



THE STATE
of **ALASKA**
GOVERNOR MIKE DUNLEAVY

Department of Administration

DIVISION OF PERSONNEL AND LABOR RELATIONS

10th Fl. State Office Building
PO Box 110201
Juneau, AK 99811-0201
Main: 907.465.4430
Fax: 907.465.3415
www.doa.alaska.gov/dop

Memorandum

To: Kate Sheehan
Director

From: Keith Murry 
Class Studies Supervisor

Kirk Thorsteinson 
Class Studies Analyst

Date: December 16, 2019

Subject: Health Practitioner Study

Study Synopsis:

The Departments of Corrections (DOC), Health and Social Services (DHSS), and Military and Veterans Affairs (DMVA) requested a study of the Health Practitioner I-II positions to update the class specification and review the salary alignment. The job classes were last reviewed upon their establishment March 31, 1989.

The departments are currently in the middle of classification studies for all of their physical health care providers. Phase One of the study is complete. The nurses and psychiatric classes received salary increases to get them to a competitive market rate. Market target is the 65th percentile. Additionally, all the exempt medical personnel received increases to bring their base salaries to market rate. The departments have struggled to recruit and retain qualified applicants for these classes as the current base salary rate lags behind current market base salary data in Alaska with focus on Anchorage, Alaska.

Phase Two of the classification project for the departments includes the Health Practitioners (mid-level providers).

The class series is retitled to Physician Assistant/Advanced Practice Registered Nurse I-II. Class specifications and minimum qualifications for the job class specifications are updated and salary ranges have increased for both classes. The class coding for the Physician Assistant/Advanced Practice Registered Nurse did not change.

Class Code	Class Title	Salary Range
PG0421	Old: Health Practitioner I New: Physician Assistant/Advanced Practice Registered Nurse I	Old: 24 New: 26
PG0422	Old: Health Practitioner II New: Physician Assistant/Advanced Practice Registered Nurse II	Old: 25 New: 27

DOC	H&SS	DMVA	Action
12 (+7 NP)	10	1	Title Change / Range Change
1 (Vacant)			Reclass Down (Rg changed from 25 to 26) / BU Change
	1 (Filled)		Reclass Up (Rg changed from 24 to 27) BU Change

Study Results:

The effective date for the Physician Assistant/Advanced Practice Registered Nurse is December 16, 2019. The 32 positions will be processed as noted on the Position Allocation Spreadsheet. Additional correspondence on position actions will be distributed through the OPD system.

Attachment:

Position Allocation Spreadsheet

cc: Sana Efird, Assistant Commissioner
 Office of Management and Budget
 Department of Health & Social Services

April Wilkerson, Administrative Services Director, Department of Corrections
 Office of Management and Budget
 Office of the Governor

Stephanie Richard, Administrative Services Director, Department of Military & Veterans Affairs
 Office of Management and Budget
 Office of the Governor

Jake Wyckoff, Director
 Division of Institutions
 Department of Corrections

Heidi Hedberg, Director
 Division of Public Health
 Department of Health & Social Services

David Mcpheters, Director
Alaska Military Youth Academy
Department of Military & Veterans Affairs

John Lee, Chief Executive Officer
Alaska Psychiatric Institute
Department of Health & Social Services

Kari Johnson, Human Resource Manager
Division of Administrative Services
Department of Corrections

Kimberley King, Human Resource Manager
Division of Finance and Management Services
Department of Health & Social Services

Carolina Russell, Human Resource Manager
Division of Administrative Services
Department of Military & Veterans Affairs

Rachel Atkinson, Payroll Services Manager