



## ALASKANS SUPPORT PENSIONS

**IN A RECENT POLL\*** a solid majority (68%) of **ALASKANS** agree that a **MODEST Pension Plan** for **Public Employees** is an essential tool in the **RECRUITMENT** and **RETENTION** of **Teachers & Public Safety Officers**.

## BIPARTISAN SUPPORT

- **REPUBLICANS 60%**
- **DEMOCRATS 77%**
- **NON-PARTISAN 67%**
- **UNDECLARED 71%**

*\*PATINKIN RESEARCH STRATEGIES*

## CONTACT

 [facebook.com/AlaskaPensions](https://facebook.com/AlaskaPensions)

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# THE COST OF DOING NOTHING

## A PUBLIC SERVICE DELIVERY CRISIS

Alaska **CONTINUES** to face a public service delivery crisis across the state. State Leaders are sounding the alarm in desperation at being unable to provide critical services across all public sectors.

## SOA OPERATIONAL VACANCY\*

% Vacant* PCNs	December 2023
DOA	15.2%
DCCED	18.7%
DOC	15.0%
DEED	16.0%
DEC	13.5%
DFCS	20.0%
DFG	14.2%
Gov	26.9%
DOH	19.3%
DOL&WD	20.9%
Law	9.7%
DMVA	9.9%
DNR	21.4%
DPS	18.0%
DOR	17.9%
DOT&PF	17.8%
<b>Total</b>	<b>17.3%</b>

Most departments are continuing to experience greater vacancy than pre-pandemic levels\*.

Recruitment incentives being used to address most critical public needs.\*

*\*Source: State of  
Alaska  
OMB Senate Finance  
1.22.24*





## GOVERNOR'S BUDGET BOOK

The key challenges reported in the Governor's Budget Book by each SOA Department released 12.14.23, overwhelmingly stated a common theme, the inability to provide quality services based on lack of staff. Top reported challenges:

- Recruitment
- Retention
- Retirement
- Loss of Institutional Knowledge
- Non-Competitive Salaries
- Non-Competitive Benefits
- High-Vacancy Rates
- Lack of Ability to Provide Services
- Mental Health of Employees

## RECRUITMENT STRUGGLES\*

- 11 straight years of net population outflows - 3246 workers left AK in 2023
- 2 jobs open for every employable person
- Working age population continues to decline - 10 years straight
- AK is no longer nationally competitive in wages and retirement benefits

\*Source ADN Jan 15, 2024. \*Source Alaska Economic Trends

## RETENTION ISSUES

Departments report Alaskans are resigning for the private and federal sectors, being recruited by other states, causing an outmigration.

### ADF&G

Alaska Department of Fish & Game report that up to 37% higher salary and benefits packages are being offered to their employees by the Federal sector.

### AKPFFA

Alaska Professional Fire Fighters Association reports a high percentage of employees being recruited by other states paying upwards of 15% higher wages for 25% less scheduled hours weekly, and a full pension retirement package.

## ECONOMIC BENEFITS of a Defined Benefits Pension

*"The reinstatement of a Defined Benefit Retirement Plan for Public Employees could lead to substantial and sustained benefits in raising the quality of Alaska public services and making the state an attractive place to live and invest."*

Dr. Teresa Ghilarducci, Economist

Defined Benefits Plan & Alaska Public Employees Report

Senate Finance, January 2024