

## AVERAGE AGE BY DEPARTMENT AND GENDER

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

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



## AVERAGE SALARY BY DEPARTMENT

Department	Statewide	
	Employee Count	Average Base Monthly Salary
Office of the Governor	127	\$7,013.62
Administration	937	\$6,137.04
Commerce, Community and Economic Development	445	\$6,231.51
Corrections	1766	\$5,456.90
Education and Early Development	282	\$6,172.02
Environmental Conservation	474	\$6,285.11
Fish and Game	1319	\$5,273.47
Health and Social Services	3172	\$5,279.91
Labor and Workforce Development	664	\$5,573.56
Law	479	\$7,285.82
Military and Veterans Affairs	225	\$5,415.83
Natural Resources	827	\$5,775.89
Public Safety	789	\$6,473.67
Revenue	481	\$6,334.61
Transportation and Public Facilities	3140	\$5,525.06
Statewide	15127	\$5,696.01

## AVERAGE BASE MONTHLY SALARY BY BARGAINING UNIT & DEPARTMENT

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

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



**AVERAGE BASE MONTHLY SALARY BY BARGAINING UNIT & DEPARTMENT (CONT.)**

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

Bargaining Unit	Marine Engineers		Masters, Mates and Pilots		Inlandboatmen	
Department	Employee Count	Average Salary	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor						
Administration						
Commerce, Community and Economic Development						
Corrections						
Education and Early Development						
Environmental Conservation						
Fish and Game						
Health and Social Services						
Labor and Workforce Development						
Law						
Military and Veterans Affairs						
Natural Resources						
Public Safety						
Revenue						
Transportation and Public Facilities	81	\$5,999.94	90	\$6,948.38	503	\$4,402.69
Statewide	81	\$5,999.94	90	\$6,948.38	503	\$4,402.69

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

## AVERAGE BASE MONTHLY SALARY BY BARGAINING UNIT &amp; DEPARTMENT (CONT.)

Bargaining Unit	AK Vocational Technical Teachers		Mt. Edgecumbe Teachers	
Department	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor				
Administration				
Commerce, Community and Economic Development				
Corrections				
Education and Early Development			27	\$5,600.91
Environmental Conservation				
Fish and Game				
Health and Social Services				
Labor and Workforce Development	32	\$6,667.47		
Law				
Military and Veterans Affairs				
Natural Resources				
Public Safety				
Revenue				
Transportation and Public Facilities				
Statewide	32	\$6,667.47	27	\$5,600.91

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

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



## AVERAGE STATE SERVICE BY DEPARTMENT AND GENDER

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

## AVERAGE STATE SERVICE BY BARGAINING UNIT

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

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

## RETIREMENT PROJECTIONS BY DEPARTMENT

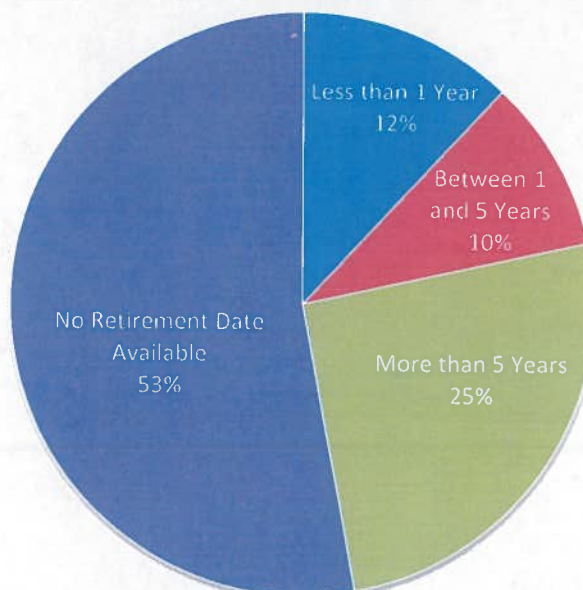
Department	Total Employees in R&B System	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 Years	% Between 1 and 5 Years	More than 5 Years	
Office of the Governor	125	18	14.4%	8	6.4%	28	71
Administration	932	94	10.1%	80	8.6%	248	510
Commerce, Community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

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

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

## PERCENTAGE OF EMPLOYEES BY RETIREMENT PROJECTION CATEGORY



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