

STATE OF ALASKA WORKFORCE PROFILE FISCAL YEAR 2020



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 2020 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, 2020.

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

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

Kate Sheehan
Director, Division of Personnel and Labor Relations



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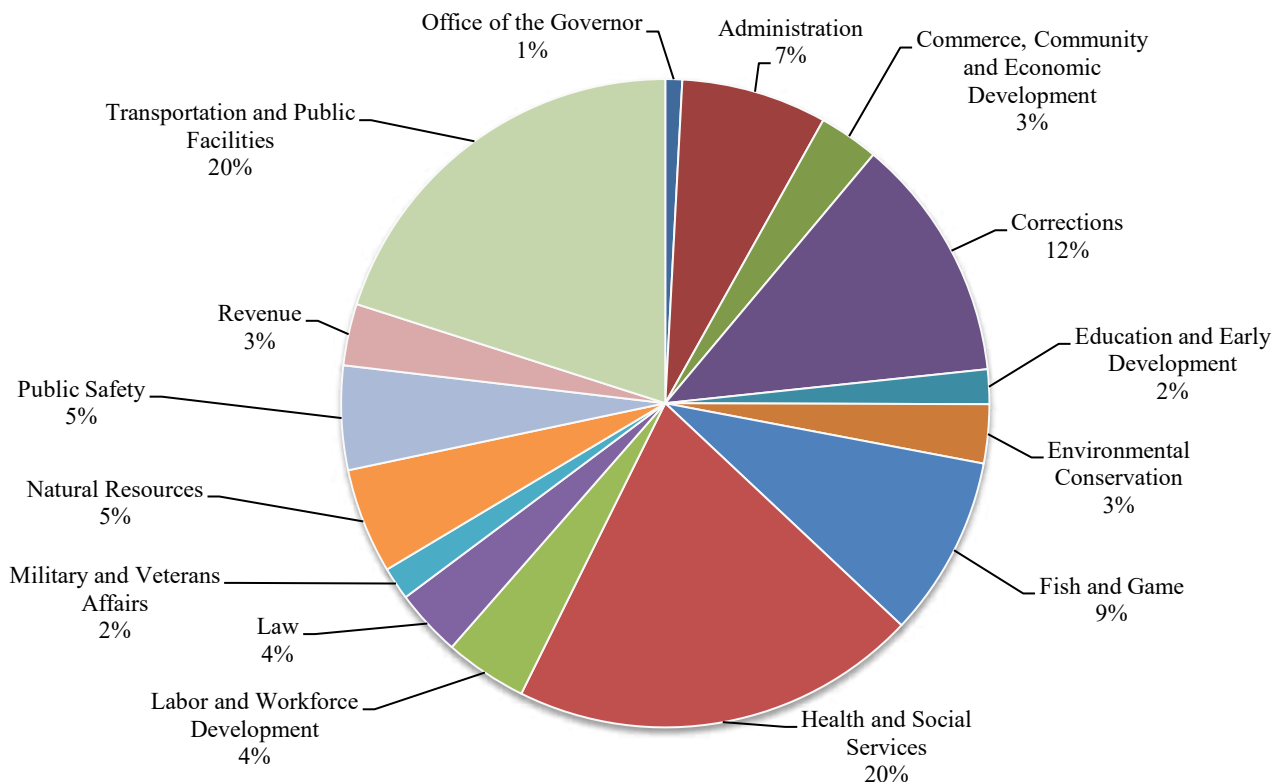
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EMPLOYEE COUNT BY DEPARTMENT

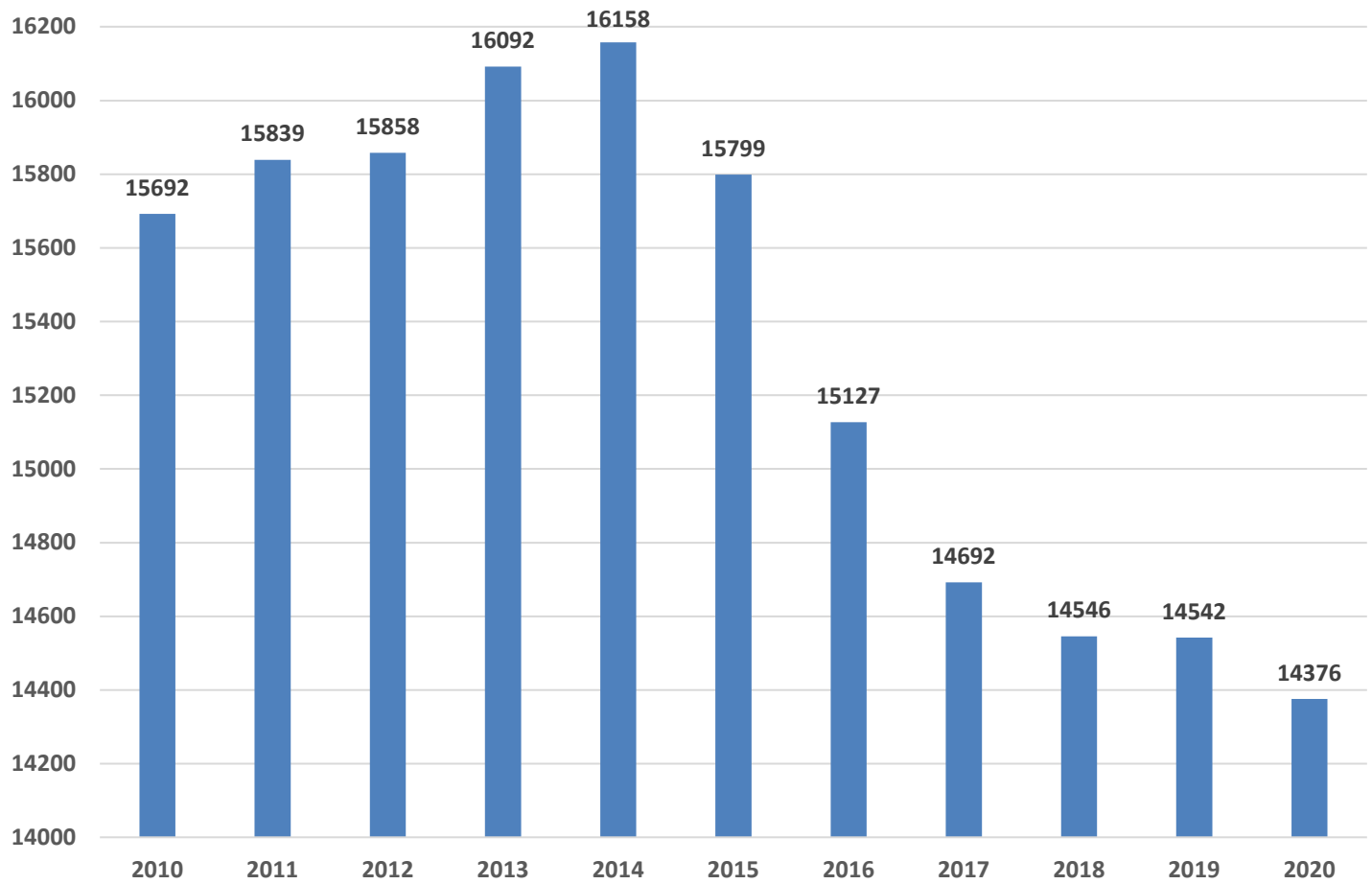
Department	Employee Count
Office of the Governor	121
Administration	1044
Commerce, Community and Economic Development	430
Corrections	1758
Education and Early Development	248
Environmental Conservation	422
Fish and Game	1297
Health and Social Services	2921
Labor and Workforce Development	592
Law	481
Military and Veterans Affairs	236
Natural Resources	755
Public Safety	746
Revenue	442
Transportation and Public Facilities	2883
Statewide	14376

PERCENTAGE OF STATE WORKFORCE BY DEPARTMENT



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

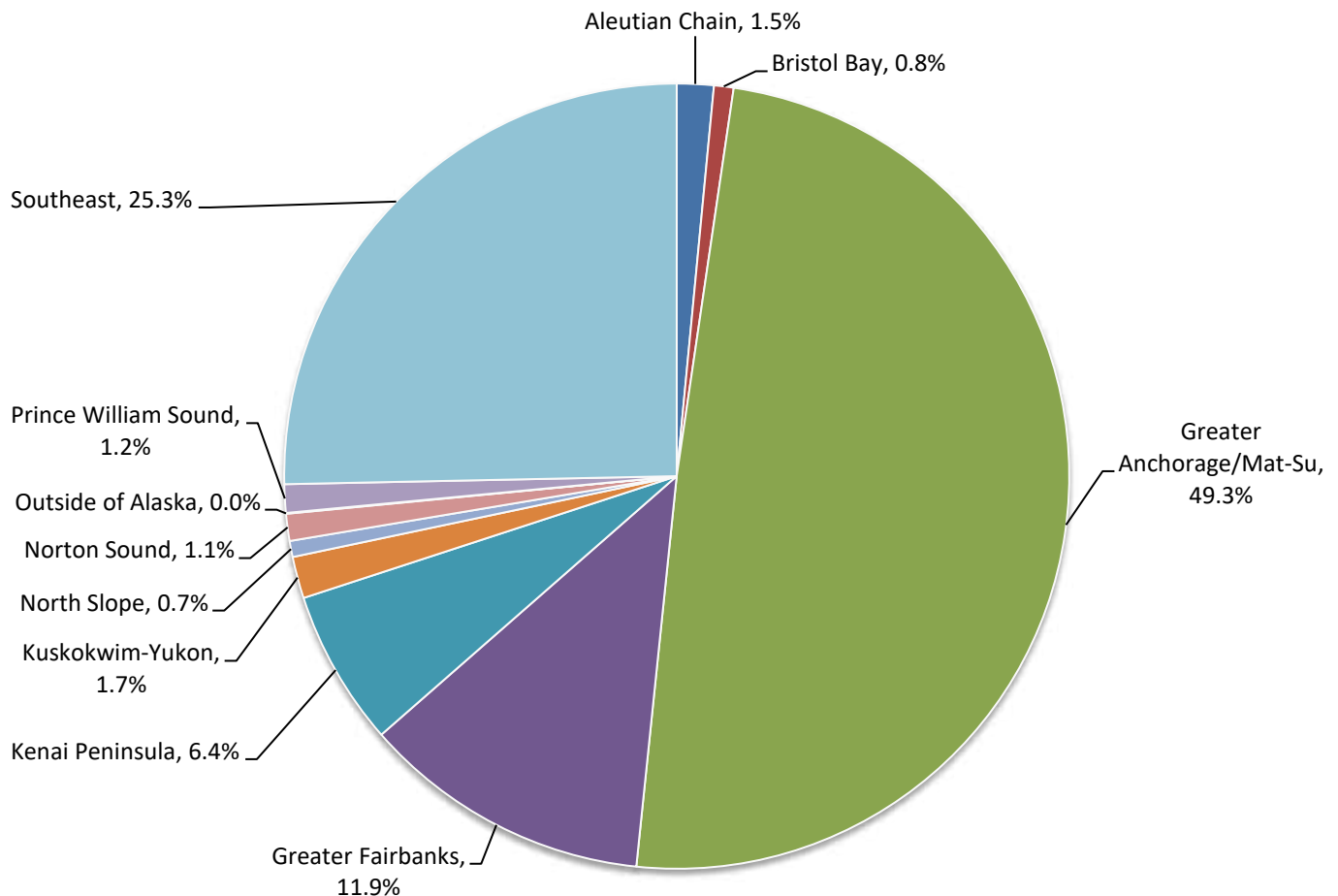
EMPLOYEE COUNT BY YEAR



EMPLOYEE COUNT BY REGION

Region	Employee Count
Aleutian Chain	218
Bristol Bay	116
Greater Anchorage/Mat-Su	7090
Greater Fairbanks	1713
Kenai Peninsula	923
Kuskokwim-Yukon	247
North Slope	95
Norton Sound	160
Outside of Alaska	5
Prince William Sound	168
Southeast	3641
Statewide	14376

PERCENTAGE OF EMPLOYEES BY REGION



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

EMPLOYEE COUNT AND PERCENTAGE BY LOCATION

City	Employee Count	Percentage
Adak	2	0.01%
Akutan	3	0.02%
Anchor Point	10	0.07%
Anchorage	5162	35.91%
Anchorage International Airport	343	2.39%
Aniak	12	0.08%
Anvik	1	0.01%
Bellingham Terminal, Washington	1	0.01%
Bethel	214	1.49%
Camp Carroll	6	0.04%
Cantwell	14	0.10%
Cascade	4	0.03%
Chandalar (Chandler) Camp	12	0.08%
Chena River	2	0.01%
Chignik	9	0.06%
Chulitna	6	0.04%
Cold Bay	6	0.04%
Coldfoot Camp	6	0.04%
Cordova	52	0.36%
Craig	17	0.12%
Crown Point	5	0.03%
Dalton Highway (Roving Crew)	7	0.05%
Deadhorse	14	0.10%
Delta Junction	36	0.25%
Denali	4	0.03%
Dillingham	60	0.42%
Douglas	28	0.19%
Dutch Harbor	16	0.11%
Eagle	7	0.05%
Eagle River	131	0.91%
Eielson Air Force Base	14	0.10%
Emmonak	3	0.02%
Ernestine	7	0.05%
Fairbanks	1524	10.60%
Finger Lake	5	0.03%

City	Employee Count	Percentage
Fort Wainwright	6	0.04%
Fort Yukon	1	0.01%
Gakona	2	0.01%
Galena	6	0.04%
Girdwood	7	0.05%
Glennallen	27	0.19%
Gustavus	2	0.01%
Haines	44	0.31%
Healy	6	0.04%
Homer	159	1.11%
Hoonah	5	0.03%
Hooper Bay	2	0.01%
Iliamna	3	0.02%
Jim River	7	0.05%
Joint Base Elmendorf-Richardson	221	1.54%
Juneau	2818	19.60%
Kalsin Bay	2	0.01%
Kasilof	1	0.01%
Kenai	286	1.99%
Ketchikan	439	3.05%
Kiana	1	0.01%
King Salmon	51	0.35%
Klawock	6	0.04%
Kodiak	160	1.11%
Kotzebue	43	0.30%
Kulis Air National Guard Base	1	0.01%
Livengood	7	0.05%
Mackenzie Point	379	2.64%
Manley Hot Springs	5	0.03%
McGrath	17	0.12%
Metlakatla	2	0.01%
Montana Creek	5	0.03%
Mount Edgecumbe	54	0.38%
Nelchina	4	0.03%
Nenana	6	0.04%

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

EMPLOYEE COUNT AND PERCENTAGE BY LOCATION (CONT.)

City	Employee Count	Percentage
Nikiski	1	0.01%
Ninilchik	6	0.04%
Nome	153	1.06%
North Kenai Camp	3	0.02%
Northway	5	0.03%
Palmer	499	3.47%
Paxson	5	0.03%
Petersburg	38	0.26%
Port Moller	11	0.08%
Quartz Creek	5	0.03%
Sag River	7	0.05%
Saint Marys	16	0.11%
Sand Point	6	0.04%
Seattle, Washington	1	0.01%
Selawik	1	0.01%
Seldovia	1	0.01%
Seven Mile Camp	8	0.06%
Seward	247	1.72%
Sitka	141	0.98%
Skagway	9	0.06%
Slana	7	0.05%
Soldotna	188	1.31%
South Fork	3	0.02%
Sterling	1	0.01%
Talkeetna	3	0.02%
Tazlina	25	0.17%
Tenakee Springs	1	0.01%
Thompson Pass	7	0.05%
Togiak	2	0.01%
Tok	49	0.34%
Trimms Camp	4	0.03%
Unalakleet	7	0.05%
Unalaska	3	0.02%
Utqiagvik (Formerly Barrow)	17	0.12%
Valdez	41	0.29%

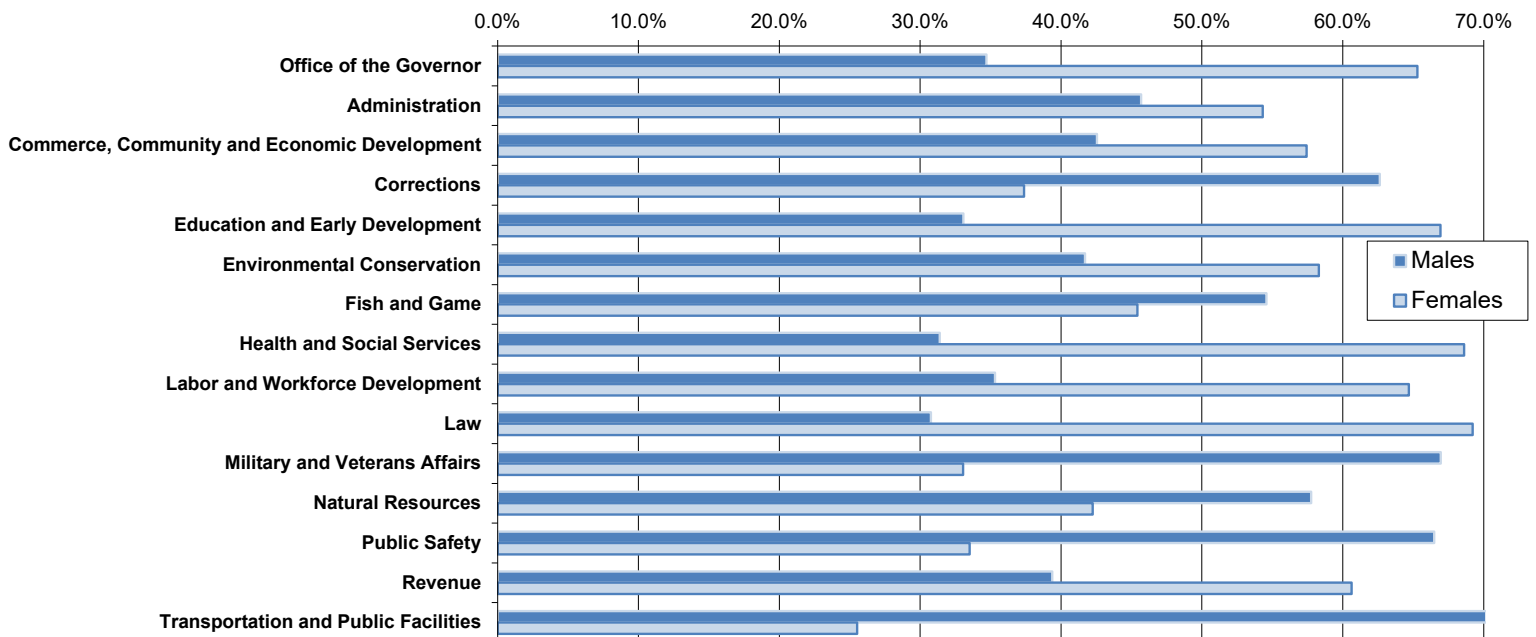
City	Employee Count	Percentage
Washington DC	3	0.02%
Wasilla	275	1.91%
Whittier	3	0.02%
Willow	9	0.06%
Wrangell	22	0.15%
Yakutat	15	0.10%



EMPLOYEE COUNT BY DEPARTMENT AND GENDER

Department	Males		Females	
	Count	Percentage	Count	Percentage
Office of the Governor	42	34.7%	79	65.3%
Administration	477	45.7%	567	54.3%
Commerce, Community and Economic Development	183	42.6%	247	57.4%
Corrections	1101	62.6%	657	37.4%
Education and Early Development	82	33.1%	166	66.9%
Environmental Conservation	176	41.7%	246	58.3%
Fish and Game	708	54.6%	589	45.4%
Health and Social Services	917	31.4%	2004	68.6%
Labor and Workforce Development	209	35.3%	383	64.7%
Law	148	30.8%	333	69.2%
Military and Veterans Affairs	158	66.9%	78	33.1%
Natural Resources	436	57.7%	319	42.3%
Public Safety	496	66.5%	250	33.5%
Revenue	174	39.4%	268	60.6%
Transportation and Public Facilities	2147	74.5%	736	25.5%
Statewide	7454	51.9%	6922	48.1%

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	29	24.0%
Administration	307	29.4%
Commerce, Community and Economic Development	97	22.6%
Corrections	410	23.3%
Education and Early Development	47	19.0%
Environmental Conservation	78	18.5%
Fish and Game	166	12.8%
Health and Social Services	1005	34.4%
Labor and Workforce Development	146	24.7%
Law	97	20.2%
Military and Veterans Affairs	66	28.0%
Natural Resource	95	12.6%
Public Safety	120	16.1%
Revenue	129	29.2%
Transportation and Public Facilities	655	22.7%
Statewide	3447	24.0%

Top Four Departments	% of Minorities
Health and Social Services	34.4%
Administration	29.4%
Revenue	29.2%
Military and Veterans Affairs	28.0%



NEW HIRE DATA

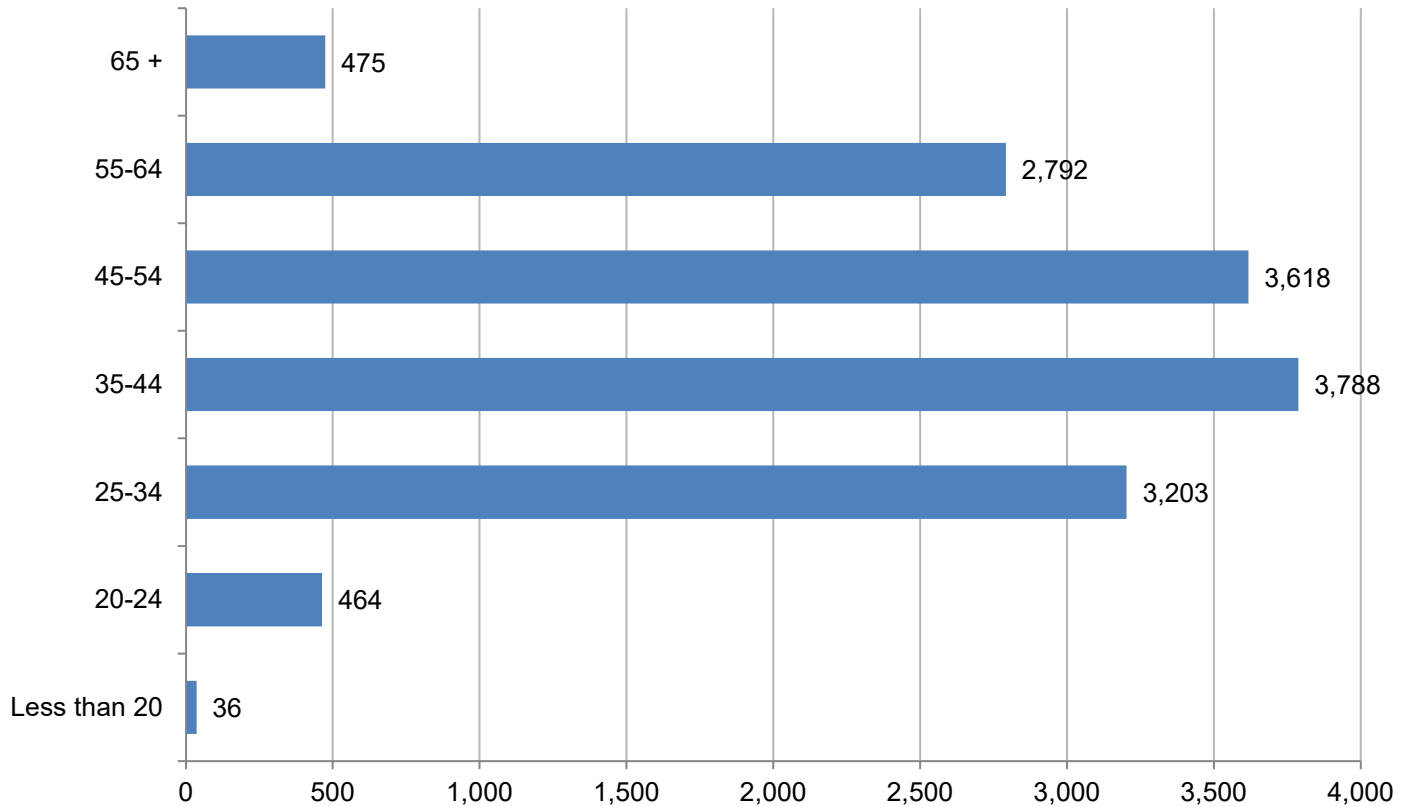
Department	New Hire Count	Average Age of New Hire	Average Age of New Hire	
			Male	Female
Office of the Governor	11	42.5	44.7	38.5
Administration	124	37.6	38.1	37.2
Commerce, Community and Economic Development	36	40.7	43.0	39.1
Corrections	234	35.1	34.3	36.3
Education and Early Development	22	37.7	27.7	41.5
Environmental Conservation	39	36.2	39.3	33.7
Fish and Game	160	32.3	34.9	29.8
Health and Social Services	413	38.8	38.8	38.9
Labor and Workforce Development	37	41.1	39.1	41.9
Law	72	33.6	34.8	33.2
Military and Veterans Affairs	26	37.9	42.4	29.4
Natural Resources	87	34.9	33.6	37.3
Public Safety	61	33.6	33.2	34.3
Revenue	31	37.1	33.9	39.8
Transportation and Public Facilities	254	38.0	38.9	35.5
Statewide	1607	36.8	36.9	36.7

New hire counts are permanent employees hired into existing and/or new positions within the fiscal year, and who are still employed at the end of the fiscal year.

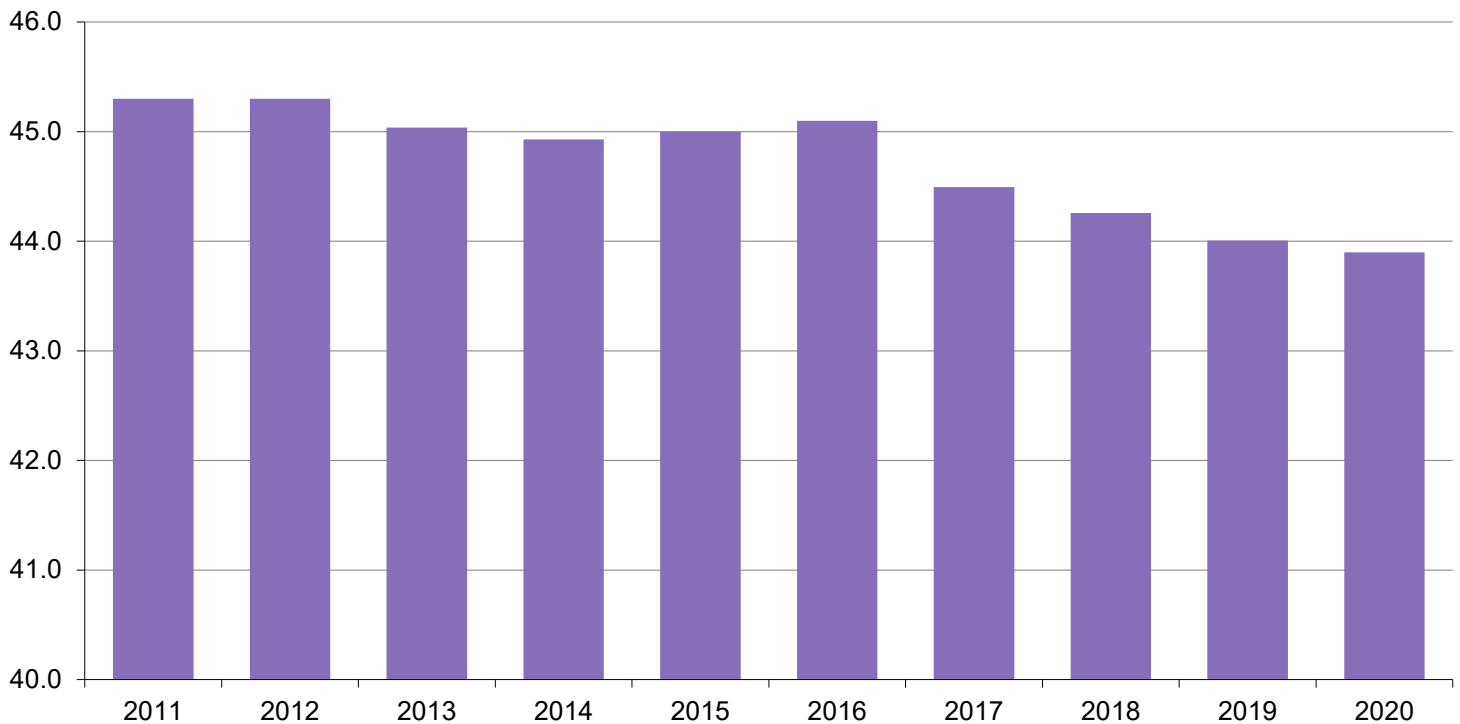
New Hire	Highest Average Age	Lowest Average Age
Overall Average	Office of Governor (42.5)	Public Safety (32.3)
Male	Office of Governor (44.7)	Education and Early Development (27.7)
Female	Labor and Workforce Development (41.9)	Military and Veterans Affairs (29.4)



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	44.5	45.5	43.9
Administration	42.9	43.2	42.7
Commerce, Community and Economic Development	46.2	48.1	44.7
Corrections	42.5	41.9	43.6
Education and Early Development	45.5	44.6	45.9
Environmental Conservation	43.7	45.2	42.6
Fish and Game	41.1	42.7	39.2
Health and Social Services	44.6	44.4	44.7
Labor and Workforce Development	48.1	47.9	48.2
Law	41.4	42.5	40.9
Military and Veterans Affairs	46.3	48.1	42.7
Natural Resources	43.3	42.7	44.2
Public Safety	41.8	41.3	42.7
Revenue	43.4	42.0	44.3
Transportation and Public Facilities	45.5	45.7	44.8
Statewide	43.9	44.1	43.8

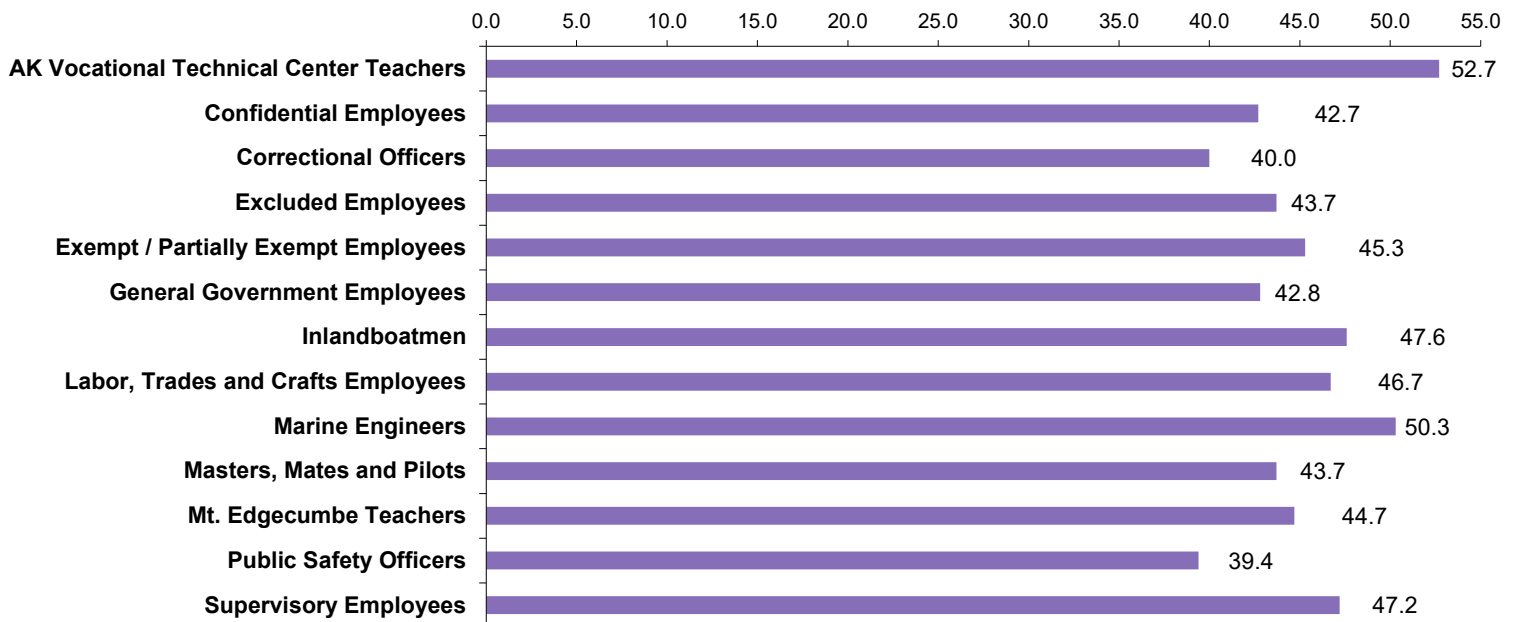
Employees	Highest Average Age	Lowest Average Age
Overall Average	Labor and Workforce Development (48.1)	Fish and Game (41.1)
Male Average	Military Veteran Affairs / Commerce, Community and Economic Development (48.1)	Public Safety (41.3)
Female Average	Labor and Workforce Development (48.2)	Fish and Game (39.2)



AVERAGE AGE BY BARGAINING UNIT

Bargaining Unit	Average Age
AK Vocational Technical Center Teachers	52.7
Confidential Employees	42.7
Correctional Officers	40.0
Excluded Employees	43.7
Exempt / Partially Exempt Employees	45.3
General Government Employees	42.8
Inlandboatmen	47.6
Labor, Trades and Crafts Employees	46.7
Marine Engineers	50.3
Masters, Mates and Pilots	43.7
Mt. Edgecumbe Teachers	44.7
Public Safety Officers	39.4
Supervisory Employees	47.2

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	121	\$7,578.95
Administration	1044	\$6,358.85
Commerce, Community and Economic Development	430	\$6,630.73
Corrections	1758	\$6,038.82
Education and Early Development	248	\$6,512.55
Environmental Conservation	422	\$6,548.22
Fish and Game	1297	\$5,462.70
Health and Social Services	2921	\$5,629.59
Labor and Workforce Development	592	\$5,752.28
Law	481	\$7,241.16
Military and Veterans Affairs	236	\$5,450.10
Natural Resources	755	\$5,802.31
Public Safety	746	\$7,745.40
Revenue	442	\$6,874.29
Transportation and Public Facilities	2883	\$5,939.15
Statewide	14376	\$6,081.33

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	542	\$5,091.80	145	\$7,645.62	115	\$5,733.40
Commerce, Community and Economic Development	226	\$5,204.99	62	\$7,286.54	3	\$5,923.96
Corrections	545	\$5,596.10	160	\$7,998.27	8	\$6,019.65
Education and Early Development	114	\$5,684.27	29	\$8,222.04	1	\$7,543.47
Environmental Conservation	289	\$5,724.89	117	\$8,383.89	2	\$5,495.53
Fish and Game	894	\$4,542.49	355	\$7,535.97	3	\$6,367.11
Health and Social Services	2306	\$5,081.91	487	\$7,617.76	14	\$6,168.56
Labor and Workforce Development	397	\$5,109.57	111	\$7,465.06	3	\$5,503.33
Law	179	\$4,420.38	33	\$5,557.33	2	\$5,669.74
Military and Veterans Affairs	120	\$4,854.18	41	\$6,615.37	2	\$6,419.40
Natural Resources	492	\$4,900.89	152	\$7,300.01	3	\$5,561.11
Public Safety	269	\$4,773.74	78	\$10,083.84	3	\$6,404.09
Revenue	272	\$4,881.35	64	\$7,171.34	2	\$5,917.60
Transportation and Public Facilities	890	\$5,980.86	287	\$9,113.52	14	\$6,047.35
Statewide	7535	\$5,151.51	2121	\$7,872.94	175	\$5,841.99

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	12	\$5,655.29				
Commerce, Community and Economic Development						
Corrections	116	\$4,749.57	912	\$5,972.46		
Education and Early Development						
Environmental Conservation	6	\$5,176.02				
Fish and Game	11	\$5,350.17				
Health and Social Services	58	\$4,458.19				
Labor and Workforce Development	32	\$4,924.94				
Law						
Military and Veterans Affairs	59	\$4,887.38				
Natural Resources	43	\$4,582.13				
Public Safety	8	\$5,221.67			377	\$9,375.86
Revenue						
Transportation and Public Facilities	1069	\$5,129.29			80	\$6,804.29
Statewide	1414	\$5,046.15	912	\$5,972.46	457	\$8,925.70

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	64	\$7,235.07	79	\$7,070.42	374	\$4,733.27
Statewide	64	\$7,235.07	79	\$7,070.42	374	\$4,733.27

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			30	\$6,078.27
Environmental Conservation				
Fish and Game				
Health and Social Services				
Labor and Workforce Development	31	\$6,981.36		
Law				
Military and Veterans Affairs				
Natural Resources				
Public Safety				
Revenue				
Transportation and Public Facilities				
Statewide	31	\$6,981.36	30	\$6,078.27

Bargaining Unit	Excluded		Exempt / Partially Exempt	
	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor			121	\$7,578.95
Administration			230	\$8,882.87
Commerce, Community and Economic Development			139	\$8,671.57
Corrections			17	\$14,156.24
Education and Early Development			74	\$7,280.75
Environmental Conservation			8	\$10,736.58
Fish and Game			34	\$7,968.00
Health and Social Services			56	\$11,970.87
Labor and Workforce Development	3	\$6,689.04	15	\$9,175.51
Law			267	\$9,352.13
Military and Veterans Affairs			14	\$9,378.42
Natural Resources			65	\$9,941.38
Public Safety			11	\$10,155.22
Revenue			104	\$11,922.20
Transportation and Public Facilities			26	\$10,767.38
Statewide	3	\$6,689.04	1181	\$9,327.50

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

AVERAGE STATE SERVICE BY DEPARTMENT AND GENDER

Department	Average State Service	Male	Female
Office of the Governor	9.75	9.04	10.13
Administration	9.16	9.00	9.30
Commerce, Community and Economic Development	9.39	9.25	9.49
Corrections	8.63	8.69	8.52
Education and Early Development	11.14	11.24	11.10
Environmental Conservation	9.91	9.99	9.86
Fish and Game	8.89	10.01	7.53
Health and Social Services	8.81	8.96	8.75
Labor and Workforce Development	10.58	9.58	11.12
Law	8.21	8.23	8.20
Military and Veterans Affairs	8.48	8.22	9.02
Natural Resources	8.81	8.20	9.65
Public Safety	10.87	11.46	9.71
Revenue	10.03	9.61	10.31
Transportation and Public Facilities	9.78	9.87	9.52
Statewide	9.30	9.46	9.13

AVERAGE STATE SERVICE BY BARGAINING UNIT

Bargaining Unit	Average State Service
AK Vocational Technical Center Teachers	9.73
Confidential Employees	10.48
Correctional Officers	8.21
Excluded Employees	8.57
Exempt / Partially Exempt Employees	9.83
General Government Employees	8.08
Inlandboatmen	8.72
Labor, Trades and Crafts Employees	8.57
Marine Engineers	9.82
Masters, Mates and Pilots	13.22
Mt. Edgecumbe Teachers	12.00
Public Safety Officers	11.01
Supervisory Employees	13.75

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

RETIREMENT PROJECTIONS BY DEPARTMENT

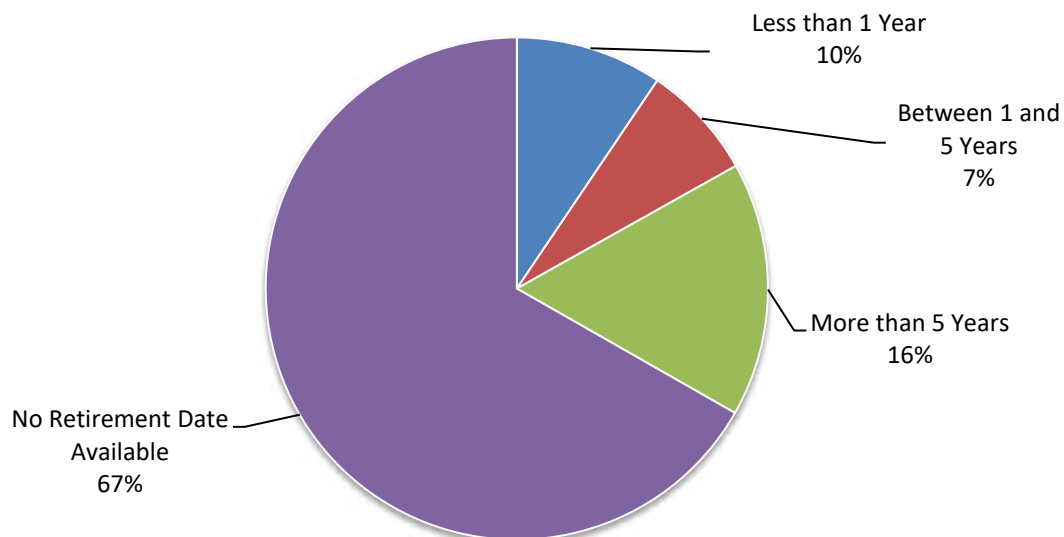
Department	Total Employees in R&B System	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 Years	% Between 1 and 5 Years	More than 5 Years	
Office of the Governor	121	14	11.6%	8	6.6%	22	77
Administration	1044	84	8.0%	53	5.1%	189	718
Commerce, Community and Economic Development	430	55	12.8%	26	6.0%	61	288
Corrections	1758	161	9.2%	174	9.9%	138	1285
Education and Early Development	248	34	13.7%	36	14.5%	48	130
Environmental Conservation	422	40	9.5%	26	6.2%	76	280
Fish and Game	1297	101	7.8%	81	6.2%	302	813
Health and Social Services	2921	247	8.5%	189	6.5%	457	2028
Labor and Workforce Development	592	81	13.7%	43	7.3%	106	362
Law	481	31	6.4%	29	6.0%	67	354
Military and Veterans Affairs	236	16	6.8%	19	8.1%	24	177
Natural Resources	755	62	8.2%	52	6.9%	144	497
Public Safety	746	115	15.4%	115	15.4%	89	427
Revenue	442	32	7.2%	31	7.0%	88	291
Transportation and Public Facilities	2883	286	9.9%	185	6.4%	543	1869
Statewide	14376	1359	9.5%	1067	7.4%	2354	9596

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2019 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



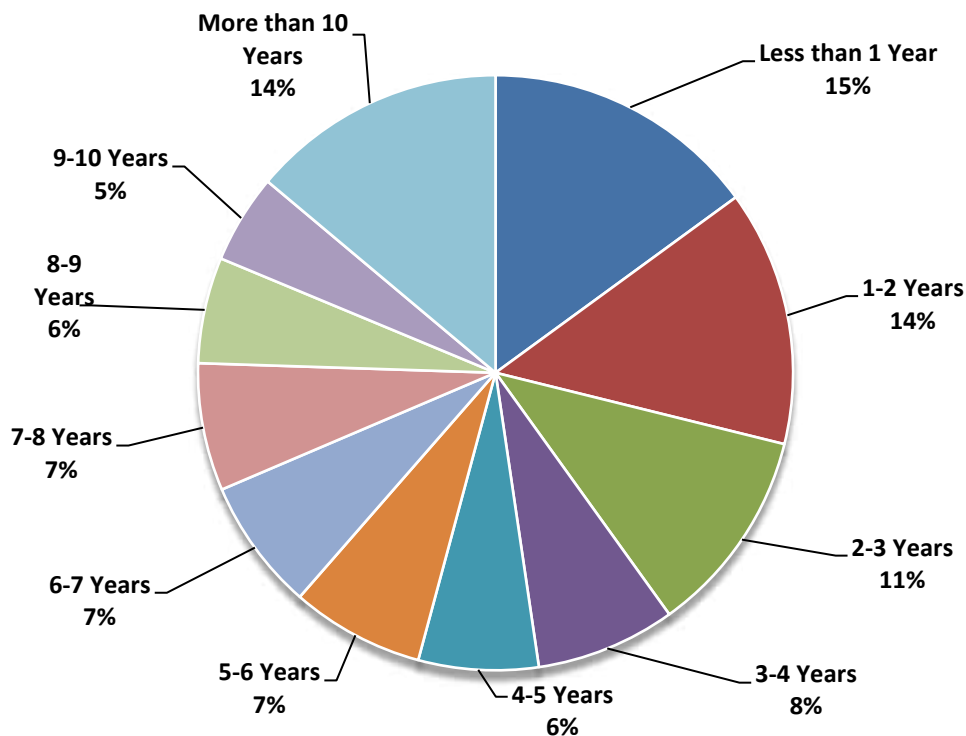
Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

TIER 4 EMPLOYEES YEARS OF STATE SERVICE

Department	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	8-9 Years	9-10 Years	More than 10 Years	Grand Total
Office of the Governor	6	12	9	3	10	7	5	8	6	1	10	77
Administration	98	116	81	54	39	55	52	48	37	40	87	707
Commerce, Community and Economic Development	25	41	28	27	23	16	27	21	21	23	32	284
Corrections	189	151	142	81	91	103	119	105	66	48	178	1273
Education and Early Development	8	11	20	10	4	8	10	7	3	4	13	98
Environmental Conservation	27	32	34	17	18	22	25	20	21	18	45	279
Fish and Game	254	97	84	61	35	45	45	40	39	28	72	800
Health and Social Services	303	313	217	152	134	142	115	130	102	88	299	1995
Labor and Workforce Development	28	59	35	41	23	24	26	27	21	18	53	355
Law	62	54	51	23	21	16	23	17	19	16	44	346
Military and Veterans Affairs	16	27	23	16	13	7	5	12	9	13	32	173
Natural Resources	80	83	56	37	26	34	31	27	28	19	70	491
Public Safety	58	54	41	28	23	23	30	30	23	31	83	424
Revenue	22	31	36	29	17	16	24	31	18	17	46	287
Transportation and Public Facilities	227	222	195	133	134	161	134	127	127	90	238	1788
Total	1403	1303	1052	712	611	679	671	650	540	454	1302	9377

Tier 4 began July 1, 2006

PERCENTAGE OF TIER 4 EMPLOYEES BY YEARS OF STATE SERVICE



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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Office of the Governor							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
EXEMPT	110	14	12.7%	7	6.4%	21	68
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	1					1	
PB01 GENERAL ADMINISTRATION	2						2
PF03 SPECIAL SOCIAL SERVICE	6			1	16.7%		5
PI01 LEGAL SUPPORT AND RELATED	2						2
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2020, 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	10					2	8
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	18	2	11.1%	3	16.7%	3	10
PB01 GENERAL ADMINISTRATION	45	5	11.1%	1	2.2%	3	36
PB02 ACCOUNTING AND FISCAL	103	6	5.8%	7	6.8%	21	69
PB03 PERSONNEL AND EMPLOYEE RELATIONS	160	19	11.9%	6	3.8%	34	101
PB04 INFORMATION TECHNOLOGY	186	17	9.1%	15	8.1%	47	107
PB05 STATISTICS AND RESEARCH ANALYSIS	2	1	50.0%				1
PB06 SUPPLY	23	1	4.3%	1	4.3%	3	18
PB07 OFFICE OF INFORMATION TECHNOLOGY	22	2	9.1%	2	9.1%	9	9
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	19	1	5.3%	2	10.5%	7	9
PC05 REVENUE AND AUDIT	3	1	33.3%			1	1
PD01 GOVERNMENT MANAGEMENT AND OPERATIONS	1					1	
PD09 PROPERTY MANAGEMENT	2						2
PE02 TEACHING AND INSTRUCTION	4			1	25.0%		3
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	4						4
PF03 SPECIAL SOCIAL SERVICE	26	2	7.7%	1	3.8%	7	16
PI01 LEGAL SUPPORT AND RELATED	76	1	1.3%	1	1.3%	5	69
PI02 ATTORNEYS	179	13	7.3%	6	3.4%	29	131
PI03 JUDGES AND ADJUDICATORS	10	3	30.0%	1	10.0%	3	3
PI04 EVIDENCE INVESTIGATION	19	1	5.3%	1	5.3%	2	15
PI05 LEGAL DOCUMENT PROCESSING	107	5	4.7%	5	4.7%	10	87
PK03 ENGINEERING, UNLICENSED	6						6
PL04 BUILDING AND FACILITY MAINTENANCE	12	2	16.7%			1	9
PL08 OFFICE EQUIPMENT OPERATION	7	2	28.6%			1	4
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2020, 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 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	119	20	16.8%	6	5.0%	13	80
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	14	3	21.4%	1	7.1%	3	7
PB01 GENERAL ADMINISTRATION	42	2	4.8%	4	9.5%	6	30
PB02 ACCOUNTING AND FISCAL	25	3	12.0%			6	16
PB03 PERSONNEL AND EMPLOYEE RELATIONS	3					1	2
PB04 INFORMATION TECHNOLOGY	16	1	6.3%	2	12.5%	3	10
PB05 STATISTICS AND RESEARCH ANALYSIS	6	1	16.7%			2	3
PB06 SUPPLY	3	1	33.3%			2	
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	6			2	33.3%		4
PC01 BUSINESS FINANCE	20	1	5.0%	2	10.0%	6	11
PC02 BUSINESS REGULATION AND COMPLIANCE	96	9	9.4%	5	5.2%	10	72
PC05 REVENUE AND AUDIT	1			1	100.0%		
PD01 GOVERNMENT MANAGEMENT AND OPERATIONS	21	7	33.3%	1	4.8%	3	10
PD06 FERRY SYSTEM ADMINISTRATION	1						1
PD08 REAL ESTATE APPRAISAL	2	1	50.0%				1
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	3					1	2
PG01 HEALTH ADMINISTRATION	1						1
PG03 NURSING, PROFESSIONAL	2						2
PH03 NATURAL RESOURCES AND FORESTRY	1						1
PI01 LEGAL SUPPORT AND RELATED	12	1	8.3%			2	9
PI03 JUDGES AND ADJUDICATORS	2	1	50.0%				1
PI04 EVIDENCE INVESTIGATION	30	3	10.0%	2	6.7%	2	23
PK03 ENGINEERING, UNLICENSED	4	1	25.0%			1	2
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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 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	12	3	25.0%				9
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	10	2	20.0%	1	10.0%	6	1
PB01 GENERAL ADMINISTRATION	85	7	8.2%	6	7.1%	10	62
PB02 ACCOUNTING AND FISCAL	23	2	8.7%	1	4.3%	2	18
PB03 PERSONNEL AND EMPLOYEE RELATIONS	8	1	12.5%			3	4
PB04 INFORMATION TECHNOLOGY	10	2	20.0%	1	10.0%	1	6
PB05 STATISTICS AND RESEARCH ANALYSIS	2			1	50.0%	1	
PB06 SUPPLY	17	2	11.8%			4	11
PB07 OFFICE OF INFORMATION TECHNOLOGY	1						1
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	1						1
PD09 PROPERTY MANAGEMENT	3	1	33.3%				2
PE01 EDUCATION PROGRAMS	18	4	22.2%	2	11.1%	1	11
PE02 TEACHING AND INSTRUCTION	7			1	14.3%	1	5
PF02 SOCIAL WORK	3	1	33.3%			1	1
PF03 SPECIAL SOCIAL SERVICE	2						2
PG01 HEALTH ADMINISTRATION	5					1	4
PG03 NURSING, PROFESSIONAL	122	5	4.1%	5	4.1%	6	106
PG04 MEDICAL, PROFESSIONAL	11					2	9
PG05 MENTAL AND BEHAVIORAL HEALTH SERVICES	36	3	8.3%			4	29
PG06 SPECIAL HEALTH SERVICES	5	1	20.0%	1	20.0%	1	2
PI01 LEGAL SUPPORT AND RELATED	75	4	5.3%	1	1.3%	9	61
PJ03 CORRECTIONS	958	87	9.1%	113	11.8%	50	708
PJ04 PROBATION AND PAROLE	222	22	9.9%	29	13.1%	28	143
PL01 FOOD AND CUSTODIAL SERVICES	59	6	10.2%	9	15.3%	2	42
PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE	3	1	33.3%				2
PL04 BUILDING AND FACILITY MAINTENANCE	56	7	12.5%	3	5.4%	4	42
PL08 OFFICE EQUIPMENT OPERATION	4					1	3

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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Education and Early Development							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
EXEMPT	96	14	14.6%	17	17.7%	15	50
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	9	3	33.3%	1	11.1%	1	4
PB01 GENERAL ADMINISTRATION	10	2	20.0%	2	20.0%		6
PB02 ACCOUNTING AND FISCAL	7			1	14.3%	2	4
PB03 PERSONNEL AND EMPLOYEE RELATIONS	1						1
PB04 INFORMATION TECHNOLOGY	7			1	14.3%	1	5
PB05 STATISTICS AND RESEARCH ANALYSIS	6	1	16.7%			1	4
PB06 SUPPLY	1						1
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	7			1	14.3%	2	4
PC01 BUSINESS FINANCE	10	3	30.0%	3	30.0%	4	
PC05 REVENUE AND AUDIT	2					2	
PD09 PROPERTY MANAGEMENT	1			1	100.0%		
PE01 EDUCATION PROGRAMS	42	5	11.9%	5	11.9%	9	23
PE03 STUDENT SERVICES	7			1	14.3%	1	5
PE04 LIBRARY AND ARCHIVES	22	3	13.6%	2	9.1%	7	10
PE05 ANTHROPOLOGICAL RESEARCH AND EDUCATION	6	1	16.7%			2	3
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	3						3
PF01 PUBLIC PROGRAMS	1					1	
PF02 SOCIAL WORK	3						3
PG05 MENTAL AND BEHAVIORAL HEALTH SERVICES	1						1
PH04 PARKS	4			1	25.0%		3
PK04 ENGINEERING, LICENSED	1	1	100.0%				
PL08 OFFICE EQUIPMENT OPERATION	1	1	100.0%				

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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 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	8	1	12.5%	1	12.5%	3	3
PB01 GENERAL ADMINISTRATION	27	2	7.4%	1	3.7%	5	19
PB02 ACCOUNTING AND FISCAL	24	1	4.2%	1	4.2%	4	18
PB03 PERSONNEL AND EMPLOYEE RELATIONS	2						2
PB04 INFORMATION TECHNOLOGY	19	1	5.3%	1	5.3%	3	14
PB05 STATISTICS AND RESEARCH ANALYSIS	1					1	
PB06 SUPPLY	4						4
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	8					1	7
PC01 BUSINESS FINANCE	2					1	1
PC04 ENVIRONMENTAL HEALTH	25	1	4.0%	1	4.0%	5	18
PD01 GOVERNMENT MANAGEMENT AND OPERATIONS	1						1
PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING	1						1
PG04 MEDICAL, PROFESSIONAL	2	1	50.0%				1
PG07 HEALTH LABORATORY AND RELATED	11					1	10
PI04 EVIDENCE INVESTIGATION	2					1	1
PK01 PHYSICAL SCIENCE SPECIALISTS	12	1	8.3%	1	8.3%	2	8
PK02 ENVIRONMENTAL SCIENCE SPECIALISTS	217	17	7.8%	18	8.3%	42	140
PK03 ENGINEERING, UNLICENSED	22	5	22.7%	2	9.1%	1	14
PK04 ENGINEERING, LICENSED	28	9	32.1%			5	14
PL04 BUILDING AND FACILITY MAINTENANCE	5	1	20.0%				4
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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 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	25	4	16.0%	2	8.0%	4	15
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	13	4	30.8%	2	15.4%	4	3
PB01 GENERAL ADMINISTRATION	67	7	10.4%	6	9.0%	12	42
PB02 ACCOUNTING AND FISCAL	46	1	2.2%	1	2.2%	8	36
PB03 PERSONNEL AND EMPLOYEE RELATIONS	3					1	2
PB04 INFORMATION TECHNOLOGY	43	3	7.0%	5	11.6%	15	20
PB05 STATISTICS AND RESEARCH ANALYSIS	20	1	5.0%	1	5.0%	9	9
PB06 SUPPLY	4			1	25.0%		3
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	20	1	5.0%	4	20.0%	8	7
PC01 BUSINESS FINANCE	1					1	
PC02 BUSINESS REGULATION AND COMPLIANCE	1						1
PD09 PROPERTY MANAGEMENT	1					1	
PE01 EDUCATION PROGRAMS	11	1	9.1%	1	9.1%	2	7
PE04 LIBRARY AND ARCHIVES	1	1	100.0%				
PE05 ANTHROPOLOGICAL RESEARCH AND EDUCATION	18	2	11.1%	1	5.6%	3	12
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	16	3	18.8%	1	6.3%	2	10
PG04 MEDICAL, PROFESSIONAL	2	1	50.0%				1
PG07 HEALTH LABORATORY AND RELATED	3						3
PH01 FISH AND WILDLIFE	968	69	7.1%	49	5.1%	227	623
PH03 NATURAL RESOURCES AND FORESTRY	3			1	33.3%	2	
PK04 ENGINEERING, LICENSED	1			1	100.0%		
PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE	1						1
PL04 BUILDING AND FACILITY MAINTENANCE	11	2	18.2%	1	9.1%	1	7
PL07 VESSEL AND AIRCRAFT OPERATION	18	1	5.6%	4	22.2%	2	11
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Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Health and Social Services							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
EXEMPT	32	2	6.3%	1	3.1%	8	21
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	22	3	13.6%	5	22.7%	9	5
PB01 GENERAL ADMINISTRATION	337	22	6.5%	22	6.5%	36	257
PB02 ACCOUNTING AND FISCAL	73	11	15.1%	3	4.1%	12	47
PB03 PERSONNEL AND EMPLOYEE RELATIONS	14	1	7.1%			2	11
PB04 INFORMATION TECHNOLOGY	102	9	8.8%	9	8.8%	26	58
PB05 STATISTICS AND RESEARCH ANALYSIS	36			2	5.6%	5	29
PB06 SUPPLY	19	1	5.3%	3	15.8%	2	13
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	58	9	15.5%	5	8.6%	11	33
PC01 BUSINESS FINANCE	16	4	25.0%	2	12.5%	5	5
PC02 BUSINESS REGULATION AND COMPLIANCE	60	7	11.7%	7	11.7%	11	35
PC03 SAFETY INSPECTION	2						2
PC05 REVENUE AND AUDIT	10	3	30.0%			1	6
PD04 EMERGENCY PLANNING AND RESPONSE	6					1	5
PD09 PROPERTY MANAGEMENT	3	1	33.3%				2
PE02 TEACHING AND INSTRUCTION	14	1	7.1%			6	7
PE03 STUDENT SERVICES	2	1	50.0%				1
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	10			1	10.0%	5	4
PF01 PUBLIC PROGRAMS	426	28	6.6%	34	8.0%	83	281
PF02 SOCIAL WORK	388	16	4.1%	14	3.6%	54	304
PF03 SPECIAL SOCIAL SERVICE	11	1	9.1%				10
PF05 LABOR AND EMPLOYMENT SERVICES	28	3	10.7%	4	14.3%	7	14
PG01 HEALTH ADMINISTRATION	187	18	9.6%	11	5.9%	23	135
PG02 NURSING, ASSISTIVE	334	28	8.4%	15	4.5%	39	252
PG03 NURSING, PROFESSIONAL	220	21	9.5%	13	5.9%	18	168
PG04 MEDICAL, PROFESSIONAL	10			1	10.0%		9
PG05 MENTAL AND BEHAVIORAL HEALTH SERVICES	39	10	25.6%	1	2.6%	8	20
PG06 SPECIAL HEALTH SERVICES	37	3	8.1%	1	2.7%	7	26
PG07 HEALTH LABORATORY AND RELATED	28	3	10.7%	1	3.6%	3	21

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

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Health and Social Services							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
PI01 LEGAL SUPPORT AND RELATED	13					1	12
PI04 EVIDENCE INVESTIGATION	21	2	9.5%	6	28.6%	3	10
PJ03 CORRECTIONS	214	11	5.1%	14	6.5%	55	134
PJ04 PROBATION AND PAROLE	87	15	17.2%	10	11.5%	7	55
PK01 PHYSICAL SCIENCE SPECIALISTS	3			2	66.7%		1
PL01 FOOD AND CUSTODIAL SERVICES	20	5	25.0%	1	5.0%	4	10
PL04 BUILDING AND FACILITY MAINTENANCE	39	8	20.5%	1	2.6%	5	25
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2020, 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 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	7	5	71.4%				2
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	8	3	37.5%	3	37.5%	1	1
PB01 GENERAL ADMINISTRATION	52	7	13.5%	4	7.7%	3	38
PB02 ACCOUNTING AND FISCAL	35	2	5.7%	3	8.6%	3	27
PB03 PERSONNEL AND EMPLOYEE RELATIONS	4						4
PB04 INFORMATION TECHNOLOGY	18	5	27.8%	2	11.1%	6	5
PB05 STATISTICS AND RESEARCH ANALYSIS	11	1	9.1%			3	7
PB06 SUPPLY	6	1	16.7%				5
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	21	5	23.8%	1	4.8%	5	10
PC01 BUSINESS FINANCE	3					2	1
PC02 BUSINESS REGULATION AND COMPLIANCE	4						4
PC03 SAFETY INSPECTION	33			3	9.1%		30
PC05 REVENUE AND AUDIT	1	1	100.0%				
PD01 GOVERNMENT MANAGEMENT AND OPERATIONS	1					1	
PD02 ECONOMIC RESEARCH	10	1	10.0%			4	5
PE01 EDUCATION PROGRAMS	10	1	10.0%	2	20.0%	1	6
PE02 TEACHING AND INSTRUCTION	31	4	12.9%	1	3.2%	4	22
PE03 STUDENT SERVICES	3						3
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	2					2	
PF01 PUBLIC PROGRAMS	30	7	23.3%	1	3.3%	3	19
PF03 SPECIAL SOCIAL SERVICE	1						1
PF04 VOCATIONAL REHABILITATION	63	5	7.9%	3	4.8%	18	37
PF05 LABOR AND EMPLOYMENT SERVICES	188	24	12.8%	15	8.0%	41	108
PI01 LEGAL SUPPORT AND RELATED	1						1
PI03 JUDGES AND ADJUDICATORS	10	1	10.0%	1	10.0%	4	4
PI04 EVIDENCE INVESTIGATION	25	4	16.0%	3	12.0%	4	14
PL01 FOOD AND CUSTODIAL SERVICES	13	4	30.8%	1	7.7%		8
PL08 OFFICE EQUIPMENT OPERATION	1					1	

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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 Law							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
EXEMPT	2						2
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	7	1	14.3%	1	14.3%	2	3
PB01 GENERAL ADMINISTRATION	17	2	11.8%			2	13
PB02 ACCOUNTING AND FISCAL	7	2	28.6%	1	14.3%		4
PB03 PERSONNEL AND EMPLOYEE RELATIONS	2			1	50.0%		1
PB04 INFORMATION TECHNOLOGY	3						3
PB05 STATISTICS AND RESEARCH ANALYSIS	1						1
PB06 SUPPLY	1					1	
PC02 BUSINESS REGULATION AND COMPLIANCE	4	2	50.0%			2	
PC05 REVENUE AND AUDIT	1			1	100.0%		
PI01 LEGAL SUPPORT AND RELATED	171	7	4.1%	7	4.1%	17	140
PI02 ATTORNEYS	258	16	6.2%	18	7.0%	43	181
PI04 EVIDENCE INVESTIGATION	7	1	14.3%				6
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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	6			1	16.7%		5
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	8	1	12.5%				7
PB01 GENERAL ADMINISTRATION	23	3	13.0%	1	4.3%	1	18
PB02 ACCOUNTING AND FISCAL	17	1	5.9%	3	17.6%	4	9
PB03 PERSONNEL AND EMPLOYEE RELATIONS	2			1	50.0%	1	
PB04 INFORMATION TECHNOLOGY	2						2
PB06 SUPPLY	10	1	10.0%			1	8
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	4			1	25.0%		3
PC01 BUSINESS FINANCE	7					1	6
PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING	2						2
PD04 EMERGENCY PLANNING AND RESPONSE	36	2	5.6%	1	2.8%	6	27
PD09 PROPERTY MANAGEMENT	7					1	6
PE02 TEACHING AND INSTRUCTION	19	1	5.3%	2	10.5%	4	12
PE03 STUDENT SERVICES	28			1	3.6%	2	25
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	1						1
PG03 NURSING, PROFESSIONAL	1						1
PG05 MENTAL AND BEHAVIORAL HEALTH SERVICES	1			1	100.0%		
PK02 ENVIRONMENTAL SCIENCE SPECIALISTS	5						5
PK03 ENGINEERING, UNLICENSED	2						2
PL01 FOOD AND CUSTODIAL SERVICES	7			1	14.3%	1	5
PL03 EQUIPMENT OPERATION	2						2
PL04 BUILDING AND FACILITY MAINTENANCE	46	7	15.2%	6	13.0%	2	31
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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	56	7	12.5%	3	5.4%	15	31
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	14	3	21.4%			4	7
PB01 GENERAL ADMINISTRATION	58	9	15.5%	5	8.6%	13	31
PB02 ACCOUNTING AND FISCAL	23	1	4.3%	3	13.0%	7	12
PB03 PERSONNEL AND EMPLOYEE RELATIONS	3						3
PB04 INFORMATION TECHNOLOGY	27	1	3.7%	1	3.7%	8	17
PB05 STATISTICS AND RESEARCH ANALYSIS	1						1
PB06 SUPPLY	5					2	3
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	5			1	20.0%		4
PC01 BUSINESS FINANCE	1						1
PC03 SAFETY INSPECTION	1			1	100.0%		
PC05 REVENUE AND AUDIT	8			1	12.5%	2	5
PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING	3						3
PD04 EMERGENCY PLANNING AND RESPONSE	20	3	15.0%	1	5.0%	1	15
PD08 REAL ESTATE APPRAISAL	4	1	25.0%			1	2
PE02 TEACHING AND INSTRUCTION	1	1	100.0%				
PE05 ANTHROPOLOGICAL RESEARCH AND EDUCATION	9	2	22.2%	1	11.1%		6
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	7	1	14.3%			1	5
PG07 HEALTH LABORATORY AND RELATED	1						1
PH02 AGRICULTURE	7					1	6
PH03 NATURAL RESOURCES AND FORESTRY	339	20	5.9%	21	6.2%	59	239
PH04 PARKS	38	1	2.6%	4	10.5%	10	23
PI05 LEGAL DOCUMENT PROCESSING	25	3	12.0%	1	4.0%	4	17
PK01 PHYSICAL SCIENCE SPECIALISTS	40	4	10.0%	4	10.0%	8	24
PK02 ENVIRONMENTAL SCIENCE SPECIALISTS	1						1
PK03 ENGINEERING, UNLICENSED	8					1	7
PK04 ENGINEERING, LICENSED	4	1	25.0%			1	2

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2020, 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							
		Eligible to Retire					
Job Class Family	Employee Count	Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	No Retirement Date Available
PK07 LAND SURVEYING	15	2	13.3%	3	20.0%	1	9
PL01 FOOD AND CUSTODIAL SERVICES	1					1	
PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE	6					1	5
PL03 EQUIPMENT OPERATION	3						3
PL04 BUILDING AND FACILITY MAINTENANCE	17			2	11.8%	3	12
PL07 VESSEL AND AIRCRAFT OPERATION	4	2	50.0%				2
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2020, 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%				2
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	7	5	71.4%			1	1
PB01 GENERAL ADMINISTRATION	92	11	12.0%	11	12.0%	14	56
PB02 ACCOUNTING AND FISCAL	11			1	9.1%	1	9
PB03 PERSONNEL AND EMPLOYEE RELATIONS	3	1	33.3%			2	
PB04 INFORMATION TECHNOLOGY	12			1	8.3%		11
PB05 STATISTICS AND RESEARCH ANALYSIS	1			1	100.0%		
PB06 SUPPLY	7					2	5
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	8	3	37.5%			3	2
PC01 BUSINESS FINANCE	2					1	1
PC02 BUSINESS REGULATION AND COMPLIANCE	1					1	
PC03 SAFETY INSPECTION	1						1
PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING	1	1	100.0%				
PD04 EMERGENCY PLANNING AND RESPONSE	28	1	3.6%			6	21
PD09 PROPERTY MANAGEMENT	1						1
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	2			1	50.0%	1	
PI01 LEGAL SUPPORT AND RELATED	67	7	10.4%	4	6.0%	5	51
PI04 EVIDENCE INVESTIGATION	44	1	2.3%	3	6.8%	8	32
PJ01 LAW ENFORCEMENT	411	78	19.0%	87	21.2%	34	212
PJ02 FIRE FIGHTING AND INSPECTION	18	2	11.1%	3	16.7%	3	10
PL01 FOOD AND CUSTODIAL SERVICES	1					1	
PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE	5	1	20.0%	1	20.0%	2	1
PL04 BUILDING AND FACILITY MAINTENANCE	4	1	25.0%	1	25.0%	1	1
PL07 VESSEL AND AIRCRAFT OPERATION	16	2	12.5%	1	6.3%	3	10
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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	95	7	7.4%	7	7.4%	20	61
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	8	1	12.5%	1	12.5%	1	5
PB01 GENERAL ADMINISTRATION	49	3	6.1%	2	4.1%	6	38
PB02 ACCOUNTING AND FISCAL	50	6	12.0%	4	8.0%	11	29
PB03 PERSONNEL AND EMPLOYEE RELATIONS	2					1	1
PB04 INFORMATION TECHNOLOGY	21					7	14
PB05 STATISTICS AND RESEARCH ANALYSIS	1						1
PB06 SUPPLY	1					1	
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	2			1	50.0%	1	
PC05 REVENUE AND AUDIT	59	4	6.8%	7	11.9%	12	36
PD02 ECONOMIC RESEARCH	4					1	3
PD08 REAL ESTATE APPRAISAL	1						1
PF01 PUBLIC PROGRAMS	135	11	8.1%	9	6.7%	20	95
PG01 HEALTH ADMINISTRATION	1						1
PI04 EVIDENCE INVESTIGATION	7					4	3
PL08 OFFICE EQUIPMENT OPERATION	6					3	3
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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	5	1	20.0%	2	40.0%	1	1
EXEMPT MARINE	517	48	9.3%	30	5.8%	99	340
PA01 EXECUTIVES AND SENIOR ADMINISTRATORS	21	5	23.8%	2	9.5%	10	4
PB01 GENERAL ADMINISTRATION	141	17	12.1%	5	3.5%	21	98
PB02 ACCOUNTING AND FISCAL	92	12	13.0%	5	5.4%	18	57
PB03 PERSONNEL AND EMPLOYEE RELATIONS	14			2	14.3%	3	9
PB04 INFORMATION TECHNOLOGY	31	2	6.5%	3	9.7%	10	16
PB05 STATISTICS AND RESEARCH ANALYSIS	8			1	12.5%	3	4
PB06 SUPPLY	67	12	17.9%	2	3.0%	16	37
PB99 ADMINISTRATIVE CLASSES NOT OTHERWISE DESCRIBED	9	1	11.1%	2	22.2%	1	5
PC01 BUSINESS FINANCE	4	1	25.0%			1	2
PC03 SAFETY INSPECTION	36	1	2.8%	4	11.1%	4	27
PC05 REVENUE AND AUDIT	4			2	50.0%		2
PD03 DEVELOPMENT AND INFRASTRUCTURE PLANNING	53	9	17.0%	9	17.0%	9	26
PD04 EMERGENCY PLANNING AND RESPONSE	19	3	15.8%			3	13
PD05 AIRPORT ADMINISTRATION	27	5	18.5%	1	3.7%	4	17
PD06 FERRY SYSTEM ADMINISTRATION	59	5	8.5%	1	1.7%	6	47
PD07 MAINTENANCE ADMINISTRATION	26	4	15.4%	3	11.5%	9	10
PD08 REAL ESTATE APPRAISAL	39	5	12.8%	1	2.6%	6	27
PD09 PROPERTY MANAGEMENT	27	7	25.9%	1	3.7%	7	12
PE02 TEACHING AND INSTRUCTION	3	1	33.3%			2	
PE06 ARTS, PHOTOGRAPHY AND INFORMATION	8					3	5
PF03 SPECIAL SOCIAL SERVICE	7						7
PJ02 FIRE FIGHTING AND INSPECTION	84	7	8.3%	7	8.3%	15	55
PK01 PHYSICAL SCIENCE SPECIALISTS	8	2	25.0%			1	5
PK02 ENVIRONMENTAL SCIENCE SPECIALISTS	49	6	12.2%	3	6.1%	6	34
PK03 ENGINEERING, UNLICENSED	286	21	7.3%	7	2.4%	82	176
PK04 ENGINEERING, LICENSED	170	20	11.8%	17	10.0%	60	73

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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	
PK06 VESSEL CONSTRUCTION	3	1	33.3%	1	33.3%		1
PK07 LAND SURVEYING	27	4	14.8%			7	16
PK08 CARTOGRAPHY AND DRAFTING	12	2	16.7%			1	9
PL01 FOOD AND CUSTODIAL SERVICES	57	10	17.5%	4	7.0%	1	42
PL02 AIRCRAFT, AUTOMOBILE, OR VESSEL MAINTENANCE	138	10	7.2%	9	6.5%	20	99
PL03 EQUIPMENT OPERATION	517	37	7.2%	39	7.5%	91	350
PL04 BUILDING AND FACILITY MAINTENANCE	192	22	11.5%	19	9.9%	16	135
PL05 INSTRUMENT TECHNICIAN	1						1
PL06 CONSTRUCTION SUPPORT	120	5	4.2%	3	2.5%	7	105
PL08 OFFICE EQUIPMENT OPERATION	2						2
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