



**National Institute on
Retirement Security**
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Testimony of Dan Doonan

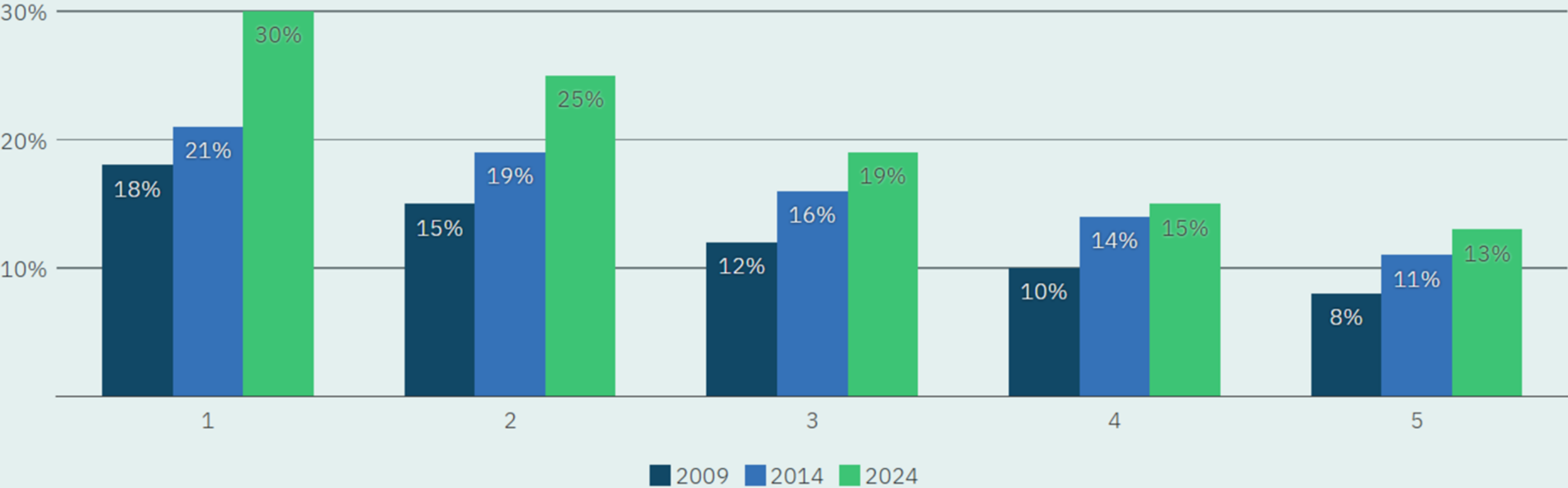
Alaska State Legislature Hearing on Retirement Systems (H.B. 78)

Senate Labor and Commerce Committee

January 26, 2026

Change in AK Teacher Turnover from 2009-2024: Percent Quitting During First Five Years

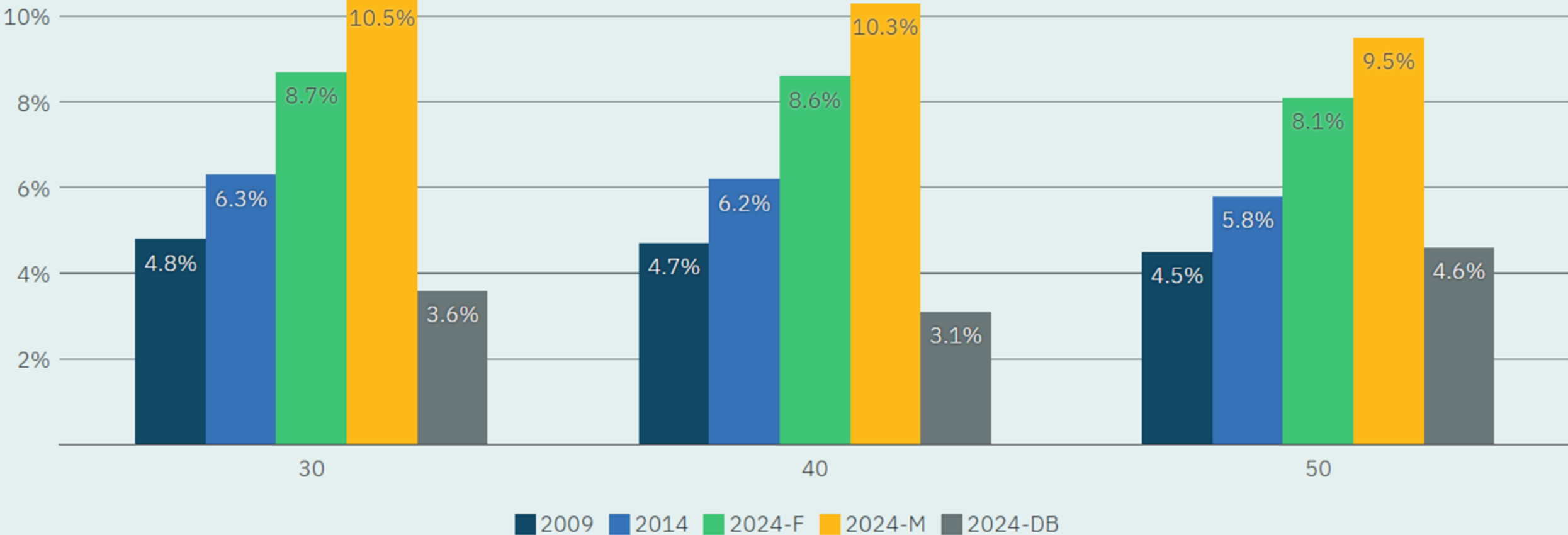
Even small differences repeated year-over-year add up. Under 2009 assumptions, 51% of new hires reach 5 years of service. Under current assumptions, it's 32%.



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AK Teacher Turnover: 2009-2024, Ultimate Assumptions

Even small differences repeated year-over-year add up. DB retention remains around 96%, versus 91% in the newer DC tiers. This difference leads to 44 teachers working another 20 years in the DB plan, versus 15 in the DC plan.



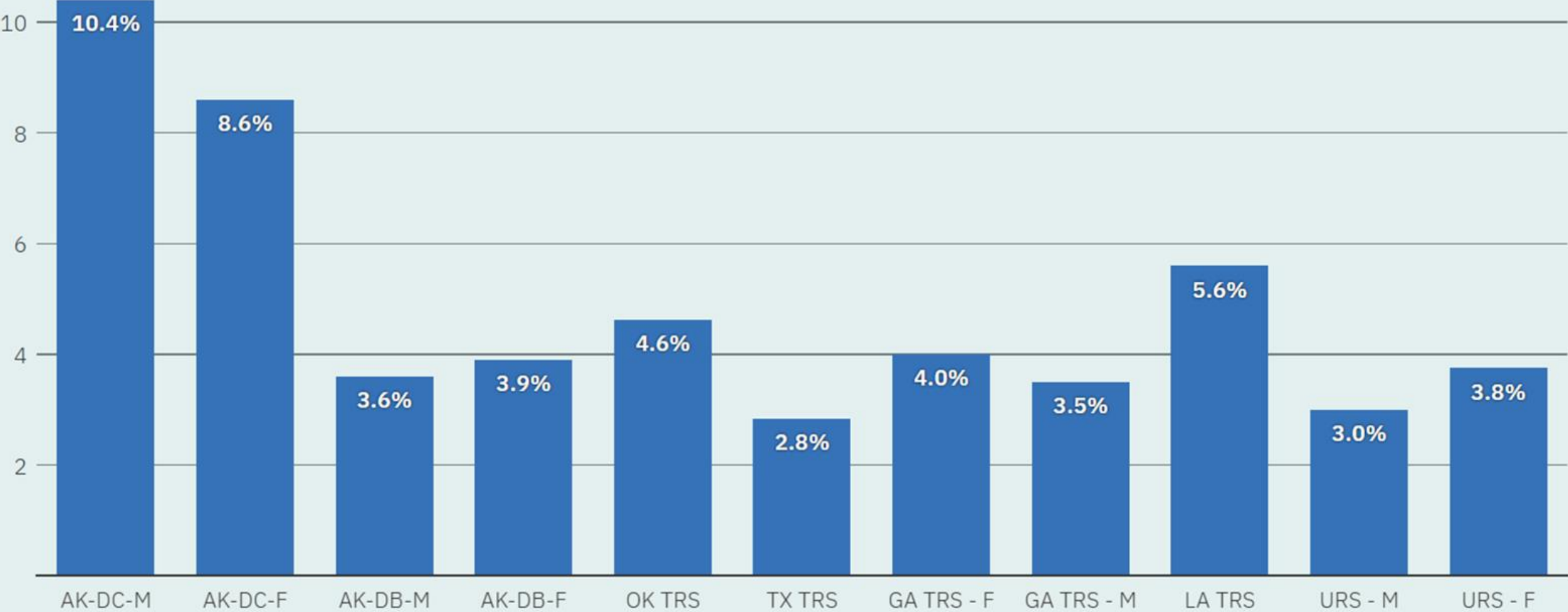
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High Turnover Invites Even More Turnover

- When you are losing a lot of employees, a higher share of your workforce is new (i.e. first 5 years).
- Newly hired workers are almost always more likely to quit.
 - 13-30% quit in early years, as opposed to $\approx 9\%$ afterward
 - Double-Whammy: It is both the share of experienced workers and the retention rates that drive turnover and impact services.
- Hiring managers need to be less selective.

% of Teachers Quitting: 15th Year of Service

High turnover among experienced teachers is simply not happening elsewhere. And it hasn't been happening among teachers in Alaska's DB plan.





Questions?

Follow Up Contact/Information:

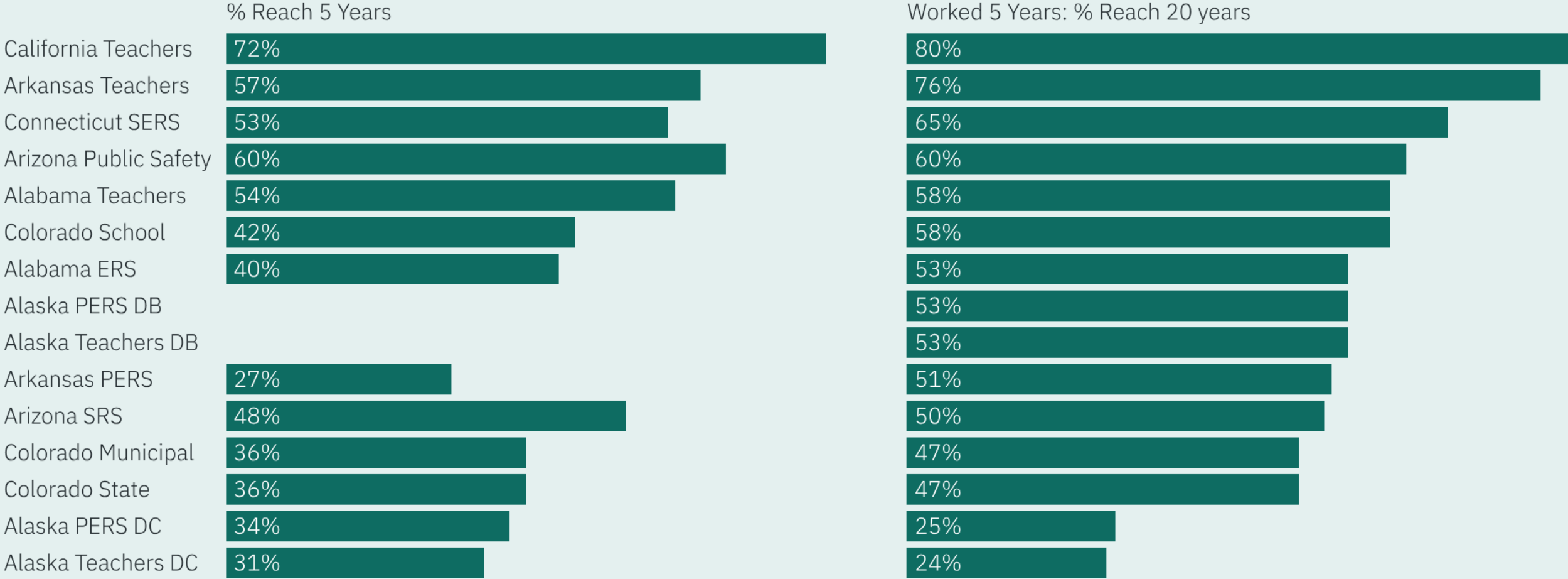
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Retention Expectations for Someone Hired at 35

Service projections based on Plan assumptions. Higher turnover is common in first 5 years. Retention improves in public sector after 5 years.



Note: 5 years is used for vesting to standardize these figures, though actual vesting rules vary by plan.

Median Tenure by Age Group

Median Years of Tenure in Job between 1983 through 2024.

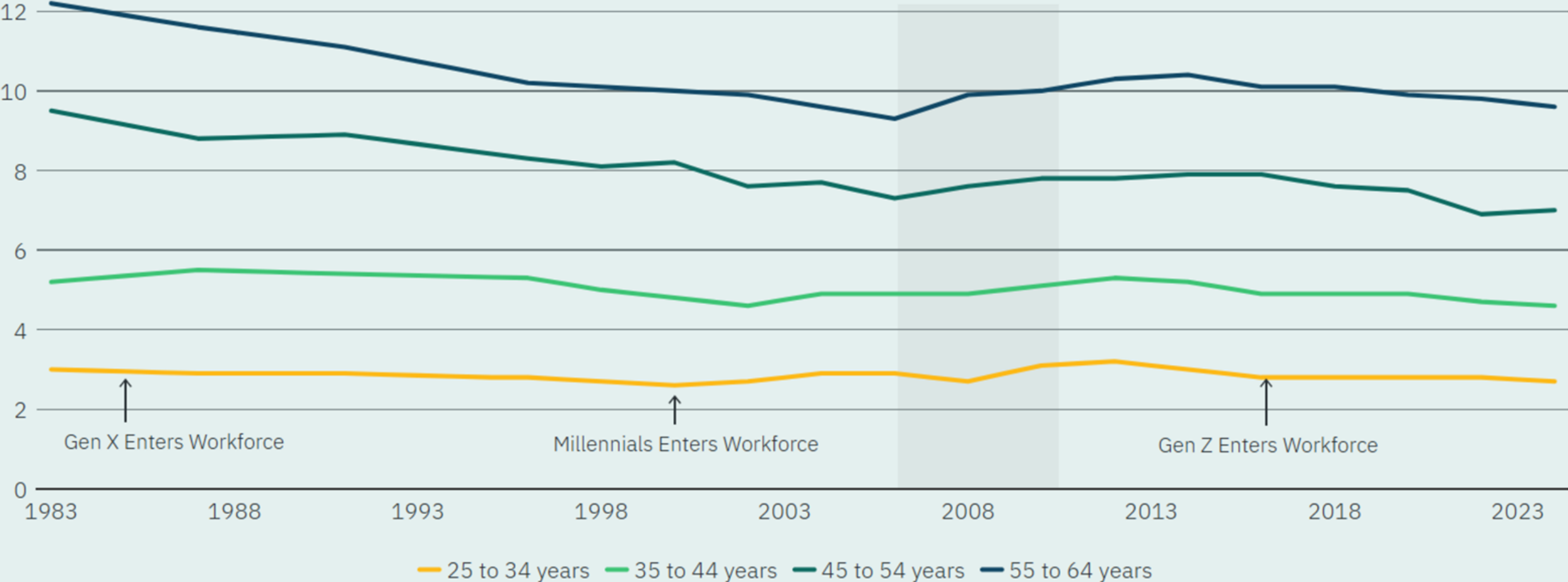


Chart: NIRS • Source: [Bureau of Labor Statistics \(BLS\)](#)