

State of Alaska

**Employee Movement Report
For
Calendar Year 2006**

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

**State of Alaska
Workforce Report
Calendar Year 2006**

The Division of Personnel is pleased to present the annual Statewide Workforce Report for the Executive Branch. The Workforce Report is a key management tool for workforce planning and provides a view of agency turnover and hire rates for the 12-month time period January 1, 2006 through December 31, 2006. It is anticipated that Departments will find the information contained in this report to be useful in developing and implementing workforce planning processes and procedures in their divisions and agencies.

The agency workforce report is divided into 4 sections:

- **Employee Movement** includes turnover and hire rates by department, division and organizational unit. The Total Positions number reflects the number of positions in AKPAY that were assigned to each agency on December 31, 2006. The Total Employees number reflects the number of individuals employed in permanent positions in each agency on December 31, 2006.
- **Outgoing Detail** breaks out types of employee separations into several categories such as voluntary separation and transfer to another department or branch of government. The outgoing detail section has department and division percentages. Outgoing detail percentages should add up to the turnover rate \pm 1% less transfers within the organizational unit.
- **Incoming Detail** breaks out types of employee hires into several separate categories such as new employee appointments and promotion within department. The incoming detail section has department and division percentages. Incoming detail percentages should add up to the hire rate \pm 1% less transfers within the organizational unit.
- **Definitions** are a glossary of terms and calculations used in this report.

The workforce report has an approximate accuracy rate of greater than 90%. While this accuracy rate prohibits the reporting of exact numbers, it does allow the reliable identification of trends and patterns. Each Department has responsibility for maintaining and taking any necessary action to correct its own organizational codes, employee information, position totals, and other information in AKPAY on which this report is based. The statistical analyses contained within the report reflect employee and position information as it currently exists in AKPAY. As a tool for planning purposes, the use of trend data will be valuable as Departments within the State draw their own reasonable conclusions and begin to focus on workforce planning and forecasting efforts.

**State of Alaska
Workforce Report
Calendar Year 2006**

Overall Trends for the State of Alaska:

There have been some noticeable changes in employee movement within the State since this report was last compiled for calendar year 2005. The turnover rate has increased, as has the hire rate. The turnover rate continues to be higher than the hire rate by about 3%. Promotions within Departments have increased by 1% compared to last year, but the rate of employees leaving State service voluntarily has also increased.

- The turnover rate for the Executive Branch of the State of Alaska is 29% and exceeds the hire rate of 26%.
- The hire rate for the Executive Branch of the State of Alaska is 26% and is lower than the turnover rate of 29%.
- The promotions rate within the Departments of the Executive Branch of the State of Alaska is 7%.
- The rate of voluntary separations for the Executive Branch of the State of Alaska is 14%.
- The Department with the highest turnover rate is Public Safety at 40% and the Department with the lowest turnover rate is Education and Early Development at 21%.

Last years' trends:

- The turnover rate for the Executive Branch of the State of Alaska was 24% and exceeded the hire rate of 22%.
- The hire rate for the Executive Branch of the State of Alaska was 22% and was lower than the turnover rate of 24%.
- The promotions rate within the Departments of the Executive Branch of the State of Alaska was 6%.
- The rate of voluntary separations for the Executive Branch of the State of Alaska was 12%.

**STATEWIDE
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%

Department	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Administration	1056	956	9%	316	337	33%	32%
Commerce, Community and Economic Development	513	426	17%	105	115	25%	22%
Corrections	1517	1351	11%	307	369	23%	24%
Education and Early Development	344	307	11%	63	94	21%	27%
Environmental Conservation	526	448	15%	128	144	29%	27%
Fish and Game	1698	1359	20%	384	372	28%	22%
Health and Social Services	3403	2964	13%	851	836	29%	25%
Labor and Workforce Development	1034	854	17%	243	183	28%	18%
Law	541	495	9%	150	177	30%	33%
Military and Veterans' Affairs	294	265	10%	88	93	33%	32%
Natural Resources	1003	875	13%	232	246	27%	25%
Public Safety	877	724	17%	288	306	40%	35%
Revenue	568	489	14%	120	133	25%	23%
Transportation and Public Facilities	3900	3127	20%	948	1029	30%	26%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 STATEWIDE
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**STATEWIDE
Outgoing Employee Detail CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%

Department	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
Administration	956	33%	3%	8%	5%	3%	15%	2%	1%
Commerce, Community and Economic Development	426	25%	2%	6%	4%	1%	13%	0%	0%
Corrections	1351	23%	3%	6%	2%	4%	9%	1%	1%
Education and Early Development	307	21%	1%	5%	3%	0%	10%	1%	1%
Environmental Conservation	448	29%	1%	10%	3%	1%	14%	0%	0%
Fish and Game	1359	28%	1%	6%	3%	2%	16%	1%	1%
Health and Social Services	2964	29%	3%	7%	3%	2%	15%	1%	1%
Labor and Workforce Development	854	28%	1%	5%	4%	2%	14%	2%	0%
Law	495	30%	5%	9%	3%	4%	13%	2%	0%
Military and Veterans' Affairs	265	33%	6%	12%	3%	4%	12%	1%	1%
Natural Resources	875	27%	2%	9%	3%	2%	12%	1%	0%
Public Safety	724	40%	4%	6%	4%	14%	15%	1%	1%
Revenue	489	25%	4%	6%	4%	4%	9%	1%	0%
Transportation and Public Facilities	3127	30%	3%	10%	1%	1%	16%	1%	1%

**STATEWIDE
Incoming Employee Detail CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%

Department	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Administration	1056	32%	11%	5%	4%	1%	3%	8%	1%	2%
Commerce, Community and Economic Development	513	22%	8%	3%	2%	1%	3%	5%	1%	1%
Corrections	1517	24%	10%	3%	3%	1%	1%	5%	1%	4%
Education and Early Development	344	27%	15%	3%	1%	1%	2%	5%	1%	1%
Environmental Conservation	526	27%	10%	2%	1%	1%	2%	9%	2%	1%
Fish and Game	1698	22%	8%	4%	1%	1%	1%	5%	1%	2%
Health and Social Services	3403	25%	10%	4%	5%	1%	2%	6%	0%	2%
Labor and Workforce Development	1034	18%	6%	2%	1%	1%	2%	4%	1%	2%
Law	541	33%	11%	5%	5%	1%	3%	9%	1%	4%
Military and Veterans' Affairs	294	32%	10%	3%	6%	1%	1%	11%	2%	4%
Natural Resources	1003	25%	6%	5%	2%	0%	1%	9%	0%	2%
Public Safety	877	35%	12%	2%	3%	1%	2%	5%	1%	12%
Revenue	568	23%	7%	2%	4%	1%	3%	5%	1%	4%
Transportation and Public Facilities	3900	26%	10%	5%	3%	1%	1%	8%	0%	1%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 STATEWIDE
 Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Administration
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Department of Administration	1056	956	9%	316	337	33%	32%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin Services	30	24	20%	3	2	13%	7%
Alaska Public Offices Commission	14	14	-	2	5	14%	36%
Commissioner's Office	7	5	29%	6	1	120%	14%
Motor Vehicles	156	142	9%	51	51	36%	33%
Personnel	182	162	11%	96	93	59%	51%
Enterprise Technology	123	104	15%	21	29	20%	24%
Finance	49	46	6%	12	13	26%	27%
General Services	68	62	9%	21	21	34%	31%
Labor Relations	10	8	20%	1	2	13%	20%
Office of Administrative Hearings	11	11	-	1	2	9%	18%
Office of Public Advocacy	110	104	5%	22	32	21%	29%
Oil & Gas Conservation Commission	28	25	11%	3	5	12%	18%
Public Defender	153	145	5%	41	52	28%	34%
Retirement & Benefits	107	96	10%	34	27	35%	25%
Risk Management	5	5	-	0	0	-	-
Violent Crimes Compensation Board	3	3	-	2	2	67%	67%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
X:EE Movement Report CY2006/ EE Movement Report CY2006 Administration
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Administration
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Administration	956	33%	3%	8%	5%	3%	15%	2%	1%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
Admin Services	24	13%	-	4%	8%	-	-	-
Alaska Public Offices Commission	14	14%	-	-	-	-	14%	-
Commissioner's Office	5	120%	-	20%	60%	-	40%	-
Motor Vehicles	142	36%	3%	11%	2%	1%	20%	2%
Personnel	162	59%	2%	17%	7%	10%	19%	7%
Enterprise Technology	104	20%	2%	3%	4%	1%	13%	-
Finance	46	26%	-	9%	2%	2%	11%	2%
General Services	62	34%	-	11%	3%	2%	16%	2%
Labor Relations	8	13%	-	-	-	-	13%	-
Office of Administrative Hearings	11	9%	-	-	-	-	9%	-
Office of Public Advocacy	104	21%	2%	3%	4%	2%	11%	2%
Oil & Gas Conservation Commission	25	12%	-	-	-	4%	8%	-
Public Defender	145	28%	8%	6%	3%	1%	17%	1%
Retirement & Benefits	96	35%	9%	7%	8%	3%	14%	3%
Risk Management	5	-	-	-	-	-	-	-
Violent Crimes Compensation Board	3	67%	-	-	67%	-	-	-

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
X:EE Movement Report CY2006/ EE Movement Report CY2006 Administration
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Outgoing Detail

**Department of Administration
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Administration	1056	32%	11%	5%	4%	1%	3%	8%	1%	2%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin Services	30	7%	-	-	3%	-	-	3%	-	3%
Alaska Public Offices Commission	14	36%	21%	14%	-	-	-	-	-	-
Commissioner's Office	7	14%	-	-	-	-	-	14%	-	-
Motor Vehicles	156	33%	18%	2%	3%	1%	-	10%	1%	1%
Personnel	182	51%	12%	8%	2%	4%	5%	15%	1%	7%
Enterprise Technology	123	24%	6%	5%	2%	-	7%	2%	4%	-
Finance	49	27%	4%	-	-	-	4%	10%	6%	2%
General Services	68	31%	6%	7%	1%	1%	-	13%	1%	1%
Labor Relations	10	20%	10%	-	-	-	-	-	-	10%
Office of Administrative Hearings	11	18%	9%	9%	-	-	-	-	-	-
Office of Public Advocacy	110	29%	15%	3%	4%	-	5%	5%	1%	2%
Oil & Gas Conservation Commission	28	18%	4%	-	4%	-	11%	-	-	4%
Public Defender	153	34%	14%	7%	8%	1%	2%	7%	2%	1%
Retirement & Benefits	107	25%	5%	5%	9%	-	6%	9%	-	1%
Risk Management	5	-	-	-	-	-	-	-	-	-
Violent Crimes Compensation Board	3	67%	33%	-	-	-	-	-	-	33%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
X:EE Movement Report CY2006/ EE Movement Report CY2006 Administrator
Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Commerce, Community and Economic Development
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Commerce, Community and Economic Development	513	426	17%	105	115	25%	22%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
ADMIN SERVICES	45	39	13%	17	20	44%	44%
AIDEA ENERGY	68	56	18%	12	10	21%	15%
AK AEROSPACE DEVEL CORP	53	39	26%	5	12	13%	23%
AK SEAFOOD MARKETING INST	18	16	11%	3	2	19%	11%
AK ST COMMUNITY SVC COMMIS	3	3	-	1	1	33%	33%
BANKING/SEC	20	16	20%	6	6	38%	30%
COMMISSIONERS OFFICE	8	6	25%	-	1	-	13%
COMMUNITY ADVOCACY	53	45	15%	10	6	22%	11%
DIV OF INSURANCE	53	45	15%	15	14	33%	26%
DIV OF INVESTMENTS	39	34	13%	9	9	26%	23%
OCCUPATIONAL LICENSING	81	69	15%	14	16	20%	20%
OFFICE OF ECONOMIC DEVELPMT	18	17	6%	2	4	12%	22%
REGULATORY COMM OF AK	54	41	24%	11	14	27%	26%
GRAND TOTAL	513	426	17%	105	115	25%	22%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
X:EE Movement Report CY2006/ EE Movement Report CY2006 CCED
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Employee Movement

**Department of Commerce, Community and Economic Development
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Commerce, Community and Economic Development	426	25%	2%	6%	4%	1%	13%	0%	0%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
ADMIN SERVICES	39	44%	3%	15%	13%	-	13%	3%
AIDEA ENERGY	56	21%	-	9%	-	2%	11%	-
AK AEROSPACE DEVEL CORP	39	13%	-	-	-	-	13%	-
AK SEAFOOD MARKETING INST	16	19%	-	-	6%	-	13%	-
AK ST COMMUNITY SVC COMMIS	3	33%	-	-	-	-	33%	-
BANKING/SEC	16	38%	-	6%	-	6%	19%	6%
COMMISSIONERS OFFICE	6	-	-	-	-	-	0%	-
COMMUNITY ADVOCACY	45	22%	2%	2%	7%	-	13%	-
DIV OF INSURANCE	45	33%	2%	9%	4%	-	18%	2%
DIV OF INVESTMENTS	34	26%	3%	6%	9%	3%	9%	-
OCCUPATIONAL LICENSING	69	20%	4%	3%	-	1%	16%	-
OFFICE OF ECONOMIC DEVELPMT	17	12%	-	-	6%	-	6%	-
REGULATORY COMM OF AK	41	27%	-	12%	5%	-	10%	-
GRAND TOTAL	426	25%	2%	6%	4%	1%	13%	1%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
X:EE Movement Report CY2006/ EE Movement Report CY2006 CCED
Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Commerce, Community and Economic Development
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Commerce, Community and Economic Development	513	22%	8%	3%	2%	1%	3%	5%	1%	1%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
ADMIN SERVICES	45	44%	9%	4%	2%	2%	11%	13%	4%	-
AIDEA ENERGY	68	15%	6%	-	-	-	-	9%	-	-
AK AEROSPACE DEVEL CORP	53	23%	21%	2%	-	-	-	-	-	-
AK SEAFOOD MARKETING INST	18	11%	11%	-	-	-	-	-	-	-
AK ST COMMUNITY SVC COMMIS	3	33%	-	33%	-	-	-	-	-	-
BANKING/SEC	20	30%	10%	-	-	-	10%	5%	5%	-
COMMISSIONERS OFFICE	8	13%	13%	-	-	-	-	-	-	-
COMMUNITY ADVOCACY	53	11%	4%	4%	4%	-	4%	-	-	-
DIV OF INSURANCE	53	26%	6%	8%	2%	2%	4%	8%	-	-
DIV OF INVESTMENTS	39	23%	8%	3%	3%	3%	0%	5%	3%	3%
OCCUPATIONAL LICENSING	81	20%	6%	1%	4%	1%	5%	2%	1%	2%
OFFICE OF ECONOMIC DEVELPMT	18	22%	6%	6%	-	-	-	-	-	11%
REGULATORY COMM OF AK	54	26%	6%	6%	-	-	-	13%	-	2%
GRAND TOTAL	513	22%	8%	3%	2%	1%	3%	5%	1%	1%

**Department of Corrections
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Department of Corrections	1517	1351	11%	307	369	23%	24%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin and Support	114	97	15%	33	41	34%	36%
Inmate Health Care	150	127	15%	24	22	19%	15%
Institutions	1096	997	9%	216	257	22%	23%
Parole Board	10	8	20%	0	0	-	-
Probation and Parole	147	122	17%	34	49	28%	33%

**Department of Corrections
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Corrections	1351	23%	3%	6%	2%	4%	9%	1%	1%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separation
Admin and Support	97	34%	2%	5%	8%	5%	9%	6%
Inmate Health Care	127	19%	6%	2%	2%	-	13%	2%
Institutions	997	22%	3%	7%	1%	5%	9%	1%
Parole Board	8	-	-	-	-	-	-	-
Probation and Parole	122	28%	2%	7%	2%	7%	8%	3%

**Department of Corrections
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Corrections	1517	24%	10%	3%	3%	1%	1%	5%	1%	4%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin and Support	114	36%	10%	6%	2%	2%	2%	8%	1%	8%
Inmate Health Care	150	15%	6%	5%	6%	-	1%	1%	3%	-
Institutions	1096	23%	11%	2%	3%	1%	1%	5%	1%	4%
Parole Board	10	-	-	-	-	-	-	-	-	-
Probation and Parole	147	33%	11%	5%	3%	1%	2%	8%	1%	4%

**Department of Education
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Department of Education	344	307	11%	63	94	21%	27%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
EDUCATION SUPPORT SERVICES	31	28	10%	4	7	14%	23%
EXECUTIVE ADMINISTRATION	6	4	33%	0	0	-	-
LIBRARIES ARCHIVES MUSEUMS	62	56	10%	13	11	23%	18%
MT EDGE CUMBE HIGH SCHOOL	51	48	6%	9	38	19%	75%
POST SECONDARY EDUCATION	104	91	13%	15	14	16%	13%
PROF TEACHING PRACTICES COM	2	2	-	1	0	50%	-
STATE COUNCIL ON THE ARTS	5	5	-	1	2	20%	40%
TEACHING/LEARNING SUPPORT	83	73	12%	20	22	27%	27%
GRAND TOTAL	344	307	11%	63	94	21%	27%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 Education
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Education
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Education	307	21%	1%	5%	3%	0%	10%	1%	1%

Division	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
EDUCATION SUPPORT SERVICES	28	14%	-	-	-	-	14%	-
EXECUTIVE ADMINISTRATION	4	-	-	-	-	-	-	-
LIBRARIES ARCHIVES MUSEUMS	56	23%	-	4%	4%	-	13%	4%
MT EDGE CUMBE HIGH SCHOOL	48	19%	-	2%	2%	-	15%	-
POST SECONDARY EDUCATION	91	16%	3%	3%	2%	-	8%	3%
PROF TEACHING PRACTICES COM	2	50%	-	-	-	-	50%	-
STATE COUNCIL ON THE ARTS	5	20%	-	-	-	-	20%	-
TEACHING/LEARNING SUPPORT	73	27%	1%	12%	7%	1%	5%	1%
GRAND TOTAL	307	21%	1%	5%	3%	0%	10%	2%

**Department of Education
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Education	344	27%	15%	3%	1%	1%	2%	5%	1%	1%

Organization Unit title	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
EDUCATION SUPPORT SERVICES	31	23%	10%	3%	-	-	3%	3%	3%	-
EXECUTIVE ADMINISTRATION	6	-	-	-	-	-	-	-	-	-
LIBRARIES ARCHIVES MUSEUMS	62	18%	5%	2%	-	3%	-	6%	-	2%
MT EDGE CUMBE HIGH SCHOOL	51	75%	65%	4%	-	-	-	4%	-	2%
POST SECONDARY EDUCATION	104	13%	4%	4%	3%	1%	1%	3%	-	1%
PROF TEACHING PRACTICES COM	2	-	-	-	-	-	-	-	-	-
STATE COUNCIL ON THE ARTS	5	40%	40%	-	-	-	-	-	-	-
TEACHING/LEARNING SUPPORT	83	27%	8%	2%	1%	1%	5%	8%	1%	-
GRAND TOTAL	344	27%	15%	3%	1%	1%	2%	5%	1%	1%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 Education
 Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Environmental Conservation
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Department of Environmental Conservation	526	448	15%	128	144	29%	27%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Commissioner's Office	10	6	40%	3	2	50%	20%
Environmental Health	139	116	17%	37	39	32%	28%
Air Quality	63	51	19%	16	15	31%	24%
Water	117	97	17%	29	39	30%	33%
Information and Admin Services	51	44	14%	12	17	27%	33%
Spill Prevention and Response	146	134	8%	31	32	23%	22%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 DEC
 Prepared by Statewide Planning and Research, Division of Personnel

**Department of Environmental Conservation
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Environmental Conservation	448	29%	1%	10%	3%	1%	14%	0%	0%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
Commissioner's Office	6	50%	-	-	17%	-	33%	-
Environmental Health	116	32%	3%	13%	2%	2%	16%	-
Air Quality	51	31%	2%	12%	8%	-	12%	-
Water	97	30%	2%	10%	-	2%	18%	-
Information and Admin Services	44	27%	-	2%	14%	-	9%	2%
Spill Prevention and Response	134	23%	-	9%	1%	-	13%	1%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 DEC
 Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Environmental Conservation
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Environmental Conservation	526	27%	10%	2%	1%	1%	2%	9%	2%	1%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Commissioner's Office	10	20%	-	-	-	10%	10%	-	-	-
Environmental Health	139	28%	9%	1%	3%	1%	1%	12%	1%	1%
Air Quality	63	24%	14%	2%	3%	-	-	5%	3%	-
Water	117	33%	11%	3%	1%	-	3%	13%	2%	2%
Information and Admin Services	51	33%	14%	2%	-	-	6%	4%	6%	2%
Spill Prevention and Response	146	22%	9%	3%	-	1%	1%	6%	1%	-

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 DEC
 Prepared by Statewide Planning and Research, Division of Personnel

**Department of Fish and Game
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Department of Fish and Game	1698	1359	20%	384	372	28%	22%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin Services	76	63	17%	39	40	62%	53%
Boards	12	12	-	5	4	42%	33%
Com Fish Entry Commission	37	29	22%	5	4	17%	11%
Commercial Fishing	828	627	24%	209	196	33%	24%
Commissioner's Office	10	7	30%	5	3	71%	30%
Oil Spill Trustee Council	13	6	54%	6	5	100%	38%
Sport Fish	464	388	16%	90	96	23%	21%
Subsistence	37	28	24%	7	3	25%	8%
Wildlife	221	199	10%	18	21	9%	10%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 DFG
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Fish and Game
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Fish and Game	1359	28%	1%	6%	3%	2%	16%	1%	1%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
Admin Services	63	62%	-	13%	13%	2%	29%	6%
Boards	12	42%	-	8%	8%	-	25%	-
Com Fish Entry Commission	29	17%	3%	10%	3%	-	3%	-
Commercial Fishing	627	33%	1%	7%	3%	3%	19%	2%
Commissioner's Office	7	71%	-	-	-	14%	43%	14%
Oil Spill Trustee Council	6	100%	-	17%	-	-	50%	33%
Sport Fish	388	23%	1%	4%	2%	3%	13%	2%
Subsistence	28	25%	4%	-	4%	4%	18%	-
Wildlife	199	9%	1%	2%	-	1%	7%	1%

**Department of Fish and Game
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Fish and Game	1698	22%	8%	4%	1%	1%	1%	5%	1%	2%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin Services	76	53%	12%	13%	-	5%	5%	9%	7%	1%
Boards	12	33%	17%	8%	8%	-	-	8%	-	-
Com Fish Entry Commission	37	11%	-	3%	3%	-	-	8%	-	-
Commercial Fishing	828	24%	10%	4%	1%	1%	0%	5%	0%	2%
Commissioner's Office	10	30%	-	10%	-	-	20%	-	-	-
Oil Spill Trustee Council	13	38%	8%	8%	-	-	8%	15%	-	-
Sport Fish	464	21%	8%	5%	0%	1%	1%	3%	1%	2%
Subsistence	37	8%	3%	3%	5%	-	3%	-	-	-
Wildlife	221	10%	4%	2%	1%	-	-	2%	0%	1%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 DFG
 Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Health and Social Services
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Health and Social Services	3403	2964	13%	851	836	29%	25%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Pioneers Homes	597	562	6%	137	117	24%	20%
Office of the Commissioner and Boards	73	56	23%	24	24	43%	33%
Behavioral Health	326	267	18%	61	63	23%	19%
Public Assistance	507	428	16%	136	116	32%	23%
Public Health	519	421	19%	112	131	27%	25%
Senior and Disabilities Services	85	73	14%	17	31	23%	36%
Finance and Management Services	321	278	13%	84	105	30%	33%
Health Care Services	52	38	27%	23	19	61%	37%
Juvenile Justice	453	420	7%	93	76	22%	17%
Children's Services	470	421	10%	164	154	39%	33%

**Department of Health and Social Services
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Health and Social Services	2964	29%	3%	7%	3%	2%	15%	1%	1%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
Pioneers Homes	562	24%	7%	4%	1%	2%	16%	2%
Office of the Commissioner and Boards	56	43%	-	11%	5%	4%	20%	4%
Behavioral Health	267	23%	7%	4%	3%	0%	13%	2%
Public Assistance	428	32%	1%	8%	2%	3%	14%	4%
Public Health	421	27%	2%	6%	3%	0%	16%	1%
Senior and Disabilities Services	73	23%	1%	7%	3%	1%	12%	-
Finance and Management Services	278	30%	1%	9%	7%	2%	10%	3%
Health Care Services	38	61%	3%	34%	8%	-	16%	3%
Juvenile Justice	420	22%	2%	6%	2%	1%	11%	2%
Children's Services	421	39%	2%	8%	3%	4%	21%	3%

**Department of Health and Social Services
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Health and Social Services	3403	25%	10%	4%	5%	1%	2%	6%	0%	2%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Pioneers Homes	597	20%	11%	2%	15%	1%	0%	4%	0%	1%
Office of the Commissioner and Boards	73	33%	8%	8%	-	-	3%	12%	-	1%
Behavioral Health	326	19%	9%	4%	7%	1%	1%	4%	0%	1%
Public Assistance	507	23%	7%	4%	1%	2%	1%	7%	0%	2%
Public Health	519	25%	10%	6%	2%	1%	2%	5%	1%	1%
Senior and Disabilities Services	85	36%	16%	5%	5%	1%	4%	7%	-	4%
Finance and Management Services	321	33%	7%	3%	1%	0%	9%	9%	2%	2%
Health Care Services	52	37%	10%	2%	6%	-	6%	19%	-	-
Juvenile Justice	453	17%	6%	3%	5%	1%	1%	6%	0%	1%
Children's Services	470	33%	15%	5%	2%	1%	1%	7%	-	3%

**Department of Labor and Workforce Development
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Department of Labor	1034	854	17%	243	183	28%	18%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Administrative Services Division	120	97	19%	36	36	37%	30%
Commissioner's Office	12	10	17%	2	3	20%	25%
Business Partnerships	121	104	14%	32	34	31%	28%
Division of Vocation Rehabilitation	130	121	7%	17	16	14%	12%
Employment Security Division	488	379	22%	131	56	35%	11%
Labor Standards & Safety	87	73	16%	16	14	22%	16%
Workers' Comp Division	76	70	8%	9	24	13%	32%

**Department of Labor and Workforce Development
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Labor	854	28%	1%	5%	4%	2%	14%	2%	0%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations (Including Other+Involuntary)
Administrative Services Division	97	37%	-	9%	16%	-	9%	2%
Commissioner's Office	10	20%	-	-	-	-	20%	-
Business Partnerships	104	31%	-	5%	1%	1%	24%	-
Division of Vocation Rehabilitation	121	14%	2%	2%	1%	1%	9%	2%
Employment Security Division	379	35%	1%	7%	3%	4%	16%	5%
Labor Standards & Safety	73	22%	1%	5%	3%	-	12%	1%
Workers' Comp Division	70	13%	-	1%	3%	3%	3%	3%

**Department of Labor and Workforce Development
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Labor	1034	18%	6%	2%	1%	1%	2%	4%	1%	2%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Administrative Services Division	120	30%	8%	3%	-	3%	5%	8%	2%	2%
Commissioner's Office	12	25%	-	-	-	8%	8%	8%	-	-
Business Partnerships	121	28%	17%	5%	-	-	1%	4%	1%	1%
Division of Vocation Rehabilitation	130	12%	7%	1%	2%	1%	1%	2%	-	2%
Employment Security Division	488	11%	1%	1%	1%	1%	1%	5%	-	2%
Labor Standards & Safety	87	16%	5%	2%	1%	-	5%	3%	1%	-
Workers' Comp Division	76	32%	14%	5%	1%	1%	3%	3%	3%	3%

**Department of Law
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Department of Law	541	495	9%	150	177	30%	33%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin Services	30	22	27%	19	15	86%	50%
Civil	282	264	6%	74	95	28%	34%
Criminal	229	209	9%	57	67	27%	29%

**Department of Law
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Law	495	30%	5%	9%	3%	4%	13%	2%	0%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
Admin Services	22	86%	14%	23%	18%	5%	32%	9%
Civil	264	28%	5%	9%	1%	5%	12%	1%
Criminal	209	27%	5%	7%	3%	3%	11%	2%

**Department of Law
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Law	541	33%	11%	5%	5%	1%	3%	9%	1%	4%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin Services	30	50%	20%	3%	10%	-	10%	10%	3%	3%
Civil	282	34%	11%	5%	4%	1%	2%	9%	1%	5%
Criminal	229	29%	9%	5%	5%	3%	2%	7%	0%	3%

Department of Military and Veterans' Affairs Employee Movement Report for CY 2006

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Military and Veterans' Affairs	294	265	10%	88	93	33%	32%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Air National Guard	46	39	15%	14	14	36%	30%
Commissioner's Office	5	3	40%	1	0	33%	-
Admin Services	29	28	3%	8	11	29%	38%
Facilities Management	58	46	21%	15	14	33%	24%
AMYA	99	97	2%	30	40	31%	40%
Army National Guard	3	3	-	0	0	-	-
Homeland Security	52	47	10%	20	13	43%	25%
Veterans' Affairs	2	2	-	0	1	-	50%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 DMVA
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Military and Veterans' Affairs
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Military and Veterans' Affairs	265	33%	6%	12%	3%	4%	12%	1%	1%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
Air National Guard	39	36%	-	10%	-	-	21%	5%
Commissioner's Office	3	33%	-	-	-	-	33%	-
Admin Services	28	29%	-	18%	4%	4%	4%	-
Facilities Management	46	33%	4%	11%	7%	2%	13%	-
AMYA	97	31%	9%	8%	2%	8%	10%	2%
Army National Guard	3	-	-	-	-	-	-	-
Homeland Security	47	43%	9%	21%	4%	2%	15%	-
Veterans' Affairs	2	-	-	-	-	-	-	-

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
X:EE Movement Report CY2006/ EE Movement Report CY2006 DMVA
Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Military and Veterans' Affairs
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Military and Veterans' Affairs	294	32%	10%	3%	6%	1%	1%	11%	2%	4%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Air National Guard	46	30%	9%	4%	-	-	2%	9%	7%	-
Commissioner's Office	5	-	-	-	-	-	-	-	-	-
Admin Services	29	38%	10%	-	-	3%	7%	14%	3%	-
Facilities Management	58	24%	5%	3%	3%	-	-	12%	-	3%
AMYA	99	40%	18%	6%	7%	1%	-	7%	-	8%
Army National Guard	3	-	-	-	-	-	-	-	-	-
Homeland Security	52	25%	4%	-	17%	2%	-	17%	-	2%
Veterans' Affairs	2	50%	-	-	-	-	-	0%	50%	-

**Department of Natural Resources
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Department of Natural Resources	1003	875	13%	232	246	27%	25%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin Support Services	30	26	13%	6	6	23%	20%
Agriculture	45	35	22%	4	3	11%	7%
Commissioner's Office	16	12	25%	7	10	58%	63%
DPC Info Tech Charge Back	7	7	-	0	0	-	-
Forestry	261	235	10%	52	55	22%	21%
Geological and Geographical Survey	38	35	8%	3	6	9%	16%
Habitat	37	34	8%	8	6	24%	16%
Information Resource Mgmt	29	25	14%	8	7	32%	24%
Large Project Permitting	5	5	-	0	0	-	-
Mental Health Land Trust	12	11	8%	0	1	-	8%
Mining and Water	209	178	15%	66	65	37%	31%
Oil and Gas	80	69	14%	20	25	29%	31%
Office of Project Management & Permitting	32	26	19%	8	13	31%	41%
Parks	121	106	12%	30	31	28%	26%
Pipeline Coordinators Office	27	21	22%	4	2	19%	7%
Recorders Office	54	50	7%	16	16	32%	30%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
X:EE Movement Report CY2006/ EE Movement Report CY2006 DNR
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Natural Resources
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Natural Resources	875	27%	2%	9%	3%	2%	12%	1%	0%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
Admin Support Services	26	23%	4%	8%	4%	-	8%	4%
Agriculture	35	11%	-	-	3%	-	9%	-
Commissioner's Office	12	58%	-	17%	-	17%	17%	8%
DPC Info Tech Charge Back	7	-	-	-	-	-	-	-
Forestry	235	22%	2%	7%	0%	2%	12%	-
Geological and Geographical Survey	35	9%	-	3%	-	-	6%	-
Habitat	34	24%	-	3%	15%	-	6%	-
Information Resource Mgmt	25	32%	-	-	12%	-	20%	-
Large Project Permitting	5	-	-	-	-	-	-	-
Mental Health Land Trust	11	-	-	-	-	-	-	-
Mining and Water	178	37%	5%	17%	3%	3%	12%	1%
Oil and Gas	69	29%	-	7%	3%	-	17%	1%
Office of Project Management & Permitting	26	31%	-	8%	8%	-	15%	-
Parks	106	28%	1%	8%	2%	4%	12%	3%
Pipeline Coordinators Office	21	19%	-	10%	-	5%	5%	-
Recorders Office	50	32%	4%	14%	2%	-	14%	2%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 DNR
 Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Natural Resources
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Natural Resources	1003	25%	6%	5%	2%	0%	1%	9%	0%	2%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin Support Services	30	20%	10%	3%	3%	-	3%	3%	-	-
Agriculture	45	7%	2%	2%	-	-	-	2%	-	-
Commissioner's Office	16	63%	19%	19%	-	6%	6%	13%	-	-
DPC Info Tech Charge Back	7	-	-	-	-	-	-	-	-	-
Forestry	261	21%	2%	7%	2%	0%	-	8%	1%	3%
Geological and Geographical Survey	38	16%	5%	5%	-	-	-	3%	3%	-
Habitat	37	16%	5%	-	-	3%	5%	3%	-	-
Information Resource Mgmt	29	24%	7%	10%	-	-	3%	-	3%	-
Large Project Permitting	5	-	-	-	-	-	-	-	-	-
Mental Health Land Trust	12	8%	-	-	-	-	-	8%	-	-
Mining and Water	209	31%	8%	6%	4%	-	-	14%	-	2%
Oil and Gas	80	31%	10%	6%	1%	1%	3%	9%	-	3%
Office of Project Management & Permitting	32	41%	16%	9%	-	-	6%	6%	3%	-
Parks	121	26%	7%	3%	1%	1%	1%	11%	-	2%
Pipeline Coordinators Office	27	7%	-	-	-	-	-	7%	-	-
Recorders Office	54	30%	9%	6%	4%	-	2%	11%	-	2%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
X:EE Movement Report CY2006/ EE Movement Report CY2006 DNR
Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Public Safety
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Department of Public Safety	877	724	17%	288	306	40%	35%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Alaska State Troopers	690	567	18%	243	264	43%	38%
Alcoholic Beverage Control Board	9	8	11%	1	0	13%	-
Commissioners' Office	56	44	21%	12	12	27%	21%
Admin Services	93	80	14%	23	22	29%	24%
Fire Management Office	29	25	14%	9	8	36%	28%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 Public Safety
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Public Safety
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Public Safety	724	40%	4%	6%	4%	14%	15%	1%	1%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
Alaska State Troopers	567	43%	5%	5%	3%	18%	16%	1%
Alcoholic Beverage Control Board	8	13%	-	-	-	-	13%	-
Commissioners' Office	44	27%	-	2%	7%	-	16%	2%
Admin Services	80	29%	1%	11%	10%	-	8%	-
Fire Management Office	25	36%	-	12%	8%	-	16%	-

**Department of Public Safety
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Public Safety	877	35%	12%	2%	3%	1%	2%	5%	1%	12%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Alaska State Troopers	690	38%	13%	2%	4%	2%	2%	4%	1%	15%
Alcoholic Beverage Control Board	9	-	-	-	-	-	-	-	-	-
Commissioners' Office	56	21%	9%	-	2%	-	4%	5%	4%	-
Admin Services	93	24%	9%	1%	1%	-	3%	9%	2%	-
Fire Management Office	29	28%	7%	3%	-	-	3%	10%	3%	-

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 Public Safety
 Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Revenue
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Department of Revenue	568	489	14%	120	133	25%	23%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Natural Gas Development Authority	2	2	-	0	0	-	-
Permanent Fund Corp	40	34	15%	9	10	26%	25%
Commissioner's Office	6	4	33%	1	2	25%	33%
Child Support Services	233	212	9%	45	37	21%	16%
Admin Services	15	14	7%	2	4	14%	27%
Mental Health Trust	24	22	8%	1	4	5%	17%
Permanent Fund Division	92	75	18%	27	31	36%	34%
Tax	114	87	24%	25	32	29%	28%
Treasury	42	39	7%	10	13	26%	31%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 Revenue
 Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Revenue
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Revenue	489	25%	4%	6%	4%	4%	9%	1%	0%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
Natural Gas Development Authority	2	-	-	-	-	-	-	-
Permanent Fund Corp	34	26%	-	12%	-	3%	12%	-
Commissioner's Office	4	25%	-	-	-	-	25%	-
Child Support Services	212	21%	8%	3%	2%	8%	8%	1%
Admin Services	14	14%	-	7%	-	-	7%	-
Mental Health Trust	22	5%	-	-	-	-	5%	-
Permanent Fund Division	75	36%	1%	9%	9%	3%	9%	5%
Tax	87	29%	1%	7%	7%	2%	11%	1%
Treasury	39	26%	-	8%	8%	3%	8%	-

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 Revenue
 Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Revenue
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Revenue	568	23%	7%	2%	4%	1%	3%	5%	1%	4%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Natural Gas Development Authority	2	-	-	-	-	-	-	-	-	-
Permanent Fund Corp	40	25%	8%	-	-	-	8%	8%	-	3%
Commissioner's Office	6	33%	17%	-	-	-	17%	-	-	-
Child Support Services	233	16%	3%	2%	8%	0%	0%	3%	-	7%
Admin Services	15	27%	-	-	-	7%	7%	7%	7%	-
Mental Health Trust	24	17%	8%	-	-	-	8%	-	-	-
Permanent Fund Division	92	34%	11%	7%	1%	1%	4%	5%	3%	2%
Tax	114	28%	11%	2%	1%	-	4%	8%	1%	2%
Treasury	42	31%	10%	5%	-	2%	2%	7%	2%	2%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
 X:EE Movement Report CY2006/ EE Movement Report CY2006 Revenue
 Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Transportation and Public Facilities
Employee Movement Report for CY 2006**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17274	14640	9%	4223	4434	29%	26%
Department of Transportation and Public Facilities	3900	3127	20%	948	1029	30%	26%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Airport - Anchorage Intl Airport	377	341	10%	78	90	23%	24%
Airport - Fairbanks Intl Airport	110	96	13%	26	21	27%	19%
Central Region	679	587	14%	159	156	27%	23%
Headquarters	335	269	20%	85	70	32%	21%
Northern Region	738	622	16%	160	169	26%	23%
Southeast Region	256	216	16%	71	79	33%	31%
AMHS (Alaska Marine Highway System)	1237	837	32%	337	411	40%	33%
SEF (State Equipment Fleet)	168	159	5%	32	33	20%	20%

**Department of Transportation and Public Facilities
Outgoing Employee Detail for CY 2006**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14640	29%	3%	7%	3%	3%	14%	1%	1%
Department of Transportation and Public Facilities	3127	30%	3%	10%	1%	1%	16%	1%	1%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (Not Included in Turnover)	Promotions Within Dept	Transfer to Another Dept or Branch	Transfer Within Dept (same range)	Voluntary Separations	Other Separations
Airport - Anchorage Intl Airport	341	23%	1%	6%	2%	0%	12%	2%
Airport - Fairbanks Intl Airport	96	27%	-	5%	1%	-	20%	1%
Central Region	587	27%	3%	12%	1%	1%	11%	2%
Headquarters	269	32%	0%	9%	4%	1%	16%	2%
Northern Region	622	26%	5%	9%	1%	2%	11%	2%
Southeast Region	216	33%	1%	15%	1%	2%	15%	-
AMHS (Alaska Marine Highway System)	837	40%	4%	10%	1%	0%	27%	2%
SEF (State Equipment Fleet)	159	20%	3%	6%	1%	2%	9%	2%

Source: DOP PA Logs from CY06; AKPAY; Vacancy report
X:EE Movement Report CY2006/ EE Movement Report CY2006 DOT/PF
Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Transportation and Public Facilities
Incoming Employee Detail for CY 2006**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17274	26%	10%	4%	3%	1%	2%	7%	1%	2%
Department of Transportation and Public Facilities	3900	26%	10%	5%	3%	1%	1%	8%	0%	1%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (Not Included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Airport - Anchorage Intl Airport	377	24%	14%	2%	1%	1%	0%	6%	-	1%
Airport - Fairbanks Intl Airport	110	19%	6%	3%	-	-	2%	5%	-	3%
Central Region	679	23%	7%	3%	2%	0%	0%	11%	0%	1%
Headquarters	335	21%	2%	4%	0%	1%	4%	8%	1%	1%
Northern Region	738	23%	8%	3%	4%	1%	0%	9%	0%	2%
Southeast Region	256	31%	9%	4%	1%	1%	2%	13%	-	2%
AMHS (Alaska Marine Highway System)	1237	33%	15%	11%	4%	0%	0%	7%	-	0%
SEF (State Equipment Fleet)	168	20%	12%	2%	2%	-	-	4%	-	1%

Notes for this report

This report looks at permanent classified positions and exempt positions and the employees in them.
The information is for data collected about Calendar Year 2006

EE Movement Definitions:

Vacancy Rate

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

Turnover Rate

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

Hire Rate

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

Outgoing Definitions:

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

Voluntary Separations

All types of normal separations from state service including retirement

Other Separations

Voluntary Demotions

Death

To layoff

Lateral Moves within Org Unit

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

This data is not included in turnover rates

Same Range

Movement to a job class of equivalent or similar salary

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

Abandonment of duties

Dismissal

In lieu of dismissal

Demotion for cause

Involuntary demotion

Probationary drop

Incoming Definitions

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

Appointment Rehire

Person with prior State service that is displayed in AKPAY

Lateral moves within Org Unit

Movement to a position with the same range in the same Organizational Unit

This data is not included in hire rates

Other Appointments

Demotion-Voluntary

Demotion-Involuntary

Recall from layoff