

# ALASKA MUNICIPAL LEAGUE ADOPTED RESOLUTIONS

## Resolution #2024-03

### **A resolution in support of a strategic workforce recruitment and retention effort by and with the State of Alaska to correct high public sector vacancy rates.**

WHEREAS, national employment data show that private employment has fully recovered from pre-pandemic levels, while state and local public employment remains below pre-pandemic numbers; and

WHEREAS, the State of Alaska is operating with an average vacancy rate of 14.2%, with some agencies, such as the Alaska Marine Highway System, facing vacancy rates greater than 50% at times; and

WHEREAS, the current vacancy rates impede the ability of the State of Alaska and local governments to provide public services to Alaskans, lower the State of Alaska's contributions to PERS, and hurt the economy; and

WHEREAS, the State of Alaska and local governments play key roles in implementing the provisions of the Bipartisan Infrastructure Law and Inflation Reduction Act and obtaining funding for and building once-in-a-generation infrastructure projects; and

WHEREAS, the public sector faces specific barriers to hiring, like burnout, long hiring processes, and pay competition with the private sector.

NOW THEREFORE BE IT RESOLVED that AML encourages the State of Alaska to address vacancy rates within State agencies; and

BE IT FURTHER RESOLVED that the State's efforts be coordinated with local governments to implement complementary workforce recruitment and retention strategies within cities and boroughs.

Adopted by the majority of AML members at the Annual Business Meeting, December 8, 2023.