

STATE OF ALASKA WORKFORCE PROFILE FISCAL YEAR 2016



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 2016 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, 2016.

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.

Given the budget situation in the State, it's important to note the employee count between fiscal years 2015 and 2016 was reduced by 672 employees, from 15,799 to 15,127. In addition, new hires were reduced from 1,607 to 1,333. This includes hires made before the Governor's hire restrictions on January 5, 2016.

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

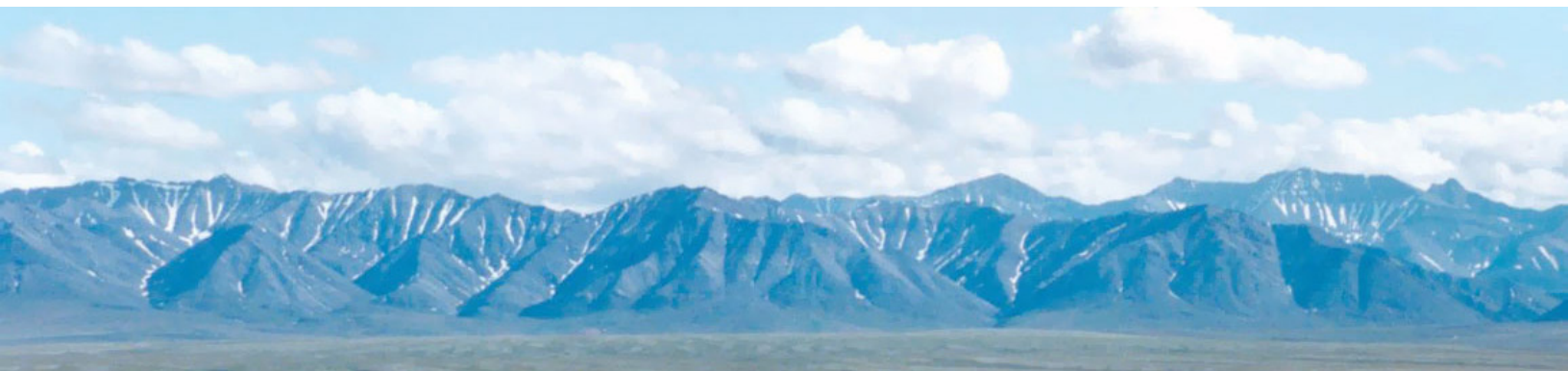
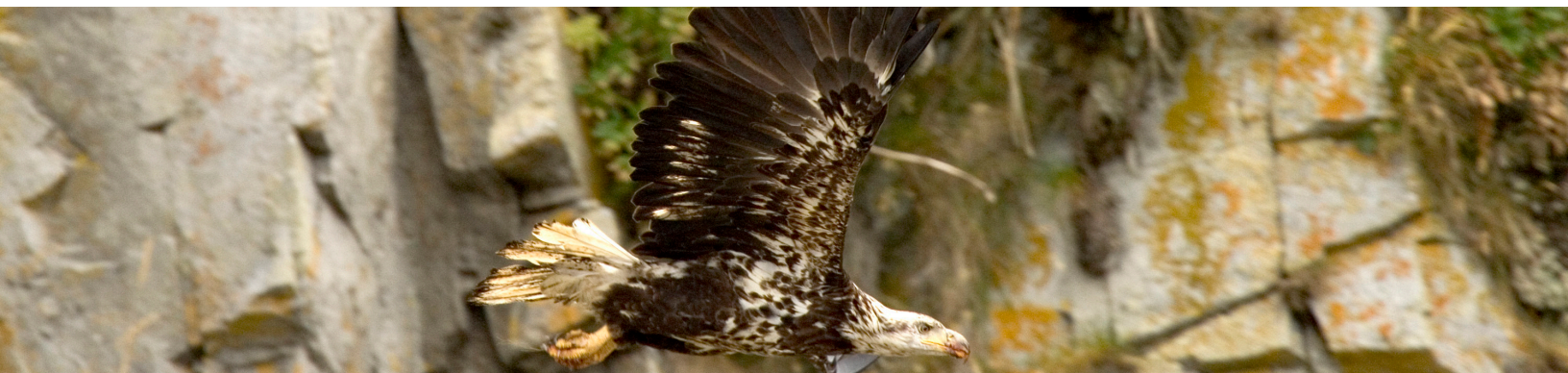


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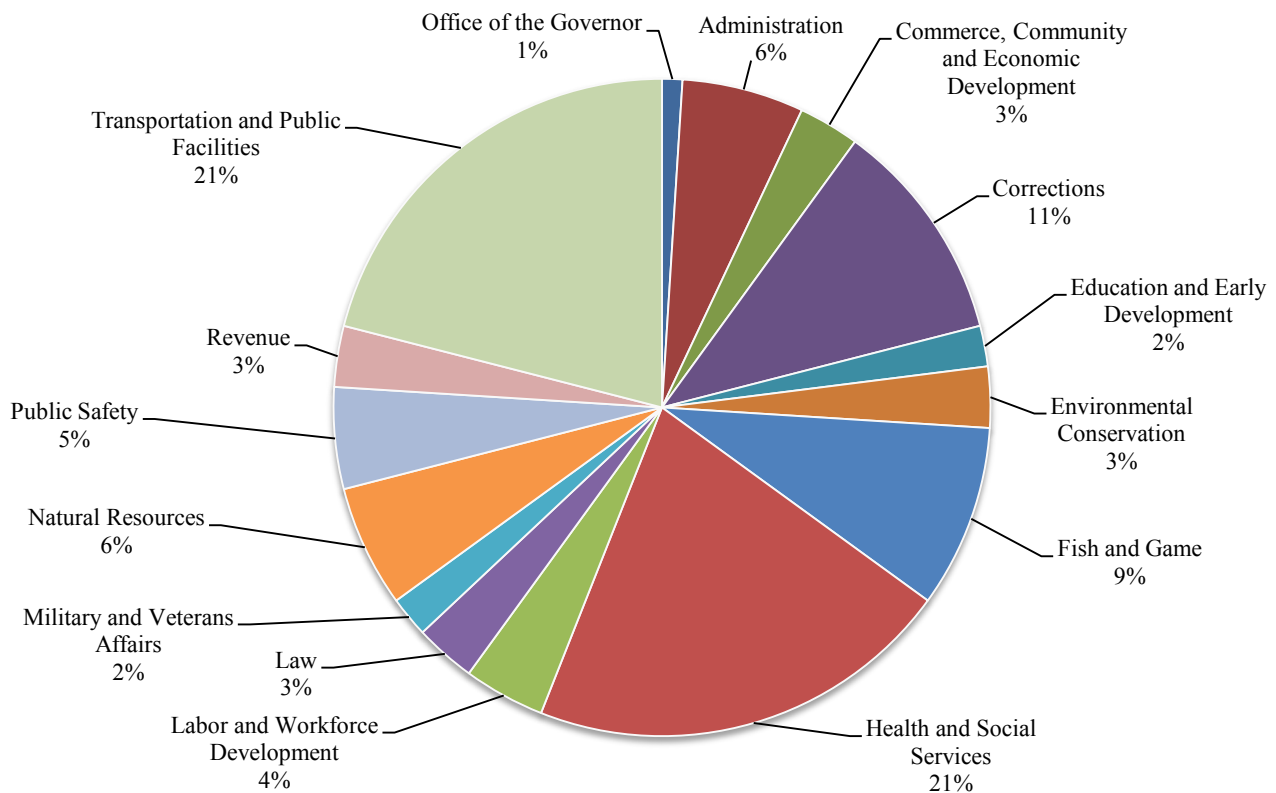


EMPLOYEE COUNT BY DEPARTMENT

Department	Employee Count
Office of the Governor	127
Administration	937
Commerce, Community and Economic Development	445
Corrections	1766
Education and Early Development	282
Environmental Conservation	474
Fish and Game	1319
Health and Social Services	3172
Labor and Workforce Development	664
Law	479
Military and Veterans Affairs	225
Natural Resources	827
Public Safety	789
Revenue	481
Transportation and Public Facilities	3140
Statewide	15127*

*There are 672 fewer employees when compared to the FY2015 report.

PERCENTAGE OF STATE WORKFORCE BY DEPARTMENT

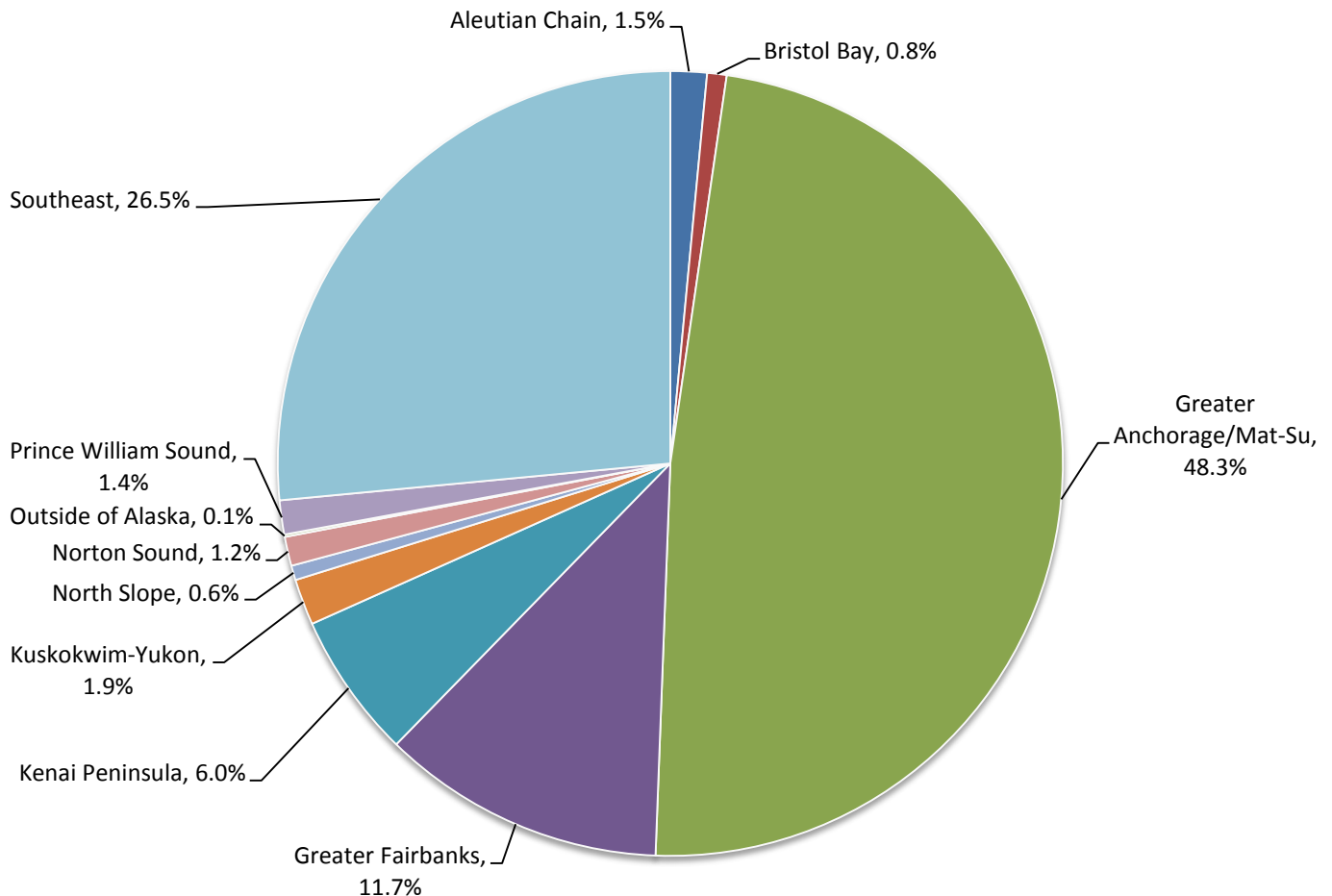


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT BY REGION

Region	Employee Count
Aleutian Chain	227
Bristol Bay	116
Greater Anchorage/Mat-Su	7305
Greater Fairbanks	1774
Kenai Peninsula	911
Kuskokwim-Yukon	288
North Slope	85
Norton Sound	184
Outside of Alaska	9
Prince William Sound	213
Southeast	4015
Statewide	15127

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	3	0.02%
Akutan	3	0.02%
Anchor Point	7	0.05%
Anchorage	5315	35.14%
Anchorage Intl. Airport	346	2.29%
Aniak	18	0.12%
Anvik	3	0.02%
Barrow	16	0.11%
Bellingham, WA	1	0.01%
Bethel	241	1.59%
Camp Carroll	64	0.42%
Cantwell	15	0.10%
Cascade	4	0.03%
Central	1	0.01%
Chandalar (Chandler) Camp	10	0.07%
Chena River	2	0.01%
Chignik	8	0.05%
Chitina	3	0.02%
Chulitna	6	0.04%
Coffman Cove	1	0.01%
Cold Bay	5	0.03%
Coldfoot Camp	7	0.05%
Cooper Landing	1	0.01%
Cordova	75	0.50%
Craig	20	0.13%
Dalton Highway (Roving Crew)	9	0.06%
Deadhorse	14	0.09%
Delta Junction	40	0.26%
Denali	2	0.01%
Dillingham	62	0.41%
Douglas	18	0.12%
Dutch Harbor	17	0.11%
Eagle	6	0.04%
Eagle River	121	0.80%
Eielson Air Force Base	12	0.08%

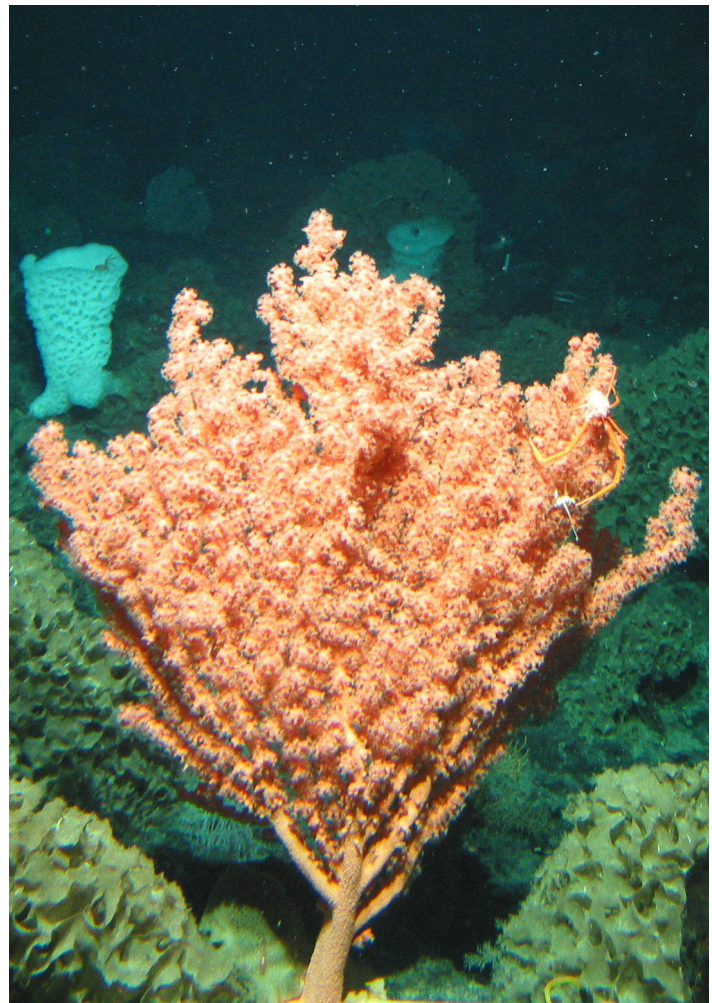
City	Employee Count	Percentage
Emmonak	9	0.06%
Ernestine	4	0.03%
Fairbanks	1580	10.44%
Finger Lake	4	0.03%
Fort Wainwright	7	0.05%
Fort Yukon	2	0.01%
Gakona	1	0.01%
Galena	8	0.05%
Girdwood	14	0.09%
Glennallen	30	0.20%
Gustavus	2	0.01%
Haines	47	0.31%
Harding Lake	1	0.01%
Healy	7	0.05%
Homer	141	0.93%
Hoonah	6	0.04%
Hooper Bay	2	0.01%
Iliamna	4	0.03%
Jim River	5	0.03%
Joint Base Elmendorf-Richardson	143	0.95%
Juneau	3068	20.28%
Kalsin Bay	1	0.01%
Kasilof	1	0.01%
Kenai	271	1.79%
Ketchikan	537	3.55%
King Salmon	50	0.33%
Klawock	6	0.04%
Kodiak	170	1.12%
Kotzebue	37	0.24%
Kulis Air National Guard Base	2	0.01%
Livengood	8	0.05%
Mackenzie Point	370	2.45%
Manley Hot Springs	4	0.03%
McGrath	16	0.11%
Metlakatla	3	0.02%

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

EMPLOYEE COUNT AND PERCENTAGE BY LOCATION (CONT.)

City	Employee Count	Percentage
Montana Creek	6	0.04%
Mount Edgecumbe	50	0.33%
Nancy	1	0.01%
Nelchina	3	0.02%
Nenana	6	0.04%
Nikiski	2	0.01%
Ninilchik	8	0.05%
Nome	176	1.16%
North Kenai Camp	3	0.02%
Northway	6	0.04%
O'Brian Creek	3	0.02%
Palmer	618	4.09%
Paxson	4	0.03%
Pelican	1	0.01%
Petersburg	43	0.28%
Port Moller	12	0.08%
Quartz Creek	4	0.03%
Sag River	6	0.04%
Saint Marys	18	0.12%
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	1.74%
Silvertip	5	0.03%
Sitka	162	1.07%
Skagway	13	0.09%
Slana	6	0.04%
Soldotna	196	1.30%
South Fork	3	0.02%
Sterling	2	0.01%
Talkeetna	2	0.01%
Tazlina	24	0.16%
Teller	1	0.01%

City	Employee Count	Percentage
Tenakee Springs	1	0.01%
Thompson Pass	9	0.06%
Tok	49	0.32%
Trapper Creek	1	0.01%
Trimms Camp	3	0.02%
Unalakleet	7	0.05%
Unalaska	3	0.02%
Valdez	61	0.40%
Washington DC	2	0.01%
Wasilla	233	1.54%
Whittier	6	0.04%
Willow	9	0.06%
Wrangell	21	0.14%
Yakutat	16	0.11%

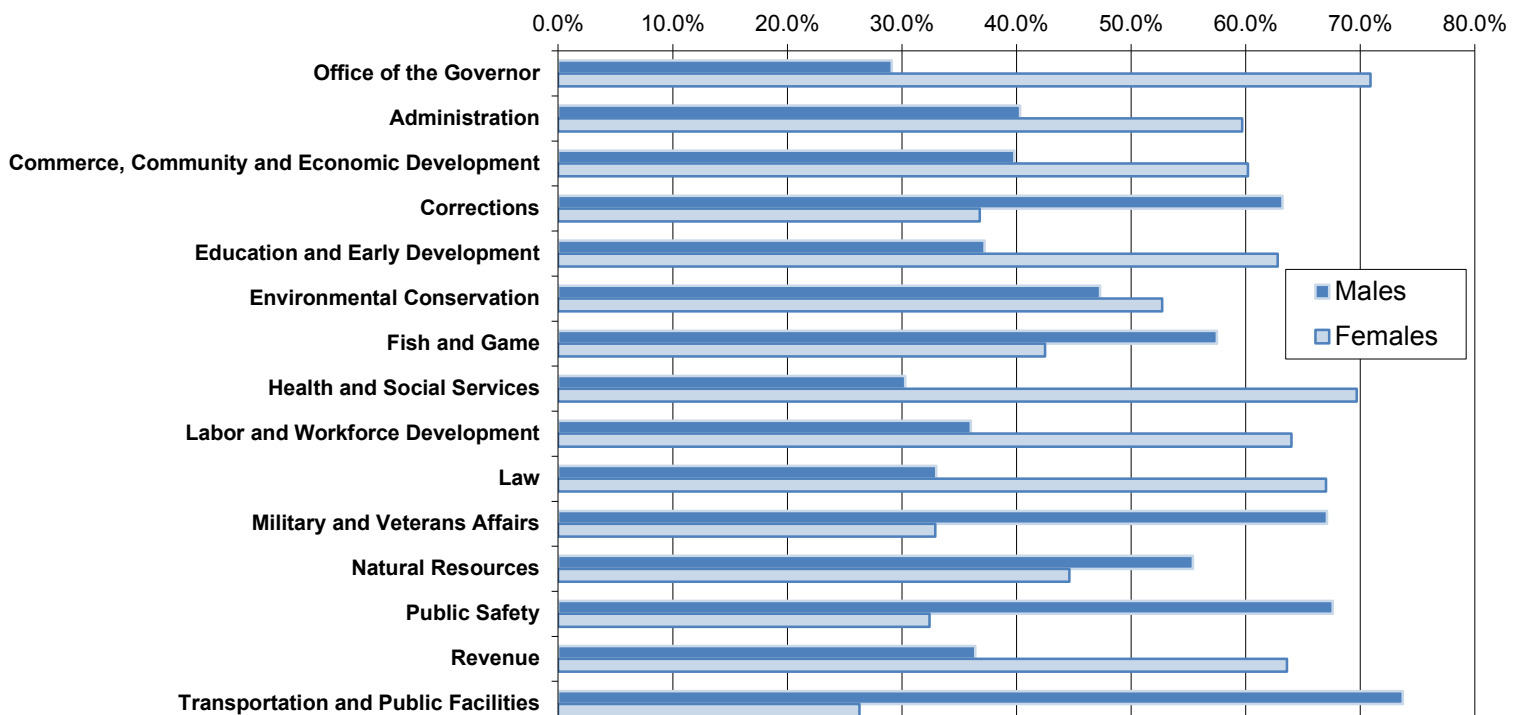


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT BY DEPARTMENT AND GENDER

Department	Males		Females	
	Count	Percentage	Count	Percentage
Office of the Governor	37	29.1%	90	70.9%
Administration	378	40.3%	559	59.7%
Commerce, Community and Economic Development	177	39.8%	268	60.2%
Corrections	1116	63.2%	650	36.8%
Education and Early Development	105	37.2%	177	62.8%
Environmental Conservation	224	47.3%	250	52.7%
Fish and Game	758	57.5%	561	42.5%
Health and Social Services	962	30.3%	2210	69.7%
Labor and Workforce Development	239	36.0%	425	64.0%
Law	158	33.0%	321	67.0%
Military and Veterans Affairs	151	67.1%	74	32.9%
Natural Resources	458	55.4%	369	44.6%
Public Safety	533	67.6%	256	32.4%
Revenue	175	36.4%	306	63.6%
Transportation and Public Facilities	2313	73.7%	827	26.3%
Statewide	7784	51.5%	7343	48.5%

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	31	24.4%
Administration	224	23.9%
Commerce, Community and Economic Development	91	20.4%
Corrections	391	22.1%
Education and Early Development	56	19.9%
Environmental Conservation	83	17.5%
Fish and Game	151	11.4%
Health and Social Services	1076	33.9%
Labor and Workforce Development	145	21.8%
Law	83	17.3%
Military and Veterans Affairs	45	20.0%
Natural Resource	91	11.0%
Public Safety	135	17.1%
Revenue	134	27.9%
Transportation and Public Facilities	634	20.2%
Statewide	3370	22.3%

Top Four Departments	% of Minorities
Health and Social Services	33.9%
Revenue	27.9%
Office of the Governor	24.4%
Administration	23.9%



NEW HIRE DATA

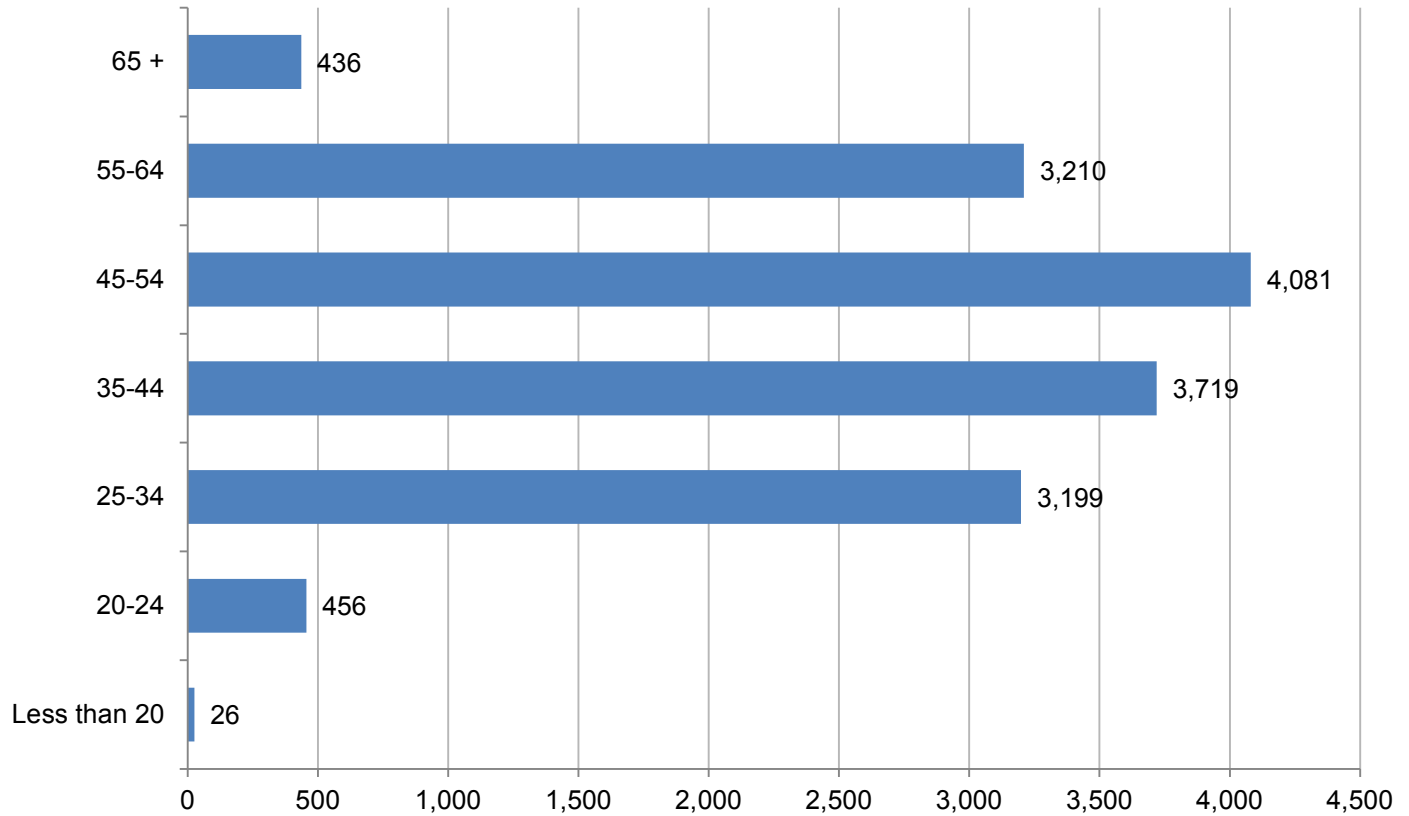
Department	New Hire Count	Average Age of New Hire	Average Age of New Hire	
			Male	Female
Office of the Governor	12	45.4	41.0	47.5
Administration	76	37.7	40.3	36.4
Commerce, Community and Economic Development	51	38.3	40.8	37.1
Corrections	181	37.9	36.8	39.1
Education and Early Development	18	35.7	34.6	36.6
Environmental Conservation	41	37.9	43.6	35.3
Fish and Game	133	30.7	30.1	31.3
Health and Social Services	332	38.3	39.4	37.9
Labor and Workforce Development	47	41.5	43.2	40.6
Law	42	35.7	37.2	35.1
Military and Veterans Affairs	17	39.8	40.0	39.4
Natural Resources	64	36.9	37.7	35.9
Public Safety	48	35.1	35.1	35.0
Revenue	44	39.9	39.7	40.0
Transportation and Public Facilities	227	37.7	37.7	37.8
Statewide	1333	37.3	37.4	37.2

New hire counts are permanent employees hired within the fiscal year who are still employed at the end of the fiscal year. This includes hires made before the Governor's hire restrictions on January 5, 2016; however, there are 274 fewer employees when compared to the FY2015 report.

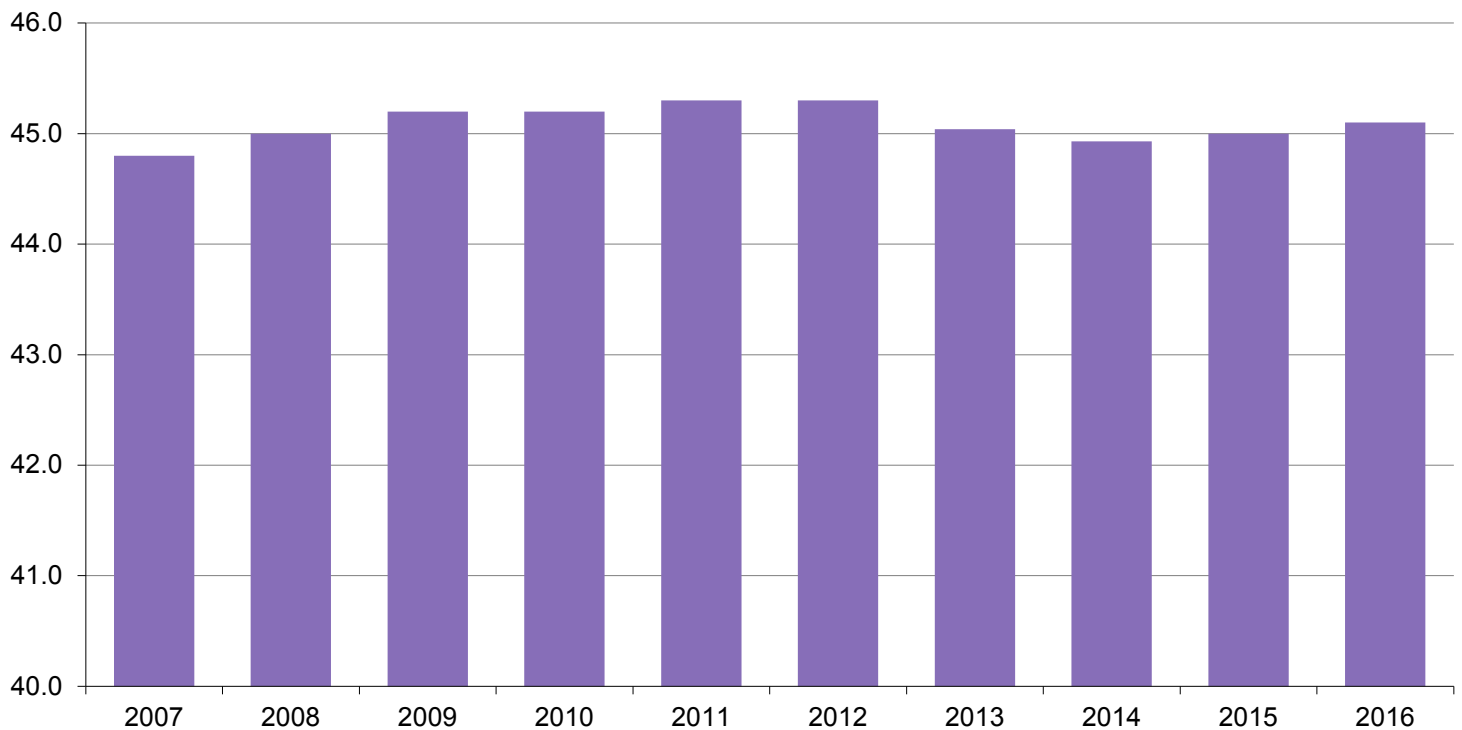
New Hire	Highest Average Age	Lowest Average Age
Overall Average	Office Of Governor (45.4)	Fish and Game (30.7)
Male	Environmental Conservation (43.6)	Fish and Game (30.1)
Female	Office Of Governor (47.5)	Fish and Game (31.3)



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	45.7	44.5	46.2
Administration	44.0	44.6	43.6
Commerce, Community and Economic Development	46.1	47.9	45.0
Corrections	43.4	43.0	44.2
Education and Early Development	46.3	46.9	46.0
Environmental Conservation	44.5	46.4	42.8
Fish and Game	42.3	43.5	40.7
Health and Social Services	45.7	45.9	45.6
Labor and Workforce Development	48.9	48.5	49.0
Law	44.0	45.4	43.3
Military and Veterans Affairs	47.2	47.7	46.0
Natural Resources	45.0	44.7	45.5
Public Safety	42.6	41.9	44.0
Revenue	44.7	44.3	45.0
Transportation and Public Facilities	46.5	46.6	46.0
Statewide	45.1	45.2	44.9

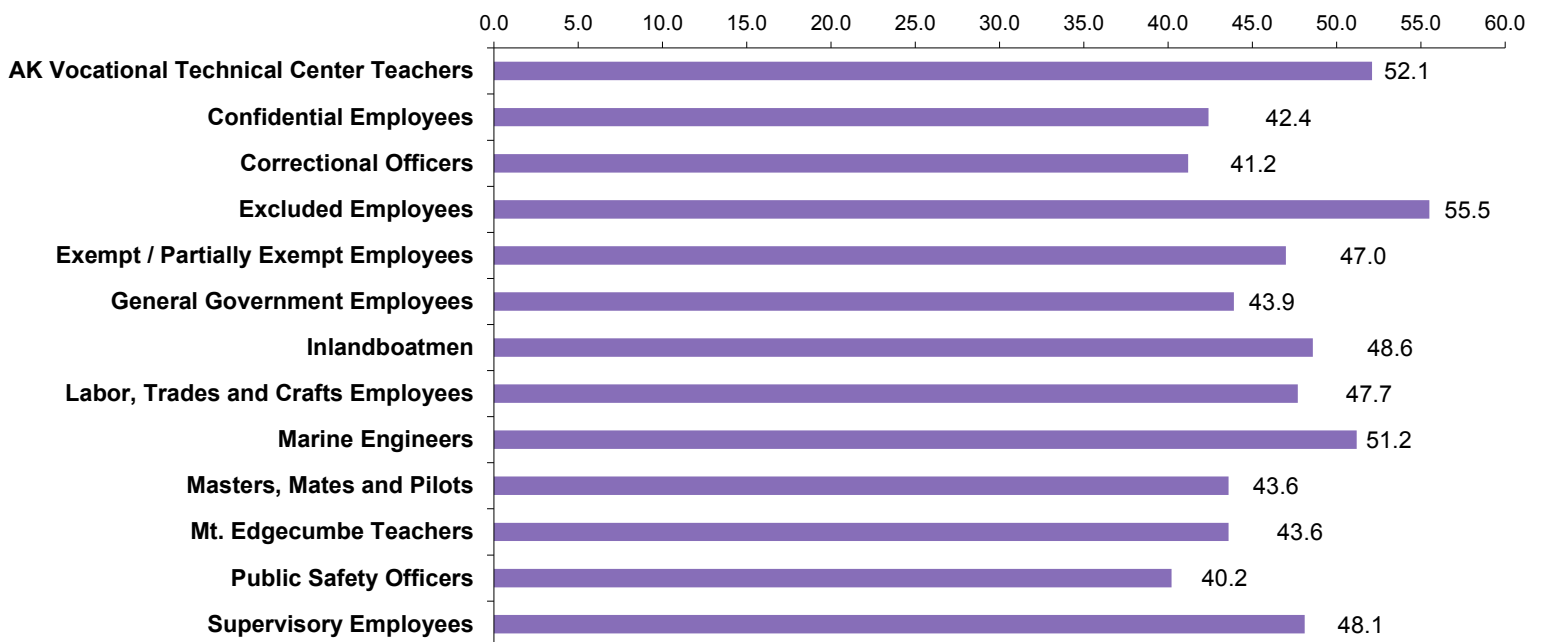
Employees	Highest Average Age	Lowest Average Age
Overall Average	Labor and Workforce Development (48.9)	Fish and Game (42.3)
Male Average	Labor and Workforce Development (48.5)	Public Safety (41.9)
Female Average	Labor and Workforce Development (49.0)	Fish and Game (40.7)



AVERAGE AGE BY BARGAINING UNIT

Bargaining Unit	Average Age
AK Vocational Technical Center Teachers	52.1
Confidential Employees	42.4
Correctional Officers	41.2
Excluded Employees	55.5
Exempt / Partially Exempt Employees	47.0
General Government Employees	43.9
Inlandboatmen	48.6
Labor, Trades and Crafts Employees	47.7
Marine Engineers	51.2
Masters, Mates and Pilots	43.6
Mt. Edgecumbe Teachers	43.6
Public Safety Officers	40.2
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	127	\$7,013.62
Administration	937	\$6,137.04
Commerce, Community and Economic Development	445	\$6,231.51
Corrections	1766	\$5,456.90
Education and Early Development	282	\$6,172.02
Environmental Conservation	474	\$6,285.11
Fish and Game	1319	\$5,273.47
Health and Social Services	3172	\$5,279.91
Labor and Workforce Development	664	\$5,573.56
Law	479	\$7,285.82
Military and Veterans Affairs	225	\$5,415.83
Natural Resources	827	\$5,775.89
Public Safety	789	\$6,473.67
Revenue	481	\$6,334.61
Transportation and Public Facilities	3140	\$5,525.06
Statewide	15127	\$5,696.01

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	436	\$4,868.05	116	\$6,674.33	128	\$5,114.09
Commerce, Community and Economic Development	246	\$5,084.41	63	\$6,696.46	2	\$5,366.00
Corrections	495	\$4,980.34	159	\$7,289.53	8	\$5,414.00
Education and Early Development	121	\$5,402.26	35	\$7,656.94	1	\$6,635.00
Environmental Conservation	321	\$5,487.07	136	\$7,981.34	2	\$5,890.50
Fish and Game	894	\$4,409.61	368	\$7,042.89	3	\$5,632.00
Health and Social Services	2400	\$4,870.90	503	\$7,135.06	9	\$5,538.75
Labor and Workforce Development	459	\$5,074.83	110	\$7,029.34	1	\$7,089.00
Law	171	\$4,364.08	40	\$5,592.78		
Military and Veterans Affairs	118	\$4,707.48	34	\$6,433.15	1	\$5,694.00
Natural Resources	546	\$4,871.76	160	\$7,047.58	3	\$4,642.21
Public Safety	292	\$4,515.49	82	\$8,200.69	2	\$6,025.50
Revenue	309	\$4,670.44	72	\$6,839.59	2	\$5,514.00
Transportation and Public Facilities	947	\$5,691.88	314	\$8,224.79	15	\$5,132.56
Statewide	7755	\$4,942.47	2192	\$7,290.18	177	\$5,201.04

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	27	\$4,613.56				
Commerce, Community and Economic Development						
Corrections	128	\$4,348.77	953	\$5,413.70		
Education and Early Development	5	\$4,467.13				
Environmental Conservation	6	\$4,643.17				
Fish and Game	11	\$5,037.50				
Health and Social Services	197	\$3,401.53				
Labor and Workforce Development	39	\$4,796.33				
Law						
Military and Veterans Affairs	47	\$4,598.27				
Natural Resources	41	\$4,320.12				
Public Safety	13	\$4,363.25			390	\$7,560.91
Revenue						
Transportation and Public Facilities	1082	\$4,797.42			75	\$6,173.99
Statewide	1596	\$4,564.38	953	\$5,413.70	465	\$7,337.21

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	81	\$5,999.94	90	\$6,948.38	503	\$4,402.69
Statewide	81	\$5,999.94	90	\$6,948.38	503	\$4,402.69

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	\$5,600.91
Environmental Conservation				
Fish and Game				
Health and Social Services				
Labor and Workforce Development	32	\$6,667.47		
Law				
Military and Veterans Affairs				
Natural Resources				
Public Safety				
Revenue				
Transportation and Public Facilities				
Statewide	32	\$6,667.47	27	\$5,600.91

Bargaining Unit	Excluded		Exempt / Partially Exempt	
	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor			127	\$7,013.62
Administration			230	\$9,019.77
Commerce, Community and Economic Development			134	\$8,131.70
Corrections			23	\$11,016.26
Education and Early Development			93	\$6,867.19
Environmental Conservation			9	\$10,298.86
Fish and Game			43	\$8,126.10
Health and Social Services			63	\$11,886.00
Labor and Workforce Development	3	\$8,024.67	20	\$8,334.65
Law			268	\$9,402.75
Military and Veterans Affairs			25	\$8,901.58
Natural Resources			77	\$10,363.87
Public Safety			10	\$9,921.60
Revenue			98	\$11,227.58
Transportation and Public Facilities			33	\$9,671.07
Statewide	3	\$8,024.67	1253	\$9,069.22

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	8.99	9.63	8.72
Administration	9.24	9.19	9.26
Commerce, Community and Economic Development	8.67	8.81	8.58
Corrections	8.33	8.43	8.15
Education and Early Development	10.73	10.27	10.99
Environmental Conservation	9.63	10.33	9.01
Fish and Game	9.07	10.10	7.66
Health and Social Services	8.81	9.02	8.72
Labor and Workforce Development	10.74	9.93	11.18
Law	9.78	10.18	9.58
Military and Veterans Affairs	8.22	8.33	8.00
Natural Resources	9.44	9.07	9.92
Public Safety	10.45	10.92	9.44
Revenue	9.52	9.46	9.55
Transportation and Public Facilities	9.52	9.71	9.00
Statewide	9.26	9.49	9.02

AVERAGE STATE SERVICE BY BARGAINING UNIT

Bargaining Unit	Average State Service
AK Vocational Technical Center Teachers	8.73
Confidential Employees	9.05
Correctional Officers	7.86
Excluded Employees	27.43
Exempt / Partially Exempt Employees	10.36
General Government Employees	8.11
Inlandboatmen	8.05
Labor, Trades and Crafts Employees	8.93
Marine Engineers	Not Available
Masters, Mates and Pilots	11.28
Mt. Edgecumbe Teachers	9.38
Public Safety Officers	10.70
Supervisory Employees	13.43

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

RETIREMENT PROJECTIONS BY DEPARTMENT

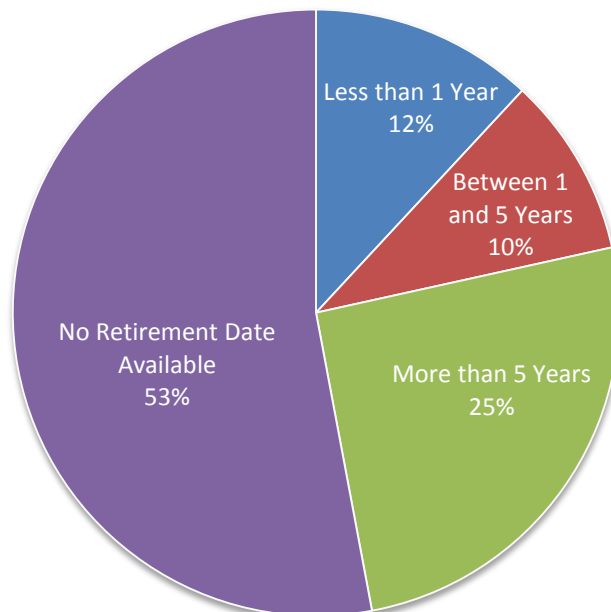
Department	Total Employees in R&B System	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 Years	% Between 1 and 5 Years	More than 5 Years	
Office of the Governor	125	18	14.4%	8	6.4%	28	71
Administration	932	94	10.1%	80	8.6%	248	510
Commerce, Community and Economic Development	434	62	14.3%	37	8.5%	99	236
Corrections	1759	191	10.9%	172	9.8%	339	1057
Education and Early Development	271	37	13.7%	32	11.8%	98	104
Environmental Conservation	471	52	11.0%	41	8.7%	130	248
Fish and Game	1300	145	11.2%	99	7.6%	416	640
Health and Social Services	3143	357	11.4%	272	8.7%	735	1779
Labor and Workforce Development	661	106	16.0%	79	12.0%	172	304
Law	476	56	11.8%	41	8.6%	121	258
Military and Veterans Affairs	224	19	8.5%	20	8.9%	55	130
Natural Resources	821	103	12.5%	76	9.3%	227	415
Public Safety	783	107	13.7%	115	14.7%	201	360
Revenue	476	48	10.1%	37	7.8%	128	263
Transportation and Public Facilities	3036	381	12.5%	327	10.8%	806	1522
Statewide	14912	1776	11.9%	1436	9.6%	3803	7897

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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

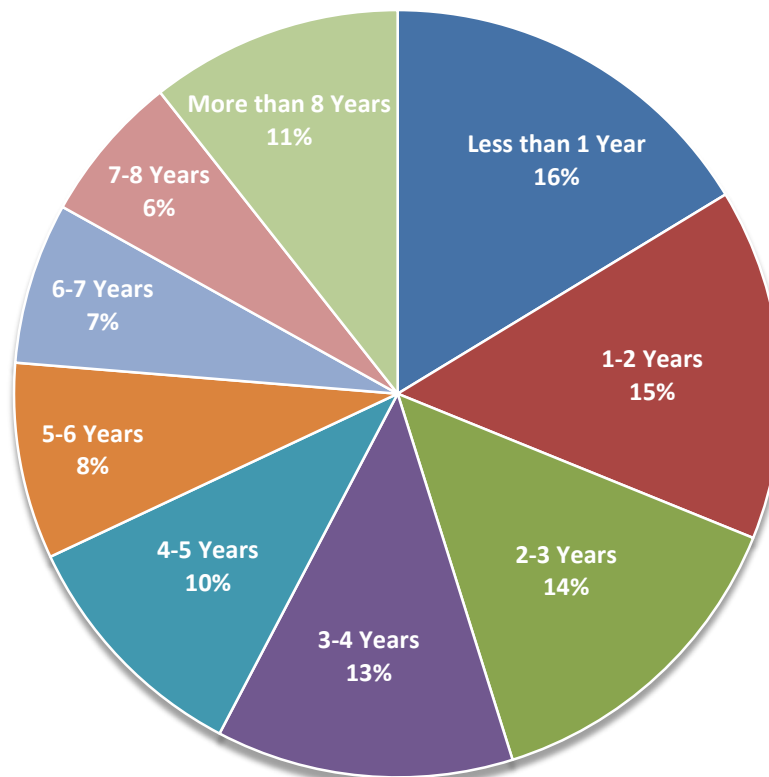


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

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	71	7	18	9	7	9	5	9	3	4
Administration	510	64	70	77	62	63	57	35	28	54
Commerce, Community and Economic Development	236	35	25	40	38	28	24	10	10	26
Corrections	1057	154	146	199	187	86	62	42	71	110
Education and Early Development	87	13	12	13	16	7	5	3	7	11
Environmental Conservation	248	29	41	32	31	32	19	19	18	27
Fish and Game	639	233	98	70	58	41	42	32	27	38
Health and Social Services	1779	287	282	228	206	180	148	131	111	206
Labor and Workforce Development	304	38	39	41	25	40	29	27	27	38
Law	258	36	28	34	34	28	22	25	20	31
Military and Veterans Affairs	130	15	18	10	14	16	14	14	11	18
Natural Resources	415	68	62	60	48	49	27	37	22	42
Public Safety	360	40	44	40	44	31	37	30	31	63
Revenue	263	32	36	28	43	25	24	17	22	36
Transportation and Public Facilities	1522	234	249	224	174	179	137	105	87	133
Statewide	7879	1285	1168	1105	987	814	652	536	495	837

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	109	18	16.5%	7	6.4%	27	57
PA01 Executives and Senior Administrators	1						1
PB01 General Administration	3						3
PF03 Special Social Service	9					1	8
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, 2016, 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	24	6	25.0%	3	12.5%	1	14
PA01 Executives and Senior Administrators	16	3	18.8%	3	18.8%	6	4
PB01 General Administration	51	6	11.8%	4	7.8%	10	31
PB02 Accounting and Fiscal	73	7	9.6%	11	15.1%	28	27
PB03 Personnel and Employee Relations	169	17	10.1%	15	8.9%	43	94
PB04 Information Technology	96	15	15.6%	10	10.4%	37	34
PB05 Statistics and Research Analysis	2					1	1
PB06 Supply	23	3	13.0%	2	8.7%	5	13
PB99 Administrative classes not otherwise described	19			2	10.5%	11	6
PC05 Revenue and Audit	2					1	1
PD01 Government Management and Operations	1						1
PD09 Property Management	2			1	50.0%		1
PE02 Teaching and Instruction	3					2	1
PE06 Arts, Photography, and Information	5					1	4
PF02 Social Work	1						1
PF03 Special Social Service	18	3	16.7%	1	5.6%	9	5
PH03 Natural Resources and Forestry	1						1
PI01 Legal Support and Related	67	3	4.5%	2	3.0%	9	53
PI02 Attorneys	164	11	6.7%	10	6.1%	45	98
PI03 Judges and Adjudicators	13	3	23.1%	2	15.4%	4	4
PI04 Evidence Investigation	19	5	26.3%	2	10.5%	4	8
PI05 Legal Document Processing	117	4	3.4%	9	7.7%	25	79
PK03 Engineering, Unlicensed	5	1	20.0%			1	3
PK04 Engineering, Licensed	1	1	100.0%				
PL04 Building and Facility Maintenance	26	2	7.7%	2	7.7%	1	21
PL08 Office Equipment Operation	14	4	28.6%	1	7.1%	4	5
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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	111	19	17.1%	12	10.8%	21	59
PA01 Executives and Senior Administrators	15	1	6.7%	4	26.7%	1	9
PB01 General Administration	46	1	2.2%	3	6.5%	9	33
PB02 Accounting and Fiscal	25	4	16.0%			6	15
PB03 Personnel and Employee Relations	2					1	1
PB04 Information Technology	18	1	5.6%	3	16.7%	8	6
PB05 Statistics and Research Analysis	3	1	33.3%			1	1
PB06 Supply	4	1	25.0%	1	25.0%	2	
PB99 Administrative classes not otherwise described	5					2	3
PC01 Business Finance	28	2	7.1%	2	7.1%	11	13
PC02 Business Regulation and Compliance	87	11	12.6%	5	5.7%	17	54
PC05 Revenue and Audit	1					1	
PD01 Government Management and Operations	31	11	35.5%	3	9.7%	5	12
PD03 Development and Infrastructure Planning	4			1	25.0%	3	
PD08 Real Estate Appraisal	2	1	50.0%	1	50.0%		
PE06 Arts, Photography, and Information	3					1	2
PG03 Nursing, Professional	2	1	50.0%				1
PI01 Legal Support and Related	10	1	10.0%	1	10.0%	2	6
PI03 Judges and Adjudicators	4	2	50.0%			1	1
PI04 Evidence Investigation	30	4	13.3%	1	3.3%	6	19
PK03 Engineering, Unlicensed	3	1	33.3%			1	1
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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 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	14	3	21.4%	1	7.1%	2	8
PA01 Executives and Senior Administrators	8	1	12.5%	1	12.5%	5	1
PB01 General Administration	83	12	14.5%	2	2.4%	16	53
PB02 Accounting and Fiscal	31	1	3.2%	2	6.5%	9	19
PB03 Personnel and Employee Relations	8			1	12.5%	3	4
PB04 Information Technology	15	2	13.3%	2	13.3%	4	7
PB05 Statistics and Research Analysis	2					2	
PB06 Supply	20	2	10.0%	3	15.0%	5	10
PB99 Administrative classes not otherwise described	1						1
PD09 Property Management	3			2	66.7%		1
PE01 Education Programs	17	3	17.6%	5	29.4%	2	7
PE02 Teaching and Instruction	5						5
PF02 Social Work	2			1	50.0%	1	
PF03 Special Social Service	2						2
PG01 Health Administration	9	2	22.2%			1	6
PG03 Nursing, Professional	108	4	3.7%	9	8.3%	12	83
PG04 Medical, Professional	10			1	10.0%	2	7
PG05 Mental and Behavioral Health Services	34	5	14.7%	2	5.9%	4	23
PG06 Special Health Services	5	2	40.0%			2	1
PI01 Legal Support and Related	57	9	15.8%	4	7.0%	11	33
PJ03 Corrections	1001	108	10.8%	105	10.5%	175	613
PJ04 Probation and Parole	195	20	10.3%	20	10.3%	64	91
PL01 Food and Custodial Services	65	4	6.2%	6	9.2%	10	45
PL02 Aircraft, Automobile, or Vessel Maintenance	4	1	25.0%	1	25.0%		2
PL04 Building and Facility Maintenance	60	12	20.0%	4	6.7%	9	35
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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 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	107	13	12.1%	21	19.6%	33	40
PA01 Executives and Senior Administrators	7	2	28.6%	1	14.3%	3	1
PB01 General Administration	14	4	28.6%			4	6
PB02 Accounting and Fiscal	7					5	2
PB03 Personnel and Employee Relations	1						1
PB04 Information Technology	10	1	10.0%			5	4
PB05 Statistics and Research Analysis	5	1	20.0%	1	20.0%	3	
PB06 Supply	1					1	
PB99 Administrative classes not otherwise described	6					2	4
PC01 Business Finance	11	2	18.2%	1	9.1%	7	1
PC05 Revenue and Audit	1					1	
PD09 Property Management	2	1	50.0%			1	
PE01 Education Programs	41	7	17.1%	4	9.8%	13	17
PE03 Student Services	4			1	25.0%	1	2
PE04 Library and Archives	24	4	16.7%			11	9
PE05 Anthropological Research and Education	6			1	16.7%	3	2
PE06 Arts, Photography, and Information	6	1	16.7%			2	3
PF01 Public Programs	1					1	
PF02 Social Work	2						2
PG05 Mental and Behavioral Health Services	1						1
PH04 Parks	5					2	3
PK04 Engineering, Licensed	1			1	100.0%		
PL02 Aircraft, Automobile, or Vessel Maintenance	1						1
PL04 Building and Facility Maintenance	5						5
PL08 Office Equipment Operation	2	1	50.0%	1	50.0%		
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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 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%	2	22.2%	3	3
PB01 General Administration	40	6	15.0%	3	7.5%	9	22
PB02 Accounting and Fiscal	32	2	6.3%	1	3.1%	7	22
PB03 Personnel and Employee Relations	2					2	
PB04 Information Technology	31	2	6.5%	2	6.5%	11	16
PB05 Statistics and Research Analysis	1					1	
PB06 Supply	6					2	4
PB99 Administrative classes not otherwise described	6	1	16.7%				5
PC01 Business Finance	3					3	
PC04 Environmental Health	20	3	15.0%	3	15.0%	4	10
PD01 Government Management and Operations	1	1	100.0%				
PD02 Economic Research	1						1
PD03 Development and Infrastructure Planning	1						1
PE06 Arts, Photography, and Information	1						1
PG04 Medical, Professional	2	1	50.0%	1	50.0%		
PG07 Health Laboratory and Related	13					2	11
PI04 Evidence Investigation	1					1	
PK01 Physical Science Specialists	10					4	6
PK02 Environmental Science Specialists	226	21	9.3%	17	7.5%	71	117
PK03 Engineering, Unlicensed	26	1	3.8%	5	19.2%	3	17
PK04 Engineering, Licensed	33	12	36.4%	7	21.2%	6	8
PL04 Building and Facility Maintenance	5	1	20.0%			1	3
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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	24	4	16.7%	2	8.3%	9	9
PA01 Executives and Senior Administrators	13	4	30.8%	4	30.8%	3	2
PB01 General Administration	81	9	11.1%	10	12.3%	19	43
PB02 Accounting and Fiscal	40	3	7.5%			12	25
PB03 Personnel and Employee Relations	3					1	2
PB04 Information Technology	62	8	12.9%	3	4.8%	32	19
PB05 Statistics and Research Analysis	18	2	11.1%			8	8
PB06 Supply	5	1	20.0%			1	3
PB99 Administrative classes not otherwise described	15	2	13.3%			10	3
PC02 Business Regulation and Compliance	1						1
PE01 Education Programs	9			1	11.1%	4	4
PE04 Library and Archives	1	1	100.0%				
PE05 Anthropological Research and Education	18	2	11.1%	1	5.6%	6	9
PE06 Arts, Photography, and Information	18	3	16.7%	3	16.7%	4	8
PG04 Medical, Professional	1			1	100.0%		
PG07 Health Laboratory and Related	3	1	33.3%				2
PH01 Fish and Wildlife	955	102	10.7%	70	7.3%	297	486
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%	3	27.3%	1	5
PL07 Vessel and Aircraft Operation	15			1	6.7%	6	8
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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	40	5	12.5%	5	12.5%	8	22
PA01 Executives and Senior Administrators	23	9	39.1%	6	26.1%	6	2
PB01 General Administration	331	40	12.1%	24	7.3%	65	202
PB02 Accounting and Fiscal	87	4	4.6%	13	14.9%	19	51
PB03 Personnel and Employee Relations	9			2	22.2%	2	5
PB04 Information Technology	109	11	10.1%	12	11.0%	37	49
PB05 Statistics and Research Analysis	30	1	3.3%	1	3.3%	10	18
PB06 Supply	19	3	15.8%			7	9
PB99 Administrative classes not otherwise described	57	9	15.8%	3	5.3%	17	28
PC01 Business Finance	17	4	23.5%	3	17.6%	6	4
PC02 Business Regulation and Compliance	63	6	9.5%	2	3.2%	22	33
PC03 Safety Inspection	2	1	50.0%	1	50.0%		
PC05 Revenue and Audit	14			3	21.4%	2	9
PD03 Development and Infrastructure Planning	1						1
PD04 Emergency Planning and Response	4						4
PD09 Property Management	6	2	33.3%	1	16.7%	1	2
PE02 Teaching and Instruction	10	1	10.0%	1	10.0%	2	6
PE03 Student Services	2	1	50.0%				1
PE06 Arts, Photography, and Information	12					6	6
PF01 Public Programs	457	45	9.8%	39	8.5%	134	239
PF02 Social Work	359	25	7.0%	10	2.8%	79	245
PF03 Special Social Service	8	1	12.5%	1	12.5%		6
PF05 Labor and Employment Services	25	8	32.0%	2	8.0%	8	7
PG01 Health Administration	195	31	15.9%	18	9.2%	42	104
PG02 Nursing, Assistive	338	33	9.8%	30	8.9%	61	214
PG03 Nursing, Professional	247	37	15.0%	21	8.5%	32	157
PG04 Medical, Professional	9	2	22.2%			2	5

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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	
PG05 Mental and Behavioral Health Services	45	10	22.2%	4	8.9%	8	23
PG06 Special Health Services	39	3	7.7%	7	17.9%	11	18
PG07 Health Laboratory and Related	28	4	14.3%	2	7.1%	4	18
PI01 Legal Support and Related	12	1	8.3%			3	8
PI04 Evidence Investigation	21	1	4.8%	2	9.5%	9	9
PJ03 Corrections	237	18	7.6%	20	8.4%	75	124
PJ04 Probation and Parole	85	9	10.6%	13	15.3%	24	39
PK01 Physical Science Specialists	2					2	
PL01 Food and Custodial Services	154	23	14.9%	22	14.3%	21	88
PL04 Building and Facility Maintenance	44	9	20.5%	4	9.1%	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, 2016, 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	13	4	30.8%	2	15.4%	2	5
PA01 Executives and Senior Administrators	9			2	22.2%	3	4
PB01 General Administration	58	9	15.5%	7	12.1%	9	33
PB02 Accounting and Fiscal	41	4	9.8%	4	9.8%	8	25
PB03 Personnel and Employee Relations	2	1	50.0%	1	50.0%		
PB04 Information Technology	28	5	17.9%	6	21.4%	12	5
PB05 Statistics and Research Analysis	16	3	18.8%			5	8
PB06 Supply	5			2	40.0%		3
PB99 Administrative classes not otherwise described	17	4	23.5%	1	5.9%	6	6
PC01 Business Finance	4	1	25.0%			2	1
PC02 Business Regulation and Compliance	12	3	25.0%			2	7
PC03 Safety Inspection	35	6	17.1%	1	2.9%	3	25
PC05 Revenue and Audit	1	1	100.0%				
PD01 Government Management and Operations	1			1	100.0%		
PD02 Economic Research	12	1	8.3%			4	7
PE01 Education Programs	11	2	18.2%	1	9.1%	3	5
PE02 Teaching and Instruction	28	1	3.6%	4	14.3%	6	17
PE03 Student Services	4	1	25.0%	1	25.0%		2
PE06 Arts, Photography, and Information	3					3	
PF01 Public Programs	32	8	25.0%	2	6.3%	4	18
PF03 Special Social Service	1					1	
PF04 Vocational Rehabilitation	66	7	10.6%	9	13.6%	20	30
PF05 Labor and Employment Services	215	37	17.2%	30	14.0%	69	79
PI01 Legal Support and Related	1						1
PI03 Judges and Adjudicators	12	2	16.7%			3	7
PI04 Evidence Investigation	14	1	7.1%	3	21.4%	5	5
PL01 Food and Custodial Services	13	4	30.8%	2	15.4%	1	6

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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	
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, 2016, 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	
PA01 Executives and Senior Administrators	7	2	28.6%			4	1
PB01 General Administration	23			3	13.0%	3	17
PB02 Accounting and Fiscal	10	1	10.0%	2	20.0%		7
PB04 Information Technology	12			1	8.3%	1	10
PB06 Supply	1					1	
PC02 Business Regulation and Compliance	4	2	50.0%	1	25.0%	1	
PC05 Revenue and Audit	1					1	
PI01 Legal Support and Related	150	9	6.0%	15	10.0%	37	89
PI02 Attorneys	262	40	15.3%	18	6.9%	72	132
PI04 Evidence Investigation	6	2	33.3%	1	16.7%	1	2
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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 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	16	2	12.5%	2	12.5%	5	7
PA01 Executives and Senior Administrators	9	1	11.1%	4	44.4%	1	3
PB01 General Administration	20	1	5.0%	2	10.0%	7	10
PB02 Accounting and Fiscal	13			3	23.1%	3	7
PB03 Personnel and Employee Relations	1					1	
PB04 Information Technology	9					3	6
PB06 Supply	9	1	11.1%			2	6
PB99 Administrative classes not otherwise described	4			1	25.0%	1	2
PC01 Business Finance	6					1	5
PD03 Development and Infrastructure Planning	2					1	1
PD04 Emergency Planning and Response	36	3	8.3%	3	8.3%	9	21
PD09 Property Management	4					1	3
PE02 Teaching and Instruction	18	1	5.6%	1	5.6%	7	9
PE03 Student Services	24	1	4.2%			3	20
PE06 Arts, Photography, and Information	2					1	1
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						4
PK03 Engineering, Unlicensed	2	1	50.0%				1
PL01 Food and Custodial Services	6	2	33.3%			1	3
PL03 Equipment Operation	3			1	33.3%		2
PL04 Building and Facility Maintenance	33	6	18.2%	2	6.1%	8	17
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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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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	64	9	14.1%	10	15.6%	19	26
PA01 Executives and Senior Administrators	14	2	14.3%	3	21.4%	3	6
PB01 General Administration	63	8	12.7%	10	15.9%	22	23
PB02 Accounting and Fiscal	38	9	23.7%	5	13.2%	11	13
PB03 Personnel and Employee Relations	3						3
PB04 Information Technology	54	7	13.0%	3	5.6%	22	22
PB06 Supply	6	2	33.3%	1	16.7%		3
PB99 Administrative classes not otherwise described	7	1	14.3%			1	5
PC01 Business Finance	4	2	50.0%				2
PC03 Safety Inspection	1					1	
PC05 Revenue and Audit	8					4	4
PD02 Economic Research	1						1
PD03 Development and Infrastructure Planning	3					1	2
PD04 Emergency Planning and Response	24	3	12.5%	5	20.8%	2	14
PD05 Airport Administration	1	1	100.0%				
PD08 Real Estate Appraisal	3			1	33.3%	1	1
PE02 Teaching and Instruction	1	1	100.0%				
PE05 Anthropological Research and Education	16	3	18.8%			1	12
PE06 Arts, Photography, and Information	6	2	33.3%				4
PH02 Agriculture	8					1	7
PH03 Natural Resources and Forestry	323	30	9.3%	22	6.8%	90	181
PH04 Parks	37	6	16.2%	3	8.1%	15	13
PI05 Legal Document Processing	37	5	13.5%	4	10.8%	4	24
PJ03 Corrections	3	2	66.7%				1
PK01 Physical Science Specialists	34	3	8.8%	3	8.8%	11	17
PK02 Environmental Science Specialists	1						1
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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	
PK03 Engineering, Unlicensed	11	1	9.1%			2	8
PK04 Engineering, Licensed	5			1	20.0%	4	
PK07 Land Surveying	15	3	20.0%	2	13.3%	4	6
PL01 Food and Custodial Services	2					2	
PL02 Aircraft, Automobile, or Vessel Maintenance	3					1	2
PL03 Equipment Operation	3	1	33.3%			1	1
PL04 Building and Facility Maintenance	19	2	10.5%	1	5.3%	4	12
PL07 Vessel and Aircraft Operation	3			2	66.7%		1
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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 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	7	5	71.4%			1	1
PB01 General Administration	100	15	15.0%	9	9.0%	23	53
PB02 Accounting and Fiscal	17	1	5.9%	4	23.5%	1	11
PB03 Personnel and Employee Relations	2	1	50.0%			1	
PB04 Information Technology	22	2	9.1%	1	4.5%		19
PB05 Statistics and Research Analysis	4			1	25.0%	1	2
PB06 Supply	8	1	12.5%			2	5
PB99 Administrative classes not otherwise described	10	3	30.0%			2	5
PC01 Business Finance	2			1	50.0%	1	
PC02 Business Regulation and Compliance	1					1	
PD03 Development and Infrastructure Planning	1			1	100.0%		
PD04 Emergency Planning and Response	30					10	20
PD05 Airport Administration	1						1
PD09 Property Management	1						1
PE06 Arts, Photography, and Information	3					2	1
PI01 Legal Support and Related	71	6	8.5%	8	11.3%	14	43
PI04 Evidence Investigation	32	3	9.4%			8	21
PJ01 Law Enforcement	427	65	15.2%	79	18.5%	121	162
PJ02 Fire Fighting and Inspection	15	2	13.3%	4	26.7%	4	5
PL01 Food and Custodial Services	2					1	1
PL02 Aircraft, Automobile, or Vessel Maintenance	8			2	25.0%	4	2
PL04 Building and Facility Maintenance	4	1	25.0%	1	25.0%	1	1
PL07 Vessel and Aircraft Operation	11			3	27.3%	3	5
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, 2016, 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	84	11	13.1%	8	9.5%	29	36
PA01 Executives and Senior Administrators	9	1	11.1%			3	5
PB01 General Administration	58	3	5.2%	4	6.9%	7	44
PB02 Accounting and Fiscal	56	5	8.9%	7	12.5%	14	30
PB03 Personnel and Employee Relations	2						2
PB04 Information Technology	30	7	23.3%	1	3.3%	8	14
PB05 Statistics and Research Analysis	1						1
PB06 Supply	1					1	
PB99 Administrative classes not otherwise described	2					2	
PC05 Revenue and Audit	63	5	7.9%	4	6.3%	21	33
PD02 Economic Research	7	1	14.3%			1	5
PE06 Arts, Photography, and Information	1					1	
PF01 Public Programs	139	12	8.6%	13	9.4%	34	80
PG01 Health Administration	1						1
PI04 Evidence Investigation	8	1	12.5%			4	3
PL08 Office Equipment Operation	14	2	14.3%			3	9
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, 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	37	8	21.6%	3	8.1%	14	12
Exempt Marine	562	79	14.1%	65	11.6%	148	270
PA01 Executives and Senior Administrators	23	3	13.0%	2	8.7%	14	4
PB01 General Administration	155	22	14.2%	15	9.7%	32	86
PB02 Accounting and Fiscal	88	10	11.4%	13	14.8%	21	44
PB03 Personnel and Employee Relations	15					6	9
PB04 Information Technology	40	6	15.0%	2	5.0%	16	16
PB05 Statistics and Research Analysis	11					5	6
PB06 Supply	68	11	16.2%	10	14.7%	17	30
PB99 Administrative classes not otherwise described	5			1	20.0%	1	3
PC01 Business Finance	1			1	100.0%		
PC03 Safety Inspection	40	4	10.0%	2	5.0%	10	24
PC05 Revenue and Audit	4					2	2
PD03 Development and Infrastructure Planning	53	12	22.6%	3	5.7%	17	21
PD04 Emergency Planning and Response	19			4	21.1%	4	11
PD05 Airport Administration	23	5	21.7%	4	17.4%	4	10
PD06 Ferry System Administration	84	8	9.5%	7	8.3%	12	57
PD07 Maintenance Administration	31	7	22.6%	7	22.6%	10	7
PD08 Real Estate Appraisal	45	7	15.6%	8	17.8%	9	21
PD09 Property Management	32	9	28.1%	5	15.6%	12	6
PE02 Teaching and Instruction	3			1	33.3%	2	
PE06 Arts, Photography, and Information	6					3	3
PF03 Special Social Service	8			1	12.5%	2	5
PJ02 Fire Fighting and Inspection	78	4	5.1%	12	15.4%	22	40
PK01 Physical Science Specialists	10			3	30.0%	1	6
PK02 Environmental Science Specialists	47	4	8.5%	4	8.5%	10	29
PK03 Engineering, Unlicensed	304	36	11.8%	20	6.6%	101	147

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

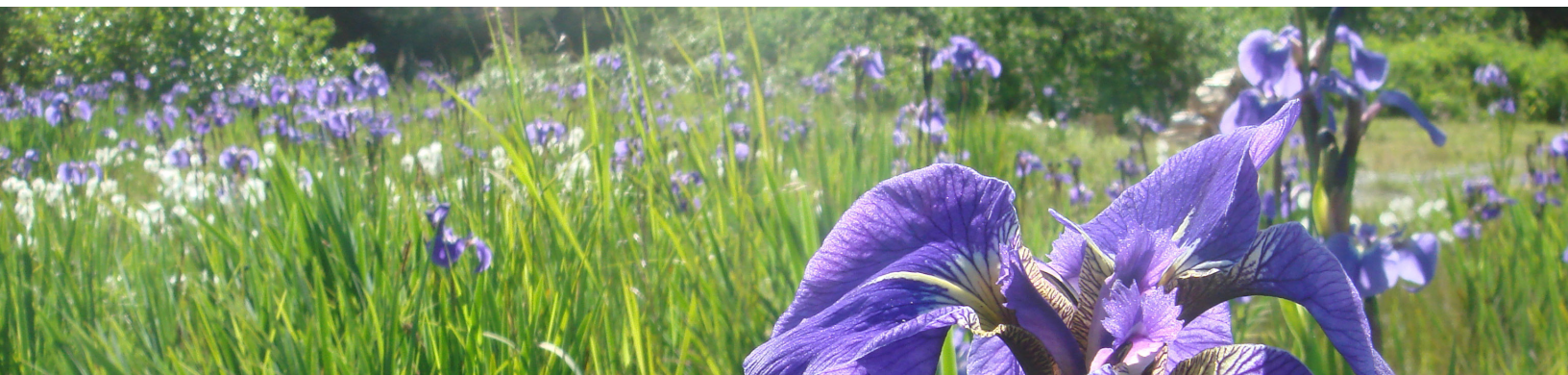
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Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of 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	
PK04 Engineering, Licensed	166	21	12.7%	22	13.3%	73	50
PK06 Vessel Construction	4	2	50.0%	1	25.0%	1	
PK07 Land Surveying	29	3	10.3%	1	3.4%	8	17
PK08 Cartography and Drafting	15	2	13.3%	3	20.0%	1	9
PL01 Food and Custodial Services	55	13	23.6%	4	7.3%	5	33
PL02 Aircraft, Automobile, or Vessel Maintenance	134	18	13.4%	16	11.9%	30	70
PL03 Equipment Operation	522	53	10.2%	59	11.3%	137	273
PL04 Building and Facility Maintenance	177	26	14.7%	24	13.6%	37	90
PL05 Instrument Technicians	2						2
PL06 Construction Support	138	8	5.8%	4	2.9%	19	107
PL08 Office Equipment Operation	2						2
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2016, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
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