

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile by Job Class Title**

Bench. Number	Benchmark Title	Range	BU	State of AK Annual Salary At Entry	Market 65th %ile Annual Salary At Entry	Percent Difference
178	Able Bodied Seaman	n/a	MM	\$46,247	n/a	n/a
7	Accountant III	18	GG	\$52,176	\$52,663	-0.9%
8	Accountant V	22	SS	\$70,380	\$64,846	7.9%
6	Accounting Technician I	12	GG	\$34,704	\$31,183	10.1%
4	Administrative Assistant II	14	GG	\$39,432	\$34,827	11.7%
3	Administrative Clerk II	8	GG	\$27,324	\$27,564	-0.9%
119	Administrative Law Judge I	22	PX	\$70,728	\$80,061	-13.2%
5	Administrative Officer I	17	SS	\$50,160	\$45,446	9.4%
138	Adult Probation Officer II	16	GG/1	\$45,696	\$49,033	-7.3%
139	Adult Probation Officer IV	20	SS/1	\$61,572	\$69,290	-12.5%
107	Agronomist II	18	SS	\$53,928	\$53,202	1.3%
171	Aircraft Pilot II	19	GG	\$55,896	\$52,782	5.6%
55	Airport Leasing Specialist II	16	GG	\$45,300	\$55,901	-23.4%
47	Airport Operations Officer	18	GG	\$52,176	\$52,732	-1.1%
131	Airport Police & Fire Officer II	75	AP/1	\$52,680	\$45,326	14.0%
132	Airport Police & Fire Officer V	20	SS/1	\$61,572	\$47,605	22.7%
60	Alaska Military Youth Academy Team Leader	13	GG	\$36,960	\$35,647	3.6%
12	Analyst Programmer IV	20	GG	\$59,712	\$55,850	6.5%
53	Appraiser II	18	GG	\$52,176	\$48,897	6.3%
66	Archaeologist II	18	GG	\$52,176	\$45,912	12.0%
64	Archivist II	18	GG	\$52,176	\$42,563	18.4%
117	Attorney II	20	PX	\$61,884	\$58,543	5.4%
118	Attorney IV	24	PX	\$80,880	\$89,798	-11.0%
58	AVTEC Instructor	n/a	TA	\$42,359	\$38,841	8.3%
105	Biometrician III	20	GG	\$59,712	\$61,787	-3.5%
172	Boat Officer III	17	GG	\$48,516	n/a	n/a
39	Budget Analyst III	19	GG	\$55,896	\$51,444	8.0%
54	Building Management Specialist	19	GG	\$55,896	\$55,351	1.0%
156	Cartographer II	15	GG	\$42,168	\$38,385	9.0%
88	Certified Nurse Aide I	10	GG/1	\$31,032	\$27,254	12.2%
142	Chemist IV	20	GG	\$59,712	\$56,309	5.7%
71	Child Support Manager	21	SS	\$65,904	\$55,559	15.7%
70	Child Support Specialist I	14	GG	\$39,432	\$37,576	4.7%
21	Claims Administrator	19	GG	\$55,896	\$58,753	-5.1%
84	College Intern III	10	EE	\$32,058	\$33,572	-4.7%
29	Commercial Vehicle Enforcement Officer II	14	GG	\$39,432	\$39,786	-0.9%
147	Communications Engineering Associate II	23	GG	\$72,972	\$56,996	21.9%
26	Community Care Licensing Specialist I	16	GG	\$45,300	\$47,122	-4.0%
42	Community Development Specialist II	16	GG	\$45,300	\$44,901	0.9%
134	Correctional Officer II	13	GC/1	\$44,663	\$42,514	4.8%
135	Correctional Superintendent I	21	SS/1	\$65,904	\$63,134	4.2%
130	Court Services Officer	74	AA/1	\$48,936	n/a	n/a
114	Criminal Justice Technician I	12	GG	\$34,704	\$33,639	3.1%
13	Data Processing Manager I	22	SS	\$70,380	\$65,310	7.2%
133	Deputy Fire Marshal I	76	AP/1	\$56,712	\$52,818	6.9%
1	Division Director-PX	27	PX	\$92,796	\$85,166	8.2%
2	Division Operations Manager	24	SS	\$80,496	\$79,233	1.6%
155	Drafting Technician III	15	GG	\$42,168	\$38,936	7.7%
40	Economist III	20	SS	\$61,572	\$53,338	13.4%
56	Education Program Assistant	12	GG	\$34,704	\$41,408	-19.3%
57	Education Specialist II	21	GG	\$63,888	\$51,026	20.1%
72	Eligibility Technician II	14	GG	\$39,432	\$34,860	11.6%
46	Emergency Management Specialist II	16	GG	\$45,300	\$47,246	-4.3%
82	Employment Security Specialist IB	14	GG	\$39,432	\$36,258	8.0%
83	Employment Service Manager I	16	SS	\$46,836	\$50,415	-7.6%
149	Engineer/Architect III	25	SS	\$86,160	\$73,365	14.9%
146	Engineering Assistant III	21	GG	\$63,888	\$52,080	18.5%
169	Engineering Technician, Journey	54	LL	\$39,702	\$40,096	-1.0%
32	Environmental Health Officer III	18	GG	\$52,176	\$48,428	7.2%
145	Environmental Impact Analyst III	19	GG	\$55,896	\$61,419	-9.9%
144	Environmental Program Manager I	21	SS	\$65,904	\$72,964	-10.7%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour workweek,  
#134 on 42 hour workweek, #175-179 on 168 hour month,  
all others on 37.5 hour workweek

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				Annual Salary At Entry	Annual Salary At Entry	
143	Environmental Program Specialist III	18	GG	\$52,176	\$52,791	-1.2%
159	Environmental Services, Journey II	60	LL	\$28,100	\$23,550	16.2%
163	Equipment Operator Foreman I	51	LL	\$47,931	\$46,524	2.9%
162	Equipment Operator, Journey II	53	LL	\$42,335	\$36,515	13.7%
48	Ferry Terminal Assistant I	12	GG	\$34,704	\$36,319	-4.7%
27	Financial Institution Examiner III	21	GG	\$63,888	\$63,937	-0.1%
102	Fish & Wildlife Technician II	9	GG	\$29,004	\$31,537	-8.7%
106	Fisheries Scientist I	22	SS	\$70,380	\$56,468	19.8%
103	Fishery Biologist II	16	SS	\$46,836	\$44,945	4.0%
104	Fishery Biologist IV	20	SS	\$61,572	\$55,888	9.2%
158	Food Service, Lead	56	LL	\$35,510	\$27,134	23.6%
157	Food Service, Sub-Journey	61	LL	\$23,751	\$23,128	2.6%
122	Forensic Scientist III - Chemistry	19	GG/1	\$56,412	\$55,990	0.7%
123	Forensic Scientist III - DNA	19	GG/1	\$56,412	\$56,656	-0.4%
121	Forensic Technician I	13	GG/1	\$37,296	\$32,577	12.7%
141	Geologist III	19	GG	\$55,896	\$62,441	-11.7%
23	Grants Administrator II	17	GG	\$48,516	\$45,602	6.0%
94	Health Practitioner I	24	GG	\$78,132	\$68,762	12.0%
85	Health Program Associate	16	GG	\$45,300	\$39,483	12.8%
86	Health Program Manager II	19	GG	\$55,896	\$60,987	-9.1%
11	Human Resource Manager I	22	KK	\$69,300	\$71,751	-3.5%
10	Human Resource Specialist I	16	KK	\$45,924	\$48,437	-5.5%
9	Human Resource Technician II	14	KK	\$39,996	\$34,984	12.5%
140	Hydrologist II	18	GG	\$52,176	\$52,371	-0.4%
69	Information Officer II	17	GG	\$48,516	\$51,134	-5.4%
25	Insurance Analyst I	13	GG	\$36,960	\$40,770	-10.3%
37	Internal Auditor III	21	GG	\$63,888	\$51,035	20.1%
16	Internet Specialist I	16	GG	\$45,300	\$46,058	-1.7%
124	Investigator III	18	GG/1	\$52,176	\$55,222	-5.8%
136	Juvenile Justice Officer II	13	GZ/1	\$39,792	\$42,714	-7.3%
137	Juvenile Probation Officer II	16	GG/1	\$45,696	\$49,134	-7.5%
100	Laboratory Technician	13	GG	\$36,960	\$34,971	5.4%
153	Land Surveyor I	21	GG	\$63,888	\$59,786	6.4%
151	Landscape Specialist	16	GG	\$45,300	\$53,312	-17.7%
115	Law Office Assistant I	11	GG	\$32,784	\$36,264	-10.6%
63	Librarian III	20	GG	\$59,712	\$50,641	15.2%
62	Library Assistant I	11	GG	\$32,784	\$30,127	8.1%
129	Lieutenant, Alaska State Troopers	23	SS/1	\$75,228	\$68,479	9.0%
22	Loan Closer/Processor II	12	GG	\$34,704	\$37,005	-6.6%
38	Local Government Specialist III	17	GG	\$48,516	n/a	n/a
173	Mail Services Courier	9	GG	\$29,004	\$24,536	15.4%
51	Maintenance & Operations Superintendent	21	SS	\$65,904	\$61,523	6.6%
164	Maintenance Generalist, Journey	54	LL	\$39,702	\$35,862	9.7%
167	Maintenance Spec., Electrician, Journey II/Lead	51	LL	\$47,931	\$44,622	6.9%
166	Maintenance Specialist, Foreman	50	LL	\$50,427	\$53,171	-5.4%
165	Maintenance Specialist, Journey I	53	LL	\$42,335	\$41,862	1.1%
170	Materials Laboratory Technician, Journey	53	LL	\$42,335	\$37,857	10.6%
160	Mechanic, Automotive, Advanced Journey/Lead	53	LL	\$42,335	\$40,869	3.5%
161	Mechanic, Automotive, Foreman I	52	LL	\$45,299	\$51,262	-13.2%
73	Medical Assistance Administrator III	20	GG	\$59,712	\$59,780	-0.1%
97	Mental Health Clinician III	21	GG	\$63,888	\$65,027	-1.8%
14	Microcomputer/Network Specialist I	18	GG	\$52,176	\$48,005	8.0%
126	Motor Vehicle Customer Service Representative	10	GG	\$30,780	\$30,499	0.9%
127	Motor Vehicle Office Manager I	15	SS	\$43,692	\$40,586	7.1%
65	Museum Curator II	18	GG	\$52,176	\$41,545	20.4%
113	Museum Protection & Visitor Services Supervisor	14	SS	\$40,824	\$39,457	3.3%
110	Natural Resource Manager II	20	SS	\$61,572	\$67,939	-10.3%
109	Natural Resource Specialist II	16	GG	\$45,300	\$46,644	-3.0%
108	Natural Resource Technician II	12	GG	\$34,704	\$32,277	7.0%
90	Nurse II	19	GG/1	\$56,412	\$50,973	9.6%
91	Nurse II (Psychiatric)	19	GG/1	\$56,412	\$51,711	8.3%

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93	Nurse IV	22	SS/1	\$70,380	\$61,513	12.6%
24	Occupational License Examiner	13	GG	\$36,960	\$40,599	-9.8%
30	Occupational Safety & Compliance Officer	49	LL	\$52,826	\$51,014	3.4%
36	Oil & Gas revenue Auditor III	22	GG	\$68,256	\$56,423	17.3%
179	Oiler	n/a	MM	\$48,061	n/a	n/a
116	Paralegal II	16	GG	\$45,300	\$44,089	2.7%
112	Park Ranger I	16	GG	\$45,300	\$41,256	8.9%
41	Petroleum Economist II	22	GG	\$68,256	\$63,155	7.5%
98	Pharmacy Technician	12	GG/1	\$35,052	\$31,593	9.9%
43	Planner III	19	GG	\$55,896	\$54,620	2.3%
50	Port Captain	23	SS	\$75,228	n/a	n/a
20	Procurement Specialist III	18	GG	\$52,176	\$50,075	4.0%
89	Psychiatric Nursing Assistant III	12	GG/1	\$35,052	\$31,056	11.4%
96	Psychological Counselor II	17	GG	\$48,516	\$50,525	-4.1%
79	Public Guardian	18	GG	\$52,176	n/a	n/a
101	Public Health Microbiologist I	17	GG	\$48,516	\$47,860	1.4%
92	Public Health Nurse II	21	GG	\$63,888	\$55,461	13.2%
87	Public Health Specialist II	20	GG	\$59,712	\$50,695	15.1%
68	Publications Specialist II	16	GG	\$45,300	\$43,319	4.4%
45	Radio Dispatcher II	12	GG	\$34,704	\$37,218	-7.2%
125	Recorder II	11	GG	\$32,784	\$33,665	-2.7%
61	Recreation Assistant	11	GG	\$32,784	\$28,420	13.3%
99	Recreation Therapist II	16	SS/1	\$46,836	\$40,215	14.1%
18	Research Analyst III	18	GG	\$52,176	\$52,691	-1.0%
49	Reservations Specialist	16	SS	\$46,836	\$29,801	36.4%
35	Revenue Audit Supervisor II	25	SS	\$86,160	\$71,164	17.4%
52	Right-of-Way Agent III	18	GG	\$52,176	\$57,758	-10.7%
31	Safety Insp. & Compliance, Elevator Inspector	49	LL	\$52,826	\$48,910	7.4%
175	Second Mate	n/a	CC	\$64,794	n/a	n/a
174	Security Guard I	9	GG	\$29,004	\$31,005	-6.9%
76	Social Services Associate II	12	GG	\$34,704	\$33,300	4.0%
75	Social Services Program Coordinator	20	GG	\$59,712	\$46,805	21.6%
77	Social Worker II (Children's Services)	17	GG	\$48,516	\$45,469	6.3%
78	Social Worker IV/Children's Services Supervisor	19	SS	\$57,720	\$57,045	1.2%
128	State Trooper	76	AA/1	\$56,712	\$54,977	3.1%
17	Statistical Technician I	12	GG	\$34,704	\$35,046	-1.0%
176	Steward	n/a	MM	\$42,477	n/a	n/a
19	Stock & Parts Services, Journey II	54	LL	\$39,702	\$29,947	24.6%
67	Subsistence Resource Specialist II	16	GG	\$45,300	\$45,420	-0.3%
168	Survey Instrument Technician II	17	SS	\$50,160	\$33,847	32.5%
154	Survey, Journey	54	LL	\$39,702	\$39,293	1.0%
15	Systems Programmer II	22	GG	\$68,256	\$56,628	17.0%
34	Tax Auditor III	20	GG	\$59,712	\$50,768	15.0%
33	Tax Technician III	14	GG	\$39,432	\$39,936	-1.3%
150	Technical Engineer I/Architect I	24	GG	\$78,132	\$68,501	12.3%
177	Third Assistant Engineer	n/a	BB	\$61,831	n/a	n/a
59	Training Specialist II	18	GG	\$52,176	\$48,425	7.2%
44	Transportation Planner I	21	GG	\$63,888	\$45,436	28.9%
148	Utility Engineering Analyst IV	22	GG	\$68,256	\$67,162	1.6%
28	Utility Financial Analyst III	21	GG	\$63,888	\$59,696	6.6%
152	Vessel Construction Manager II	22	GG	\$68,256	\$76,872	-12.6%
80	Vocational Rehabilitation Assistant II	12	GG	\$34,704	\$33,397	3.8%
81	Vocational Rehabilitation Counselor III	19	GG	\$55,896	\$43,455	22.3%
111	Wildland Fire & Resource Technician III	12	GG	\$34,704	\$34,531	0.5%
95	Wildlife Veterinarian	22	GG	\$68,256	\$67,644	0.9%
120	Workers' Compensation Hearing Officer II	22	GG	\$68,256	\$56,218	17.6%
74	Workers' Compensation Technician	12	GG	\$34,704	\$38,039	-9.6%

**AGGREGATE AVERAGES :**

**5.0%**

\$8,612,636

\$8,180,353

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