resource	632	\$3,709.08	162	\$5,390.68		
Public Safety	284	\$3,389.64	64	\$6,031.75		
Revenue	335	\$3,518.53	76	\$5,165.76		
Transportation and Public Facilities	928	\$4,398.43	274	\$6,248.08	5	\$3,710.80
Statewide	7963	\$3,767.05	1911	\$5,396.71	190	\$3,870.27

Average Monthly Salary by Bargaining Unit and Department

Bargaining Unit	Labor, Trades and Crafts		Correctional Officers		Public Safety Officers	
	Employee Count	Average Salary	Employee Count	Average Salary	Employee Count	Average Salary
Administration	33	\$3,870.40				
Commerce, Community and Economic Development						
Corrections	97	\$4,021.03	732	\$4,046.54		
Education and Early Development	7	\$3,796.46				
Environmental Conservation	7	\$4,535.14				
Fish & Game	10	\$4,344.76				
Governor's Office						
Health and Social Services	209	\$2,850.47				
Labor and Workforce Development	37	\$4,426.85				
Law						
Military and Veterans Affairs	58	\$3,805.69				
Natural Resource	53	\$3,650.51				
Public Safety	12	\$3,832.29			358	\$5,406.57
Revenue						
Transportation and Public Facilities	1088	\$4,134.04			78	\$4,587.83
Statewide	1611	\$3,933.65	732	\$4,046.54	436	\$5,260.10

Bargaining Unit	Marine Engineers		Masters, Mates & Pilots		Inland Boatmen	
	Employee Count	Average Salary	Employee Count	Average Salary	Employee Count	Average Salary
Administration						
Commerce, Community and Economic Development						
Corrections						
Education and Early Development						
Environmental Conservation						
Fish & Game						
Governor's Office						
Health and Social Services						
Labor and Workforce Development						
Law						
Military and Veterans Affairs						
Natural Resource						
Public Safety						
Revenue						
Transportation and Public Facilities	92	\$5,676.90	110	\$5,864.09	707	\$3,644.62
Statewide	92	\$5,676.90	110	\$5,864.09	707	\$3,644.62

**Workforce Profile -
Executive Branch Employees**

Average Monthly Salary by Bargaining Unit and Department

Bargaining Unit	AK Vocational Technical Teachers		Mt. Edgecumbe Teachers	
	Employee Count	Average Salary	Employee Count	Average Salary
Administration				
Commerce, Community and Economic Development				
Corrections				
Education and Early Development			26	\$4,593.21
Environmental Conservation				
Fish & Game				
Governor's Office				
Health and Social Services				
Labor and Workforce Development	39	\$4,900.95		
Law				
Military and Veterans Affairs				
Natural Resource				
Public Safety				
Revenue				
Transportation and Public Facilities				
Statewide	39	\$4,900.95	26	\$4,593.21

Bargaining Unit	Excluded		Partially & Fully Exempt	
	Employee Count	Average Salary	Employee Count	Average Salary
Administration			203	\$6,667.11
Commerce, Community and Economic Development			146	\$6,251.48
Corrections			16	\$9,420.56
Education and Early Development			102	\$4,821.73
Environmental Conservation			8	\$8,203.63
Fish & Game			57	\$5,738.16
Governor's Office			133	\$5,238.84
Health and Social Services			78	\$8,522.97
Labor and Workforce Development	4	\$5,473.50	27	\$6,524.81
Law			273	\$6,854.35
Military and Veterans Affairs			12	\$6,416.83
Natural Resource			55	\$8,323.87
Public Safety			19	\$6,383.42
Revenue			77	\$7,625.62
Transportation and Public Facilities			37	\$7,675.05
Statewide	4	\$5,473.50	1243	\$6,627.20

Workforce Profile - Executive Branch Employees

Workforce Profile - Executive Branch Employees

Average State Service

Department

Department	Average State Service
Administration	9.09
Commerce, Community and Economic Development	8.98
Corrections	8.42
Education and Early Development	8.45
Environmental Conservation	9.32
Fish and Game	8.24
Governor's Office	10.11
Health and Social Services	8.31
Labor and Workforce Development	10.39
Law	8.43
Military and Veterans Affairs	7.52
Natural Resource	9.81
Public Safety	8.44
Revenue	8.86
Transportation and Public Facilities	9.06
Statewide	8.82

Bargaining Unit	Average State Service
Inland Boatmen	5.81
Supervisory Employees	13.70
Public Safety Officers	8.07
Mt. Edgecumbe Teachers	6.76
Masters, Mates & Pilots	Not Available
Marine Engineers	9.64
Labor, Trades and Crafts Employees	9.28
General Government Employees	7.85
Exempt & Partially Exempt	9.26
Excluded Employees	21.85
Correctional Officers	8.01
Confidential Employees	9.26
AK Vocational Technical Center Teachers	7.76

Bargaining Unit

*Department and
Male/Female*

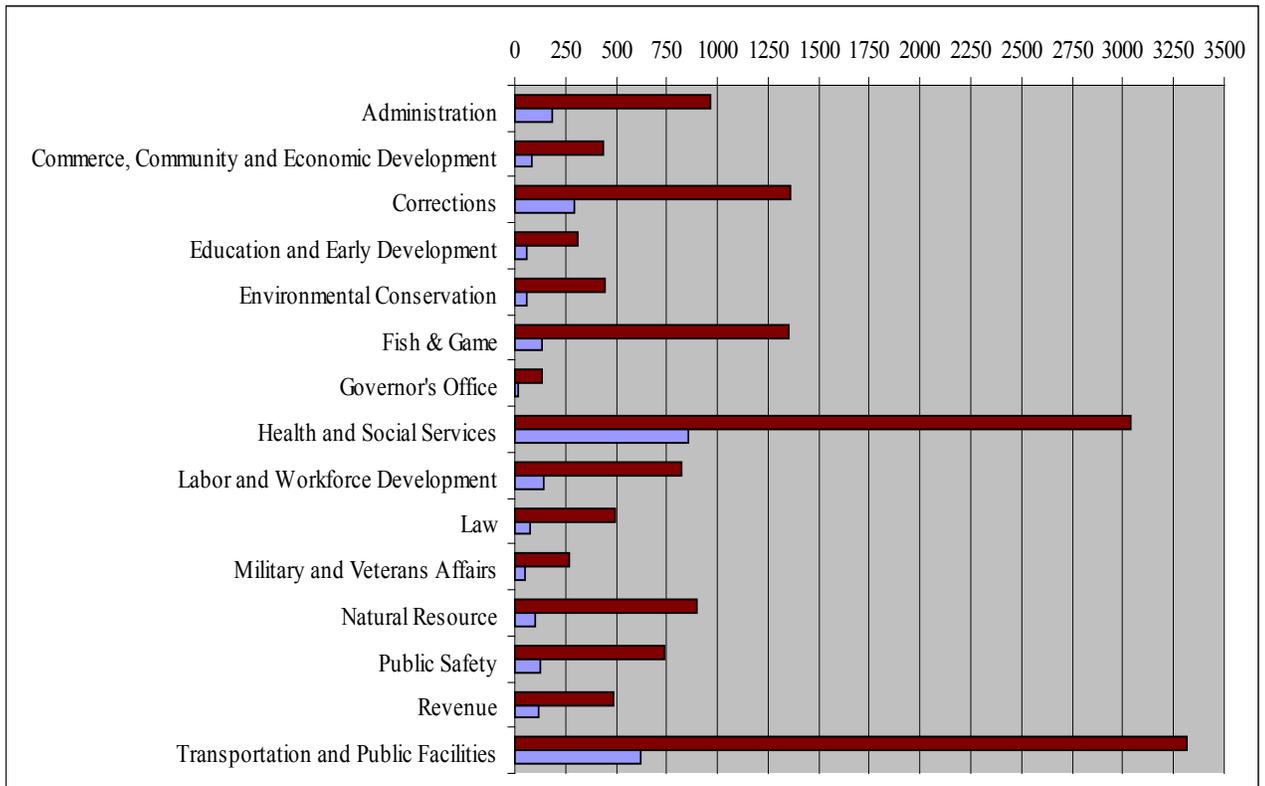
Department	Male	Female
Administration	9.11	9.08
Commerce, Community and Economic Development	9.05	8.93
Corrections	8.60	8.10
Education and Early Development	8.48	8.43
Environmental Conservation	10.27	8.41
Fish and Game	8.81	7.39
Governor's Office	10.02	10.14
Health and Social Services	9.24	7.93
Labor and Workforce Development	10.22	10.49
Law	8.74	8.29
Military and Veterans Affairs	7.83	6.93
Natural Resource	10.37	9.09
Public Safety	8.74	7.83
Revenue	9.64	8.46
Transportation and Public Facilities	9.17	8.73
Statewide	9.14	8.49

Minority Count and Percentages by Department

Department	Minority Count	% of Minority Employees
Administration	188	19.4%
Commerce, Community and Economic Development	85	19.6%
Corrections	290	21.3%
Education and Early Development	55	17.7%
Environmental Conservation	58	13.0%
Fish & Game	132	9.8%
Governor's Office	20	15.0%
Health and Social Services	852	28.0%
Labor and Workforce Development	142	17.3%
Law	74	15.0%
Military and Veterans Affairs	49	18.4%
Natural Resource	99	11.0%
Public Safety	123	16.7%
Revenue	119	24.4%
Transportation and Public Facilities	622	18.7%
Statewide	2908	19.3%

TOP 3 Departments	% of Minorities
Health and Social Services	28%
Revenue	24%
Corrections	21%

Comparison of Total Number of Employees to Total Number of Minority Employees in each Department



Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTANT II	16	4	1		25%	0%
ACCOUNTANT III	18	15	4	3	27%	20%
ACCOUNTANT IV	20	12	3	1	25%	8%
ACCOUNTANT V	22	3	2		67%	0%
ACCOUNTING CLERK II	10	7	1	1	14%	14%
ACCOUNTING TECH I	12	11	3	2	27%	18%
ACCOUNTING TECH II	14	12	1		8%	0%
ACCOUNTING TECH III	16	5	2		40%	0%
ADMINISTRATIVE ASSISTANT	13	7	1		14%	0%
ADMINISTRATIVE CLERK I	07	7	1	1	14%	14%
ADMINISTRATIVE CLERK II	08	15	4	1	27%	7%
ADMINISTRATIVE CLERK III	10	17	2	2	12%	12%
ADMINISTRATIVE LAW JUDGE I	22	4	2	2	50%	50%
ADMINISTRATIVE LAW JUDGE II	24	2	1		50%	0%
ADMINISTRATIVE MANAGER II	17	4	1	1	25%	25%
ADMINISTRATIVE MANAGER IV	21	1	1		100%	0%
ADMINISTRATIVE SVCS MGR II	23	2	1	1	50%	50%
ADMINISTRATOR VCCB	20	1	1		100%	0%
ALMR PROJECT COORDINATOR	24	1	1		100%	0%
ANALYST/PROGRAMMER II	16	2	1		50%	0%
ANALYST/PROGRAMMER IV	20	14	6	4	43%	29%
ANALYST/PROGRAMMER IV	20	1	1		100%	0%
ANALYST/PROGRAMMER V	22	10	4	2	40%	20%
ASSOC ATTORNEY I	17	4	1	1	25%	25%
ASSOC ATTORNEY II	19	17	4	2	24%	12%
ASST DIR APOC	21	1	1	1	100%	100%
ATTORNEY III	22	27	3	1	11%	4%
ATTORNEY IV	24	54	15	7	28%	13%

Workforce Profile - Department of Administration

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ATTORNEY V	25	20	5	4	25%	20%
ATTORNEY VI	26	4	1	1	25%	25%
COMM ENG I	23	2	1		50%	0%
COMM ENG II	24	1	1	1	100%	100%
COMMISSIONER, OIL AND GAS COMM	27	3	2	1	67%	33%
CONTRACTING OFFICER II	16	2	1		50%	0%
CONTRACTING OFFICER III	19	11	3	1	27%	9%
CONTRACTING OFFICER IV	22	1	1		100%	0%
DATA PROCESSING MANAGER IV	25	1	1		100%	0%
DATA PROCESSING MGR II	23	4	1	1	25%	25%
DATA PROCESSING MGR III	24	8	4	1	50%	13%
DATA PROCESSING TECH II	15	14	6	4	43%	29%
DATA PROCESSING TECH III	17	3	1		33%	0%
DATABASE SPECIALIST I	20	1	1	1	100%	100%
DATABASE SPECIALIST III	22	4	4		100%	0%
DEPUTY DIRECTOR, GENERAL SRVCS	23	1	1	1	100%	100%
DIRECTOR, INFO TECHNOLOGY	27	1	1		100%	0%
DIVISION DIRECTOR	27	7	2		29%	0%
EXEC DIR APOC	24	1	1	1	100%	100%
EXEC SECRETARY III	16	1	1	1	100%	100%
HR TECHNICAL SERVICES SUPV I	17	5	1		20%	0%
HUMAN RESOURCE ASSISTANT	10	12	3		25%	0%
HUMAN RESOURCE SPECIALIST I	16	28	7	2	25%	7%
HUMAN RESOURCE SPECIALIST II	18	22	7	3	32%	14%
HUMAN RESOURCE SPECIALIST III	20	3	1		33%	0%
HUMAN RESOURCE SPECIALIST IV	21	3	1	1	33%	33%
HUMAN RESOURCE SPECIALIST V	22	4	2		50%	0%
HUMAN RESOURCE TECHNICIAN I	12	11	3		27%	0%

Workforce Profile - Department of Administration

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
HUMAN RESOURCE TECHNICIAN II	14	49	11	6	22%	12%
HUMAN RESOURCE TECHNICIAN III	15	12	3	1	25%	8%
INTERNAL AUDITOR II	19	1	1		100%	0%
INTERNAL AUDITOR III	21	1	1	1	100%	100%
INVESTIGATOR II	16	2	2	1	100%	50%
INVESTIGATOR III	18	9	2		22%	0%
LAW OFFICE ASSISTANT I	11	21	7	2	33%	10%
LAW OFFICE ASSISTANT II	13	14	4	2	29%	14%
LAW OFFICE MANAGER II	16	1	1		100%	0%
MAIL SERVICES MANAGER	15	1	1		100%	0%
MAIL SVCS COURIER	09	5	1	1	20%	20%
MAINT GEN JOURNEY	54	6	5		83%	0%
MAINT GEN SUB - JOURNEY II	56	1	1		100%	0%
MAINT SPEC BFC JRNY II/LEAD	51	1	1	1	100%	100%
MAINT SPEC ETRONICS JOURNEY II	51	11	3	2	27%	18%
MICRO/NETWORK SPEC I	18	7	1	1	14%	14%
MICRO/NETWORK SPEC II	20	6	1	1	17%	17%
MICROFILM/IMAGING OPER I	10	4	1	1	25%	25%
MOTOR VEHICLE CUST SVC REP I	10	63	8	2	13%	3%
MOTOR VEHICLE CUST SVC REP II	12	36	8	1	22%	3%
MOTOR VEHICLE HEARING OFFICER	18	3	1		33%	0%
MOTOR VEHICLE OFF MGR I	15	7	1		14%	0%
MOTOR VEHICLE OFF MGR II	17	2	2	1	100%	50%
MOTOR VEHICLE OFF MGR III	20	1	1		100%	0%
MOTOR VEHICLE REGISTRAR	21	1	1	1	100%	100%
OMM ENG ASSOC II	23	4	1		25%	0%
PARALEGAL I	14	11	1		9%	0%
PARALEGAL II	16	6	1	1	17%	17%

Workforce Profile - Department of Administration

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
PAYROLL MANAGER	22	1	1	1	100%	100%
PAYROLL SPECIALIST II	18	2	1		50%	0%
PAYROLL SPECIALIST III	20	1	1		100%	0%
PETROLEUM GEOLOGIST ASST	16	1	1	1	100%	100%
PROCUREMENT SPEC II	16	3	2		67%	0%
PROJECT COORD	18	1	1	1	100%	100%
PUBLIC GUARDIAN	18	13	6	3	46%	23%
PUBLICATIONS SPEC II	16	1	1		100%	0%
PUBLICATIONS SPEC III	19	1	1	1	100%	100%
PUBLICATIONS TECH II	13	2	1		50%	0%
RECORDS & LICENSING SPVR	16	2	1		50%	0%
RETIREMENT & BENEFITS SPEC I	16	9	3		33%	0%
RETIREMENT & BENEFITS TECH II	12	21	4	2	19%	10%
RETIREMENT & BENEFITS TECH III	14	11	3	2	27%	18%
RETIREMENT BEN MANAGER	23	2	1		50%	0%
RETIREMENT BEN SPEC II	18	12	3		25%	0%
RETIREMENT BEN SPEC III	20	2	2		100%	0%
SECRETARY	11	1	1		100%	0%
SENIOR PETROLEUM GEOLOGIST	26	2	1		50%	0%
STATE TRAVEL MANAGER	20	1	1	1	100%	100%
STATISTICAL TECHNICIAN II	14	2	2	2	100%	100%
STOCK & PARTS SVCS JOURNEY I	55	1	1		100%	0%
STOCK & PARTS SVCS SUB JOURNEY	57	3	1		33%	0%
SYSTEMS PROGRAMMER II	22	10	3	1	30%	10%
SYSTEMS PROGRAMMER III	23	8	1	1	13%	13%
SYSTEMS PROGRAMMER IV	25	1	1		100%	0%
TELECOMM PLANNER I	21	1	1		100%	0%

Workforce Profile - Department of Administration

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Commerce, Community and Economic Development

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTANT	18	1	1		100%	0%
ACCOUNTANT	24	1	1	1	100%	100%
ACCOUNTANT V	22	1	1	1	100%	100%
ACCOUNTING CLERK II	10	2	1	1	50%	50%
ACCOUNTING SPVR I	16	1	1		100%	0%
ACCOUNTING TECH I	12	7	1		14%	0%
ACCOUNTING TECH II	14	5	2	1	40%	20%
ACCOUNTING TECHNICIAN	14	4	2		50%	0%
ACCOUNTING TECHNICIAN	19	1	1		100%	0%
ADMINISTRATIVE ASSISTANT	12	3	1	1	33%	33%
ADMINISTRATIVE ASSISTANT	13	5	1	1	20%	20%
ADMINISTRATIVE ASSISTANT I	12	1	1		100%	0%
ADMINISTRATIVE CLERK II	08	19	5	1	26%	5%
ADMINISTRATIVE CLERK III	10	20	9	7	45%	35%
ADMINISTRATIVE LAW JUDGE	26	1	1		100%	0%
ADMINISTRATIVE MANAGER	15	1	1	1	100%	100%
ADMINISTRATIVE MANAGER	20	1	1		100%	0%
ADMINISTRATIVE MANAGER I	15	1	1	1	100%	100%
ADMINISTRATIVE MANAGER III	19	3	1	1	33%	33%
ANALYST/PROGRAMMER IV	20	7	2		29%	0%
ANALYST/PROGRAMMER V	22	4	2	1	50%	25%
BUDGET MANAGER	21	1	1	1	100%	100%
BUSINESS REG EXAMINER	13	3	2	1	67%	33%
CHIEF OCCUPATIONAL LICENSING	21	1	1	1	100%	100%
COMMISSIONER	30	1	1	1	100%	100%
COMMISSIONER, RCA	26	4	3	3	75%	75%
COMMUNICATIONS COM CAR SP III	22	3	1		33%	0%
COMMUNICATIONS COM CAR SP IV	23	1	1		100%	0%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Commerce, Community and Economic Development

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
COMMUNICATIONS DIRECTOR	22	1	1		100%	0%
CONSMR PROT-INFO OFF I	14	2	1	1	50%	50%
COORDINATOR-RURAL COM OUTREACH	24	1	1		100%	0%
DEPUTY DIRECTOR CREDIT	25	1	1		100%	0%
DEPUTY DIRECTOR-RURAL ENERGY	24	1	1	1	100%	100%
DEV SPEC I, OPTION A	18	3	1	1	33%	33%
DEV SPEC II, OPTION B	20	1	1		100%	0%
DEVELOPMENT MANAGER	24	1	1	1	100%	100%
DIR CONTRACT & MATERIALS MGMT	24	1	1	1	100%	100%
DIVISION DIRECTOR	27	4	4	3	100%	75%
EXEC ADMIN BOARD OF NURSING	23	1	1		100%	0%
EXEC ADMIN STATE MEDICAL BOARD	18	1	1		100%	0%
EXEC SECRETARY III	16	1	1		100%	0%
EXECUTIVE DIRECTOR	26	1	1	1	100%	100%
EXECUTIVE DIRECTOR	28	1	1	1	100%	100%
EXECUTIVE DIRECTOR ASCSC	21	1	1	1	100%	100%
FINANCE ASSISTANT	15	1	1		100%	0%
FINANCIAL INSTIT EXAM II	19	2	1		50%	0%
FINANCIAL INSTIT EXAM III	21	2	1	1	50%	50%
FINANCIAL INSTIT EXAM IV	22	1	1	1	100%	100%
HEARING EXAMINER	24	4	1		25%	0%
INS FINANCIAL EXAM I	19	2	2	1	100%	50%
INS FINANCIAL EXAM II	21	3	2	1	67%	33%
INSURANCE ANALYST II	16	2	1		50%	0%
INSURANCE ANALYST III	18	5	1	1	20%	20%
INSURANCE ANALYST IV	20	1	1		100%	0%
INVESTIGATOR II	16	1	1	1	100%	100%
INVESTIGATOR III	18	15	4	2	27%	13%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Commerce, Community and Economic Development

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
INVESTIGATOR IV	20	2	2	1	100%	50%
KLC FACILITY ENGINEER	25	1	1		100%	0%
LAW OFFICE ASSISTANT I	11	2	1		50%	0%
LOAN OFFICER II	22	2	1		50%	0%
LOAN/COLLECTION OFF I	16	5	1		20%	0%
LOAN/COLLECTION OFF II	18	3	1	1	33%	33%
LOAN/COLLECTION OFFICER III	20	3	2		67%	0%
LOCAL GOVT SPEC III	17	12	4	1	33%	8%
LOCAL GOVT SPEC IV	19	5	4	2	80%	40%
LOCAL GOVT SPEC V	21	3	2	2	67%	67%
MARINE PILOT COORD	20	1	1		100%	0%
MARKETING SPECIALIST	18	2	1	1	50%	50%
MICRO/NETWORK SPEC I	18	2	1	1	50%	50%
NATURAL RESOURCE SPEC III	18	1	1		100%	0%
OCCUP LICENSING EXAMINER	13	17	4	2	24%	12%
PARALEGAL I	14	2	1		50%	0%
PARALEGAL II	16	4	3	2	75%	50%
PLANNER III	19	3	1		33%	0%
PLANNER IV	22	1	1	1	100%	100%
PRESIDENT & CHIEF EXEC OFFICER	28	1	1	1	100%	100%
PROCESS COORDINATOR, RCA	18	1	1	1	100%	100%
PROCUREMENT MANAGER	24	1	1		100%	0%
PROCUREMENT SPEC II	16	1	1		100%	0%
PROCUREMENT SPEC IV	20	1	1	1	100%	100%
PROGRAM MANAGER	24	2	1	1	50%	50%
PROJECT ASSISTANT	16	1	1		100%	0%
PROJECT MANAGER	22	3	1	1	33%	33%
PROJECT MANAGER	23	2	1	1	50%	50%
PROJECT MANAGER	24	2	1	1	50%	50%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Commerce, Community and Economic Development

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
PROJECT MANAGER	25	1	1		100%	0%
PROJECT MANAGER II	22	1	1	1	100%	100%
PUBLICATIONS TECH II	13	1	1		100%	0%
QUALITY ASSURANCE COORDINATOR	23	1	1	1	100%	100%
RECORDS & LICENSING SPVR	16	5	1		20%	0%
RESEARCH ANALYST III	18	1	1	1	100%	100%
RETAIL PROGRAM DIRECTOR	24	1	1		100%	0%
RURAL ELECTRIC UTILITY WORKER	20	3	1		33%	0%
SECRETARY	11	4	2	1	50%	25%
SECURITIES EXAMINER I	21	2	1		50%	0%
SPEC ASST TO THE COMM II	23	2	1	1	50%	50%
STATE ASSESSOR	23	1	1	1	100%	100%
TECHNICAL ENGINEER II	24	2	1	1	50%	50%
UTILITY ENG ANALYST IV	22	1	1		100%	0%
VICE PRES OF LAUNCH OPERATIONS	27	1	1	1	100%	100%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTANT V	22	1	1		100%	0%
ACCOUNTING CLERK I	09	9	2	1	22%	11%
ACCOUNTING CLERK II	10	7	1		14%	0%
ACCOUNTING TECH I	12	4	1	1	25%	25%
ADMINISTRATIVE ASSISTANT	13	7	1	1	14%	14%
ADMINISTRATIVE CLERK II	08	31	10	2	32%	6%
ADMINISTRATIVE CLERK III	10	25	5	4	20%	16%
ADMINISTRATIVE MANAGER I	15	5	3	1	60%	20%
ADMINISTRATIVE MANAGER II	17	9	5	3	56%	33%
ADULT PROBATION OFF II	16	87	17	8	20%	9%
ADULT PROBATION OFF III	18	34	10	6	29%	18%
ADULT PROBATION OFF V	21	2	2		100%	0%
ANALYST/PROGRAMMER IV	20	1	1		100%	0%
ANALYST/PROGRAMMER V	22	2	1		50%	0%
ASSISTANT MEDICAL DIRECTOR	28	1	1		100%	0%
ASST CORRECTIONAL SUPT	19	5	3	1	60%	20%
CORR INDUS PROD MGR II	18	3	2		67%	0%
CORRECTIONAL OFFICER I	11	116	2		2%	0%
CORRECTIONAL OFFICER II	13	496	122	60	25%	12%
CORRECTIONAL OFFICER III	15	115	42	12	37%	10%
CORRECTIONAL OFFICER IV	18	13	7	2	54%	15%
CORRECTIONAL SUPERINTENDENT I	21	10	9	6	90%	60%
CORRECTIONAL SUPERINTENDENT II	22	1	1	1	100%	100%
CRIMINAL JUSTICE PLANNER	21	3	2		67%	0%
CRIMINAL JUSTICE TECHNICIAN II	14	24	7	5	29%	21%
DATA PROCESSING MGR II	23	1	1		100%	0%
DIVISION DIRECTOR	27	2	2	2	100%	100%
ED COORDINATOR (COR)	16	20	10	8	50%	40%
EXEC DIR AK BD PAROLE	23	1	1		100%	0%

Workforce Profile - Department of Corrections

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
EXPANSION PLANNING FAC MGR	21	1	1	1	100%	100%
FACILITIES MANAGER I	20	3	1		33%	0%
FACILITIES MANAGER II	21	1	1		100%	0%
FOOD SERVICE FOREMAN	53	6	3	2	50%	33%
FOOD SERVICE JOURNEY	57	3	1		33%	0%
FOOD SERVICE LEAD	56	29	11	4	38%	14%
FOOD SERVICE SUPERVISOR	16	6	2	1	33%	17%
FORENSIC PSYCHIATRIST	28	2	1		50%	0%
HEALTH PRACTITIONER I	24	10	6		60%	0%
LICENSED PRAC NURSE	17	27	7	6	26%	22%
MAINT GEN FOREMAN	52	3	1		33%	0%
MAINT GEN JOURNEY	54	14	3	2	21%	14%
MAINT SPEC BFC FOREMAN	50	5	3	2	60%	40%
MAINT SPEC BFC JOURNEY I	53	5	1		20%	0%
MAINT SPEC BFC JRNY II/LEAD	51	6	4	1	67%	17%
MAINT SPEC ETRICIAN JOURNEY II	51	7	3	1	43%	14%
MAINT SPEC ETRONICS JOURNEY II	51	4	3	3	75%	75%
MAINT SPEC PLUMB JRNY II	51	4	1		25%	0%
MECH AUTO ADV JOURNEY	53	2	1		50%	0%
MEDICAL RECORDS ASST	10	5	1	1	20%	20%
MICRO/NETWORK SPEC I	18	1	1		100%	0%
MICRO/NETWORK SPEC II	20	2	2		100%	0%
MNTL HLTH CLINICIAN II	19	8	2	1	25%	13%
MNTL HLTH CLINICIAN III	21	7	5	3	71%	43%
NURSE II	19	33	13	4	39%	12%
NURSE II (PSYCH)	19	5	3	2	60%	40%
NURSE III	20	5	2	2	40%	40%
NURSE IV	22	2	1		50%	0%
PHARMACIST	29	1	1		100%	0%

Workforce Profile - Department of Corrections

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
PROCUREMENT SPEC II	16	2	1	1	50%	50%
PROCUREMENT SPEC III	18	2	1	1	50%	50%
PROCUREMENT SPEC IV	20	1	1		100%	0%
PROG COORDINATOR	20	3	2	1	67%	33%
PSYCHOLOGICAL COUNSLR II	17	4	1		25%	0%
SECRETARY	11	2	1	1	50%	50%
SPEC ASST TO THE COMM II	23	1	1	1	100%	100%
STOCK & PARTS SVCS JOURNEY II	54	3	1	1	33%	33%
STOCK & PARTS SVCS SUB JOURNEY	57	1	1	1	100%	100%
SUPPLY TECHNICIAN II	12	4	2	2	50%	50%

Workforce Profile - Department of Education and Early Development

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTING SPVR II	18	1	1	1	100%	100%
ACCOUNTING TECHNICIAN (ACPE)	12	2	1		50%	0%
ADMIN SUPPORT SPECIALIST	13	3	1		33%	0%
ADMINISTRATIVE ASSISTANT	13	1	1		100%	0%
ADMINISTRATIVE CLERK III	10	5	2	1	40%	20%
ADMINISTRATIVE MANAGER II	17	2	1		50%	0%
ADMINISTRATIVE OFFICER	21	1	1	1	100%	100%
ANALYST/PROGRAMMER II	16	4	1	1	25%	25%
ARCHITECTURAL ASST III	19	1	1	1	100%	100%
ARCHIVIST II	19	1	1	1	100%	100%
ASST.DIR.INSTRUCTION & HOUSING	23	2	2		100%	0%
BUILDING MGMT SPECIALIST	19	1	1	1	100%	100%
BUSINESS LEAD/ANALYST II	15	2	1	1	50%	50%
CHIEF CURATOR	22	1	1	1	100%	100%
COLLECTIONS TRAINER/SPECIALIST	14	1	1	1	100%	100%
CUSTOMER SERVICE CLERK II	10	1	1		100%	0%
CUSTOMER SERVICE SPEC II	12	12	3		25%	0%
CUSTOMER SERVICE SPEC III	13	4	1		25%	0%
CUSTOMER SERVICE SPEC III	14	3	1		33%	0%
DEP COMMISSIONER	28	1	1	1	100%	100%
DEP DIR AK ST LIBRARIES	23	1	1		100%	0%
DIVISION DIRECTOR	27	5	3	2	60%	40%
DORMITORY ATTENDANT	11	2	1	1	50%	50%
EDUCATION ADMIN II	22	4	3	2	75%	50%
EDUCATION ASSOC II	15	7	1		14%	0%
EDUCATION SPECIALIST I	19	3	1		33%	0%
EDUCATION SPECIALIST II	21	18	7	4	39%	22%

Workforce Profile - Department of Education and Early Development

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
EXEC DIR COUNCIL OF ARTS	22	1	1	1	100%	100%
EXEC SECRETARY III	16	1	1	1	100%	100%
EXECUTIVE SECRETARY III	16	1	1	1	100%	100%
EXHIBIT SPECIALIST	17	1	1		100%	0%
LAN ADMINISTRATOR	22	1	1		100%	0%
LIBRARIAN II	18	4	1		25%	0%
LIBRARIAN III	20	5	4	4	80%	80%
LIBRARY ASSISTANT II	13	3	2	1	67%	33%
LOAN SERVICING TECHNICIAN I	10	1	1		100%	0%
LOAN SPECIALIST	14	2	2	1	100%	50%
MAINT GEN JOURNEY	54	3	2	2	67%	67%
MAINT GEN SUB - JOURNEY II	56	3	1		33%	0%
MICRO/NETWORK SPEC I	18	2	2		100%	0%
MICROFILM/IMAGING OPER I	10	1	1		100%	0%
MICROGRAPHIC SERVICES MGR	17	1	1	1	100%	100%
MUSEUM CURATOR II	18	4	2	1	50%	25%
MUSEUM SEC CLERK I	08	2	1	1	50%	50%
MUSEUM SEC CLERK II	09	2	1		50%	0%
POLICY ANALYST	19	1	1		100%	0%
PROG COORDINATOR	20	1	1		100%	0%
PROGRAM COORDINATOR	17	3	1		33%	0%
PROGRAM MANAGER	17	1	1	1	100%	100%
PROGRAMMER/ANALYST	18	1	1		100%	0%
PROJECT COORDINATOR	24	1	1	1	100%	100%
RECORDS ANALYST II	18	1	1		100%	0%
RESEARCH ANALYST II	16	1	1		100%	0%

Workforce Profile - Department of Education and Early Development

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
RESEARCH ANALYST III	18	3	1		33%	0%
SECRETARY	11	3	1	1	33%	33%
SPEC ASST TO THE COMM I	21	1	1		100%	0%
STATE ARCHIVIST	21	1	1		100%	0%
TEACHER, MT. EDGE CUMBE HS	00	22	8	5	36%	23%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Environmental Conservation

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTANT II	16	1	1		100%	0%
ACCOUNTANT III	18	6	2	2	33%	33%
ACCOUNTING TECH I	12	4	1		25%	0%
ACCOUNTING TECH II	14	3	1	1	33%	33%
ACCOUNTING TECH III	16	5	1	1	20%	20%
ADMINISTRATIVE ASSISTANT	13	5	2	1	40%	20%
ADMINISTRATIVE CLERK II	08	9	2	1	22%	11%
ADMINISTRATIVE CLERK III	10	16	3	1	19%	6%
ADMINISTRATIVE MANAGER IV	21	3	2	1	67%	33%
ADMINISTRATIVE SVCS MGR II	23	2	2		100%	0%
ANALYST/PROGRAMMER IV	20	7	1		14%	0%
CHEMIST IV	20	4	2	1	50%	25%
CHIEF ENVIRONMENTAL HLTH LABS	23	1	1		100%	0%
DATA PROCESSING MGR I	22	2	1		50%	0%
DEP COMMISSIONER	28	1	1		100%	0%
DIVISION DIRECTOR	27	5	3	3	60%	60%
ENV ENG ASSOCIATE I	21	14	2	2	14%	14%
ENV ENG ASSOCIATE II	23	6	3	2	50%	33%
ENVIRON ENGINEER I	22	9	3	1	33%	11%
ENVIRON ENGINEER II	23	6	4		67%	0%
ENVIRON HEALTH OFF II	16	7	3	2	43%	29%
ENVIRON HEALTH OFF III	18	14	5	1	36%	7%
ENVIRON HEALTH OFF IV	20	2	1	1	50%	50%
ENVIRON PROGRAM MANAGER I	21	27	10	5	37%	19%
ENVIRON PROGRAM MANAGER II	22	9	3	2	33%	22%
ENVIRON PROGRAM MANAGER III	23	8	2	1	25%	13%
ENVIRON PROGRAM SPEC II	16	34	5	2	15%	6%
ENVIRON PROGRAM SPEC III	18	88	30	12	34%	14%
ENVIRON PROGRAM SPEC IV	20	23	4	1	17%	4%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Environmental Conservation

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ENVIRON PROGRAM TECHNICIAN	13	12	1		8%	0%
GRANTS ADMINISTRATOR II	17	2	1	1	50%	50%
INFORMATION OFFICER III	20	1	1		100%	0%
INVESTIGATOR IV	20	1	1		100%	0%
MAINT SPEC ETRONICS JOURNEY II	51	1	1		100%	0%
MICROBIOLOGIST II	16	1	1	1	100%	100%
PROCUREMENT SPEC III	18	1	1		100%	0%
PROG COORDINATOR	20	4	2	2	50%	50%
PROJECT ASST	16	1	1	1	100%	100%
PROJECT COORD	18	1	1	1	100%	100%
REGULATIONS SPEC I	13	1	1	1	100%	100%
REGULATIONS SPEC II	16	1	1		100%	0%
RESEARCH ANALYST III	18	1	1		100%	0%
SECRETARY	11	4	2	2	50%	50%
STOCK & PARTS SVCS JOURNEY II	54	1	1	1	100%	100%
TECH ENG II / ARCHITECT II	25	2	1		50%	0%
VSW ENGINEER I	22	5	1	1	20%	20%
VSW ENGINEER II	23	4	2	2	50%	50%
VSW ENGINEER III	24	1	1	1	100%	100%
VSW ENGINEERING ASSOC	21	2	1	1	50%	50%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Fish and Game

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTANT IV	20	2	2		100%	0%
ACCOUNTANT V	22	1	1		100%	0%
ACCOUNTING CLERK II	10	17	2	2	12%	12%
ACCOUNTING TECH I	12	11	3	2	27%	18%
ACCOUNTING TECH II	14	9	2		22%	0%
ADJUDICATIONS PROJECT LEADER	23	1	1	1	100%	100%
ADMINISTRATIVE ASSISTANT	13	19	4	2	21%	11%
ADMINISTRATIVE CLERK II	08	23	6	3	26%	13%
ADMINISTRATIVE CLERK III	10	28	7	4	25%	14%
ADMINISTRATIVE MANAGER	19	1	1		100%	0%
ADMINISTRATIVE MANAGER I	15	16	4	1	25%	6%
ADMINISTRATIVE MANAGER II	17	3	1		33%	0%
ADMINISTRATIVE MANAGER III	19	2	1		50%	0%
ADMINISTRATIVE MANAGER IV	21	3	1		33%	0%
ADMINISTRATIVE OFFICER	17	1	1		100%	0%
ADMINISTRATIVE OFFICER	18	1	1	1	100%	100%
ADMINISTRATIVE SUPERVISOR	12	4	1	1	25%	25%
AIRCRAFT PILOT I	16	2	1	1	50%	50%
ANALYST/PROGRAMMER IV	20	11	2	1	18%	9%
ANALYST/PROGRAMMER V	22	3	1	1	33%	33%
ANALYST/PROGRAMMER V	22	1	1		100%	0%
ASST DIR DEPT FISH & GAME	22	5	3	2	60%	40%
BIOMETRICIAN III	20	12	3	1	25%	8%
BIOMETRICIAN IV	21	1	1	1	100%	100%
BOAT OFFICER III	17	5	1	1	20%	20%
BOAT OFFICER IV	19	4	3	2	75%	50%
CARTOGRAPHER IV	17	2	2	2	100%	100%
COMMISSIONER	30	1	1		100%	0%
COMMISSIONER, CFEC	26	2	2	2	100%	100%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Fish and Game

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
DATA PROCESSING MGR III	24	1	1		100%	0%
DATA PROCESSING TECH I	13	1	1	1	100%	100%
DATABASE SPECIALIST III	22	1	1		100%	0%
DEP COMMISSIONER	28	2	2	1	100%	50%
DEP DIR FISH & GAME	23	3	2	1	67%	33%
DIVISION DIRECTOR	27	4	4	4	100%	100%
EDUCATION ASSOC III	17	6	1		17%	0%
EXEC DIR II, BRDS FISH & GAME	23	1	1	1	100%	100%
EXECUTIVE SECRETARY III	16	1	1	1	100%	100%
EXTENDED JUR PROG MGR	22	1	1	1	100%	100%
F&G REGIONAL REG PGM ASST	14	3	1	1	33%	33%
F&G REGIONAL SPVR	22	11	4	3	36%	27%
F&W TECHNICIAN II	09	219	5	2	2%	1%
F&W TECHNICIAN III	11	160	27	13	17%	8%
F&W TECHNICIAN IV	13	29	11	5	38%	17%
F&W TECHNICIAN V	14	8	4	3	50%	38%
FED MGMT RESEARCH COORD	23	1	1	1	100%	100%
FISH & GAME PROGRAM TECH	12	24	8	3	33%	13%
FISH CULTURIST I	14	4	3	2	75%	50%
FISH CULTURIST II	16	4	1	1	25%	25%
FISH CULTURIST III	18	2	1	1	50%	50%
FISH PATHOLOGIST III	21	1	1	1	100%	100%
FISHERIES SCIENTIST I	22	5	2	1	40%	20%
FISHERIES SCIENTIST II	24	3	2		67%	0%
FISHERY BIOLOGIST I	14	81	11	5	14%	6%
FISHERY BIOLOGIST II	16	108	23	14	21%	13%
FISHERY BIOLOGIST III	18	90	30	23	33%	26%
FISHERY BIOLOGIST IV	20	24	8	6	33%	25%
GRANTS ADMINISTRATOR III	19	1	1		100%	0%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Fish and Game

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
HABITAT BIOLOGIST II	16	8	1		13%	0%
HABITAT BIOLOGIST III	18	12	5	4	42%	33%
HABITAT BIOLOGIST IV	20	5	2	1	40%	20%
HEARING OFFICER II	22	3	3	1	100%	33%
INFORMATION OFFICER II	17	7	4	2	57%	29%
INTERNET SPECIALIST II	19	1	1		100%	0%
LIBRARIAN III	19	1	1		100%	0%
LIBRARIAN III	20	1	1		100%	0%
MAINT SPEC BFC FOREMAN	50	1	1	1	100%	100%
MAINT SPEC BFC JOURNEY I	53	5	1	1	20%	20%
MAINT SPEC BFC JRNY II/LEAD	51	2	2		100%	0%
MANAGING PARALEGAL	18	1	1		100%	0%
MICRO/NETWORK SPEC II	20	2	1	1	50%	50%
MICRO/NETWORK TECH II	16	3	1		33%	0%
NATURAL RESOURCE SPEC III	18	2	1	1	50%	50%
PARALEGAL II	16	1	1	1	100%	100%
PLANNER II	17	1	1	1	100%	100%
PLANNER III	19	3	1		33%	0%
PROCUREMENT SPEC V	21	1	1		100%	0%
PROG COORDINATOR	20	9	3	2	33%	22%
PROJECT ASST	16	2	1	1	50%	50%
PUBLICATIONS SPEC II	16	7	2		29%	0%
PUBLICATIONS TECH II	13	6	2	2	33%	33%
RESEARCH ANALYST III	18	7	2		29%	0%
RESEARCH ANALYST III	18	2	1	1	50%	50%
RESEARCH ANALYST IV	21	1	1	1	100%	100%
RESEARCH & PLANNING PROJ. LEADER	23	1	1	1	100%	100%
SECRETARY	11	2	1	1	50%	50%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
SPEC ASST TO THE COMM II	23	2	1		50%	0%
SUBSIST RESOURCE SPEC II	16	7	1		14%	0%
SUBSIST RESOURCE SPEC III	18	5	4	2	80%	40%
SUBSISTENCE PROGRAM MANAGER	22	2	1	1	50%	50%
TRANSFER OFFICER	17	1	1	1	100%	100%
WILDLIFE BIOLOGIST III	18	46	17	13	37%	28%
WILDLIFE BIOLOGIST IV	20	8	6	3	75%	38%

Workforce Profile - Department of Fish and Game

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTANT	18	1	1	1	100%	100%
ADMIN SUPPORT SPECIALIST	15	2	2	1	100%	50%
ADMINISTRATIVE DIRECTOR	27	1	1	1	100%	100%
ANALYST PROGRAMMER III/IV	20	1	1		100%	0%
ASSOCIATE DIRECTOR	24	3	1	1	33%	33%
CHIEF ANALYST	23	1	1		100%	0%
CHIEF BUDGET ANALYST	27	1	1	1	100%	100%
DIRECTOR OF OMB	28	1	1		100%	0%
DIRECTOR STATE & FED RELATIONS	28	1	1	1	100%	100%
DIVISION DIRECTOR	27	1	1		100%	0%
EXECUTIVE RESIDENCE STEWARD	13	1	1	1	100%	100%
EXECUTIVE SECRETARY III	16	1	1		100%	0%
FINANCE OFFICER	20	1	1	1	100%	100%
FISCAL TECHNICIAN III	14	2	1		50%	0%
HUMAN RIGHTS FLD REP III	18	6	2	1	33%	17%
LAW OFFICE ASSISTANT I	11	1	1		100%	0%
MANAGEMENT ANALYST	22	1	1		100%	0%
PAYROLL/PERSONNEL ASSISTANT	15	1	1		100%	0%
PROGRAM BUDGET ANALYST V	22	6	5	4	83%	67%
SPECIAL AGENT	17	1	1		100%	0%
SPECIAL ASSISTANT	20	2	1	1	50%	50%
SPECIAL ASST DENALI COMMISSION	24	1	1	1	100%	100%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Health & Social Services

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
A.P.O. II, ASAP	16	12	6	2	50%	17%
ACCOUNTANT II	16	2	1		50%	0%
ACCOUNTANT III	18	10	4	1	40%	10%
ACCOUNTANT IV	20	4	1	1	25%	25%
ACCOUNTING CLERK I	09	3	1		33%	0%
ACCOUNTING CLERK II	10	25	3	2	12%	8%
ACCOUNTING SPVR II	18	1	1	1	100%	100%
ACCOUNTING TECH I	12	16	4	1	25%	6%
ACCOUNTING TECH II	14	10	2		20%	0%
ACCOUNTING TECH III	16	5	1	1	20%	20%
ADMIN OPERATIONS MGR II	23	1	1	1	100%	100%
ADMINISTRATIVE ASSISTANT	13	54	11	4	20%	7%
ADMINISTRATIVE CLERK I	07	4	2		50%	0%
ADMINISTRATIVE CLERK II	08	145	29	12	20%	8%
ADMINISTRATIVE CLERK III	10	134	28	15	21%	11%
ADMINISTRATIVE MANAGER I	15	8	2	1	25%	13%
ADMINISTRATIVE MANAGER II	17	10	4	3	40%	30%
ADMINISTRATIVE MANAGER III	19	4	2		50%	0%
ADMINISTRATIVE SUPERVISOR	12	15	7	2	47%	13%
ADMINISTRATIVE SVCS MGR II	23	1	1		100%	0%
ANALYST/PROGRAMMER II	16	3	1	1	33%	33%
ANALYST/PROGRAMMER IV	20	24	10	6	42%	25%
ANALYST/PROGRAMMER V	22	9	1		11%	0%
ASSISTED LIVING AIDE	09	19	5	2	26%	11%
ASSOC COORDINATOR	18	13	8	7	62%	54%
ASST CHIEF PUB HEALTH NURSING	26	1	1	1	100%	100%
ASST COMMISSIONER	27	1	1		100%	0%
ASST NURSE DIRECTO	23	1	1		100%	0%
BUILDING MGMT SPECIALIST	19	2	2		100%	0%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Health & Social Services

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
CERTIFICATION/LICENSING CONSLT	21	1	1	1	100%	100%
CERTIFIED NURSE AIDE I	10	247	40	17	16%	7%
CHEMIST IV	20	1	1		100%	0%
CHF PUB ASST FLD OP	22	1	1	1	100%	100%
CHILDREN'S SERVICES MANAGER	21	4	1		25%	0%
CHILDREN'S SERVICES SPEC I	15	34	6	1	18%	3%
CHILDREN'S SERVICES SPEC II	16	89	12	3	13%	3%
COMMISSIONER	30	1	1	1	100%	100%
COMMUNITY CARE LIC SPEC I	16	43	6		14%	0%
COMMUNITY CARE LIC SPEC II	18	11	2		18%	0%
COORDINATOR	21	1	1	1	100%	100%
CORRESPONDENCE SEC III	12	1	1		100%	0%
DATA PROCESSING MANAGER IV	25	1	1	1	100%	100%
DATA PROCESSING MGR III	24	4	1		25%	0%
DATA PROCESSING TECH I	13	3	1	1	33%	33%
DEP COMMISSIONER	28	3	1		33%	0%
DEV DIS PROGRAM SPEC I	19	4	2	2	50%	50%
DEV DIS PROGRAM SPEC II	20	1	1	1	100%	100%
DEV DIS PROGRAM SPEC III	21	5	1		20%	0%
DIRECTOR OF API	25	1	1	1	100%	100%
DIVISION DIRECTOR	27	6	4	2	67%	33%
ELIG QUAL CNTRL TECH I	16	12	5	1	42%	8%
ELIG TECHNICIAN I	13	69	12	4	17%	6%
ELIG TECHNICIAN II	14	140	32	14	23%	10%
ELIG TECHNICIAN III	15	31	12	7	39%	23%
ELIG TECHNICIAN IV	16	19	6	1	32%	5%
ENVIRO SERVICES FOREMAN	57	4	2		50%	0%
ENVIRO SERVICES JOURNEY I	61	49	15	7	31%	14%
ENVIRO SERVICES JOURNEY II	60	27	6	3	22%	11%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Health & Social Services

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
EX DIR GOV COUN DIS/SPEC ED	22	1	1		100%	0%
EXECUTIVE DIRECTOR	25	1	1	1	100%	100%
FACILITIES MANAGER I	20	2	1		50%	0%
FOOD SERVICE JOURNEY	57	23	4	1	17%	4%
FOOD SERVICE LEAD	56	5	1		20%	0%
FOOD SERVICE SUB JOURNEY	61	54	7	1	13%	2%
FOOD SERVICE SUPERVISOR	16	1	1		100%	0%
GRANTS ADMINISTRATOR I	14	5	1		20%	0%
GRANTS ADMINISTRATOR II	17	9	1		11%	0%
GRANTS ADMINISTRATOR III	19	6	4	2	67%	33%
HEALTH PRACTITIONER I	24	8	4	2	50%	25%
HEALTH PROGRAM ASSOCIATE	16	17	4	1	24%	6%
HEALTH PROGRAM MGR I	17	15	2	2	13%	13%
HEALTH PROGRAM MGR II	19	25	15	9	60%	36%
HEALTH PROGRAM MGR III	21	16	4	2	25%	13%
HEALTH PROGRAM MGR IV	23	4	2	1	50%	25%
HLTH & SOC SVCS PLNR II	19	10	5	5	50%	50%
HLTH & SOC SVCS PLNR III	21	3	3	1	100%	33%
HLTH FACIL SURV I	18	11	5		45%	0%
HOSPITAL ADMINISTRATOR	24	1	1	1	100%	100%
HUMAN RESOURCE TECHNICIAN I	12	2	1		50%	0%
INDUSTRIAL THERAPIST	16	1	1		100%	0%
INFORMATION OFFICER III	20	2	1	1	50%	50%
INTERNAL AUDITOR III	21	8	2		25%	0%
INTERNAL AUDITOR IV	23	4	2		50%	0%
INVESTIGATOR II	16	13	5	4	38%	31%
JUVENILE JUSTICE OFFICER I	11	22	2		9%	0%
JUVENILE JUSTICE OFFICER II	13	146	20	8	14%	5%
JUVENILE JUSTICE OFFICER III	15	47	6	2	13%	4%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Health & Social Services

Job Class	Range	Employee Count	Retire in 5 year	Retire in 1 year	% in 5 Yr	% in 1 Yrs
JUVENILE JUSTICE SUPT I	19	8	3	1	38%	13%
JUVENILE JUSTICE UNIT SUPV	18	16	6		38%	0%
JUVENILE PROB OFFICER II	16	49	12	5	24%	10%
JUVENILE PROB OFFICER III	18	15	6	5	40%	33%
JUVENILE PROB OFFICER IV	20	4	1		25%	0%
LABORATORY TECHNICIAN	13	5	1		20%	0%
LICENSED PRAC NURSE	17	24	6	2	25%	8%
MAINT GEN FOREMAN	52	6	2		33%	0%
MAINT GEN JOURNEY	54	26	12	3	46%	12%
MAINT SPEC BFC JRNY II/LEAD	51	3	2	1	67%	33%
MAINT SPEC PLUMB JRNY II	51	1	1		100%	0%
MEDICAL ASSIST ADMIN I	16	6	4	2	67%	33%
MEDICAL ASSIST ADMIN II	18	9	2	1	22%	11%
MEDICAL ASSIST ADMIN III	20	13	7	2	54%	15%
MEDICAL ASSIST ADMIN IV	21	10	4	2	40%	20%
MEDICAL RECORD ADMIN	16	1	1	1	100%	100%
MEDICAL RECORDS ASST	10	5	2		40%	0%
MICRO/NETWORK SPEC I	18	13	2	1	15%	8%
MICRO/NETWORK SPEC II	20	9	2		22%	0%
MNTL HLTH CLINICIAN II	19	11	4	1	36%	9%
MNTL HLTH CLINICIAN III	21	21	11	6	52%	29%
MNTL HLTH CLINICIAN IV	23	2	1		50%	0%
NURSE CONSULTANT I	22	5	2	1	40%	20%
NURSE CONSULTANT II	24	19	11	6	58%	32%
NURSE II	19	42	14	3	33%	7%
NURSE II (PSYCH)	19	28	13	5	46%	18%
NURSE III	20	16	6	3	38%	19%
NURSE III (PSYCH)	20	12	3	1	25%	8%
NURSE IV	22	3	3	1	100%	33%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Health & Social Services

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
NURSE IV (PSYCH)	22	6	3	2	50%	33%
PARALEGAL II	16	1	1	1	100%	100%
PHARMACIST	29	7	3	1	43%	14%
PIONEERS' HOME ADMIN I	23	4	1		25%	0%
PIONEERS' HOME ADMIN II	24	2	1		50%	0%
PLANNER IV	22	2	1	1	50%	50%
PROCUREMENT SPEC II	16	2	1	1	50%	50%
PROG COORDINATOR	20	14	7	3	50%	21%
PROGRAM BUDGET ANAL III	19	2	1	1	50%	50%
PROGRAM BUDGET ANAL IV	21	3	2	2	67%	67%
PROGRAM BUDGET MANAGER	22	1	1		100%	0%
PROJECT ANALYST	22	8	1	1	13%	13%
PROJECT ASST	16	7	4	2	57%	29%
PROJECT COORD	18	14	3	2	21%	14%
PROJECT COORDINATOR	21	4	1		25%	0%
PROJECT DIRECTOR	26	1	1		100%	0%
PROJECT MANAGER	23	3	2	1	67%	33%
PSYCH NURSE ASST III	12	54	13	3	24%	6%
PSYCH NURSE ASST IV	14	13	6	2	46%	15%
PSYCH SAFETY & SECURITY OFF I	09	5	2	2	40%	40%
PUBLIC ASSIST ANALYST I	16	16	7	3	44%	19%
PUBLIC ASSIST ANALYST II	18	6	3	1	50%	17%
PUBLIC ASST FLD SVCS MGR I	19	1	1		100%	0%
PUBLIC ASST FLD SVCS MGR II	21	4	2	1	50%	25%
PUBLIC ASST PROG OFF	21	4	4	3	100%	75%
PUBLIC HEALTH NURSE I	19	9	1		11%	0%
PUBLIC HEALTH NURSE II	21	33	10	3	30%	9%
PUBLIC HEALTH NURSE III	23	41	22	13	54%	32%
PUBLIC HEALTH NURSE IV	24	7	4	1	57%	14%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Health & Social Services

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
PUBLIC HEALTH NURSE V	25	5	5	3	100%	60%
PUBLIC HEALTH SPEC I	18	10	4	2	40%	20%
PUBLIC HEALTH SPEC II	20	35	8	4	23%	11%
PUBLIC HLTH MICROBIOLOGIST I	17	10	1	1	10%	10%
PUBLIC HLTH MICROBIOLOGIST III	21	2	1	1	50%	50%
PUBLICATIONS SPEC II	16	5	2		40%	0%
RADIOLOG HLTH SPEC II	20	1	1	1	100%	100%
RECREATION ASSISTANT	11	2	1	1	50%	50%
RECREATION THERAPIST I	14	3	1		33%	0%
RECREATIONAL THERAPIST II	16	7	2	1	29%	14%
REGNL ALCOHOL PROG COORD	21	1	1		100%	0%
RESEARCH ANALYST II	16	8	1		13%	0%
RESEARCH ANALYST III	18	9	3	3	33%	33%
SAFETY OFFICER	18	1	1		100%	0%
SECRETARY	11	4	1		25%	0%
SENIOR SERVICES TECHNICIAN	12	2	1		50%	0%
SOCIAL SERVICES ASSOCIATE I	10	16	1	1	6%	6%
SOCIAL SERVICES ASSOCIATE II	12	34	8	4	24%	12%
SOCIAL SERVICES PROG. ADMIN.	23	3	1		33%	0%
SOCIAL SERVICES SPECIALIST II	16	8	2		25%	0%
SOCIAL SVCS PROG COORD	20	22	11	5	50%	23%
SOCIAL SVCS PROG OFFICER	21	7	1	1	14%	14%
SOCIAL WKR V (CS)/STAFF MGR CS	21	7	2	2	29%	29%
SOCIAL WORKER II	16	9	4	3	44%	33%
SOCIAL WORKER II (CS)	17	60	15	5	25%	8%
SOCIAL WORKER III	18	2	1	1	50%	50%
SOCIAL WRKR IV(CS)/CS SUPVSR	19	39	9	1	23%	3%
SPEC ASST TO THE COMM II	23	1	1		100%	0%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
STAFF PHYSICIAN	27	4	1		25%	0%
STAFF PSYCHIATRIST	27	7	1	1	14%	14%
STATE MEDICAL EXAMINER/CHIEF	27	1	1	1	100%	100%
STOCK & PARTS SVCS SUB JOURNEY	57	2	2	1	100%	50%
SUPPLY TECHNICIAN II	12	7	2		29%	0%
SYSTEMS PROGRAMMER II	22	2	1		50%	0%
TRAINING SPECIALIST II	18	4	2		50%	0%
TRAINING SPECIALIST III	20	2	1		50%	0%
WORD PROC CEN SPVR	14	1	1	1	100%	100%
WORK FORCE DEV SPEC II	16	4	1		25%	0%
WORK FORCE DEV SPEC III	17	3	1	1	33%	33%
WORK FORCE DEV SPEC IV	18	3	1		33%	0%

Workforce Profile - Department of Health & Social Services

Workforce Profile - Department of Labor & Workforce Development

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTING CLERK I	09	1	1		100%	0%
ACCOUNTING SPVR II	18	5	3	1	60%	20%
ACCOUNTING TECH I	12	13	2	1	15%	8%
ACCOUNTING TECH II	14	12	3	1	25%	8%
ACCOUNTING TECH III	16	7	3		43%	0%
ADMINISTRATIVE ASSISTANT	13	15	5		33%	0%
ADMINISTRATIVE CLERK II	08	16	3	1	19%	6%
ADMINISTRATIVE CLERK III	10	23	6	1	26%	4%
ADMINISTRATIVE MANAGER I	15	5	2		40%	0%
ADMINISTRATIVE MANAGER IV	21	3	2		67%	0%
ADMINISTRATIVE SUPERVISOR	12	2	2	1	100%	50%
ANALYST/PROGRAMMER III	18	2	1		50%	0%
ANALYST/PROGRAMMER IV	20	7	4	2	57%	29%
APPEALS REFEREE II	19	1	1		100%	0%
APPEALS REFEREE III	21	1	1	1	100%	100%
ASST DIR EMPLOY SECURITY	22	4	2	1	50%	25%
AVTEC INSTRUCTOR	00	15	1		7%	0%
BOILER & PRESSURE VSSL INSP I	19	4	2		50%	0%
BUSINESS SVCS ADMINISTRATOR	22	1	1		100%	0%
CHAIR, WKRS' COMP APPEALS COMM	27	1	1	1	100%	100%
CHF LABOR RES & ANAL	23	1	1		100%	0%
CHF OF WORKERS COMP ADJUD	24	1	1		100%	0%
CHF VOCATIONAL REHAB	22	2	2	1	100%	50%
COMMUNITY DEVEL SPEC I	13	2	1	1	50%	50%
COMMUNITY DEVEL SPEC II	16	20	6	4	30%	20%
COMMUNITY DEVEL SPEC III	18	7	1		14%	0%
DATA PROCESSING TECH III	17	1	1		100%	0%
DATABASE SPECIALIST III	22	2	1	1	50%	50%
DEP COMMISSIONER	28	1	1		100%	0%

Workforce Profile - Department of Labor & Workforce Development

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
DEPARTMENT HEAD - AVTEC	00	6	4	3	67%	50%
DISABILITY ADJUD ASSOC I	13	1	1		100%	0%
DISABILITY ADJUD ASSOC II	16	2	2	1	100%	50%
DIVISION DIRECTOR	27	7	2	1	29%	14%
DOL SAFETY LIAISON	22	1	1		100%	0%
DORMITORY ATTENDANT	11	3	1		33%	0%
ECONOMIST II	18	3	1	1	33%	33%
ECONOMIST III	20	4	2	1	50%	25%
ECONOMIST IV	22	2	1		50%	0%
EDUCATION ASSOC I	13	1	1	1	100%	100%
EDUCATION ASSOC III	17	1	1	1	100%	100%
EDUCATION PROG ASSISTANT	12	5	2		40%	0%
EMPLOY COUNSELOR II	16	11	8	6	73%	55%
EMPLOY SEC ANALYST II	17	18	5	4	28%	22%
EMPLOY SEC ANALYST III	18	14	7	5	50%	36%
EMPLOY SEC SPEC IA	13	17	2		12%	0%
EMPLOY SEC SPEC IB	14	130	38	10	29%	8%
EMPLOY SEC SPEC II	15	17	5	3	29%	18%
EMPLOY SEC SPEC III	16	13	7	2	54%	15%
EMPLOY SEC SPEC IV	17	5	2		40%	0%
EMPLOYMENT SERVICE MANAGER II	17	2	1	1	50%	50%
EMPLOYMENT SERVICE MGR I	16	8	1		13%	0%
EMPLOYMENT SERVICE MGR III	19	5	2	1	40%	20%
ENVIRO SERVICES LEAD	58	1	1		100%	0%
EXEC SECRETARY I	12	1	1	1	100%	100%
FIELD AUDITOR I	16	9	4	2	44%	22%
FIELD AUDITOR II	17	2	2	2	100%	100%
FOOD SERVICE LEAD	56	1	1		100%	0%
GRANTS ADMINISTRATOR II	17	4	1	1	25%	25%

Workforce Profile - Department of Labor & Workforce Development

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
HEARING EXAMINER	24	1	1	1	100%	100%
HEARING OFFICER	21	1	1	1	100%	100%
HUMAN RESOURCE SPECIALIST I	16	1	1		100%	0%
INDUSTRIAL HYGIENIST	19	5	1		20%	0%
INVESTIGATOR III	18	2	2		100%	0%
INVESTIGATOR IV	20	2	1		50%	0%
MAINT SPEC BFC FOREMAN	50	1	1		100%	0%
MICRO/NETWORK TECH II	16	8	1	1	13%	13%
MICROFILM/IMAGING OPER I	10	2	1	1	50%	50%
POLICY AND PROGRAM SPECIALIST	19	1	1	1	100%	100%
PROG COORDINATOR	20	12	4	3	33%	25%
PROGRAM BUDGET MANAGER	22	1	1		100%	0%
PROGRAM MANAGER, OSH	22	2	2		100%	0%
PROJECT ASST	16	5	2	1	40%	20%
REEMPLOYMENT BENEFITS ADM	22	1	1	1	100%	100%
REGULATIONS SPEC II	16	2	1		50%	0%
RESEARCH ANALYST I	13	3	1		33%	0%
RESEARCH ANALYST II	16	5	3	2	60%	40%
RESEARCH ANALYST III	18	4	1	1	25%	25%
RESEARCH ANALYST IV	21	1	1		100%	0%
SIC ELECTRICAL INSPECTOR	49	4	3	1	75%	25%
SIC ELEVATOR INSPECTOR	49	2	1		50%	0%
SIC OCC SAFETY AND COMPL	49	14	5	2	36%	14%
SIC PLUMBING INSPECTOR	49	2	1		50%	0%
SPEC ASST TO THE COMM II	23	1	1	1	100%	100%
SPVR AUDIT OPERATIONS	19	1	1		100%	0%
STATE DEMOGRAPHER	22	1	1	1	100%	100%
STATISTICAL CLERK	10	2	1		50%	0%
SYSTEMS PROGRAMMER III	23	1	1		100%	0%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
TEACHER - AVTEC	00	18	8	4	44%	22%
UNEM INS QTL CONTL AUDITR	15	7	3	1	43%	14%
UNEM QUALITY CONTL SUPERVISOR	19	1	1	1	100%	100%
UNEMPLOYMENT INS SPEC II	14	9	5	3	56%	33%
UNEMPLOYMENT INS SPEC III	15	2	1	1	50%	50%
VOC REHAB ASSIST I	10	2	1	1	50%	50%
VOC REHAB ASSIST II	12	18	6	2	33%	11%
VOC REHAB ASSIST III	13	6	3		50%	0%
VOC REHAB COUNSELOR II	17	8	5		63%	0%
VOC REHAB EVALUATOR I	15	3	1	1	33%	33%
VOC REHAB EVALUATOR II	17	3	1		33%	0%
VOC REHAB MANAGER	20	5	2	1	40%	20%
VOCATIONAL REHAB COUNSELOR III	19	17	4	2	24%	12%
WAGE HOUR INVEST I	16	10	3	1	30%	10%
WAGE HOUR INVEST III	21	1	1	1	100%	100%
WORKER COMP OFF II	18	5	2	2	40%	40%
WORKER COMP TECHNICIAN	12	9	7	4	78%	44%
WORKERS' COMP HEARING OFF II	22	5	3	2	60%	40%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTANT IV	20	1	1	1	100%	100%
ADMINISTRATIVE CLERK II	08	14	2		14%	0%
ADMINISTRATIVE CLERK III	10	11	4	3	36%	27%
ADMINISTRATIVE SVCS MGR II	23	1	1		100%	0%
ASSOC ATTORNEY I	17	11	2	1	18%	9%
ASSOC ATTORNEY II	19	12	3		25%	0%
ATTORNEY III	22	51	2		4%	0%
ATTORNEY IV	24	94	29	14	31%	15%
ATTORNEY V	25	49	25	13	51%	27%
ATTORNEY VI	26	17	8	7	47%	41%
DEP ATTORNEY GENERAL	28	1	1	1	100%	100%
EXEC SECRETARY III	16	1	1		100%	0%
INVESTIGATOR II	16	1	1		100%	0%
INVESTIGATOR III	18	2	1		50%	0%
LAW OFFICE ASSISTANT I	11	78	5	1	6%	1%
LAW OFFICE ASSISTANT II	13	27	6	1	22%	4%
LAW OFFICE MANAGER I	15	3	1	1	33%	33%
PARALEGAL II	16	21	8	4	38%	19%
PROGRAM BUDGET ANAL IV	21	1	1		100%	0%
PUBADVOCATE UTIL ANALYST I	22	2	1	1	50%	50%
SPEC ASST TO THE COMM II	23	1	1	1	100%	100%
SUPPLY TECHNICIAN II	12	1	1	1	100%	100%
VICTIM/WITNESS PARALEGAL I	14	7	1		14%	0%
VICTIM/WITNESS PARALEGAL II	16	22	4	3	18%	14%

Workforce Profile - Department of Law

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Military & Veterans Affairs

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTING TECH II	14	6	1	1	17%	17%
ADMINISTRATIVE CLERK II	08	6	1		17%	0%
ADMINISTRATIVE CLERK III	10	6	1		17%	0%
ADMINISTRATIVE MANAGER I	15	1	1		100%	0%
ADMINISTRATIVE MANAGER II	17	5	2	1	40%	20%
ADMINISTRATIVE SVCS MGR II	23	1	1	1	100%	100%
AIRCRAFT RESCUE & FF SPEC II	12	6	1		17%	0%
AIRCRAFT RESCUE & FF SPEC IV	15	3	2		67%	0%
AMYA CHIEF EXAMINER	15	1	1	1	100%	100%
AMYA COORDINATOR	16	8	2	1	25%	13%
AMYA INSTRUCTOR	15	7	1		14%	0%
AMYA SUPERVISOR I	17	3	1	1	33%	33%
AMYA SUPERVISOR II	19	4	1	1	25%	25%
AMYA TEAM LEADER	13	35	6		17%	0%
ANALYST/PROGRAMMER II	16	1	1	1	100%	100%
ANALYST/PROGRAMMER IV	20	1	1		100%	0%
BUILDING MAINT MANAGER	22	1	1	1	100%	100%
BUILDING MGMT SPECIALIST	19	4	3	1	75%	25%
COMMISSIONER	30	1	1		100%	0%
CULT RES MGR & NATIVE LIAISON	19	1	1	1	100%	100%
DEP COMMISSIONER	28	1	1		100%	0%
DIVISION DIRECTOR	27	2	1		50%	0%
EMERGENCY MANAGEMENT ASSISTANT	12	3	1	1	33%	33%
EMERGENCY MANAGEMENT SPEC I	14	4	2		50%	0%
EMERGENCY MANAGEMENT SPEC II	16	12	3	2	25%	17%
EMERGENCY MANAGEMENT SPEC III	18	5	2	1	40%	20%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Military & Veterans Affairs

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
EMERGENCY PROGRAM MANAGER II	22	2	1	1	50%	50%
EQUIP OPERATOR JOURNEY II	53	3	2	1	67%	33%
FOOD SERVICE JOURNEY	57	4	2	2	50%	50%
FOOD SERVICE SUPERVISOR	16	1	1		100%	0%
MAINT GEN JOURNEY	54	14	3	1	21%	7%
MAINT GEN SUB - JOURNEY II	56	1	1	1	100%	100%
MAINT SPEC BFC FOREMAN	50	3	1	1	33%	33%
MAINT SPEC BFC JOURNEY I	53	3	1		33%	0%
MAINT SPEC BFC JRNY II/LEAD	51	3	2	1	67%	33%
MAINT SPEC ETRICIAN JOURNEY II	51	5	1		20%	0%
MAINT SPEC ETRONICS JOURNEY II	51	4	1	1	25%	25%
NURSE III	20	1	1	1	100%	100%
PROCUREMENT SPEC III	18	1	1		100%	0%
SECURITY GUARD I	09	6	2		33%	0%
SECURITY GUARD II	12	1	1		100%	0%
STOCK & PARTS SVCS JOURNEY II	54	2	1		50%	0%
STOCK & PARTS SVCS LEAD	53	1	1	1	100%	100%
STOCK & PARTS SVCS SUB JOURNEY	57	1	1		100%	0%
SUPPLY TECHNICIAN II	12	3	2	1	67%	33%
VETERANS AFFAIRS ADMINISTRATOR	21	1	1		100%	0%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Natural Resources

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTANT II	16	1	1	1	100%	100%
ACCOUNTANT III	18	2	1	1	50%	50%
ACCOUNTANT IV	20	4	1		25%	0%
ACCOUNTING CLERK II	10	6	1		17%	0%
ACCOUNTING SPVR I	16	1	1		100%	0%
ACCOUNTING TECH I	12	11	5	2	45%	18%
ACCOUNTING TECH II	14	8	2	1	25%	13%
ACCOUNTING TECH III	16	3	1	1	33%	33%
ADMINISTRATIVE ASSISTANT	13	19	6	1	32%	5%
ADMINISTRATIVE CLERK II	08	19	5	2	26%	11%
ADMINISTRATIVE CLERK III	10	25	6	2	24%	8%
ADMINISTRATIVE MANAGER II	17	4	3		75%	0%
ADMINISTRATIVE MANAGER III	19	3	1		33%	0%
AGRICULTURAL INSPECT I	16	1	1	1	100%	100%
AGRONOMIST I	16	4	2	2	50%	50%
AGRONOMIST II	18	2	1		50%	0%
AGRONOMIST III	20	1	1	1	100%	100%
AIRCRAFT PILOT II	19	3	1	1	33%	33%
ANALYST/PROGRAMMER III	18	6	2	2	33%	33%
ANALYST/PROGRAMMER IV	20	15	3	1	20%	7%
ANALYST/PROGRAMMER V	22	3	2	1	67%	33%
ANILCA COORDINATOR	21	1	1	1	100%	100%
ARCHAEOLOGIST III	19	1	1		100%	0%
CARTOGRAPHER II	15	11	4	3	36%	27%
CARTOGRAPHER III	16	4	1		25%	0%
CARTOGRAPHER IV	17	2	1		50%	0%
CHF OFF OF HIST & ARCHAEOLOGY	21	1	1	1	100%	100%
COMMERCIAL ANALYST	26	6	3	1	50%	17%
COMMISSIONER	30	1	1		100%	0%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Natural Resources

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
CORR INDUS PROD MGR II	18	1	1		100%	0%
DATA PROCESSING MGR I	22	2	2	1	100%	50%
DATA PROCESSING MGR III	24	1	1		100%	0%
DEP COMMISSIONER	28	2	2	2	100%	100%
DIVISION DIRECTOR	27	6	3	1	50%	17%
ENGINEER/ARCHITECT I	22	2	1	1	50%	50%
ENVIRON IMPACT ANALYST III	19	1	1		100%	0%
EQUIP OPERATOR JOURNEY II	53	1	1		100%	0%
EXEC DIR AK MH LANDSTRUST OFF	28	1	1		100%	0%
FORESTER I	14	2	2	1	100%	50%
FORESTER II	16	20	7	1	35%	5%
FORESTER III	18	11	5	1	45%	9%
FORESTER IV	20	8	6	2	75%	25%
FORESTER V	22	3	2		67%	0%
GEOLOGICAL SCIENTIST I	22	2	2	1	100%	50%
GEOLOGIST II	17	8	1		13%	0%
GEOLOGIST IV	21	8	4	4	50%	50%
GEOLOGIST V	22	6	2	2	33%	33%
GEOLOGIST VI	23	1	1	1	100%	100%
GRANTS ADMINISTRATOR II	17	2	2	1	100%	50%
HABITAT BIOLOGIST III	18	15	7	6	47%	40%
HABITAT BIOLOGIST IV	20	4	2	2	50%	50%
HISTORIAN II	18	2	1	1	50%	50%
HISTORIAN III	19	1	1	1	100%	100%
HYDROLOGIST I	16	2	1	1	50%	50%
HYDROLOGIST II	18	2	1	1	50%	50%
HYDROLOGIST III	20	1	1		100%	0%
LAND SURVEY ASST II	16	3	1		33%	0%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Natural Resources

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
LAND SURVEYOR I	19	5	1	1	20%	20%
LAND SURVEYOR II	20	2	2	2	100%	100%
LARGE MINE PROJECT MANAGER	24	1	1		100%	0%
LARGE PROJECT COORDINATOR	23	2	2	1	100%	50%
LOAN/COLLECTION OFF I	16	1	1		100%	0%
MAINT GEN JOURNEY	54	9	4	2	44%	22%
MAINT GEN LEAD	53	1	1	1	100%	100%
MAINT GEN SUB - JOURNEY I	58	12	2	1	17%	8%
MAINT SPEC BFC JRNY II/LEAD	51	3	2	1	67%	33%
MECH AUTO JOURNEY	54	4	2		50%	0%
MICRO/NETWORK SPEC I	18	4	2		50%	0%
NATURAL RESOURCE MGR I	18	25	10	6	40%	24%
NATURAL RESOURCE MGR II	20	15	9	5	60%	33%
NATURAL RESOURCE MGR III	22	11	7	1	64%	9%
NATURAL RESOURCE MGR IV	23	6	4	3	67%	50%
NATURAL RESOURCE SPEC I	14	27	5	4	19%	15%
NATURAL RESOURCE SPEC II	16	62	15	10	24%	16%
NATURAL RESOURCE SPEC III	18	28	9	1	32%	4%
NATURAL RESOURCE SPEC IV	21	2	1		50%	0%
NATURAL RESOURCE TECH I	10	9	2	2	22%	22%
NATURAL RESOURCE TECH II	12	31	3	1	10%	3%
OIL & GAS REVENUE AUDITOR IV	24	2	1		50%	0%
OIL & GAS REVENUE SPECIALIST	25	1	1	1	100%	100%
OPERATIONS RES ANL I	21	1	1	1	100%	100%
PARK RANGER I	16	19	4		21%	0%
PARK RANGER II	18	9	1		11%	0%
PARK SUPERINTENDENT	20	5	2	1	40%	20%
PETROLEUM GEOLOGIST I	26	6	3	2	50%	33%
PETROLEUM LAND MANAGER	26	4	1	1	25%	25%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Natural Resources

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
PETROLEUM MANAGER	26	1	1		100%	0%
PETROLEUM MARKET ANALYST	26	1	1		100%	0%
PETROLEUM RESERVOIR ENGINEER	26	2	2	1	100%	50%
PROCUREMENT SPEC II	16	2	2	2	100%	100%
RECORDER II	11	21	10	5	48%	24%
RECORDER IV	15	3	1	1	33%	33%
RECORDER MGR	17	3	1		33%	0%
RECORDER TECHNICIAN	12	5	1		20%	0%
SECRETARY	11	2	1	1	50%	50%
SPEC ASST TO THE COMM II	23	1	1		100%	0%
STATE LOGISTIC CTR COORDINATOR	16	1	1		100%	0%
STOCK & PARTS SVCS JOURNEY II	54	3	1		33%	0%
SUPPLY TECHNICIAN II	12	1	1	1	100%	100%
TECH ENG I / ARCHITECT I	24	1	1	1	100%	100%
TRAINING SPECIALIST I	16	1	1		100%	0%
TRUST RESOURCE MANAGER	17	1	1		100%	0%
TRUST RESOURCE MANAGER	23	3	1	1	33%	33%
WILDLAND FIRE DISPATCHER II	13	16	4	2	25%	13%
WILDLAND FIRE DISPATCHER III	15	8	5	3	63%	38%
WILDLAND FIRE/RESOURCE TECH III	12	39	9	4	23%	10%
WILDLAND FIRE/RESOURCE TECH II	10	27	1		4%	0%
WILDLAND FIRE/RESOURCE TECH IV	14	16	6	2	38%	13%
WILDLAND FIRE/RESOURCE TECH V	15	8	5	2	63%	25%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ACCOUNTANT IV	20	1	1		100%	0%
ACCOUNTING CLERK II	10	6	1		17%	0%
ACCOUNTING SPVR I	16	2	1		50%	0%
ADMINISTRATIVE ASSISTANT	13	11	2	1	18%	9%
ADMINISTRATIVE CLERK II	08	37	5	1	14%	3%
ADMINISTRATIVE CLERK III	10	52	9	2	17%	4%
ADMINISTRATIVE MANAGER	17	1	1	1	100%	100%
ADMINISTRATIVE MANAGER II	17	1	1		100%	0%
ADMINISTRATIVE SUPERVISOR	12	5	2		40%	0%
AIRCRAFT PILOT I	16	1	1	1	100%	100%
AIRCRAFT PILOT II	19	3	1		33%	0%
AK AUTO FP ID SYS OP I	15	3	1		33%	0%
ANALYST/PROGRAMMER IV	20	7	4	1	57%	14%
ANALYST/PROGRAMMER V	22	3	2	2	67%	67%
ASSOCIATE COORDINATOR	18	2	1	1	50%	50%
BOAT OFFICER II	15	1	1		100%	0%
BUILDING MGMT SPECIALIST	19	1	1		100%	0%
BUILDING PLANS EXAMINER	19	4	1		25%	0%
CAPTAIN, AK STATE TROOPERS	24	10	8	2	80%	20%
CHIEF, CRIM REC & ID BUREAU	22	1	1		100%	0%
COMM CENTER SUPVR, PS	14	1	1	1	100%	100%
COMMISSIONER	30	1	1		100%	0%
COURT SERVICES OFFICER	74	42	11	7	26%	17%
CRIMINAL JUSTICE TECHNICIAN I	12	12	2	2	17%	17%
CRIMINALIST III	19	11	1		9%	0%
CRIMINALIST IV	21	5	1	1	20%	20%
DEP FIRE MARSHAL I	76	5	1		20%	0%
DIVISION DIRECTOR	27	6	5	2	83%	33%

Workforce Profile - Department of Public Safety

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ENVIRO SERVICES JOURNEY II	60	2	2	1	100%	50%
FIRE TRAINING SPECIALIST	19	5	2	1	40%	20%
GRANTS ADMINISTRATOR I	14	1	1		100%	0%
INVESTIGATOR III	18	2	2	1	100%	50%
LATENT FINGERPRINT EX III	17	3	2	1	67%	33%
LIEUTENANT, AK STATE TROOPERS	23	16	8	4	50%	25%
MAINT GEN JOURNEY	54	2	1		50%	0%
MAJOR, AK STATE TROOPERS	25	3	3		100%	0%
MECH AIRCRAFT ADV JRNY	53	4	1		25%	0%
MICRO/NETWORK TECH I	14	2	2	1	100%	50%
PROCUREMENT SPEC I	14	1	1	1	100%	100%
PROCUREMENT SPEC II	16	1	1	1	100%	100%
PROCUREMENT SPEC III	18	1	1		100%	0%
PROGRAM BUDGET ANAL III	19	1	1	1	100%	100%
PROGRAM BUDGET ANAL IV	21	1	1		100%	0%
PROJECT COORD	18	1	1		100%	0%
PUBLIC SAFETY TECHNICIAN II	11	17	1		6%	0%
RADIO DISPATCHER II	12	25	4	2	16%	8%
RESEARCH ANALYST II	16	1	1		100%	0%
SECRETARY	11	4	1	1	25%	25%
SERGEANT PS	78	61	21	6	34%	10%
SPEC ASST TO THE COMM II	23	2	1	1	50%	50%
STATE TROOPER	76	220	23	11	10%	5%
STATISTICAL TECHNICIAN I	12	1	1		100%	0%
STOCK & PARTS SVCS JOURNEY I	55	2	1		50%	0%
VESSEL TECHNICIAN II	16	4	1		25%	0%

Workforce Profile - Department of Public Safety

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Revenue

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ADMINISTRATIVE CLERK II	08	15	3	2	20%	13%
ADMINISTRATIVE CLERK III	10	45	6	2	13%	4%
ADMINISTRATIVE SUPERVISOR	12	2	1		50%	0%
SECRETARY	11	1	1	1	100%	100%
ACCOUNTING CLERK II	10	6	3	1	50%	17%
ACCOUNTANT III	18	8	2	1	25%	13%
ACCOUNTING TECH I	12	11	2		18%	0%
ACCOUNTING TECH II	14	20	2	1	10%	5%
ACCOUNTING TECH III	16	8	1		13%	0%
PFD TECHNICIAN I	10	13	2		15%	0%
PFD TECHNICIAN II	12	16	6	1	38%	6%
PFD TECHNICIAN III	14	4	1		25%	0%
PFD SPECIALIST I	16	5	1		20%	0%
PFD SPECIALIST II	18	3	1		33%	0%
ACCOUNTING SPVR I	16	4	1	1	25%	25%
TAX TECHNICIAN III	14	9	2		22%	0%
TAX TECHNICIAN IV	16	2	2	1	100%	50%
TAX TECHNICIAN II	12	8	3		38%	0%
TAX AUDITOR III	20	4	2	2	50%	50%
TAX AUDITOR IV	22	2	2	2	100%	100%
REVENUE AUDIT SUPVR I	24	2	1	1	50%	50%
REVENUE AUDIT SUPVR II	25	3	1	1	33%	33%
CHIEF OF REVENUE OPERATIONS	26	1	1		100%	0%
OIL & GAS REVENUE AUDITOR III	22	2	1		50%	0%
OIL & GAS REVENUE AUDITOR IV	24	3	1	1	33%	33%
CORPORATE INCOME TAX AUDIT IV	24	3	1	1	33%	33%
ANALYST/PROGRAMMER III	18	6	1	1	17%	17%
ANALYST/PROGRAMMER IV	20	6	2		33%	0%
ANALYST/PROGRAMMER V	22	3	2	1	67%	33%

Eligible to Retire in 1 year and 5 years by Department & Job Class

Workforce Profile - Department of Revenue

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
DATA PROCESSING MGR I	22	2	1		50%	0%
DATA PROCESSING MGR II	23	2	2	1	100%	50%
DIVISION DIRECTOR	27	3	2	1	67%	33%
ADMINISTRATIVE MANAGER II	17	1	1	1	100%	100%
ADMINISTRATIVE MANAGER IV	21	1	1		100%	0%
DEP COMMISSIONER	28	2	2	1	100%	50%
ECONOMIST III	20	4	2	1	50%	25%
CHIEF ECONOMIST	24	1	1		100%	0%
CHILD SUPPORT SPEC I	14	85	18	9	21%	11%
CHILD SUPPORT SPEC II	16	19	6	2	32%	11%
CHILD SUPPORT MANAGER	21	2	1		50%	0%
LONG-TERM CARE OMBUDSMAN	23	1	1		100%	0%
REVENUE APPEALS OFFICER II	25	2	2	1	100%	50%
INVESTIGATOR III	18	7	2	1	29%	14%
INVESTIGATOR IV	20	3	1		33%	0%
MICROFILM/IMAGING OPER II	12	1	1	1	100%	100%
CHIEF INVESTMENT OFFICER	30	1	1		100%	0%
CHIEF FINANCIAL OFFICER	24	1	1		100%	0%
EXECUTIVE DIRECTOR, PFC	30	1	1		100%	0%
ADMINISTRATIVE SPECIALIST	16	3	1	1	33%	33%
INVESTMENT OFFICER	25	7	1		14%	0%
STATE INVESTMENT OFFICER II	22	8	1		13%	0%
STATE INVESTMENT OFFICER IV	30	1	1	1	100%	100%
ECONOMIST	22	1	1		100%	0%
ASSISTANT INVESTMENT OFFICER	20	3	1	1	33%	33%
TRUST PROGRAM OFFICER	21	3	1	1	33%	33%
INFORMATION TECHNOLOGY SPEC	20	2	1	1	50%	50%
CEO AK NAT GAS DEV AUTH	28	1	1	1	100%	100%
ADMINISTRATIVE CLERK II	08	10	3	2	30%	20%

Workforce Profile - Department of Transportation & Public Facilities

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
A/B BOS'N	00	12	5		42%	0%
ABLE SEAMAN	00	74	15	5	20%	7%
ACCOUNTANT II	16	3	2	1	67%	33%
ACCOUNTANT III	18	2	1	1	50%	50%
ACCOUNTANT IV	20	5	3	2	60%	40%
ACCOUNTANT V	22	1	1		100%	0%
ACCOUNTING CLERK I	09	3	1	1	33%	33%
ACCOUNTING CLERK II	10	10	2	1	20%	10%
ACCOUNTING SPVR II	18	4	1		25%	0%
ACCOUNTING TECH I	12	21	9	3	43%	14%
ACCOUNTING TECH II	14	15	3	2	20%	13%
ACCOUNTING TECH III	16	11	4	2	36%	18%
ADMINISTRATIVE ASSISTANT	13	29	8	3	28%	10%
ADMINISTRATIVE CLERK I	07	3	1	1	33%	33%
ADMINISTRATIVE CLERK II	08	23	6	3	26%	13%
ADMINISTRATIVE CLERK III	10	89	16	5	18%	6%
ADMINISTRATIVE COORDINATOR	13	1	1	1	100%	100%
ADMINISTRATIVE MANAGER II	17	6	1	1	17%	17%
ADMINISTRATIVE MANAGER III	19	1	1	1	100%	100%
ADMINISTRATIVE MANAGER IV	21	5	1	1	20%	20%
ADMINISTRATIVE SUPERVISOR	12	5	1		20%	0%
ADMINISTRATIVE SVCS MGR II	23	1	1		100%	0%
AIRPORT LEASING PROGRAM MGR	22	2	1	1	50%	50%
AIRPORT LEASING SPECIALIST I	14	4	1	1	25%	25%
AIRPORT LEASING SPECIALIST II	16	9	1	1	11%	11%
AIRPORT LEASING SPECIALIST III	18	5	3	2	60%	40%
AIRPORT LEASING SPECIALIST IV	20	5	4	1	80%	20%
AIRPORT OPERATIONS OFFICER	18	10	2		20%	0%
AIRPORT OPERATIONS SPECIALIST	19	3	2		67%	0%

Workforce Profile - Department of Transportation & Public Facilities

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
AIRPORT OPERATIONS SUPT	21	2	2		100%	0%
AIRPORT POLICE & FIRE OFF II	75	41	5	4	12%	10%
AIRPORT POLICE & FIRE OFF III	76	13	6	4	46%	31%
AIRPORT POLICE & FIRE OFF IV	77	4	4	1	100%	25%
AIRPORT POLICE & FIRE OFF V	20	2	1	1	50%	50%
AIRPORT POLICE & FIRE OFF VI	21	1	1	1	100%	100%
AIRPORT SCREENING OFFICER	74	3	2	1	67%	33%
AMHS DISPATCHER	15	4	1		25%	0%
AMHS SECURITY OFFICER	19	1	1	1	100%	100%
ANALYST/PROGRAMMER II	16	2	1		50%	0%
ANALYST/PROGRAMMER IV	20	9	3	1	33%	11%
ANALYST/PROGRAMMER V	22	7	2		29%	0%
ASST COMMISSIONER	27	4	4	4	100%	100%
ASST SECOND COOK	00	7	3		43%	0%
BARTENDER	00	9	4	2	44%	22%
BUILDING MAINT MANAGER	22	4	2	2	50%	50%
BUILDING MANAGEMENT ASST	14	1	1		100%	0%
BUILDING MGMT SPECIALIST	19	2	2	1	100%	50%
CASHIER/GIFT SHOP OPER	00	19	11	6	58%	32%
CHF COOK	00	15	5	2	33%	13%
CHF MATE	00	17	7	3	41%	18%
CHF PURSER	00	15	7	4	47%	27%
CHF STEWARD	00	13	6	2	46%	15%
CHIEF CONTRACTS OFFICER	23	1	1		100%	0%
COMM VEHICLE ENFORCEMNT OFF II	14	19	7	4	37%	21%
COMM VEHICLE ENFORCMNT OFF III	16	4	3	2	75%	50%
COMMISSIONER	30	1	1	1	100%	100%
COMMUNICATIONS COORDINATOR	20	1	1		100%	0%
CONTRACTING OFFICER III	19	1	1	1	100%	100%

Workforce Profile - Department of Transportation & Public Facilities

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
CUSTODIAL SERVICES SPVR	16	1	1	1	100%	100%
DATA PROCESSING MGR I	22	2	2	2	100%	100%
DATA PROCESSING MGR II	23	1	1		100%	0%
DATA PROCESSING MGR III	24	1	1	1	100%	100%
DEP COMMISSIONER	28	3	2	2	67%	67%
DEP EXEC DIR PROJ DEVEL KABATA	25	1	1		100%	0%
DEV SPEC II, OPTION A	20	2	1	1	50%	50%
DIR TSIA TERMNL REDEV & CONST	27	1	1	1	100%	100%
DIVISION DIRECTOR	27	5	4	1	80%	20%
DRAFTING TECHNICIAN III	15	22	10	5	45%	23%
DRILLER JOURNEY	53	6	1		17%	0%
ENG TECH JOURNEY	54	40	13	3	33%	8%
ENG TECH SUB JOURNEY II	57	51	6		12%	0%
ENG TECH SUB JOURNEY III	55	26	3	2	12%	8%
ENGINEER/ARCHITECT I	22	33	8	3	24%	9%
ENGINEER/ARCHITECT II	23	23	9	7	39%	30%
ENGINEER/ARCHITECT III	25	36	15	6	42%	17%
ENGINEER/ARCHITECT IV	26	22	8	1	36%	5%
ENGINEER/ARCHITECT V	27	6	5	2	83%	33%
ENGINEERING ASSISTANT II	19	86	23	9	27%	10%
ENGINEERING ASSISTANT III	21	101	31	10	31%	10%
ENGINEERING ASSOCIATE	21	43	27	12	63%	28%
ENGINEERING GEOLOGIST II	18	5	2		40%	0%
ENGINEERING GEOLOGIST IV	22	2	1	1	50%	50%
ENVIRO SERVICES FOREMAN	57	4	2	2	50%	50%
ENVIRO SERVICES JOURNEY II	60	55	12	7	22%	13%
ENVIRON IMPACT ANALYST II	17	12	2		17%	0%
ENVIRON IMPACT ANALYST III	19	12	3	1	25%	8%
ENVIRON IMPC ANALYSIS MGR I	21	4	1	1	25%	25%

Workforce Profile - Department of Transportation & Public Facilities

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
ENVIRON IMPC ANALYSIS MGR II	22	1	1		100%	0%
EQUAL EMPLOY OFFICER II	16	3	1	1	33%	33%
EQUIP OPERATIONS ANALYST	18	2	2	1	100%	50%
EQUIP OPERATOR JOURNEY I	54	48	8	3	17%	6%
EQUIP OPERATOR JOURNEY II	53	301	61	20	20%	7%
EQUIP OPERATOR JRNY III/LEAD	52	132	29	12	22%	9%
EQUIP OPERATOR SUB JOURNEY I	58	17	1	1	6%	6%
EQUIP OPERATOR SUB JOURNEY II	56	10	3		30%	0%
EQUIPMENT FLEET DIST MANAGER	19	5	4	4	80%	80%
EQUIPMENT OPERATOR FOREMAN I	51	24	16	8	67%	33%
EXEC SECRETARY III	16	1	1		100%	0%
FACILITIES MANAGER I	20	2	1		50%	0%
FERRY RESERVATIONS AGENT	13	1	1		100%	0%
FERRY TERMINAL ASSISTANT I	12	44	2	1	5%	2%
FERRY TERMINAL ASSISTANT II	14	4	1		25%	0%
FERRY TERMINAL MANAGER I	15	8	3	1	38%	13%
FERRY TERMINAL MANAGER II	16	4	2	1	50%	25%
FERRY TERMINAL OPERATIONS MGR	18	1	1		100%	0%
FVF CHIEF MATE	00	2	1		50%	0%
FVF SECOND MATE	00	4	2		50%	0%
HEAD BEDROOM STEWARD	00	7	3	1	43%	14%
HEAD WAITER	00	2	1		50%	0%
INTERNAL AUDITOR III	21	4	1		25%	0%
INTERNAL AUDITOR IV	23	1	1		100%	0%
INTERNAL AUDITOR V	25	1	1	1	100%	100%
INTERNATIONAL AIRPORT FOREMAN	49	4	4	2	100%	50%
JUNIOR ASST PURSER	00	12	4		33%	0%
JUNIOR ENGINEER	00	17	6	2	35%	12%
KABATA ADMIN DIRECTOR	23	1	1	1	100%	100%

Workforce Profile - Department of Transportation & Public Facilities

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
KABATA CHIEF ENGINEER	24	1	1	1	100%	100%
LAND SURVEYOR I	19	3	2	2	67%	67%
LAND SURVEYOR II	20	3	1	1	33%	33%
MAINT & OPERATIONS MANAGER	23	1	1		100%	0%
MAINT & OPERATIONS SPECIALIST	21	5	4	2	80%	40%
MAINT & OPERATIONS SUPER	21	12	7	1	58%	8%
MAINT GEN JOURNEY	54	34	12	6	35%	18%
MAINT GEN SUB - JOURNEY I	58	8	3	1	38%	13%
MAINT GEN SUB - JOURNEY II	56	2	1		50%	0%
MAINT SPEC BFC FOREMAN	50	6	2	2	33%	33%
MAINT SPEC BFC JOURNEY I	53	29	9	5	31%	17%
MAINT SPEC BFC JRNY II/LEAD	51	19	7	3	37%	16%
MAINT SPEC ETRICIAN FOREMAN	50	1	1		100%	0%
MAINT SPEC ETRICIAN JOURNEY II	51	28	5	2	18%	7%
MAINT SPEC ETRONICS JOURNEY II	51	10	5	1	50%	10%
MAINT SPEC PLUMB JRNY II	51	8	1		13%	0%
MANAGER,AIRFIELD MAINTENANCE	22	1	1	1	100%	100%
MARINE TRAFFIC MANAGER	23	1	1	1	100%	100%
MARINE TRANS SRVS MGR	24	3	2	1	67%	33%
MASTER	00	17	12	5	71%	29%
MATLAB TECH LEAD SPECIALIST	52	3	1		33%	0%
MATLAB TECH SUB JOURNEY IV	54	3	1		33%	0%
MECH AUTO ADV JOURNEY	53	109	22	3	20%	3%
MECH AUTO FOREMAN II	51	11	7	1	64%	9%
MESS STEWARD	00	14	8	5	57%	36%
MICRO/NETWORK SPEC I	18	13	4	1	31%	8%
MICRO/NETWORK SPEC II	20	4	1		25%	0%
MICRO/NETWORK TECH II	16	6	1	1	17%	17%
OFFSET DUP MACH OP I	11	1	1	1	100%	100%

Workforce Profile - Department of Transportation & Public Facilities

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
OFFSET DUP MACH OP II	12	1	1	1	100%	100%
OILER	00	34	7	4	21%	12%
OPERATIONS RES ANL I	21	1	1	1	100%	100%
ORDINARY SEAMAN	00	30	10	4	33%	13%
ORDINARY SEAMAN PORTER	00	9	5	1	56%	11%
PILOT	00	2	1	1	50%	50%
PLANNER III	19	23	8	3	35%	13%
PROCUREMENT SPEC I	14	13	4	1	31%	8%
PROCUREMENT SPEC III	18	7	2	1	29%	14%
PROG COORDINATOR	20	3	1		33%	0%
PROGRAM BUDGET ANAL III	19	4	1		25%	0%
PROGRAM BUDGET ANAL IV	21	3	1		33%	0%
PROJECT MANAGER	24	1	1	1	100%	100%
PROJECT MANAGER	25	1	1		100%	0%
RADIO DISPATCHER II	12	12	3		25%	0%
REGNL SAF&ARPT SEC OFF	18	3	1		33%	0%
RESEARCH ANALYST I	13	2	1		50%	0%
RIGHT OF WAY AGENT II	16	12	7	1	58%	8%
RIGHT OF WAY AGENT III	18	17	9	4	53%	24%
RIGHT OF WAY AGENT IV	20	7	3	2	43%	29%
RIGHT OF WAY AGENT VI	23	4	3	1	75%	25%
RIGHT OF WAY ASSISTANT	12	3	1		33%	0%
RIGHT-OF-WAY REVIEW AP/I	21	2	1	1	50%	50%
RURAL AIRPORT FOREMAN	49	15	4	3	27%	20%
SAFETY & EMERG SUPP SPEC	17	1	1	1	100%	100%
SAFETY OFFICER	18	3	2	2	67%	67%
SECOND COOK	00	12	1	1	8%	8%
SECOND MATE	00	18	4	2	22%	11%
SECRETARY	11	8	7	6	88%	75%

Workforce Profile - Department of Transportation & Public Facilities

Eligible to Retire in 1 year and 5 years by Department & Job Class

Job Class	Range	Employee Count	Retire in 5 years	Retire in 1 year	% in 5 Yrs	% in 1 Yr
SENIOR ASST PURSER	00	11	5	3	45%	27%
SHIP SERVICES MGR/PORT STEWARD	21	1	1	1	100%	100%
SPEC ASST TO THE COMM II	23	1	1		100%	0%
SRTS ADMINISTRATOR	21	1	1		100%	0%
STATISTICAL TECHNICIAN I	12	4	2	1	50%	25%
STEWARD	00	315	45	12	14%	4%
STOCK & PARTS SVCS JOURNEY I	55	3	2	1	67%	33%
STOCK & PARTS SVCS JOURNEY II	54	12	4	4	33%	33%
STOCK & PARTS SVCS LEAD	53	12	7	2	58%	17%
STOCK & PARTS SVCS SUB JOURNEY	57	10	2	2	20%	20%
STOREKEEPER	00	10	2	1	20%	10%
SUPPLY TECHNICIAN II	12	5	2	1	40%	20%
SURVEY INSTRUM TECH II	17	1	1		100%	0%
SURVEY JOURNEY	54	7	1		14%	0%
SURVEY LEAD	53	6	4		67%	0%
SYSTEMS PROGRAMMER III	23	1	1		100%	0%
TECH ENG I / ARCHITECT I	24	22	6	5	27%	23%
TECH ENG II / ARCHITECT II	25	10	5	4	50%	40%
THIRD MATE	00	43	4		9%	0%
TRANS PLANNER I	21	13	6	2	46%	15%
TRANS PLANNER II	22	8	5	2	63%	25%
TRANS PLANNER III	24	4	4	4	100%	100%
VESSEL CONST MANAGER I	21	2	1		50%	0%
VESSEL CONST MANAGER II	22	3	1		33%	0%
VESSEL CONST MANAGER III	24	2	1	1	50%	50%
VESSEL SCHEDULING COORDINATOR	17	1	1	1	100%	100%
WATCHMAN PORTER	00	19	8	5	42%	26%
WEIGHTS & MEAS INSP II	16	5	3	1	60%	20%
WIPER	00	12	4	2	33%	17%

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

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