

# TRENDS

## State Government

The employment picture for Alaska's  
second largest employer

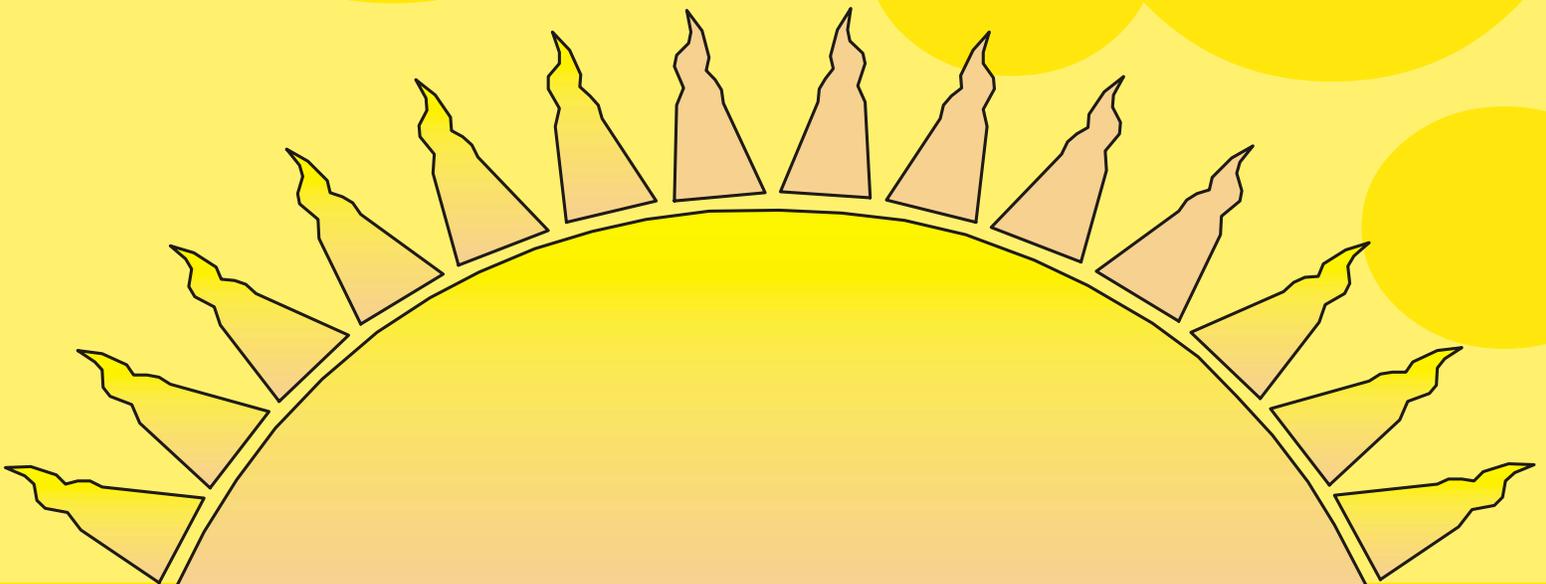
### Earnings by Age

A look at wages, occupations and industries by age group

### Index of Articles for 1999

### Employment Scene

Growth Slows



# ALASKA ECONOMIC **TRENDS**

January 2000  
Volume 20  
Number 1  
ISSN 0160-3345

<http://www.labor.state.ak.us/research/research.htm>

*Alaska Economic Trends* is a monthly publication dealing with a variety of economic-related issues in the state.

*Alaska Economic Trends* is funded by the Employment Security Division and published by the Department of Labor and Workforce Development, P.O. Box 21149, Juneau, Alaska 99802-1149.

Printed and distributed by Assets, Inc., a vocational training and employment program, at a cost of \$.98 per copy.

For more information, call the DOL Publications Office at (907) 465-6019 or email the authors.

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# State Government

by John Boucher  
Labor Economist

## The employment picture for Alaska's second largest employer

**A**laska state government, including the University of Alaska and state-owned corporations such as the Alaska Railroad and the Alaska Housing Finance Corporation, is the second largest employer in the state. With nearly 22,000 employees, it takes the second spot after the federal government (including uniformed military) among Alaska's largest employers.

Throughout most of the past 10 years, total state government employment has remained relatively stable. Since 1989, agency and other state entity employment levels have fluctuated in response to fiscal restraints, demand for services, mission changes and the needs of the time. However, taken as a whole, changes in overall state government employment since 1989 have been relatively small. This article examines trends in state government employment in Alaska since state Fiscal Year (FY) 1985, with an emphasis on employment levels and wages by agency and area.

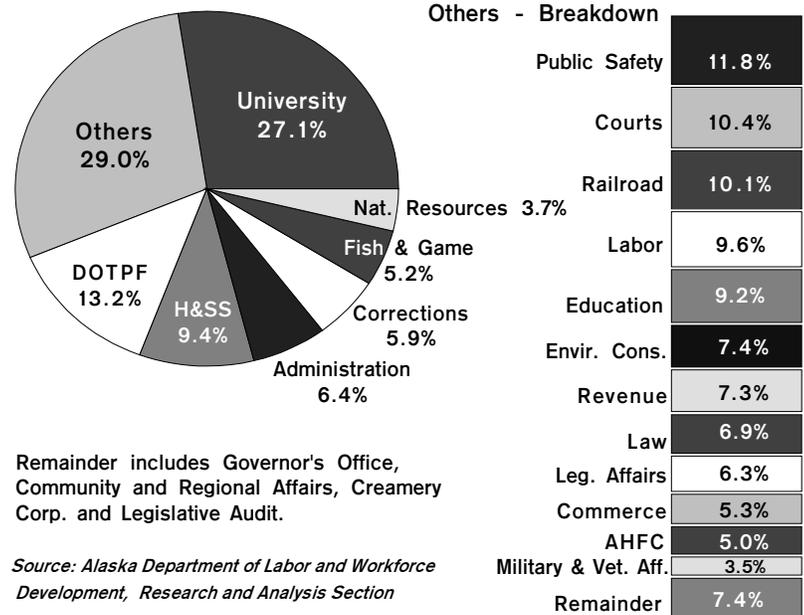
It should be remembered that the economic impacts of state government spending go far beyond the scope of employment and payroll of state employees. In FY 1999, total wages paid to state employees were near \$800 million. In comparison, the State of Alaska's total spending plan in FY 1999 exceeded \$6 billion. The economic impacts of state spending for goods and services, construction, local education and other municipal support, or the Permanent Fund, are excluded from this analysis.

### State government share of total payroll is shrinking

In state FY 1999, (July 1998-June 1999) state government employment averaged about 21,700 with a total payroll of \$795 million. This represented 8.0% of total statewide wage and salary employment and 8.7% of total payroll. As a percentage of the overall employment picture, state government employment has been shrinking. In 1985 state employment accounted for 9.0% of total employment and 10.7% of total payroll.

*(continued on page 6)*

## State Employment by Agency 1 FY 99



# 2 State Government Employment by Branch and State Fiscal Years 1985–1999

	FY 85	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91	FY 92
State of Alaska	19,793	20,577	19,296	18,860	20,006	21,096	21,451	21,756
All University of Alaska	4,929	5,034	4,633	4,645	4,864	5,107	5,377	5,938
University of Alaska	4,768	4,892	4,497	4,524	4,733	4,928	5,217	5,762
Geophysical Institute	161	142	136	121	131	179	160	176
<b>Total Executive Branch Agencies</b>	<b>14,378</b>	<b>14,561</b>	<b>13,803</b>	<b>13,385</b>	<b>14,228</b>	<b>14,986</b>	<b>15,080</b>	<b>14,831</b>
Trans. & Public Facilities (incl. Marine Hwys.)	3,106	3,113	2,947	2,886	2,982	3,045	2,914	2,843
Health and Social Services	1,644	1,695	1,638	1,665	1,800	1,902	1,951	1,938
Administration	1,206	1,224	1,138	1,093	1,173	1,190	1,178	1,178
Corrections	917	974	998	1,031	1,219	1,276	1,269	1,288
Fish and Game	1,243	1,220	1,072	1,046	1,123	1,253	1,202	1,156
Natural Resources	1,054	1,100	1,049	811	827	949	1,045	934
Public Safety	927	924	855	827	868	860	860	871
Alaska Court System	642	655	626	638	646	619	621	638
Labor	673	699	693	647	626	627	613	618
Education	538	570	510	505	567	601	603	607
Environmental Conservation	231	246	235	234	292	475	494	503
Revenue	384	369	345	360	362	374	372	367
Law	332	379	367	336	355	356	378	386
Legislative Affairs	417	398	358	371	379	370	365	361
Commerce and Economic Development	432	356	393	371	397	430	448	444
Military and Veterans Affairs <sup>1</sup>	90	93	93	93	93	92	108	129
Governor's Office	246	240	215	216	240	234	209	185
Community and Regional Affairs	186	192	176	167	174	178	184	184
Legislative Audit	46	42	34	31	37	40	38	37
Terminated/Retired <sup>2</sup>	-	-	-	-	-	48	155	82
Ombudsman <sup>3</sup>	28	26	15	11	17	19	24	26
Legislative Finance <sup>4</sup>	38	46	46	46	51	50	49	56
<b>Total All Other State Owned</b>	<b>486</b>	<b>982</b>	<b>861</b>	<b>830</b>	<b>914</b>	<b>1,003</b>	<b>994</b>	<b>987</b>
Alaska Railroad <sup>5</sup>	296	757	611	555	572	595	599	623
Alaska Housing Finance Corp.	42	44	52	81	116	157	158	135
Creamery Corporation <sup>6</sup>	-	20	43	45	49	50	44	40
Alaska State Housing Authority <sup>7</sup>	148	161	155	149	177	201	193	189

Notes:

- Data is not available, not applicable, zero, or rounds to zero.

1. Payroll excludes National Guard reenlistment bonuses reported by Department of Administration

2. Special account to compensate employees terminating from state service. No comparable annual average wage calculation available.

3. Merged with Legislative Affairs in FY 1996

4. Merged with Governor's Office in FY 1996

5. First full FY of state ownership was FY 1986.

6. First full FY of state ownership was FY 1987.

7. Merged with AHFC in FY 1995

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

# Department

FY 93	FY 94	FY 95	FY 96	FY 97	FY 98	FY 99	FY 1999 Annual Payroll	FY 1999 Average Annual Wage	Percent of State Employment FY 1999	Percent of State Payroll FY 1999
21,613	21,489	21,502	21,304	21,354	21,149	21,629	\$795,018,099	\$36,758		
6,020	5,943	5,988	5,776	5,768	5,687	5,861	156,964,183	26,783	27.1%	19.7%
5,843	5,754	5,776	5,519	5,510	5,449	5,607	145,564,966	26,512	25.9%	18.3%
177	189	212	257	258	238	254	11,399,217	46,184	1.2%	1.4%
14,607	14,579	14,616	14,640	14,673	14,516	14,787	592,675,329	39,577	68.2%	74.3%
2,810	2,816	2,826	2,853	2,823	2,796	2,863	127,107,204	44,397	13.2%	15.9%
1,939	1,981	1,926	1,947	1,962	1,941	2,042	74,125,464	36,300	9.4%	9.3%
1,188	1,173	1,181	1,193	1,265	1,357	1,393	46,706,173	33,529	6.4%	5.9%
1,230	1,237	1,268	1,267	1,285	1,272	1,276	53,510,362	41,936	5.9%	6.7%
1,131	1,106	1,115	1,123	1,122	1,107	1,116	42,158,896	37,777	5.1%	5.3%
912	883	908	855	846	850	808	31,047,632	38,425	3.7%	3.9%
867	890	877	872	835	721	727	33,911,459	46,646	3.4%	4.3%
638	639	639	633	640	642	645	25,264,977	39,171	3.0%	3.2%
629	637	624	604	583	591	591	21,628,839	36,597	2.7%	2.7%
586	577	561	568	567	548	568	19,881,041	35,002	2.6%	2.5%
474	443	454	472	475	455	455	18,296,497	40,212	2.1%	2.3%
373	398	426	461	485	460	454	16,572,800	36,504	2.1%	2.1%
399	410	421	420	424	427	424	19,657,296	46,362	2.0%	2.5%
331	328	333	376	377	378	389	14,345,609	36,878	1.8%	1.8%
446	400	379	386	380	331	329	12,749,761	38,753	1.5%	1.6%
136	134	147	146	151	174	216	8,145,268	37,710	1.0%	1.0%
199	187	184	181	190	191	196	8,259,036	42,138	0.9%	1.0%
139	174	178	174	164	167	175	6,963,096	39,789	0.8%	0.9%
37	36	36	34	33	33	37	1,609,590	43,502	0.2%	0.2%
73	67	82	75	66	75	83	10,734,329	-	0.4%	1.3%
23	23	16	-	-	-	-	-	-	-	-
47	40	38	-	-	-	-	-	-	-	-
986	967	898	888	913	946	981	45,378,587	46,257	4.5%	5.7%
616	594	534	533	552	588	624	29,520,576	47,309	2.9%	3.7%
331	334	323	313	314	307	310	13,913,784	44,883	1.4%	1.7%
39	39	41	42	47	51	47	1,944,227	41,367	0.2%	0.2%
-	-	-	-	-	-	-	-	-	-	-

On a monthly basis, the Alaska Department of Labor and Workforce Development estimates employment for industries based on standards set by the U.S. Department of Labor, Bureau of Labor Statistics. BLS standards define employed as a person who worked or received pay for any part of the pay period that includes the 12th of the month. The above information includes part-time, casual state employees, firefighters and other emergency employees. It excludes anyone paid on contract or per diem only basis.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

*(continued from page 3)*

The relatively large role that state government employment and wages play in Alaska's economy is not a new phenomenon. In 1960, state government accounted for almost seven percent of employment, and in 1970 state government accounted for 11.2% of employment and 10.8% of total wages paid.

State government has consistently played a larger role in Alaska's economy than it does in other states. However, since 1970, the national trend has run counter to Alaska's. Nationwide, state government employment accounts for about four percent of total employment, up from about three percent in 1970. Nationally, there has been a trend toward moving government services from federal to state control, and that is one reason for the growth in state government employment nationally.

While the trend to move federally managed services into state hands has affected Alaska, there has also been a tendency for Alaska's state government to relieve itself of responsibility for services where local government entities are able to step in. This has taken the form of transferring responsibility for services such as public safety and road maintenance to local governments. It can also be seen in reduced state government payments to local governments for municipal assistance, revenue sharing and local education spending.

There are a number of reasons for state government to play such a large role in Alaska's overall employment picture. One is that a portion of Alaska lacks organized local government. In those areas, state government takes responsibility for providing services such as education, public safety and basic public health. In other states, a local government authority such as a county would provide that service. Another reason for state government's larger presence is that it offers a number of programs that state governments typically don't provide. Paying longevity bonuses

and Permanent Fund dividends, providing subsidized student and housing loans, operating a dairy, and providing direct subsidies to electric power users are examples of services that are uniquely Alaskan. Finally, geography cannot be ignored as a reason for larger state government in Alaska. A widely dispersed population, harsh climate, and lack of infrastructure all contribute to a higher level of government costs. As one former governor pointed out, Alaska's state officials are responsible for monitoring more coastline than there is in the entire contiguous United States.

### **University of Alaska is the largest employee group**

The University of Alaska is the single largest employer under the umbrella of state employment. The university has three main regional campuses, in Anchorage, Fairbanks and Juneau. The three regional campuses in turn oversee 12 satellite campuses located throughout the state. On an annual average basis, the University of Alaska accounted for nearly 5,900 jobs during FY 99. Taken as a percentage of the state as a whole, the university accounted for 27 percent of all state government employment and 20 percent of all payroll. It is important to remember that the definition of *employed* includes part-time and temporary employees. A significant portion of university employment, close to 50 percent, is made up of temporary faculty, student employees, graduate assistants and other temporary positions. This is also a major reason the university's average wage is significantly below other segments of state government.

The University of Alaska Fairbanks, including the Geophysical Institute, has the largest contingent of university employees. With more than 2,650 employed, UA Fairbanks is the single largest civilian employer in the Fairbanks North Star Borough. The Fairbanks campus is also home to

*(continued on page 12)*

# State Employment–University and Agency–FY 1999

By area



Area	Total State Employment	Total State Wages	State Agency Employment	State Agency Wages	University of Alaska Employment	University of Alaska Wages
<b>Total</b>	<b>21,629</b>	<b>795,018,099</b>	<b>15,768</b>	<b>638,053,916</b>	<b>5,861</b>	<b>156,964,183</b>
Aleutians East Borough <sup>1</sup>	16	580,398	16	580,398	-	-
Aleutians West CA <sup>1</sup>	36	1,643,507	33	1,562,224	3	81,283
Aleutian Island CA (combined)	52	2,223,905	49	2,142,622	3	81,283
Municipality of Anchorage	8,504	311,536,896	6,445	259,208,280	2,059	52,328,616
Bethel CA	296	13,905,217	247	12,151,138	49	1,754,079
Bristol Bay Borough	28	1,189,826	24	1,151,443	4	38,383
Dillingham CA	80	3,351,009	57	2,550,124	23	800,885
Lake & Peninsula Borough <sup>2</sup>	7	333,854	7	333,854	-	-
Dillingham, Lake & Pen (combined)	87	3,684,863	64	2,883,978	23	800,885
Fairbanks North Star Borough	4,306	143,192,927	1,618	66,344,378	2,688	76,848,549
Haines Borough	39	1,581,304	38	1,529,697	1	51,607
Juneau Borough	4,207	163,780,686	3,847	154,451,914	360	9,328,772
Kenai Peninsula Borough	1,039	37,807,317	859	33,538,092	180	4,269,225
Ketchikan Gateway Borough	594	21,973,338	543	20,817,991	51	1,155,347
Kodiak Island Borough	233	8,910,847	172	7,233,445	61	1,677,402
Mat-Su Borough	825	28,561,193	656	24,987,952	169	3,573,241
Nome CA	194	9,610,401	171	8,841,390	23	769,011
North Slope Borough	57	3,066,433	56	3,005,202	1	61,231
Northwest Arctic Borough	55	2,749,749	47	2,447,515	8	302,234
Prince of Wales-Outer Ketchikan CA	27	998,005	27	998,005	-	-
Sitka Borough	339	10,350,221	261	8,650,471	78	1,699,750
Skagway-Hoonah-Angoon CA	27	912,226	26	910,195	1	2,031
Yakutat Borough <sup>3</sup>	15	499,142	14	455,658	1	43,484
Skagway-Yakutat-Angoon CA	42	1,411,368	40	1,365,853	2	45,515
Southeast Fairbanks CA	131	5,485,534	121	5,296,529	10	189,005
Valdez-Cordova CA	311	12,424,551	240	10,831,292	71	1,593,259
Wade Hampton CA	29	851,453	29	849,705	-	1,748
Wrangell-Petersburg CA	80	2,656,344	77	2,571,832	3	84,512
Yukon-Koyukuk CA	119	5,160,870	102	4,850,341	17	310,529
Denali Borough <sup>4</sup>	16	942,518	16	942,518	-	-
Yukon-Koyukuk (incl. Denali)	135	6,103,388	118	5,792,859	17	310,529
Unknown area or out of state <sup>5</sup>	19	962,333	19	962,333	-	-
<b>Gulf Coast Region</b>	<b>1,583</b>	<b>59,142,715</b>	<b>1,271</b>	<b>51,602,829</b>	<b>312</b>	<b>7,539,886</b>
<b>Interior Region</b>	<b>4,572</b>	<b>154,781,849</b>	<b>1,857</b>	<b>77,433,766</b>	<b>2,715</b>	<b>77,348,083</b>
<b>Northern Region</b>	<b>306</b>	<b>15,426,583</b>	<b>274</b>	<b>14,294,107</b>	<b>32</b>	<b>1,132,476</b>
<b>Southeast Region</b>	<b>5,328</b>	<b>202,751,266</b>	<b>4,833</b>	<b>190,385,763</b>	<b>495</b>	<b>12,365,503</b>
<b>Southwest Region</b>	<b>492</b>	<b>21,855,264</b>	<b>413</b>	<b>19,178,886</b>	<b>79</b>	<b>2,676,378</b>
<b>Anchorage-Mat-Su Region</b>	<b>9,329</b>	<b>340,098,089</b>	<b>7,101</b>	<b>284,196,232</b>	<b>2,228</b>	<b>55,901,857</b>
<b>Unknown/out of state</b>	<b>19</b>	<b>962,333</b>	<b>19</b>	<b>962,333</b>	<b>-</b>	<b>-</b>
<b>Urban Alaska <sup>6</sup></b>	<b>18,881</b>	<b>684,879,019</b>	<b>13,425</b>	<b>538,530,616</b>	<b>5,456</b>	<b>146,348,403</b>
<b>Rural Alaska <sup>7</sup></b>	<b>2,748</b>	<b>110,139,080</b>	<b>2,343</b>	<b>99,523,300</b>	<b>405</b>	<b>10,615,780</b>

Notes

- Data is not available, not applicable, zero, or rounds to zero.

1. Combined as Aleutian Island Census Area until FY 1991

2. Part of Dillingham Census Area until FY 1991

3. Part of Skagway-Yakutat-Angoon Census Area until FY 1994

4. Part of Yukon-Koyukuk Census Area until FY 1992

5. AKDOL records for FY 1985 do not accurately portray the number of State of Alaska employees working out of state. Long term trends for these employees are more accurately reflected by looking at FY 1990 data forward.

6. Defined as Municipality of Anchorage, Fairbanks North Star, Juneau, Kenai Peninsula, and Mat-Su Boroughs

7. Balance of state outside of designated urban areas

CA – Census Area

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

# 4 State Employment—University and Agency—FY 1995

## By area

Area	Total State Employment	Total State Wages	State Agency Employment	State Agency Wages	University of Alaska Employment	University of Alaska Wages
<b>Total</b>	<b>21,502</b>	<b>\$869,126,143</b>	<b>15,514</b>	<b>\$701,018,164</b>	<b>5,988</b>	<b>\$168,107,979</b>
Aleutians East Borough <sup>1</sup>	16	608,264	16	608,264	-	-
Aleutians West CA <sup>1</sup>	38	1,387,971	27	1,226,577	11	161,394
Aleutian Island CA (combined)	54	1,996,235	43	1,834,841	11	161,394
Municipality of Anchorage	8,075	322,336,073	6,002	267,644,632	2,073	54,691,441
Bethel CA	314	15,877,185	238	13,293,816	76	2,583,369
Bristol Bay Borough	30	1,588,058	27	1,546,807	3	41,251
Dillingham CA	58	2,871,903	49	2,449,280	9	422,623
Lake & Peninsula Borough <sup>2</sup>	8	512,819	8	512,819	-	-
Dillingham, Lake & Pen (combined)	66	3,384,722	57	2,962,099	9	422,623
Fairbanks North Star Borough	4,343	158,047,426	1,589	74,235,444	2,754	83,811,982
Haines Borough	36	1,533,248	33	1,509,044	3	24,204
Juneau Borough	4,255	183,135,629	3,900	173,587,175	355	9,548,454
Kenai Peninsula Borough	1,036	41,596,318	852	37,447,925	184	4,148,393
Ketchikan Gateway Borough	565	23,216,210	512	22,086,858	53	1,129,352
Kodiak Island Borough	246	10,436,869	176	8,616,244	70	1,820,625
Mat-Su Borough	834	32,833,524	654	28,462,417	180	4,371,107
Nome CA	207	11,458,160	179	10,497,952	28	960,208
North Slope Borough	57	3,320,574	55	3,262,019	2	58,555
Northwest Arctic Borough	67	3,576,624	54	3,041,358	13	535,266
Prince of Wales-Outer Ketchikan CA	27	1,140,066	27	1,140,066	-	-
Sitka Borough	318	10,722,681	248	9,289,574	70	1,433,107
Skagway-Hoonah-Angoon CA	28	925,017	27	923,301	1	1,716
Yakutat Borough <sup>3</sup>	11	485,286	11	485,286	-	-
Skagway-Yakutat-Angoon CA	39	1,410,303	38	1,408,587	1	1,716
Southeast Fairbanks CA	169	7,688,281	158	7,423,492	11	264,789
Valdez-Cordova CA	450	19,373,536	379	17,699,938	71	1,673,598
Wade Hampton CA	28	1,267,786	26	1,225,757	2	42,029
Wrangell-Petersburg CA	78	3,086,732	74	2,995,516	4	91,216
Yukon-Koyukuk CA	140	7,058,822	125	6,766,587	15	292,235
Denali Borough <sup>4</sup>	21	1,173,152	21	1,172,087	-	1,065
Yukon-Koyukuk (incl. Denali)	161	8,231,974	146	7,938,674	15	293,300
Unknown area or out of state <sup>5</sup>	47	1,867,929	47	1,867,929	-	-
<b>Gulf Coast Region</b>	<b>1,732</b>	<b>71,406,723</b>	<b>1,407</b>	<b>63,764,107</b>	<b>325</b>	<b>7,642,616</b>
<b>Interior Region</b>	<b>4,673</b>	<b>173,967,681</b>	<b>1,893</b>	<b>89,597,610</b>	<b>2,780</b>	<b>84,370,071</b>
<b>Northern Region</b>	<b>331</b>	<b>18,355,358</b>	<b>288</b>	<b>16,801,329</b>	<b>43</b>	<b>1,554,029</b>
<b>Southeast Region</b>	<b>5,318</b>	<b>224,244,869</b>	<b>4,832</b>	<b>212,016,820</b>	<b>486</b>	<b>12,228,049</b>
<b>Southwest Region</b>	<b>492</b>	<b>24,113,986</b>	<b>391</b>	<b>20,863,320</b>	<b>101</b>	<b>3,250,666</b>
<b>Anchorage-Mat-Su Region</b>	<b>8,909</b>	<b>355,169,597</b>	<b>6,656</b>	<b>296,107,049</b>	<b>2,253</b>	<b>59,062,548</b>
<b>Unknown/out of state <sup>5</sup></b>	<b>47</b>	<b>1,867,929</b>	<b>47</b>	<b>1,867,929</b>	<b>-</b>	<b>-</b>
<b>Urban Alaska <sup>6</sup></b>	<b>18,543</b>	<b>737,948,970</b>	<b>12,997</b>	<b>581,377,593</b>	<b>5,546</b>	<b>156,571,377</b>
<b>Rural Alaska <sup>7</sup></b>	<b>2,959</b>	<b>131,177,173</b>	<b>2,517</b>	<b>119,640,571</b>	<b>442</b>	<b>11,536,602</b>

### Notes

- Data is not available, not applicable, zero, or rounds to zero.

1. Combined as Aleutian Island Census Area until FY 1991

2. Part of Dillingham Census Area until FY 1991

3. Part of Skagway-Yakutat-Angoon Census Area until FY 1994

4. Part of Yukon-Koyukuk Census Area until FY 1992

5. AKDOL records for FY 85 do not accurately portray the number of State of Alaska employees working out of state. Long term trends for these employees are more accurately reflected by looking at FY 90 data forward.

6. Defined as Municipality of Anchorage, Fairbanks North Star, Juneau, Kenai Peninsula, and Mat-Su Boroughs

7. Balance of state outside of designated urban areas

CA – Census Area

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

# State Employment—University and Agency—FY 1990

By area



Area	Total State Employment	Total State Wages	State Agency Employment	State Agency Wages	University of Alaska Employment	University of Alaska Wages
<b>Total</b>	<b>21,097</b>	<b>\$738,231,719</b>	<b>15,990</b>	<b>\$ 601,656,665</b>	<b>5,107</b>	<b>\$136,575,054</b>
Aleutians East Borough <sup>1</sup>	-	425	-	-	-	425
Aleutians West CA <sup>1</sup>	84	2,293,100	56	1,961,515	28	331,585
Aleutian Island CA (combined)	84	2,293,525	56	1,961,515	28	332,010
Municipality of Anchorage	7,354	253,572,661	5,713	211,330,311	1,641	42,242,350
Bethel CA	311	13,212,680	236	10,663,341	75	2,549,339
Bristol Bay Borough	42	1,592,941	35	1,458,708	7	134,233
Dillingham CA	70	2,834,134	61	2,530,193	9	303,941
Lake & Peninsula Borough <sup>2</sup>	-	-	-	-	-	-
Dillingham, Lake & Pen (combined)	70	2,834,134	61	2,530,193	9	303,941
Fairbanks North Star Borough	4,106	133,427,302	1,722	66,491,014	2,384	66,936,288
Haines Borough	45	1,456,409	44	1,443,294	1	13,115
Juneau Borough	4,435	161,280,514	4,117	152,688,784	318	8,591,730
Kenai Peninsula Borough	1,087	39,065,525	938	35,409,047	149	3,656,478
Ketchikan Gateway Borough	538	19,811,437	486	18,621,765	52	1,189,672
Kodiak Island Borough	298	10,857,375	229	9,290,597	69	1,566,778
Mat-Su Borough	812	27,876,062	653	24,020,327	159	3,855,735
Nome CA	232	10,350,223	200	9,269,759	32	1,080,464
North Slope Borough	32	1,269,657	30	1,250,762	2	18,895
Northwest Arctic Borough	86	3,779,894	70	3,103,864	16	676,030
Prince of Wales-Outer Ketchikan CA	33	1,159,019	32	1,158,019	1	1,000
Sitka Borough	292	8,450,358	248	7,521,070	44	929,288
Skagway-Hoonah-Angoon CA	-	-	-	-	-	-
Yakutat Borough <sup>3</sup>	-	-	-	-	-	-
Skagway-Yakutat-Angoon CA	41	1,378,461	40	1,375,687	1	2,774
Southeast Fairbanks CA	160	5,425,484	143	5,086,835	17	338,649
Valdez-Cordova CA	609	22,963,769	528	21,309,047	81	1,654,722
Wade Hampton CA	29	843,361	28	817,976	1	25,385
Wrangell-Petersburg CA	92	3,139,550	90	3,073,515	2	66,035
Yukon-Koyukuk CA	230	8,183,310	212	7,773,167	18	410,143
Denali Borough <sup>4</sup>	-	-	-	-	-	-
Yukon-Koyukuk (incl. Denali)	230	8,183,310	212	7,773,167	18	410,143
Unknown area or out of state <sup>5</sup>	79	4,008,068	79	4,008,068	-	-
<b>Gulf Coast Region</b>	<b>1,994</b>	<b>72,886,669</b>	<b>1,695</b>	<b>66,008,691</b>	<b>299</b>	<b>6,877,978</b>
<b>Interior Region</b>	<b>4,496</b>	<b>147,036,096</b>	<b>2,077</b>	<b>79,351,016</b>	<b>2,419</b>	<b>67,685,080</b>
<b>Northern Region</b>	<b>350</b>	<b>15,399,774</b>	<b>300</b>	<b>13,624,385</b>	<b>50</b>	<b>1,775,389</b>
<b>Southeast Region</b>	<b>5,476</b>	<b>196,675,748</b>	<b>5,057</b>	<b>185,882,134</b>	<b>419</b>	<b>10,793,614</b>
<b>Southwest Region</b>	<b>536</b>	<b>20,776,641</b>	<b>416</b>	<b>17,431,733</b>	<b>120</b>	<b>3,344,908</b>
<b>Anchorage-Mat-Su Region</b>	<b>8,166</b>	<b>281,448,723</b>	<b>6,366</b>	<b>235,350,638</b>	<b>1,800</b>	<b>46,098,085</b>
<b>Unknown/out of state</b>	<b>79</b>	<b>4,008,068</b>	<b>79</b>	<b>4,008,068</b>	<b>-</b>	<b>-</b>
<b>Urban Alaska <sup>6</sup></b>	<b>17,794</b>	<b>615,222,064</b>	<b>13,143</b>	<b>489,939,483</b>	<b>4,651</b>	<b>125,282,581</b>
<b>Rural Alaska <sup>7</sup></b>	<b>3,303</b>	<b>123,009,655</b>	<b>2,847</b>	<b>111,717,182</b>	<b>456</b>	<b>11,292,473</b>

Notes

- Data is not available, not applicable, zero, or rounds to zero.

1. Combined as Aleutian Island Census Area until FY 1991

2. Part of Dillingham Census Area until FY 1991

3. Part of Skagway-Yakutat-Angoon Census Area until FY 1994

4. Part of Yukon-Koyukuk Census Area until FY 1992

5. AKDOL records for FY 1985 do not accurately portray the number of State of Alaska employees working out of state. Long term trends for these employees are more accurately reflected by looking at FY 1990 data forward.

6. Defined as Municipality of Anchorage, Fairbanks North Star, Juneau, Kenai Peninsula, and Mat-Su Boroughs

7. Balance of state outside of designated urban areas

CA – Census Area

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

## 6

## State Employment—University and Agency—FY 1985

By area

Area	Total State Employment	Total State Wages	State Agency Employment	State Agency Wages	University of Alaska Employment	University of Alaska Wages
Total	19,793	652,116,463	14,864	522,422,892	4,929	129,693,571
Aleutians East Borough <sup>1</sup>	-	-	-	-	-	-
Aleutians West CA <sup>1</sup>	-	-	-	-	-	-
Aleutian Island CA (combined)	78	1,975,466	46	1,536,068	32	439,398
Municipality of Anchorage	6,890	222,068,900	5,348	182,462,321	1,543	39,606,579
Bethel CA	255	9,546,553	180	6,902,129	75	2,644,424
Bristol Bay Borough	39	1,337,335	39	1,337,335	-	-
Dillingham CA	76	2,553,701	62	2,219,137	15	334,564
- Lake & Peninsula Borough <sup>2</sup>	-	-	-	-	-	-
Dillingham, Lake & Pen (combined)	76	2,553,701	62	2,219,137	15	334,564
Fairbanks North Star Borough	3,931	127,182,250	1,668	63,291,428	2,263	63,890,822
Haines Borough	42	1,357,175	42	1,357,175	-	-
Juneau Borough	4,437	152,176,328	4,156	144,856,704	281	7,319,624
Kenai Peninsula Borough	823	27,189,975	649	23,422,651	174	3,767,324
Ketchikan Gateway Borough	573	19,269,333	513	17,955,978	60	1,313,355
Kodiak Island Borough	277	9,249,155	196	7,454,695	82	1,794,460
Mat-Su Borough	701	22,041,593	544	18,198,370	157	3,843,223
Nome CA	243	9,647,127	198	8,465,344	45	1,181,783
North Slope Borough	37	1,237,736	33	1,171,220	4	66,516
Northwest Arctic Borough	95	2,910,261	70	2,242,125	25	668,136
Prince of Wales-Outer Ketchikan CA	29	936,187	29	936,190	-	(3)
Sitka Borough	249	7,034,762	206	6,210,562	43	824,200
Skagway-Hoonah-Angoon CA	-	-	-	-	-	-
Yakutat Borough <sup>3</sup>	-	-	-	-	-	-
Skagway-Yakutat-Angoon CA	36	1,010,167	35	1,004,749	1	5,418
Southeast Fairbanks CA	140	4,499,672	118	4,181,982	22	317,690
Valdez-Cordova CA	523	18,168,615	453	16,710,673	70	1,457,942
Wade Hampton CA	23	772,936	23	772,936	-	-
Wrangell-Petersburg CA	109	3,495,129	105	3,426,948	3	68,181
Yukon-Koyukuk CA	188	6,456,107	152	6,306,172	36	149,935
Denali Borough <sup>4</sup>	-	-	-	-	-	-
Yukon-Koyukuk (incl. Denali)	188	6,456,107	152	6,306,172	36	149,935
Unknown area or out of state <sup>5</sup>	-	-	-	-	-	-
Gulf Coast Region	1,624	54,607,745	1,298	47,588,019	326	7,019,726
Interior Region	4,259	138,138,029	1,939	73,779,582	2,320	64,358,447
Northern Region	375	13,795,124	301	11,878,689	74	1,916,435
Southeast Region	5,474	185,279,081	5,086	175,748,306	388	9,530,775
Southwest Region	471	16,185,991	349	12,767,605	122	3,418,386
Anchorage-Mat-Su Region	7,591	244,110,493	5,891	200,660,691	1,700	43,449,802
Unknown/out of state	-	-	-	-	-	-
Urban Alaska <sup>6</sup>	16,782	550,659,046	12,364	432,231,474	4,417	118,427,572
Rural Alaska <sup>7</sup>	3,012	101,457,417	2,500	90,191,418	512	11,265,999

## Notes

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1. Combined as Aleutian Island Census Area until FY 1991

2. Part of Dillingham Census Area until FY 1991

3. Part of Skagway-Yakutat-Angoon Census Area until FY 1994

4. Part of Yukon-Koyukuk Census Area until FY 1992

5. AKDOL records for FY 1985 do not accurately portray the number of State of Alaska employees working out of state. Long term trends for these employees are more accurately reflected by looking at FY 1990 data forward.

6. Defined as Municipality of Anchorage, Fairbanks North Star, Juneau, Kenai Peninsula, and Mat-Su Boroughs

7. Balance of state outside of designated urban areas

CA – Census Area

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

# Changes in State Employment

Between FY 1985 and 1999



Area	Total State	Percent change	State Agency	Percent change	University of Alaska	Percent change
<b>Total</b>	<b>1,835</b>	<b>9.3%</b>	<b>904</b>	<b>6.1%</b>	<b>931</b>	<b>18.9%</b>
Aleutians East Borough <sup>1</sup>	-	-	-	-	-	-
Aleutians West CA <sup>1</sup>	-	-	-	-	-	-
Aleutian Island CA (combined)	-26	-33.2%	3	6.5%	-29	-90.6%
Municipality of Anchorage	1,614	23.4%	1,098	20.5%	517	33.5%
Bethel CA	41	16.2%	68	37.6%	-26	-34.9%
Bristol Bay Borough	-11	-28.8%	-15	-38.9%	4	n/a
Dillingham CA	-	-	-	-	-	-
Lake & Peninsula Borough <sup>2</sup>	-	-	-	-	-	-
Dillingham, Lake & Pen (combined)	11	14.3%	3	4.1%	8	57.5%
Fairbanks North Star Borough	375	9.5%	-50	-3.0%	425	18.8%
Haines Borough	-3	-7.6%	-4	-10.0%	1	n/a
Juneau Borough	-230	-5.2%	-309	-7.4%	79	28.2%
Kenai Peninsula Borough	216	26.2%	210	32.4%	6	3.3%
Ketchikan Gateway Borough	21	3.7%	30	5.9%	-9	-14.6%
Kodiak Island Borough	-44	-15.9%	-24	-12.0%	-21	-25.3%
Mat-Su Borough	124	17.7%	113	20.7%	12	7.4%
Nome CA	-49	-20.2%	-27	-13.7%	-22	-48.9%
North Slope Borough	20	54.9%	23	68.7%	-3	-72.2%
Northwest Arctic Borough	-40	-42.2%	-23	-32.9%	-17	-68.1%
Prince of Wales-Outer Ketchikan CA	-2	-5.3%	-2	-5.3%	0	0.0%
Sitka Borough	90	36.3%	55	26.7%	35	82.2%
Skagway-Hoonah-Angoon CA	-	-	-	-	-	-
Yakutat Borough <sup>3</sup>	-	-	-	-	-	-
Skagway-Yakutat-Angoon CA	6	15.7%	5	13.6%	1	81.8%
Southeast Fairbanks CA	-9	-6.6%	3	2.2%	-12	-54.3%
Valdez-Cordova CA	-212	-40.6%	-213	-47.0%	1	1.3%
Wade Hampton CA	6	26.1%	6	26.1%	0	n/a
Wrangell-Petersburg CA	-29	-26.4%	-28	-26.9%	0	-9.1%
Yukon-Koyukuk CA	-69	-36.6%	-50	-32.9%	-19	-52.4%
Denali Borough <sup>4</sup>	-	-	-	-	-	-
Yukon-Koyukuk (incl. Denali)	-53	-28.0%	-34	-22.3%	-19	-52.4%
Unknown area or out of state <sup>5</sup>	-	-	-	-	-	-
<b>Gulf Coast Region</b>	<b>-41</b>	<b>-2.5%</b>	<b>-26</b>	<b>-2.0%</b>	<b>-14</b>	<b>-2.5%</b>
<b>Interior Region</b>	<b>313</b>	<b>7.3%</b>	<b>-81</b>	<b>-4.2%</b>	<b>394</b>	<b>7.3%</b>
<b>Northern Region</b>	<b>-69</b>	<b>-18.4%</b>	<b>-27</b>	<b>-9.1%</b>	<b>-42</b>	<b>-18.4%</b>
<b>Southeast Region</b>	<b>-146</b>	<b>-2.7%</b>	<b>-253</b>	<b>-5.0%</b>	<b>107</b>	<b>-2.7%</b>
<b>Southwest Region</b>	<b>21</b>	<b>4.5%</b>	<b>64</b>	<b>18.2%</b>	<b>-43</b>	<b>4.5%</b>
<b>Anchorage-Mat-Su Region</b>	<b>1,738</b>	<b>22.9%</b>	<b>1,210</b>	<b>20.5%</b>	<b>528</b>	<b>22.9%</b>
<b>Unknown/out of state</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Urban Alaska <sup>6</sup></b>	<b>2,099</b>	<b>12.5%</b>	<b>1,061</b>	<b>8.6%</b>	<b>1,038</b>	<b>23.5%</b>
<b>Rural Alaska <sup>7</sup></b>	<b>-264</b>	<b>-8.8%</b>	<b>-157</b>	<b>-6.3%</b>	<b>-107</b>	<b>-20.9%</b>

## Notes

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7. Balance of state outside of designated urban areas

CA – Census Area

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

*(continued from page 6)*

the university's statewide administrative offices. The UA Anchorage campus has the next largest portion of university employment at more than 2,050, while the University of Alaska Southeast campus in Juneau employed 360 in FY 99. While these three campuses account for the largest share, the university's employment is distributed widely and is found in many small and medium-sized communities throughout the state.

In terms of employment counts, the university has fared better than many state agencies since 1985. Total University of Alaska employment has grown 19 percent while combined growth at the agencies was about six percent. However, from FY 93 to FY 98, university employment fell by five percent, before rebounding in FY 99.

### **Transportation and Public Facilities is the largest agency**

Following the University of Alaska, the Alaska Department of Transportation and Public Facilities (DOTPF), including the Alaska Marine Highway System, is the largest state agency. With nearly 2,900 jobs, DOTPF accounted for 13 percent of state government's total employment and 16 percent of payroll.

The Department of Transportation and Public Facilities designs, constructs, operates, and maintains state transportation systems, buildings, and other facilities. State legislation mandates the department's responsibility for long-range statewide planning for both public facilities and transportation projects. Ongoing services include provision for air, water, and highway transportation; construction, operation, and maintenance of the state's two major international airports at Anchorage and Fairbanks; design, construction, operation, and maintenance of state buildings and related facilities; and design and contracting performed for other departments of state government.

Transportation facilities under the management of DOTPF include over 5,000 miles of state maintained land highways; over 300 aviation facilities (land and water based); numerous harbor facilities; and the Alaska Marine Highway System ferries serving both foot passengers and vehicles.

State facilities to transport people and goods are located in hundreds of places throughout Alaska. Its responsibilities make DOTPF the most geographically dispersed department of state government. Nevertheless, as with most state agencies, most of its employees are in Anchorage, Juneau and Fairbanks. There is also a relatively large number of DOTPF employees in Ketchikan because it is a major center for the Alaska Marine Highway System.

### **Health and Social Services is another large department**

With over 2,000 employees, the Alaska Department of Health and Social Services (H&SS) is the third largest state government entity. H&SS employment and payroll accounted for nine percent of state government's total in FY 99. This agency's responsibilities include the provision of public health nurses throughout the state and management of federally funded assistance programs such as the Alaska Temporary Assistance Program and Medicaid. H&SS is also responsible for youth detention centers and the Alaska Psychiatric Institute. A wide variety of social services is also administered by this agency, including alcohol and drug prevention programs, and family and youth services.

The largest contingent of H&SS employees is in the Division of Public Assistance, followed by the Division of Public Health, Division of Family and Youth Services and the newly created Division of Juvenile Justice. The Division of Mental Health and Developmental Disabilities has about 300 staff members, of whom more than 200 are

located at the Alaska Psychiatric Institute. Over half of H&SS employees are located in Anchorage, with significant groups in Fairbanks and Juneau. Youth detention center locations such as Bethel and Nome also have cadres of H&SS employees.

Recently, employment at H&SS has been growing, particularly in the area of Family and Youth Services and Juvenile Justice. There have been expansions to many of the youth detention facilities around the state, and since these are 24-hour facilities, additional staff accompanied the expansions.

### **The Department of Administration**

At nearly 1,400 employees, about six percent of state government employment and payroll, the Alaska Department of Administration (DOA) is the fourth largest state government entity. DOA activities can be broadly drawn into two main functions. A significant number of DOA employees supply direct services to the public; the largest component of those are at the six Pioneer Homes under DOA oversight. Another significant contingent of public service employees, which was assigned to DOA from the Department of Public Safety in FY98, is the Division of Motor Vehicles. In other public service functions, DOA oversees a variety of programs including the public defender and public advocacy offices, the longevity bonus, and others.

The other main function of DOA can be broadly categorized as administrative support services for other departments of the executive branch. These services include personnel, payroll, risk management, data processing and facilities management and general procurement.

Anchorage, Juneau and Fairbanks are home for the majority of DOA employees, but there are large groups of employees associated with Pioneer Homes in Palmer, Sitka and Ketchikan.

### **The Department of Corrections**

The Alaska Department of Corrections, at nearly 1,300 employees, is the next largest state agency. It accounted for about six percent of total state employment and seven percent of total payroll. Anchorage, the Kenai Peninsula Borough, and the Mat-Su Borough have the most Corrections employees. These concentrations are associated with one or more of the department's 13 correctional facilities located around the state.

Until the mid-1980s when it was granted department status, Corrections was a division within the Department of Health and Social Services. The majority of employees within this department staff the adult correctional facilities. Since these facilities operate 24 hours a day, there are significant staff contingents at each one. The next largest group of Correction employees is probation and parole officers that oversee the aftercare programs for former inmates. Since 1985, there has been one significant change in the level of employment in this department. In 1988, the Spring Creek Correctional Facility in Seward came on line, adding more than 200 staff members to the Corrections payroll.

### **Alaska Department of Fish and Game**

The Alaska Department of Fish and Game (ADF&G), with slightly over 1,100 employees, is the sixth largest state agency and the only remaining state agency that exceeds 1,000 employees. Charged with the management of Alaska's vast commercial and sport fishing resource, as well as game management, habitat and wildlife preservation and subsistence hunting and fishing, ADF&G employees are located throughout the state. Large contingents are located in Juneau, Anchorage and Fairbanks, but Kenai, Kodiak and many other communities

*(continued on page 16)*



# State Employment per 1,000 Population FY 1999

Area	Population July 1, 1999	Total State Employees per 1,000	Total State Agency Emp per 1,000	Total U of A Employees per 1,000
<b>Total</b>	<b>641,035</b>	<b>33.7</b>	<b>24.6</b>	<b>9.1</b>
Aleutians East Borough <sup>1</sup>	2,151	7.4	7.4	-
Aleutians West CA <sup>1</sup>	5,285	6.8	6.2	0.6
Aleutian Island CA (combined)	7,436	7.0	6.6	0.4
Municipality of Anchorage	259,391	32.8	24.8	7.9
Bethel CA	16,167	18.3	15.3	3.0
Bristol Bay Borough	1,258	22.3	19.1	3.2
Dillingham CA	4,731	16.9	12.0	4.9
Lake & Peninsula Borough <sup>2</sup>	1,791	3.9	3.9	-
Dillingham, Lake & Pen (combined)	6,522	13.3	9.8	3.5
Fairbanks North Star Borough	83,773	51.4	19.3	32.1
Haines Borough	2,475	15.8	15.4	0.4
Juneau Borough	30,189	139.4	127.4	11.9
Kenai Peninsula Borough	48,952	21.2	17.5	3.7
Ketchikan Gateway Borough	13,961	42.5	38.9	3.7
Kodiak Island Borough	13,989	16.7	12.3	4.4
Mat-Su Borough	55,694	14.8	11.8	3.0
Nome CA	9,311	20.8	18.4	2.5
North Slope Borough	7,413	7.7	7.6	0.1
Northwest Arctic Borough	6,873	8.0	6.8	1.2
Prince of Wales-Outer Ketchikan CA	6,589	4.1	4.1	-
Sitka Borough	8,681	39.1	30.1	9.0
Skagway-Hoonah-Angoon CA	3,541	7.6	7.3	0.3
Yakutat Borough <sup>3</sup>	729	20.6	19.2	1.4
Skagway-Yakutat-Angoon CA	4,270	9.8	9.4	0.5
Southeast Fairbanks CA	6,283	20.8	19.3	1.6
Valdez-Cordova CA	10,333	30.1	23.2	6.9
Wade Hampton CA	7,060	4.1	4.1	-
Wrangell-Petersburg CA	7,137	11.2	10.8	0.4
Yukon-Koyukuk CA	6,372	18.7	16.0	2.7
Denali Borough <sup>4</sup>	1,871	8.6	8.6	-
Yukon-Koyukuk (incl. Denali)	8,243	16.4	14.3	2.1
Unknown area or out of state	-	-	-	-
<b>Gulf Coast Region</b>	<b>73,274</b>	<b>21.6</b>	<b>17.3</b>	<b>4.3</b>
<b>Interior Region</b>	<b>98,299</b>	<b>46.5</b>	<b>18.9</b>	<b>27.6</b>
<b>Northern Region</b>	<b>23,597</b>	<b>13.0</b>	<b>11.6</b>	<b>1.4</b>
<b>Southeast Region</b>	<b>73,302</b>	<b>72.7</b>	<b>65.9</b>	<b>6.8</b>
<b>Southwest Region</b>	<b>38,443</b>	<b>12.8</b>	<b>10.7</b>	<b>2.1</b>
<b>Anchorage-Mat-Su Region</b>	<b>315,085</b>	<b>29.6</b>	<b>22.5</b>	<b>7.1</b>
Unknown/out of state	-	-	-	-
<b>Urban Alaska <sup>5</sup></b>	<b>477,999</b>	<b>39.5</b>	<b>28.1</b>	<b>11.4</b>
<b>Rural Alaska <sup>6</sup></b>	<b>163,036</b>	<b>16.9</b>	<b>14.4</b>	<b>2.5</b>

**Notes**

- Data is not available, not applicable, zero, or rounds to zero.

1. Combined as Aleutian Island Census Area until FY 1991

2. Part of Dillingham Census Area until FY 1991

3. Part of Skagway-Yakutat-Angoon Census Area until FY 1994

4. Part of Yukon-Koyukuk Census Area until FY 1992

5. Defined as Municipality of Anchorage, Fairbanks North Star, Juneau, Kenai Peninsula, and Mat-Su Boroughs

6. Balance of state outside of designated urban areas

CA - Census Area

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

# State Employment per 1,000 Population

## FY 1990



Area	Population April 1, 1990	Total State Employees per 1,000	Total State Agency Emp per 1,000	Total U of A Employees per 1,000
<b>Total</b>	<b>568,586</b>	<b>37.1</b>	<b>28.1</b>	<b>9.0</b>
Aleutians East Borough <sup>1</sup>	2,464	-	-	-
Aleutians West CA <sup>1</sup>	9,478	8.9	5.9	3.0
Aleutian Island CA (combined)	11,942	7.0	4.7	2.3
Municipality of Anchorage	226,338	32.5	25.2	7.3
Bethel CA	13,656	22.8	17.3	5.5
Bristol Bay Borough	1,410	29.8	24.8	5.0
Dillingham CA	4,012	-	-	-
Lake & Peninsula Borough <sup>2</sup>	1,668	-	-	-
Dillingham, Lake & Pen (combined)	5,680	12.3	10.7	1.6
Fairbanks North Star Borough	77,720	52.8	22.2	30.7
Haines Borough	2,117	21.3	20.8	0.5
Juneau Borough	26,751	165.8	153.9	11.9
Kenai Peninsula Borough	40,802	26.6	23.0	3.7
Ketchikan Gateway Borough	13,828	38.9	35.1	3.8
Kodiak Island Borough	13,309	22.4	17.2	5.2
Mat-Su Borough	39,683	20.5	16.5	4.0
Nome CA	8,288	28.0	24.1	3.9
North Slope Borough	5,979	5.4	5.0	0.3
Northwest Arctic Borough	6,113	14.1	11.5	2.6
Prince of Wales-Outer Ketchikan CA	6,278	5.3	5.1	0.2
Sitka Borough	8,588	34.0	28.9	5.1
Skagway-Hoonah-Angoon CA	3,680	-	-	-
Yakutat Borough <sup>3</sup>	705	-	-	-
Skagway-Yakutat-Angoon CA	4,385	9.4	9.1	0.2
Southeast Fairbanks CA	5,913	27.1	24.2	2.9
Valdez-Cordova CA	9,952	61.2	53.1	8.1
Wade Hampton CA	5,791	5.0	4.8	0.2
Wrangell-Petersburg CA	7,042	13.1	12.8	0.3
Yukon-Koyukuk CA	6,714	-	-	-
Denali Borough <sup>4</sup>	1,764	-	-	-
Yukon-Koyukuk (incl. Denali)	8,478	27.1	25.0	2.1
Unknown area or out of state	-	-	-	-
<b>Gulf Coast Region</b>	<b>64,063</b>	<b>31.1</b>	<b>26.5</b>	<b>4.7</b>
<b>Interior Region</b>	<b>92,111</b>	<b>48.8</b>	<b>22.5</b>	<b>26.3</b>
<b>Northern Region</b>	<b>20,380</b>	<b>17.2</b>	<b>14.7</b>	<b>2.5</b>
<b>Southeast Region</b>	<b>68,989</b>	<b>79.4</b>	<b>73.3</b>	<b>6.1</b>
<b>Southwest Region</b>	<b>38,479</b>	<b>13.9</b>	<b>10.8</b>	<b>3.1</b>
<b>Anchorage-Mat-Su Region</b>	<b>266,021</b>	<b>30.7</b>	<b>23.9</b>	<b>6.8</b>
Unknown/out of state	-	-	-	-
<b>Urban Alaska <sup>5</sup></b>	<b>411,294</b>	<b>43.3</b>	<b>32.0</b>	<b>11.3</b>
<b>Rural Alaska <sup>6</sup></b>	<b>157,292</b>	<b>21.0</b>	<b>18.1</b>	<b>2.9</b>

### Notes

- Data is not available, not applicable, zero, or rounds to zero.

1. Combined as Aleutian Island Census Area until FY 1991

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6. Balance of state outside of designated urban areas

CA – Census Area

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

*(continued from page 13)*

have Fish and Game employees. Aside from the Department of Transportation and Public Facilities, ADF&G is the most geographically diverse department. The average wage for ADF&G employees is below the average for all state employees due to the large contingent of part-time, seasonal and nonpermanent workers that the department uses in its fish and wildlife monitoring programs.

ADF&G employment experienced a short burst of growth after the *Exxon Valdez* oil spill in 1989. A good portion of this gain was attributable to various research projects that were started by ADF&G to study the impacts of the oil spill on the affected region's fish and wildlife. Since FY 90 ADF&G employment has steadily declined; a good portion of this decline is attributable to the wind-down of projects related to the oil spill.

### **14 departments account for balance of agency employment**

The five largest departments mentioned above, Transportation and Public Facilities, Health and Social Services, Administration, Corrections and Fish and Game, account for nearly 60 percent of all employment at state agencies. The balance of agency employment is spread among fourteen other departments.

The largest of the remaining agencies are the Department of Natural Resources, Department of Public Safety, the Alaska Court System, Department of Labor and Workforce Development, and the Department of Education and Early Development. It should be noted that employment levels in Exhibit 2 do not reflect the changes that occurred in FY 2000 when the programs of the Department of Community and Regional Affairs were transferred to the Departments of Commerce, Labor and Education.

Taken as a group, employment at the remaining departments outside of the largest five agencies has fallen off since FY 85. There are notable exceptions to this trend, particularly increases in staff in Environmental Conservation and Natural Resources that occurred following the *Exxon Valdez* oil spill. The Department of Revenue has shown some substantial growth due to the increasing Permanent Fund and an increase in the effort to collect child support in the state. The Department of Law has also shown a steady increase over time. And while it is a relatively small agency, the Department of Military and Veterans' Affairs has beefed up considerably during the last several fiscal years, primarily due to the National Guard Military Youth Corps program.

The rest of the state agencies have shown either little to no growth or even declines during the 1990s. The departments that have shown the largest overall employment losses are Natural Resources, Public Safety (partly due to the transfer of responsibility of motor vehicles to Administration), Governor's Office, Legislative Affairs, and Commerce and Economic Development. In evaluating trends at the Department of Natural Resources, one must keep in mind that emergency firefighters are counted among the employed in this agency. This can make for spikes in employment in years that see particularly heavy deployment of firefighters.

### **Railroad, AHFC, dairy, account for about 1,000 state jobs**

Nearly a thousand state jobs and \$45 million in wages fall outside of the University of Alaska or agency category. The largest is the Alaska Railroad, which averages near 600 employees on an annual basis, followed by the Alaska Housing Finance Corporation, which has about 300 employees. Probably the most unusual endeavor owned by the State of Alaska is the Matanuska Maid dairy, which employs about 50 employees on an annual basis.

## Regional trends in state government employment

While overall levels of state government employment have remained fairly stable, shifts have occurred in the location of state government employees. Generally, state employment has shifted to the Anchorage, Mat-Su Borough, Kenai and Fairbanks areas, while most other parts of the state have seen a decline. Since FY 1985, Anchorage has gained more than 1,600 state government jobs while Fairbanks has gained 375 and the Kenai Peninsula has added about 200 (due to Spring Creek Correctional Center in Seward). The Mat-Su Borough has also gained more than 100 state employees. On the other end of the scale are the Valdez-Cordova census area, which has lost more than 200 state jobs (a good portion due to the closure of the Harborview medical facility) and the Juneau Borough, which has lost more than 200 state jobs during the same period. University of Alaska employment can show trends different from state agency employment. For example, Juneau has lost state agency employment while gaining in terms of University of Alaska jobs.

Changing levels of state employment can merely represent a shifting of the state's population to the railbelt area of Alaska. Looking at a per capita measurement of state employment can help measure the effects that changing population might have on state employment. While the ratio of state government employees per 1,000 population has declined since 1990, the picture is mixed when looking at the census areas. (See Exhibits 8-9). Most areas of the state have seen the ratio of state employment to 1,000 population decline since 1990, but some have seen increases—particularly the North Slope and Sitka Boroughs.

In comparing urban versus rural trends in state government employment, urban areas of Alaska have generally fared better in terms of overall

trends in state employment. If *urban* is defined to encompass the Anchorage, Mat-Su, Fairbanks, Kenai and Juneau areas, state employment increased by 13 percent from FY 85 to FY 99. During this period, state employment in the balance of Alaska's census areas declined by nearly nine percent. Even if one takes into account the faster population growth in urban than rural areas, the urban areas have fared better when it comes to state jobs.

## Changes ahead for state government employment

Current fiscal pressures, particularly on the portion of the State of Alaska's expenditures covered by the general fund, portend more change for state government employment. Currently, studies are underway scrutinizing the level of compensation for state employees, as well as the extent to which services now provided by the state might be privatized. Retirement incentive programs and hiring freezes have also been part of the state employment landscape for much of the recent past. All of these trends point toward a reduced role for state government employment in the future.

State government employment is likely to continue to diminish in relation to local governments and the private sector in the future; however it will continue to play a major role in many areas of Alaska. The large role that state government plays in the provision of services to Alaskans is more historically ingrained than might commonly be imagined. Changes in the role of Alaska's state government are inevitable, but those changes will probably come more slowly and with more difficulty than might be popularly perceived.

# Earnings by Age

by Jill Lewis  
Labor Economist

## An age analysis of Alaska workers' wages, occupations and industries in 1998

**A**s individuals move through the various stages and phases of their lifetimes, their employment needs and job qualifications change. While age cannot be a determining factor in hiring decisions made by employers, age does play a role in the choices workers make in seeking jobs. A 17-year-old has different motivations and expectations regarding employment than a 48-year-old. From an analysis of the workforce by age groups, job seekers and employment specialists gain insight into Alaska's job market and employment opportunities.

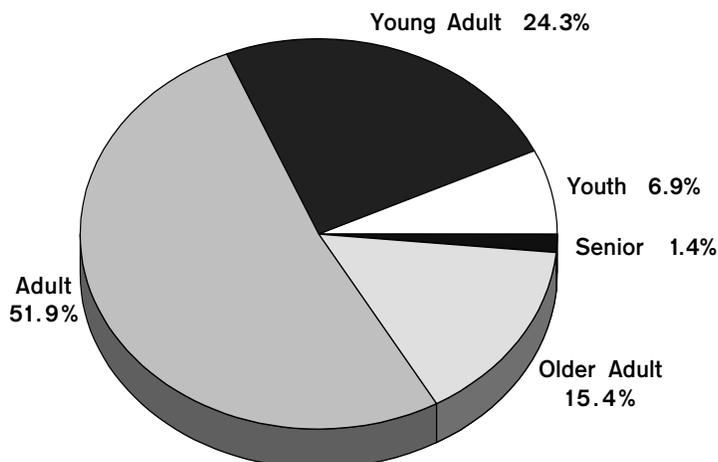
The Alaska Department of Labor and Workforce Development's quarterly wage files include data for all workers covered by Alaska's unemployment insurance program. By matching unemployment wage records for 1998 with Alaska Permanent Fund Dividend (PFD) applicant files from 1991 to 1999, the ages of 299,694 workers (84 percent of wage and salary employees) were determined. This study includes only those workers with wages reported for one or more quarters in 1998 and who applied for a PFD in any year during the 1990s.

This article examines the wages, industries, and occupations of workers in the following five age groups:

- Youth (14 to 18)
- Young adults (19 to 29)
- Adults (30 to 49)
- Older adults (50 to 64)
- Seniors (65 and over).

The ages reported range from 14 to over 90 years of age. The median<sup>1</sup> age overall is 37 years. Adults make up the largest segment with over 50 percent of the workforce. Only one in a hundred workers in 1998 was 65 or older. (See Exhibit 1.)

### 1 Workers by Age Group Alaska 1998



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

### Age strongly influences wages and salaries

While youth make up nearly seven percent of workers in 1998, their wages account for less than one percent of total earnings. (See Exhibit

2.) Median wages increase with age, peaking at \$33,327 for 51-year-olds. Youth have the lowest median annual wage (\$1,908) while older adults have the highest (\$28,570). (See Exhibit 3.)

The growth in median wages as age increases reflects a shift from part-time, seasonal jobs for youth to full-time, year-round careers for older age groups. Youth and young adult workers are likely to be in school and work fewer hours, which is reflected by their low median wages. Typically, the jobs taken by these younger workers are entry level positions requiring little experience and paying lower wages.

Seniors also have relatively low median wages (\$8,097), but not due to lack of job experience. Several factors influence this group's job choices. Part-time or temporary work may be appealing as workers transition from full-time careers into retirement. Some need to supplement their retirement incomes. Others are motivated to work more by choice than for income. Another factor tending to lower median wages for seniors is the limit on income for individuals receiving Social Security benefits. Under age 65, for every two dollars earned above \$9,600, one dollar in benefits is withheld. For those age 65 to 69, the limit rises to \$15,500 and the penalty decreases to one dollar in benefits for every three dollars earned. There is no limit for workers age 70 or older.<sup>2</sup> The result of this policy is that seniors must carefully weigh the consequences of working full time or for higher wages.

### Experience and training determine occupations

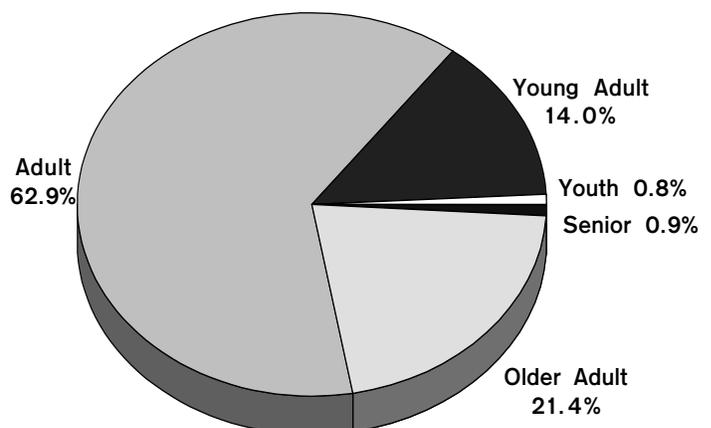
Many occupations with low median ages are entry level jobs requiring little formal education, skills, or experience. These jobs also tend to require physical labor. Occupations with the highest median age, on the other hand, tend to be administrative or supervisory and require experience, training, and education.

### Mature workers have the advantage of time

Adults and older adults have had ample time to complete the education and training usually required for high paying jobs. Time in their chosen career gives them additional practice to hone valuable skills, accumulate knowledge for improved judgment, and translate experience into higher productivity. These attributes give the employer a competitive edge and make the older worker more valuable. This is one reason older adults earn 21 percent of total wages although they comprise only 15 percent of workers.

Among occupations,<sup>3</sup> athletes and related occupations, such as coaches and trainers, have the lowest median age, 27. Next are retail salespersons, 29, and helpers, handlers and laborers, 30. Public administration officials and

Wages by Age Group **2**  
Wage and Salary Employees, 1998



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

administrators, postsecondary teachers, and librarians had the highest median age in 1998 at 47. Other occupations with high median ages are social scientists and urban planners, 46, vocational and educational counselors, 45, construction supervisors, 45, and transportation supervisors, 45. (See Exhibit 4.)

Of the 10 industries<sup>4</sup> with the lowest median age, half are in retail trade. The motion picture industry, which includes video stores and movie theaters, has the lowest median age at 20. Other occupations with low median ages include agricultural production—crops, 26, and agricultural services, automotive repair, and amusement and recreation services, each with a median age of 30.

Three major industries registered median ages higher than the statewide average of 37 years. Public administration workers were the oldest at 43 years. State employees, at 44, are two years

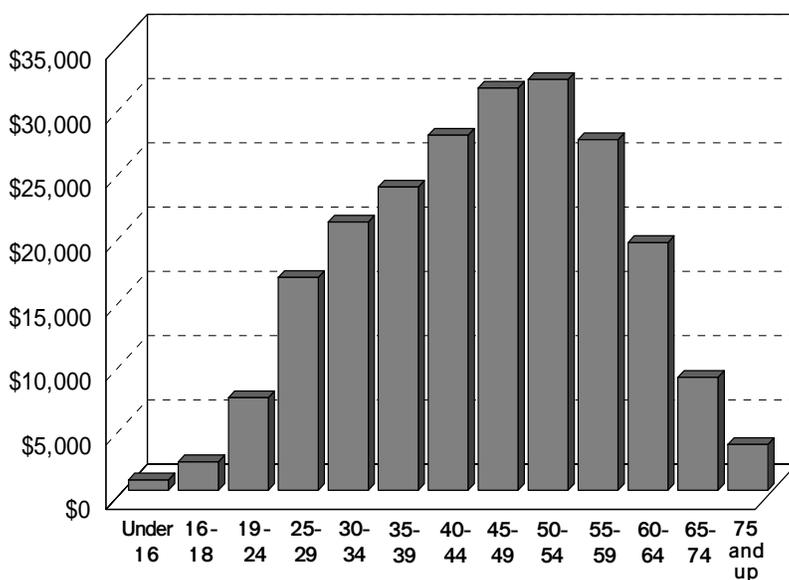
older than their local government counterparts. Also above the statewide mark are mining, median age 41, and transportation, communication, and utilities industries, 38. The industries with the highest median ages are also associated with the highest median wages. Although employment in these sectors has slowed recently, opportunities in these high-paying jobs still exist. As older workers retire, openings develop for skilled workers to replace them.

### Restaurants and grocery stores are the top employers for young workers

Young workers under 19 years of age represent almost seven percent of the 1998 wage and salary workers whose ages were known. Child labor laws governing minors under 18 are designed to prevent part-time work from interfering with schooling and to protect minors from potentially dangerous job assignments. These guidelines apply whether or not the worker is actually a student. Only 14 percent of young workers were 14 or 15 years of age; few occupations are permitted to this age group. Because of these restrictions, few industries are able or willing to employ them. In 1998, half of all the 14 to 15-year-old workers worked in just five industries: eating places (17.2%), grocery stores (11.9%), public administration (7.8%), civic and social associations (7.8%), and elementary and secondary schools (5.4%).

The age group 16 to 18 has more choices in occupations open to them. Cannery work is not allowed for 14 to 15-year-olds, but among 16 to 18-year-olds, cannery worker is the third most popular occupation.<sup>5</sup> Less restrictive work hours also permit more in this age group to work as waiters and waitresses, the choice for 3.6%. The most popular occupations, however, are the same for both groups. One out of five youth aged 16 to 18 works in a fast food restaurant as a food preparation worker. Grocery stores employ another 10 percent as stock clerks and baggers.

## 3 Median Wage by Age Group 1998



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Ninety percent of all youth employed in the public administration sector worked for local government.

### Young adults begin to move into careers

The young adult category includes workers between the ages of 19 and 29. In 1998, 24.3% of wage and salary workers were in this age group. While the top industry for this age group, eating places, is the same as for youth, the proportion of young adults working in restaurants steadily drops from 15.6% at age 19 to 5.6% by age 29. Grocery stores also employ fewer young adults, only 3.5%.

As young adults complete their formal education and begin their careers, employment in occupations requiring training or special skills increases. The construction trades, primarily carpenters, account for 3.7% of young adult workers. Mechanics and repairers represent an additional three percent. Other popular jobs include management-related occupations (2.5%), motor vehicle transportation (2.2%), and protective service occupations (1.9%).

### Adults 30 to 64 favor public administration and education jobs

For both adults and older adults, the eating places category, while still among the top ranks, drops to third place behind public administration and elementary and secondary schools. The percent of workers in public administration jobs grows from seven percent for workers 30 to 34 years old to nearly 16 percent for those age 50 to 54 years. Other popular industries include hospitals (4.0%), colleges and universities (2.8%), and oil and gas extraction (4.0%). Workers aged 30 to 64 participate in a broader range of industries than youth and young adults, a fact reflected by low percentages of employment in any single industry.

Adult and older adult workers both share the same top four occupations, with the same proportions of employment: general office occupations (four percent), elementary school teachers, janitors and cleaners, and sales clerks, each two percent. Other top jobs for adults include manual occupations (1.9%), carpenters (1.8%), bookkeepers (1.8%), teacher aides (1.6%), secretaries (1.6%), and construction laborers (1.6%). After age 49, the proportion of workers in executive and management related

## Occupations by Median Age **4** 50 or more workers

### Highest

Occupation	Median Age	Workers
Teachers; Postsecondary	47	2,676
Officials and Administrators, Public Administration	47	1,078
Librarians, Archivists, and Curators	47	521
Social Scientists and Urban Planners	46	450
Supervisors; Construction and Extractive Occupations	45	854
Vocational and Educational Counselors	45	600
Supervisors; Transportation and Material Moving	45	374
Officials and Administrators, Other	44	12,643
Supervisors; Mechanics and Repairers	44	836
Registered Nurses	43	3,416

### Lowest

Occupation	Median Age	Workers
Athletes and Related Occupations	27	248
Salespersons; Retail	29	23,533
Handlers and Laborers	30	21,437
Helpers	30	2,488
Other Service Occupations	31	45,923
Fishers, Hunters, and Trappers	33	293
Fabricators, Assemblers, & Hand Work Occupations	34	6,965
Other Agricultural Occupations	34	2,331
Writers, Artists, and Performers	34	1,074
Farm Operators and Managers	34	192

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

occupations grows from 2.5% to 3.6%. Older adults also find job opportunities as secretaries (1.8%), bookkeepers (1.7%), registered nurses (1.6%), and college and post-secondary teachers (1.5%).

Seniors, age 65 and older, made up slightly more than one percent of the workforce in 1998. Only one in 500 workers was 75 years or older. As with adults and older adults, public administration is the top industry for seniors (11.3%), with elementary and secondary schools a close second at 9.2%. Record clerks (3.2%), adult education teachers (3.0%), college and post-secondary teachers (1.9%), and teacher aides (1.8%) are the most popular jobs. Individual and family services together with religious organizations employ five percent of workers age 65 and up. One surprisingly popular occupation is cannery worker. Two percent of seniors chose this

physically demanding job. Nearly half of these are employed in the Kodiak Island Borough.

### Young adults are the group most likely to have multiple employers

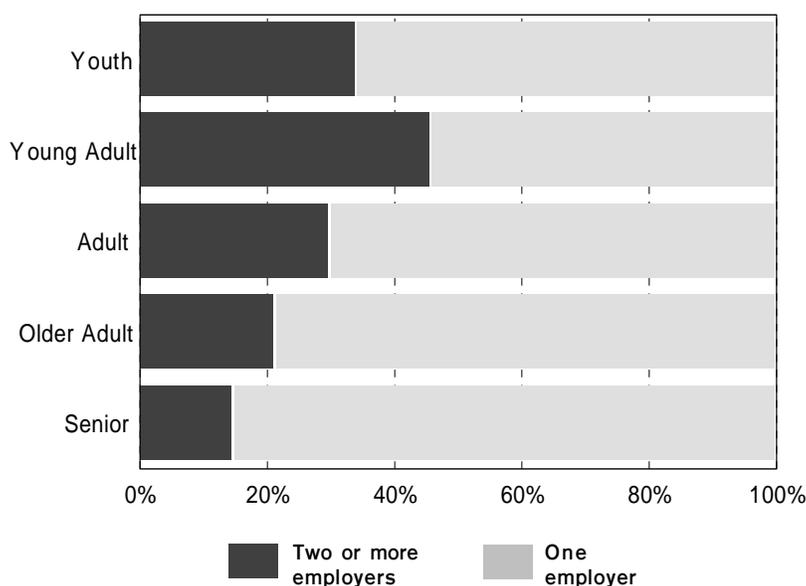
Two-thirds of all wage and salary workers had only one employer during 1998. Except for young adults, aged 19 to 29 years old, the proportion of workers with more than one employer decreases with age. While almost half of the young adults have two or more employers, only 20 percent of seniors do. (See Exhibit 5.) This could indicate a high rate of job turnover for young adults. It could also result from holding more than one job at the same time.

### Youth are four times more likely to be new hires

Younger workers are more likely to be newly hired<sup>6</sup> by their employers than their older counterparts. Seven out of 10 youth were new hires at some point during 1998 compared to only two out of 10 older adults. (See Exhibit 6.) Forty-four percent of young adults were new hires. This is not surprising since many youth and young adults are entering the workforce for the first time. Although adults have a relatively low new-hire rate of 23.9%, the sheer number of workers in this age group accounts for four out of every 10 hires. In contrast, older adults have the lowest new hire rate. They may be looking ahead to their retirement years and are reluctant to change employers and surrender the benefits they have accrued over their careers.

Once workers pass the age of 65, the new hire rate increases to nearly 25 percent. This may be due to seniors re-entering the workforce after retiring from their former careers. Manpower, a nationwide temporary employment agency, reports that 25 to 30 percent of the individuals they place are at least 50 years old.<sup>7</sup>

## 5 Workers with Multiple Employers Percentage by age group, 1998



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

## Methodology

Alaska Department of Labor and Workforce Development unemployment insurance wage records for 1998, containing occupations, industries, and wages, were matched with the Alaska Permanent Fund Dividend (PFD) applicant files from 1991 through 1999 to obtain the worker's age. Ages were successfully identified for 84 percent of the 356,258 records in the wage file. Self-employed individuals, federal government workers, non-residents, and workers who were residents but did not apply for a PFD or did not report their age, are excluded from this analysis.

Sources of income other than amounts reported by the employer on the quarterly unemployment insurance tax contribution report, such as the PFD and wages earned outside of Alaska, are not included in this report. Wages for workers with more than one employer in 1998 are the total earned from all employers. Workers employed by more than one employer in 1998 were assigned to the industry and occupation in which they earned the most wages.

### Notes:

<sup>1</sup> The median is the midpoint of a distribution. Half of the cases are above and half are below the median value.

<sup>2</sup> From the Social Security Administration publication, *How Work Affects Your Benefits*, Publication Number 05-10069, February 1999.

<sup>3</sup> Occupations are based on codes from the *Standard Occupational Classification Manual*, 1980.

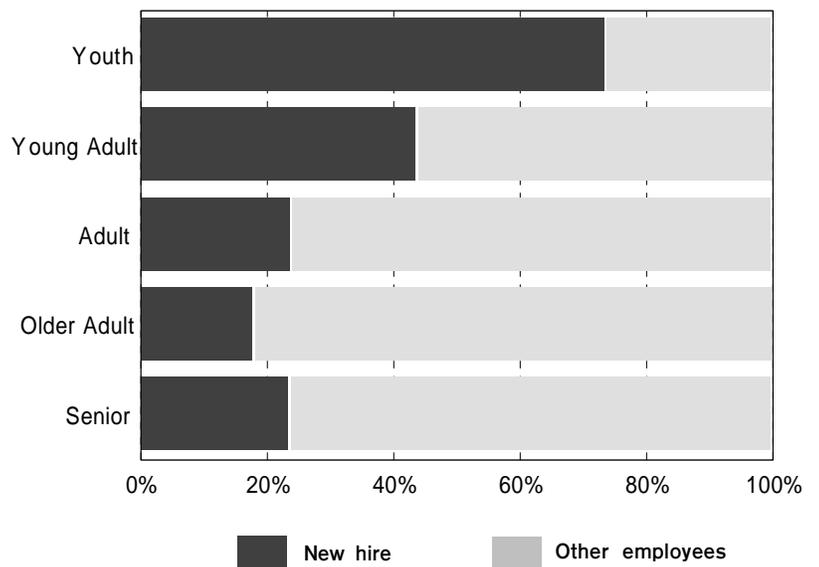
<sup>4</sup> Industries are based on classifications from the *Standard Industrial Classification Manual*, 1987.

<sup>5</sup> This study deals only with residents. Since seafood processing has a high rate of non-resident workers, these numbers do not necessarily reflect the industry as a whole.

<sup>6</sup> A worker who did not work for their employer in any of the four previous quarters is considered a new hire. For this article, a worker is counted as a new hire only once during 1998, regardless of the number of times he/she was hired throughout the year.

<sup>7</sup> Ageing Workers, *The Economist*, Sept. 4, 1999, 65-68.

## New Hires by Age Group 6 Percentage wage and salary workers



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

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Slow Growth, but Job Market Still Strong

## DECEMBER

Long Term Retrospective–  
The Economy since Statehood  
Employment Scene–September  
Labor Markets Remain Tight

# Growth Slows in 1999

But twelfth straight year of growth nearly in

## Alaska Employment Scene

by  
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Labor Economist

**W**ith only two months left in the year, it appears that 1999 will go down as the twelfth straight year of employment growth. This is the second longest period of employment expansion since statehood. But unlike 1998, which was a better than average growth year for the decade, 1999 is looking pretty meager. (See Exhibit 1.) As documented in previous articles, the deep losses in the oil patch are the primary reason for this year's sluggish growth. Despite this sub-one-percent growth rate, the job market remains surprisingly frisky. October's jobless rate of 5.4% was just one-tenth of a percent higher than last year's record setting low rate. (See Exhibit 2.) Anecdotal evidence of labor shortages continues to grow—from retail clerks to airline pilots. This labor market phenomenon is not likely to change as long as the rest of the nation's economy continues to enjoy strong growth and the lowest unemployment rates in 30 years.

### Back in the money—oil prices are back!

This is now our fourth month of \$20-plus per barrel, with oil prices recently cresting the \$26 mark for the first time in two years. Not only do higher prices improve the state's fiscal picture but they often translate into an eventual uptick in oil field activity. That is what happened in 1998. Healthy oil prices in 1996-97 led to a big upswing in activity in 1998. This is still a possibility next year, but because of the BP/Amoco buyout of ARCO that is now underway, the outlook is less

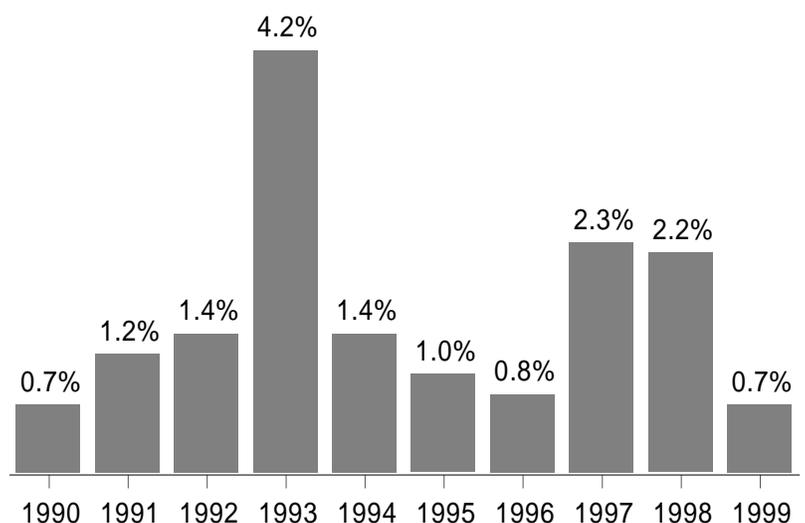
clear. And there is still the specter of producer layoffs of at least 350-400 workers next year. Therefore, these recent higher oil prices may not provide the normal bounce in the oil patch. There may also simply be a delay in an upswing in activity to later next year or possibly 2001.

### Services still the job machine

Alaska's overall employment numbers are being held above water by services, retail trade and

## Employment Growth Slows in 1999

Percent change from previous October



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

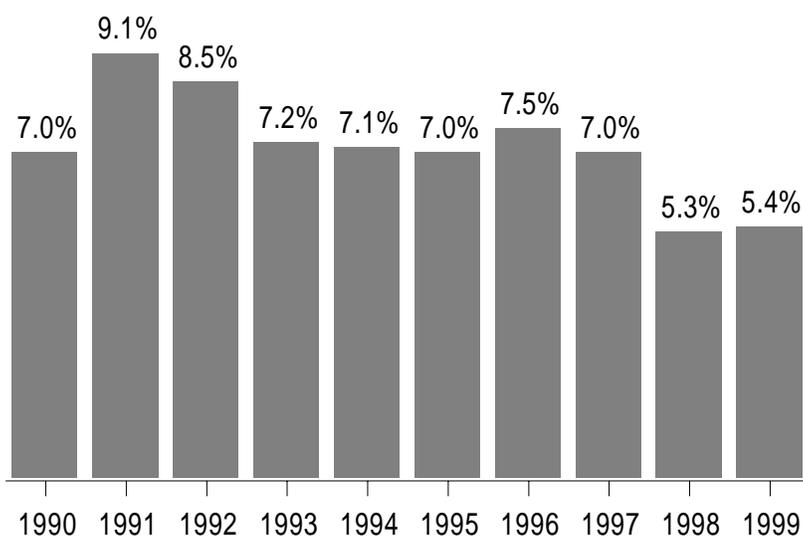
construction. None of these industries is red-hot, but their combined incremental growth is still large enough to more than make up for the oil industry's losses. Services remains the ever-reliable job machine—1,600 more jobs this year than last year. A quarter of these new jobs are in health care. Some of the gains came from the privatization of the Alaska Native Medical Center in Anchorage, but most are new jobs in the health care industry. Social services is also enjoying relatively strong growth. There is a variety of reasons for this growth but the availability of more federal money is giving this industry a big boost. And not surprisingly, hotel employment is also up nicely. In fact, Fairbanks and Anchorage hotel receipts were up by approximately four percent and the Denali Borough also reported increases. Other segments of services also contributed to the growth in the labor force.

## Retailers should ring up a good season

Retail's over-the-year numbers are lackluster compared to previous years, but are nevertheless in the black. One negative in retail is grocery store employment, where employment is down by 280. A good share of this loss is due to Safeway's buyout of Carrs. Most of the administrative jobs tied to Carrs are now gone, having been moved to Safeway's out-of-state operations. With Alaska Marketplace's recent buyout of five Safeway stores, trends in this segment of the industry will remain interesting. Retail's most dynamic sector remains eating and drinking. Restaurant employment in October came in 300 jobs above year-ago levels. During the past decade the number of eating and drinking establishments grew by 26 percent. The visitor industry certainly is helping to spur on this growth but Alaskans are contributing too. And the general merchandise employment numbers are up by nearly four percent—a testament to new players such as the Wal-Mart in Kodiak, Fred Meyer in Wasilla and two Office Depots and a Banana Republic in Anchorage. Retailers are beginning to brace for the holiday season and they should not be disappointed. With this year's record Permanent Fund Dividend and a pretty good job market, most retailers should ring up a decent Christmas season.

## 2 Unemployment Stays Low in '99

### Unemployment rate in October



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

## Construction remains steady

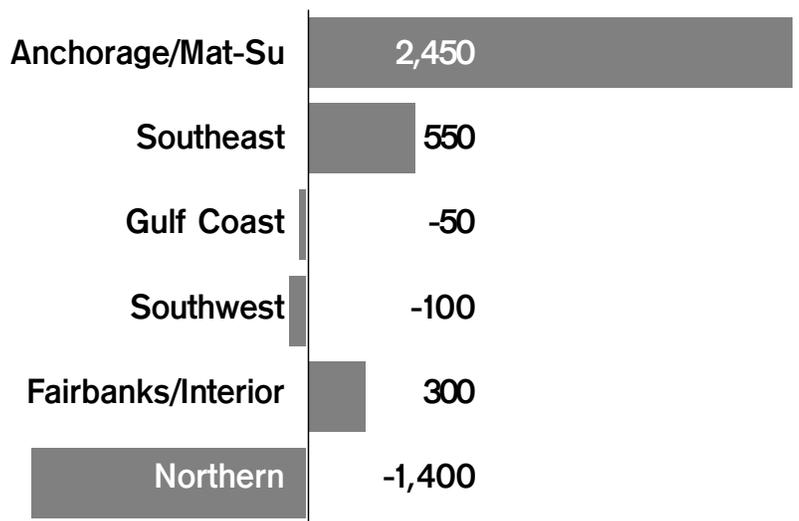
This year's trend is typical of most of this decade—steady incremental gains. One amazing sideline to this story, in light of the steep decline in oil patch activity, is that construction numbers remain healthy. No one project or segment of the market dominates the present picture. Public sector construction activity at all levels remains busy with a growing pipeline of federal funds. Some of these projects now underway are the

reconstruction of the Anchorage International Airport, near completion of the new Kodiak Launch Complex, the \$8.8 million expansion of King Cove's harbor and the construction of a new courthouse in Fairbanks. Private commercial activity is also relatively busy. Some of these projects include new Wal-Marts that are currently under construction in Eagle River and Wasilla, and in Anchorage, the new 393-room full service Marriot Hotel and the office expansion of Alaska Regional Hospital. The residential construction picture is a bit more mixed. Building permit activity in Fairbanks is looking close to year-ago levels, while Juneau, Anchorage and the Mat-Su Borough were a bit softer.

### Story is mixed around the state

From an employment growth standpoint the story is mixed around the state. (See Exhibit 3.) Anchorage/Mat-Su and Fairbanks/Interior are the only regions in the state where employment has remained solidly in the black during the entire course of the year. A mixture of gains in industries such as services, retail and construction have kept the Anchorage/Mat-Su region in the black despite oil industry losses. Fairbanks' economy, although growing ever so modestly, is experiencing no real negatives and some small positives, keeping its employment numbers positive. Southeast, the Gulf Coast and Southwest Alaska's employment numbers have seesawed between small over-the-year gains to small losses all year. Strong visitor and fishing seasons have been pluses in most of these regions but some have been hit hard by the troubles in the oil patch and the timber industry. Nearly all of the Northern region's losses lie at the doorstep of the big oil industry layoffs.

## Job Growth in 1998-99 3 It's positive in three regions



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

# 4 Nonagricultural Wage and Salary Employment by Place of Work

## Alaska

	preliminary	revised	Changes from:		
	10/99	9/99	10/98	9/99	10/98
Total Nonag. Wage & Salary	279,100	290,200	277,200	-11,100	1,900
Goods-producing	37,500	42,300	39,000	-4,800	-1,500
Service-producing	241,600	247,900	238,200	-6,300	3,400
Mining	9,100	9,000	10,900	100	-1,800
Oil & Gas Extraction	7,600	7,500	9,300	100	-1,700
Construction	15,300	16,400	15,000	-1,100	300
Manufacturing	13,100	16,900	13,100	-3,800	0
Durable Goods	2,900	3,100	3,000	-200	-100
Lumber & Wood Products	1,800	1,800	1,900	0	-100
Nondurable Goods	10,200	13,800	10,100	-3,600	100
Seafood Processing	7,500	11,100	7,400	-3,600	100
Transportation/Comm/Utilities	26,900	28,400	25,800	-1,500	1,100
Trucking & Warehousing	3,000	3,100	3,000	-100	0
Water Transportation	2,000	2,300	1,900	-300	100
Air Transportation	9,300	9,700	9,200	-400	100
Communications	5,300	5,300	4,400	0	900
Electric, Gas & Sanitary Svcs.	2,600	2,600	2,600	0	0
Trade	57,300	60,300	56,600	-3,000	700
Wholesale Trade	9,000	9,300	8,800	-300	200
Retail Trade	48,300	51,000	47,800	-2,700	500
Gen. Merchandise & Apparel	9,900	9,900	9,500	0	400
Food Stores	7,000	7,100	7,300	-100	-300
Eating & Drinking Places	16,200	18,000	15,900	-1,800	300
Finance/Insurance/Real Estate	12,700	12,900	12,500	-200	200
Services & Misc.	70,200	73,000	68,600	-2,800	1,600
Hotels & Lodging Places	6,700	8,300	6,500	-1,600	200
Business Services	8,900	9,100	9,100	-200	-200
Health Services	15,500	15,500	15,100	0	400
Legal Services	1,600	1,600	1,600	0	0
Social Services	7,800	7,900	7,400	-100	400
Engineering & Mgmt. Svcs.	8,200	8,300	8,000	-100	200
Government	74,500	73,300	74,700	1,200	-200
Federal	16,700	17,200	16,700	-500	0
State	22,000	21,700	22,100	300	-100
Local	35,800	34,400	35,900	1,400	-100

## Municipality of Anchorage

	preliminary	revised	Changes from:		
	10/99	9/99	10/98	9/99	10/98
Total Nonag. Wage & Salary	132,700	134,200	130,900	-1,500	1,800
Goods-producing	12,500	13,100	12,500	-600	0
Service-producing	120,200	121,100	118,400	-900	1,800
Mining	2,400	2,400	2,700	0	-300
Oil & Gas Extraction	2,200	2,200	2,500	0	-300
Construction	8,000	8,500	7,800	-500	200
Manufacturing	2,100	2,200	2,000	-100	100
Transportation/Comm/Utilities	14,400	14,800	13,300	-400	1,100
Air Transportation	6,100	6,200	5,900	-100	200
Communications	3,400	3,400	2,600	0	800
Trade	31,700	32,200	31,400	-500	300
Wholesale Trade	6,400	6,500	6,300	-100	100
Retail Trade	25,300	25,700	25,100	-400	200
Gen. Merchandise & Apparel	4,900	4,800	4,700	100	200
Food Stores	2,700	2,700	2,900	0	-200
Eating & Drinking Places	9,100	9,600	9,000	-500	100
Finance/Insurance/Real Estate	7,500	7,600	7,500	-100	0
Services & Misc.	38,000	38,400	37,100	-400	900
Hotels & Lodging Places	2,900	2,900	2,700	0	200
Business Services	6,400	6,500	6,500	-100	-100
Health Services	8,400	8,300	8,000	100	400
Legal Services	1,200	1,200	1,200	0	0
Social Services	3,600	3,600	3,500	0	100
Engineering & Mgmt. Svcs.	5,700	5,700	5,600	0	100
Government	28,600	28,100	29,100	500	-500
Federal	9,900	10,100	9,900	-200	0
State	8,700	8,500	8,800	200	-100
Local	10,000	9,500	10,400	500	-400

Notes to Exhibits 4, 5, & 6—Nonagricultural excludes self-employed workers, fishers, domestics, and unpaid family workers as well as agricultural workers. Government category includes employees of public school systems and the University of Alaska.

Exhibits 4 & 5—Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Exhibit 6—Prepared in part with funding from the Employment Security Division.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

# 5 Hours and Earnings for Selected Industries

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	preliminary	revised	10/98	preliminary	revised	10/98	preliminary	revised	10/98
	10/99	9/99		10/99	9/99		10/99	9/99	
Mining	\$1,430.88	\$1,502.90	\$1,522.40	52.8	54.1	53.7	\$27.10	\$27.78	\$28.35
Construction	1,184.69	1,203.55	1,122.30	43.3	43.2	43.0	27.36	27.86	26.10
Manufacturing	554.46	446.69	582.36	43.9	34.6	51.4	12.63	12.91	11.33
Seafood Processing	451.36	329.21	471.42	45.5	31.9	54.5	9.92	10.32	8.65
Transportation/Comm/Utilities	695.02	681.12	680.24	35.9	34.4	35.1	19.36	19.80	19.38
Trade	443.82	433.62	431.14	32.9	33.0	33.5	13.49	13.14	12.87
Wholesale Trade	624.03	617.15	637.61	37.3	37.2	37.2	16.73	16.59	17.14
Retail Trade	411.52	402.13	394.80	32.1	32.3	32.9	12.82	12.45	12.00
Finance/Insurance/Real Estate	617.84	619.92	553.58	35.9	36.0	35.9	17.21	17.22	15.42

Average hours and earnings estimates are based on data for full-time and part-time production workers (manufacturing) and nonsupervisory workers (nonmanufacturing). Averages are for gross earnings and hours paid, including overtime pay and hours.

Benchmark: March 1998

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section



# 7 Employment and Unemployment by Region and Census Area

	Labor Force			Unemployment			Rate			Employment		
	10/99	9/99	10/98	10/99	9/99	10/98	10/99	9/99	10/98	10/99	9/99	10/98
United States												
Alaska Statewide	316,715	318,375	317,156	17,226	14,334	16,902	5.4%	4.5%	5.3%	299,489	304,041	300,254
Anchorage/Mat-Su Region	173,981	171,010	172,732	7,767	6,639	7,251	4.5	3.9	4.2	166,214	164,371	165,481
Municipality of Anchorage	142,961	140,217	142,864	5,782	4,921	5,439	4.0	3.5	3.8	137,179	135,296	137,425
Mat-Su Borough	31,020	30,793	29,868	1,985	1,718	1,812	6.4	5.6	6.1	29,035	29,075	28,056
Gulf Coast Region	33,034	35,183	33,325	2,915	2,286	2,828	8.8	6.5	8.5	30,119	32,897	30,497
Kenai Peninsula Borough	21,028	22,409	21,208	2,119	1,756	2,062	10.1	7.8	9.7	18,909	20,653	19,146
Kodiak Island Borough	6,845	7,396	6,976	313	261	362	4.6	3.5	5.2	6,532	7,135	6,614
Valdez-Cordova	5,161	5,378	5,141	483	269	404	9.4	5.0	7.9	4,678	5,109	4,737
Interior Region	48,594	48,970	48,915	2,710	2,129	2,878	5.6	4.3	5.9	45,884	46,841	46,037
Denali Borough	1,234	1,194	1,245	115	52	123	9.3	4.4	9.9	1,119	1,142	1,122
Fairbanks North Star Bor.	42,980	43,377	43,267	2,171	1,717	2,322	5.1	4.0	5.4	40,809	41,660	40,945
Southeast Fairbanks	2,420	2,397	2,437	228	160	238	9.4	6.7	9.8	2,192	2,237	2,199
Yukon-Koyukuk	1,961	2,002	1,966	196	200	195	10.0	10.0	9.9	1,765	1,802	1,771
Northern Region	8,251	8,065	8,972	754	726	684	9.1	9.0	7.6	7,497	7,339	8,288
Nome	3,067	2,983	3,363	265	240	265	8.6	8.0	7.9	2,802	2,743	3,098
North Slope Borough	3,177	3,111	3,438	244	240	196	7.7	7.7	5.7	2,933	2,871	3,242
Northwest Arctic Borough	2,007	1,971	2,171	245	246	223	12.2	12.5	10.3	1,762	1,725	1,948
Southeast Region	39,219	41,015	39,374	2,081	1,646	2,315	5.3	4.0	5.9	37,138	39,369	37,059
Haines Borough	1,163	1,159	1,153	102	35	95	8.8	3.0	8.2	1,061	1,124	1,058
Juneau Borough	17,023	17,886	17,104	801	689	916	4.7	3.9	5.4	16,222	17,197	16,188
Ketchikan Gateway Borough	7,350	7,680	7,418	426	340	509	5.8	4.4	6.9	6,924	7,340	6,909
Prince of Wales-Outer Ketchikan	3,214	3,353	3,227	233	193	252	7.2	5.8	7.8	2,981	3,160	2,975
Sitka Borough	4,448	4,653	4,420	201	151	183	4.5	3.2	4.1	4,247	4,502	4,237
Skagway-Hoonah-Angoon	2,188	2,280	2,189	94	60	99	4.3	2.6	4.5	2,094	2,220	2,090
Wrangell-Petersburg	3,522	3,666	3,541	212	157	238	6.0	4.3	6.7	3,310	3,509	3,303
Yakutat Borough	313	339	321	13	21	22	4.2	6.2	6.9	300	318	299
Southwest Region	13,636	14,132	13,838	999	907	946	7.3	6.4	6.8	12,637	13,225	12,892
Aleutians East Borough	1,495	1,521	1,497	64	23	37	4.3	1.5	2.5	1,431	1,498	1,460
Aleutians West	2,126	2,202	2,160	94	75	87	4.4	3.4	4.0	2,032	2,127	2,073
Bethel	5,495	5,740	5,601	448	458	452	8.2	8.0	8.1	5,047	5,282	5,149
Bristol Bay Borough	555	557	568	41	19	43	7.4	3.4	7.6	514	538	525
Dillingham	1,574	1,622	1,607	109	89	113	6.9	5.5	7.0	1,465	1,533	1,494
Lake & Peninsula Borough	532	553	545	20	17	22	3.8	3.1	4.0	512	536	523
Wade Hampton	1,858	1,937	1,859	223	226	191	12.0	11.7	10.3	1,635	1,711	1,668

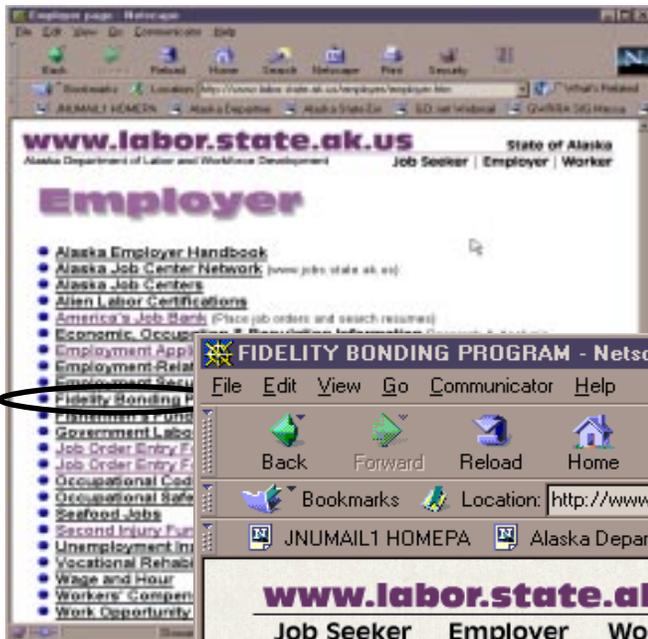
*March 1998 Benchmark Comparisons between different time periods are not as meaningful as other time series produced by Research and Analysis. The official definition of unemployment currently in place excludes anyone who has not made an active attempt to find work in the four-week period up to and including the week that includes the 12th of the reference month. Due to the scarcity of employment*

*opportunities in rural Alaska, many individuals do not meet the official definition of unemployed because they have not conducted an active job search. They are considered not in the labor force.*

*Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section*

# Employer Resources

The Fidelity Bonding Program provides 100% bonds at no charge to the employer, as an incentive to hire persons whose background presents a risk to the employer. There is no paperwork for the employer to complete, and the insurance can be put into effect very quickly. Contact your Job Center, or Woody Walker, 465-5952.

A screenshot of a Netscape browser window displaying the Fidelity Bonding Program page on the Alaska Department of Labor and Workforce Development website. The page features a heading 'Fidelity Bonding Program' and a sub-heading 'Is the lack of bonding coverage keeping you from working or from hiring someone?'. Below this, it states 'WE CAN HELP!' in red. The text explains that the program is administered by the Alaska Department of Labor and Workforce Development, Employment Security Division, and is designed to eliminate bonding as a barrier to employment. It lists who is considered 'at-risk' and how bonds can help.

**Fidelity Bonding Program**

**Is the lack of bonding coverage keeping you from working or from hiring someone?**

**WE CAN HELP!**

The Fidelity Bonding Program is administered by the Alaska Department of Labor and Workforce Development, Employment Security Division. It is designed to eliminate bonding as a barrier to employment, and alleviate employer concerns about hiring at-risk job applicants.

**Who is considered "at-risk"?**

- **Ex-offenders**, including anyone with a record of arrest, conviction or imprisonment, and anyone who has ever been on probation or parole
- **Ex-addicts** (persons with a history of alcohol or drug abuse)
- Persons having a **poor credit record** or who have declared bankruptcy
- **Economically disadvantaged persons who lack a work history**
- Individuals who were **dishonorably discharged from the military**
- Others who experience a barrier to gaining employment due to their personal background.

**How Bonds can help**