

STATE OF ALASKA WORKFORCE PROFILE FISCAL YEAR 2015



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

INTRODUCTION

Dear Colleagues:

The Division of Personnel and Labor Relations is pleased to provide the Fiscal Year 2015 Annual Workforce Profile for the State of Alaska Executive Branch. This publication is designed to assist you, our executives, managers, and human resource professionals, to better understand our current workforce. Understanding the current workforce is an important step in the workforce planning process.

Included in the current profile are data and graphs representing demographics such as age and ethnicity distribution, average salaries, and retirement projections. The data presented is as of June 30, 2015.

New this year is a grouping of retirement projections by job class family rather than specific job class, and years of service data for those employees who have been hired into the Tier 4 retirement plan.

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

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

Kate Sheehan
Director, Division of Personnel and Labor Relations



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Retirement Projections by Department and Job Class Family

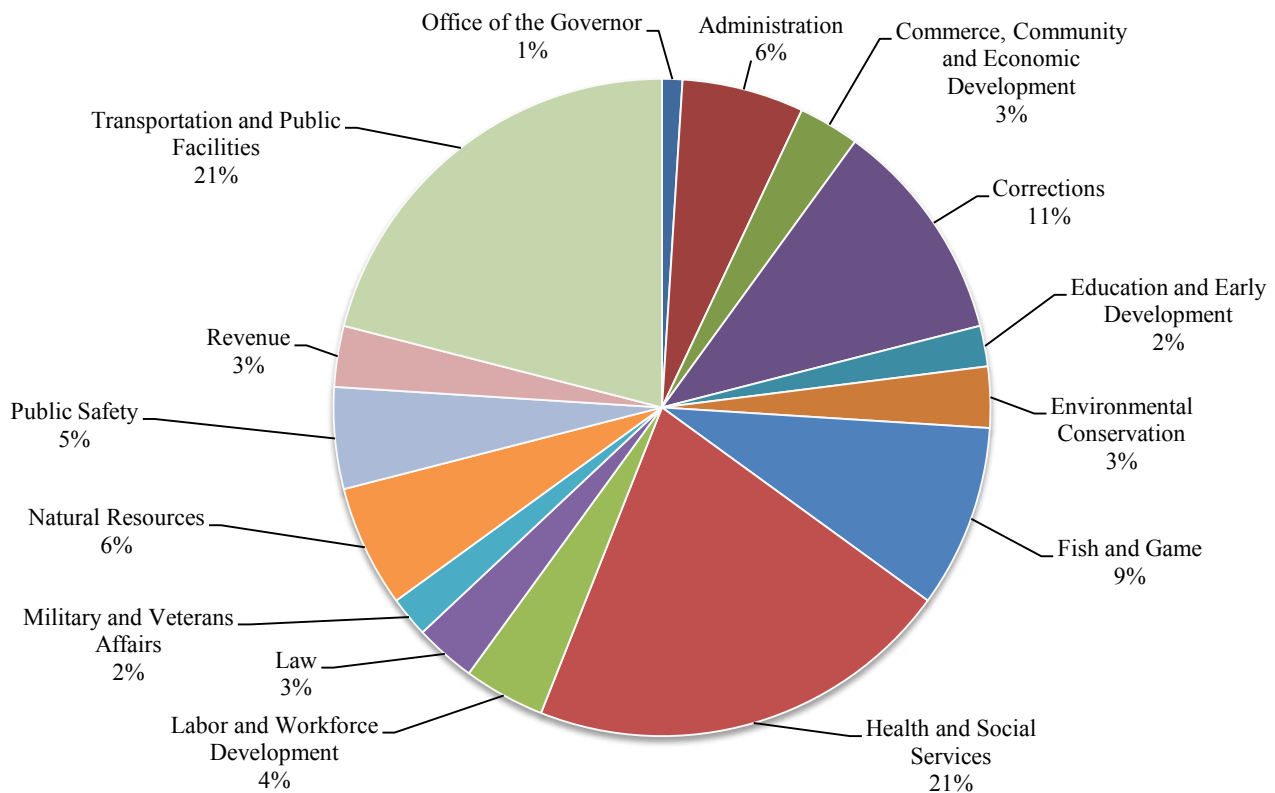
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EMPLOYEE COUNT BY DEPARTMENT

Department	Employee Count
Office of the Governor	129
Administration	977
Commerce, Community and Economic Development	464
Corrections	1768
Education and Early Development	312
Environmental Conservation	489
Fish and Game	1427
Health and Social Services	3273
Labor and Workforce Development	707
Law	511
Military and Veterans Affairs	247
Natural Resources	881
Public Safety	824
Revenue	507
Transportation and Public Facilities	3283
Statewide	15799

PERCENTAGE OF STATE WORKFORCE BY DEPARTMENT

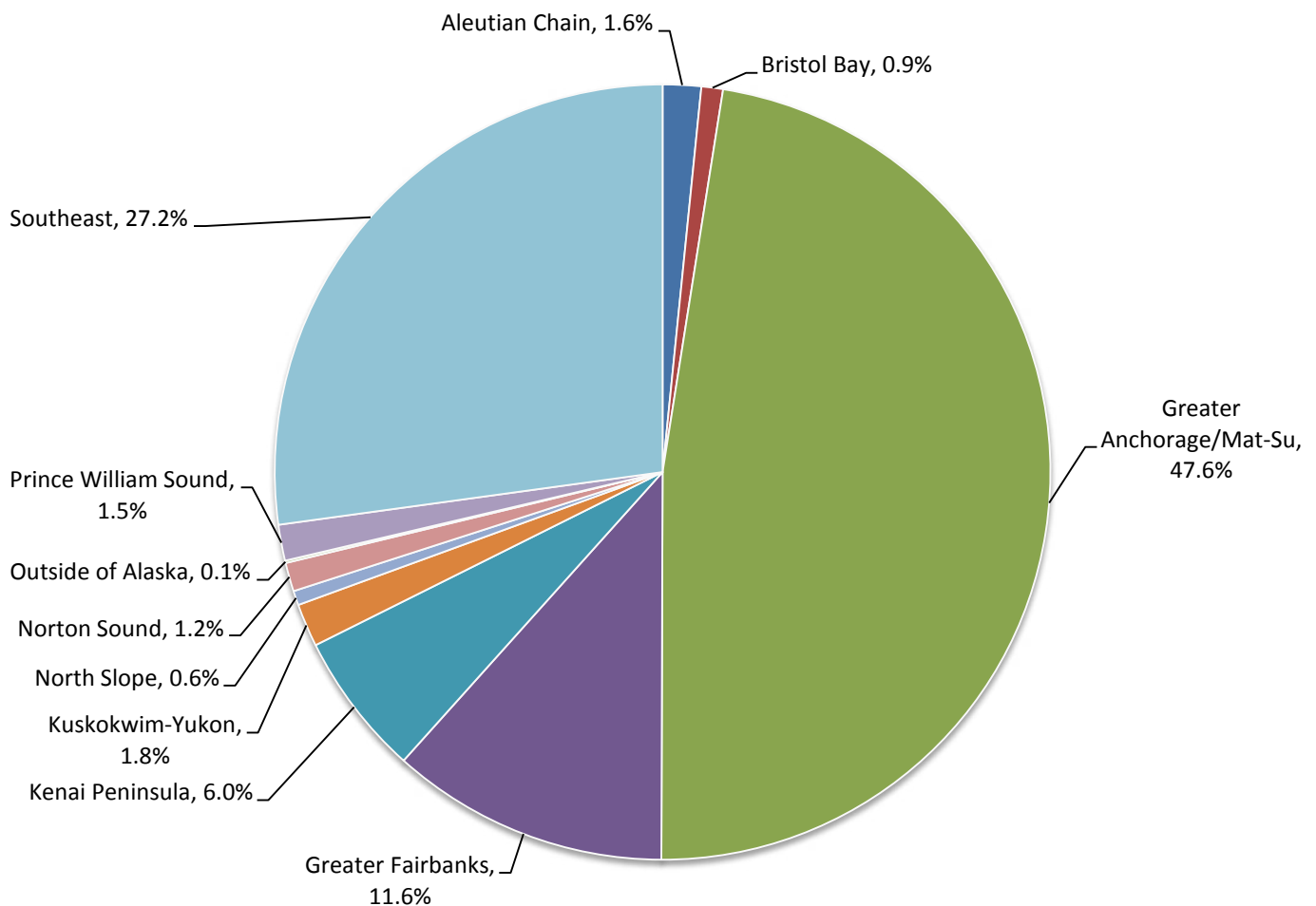


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT BY REGION

Region	Employee Count
Aleutian Chain	247
Bristol Bay	136
Greater Anchorage/Mat-Su	7517
Greater Fairbanks	1827
Kenai Peninsula	945
Kuskokwim-Yukon	291
North Slope	95
Norton Sound	192
Outside of Alaska	11
Prince William Sound	238
Southeast	4300
Statewide	15799

PERCENTAGE OF EMPLOYEES BY REGION



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

EMPLOYEE COUNT AND PERCENTAGE BY LOCATION

City	Employee Count	Percentage
Adak	2	0.01%
Akutan	3	0.02%
Anchor Point	9	0.06%
Anchorage	5496	34.79%
Anchorage Intl. Airport	336	2.13%
Aniak	13	0.08%
Anvik	3	0.02%
Barrow	19	0.12%
Bellingham, WA	1	0.01%
Bethel	242	1.53%
Birch Lake	4	0.03%
Camp Carroll	79	0.50%
Cantwell	15	0.09%
Cascade	4	0.03%
Central	4	0.03%
Chandler Camp	10	0.06%
Chena River	2	0.01%
Chignik	8	0.05%
Chitina	4	0.03%
Chulitna	6	0.04%
Coffman Cove	1	0.01%
Cold Bay	6	0.04%
Coldfoot Camp	8	0.05%
Cooper Landing	1	0.01%
Cordova	88	0.56%
Craig	21	0.13%
Crown Point	3	0.02%
Dalton Highway (Roving Crew)	11	0.07%
Deadhorse	13	0.08%
Delta Junction	41	0.26%
Denali	2	0.01%
Dillingham	78	0.49%
Douglas	21	0.13%
Dutch Harbor	22	0.14%
Eagle	6	0.04%

City	Employee Count	Percentage
Eagle River	129	0.82%
Eielson Air Force Base	13	0.08%
Emmonak	12	0.08%
Ernestine	4	0.03%
Fairbanks	1616	10.23%
Finger Lake	6	0.04%
Fort Wainwright	7	0.04%
Fort Yukon	2	0.01%
Gakona	2	0.01%
Galena	9	0.06%
Girdwood	18	0.11%
Glennallen	30	0.19%
Gustavus	2	0.01%
Haines	46	0.29%
Harding Lake	1	0.01%
Healy	8	0.05%
Homer	147	0.93%
Hoonah	6	0.04%
Hooper Bay	2	0.01%
Iliamna	4	0.03%
Jim River	6	0.04%
Joint Base Elmendorf-Richardson	138	0.87%
Juneau	3247	20.55%
Kalsin Bay	2	0.01%
Kasilof	1	0.01%
Kenai	275	1.74%
Ketchikan	614	3.89%
King Salmon	53	0.34%
Klawock	6	0.04%
Kodiak	183	1.16%
Kotzebue	44	0.28%
Kulis Air National Guard Base	3	0.02%
Lake Hood	1	0.01%
Livengood	8	0.05%
Mackenzie Point	354	2.24%

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

EMPLOYEE COUNT AND PERCENTAGE BY LOCATION (CONT.)

City	Employee Count	Percentage
Manley Hot Springs	6	0.04%
McGrath	26	0.16%
Metlakatla	3	0.02%
Montana Creek	6	0.04%
Mount Edgecumbe	51	0.32%
Nancy	1	0.01%
Nelchina	4	0.03%
Nenana	7	0.04%
Nikiski	2	0.01%
Ninilchik	7	0.04%
Nome	185	1.17%
North Kenai Camp	4	0.03%
North Pole	1	0.01%
Northway	7	0.04%
O'Brian Creek	4	0.03%
Palmer	622	3.94%
Paxson	5	0.03%
Pelican	1	0.01%
Petersburg	46	0.29%
Port Alsworth	1	0.01%
Port Moller	12	0.08%
Quartz Creek	4	0.03%
Russian Mission	4	0.03%
Sag River	7	0.04%
Saint Marys	18	0.11%
Sand Point	5	0.03%
Seattle, WA	6	0.04%
Selawik	2	0.01%
Seldovia	1	0.01%
Seven Mile Camp	8	0.05%
Seward	263	1.66%
Silvertip	7	0.04%
Sitka	182	1.15%
Skagway	13	0.08%
Slana	7	0.04%

City	Employee Count	Percentage
Soldotna	213	1.35%
South Fork	2	0.01%
Sterling	2	0.01%
Sutton	1	0.01%
Talkeetna	2	0.01%
Tazlina	25	0.16%
Teller	1	0.01%
Tenakee Springs	1	0.01%
Thompson Pass	11	0.07%
Tok	50	0.32%
Trapper Creek	1	0.01%
Trimms Camp	3	0.02%
Unalakleet	6	0.04%
Unalaska	4	0.03%
Valdez	67	0.42%
Washington, DC	4	0.03%
Wasilla	244	1.54%
Whittier	6	0.04%
Willow	8	0.05%
Wrangell	21	0.13%
Yakutat	18	0.11%

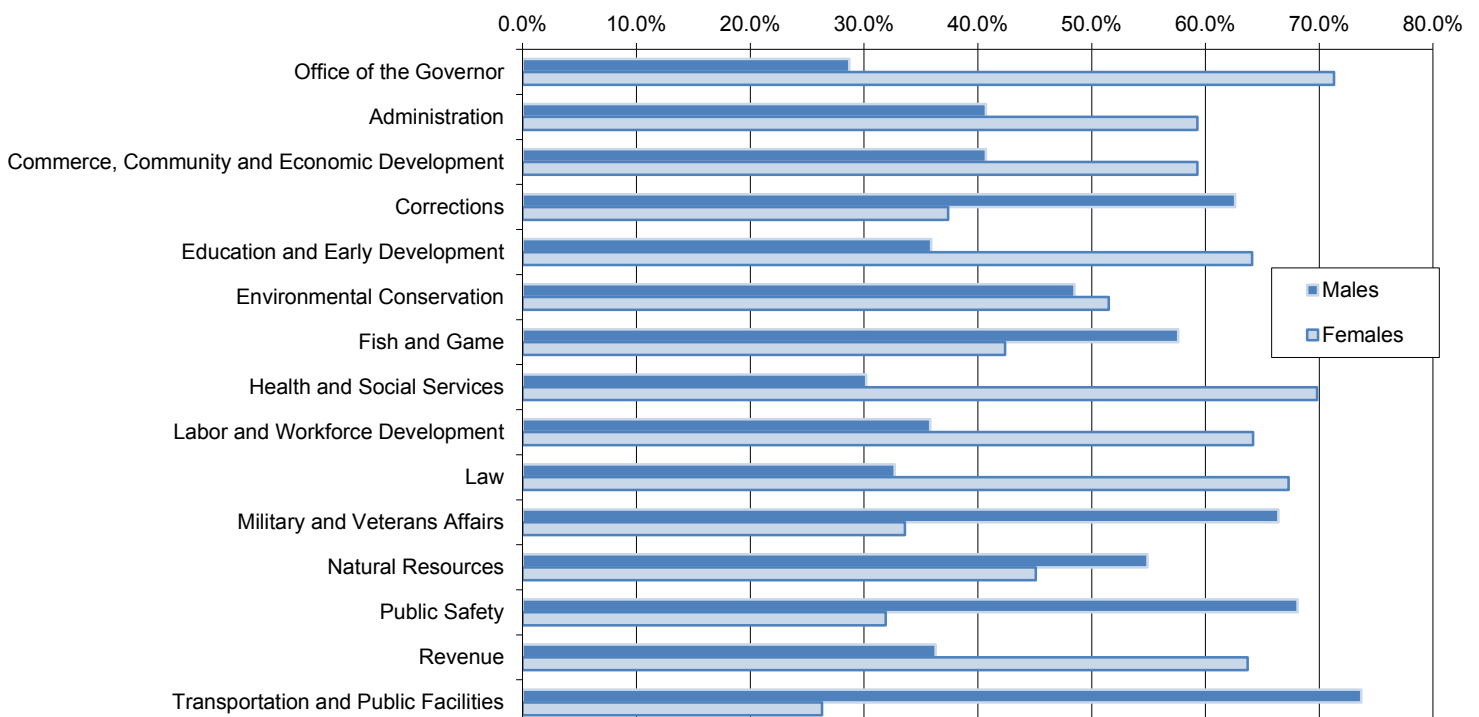


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT BY DEPARTMENT AND GENDER

Department	Males		Females	
	Count	Percentage	Count	Percentage
Office of the Governor	37	28.7%	92	71.3%
Administration	398	40.7%	579	59.3%
Commerce, Community and Economic Development	189	40.7%	275	59.3%
Corrections	1107	62.6%	661	37.4%
Education and Early Development	112	35.9%	200	64.1%
Environmental Conservation	237	48.5%	252	51.5%
Fish and Game	822	57.6%	605	42.4%
Health and Social Services	990	30.2%	2283	69.8%
Labor and Workforce Development	253	35.8%	454	64.2%
Law	167	32.7%	344	67.3%
Military and Veterans Affairs	164	66.4%	83	33.6%
Natural Resources	484	54.9%	397	45.1%
Public Safety	561	68.1%	263	31.9%
Revenue	184	36.3%	323	63.7%
Transportation and Public Facilities	2421	73.7%	862	26.3%
Statewide	8126	51.4%	7673	48.6%

CHART OF EMPLOYEE COUNT BY DEPARTMENT AND GENDER



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

MINORITY COUNT AND PERCENTAGE BY DEPARTMENT

Department	Minority Count	% of Minority Employees
Office of the Governor	30	23.3%
Administration	230	23.5%
Commerce, Community and Economic Development	85	18.3%
Corrections	394	22.3%
Education and Early Development	59	18.9%
Environmental Conservation	80	16.4%
Fish and Game	163	11.4%
Health and Social Services	1086	33.2%
Labor and Workforce Development	143	20.2%
Law	87	17.0%
Military and Veterans Affairs	54	21.9%
Natural Resource	103	11.7%
Public Safety	133	16.1%
Revenue	142	28.0%
Transportation and Public Facilities	640	19.5%
Statewide	3429	21.7%

Top Four Departments	% of Minorities
Health and Social Services	33.2%
Revenue	28.0%
Administration	23.5%
Office of the Governor	23.3%



NEW HIRE DATA

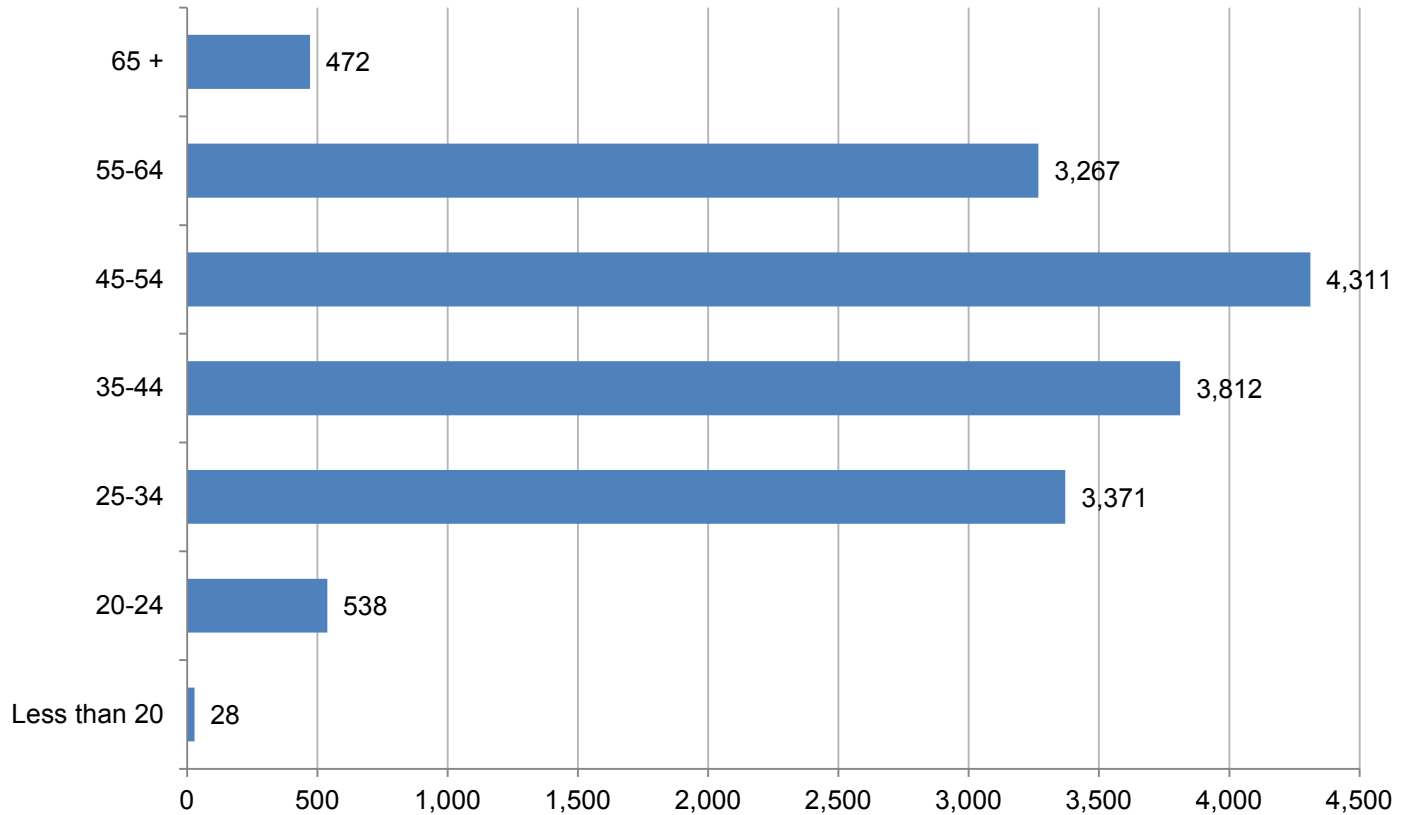
Department	New Hire Count	Average Age of New Hire	Average Age of New Hire	
			Male	Female
Office of the Governor	30	47.1	55.7	43.4
Administration	96	36.7	37.4	36.2
Commerce, Community and Economic Development	52	38.1	39.8	36.7
Corrections	206	36.4	34.8	39.0
Education and Early Development	32	39.6	41.8	38.3
Environmental Conservation	46	36.0	35.7	36.2
Fish and Game	161	32.0	31.5	32.5
Health and Social Services	406	37.9	38.8	37.5
Labor and Workforce Development	53	42.4	44.4	40.9
Law	40	34.0	33.8	34.1
Military and Veterans Affairs	29	38.9	37.1	42.3
Natural Resources	76	38.2	40.4	35.7
Public Safety	60	33.6	33.2	34.3
Revenue	46	36.7	36.5	36.9
Transportation and Public Facilities	274	39.0	38.8	39.5
Statewide	1607	37.3	37.3	37.2

New hire counts are permanent employees hired within the fiscal year who are still employed at the end of the fiscal year.

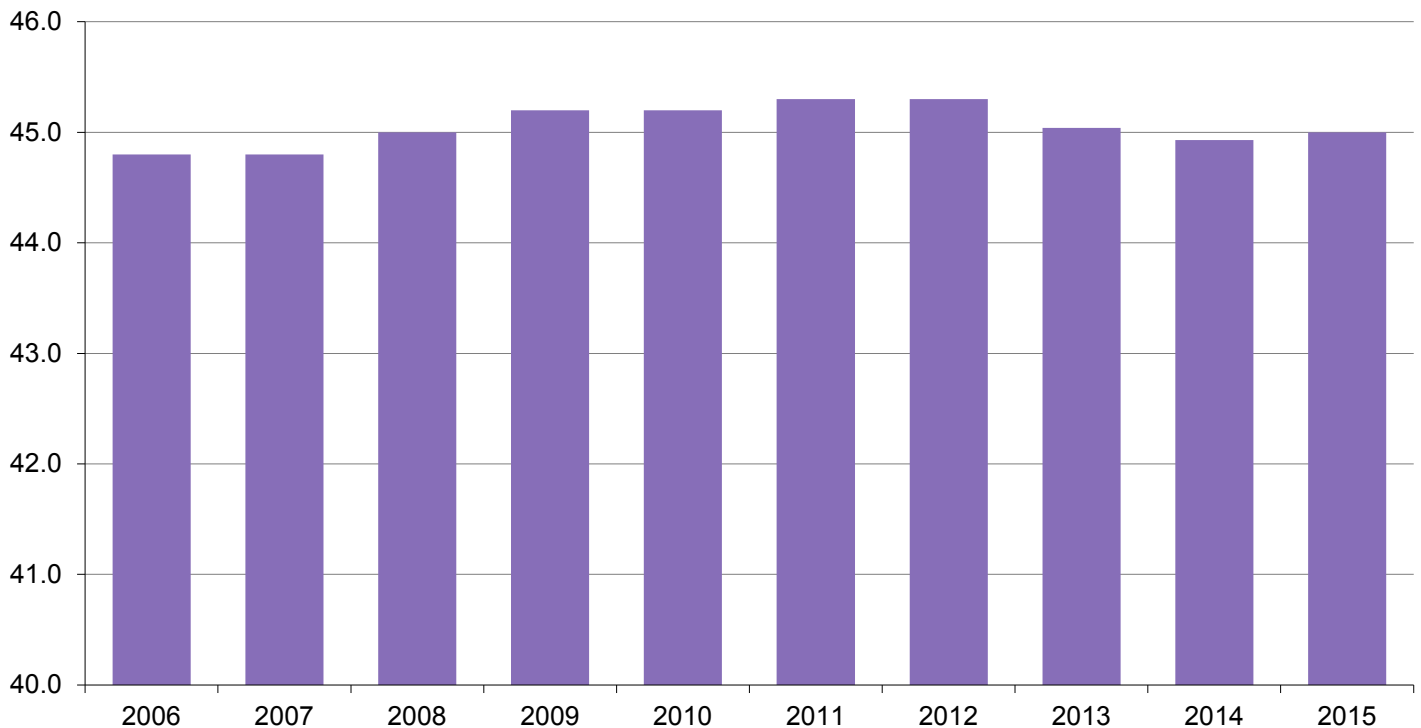
New Hire	Highest Average Age	Lowest Average Age
Overall Average	Office of the Governor (47.1)	Fish and Game (32)
Male	Office of the Governor (55.7)	Fish and Game (31.5)
Female	Office of the Governor (43.4)	Fish and Game (32.5)



EMPLOYEE COUNT BY AGE RANGE



AVERAGE AGE OF EMPLOYEES BY YEAR



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

AVERAGE AGE BY DEPARTMENT AND GENDER

Department	Average Age	Average Age	
		Male	Female
Office of the Governor	45.6	47.2	45.0
Administration	43.9	44.5	43.5
Commerce, Community and Economic Development	46.1	47.4	45.3
Corrections	43.4	42.8	44.4
Education and Early Development	45.5	46.1	45.2
Environmental Conservation	45.1	46.6	43.7
Fish and Game	41.9	43.1	40.3
Health and Social Services	45.7	45.5	45.7
Labor and Workforce Development	48.7	48.4	48.8
Law	43.6	44.9	42.9
Military and Veterans Affairs	46.7	47.6	44.9
Natural Resources	45.3	44.8	45.9
Public Safety	42.3	41.4	44.0
Revenue	44.6	44.3	44.8
Transportation and Public Facilities	46.4	46.5	46.1
Statewide	45.0	45.0	44.9

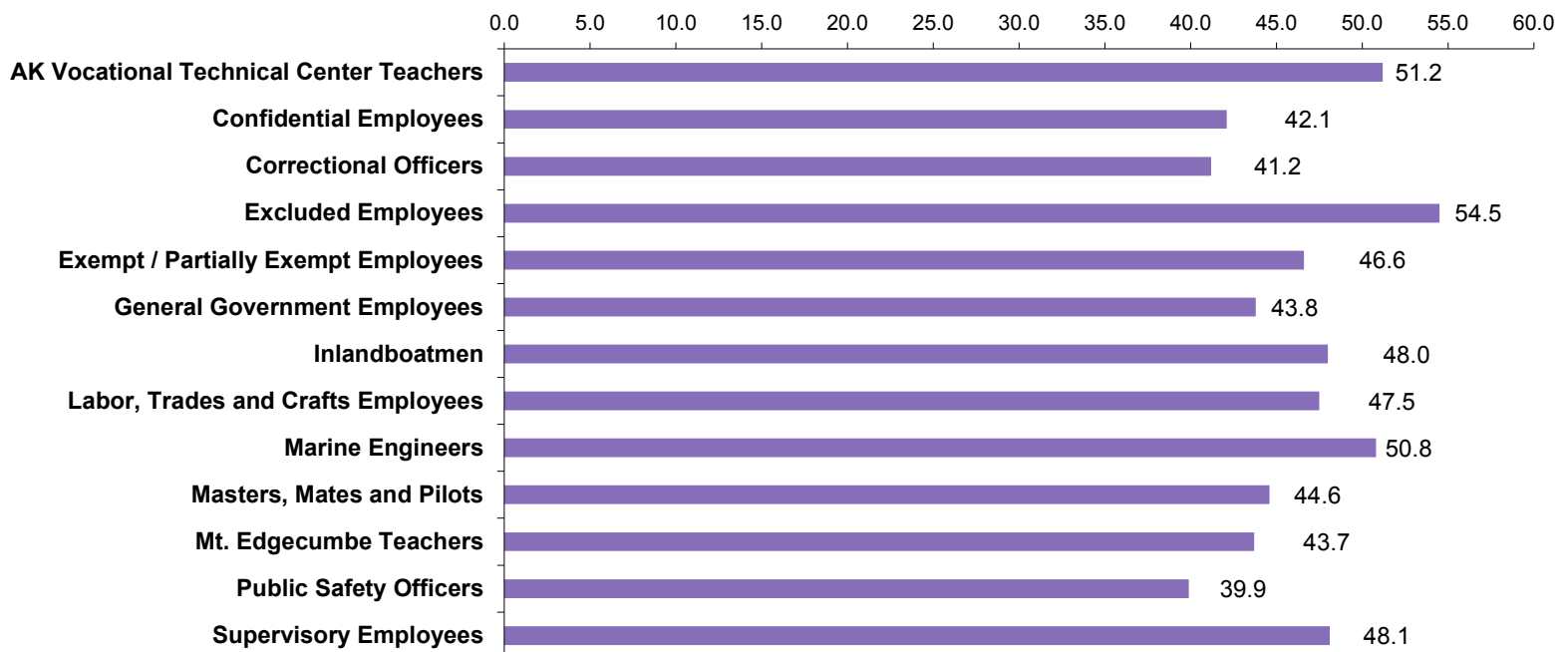
Employees	Highest Average Age	Lowest Average Age
Overall Average	Labor and Workforce Development (48.7)	Fish and Game (41.9)
Male Average	Labor and Workforce Development (48.4)	Public Safety (41.4)
Female Average	Labor and Workforce Development (48.8)	Fish and Game (40.3)



AVERAGE AGE BY BARGAINING UNIT

Bargaining Unit	Average Age
AK Vocational Technical Center Teachers	51.2
Confidential Employees	42.1
Correctional Officers	41.2
Excluded Employees	54.5
Exempt / Partially Exempt Employees	46.6
General Government Employees	43.8
Inlandboatmen	48.0
Labor, Trades and Crafts Employees	47.5
Marine Engineers	50.8
Masters, Mates and Pilots	44.6
Mt. Edgecumbe Teachers	43.7
Public Safety Officers	39.9
Supervisory Employees	48.1

CHART OF AVERAGE AGE BY BARGAINING UNIT



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

AVERAGE SALARY BY DEPARTMENT

Department	Statewide	
	Employee Count	Average Base Monthly Salary
Office of the Governor	129	\$6,849.88
Administration	977	\$5,941.84
Commerce, Community and Economic Development	464	\$6,075.82
Corrections	1768	\$5,279.58
Education and Early Development	312	\$5,887.81
Environmental Conservation	489	\$6,062.51
Fish and Game	1427	\$5,099.14
Health and Social Services	3273	\$5,129.27
Labor and Workforce Development	707	\$5,392.36
Law	511	\$7,049.31
Military and Veterans Affairs	247	\$5,291.73
Natural Resources	881	\$5,586.20
Public Safety	824	\$6,334.99
Revenue	507	\$5,988.85
Transportation and Public Facilities	3283	\$5,370.40
Statewide	15799	\$5,521.80

AVERAGE BASE MONTHLY SALARY BY BARGAINING UNIT & DEPARTMENT

Bargaining Unit	General Government		Supervisory		Confidential	
	Employee Count	Average Salary	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor						
Administration	461	\$4,731.13	127	\$6,609.42	132	\$4,946.92
Commerce, Community and Economic Development	241	\$4,899.60	75	\$6,452.28	2	\$5,054.00
Corrections	515	\$4,721.68	158	\$7,036.14	9	\$5,221.22
Education and Early Development	134	\$5,140.81	37	\$7,173.51	1	\$6,242.00
Environmental Conservation	337	\$5,332.80	135	\$7,694.70	2	\$5,746.00
Fish and Game	975	\$4,262.10	394	\$6,872.92	3	\$5,453.83
Health and Social Services	2461	\$4,728.28	538	\$6,944.04	10	\$5,432.90
Labor and Workforce Development	491	\$4,891.28	120	\$6,791.22	2	\$5,331.50
Law	184	\$4,215.76	42	\$5,398.50	1	\$7,229.00
Military and Veterans Affairs	127	\$4,528.70	36	\$5,874.39	1	\$5,768.00
Natural Resources	585	\$4,748.51	168	\$6,898.15	3	\$5,301.08
Public Safety	305	\$4,396.96	83	\$8,062.16	2	\$5,560.50
Revenue	334	\$4,556.34	75	\$6,699.85	2	\$5,190.50
Transportation and Public Facilities	975	\$5,491.65	316	\$8,061.59	12	\$5,235.58
Statewide	8125	\$4,777.72	2304	\$7,080.83	182	\$5,068.18

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

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

Bargaining Unit	Labor, Trades and Crafts		Correctional Officers		Public Safety Officers	
	Employee Count	Average Salary	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor						
Administration	25	\$4,552.15				
Commerce, Community and Economic Development						
Corrections	130	\$4,328.50	941	\$5,310.12		
Education and Early Development	5	\$4,346.55				
Environmental Conservation	6	\$4,671.88				
Fish and Game	11	\$5,094.52				
Health and Social Services	202	\$3,383.05				
Labor and Workforce Development	38	\$4,853.45				
Law						
Military and Veterans Affairs	52	\$4,381.19				
Natural Resources	49	\$4,220.06				
Public Safety	13	\$4,422.00			409	\$7,413.41
Revenue						
Transportation and Public Facilities	1123	\$4,794.63			71	\$6,183.49
Statewide	1654	\$4,550.53	941	\$5,310.12	480	\$7,231.49

Bargaining Unit	Marine Engineers		Masters, Mates and Pilots		Inlandboatmen	
	Employee Count	Average Salary	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor						
Administration						
Commerce, Community and Economic Development						
Corrections						
Education and Early Development						
Environmental Conservation						
Fish and Game						
Health and Social Services						
Labor and Workforce Development						
Law						
Military and Veterans Affairs						
Natural Resources						
Public Safety						
Revenue						
Transportation and Public Facilities	92	\$5,843.25	96	\$6,857.09	565	\$4,130.88
Statewide	92	\$5,843.25	96	\$6,857.09	565	\$4,130.88

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

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

Bargaining Unit	AK Vocational Technical Teachers		Mt. Edgecumbe Teachers	
	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor				
Administration				
Commerce, Community and Economic Development				
Corrections				
Education and Early Development			27	\$5,576.02
Environmental Conservation				
Fish and Game				
Health and Social Services				
Labor and Workforce Development	33	\$6,590.81		
Law				
Military and Veterans Affairs				
Natural Resources				
Public Safety				
Revenue				
Transportation and Public Facilities				
Statewide	33	\$6,590.81	27	\$5,576.02

Bargaining Unit	Excluded		Exempt / Partially Exempt	
	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor			129	\$6,849.88
Administration			232	\$8,697.97
Commerce, Community and Economic Development			146	\$7,838.00
Corrections			15	\$12,293.22
Education and Early Development			108	\$6,520.19
Environmental Conservation			9	\$9,900.67
Fish and Game			44	\$7,740.90
Health and Social Services			62	\$10,938.81
Labor and Workforce Development	3	\$7,829.00	20	\$7,987.65
Law			284	\$9,128.63
Military and Veterans Affairs			31	\$9,253.05
Natural Resources			76	\$10,026.22
Public Safety			12	\$9,092.25
Revenue			96	\$10,433.97
Transportation and Public Facilities			33	\$9,490.31
Statewide	3	\$7,829.00	1297	\$8,687.33

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

AVERAGE STATE SERVICE BY DEPARTMENT AND GENDER

Department	Average State Service	Male	Female
Office of the Governor	9.38	10.51	8.94
Administration	9.05	9.00	9.08
Commerce, Community and Economic Development	8.59	8.55	8.61
Corrections	8.10	8.22	7.91
Education and Early Development	9.79	9.51	9.94
Environmental Conservation	9.45	9.93	8.99
Fish and Game	8.64	9.66	7.25
Health and Social Services	8.59	8.67	8.56
Labor and Workforce Development	10.43	9.51	10.94
Law	9.30	9.53	9.19
Military and Veterans Affairs	7.80	8.10	7.23
Natural Resources	9.45	8.87	10.15
Public Safety	9.98	10.39	9.11
Revenue	9.43	9.58	9.35
Transportation and Public Facilities	9.30	9.51	8.73
Statewide	9.01	9.21	8.80

AVERAGE STATE SERVICE BY BARGAINING UNIT

Bargaining Unit	Average State Service
AK Vocational Technical Center Teachers	7.84
Confidential Employees	8.53
Correctional Officers	7.68
Excluded Employees	26.41
Exempt / Partially Exempt Employees	9.97
General Government Employees	7.86
Inlandboatmen	7.30
Labor, Trades and Crafts Employees	8.82
Marine Engineers	Not Available
Masters, Mates and Pilots	11.63
Mt. Edgecumbe Teachers	8.52
Public Safety Officers	10.22
Supervisory Employees	13.32

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

RETIREMENT PROJECTIONS BY DEPARTMENT

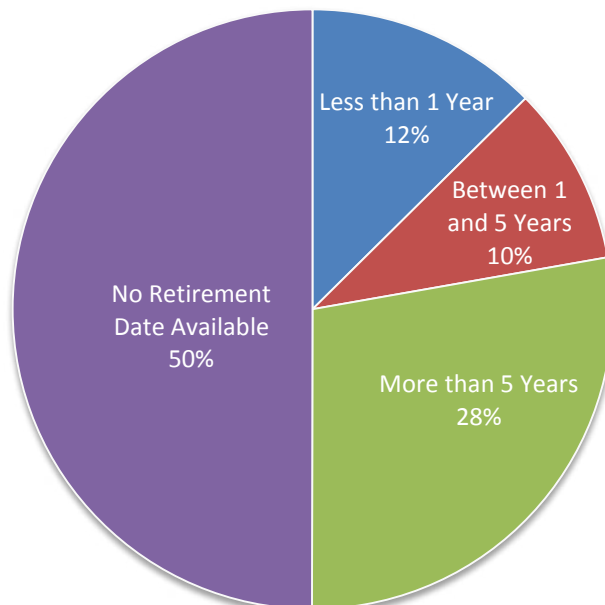
Department	Total Employees in R&B System	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 Years	% Between 1 and 5 Years	More than 5 Years	
Office of the Governor	127	19	15.0%	15	11.8%	26	67
Administration	971	104	10.7%	83	8.5%	293	491
Commerce, Community and Economic Development	459	66	14.4%	42	9.2%	114	237
Corrections	1758	192	10.9%	176	10.0%	382	1008
Education and Early Development	307	50	16.3%	31	10.1%	106	120
Environmental Conservation	486	61	12.6%	43	8.8%	136	246
Fish and Game	1408	159	11.3%	101	7.2%	480	668
Health and Social Services	3240	392	12.1%	274	8.5%	847	1727
Labor and Workforce Development	701	121	17.3%	89	12.7%	187	304
Law	507	64	12.6%	39	7.7%	140	264
Military and Veterans Affairs	242	27	11.2%	16	6.6%	62	137
Natural Resources	871	126	14.5%	82	9.4%	258	405
Public Safety	817	103	12.6%	113	13.8%	237	364
Revenue	505	55	10.9%	39	7.7%	151	260
Transportation and Public Facilities	3177	421	13.3%	359	11.3%	911	1486
Statewide	15576	1960	12.6%	1502	9.6%	4330	7784

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

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

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

PERCENTAGE OF EMPLOYEES BY RETIREMENT PROJECTION CATEGORY

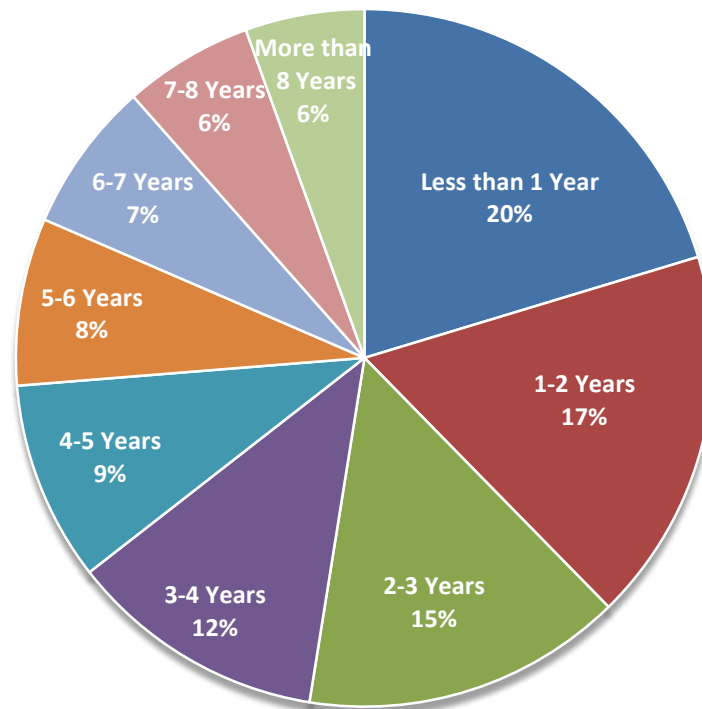


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

TIER 4 EMPLOYEES YEARS OF STATE SERVICE

Department	Total Employee Count	Less than 1 Year	1-2 Years	2-3 Years	3-4 Years	4-5 Years	5-6 Years	6-7 Years	7-8 Years	More than 8 Years
Office of the Governor	67	22	10	6	8	7	9	2	3	0
Administration	491	82	84	74	64	60	40	31	23	33
Commerce, Community and Economic Development	237	30	44	45	35	25	13	14	19	12
Corrections	1008	177	219	208	92	71	50	78	53	60
Education and Early Development	102	26	21	17	7	9	4	6	9	3
Environmental Conservation	246	41	39	34	33	24	22	23	16	14
Fish and Game	667	263	111	69	64	53	38	30	21	18
Health and Social Services	1727	344	294	241	202	165	137	118	109	117
Labor and Workforce Development	304	39	50	34	45	30	33	32	25	16
Law	264	34	45	45	37	24	27	21	19	12
Military and Veterans Affairs	137	20	16	21	16	16	16	13	6	13
Natural Resources	404	76	66	62	53	33	44	24	24	22
Public Safety	364	61	49	47	36	34	31	36	43	27
Revenue	260	39	34	44	31	26	22	24	20	20
Transportation and Public Facilities	1486	324	264	207	204	142	117	90	76	62
Statewide	7764	1578	1346	1154	927	719	603	542	466	429

PERCENTAGE OF TIER 4 EMPLOYEES BY YEARS OF STATE SERVICE



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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Office of the Governor							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	110	16	14.5%	14	12.7%	25	55
PA01 Executives and Senior Administrators	1	1	100.0%				
PB01 General Administration	4	1	25.0%				3
PF03 Special Social Service	9	1	11.1%			1	7
PI01 Legal Support and Related	1						1
PI02 Attorneys	2			1	50.0%		1
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							



RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Administration							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	22	6	27.3%	3	13.6%	2	11
PA01 Executives and Senior Administrators	18	4	22.2%	1	5.6%	10	3
PB01 General Administration	60	5	8.3%	6	10.0%	14	35
PB02 Accounting and Fiscal	77	7	9.1%	10	13.0%	32	28
PB03 Personnel and Employee Relations	171	19	11.1%	13	7.6%	52	87
PB04 Information Technology	107	19	17.8%	12	11.2%	41	35
PB05 Statistics and Research Analysis	2					1	1
PB06 Supply	26	1	3.8%	4	15.4%	7	14
PB99 Administrative classes not otherwise described	26	3	11.5%	1	3.8%	15	7
PC05 Revenue and Audit	2	1	50.0%			1	
PD01 Government Management and Operations	1						1
PD09 Property Management	2			1	50.0%		1
PE02 Teaching and Instruction	4					2	2
PE06 Arts, Photography, and Information	6					1	5
PF02 Social Work	1						1
PF03 Special Social Service	19	3	15.8%	2	10.5%	9	5
PH03 Natural Resources and Forestry	1						1
PI01 Legal Support and Related	71	4	5.6%	3	4.2%	13	51
PI02 Attorneys	164	12	7.3%	8	4.9%	51	93
PI03 Judges and Adjudicators	12			5	41.7%	3	4
PI04 Evidence Investigation	19	6	31.6%	3	15.8%	4	6
PI05 Legal Document Processing	115	7	6.1%	7	6.1%	29	72
PK03 Engineering, Unlicensed	5	1	20.0%			1	3
PK04 Engineering, Licensed	1	1	100.0%				
PL04 Building and Facility Maintenance	23	2	8.7%	2	8.7%	1	18
PL08 Office Equipment Operation	16	3	18.8%	2	12.5%	4	7
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							

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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Commerce, Community and Economic Development							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	125	19	15.2%	14	11.2%	26	66
PA01 Executives and Senior Administrators	13	1	7.7%	4	30.8%		8
PB01 General Administration	54	5	9.3%	3	5.6%	9	37
PB02 Accounting and Fiscal	26	5	19.2%			6	15
PB03 Personnel and Employee Relations	2					1	1
PB04 Information Technology	20	1	5.0%	1	5.0%	10	8
PB05 Statistics and Research Analysis	3	1	33.3%				2
PB06 Supply	4			1	25.0%	3	
PB99 Administrative classes not otherwise described	4			1	25.0%	1	2
PC01 Business Finance	28	3	10.7%	1	3.6%	13	11
PC02 Business Regulation and Compliance	83	12	14.5%	7	8.4%	20	44
PC05 Revenue and Audit	2	1	50.0%			1	
PD01 Government Management and Operations	33	9	27.3%	3	9.1%	8	13
PD03 Development and Infrastructure Planning	11			1	9.1%	4	6
PD06 Ferry System Administration	1						1
PD08 Real Estate Appraisal	1			1	100.0%		
PE06 Arts, Photography, and Information	3					1	2
PG03 Nursing, Professional	1	1	100.0%				
PI01 Legal Support and Related	11	1	9.1%	1	9.1%	3	6
PI03 Judges and Adjudicators	4	1	25.0%	1	25.0%	1	1
PI04 Evidence Investigation	27	5	18.5%	3	11.1%	5	14
PK03 Engineering, Unlicensed	3	1	33.3%			2	

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

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

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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Corrections							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	7	1	14.3%	1	14.3%	1	4
PA01 Executives and Senior Administrators	9	4	44.4%			4	1
PB01 General Administration	89	16	18.0%	2	2.2%	16	55
PB02 Accounting and Fiscal	29	1	3.4%	2	6.9%	6	20
PB03 Personnel and Employee Relations	9			1	11.1%	2	6
PB04 Information Technology	16	2	12.5%	3	18.8%	4	7
PB05 Statistics and Research Analysis	2					2	
PB06 Supply	21	3	14.3%	3	14.3%	5	10
PB99 Administrative classes not otherwise described	2						2
PD01 Government Management and Operations	3					3	
PD09 Property Management	3			2	66.7%		1
PE01 Education Programs	18	3	16.7%	4	22.2%	2	9
PE02 Teaching and Instruction	4						4
PF02 Social Work	2					2	
PF03 Special Social Service	2						2
PG01 Health Administration	9	2	22.2%			1	6
PG03 Nursing, Professional	103	6	5.8%	11	10.7%	13	73
PG04 Medical, Professional	10					1	9
PG05 Mental and Behavioral Health Services	37	7	18.9%	3	8.1%	4	23
PG06 Special Health Services	5	1	20.0%	1	20.0%	2	1
PI01 Legal Support and Related	64	8	12.5%	5	7.8%	14	37
PJ03 Corrections	987	100	10.1%	108	10.9%	209	570
PJ04 Probation and Parole	196	21	10.7%	20	10.2%	68	87
PL01 Food and Custodial Services	64	3	4.7%	8	12.5%	11	42
PL02 Aircraft, Automobile, or Vessel Maintenance	4	1	25.0%			1	2
PL04 Building and Facility Maintenance	61	13	21.3%	2	3.3%	11	35
PL08 Office Equipment Operation	2						2

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Education and Early Development							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	122	19	15.6%	18	14.8%	37	48
PA01 Executives and Senior Administrators	7	4	57.1%			3	
PB01 General Administration	17	4	23.5%	2	11.8%	4	7
PB02 Accounting and Fiscal	7					5	2
PB03 Personnel and Employee Relations	1						1
PB04 Information Technology	10	1	10.0%			6	3
PB05 Statistics and Research Analysis	5	1	20.0%	1	20.0%	3	
PB06 Supply	1					1	
PB99 Administrative classes not otherwise described	7					3	4
PC01 Business Finance	13	2	15.4%			8	3
PD01 Government Management and Operations	1					1	
PD09 Property Management	2	1	50.0%			1	
PE01 Education Programs	49	6	12.2%	7	14.3%	15	21
PE03 Student Services	5			1	20.0%	1	3
PE04 Library and Archives	27	7	25.9%			11	9
PE05 Anthropological Research and Education	6			1	16.7%	3	2
PE06 Arts, Photography, and Information	7	1	14.3%			2	4
PF02 Social Work	3						3
PG05 Mental and Behavioral Health Services	1						1
PH04 Parks	6	1	16.7%			2	3
PK05 Architecture and Landscape Architecture	1	1	100.0%				
PL04 Building and Facility Maintenance	6						6
PL08 Office Equipment Operation	3	2	66.7%	1	33.3%		
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
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Calculations are based on retirement dates projected by Division of Retirement & Benefits.							

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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Environmental Conservation							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	1						1
PA01 Executives and Senior Administrators	9	1	11.1%	3	33.3%	3	2
PB01 General Administration	44	6	13.6%	3	6.8%	10	25
PB02 Accounting and Fiscal	31	5	16.1%	1	3.2%	9	16
PB03 Personnel and Employee Relations	2					2	
PB04 Information Technology	34	2	5.9%	3	8.8%	10	19
PB05 Statistics and Research Analysis	1					1	
PB06 Supply	7	2	28.6%			1	4
PB99 Administrative classes not otherwise described	7			1	14.3%		6
PC01 Business Finance	2					2	
PC04 Environmental Health	25	4	16.0%	2	8.0%	3	16
PD01 Government Management and Operations	4	1	25.0%				3
PD02 Economic Research	1						1
PE06 Arts, Photography, and Information	2	1	50.0%				1
PG04 Medical, Professional	2	1	50.0%			1	
PG07 Health Laboratory and Related	13					2	11
PI04 Evidence Investigation	2					1	1
PK01 Physical Science Specialists	7					3	4
PK02 Environmental Science Specialists	225	25	11.1%	19	8.4%	75	106
PK03 Engineering, Unlicensed	28	1	3.6%	3	10.7%	7	17
PK04 Engineering, Licensed	34	12	35.3%	7	20.6%	6	9
PL04 Building and Facility Maintenance	5			1	20.0%		4
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							

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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Fish and Game							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	29	5	17.2%	1	3.4%	13	10
PA01 Executives and Senior Administrators	14	3	21.4%	4	28.6%	6	1
PB01 General Administration	88	12	13.6%	7	8.0%	23	46
PB02 Accounting and Fiscal	41	5	12.2%			13	23
PB03 Personnel and Employee Relations	3					1	2
PB04 Information Technology	64	6	9.4%	4	6.3%	34	20
PB05 Statistics and Research Analysis	19	2	10.5%	1	5.3%	8	8
PB06 Supply	7	2	28.6%	1	14.3%	1	3
PB99 Administrative classes not otherwise described	18	3	16.7%	2	11.1%	10	3
PC01 Business Finance	1	1	100.0%				
PC02 Business Regulation and Compliance	1						1
PD01 Government Management and Operations	1					1	
PD02 Economic Research	1						1
PD03 Development and Infrastructure Planning	1	1	100.0%				
PE01 Education Programs	12			1	8.3%	6	5
PE04 Library and Archives	1	1	100.0%				
PE05 Anthropological Research and Education	22	2	9.1%	1	4.5%	5	14
PE06 Arts, Photography, and Information	21	2	9.5%	2	9.5%	6	11
PG04 Medical, Professional	1					1	
PG07 Health Laboratory and Related	3	1	33.3%				2
PH01 Fish and Wildlife	1024	109	10.6%	74	7.2%	340	501
PH03 Natural Resources and Forestry	4	1	25.0%			2	1
PK04 Engineering, Licensed	1					1	
PL02 Aircraft, Automobile, or Vessel Maintenance	2						2
PL04 Building and Facility Maintenance	11	2	18.2%	2	18.2%	2	5
PL07 Vessel and Aircraft Operation	18	1	5.6%	1	5.6%	7	9
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							

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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Health and Social Services							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	41	4	9.8%	4	9.8%	10	23
PA01 Executives and Senior Administrators	22	7	31.8%	5	22.7%	9	1
PB01 General Administration	374	46	12.3%	29	7.8%	80	219
PB02 Accounting and Fiscal	81	4	4.9%	10	12.3%	20	47
PB03 Personnel and Employee Relations	10			1	10.0%	4	5
PB04 Information Technology	110	16	14.5%	11	10.0%	39	44
PB05 Statistics and Research Analysis	35	1	2.9%	3	8.6%	9	22
PB06 Supply	18	3	16.7%	1	5.6%	6	8
PB99 Administrative classes not otherwise described	60	10	16.7%	3	5.0%	19	28
PC01 Business Finance	18	2	11.1%	4	22.2%	8	4
PC02 Business Regulation and Compliance	60	7	11.7%	2	3.3%	24	27
PC03 Safety Inspection	1	1	100.0%				
PC05 Revenue and Audit	16	1	6.3%	3	18.8%	2	10
PD01 Government Management and Operations	5			1	20.0%	1	3
PD03 Development and Infrastructure Planning	1						1
PD04 Emergency Planning and Response	1						1
PD09 Property Management	7	2	28.6%	1	14.3%	2	2
PE01 Education Programs	1						1
PE02 Teaching and Instruction	12			2	16.7%	4	6
PE03 Student Services	2	1	50.0%				1
PE06 Arts, Photography, and Information	13	1	7.7%			7	5
PF01 Public Programs	442	48	10.9%	36	8.1%	147	211
PF02 Social Work	354	30	8.5%	10	2.8%	91	223
PF03 Special Social Service	9	1	11.1%	1	11.1%	1	6
PF05 Labor and Employment Services	24	4	16.7%	5	20.8%	8	7
PG01 Health Administration	200	37	18.5%	19	9.5%	49	95
PG02 Nursing, Assistive	336	38	11.3%	27	8.0%	72	199
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
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Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Health and Social Services							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
PG03 Nursing, Professional	279	46	16.5%	24	8.6%	38	171
PG04 Medical, Professional	9	3	33.3%			2	4
PG05 Mental and Behavioral Health Services	53	13	24.5%	4	7.5%	11	25
PG06 Special Health Services	38	6	15.8%	6	15.8%	11	15
PG07 Health Laboratory and Related	29	2	6.9%	3	10.3%	5	19
PI01 Legal Support and Related	11	1	9.1%			3	7
PI04 Evidence Investigation	22	3	13.6%	1	4.5%	10	8
PJ03 Corrections	250	16	6.4%	24	9.6%	81	129
PJ04 Probation and Parole	90	10	11.1%	11	12.2%	31	38
PK01 Physical Science Specialists	3					2	1
PL01 Food and Custodial Services	157	20	12.7%	18	11.5%	31	88
PL04 Building and Facility Maintenance	44	8	18.2%	5	11.4%	10	21
PL08 Office Equipment Operation	2						2
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							



RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Labor and Workforce Development							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	14	5	35.7%	2	14.3%	1	6
PA01 Executives and Senior Administrators	12	1	8.3%	3	25.0%	4	4
PB01 General Administration	59	7	11.9%	9	15.3%	9	34
PB02 Accounting and Fiscal	42	4	9.5%	2	4.8%	12	24
PB03 Personnel and Employee Relations	3	1	33.3%			1	1
PB04 Information Technology	29	5	17.2%	5	17.2%	13	6
PB05 Statistics and Research Analysis	19	7	36.8%			5	7
PB06 Supply	6	1	16.7%	2	33.3%	1	2
PB99 Administrative classes not otherwise described	16	4	25.0%	2	12.5%	6	4
PC01 Business Finance	5			1	20.0%	2	2
PC02 Business Regulation and Compliance	15	3	20.0%			2	10
PC03 Safety Inspection	37	7	18.9%	4	10.8%	4	22
PC05 Revenue and Audit	1	1	100.0%				
PD01 Government Management and Operations	3	1	33.3%	1	33.3%		1
PD02 Economic Research	13	1	7.7%			5	7
PD03 Development and Infrastructure Planning	19	2	10.5%	3	15.8%	10	4
PE01 Education Programs	11	2	18.2%	1	9.1%	3	5
PE02 Teaching and Instruction	29	1	3.4%	4	13.8%	6	18
PE03 Student Services	4	1	25.0%	1	25.0%		2
PE06 Arts, Photography, and Information	3					3	
PF01 Public Programs	31	7	22.6%	4	12.9%	3	17
PF03 Special Social Service	1					1	
PF04 Vocational Rehabilitation	69	12	17.4%	7	10.1%	22	28
PF05 Labor and Employment Services	214	42	19.6%	30	14.0%	63	79
PI01 Legal Support and Related	1						1
PI03 Judges and Adjudicators	11	2	18.2%			4	5
PI04 Evidence Investigation	14	1	7.1%	3	21.4%	5	5
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							

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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Labor and Workforce Development

Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
PL01 Food and Custodial Services	13	2	15.4%	5	38.5%	1	5
PL04 Building and Facility Maintenance	5	1	20.0%				4
PL08 Office Equipment Operation	2					1	1
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							



RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Law							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	1					1	
PA01 Executives and Senior Administrators	6	3	50.0%			3	
PB01 General Administration	25	2	8.0%	4	16.0%	3	16
PB02 Accounting and Fiscal	10	3	30.0%	2	20.0%		5
PB03 Personnel and Employee Relations	1					1	
PB04 Information Technology	12					2	10
PB06 Supply	1					1	
PC02 Business Regulation and Compliance	5	2	40.0%	1	20.0%	1	1
PC05 Revenue and Audit	1					1	
PD01 Government Management and Operations	1						1
PI01 Legal Support and Related	165	10	6.1%	14	8.5%	44	97
PI02 Attorneys	273	42	15.4%	17	6.2%	81	133
PI04 Evidence Investigation	6	2	33.3%	1	16.7%	2	1
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
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RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Military and Veterans Affairs							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	20	3	15.0%	1	5.0%	6	10
PA01 Executives and Senior Administrators	7	2	28.6%	2	28.6%	2	1
PB01 General Administration	23	1	4.3%	2	8.7%	7	13
PB02 Accounting and Fiscal	12			1	8.3%	5	6
PB03 Personnel and Employee Relations	1						1
PB04 Information Technology	8			1	12.5%	3	4
PB06 Supply	9	1	11.1%			1	7
PB99 Administrative classes not otherwise described	4			1	25.0%	1	2
PC01 Business Finance	7	1	14.3%			1	5
PD01 Government Management and Operations	2					1	1
PD03 Development and Infrastructure Planning	2					1	1
PD04 Emergency Planning and Response	38	4	10.5%	4	10.5%	8	22
PD09 Property Management	4					1	3
PE02 Teaching and Instruction	18	1	5.6%	1	5.6%	7	9
PE03 Student Services	27	1	3.7%			4	22
PE06 Arts, Photography, and Information	3					1	2
PG03 Nursing, Professional	1						1
PG04 Medical, Professional	1			1	100.0%		
PG05 Mental and Behavioral Health Services	1						1
PK02 Environmental Science Specialists	4	1	25.0%				3
PK03 Engineering, Unlicensed	2	1	50.0%				1
PL01 Food and Custodial Services	11	3	27.3%			1	7
PL03 Equipment Operation	3			1	33.3%		2
PL04 Building and Facility Maintenance	34	8	23.5%	1	2.9%	12	13
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							

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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Natural Resources							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	63	9	14.3%	10	15.9%	19	25
PA01 Executives and Senior Administrators	15	5	33.3%	3	20.0%	2	5
PB01 General Administration	72	9	12.5%	9	12.5%	26	28
PB02 Accounting and Fiscal	37	11	29.7%	5	13.5%	12	9
PB03 Personnel and Employee Relations	3	1	33.3%				2
PB04 Information Technology	55	8	14.5%	4	7.3%	20	23
PB06 Supply	5	2	40.0%	1	20.0%		2
PB99 Administrative classes not otherwise described	9	2	22.2%			2	5
PC01 Business Finance	4	1	25.0%	1	25.0%		2
PC03 Safety Inspection	1	1	100.0%				
PC05 Revenue and Audit	7					4	3
PD01 Government Management and Operations	2					1	1
PD02 Economic Research	1						1
PD03 Development and Infrastructure Planning	2					2	
PD04 Emergency Planning and Response	23	3	13.0%	7	30.4%	2	11
PD05 Airport Administration	1	1	100.0%				
PD08 Real Estate Appraisal	4					3	1
PE02 Teaching and Instruction	1	1	100.0%				
PE05 Anthropological Research and Education	17	4	23.5%			1	12
PE06 Arts, Photography, and Information	7	2	28.6%	1	14.3%		4
PH02 Agriculture	9					2	7
PH03 Natural Resources and Forestry	346	36	10.4%	21	6.1%	110	179
PH04 Parks	42	8	19.0%	4	9.5%	17	13
PI05 Legal Document Processing	38	8	21.1%	6	15.8%	4	20
PJ03 Corrections	3	2	66.7%				1
PK01 Physical Science Specialists	35	3	8.6%	3	8.6%	11	18
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
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Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Natural Resources							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
PK02 Environmental Science Specialists	1						1
PK03 Engineering, Unlicensed	12	1	8.3%			2	9
PK04 Engineering, Licensed	5			1	20.0%	4	
PK07 Land Surveying	16	4	25.0%	2	12.5%	4	6
PL01 Food and Custodial Services	3					2	1
PL02 Aircraft, Automobile, or Vessel Maintenance	7	2	28.6%			3	2
PL03 Equipment Operation	1	1	100.0%				
PL04 Building and Facility Maintenance	21	1	4.8%	3	14.3%	4	13
PL07 Vessel and Aircraft Operation	3			1	33.3%	1	1
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RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Public Safety							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	3	1	33.3%	1	33.3%		1
PA01 Executives and Senior Administrators	8	5	62.5%			2	1
PB01 General Administration	108	15	13.9%	10	9.3%	28	55
PB02 Accounting and Fiscal	14			3	21.4%	2	9
PB03 Personnel and Employee Relations	2	1	50.0%			1	
PB04 Information Technology	24	3	12.5%	1	4.2%		20
PB05 Statistics and Research Analysis	5			2	40.0%	1	2
PB06 Supply	8	1	12.5%			2	5
PB99 Administrative classes not otherwise described	10	4	40.0%			3	3
PC01 Business Finance	2			1	50.0%	1	
PC02 Business Regulation and Compliance	1					1	
PD01 Government Management and Operations	2	1	50.0%	1	50.0%		
PD03 Development and Infrastructure Planning	1					1	
PD04 Emergency Planning and Response	31					10	21
PD05 Airport Administration	1						1
PD09 Property Management	1						1
PE06 Arts, Photography, and Information	4					2	2
PI01 Legal Support and Related	67	3	4.5%	8	11.9%	15	41
PI04 Evidence Investigation	38	4	10.5%	1	2.6%	8	25
PJ01 Law Enforcement	441	60	13.6%	78	17.7%	143	160
PJ02 Fire Fighting and Inspection	17	3	17.6%	3	17.6%	6	5
PL01 Food and Custodial Services	2					1	1
PL02 Aircraft, Automobile, or Vessel Maintenance	9			2	22.2%	4	3
PL04 Building and Facility Maintenance	4	1	25.0%	1	25.0%	1	1
PL07 Vessel and Aircraft Operation	13			1	7.7%	5	7
PL08 Office Equipment Operation	1	1	100.0%				
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
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Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Revenue							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	85	8	9.4%	11	12.9%	33	33
PA01 Executives and Senior Administrators	9	1	11.1%			3	5
PB01 General Administration	63	4	6.3%	3	4.8%	10	46
PB02 Accounting and Fiscal	58	4	6.9%	6	10.3%	18	30
PB03 Personnel and Employee Relations	2						2
PB04 Information Technology	33	5	15.2%	4	12.1%	9	15
PB05 Statistics and Research Analysis	1						1
PB06 Supply	1					1	
PB99 Administrative classes not otherwise described	2					2	
PC05 Revenue and Audit	68	6	8.8%	5	7.4%	24	33
PD01 Government Management and Operations	2						2
PD02 Economic Research	8	1	12.5%			1	6
PE06 Arts, Photography, and Information	1					1	
PF01 Public Programs	148	21	14.2%	10	6.8%	40	77
PG01 Health Administration	1						1
PI04 Evidence Investigation	10	1	10.0%			6	3
PL08 Office Equipment Operation	13	4	30.8%			3	6
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
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RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Transportation and Public Facilities							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	40	6	15.0%	5	12.5%	17	12
Exempt Marine	626	88	14.1%	64	10.2%	177	297
PA01 Executives and Senior Administrators	23	8	34.8%	3	13.0%	9	3
PB01 General Administration	170	25	14.7%	17	10.0%	39	89
PB02 Accounting and Fiscal	79	8	10.1%	12	15.2%	20	39
PB03 Personnel and Employee Relations	12					6	6
PB04 Information Technology	49	8	16.3%	3	6.1%	18	20
PB05 Statistics and Research Analysis	11					5	6
PB06 Supply	69	11	15.9%	11	15.9%	18	29
PB99 Administrative classes not otherwise described	3			1	33.3%		2
PC01 Business Finance	2	1	50.0%	1	50.0%		
PC03 Safety Inspection	41	5	12.2%	2	4.9%	11	23
PC05 Revenue and Audit	6	1	16.7%			2	3
PD01 Government Management and Operations	7			2	28.6%	3	2
PD03 Development and Infrastructure Planning	60	15	25.0%	4	6.7%	19	22
PD04 Emergency Planning and Response	20			4	20.0%	4	12
PD05 Airport Administration	22	3	13.6%	5	22.7%	6	8
PD06 Ferry System Administration	85	8	9.4%	6	7.1%	17	54
PD07 Maintenance Administration	29	5	17.2%	8	27.6%	10	6
PD08 Real Estate Appraisal	45	7	15.6%	7	15.6%	10	21
PD09 Property Management	30	7	23.3%	6	20.0%	12	5
PE02 Teaching and Instruction	3					3	
PE06 Arts, Photography, and Information	6					3	3
PF03 Special Social Service	9	1	11.1%	1	11.1%	2	5
PJ02 Fire Fighting and Inspection	74	5	6.8%	12	16.2%	24	33
PK01 Physical Science Specialists	8			2	25.0%	2	4
PK02 Environmental Science Specialists	47	6	12.8%	3	6.4%	11	27

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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Transportation and Public Facilities							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
PK03 Engineering, Unlicensed	299	39	13.0%	19	6.4%	106	135
PK04 Engineering, Licensed	175	20	11.4%	25	14.3%	85	45
PK06 Vessel Construction	4	2	50.0%	1	25.0%	1	
PK07 Land Surveying	31	3	9.7%	2	6.5%	8	18
PK08 Cartography and Drafting	18	4	22.2%	4	22.2%	1	9
PL01 Food and Custodial Services	57	11	19.3%	9	15.8%	5	32
PL02 Aircraft, Automobile, or Vessel Maintenance	140	18	12.9%	20	14.3%	37	65
PL03 Equipment Operation	556	65	11.7%	67	12.1%	154	270
PL04 Building and Facility Maintenance	178	30	16.9%	25	14.0%	43	80
PL05 Instrument Technicians	2						2
PL06 Construction Support	138	11	8.0%	7	5.1%	23	97
PL08 Office Equipment Operation	3			1	33.3%		2
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CREDITS AND CONTACT INFORMATION

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

Sheldon Fisher
Commissioner

Kate Sheehan
Division Director

Contributors:

Kate Sheehan, Kim Garrett, Frank Hurt, Jeff Hahnen, and Holly Cox

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

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