

State of Alaska

**Employee Movement Report
For
Calendar Year 2005**

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

State of Alaska Workforce Report Calendar Year 2005

The Division of Personnel is pleased to present the annual Statewide Workforce Report for the Executive Branch. The Workforce Report is a key management tool for workforce planning and provides a view of agency turnover and hire rates for the 12-month time period January 1, 2005 through December 31, 2005. It is anticipated that Departments will find the information contained in this report to be useful in developing and implementing workforce planning processes and procedures in their divisions and agencies.

The agency workforce report is divided into 4 sections:

- **Employee Movement** includes turnover and hire rates by department, division and organizational unit. The Total Positions number reflects the number of positions in AKPAY that were assigned to each agency on January 1, 2005. The Total Employees number reflects the number of individuals employed in permanent positions in each agency on January 1, 2005.
- **Outgoing Detail** breaks out types of employee separations into several categories such as voluntary separation and transfer to another department or branch of government. The outgoing detail section has department and division percentages. Outgoing detail percentages should add up to the turnover rate $\pm$ 1% less transfers within the organizational unit.
- **Incoming Detail** breaks out types of employee hires into several separate categories such as new employee appointments and promotion within department. The incoming detail section has department and division percentages. Incoming detail percentages should add up to the hire rate $\pm$ 1% less transfers within the organizational unit.
- **Definitions** are a glossary of terms and calculations used in this report.

The workforce report has an approximate accuracy rate of greater than 90%. While this accuracy rate prohibits the reporting of exact numbers, it does allow the reliable identification of trends and patterns. Prior to any calculation of the data, each Department was given the opportunity to respond to the raw data with corrections for organizational codes, employee and position totals, and other information on which the report is based. As a tool for planning purposes, the use of trend data will be valuable as Departments within the State draw their own reasonable conclusions and begin to focus on workforce planning and forecasting efforts.

Overall Trends for the State of Alaska:

- The turnover rate for the Executive Branch of the State of Alaska is 25% and exceeds the hire rate of 22%
- The hire rate for the Executive Branch of the State of Alaska is 22% and is lower than the turnover rate of 25%

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- The promotions rate within the Departments of the Executive Branch of the State of Alaska is 6%.
- The rate of voluntary separations for the Executive Branch of the State of Alaska is 12%.

STATEWIDE
Employee Movement Report for CY 2005

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%

Department	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Administration	1060	918	13%	304	312	33%	29%
Commerce, Community and Economic Development	502	414	18%	113	99	27%	20%
Corrections	1484	1282	14%	296	290	23%	20%
Education and Early Development	333	301	10%	84	81	28%	24%
Environmental Conservation	509	430	16%	94	99	22%	19%
Fish and Game	1705	1378	19%	342	339	25%	20%
Health and Social Services	3329	2905	13%	650	708	22%	21%
Labor and Workforce Development	1016	910	10%	214	228	24%	22%
Law	535	473	12%	169	172	36%	32%
Military and Veterans' Affairs	293	262	11%	71	82	27%	28%
Natural Resources	1009	870	14%	189	201	22%	20%
Public Safety	874	725	17%	208	214	29%	24%
Revenue	556	457	18%	165	172	36%	31%
Transportation and Public Facilities	3972	3231	19%	660	698	20%	18%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/STATEWIDE EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

STATEWIDE
Outgoing Employee Detail for CY 2005

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%

Department	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
Administration	918	33%	3%	10%	13%	2%	5%	1%	1%
Commerce, Community and Economic Development	414	27%	1%	7%	14%	-	5%	0%	1%
Corrections	1282	23%	2%	4%	10%	5%	2%	1%	1%
Education and Early Development	301	28%	1%	6%	17%	-	5%	1%	-
Environmental Conservation	430	22%	1%	6%	8%	0%	7%	1%	-
Fish and Game	1378	25%	1%	6%	14%	2%	2%	0%	1%
Health and Social Services	2905	22%	3%	6%	12%	1%	2%	1%	1%
Labor and Workforce Development	910	24%	1%	6%	12%	2%	2%	1%	1%
Law	473	36%	5%	9%	16%	3%	6%	1%	0%
Military and Veterans' Affairs	262	27%	3%	6%	11%	5%	4%	-	1%
Natural Resources	870	22%	1%	6%	11%	1%	2%	0%	0%
Public Safety	725	29%	5%	6%	10%	10%	2%	0%	0%
Revenue	457	36%	6%	9%	14%	5%	7%	0%	1%
Transportation and Public Facilities	3231	20%	4%	7%	10%	1%	1%	1%	1%

STATEWIDE
Incoming Employee Detail for CY 2005

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%

Department	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Administration	1060	29%	8%	4%	4%	2%	3%	9%	2%	2%
Commerce, Community and Economic Development	502	20%	7%	3%	1%	1%	2%	5%	0%	0%
Corrections	1484	20%	8%	2%	2%	0%	0%	4%	1%	4%
Education and Early Development	333	24%	9%	6%	1%	1%	1%	6%	1%	0%
Environmental Conservation	509	19%	7%	3%	1%	1%	2%	5%	2%	0%
Fish and Game	1705	20%	7%	5%	1%	0%	0%	5%	1%	2%
Health and Social Services	3329	21%	8%	3%	3%	1%	2%	6%	1%	1%
Labor and Workforce Development	1016	22%	7%	3%	1%	1%	3%	5%	1%	3%
Law	535	32%	10%	6%	4%	1%	3%	8%	0%	3%
Military and Veterans' Affairs	293	28%	7%	3%	3%	1%	2%	7%	2%	6%
Natural Resources	1009	20%	5%	3%	1%	1%	1%	7%	1%	2%
Public Safety	874	24%	7%	2%	4%	1%	1%	5%	1%	8%
Revenue	556	31%	10%	4%	5%	1%	4%	7%	2%	4%
Transportation and Public Facilities	3972	18%	6%	3%	3%	1%	1%	5%	0%	1%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/STATEWIDE EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Administration
Employee Movement Report for CY 2005**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Administration	1060	918	13%	304	312	33%	29%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin Services	34	25	26%	7	4	28%	12%
Alaska Public Offices Commission	16	8	50%	1	-	13%	-
Commissioner's Office	7	6	14%	3	3	50%	43%
General Services	70	58	17%	19	14	33%	20%
Motor Vehicles	170	148	13%	41	48	28%	28%
Personnel	183	165	10%	83	78	50%	43%
Enterprise Technology	129	92	29%	28	37	30%	29%
Finance	50	45	10%	5	5	11%	10%
Labor Relations	10	9	10%	2	2	22%	20%
Office of Administrative Hearings	11	8	27%	5	4	63%	36%
Office of Public Advocacy	93	89	4%	28	27	31%	29%
Oil & Gas Conservation Commission	29	24	17%	4	5	17%	17%
Public Defender	142	134	6%	30	37	22%	26%
Retirement & Benefits	107	98	8%	48	47	49%	44%
Risk Management	6	6	-	-	1	-	17%
Violent Crimes Compensation Board	3	3	-	-	-	-	-

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DOA EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Administration
Outgoing Employee Detail for CY 2005**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Administration	918	33%	3%	10%	13%	2%	5%	1%	1%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Admin Services	25	28%	0%	12%	4%	4%	8%	0%
Alaska Public Offices Commission	8	13%	0%	0%	13%	-	-	-
Commissioner's Office	6	50%	-	0%	50%	-	-	-
General Services	58	33%	-	5%	16%	2%	7%	3%
Motor Vehicles	148	28%	6%	7%	15%	1%	5%	1%
Personnel	165	50%	7%	16%	16%	6%	8%	4%
Enterprise Technology	92	30%	-	9%	18%	-	2%	1%
Finance	45	11%	2%	4%	2%	-	4%	-
Labor Relations	9	22%	-	11%	11%	-	-	-
Office of Administrative Hearings	8	63%	-	-	-	-	50%	13%
Office of Public Advocacy	89	31%	1%	6%	9%	-	7%	10%
Oil & Gas Conservation Commission	24	17%	-	4%	8%	-	4%	-
Public Defender	134	22%	4%	7%	11%	1%	-	2%
Retirement & Benefits	98	49%	3%	23%	16%	-	6%	3%
Risk Management	6	-	-	-	-	-	-	-
Violent Crimes Compensation Board	3	-	-	-	-	-	-	-

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DOA EE Movement Report CY2005
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Outgoing Detail

**Department of Administration
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Administration	1060	29%	8%	4%	4%	2%	3%	9%	2%	2%

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin Services	34	12%	-	-	3%	3%	-	6%	0%	3%
Alaska Public Offices Commission	16	-	-	-	-	-	-	-	-	-
Commissioner's Office	7	43%	-	-	-	-	14%	-	29%	-
General Services	70	20%	6%	3%	1%	3%	-	6%	3%	-
Motor Vehicles	170	28%	15%	5%	6%	1%	-	6%	1%	1%
Personnel	183	43%	6%	7%	7%	4%	2%	14%	2%	7%
Enterprise Technology	129	29%	13%	1%	-	-	6%	5%	2%	1%
Finance	50	10%	2%	2%	2%	-	-	4%	2%	-
Labor Relations	10	20%	-	10%	-	-	-	10%	-	-
Office of Administrative Hearings	11	36%	-	-	-	-	18%	-	18%	-
Office of Public Advocacy	93	29%	6%	4%	2%	1%	3%	8%	3%	3%
Oil & Gas Conservation Commission	29	17%	7%	-	-	-	7%	3%	-	-
Public Defender	142	26%	10%	4%	5%	1%	2%	8%	-	-
Retirement & Benefits	107	44%	7%	7%	4%	2%	5%	21%	3%	-
Risk Management	6	17%	-	-	-	-	-	17%	-	-
Violent Crimes Compensation Board	3	-	-	-	-	-	-	-	-	-

**Department of Commerce, Community and Economic Development
Employee Movement Report for CY 2005**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Commerce, Community and Economic Development	502	414	18%	113	99	27%	20%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin Services	39	27	31%	18	16	67%	41%
AIDEA and Alaska Energy Authority	68	56	18%	4	2	7%	3%
AK Aerospace Development Corporation	43	29	33%	-	7	-	16%
AK Seafood Marketing Institute	18	17	6%	3	2	18%	11%
Community Service Commission	3	3	-	2	2	67%	67%
Banking and Securities	22	17	23%	5	5	29%	23%
Commissioners Office	9	7	22%	7	2	100%	22%
Community Advocacy	54	48	11%	13	7	27%	13%
Div Of Insurance	53	47	11%	10	8	21%	15%
Div Of Investments	44	39	11%	4	5	10%	11%
Occupational Licensing	81	71	12%	27	31	38%	38%
Office of Economic Development	17	14	18%	5	5	36%	29%
Regulatory Commission of Alaska	51	39	24%	15	7	38%	14%
Grand Total	502	414	18%	113	99	27%	20%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/CCED EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Commerce, Community and Economic Development
Outgoing Employee Detail for CY 2005**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Commerce, Community and Economic Development	414	27%	1%	7%	14%	-	5%	0%	1%

Division	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Admin Services	27	67%	-	15%	26%	-	22%	4%
AIDEA and Alaska Energy Authority	56	7%	-	-	4%	-	2%	2%
AK Aerospace Development Corporation	29	-	-	-	-	-	-	-
AK Seafood Marketing Institute	17	18%	-	-	12%	-	-	6%
Community Service Commission	3	67%	-	-	-	-	67%	-
Banking and Securities	17	29%	-	6%	18%	-	-	6%
Commissioners Office	7	100%	-	-	57%	-	43%	-
Community Advocacy	48	27%	-	6%	15%	-	4%	2%
Div Of Insurance	47	21%	4%	9%	6%	-	6%	-
Div Of Investments	39	10%	-	-	8%	-	3%	-
Occupational Licensing	71	38%	1%	14%	24%	-	-	-
Office of Economic Development	14	36%	7%	7%	14%	-	7%	7%
Regulatory Commission of Alaska	39	38%	-	13%	18%	-	8%	-
Grand Total	414	27%	1%	7%	14%	-	5%	1%

**Department of Commerce, Community and Economic Development
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Commerce, Community and Economic Development	502	20%	7%	3%	1%	1%	2%	5%	0%	0%

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin Services	39	41%	3%	8%	-	3%	13%	15%	-	-
AIDEA and Alaska Energy Authority	68	3%	3%	-	-	-	-	-	-	-
AK Aerospace Development Corporation	43	16%	16%	-	-	-	-	-	-	-
AK Seafood Marketing Institute	18	11%	6%	6%	-	-	-	-	-	-
Community Service Commission	3	67%	67%	-	-	-	-	-	-	-
Banking and Securities	22	23%	18%	-	-	-	5%	-	-	-
Commissioners Office	9	22%	-	11%	-	-	11%	-	-	-
Community Advocacy	54	13%	2%	4%	2%	-	-	7%	-	-
Div Of Insurance	53	15%	6%	2%	4%	2%	-	6%	-	-
Div Of Investments	44	11%	5%	-	-	2%	-	-	5%	-
Occupational Licensing	81	38%	14%	7%	1%	-	4%	12%	-	1%
Office of Economic Development	17	29%	-	12%	6%	6%	6%	6%	-	-
Regulatory Commission of Alaska	51	14%	2%	-	-	2%	2%	6%	-	2%
Grand Total	502	20%	7%	3%	1%	1%	2%	5%	0%	0%

**Department of Corrections
Employee Movement Report for CY 2005**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Corrections	1484	1282	14%	296	290	23%	20%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin and Support	110	90	18%	26	24	29%	22%
Inmate Health Care	145	129	11%	35	39	27%	27%
Institutions	1081	949	12%	194	184	20%	17%
Parole Board	10	3	70%	2	1	67%	10%
Probation and Parole	138	111	20%	39	42	35%	30%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DOC EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Corrections
Outgoing Employee Detail for CY 2005**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Corrections	1282	23%	2%	4%	10%	5%	2%	1%	1%

Division	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Admin and Support	90	29%	2%	9%	8%	8%	3%	1%
Inmate Health Care	129	27%	5%	5%	13%	2%	5%	2%
Institutions	949	20%	2%	3%	10%	5%	1%	1%
Parole Board	3	67%	-	-	33%	-	33%	-
Probation and Parole	111	35%	5%	9%	13%	6%	5%	2%

Department of Corrections
Incoming Employee Detail for CY 2005

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Corrections	1484	20%	8%	2%	2%	0%	0%	4%	1%	4%

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin and Support	110	22%	5%	1%	3%	-	-	6%	4%	5%
Inmate Health Care	145	27%	10%	8%	3%	1%	1%	4%	1%	2%
Institutions	1081	17%	8%	1%	2%	0%	0%	3%	0%	4%
Parole Board	10	10%	-	-	-	-	-	10%	-	-
Probation and Parole	138	30%	11%	2%	4%	2%	1%	8%	2%	4%

**Department of Education and Early Development
Employee Movement Report for CY 2005**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Education and Early Development	333	301	10%	84	81	28%	24%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Education Support Services	27	24	11%	9	10	38%	37%
Executive Administration	6	5	17%	2	1	40%	17%
Libraries Museums and Archives	62	56	10%	12	12	21%	19%
Mt Edgecumbe	44	40	9%	13	9	33%	20%
Post Secondary Education	104	97	7%	19	19	20%	18%
Professional Teaching Practices	2	2	-	1	2	50%	100%
State Council on the Arts	5	4	20%	2	-	50%	-
Teaching and Learning Support	83	73	12%	26	28	36%	34%
Grand Total	333	301	10%	84	81	28%	24%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/EED EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Education and Early Development
Outgoing Employee Detail for CY 2005**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Education and Early Development	301	28%	1%	6%	17%	-	5%	1%	-

Division	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Education Support Services	24	38%	4%	13%	17%	-	8%	-
Executive Administration	5	40%	-	-	40%	-	-	-
Libraries Museums and Archives	56	21%	-	11%	9%	-	2%	-
Mt Edgecumbe	40	33%	-	-	25%	-	5%	3%
Post Secondary Education	97	20%	1%	5%	12%	-	1%	1%
Professional Teaching Practices	2	50%	-	-	50%	-	-	-
State Council on the Arts	4	50%	-	-	50%	-	-	-
Teaching and Learning Support	73	36%	-	5%	19%	-	11%	-
Grand Total	301	28%	1%	6%	17%	-	5%	1%

**Department of Education and Early Development
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Education and Early Development	333	24%	9%	6%	1%	1%	1%	6%	1%	-

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Education Support Services	27	37%	4%	11%	-	-	7%	15%	-	-
Executive Administration	6	17%	-	17%	-	-	-	-	-	-
Libraries Museums and Archives	62	19%	8%	2%	-	-	-	10%	-	-
Mt Edgecumbe	44	20%	11%	9%	-	-	-	-	-	-
Post Secondary Education	104	18%	6%	5%	2%	1%	-	6%	1%	-
Professional Teaching Practices	2	100%	-	-	-	-	-	-	100%	-
State Council on the Arts	5	-	-	-	-	-	-	-	-	-
Teaching and Learning Support	83	34%	17%	8%	-	1%	2%	5%	-	-
Grand Total	333	24%	9%	6%	1%	1%	1%	6%	1%	-

Department of Environmental Conservation Employee Movement Report for CY 2005

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Environmental Conservation	509	430	16%	94	99	22%	19%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Air	63	49	22%	12	13	24%	21%
Commissioner's Office	10	6	40%	5	5	83%	50%
Environmental Health	131	113	14%	31	32	27%	24%
Information and Admin Services	49	41	16%	12	12	29%	24%
Spill Prevention and Response	146	132	10%	16	18	12%	12%
Water	110	89	19%	18	19	20%	17%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DEC EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Environmental Conservation
Outgoing Employee Detail for CY 2005**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Environmental Conservation	430	22%	1%	6%	8%	0%	7%	1%	-
Division	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	
Air	49	24%	2%	2%	12%	2%	6%	2%	
Commissioner's Office	6	83%	-	33%	33%	-	17%	-	
Environmental Health	113	27%	1%	6%	12%	-	7%	2%	
Information and Admin Services	41	29%	-	7%	10%	-	12%	-	
Spill Prevention and Response	132	12%	2%	5%	2%	-	5%	-	
Water	89	20%	-	7%	7%	-	7%	-	

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DEC EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Environmental Conservation
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Environmental Conservation	509	19%	7%	3%	1%	1%	2%	5%	2%	0%

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Air	63	21%	10%	3%	2%	-	3%	3%	2%	-
Commissioner's Office	10	50%	10%	10%	-	-	-	30%	-	-
Environmental Health	131	24%	11%	5%	3%	-	-	7%	2%	-
Information and Admin Services	49	24%	4%	-	-	-	8%	6%	6%	-
Spill Prevention and Response	146	12%	4%	2%	1%	-	1%	5%	-	-
Water	110	17%	5%	2%	-	3%	2%	3%	2%	2%

Department of Fish and Game
Employee Movement Report for CY 2005

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Fish and Game	1705	1378	19%	342	339	25%	20%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin Services	73	64	12%	34	38	53%	52%
Boards	11	10	9%	4	3	40%	27%
Commercial Fisheries Entry Commission	37	30	19%	4	4	13%	11%
Commercial Fisheries	837	646	23%	181	185	28%	22%
Commissioner's Office	10	10	-	1	2	10%	20%
Oil Spill Trustee Council	13	8	38%	4	2	50%	15%
Sport Fish	462	386	16%	78	76	20%	16%
Subsistence	39	30	23%	7	6	23%	15%
Wildlife	223	194	13%	29	23	15%	10%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DFG EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

Department of Fish and Game
Outgoing Employee Detail for CY 2005

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Fish and Game	1378	25%	1%	6%	14%	2%	2%	0%	1%

Division	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Admin Services	64	53%	-	14%	17%	2%	19%	2%
Boards	10	40%	-	10%	30%	-	-	-
Commercial Fisheries Entry Commission	30	13%	3%	3%	10%	-	-	-
Commercial Fisheries	646	28%	2%	7%	16%	3%	0%	2%
Commissioner's Office	10	10%	-	-	10%	-	-	-
Oil Spill Trustee Council	8	50%	-	-	50%	-	-	-
Sport Fish	386	20%	0%	4%	13%	1%	2%	1%
Subsistence	30	23%	-	3%	20%	-	-	-
Wildlife	194	15%	1%	4%	8%	1%	2%	1%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DFG EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

Department of Fish and Game
Incoming Employee Detail for CY 2005

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Fish and Game	1705	20%	7%	5%	1%	0%	0%	5%	1%	2%

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin Services	73	52%	7%	16%	3%	-	4%	18%	7%	-
Boards	11	27%	18%	-	-	-	-	-	9%	-
Commercial Fisheries Entry Commission	37	11%	-	5%	3%	-	-	3%	-	3%
Commercial Fisheries	837	22%	8%	5%	1%	-	-	5%	1%	3%
Commissioner's Office	10	20%	10%	10%	-	-	-	-	-	-
Oil Spill Trustee Council	13	15%	15%	-	-	-	-	-	-	-
Sport Fish	462	16%	7%	4%	0%	0%	0%	3%	0%	1%
Subsistence	39	15%	-	5%	-	-	-	8%	3%	-
Wildlife	223	10%	3%	1%	1%	0%	-	4%	1%	1%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DFG EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

Department of Health and Social Services Employee Movement Report for CY 2005

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Health and Social Services	3329	2905	13%	650	708	22%	21%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Pioneers' Homes	569	529	7%	87	83	16%	15%
Behavioral Health	328	260	21%	46	48	18%	15%
Children's Services	482	436	10%	140	169	32%	35%
Office of the Commissioner and Boards	49	44	10%	6	12	14%	24%
Finance and Management Services	320	267	17%	86	93	32%	29%
Health Care Services	51	40	22%	3	3	8%	6%
Juvenile Justice	449	417	7%	62	70	15%	16%
Public Assistance	507	449	11%	110	111	24%	22%
Public Health	496	402	19%	101	102	25%	21%
Senior and Disabilities Services	78	61	22%	9	17	15%	22%

**Department of Health and Social Services
Outgoing Employee Detail for CY 2005**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Health and Social Services	2905	22%	3%	6%	12%	1%	2%	1%	1%

Division	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Pioneers' Homes	529	16%	5%	2%	13%	1%	1%	1%
Behavioral Health	260	18%	2%	4%	11%	0%	1%	2%
Children's Services	436	32%	4%	8%	16%	3%	3%	3%
Office of the Commissioner and Boards	44	14%	-	2%	9%	2%	-	-
Finance and Management Services	267	32%	1%	14%	8%	1%	8%	0%
Health Care Services	40	8%	5%	-	-	-	5%	3%
Juvenile Justice	417	15%	2%	6%	6%	1%	1%	0%
Public Assistance	449	24%	0%	7%	12%	2%	2%	2%
Public Health	402	25%	1%	5%	15%	1%	1%	2%
Senior and Disabilities Services	61	15%	7%	3%	7%	2%	2%	2%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/HSS EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Health and Social Services
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Health and Social Services	3329	21%	8%	3%	3%	1%	2%	6%	1%	1%

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Pioneers' Homes	569	15%	7%	2%	8%	1%	0%	2%	1%	1%
Behavioral Health	328	15%	7%	2%	3%	0%	1%	3%	1%	1%
Children's Services	482	35%	16%	6%	4%	2%	1%	7%	0%	2%
Office of the Commissioner and Boards	49	24%	6%	4%	-	-	2%	8%	2%	2%
Finance and Management Services	320	29%	7%	4%	1%	1%	5%	11%	2%	1%
Health Care Services	51	6%	2%	-	4%	2%	-	-	-	2%
Juvenile Justice	449	16%	5%	2%	3%	0%	1%	6%	1%	0%
Public Assistance	507	22%	6%	3%	0%	1%	2%	7%	1%	2%
Public Health	496	21%	7%	3%	2%	1%	1%	5%	1%	2%
Senior and Disabilities Services	78	22%	8%	3%	3%	1%	1%	6%	-	3%

**Department of Labor and Workforce Development
Employee Movement Report for CY 2005**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Labor and Workforce Development	1016	910	10%	214	228	24%	22%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Administrative Services Division	116	100	14%	27	32	27%	28%
Commissioner's Office	12	11	8%	2	1	18%	8%
Business Partnerships	124	110	11%	23	29	21%	23%
Division of Vocation Rehabilitation	131	123	6%	22	22	18%	17%
Employment Security Division	491	451	8%	118	119	26%	24%
Labor Standards & Safety	80	73	9%	14	16	19%	20%
Workers' Comp Division	62	42	32%	8	9	19%	15%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/LWD EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

Department of Labor and Workforce Development
Outgoing Employee Detail for CY 2005

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Labor and Workforce Development	910	24%	1%	6%	12%	2%	2%	1%	1%

Combined Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Administrative Services Division	100	27%	-	12%	9%	-	5%	1%
Commissioner's Office	11	18%	-	-	9%	-	9%	-
Business Partnerships	110	21%	2%	1%	12%	-	1%	7%
Division of Vocation Rehabilitation	123	18%	1%	6%	8%	2%	2%	-
Employment Security Division	451	26%	2%	6%	12%	4%	2%	1%
Labor Standards & Safety	73	19%	-	3%	15%	-	1%	-
Workers' Comp Division	42	19%	-	2%	14%	-	2%	-

**Department of Labor and Workforce Development
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Labor and Workforce Development	1016	22%	7%	3%	1%	1%	3%	5%	1%	3%

Combined Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Administrative Services Division	116	28%	5%	3%	-	-	4%	12%	3%	-
Commissioner's Office	12	8%	-	8%	-	-	-	-	-	-
Business Partnerships	124	23%	11%	2%	2%	2%	2%	4%	-	2%
Division of Vocation Rehabilitation	131	17%	5%	4%	1%	-	2%	4%	1%	1%
Employment Security Division	491	24%	8%	4%	2%	1%	2%	5%	1%	4%
Labor Standards & Safety	80	20%	5%	-	-	-	8%	3%	3%	3%
Workers' Comp Division	62	15%	8%	-	-	-	3%	3%	-	-

Department of Law
Employee Movement Report for CY 2005

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Law	535	473	12%	169	172	36%	32%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin Services	30	27	10%	12	8	44%	27%
Civil	276	251	9%	79	86	31%	31%
Criminal	229	195	15%	78	78	40%	34%

**Department of Law
Outgoing Employee Detail for CY 2005**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Law	473	36%	5%	9%	16%	3%	6%	1%	0%

Division	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Admin Services	27	44%	-	4%	19%	-	19%	4%
Civil	251	31%	2%	9%	14%	2%	6%	0%
Criminal	195	40%	8%	10%	17%	5%	5%	2%

**Department of Law
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Law	535	32%	10%	6%	4%	1%	3%	8%	0%	3%

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin Services	30	27%	7%	-	-	3%	10%	7%	-	-
Civil	276	31%	10%	7%	3%	1%	3%	8%	1%	2%
Criminal	229	34%	11%	6%	7%	1%	2%	9%	-	4%

**Department of Military and Veterans' Affairs
Employee Movement Report for CY 2005**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Military and Veterans' Affairs	293	262	11%	71	82	27%	28%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin Services	27	25	7%	9	15	36%	56%
Air National Guard	49	42	14%	4	4	10%	8%
AMYA	94	87	7%	36	36	41%	38%
Commissioner's Office	7	6	14%	-	1	-	14%
Facilities Management	56	47	16%	4	1	9%	2%
Homeland Security	55	51	7%	17	24	33%	44%
Army National Guard	3	3	-	-	-	-	-
Veterans' Affairs	2	1	50%	1	1	100%	50%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DMVA EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

Department of Military and Veterans' Affairs
Outgoing Employee Detail for CY 2005

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Military and Veterans' Affairs	262	27%	3%	6%	11%	5%	4%	-	1%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Admin Services	25	36%	-	8%	4%	4%	20%	-
Air National Guard	42	10%	-	2%	5%	-	2%	-
AMYA	87	41%	7%	10%	18%	9%	1%	2%
Commissioner's Office	6	-	-	-	-	-	-	-
Facilities Management	47	9%	-	-	6%	-	2%	-
Homeland Security	51	33%	6%	10%	16%	4%	4%	-
Army National Guard	3	-	-	-	-	-	-	-
Veterans' Affairs	1	100%	-	-	-	100%	-	-

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DMVA EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Military and Veterans' Affairs
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Military and Veterans' Affairs	293	28%	7%	3%	3%	1%	2%	7%	2%	6%

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin Services	27	56%	19%	7%	-	-	7%	7%	11%	4%
Air National Guard	49	8%	4%	-	-	-	2%	2%	-	-
AMYA	94	38%	10%	4%	6%	-	1%	10%	1%	13%
Commissioner's Office	7	14%	-	14%	-	-	-	-	-	-
Facilities Management	56	2%	-	2%	-	-	-	-	-	-
Homeland Security	55	44%	9%	2%	5%	4%	4%	15%	2%	9%
Army National Guard	3	-	-	-	-	-	-	-	-	-
Veterans' Affairs	2	50%	-	-	-	-	-	-	-	50%

Department of Natural Resources Employee Movement Report for CY 2005

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Natural Resources	1009	870	14%	189	201	22%	20%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Agriculture	48	36	25%	7	4	19%	8%
Commissioner's Office	12	9	25%	4	5	44%	42%
Geological and Geographical Survey	37	32	14%	3	5	9%	14%
Forestry	260	232	11%	41	35	18%	13%
Habitat Management and Permitting	38	37	3%	5	8	14%	21%
LRIS	36	33	8%	6	6	18%	17%
Mental Health Land Trust	11	10	9%	2	1	20%	9%
Mining and Water	207	178	14%	44	54	25%	26%
Office Project Management Permitting	43	26	40%	16	12	62%	28%
Oil and Gas	83	68	18%	13	24	19%	29%
Parks	120	107	11%	14	15	13%	13%
Pipeline Coordinator's Office	28	22	21%	11	9	50%	32%
Recorder's Office	55	53	4%	16	16	30%	29%
Support Services	31	27	13%	7	7	26%	23%

**Department of Natural Resources
Outgoing Employee Detail for CY 2005**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Natural Resources	870	22%	1%	6%	11%	1%	2%	0%	0%

Division	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Agriculture	36	19%	-	-	11%	-	6%	3%
Commissioner's Office	9	44%	11%	11%	22%	-	-	11%
Geological and Geographical Survey	32	9%	-	3%	6%	-	-	-
Forestry	232	18%	0%	4%	9%	2%	1%	1%
Habitat Management and Permitting	37	14%	-	3%	8%	-	3%	-
LRIS	33	18%	-	3%	12%	-	3%	-
Mental Health Land Trust	10	20%	-	-	20%	-	-	-
Mining and Water	178	25%	1%	10%	11%	1%	3%	1%
Office Project Management Permitting	26	62%	4%	19%	31%	12%	-	-
Oil and Gas	68	19%	3%	4%	13%	-	-	1%
Parks	107	13%	-	2%	9%	1%	1%	-
Pipeline Coordinator's Office	22	50%	-	23%	14%	5%	9%	-
Recorder's Office	53	30%	-	9%	9%	4%	8%	-
Support Services	27	26%	4%	11%	15%	-	-	-

**Department of Natural Resources
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Natural Resources	1009	20%	5%	3%	1%	1%	1%	7%	1%	2%

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Agriculture	48	8%	2%	-	-	2%	-	-	4%	-
Commissioner's Office	12	42%	8%	-	-	-	25%	8%	-	-
Geological and Geographical Survey	37	14%	8%	-	-	-	-	5%	-	-
Forestry	260	13%	2%	4%	0%	1%	-	4%	0%	2%
Habitat Management and Permitting	38	21%	3%	5%	-	-	8%	5%	-	-
LRIS	36	17%	3%	-	-	-	-	14%	-	-
Mental Health Land Trust	11	9%	-	-	-	-	-	9%	-	-
Mining and Water	207	26%	8%	2%	3%	1%	1%	10%	1%	1%
Office Project Management Permitting	43	28%	12%	2%	2%	-	2%	9%	-	2%
Oil and Gas	83	29%	12%	1%	-	1%	1%	4%	7%	2%
Parks	120	13%	3%	3%	1%	-	2%	3%	2%	1%
Pipeline Coordinator's Office	28	32%	4%	7%	-	-	-	18%	-	4%
Recorder's Office	55	29%	9%	5%	-	-	-	11%	-	4%
Support Services	31	23%	3%	6%	3%	3%	-	6%	-	3%

**Department of Public Safety
Employee Movement Report for CY 2005**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Public Safety	874	725	17%	208	214	29%	24%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin Services	90	78	13%	21	20	27%	22%
Police Standards	4	4	-	1	2	25%	50%
Alcoholic Beverage Control Board	9	9	-	-	-	-	-
State Troopers	693	564	19%	173	173	31%	25%
Commissioner's Office	41	36	12%	4	8	11%	20%
Council on Domestic Violence	8	7	13%	3	2	43%	25%
Fire Management Office	28	27	4%	6	9	22%	32%
Violent Crimes Comp Board	1	-	100%	-	-	-	-

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DPS EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Public Safety
Outgoing Employee Detail for CY 2005**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Public Safety	725	29%	5%	6%	10%	10%	2%	0%	0%

Division	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Admin Services	78	27%	6%	5%	10%	4%	6%	1%
Police Standards	4	25%	25%	-	25%	-	-	-
Alcoholic Beverage Control Board	9	-	-	-	-	-	-	-
State Troopers	564	31%	5%	7%	10%	12%	1%	1%
Commissioner's Office	36	11%	-	3%	8%	-	-	-
Council on Domestic Violence	7	43%	-	-	43%	-	-	-
Fire Management Office	27	22%	7%	7%	11%	4%	-	-
Violent Crimes Comp Board	-	-	-	-	-	-	-	-

**Department of Public Safety
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Public Safety	874	24%	7%	2%	4%	1%	1%	5%	1%	8%

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin Services	90	22%	6%	2%	4%	2%	4%	4%	1%	2%
Police Standards	4	50%	25%	-	-	-	-	-	-	25%
Alcoholic Beverage Control Board	9	-	-	-	-	-	-	-	-	-
State Troopers	693	25%	7%	2%	4%	0%	1%	5%	1%	9%
Commissioner's Office	41	20%	5%	5%	2%	-	-	5%	2%	2%
Council on Domestic Violence	8	25%	13%	13%	13%	-	-	-	-	-
Fire Management Office	28	32%	7%	7%	11%	-	7%	7%	-	4%
Violent Crimes Comp Board	1	-	-	-	-	-	-	-	-	-

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DPS EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Revenue
Employee Movement Report for CY 2005**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Revenue	556	457	18%	165	172	36%	31%

Divisions	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Admin Services	14	11	21%	6	6	55%	43%
Commissioner's Office	9	6	33%	3	2	50%	22%
Child Support Services	234	214	9%	60	62	28%	26%
Mental Health Trust	23	15	35%	4	5	27%	22%
Permanent Fund Corp	39	29	26%	9	7	31%	18%
Permanent Fund Division	91	68	25%	34	42	50%	46%
Tax	100	79	21%	40	39	51%	39%
Treasury	46	35	24%	9	9	26%	20%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DOR EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

Department of Revenue
Outgoing Employee Detail for CY 2005

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Revenue	457	36%	6%	9%	14%	5%	7%	0%	1%

Divisions	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Admin Services	11	55%	9%	9%	9%	9%	27%	-
Commissioner's Office	6	50%	-	-	17%	-	33%	-
Child Support Services	214	28%	6%	7%	9%	8%	3%	1%
Mental Health Trust	15	27%	7%	-	20%	-	-	7%
Permanent Fund Corp	29	31%	-	7%	17%	-	3%	3%
Permanent Fund Division	68	50%	9%	9%	24%	1%	16%	-
Tax	79	51%	1%	16%	20%	5%	9%	-
Treasury	35	26%	14%	3%	14%	6%	3%	-

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DOR EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Outgoing Detail

**Department of Revenue
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Revenue	556	31%	10%	4%	5%	1%	4%	7%	2%	4%

Divisions	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Admin Services	14	43%	7%	7%	-	-	7%	14%	7%	-
Commissioner's Office	9	22%	11%	-	-	-	11%	-	-	-
Child Support Services	234	26%	10%	1%	6%	0%	1%	7%	-	7%
Mental Health Trust	23	22%	4%	-	9%	-	13%	4%	-	-
Permanent Fund Corp	39	18%	15%	-	3%	-	-	3%	-	-
Permanent Fund Division	91	46%	10%	14%	7%	1%	10%	5%	3%	2%
Tax	100	39%	11%	4%	2%	1%	4%	12%	3%	4%
Treasury	46	20%	4%	2%	7%	-	2%	2%	4%	4%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DOR EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

**Department of Transportation
Employee Movement Report for CY 2005**

	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
State of Alaska Executive Branch	17177	14556	15%	3559	3695	24%	22%
Department of Transportation and Public Facilities	3972	3231	19%	660	698	20%	18%

Division	Total Positions	Total Employees	Vacancy Rate	Outgoing Employee Count	Incoming Employee Count	Turnover Rate	Hire Rate
Airport - Anchorage Intl Airport	374	332	11%	70	61	21%	16%
Airport - Fairbanks Intl Airport	109	102	6%	20	26	20%	24%
AMHS (Alaska Marine Highway System)	1350	947	30%	236	270	25%	20%
Central Region	640	568	11%	86	86	15%	13%
Headquarters	366	307	16%	83	75	27%	20%
Northern Region	724	606	16%	98	102	16%	14%
Southeast Region	239	209	13%	41	52	20%	22%
SEF (State Equipment Fleet)	170	160	6%	26	26	16%	15%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEmovement Report/DOT EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Employee Movement

**Department of Transportation
Outgoing Employee Detail for CY 2005**

	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations	Involuntary Separations
State of Alaska Executive Branch	14556	24%	3%	6%	12%	2%	3%	1%	1%
Department of Transportation and Public Facilities	3231	20%	4%	7%	10%	1%	1%	1%	1%

Division	Total Employees	Turnover Rate	Lateral Moves Within Org Unit (not included in turnover)	Promotions Within Dept	Voluntary Separations	Transfer Within Dept (same range)	Transfer to Another Dept or Branch	Other Separations
Airport - Anchorage Intl Airport	332	21%	2%	5%	11%	0%	2%	2%
Airport - Fairbanks Intl Airport	102	20%	3%	4%	11%	2%	-	3%
AMHS (Alaska Marine Highway System)	947	25%	7%	10%	13%	0%	1%	2%
Central Region	568	15%	2%	6%	8%	1%	1%	0%
Headquarters	307	27%	3%	7%	12%	2%	5%	1%
Northern Region	606	16%	3%	6%	8%	1%	0%	1%
Southeast Region	209	20%	1%	6%	8%	1%	2%	2%
SEF (State Equipment Fleet)	160	16%	3%	3%	6%	1%	1%	5%

**Department of Transportation
Incoming Employee Detail for CY 2005**

	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
State of Alaska Executive Branch	17177	22%	7%	3%	3%	1%	1%	6%	1%	2%
Department of Transportation and Public Facilities	3972	18%	6%	3%	3%	1%	1%	5%	0%	1%

Division	Total Positions	Hire Rate	Appointment New Employee	Appointment Rehire	Lateral Moves Within Org Unit (not included in Hire Rate)	Other Appointments	Promotion From Outside Dept	Promotion Within Dept	Transfer From Outside Dept (same range)	Transfer Within Dept (same range)
Airport - Anchorage Intl Airport	374	16%	6%	2%	2%	2%	1%	5%	-	1%
Airport - Fairbanks Intl Airport	109	24%	7%	7%	3%	4%	1%	5%	-	-
AMHS (Alaska Marine Highway System)	1350	20%	7%	5%	5%	0%	0%	6%	0%	0%
Central Region	640	13%	5%	1%	2%	0%	1%	6%	0%	1%
Headquarters	366	20%	5%	4%	3%	0%	2%	6%	2%	2%
Northern Region	724	14%	5%	2%	3%	1%	0%	5%	0%	1%
Southeast Region	239	22%	10%	4%	1%	1%	0%	5%	0%	1%
SEF (State Equipment Fleet)	170	15%	6%	2%	3%	2%	1%	4%	-	1%

Sources: DOP PA Logs from CY05; AKPAY; Vacancy Report
X:PA Logs/CY2005 EEMovement Report/DOT EE Movement Report CY2005
Prepared by Statewide Planning and Research, Division of Personnel

Incoming Detail

Notes for this report

This report looks at permanent classified positions and exempt positions and the employees in them.
The information is for data collected about Calendar Year 2005

EE Movement Definitions:

Vacancy Rate

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

Turnover Rate

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

Hire Rate

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

Outgoing Definitions:

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

Voluntary Separations

All types of normal separations from state service including retirement

Other Separations

Voluntary Demotions

Death

To layoff

Lateral Moves within Org Unit

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

This data is not included in turnover rates

Same Range

Movement to a job class of equivalent or similar salary

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

Abandonment of duties

Dismissal

In lieu of dismissal

Demotion for cause

Involuntary demotion

Probationary drop

Incoming Definitions

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

Appointment Rehire

Person with prior State service that is displayed in AKPAY

Lateral moves within Org Unit

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

This data is not included in hire rates

Other Appointments

Demotion-Voluntary

Demotion-Involuntary

Recall from layoff