

State of Alaska FY2026 Governor's Operating Budget

Department of Corrections Recruitment and Retention Component Budget Summary

Component: Recruitment and Retention

Contribution to Department's Mission

Recruit, hire, and retain qualified correctional and probation officers.

Core Services

- Recruitment
- Employee Retention

Major Component Accomplishments in 2024

Attended 26 recruitment events in Anchorage, Mat-Su Valley, Joint Base Elmendorf-Richardson, Kenai Peninsula, Sitka, Juneau, Eagle River, Palmer, and Fairbanks reaching hundreds of candidates at these events.

Received and processed 1,500 correctional officer applications, resulting in 120 hires and 21 applicants currently in the hiring process. Of the 120 hires, 58 hires accepted the Spring Creek Correctional Center Travel Training Offer.

Held Alaska Police Standards Council Personal History Statement (F3) workshops at the Anchorage Correctional Complex to assist correctional officer applicants in completing their F3 background documents. The correctional officers were also provided with a facility tour and the opportunity to ask facility officers any pertinent questions.

Created a fast-track recruitment process for Anchorage Correctional Complex, Wildwood Correctional Center and Spring Creek Correctional Center resulting in a reduction in the length of time from when an applicant applies for a correctional officer position when a job offer is issued from an average of 96 days down to an average of 68 days.

Key Component Challenges

Recruit, hire, and retain a workforce of qualified correctional and probation officers to meet the challenge of public protection and facility standards department-wide.

Expanding recruitment efforts that successfully attract applicants.

Significant Changes in Results to be Delivered in FY2026

No changes in results delivered.

Statutory and Regulatory Authority

- 1) Probation, Prisons, Pardons, and Prisoners (AS 33)
- 2) Welfare, Social Services and Institutions (AS 47)
- 3) Health, Safety, Housing, Human Rights, and Public Defender (AS 18)
- 4) Criminal Law (AS 11)
- 5) Public Finance (AS 37)
- 6) State Government (AS 44)
- 7) Corrections (22 AAC)
- 8) Code of Criminal Procedure (AS 12)

Contact Information
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**Recruitment and Retention
Personal Services Information**

Authorized Positions			Personal Services Costs	
	FY2025 Management Plan	FY2026 Governor		
Full-time	4	4	Annual Salaries	249,266
Part-time	0	0	Premium Pay	0
Nonpermanent	0	0	Annual Benefits	185,888
			<i>Less 2.88% Vacancy Factor</i>	(12,554)
			Lump Sum Premium Pay	0
Totals	4	4	Total Personal Services	422,600

Position Classification Summary

Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Administrative Assistant 1	1	0	0	0	1
Administrative Assistant 2	1	0	0	0	1
Administrative Assistant 3	1	0	0	0	1
Correctional Officer 3	1	0	0	0	1
Totals	4	0	0	0	4

Component Detail All Funds
Department of Corrections

Component: Recruitment and Retention (3279)
RDU: Population Management (550)

Non-Formula Component

	FY2024 Actuals	FY2025 Enrolled	FY2025 Authorized	FY2025 Management Plan	FY2026 Governor Adjusted Base	FY2026 Governor	FY2025 Management Plan vs FY2026 Governor	
1000 Personal Services	526.5	417.4	417.4	417.4	422.6	422.6	5.2	1.2%
2000 Travel	54.0	36.2	36.2	36.2	36.2	36.2	0.0	0.0%
3000 Services	543.8	248.8	248.8	248.8	248.8	248.8	0.0	0.0%
4000 Commodities	5.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
5000 Capital Outlay	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
7000 Grants, Benefits	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
8000 Miscellaneous	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Totals	1,130.1	702.4	702.4	702.4	707.6	707.6	5.2	0.7%
Fund Sources:								
1004 Gen Fund (UGF)	1,130.1	702.4	702.4	702.4	707.6	707.6	5.2	0.7%
Unrestricted General (UGF)	1,130.1	702.4	702.4	702.4	707.6	707.6	5.2	0.7%
Designated General (DGF)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Other Funds	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Federal Funds	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Positions:								
Permanent Full Time	4	4	4	4	4	4	0	0.0%
Permanent Part Time	0	0	0	0	0	0	0	0.0%
Non Permanent	0	0	0	0	0	0	0	0.0%

Change Record Detail - Multiple Scenarios with Descriptions
Department of Corrections

Component: Recruitment and Retention (3279)

RDU: Population Management (550)

Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions		NP
										PFT	PPT	
***** Changes From FY2025 Enrolled To FY2025 Authorized *****												
FY2025 Enrolled	Enrolled	702.4	417.4	36.2	248.8	0.0	0.0	0.0	0.0	4	0	0
1004 Gen Fund		702.4										
Subtotal		702.4	417.4	36.2	248.8	0.0	0.0	0.0	0.0	4	0	0
***** Changes From FY2025 Management Plan To FY2026 Governor Adjusted Base *****												
FY2026 Salary, Health Insurance, and Retirement Increases	SalAdj	5.2	5.2	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0
1004 Gen Fund		5.2										
Salary, health and retirement increases: \$5.2												
AlaskaCare increase from \$1908 to \$2030.11 per member per month: \$1.5												
FY2026 PERS rate adjustment from 26.76% to 28.33%: \$3.7												
Subtotal		707.6	422.6	36.2	248.8	0.0	0.0	0.0	0.0	4	0	0
***** Changes From FY2026 Governor Adjusted Base To FY2026 Governor *****												
Totals		707.6	422.6	36.2	248.8	0.0	0.0	0.0	0.0	4	0	0

Line Item Detail (1676)
Department of Corrections
Travel

Component: Recruitment and Retention (3279)

Line Number	Line Name		FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
2000	Travel		54.0	36.2	36.2
Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
2000 Travel Detail Totals			54.0	36.2	36.2
2000	In-State Employee Travel	Travel to meet required regional and statewide training sessions.	13.0	14.0	14.0
2001	In-State Non-Employee Travel	In-state non-employee travel cost for Correctional Officer recruits, to required medical testing, training, etc. Includes only amounts paid to vendors.	36.1	18.0	18.0
2002	Out of State Employee Travel	Out-of-state travel for recruitment - new employee required medical testing.	3.0	2.0	2.0
2003	Out of State Non-Employee Travel	Out-of-state non-employee travel for pre-hire recruits and required medical testing.	1.9	2.2	2.2

Line Item Detail (1676)
Department of Corrections
Services

Component: Recruitment and Retention (3279)

Line Number	Line Name		FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
3000	Services		543.8	248.8	248.8
Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
3000 Services Detail Totals			543.8	248.8	248.8
3004	Telecommunications	Local and long distance telephone services and other related miscellaneous communication charges.	2.5	3.5	3.5
3005	Health Services	New employee physical reimbursements.	427.8	131.8	131.8
3007	Advertising and Promotions	Recruitment advertising and promotions for correctional officer vacancies.	40.4	40.4	40.4
3009	Structure/Infrastructure/Land	Room and office leases, inspections, janitorial services, snow removal, other repairs and maintenance.	5.4	5.4	5.4
3010	Equipment/Machinery	Minor repairs and rentals of office equipment not covered by maintenance or lease agreements.	0.4	0.4	0.4
3011	Other Services	Other professional services for grants and contracts, e.g., reentry services/support, construction consulting services, recruitment outreach, recruitment advertising, marketing materials, training, medical testing reimbursements, safety, graphics.	0.7	0.7	0.7
3017	Inter-Agency Information Technology Non-Telecommunications	Admin - Department-wide Office of Information Technology (OIT) - core services chargeback for server hosting and storage, licenses for Adobe and Microsoft.	10.6	10.6	10.6
3018	Inter-Agency Information Technology	Admin - Department-wide Office of Information Technology	0.6	0.6	0.6

Line Item Detail (1676)
Department of Corrections
Services

Component: Recruitment and Retention (3279)

Object Class		Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
3000 Services Detail Totals				543.8	248.8	248.8
	Telecommunications		(OIT) telephone charges.			
3022	Inter-Agency Human Resources	Admin - Department-wide	Human Resource service charges.	2.4	2.4	2.4
3023	Inter-Agency Building Leases	Trans - Department-wide	Office lease space charges.	52.3	52.3	52.3
3028	Inter-Agency Americans with Disabilities Act Compliance	Admin - Department-wide	Americans with Disabilities Act (ADA) compliance charges.	0.7	0.7	0.7

Line Item Detail (1676)
Department of Corrections
Commodities

Component: Recruitment and Retention (3279)

Line Number	Line Name		FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
4000	Commodities		5.8	0.0	0.0
Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
4000 Commodities Detail Totals			5.8	0.0	0.0
4000	Business	Consumable office supplies, duplicating, data processing supplies; i.e., paper forms, printer and toner cartridges, and other related supplies.	5.0	0.0	0.0
4002	Household/Institutional	Supplies and other miscellaneous expenses.	0.8	0.0	0.0

Inter-Agency Services (1682)
Department of Corrections

Component: Recruitment and Retention (3279)

				FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
Component Totals				66.6	66.6	66.6
With Department of Administration				14.3	14.3	14.3
With Department of Transportation and Public Facilities				52.3	52.3	52.3
Object Class	Servicing Agency	Explanation		FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
3017	Inter-Agency Information Technology Non-Telecommunications	Admin - Department-wide	Office of Information Technology (OIT) - core services chargeback for server hosting and storage, licenses for Adobe and Microsoft.	10.6	10.6	10.6
3018	Inter-Agency Information Technology Telecommunications	Admin - Department-wide	Office of Information Technology (OIT) telephone charges.	0.6	0.6	0.6
3022	Inter-Agency Human Resources	Admin - Department-wide	Human Resource service charges.	2.4	2.4	2.4
3023	Inter-Agency Building Leases	Trans - Department-wide	Office lease space charges.	52.3	52.3	52.3
3028	Inter-Agency Americans with Disabilities Act Compliance	Admin - Department-wide	Americans with Disabilities Act (ADA) compliance charges.	0.7	0.7	0.7

Personal Services Expenditure Detail

Department of Corrections

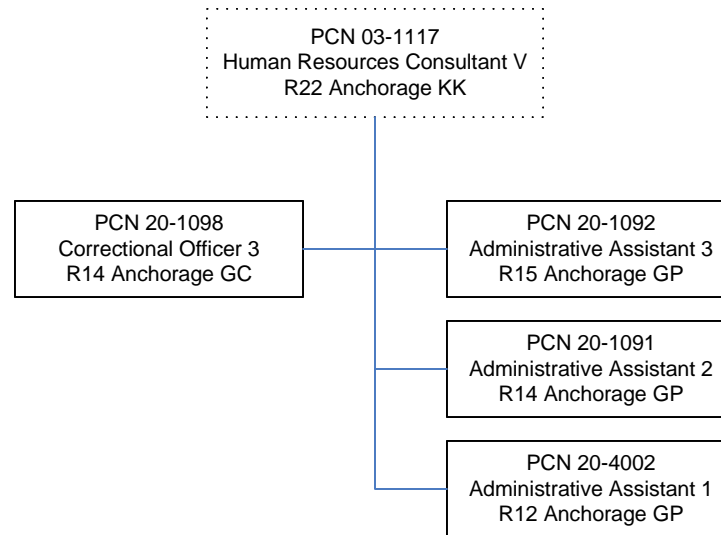
Scenario: FY2026 Governor (22363)
Component: Recruitment and Retention (3279)
RDU: Population Management (550)

PCN	Job Class Title	Time Status	Retire Code	Barg Unit	Location	Salary Sched	Range / Step	Comp Months	Split / Count	Annual Salaries	COLA	Premium Pay	Annual Benefits	Total Costs	UGF Amount
201091	Administrative Assistant 2	FT	A	GP	Anchorage	200	14B / C	12.0		53,262	0	0	41,867	95,129	95,129
201092	Administrative Assistant 3	FT	A	GP	Anchorage	200	15E / F	12.0		63,492	0	0	46,245	109,737	109,737
201098	Correctional Officer 3	FT	P	GC	Anchorage	100	14L	12.0		93,141	0	0	64,238	157,379	157,379
204002	Administrative Assistant 1	FT	A	GP	Anchorage	200	12A / B	10.5		39,371	0	0	33,538	72,909	72,909
<div> <div>Total Positions</div> <div>New</div> <div>Deleted</div> </div>														Total Salary Costs:	249,266
														Total COLA:	0
														Total Premium Pay:	0
														Total Benefits:	185,888
														Total Pre-Vacancy:	435,154
														Minus Vacancy Adjustment of 2.88%:	(12,554)
														Total Post-Vacancy:	422,600
														Plus Lump Sum Premium Pay:	0
														Personal Services Line 100:	422,600

PCN Funding Sources:	Pre-Vacancy	Post-Vacancy	Percent
1004 Unrestricted General Fund Receipts	435,154	422,600	100.00%
Total PCN Funding:	435,154	422,600	100.00%

Note: If a position is split, an asterisk (*) will appear in the Split/Count column. If the split position is also counted in the component, two asterisks (**) will appear in this column.
[No valid job title] appearing in the Job Class Title indicates that the PCN has an invalid class code or invalid range for the class code effective date of this scenario.

Department of Corrections
Recruitment and Retention
FY 2026 Organizational Structure



Note: Boxes with dotted lines are
budgeted within a separate component.