

Department of Commerce and Economic Development Employee Movement with Retirement Data FY 2011

Department	Total Employees	Position Count	Turnover Rate	Vacancy Rate	Separated not Retired	Retirement Rate	Retire in 1 Year
Commerce and Economic Development	481	537	31%	12%	13%	4%	18%

Job Group	Group Descrip	Total Employees	Position Count	Turnover Rate	Vacancy Rate	Separated not Retired	Retirement Rate	Retire in 1 Year
	Exempt¹	152	158	22%	9%	13%	5%	20%
PA	Executives and Senior Administrators	10	12	70%	17%	30%	20%	20%
PB	Administrative and Office Support	111	134	50%	17%	14%	3%	16%
PC	Business Development and Regulation	116	130	27%	11%	13%	3%	16%
PD	Government Management and Infrastructure	45	49	29%	8%	16%	0%	24%
PE	Education, Information, Libraries, and Museums	3	4		25%			
PF	Social, Benefit, and Employment Services	2	2					
PG	Medical, Public Health, and Related	1	1					100%
PH	Biological Sciences	2	2					50%
PI	Legal, Judicial, and Related	36	42	19%	14%	6%	3%	14%
PK	Physical Sciences and Engineering	3	3					33%

Job Group	Job Family	Family Description	Total Employees	Position Count	Turnover Rate	Vacancy Rate	Separated not Retired	Retirement Rate	Retire in 1 Year
		Exempt¹	152	158	22%	9%	13%	5%	20%
PA	PA01B	Executives and Senior Administrators	10	12	70%	17%	30%	20%	20%
PB	PB01A	General Administration	49	59	69%	17%	20%		18%
PB	PB01B	General Administration	4	6	125%	33%		50%	25%
PB	PB02A	Accounting and Fiscal	18	24	67%	25%	17%	6%	11%
PB	PB02B	Accounting and Fiscal	4	6		33%			
PB	PB04A	Information Technology	1	1					
PB	PB04B	Information Technology	25	27	12%	7%	8%		16%
PB	PB05B	Statistics and Research Analysis	2	3	50%	33%	50%		50%
PB	PB06A	Supply	1	1					
PB	PB06B	Supply	3	3					33%
PB	PB99B	Administrative classes not otherwise described	4	4					

Source: ALDER and Classification Outline

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Job Group	Job Family	Family Description	Total Employees	Position Count	Turnover Rate	Vacancy Rate	Separated not Retired	Retirement Rate	Retire in 1 Year
PC	PC01A	Business Finance	6	6	33%				
PC	PC01B	Business Finance	26	30	8%	13%		8%	16%
PC	PC02A	Business Regulation and Compliance	35	38	34%	8%	17%	3%	14%
PC	PC02B	Business Regulation and Compliance	47	54	32%	13%	19%	2%	17%
PC	PC05B	Revenue and Audit	2	2					50%
PD	PD01A	Government Management and Operations	1	2		50%			
PD	PD01B	Government Management and Operations	29	32	34%	9%	17%		24%
PD	PD03B	Development and Infrastructure Planning	12	12	17%		8%		17%
PD	PD06B	Ferry System Administration	1	1					
PD	PD08B	Real Estate Appraisal	2	2	50%		50%		50%
PE	PE06A	Arts, Photography, and Information	3	3					
PE	PE06B	Arts, Photography, and Information	0	1		100%			
PF	PF05B	Labor and Employment Services	2	2					
PG	PG03B	Nursing, Professional	1	1					100%
PH	PH03B	Natural Resources and Forestry	2	2					50%
PI	PI01A	Legal Support and Related	12	14	25%	14%	17%		17%
PI	PI03B	Judges and Adjudicators	4	6		33%			25%
PI	PI04B	Evidence Investigation	20	22	20%	9%		5%	10%
PK	PK03B	Engineering, Unlicensed	3	3					33%

Job Group	Job Family	Job Class	Class Description	Total Employees	Position Count	Turnover Rate	Vacancy Rate	Separated not Retired	Retirement Rate	Retire in 1 Year
		X0003	COMMISSIONER	1	1	100%		100%		
		X0004	COMMISSIONER, RCA	5	5					80%
		X0033	ADMINISTRATIVE ASSISTANT	3	4	33%	25%	33%		33%
		X0075	ADMINISTRATIVE SUPPORT TECH	2	2	50%		50%		
		X0145	ADMINISTRATIVE LAW JUDGE	1	0		*3			100%
		X0170	INTERNATIONAL PROGRAM DIRECTOR	1	1					
		X0215	ACCOUNTANT	1	1	100%		100%		

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Job Group	Job Family	Job Class	Class Description	Total Employees	Position Count	Turnover Rate	Vacancy Rate	Separated not Retired	Retirement Rate	Retire in 1 Year
		X0217	PROCUREMENT MANAGER	2	2					
		X0228	PROCUREMENT MANAGER	0	1		100%		*2	
		X0232	PROGRAM MANAGER	3	3		33%			
		X0288	EXECUTIVE DIRECTOR	1	1					100%
		X0289	EXECUTIVE DIRECTOR	2	2	50%		50%		
		X0328	FINANCE ASSISTANT	1	1	100%				
		X0329	FINANCE ASSISTANT	1	1					
		X0342	PROJECT MANAGER	4	4					25%
		X0349	DEPUTY DIRECTOR CREDIT	1	1					100%
		X0351	DEPUTY DIRECTOR FINANCE	1	1					
		X0376	PROJECT ASSISTANT	1	1	100%			100%	
		X0393	LOAN SERVICING TECHNICIAN II	1	1					
		X0454	FINANCE MANAGER	1	1					
		X0492	PROJECT MANAGER	1	3	100%	33%		100%	
		X0494	PROJECT MANAGER	3	1					
		X0553	ADMINISTRATIVE SPECIALIST	3	3					
		X0560	CONTROLLER	2	2					
		X0563	QUALITY ASSURANCE COORDINATOR	1	1					100%
		X0636	LOAN SERVICES SUPERVISOR	1	1					
		X0657	ACCOUNTANT II	1	1	100%				
		X0661	ACCOUNTING TECHNICIAN	4	4	50%		50%		50%
		X0662	ACCOUNTING TECHNICIAN	1	3		67%			
		X0751	ADMINISTRATIVE ASSISTANT	1	1					100%
		X0933	COMMUNICATIONS COORDINATOR	1	1					
		X0992	FOODSERVICE DIRECTOR	1	1					
		X1011	ADMIN ASSISTANT	1	1					
		X1026	ACTUARY	2	2					
		X1110	TECHNICAL ENGINEER II	2	2					

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Job Group	Job Family	Job Class	Class Description	Total Employees	Position Count	Turnover Rate	Vacancy Rate	Separated not Retired	Retirement Rate	Retire in 1 Year
		X1114	PROJECT MANAGER II	1	1					
		X1136	PROJECT ASSISTANT	1	1	100%		100%		
		X1138	PROJECT DEVELOPMENT MANAGER	1	1					
		X1175	DATA SYSTEMS SPECIALIST	1	1					
		X1180	EXECUTIVE DIRECTOR SAC	1	1					100%
		X1186	ACCOUNTANT	0	1		100%			
		X1208	OUTREACH ADMINISTRATOR	0	0			*2		
		X1223	PROJECT MANAGER	0	0					
		X1226	LOAN OFFICER II	2	2					
		X1237	RETAIL PROGRAM DIRECTOR	1	1					100%
		X1264	KLC FACILITY MANAGER	1	1					
		X1266	ADMINISTRATIVE MANAGER	2	1	50%			50%	50%
		X1299	BUDGET MANAGER	1	1					100%
		X1319	BUSINESS DEVELOPMENT SPEC II	1	1	100%				
		X1327	VP AND CHIEF FINANCIAL OFFICER	1	1					
		X1341	ACCOUNTING TECHNICIAN II	1	1	100%				
		X1343	FINANCIAL ANALYST	1	1					
		X1351	WAREHOUSE MANAGER	1	1					
		X1358	DEVELOPMENT MANAGER	1	0		*3			
		X1392	SECURITY MGR/INFO SYS SEC MGR	1	1					
		X1393	SYSTEMS SUPPORT MANAGER	1	2		50%			
		X1415	COMMUNICATIONS & ELECT SUPRVR	1	1					
		X1418	MECHANICAL TECHNICIAN	1	1					
		X1419	ELECTRICAL TECHNICIAN	1	1					
		X1426	COMMUNICATIONS DIRECTOR	1	1	100%			100%	
		X1436	DIR CONTRACT & MATERIALS MGMT	1	0					100%
		X1437	VP OF BUSINESS OPER AND ADMIN	0	1		100%	*2		
		X1438	MATERIALS MGMT SPECIALIST	1	1					

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		X1439	ASSISTANT PROJECT MANAGER	1	1	100%				
		X1440	RURAL ELECTRIC UTILITY WORKER	3	3					33%
		X1441	PROGRAM ANALYST I	0	0			*2		
		X1446	CREDIT ADMINISTRATOR	1	1					
		X1448	PROJECT DEVELOPMENT SPECIALIST	1	1					
		X1460	CONTRACT/GRANTS ADMINISTRATOR	1	1	100%				
		X1466	SUPPORT MANAGER	1	1					
		X1468	MAINTENANCE TECHNICIAN	3	3					
		X1471	ADVISORY SECTION MANAGER	1	0					
		X1476	COMMISSION SECTION MGR	1	0					100%
		X1488	CIRCUIT RIDER TECHNICIAN	1	1					
		X1520	AIDEA BOARD MEMBER	0	0			*2		
		X1521	AADC BOARD MEMBER	0	0			*2		
		X1568	DIVISION DIRECTOR	1	1					
		X1570	COORDINATOR-RURAL COM OUTREACH	1	1					100%
		X1571	DEPUTY DIRECTOR-RURAL ENERGY	1	1	100%			100%	
		X1576	CHIEF EXECUTIVE OFFICER	1	1					
		X1594	CONTRACT/PROGRAM MANAGER	1	1					
		X1595	INTERNATIONAL PROG COORDINATOR	2	2					
		X1596	USDA FOOD AID PROG COORDINATOR	1	1					
		X1597	MAINTENANCE TECH (RF COMMS)	2	2					
		X1598	MAINT TECH (CORROSION CONTROL)	2	2					
		X1609	ECONOMIC DEVELOPMENT ADVISOR	1	0					
		X1613	DIR HEALTH, SAFETY & TRAINING	1	1					
		X1627	CHIEF ENGR & DIR BUSINESS DEV	1	1					100%
		X1634	INVENTORY PROPERTY MGMT SPEC	1	1					
		X1636	PRES & CHIEF OPERATING OFFICER	1	1	100%		100%		100%
		X1645	GRANTS ADMINISTRATOR	1	1					100%

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		X1655	AEROSPACE ENGINEER V	1	1					
		X1656	PROCUREMENT ASSISTANT	1	1					
		X1661	INFORMATION SYSTEMS TECHNICIAN	1	1					
		X1662	INFO SYSTEM SECURITY MANAGER	0	1		100%			
		X1663	RSTS TECHNICIAN IV	1	1					
		X1664	ACCOUNTANT V	1	1					
		X1666	ADMINISTRATIVE ASSISTANT	1	1	100%		100%		
		X1667	OPERATIONS SAFETY SPECIALIST	0	1		100%	* ²		
		X1676	ENGINEER II	1	1					
		X1681	PREV MAINT OPER & MAINT SCHED	1	1					
		X1682	MAINTENANCE TECHNICIAN - HVAC	1	1					
		X1683	RSTS TECHNICIAN (LEVEL I & II)	1	1					
		X1685	ENGINEER/AUTOCAD OPERATOR	0	1		100%	*		
		X1686	MAINT TECHNICIAN - FACILITIES	1	1					
		X1689	ENGINEER IV	1	1					
		X1691	ASSISTANT PROJECT MGR - WIND	1	1					
		X1692	ASSISTANT PROJECT MGR - HYDRO	1	1					
		X1708	DEPUTY DIRECTOR - DEVELOPMENT	1	1					
		X1709	DEPUTY DIRECTOR - OPERATIONS	1	1	100%				100%
		X1710	PROGRAM MANAGER, BF & RPSU	1	1					100%
		X1717	ADMINISTRATIVE FISCAL OFFICER	1	1					
		X1720	PROJ MGR-ENERGY DATA INVENTORY	1	1					
		X1721	GRANTS ASSISTANT	1	1	100%			100%	
		X1723	ECONOMIC DEVELOPMENT OFFICER	1	1					100%
		X1724	BUSINESS DEVELOPMENT OFFICER	1	2	100%	50%	100%		
		X1725	DEP GEN MGR,KODIAK LAUNCH COMP	1	1					
		X1728	VP/GEN MGR-KODIAK LAUNCH COMPL	1	1					100%
		X1741	EXECUTIVE ASSISTANT	1	2					

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		X1747	ASST PRG MGR-ENERGY EFFICIENCY	1	1					
		X1748	ASST PRJ MGR-GEO/OCEAN RIVER	1	1	100%		100%		
		X1754	ACCOUNTING ANALYST	1	1					
		X1758	DEP DIR ALT ENERG & ENERG EFF	1	1					100%
		X1765	INFORMATION TECH ASSISTANT	0	1		100%			
		X1766	PCE PROGRAM MANAGER	1	1					
		X1769	HUMAN RESOURCE ADMINISTRATOR	1	1					
		X1773	DIR CONTRACTS,LOGISTICS, ADMIN	1	1					
		X1774	PAYROLL SUPERVISOR	1	1					
		X1925	MARKETING SPECIALIST	2	2					50%
		X1926	ASST MARKETING DIRECTOR	1	1					
PA	PA01B	K0051	DIVISION OPERATIONS MANAGER	2	3	50%	33%		50%	
PA	PA01B	P1901	DIVISION DIRECTOR	5	6	80%	17%	60%		40%
PA	PA01B	P1918	SPEC ASST TO THE COMM II	2	2	50%				
PA	PA01B	P1951	DEP COMMISSIONER	1	1	100%			100%	
PB	PB01A	K0017	ADMINISTRATIVE ASSISTANT I	3	3					67%
PB	PB01A	K0018	ADMINISTRATIVE ASSISTANT II	8	8	50%		25%		13%
PB	PB01A	K0077	OFFICE ASSISTANT III	1	1					100%
PB	PB01A	P1134	OFFICE ASSISTANT I	18	21	72%	14%	11%		17%
PB	PB01A	P1135	OFFICE ASSISTANT II	14	21	121%	33%	43%		14%
PB	PB01A	P1136	OFFICE ASSISTANT IV	1	1					
PB	PB01A	P1151	SECRETARY	3	3					
PB	PB01A	P1156	EXEC SECRETARY III	1	1					
PB	PB01B	K0020	ADMINISTRATIVE OFFICER II	4	6	125%	33%		50%	25%
PB	PB02A	P1203	ACCOUNTING CLERK	2	2	50%		50%		

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PB	PB02A	P1210	ACCOUNTING TECH I	8	11	38%	27%	13%		13%
PB	PB02A	P1211	ACCOUNTING TECH II	2	3	150%	33%			50%
PB	PB02A	P1212	ACCOUNTING TECH III	5	7	100%	29%	20%	20%	
PB	PB02A	P1235	ACCOUNTING TECHNICIAN IV	1	1					
PB	PB02B	K0097	EXECUTIVE ADMINISTRATOR, BPA	0	1		100%			
PB	PB02B	P1206	ACCOUNTANT III	1	2		50%			
PB	PB02B	P1207	ACCOUNTANT IV	2	2					
PB	PB02B	P1208	ACCOUNTANT V	1	1					
PB	PB04A	P1632	MICRO/NETWORK TECH II	1	1					
PB	PB04B	K0004	INTERNET SPECIALIST II	1	1					
PB	PB04B	P1621	ANALYST/PROGRAMMER I	0	1		100%			
PB	PB04B	P1622	ANALYST/PROGRAMMER II	0	0					
PB	PB04B	P1623	ANALYST/PROGRAMMER III	4	4					
PB	PB04B	P1624	ANALYST/PROGRAMMER IV	9	9	22%		22%		11%
PB	PB04B	P1625	ANALYST/PROGRAMMER V	4	4	25%				50%
PB	PB04B	P1633	MICRO/NETWORK SPEC I	4	4					25%
PB	PB04B	P1634	MICRO/NETWORK SPEC II	1	1					
PB	PB04B	P1643	DATA PROCESSING MGR III	1	1					
PB	PB04B	P1652	SYSTEMS PROGRAMMER II	0	1		100%			
PB	PB04B	P1653	SYSTEMS PROGRAMMER III	1	1					
PB	PB05B	P1793	RESEARCH ANALYST II	1	1					
PB	PB05B	P1794	RESEARCH ANALYST III	0	1		100%	*2		
PB	PB05B	P1795	RESEARCH ANALYST IV	1	1					100%
PB	PB06A	P1311	SUPPLY TECHNICIAN II	1	1					
PB	PB06B	P1331	PROCUREMENT SPEC I	1	1					
PB	PB06B	P1332	PROCUREMENT SPEC II	1	1					100%
PB	PB06B	P1334	PROCUREMENT SPEC IV	1	1					

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PB	PB99B	K0070	PROJECT ASSISTANT	1	1					
PB	PB99B	K0071	PROGRAM COORDINATOR I	3	3					
PC	PC01A	P2116	LOAN CLOSER/PROCESSOR I	3	3					
PC	PC01A	P2117	LOAN CLOSER/PROCESSOR II	2	2	50%				
PC	PC01A	P2118	LOAN CLOSER/PROCESSOR III	1	1	100%				
PC	PC01B	K0045	GRANTS ADMINISTRATION MGR	1	1					
PC	PC01B	P2113	LOAN/COLLECTION OFF I	4	6		33%			
PC	PC01B	P2114	LOAN/COLLECTION OFF II	5	5					20%
PC	PC01B	P2115	LOAN/COLLECTION OFFICER III	2	2					50%
PC	PC01B	P2120	LOAN/COLLECTION MANAGER	1	2	100%	50%		100%	
PC	PC01B	P2269	GRANTS ADMINISTRATOR I	1	1					
PC	PC01B	P2270	GRANTS ADMINISTRATOR II	9	10	11%	10%		11%	25%
PC	PC01B	P2271	GRANTS ADMINISTRATOR III	3	3					
PC	PC02A	P1905	RECORDS & LICENSING SPVR	5	5					20%
PC	PC02A	P2320	BUSINESS REG EXAMINER	6	6	33%		17%		50%
PC	PC02A	P2325	OCCUP LICENSING EXAMINER	22	24	36%	8%	14%	5%	5%
PC	PC02A	P2344	INSURANCE LICENSING EXAM I	1	2	200%	50%	200%		
PC	PC02A	P2345	INSURANCE LICENSING EXAM II	1	1					
PC	PC02B	P2300	INS FINANCIAL EXAM I	2	2					50%
PC	PC02B	P2301	INS FINANCIAL EXAM II	2	3	50%	33%			50%
PC	PC02B	P2302	INS FINANCIAL EXAM III	1	1	100%		100%		100%
PC	PC02B	P2307	DEPUTY DIRECTOR, INSURANCE	1	1					
PC	PC02B	P2310	FINANCIAL INSTIT EXAM I	2	2	50%		50%		
PC	PC02B	P2311	FINANCIAL INSTIT EXAM II	1	1	100%				
PC	PC02B	P2312	FINANCIAL INSTIT EXAM III	2	3		33%			100%
PC	PC02B	P2313	FINANCIAL INSTIT EXAM IV	1	1					
PC	PC02B	P2316	SECURITIES EXAMINER I	3	3					33%
PC	PC02B	P2317	SECURITIES EXAMINER II	1	1					

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PC	PC02B	P2318	CONSMR SERVICE SUPR(INSURANCE)	1	1					
PC	PC02B	P2319	CONSMR SERVICE SPEC(INSURANCE)	3	3					
PC	PC02B	P2327	EXEC ADMINISTRATOR REC	1	1					
PC	PC02B	P2328	EXECUTIVE ADMINISTRATOR AELS	1	1					100%
PC	PC02B	P2329	EXEC ADMIN STATE MEDICAL BOARD	1	1					
PC	PC02B	P2334	UTILITY FIN ANALYST I	1	1	200%		100%		
PC	PC02B	P2335	UTILITY FIN ANALYST II	0	0	*3				
PC	PC02B	P2336	UTILITY FIN ANALYST III	3	3					
PC	PC02B	P2337	UTILITY FIN ANALYST IV	1	1					
PC	PC02B	P2350	*	0	0			*2		
PC	PC02B	P2354	INSURANCE SPECIALIST III	1	1					
PC	PC02B	P2358	INSURANCE SPECIALIST I	4	6	25%	33%	25%		
PC	PC02B	P2359	INSURANCE SPECIALIST II	4	5		20%			
PC	PC02B	P2361	COMMUNICATIONS COM CAR SP II	1	1					
PC	PC02B	P2362	COMMUNICATIONS COM CAR SP III	2	3					
PC	PC02B	P2363	COMMUNICATIONS COM CAR SP IV	1	1	100%	100%		100%	
PC	PC02B	P2365	CONSMR PROT-INFO OFF I	2	2					50%
PC	PC02B	P2366	CONSMR PROT-INFO OFF II	0	1		100%			
PC	PC02B	P2384	UTILITY TARIFF ANALYST I	1	1	100%		100%		
PC	PC02B	P2385	UTILITY TARIFF ANALYST II	2	2	100%		100%		
PC	PC02B	P2386	UTILITY TARIFF ANALYST III	1	1	100%		100%		
PC	PC05B	P1260	TAX AUDITOR III	1	1					
PC	PC05B	P1292	INTERNAL AUDITOR III	1	1					100%
PD	PD01A	P2341	REGULATIONS SPEC II	1	2		50%			
PD	PD01B	P1464	BUDGET ANALYST IV	0	0		*2			
PD	PD01B	P1465	BUDGET MANAGER	1	1	100%				100%

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PD	PD01B	P1872	LOCAL GOVT SPEC II	3	3	67%		67%		
PD	PD01B	P1873	LOCAL GOVT SPEC III	15	18	20%	17%	7%		20%
PD	PD01B	P1874	LOCAL GOVT SPEC IV	7	7	29%		14%		29%
PD	PD01B	P1875	LOCAL GOVT SPEC V	3	3	33%		33%		33%
PD	PD03B	P2288	DEV SPEC II, OPTION A	4	4	25%				
PD	PD03B	P2289	DEV SPEC II, OPTION B	3	3	33%		33%		33%
PD	PD03B	P2292	PLANNER II	1	1					
PD	PD03B	P2293	PLANNER III	4	4					25%
PD	PD06B	P1959	MARINE PILOT COORD	1	1					100%
PD	PD08B	P2655	STATE ASSESSOR	1	1					100%
PD	PD08B	P2656	ASST STATE ASSESSOR	1	1	100%		100%		
PE	PE06A	P3604	PUBLICATIONS TECH I	2	2					
PE	PE06A	P3605	PUBLICATIONS TECH II	1	1					
PE	PE06B	P3607	PUBLICATIONS SPEC II	0	1		100%			
PF	PF05B	P4678	PROG COORDINATOR	2	2					
PG	PG03B	P5130	EXEC ADMIN BOARD OF NURSING	1	1					100%
PH	PH03B	P6642	NATURAL RESOURCE SPEC II	1	1					
PH	PH03B	P6643	NATURAL RESOURCE SPEC III	1	1					100%
PI	PI01A	P7103	PROCESS COORDINATOR, RCA	1	1					
PI	PI01A	P7105	PARALEGAL I	1	2	100%	50%	100%		
PI	PI01A	P7106	PARALEGAL II	5	5					40%
PI	PI01A	P7502	LAW OFFICE ASSISTANT I	3	4	67%	25%	33%		
PI	PI01A	P7503	LAW OFFICE ASSISTANT II	2	2					
PI	PI03B	K0076	HEARING EXAMINER II	1	1					
PI	PI03B	P2380	HEARING EXAMINER I	3	5		40%			33%

Department of Commerce and Economic Development Employee Movement with Retirement Data FY 2011

Job Group	Job Family	Job Class	Class Description	Total Employees	Position Count	Turnover Rate	Vacancy Rate	Separated not Retired	Retirement Rate	Retire in 1 Year
PI	PI04B	P7766	INVESTIGATOR I	1	1					
PI	PI04B	P7767	INVESTIGATOR II	2	3	50%	33%			50%
PI	PI04B	P7768	INVESTIGATOR III	15	16	13%	6%		7%	
PI	PI04B	P7769	INVESTIGATOR IV	2	2	50%				50%
PK	PK03B	P8705	UTILITY ENG ANALYST II	1	1					
PK	PK03B	P8706	UTILITY ENG ANALYST III	1	1					100%
PK	PK03B	P8707	UTILITY ENGINEERING ANALYST IV	1	1					

¹ Exempt employees are not covered by the Classification and Pay Plans; therefore, data by Group & Family is not available

² No employees in this category at fiscal year end but there was employee movement in the job class during the fiscal year

³ The position count is unavailable to calculate the vacancy rate