

A black and white photograph of the Alaska State Capitol building. The building features a prominent portico with large columns and a balcony with a decorative railing. The words "ALASKA STATE CAPITOL" are inscribed on the building's facade. A large, semi-transparent white rectangular box is overlaid on the left side of the image, containing the title text. Another smaller, semi-transparent white rectangular box is overlaid on the right side, containing the event details. The foreground shows a set of stone steps leading up to the building entrance, with a metal handrail on the right side.

ALASKA · STATE · CAPITOL

Vacancies, Recruitment, and Retention

Senate Finance Committee

March 9, 2023

Legislative Finance Division

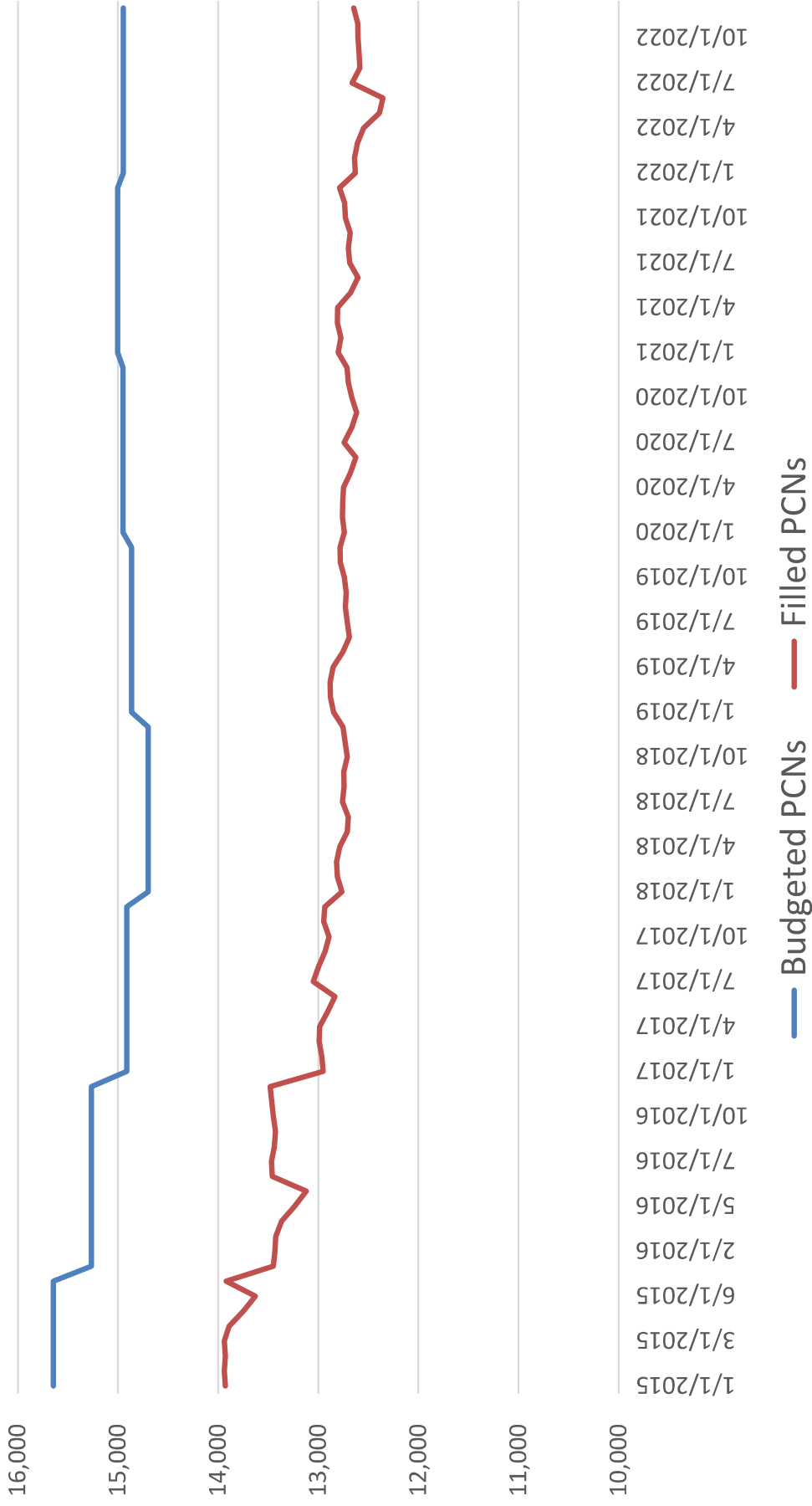
Outline

- State Government Vacancies
 - Historical Comparison
 - National Comparison
 - Current Vacancy Rates
- Retention Data from Retirement and Benefits
 - Retention data for PERS employees of the State of Alaska
 - Retention data for non-State PERS employees

Current Vacancies – Explanation of Data Sources

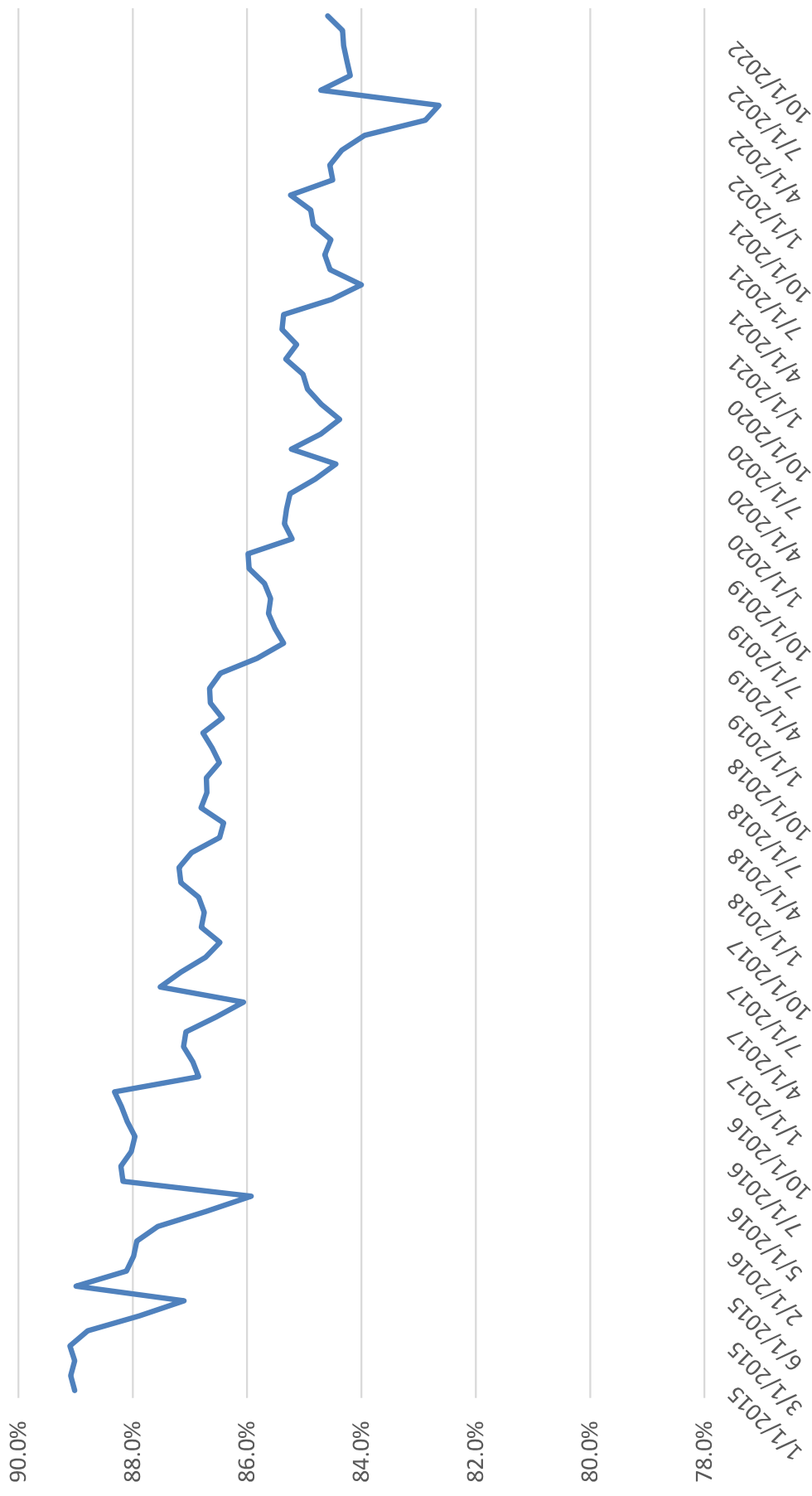
- Vacancy data in following slides comes from OMB data that shows filled status of positions from state accounting system.
- Data excludes state corporations, University of Alaska, AMHS, the Judiciary, and the Legislature.
- Data shows whether a position was filled as of the 15th of each month.
- To avoid seasonal distortions, these slides use permanent full-time (PFT) positions only.

State of Alaska Budgeted versus Filled PCNs, 2015-2022



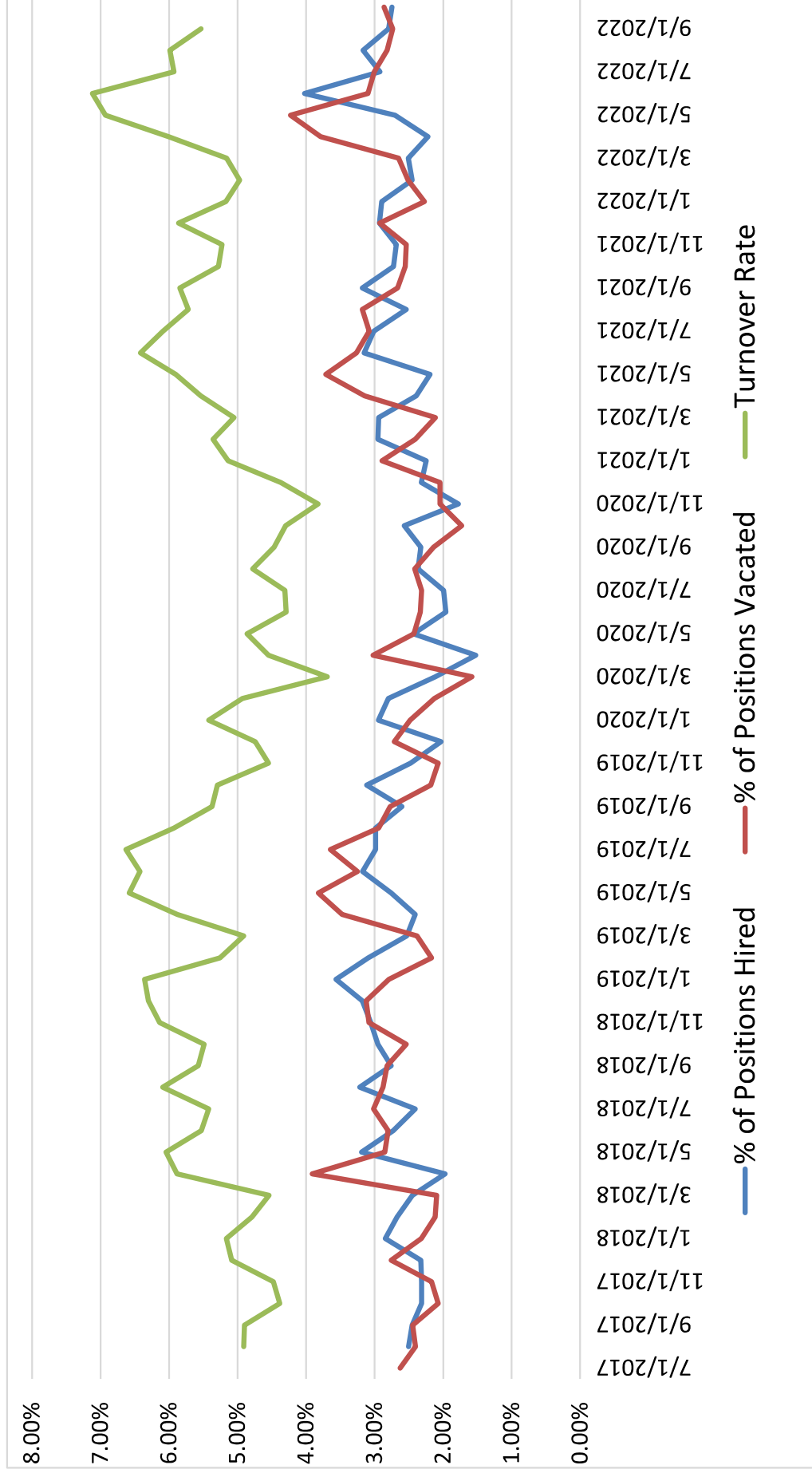
LFD analysis of data from Office of
Management and Budget

Percentage of Full-Time State PCNs Filled, 2015-2022



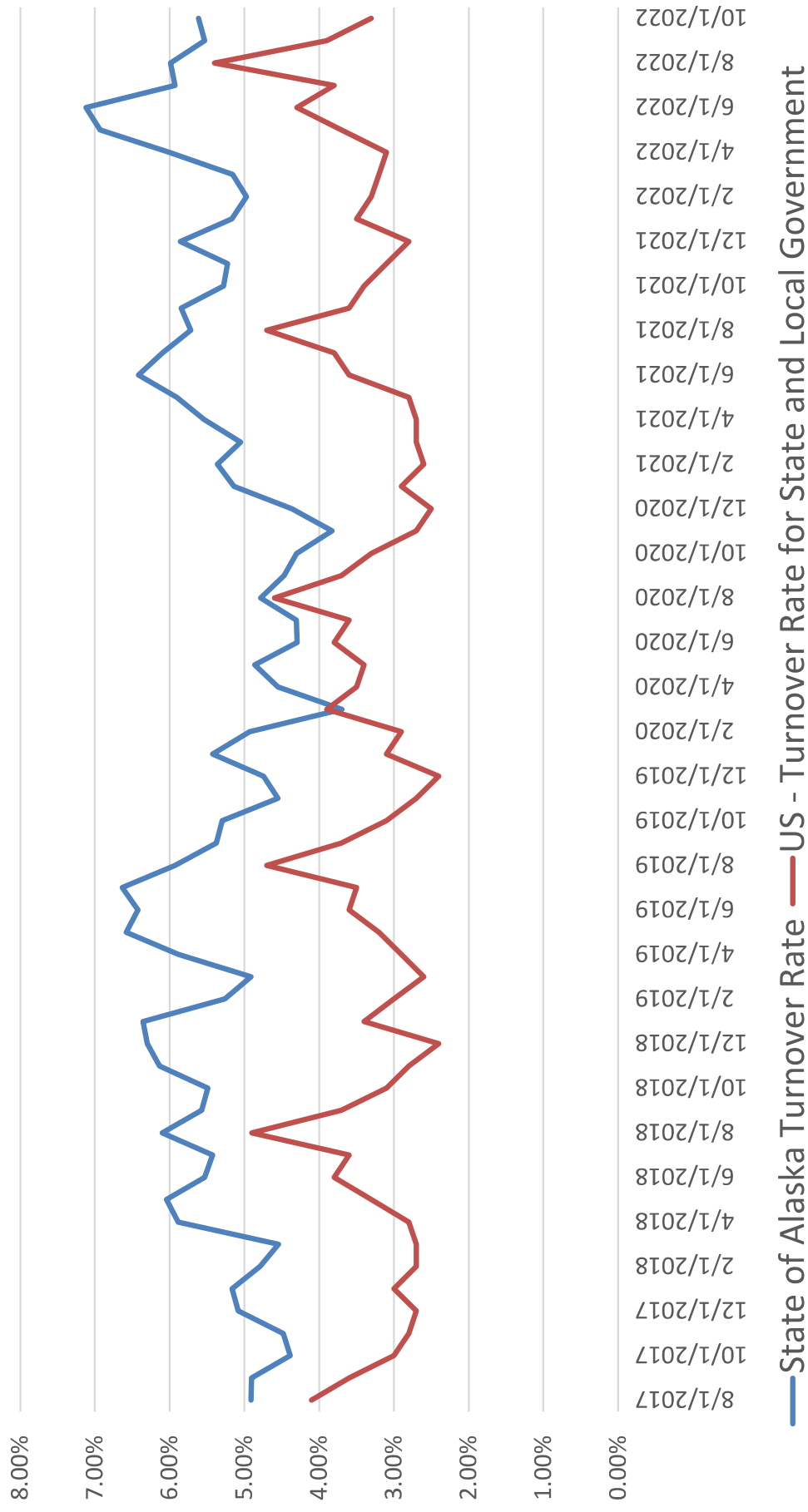
LFD analysis of data from Office of Management and Budget

Full-Time Employee Turnover Rate since FY18



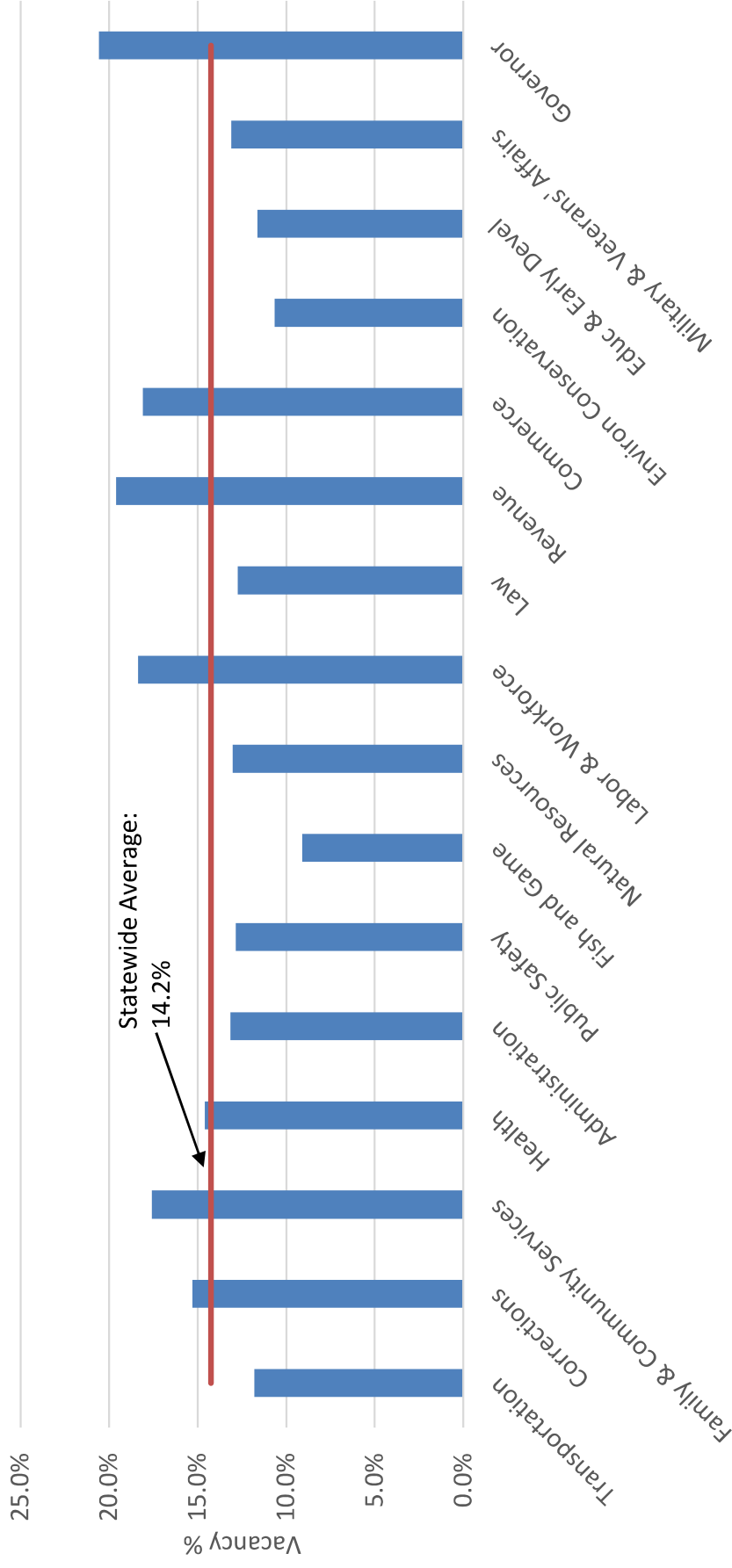
LFD analysis of data from Office of
Management and Budget

Comparison of State of Alaska Turnover to State Governments Nationwide



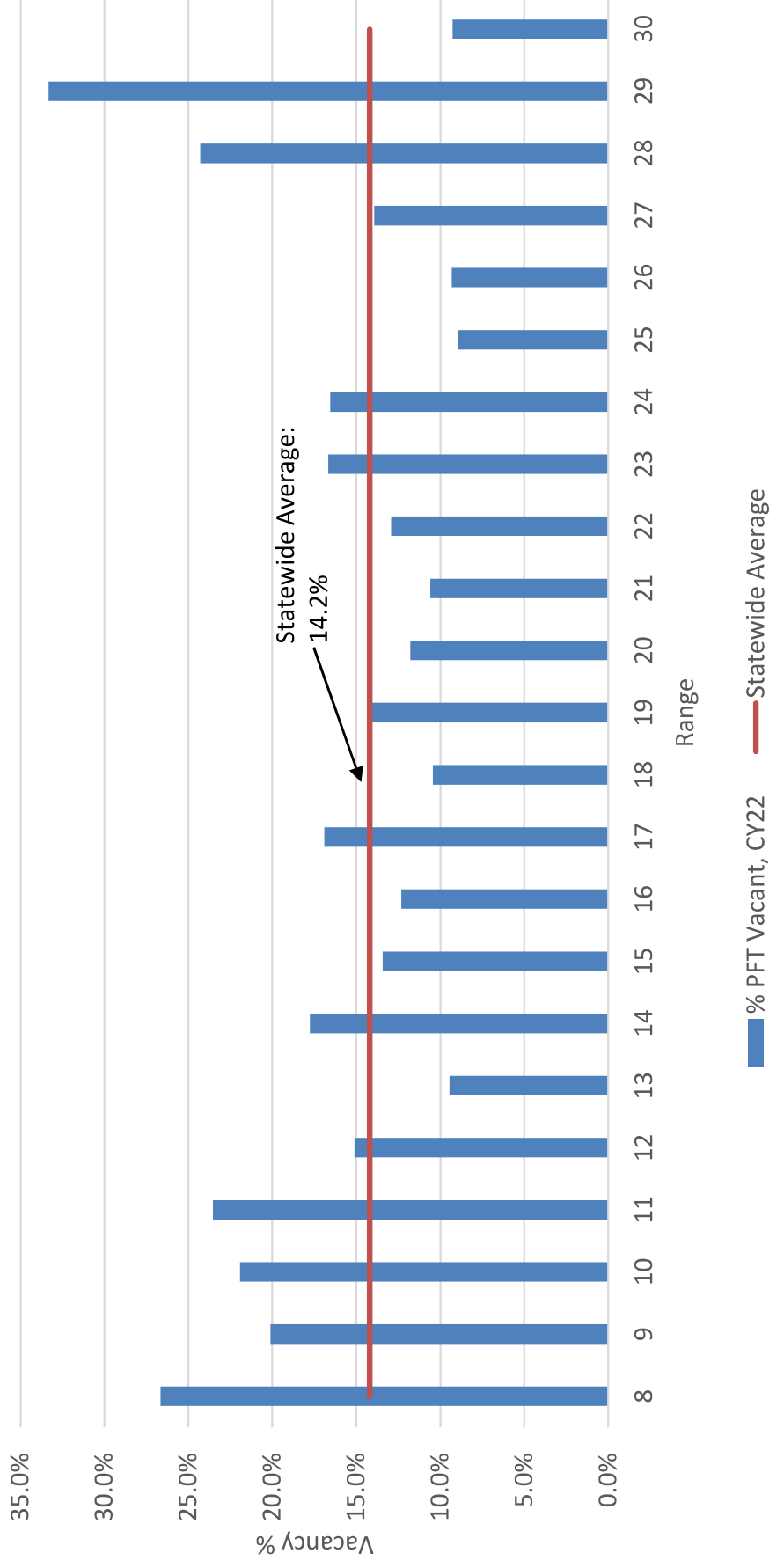
State data from OMB, national data from Bureau of Labor Statistics

Full-Time PCN Vacancy Percentages by Agency, Calendar Year 2022



LFD analysis of data from Office of Management and Budget

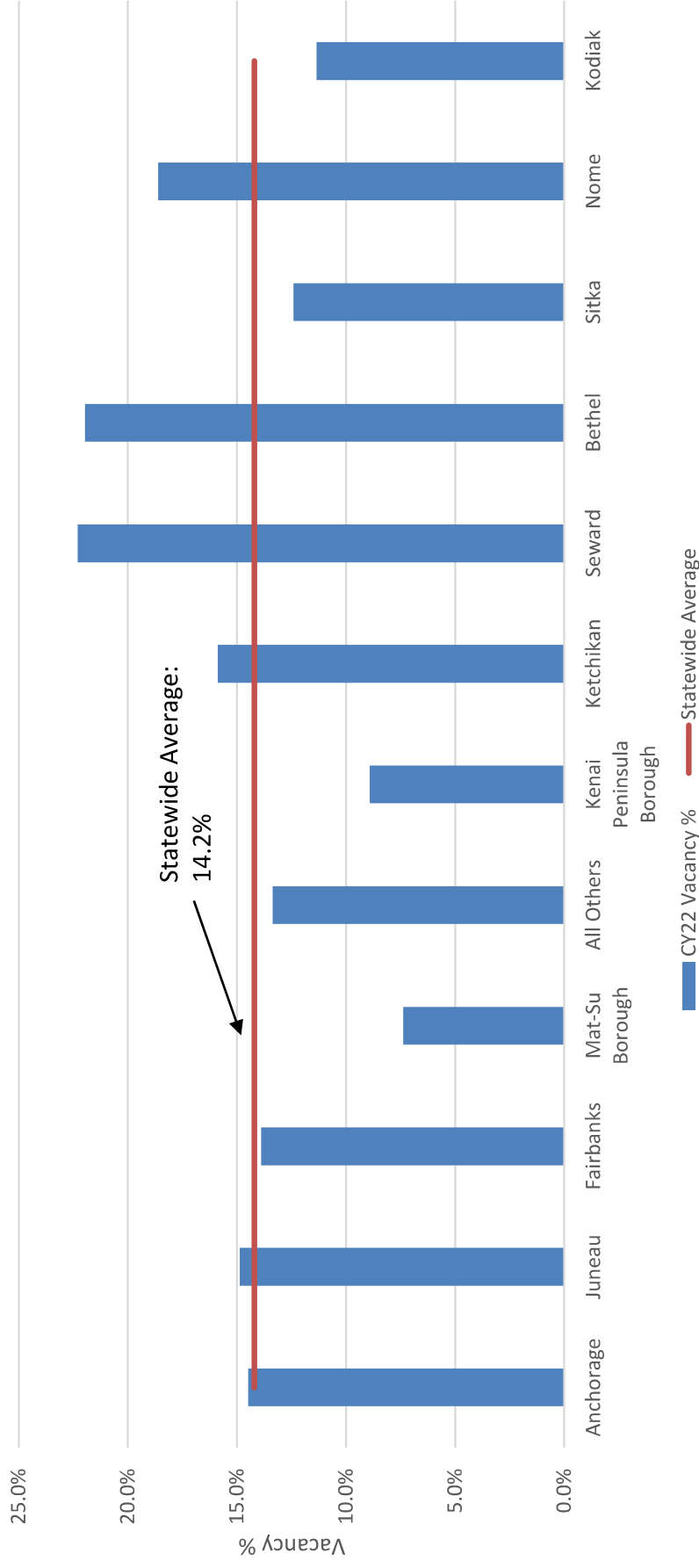
Vacancy Percentages by Range, Calendar Year 2022



Range	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
# of Budgeted PCNs	80	63	464	709	733	965	1,271	528	1,468	672	1,256	822	854	686	740	438	510	305	187	149	47	12	9

LFD analysis of data from Office of
Management and Budget

Vacancy Percentages by Location, Calendar Year 2022



Location	Anchorage	Juneau	Fairbanks	Mat-Su Borough	All Others	Kenai Peninsula Borough	Ketchikan	Seward	Bethel	Sitka	Nome	Kodiak
# Budgeted PCNs	6,708	2,771	1,539	1,301	669	477	277	253	234	186	145	130

LFD analysis of data from Office of
Management and Budget

Position Titles with Highest Vacancy Rates, Calendar Year 2022

Rk	Job Title	# of PFT PCNs	% Vacant in CY22	Ranges
1	Public Health Nurse	90	39.9%	22-26
2	Er Svc Disp	44	33.5%	15-16
3	Ui Tech	62	28.5%	14-16
4	Mental Health Clinician	97	28.2%	17-21
5	Child Support Specialist	109	26.8%	14-18
6	Licensed Practical Nurse	42	26.6%	17
7	Mts/El Jrny	79	26.2%	51-53*
8	PFD Technician	33	25.5%	10-14
9	Nurse	57	24.9%	21-24
10	Psychiatric Nurse	84	24.6%	22-25
11	Biometrician	32	23.7%	17-20
12	Office Assistant	447	22.5%	8-12

Minimum 25 PCNs. Combines job series with multiple levels (e.g. Office Assistant I/II/III/IV)

*Ranges from alternative salary schedule

Rk	Job Title	# of PFT PCNs in CY22	% Vacant Ranges
13	Juvenile Justice Officer	210	20.6% 11-15
14	Pro Svcs Sp	367	20.5% 15-20
15	Human Resource Tech	86	20.0% 12-15
16	Occ. License Examiner	39	19.0% 14
17	Adult Probation Officer	289	18.9% 14-22
18	Social Services Associate	75	18.8% 12
19	Voc Rehab Cnslr	40	18.8% 15-19
20	M/Auto Adjrnj	122	18.7% 53*
21	Assisted Living Aide	45	18.7% 9
22	Emp Svc Tech	108	18.3% 14-16
23	M/V Csr	100	18.1% 10-14
24	Analyst/Programmer	224	18.0% 14-22

Statewide Average: 14.2%

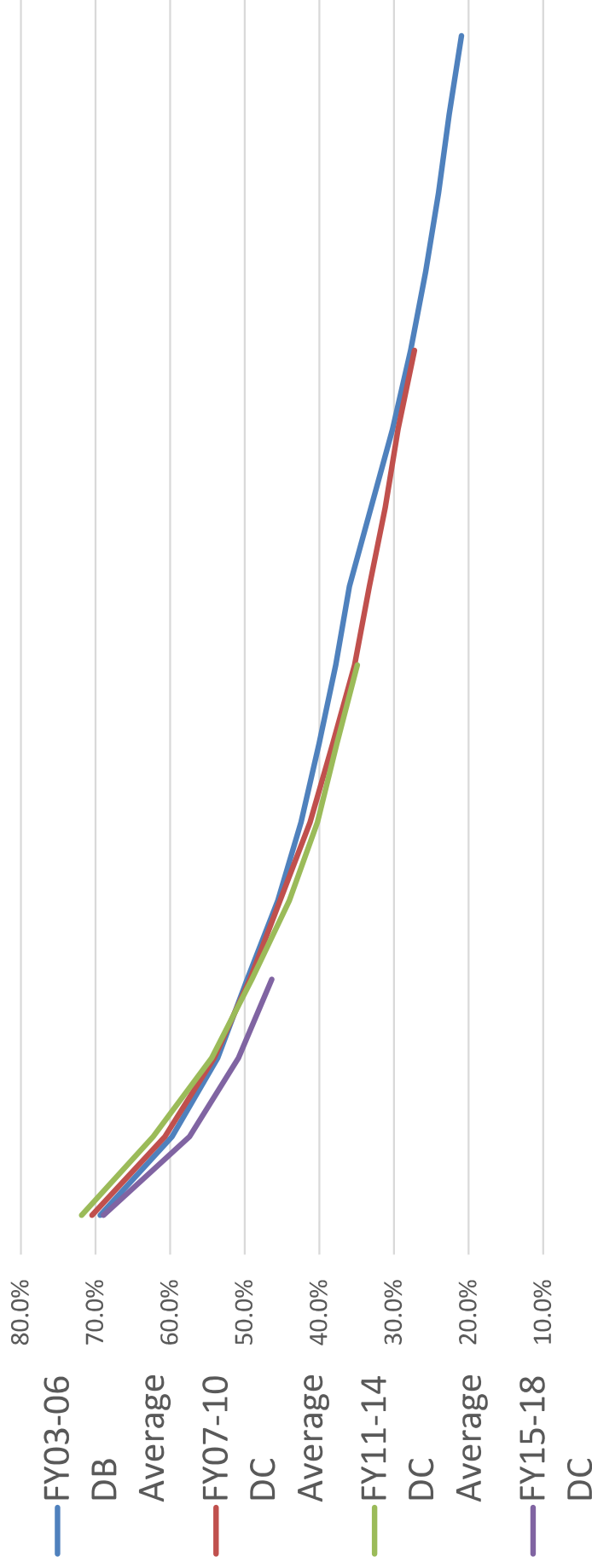
LFD analysis of data from Office of Management and Budget

Historical Retention Data – About the Data Source

- The Division of Retirement and Benefits provided data on employee retention from FY03-22.
- The data shows whether employees hired in a given fiscal year are still employed by the same PERS employer in subsequent years.
- The data is broken out by employer in three categories: the State as an employer, other SBS employers, other non-SBS employers.
- It's further broken out for TRS, PERS public safety and fire employees (PERS P/F), and all other PERS employees. This presentation will only cover PERS “non-P/F” employees.
- Finally, it distinguishes between employees in a DB or DC system.
- One limitation of this data: if an employee leaves and comes back, they show up as a new employee when they return. This may skew the comparisons for the early years of the DC system if returning employees and new employees have meaningful differences in retention.

Retention Rate by Class Year, PERS

Non-P/F, State Only



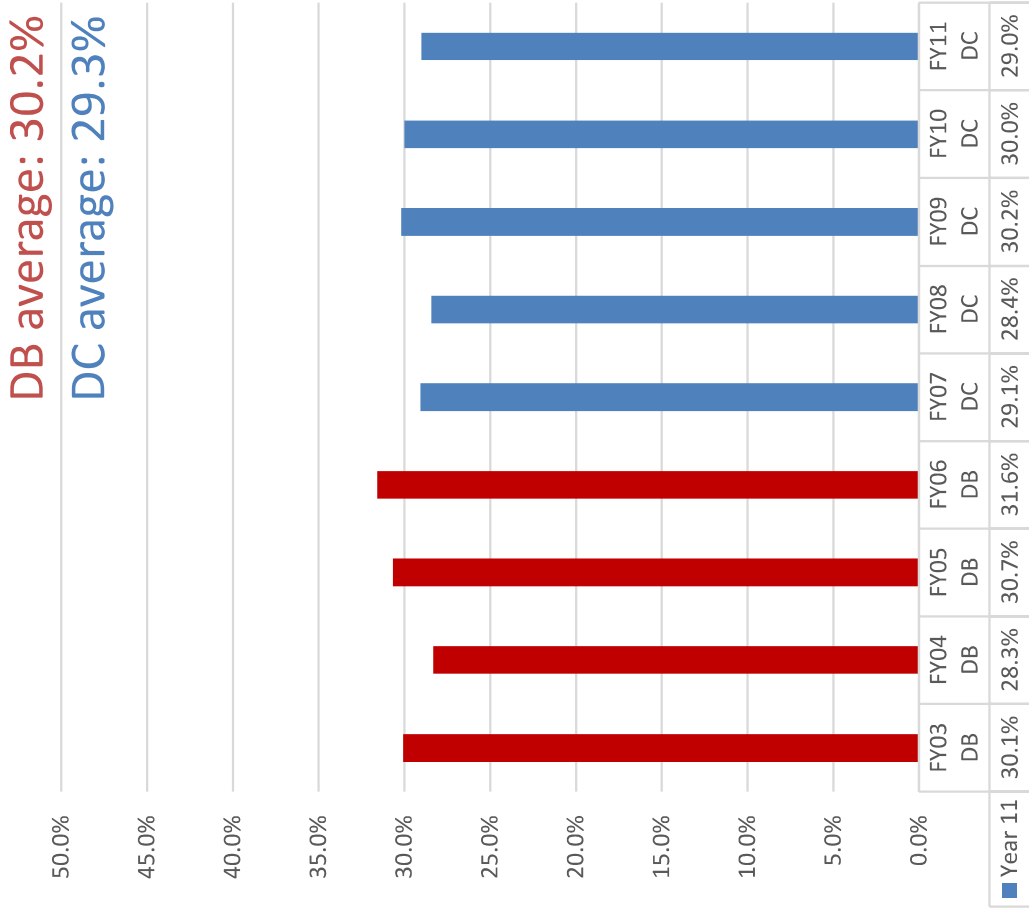
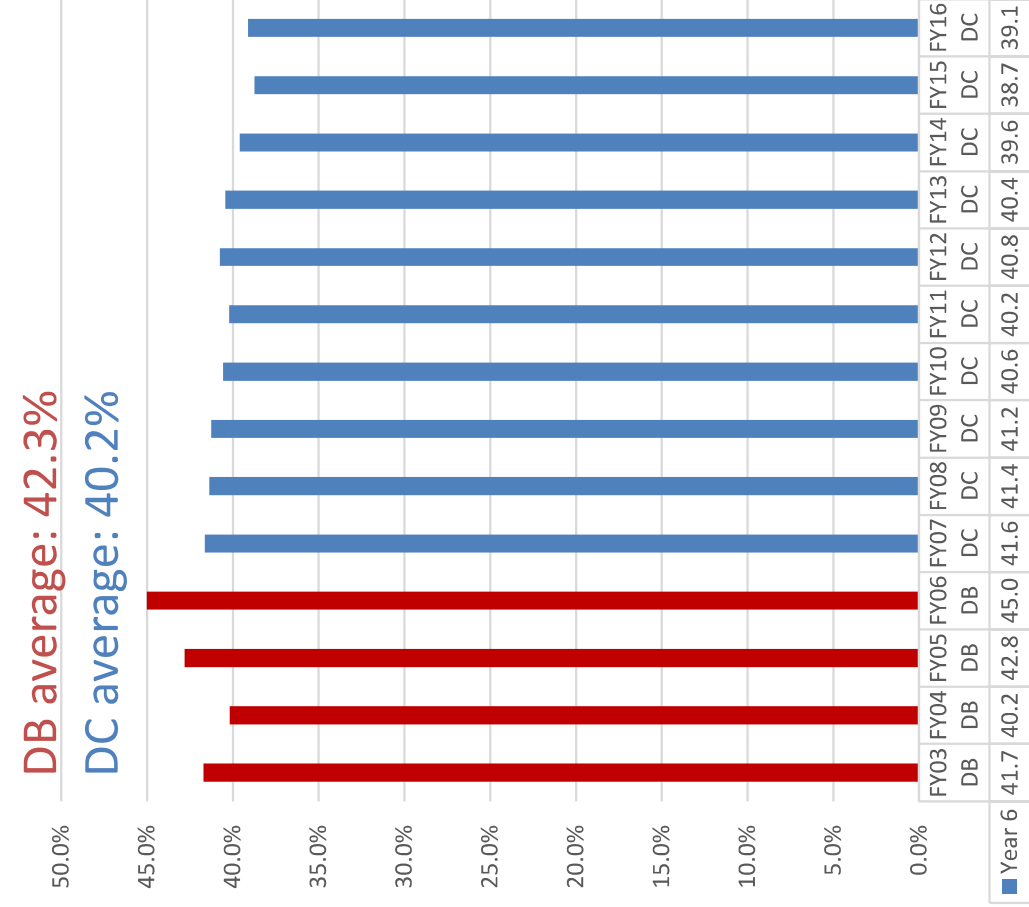
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Year 14	Year 15	Year 16
FY03-06 DB Average	69.3%	59.7%	53.6%	49.7%	45.6%	42.4%	40.0%	37.8%	35.9%	33.0%	30.2%	27.7%	25.7%	24.0%	22.6%	20.9%
FY07-10 DC Average	70.4%	60.7%	54.0%	49.3%	45.3%	41.2%	38.1%	35.3%	33.3%	31.1%	29.4%	27.2%				
FY11-14 DC Average	71.8%	62.2%	54.4%	49.0%	44.0%	40.3%	37.6%	34.9%								
FY15-18 DC Average	68.9%	57.4%	50.8%	46.3%												

Year 6 and 11 Retention, PERS All

Others, State Only

Year 11

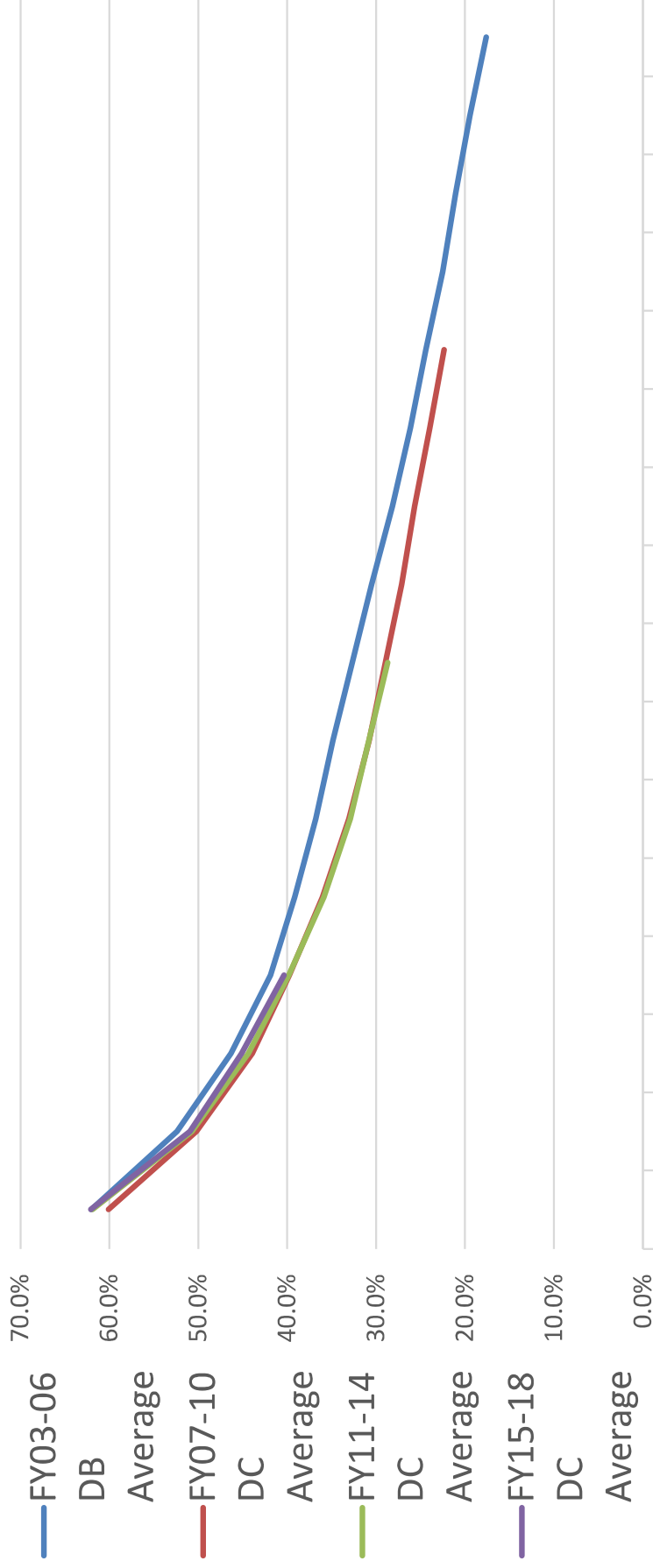
Year 6



Non-State Employers in Social Security/SBS

- In addition to the DB or DC system, all State of Alaska employees are in the Supplemental Annuity Plan (SBS), which is a defined contribution plan with a 6.13% employee contribution, matched by 6.13% employer contribution. This system essentially replaces Social Security for these employees.
- Non-State PERS employers have varied supplemental plans. Of the 14,163 non-State, non-P/F PERS employees in the DC system, 7,473 are in Social Security, 1,645 are in SBS, and 5,045 are in neither plan.
- See the handouts for details by employer:
 - Handout 1 shows the employers (including the State) that are in SBS
 - Handout 2 shows the employers that are in Social Security
 - Handout 3 shows the employers that are in neither system

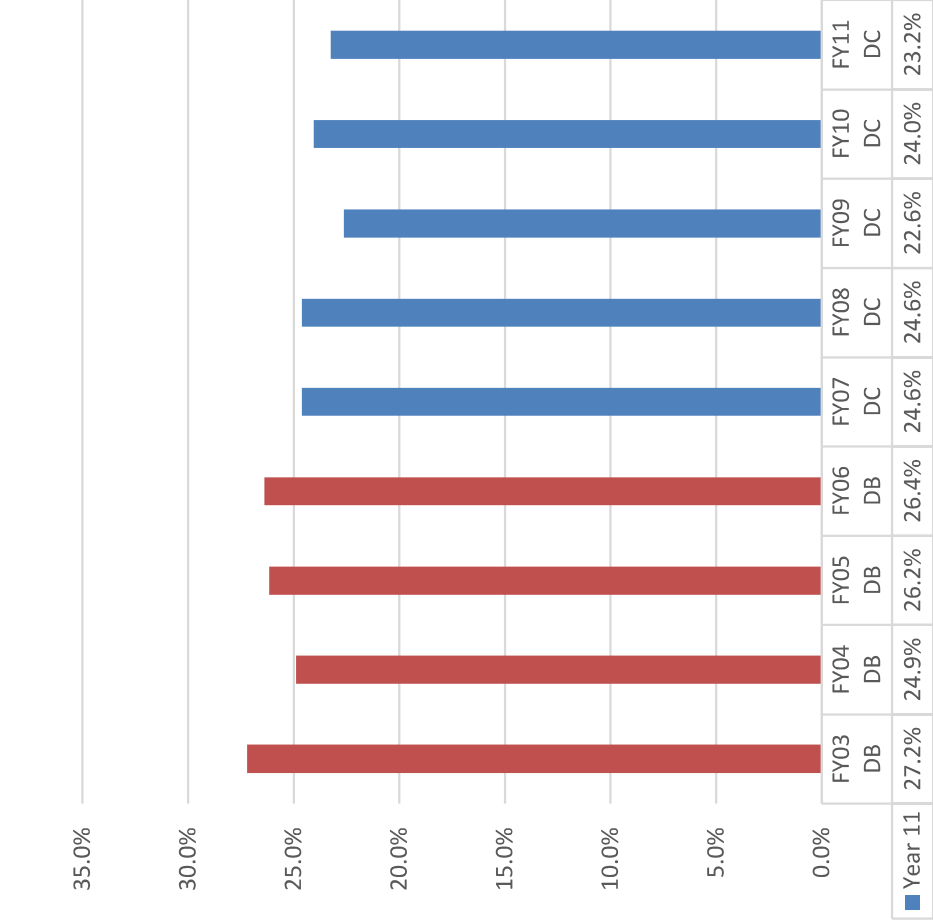
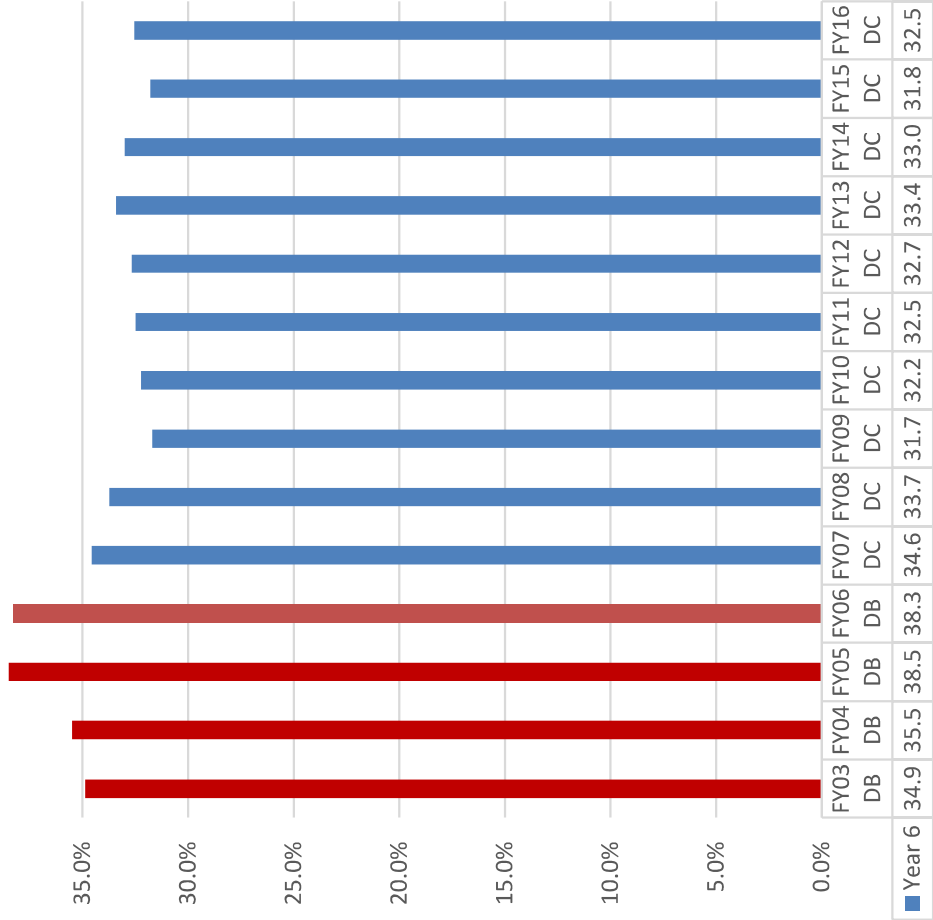
Retention Rate by Class Year, PERS Non-P/F, Non-State, Non-SBS Only



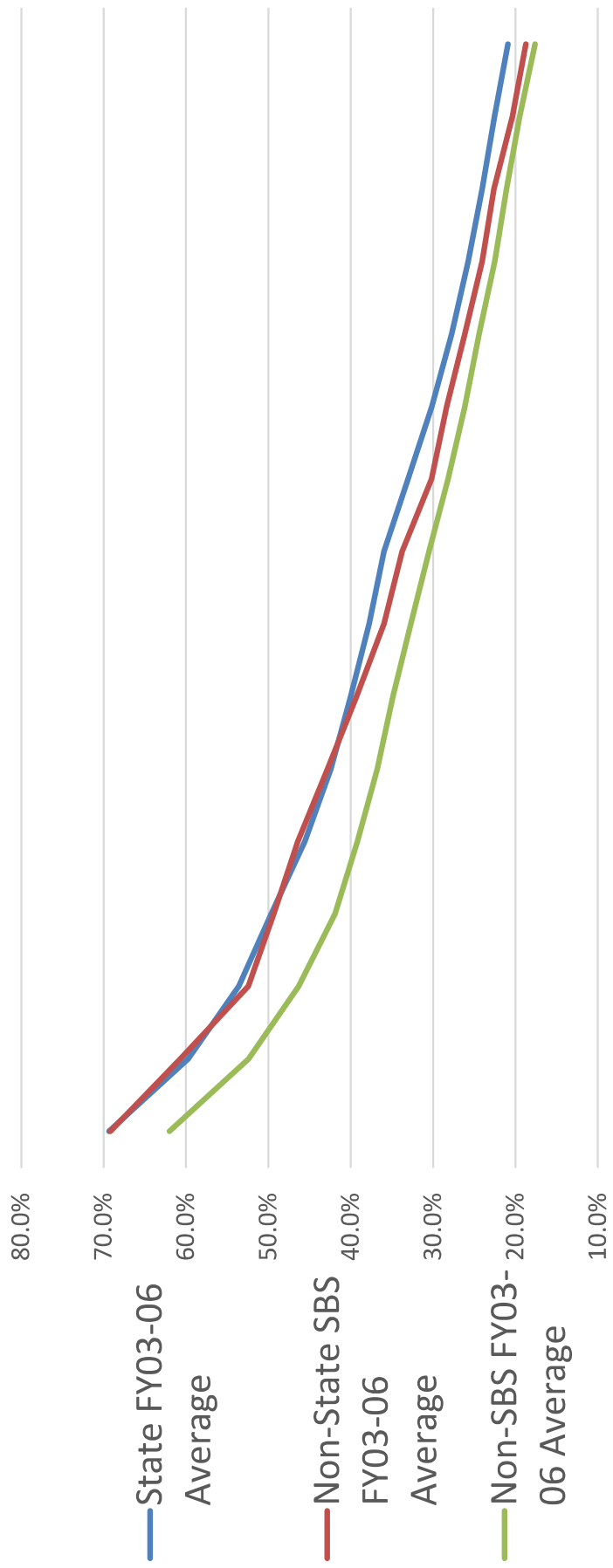
Year 6 and 11 Retention, PERS Non-P/F, Non-State, Non-SBS Only

Year 6

Year 11

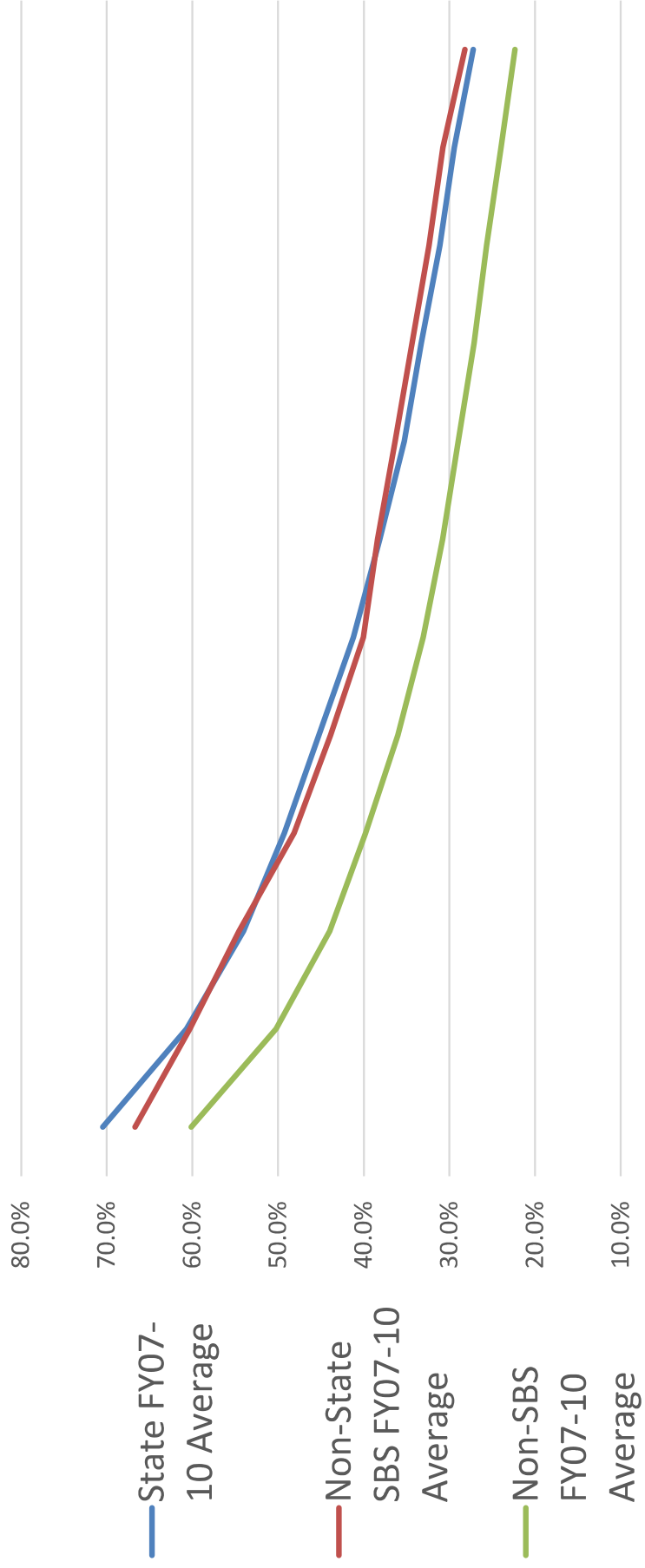


Retention Rate by Employer Type, PERS Non-P/F – FY03-06 (DB) only



	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Year 14	Year 15	Year 16
State FY03-06 Average	69.3%	59.7%	53.6%	49.7%	45.6%	42.4%	40.0%	37.8%	35.9%	33.0%	30.2%	27.7%	25.7%	24.0%	22.6%	20.9%
Non-State SBS FY03-06 Average	69.2%	60.7%	52.5%	49.3%	46.4%	42.8%	39.3%	36.0%	33.7%	30.2%	28.3%	26.2%	24.0%	22.6%	20.4%	18.7%
Non-SBS FY03-06 Average	62.0%	52.4%	46.3%	41.9%	39.2%	36.8%	34.9%	32.7%	30.5%	28.2%	26.2%	24.4%	22.5%	21.1%	19.5%	17.6%

Retention Rate by Employer Type, PERS Non-P/F – FY07-10 (DC) only



	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
State FY07-10 Average	70.4%	60.7%	54.0%	49.3%	45.3%	41.2%	38.1%	35.3%	33.3%	31.1%	29.4%	27.2%
Non-State SBS FY07-10 Average	66.7%	60.3%	54.6%	48.1%	43.9%	40.0%	38.4%	36.3%	34.4%	32.4%	30.8%	28.2%
Non-SBS FY07-10 Average	60.1%	50.2%	43.9%	39.8%	36.0%	33.1%	30.8%	29.0%	27.1%	25.7%	24.0%	22.4%

Questions?

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