

State of Alaska
Benchmark Comparisons - Market 65th Percentile by Bargaining Unit then Range

| Bench. Number | Benchmark Title | Range | BU | State of AK | Market 65th %ile | Percent Difference |
|---------------|---|-------|------|------------------------|------------------------|--------------------|
| | | | | Annual Salary At Entry | Annual Salary At Entry | |
| 130 | Court Services Officer | 74 | AA/1 | \$48,936 | n/a | n/a |
| 128 | State Trooper | 76 | AA/1 | \$56,712 | \$54,977 | 3.1% |
| 131 | Airport Police & Fire Officer II | 75 | AP/1 | \$52,680 | \$45,326 | 14.0% |
| 133 | Deputy Fire Marshal I | 76 | AP/1 | \$56,712 | \$52,818 | 6.9% |
| 177 | Third Assistant Engineer | n/a | BB | \$61,831 | n/a | n/a |
| 175 | Second Mate | n/a | CC | \$64,794 | n/a | n/a |
| 84 | College Intern III | 10 | EE | \$32,058 | \$33,572 | -4.7% |
| 134 | Correctional Officer II | 13 | GC/1 | \$44,663 | \$42,514 | 4.8% |
| 3 | Administrative Clerk II | 8 | GG | \$27,324 | \$27,564 | -0.9% |
| 102 | Fish & Wildlife Technician II | 9 | GG | \$29,004 | \$31,537 | -8.7% |
| 174 | Security Guard I | 9 | GG | \$29,004 | \$31,005 | -6.9% |
| 173 | Mail Services Courier | 9 | GG | \$29,004 | \$24,536 | 15.4% |
| 126 | Motor Vehicle Customer Service Representative | 10 | GG | \$30,780 | \$30,499 | 0.9% |
| 115 | Law Office Assistant I | 11 | GG | \$32,784 | \$36,264 | -10.6% |
| 125 | Recorder II | 11 | GG | \$32,784 | \$33,665 | -2.7% |
| 62 | Library Assistant I | 11 | GG | \$32,784 | \$30,127 | 8.1% |
| 61 | Recreation Assistant | 11 | GG | \$32,784 | \$28,420 | 13.3% |
| 56 | Education Program Assistant | 12 | GG | \$34,704 | \$41,408 | -19.3% |
| 74 | Workers' Compensation Technician | 12 | GG | \$34,704 | \$38,039 | -9.6% |
| 45 | Radio Dispatcher II | 12 | GG | \$34,704 | \$37,218 | -7.2% |
| 22 | Loan Closer/Processor II | 12 | GG | \$34,704 | \$37,005 | -6.6% |
| 48 | Ferry Terminal Assistant I | 12 | GG | \$34,704 | \$36,319 | -4.7% |
| 17 | Statistical Technician I | 12 | GG | \$34,704 | \$35,046 | -1.0% |
| 111 | Wildland Fire & Resource Technician III | 12 | GG | \$34,704 | \$34,531 | 0.5% |
| 114 | Criminal Justice Technician I | 12 | GG | \$34,704 | \$33,639 | 3.1% |
| 80 | Vocational Rehabilitation Assistant II | 12 | GG | \$34,704 | \$33,397 | 3.8% |
| 76 | Social Services Associate II | 12 | GG | \$34,704 | \$33,300 | 4.0% |
| 108 | Natural Resource Technician II | 12 | GG | \$34,704 | \$32,277 | 7.0% |
| 6 | Accounting Technician I | 12 | GG | \$34,704 | \$31,183 | 10.1% |
| 25 | Insurance Analyst I | 13 | GG | \$36,960 | \$40,770 | -10.3% |
| 24 | Occupational License Examiner | 13 | GG | \$36,960 | \$40,599 | -9.8% |
| 60 | Alaska Military Youth Academy Team Leader | 13 | GG | \$36,960 | \$35,647 | 3.6% |
| 100 | Laboratory Technician | 13 | GG | \$36,960 | \$34,971 | 5.4% |
| 33 | Tax Technician III | 14 | GG | \$39,432 | \$39,936 | -1.3% |
| 29 | Commercial Vehicle Enforcement Officer II | 14 | GG | \$39,432 | \$39,786 | -0.9% |
| 70 | Child Support Specialist I | 14 | GG | \$39,432 | \$37,576 | 4.7% |
| 82 | Employment Security Specialist IB | 14 | GG | \$39,432 | \$36,258 | 8.0% |
| 72 | Eligibility Technician II | 14 | GG | \$39,432 | \$34,860 | 11.6% |
| 4 | Administrative Assistant II | 14 | GG | \$39,432 | \$34,827 | 11.7% |
| 155 | Drafting Technician III | 15 | GG | \$42,168 | \$38,936 | 7.7% |
| 156 | Cartographer II | 15 | GG | \$42,168 | \$38,385 | 9.0% |
| 55 | Airport Leasing Specialist II | 16 | GG | \$45,300 | \$55,901 | -23.4% |
| 151 | Landscape Specialist | 16 | GG | \$45,300 | \$53,312 | -17.7% |
| 46 | Emergency Management Specialist II | 16 | GG | \$45,300 | \$47,246 | -4.3% |
| 26 | Community Care Licensing Specialist I | 16 | GG | \$45,300 | \$47,122 | -4.0% |
| 109 | Natural Resource Specialist II | 16 | GG | \$45,300 | \$46,644 | -3.0% |
| 16 | Internet Specialist I | 16 | GG | \$45,300 | \$46,058 | -1.7% |
| 67 | Subsistence Resource Specialist II | 16 | GG | \$45,300 | \$45,420 | -0.3% |
| 42 | Community Development Specialist II | 16 | GG | \$45,300 | \$44,901 | 0.9% |
| 116 | Paralegal II | 16 | GG | \$45,300 | \$44,089 | 2.7% |
| 68 | Publications Specialist II | 16 | GG | \$45,300 | \$43,319 | 4.4% |
| 112 | Park Ranger I | 16 | GG | \$45,300 | \$41,256 | 8.9% |
| 85 | Health Program Associate | 16 | GG | \$45,300 | \$39,483 | 12.8% |
| 69 | Information Officer II | 17 | GG | \$48,516 | \$51,134 | -5.4% |
| 96 | Psychological Counselor II | 17 | GG | \$48,516 | \$50,525 | -4.1% |
| 101 | Public Health Microbiologist I | 17 | GG | \$48,516 | \$47,860 | 1.4% |
| 23 | Grants Administrator II | 17 | GG | \$48,516 | \$45,602 | 6.0% |
| 77 | Social Worker II (Children's Services) | 17 | GG | \$48,516 | \$45,469 | 6.3% |
| 38 | Local Government Specialist III | 17 | GG | \$48,516 | n/a | n/a |
| 172 | Boat Officer III | 17 | GG | \$48,516 | n/a | n/a |
| 52 | Right-of-Way Agent III | 18 | GG | \$52,176 | \$57,758 | -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

State of Alaska
Benchmark Comparisons - Market 65th Percentile by Bargaining Unit then Range

| Bench. Number | Benchmark Title | Range | BU | State of AK | Market 65th %ile | Percent Difference |
|---------------|--|-------|------|------------------------|------------------------|--------------------|
| | | | | Annual Salary At Entry | Annual Salary At Entry | |
| 143 | Environmental Program Specialist III | 18 | GG | \$52,176 | \$52,791 | -1.2% |
| 47 | Airport Operations Officer | 18 | GG | \$52,176 | \$52,732 | -1.1% |
| 18 | Research Analyst III | 18 | GG | \$52,176 | \$52,691 | -1.0% |
| 7 | Accountant III | 18 | GG | \$52,176 | \$52,663 | -0.9% |
| 140 | Hydrologist II | 18 | GG | \$52,176 | \$52,371 | -0.4% |
| 20 | Procurement Specialist III | 18 | GG | \$52,176 | \$50,075 | 4.0% |
| 53 | Appraiser II | 18 | GG | \$52,176 | \$48,897 | 6.3% |
| 32 | Environmental Health Officer III | 18 | GG | \$52,176 | \$48,428 | 7.2% |
| 59 | Training Specialist II | 18 | GG | \$52,176 | \$48,425 | 7.2% |
| 14 | Microcomputer/Network Specialist I | 18 | GG | \$52,176 | \$48,005 | 8.0% |
| 66 | Archaeologist II | 18 | GG | \$52,176 | \$45,912 | 12.0% |
| 64 | Archivist II | 18 | GG | \$52,176 | \$42,563 | 18.4% |
| 65 | Museum Curator II | 18 | GG | \$52,176 | \$41,545 | 20.4% |
| 79 | Public Guardian | 18 | GG | \$52,176 | n/a | n/a |
| 141 | Geologist III | 19 | GG | \$55,896 | \$62,441 | -11.7% |
| 145 | Environmental Impact Analyst III | 19 | GG | \$55,896 | \$61,419 | -9.9% |
| 86 | Health Program Manager II | 19 | GG | \$55,896 | \$60,987 | -9.1% |
| 21 | Claims Administrator | 19 | GG | \$55,896 | \$58,753 | -5.1% |
| 54 | Building Management Specialist | 19 | GG | \$55,896 | \$55,351 | 1.0% |
| 43 | Planner III | 19 | GG | \$55,896 | \$54,620 | 2.3% |
| 171 | Aircraft Pilot II | 19 | GG | \$55,896 | \$52,782 | 5.6% |
| 39 | Budget Analyst III | 19 | GG | \$55,896 | \$51,444 | 8.0% |
| 81 | Vocational Rehabilitation Counselor III | 19 | GG | \$55,896 | \$43,455 | 22.3% |
| 105 | Biometrician III | 20 | GG | \$59,712 | \$61,787 | -3.5% |
| 73 | Medical Assistance Administrator III | 20 | GG | \$59,712 | \$59,780 | -0.1% |
| 142 | Chemist IV | 20 | GG | \$59,712 | \$56,309 | 5.7% |
| 12 | Analyst Programmer IV | 20 | GG | \$59,712 | \$55,850 | 6.5% |
| 34 | Tax Auditor III | 20 | GG | \$59,712 | \$50,768 | 15.0% |
| 87 | Public Health Specialist II | 20 | GG | \$59,712 | \$50,695 | 15.1% |
| 63 | Librarian III | 20 | GG | \$59,712 | \$50,641 | 15.2% |
| 75 | Social Services Program Coordinator | 20 | GG | \$59,712 | \$46,805 | 21.6% |
| 97 | Mental Health Clinician III | 21 | GG | \$63,888 | \$65,027 | -1.8% |
| 27 | Financial institution Examiner III | 21 | GG | \$63,888 | \$63,937 | -0.1% |
| 153 | Land Surveyor I | 21 | GG | \$63,888 | \$59,786 | 6.4% |
| 28 | Utility Financial Analyst III | 21 | GG | \$63,888 | \$59,696 | 6.6% |
| 92 | Public Health Nurse II | 21 | GG | \$63,888 | \$55,461 | 13.2% |
| 146 | Engineering Assistant III | 21 | GG | \$63,888 | \$52,080 | 18.5% |
| 37 | Internal Auditor III | 21 | GG | \$63,888 | \$51,035 | 20.1% |
| 57 | Education Specialist II | 21 | GG | \$63,888 | \$51,026 | 20.1% |
| 44 | Transportation Planner I | 21 | GG | \$63,888 | \$45,436 | 28.9% |
| 152 | Vessel Construction Manager II | 22 | GG | \$68,256 | \$76,872 | -12.6% |
| 95 | Wildlife Veterinarian | 22 | GG | \$68,256 | \$67,644 | 0.9% |
| 148 | Utility Engineering Analyst IV | 22 | GG | \$68,256 | \$67,162 | 1.6% |
| 41 | Petroleum Economist II | 22 | GG | \$68,256 | \$63,155 | 7.5% |
| 15 | Systems Programmer II | 22 | GG | \$68,256 | \$56,628 | 17.0% |
| 36 | Oil & Gas revenue Auditor III | 22 | GG | \$68,256 | \$56,423 | 17.3% |
| 120 | Workers' Compensation Hearing Officer II | 22 | GG | \$68,256 | \$56,218 | 17.6% |
| 147 | Communications Engineering Associate II | 23 | GG | \$72,972 | \$56,996 | 21.9% |
| 94 | Health Practitioner I | 24 | GG | \$78,132 | \$68,762 | 12.0% |
| 150 | Technical Engineer I/Architect I | 24 | GG | \$78,132 | \$68,501 | 12.3% |
| 88 | Certified Nurse Aide I | 10 | GG/1 | \$31,032 | \$27,254 | 12.2% |
| 98 | Pharmacy Technician | 12 | GG/1 | \$35,052 | \$31,593 | 9.9% |
| 89 | Psychiatric Nursing Assistant III | 12 | GG/1 | \$35,052 | \$31,056 | 11.4% |
| 121 | Forensic Technician I | 13 | GG/1 | \$37,296 | \$32,577 | 12.7% |
| 137 | Juvenile Probation Officer II | 16 | GG/1 | \$45,696 | \$49,134 | -7.5% |
| 138 | Adult Probation Officer II | 16 | GG/1 | \$45,696 | \$49,033 | -7.3% |
| 124 | Investigator III | 18 | GG/1 | \$52,176 | \$55,222 | -5.8% |
| 123 | Forensic Scientist III - DNA | 19 | GG/1 | \$56,412 | \$56,656 | -0.4% |
| 122 | Forensic Scientist III - Chemistry | 19 | GG/1 | \$56,412 | \$55,990 | 0.7% |
| 91 | Nurse II (Psychiatric) | 19 | GG/1 | \$56,412 | \$51,711 | 8.3% |
| 90 | Nurse II | 19 | GG/1 | \$56,412 | \$50,973 | 9.6% |

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

State of Alaska
Benchmark Comparisons - Market 65th Percentile by Bargaining Unit then Range

| Bench. Number | Benchmark Title | Range | BU | State of AK | Market 65th %ile | Percent Difference |
|------------------|---|-------|------|---------------------------|---------------------------|-----------------------|
| | | | | Annual Salary At Entry | Annual Salary At Entry | |
| 136 | Juvenile Justice Officer II | 13 | GZ/1 | \$39,792 | \$42,714 | -7.3% |
| 9 | Human Resource Technician II | 14 | KK | \$39,996 | \$34,984 | 12.5% |
| 10 | Human Resource Specialist I | 16 | KK | \$45,924 | \$48,437 | -5.5% |
| 11 | Human Resource Manager I | 22 | KK | \$69,300 | \$71,751 | -3.5% |
| 30 | Occupational Safety & Compliance Officer | 49 | LL | \$52,826 | \$51,014 | 3.4% |
| 31 | Safety Insp. & Compliance, Elevator Inspector | 49 | LL | \$52,826 | \$48,910 | 7.4% |
| 166 | Maintenance Specialist, Foreman | 50 | LL | \$50,427 | \$53,171 | -5.4% |
| 163 | Equipment Operator Foreman I | 51 | LL | \$47,931 | \$46,524 | 2.9% |
| 167 | Maintenance Spec., Electrician, Journey II/Lead | 51 | LL | \$47,931 | \$44,622 | 6.9% |
| 161 | Mechanic, Automotive, Foreman I | 52 | LL | \$45,299 | \$51,262 | -13.2% |
| 165 | Maintenance Specialist, Journey I | 53 | LL | \$42,335 | \$41,862 | 1.1% |
| 160 | Mechanic, Automotive, Advanced Journey/Lead | 53 | LL | \$42,335 | \$40,869 | 3.5% |
| 170 | Materials Laboratory Technician, Journey | 53 | LL | \$42,335 | \$37,857 | 10.6% |
| 162 | Equipment Operator, Journey II | 53 | LL | \$42,335 | \$36,515 | 13.7% |
| 169 | Engineering Technician, Journey | 54 | LL | \$39,702 | \$40,096 | -1.0% |
| 154 | Survey, Journey | 54 | LL | \$39,702 | \$39,293 | 1.0% |
| 164 | Maintenance Generalist, Journey | 54 | LL | \$39,702 | \$35,862 | 9.7% |
| 19 | Stock & Parts Services, Journey II | 54 | LL | \$39,702 | \$29,947 | 24.6% |
| 158 | Food Service, Lead | 56 | LL | \$35,510 | \$27,134 | 23.6% |
| 159 | Environmental Services, Journey II | 60 | LL | \$28,100 | \$23,550 | 16.2% |
| 157 | Food Service, Sub-Journey | 61 | LL | \$23,751 | \$23,128 | 2.6% |
| 176 | Steward | n/a | MM | \$42,477 | n/a | n/a |
| 178 | Able Bodied Seaman | n/a | MM | \$46,247 | n/a | n/a |
| 179 | Oiler | n/a | MM | \$48,061 | n/a | n/a |
| 117 | Attorney II | 20 | PX | \$61,884 | \$58,543 | 5.4% |
| 119 | Administrative Law Judge I | 22 | PX | \$70,728 | \$80,061 | -13.2% |
| 118 | Attorney IV | 24 | PX | \$80,880 | \$89,798 | -11.0% |
| 1 | Division Director-PX | 27 | PX | \$92,796 | \$85,166 | 8.2% |
| 113 | Museum Protection & Visitor Services Supervisor | 14 | SS | \$40,824 | \$39,457 | 3.3% |
| 127 | Motor Vehicle Office Manager I | 15 | SS | \$43,692 | \$40,586 | 7.1% |
| 83 | Employment Service Manager I | 16 | SS | \$46,836 | \$50,415 | -7.6% |
| 103 | Fishery Biologist II | 16 | SS | \$46,836 | \$44,945 | 4.0% |
| 49 | Reservations Specialist | 16 | SS | \$46,836 | \$29,801 | 36.4% |
| 5 | Administrative Officer I | 17 | SS | \$50,160 | \$45,446 | 9.4% |
| 168 | Survey Instrument Technician II | 17 | SS | \$50,160 | \$33,847 | 32.5% |
| 107 | Agronomist II | 18 | SS | \$53,928 | \$53,202 | 1.3% |
| 78 | Social Worker IV/Children's Services Supervisor | 19 | SS | \$57,720 | \$57,045 | 1.2% |
| 110 | Natural Resource Manager II | 20 | SS | \$61,572 | \$67,939 | -10.3% |
| 104 | Fishery Biologist IV | 20 | SS | \$61,572 | \$55,888 | 9.2% |
| 40 | Economist III | 20 | SS | \$61,572 | \$53,338 | 13.4% |
| 144 | Environmental Program Manager I | 21 | SS | \$65,904 | \$72,964 | -10.7% |
| 51 | Maintenance & Operations Superintendent | 21 | SS | \$65,904 | \$61,523 | 6.6% |
| 71 | Child Support Manager | 21 | SS | \$65,904 | \$55,559 | 15.7% |
| 13 | Data Processing Manager I | 22 | SS | \$70,380 | \$65,310 | 7.2% |
| 8 | Accountant V | 22 | SS | \$70,380 | \$64,846 | 7.9% |
| 106 | Fisheries Scientist I | 22 | SS | \$70,380 | \$56,468 | 19.8% |
| 50 | Port Captain | 23 | SS | \$75,228 | n/a | n/a |
| 2 | Division Operations Manager | 24 | SS | \$80,496 | \$79,233 | 1.6% |
| 149 | Engineer/Architect III | 25 | SS | \$86,160 | \$73,365 | 14.9% |
| 35 | Revenue Audit Supervisor II | 25 | SS | \$86,160 | \$71,164 | 17.4% |
| 99 | Recreation Therapist II | 16 | SS/1 | \$46,836 | \$40,215 | 14.1% |
| 139 | Adult Probation Officer IV | 20 | SS/1 | \$61,572 | \$69,290 | -12.5% |
| 132 | Airport Police & Fire Officer V | 20 | SS/1 | \$61,572 | \$47,605 | 22.7% |
| 135 | Correctional Superintendent I | 21 | SS/1 | \$65,904 | \$63,134 | 4.2% |
| 93 | Nurse IV | 22 | SS/1 | \$70,380 | \$61,513 | 12.6% |
| 129 | Lieutenant, Alaska State Troopers | 23 | SS/1 | \$75,228 | \$68,479 | 9.0% |
| 58 | AVTEC Instructor | n/a | TA | \$42,359 | \$38,841 | 8.3% |

AGGREGATE AVERAGES :

10.7%

\$8,472,751

\$7,567,514

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