

# FIA



**State of Alaska**

**2009 Salary Survey Report**

***FINAL***



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## **SURVEY METHODOLOGY, PROCESS, AND PROCEDURES**

- Fox Lawson & Associates, LLC (FLA) met with individuals of the State's Personnel and Labor Relations Division (State) to review and discuss many items relating to the survey as well as the current compensation philosophy and pay system. Items discussed and identified in this discussion included:
  - Definition of the labor market(s)
  - The specific pay and benefits questions to include in the data collection form (survey instrument)
  - The use and application of geographic (cost of labor) differentials (which is different from the recent cost of living differentials study that the State has access to)
  - The calculation of varying statistics (mean, median, percentiles, etc.) for the survey analysis
  - Survey schedule
- Further discussions with the State took place throughout the course of the survey regarding survey participation and data analysis.
- FLA conducted a thorough review and analysis of the State's comparison pool. Several documents were referenced for conducting this review, and discussions were held with the State regarding criteria and guidelines for determining benchmarks. The written narrative regarding this review and analysis was provided to the State in a separate document from this report. Upon discussion with the State, the list of benchmark jobs to include in the survey was finalized, which are listed on the following pages.

# SURVEY METHODOLOGY, PROCESS, AND PROCEDURES

- One hundred seventy-nine (179) classifications were included as survey benchmarks on which to collect salary information. The benchmarks, which are grouped by job family, are listed below.

## **Executive and Senior Administrators:**

1. Division Director – PX
2. Division Operations Manager

## **General Administration:**

3. Administrative Clerk II
4. Administrative Assistant II
5. Administrative Officer I

## **Accounting and Fiscal:**

6. Accounting Technician I
7. Accountant III
8. Accountant V

## **Personnel and Employee Relations:**

9. Human Resource Technician II
10. Human Resource Specialist I
11. Human Resource Manager I

## **Information Technology:**

12. Analyst Programmer IV
13. Data Processing Manager I
14. Microcomputer/Network Specialist I
15. Systems Programmer II
16. Internet Specialist I

## **Statistics and Research Analysis:**

17. Statistical Technician I
18. Research Analyst III

## **Supply:**

19. Stock & Parts Services, Journey II
20. Procurement Specialist III

## **Other Administrative:**

21. Claims Administrator

## **Business Finance:**

22. Loan Closer/Processor II
23. Grants Administrator II

## **Business Regulation and Compliance:**

24. Occupational License Examiner
25. Insurance Analyst I
26. Community Care Licensing Specialist I
27. Financial Institution Examiner III
28. Utility Financial Analyst III

## **Safety Inspection:**

29. Commercial Vehicle Enforcement Officer II
30. Occupational Safety & Compliance Officer
31. Safety Inspection & Compliance, Elevator Inspector

## **Environmental Health:**

32. Environmental Health Officer III

## **Revenue and Audit:**

33. Tax Technician III
34. Tax Auditor III
35. Revenue Audit Supervisor II
36. Oil & Gas Revenue Auditor III
37. Internal Auditor III

## **Government Management and Operations:**

38. Local Government Specialist III
39. Budget Analyst III

## **Economic Research:**

40. Economist III
41. Petroleum Economist II

**Development and Infrastructure Planning:**

- 42. Community Development Specialist II
- 43. Planner III
- 44. Transportation Planner I

**Emergency Planning and Response:**

- 45. Radio Dispatcher II
- 46. Emergency Management Specialist II

**Airport Administration:**

- 47. Airport Operations Officer

**Ferry System Administration:**

- 48. Ferry Terminal Assistant I
- 49. Reservations Specialist
- 50. Port Captain

**Maintenance Administration:**

- 51. Maintenance & Operations Superintendent

**Real Estate Appraisal:**

- 52. Right-of-Way Agent III
- 53. Appraiser II

**Property Management:**

- 54. Building Management Specialist
- 55. Airport leasing Specialist II

**Education Programs:**

- 56. Education Program Assistant
- 57. Education Specialist II

**Teaching and Instruction:**

- 58. AVTEC Instructor
- 59. Training Specialist II

**Student Services:**

- 60. Alaska Military Youth Academy Team Leader
- 61. Recreation Assistant

**Library and Archives:**

- 62. Library Assistant I
- 63. Librarian III
- 64. Archivist II

**Anthropological Research and Education:**

- 65. Museum Curator II
- 66. Archaeologist II
- 67. Subsistence Resource Specialist II

**Arts, Photography and Information:**

- 68. Publications Specialist II
- 69. Information Officer II

**Public Programs:**

- 70. Child Support Specialist I
- 71. Child Support Manager
- 72. Eligibility Technician II
- 73. Medical Assistance Administrator III
- 74. Workers' Compensation Technician
- 75. Social Services Program Coordinator

**Social Work:**

- 76. Social Services Associate II
- 77. Social Worker II (Children's Services)
- 78. Social Worker IV (Children's Services)/Children's Services Supervisor

**Special Social Service:**

- 79. Public Guardian

**Vocational Rehabilitation:**

- 80. Vocational Rehabilitation Assistant II
- 81. Vocational Rehabilitation Counselor III

**Labor and Employment Services:**

- 82. Employment Security Specialist IB
- 83. Employment Service Manager I

**Internship Programs:**

- 84. College Intern III

**Health Administration:**

- 85. Health Program Associate
- 86. Health Program Manager II
- 87. Public Health Specialist II

**Nursing, Assistive:**

- 88. Certified Nurse Aide I
- 89. Psychiatric Nursing Assistant III

**Nursing, Professional:**

- 90. Nurse II
- 91. Nurse II (Psychiatric)
- 92. Public Health Nurse II
- 93. Nurse IV

**Medical, Professional:**

- 94. Health Practitioner I
- 95. Wildlife Veterinarian

**Mental and Behavioral Health Services:**

- 96. Psychological Counselor II
- 97. Mental Health Clinician III

**Special Health Services:**

- 98. Pharmacy Technician
- 99. Recreation Therapist II

**Health Laboratory and Related:**

- 100. Laboratory Technician
- 101. Public Health Microbiologist I

**Fish and Wildlife:**

- 102. Fish & Wildlife Technician II
- 103. Fishery Biologist II
- 104. Fishery Biologist IV
- 105. Biometrician III
- 106. Fisheries Scientist I

**Agriculture:**

- 107. Agronomist II

**Natural Resource and Forestry:**

- 108. Natural Resource Technician II
- 109. Natural Resource Specialist II
- 110. Natural Resource Manager II
- 111. Wildland Fire & Resource Technician III

**Parks:**

- 112. Park Ranger I
- 113. Museum Protection & Visitor Services Supervisor

**Legal Support and Related:**

- 114. Criminal Justice Technician I
- 115. Law Office Assistant I
- 116. Paralegal II

**Attorneys:**

- 117. Attorney II
- 118. Attorney IV

**Judges and Adjudicators:**

- 119. Administrative Law Judge I
- 120. Workers' Compensation Hearing Officer II

**Evidence Investigation:**

- 121. Forensic Technician I
- 122. Forensic Scientist III – Chemistry
- 123. Forensic Scientist III – DNA
- 124. Investigator III

**Legal and Document Processing:**

- 125. Recorder II
- 126. Motor Vehicle Customer Service Representative I
- 127. Motor Vehicle Office Manager I

**Law Enforcement:**

- 128. State Trooper
- 129. Lieutenant, Alaska State Troopers
- 130. Court Services Officer

***Fire Fighting and Inspection:***

- 131. Airport Police & Fire Officer II
- 132. Airport Police & Fire Officer V
- 133. Deputy Fire Marshal I

***Corrections:***

- 134. Correctional Officer II
- 135. Correctional Superintendent I
- 136. Juvenile Justice Officer II

***Probation and Parole:***

- 137. Juvenile Probation Officer II
- 138. Adult Probation Officer II
- 139. Adult Probation Officer IV

***Physics and Science Specialists:***

- 140. Hydrologist II
- 141. Geologist III
- 142. Chemist IV

***Environmental Science Specialists:***

- 143. Environmental Program Specialist III
- 144. Environmental Program Manager I
- 145. Environmental Impact Analyst III

***Engineering, Unlicensed:***

- 146. Engineering Assistant III
- 147. Communications Engineering Associate II
- 148. Utility Engineering Analyst IV

***Engineering, Licensed:***

- 149. Engineer/Architect III
- 150. Technical Engineer I/Architect I

***Architecture and Landscape Architecture:***

- 151. Landscape Specialist

***Vessel Construction:***

- 152. Vessel Construction Manager II

***Land Surveying:***

- 153. Land Surveyor I
- 154. Survey, Journey

***Cartography and Drafting:***

- 155. Drafting Technician III
- 156. Cartographer II

***Food and Custodial Services:***

- 157. Food Service, Sub-Journey
- 158. Food Service, Lead
- 159. Environmental Services, Journey II

***Aircraft, Automobile or Vessel Maintenance:***

- 160. Mechanic, Automotive, Advanced Journey/Lead
- 161. Mechanic, Automotive, Foreman I

***Equipment Operations:***

- 162. Equipment Operator, Journey II
- 163. Equipment Operator Foreman I

***Building and Facility Maintenance:***

- 164. Maintenance Generalist, Journey
- 165. Maintenance Specialist, Bldg/Facility/Construction, Journey I
- 166. Maintenance Specialist, Bldg/Facility/Construction, Foreman
- 167. Maintenance Specialist, Electrician, Journey II/Lead

***Instrument Technician:***

- 168. Survey Instrument Technician II

***Construction Support:***

- 169. Engineering Technician, Journey
- 170. Materials Laboratory Technician, Journey

***Vessel and Aircraft Operations:***

- 171. Aircraft Pilot II
- 172. Boat Officer III

**Office Equipment Operation:**

173. Mail Services Courier

**Facility Security:**

174. Security Guard I

**Vessel Workers:**

175. Second Mate

176. Steward

177. Third Assistant Engineer

178. Able Bodied Seaman

179. Oiler

## **SURVEY METHODOLOGY, PROCESS, AND PROCEDURES**

- FLA worked with the State in identifying eighty (80) organizations from which to collect salary and benefits information. These organizations represented the federal government, other states, municipal governments, healthcare organizations, universities (both local and out of state), school districts, utilities, native corporations, engineering firms, airports and ferry systems.
- When determining organizations to include in the survey, major considerations were size, geographic location, and industry. For example, states were selected based on a combination of geographic location and similar sized per capita income, airports were selected based on similar number of enplanements, the out of state counties and universities were selected based on the largest entities in the same states that were selected, and ferry systems were selected based on those that operate vessels much like the Alaska Marine Highway System.
- The benchmark jobs were specified by their corresponding labor market, as different jobs have different recruiting markets. The local market and the states included all benchmark jobs (as they were applicable to each industry within the local market). Those organizations outside of Alaska were considered an expanded market and included professional/management level jobs as well as any specialized or industry-specific jobs.
- A detailed table is included in Appendix D which outlines the comparison pool positions (benchmarks), the type of organization that the survey was distributed to for each benchmark (with the total number distributed listed under each category heading), and the number of valid survey responses.

## SURVEY METHODOLOGY, PROCESS, AND PROCEDURES

- We received data from 65 out of the 80 organizations, for an 81% participation rate. Each organization category (states, municipalities, etc.), is represented by at least 50% participation. Following is a breakout of participation by organization category.

	<b>Number Received</b>	<b>Percent of Total</b>
<b>Municipalities</b>	3	100%
<b>United States Federal Government</b>	1	100%
<b>Healthcare Organizations/Hospitals</b>	3	50%
<b>Local Universities within the State</b>	1	50%
<b>School Districts</b>	3	75%
<b>Utilities</b>	5	71%
<b>Native Corporations</b>	7	78%
<b>Engineering Firms</b>	3	50%
<b>States</b>	12	100%
<b>Counties</b>	10	100%
<b>Universities in Other States</b>	11	100%
<b>Airports</b>	4	67%
<b>Ferry Systems</b>	2	67%

## SURVEY METHODOLOGY, PROCESS, AND PROCEDURES

- The following table is a summary of the organizational information collected from each participant compared to the State. Data break-outs are shown for all organizations combined (labeled Market-All), States Only (labeled Market-States), and States only, but excluding California and Texas (labeled Market-States Only Excluding CA & TX). In this last break-out, California and Texas were excluded because, even though they are considered to be in Alaska's labor market definition, their figures were significantly different from all others in the same group and therefore, would have distorted the overall averages.

	<i>State of AK</i>	<b>Market-All</b>
<b>Average number of customers served (population)</b>	<b>679,720</b>	4,096,709
<b>Average annual operating budget</b>	<b>\$6,574,796,300</b>	\$4,530,059,847
<b>Average number of full-time employees</b>	<b>15,088</b>	17,226
<b>Average number of job classifications</b>	<b>1,077</b>	505

	<b>Market-States Only</b>	<b>Market-States Only Excluding CA &amp; TX</b>
<b>Average number of customers served (population)</b>	7,240,313	2,138,987
<b>Average annual operating budget</b>	\$18,540,292,438	\$10,670,217,911
<b>Average number of full-time employees</b>	52,228	19,582
<b>Average number of job classifications</b>	1,166	828

- Listed on the following page are those organizations that are represented in the survey as well as those that did not participate.

# **SURVEY METHODOLOGY, PROCESS, AND PROCEDURES**

## **Organizations Represented in Survey:**

### *Municipalities:*

City of Fairbanks  
City & Borough of Juneau  
Municipality of Anchorage

*United States Federal Government (salary info only)*

### *Healthcare Organizations/Hospitals:*

Banner Health-Fairbanks Memorial  
Bartlett Hospital  
Providence Healthcare

### *Local Universities within the State:*

University of Alaska

### *School Districts:*

Anchorage School District  
Fairbanks School District  
Mat-Su School District

### *Utilities:*

Alaska Electric Light & Power  
Anchorage Municipal Power & Light  
General Communications Inc.  
Golden Valley Electric Association  
Matanuska Electric

### *Engineering Firms:*

Dowl HKM Engineering  
HDR Inc.  
USKH

### *Native Corporations:*

Arctic Slope Regional Corporation  
Central Council Tlingit & Haida  
Doyon, Limited  
Fairbanks Native Association  
Goldbelt, Inc.  
NANA Regional Corporation  
Sealaska

### *States:*

State of California  
State of Colorado  
State of Idaho  
State of Montana  
State of Nevada  
State of North Dakota  
State of Oklahoma  
State of Oregon  
State of South Dakota  
State of Texas  
State of Washington  
State of Wyoming

### *Airports:*

Buffalo Niagara International Airport  
Reno-Tahoe Airport Authority  
Theodore Francis Green State Airport  
Tucson Airport

**Organizations Represented in Survey (Continued):**

*Counties:*

Ada County, ID  
Cass County, ND  
City-County of Denver, CO  
Clark County, NV  
King County, WA  
Laramie County, WY  
Los Angeles County, CA  
Minnehaha County, SD  
Multnomah County, OR  
Yellowstone County, MT

*Ferry Systems:*

Golden Gate Transportation District  
Grand Portage-Isle Royale Ferry Service

**Organizations that did not Participate:**

*Airports:*

Bob Hope Airport  
Eppley Airfield

*Local Universities within the State:*

Alaska Pacific University

*School Districts:*

Juneau School District

*Utilities:*

Alaska Communications  
Chugach Electric

*Ferry Systems:*

Lake Express

*Universities:*

University of California  
University of Colorado  
University of Idaho  
University of Montana  
University of Nevada Las Vegas  
University of Nevada Reno  
University of North Dakota  
University of Oregon  
University of South Dakota  
University of Washington  
University of Wyoming

*Native Corporations:*

Cook Inlet Region, Inc.  
Kootznoowoo Inc.

*Engineering Firms:*

CH2M Hill  
Design Alaska  
R&M Engineering

*Healthcare Organizations/Hospitals:*

Alaska Native Tribal Health Consortium  
Alaska Regional  
Southeast Alaska Regional Health Consortium

## **SURVEY METHODOLOGY, PROCESS, AND PROCEDURES**

- Published sources were also utilized to supplement the custom survey and to provide a representation of the private sector market. All published sources were discussed and approved by the State prior to using them. Our firm requires the following criteria be met by the published source:
  - The survey is conducted by a reputable salary survey firm
  - The survey data is not self reported
  - The survey is conducted on a continual basis instead of a one-time event
  - The survey reports its data sources, the effective date of the data, and was tested to ensure accurate matches and data
- The published sources utilized are listed below. All data referenced from these published sources represent the Anchorage geographic market. All data were aged to be effective for 9/1/09, consistent with the market data. We did not use any data that were older than 18 months from the date of this study.

Watson Wyatt (ECS), Office Personnel Report

Watson Wyatt (ECS), Professional Administrative Report

Watson Wyatt (ECS), Professional Specialized Report

Watson Wyatt (ECS), Middle Management Report

Watson Wyatt (ECS), Supervisory Report

Employer's Association, National IT and Engineering Report

Mercer, Finance, Accounting & Legal Report

AFT Public Employee's Compensation Survey

Milliman, Alaska Cross-Industry Survey

CUPA Mid-Level Administration & Professional Survey

CUPA National Faculty Salary Survey

Hospital & Healthcare Compensation Services, Compensation & Benefits Report

American Society of Civil Engineers, Salary Survey

National Society of Professional Engineers, Salary Survey

Central States Survey

Marine Highway Vessel Workers' Union Contracts (provided by former maritime union negotiator, located in District of Columbia)

## **SURVEY METHODOLOGY, PROCESS, AND PROCEDURES**

- Next, a customized data collection survey instrument was developed to collect benefits data and pay data on each of the benchmark classifications. The questions in the survey were posed in a fashion that were easy for participants to answer, as well as being easy to quantify and analyze.
- Job summaries were included in the survey instrument and were prepared from the State's job descriptions as well as from summaries prepared by the State, to assist participants in matching their jobs to the State's benchmark jobs. The benchmark summaries included standardized level designations as well as typical minimum qualifications for participants to use as guidelines in matching.
- The survey instrument data collection form (DCF) was provided to the State for review and comment. Based on the State's comments, adjustments were made and the DCF was finalized (a copy of the data collection form is in Appendix C, with the job summaries beginning on page 15 of that document).
- The survey was then distributed to all of the defined organizations, and a series of follow-up calls were made throughout the course of the survey to the organizations to encourage participation, answer questions, and ensure data quality. The participants were given the option to complete the survey either in hardcopy or electronic format.
- Weekly status reports were sent to the State regarding updates on survey participation.
- FLA reviewed and entered the data collected from participants. We followed-up with participants to ensure the accuracy of benchmark matches and to ensure the validity of the salary data reported.
- We ask participants to match only those jobs within their organization that match at least 70% of the duties, responsibilities and functions as outlined in the benchmark job summary. We do not ask that participants rate the quality of the match as this introduces a level of subjectivity that can produce invalid results. This guideline follows standard compensation practices as endorsed by *WorldatWork*. If there are any questions in data matching, we reference job descriptions, organizational charts and other information to verify that the match is valid.

## **SURVEY METHODOLOGY, PROCESS, AND PROCEDURES**

- FLA performed several reviews of the data to identify any extreme data and to ensure validity and reliability of the data. The following list of items were reviewed to ensure data accuracy: the range of salaries reported for each benchmark job (any abnormally high or low), extreme range spreads, relationship of minimums and maximums and steps in-between (i.e., minimums not higher than maximums), and relationship of progression in levels (i.e., a level II job should have a higher salary than a level I job), and similar consistency checks.
- Federal rates were adjusted to account for the 23% Alaska COLA.
- Because geographic markets are not only different across the nation but also within specific labor markets, geographic differential factors were collected by referencing the Economic Research Institute's Geographic Difference Reference Report. This geographic differential figure reflects wage and salary (cost of labor) differentials by each geographic location.
- In discussions with the State, it was determined that Anchorage would be considered the base City. Geographic differential figures were then collected for each organization, as well as for Anchorage, AK. All other areas are compared to the base (Anchorage). For example, if it is found that Olympia, WA has a geographic differential of 96.0 compared to Anchorage, this means that Olympia is 4% below the geographic market for Anchorage. Thus, Olympia's data were increased by 4% to equate to the Anchorage geographic market. A table outlining the differentials for the organizations is shown in Appendix B.
- Applying geographic differentials is a sound compensation practice in an effort to arrive at a more precise figure for use in analyzing and setting pay. Just as data are trended forward to be effective for a current point in time, data should be adjusted to reflect cost of labor differences between geographic areas.
- This geographic differential differs from the recent cost of living differentials study that the State has access to. Any cost of living differentials that exist for certain locations within the State of Alaska will be addressed by the State Personnel Department.

## **SURVEY METHODOLOGY, PROCESS, AND PROCEDURES**

- Although data were sent to us in many different formats, all salary data were adjusted to reflect annual salaries based on 1,950 hours per year which is a 37.5 hour work-week (with the exception of some specific jobs that have a different base), to make consistent comparisons with the State of Alaska base hours, and were adjusted for the Anchorage geographic labor market. Thus, any anecdotal or contract information you may receive from other sources may not match the figures we are reporting.
- We also follow the U.S. Department of Labor guidelines that states that 5 job matches should exist per job for drawing conclusions. Therefore, we did not calculate statistics on jobs with fewer than 5 job matches. Where published sources were included as a job match, the number of matches were irrelevant since many organizations are represented within each published source match.
- Once the survey analysis and report was completed, it was submitted internally through our firm's quality control process for review before it was submitted to the State of Alaska.

## BENEFITS OVERVIEW

- Detailed responses by both the State and the market to the benefits questions are provided in individual tables and summarized beginning in Appendix A on page 22 of this report.
- The table below shows the various benefit categories and the relationship between the State and the market.

<b>Benefit Item</b>	<b>How the State of Alaska Compares to Market</b>
Monthly employer premium cost for family medical, dental, and vision	Alaska provides less than entire market but more than other states
Annual paid holidays, floating holidays	Alaska provides 1 more day offered/year
Annual paid leave (paid-time-off, vacation days, sick leave)	Alaska provides more days offered/year
Banking of unused leave	Varies, but comparable

## **SALARY COMPARISONS OVERVIEW**

- Summary charts were prepared to reflect the relationship of the State's pay to market pay on a benchmark by benchmark basis, for the salary figures collected (labeled benchmark comparison charts). These summary charts exclude the Vessel Worker benchmarks (#'s 175-179), since this information was gathered as information-only for the State and is shown in the detailed summary sheets in Appendix B.
- As requested by the State, one set of these benchmark comparisons is shown comparing to the market median, which is the same as the 50th percentile, (set 1), one set is shown for the market 60th percentile (set 2), and one set is shown for the market 65th percentile (set 3).
  - the market median (or 50th percentile) represents the salary figure that is in the middle of all the rates reported, where 50% of the rates are below it, and 50% of the rates are above it
  - the market 60th percentile represents the salary figure where 60% of the rates are below it, and 40% of the rates are above it
  - the market 65th percentile represents the salary figure where 65% of the rates are below it, and 35% of the rates are above it
- The salary data reflect adjustments to the Anchorage market and 1,950 hours per year, which is a 37.5 hour work-week (with the exception of specific jobs that have different base hours - these are noted in a table in Appendix B).
- For the State of Alaska, the range maximum reflects the step after 30 years, with the exception of specific jobs that reflected either 15 years (labor and trades jobs), 18 years (correctional officers), or 25 years (troopers and lieutenants, airport public safety, court services officers, deputy fire marshals, corrections superintendents, and justice and probation officers).
- Each salary figure is referenced from the individual summary sheet for each benchmark (found in Appendix B). The market salary figures exclude the State's data.
- Benchmarks where fewer than 5 organizations reported job matches were excluded from any analyses because fewer than 5 job matches to a given benchmark are considered an insufficient sample size for drawing conclusions. Five (5) of the benchmarks had fewer than 5 job matches and therefore these benchmarks are noted on each chart with an "n/a" in the market columns. In addition, any benchmarks that may have had 5 job matches, but did not have any figures reported for a particular category (step), are also shown as "n/a" in the market columns.

## SALARY COMPARISONS OVERVIEW

- Note that not all organizations reported figures in all of the requested categories (flat rate salary, entry (minimum) salary, salary after 5 years, salary after 10 years, and maximum salary). Therefore, depending on how each organization's salary schedules are set-up and how they reported their data, the resulting figures calculated in the analysis will not relate to each other and also will not necessarily progress in value from entry to 5-year to 10-year to max because of these differences in reporting. In addition, in those cases where a single rate is reported for a particular category, that same figure will be referenced for each of the differing summary statistics (i.e., a particular rate may be the same for the 50th, 60th, and 65th percentile report).
- In each comparison, the percentage difference has been calculated between the State's salary figure and the market salary figure, in terms of the State's salary. For example, a positive percentage figure indicates that the State pays *above* the market, and a negative figure indicates that the State pays *below* the market. This percentage difference is shown for each benchmark job, and as an aggregate figure of all jobs combined, at the bottom of the chart.
- The aggregate percentage difference figure at the bottom of the page is not simply an average of all of the individual averages, but rather, reflects the sum of all State salary rates minus the sum of all market salary rates, divided by the sum of all State salary rates. This reflects a more accurate comparison rather than averaging averages.
- The benchmark comparison charts consisting of three percentile sets (as defined above) begin on the following page.

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
1	Division Director-PX	\$92,796	\$81,907	11.7%
2	Division Operations Manager	\$80,496	\$71,072	11.7%
3	Administrative Clerk II	\$27,324	\$26,262	3.9%
4	Administrative Assistant II	\$39,432	\$31,079	21.2%
5	Administrative Officer I	\$50,160	\$42,725	14.8%
6	Accounting Technician I	\$34,704	\$29,944	13.7%
7	Accountant III	\$52,176	\$49,118	5.9%
8	Accountant V	\$70,380	\$61,429	12.7%
9	Human Resource Technician II	\$39,996	\$33,803	15.5%
10	Human Resource Specialist I	\$45,924	\$46,621	-1.5%
11	Human Resource Manager I	\$69,300	\$62,734	9.5%
12	Analyst Programmer IV	\$59,712	\$51,714	13.4%
13	Data Processing Manager I	\$70,380	\$60,334	14.3%
14	Microcomputer/Network Specialist I	\$52,176	\$46,553	10.8%
15	Systems Programmer II	\$68,256	\$54,374	20.3%
16	Internet Specialist I	\$45,300	\$38,507	15.0%
17	Statistical Technician I	\$34,704	\$33,645	3.1%
18	Research Analyst III	\$52,176	\$48,093	7.8%
19	Stock & Parts Services, Journey II	\$39,702	\$26,873	32.3%
20	Procurement Specialist III	\$52,176	\$47,803	8.4%
21	Claims Administrator	\$55,896	\$43,984	21.3%
22	Loan Closer/Processor II	\$34,704	\$34,157	1.6%
23	Grants Administrator II	\$48,516	\$44,733	7.8%
24	Occupational License Examiner	\$36,960	\$34,398	6.9%
25	Insurance Analyst I	\$36,960	\$38,026	-2.9%
26	Community Care Licensing Specialist I	\$45,300	\$36,463	19.5%
27	Financial institution Examiner III	\$63,888	\$55,809	12.6%
28	Utility Financial Analyst III	\$63,888	\$58,991	7.7%
29	Commercial Vehicle Enforcement Officer II	\$39,432	\$36,628	7.1%
30	Occupational Safety & Compliance Officer	\$52,826	\$47,399	10.3%
31	Safety Insp. & Compliance, Elevator Inspector	\$52,826	\$46,898	11.2%
32	Environmental Health Officer III	\$52,176	\$45,377	13.0%
33	Tax Technician III	\$39,432	\$37,899	3.9%
34	Tax Auditor III	\$59,712	\$47,202	21.0%
35	Revenue Audit Supervisor II	\$86,160	\$65,362	24.1%
36	Oil & Gas revenue Auditor III	\$68,256	\$51,101	25.1%
37	Internal Auditor III	\$63,888	\$49,004	23.3%
38	Local Government Specialist III	\$48,516	n/a	n/a
39	Budget Analyst III	\$55,896	\$49,087	12.2%
40	Economist III	\$61,572	\$52,854	14.2%
41	Petroleum Economist II	\$68,256	\$61,812	9.4%
42	Community Development Specialist II	\$45,300	\$42,843	5.4%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
43	Planner III	\$55,896	\$51,827	7.3%
44	Transportation Planner I	\$63,888	\$43,747	31.5%
45	Radio Dispatcher II	\$34,704	\$35,678	-2.8%
46	Emergency Management Specialist II	\$45,300	\$43,461	4.1%
47	Airport Operations Officer	\$52,176	\$49,394	5.3%
48	Ferry Terminal Assistant I	\$34,704	\$32,521	6.3%
49	Reservations Specialist	\$46,836	\$29,362	37.3%
50	Port Captain	\$75,228	n/a	n/a
51	Maintenance & Operations Superintendent	\$65,904	\$58,912	10.6%
52	Right-of-Way Agent III	\$52,176	\$52,414	-0.5%
53	Appraiser II	\$52,176	\$45,110	13.5%
54	Building Management Specialist	\$55,896	\$50,196	10.2%
55	Airport Leasing Specialist II	\$45,300	\$52,902	-16.8%
56	Education Program Assistant	\$34,704	\$37,640	-8.5%
57	Education Specialist II	\$63,888	\$47,586	25.5%
58	AVTEC Instructor	\$42,359	\$37,660	11.1%
59	Training Specialist II	\$52,176	\$44,381	14.9%
60	Alaska Military Youth Academy Team Leader	\$36,960	\$34,793	5.9%
61	Recreation Assistant	\$32,784	\$27,598	15.8%
62	Library Assistant I	\$32,784	\$25,686	21.7%
63	Librarian III	\$59,712	\$48,639	18.5%
64	Archivist II	\$52,176	\$42,033	19.4%
65	Museum Curator II	\$52,176	\$37,688	27.8%
66	Archaeologist II	\$52,176	\$40,671	22.1%
67	Subsistence Resource Specialist II	\$45,300	\$45,086	0.5%
68	Publications Specialist II	\$45,300	\$39,456	12.9%
69	Information Officer II	\$48,516	\$48,812	-0.6%
70	Child Support Specialist I	\$39,432	\$36,380	7.7%
71	Child Support Manager	\$65,904	\$55,015	16.5%
72	Eligibility Technician II	\$39,432	\$33,323	15.5%
73	Medical Assistance Administrator III	\$59,712	\$51,684	13.4%
74	Workers' Compensation Technician	\$34,704	\$37,142	-7.0%
75	Social Services Program Coordinator	\$59,712	\$45,801	23.3%
76	Social Services Associate II	\$34,704	\$31,486	9.3%
77	Social Worker II (Children's Services)	\$48,516	\$45,077	7.1%
78	Social Worker IV/Children's Services Supervisor	\$57,720	\$51,114	11.4%
79	Public Guardian	\$52,176	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$34,704	\$32,849	5.3%
81	Vocational Rehabilitation Counselor III	\$55,896	\$42,549	23.9%
82	Employment Security Specialist IB	\$39,432	\$34,921	11.4%
83	Employment Service Manager I	\$46,836	\$49,610	-5.9%
84	College Intern III	\$32,058	\$30,682	4.3%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
85	Health Program Associate	\$45,300	\$36,517	19.4%
86	Health Program Manager II	\$55,896	\$57,105	-2.2%
87	Public Health Specialist II	\$59,712	\$47,475	20.5%
88	Certified Nurse Aide I	\$31,032	\$26,174	15.7%
89	Psychiatric Nursing Assistant III	\$35,052	\$28,017	20.1%
90	Nurse II	\$56,412	\$48,565	13.9%
91	Nurse II (Psychiatric)	\$56,412	\$50,780	10.0%
92	Public Health Nurse II	\$63,888	\$53,984	15.5%
93	Nurse IV	\$70,380	\$60,558	14.0%
94	Health Practitioner I	\$78,132	\$67,395	13.7%
95	Wildlife Veterinarian	\$68,256	\$61,429	10.0%
96	Psychological Counselor II	\$48,516	\$49,276	-1.6%
97	Mental Health Clinician III	\$63,888	\$59,192	7.4%
98	Pharmacy Technician	\$35,052	\$30,229	13.8%
99	Recreation Therapist II	\$46,836	\$39,123	16.5%
100	Laboratory Technician	\$36,960	\$33,374	9.7%
101	Public Health Microbiologist I	\$48,516	\$46,438	4.3%
102	Fish & Wildlife Technician II	\$29,004	\$30,604	-5.5%
103	Fishery Biologist II	\$46,836	\$42,549	9.2%
104	Fishery Biologist IV	\$61,572	\$50,780	17.5%
105	Biometrician III	\$59,712	\$55,132	7.7%
106	Fisheries Scientist I	\$70,380	\$55,132	21.7%
107	Agronomist II	\$53,928	\$51,070	5.3%
108	Natural Resource Technician II	\$34,704	\$29,284	15.6%
109	Natural Resource Specialist II	\$45,300	\$44,669	1.4%
110	Natural Resource Manager II	\$61,572	\$57,715	6.3%
111	Wildland Fire & Resource Technician III	\$34,704	\$34,289	1.2%
112	Park Ranger I	\$45,300	\$37,688	16.8%
113	Museum Protection & Visitor Services Supervisor	\$40,824	\$36,926	9.5%
114	Criminal Justice Technician I	\$34,704	\$33,121	4.6%
115	Law Office Assistant I	\$32,784	\$34,656	-5.7%
116	Paralegal II	\$45,300	\$43,002	5.1%
117	Attorney II	\$61,884	\$53,319	13.8%
118	Attorney IV	\$80,880	\$75,208	7.0%
119	Administrative Law Judge I	\$70,728	\$68,289	3.4%
120	Workers' Compensation Hearing Officer II	\$68,256	\$48,143	29.5%
121	Forensic Technician I	\$37,296	\$30,397	18.5%
122	Forensic Scientist III - Chemistry	\$56,412	\$51,233	9.2%
123	Forensic Scientist III - DNA	\$56,412	\$56,275	0.2%
124	Investigator III	\$52,176	\$46,964	10.0%
125	Recorder II	\$32,784	\$31,118	5.1%
126	Motor Vehicle Customer Service Representative I	\$30,780	\$27,131	11.9%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
127	Motor Vehicle Office Manager I	\$43,692	\$38,078	12.8%
128	State Trooper	\$56,712	\$52,219	7.9%
129	Lieutenant, Alaska State Troopers	\$75,228	\$66,439	11.7%
130	Court Services Officer	\$48,936	n/a	n/a
131	Airport Police & Fire Officer II	\$52,680	\$44,507	15.5%
132	Airport Police & Fire Officer V	\$61,572	\$44,921	27.0%
133	Deputy Fire Marshal I	\$56,712	\$52,431	7.5%
134	Correctional Officer II	\$44,663	\$39,385	11.8%
135	Correctional Superintendent I	\$65,904	\$60,634	8.0%
136	Juvenile Justice Officer II	\$39,792	\$39,618	0.4%
137	Juvenile Probation Officer II	\$45,696	\$46,551	-1.9%
138	Adult Probation Officer II	\$45,696	\$44,381	2.9%
139	Adult Probation Officer IV	\$61,572	\$68,369	-11.0%
140	Hydrologist II	\$52,176	\$49,262	5.6%
141	Geologist III	\$55,896	\$50,682	9.3%
142	Chemist IV	\$59,712	\$52,830	11.5%
143	Environmental Program Specialist III	\$52,176	\$46,708	10.5%
144	Environmental Program Manager I	\$65,904	\$68,766	-4.3%
145	Environmental Impact Analyst III	\$55,896	\$54,730	2.1%
146	Engineering Assistant III	\$63,888	\$50,281	21.3%
147	Communications Engineering Associate II	\$72,972	\$49,624	32.0%
148	Utility Engineering Analyst IV	\$68,256	\$59,087	13.4%
149	Engineer/Architect III	\$86,160	\$65,245	24.3%
150	Technical Engineer I/Architect I	\$78,132	\$67,974	13.0%
151	Landscape Specialist	\$45,300	\$52,193	-15.2%
152	Vessel Construction Manager II	\$68,256	\$73,786	-8.1%
153	Land Surveyor I	\$63,888	\$57,103	10.6%
154	Survey, Journey	\$39,702	\$37,129	6.5%
155	Drafting Technician III	\$42,168	\$36,112	14.4%
156	Cartographer II	\$42,168	\$36,945	12.4%
157	Food Service, Sub-Journey	\$23,751	\$21,326	10.2%
158	Food Service, Lead	\$35,510	\$25,880	27.1%
159	Environmental Services, Journey II	\$28,100	\$22,569	19.7%
160	Mechanic, Automotive, Advanced Journey/Lead	\$42,335	\$38,690	8.6%
161	Mechanic, Automotive, Foreman I	\$45,299	\$49,056	-8.3%
162	Equipment Operator, Journey II	\$42,335	\$34,548	18.4%
163	Equipment Operator Foreman I	\$47,931	\$44,809	6.5%
164	Maintenance Generalist, Journey	\$39,702	\$35,069	11.7%
165	Maintenance Specialist, Journey I	\$42,335	\$38,965	8.0%
166	Maintenance Specialist, Foreman	\$50,427	\$49,396	2.0%
167	Maintenance Spec., Electrician, Journey II/Lead	\$47,931	\$42,886	10.5%
168	Survey Instrument Technician II	\$50,160	\$32,182	35.8%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

<b>Bench. Number</b>	<b>Benchmark Title</b>	<b>State of AK</b>	<b>Market Median</b>	<b>Percent Difference</b>
		<b>Annual Salary At Entry</b>	<b>Annual Salary At Entry</b>	
169	Engineering Technician, Journey	\$39,702	\$38,446	3.2%
170	Materials Laboratory Technician, Journey	\$42,335	\$37,688	11.0%
171	Aircraft Pilot II	\$55,896	\$51,036	8.7%
172	Boat Officer III	\$48,516	n/a	n/a
173	Mail Services Courier	\$29,004	\$23,509	18.9%
174	Security Guard I	\$29,004	\$29,991	-3.4%
<b>AGGREGATE AVERAGES:</b>				<b>11.2%</b>

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
 #134 on 42 hour work-week,  
 all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference	State of AK	Market Median	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
1	Division Director-PX	\$110,844	\$111,994	-1.0%	\$119,304	\$103,782	13.0%
2	Division Operations Manager	\$95,472	\$83,104	13.0%	\$102,768	\$104,177	-1.4%
3	Administrative Clerk II	\$31,716	\$31,214	1.6%	\$35,424	\$36,485	-3.0%
4	Administrative Assistant II	\$46,992	\$36,674	22.0%	\$52,428	\$45,188	13.8%
5	Administrative Officer I	\$59,724	\$53,857	9.8%	\$64,296	\$57,369	10.8%
6	Accounting Technician I	\$40,776	\$39,544	3.0%	\$45,588	\$46,132	-1.2%
7	Accountant III	\$61,956	\$54,361	12.3%	\$69,024	\$71,719	-3.9%
8	Accountant V	\$83,388	\$78,016	6.4%	\$89,760	\$94,189	-4.9%
9	Human Resource Technician II	\$47,688	\$39,655	16.8%	\$51,336	\$46,012	10.4%
10	Human Resource Specialist I	\$54,852	\$54,933	-0.1%	\$59,040	\$61,275	-3.8%
11	Human Resource Manager I	\$82,224	\$74,291	9.6%	\$88,512	\$88,643	-0.1%
12	Analyst Programmer IV	\$70,752	\$63,601	10.1%	\$78,888	\$68,637	13.0%
13	Data Processing Manager I	\$83,388	\$72,519	13.0%	\$89,760	\$85,260	5.0%
14	Microcomputer/Network Specialist I	\$61,956	\$58,756	5.2%	\$69,024	\$70,665	-2.4%
15	Systems Programmer II	\$81,048	\$69,122	14.7%	\$90,444	\$81,803	9.6%
16	Internet Specialist I	\$54,036	\$37,633	30.4%	\$60,396	\$57,793	4.3%
17	Statistical Technician I	\$40,776	\$42,384	-3.9%	\$45,588	\$51,154	-12.2%
18	Research Analyst III	\$61,956	\$60,074	3.0%	\$69,024	\$58,289	15.6%
19	Stock & Parts Services, Journey II	\$47,580	\$36,263	23.8%	\$50,466	\$44,455	11.9%
20	Procurement Specialist III	\$61,956	\$66,608	-7.5%	\$69,024	\$82,686	-19.8%
21	Claims Administrator	\$66,228	\$60,741	8.3%	\$73,764	\$83,981	-13.9%
22	Loan Closer/Processor II	\$40,776	\$45,073	-10.5%	\$45,588	\$66,608	-46.1%
23	Grants Administrator II	\$57,816	\$55,517	4.0%	\$64,536	\$69,680	-8.0%
24	Occupational License Examiner	\$43,728	\$42,421	3.0%	\$48,960	\$58,979	-20.5%
25	Insurance Analyst I	\$43,728	\$48,497	-10.9%	\$48,960	\$54,903	-12.1%
26	Community Care Licensing Specialist I	\$54,036	\$61,834	-14.4%	\$60,396	\$71,318	-18.1%
27	Financial Institution Examiner III	\$75,624	\$67,551	10.7%	\$84,444	\$88,704	-5.0%
28	Utility Financial Analyst III	\$75,624	\$74,098	2.0%	\$84,444	\$101,149	-19.8%
29	Commercial Vehicle Enforcement Officer II	\$46,992	\$47,649	-1.4%	\$52,428	\$60,397	-15.2%
30	Occupational Safety & Compliance Officer	\$64,038	\$63,770	0.4%	\$67,938	\$79,848	-17.5%
31	Safety Insp. & Compliance, Elevator Inspector	\$64,038	\$60,278	5.9%	\$67,938	\$77,035	-13.4%
32	Environmental Health Officer III	\$61,956	\$54,440	12.1%	\$69,024	\$64,954	5.9%
33	Tax Technician III	\$46,992	\$45,953	2.2%	\$52,428	\$57,025	-8.8%
34	Tax Auditor III	\$70,752	\$55,211	22.0%	\$78,888	\$68,180	13.6%
35	Revenue Audit Supervisor II	\$102,612	\$99,008	3.5%	\$110,460	\$110,996	-0.5%
36	Oil & Gas revenue Auditor III	\$81,048	\$58,289	28.1%	\$90,444	\$87,016	3.8%
37	Internal Auditor III	\$75,624	\$57,997	23.3%	\$84,444	\$86,687	-2.7%
38	Local Government Specialist III	\$57,816	n/a	n/a	\$64,536	n/a	n/a
39	Budget Analyst III	\$66,228	\$63,131	4.7%	\$73,764	\$78,715	-6.7%
40	Economist III	\$72,996	\$68,012	6.8%	\$78,576	\$79,848	-1.6%
41	Petroleum Economist II	\$81,048	\$79,395	2.0%	\$90,444	\$108,106	-19.5%
42	Community Development Specialist II	\$64,036	\$54,440	-0.7%	\$60,396	\$66,761	-10.5%

benchmark # 68 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference	State of AK	Market Median	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
43	Planner III	\$66,228	\$68,012	-2.7%	\$73,764	\$74,823	-1.4%
44	Transportation Planner I	\$75,624	\$59,789	20.9%	\$84,444	\$90,498	-7.2%
45	Radio Dispatcher II	\$40,776	\$44,432	-9.0%	\$45,888	\$55,995	-22.8%
46	Emergency Management Specialist II	\$54,036	\$55,796	-3.3%	\$60,396	\$69,717	-15.4%
47	Airport Operations Officer	\$61,956	\$65,877	-6.3%	\$69,024	\$80,382	-16.5%
48	Ferry Terminal Assistant I	\$40,776	\$41,762	-2.4%	\$45,588	\$46,037	-1.0%
49	Reservations Specialist	\$55,848	\$44,239	20.8%	\$60,120	\$69,753	-16.0%
50	Port Captain	\$89,352	n/a	n/a	\$96,180	n/a	n/a
51	Maintenance & Operations Superintendent	\$77,952	\$65,877	15.5%	\$83,916	\$87,781	-4.6%
52	Right-of-Way Agent III	\$61,956	\$63,698	-2.8%	\$69,024	\$87,016	-26.1%
53	Appraiser II	\$61,956	\$68,042	6.3%	\$69,024	\$65,634	4.9%
54	Building Management Specialist	\$66,228	\$72,967	-10.2%	\$73,764	\$80,013	-8.5%
55	Airport Leasing Specialist II	\$54,036	\$65,877	-21.9%	\$60,396	\$70,094	-16.1%
56	Education Program Assistant	\$40,776	\$41,754	-2.4%	\$45,588	\$46,930	-2.9%
57	Education Specialist II	\$75,624	\$63,052	16.6%	\$84,444	\$75,494	10.6%
58	AVTEC Instructor	n/a	\$52,826	n/a	n/a	\$58,007	n/a
59	Training Specialist II	\$61,956	\$57,705	6.9%	\$69,024	\$72,154	-4.5%
60	Alaska Military Youth Academy Team Leader	\$43,728	\$43,935	-0.5%	\$48,960	n/a	n/a
61	Recreation Assistant	\$38,100	\$34,584	9.2%	\$42,612	\$35,579	16.5%
62	Library Assistant I	\$38,100	\$32,631	14.4%	\$42,612	\$37,999	10.8%
63	Librarian III	\$70,752	\$58,066	17.9%	\$78,888	\$75,494	4.3%
64	Archivist II	\$61,956	\$50,502	18.5%	\$69,024	\$63,450	8.1%
65	Museum Curator II	\$61,956	\$46,428	25.1%	\$69,024	\$57,705	16.4%
66	Archaeologist II	\$61,956	\$55,796	9.9%	\$69,024	\$69,680	-1.0%
67	Subsistence Resource Specialist II	\$54,036	\$54,676	-1.2%	\$60,396	\$58,772	2.7%
68	Publications Specialist II	\$54,036	\$46,663	13.6%	\$60,396	\$57,997	4.0%
69	Information Officer II	\$57,816	\$60,933	-5.4%	\$64,536	\$76,258	-18.2%
70	Child Support Specialist I	\$46,992	\$43,652	7.1%	\$52,428	\$53,485	-2.0%
71	Child Support Manager	\$77,952	\$75,031	3.7%	\$83,916	\$83,956	0.0%
72	Eligibility Technician II	\$46,992	\$43,824	6.7%	\$52,428	\$68,982	-31.6%
73	Medical Assistance Administrator III	\$70,752	\$73,636	-4.1%	\$78,888	\$94,313	-19.6%
74	Workers' Compensation Technician	\$40,776	\$45,073	-10.5%	\$45,588	\$59,970	-31.5%
75	Social Services Program Coordinator	\$70,752	\$60,933	13.9%	\$78,888	\$80,324	-1.8%
76	Social Services Associate II	\$40,776	\$39,545	3.0%	\$45,588	\$42,599	6.6%
77	Social Worker II (Children's Services)	\$57,816	\$55,285	4.4%	\$64,536	\$68,209	-5.7%
78	Social Worker IV/Children's Services Supervisor	\$68,340	\$62,606	8.4%	\$73,572	\$77,758	-5.7%
79	Public Guardian	\$61,956	n/a	n/a	\$69,024	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$40,776	\$39,655	2.7%	\$45,588	\$50,159	-10.0%
81	Vocational Rehabilitation Counselor III	\$66,228	\$56,493	14.7%	\$73,764	\$77,035	-4.4%
82	Employment Security Specialist IB	\$46,992	\$44,802	4.7%	\$52,428	\$55,796	-6.4%
83	Employment Service Manager I	\$55,848	\$58,289	-4.4%	\$60,120	\$72,884	-21.2%
84	College Intern III	\$37,206	\$40,616	-9.2%	\$40,053	\$49,445	-23.4%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference	State of AK	Market Median	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
85	Health Program Associate	\$54,036	\$41,613	23.0%	\$60,396	\$47,267	21.7%
86	Health Program Manager II	\$66,228	\$72,884	-10.1%	\$73,764	\$96,354	-30.6%
87	Public Health Specialist II	\$70,752	\$69,262	2.1%	\$78,888	\$80,324	-1.8%
88	Certified Nurse Aide I	\$36,108	\$33,794	6.4%	\$40,308	\$39,257	2.6%
89	Psychiatric Nursing Assistant III	\$41,136	\$41,182	-0.1%	\$46,032	\$45,466	1.2%
90	Nurse II	\$66,864	\$59,623	10.8%	\$74,448	\$67,025	10.0%
91	Nurse II (Psychiatric)	\$66,864	\$65,940	1.4%	\$74,448	\$82,686	-11.1%
92	Public Health Nurse II	\$75,624	\$65,909	12.8%	\$84,444	\$82,686	2.1%
93	Nurse IV	\$83,388	\$72,634	12.9%	\$89,760	\$85,579	4.7%
94	Health Practitioner I	\$92,808	\$79,448	14.4%	\$104,004	\$100,460	3.4%
95	Wildlife Veterinarian	\$81,048	\$72,154	11.0%	\$90,444	\$91,561	-1.2%
96	Psychological Counselor II	\$57,816	\$59,695	-3.2%	\$64,536	\$75,494	-17.0%
97	Mental Health Clinician III	\$75,624	\$79,848	-5.6%	\$84,444	\$100,804	-19.4%
98	Pharmacy Technician	\$41,136	\$39,655	3.6%	\$46,032	\$49,004	-6.5%
99	Recreation Therapist II	\$55,848	\$49,569	11.2%	\$60,120	\$66,608	-10.8%
100	Laboratory Technician	\$43,728	\$40,899	6.5%	\$48,960	\$52,004	-6.2%
101	Public Health Microbiologist I	\$57,816	\$53,868	6.8%	\$64,536	\$66,274	-2.7%
102	Fish & Wildlife Technician II	\$33,684	\$31,871	5.4%	\$37,512	\$36,650	2.3%
103	Fishery Biologist II	\$55,848	\$53,525	4.2%	\$60,120	\$69,717	-16.0%
104	Fishery Biologist IV	\$72,996	\$60,131	17.6%	\$78,576	\$88,704	-12.9%
105	Biometrician III	\$70,752	\$69,896	1.2%	\$78,888	\$84,389	-7.0%
106	Fisheries Scientist I	\$83,388	\$73,207	12.2%	\$89,760	\$101,149	-12.7%
107	Agronomist II	\$63,924	\$64,931	-1.6%	\$68,808	\$72,884	-5.9%
108	Natural Resource Technician II	\$40,776	\$38,159	6.4%	\$45,588	\$48,595	-6.6%
109	Natural Resource Specialist II	\$54,036	\$50,229	7.0%	\$60,396	\$66,762	-10.5%
110	Natural Resource Manager II	\$72,996	\$67,833	7.1%	\$78,576	\$85,416	-8.7%
111	Wildland Fire & Resource Technician III	\$40,776	\$42,879	-5.2%	\$45,588	\$49,718	-9.1%
112	Park Ranger I	\$54,036	\$53,857	0.3%	\$60,396	\$61,515	-1.9%
113	Museum Protection & Visitor Services Supervisor	\$48,612	\$51,785	-6.5%	\$52,332	\$46,037	12.0%
114	Criminal Justice Technician I	\$40,776	\$39,135	4.0%	\$45,588	\$49,004	-7.5%
115	Law Office Assistant I	\$38,100	\$42,510	-11.6%	\$42,612	\$46,037	-8.0%
116	Paralegal II	\$54,036	\$57,190	-5.8%	\$60,396	\$63,771	-6.6%
117	Attorney II	\$73,344	\$72,758	0.8%	\$78,948	\$84,389	-6.9%
118	Attorney IV	\$95,940	\$150,000	-56.3%	\$103,272	\$167,200	-61.9%
119	Administrative Law Judge I	\$83,784	\$91,287	-9.0%	\$90,192	\$120,287	-33.4%
120	Workers' Compensation Hearing Officer II	\$81,048	\$76,360	5.8%	\$90,444	\$101,149	-11.8%
121	Forensic Technician I	\$44,100	\$36,058	18.2%	\$49,380	n/a	n/a
122	Forensic Scientist III - Chemistry	\$66,864	\$66,104	1.1%	\$74,448	\$84,389	-13.4%
123	Forensic Scientist III - DNA	\$66,864	\$76,138	-13.9%	\$74,448	\$84,389	-13.4%
124	Investigator III	\$61,956	\$65,647	-6.0%	\$69,024	\$94,314	-36.6%
125	Recorder II	\$38,100	\$40,470	-6.2%	\$42,612	\$45,690	-7.2%
126	Motor Vehicle Customer Service Representative I	\$35,760	\$36,517	-2.1%	\$39,924	\$41,146	-3.1%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference	State of AK	Market Median	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
127	Motor Vehicle Office Manager I	\$52,056	\$48,908	6.0%	\$56,040	\$58,290	-4.0%
128	State Trooper	\$68,172	\$63,800	6.4%	\$73,380	\$70,824	3.5%
129	Lieutenant, Alaska State Troopers	\$89,352	\$79,920	10.6%	\$96,180	\$79,931	16.9%
130	Court Services Officer	\$58,836	n/a	n/a	\$63,336	n/a	n/a
131	Airport Police & Fire Officer II	\$63,336	\$51,694	18.4%	\$68,172	\$54,734	19.7%
132	Airport Police & Fire Officer V	\$72,996	\$56,752	22.3%	\$78,576	\$68,180	13.2%
133	Deputy Fire Marshal I	\$68,172	\$66,972	1.8%	\$73,380	\$73,888	-0.7%
134	Correctional Officer II	\$53,028	\$48,638	8.3%	\$56,806	\$52,501	7.6%
135	Correctional Superintendent I	\$77,952	\$77,638	0.4%	\$83,916	\$89,826	-7.0%
136	Juvenile Justice Officer II	\$47,040	\$50,028	-6.3%	\$52,680	\$54,734	-3.9%
137	Juvenile Probation Officer II	\$54,564	\$55,244	-1.2%	\$60,948	\$69,753	-14.4%
138	Adult Probation Officer II	\$54,564	\$59,785	-9.5%	\$60,948	\$76,638	-25.7%
139	Adult Probation Officer IV	\$72,996	\$81,490	-11.6%	\$78,576	\$94,810	-20.7%
140	Hydrologist II	\$61,956	\$69,709	-12.5%	\$69,024	\$71,581	-3.7%
141	Geologist III	\$66,228	\$65,495	1.1%	\$73,764	\$71,581	3.0%
142	Chemist IV	\$70,752	\$63,451	10.3%	\$78,888	\$79,848	-1.2%
143	Environmental Program Specialist III	\$61,956	\$52,321	15.6%	\$69,024	\$77,035	-11.6%
144	Environmental Program Manager I	\$77,952	\$63,771	18.2%	\$83,916	\$110,996	-32.3%
145	Environmental Impact Analyst III	\$66,228	\$61,536	7.1%	\$73,764	\$96,585	-30.9%
146	Engineering Assistant III	\$75,624	\$60,934	19.4%	\$84,444	\$76,258	9.7%
147	Communications Engineering Associate II	\$86,868	\$71,429	17.8%	\$97,032	\$88,704	8.6%
148	Utility Engineering Analyst IV	\$81,048	\$87,048	-7.4%	\$90,444	\$120,287	-33.0%
149	Engineer/Architect III	\$102,612	\$93,013	9.4%	\$110,460	\$100,460	9.1%
150	Technical Engineer I/Architect I	\$92,808	\$81,092	12.6%	\$104,004	\$114,812	-10.4%
151	Landscape Specialist	\$54,036	\$62,868	-16.3%	\$60,396	\$69,332	-14.8%
152	Vessel Construction Manager II	\$81,048	\$93,740	-15.7%	\$90,444	\$120,287	-33.0%
153	Land Surveyor I	\$75,624	\$66,301	12.3%	\$84,444	\$90,157	-6.8%
154	Survey, Journey	\$47,580	\$38,860	18.3%	\$50,466	\$41,146	18.5%
155	Drafting Technician III	\$50,328	\$42,026	16.5%	\$56,364	\$58,290	-3.4%
156	Cartographer II	\$50,328	\$48,134	4.4%	\$56,364	\$57,627	-2.2%
157	Food Service, Sub-Journey	\$28,529	\$27,580	3.3%	\$30,264	\$30,458	-0.6%
158	Food Service, Lead	\$42,276	\$32,326	23.5%	\$44,850	\$39,656	11.6%
159	Environmental Services, Journey II	\$32,565	\$29,875	8.3%	\$34,554	\$33,701	2.5%
160	Mechanic, Automotive, Advanced Journey/Lead	\$50,720	\$48,534	4.3%	\$53,801	\$60,217	-11.9%
161	Mechanic, Automotive, Foreman I	\$53,996	\$60,741	-12.5%	\$57,291	\$73,549	-28.4%
162	Equipment Operator, Journey II	\$50,720	\$44,094	13.1%	\$53,801	\$53,390	0.8%
163	Equipment Operator Foreman I	\$57,077	\$53,182	6.8%	\$60,548	\$62,357	-3.0%
164	Maintenance Generalist, Journey	\$47,580	\$45,762	3.8%	\$50,466	\$50,750	-0.6%
165	Maintenance Specialist, Journey I	\$50,720	\$51,366	-1.3%	\$53,801	\$59,501	-10.6%
166	Maintenance Specialist, Foreman	\$60,216	\$60,091	0.2%	\$63,882	\$64,615	-1.1%
167	Maintenance Spec., Electrician, Journey II/Lead	\$57,077	\$52,707	7.7%	\$60,548	\$59,501	1.7%
168	Survey Instrument Technician II	\$59,724	\$40,949	31.4%	\$64,296	n/a	n/a

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference	State of AK	Market Median	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
169	Engineering Technician, Journey	\$47,580	\$44,921	5.6%	\$50,466	\$50,917	-0.9%
170	Materials Laboratory Technician, Journey	\$50,720	\$43,479	14.3%	\$53,801	\$50,917	5.4%
171	Aircraft Pilot II	\$66,228	\$56,365	14.9%	\$73,764	\$78,636	-6.6%
172	Boat Officer III	\$57,816	n/a	n/a	\$64,536	n/a	n/a
173	Mail Services Courier	\$33,684	\$30,234	10.2%	\$37,512	\$34,436	8.2%
174	Security Guard I	\$33,684	\$39,511	-17.3%	\$37,512	\$46,621	-24.3%
<b>AGGREGATE AVERAGES:</b>				<b>5.1%</b>			<b>-5.9%</b>

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
1	Division Director-PX	\$172,380	\$110,273	36.0%
2	Division Operations Manager	\$148,512	\$95,331	36.8%
3	Administrative Clerk II	\$51,192	\$38,084	25.6%
4	Administrative Assistant II	\$75,756	\$49,140	35.1%
5	Administrative Officer I	\$92,916	\$59,884	35.6%
6	Accounting Technician I	\$65,856	\$44,057	33.1%
7	Accountant III	\$99,744	\$72,319	27.5%
8	Accountant V	\$129,720	\$99,542	23.3%
9	Human Resource Technician II	\$74,172	\$47,283	36.3%
10	Human Resource Specialist I	\$85,332	\$67,716	20.6%
11	Human Resource Manager I	\$127,920	\$99,685	22.1%
12	Analyst Programmer IV	\$113,988	\$81,096	28.9%
13	Data Processing Manager I	\$129,720	\$88,462	31.8%
14	Microcomputer/Network Specialist I	\$99,744	\$67,209	32.6%
15	Systems Programmer II	\$130,704	\$79,418	39.2%
16	Internet Specialist I	\$87,276	\$68,224	21.8%
17	Statistical Technician I	\$65,856	\$48,624	26.2%
18	Research Analyst III	\$99,744	\$82,293	17.5%
19	Stock & Parts Services, Journey II	\$51,987	\$41,014	21.1%
20	Procurement Specialist III	\$99,744	\$72,914	26.9%
21	Claims Administrator	\$106,572	\$81,677	23.4%
22	Loan Closer/Processor II	\$65,856	\$51,421	21.9%
23	Grants Administrator II	\$93,264	\$71,084	23.8%
24	Occupational License Examiner	\$70,752	\$61,830	12.6%
25	Insurance Analyst I	\$70,752	\$60,577	14.4%
26	Community Care Licensing Specialist I	\$87,276	\$56,605	35.1%
27	Financial Institution Examiner III	\$122,028	\$92,514	24.2%
28	Utility Financial Analyst III	\$122,028	\$90,346	26.0%
29	Commercial Vehicle Enforcement Officer II	\$75,756	\$50,993	32.7%
30	Occupational Safety & Compliance Officer	\$69,986	\$72,374	-3.4%
31	Safety Insp. & Compliance, Elevator Inspector	\$69,986	\$70,556	-0.8%
32	Environmental Health Officer III	\$99,744	\$66,542	33.3%
33	Tax Technician III	\$75,756	\$61,778	18.5%
34	Tax Auditor III	\$113,988	\$75,565	33.7%
35	Revenue Audit Supervisor II	\$159,636	\$105,232	34.1%
36	Oil & Gas revenue Auditor III	\$130,704	\$88,561	32.2%
37	Internal Auditor III	\$122,028	\$77,283	36.7%
38	Local Government Specialist III	\$93,264	n/a	n/a
39	Budget Analyst III	\$106,572	\$71,962	32.5%
40	Economist III	\$113,556	\$85,265	24.9%
41	Petroleum Economist II	\$130,704	\$91,731	29.8%
42	Community Development Specialist II	\$87,276	\$75,565	13.4%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
43	Planner III	\$106,572	\$74,822	29.8%
44	Transportation Planner I	\$122,028	\$65,814	46.1%
45	Radio Dispatcher II	\$65,856	\$52,230	20.7%
46	Emergency Management Specialist II	\$87,276	\$66,062	24.3%
47	Airport Operations Officer	\$99,744	\$76,618	23.2%
48	Ferry Terminal Assistant I	\$65,856	\$35,468	46.1%
49	Reservations Specialist	\$86,880	\$43,941	49.4%
50	Port Captain	\$139,008	n/a	n/a
51	Maintenance & Operations Superintendent	\$121,248	\$90,482	26.4%
52	Right-of-Way Agent III	\$99,744	\$77,081	22.7%
53	Appraiser II	\$99,744	\$63,845	36.0%
54	Building Management Specialist	\$106,572	\$81,096	23.9%
55	Airport Leasing Specialist II	\$87,276	\$75,565	13.4%
56	Education Program Assistant	\$65,856	\$53,910	18.1%
57	Education Specialist II	\$122,028	\$73,150	40.1%
58	AVTEC Instructor	\$70,912	\$64,202	9.5%
59	Training Specialist II	\$99,744	\$68,425	31.4%
60	Alaska Military Youth Academy Team Leader	\$70,752	\$53,915	23.8%
61	Recreation Assistant	\$61,560	\$40,913	33.5%
62	Library Assistant I	\$61,560	\$38,386	37.6%
63	Librarian III	\$113,988	\$74,106	35.0%
64	Archivist II	\$99,744	\$60,577	39.3%
65	Museum Curator II	\$99,744	\$69,311	30.5%
66	Archaeologist II	\$99,744	\$68,279	31.5%
67	Subsistence Resource Specialist II	\$87,276	\$67,907	22.2%
68	Publications Specialist II	\$87,276	\$59,878	31.4%
69	Information Officer II	\$93,264	\$72,651	22.1%
70	Child Support Specialist I	\$75,756	\$51,560	31.9%
71	Child Support Manager	\$121,248	\$87,779	27.6%
72	Eligibility Technician II	\$75,756	\$48,244	36.3%
73	Medical Assistance Administrator III	\$113,988	\$83,475	26.8%
74	Workers' Compensation Technician	\$65,856	\$55,944	15.1%
75	Social Services Program Coordinator	\$113,988	\$63,762	44.1%
76	Social Services Associate II	\$65,856	\$44,314	32.7%
77	Social Worker II (Children's Services)	\$93,264	\$62,864	32.6%
78	Social Worker IV/Children's Services Supervisor	\$106,332	\$81,038	23.8%
79	Public Guardian	\$99,744	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$65,856	\$51,422	21.9%
81	Vocational Rehabilitation Counselor III	\$106,572	\$64,989	39.0%
82	Employment Security Specialist IB	\$75,756	\$50,325	33.6%
83	Employment Service Manager I	\$86,880	\$69,791	19.7%
84	College Intern III	\$57,857	\$39,064	32.5%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
85	Health Program Associate	\$87,276	\$88,681	32.8%
86	Health Program Manager II	\$106,572	\$83,388	21.8%
87	Public Health Specialist II	\$113,988	\$72,903	36.0%
88	Certified Nurse Aide I	\$58,248	\$37,295	36.0%
89	Psychiatric Nursing Assistant III	\$66,516	\$42,771	35.7%
90	Nurse II	\$107,580	\$74,898	30.4%
91	Nurse II (Psychiatric)	\$107,580	\$74,813	30.5%
92	Public Health Nurse II	\$122,028	\$78,950	35.3%
93	Nurse IV	\$129,720	\$91,152	29.7%
94	Health Practitioner I	\$180,300	\$101,635	32.4%
95	Wildlife Veterinarian	\$130,704	\$101,635	22.2%
96	Psychological Counselor II	\$93,264	\$70,103	24.8%
97	Mental Health Clinician III	\$122,028	\$92,361	24.3%
98	Pharmacy Technician	\$66,516	\$41,591	37.5%
99	Recreation Therapist II	\$86,880	\$57,436	33.9%
100	Laboratory Technician	\$70,752	\$46,979	33.6%
101	Public Health Microbiologist I	\$93,264	\$67,247	27.9%
102	Fish & Wildlife Technician II	\$54,204	\$46,303	14.6%
103	Fishery Biologist II	\$86,880	\$70,640	18.7%
104	Fishery Biologist IV	\$113,556	\$82,109	27.7%
105	Biometrician III	\$113,988	\$86,764	23.9%
106	Fisheries Scientist I	\$129,720	\$80,437	38.0%
107	Agronomist II	\$99,408	\$75,004	24.5%
108	Natural Resource Technician II	\$65,856	\$40,913	37.9%
109	Natural Resource Specialist II	\$87,276	\$73,982	15.2%
110	Natural Resource Manager II	\$113,556	\$97,753	13.9%
111	Wildland Fire & Resource Technician III	\$65,856	\$41,532	36.9%
112	Park Ranger I	\$87,276	\$60,319	30.9%
113	Museum Protection & Visitor Services Supervisor	\$75,660	\$45,874	39.4%
114	Criminal Justice Technician I	\$65,856	\$61,007	7.4%
116	Law Office Assistant I	\$61,560	\$45,941	25.4%
116	Paralegal II	\$87,276	\$62,701	28.2%
117	Attorney II	\$114,108	\$90,359	20.8%
118	Attorney IV	\$149,220	\$113,819	23.7%
119	Administrative Law Judge I	\$130,344	\$108,603	16.7%
120	Workers' Compensation Hearing Officer II	\$130,704	\$79,377	39.3%
121	Forensic Technician I	\$71,340	\$39,135	45.1%
122	Forensic Scientist III - Chemistry	\$107,580	\$80,194	25.5%
123	Forensic Scientist III - DNA	\$107,580	\$83,992	21.9%
124	Investigator III	\$99,744	\$72,766	27.0%
125	Recorder II	\$61,560	\$43,412	29.5%
126	Motor Vehicle Customer Service Representative I	\$57,684	\$40,801	29.3%

benchmark # 88 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
127	Motor Vehicle Office Manager I	\$81,000	\$61,703	23.8%
128	State Trooper	\$98,520	\$75,360	23.5%
129	Lieutenant, Alaska State Troopers	\$129,132	\$87,512	32.2%
130	Court Services Officer	\$85,020	n/a	n/a
131	Airport Police & Fire Officer II	\$91,524	\$59,295	35.2%
132	Airport Police & Fire Officer V	\$105,492	\$75,565	28.4%
133	Deputy Fire Marshal I	\$98,520	\$73,158	25.7%
134	Correctional Officer II	\$61,130	\$60,584	0.9%
135	Correctional Superintendent I	\$112,644	\$87,913	22.0%
136	Juvenile Justice Officer II	\$76,128	\$60,379	20.7%
137	Juvenile Probation Officer II	\$81,828	\$70,629	13.7%
138	Adult Probation Officer II	\$81,828	\$69,868	14.6%
139	Adult Probation Officer IV	\$105,492	\$97,190	7.9%
140	Hydrologist II	\$99,744	\$78,239	21.6%
141	Geologist III	\$106,572	\$80,896	24.1%
142	Chemist IV	\$113,988	\$75,133	34.1%
143	Environmental Program Specialist III	\$99,744	\$70,228	29.6%
144	Environmental Program Manager I	\$121,248	\$94,113	22.4%
145	Environmental Impact Analyst III	\$106,572	\$76,073	28.6%
146	Engineering Assistant III	\$122,028	\$78,152	36.0%
147	Communications Engineering Associate II	\$140,208	\$81,222	42.1%
148	Utility Engineering Analyst IV	\$130,704	\$86,581	33.8%
149	Engineer/Architect III	\$159,636	\$96,375	39.6%
150	Technical Engineer I/Architect I	\$150,300	\$97,877	34.9%
151	Landscape Specialist	\$87,276	\$68,585	21.4%
152	Vessel Construction Manager II	\$130,704	\$115,813	11.4%
153	Land Surveyor I	\$122,028	\$77,424	36.6%
154	Survey, Journey	\$51,987	\$52,983	-1.9%
155	Drafting Technician III	\$81,468	\$52,157	36.0%
156	Cartographer II	\$81,468	\$49,463	39.3%
157	Food Service, Sub-Journey	\$31,181	\$30,550	2.0%
158	Food Service, Lead	\$46,196	\$37,850	18.1%
159	Environmental Services, Journey II	\$35,588	\$31,929	10.3%
160	Mechanic, Automotive, Advanced Journey/Lead	\$55,419	\$56,605	-2.1%
161	Mechanic, Automotive, Foreman I	\$59,007	\$67,247	-14.0%
162	Equipment Operator, Journey II	\$55,419	\$51,180	7.6%
163	Equipment Operator Foreman I	\$62,361	\$58,681	5.9%
164	Maintenance Generalist, Journey	\$51,987	\$52,649	-1.3%
165	Maintenance Specialist, Journey I	\$55,419	\$55,343	0.1%
166	Maintenance Specialist, Foreman	\$65,793	\$66,024	-0.4%
167	Maintenance Spec., Electrician, Journey II/Lead	\$62,361	\$66,089	-6.0%
168	Survey Instrument Technician II	\$92,916	\$49,463	46.8%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market Median (50th Percentile)**

<b>Bench. Number</b>	<b>Benchmark Title</b>	<b>State of AK Annual Range Maximum</b>	<b>Market Median Annual Range Maximum</b>	<b>Percent Difference</b>
169	Engineering Technician, Journey	\$51,987	\$54,855	-5.5%
170	Materials Laboratory Technician, Journey	\$55,419	\$49,766	10.2%
171	Aircraft Pilot II	\$106,572	\$78,873	26.0%
172	Boat Officer III	\$93,264	n/a	n/a
173	Mail Services Courier	\$54,204	\$35,977	33.6%
174	Security Guard I	\$54,204	\$39,663	26.8%
<b>AGGREGATE AVERAGES:</b>				<b>27.1%</b>

benchmark # 88 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
 #134 on 42 hour work-week,  
 all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
1	Division Director-PX	\$92,796	\$83,430	10.1%
2	Division Operations Manager	\$80,496	\$76,693	4.7%
3	Administrative Clerk II	\$27,324	\$27,036	1.1%
4	Administrative Assistant II	\$39,432	\$34,561	12.4%
5	Administrative Officer I	\$50,160	\$44,966	10.4%
6	Accounting Technician I	\$34,704	\$30,407	12.4%
7	Accountant III	\$52,176	\$50,098	4.0%
8	Accountant V	\$70,380	\$63,353	10.0%
9	Human Resource Technician II	\$39,996	\$34,507	13.7%
10	Human Resource Specialist I	\$45,924	\$47,100	-2.6%
11	Human Resource Manager I	\$69,300	\$67,633	2.4%
12	Analyst Programmer IV	\$59,712	\$54,821	8.2%
13	Data Processing Manager I	\$70,380	\$61,811	12.2%
14	Microcomputer/Network Specialist I	\$52,176	\$46,866	10.2%
15	Systems Programmer II	\$68,256	\$56,568	17.1%
16	Internet Specialist I	\$45,300	\$43,461	4.1%
17	Statistical Technician I	\$34,704	\$35,019	-0.9%
18	Research Analyst III	\$52,176	\$51,858	0.6%
19	Stock & Parts Services, Journey II	\$39,702	\$29,697	25.2%
20	Procurement Specialist III	\$52,176	\$48,969	6.1%
21	Claims Administrator	\$55,896	\$50,796	9.1%
22	Loan Closer/Processor II	\$34,704	\$36,055	-3.9%
23	Grants Administrator II	\$48,516	\$45,308	6.6%
24	Occupational License Examiner	\$36,960	\$38,532	-4.3%
25	Insurance Analyst I	\$36,960	\$39,496	-6.9%
26	Community Care Licensing Specialist I	\$45,300	\$42,572	6.0%
27	Financial institution Examiner III	\$63,888	\$63,437	0.7%
28	Utility Financial Analyst III	\$63,888	\$59,684	6.6%
29	Commercial Vehicle Enforcement Officer II	\$39,432	\$39,468	-0.1%
30	Occupational Safety & Compliance Officer	\$52,826	\$48,639	7.9%
31	Safety Insp. & Compliance, Elevator Inspector	\$52,826	\$48,429	8.3%
32	Environmental Health Officer III	\$52,176	\$47,747	8.6%
33	Tax Technician III	\$39,432	\$37,999	3.6%
34	Tax Auditor III	\$59,712	\$49,608	16.9%
35	Revenue Audit Supervisor II	\$86,160	\$68,361	20.7%
36	Oil & Gas revenue Auditor III	\$68,256	\$55,055	19.3%
37	Internal Auditor III	\$63,888	\$49,962	21.8%
38	Local Government Specialist III	\$48,516	n/a	n/a
39	Budget Analyst III	\$55,896	\$50,284	10.0%
40	Economist III	\$61,572	\$53,187	13.6%
41	Petroleum Economist II	\$68,256	\$62,960	7.8%
42	Community Development Specialist II	\$45,300	\$43,137	4.8%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
43	Planner III	\$55,896	\$53,252	4.7%
44	Transportation Planner I	\$63,888	\$46,014	29.5%
45	Radio Dispatcher II	\$34,704	\$36,409	-4.9%
46	Emergency Management Specialist II	\$45,300	\$46,211	-2.0%
47	Airport Operations Officer	\$52,176	\$51,456	1.4%
48	Ferry Terminal Assistant I	\$34,704	\$35,053	-1.0%
49	Reservations Specialist	\$46,836	\$29,654	36.7%
50	Port Captain	\$75,228	n/a	n/a
51	Maintenance & Operations Superintendent	\$65,904	\$60,983	7.5%
52	Right-of-Way Agent III	\$52,176	\$57,353	-9.9%
53	Appraiser II	\$52,176	\$48,282	7.5%
54	Building Management Specialist	\$55,896	\$52,576	5.9%
55	Airport Leasing Specialist II	\$45,300	\$55,537	-22.6%
56	Education Program Assistant	\$34,704	\$41,197	-18.7%
57	Education Specialist II	\$63,888	\$50,641	20.7%
58	AVTEC Instructor	\$42,359	\$37,688	11.0%
59	Training Specialist II	\$52,176	\$47,588	8.8%
60	Alaska Military Youth Academy Team Leader	\$36,960	\$35,362	4.3%
61	Recreation Assistant	\$32,784	\$27,703	15.5%
62	Library Assistant I	\$32,784	\$27,356	16.6%
63	Librarian III	\$59,712	\$50,196	15.9%
64	Archivist II	\$52,176	\$42,342	18.8%
65	Museum Curator II	\$52,176	\$39,496	24.3%
66	Archaeologist II	\$52,176	\$43,828	16.0%
67	Subsistence Resource Specialist II	\$45,300	\$45,308	0.0%
68	Publications Specialist II	\$45,300	\$40,351	10.9%
69	Information Officer II	\$48,516	\$50,829	-4.8%
70	Child Support Specialist I	\$39,432	\$36,904	6.4%
71	Child Support Manager	\$65,904	\$55,321	16.1%
72	Eligibility Technician II	\$39,432	\$34,203	13.3%
73	Medical Assistance Administrator III	\$59,712	\$58,832	1.5%
74	Workers' Compensation Technician	\$34,704	\$37,285	-7.4%
75	Social Services Program Coordinator	\$59,712	\$46,653	21.9%
76	Social Services Associate II	\$34,704	\$32,442	6.5%
77	Social Worker II (Children's Services)	\$48,516	\$45,322	6.6%
78	Social Worker IV/Children's Services Supervisor	\$57,720	\$54,492	5.6%
79	Public Guardian	\$52,176	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$34,704	\$33,211	4.3%
81	Vocational Rehabilitation Counselor III	\$55,896	\$43,036	23.0%
82	Employment Security Specialist IB	\$39,432	\$35,678	9.5%
83	Employment Service Manager I	\$46,836	\$50,216	-7.2%
84	College Intern III	\$32,058	\$32,142	-0.3%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
85	Health Program Associate	\$45,300	\$38,461	15.1%
86	Health Program Manager II	\$55,896	\$60,946	-9.0%
87	Public Health Specialist II	\$59,712	\$49,318	17.4%
88	Certified Nurse Aide I	\$31,032	\$26,799	13.6%
89	Psychiatric Nursing Assistant III	\$35,052	\$30,240	13.7%
90	Nurse II	\$56,412	\$50,166	11.1%
91	Nurse II (Psychiatric)	\$56,412	\$51,711	8.3%
92	Public Health Nurse II	\$63,888	\$54,887	14.1%
93	Nurse IV	\$70,380	\$60,832	13.6%
94	Health Practitioner I	\$78,132	\$67,837	13.2%
95	Wildlife Veterinarian	\$68,256	\$66,293	2.9%
96	Psychological Counselor II	\$48,516	\$49,978	-3.0%
97	Mental Health Clinician III	\$63,888	\$63,182	1.1%
98	Pharmacy Technician	\$35,052	\$31,329	10.6%
99	Recreation Therapist II	\$46,836	\$39,808	15.0%
100	Laboratory Technician	\$36,960	\$34,793	5.9%
101	Public Health Microbiologist I	\$48,516	\$47,369	2.4%
102	Fish & Wildlife Technician II	\$29,004	\$31,044	-7.0%
103	Fishery Biologist II	\$46,836	\$44,522	4.9%
104	Fishery Biologist IV	\$61,572	\$53,636	12.9%
105	Biometrician III	\$59,712	\$59,569	0.2%
106	Fisheries Scientist I	\$70,380	\$55,674	20.9%
107	Agronomist II	\$53,928	\$53,167	1.4%
108	Natural Resource Technician II	\$34,704	\$30,691	11.6%
109	Natural Resource Specialist II	\$45,300	\$45,752	-1.0%
110	Natural Resource Manager II	\$61,572	\$64,951	-5.5%
111	Wildland Fire & Resource Technician III	\$34,704	\$34,451	0.7%
112	Park Ranger I	\$45,300	\$38,924	14.1%
113	Museum Protection & Visitor Services Supervisor	\$40,824	\$38,761	5.1%
114	Criminal Justice Technician I	\$34,704	\$33,637	3.1%
115	Law Office Assistant I	\$32,784	\$35,772	-9.1%
116	Paralegal II	\$45,300	\$43,411	4.2%
117	Attorney II	\$61,884	\$54,361	12.2%
118	Attorney IV	\$80,880	\$84,830	-4.9%
119	Administrative Law Judge I	\$70,728	\$76,137	-7.6%
120	Workers' Compensation Hearing Officer II	\$68,256	\$53,974	20.9%
121	Forensic Technician I	\$37,296	\$31,850	14.6%
122	Forensic Scientist III - Chemistry	\$56,412	\$55,134	2.3%
123	Forensic Scientist III - DNA	\$56,412	\$56,410	0.0%
124	Investigator III	\$52,176	\$54,685	-4.8%
125	Recorder II	\$32,784	\$32,588	0.6%
126	Motor Vehicle Customer Service Representative I	\$30,780	\$29,164	5.3%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
127	Motor Vehicle Office Manager I	\$43,692	\$39,340	10.0%
128	State Trooper	\$66,712	\$64,423	4.0%
129	Lieutenant, Alaska State Troopers	\$75,228	\$68,166	9.4%
130	Court Services Officer	\$48,936	n/a	n/a
131	Airport Police & Fire Officer II	\$52,680	\$45,102	14.4%
132	Airport Police & Fire Officer V	\$61,572	\$46,710	24.1%
133	Deputy Fire Marshal I	\$56,712	\$52,698	7.1%
134	Correctional Officer II	\$44,663	\$42,482	4.9%
135	Correctional Superintendent I	\$65,904	\$62,808	4.7%
136	Juvenile Justice Officer II	\$39,792	\$42,403	-6.6%
137	Juvenile Probation Officer II	\$45,696	\$48,287	-5.7%
138	Adult Probation Officer II	\$45,696	\$47,058	-3.0%
139	Adult Probation Officer IV	\$61,572	\$68,898	-11.9%
140	Hydrologist II	\$52,176	\$50,058	4.1%
141	Geologist III	\$55,896	\$57,467	-2.8%
142	Chemist IV	\$59,712	\$53,967	9.6%
143	Environmental Program Specialist III	\$52,176	\$50,554	3.1%
144	Environmental Program Manager I	\$65,904	\$72,349	-9.8%
145	Environmental Impact Analyst III	\$55,896	\$60,895	-8.9%
146	Engineering Assistant III	\$63,888	\$51,154	19.9%
147	Communications Engineering Associate II	\$72,972	\$53,783	26.3%
148	Utility Engineering Analyst IV	\$68,256	\$66,316	2.8%
149	Engineer/Architect III	\$86,160	\$69,508	19.3%
150	Technical Engineer I/Architect I	\$78,132	\$68,252	12.6%
151	Landscape Specialist	\$45,300	\$53,110	-17.2%
152	Vessel Construction Manager II	\$68,256	\$76,409	-11.9%
153	Land Surveyor I	\$63,888	\$59,318	7.2%
154	Survey, Journey	\$39,702	\$38,443	3.2%
155	Drafting Technician III	\$42,168	\$37,915	10.1%
156	Cartographer II	\$42,168	\$37,903	10.1%
157	Food Service, Sub-Journey	\$23,751	\$22,831	3.9%
158	Food Service, Lead	\$35,510	\$26,517	25.3%
159	Environmental Services, Journey II	\$28,100	\$23,245	17.3%
160	Mechanic, Automotive, Advanced Journey/Lead	\$42,335	\$39,849	5.9%
161	Mechanic, Automotive, Foreman I	\$45,299	\$49,766	-9.9%
162	Equipment Operator, Journey II	\$42,335	\$35,358	16.5%
163	Equipment Operator Foreman I	\$47,931	\$45,401	5.3%
164	Maintenance Generalist, Journey	\$39,702	\$35,256	11.2%
165	Maintenance Specialist, Journey I	\$42,335	\$39,557	6.6%
166	Maintenance Specialist, Foreman	\$50,427	\$52,856	-4.8%
167	Maintenance Spec., Electrician, Journey II/Lead	\$47,931	\$44,446	7.3%
168	Survey Instrument Technician II	\$50,160	\$33,292	33.6%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska  
Benchmark Comparisons - Market 60th Percentile**

<b>Bench. Number</b>	<b>Benchmark Title</b>	<b>State of AK</b>	<b>Market 60th %ile</b>	<b>Percent Difference</b>
		<b>Annual Salary At Entry</b>	<b>Annual Salary At Entry</b>	
169	Engineering Technician, Journey	\$39,702	\$39,366	0.8%
170	Materials Laboratory Technician, Journey	\$42,335	\$37,715	10.9%
171	Aircraft Pilot II	\$55,896	\$51,722	7.5%
172	Boat Officer III	\$48,516	n/a	n/a
173	Mail Services Courier	\$29,004	\$24,060	17.0%
174	Security Guard I	\$29,004	\$30,270	-4.4%
<b>AGGREGATE AVERAGES :</b>				<b>7.2%</b>

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.8 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference	State of AK	Market 60th %ile	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary	Annual Salary After 10 Years	
1	Division Director-PX	\$110,844	\$119,573	-7.9%	\$119,304	\$129,149	-8.3%
2	Division Operations Manager	\$95,472	\$90,556	5.1%	\$102,768	\$105,020	-2.2%
3	Administrative Clerk II	\$31,716	\$32,818	-3.5%	\$35,424	\$36,977	-4.4%
4	Administrative Assistant II	\$46,992	\$38,318	18.5%	\$52,428	\$45,571	13.1%
5	Administrative Officer I	\$59,724	\$54,620	8.5%	\$64,296	\$60,686	5.6%
6	Accounting Technician I	\$40,776	\$41,899	-2.0%	\$45,588	\$46,454	-1.9%
7	Accountant III	\$61,956	\$62,156	-0.3%	\$69,024	\$79,368	-15.0%
8	Accountant V	\$83,388	\$85,316	-2.3%	\$89,760	\$96,884	-7.9%
9	Human Resource Technician II	\$47,688	\$39,817	16.5%	\$51,336	\$47,807	6.9%
10	Human Resource Specialist I	\$54,852	\$57,457	-4.7%	\$59,040	\$63,285	-7.2%
11	Human Resource Manager I	\$82,224	\$77,889	5.3%	\$88,512	\$89,505	-1.1%
12	Analyst Programmer IV	\$70,752	\$66,033	6.7%	\$78,888	\$71,497	9.4%
13	Data Processing Manager I	\$83,388	\$76,382	8.4%	\$89,760	\$88,490	1.4%
14	Microcomputer/Network Specialist I	\$61,956	\$60,689	2.0%	\$69,024	\$74,528	-8.0%
15	Systems Programmer II	\$81,048	\$72,001	11.2%	\$90,444	\$82,332	9.0%
16	Internet Specialist I	\$54,036	\$38,749	28.3%	\$60,396	\$65,516	-8.5%
17	Statistical Technician I	\$40,776	\$43,041	-5.6%	\$45,588	\$51,261	-12.4%
18	Research Analyst III	\$61,956	\$60,084	3.0%	\$69,024	\$66,861	3.1%
19	Stock & Parts Services, Journey II	\$47,580	\$37,979	20.2%	\$50,466	\$45,827	9.2%
20	Procurement Specialist III	\$61,956	\$67,109	-8.3%	\$69,024	\$83,188	-20.5%
21	Claims Administrator	\$66,228	\$70,098	-5.8%	\$73,764	\$85,387	-15.8%
22	Loan Closer/Processor II	\$40,776	\$46,736	-14.6%	\$45,588	\$66,608	-46.1%
23	Grants Administrator II	\$57,816	\$55,684	3.7%	\$64,536	\$72,622	-12.5%
24	Occupational License Examiner	\$43,728	\$46,371	-6.0%	\$48,960	\$59,370	-21.3%
25	Insurance Analyst I	\$43,728	\$50,091	-14.6%	\$48,960	\$56,677	-15.8%
26	Community Care Licensing Specialist I	\$54,036	\$63,961	-18.4%	\$60,396	\$71,631	-18.6%
27	Financial Institution Examiner III	\$75,624	\$70,945	6.2%	\$84,444	\$91,192	-8.0%
28	Utility Financial Analyst III	\$75,624	\$77,749	-2.8%	\$84,444	\$101,149	-19.8%
29	Commercial Vehicle Enforcement Officer II	\$46,992	\$49,752	-5.9%	\$52,428	\$61,072	-16.5%
30	Occupational Safety & Compliance Officer	\$64,038	\$65,105	-1.7%	\$67,938	\$80,756	-18.9%
31	Safety Insp. & Compliance, Elevator Inspector	\$64,038	\$62,967	1.7%	\$67,938	\$78,506	-15.6%
32	Environmental Health Officer III	\$61,956	\$55,980	9.6%	\$69,024	\$66,541	3.6%
33	Tax Technician III	\$46,992	\$46,572	0.9%	\$52,428	\$57,797	-10.2%
34	Tax Auditor III	\$70,752	\$56,305	20.4%	\$78,888	\$68,495	13.2%
35	Revenue Audit Supervisor II	\$102,612	\$106,055	-3.4%	\$110,460	\$117,226	-6.1%
36	Oil & Gas revenue Auditor III	\$81,048	\$85,738	-8.9%	\$90,444	\$89,843	0.7%
37	Internal Auditor III	\$75,624	\$58,289	22.9%	\$84,444	\$94,969	-12.5%
38	Local Government Specialist III	\$57,816	n/a	n/a	\$64,536	n/a	n/a
39	Budget Analyst III	\$66,228	\$63,914	3.5%	\$73,764	\$78,981	-7.1%
40	Economist III	\$72,996	\$68,241	6.5%	\$78,576	\$84,108	-7.0%
41	Petroleum Economist II	\$81,048	\$86,237	-6.4%	\$90,444	\$110,542	-22.2%
42	Community Development Specialist II	\$54,036	\$56,728	-5.0%	\$60,396	\$67,359	-11.5%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference	State of AK	Market 60th %ile	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
43	Planner III	\$66,228	\$69,462	-4.9%	\$73,764	\$80,088	-8.6%
44	Transportation Planner I	\$75,624	\$62,178	17.8%	\$84,444	\$92,628	-9.7%
45	Radio Dispatcher II	\$40,776	\$45,419	-11.4%	\$45,588	\$57,439	-26.0%
46	Emergency Management Specialist II	\$54,036	\$57,812	-7.0%	\$60,396	\$69,724	-15.4%
47	Airport Operations Officer	\$61,956	\$68,687	-10.9%	\$69,024	\$86,759	-25.7%
48	Ferry Terminal Assistant I	\$40,776	\$42,106	-3.3%	\$45,588	\$46,037	-1.0%
49	Reservations Specialist	\$55,848	\$48,567	13.0%	\$60,120	\$69,753	-16.0%
50	Port Captain	\$89,352	n/a	n/a	\$96,180	n/a	n/a
51	Maintenance & Operations Superintendent	\$77,952	\$73,854	5.3%	\$83,916	\$88,628	-6.6%
52	Right-of-Way Agent III	\$61,956	\$63,960	-3.2%	\$69,024	\$89,843	-30.2%
53	Appraiser II	\$61,956	\$59,870	3.4%	\$69,024	\$68,105	1.3%
54	Building Management Specialist	\$66,228	\$77,222	-16.6%	\$73,764	\$83,021	-12.5%
55	Airport Leasing Specialist II	\$54,036	\$66,124	-22.4%	\$60,396	\$71,818	-18.9%
56	Education Program Assistant	\$40,776	\$45,917	-12.6%	\$45,588	\$47,307	-3.8%
57	Education Specialist II	\$75,624	\$63,259	16.4%	\$84,444	\$75,800	10.2%
58	AVTEC Instructor	n/a	\$55,436	n/a	n/a	\$60,218	n/a
59	Training Specialist II	\$61,956	\$57,939	6.5%	\$69,024	\$72,446	-5.0%
60	Alaska Military Youth Academy Team Leader	\$43,728	\$45,017	-2.9%	\$48,960	n/a	n/a
61	Recreation Assistant	\$38,100	\$35,336	7.3%	\$42,612	\$36,692	13.9%
62	Library Assistant I	\$38,100	\$32,866	13.7%	\$42,612	\$41,746	2.0%
63	Librarian III	\$70,752	\$60,322	14.7%	\$78,888	\$75,800	3.9%
64	Archivist II	\$61,956	\$50,641	18.3%	\$69,024	\$63,642	7.8%
65	Museum Curator II	\$61,956	\$46,616	24.8%	\$69,024	\$57,939	16.1%
66	Archaeologist II	\$61,956	\$62,106	-0.2%	\$69,024	\$75,974	-10.1%
67	Subsistence Resource Specialist II	\$54,036	\$54,903	-1.6%	\$60,396	\$58,772	2.7%
68	Publications Specialist II	\$54,036	\$46,911	13.2%	\$60,396	\$58,173	3.7%
69	Information Officer II	\$57,816	\$61,606	-6.6%	\$64,536	\$76,674	-18.8%
70	Child Support Specialist I	\$46,992	\$43,824	6.7%	\$52,428	\$54,975	-4.9%
71	Child Support Manager	\$77,952	\$77,833	0.2%	\$83,916	\$84,042	-0.2%
72	Eligibility Technician II	\$46,992	\$45,250	3.7%	\$52,428	\$69,262	-32.1%
73	Medical Assistance Administrator III	\$70,752	\$76,010	-7.4%	\$78,888	\$95,680	-21.3%
74	Workers' Compensation Technician	\$40,776	\$45,973	-12.7%	\$45,588	\$61,926	-35.8%
75	Social Services Program Coordinator	\$70,752	\$64,687	8.6%	\$78,888	\$81,137	-2.9%
76	Social Services Associate II	\$40,776	\$43,479	-6.6%	\$45,588	\$43,287	5.0%
77	Social Worker II (Children's Services)	\$57,816	\$58,523	-1.2%	\$64,536	\$69,170	-7.2%
78	Social Worker IV/Children's Services Supervisor	\$68,340	\$68,348	0.0%	\$73,572	\$78,658	-6.9%
79	Public Guardian	\$61,956	n/a	n/a	\$69,024	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$40,776	\$40,402	0.9%	\$45,588	\$50,390	-10.5%
81	Vocational Rehabilitation Counselor III	\$66,228	\$56,911	14.1%	\$73,764	\$78,506	-6.4%
82	Employment Security Specialist IB	\$46,992	\$44,825	4.6%	\$52,428	\$55,796	-6.4%
83	Employment Service Manager I	\$55,848	\$58,289	-4.4%	\$60,120	\$72,884	-21.2%
84	College Intern III	\$37,206	\$42,705	-14.8%	\$40,053	\$51,490	-28.6%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference	State of AK	Market 60th %ile	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
85	Health Program Associate	\$54,036	\$42,527	21.3%	\$60,396	\$48,491	19.7%
86	Health Program Manager II	\$66,228	\$74,767	-12.9%	\$73,764	\$97,313	-31.9%
87	Public Health Specialist II	\$70,752	\$74,260	-5.0%	\$78,888	\$81,137	-2.9%
88	Certified Nurse Aide I	\$36,108	\$34,270	5.1%	\$40,308	\$39,416	2.2%
89	Psychiatric Nursing Assistant III	\$41,136	\$41,387	-0.6%	\$46,032	\$45,580	1.0%
90	Nurse II	\$66,864	\$60,322	9.8%	\$74,448	\$72,637	2.4%
91	Nurse II (Psychiatric)	\$66,864	\$66,074	1.2%	\$74,448	\$82,853	-11.3%
92	Public Health Nurse II	\$75,624	\$65,940	12.8%	\$84,444	\$82,978	1.7%
93	Nurse IV	\$83,388	\$74,398	10.8%	\$89,760	\$87,635	2.4%
94	Health Practitioner I	\$92,808	\$79,848	14.0%	\$104,004	\$101,174	2.7%
95	Wildlife Veterinarian	\$81,048	\$72,446	10.6%	\$90,444	\$93,478	-3.4%
96	Psychological Counselor II	\$57,816	\$59,946	-3.7%	\$64,536	\$75,647	-17.2%
97	Mental Health Clinician III	\$75,624	\$85,742	-13.4%	\$84,444	\$100,873	-19.5%
98	Pharmacy Technician	\$41,136	\$43,046	-4.6%	\$46,032	\$49,466	-7.5%
99	Recreation Therapist II	\$55,848	\$51,097	8.5%	\$60,120	\$67,237	-11.8%
100	Laboratory Technician	\$43,728	\$43,864	-0.3%	\$48,960	\$54,925	-12.2%
101	Public Health Microbiologist I	\$57,816	\$55,861	3.4%	\$64,536	\$66,474	-3.0%
102	Fish & Wildlife Technician II	\$33,684	\$32,420	3.8%	\$37,512	\$36,650	2.3%
103	Fishery Biologist II	\$55,848	\$54,888	1.7%	\$60,120	\$69,724	-16.0%
104	Fishery Biologist IV	\$72,996	\$60,611	17.0%	\$78,576	\$91,192	-16.1%
105	Biometrician III	\$70,752	\$71,857	-1.6%	\$78,888	\$84,389	-7.0%
106	Fisheries Scientist I	\$83,388	\$77,672	6.9%	\$89,760	\$101,149	-12.7%
107	Agronomist II	\$63,924	\$68,915	-7.8%	\$68,808	\$75,185	-9.3%
108	Natural Resource Technician II	\$40,776	\$40,037	1.8%	\$45,588	\$49,107	-7.7%
109	Natural Resource Specialist II	\$54,036	\$50,784	6.0%	\$60,396	\$67,360	-11.5%
110	Natural Resource Manager II	\$72,996	\$72,477	0.7%	\$78,576	\$88,562	-12.7%
111	Wildland Fire & Resource Technician III	\$40,776	\$43,683	-7.1%	\$45,588	\$51,433	-12.8%
112	Park Ranger I	\$54,036	\$54,632	-1.1%	\$60,396	\$63,148	-4.6%
113	Museum Protection & Visitor Services Supervisor	\$48,612	\$53,446	-9.9%	\$52,332	\$46,037	12.0%
114	Criminal Justice Technician I	\$40,776	\$39,239	3.8%	\$45,588	\$49,004	-7.5%
115	Law Office Assistant I	\$38,100	\$42,761	-12.2%	\$42,612	\$47,508	-11.5%
116	Paralegal II	\$54,036	\$57,872	-7.1%	\$60,396	\$64,967	-7.6%
117	Attorney II	\$73,344	\$74,147	-1.1%	\$78,948	\$84,389	-6.9%
118	Attorney IV	\$95,940	\$151,582	-58.0%	\$103,272	\$169,760	-64.4%
119	Administrative Law Judge I	\$83,784	\$95,760	-14.3%	\$90,192	\$120,287	-33.4%
120	Workers' Compensation Hearing Officer II	\$81,048	\$80,194	1.1%	\$90,444	\$101,149	-11.8%
121	Forensic Technician I	\$44,100	\$36,748	16.7%	\$49,380	n/a	n/a
122	Forensic Scientist III - Chemistry	\$66,864	\$68,824	-2.9%	\$74,448	\$84,389	-13.4%
123	Forensic Scientist III - DNA	\$66,864	\$76,851	-14.9%	\$74,448	\$84,389	-13.4%
124	Investigator III	\$61,956	\$68,068	-9.9%	\$69,024	\$95,681	-38.6%
125	Recorder II	\$38,100	\$41,573	-9.1%	\$42,612	\$47,957	-12.5%
126	Motor Vehicle Customer Service Representative I	\$35,760	\$37,454	-4.7%	\$39,924	\$41,901	-5.0%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference	State of AK	Market 60th %ile	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
127	Motor Vehicle Office Manager I	\$52,056	\$52,302	-0.5%	\$56,040	\$60,583	-8.1%
128	State Trooper	\$68,172	\$64,819	4.9%	\$73,380	\$74,478	-1.5%
129	Lieutenant, Alaska State Troopers	\$89,352	\$81,956	8.3%	\$96,180	\$84,991	11.6%
130	Court Services Officer	\$58,836	n/a	n/a	\$63,336	n/a	n/a
131	Airport Police & Fire Officer II	\$63,336	\$51,925	18.0%	\$68,172	\$56,786	16.7%
132	Airport Police & Fire Officer V	\$72,996	\$58,577	19.8%	\$78,576	\$68,495	12.8%
133	Deputy Fire Marshal I	\$68,172	\$66,999	1.7%	\$73,380	\$74,659	-1.7%
134	Correctional Officer II	\$53,028	\$49,791	6.1%	\$56,806	\$53,065	6.6%
135	Correctional Superintendent I	\$77,952	\$79,702	-2.2%	\$83,916	\$93,088	-10.9%
136	Juvenile Justice Officer II	\$47,040	\$50,206	-6.7%	\$52,680	\$56,222	-6.7%
137	Juvenile Probation Officer II	\$54,564	\$60,736	-11.3%	\$60,948	\$72,507	-19.0%
138	Adult Probation Officer II	\$54,564	\$62,204	-14.0%	\$60,948	\$78,015	-28.0%
139	Adult Probation Officer IV	\$72,996	\$82,562	-13.1%	\$78,576	\$96,894	-23.3%
140	Hydrologist II	\$61,956	\$71,707	-15.7%	\$69,024	\$74,142	-7.4%
141	Geologist III	\$66,228	\$70,122	-5.9%	\$73,764	\$74,142	-0.5%
142	Chemist IV	\$70,752	\$63,771	9.9%	\$78,888	\$87,935	-11.5%
143	Environmental Program Specialist III	\$61,956	\$53,711	13.3%	\$69,024	\$78,506	-13.7%
144	Environmental Program Manager I	\$77,952	\$66,147	15.1%	\$83,916	\$117,226	-39.7%
145	Environmental Impact Analyst III	\$66,228	\$64,760	2.2%	\$73,764	\$101,326	-37.4%
146	Engineering Assistant III	\$75,624	\$65,215	13.8%	\$84,444	\$77,884	7.8%
147	Communications Engineering Associate II	\$86,868	\$81,069	6.7%	\$97,032	\$91,192	6.0%
148	Utility Engineering Analyst IV	\$81,048	\$92,359	-14.0%	\$90,444	\$120,287	-33.0%
149	Engineer/Architect III	\$102,612	\$94,254	8.1%	\$110,460	\$113,808	-3.0%
150	Technical Engineer I/Architect I	\$92,808	\$82,425	11.2%	\$104,004	\$120,278	-15.6%
151	Landscape Specialist	\$54,036	\$64,072	-18.6%	\$60,396	\$69,542	-15.1%
152	Vessel Construction Manager II	\$81,048	\$97,713	-20.6%	\$90,444	\$120,287	-33.0%
153	Land Surveyor I	\$75,624	\$70,284	7.1%	\$84,444	\$91,310	-8.1%
154	Survey, Journey	\$47,580	\$43,411	8.8%	\$50,466	\$41,146	18.5%
155	Drafting Technician III	\$50,328	\$43,000	14.6%	\$56,364	\$58,290	-3.4%
156	Cartographer II	\$50,328	\$49,342	2.0%	\$56,364	\$58,856	-4.4%
157	Food Service, Sub-Journey	\$28,529	\$28,691	-0.6%	\$30,264	\$32,517	-7.4%
158	Food Service, Lead	\$42,276	\$35,486	16.1%	\$44,850	\$40,252	10.3%
159	Environmental Services, Journey II	\$32,565	\$30,712	5.7%	\$34,554	\$34,412	0.4%
160	Mechanic, Automotive, Advanced Journey/Lead	\$50,720	\$49,239	2.9%	\$53,801	\$60,934	-13.3%
161	Mechanic, Automotive, Foreman I	\$53,996	\$61,673	-14.2%	\$57,291	\$75,590	-31.9%
162	Equipment Operator, Journey II	\$50,720	\$44,603	12.1%	\$53,801	\$54,844	-1.9%
163	Equipment Operator Foreman I	\$57,077	\$55,796	2.2%	\$60,548	\$62,836	-3.8%
164	Maintenance Generalist, Journey	\$47,580	\$47,944	-0.8%	\$50,466	\$51,568	-2.2%
166	Maintenance Specialist, Journey I	\$50,720	\$53,548	-5.6%	\$53,801	\$60,791	-13.0%
166	Maintenance Specialist, Foreman	\$60,216	\$61,757	-2.6%	\$63,882	\$65,665	-2.8%
167	Maintenance Spec., Electrician, Journey II/Lead	\$57,077	\$56,424	1.1%	\$60,548	\$60,881	-0.6%
168	Survey Instrument Technician II	\$59,724	\$40,949	31.4%	\$64,296	n/a	n/a

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference	State of AK	Market 60th %ile	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
169	Engineering Technician, Journey	\$47,580	\$47,179	0.8%	\$50,466	\$51,893	-2.8%
170	Materials Laboratory Technician, Journey	\$50,720	\$44,056	13.1%	\$53,801	\$51,893	3.5%
171	Aircraft Pilot II	\$66,228	\$57,520	13.1%	\$73,764	\$79,787	-8.2%
172	Boat Officer III	\$57,816	n/a	n/a	\$64,536	n/a	n/a
173	Mail Services Courier	\$33,684	\$30,332	10.0%	\$37,512	\$38,462	-2.5%
174	Security Guard I	\$33,684	\$39,598	-17.6%	\$37,512	\$49,000	-30.6%
<b>AGGREGATE AVERAGES :</b>				<b>1.6%</b>			<b>-8.6%</b>

benchmark # 68 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
 #134 on 42 hour work-week,  
 all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
1	Division Director-PX	\$172,380	\$136,681	20.7%
2	Division Operations Manager	\$148,512	\$111,232	25.1%
3	Administrative Clerk II	\$51,192	\$38,442	24.9%
4	Administrative Assistant II	\$75,756	\$50,039	33.9%
5	Administrative Officer I	\$92,916	\$61,778	33.5%
6	Accounting Technician I	\$65,856	\$46,603	29.2%
7	Accountant III	\$99,744	\$74,036	25.8%
8	Accountant V	\$129,720	\$101,635	21.7%
9	Human Resource Technician II	\$74,172	\$50,743	31.6%
10	Human Resource Specialist I	\$85,332	\$69,440	18.6%
11	Human Resource Manager I	\$127,920	\$101,691	20.5%
12	Analyst Programmer IV	\$113,988	\$81,606	28.4%
13	Data Processing Manager I	\$129,720	\$96,788	25.4%
14	Microcomputer/Network Specialist I	\$99,744	\$72,616	27.2%
15	Systems Programmer II	\$130,704	\$81,214	37.9%
16	Internet Specialist I	\$87,276	\$69,557	20.3%
17	Statistical Technician I	\$65,856	\$52,797	19.8%
18	Research Analyst III	\$99,744	\$82,782	17.0%
19	Stock & Parts Services, Journey II	\$61,987	\$43,101	17.1%
20	Procurement Specialist III	\$99,744	\$73,932	25.9%
21	Claims Administrator	\$106,572	\$85,210	20.0%
22	Loan Closer/Processor II	\$65,856	\$52,009	21.0%
23	Grants Administrator II	\$93,264	\$74,833	19.8%
24	Occupational License Examiner	\$70,752	\$61,861	12.6%
25	Insurance Analyst I	\$70,752	\$61,253	13.4%
26	Community Care Licensing Specialist I	\$87,276	\$64,727	25.8%
27	Financial institution Examiner III	\$122,028	\$96,962	20.5%
28	Utility Financial Analyst III	\$122,028	\$91,995	24.6%
29	Commercial Vehicle Enforcement Officer II	\$75,756	\$53,911	28.8%
30	Occupational Safety & Compliance Officer	\$69,986	\$72,547	-3.7%
31	Safety Insp. & Compliance, Elevator Inspector	\$69,986	\$71,801	-2.6%
32	Environmental Health Officer III	\$99,744	\$68,065	31.8%
33	Tax Technician III	\$75,756	\$63,275	16.5%
34	Tax Auditor III	\$113,988	\$77,283	32.2%
35	Revenue Audit Supervisor II	\$159,636	\$109,173	31.6%
36	Oil & Gas revenue Auditor III	\$130,704	\$88,721	32.1%
37	Internal Auditor III	\$122,028	\$78,239	35.9%
38	Local Government Specialist III	\$93,264	n/a	n/a
39	Budget Analyst III	\$106,572	\$75,605	29.1%
40	Economist III	\$113,556	\$85,265	24.9%
41	Petroleum Economist II	\$130,704	\$101,364	22.4%
42	Community Development Specialist II	\$87,276	\$76,100	12.8%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
43	Planner III	\$106,572	\$75,733	28.9%
44	Transportation Planner I	\$122,028	\$69,277	43.2%
45	Radio Dispatcher II	\$65,856	\$53,309	19.1%
46	Emergency Management Specialist II	\$87,276	\$70,142	19.6%
47	Airport Operations Officer	\$99,744	\$77,670	22.1%
48	Ferry Terminal Assistant I	\$65,856	\$38,214	42.0%
49	Reservations Specialist	\$86,880	\$44,920	48.3%
50	Port Captain	\$139,008	n/a	n/a
51	Maintenance & Operations Superintendent	\$121,248	\$92,408	23.8%
52	Right-of-Way Agent III	\$99,744	\$78,409	21.4%
53	Appraiser II	\$99,744	\$64,251	35.6%
54	Building Management Specialist	\$106,572	\$81,351	23.7%
55	Airport Leasing Specialist II	\$87,276	\$76,407	12.5%
56	Education Program Assistant	\$65,856	\$56,424	14.3%
57	Education Specialist II	\$122,028	\$74,057	39.3%
58	AVTEC Instructor	\$70,912	\$66,218	6.6%
59	Training Specialist II	\$99,744	\$73,982	25.8%
60	Alaska Military Youth Academy Team Leader	\$70,752	\$57,267	19.1%
61	Recreation Assistant	\$61,560	\$41,236	33.0%
62	Library Assistant I	\$61,560	\$40,332	34.5%
63	Librarian III	\$113,988	\$80,319	29.5%
64	Archivist II	\$99,744	\$60,577	39.3%
65	Museum Curator II	\$99,744	\$72,319	27.5%
66	Archaeologist II	\$99,744	\$71,732	28.1%
67	Subsistence Resource Specialist II	\$87,276	\$68,186	21.9%
68	Publications Specialist II	\$87,276	\$66,075	24.3%
69	Information Officer II	\$93,264	\$73,361	21.3%
70	Child Support Specialist I	\$75,756	\$53,257	29.7%
71	Child Support Manager	\$121,248	\$88,325	27.2%
72	Eligibility Technician II	\$75,756	\$50,307	33.6%
73	Medical Assistance Administrator III	\$113,988	\$87,758	23.0%
74	Workers' Compensation Technician	\$65,856	\$57,529	12.6%
75	Social Services Program Coordinator	\$113,988	\$68,900	39.6%
76	Social Services Associate II	\$65,856	\$47,907	27.3%
77	Social Worker II (Children's Services)	\$93,264	\$65,063	30.2%
78	Social Worker IV/Children's Services Supervisor	\$106,332	\$85,250	19.8%
79	Public Guardian	\$99,744	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$65,856	\$53,186	19.2%
81	Vocational Rehabilitation Counselor III	\$106,572	\$87,758	36.4%
82	Employment Security Specialist IB	\$75,756	\$50,726	33.0%
83	Employment Service Manager I	\$86,880	\$71,467	17.7%
84	College Intern III	\$57,857	\$46,874	19.0%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
85	Health Program Associate	\$87,276	\$61,429	29.6%
86	Health Program Manager II	\$106,572	\$88,315	17.1%
87	Public Health Specialist II	\$113,988	\$80,539	29.3%
88	Certified Nurse Aide I	\$58,248	\$37,800	35.1%
89	Psychiatric Nursing Assistant III	\$66,516	\$44,989	32.4%
90	Nurse II	\$107,580	\$77,617	27.9%
91	Nurse II (Psychiatric)	\$107,580	\$74,972	30.3%
92	Public Health Nurse II	\$122,028	\$80,075	34.4%
93	Nurse IV	\$129,720	\$94,249	27.3%
94	Health Practitioner I	\$150,300	\$104,846	30.2%
95	Wildlife Veterinarian	\$130,704	\$101,907	22.0%
96	Psychological Counselor II	\$93,264	\$71,266	23.6%
97	Mental Health Clinician III	\$122,028	\$97,021	20.5%
98	Pharmacy Technician	\$66,516	\$41,886	37.0%
99	Recreation Therapist II	\$86,880	\$61,402	29.3%
100	Laboratory Technician	\$70,752	\$47,868	32.3%
101	Public Health Microbiologist I	\$93,264	\$69,171	25.8%
102	Fish & Wildlife Technician II	\$54,204	\$49,924	7.9%
103	Fishery Biologist II	\$86,880	\$73,783	15.1%
104	Fishery Biologist IV	\$113,556	\$87,191	23.2%
105	Biometrician III	\$113,988	\$89,557	21.4%
106	Fisheries Scientist I	\$129,720	\$87,762	32.3%
107	Agronomist II	\$99,408	\$78,850	20.7%
108	Natural Resource Technician II	\$65,856	\$43,864	33.4%
109	Natural Resource Specialist II	\$87,276	\$74,932	14.1%
110	Natural Resource Manager II	\$113,556	\$104,847	7.7%
111	Wildland Fire & Resource Technician III	\$65,856	\$43,357	34.2%
112	Park Ranger I	\$87,276	\$61,027	30.1%
113	Museum Protection & Visitor Services Supervisor	\$75,660	\$48,274	36.2%
114	Criminal Justice Technician I	\$65,856	\$61,182	7.1%
115	Law Office Assistant I	\$61,560	\$49,170	20.1%
116	Paralegal II	\$87,276	\$64,105	26.5%
117	Attorney II	\$114,108	\$93,953	17.7%
118	Attorney IV	\$149,220	\$124,871	16.3%
119	Administrative Law Judge I	\$130,344	\$113,819	12.7%
120	Workers' Compensation Hearing Officer II	\$130,704	\$80,514	38.4%
121	Forensic Technician I	\$71,340	\$40,876	42.7%
122	Forensic Scientist III - Chemistry	\$107,580	\$82,793	23.0%
123	Forensic Scientist III - DNA	\$107,580	\$86,411	19.7%
124	Investigator III	\$99,744	\$80,819	19.0%
125	Recorder II	\$61,560	\$46,949	23.7%
126	Motor Vehicle Customer Service Representative I	\$57,684	\$43,820	24.0%

benchmark # 88 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.6 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
127	Motor Vehicle-Office Manager I	\$81,000	\$66,133	19.6%
128	State Trooper	\$98,620	\$76,606	22.2%
129	Lieutenant, Alaska State Troopers	\$129,132	\$90,416	30.0%
130	Court Services Officer	\$85,020	n/a	n/a
131	Airport Police & Fire Officer II	\$91,524	\$65,536	28.4%
132	Airport Police & Fire Officer V	\$105,492	\$75,986	28.0%
133	Deputy Fire Marshal I	\$98,520	\$77,785	21.0%
134	Correctional Officer II	\$61,130	\$62,004	-1.4%
135	Correctional Superintendent I	\$112,644	\$88,622	21.3%
136	Juvenile Justice Officer II	\$76,128	\$61,361	19.4%
137	Juvenile Probation Officer II	\$81,828	\$73,672	10.0%
138	Adult Probation Officer II	\$81,828	\$72,559	11.3%
139	Adult Probation Officer IV	\$105,492	\$99,982	5.2%
140	Hydrologist II	\$99,744	\$82,109	17.7%
141	Geologist III	\$106,572	\$86,862	18.5%
142	Chemist IV	\$113,988	\$78,036	31.5%
143	Environmental Program Specialist III	\$99,744	\$72,017	27.8%
144	Environmental Program Manager I	\$121,248	\$100,351	17.2%
145	Environmental Impact Analyst III	\$106,572	\$81,897	23.2%
146	Engineering Assistant III	\$122,028	\$78,507	35.7%
147	Communications Engineering Associate II	\$140,208	\$92,328	34.1%
148	Utility Engineering Analyst IV	\$130,704	\$87,710	32.9%
149	Engineer/Architect III	\$159,636	\$99,078	37.9%
150	Technical Engineer I/Architect I	\$150,300	\$102,268	32.0%
151	Landscape Specialist	\$87,276	\$72,596	16.8%
152	Vessel Construction Manager II	\$130,704	\$116,218	11.1%
153	Land Surveyor I	\$122,028	\$78,239	35.9%
154	Survey, Journey	\$51,987	\$54,275	-4.4%
155	Drafting Technician III	\$81,468	\$52,377	35.7%
156	Cartographer II	\$81,468	\$49,792	38.9%
157	Food Service, Sub-Journey	\$31,181	\$31,990	-2.6%
158	Food Service, Lead	\$46,196	\$39,210	15.1%
159	Environmental Services, Journey II	\$35,588	\$32,000	10.1%
160	Mechanic, Automotive, Advanced Journey/Lead	\$55,419	\$57,451	-3.7%
161	Mechanic, Automotive, Foreman I	\$59,007	\$69,330	-17.5%
162	Equipment Operator, Journey II	\$85,419	\$54,545	1.6%
163	Equipment Operator Foreman I	\$62,361	\$62,173	0.3%
164	Maintenance Generalist, Journey	\$51,987	\$53,048	-2.0%
165	Maintenance Specialist, Journey I	\$55,419	\$58,431	-5.4%
166	Maintenance Specialist, Foreman	\$65,793	\$66,255	-0.7%
167	Maintenance Spec., Electrician, Journey II/Lead	\$62,361	\$68,088	-9.2%
168	Survey Instrument Technician II	\$92,916	\$52,698	43.3%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 60th Percentile**

<b>Bench. Number</b>	<b>Benchmark Title</b>	<b>State of AK</b>	<b>Market 60th %ile</b>	<b>Percent Difference</b>
		<b>Annual Range Maximum</b>	<b>Annual Range Maximum</b>	
169	Engineering Technician, Journey	\$51,987	\$61,762	-18.8%
170	Materials Laboratory Technician, Journey	\$66,419	\$50,346	9.2%
171	Aircraft Pilot II	\$106,572	\$86,378	19.9%
172	Boat Officer III	\$93,264	n/a	n/a
173	Mail Services Courier	\$64,204	\$36,400	32.8%
174	Security Guard I	\$54,204	\$43,604	19.6%
<b>AGGREGATE AVERAGES :</b>				<b>24.0%</b>

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
 #134 on 42 hour work-week,  
 all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
1	Division Director-PX	\$92,796	\$85,166	8.2%
2	Division Operations Manager	\$80,496	\$79,233	1.6%
3	Administrative Clerk II	\$27,324	\$27,564	-0.9%
4	Administrative Assistant II	\$39,432	\$34,827	11.7%
5	Administrative Officer I	\$50,160	\$45,446	9.4%
6	Accounting Technician I	\$34,704	\$31,183	10.1%
7	Accountant III	\$52,176	\$52,663	-0.9%
8	Accountant V	\$70,380	\$64,846	7.9%
9	Human Resource Technician II	\$39,996	\$34,984	12.5%
10	Human Resource Specialist I	\$45,924	\$48,437	-5.5%
11	Human Resource Manager I	\$69,300	\$71,751	-3.5%
12	Analyst Programmer IV	\$59,712	\$55,850	6.5%
13	Data Processing Manager I	\$70,380	\$65,310	7.2%
14	Microcomputer/Network Specialist I	\$52,176	\$48,005	8.0%
15	Systems Programmer II	\$68,266	\$56,628	17.0%
16	Internet Specialist I	\$45,300	\$46,058	-1.7%
17	Statistical Technician I	\$34,704	\$35,046	-1.0%
18	Research Analyst III	\$52,176	\$52,691	-1.0%
19	Stock & Parts Services, Journey II	\$39,702	\$29,947	24.6%
20	Procurement Specialist III	\$52,176	\$50,075	4.0%
21	Claims Administrator	\$55,896	\$58,753	-5.1%
22	Loan Closer/Processor II	\$34,704	\$37,005	-6.6%
23	Grants Administrator II	\$48,516	\$45,602	6.0%
24	Occupational License Examiner	\$36,960	\$40,599	-9.8%
25	Insurance Analyst I	\$36,960	\$40,770	-10.3%
26	Community Care Licensing Specialist I	\$45,300	\$47,122	-4.0%
27	Financial institution Examiner III	\$63,888	\$63,937	-0.1%
28	Utility Financial Analyst III	\$63,888	\$59,696	6.6%
29	Commercial Vehicle Enforcement Officer II	\$39,432	\$39,786	-0.9%
30	Occupational Safety & Compliance Officer	\$52,826	\$51,014	3.4%
31	Safety Insp. & Compliance, Elevator Inspector	\$52,826	\$48,910	7.4%
32	Environmental Health Officer III	\$52,176	\$48,428	7.2%
33	Tax Technician III	\$39,432	\$39,936	-1.3%
34	Tax Auditor III	\$59,712	\$50,768	15.0%
35	Revenue Audit Supervisor II	\$86,160	\$71,164	17.4%
36	Oil & Gas revenue Auditor III	\$68,266	\$56,423	17.3%
37	Internal Auditor III	\$63,888	\$51,035	20.1%
38	Local Government Specialist III	\$48,516	n/a	n/a
39	Budget Analyst III	\$55,896	\$51,444	8.0%
40	Economist III	\$61,572	\$53,338	13.4%
41	Petroleum Economist II	\$68,266	\$63,155	7.5%
42	Community Development Specialist II	\$45,300	\$44,901	0.9%

benchmark # 68 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
43	Planner III	\$55,896	\$54,620	2.3%
44	Transportation Planner I	\$63,888	\$46,436	28.9%
45	Radio Dispatcher II	\$34,704	\$37,218	-7.2%
46	Emergency Management Specialist II	\$45,300	\$47,246	-4.3%
47	Airport Operations Officer	\$52,176	\$52,732	-1.1%
48	Ferry Terminal Assistant I	\$34,704	\$36,319	-4.7%
49	Reservations Specialist	\$46,836	\$29,801	36.4%
50	Port Captain	\$75,228	n/a	n/a
51	Maintenance & Operations Superintendent	\$65,904	\$61,523	6.6%
52	Right-of-Way Agent III	\$62,176	\$67,758	-10.7%
53	Appraiser II	\$62,176	\$48,897	6.3%
54	Building Management Specialist	\$55,896	\$55,351	1.0%
55	Airport Leasing Specialist II	\$45,300	\$55,901	-23.4%
56	Education Program Assistant	\$34,704	\$41,408	-19.3%
57	Education Specialist II	\$63,888	\$51,026	20.1%
58	AVTEC Instructor	\$42,359	\$38,841	8.3%
59	Training Specialist II	\$62,176	\$48,425	7.2%
60	Alaska Military Youth Academy Team Leader	\$36,960	\$35,647	3.6%
61	Recreation Assistant	\$32,784	\$28,420	13.3%
62	Library Assistant I	\$32,784	\$30,127	8.1%
63	Librarian III	\$59,712	\$50,641	15.2%
64	Archivist II	\$52,176	\$42,563	18.4%
65	Museum Curator II	\$52,176	\$41,545	20.4%
66	Archaeologist II	\$52,176	\$45,912	12.0%
67	Subsistence Resource Specialist II	\$45,300	\$45,420	-0.3%
68	Publications Specialist II	\$45,300	\$43,319	4.4%
69	Information Officer II	\$48,516	\$51,134	-5.4%
70	Child Support Specialist I	\$39,432	\$37,576	4.7%
71	Child Support Manager	\$65,904	\$55,559	15.7%
72	Eligibility Technician II	\$39,432	\$34,860	11.6%
73	Medical Assistance Administrator III	\$59,712	\$59,780	-0.1%
74	Workers' Compensation Technician	\$34,704	\$38,039	-9.6%
75	Social Services Program Coordinator	\$59,712	\$46,805	21.6%
76	Social Services Associate II	\$34,704	\$33,300	4.0%
77	Social Worker II (Children's Services)	\$48,516	\$45,469	6.3%
78	Social Worker IV/Children's Services Supervisor	\$57,720	\$57,045	1.2%
79	Public Guardian	\$52,176	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$34,704	\$33,397	3.8%
81	Vocational Rehabilitation Counselor III	\$55,896	\$43,455	22.3%
82	Employment Security Specialist IB	\$39,432	\$36,258	8.0%
83	Employment Service Manager I	\$46,836	\$50,415	-7.6%
84	College Intern III	\$32,058	\$33,572	-4.7%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
85	Health Program Associate	\$45,300	\$39,483	12.8%
86	Health Program Manager II	\$55,896	\$60,987	-9.1%
87	Public Health Specialist II	\$59,712	\$50,695	15.1%
88	Certified Nurse Aide I	\$31,032	\$27,254	12.2%
89	Psychiatric Nursing Assistant III	\$35,052	\$31,056	11.4%
90	Nurse II	\$56,412	\$50,973	9.6%
91	Nurse II (Psychiatric)	\$56,412	\$51,711	8.3%
92	Public Health Nurse II	\$63,888	\$55,461	13.2%
93	Nurse IV	\$70,380	\$61,513	12.6%
94	Health Practitioner I	\$78,132	\$68,762	12.0%
95	Wildlife Veterinarian	\$68,256	\$67,644	0.9%
96	Psychological Counselor II	\$48,516	\$50,525	-4.1%
97	Mental Health Clinician III	\$63,888	\$65,027	-1.8%
98	Pharmacy Technician	\$35,052	\$31,593	9.9%
99	Recreation Therapist II	\$46,836	\$40,215	14.1%
100	Laboratory Technician	\$36,960	\$34,971	5.4%
101	Public Health Microbiologist I	\$48,516	\$47,860	1.4%
102	Fish & Wildlife Technician II	\$29,004	\$31,537	-8.7%
103	Fishery Biologist II	\$46,836	\$44,945	4.0%
104	Fishery Biologist IV	\$61,572	\$55,888	9.2%
105	Biometrician III	\$59,712	\$61,787	-3.5%
106	Fisheries Scientist I	\$70,380	\$56,468	19.8%
107	Agronomist II	\$53,928	\$53,202	1.3%
108	Natural Resource Technician II	\$34,704	\$32,277	7.0%
109	Natural Resource Specialist II	\$45,300	\$46,644	-3.0%
110	Natural Resource Manager II	\$61,572	\$67,939	-10.3%
111	Wildland Fire & Resource Technician III	\$34,704	\$34,531	0.5%
112	Park Ranger I	\$45,300	\$41,256	8.9%
113	Museum Protection & Visitor Services Supervisor	\$40,824	\$39,457	3.3%
114	Criminal Justice Technician I	\$34,704	\$33,639	3.1%
115	Law Office Assistant I	\$32,784	\$36,264	-10.6%
116	Paralegal II	\$45,300	\$44,089	2.7%
117	Attorney II	\$61,884	\$58,543	5.4%
118	Attorney IV	\$80,880	\$89,798	-11.0%
119	Administrative Law Judge I	\$70,728	\$80,061	-13.2%
120	Workers' Compensation Hearing Officer II	\$68,256	\$56,218	17.6%
121	Forensic Technician I	\$37,296	\$32,577	12.7%
122	Forensic Scientist III - Chemistry	\$56,412	\$55,990	0.7%
123	Forensic Scientist III - DNA	\$56,412	\$56,656	-0.4%
124	Investigator III	\$52,176	\$55,222	-5.8%
125	Recorder II	\$32,784	\$33,655	-2.7%
126	Motor Vehicle Customer Service Representative I	\$30,780	\$30,499	0.9%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
127	Motor Vehicle Office Manager I	\$43,692	\$40,586	7.1%
128	State Trooper	\$56,712	\$54,977	3.1%
129	Lieutenant, Alaska State Troopers	\$75,228	\$68,479	9.0%
130	Court Services Officer	\$48,936	n/a	n/a
131	Airport Police & Fire Officer II	\$52,680	\$45,326	14.0%
132	Airport Police & Fire Officer V	\$61,572	\$47,605	22.7%
133	Deputy Fire Marshal I	\$56,712	\$52,818	6.9%
134	Correctional Officer II	\$44,663	\$42,514	4.8%
135	Correctional Superintendent I	\$65,904	\$63,134	4.2%
136	Juvenile Justice Officer II	\$39,792	\$42,714	-7.3%
137	Juvenile Probation Officer II	\$45,696	\$49,134	-7.5%
138	Adult Probation Officer II	\$45,696	\$49,033	-7.3%
139	Adult Probation Officer IV	\$61,572	\$69,290	-12.6%
140	Hydrologist II	\$52,176	\$52,371	-0.4%
141	Geologist III	\$55,896	\$62,441	-11.7%
142	Chemist IV	\$59,712	\$56,309	5.7%
143	Environmental Program Specialist III	\$52,176	\$52,791	-1.2%
144	Environmental Program Manager I	\$65,904	\$72,964	-10.7%
145	Environmental Impact Analyst III	\$55,896	\$61,419	-9.9%
146	Engineering Assistant III	\$63,888	\$52,080	18.5%
147	Communications Engineering Associate II	\$72,972	\$56,996	21.9%
148	Utility Engineering Analyst IV	\$68,256	\$67,162	1.6%
149	Engineer/Architect III	\$86,160	\$73,365	14.9%
150	Technical Engineer I/Architect I	\$78,132	\$68,501	12.3%
151	Landscape Specialist	\$45,300	\$53,312	-17.7%
152	Vessel Construction Manager II	\$68,256	\$76,872	-12.6%
153	Land Surveyor I	\$63,888	\$59,786	6.4%
154	Survey, Journey	\$39,702	\$39,293	1.0%
155	Drafting Technician III	\$42,168	\$38,936	7.7%
156	Cartographer II	\$42,168	\$38,385	9.0%
157	Food Service, Sub-Journey	\$23,751	\$23,128	2.6%
158	Food Service, Lead	\$35,510	\$27,134	23.6%
159	Environmental Services, Journey II	\$28,100	\$23,550	16.2%
160	Mechanic, Automotive, Advanced Journey/Lead	\$42,335	\$40,869	3.5%
161	Mechanic, Automotive, Foreman I	\$45,299	\$51,262	-13.2%
162	Equipment Operator, Journey II	\$42,335	\$36,515	13.7%
163	Equipment Operator Foreman I	\$47,931	\$46,524	2.9%
164	Maintenance Generalist, Journey	\$39,702	\$35,862	9.7%
165	Maintenance Specialist, Journey I	\$42,335	\$41,862	1.1%
166	Maintenance Specialist, Foreman	\$50,427	\$53,171	-5.4%
167	Maintenance Spec., Electrician, Journey II/Lead	\$47,931	\$44,622	6.9%
168	Survey Instrument Technician II	\$50,160	\$33,847	32.5%

benchmark # 58 based on 204 days/year, #128, 130-131, 133, 136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

<b>Bench. Number</b>	<b>Benchmark Title</b>	<b>State of AK</b>	<b>Market 65th %ile</b>	<b>Percent Difference</b>
		<b>Annual Salary At Entry</b>	<b>Annual Salary At Entry</b>	
169	Engineering Technician, Journey	\$39,702	\$40,096	-1.0%
170	Materials Laboratory Technician, Journey	\$42,335	\$37,857	10.6%
171	Aircraft Pilot II	\$55,896	\$52,782	5.6%
172	Boat Officer III	\$48,516	n/a	n/a
173	Mail Services Courier	\$29,004	\$24,536	15.4%
174	Security Guard I	\$29,004	\$31,005	-6.9%
<b>AGGREGATE AVERAGES :</b>				<b>5.0%</b>

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
 #134 on 42 hour work-week,  
 all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference	State of AK	Market 65th %ile	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
1	Division Director-PX	\$110,844	\$123,363	-11.3%	\$119,304	\$141,833	-18.9%
2	Division Operations Manager	\$96,472	\$98,468	-3.1%	\$102,768	\$110,096	-7.1%
3	Administrative Clerk II	\$31,716	\$33,872	-6.8%	\$35,424	\$38,065	-7.5%
4	Administrative Assistant II	\$46,992	\$39,609	15.7%	\$52,428	\$45,775	12.7%
5	Administrative Officer I	\$89,724	\$86,757	5.0%	\$64,296	\$64,212	0.1%
6	Accounting Technician I	\$40,776	\$43,009	-5.5%	\$45,588	\$46,853	-2.8%
7	Accountant III	\$61,956	\$62,887	-1.5%	\$69,024	\$79,728	-15.5%
8	Accountant V	\$83,388	\$91,089	-9.2%	\$89,760	\$97,001	-8.1%
9	Human Resource Technician II	\$47,688	\$40,150	15.8%	\$51,336	\$48,705	5.1%
10	Human Resource Specialist I	\$54,852	\$58,228	-6.2%	\$59,040	\$65,277	-10.6%
11	Human Resource Manager I	\$82,224	\$81,461	0.9%	\$88,512	\$95,629	-8.0%
12	Analyst Programmer IV	\$70,752	\$66,612	5.9%	\$78,888	\$72,952	7.5%
13	Data Processing Manager I	\$83,388	\$80,316	3.7%	\$89,760	\$90,105	-0.4%
14	Microcomputer/Network Specialist I	\$61,956	\$60,955	1.6%	\$69,024	\$75,647	-9.6%
15	Systems Programmer II	\$81,048	\$72,410	10.7%	\$90,444	\$82,597	8.7%
16	Internet Specialist I	\$54,036	\$44,332	18.0%	\$60,396	\$69,378	-14.9%
17	Statistical Technician I	\$40,776	\$43,370	-6.4%	\$45,588	\$51,315	-12.6%
18	Research Analyst III	\$61,956	\$60,089	3.0%	\$69,024	\$71,147	-3.1%
19	Stock & Parts Services, Journey II	\$47,580	\$38,837	18.4%	\$50,466	\$46,512	7.8%
20	Procurement Specialist III	\$61,956	\$69,951	-12.9%	\$69,024	\$83,439	-20.9%
21	Claims Administrator	\$66,228	\$74,777	-12.9%	\$73,764	\$86,090	-16.7%
22	Loan Closer/Processor II	\$40,776	\$47,568	-16.7%	\$45,588	\$66,608	-46.1%
23	Grants Administrator II	\$57,816	\$55,768	3.5%	\$64,536	\$74,093	-14.8%
24	Occupational License Examiner	\$43,728	\$48,346	-10.6%	\$48,960	\$59,565	-21.7%
25	Insurance Analyst I	\$43,728	\$50,888	-16.4%	\$48,960	\$57,563	-17.6%
26	Community Care Licensing Specialist I	\$54,036	\$65,024	-20.3%	\$60,396	\$71,788	-18.9%
27	Financial Institution Examiner III	\$75,624	\$72,641	3.9%	\$84,444	\$92,437	-9.5%
28	Utility Financial Analyst III	\$75,624	\$79,575	-5.2%	\$84,444	\$101,149	-19.8%
29	Commercial Vehicle Enforcement Officer II	\$46,992	\$50,803	-8.1%	\$52,428	\$61,409	-17.1%
30	Occupational Safety & Compliance Officer	\$64,038	\$65,773	-2.7%	\$67,938	\$81,210	-19.5%
31	Safety Insp. & Compliance, Elevator Inspector	\$64,038	\$64,311	-0.4%	\$67,938	\$79,241	-16.6%
32	Environmental Health Officer III	\$61,956	\$56,750	8.4%	\$69,024	\$67,333	2.4%
33	Tax Technician III	\$46,992	\$46,882	0.2%	\$52,428	\$58,183	-11.0%
34	Tax Auditor III	\$70,752	\$56,852	19.6%	\$78,888	\$68,652	13.0%
35	Revenue Audit Supervisor II	\$102,612	\$109,579	-6.8%	\$110,460	\$120,341	-8.9%
36	Oil & Gas revenue Auditor III	\$81,048	\$69,462	14.3%	\$90,444	\$91,256	-0.9%
37	Internal Auditor III	\$75,624	\$64,305	15.0%	\$84,444	\$99,109	-17.4%
38	Local Government Specialist III	\$57,816	n/a	n/a	\$64,536	n/a	n/a
39	Budget Analyst III	\$66,228	\$64,347	2.8%	\$73,764	\$79,208	-7.4%
40	Economist III	\$72,996	\$68,355	6.4%	\$78,576	\$86,238	-9.8%
41	Petroleum Economist II	\$81,048	\$89,658	-10.6%	\$90,444	\$111,760	-23.6%
42	Community Development Specialist II	\$54,036	\$57,871	-7.1%	\$60,396	\$67,659	-12.0%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.6 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference	State of AK	Market 65th %ile	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
43	Planner III	\$66,228	\$70,187	-6.0%	\$73,764	\$82,721	-12.1%
44	Transportation Planner I	\$75,624	\$63,372	16.2%	\$84,444	\$93,693	-11.0%
45	Radio Dispatcher II	\$40,776	\$45,912	-12.6%	\$45,588	\$58,162	-27.6%
46	Emergency Management Specialist II	\$54,036	\$58,821	-8.9%	\$60,396	\$69,727	-15.4%
47	Airport Operations Officer	\$61,956	\$70,091	-13.1%	\$69,024	\$89,948	-30.3%
48	Ferry Terminal Assistant I	\$40,776	\$42,277	-3.7%	\$45,588	\$46,037	-1.0%
49	Reservations Specialist	\$55,848	\$50,730	9.2%	\$60,120	\$69,753	-16.0%
50	Port Captain	\$89,352	n/a	n/a	\$96,180	n/a	n/a
51	Maintenance & Operations Superintendent	\$77,952	\$77,149	1.0%	\$83,916	\$89,052	-6.1%
52	Right-of-Way Agent III	\$61,956	\$64,091	-3.4%	\$69,024	\$91,256	-32.2%
53	Appraiser II	\$61,956	\$61,576	0.6%	\$69,024	\$69,341	-0.5%
54	Building Management Specialist	\$66,228	\$79,349	-19.8%	\$73,764	\$84,525	-14.6%
55	Airport Leasing Specialist II	\$54,036	\$66,247	-22.6%	\$60,396	\$72,680	-20.3%
56	Education Program Assistant	\$40,776	\$46,553	-14.2%	\$45,588	\$47,496	-4.2%
57	Education Specialist II	\$75,624	\$63,482	16.1%	\$84,444	\$75,953	10.1%
58	AVTEC Instructor	n/a	\$56,741	n/a	n/a	\$61,323	n/a
59	Training Specialist II	\$61,956	\$58,056	6.3%	\$69,024	\$72,592	-6.2%
60	Alaska Military Youth Academy Team Leader	\$43,728	\$45,557	-4.2%	\$48,960	n/a	n/a
61	Recreation Assistant	\$38,100	\$35,712	6.3%	\$42,612	\$37,249	12.6%
62	Library Assistant I	\$38,100	\$32,983	13.4%	\$42,612	\$43,619	-2.4%
63	Librarian III	\$70,752	\$60,475	14.5%	\$78,888	\$75,953	3.7%
64	Archivist II	\$61,956	\$50,769	18.1%	\$69,024	\$63,738	7.7%
65	Museum Curator II	\$61,956	\$46,710	24.6%	\$69,024	\$58,056	15.9%
66	Archaeologist II	\$61,956	\$65,261	-5.3%	\$69,024	\$79,121	-14.6%
67	Subsistence Resource Specialist II	\$54,036	\$55,016	-1.8%	\$60,396	\$58,772	2.7%
68	Publications Specialist II	\$54,036	\$46,934	13.1%	\$60,396	\$58,260	3.5%
69	Information Officer II	\$57,816	\$63,741	-10.2%	\$64,536	\$76,882	-19.1%
70	Child Support Specialist I	\$46,992	\$44,902	4.4%	\$52,428	\$55,719	-6.3%
71	Child Support Manager	\$77,952	\$79,234	-1.6%	\$83,916	\$84,086	-0.2%
72	Eligibility Technician II	\$46,992	\$47,533	-1.2%	\$52,428	\$69,401	-32.4%
73	Medical Assistance Administrator III	\$70,752	\$77,196	-9.1%	\$78,888	\$96,364	-22.2%
74	Workers' Compensation Technician	\$40,776	\$46,423	-13.8%	\$45,588	\$62,905	-38.0%
75	Social Services Program Coordinator	\$70,752	\$66,563	5.9%	\$78,888	\$81,543	-3.4%
76	Social Services Associate II	\$40,776	\$44,070	-8.1%	\$45,588	\$43,631	4.3%
77	Social Worker II (Children's Services)	\$57,816	\$60,870	-5.3%	\$64,536	\$69,650	-7.9%
78	Social Worker IV/Children's Services Supervisor	\$68,340	\$71,219	-4.2%	\$73,572	\$79,108	-7.5%
79	Public Guardian	\$61,956	n/a	n/a	\$69,024	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$40,776	\$40,776	0.0%	\$45,588	\$50,505	-10.8%
81	Vocational Rehabilitation Counselor III	\$66,228	\$57,120	13.8%	\$73,764	\$79,241	-7.4%
82	Employment Security Specialist IB	\$46,992	\$44,837	4.6%	\$52,428	\$55,796	-6.4%
83	Employment Service Manager I	\$55,848	\$58,289	-4.4%	\$60,120	\$72,884	-21.2%
84	College Intern III	\$37,206	\$42,813	-15.1%	\$40,053	\$52,513	-31.1%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference	State of AK	Market 65th %ile	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
85	Health Program Associate	\$54,036	\$42,985	20.5%	\$60,396	\$49,104	18.7%
86	Health Program Manager II	\$66,228	\$75,709	-14.3%	\$73,764	\$97,792	-32.6%
87	Public Health Specialist II	\$70,752	\$76,759	-8.5%	\$78,888	\$81,543	-3.4%
88	Certified Nurse Aide I	\$36,108	\$34,421	4.7%	\$40,308	\$39,496	2.0%
89	Psychiatric Nursing Assistant III	\$41,136	\$41,489	-0.9%	\$46,032	\$45,637	0.9%
90	Nurse II	\$66,864	\$60,628	9.3%	\$74,448	\$73,887	0.8%
91	Nurse II (Psychiatric)	\$66,864	\$66,141	1.1%	\$74,448	\$82,937	-11.4%
92	Public Health Nurse II	\$75,624	\$66,107	12.6%	\$84,444	\$83,124	1.6%
93	Nurse IV	\$83,388	\$75,280	9.7%	\$89,760	\$88,736	1.1%
94	Health Practitioner I	\$92,808	\$80,726	13.0%	\$104,004	\$101,531	2.4%
95	Wildlife Veterinarian	\$81,048	\$72,592	10.4%	\$90,444	\$94,437	-4.4%
96	Psychological Counselor II	\$57,816	\$60,071	-3.9%	\$64,536	\$75,723	-17.3%
97	Mental Health Clinician III	\$75,624	\$88,689	-17.3%	\$84,444	\$100,908	-19.5%
98	Pharmacy Technician	\$41,136	\$44,742	-8.8%	\$46,032	\$49,697	-8.0%
99	Recreation Therapist II	\$55,848	\$51,861	7.1%	\$60,120	\$67,551	-12.4%
100	Laboratory Technician	\$43,728	\$45,346	-3.7%	\$48,960	\$56,385	-15.2%
101	Public Health Microbiologist I	\$57,816	\$56,857	1.7%	\$64,536	\$66,574	-3.2%
102	Fish & Wildlife Technician II	\$33,684	\$32,694	2.9%	\$37,512	\$36,650	2.3%
103	Fishery Biologist II	\$55,848	\$55,569	0.5%	\$60,120	\$69,728	-16.0%
104	Fishery Biologist IV	\$72,996	\$60,851	16.6%	\$78,576	\$92,437	-17.6%
105	Biometrician III	\$70,752	\$72,838	-2.9%	\$78,888	\$84,389	-7.0%
106	Fisheries Scientist I	\$83,388	\$79,904	4.2%	\$89,760	\$101,149	-12.7%
107	Agronomist II	\$63,924	\$70,907	-10.9%	\$68,808	\$76,335	-10.9%
108	Natural Resource Technician II	\$40,776	\$40,975	-0.5%	\$45,588	\$49,363	-8.3%
109	Natural Resource Specialist II	\$54,036	\$51,061	5.5%	\$60,396	\$67,659	-12.0%
110	Natural Resource Manager II	\$72,996	\$74,800	-2.5%	\$78,576	\$90,135	-14.7%
111	Wildland Fire & Resource Technician III	\$40,776	\$44,085	-8.1%	\$45,588	\$52,290	-14.7%
112	Park Ranger I	\$54,036	\$55,020	-1.8%	\$60,396	\$63,965	-5.9%
113	Museum Protection & Visitor Services Supervisor	\$48,612	\$54,277	-11.7%	\$52,332	\$46,037	12.0%
114	Criminal Justice Technician I	\$40,776	\$39,291	3.6%	\$45,588	\$49,004	-7.5%
115	Law Office Assistant I	\$38,100	\$42,886	-12.6%	\$42,612	\$48,243	-13.2%
116	Paralegal II	\$54,036	\$58,213	-7.7%	\$60,396	\$65,565	-8.6%
117	Attorney II	\$73,344	\$74,841	-2.0%	\$78,948	\$84,389	-6.9%
118	Attorney IV	\$95,940	\$152,373	-58.8%	\$103,272	\$171,040	-65.6%
119	Administrative Law Judge I	\$83,784	\$97,982	-16.9%	\$90,192	\$120,287	-33.4%
120	Workers' Compensation Hearing Officer II	\$81,048	\$82,111	-1.3%	\$90,444	\$101,149	-11.8%
121	Forensic Technician I	\$44,100	\$37,094	15.9%	\$49,380	n/a	n/a
122	Forensic Scientist III - Chemistry	\$66,864	\$70,184	-5.0%	\$74,448	\$84,389	-13.4%
123	Forensic Scientist III - DNA	\$66,864	\$77,207	-15.5%	\$74,448	\$84,389	-13.4%
124	Investigator III	\$61,956	\$69,278	-11.8%	\$69,024	\$96,364	-39.6%
125	Recorder II	\$38,100	\$42,124	-10.6%	\$42,612	\$49,091	-15.2%
126	Motor Vehicle Customer Service Representative I	\$35,760	\$37,923	-6.0%	\$39,924	\$42,278	-5.9%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference	State of AK	Market 65th %ile	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
127	Motor Vehicle Office Manager I	\$52,056	\$53,999	-3.7%	\$56,040	\$61,729	-10.2%
128	State Trooper	\$68,172	\$65,329	4.2%	\$73,380	\$76,304	-4.0%
129	Lieutenant, Alaska State Troopers	\$89,352	\$82,974	7.1%	\$96,180	\$87,521	9.0%
130	Court Services Officer	\$58,836	n/a	n/a	\$63,336	n/a	n/a
131	Airport Police & Fire Officer II	\$63,336	\$52,040	17.8%	\$68,172	\$57,812	15.2%
132	Airport Police & Fire Officer V	\$72,996	\$59,489	18.5%	\$78,576	\$68,652	12.6%
133	Deputy Fire Marshal I	\$68,172	\$67,013	1.7%	\$73,380	\$75,045	-2.3%
134	Correctional Officer II	\$53,028	\$50,367	5.0%	\$56,806	\$53,347	6.1%
135	Correctional Superintendent I	\$77,952	\$80,826	-3.7%	\$83,916	\$94,719	-12.9%
136	Juvenile Justice Officer II	\$47,040	\$50,297	-6.9%	\$52,680	\$56,967	-8.1%
137	Juvenile Probation Officer II	\$54,564	\$63,483	-16.3%	\$60,948	\$73,884	-21.2%
138	Adult Probation Officer II	\$54,564	\$63,428	-16.2%	\$60,948	\$78,704	-29.1%
139	Adult Probation Officer IV	\$72,996	\$83,099	-13.8%	\$78,576	\$97,936	-24.6%
140	Hydrologist II	\$61,956	\$72,706	-17.4%	\$69,024	\$75,423	-9.3%
141	Geologist III	\$68,228	\$72,436	-9.4%	\$73,764	\$75,423	-2.2%
142	Chemist IV	\$70,752	\$67,060	5.2%	\$78,888	\$91,979	-16.6%
143	Environmental Program Specialist III	\$61,956	\$54,406	12.2%	\$69,024	\$79,241	-14.8%
144	Environmental Program Manager I	\$77,952	\$67,335	13.6%	\$83,916	\$120,341	-43.4%
145	Environmental Impact Analyst III	\$66,228	\$66,642	0.9%	\$73,764	\$103,696	-40.6%
146	Engineering Assistant III	\$75,624	\$67,356	10.9%	\$84,444	\$78,697	6.8%
147	Communications Engineering Associate II	\$86,868	\$85,890	1.1%	\$97,032	\$92,437	4.7%
148	Utility Engineering Analyst IV	\$81,048	\$95,015	-17.2%	\$90,444	\$120,287	-33.0%
149	Engineer/Architect III	\$102,612	\$94,875	7.8%	\$110,460	\$120,482	-9.1%
150	Technical Engineer I/Architect I	\$92,808	\$83,092	10.5%	\$104,004	\$123,011	-18.3%
151	Landscape Specialist	\$54,036	\$64,673	-19.7%	\$60,396	\$69,647	-15.3%
152	Vessel Construction Manager II	\$81,048	\$99,699	-23.0%	\$90,444	\$120,287	-33.0%
153	Land Surveyor I	\$75,624	\$72,275	4.4%	\$84,444	\$91,887	-8.8%
154	Survey, Journey	\$47,580	\$45,686	4.0%	\$50,466	\$41,146	18.5%
155	Drafting Technician III	\$50,328	\$43,488	13.6%	\$56,364	\$58,290	-3.4%
156	Cartographer II	\$50,328	\$49,946	0.8%	\$56,364	\$59,470	-5.5%
157	Food Service, Sub-Journey	\$28,529	\$29,228	-2.5%	\$30,264	\$32,753	-8.2%
158	Food Service, Lead	\$42,276	\$37,066	12.3%	\$44,850	\$40,550	9.6%
159	Environmental Services, Journey II	\$32,565	\$30,803	5.4%	\$34,554	\$34,767	-0.6%
160	Mechanic, Automotive, Advanced Journey/Lead	\$50,720	\$49,502	2.4%	\$53,801	\$61,091	-13.6%
161	Mechanic, Automotive, Foreman I	\$53,996	\$62,139	-15.1%	\$57,291	\$76,611	-33.7%
162	Equipment Operator, Journey II	\$50,720	\$44,857	11.6%	\$53,801	\$55,571	-3.3%
163	Equipment Operator Foreman I	\$57,077	\$56,582	0.9%	\$60,548	\$63,075	-4.2%
164	Maintenance Generalist, Journey	\$47,580	\$48,032	-0.9%	\$50,466	\$52,015	-3.1%
165	Maintenance Specialist, Journey I	\$50,720	\$54,259	-7.0%	\$53,801	\$61,435	-14.2%
166	Maintenance Specialist, Foreman	\$60,216	\$62,590	-3.9%	\$63,882	\$66,669	-4.4%
167	Maintenance Spec., Electrician, Journey II/Lead	\$57,077	\$57,472	-0.7%	\$60,548	\$61,571	-1.7%
168	Survey Instrument Technician II	\$59,724	\$40,949	31.4%	\$64,296	n/a	n/a

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference	State of AK	Market 65th %ile	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
169	Engineering Technician, Journey	\$47,580	\$48,309	-1.5%	\$50,466	\$52,381	-3.8%
170	Materials Laboratory Technician, Journey	\$50,720	\$44,344	12.6%	\$53,801	\$52,381	2.6%
171	Aircraft Pilot II	\$66,228	\$58,098	12.3%	\$73,764	\$80,362	-8.9%
172	Boat Officer III	\$57,816	n/a	n/a	\$64,536	n/a	n/a
173	Mail Services Courier	\$33,684	\$30,380	9.8%	\$37,512	\$40,475	-7.9%
174	Security Guard I	\$33,684	\$39,641	-17.7%	\$37,512	\$49,001	-30.6%
<b>AGGREGATE AVERAGES :</b>				<b>-0.4%</b>			<b>-10.1%</b>

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
 #134 on 42 hour work-week,  
 all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
1	Division Director-PX	\$172,380	\$151,770	12.0%
2	Division Operations Manager	\$148,512	\$114,223	23.1%
3	Administrative Clerk II	\$51,192	\$39,881	22.1%
4	Administrative Assistant II	\$75,756	\$50,922	32.8%
5	Administrative Officer I	\$92,916	\$62,049	33.2%
6	Accounting Technician I	\$65,856	\$46,798	28.9%
7	Accountant III	\$99,744	\$76,234	23.6%
8	Accountant V	\$129,720	\$102,212	21.2%
9	Human Resource Technician II	\$74,172	\$53,388	28.0%
10	Human Resource Specialist I	\$85,332	\$70,057	17.9%
11	Human Resource Manager I	\$127,920	\$101,764	20.4%
12	Analyst Programmer IV	\$113,988	\$82,170	27.9%
13	Data Processing Manager I	\$129,720	\$98,397	24.1%
14	Microcomputer/Network Specialist I	\$99,744	\$76,179	23.6%
15	Systems Programmer II	\$130,704	\$81,606	37.6%
16	Internet Specialist I	\$87,276	\$70,292	19.5%
17	Statistical Technician I	\$65,856	\$56,084	14.8%
18	Research Analyst III	\$99,744	\$83,160	16.6%
19	Stock & Parts Services, Journey II	\$51,987	\$44,251	14.9%
20	Procurement Specialist III	\$99,744	\$77,086	22.7%
21	Claims Administrator	\$106,572	\$86,265	20.0%
22	Loan Closer/Processor II	\$65,856	\$52,303	20.6%
23	Grants Administrator II	\$93,264	\$76,323	18.2%
24	Occupational License Examiner	\$70,752	\$61,877	12.5%
25	Insurance Analyst I	\$70,752	\$61,591	12.9%
26	Community Care Licensing Specialist I	\$87,276	\$68,789	21.2%
27	Financial institution Examiner III	\$122,028	\$97,656	20.0%
28	Utility Financial Analyst III	\$122,028	\$92,956	23.8%
29	Commercial Vehicle Enforcement Officer II	\$75,756	\$55,371	26.9%
30	Occupational Safety & Compliance Officer	\$69,986	\$72,838	-4.1%
31	Safety Insp. & Compliance, Elevator Inspector	\$69,986	\$72,805	-4.0%
32	Environmental Health Officer III	\$99,744	\$68,177	31.6%
33	Tax Technician III	\$75,756	\$63,703	15.9%
34	Tax Auditor III	\$113,988	\$77,464	32.0%
35	Revenue Audit Supervisor II	\$159,636	\$111,144	30.4%
36	Oil & Gas revenue Auditor III	\$130,704	\$88,788	32.1%
37	Internal Auditor III	\$122,028	\$81,677	33.1%
38	Local Government Specialist III	\$93,264	n/a	n/a
39	Budget Analyst III	\$106,572	\$78,735	26.1%
40	Economist III	\$113,556	\$85,442	24.8%
41	Petroleum Economist II	\$130,704	\$106,180	18.8%
42	Community Development Specialist II	\$87,276	\$76,367	12.5%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
43	Planner III	\$106,572	\$76,399	28.3%
44	Transportation Planner I	\$122,028	\$71,762	41.2%
45	Radio Dispatcher II	\$65,856	\$54,097	17.9%
46	Emergency Management Specialist II	\$87,276	\$70,790	18.9%
47	Airport Operations Officer	\$99,744	\$79,546	20.2%
48	Ferry Terminal Assistant I	\$65,856	\$39,587	39.9%
49	Reservations Specialist	\$86,880	\$45,409	47.7%
50	Port Captain	\$139,008	n/a	n/a
51	Maintenance & Operations Superintendent	\$121,248	\$95,216	21.5%
52	Right-of-Way Agent III	\$99,744	\$79,995	19.8%
53	Appraiser II	\$99,744	\$65,300	34.5%
54	Building Management Specialist	\$106,572	\$82,824	22.3%
55	Airport Leasing Specialist II	\$87,276	\$76,828	12.0%
56	Education Program Assistant	\$65,856	\$57,885	12.1%
57	Education Specialist II	\$122,028	\$74,421	39.0%
58	AVTEC Instructor	\$70,912	\$67,765	4.4%
59	Training Specialist II	\$99,744	\$74,075	25.7%
60	Alaska Military Youth Academy Team Leader	\$70,752	\$58,943	16.7%
61	Recreation Assistant	\$61,560	\$41,397	32.8%
62	Library Assistant I	\$61,560	\$42,721	30.6%
63	Librarian III	\$113,988	\$81,692	28.3%
64	Archivist II	\$99,744	\$61,015	38.8%
65	Museum Curator II	\$99,744	\$73,150	26.7%
66	Archaeologist II	\$99,744	\$75,968	23.8%
67	Subsistence Resource Specialist II	\$87,276	\$69,537	20.3%
68	Publications Specialist II	\$87,276	\$67,247	22.9%
69	Information Officer II	\$93,264	\$74,376	20.3%
70	Child Support Specialist I	\$75,756	\$53,269	29.7%
71	Child Support Manager	\$121,248	\$89,053	26.6%
72	Eligibility Technician II	\$75,756	\$52,256	31.0%
73	Medical Assistance Administrator III	\$113,988	\$89,899	21.1%
74	Workers' Compensation Technician	\$65,856	\$57,535	12.6%
75	Social Services Program Coordinator	\$113,988	\$71,123	37.6%
76	Social Services Associate II	\$65,856	\$48,123	26.9%
77	Social Worker II (Children's Services)	\$93,264	\$65,769	29.5%
78	Social Worker IV/Children's Services Supervisor	\$106,332	\$86,782	18.4%
79	Public Guardian	\$99,744	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$65,856	\$53,611	18.6%
81	Vocational Rehabilitation Counselor III	\$106,572	\$68,332	35.9%
82	Employment Security Specialist IB	\$75,756	\$50,927	32.8%
83	Employment Service Manager I	\$86,880	\$72,305	16.8%
84	College Intern III	\$57,857	\$48,826	15.6%

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
85	Health Program Associate	\$87,276	\$62,607	28.3%
86	Health Program Manager II	\$106,572	\$88,425	17.0%
87	Public Health Specialist II	\$113,988	\$84,005	26.3%
88	Certified Nurse Aide I	\$58,248	\$37,852	35.0%
89	Psychiatric Nursing Assistant III	\$66,516	\$45,267	31.9%
90	Nurse II	\$107,580	\$78,541	27.0%
91	Nurse II (Psychiatric)	\$107,580	\$75,250	30.1%
92	Public Health Nurse II	\$122,028	\$80,853	33.7%
93	Nurse IV	\$129,720	\$96,888	25.3%
94	Health Practitioner I	\$150,300	\$107,329	28.6%
95	Wildlife Veterinarian	\$130,704	\$101,915	22.0%
96	Psychological Counselor II	\$93,264	\$71,271	23.6%
97	Mental Health Clinician III	\$122,028	\$97,543	20.1%
98	Pharmacy Technician	\$66,516	\$42,190	36.6%
99	Recreation Therapist II	\$86,880	\$65,786	24.3%
100	Laboratory Technician	\$70,752	\$50,427	28.7%
101	Public Health Microbiologist I	\$93,264	\$69,940	25.0%
102	Fish & Wildlife Technician II	\$64,204	\$50,392	7.0%
103	Fishery Biologist II	\$86,880	\$73,932	14.9%
104	Fishery Biologist IV	\$113,556	\$88,671	21.9%
105	Biometrician III	\$113,988	\$90,954	20.2%
106	Fisheries Scientist I	\$129,720	\$92,133	29.0%
107	Agronomist II	\$99,408	\$80,773	18.7%
108	Natural Resource Technician II	\$65,856	\$45,339	31.2%
109	Natural Resource Specialist II	\$87,276	\$75,407	13.6%
110	Natural Resource Manager II	\$113,556	\$108,394	4.5%
111	Wildland Fire & Resource Technician III	\$65,856	\$44,270	32.8%
112	Park Ranger I	\$87,276	\$61,534	29.5%
113	Museum Protection & Visitor Services Supervisor	\$75,660	\$49,474	34.6%
114	Criminal Justice Technician I	\$65,856	\$61,270	7.0%
115	Law Office Assistant I	\$61,560	\$50,072	18.7%
116	Paralegal II	\$87,276	\$65,599	24.8%
117	Attorney II	\$114,108	\$96,803	15.2%
118	Attorney IV	\$149,220	\$135,232	9.4%
119	Administrative Law Judge I	\$130,344	\$114,707	12.0%
120	Workers' Compensation Hearing Officer II	\$130,704	\$81,702	37.5%
121	Forensic Technician I	\$71,340	\$41,747	41.5%
122	Forensic Scientist III - Chemistry	\$107,580	\$84,652	21.3%
123	Forensic Scientist III - DNA	\$107,580	\$86,687	19.4%
124	Investigator III	\$99,744	\$85,335	14.4%
125	Recorder II	\$61,560	\$48,544	21.1%
126	Motor Vehicle Customer Service Representative I	\$57,684	\$44,766	22.4%

benchmark # 58 based on 204 days/year, #126,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
127	Motor Vehicle Office Manager I	\$81,000	\$66,848	17.5%
128	State Trooper	\$98,620	\$77,730	21.1%
129	Lieutenant, Alaska State Troopers	\$129,132	\$92,904	28.1%
130	Court Services Officer	\$85,020	n/a	n/a
131	Airport Police & Fire Officer II	\$91,524	\$68,656	25.0%
132	Airport Police & Fire Officer V	\$105,492	\$76,197	27.8%
133	Deputy Fire Marshal I	\$98,520	\$80,099	18.7%
134	Correctional Officer II	\$61,130	\$63,319	-3.6%
135	Correctional Superintendent I	\$112,644	\$88,934	21.0%
136	Juvenile Justice Officer II	\$76,128	\$61,656	19.0%
137	Juvenile Probation Officer II	\$81,828	\$75,657	7.5%
138	Adult Probation Officer II	\$81,828	\$74,219	9.3%
139	Adult Probation Officer IV	\$105,492	\$100,760	4.5%
140	Hydrologist II	\$99,744	\$85,441	14.3%
141	Geologist III	\$106,572	\$88,771	16.7%
142	Chemist IV	\$113,988	\$79,980	29.8%
143	Environmental Program Specialist III	\$99,744	\$77,312	22.5%
144	Environmental Program Manager I	\$121,248	\$103,766	14.4%
145	Environmental Impact Analyst III	\$106,572	\$85,701	19.6%
146	Engineering Assistant III	\$122,028	\$79,312	35.0%
147	Communications Engineering Associate II	\$140,208	\$96,677	31.0%
148	Utility Engineering Analyst IV	\$130,704	\$88,274	32.5%
149	Engineer/Architect III	\$159,636	\$101,552	36.4%
150	Technical Engineer I/Architect I	\$150,300	\$102,903	31.5%
151	Landscape Specialist	\$87,276	\$72,854	16.5%
152	Vessel Construction Manager II	\$130,704	\$116,421	10.9%
153	Land Surveyor I	\$122,028	\$82,339	32.5%
154	Survey, Journey	\$51,987	\$54,529	-4.9%
155	Drafting Technician III	\$81,468	\$53,187	34.7%
156	Cartographer II	\$81,468	\$50,098	38.5%
157	Food Service, Sub-Journey	\$31,181	\$33,872	-8.6%
158	Food Service, Lead	\$46,196	\$40,191	13.0%
159	Environmental Services, Journey II	\$35,588	\$32,887	7.6%
160	Mechanic, Automotive, Advanced Journey/Lead	\$55,419	\$59,092	-6.6%
161	Mechanic, Automotive, Foreman I	\$59,007	\$69,387	-17.6%
162	Equipment Operator, Journey II	\$55,419	\$55,714	-0.5%
163	Equipment Operator Foreman I	\$62,361	\$63,767	-2.3%
164	Maintenance Generalist, Journey	\$51,987	\$53,868	-3.6%
165	Maintenance Specialist, Journey I	\$55,419	\$58,742	-6.0%
166	Maintenance Specialist, Foreman	\$65,793	\$68,003	-3.4%
167	Maintenance Spec., Electrician, Journey II/Lead	\$62,361	\$70,719	-13.4%
168	Survey Instrument Technician II	\$92,916	\$54,315	41.5%

benchmark # 68 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
#134 on 42 hour work-week,  
all others on 37.5 hour work-week

**State of Alaska**  
**Benchmark Comparisons - Market 65th Percentile**

<b>Bench. Number</b>	<b>Benchmark Title</b>	<b>State of AK</b>	<b>Market 65th %ile</b>	<b>Percent Difference</b>
		<b>Annual Range Maximum</b>	<b>Annual Range Maximum</b>	
169	Engineering Technician, Journey	\$51,987	\$63,990	-23.1%
170	Materials Laboratory Technician, Journey	\$55,419	\$51,170	7.7%
171	Aircraft Pilot II	\$106,572	\$87,193	18.2%
172	Boat Officer III	\$93,264	n/a	n/a
173	Mail Services Courier	\$54,204	\$36,587	32.5%
174	Security Guard I	\$54,204	\$44,672	17.6%
<b>AGGREGATE AVERAGES :</b>				<b>22.4%</b>

benchmark # 58 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
 #134 on 42 hour work-week,  
 all others on 37.5 hour work-week

## OBSERVATIONS

- A typical definition of market competitiveness is:
  - Within +/- 5% of market is considered highly competitive
  - Within +/- 10% of market is considered competitive
  - Within +/- 10-15% of market suggests a possible misalignment with market
  - Greater than +/- 15% from market suggests a significant misalignment with market
- On an overall basis of all jobs combined, the State's entry salaries are competitive to highly competitive, depending on which percentile compared with the market (11.2% above median, 7.2% above 60<sup>th</sup> percentile, and 5.0% above 65<sup>th</sup> percentile).
- Current State salary range spreads average about 82% while in the market, range spreads average about 48%. This explains why the range maximums are higher than market. In the market, most organizations cap their ranges at 10 -20 years (steps), but the State of Alaska's range maximum reflects the step after 30 years. For this reason, the State should place more emphasis in comparing their entry rates to determine the extent of competitiveness with the market.
- While our observations are based on the overall relationship of all jobs combined, many individual jobs vary, with some jobs being further above or below the market than the overall amounts. We typically consider anything more than 15% above or below market to be significant. Factors may exist in either the State or the market for these differences and would explain some of the large differences, so the State should examine any jobs that are more than 15% from the market to determine if a change in grade or salary level is warranted.
- In two cases, two similar jobs were benchmarked to determine if any differences in pay existed between them. They were the Forensic Scientist-Chemistry and Forensic Scientist-DNA (#'s 122 & 123), and the Nurse II and Nurse II-Psychiatric (#'s 90 & 91). In both cases there were no significant differences in the market between the two jobs; the salary ranges were comparable or even the same. The only difference noted is that the entrance salary was higher for the Psychiatric Nurse.

# APPENDICES

## **A – Benefits Summary**

## BENEFITS SUMMARY

*This section represents sixty-four (64) organizations. As requested by the State, the benefits data are summarized on an all-participant-combined basis, and broken-out by public sector/private sector, and by category type.*

**The average monthly employer premium cost for family medical, dental, and vision insurance:** (Note that some organizations, including the State of Alaska, have dental and vision included in their medical plan insurance premium. For those organizations with separate premiums for medical, dental, and/or vision, each of the separate premium amounts were totaled together for consistent comparisons). The figures below represent the total employer's (denoted as 'ER') premium amount paid for medical, dental, and vision insurances.

	<b>State of Alaska</b>	<b>Market-All Combined</b>	<b>States</b>
<b>Mo. ER premium</b>	<b>\$940.75</b>	\$1059.11	\$815.72

	<b>Municipalities</b>	<b>Federal Gov't.</b>	<b>School Districts</b>	<b>Local Universities</b>	<b>Counties</b>
<b>Mo. ER premium</b>	\$1,121.33	not provided	\$1,102.76	\$1,023.75	\$835.00

	<b>Healthcare</b>	<b>Utilities</b>	<b>Native Corp's</b>	<b>Engineering Firms</b>	<b>Universities in Other States</b>
<b>Mo. ER premium</b>	\$2,487.33	\$1,574.65	\$1,438.57	\$860.06	\$691.02

	<b>Airports</b>	<b>Ferry Systems</b>
<b>Mo. ER premium</b>	\$937.05	\$1,554.34

	<b>Public Sector</b>	<b>Private Sector</b>
<b>Mo. ER premium</b>	\$853.42	\$1,442.44

**BENEFITS SUMMARY  
(Continued)**

**The average number of paid holidays offered per year (including floating holidays):**

	<b>State of Alaska</b>	<b>Market-All Combined</b>	<b>States</b>
<b>No. of Holidays</b>	12	11	11

	<b>Municipalities</b>	<b>Federal Gov't.</b>	<b>School Districts</b>	<b>Local Universities</b>	<b>Counties</b>
<b>No. of Holidays</b>	11	not provided	10	12	11

	<b>Healthcare</b>	<b>Utilities</b>	<b>Native Corp's</b>	<b>Engineering Firms</b>	<b>Universities in Other States</b>
<b>No. of Holidays</b>	8	11	11	8	11

	<b>Airports</b>	<b>Ferry Systems</b>
<b>No. of Holidays</b>	11	13

	<b>Public Sector</b>	<b>Private Sector</b>
<b>No. of Holidays</b>	11	10

**BENEFITS SUMMARY  
(Continued)**

**The average number of paid-time-off (PTO) days offered per year:** Twenty-eight percent (28%) of the organizations reported having a Paid-Time-Off Policy (a policy which includes vacation & sick-leave in one plan), while all other organizations reported separate vacation and sick-leave policies. Those with PTO plans are shown below, and those with separate vacation and sick leave policies are shown in the next section. The State of Alaska has a paid-time-off policy and is shown below.

	<b>State of Alaska</b>	<b>Market-All Combined</b>	<b>States</b>
<b>&lt; 2 yrs</b>	<b>24</b>	20	n/a-separate vac/sick
<b>2 but &lt;5 yrs</b>	<b>27</b>	24	n/a-separate vac/sick
<b>5 but &lt;10 yrs</b>	<b>30</b>	29	n/a-separate vac/sick
<b>10 + yrs</b>	<b>36</b>	32	n/a-separate vac/sick

	<b>Municipalities</b>	<b>Federal Gov't.</b>	<b>School Districts</b>	<b>Local Universities</b>	<b>Counties</b>
<b>&lt; 2 yrs</b>	22	not provided	21	n/a-separate vac/sick	n/a-separate vac/sick
<b>2 but &lt;5 yrs</b>	26	not provided	27	n/a-separate vac/sick	n/a-separate vac/sick
<b>5 but &lt;10 yrs</b>	30	not provided	33	n/a-separate vac/sick	n/a-separate vac/sick
<b>10 + yrs</b>	33	not provided	39	n/a-separate vac/sick	n/a-separate vac/sick

**BENEFITS SUMMARY**  
(Continued)

**The average number of paid-time-off (PTO) days offered per year (continued):**

	<b>Healthcare</b>	<b>Utilities</b>	<b>Native Corp's</b>	<b>Engineering Firms</b>	<b>Universities in Other States</b>
<b>&lt; 2 yrs</b>	19	22	20	15	n/a-separate vac/sick
<b>2 but &lt;5 yrs</b>	24	23	31	16	n/a-separate vac/sick
<b>5 but &lt;10 yrs</b>	31	27	34	20	n/a-separate vac/sick
<b>10 + yrs</b>	36	30	35	24	n/a-separate vac/sick

	<b>Airports</b>	<b>Ferry Systems</b>
<b>&lt; 2 yrs</b>	n/a-separate vac/sick	n/a-separate vac/sick
<b>2 but &lt;5 yrs</b>	n/a-separate vac/sick	n/a-separate vac/sick
<b>5 but &lt;10 yrs</b>	n/a-separate vac/sick	n/a-separate vac/sick
<b>10 + yrs</b>	n/a-separate vac/sick	n/a-separate vac/sick

	<b>Public Sector</b>	<b>Private Sector</b>
<b>&lt; 2 yrs</b>	22	20
<b>2 but &lt;5 yrs</b>	27	23
<b>5 but &lt;10 yrs</b>	32	28
<b>10 + yrs</b>	36	31

**BENEFITS SUMMARY**  
(Continued)

**The average number of vacation days offered per year (separate from a paid-time-off plan):**

	<b>State of Alaska</b>	<b>Market-All Combined</b>	<b>States</b>
<b>&lt; 2 yrs</b>	<i>n/a - PTO plan</i>	14	13
<b>2 but &lt;5 yrs</b>	<i>n/a - PTO plan</i>	15	14
<b>5 but &lt;10 yrs</b>	<i>n/a - PTO plan</i>	18	17
<b>10 + yrs</b>	<i>n/a - PTO plan</i>	23	23

	<b>Municipalities</b>	<b>Federal Gov't.</b>	<b>School Districts</b>	<b>Local Universities</b>	<b>Counties</b>
<b>&lt; 2 yrs</b>	<i>n/a-PTO plan</i>	not provided	<i>n/a-PTO plan</i>	18	12
<b>2 but &lt;5 yrs</b>	<i>n/a-PTO plan</i>	not provided	<i>n/a-PTO plan</i>	18	13
<b>5 but &lt;10 yrs</b>	<i>n/a-PTO plan</i>	not provided	<i>n/a-PTO plan</i>	21	16
<b>10 + yrs</b>	<i>n/a-PTO plan</i>	not provided	<i>n/a-PTO plan</i>	24	22

	<b>Healthcare</b>	<b>Utilities</b>	<b>Native Corp's</b>	<b>Engineering Firms</b>	<b>Universities in Other States</b>
<b>&lt; 2 yrs</b>	22	<i>n/a-PTO plan</i>	16	<i>n/a-PTO plan</i>	14
<b>2 but &lt;5 yrs</b>	28	<i>n/a-PTO plan</i>	20	<i>n/a-PTO plan</i>	15
<b>5 but &lt;10 yrs</b>	31	<i>n/a-PTO plan</i>	24	<i>n/a-PTO plan</i>	17
<b>10 + yrs</b>	33	<i>n/a-PTO plan</i>	26	<i>n/a-PTO plan</i>	20

	<b>Airports</b>	<b>Ferry Systems</b>
<b>&lt; 2 yrs</b>	12	10
<b>2 but &lt;5 yrs</b>	13	10
<b>5 but &lt;10 yrs</b>	17	15
<b>10 + yrs</b>	25	20

**BENEFITS SUMMARY**  
**(Continued)**

**The average number of *vacation days* offered per year, separate from a paid-time-off plan (continued)**

	<b>Public Sector</b>	<b>Private Sector</b>
<b>&lt; 2 yrs</b>	14	15
<b>2 but &lt;5 yrs</b>	15	18
<b>5 but &lt;10 yrs</b>	17	22
<b>10 + yrs</b>	22	26

**BENEFITS SUMMARY**  
(Continued)

**The average number of sick-leave days offered per year (separate from a paid-time-off plan):**

	<b>State of Alaska</b>	<b>Market-All Combined</b>	<b>States</b>
<b>&lt; 2 yrs</b>	<i>n/a - PTO plan</i>	13	12
<b>2 but &lt;5 yrs</b>	<i>n/a - PTO plan</i>	13	12
<b>5 but &lt;10 yrs</b>	<i>n/a - PTO plan</i>	13	12
<b>10 + yrs</b>	<i>n/a - PTO plan</i>	13	12

	<b>Municipalities</b>	<b>Federal Gov't.</b>	<b>School Districts</b>	<b>Local Universities</b>	<b>Counties</b>
<b>&lt; 2 yrs</b>	<i>n/a-PTO plan</i>	not provided	15	15	12
<b>2 but &lt;5 yrs</b>	<i>n/a-PTO plan</i>	not provided	15	15	12
<b>5 but &lt;10 yrs</b>	<i>n/a-PTO plan</i>	not provided	15	15	12
<b>10 + yrs</b>	<i>n/a-PTO plan</i>	not provided	15	15	12

	<b>Healthcare</b>	<b>Utilities</b>	<b>Native Corp's</b>	<b>Engineering Firms</b>	<b>Universities in Other States</b>
<b>&lt; 2 yrs</b>	8	<i>n/a-PTO plan</i>	14	<i>n/a-PTO plan</i>	13
<b>2 but &lt;5 yrs</b>	8	<i>n/a-PTO plan</i>	14	<i>n/a-PTO plan</i>	13
<b>5 but &lt;10 yrs</b>	8	<i>n/a-PTO plan</i>	14	<i>n/a-PTO plan</i>	13
<b>10 + yrs</b>	8	<i>n/a-PTO plan</i>	14	<i>n/a-PTO plan</i>	13

	<b>Airports</b>	<b>Ferry Systems</b>
<b>&lt; 2 yrs</b>	11	12
<b>2 but &lt;5 yrs</b>	11	12
<b>5 but &lt;10 yrs</b>	11	12
<b>10 + yrs</b>	11	12

**BENEFITS SUMMARY**  
**(Continued)**

**The average number of sick-leave days offered per year, separate from a paid-time-off plan (continued)**

	<b>Public Sector</b>	<b>Private Sector</b>
<b>&lt; 2 yrs</b>	13	12
<b>2 but &lt;5 yrs</b>	13	12
<b>5 but &lt;10 yrs</b>	13	12
<b>10 + yrs</b>	13	12

**BENEFITS SUMMARY  
(Continued)**

Ninety-one percent (91%) of all organizations-combined allow employees to bank (or carry-over) unused leave from year to year. *The State of Alaska allows employees to carry-over unused leave.*

**The average number of days that can be banked or carried-over, per year:**

	<b>State of Alaska</b>	<b>Market-All Combined</b>	<b>States</b>
<b>PTO</b>	<i>No max*</i>	62	n/a
<b>Vacation</b>	<i>n/a</i>	39	44
<b>Sick-Leave</b>	<i>n/a</i>	84	30

\* With the exception of vessel workers, employees can carry-over all that they have accrued, except they must use 5 days per year. Vessel workers cannot have a balance of more than 840 hours as of 6/30 of each year.

	<b>Municipalities</b>	<b>Federal Gov't.</b>	<b>School Districts</b>	<b>Local Universities</b>	<b>Counties</b>
<b>PTO</b>	Unlimited	not provided	75	n/a	n/a
<b>Vacation</b>	n/a	not provided	n/a	30	37
<b>Sick-Leave</b>	n/a	not provided	n/a	unlimited	113

	<b>Healthcare</b>	<b>Utilities</b>	<b>Native Corp's</b>	<b>Engineering Firms</b>	<b>Universities in Other States</b>
<b>PTO</b>	82	78	47	37	n/a
<b>Vacation</b>	40	n/a	31	n/a	37
<b>Sick-Leave</b>	130	n/a	53	n/a	50

	<b>Airports</b>	<b>Ferry Systems</b>
<b>PTO</b>	n/a	n/a
<b>Vacation</b>	34	40
<b>Sick-Leave</b>	153	unlimited

**BENEFITS SUMMARY**  
**(Continued)**

**The average number of days that can be banked or carried-over, per year (continued)**

	<b>Public Sector</b>	<b>Private Sector</b>
<b>PTO</b>	75	59
<b>Vacation</b>	40	36
<b>Sick-Leave</b>	69	108

In addition to the number of banked days reported above, 50% of the organizations in the public sector and 18% in the private sector reported an unlimited number of PTO days can be carried over. Seventy-four (74%) in the public sector and 33% in the private sector reported an unlimited number of sick days can be carried over.

**BENEFITS SUMMARY**  
**(Continued)**

**Longevity**

The State of Alaska's longevity statute was repealed, effective 7/1/08, and replaced with a pay increment plan. The pay increment plan provides an increase of 3.75% after an employee has remained in the final step within a given range for 2 years, and every 2 years thereafter, provided the employee's current annual performance evaluation is "good" or "higher". Alaska's largest group of employees (GGU) has been covered by the pay increment plan effective 1/1/09.

Nine organizations provided their schedules for longevity payments, which are outlined below.

- 5 years 5%, 10 years 10%, 15 years 15%, 20 years 17.5%, 25 years 20% (added to base)
- nonunion-\$100 per continuous years of service paid the 10th of the next month after the anniversary date
- upon completion of 8 years service, paid annually in lump sum at a rate of .57 of 1% for each year of creditable service
- 2-4 yrs \$250, 4-6 yrs \$426, 6-8 yrs \$626, 8-10 yrs \$850, 10-12 yrs \$1062, 12-14 yrs \$1250, 14-16 yrs \$1500, 16-18 yrs \$1688, 18-20 yrs \$1900, 20 yrs \$2000 (paid in annual lump sum amounts)
- 5 yrs 1.5%, 10 yrs 3.5%, 15 yrs 5.5%, 20 yrs 7.5%, 25 yrs 9.0%, 30 yrs 10.5%, 35 yrs 12.0%, 40 yrs 13.5% (added to base)
- 10-15 yrs \$2500, 15-20 yrs \$4000, 20-25 yrs \$6000, 25 yrs \$8000
- \$20 for each 2 years of State service
- 8 yrs service \$150, 9 yrs \$200, 10 yrs \$250, 11 yrs \$300, 12-30 yrs add'l \$25 each year to a max of \$1175
- 3.5% base wage for 10 yrs service, 7.5% of base wage for 15 yrs svc, 10.5% of base wage for 20 years svc

## **B – Salary Survey Summaries**

## SALARY SURVEY SUMMARIES

- Summary data for each of the 179 benchmark jobs is provided.
- There are specific guidelines, standards, and recommendations regarding the administration of salary surveys that were developed by the United States Department of Labor and the Office of Personnel Management. These guidelines, standards, and recommendations are not formal laws, but were developed to prevent potential violations of the Sherman Anti-Trust Act regarding the salary survey process.
- One of these stipulations is that the results of salary surveys should not show actual survey responses or data provided by organizations. The major provisions of these stipulations follow:
  - Data cannot reflect the identity or any factor that may allow someone to identify a participating organization.
  - Results must be aggregate results.
  - There must be at least 5 organizations reporting a job match for each benchmark.
  - No organization can represent more than 25% of the data.
  - Data should be collected and analyzed by a third party.
- ***This survey and report meets all of the above requirements.***

## **SALARY SURVEY SUMMARIES**

### **Explanation of Summary Pages:**

- The overall summary statistics do not include the State's data.
- Five (5) of the benchmarks had fewer than 5 job matches and therefore these are noted with an "n/a" in the summary statistic columns and have not been included in the overall summary analysis (benchmark comparisons). In addition, any benchmarks that may have had 5 job matches, but did not have any figures reported for a particular category (step), are also shown as "n/a" in that particular statistic column.
- Where published sources were included as a job match, the number of matches were irrelevant since many organizations are represented within each published source match. This is the situation with the Vessel Worker jobs, where we were able to collect information from the Marine Highway Vessel Workers' Union, which is represented by many positions. In addition, the Vessel Worker jobs are included in these detail summary sheets, as they were included in the survey to collect information-only for the State but were not included in the benchmark comparison analyses.
- All salary data reported were collected between July and September of 2009. All salary data have been adjusted for the Anchorage market and reflect figures based on 1,950 hours per year, which is a 37.5 hour work-week (*with the exception of specific jobs that have different base hours-these are noted in a table on page 41*).
- Note that there were some organizations with broad pay bands or some organizations with only specified minimums within their salary schedule with no ceilings or maximums; therefore, some of the reported figures may appear low even though the potential of actual rates would be much higher.
- Note that not all organizations reported figures in each of the requested categories (flat rate salary, entry (minimum) salary, salary after 5 years, salary after 10 years, and maximum salary), therefore, depending on how each organization's salary schedules are set-up, and how they reported their data, the resulting figures calculated in the analysis will not relate to each other and may not necessarily progress in value from entry to 5-year to 10-year to max because of these differences in reporting. In addition, in those cases where a single rate is reported for a particular category, that same figure will be referenced for each of the differing summary statistics (i.e., a particular rate may be the same for the mean, 50th, low and high).
- For each of the categories, we have listed the count, which reflects the number of rates reported for each category for that particular benchmark so that you know the number of rates that the summary statistics are based on.

## SALARY SURVEY SUMMARIES

### Information Collected:

**Annual Flat Rate Salary** – Reflects the annual flat rate salary for each job (if applicable) that has been annualized to 1,950 hours per year equivalency (*with the exception of specific jobs that have different base hours-these are noted in a table on page 41*), and adjusted for geographic differences, for consistency in comparisons. **Flat rate salaries were provided for those jobs where no salary range existed.**

**Annual Salary at Entry** – Reflects the salary range minimum for each job (if applicable), that has been annualized to 1,950 hours per year equivalency (*with the exception of specific jobs that have different base hours-these are noted in a table on page 41*), and adjusted for geographic differences, for consistency in comparisons.

**Annual Salary After 5 Years** – Reflects the salary after 5 years in the same job, for each job (if applicable), that has been annualized to 1,950 hours per year equivalency (*with the exception of specific jobs that have different base hours-these are noted in a table on page 41*), and adjusted for geographic differences, for consistency in comparisons.

**Annual Salary After 10 Years** – Reflects the salary after 10 years in the same job, for each job (if applicable), that has been annualized to 1,950 hours per year equivalency (*with the exception of specific jobs that have different base hours-these are noted in a table on page 41*), and adjusted for geographic differences, for consistency in comparisons.

**Annual Range Maximum** – Reflects the salary range maximum for each job (if applicable), that has been annualized to 1,950 hours per year equivalency (*with the exception of specific jobs that have different base hours-these are noted in a table on page 41*), and adjusted for geographic differences, for consistency in comparisons. **Salary Range Maximums were only provided for those jobs if it were different from the 10 year salary.** For the State of Alaska, the range maximum reflects the step after 30 years.

**Range Spread** - The calculated salary range spread from the minimum salary rate to the maximum salary rate for each reported salary range.

**Number of Years to Range Maximum** – Reflects the number of years it takes for a position to achieve the range maximum of the salary schedule (where reported).

## SALARY SURVEY SUMMARIES

**Number of Job Matches** – The total number of job matches to each job is shown in the summary statistics section at the bottom of the page along with the other calculations. Unless the matches included published sources (or the Vessel Workers' Union), any benchmarks with fewer than 5 job matches will have an 'n/a' shown in the summary statistic calculation columns

### **Calculations for Each Benchmark Job:**

**Number of Responses to Each Category** – Reflects the number of rates reported for each category (e.g., annual flat rate, annual salary after 5 years, annual salary after 10 years, annual range maximum), on which the statistics are based.

**Unweighted Average (Mean)** - Represents the simple (unweighted) average of the rates.

**50th Percentile (Median)** - Represents the figure where 50% of the rates are below, and 50% are above.

**Low** – Represents the lowest figure reported.

**High** – Represents the highest figure reported.

## SALARY SURVEY SUMMARIES

**Geographic Differentials for Each Location:** Listed below is each City's geographic differential compared to Anchorage.

If an organization's geographic factor is 96.0, it means that it is 4.0% below Anchorage's geographic market, and that organization's data were increased by 4.0% to be comparable to Anchorage's geographic market.

Likewise, if an organization's geographic factor is 102.6, it means that it is 2.6% above Anchorage's geographic market, and that organizations' data were decreased by 2.6% to be comparable to Anchorage's geographic market.

<i><b>City</b></i>	<i><b>Differential*</b></i>
Juneau, Alaska	99.9
Fairbanks, Alaska	101.6
Palmer, Alaska	105.1
Olympia, Washington	96.0
Salem, Oregon	91.5
Boise, Idaho	83.5
Helena, Montana	80.9
Sacramento, California	97.3
Denver, Colorado	93.4
Cheyenne, Wyoming	78.9
Carson City, Nevada	88.2
Bismarck, North Dakota	80.5
Pierre, South Dakota	77.4
Austin, Texas	85.6
Oklahoma City, Oklahoma	80.4
Washington - Statewide, United States	97.3
Oregon - Statewide, United States	92.5
Idaho - Statewide, United States	81.0
Montana - Statewide, United States	80.0
California - Statewide, United States	98.6
Colorado - Statewide, United States	89.0
Wyoming - Statewide, United States	80.1
Nevada - Statewide, United States	90.2

North Dakota - Statewide, United States	79.8
South Dakota - Statewide, United States	78.4
Texas - Statewide, United States	83.2
Oklahoma - Statewide, United States	79.1
Seattle, Washington	102.6
Portland, Oregon	97.0
Los Angeles, California	100.0
Las Vegas, Nevada	91.9
Fargo, North Dakota	81.0
Sioux Falls, South Dakota	80.9
Eugene, Oregon	92.6
Moscow, Idaho	80.1
Missoula, Montana	80.4
Oakland, California	104.4
Boulder, Colorado	93.0
Laramie, Wyoming	79.1
Billings, Montana	81.0
Reno, Nevada	91.3
Grand Forks, North Dakota	80.1
Vermillion, South Dakota	77.4
Cheektowaga, New York	90.4
Warrick, RI	93.2
Tucson, Arizona	84.4
San Rafael, California	106.4

All salary data reflect figures based on 1,950 hours per year, which is a 37.5 hour work-week, except for specific jobs that have a different base, as outlined below:

<b>Benchmark Job</b>	<b>Base Hours that Annualized Salary Reflects</b>
58. AVTEC Instructor	204 Days
128. State Trooper	40 hour work-week (2,080 per year)
130. Court Services Officer	40 hour work-week (2,080 per year)
131. Airport Police & Fire Officer II	40 hour work-week (2,080 per year)
133. Deputy Fire Marshal I	40 hour work-week (2,080 per year)
134. Correctional Officer II	42 hour work-week (2,184 per year)
136. Juvenile Justice Officer II	40 hour work week (2,080 per year)
175. Second Mate	Hourly (84 hour work week)
176. Steward	Hourly (84 hour work week)
177. Third Assistant Engineer	Hourly (84 hour work week)
178. Able Bodied Seaman	Hourly (84 hour work week)
179. Oiler	Hourly (84 hour work week)

State of Alaska  
Salary Survey Summary

**Benchmark 1: Division Director - PX**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Division Director-PX			\$92,786	\$110,844	\$118,304	\$172,380	88%	30
	<b>Number of Responses to Each Category:</b>	6	18	4	5	15			
	<b>Unweighted Average:</b>	23	\$122,228	\$81,801	\$112,686	\$147,977	\$125,540	67%	11
	<b>50th Percentile:</b>		\$114,030	\$81,907	\$111,994	\$103,782	\$110,273	58%	
	<b>Low:</b>		\$99,767	\$49,684	\$68,846	\$81,769	\$75,945	10%	
	<b>High:</b>		\$156,161	\$139,331	\$157,910	\$300,000	\$193,488	200%	

State of Alaska  
Salary Survey Summary

Benchmark 2: Division Operations Manager

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 6 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Division Operations Manager			\$80,496	\$95,472	\$102,768	\$148,512	94%	30
	<b>Number of Responses to Each Category:</b>		6	25	10	9	19		
	<b>Unweighted Average:</b>	30	\$117,095	\$73,079	\$88,264	\$101,598	\$106,465	53%	11
	<b>50th Percentile:</b>		\$109,813	\$71,072	\$83,104	\$104,177	\$85,331	50%	
	<b>Low:</b>		\$100,858	\$38,989	\$46,308	\$54,999	\$77,225	7%	
	<b>High:</b>		\$154,688	\$118,450	\$134,245	\$142,145	\$153,992	101%	

State of Alaska  
Salary Survey Summary

Benchmark 3: Administrative Clerk II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Administrative Clerk II			\$27,324	\$31,718	\$36,424	\$51,192	87%	30
<b>Number of Responses to Each Category:</b>			9	26	11	9	22		
	<b>Unweighted Average:</b>	31	\$33,593	\$25,670	\$31,388	\$36,661	\$37,517	47%	14
	<b>50th Percentile:</b>		\$34,067	\$26,262	\$31,214	\$36,485	\$38,084	44%	
	<b>Low:</b>		\$24,933	\$16,606	\$20,574	\$26,627	\$27,950	27%	
	<b>High:</b>		\$40,142	\$38,363	\$43,479	\$46,037	\$49,874	84%	

State of Alaska  
Salary Survey Summary

**Benchmark 4: Administrative Assistant II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$39,432	\$46,992	\$52,420	\$75,756	92%	30
<b>Administrative Assistant II</b>								
<b>Number of Responses to Each Category:</b>		9	27	11	8	23		
<b>Unweighted Average:</b>	33	\$42,632	\$32,126	\$36,920	\$43,018	\$47,484	47%	15
<b>50th Percentile:</b>		\$41,925	\$31,079	\$36,674	\$45,188	\$49,140	47%	
<b>Low:</b>		\$32,438	\$21,644	\$25,706	\$30,531	\$36,253	22%	
<b>High:</b>		\$59,963	\$50,193	\$45,357	\$49,100	\$61,007	92%	

State of Alaska  
Salary Survey Summary

Benchmark 5: Administrative Officer I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Administrative Officer I			\$80,160	\$59,724	\$84,296	\$92,916	85%	30
	Number of Responses to Each Category:		8	27	11	9	21		
	Unweighted Average:	32	\$54,508	\$40,466	\$50,446	\$60,793	\$59,565	49%	14
	50th Percentile:		\$50,808	\$42,725	\$53,857	\$57,369	\$59,884	48%	
	Low:		\$46,859	\$25,729	\$36,309	\$43,360	\$38,392	28%	
	High:		\$79,688	\$51,154	\$62,000	\$76,258	\$99,253	108%	

State of Alaska  
Salary Survey Summary

Benchmark 6: Accounting Technician I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Accounting Technician I			\$34,704	\$40,776	\$46,888	\$66,866	80%	30
	Number of Responses to Each Category:		8	28	10	8	24		
	Unweighted Average:	33	\$40,728	\$30,002	\$39,107	\$47,243	\$43,739	47%	15
	50th Percentile:		\$37,231	\$29,944	\$39,544	\$46,132	\$44,057	49%	
	Low:		\$29,081	\$17,885	\$28,795	\$37,542	\$33,379	22%	
	High:		\$57,993	\$41,241	\$47,000	\$57,000	\$60,487	84%	

State of Alaska  
Salary Survey Summary

Benchmark 7: Accountant III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Accountant III			\$82,176	\$61,988	\$89,024	\$89,744	91%	30
<b>Number of Responses to Each Category:</b>		11	39	13	10	31			
	<b>Unweighted Average:</b>	44	\$59,366	\$49,384	\$59,149	\$71,478	\$74,313	50%	11
	<b>50th Percentile:</b>		\$57,349	\$49,118	\$54,361	\$71,719	\$72,319	48%	
	<b>Low:</b>		\$50,887	\$32,620	\$38,742	\$46,013	\$50,081	22%	
	<b>High:</b>		\$71,284	\$84,293	\$95,530	\$101,149	\$109,377	108%	

State of Alaska  
Salary Survey Summary

**Benchmark 8: Accountant V**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Accountant V			\$70,380	\$83,388	\$89,760	\$128,720	84%	30
	<b>Number of Responses to Each Category:</b>		10	30	10	8	26		
	<b>Unweighted Average:</b>	37	\$91,728	\$65,806	\$83,131	\$96,887	\$101,150	54%	14
	<b>50th Percentile:</b>		\$76,809	\$61,429	\$78,016	\$94,189	\$99,542	50%	
	<b>Low:</b>		\$52,246	\$38,990	\$46,308	\$54,999	\$63,608	21%	
	<b>High:</b>		\$173,813	\$118,450	\$134,245	\$142,145	\$216,731	120%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 9: Human Resource Technician II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Human Resource Technician II			\$39,996	\$47,888	\$61,336	\$74,172	85%	30
	<b>Number of Responses to Each Category:</b>		6	28	11	7	24		
	<b>Unweighted Average:</b>	31	\$36,241	\$33,332	\$39,722	\$48,406	\$49,434	46%	13
	<b>50th Percentile:</b>		\$37,961	\$33,803	\$39,655	\$46,012	\$47,283	46%	
	<b>Low:</b>		\$29,063	\$21,644	\$25,706	\$30,531	\$36,799	22%	
	<b>High:</b>		\$40,950	\$44,131	\$51,686	\$53,985	\$63,649	92%	

State of Alaska  
Salary Survey Summary

Benchmark 10: Human Resource Specialist I

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$46,924	\$84,862	\$89,040	\$85,332	86%	30
<b>Human Resource Specialist I</b>								
<b>Number of Responses to Each Category:</b>			13	35	12	10	28	
<b>Unweighted Average:</b>	42	\$53,781	\$44,948	\$54,356	\$61,663	\$67,399	49%	12
<b>50th Percentile:</b>		\$53,305	\$46,621	\$54,933	\$61,275	\$67,716	48%	
<b>Low:</b>		\$45,825	\$29,627	\$36,752	\$47,559	\$49,927	21%	
<b>High:</b>		\$61,729	\$58,127	\$65,877	\$75,000	\$84,964	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 11: Human Resource Manager I**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska			\$89,300	\$88,224	\$88,612	\$127,920	85%	30	
	<b>Human Resource Manager I</b>								
	<b>Number of Responses to Each Category:</b>	11	30	8	6	24			
	<b>Unweighted Average:</b>	37	\$80,596	\$64,905	\$82,421	\$98,721	\$99,991	51%	14
	<b>50th Percentile:</b>		\$78,180	\$62,734	\$74,291	\$88,643	\$99,685	50%	
	<b>Low:</b>		\$59,159	\$43,939	\$63,131	\$70,048	\$70,605	10%	
	<b>High:</b>		\$110,625	\$118,450	\$134,245	\$142,145	\$153,992	108%	

State of Alaska  
Salary Survey Summary

Benchmark 12: Analyst/Programmer IV

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Analyst/Programmer IV			\$69,712	\$70,762	\$78,888	\$113,988	91%	30
	<b>Number of Responses to Each Category:</b>	10	35	12	8	29			
	<b>Unweighted Average:</b>	40	\$75,819	\$52,490	\$64,201	\$73,072	\$80,168	50%	13
	<b>80th Percentile:</b>		\$76,885	\$51,714	\$63,601	\$68,637	\$81,096	47%	
	<b>Low:</b>		\$51,110	\$34,398	\$47,335	\$61,726	\$57,058	28%	
	<b>High:</b>		\$93,750	\$84,293	\$95,530	\$101,149	\$111,849	108%	

State of Alaska  
Salary Survey Summary

Benchmark 13: Data Processing Manager I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum	
State of Alaska	Data Processing Manager I			\$70,380	\$83,388	\$89,760	\$129,720	84%	30	
		<b>Number of Responses to Each Category:</b>								
		8	30	10	7	25				
		<b>Unweighted Average:</b>	32	\$80,504	\$58,631	\$72,590	\$81,188	\$80,223	52%	13
		<b>50th Percentile:</b>		\$64,789	\$60,334	\$72,518	\$85,280	\$88,462	90%	
		<b>Low:</b>		\$51,235	\$32,872	\$49,304	\$67,835	\$59,878	28%	
		<b>High:</b>		\$88,438	\$81,369	\$90,948	\$94,595	\$117,333	84%	

State of Alaska  
Salary Survey Summary

Benchmark 14: Microcomputer/Network Specialist I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 3 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Microcomputer/Network Specialist I			\$52,176	\$61,956	\$68,624	\$89,744	81%	30
	<b>Number of Responses to Each Category:</b>		9	33	12	9	26		
	<b>Unweighted Average:</b>	38	\$63,639	\$47,160	\$61,167	\$69,563	\$70,312	82%	12
	<b>50th Percentile:</b>		\$60,280	\$46,553	\$58,756	\$70,665	\$67,209	49%	
	<b>Low:</b>		\$51,520	\$34,398	\$41,336	\$42,846	\$49,850	27%	
	<b>High:</b>		\$84,656	\$70,328	\$82,000	\$89,000	\$103,329	108%	

State of Alaska  
Salary Survey Summary

Benchmark 15: Systems Programmer II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Systems Programmer II			\$89,256	\$91,048	\$90,444	\$130,704	01%	30
	Number of Responses to Each Category:		11	33	10	7	27		
	Unweighted Average:	38	\$64,137	\$53,213	\$68,598	\$81,330	\$78,838	50%	14
	50th Percentile:		\$64,307	\$54,374	\$69,122	\$81,803	\$79,418	50%	
	Low:		\$46,875	\$34,398	\$41,336	\$70,665	\$49,850	27%	
	High:		\$81,188	\$66,865	\$82,000	\$99,000	\$99,253	108%	

State of Alaska  
Salary Survey Summary

Benchmark 16: Internet Specialist I

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$48,300	\$54,036	\$60,306	\$87,270	93%	30
<b>Internet Specialist I</b>								
<b>Number of Responses to Each Category:</b>		6	16	6	4	13		
<b>Unweighted Average:</b>	19	\$59,280	\$40,182	\$44,973	\$58,764	\$64,024	55%	10
<b>50th Percentile:</b>		\$61,994	\$38,507	\$37,633	\$57,793	\$68,224	49%	
<b>Low:</b>		\$46,924	\$26,726	\$35,338	\$44,471	\$40,525	32%	
<b>High:</b>		\$67,839	\$85,847	\$62,000	\$75,000	\$85,754	108%	

State of Alaska  
Salary Survey Summary

Benchmark 17: Statistical Technician I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 3 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Statistical Technician I			\$34,704	\$40,776	\$46,888	\$65,866	90%	30
	<b>Number of Responses to Each Category:</b>		3	13	4	3	10		
	<b>Unweighted Average:</b>	15	\$41,410	\$33,207	\$41,427	\$49,628	\$50,402	47%	12
	<b>50th Percentile:</b>		\$42,135	\$33,645	\$42,384	\$51,154	\$48,624	47%	
	<b>Low:</b>		\$38,146	\$17,665	\$37,346	\$46,037	\$35,642	22%	
	<b>High:</b>		\$43,950	\$46,010	\$43,594	\$51,692	\$61,882	84%	

State of Alaska  
Salary Survey Summary

**Benchmark 18: Research Analyst III**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$52,176	\$81,956	\$69,034	\$99,744	91%	30
<b>Research Analyst III</b>								
<b>Number of Responses to Each Category:</b>		2	21	7	3	17		
Unweighted Average:	22	\$55,379	\$49,938	\$61,440	\$72,381	\$79,097	53%	12
50th Percentile:		\$55,379	\$48,093	\$60,074	\$58,289	\$82,293	47%	
Low:		\$51,081	\$34,398	\$46,428	\$57,705	\$54,855	22%	
High:		\$59,677	\$84,293	\$95,530	\$101,149	\$109,577	108%	

State of Alaska  
Salary Survey Summary

Benchmark 19: Stock & Parts Services, Journey II

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum	
State of Alaska			\$39,702	\$47,580	\$50,466	\$51,907	31%	15	
Stock & Parts Services, Journey II									
Number of Responses to Each Category:		4	15	4	2	13			
Unweighted Average:		17	\$44,263	\$29,552	\$37,337	\$44,455	\$43,013	46%	11
50th Percentile:			\$44,166	\$26,873	\$36,263	\$44,455	\$41,014	45%	
Low:			\$27,818	\$21,996	\$28,359	\$37,597	\$33,160	16%	
High:			\$60,903	\$30,895	\$48,463	\$51,313	\$58,950	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 20: Procurement Specialist III**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Procurement Specialist III			\$82,178	\$61,968	\$69,024	\$89,744	91%	30
	<b>Number of Responses to Each Category:</b>		8	30	11	7	24		
	<b>Unweighted Average:</b>	34	\$61,273	\$51,125	\$68,446	\$78,562	\$78,030	49%	11
	<b>50th Percentile:</b>		\$57,135	\$47,803	\$66,608	\$82,686	\$72,914	46%	
	<b>Low:</b>		\$42,648	\$34,398	\$44,411	\$49,002	\$55,600	13%	
	<b>High:</b>		\$105,281	\$84,293	\$95,530	\$101,149	\$109,577	108%	

State of Alaska  
Salary Survey Summary

Benchmark 21: Claims Administrator

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Claims Administrator			\$88,896	\$66,228	\$73,764	\$106,872	91%	30
	<b>Number of Responses to Each Category:</b>		8	18	5	2	15		
	<b>Unweighted Average:</b>	23	\$69,367	\$50,896	\$67,737	\$83,981	\$77,022	55%	9
	<b>50th Percentile:</b>		\$65,643	\$43,984	\$60,741	\$83,981	\$81,877	50%	
	<b>Low:</b>		\$43,125	\$27,315	\$47,202	\$76,951	\$38,877	13%	
	<b>High:</b>		\$96,147	\$84,181	\$94,789	\$91,011	\$128,083	108%	

State of Alaska  
Salary Survey Summary

**Benchmark 22: Loan Closer/Processor II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Loan Closer/Processor II			\$34,704	\$40,776	\$45,588	\$65,866	90%	30
	<b>Number of Responses to Each Category:</b>		2	4	3	1	2		
	<b>Unweighted Average:</b>	5	\$43,917	\$34,779	\$43,955	\$66,608	\$51,421	50%	8
	<b>50th Percentile:</b>		\$43,917	\$34,157	\$45,073	\$66,608	\$51,421	48%	
	<b>Low:</b>		\$38,146	\$25,880	\$33,404	\$66,608	\$48,480	46%	
	<b>High:</b>		\$49,688	\$44,921	\$53,389	\$66,608	\$54,361	56%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 23: Grants Administrator II**

		Nb. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Grants Administrator II			\$48,516	\$57,816	\$64,536	\$93,264	82%	30
	<b>Number of Responses to Each Category:</b>		3	12	4	3	8		
	<b>Unweighted Average:</b>	15	\$53,019	\$44,111	\$58,854	\$74,351	\$73,317	61%	11
	<b>50th Percentile:</b>		\$53,260	\$44,733	\$55,517	\$69,680	\$71,084	50%	
	<b>Low:</b>		\$50,324	\$32,872	\$44,682	\$68,982	\$59,878	30%	
	<b>High:</b>		\$55,473	\$70,328	\$79,702	\$84,389	\$91,419	108%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 24: Occupational License Examiner**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
<b>State of Alaska</b>			<b>\$36,960</b>	<b>\$43,728</b>	<b>\$48,960</b>	<b>\$70,782</b>	<b>91%</b>	<b>30</b>
<b>Occupational License Examiner</b>								
<b>Number of Responses to Each Category:</b>		<b>0</b>	<b>7</b>	<b>4</b>	<b>2</b>	<b>4</b>		
<b>Unweighted Average:</b>	<b>7</b>	n/a	<b>\$37,217</b>	<b>\$43,182</b>	<b>\$58,979</b>	<b>\$56,868</b>	<b>47%</b>	<b>11</b>
<b>50th Percentile:</b>		n/a	<b>\$34,398</b>	<b>\$42,421</b>	<b>\$58,979</b>	<b>\$61,830</b>	<b>42%</b>	
<b>Low:</b>		n/a	<b>\$27,729</b>	<b>\$34,032</b>	<b>\$57,025</b>	<b>\$41,010</b>	<b>30%</b>	
<b>High:</b>		n/a	<b>\$47,520</b>	<b>\$53,857</b>	<b>\$60,933</b>	<b>\$62,804</b>	<b>84%</b>	

State of Alaska  
Salary Survey Summary

Benchmark 25: Insurance Analyst I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Insurance Analyst I			\$36,960	\$43,728	\$48,960	\$70,762	91%	30
	Number of Responses to Each Category:		0	10	4	2	7		
	Unweighted Average:	10	n/a	\$38,146	\$48,077	\$54,903	\$59,011	51%	11
	50th Percentile:		n/a	\$38,026	\$48,497	\$54,903	\$60,577	47%	
	Low:		n/a	\$28,665	\$43,479	\$46,037	\$49,874	29%	
	High:		n/a	\$43,137	\$51,834	\$63,720	\$69,311	84%	

State of Alaska  
Salary Survey Summary

Benchmark 26: Community Care Licensing Specialist I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum Spread	Range Spread	No. of Years to Range Maximum
State of Alaska	Community Care Licensing Specialist I			\$45,300	\$64,036	\$80,396	\$87,276	93%	30
	Number of Responses to Each Category:		0	10	4	2	7		
	Unweighted Average:	10	n/a	\$40,298	\$60,028	\$71,318	\$60,552	55%	10
	50th Percentile:		n/a	\$36,463	\$61,834	\$71,318	\$56,606	49%	
	Low:		n/a	\$22,185	\$50,567	\$69,753	\$40,801	30%	
	High:		n/a	\$58,127	\$85,877	\$72,884	\$75,574	84%	

State of Alaska  
Salary Survey Summary

Benchmark 27: Financial Institution Examiner III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Financial Institution Examiner III			\$69,888	\$78,624	\$84,444	\$122,028	91%	30
	<b>Number of Responses to Each Category:</b>			1	11	4	2	8	
	<b>Unweighted Average:</b>	11	\$109,388	\$59,671	\$72,891	\$88,704	\$95,727	54%	11
	<b>50th Percentile:</b>		\$109,388	\$55,809	\$67,551	\$88,704	\$92,514	53%	
	<b>Low:</b>		\$109,388	\$43,939	\$60,933	\$76,258	\$75,912	28%	
	<b>High:</b>		\$109,388	\$84,293	\$95,530	\$101,149	\$134,086	84%	

State of Alaska  
Salary Survey Summary

Benchmark 28: Utility Financial Analyst III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Utility Financial Analyst III			\$83,888	\$78,624	\$84,444	\$122,028	91%	30
	Number of Responses to Each Category:		4	13	4	1	10		
	Unweighted Average:	14	\$77,824	\$58,629	\$76,617	\$101,149	\$90,591	49%	9
	50th Percentile:		\$77,895	\$58,991	\$74,098	\$101,149	\$90,346	46%	
	Low:		\$78,344	\$43,939	\$62,742	\$101,149	\$72,367	27%	
	High:		\$79,762	\$84,293	\$95,530	\$101,149	\$109,577	84%	

State of Alaska  
Salary Survey Summary

**Benchmark 28: Commercial Vehicle Enforcement Officer II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Commercial Vehicle Enforcement Officer II			\$39,432	\$46,892	\$53,436	\$75,766	93%	30
	<b>Number of Responses to Each Category:</b>		0	10	4	2	7		
	<b>Unweighted Average:</b>	10	n/a	\$36,508	\$47,069	\$60,397	\$81,719	42%	11
	<b>50th Percentile:</b>		n/a	\$36,628	\$47,649	\$60,397	\$80,993	44%	
	<b>Low:</b>		n/a	\$27,874	\$39,123	\$67,025	\$41,812	20%	
	<b>High:</b>		n/a	\$47,520	\$93,857	\$63,720	\$61,278	67%	

State of Alaska  
Salary Survey Summary

Benchmark 30: Occupational Safety & Compliance Officer

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Occupational Safety & Compliance Officer			\$62,826	\$64,038	\$67,938	\$69,986	38%	16
Number of Responses to Each Category:				1	11	5	3	8	
	Unweighted Average:	11	\$56,778	\$48,789	\$64,978	\$78,110	\$72,989	46%	11
	50th Percentile:		\$56,778	\$47,399	\$63,770	\$79,848	\$72,374	60%	
	Low:		\$56,778	\$34,398	\$57,119	\$20,084	\$61,325	28%	
	High:		\$56,778	\$70,328	\$79,702	\$84,389	\$91,419	67%	

State of Alaska  
Salary Survey Summary

Benchmark 31: Safety Insp. & Compliance, Elevator Inspector

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Safety Insp. & Compliance, Elevator Inspector			\$62,828	\$84,038	\$67,938	\$69,886	32%	18
	Number of Responses to Each Category:			1	9	4	2	6	
	Unweighted Average:	9	\$57,609	\$46,077	\$62,430	\$77,035	\$69,647	50%	11
	50th Percentile:		\$57,609	\$46,888	\$60,278	\$77,035	\$70,556	49%	
	Low:		\$57,609	\$33,104	\$49,463	\$69,680	\$49,657	30%	
	High:		\$57,609	\$70,328	\$79,702	\$84,389	\$91,419	84%	

State of Alaska  
Salary Survey Summary

Benchmark 32: Environmental Health Officer III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Environmental Health Officer III			\$62,176	\$61,956	\$69,024	\$99,744	91%	30
	<b>Number of Responses to Each Category:</b>		0	13	5	2	11		
	<b>Unweighted Average:</b>	13	n/a	\$46,964	\$55,042	\$64,954	\$68,343	46%	10
	<b>50th Percentile:</b>		n/a	\$46,377	\$54,440	\$64,954	\$66,542	48%	
	<b>Low:</b>		n/a	\$37,025	\$46,138	\$57,025	\$49,913	23%	
	<b>High:</b>		n/a	\$71,591	\$62,485	\$72,884	\$102,760	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 33: Tax Technician III**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
<b>State of Alaska</b>			<b>\$39,432</b>	<b>\$46,892</b>	<b>\$52,428</b>	<b>\$76,756</b>	<b>92%</b>	<b>30</b>
<b>Number of Responses to Each Category:</b>		<b>2</b>	<b>11</b>	<b>4</b>	<b>3</b>	<b>9</b>		
<b>Unweighted Average:</b>	<b>11</b>	<b>\$50,442</b>	<b>\$37,378</b>	<b>\$46,222</b>	<b>\$57,901</b>	<b>\$56,536</b>	<b>45%</b>	<b>12</b>
<b>30th Percentile:</b>		<b>\$30,442</b>	<b>\$37,899</b>	<b>\$45,953</b>	<b>\$57,025</b>	<b>\$61,778</b>	<b>46%</b>	
<b>Low:</b>		<b>\$48,583</b>	<b>\$21,996</b>	<b>\$39,123</b>	<b>\$55,796</b>	<b>\$40,930</b>	<b>22%</b>	
<b>High:</b>		<b>\$52,301</b>	<b>\$47,520</b>	<b>\$53,857</b>	<b>\$60,883</b>	<b>\$66,421</b>	<b>69%</b>	

**State of Alaska  
Salary Survey Summary**

**Benchmark 34: Tax Auditor III**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Tax Auditor III			\$59,712	\$70,752	\$78,888	\$113,888	91%	30
	<b>Number of Responses to Each Category:</b>		4	13	4	2	11		
	<b>Unweighted Average:</b>	13	\$60,615	\$47,247	\$57,360	\$68,180	\$72,182	91%	11
	<b>50th Percentile:</b>		\$61,373	\$47,202	\$58,211	\$68,180	\$75,565	91%	
	<b>Low:</b>		\$49,933	\$35,432	\$53,141	\$66,608	\$55,931	80%	
	<b>High:</b>		\$69,782	\$58,127	\$68,877	\$69,783	\$83,134	84%	

State of Alaska  
Salary Survey Summary

**Benchmark 35: Revenue Audit Supervisor II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$86,160	\$102,612	\$110,480	\$159,636	86%	30
<b>Revenue Audit Supervisor II</b>								
<b>Number of Responses to Each Category:</b>		2	8	2	2	7		
<b>Unweighted Average:</b>	8	\$90,335	\$71,117	\$99,008	\$110,996	\$110,171	52%	14
<b>50th Percentile:</b>		\$90,335	\$65,362	\$99,008	\$110,996	\$105,232	52%	
<b>Low:</b>		\$86,371	\$53,136	\$63,770	\$79,848	\$85,154	30%	
<b>High:</b>		\$94,299	\$118,450	\$134,245	\$142,145	\$153,992	84%	

State of Alaska  
Salary Survey Summary

**Benchmark 36: Oil and Gas Revenue Auditor III**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum	
State of Alaska			\$88,268	\$81,048	\$90,444	\$190,704	91%	30	
	Number of Responses to Each Category:		2	12	3	2	10		
	Unweighted Average:	12	\$76,901	\$51,797	\$70,099	\$87,016	\$82,517	54%	12
	50th Percentile:		\$76,901	\$81,101	\$88,289	\$87,016	\$88,561	54%	
	Low:		\$76,230	\$33,969	\$56,478	\$72,884	\$56,605	30%	
	High:		\$77,873	\$84,293	\$95,330	\$101,149	\$109,877	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 37: Internal Auditor III**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$63,888	\$75,624	\$84,444	\$122,028	81%	30
<b>Internal Auditor III</b>								
<b>Number of Responses to Each Category:</b>		<b>6</b>	<b>27</b>	<b>6</b>	<b>4</b>	<b>21</b>		
<b>Unweighted Average:</b>	<b>30</b>	<b>\$64,209</b>	<b>\$50,491</b>	<b>\$66,220</b>	<b>\$86,669</b>	<b>\$80,350</b>	<b>55%</b>	<b>10</b>
<b>50th Percentile:</b>		<b>\$63,171</b>	<b>\$49,004</b>	<b>\$67,997</b>	<b>\$86,687</b>	<b>\$77,283</b>	<b>51%</b>	
<b>Low:</b>		<b>\$57,800</b>	<b>\$33,066</b>	<b>\$46,964</b>	<b>\$72,154</b>	<b>\$54,855</b>	<b>28%</b>	
<b>High:</b>		<b>\$70,257</b>	<b>\$84,293</b>	<b>\$95,530</b>	<b>\$101,149</b>	<b>\$109,577</b>	<b>108%</b>	

State of Alaska  
Salary Survey Summary

Benchmark 38: Local Government Specialist III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Local Government Specialist III			\$48,816	\$67,816	\$84,936	\$93,264	92%	30
<b>Number of Responses to Each Category:</b>			n/a	n/a	n/a	n/a	n/a		
	<b>Unweighted Average:</b>	2	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<b>50th Percentile:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<b>Low:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<b>High:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a

State of Alaska  
Salary Survey Summary

Benchmark 39: Budget Analyst III

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$58,896	\$66,228	\$73,764	\$106,672	91%	30
<b>Budget Analyst III</b>								
<b>Number of Responses to Each Category:</b>		5	33	13	9	25		
<b>Unweighted Average:</b>	35	\$60,975	\$48,594	\$62,559	\$69,847	\$74,112	51%	11
<b>50th Percentile:</b>		\$62,670	\$49,087	\$63,131	\$78,715	\$71,962	50%	
<b>Low:</b>		\$43,347	\$33,104	\$41,233	\$45,517	\$49,657	22%	
<b>High:</b>		\$71,109	\$72,042	\$87,365	\$85,260	\$101,164	108%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 40: Economist III**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska			\$61,572	\$72,998	\$78,876	\$113,866	84%	30
<b>Economist III</b>								
<b>Number of Responses to Each Category:</b>		2	13	5	3	9		
<b>Unweighted Average:</b>	14	\$82,996	\$54,585	\$71,805	\$86,681	\$82,803	49%	10
<b>50th Percentile:</b>		\$82,996	\$52,854	\$68,012	\$79,848	\$85,265	50%	
<b>Low:</b>		\$69,231	\$40,504	\$63,131	\$79,048	\$60,756	30%	
<b>High:</b>		\$96,761	\$84,293	\$95,530	\$101,149	\$109,577	84%	

State of Alaska  
Salary Survey Summary

**Benchmark 41: Petroleum Economist II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Petroleum Economist II			\$68,266	\$81,048	\$90,444	\$130,704	91%	30
	<b>Number of Responses to Each Category:</b>		0	6	3	2	5		
	<b>Unweighted Average:</b>	6	n/a	\$62,274	\$89,752	\$108,106	\$94,851	56%	12
	<b>50th Percentile:</b>		n/a	\$61,812	\$79,395	\$108,106	\$91,731	52%	
	<b>Low:</b>		n/a	\$38,550	\$76,258	\$95,924	\$64,250	30%	
	<b>High:</b>		n/a	\$100,238	\$113,603	\$120,287	\$130,312	84%	

State of Alaska  
Salary Survey Summary

Benchmark 42: Community Development Specialist II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Community Development Specialist II			\$48,300	\$64,036	\$80,396	\$87,376	99%	30
	Number of Responses to Each Category:	0		6	3	2	3		
	Unweighted Average:	6	n/a	\$44,888	\$67,157	\$66,761	\$71,604	46%	11
	50th Percentile:		n/a	\$42,843	\$64,440	\$66,761	\$73,565	39%	
	Low:		n/a	\$34,398	\$51,154	\$63,770	\$61,007	22%	
	High:		n/a	\$88,127	\$68,877	\$69,783	\$78,239	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 43: Planner III**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska	Planner III		\$88,896	\$66,228	\$73,764	\$106,572	91%	30	
	<b>Number of Responses to Each Category:</b>		2	12	5	3	9		
	<b>Unweighted Average:</b>	14	\$88,238	\$54,218	\$71,242	\$82,952	\$78,912	43%	11
	<b>50th Percentile:</b>		\$88,238	\$51,827	\$68,012	\$74,823	\$74,822	41%	
	<b>Low:</b>		\$74,100	\$40,351	\$58,289	\$72,884	\$67,247	21%	
	<b>High:</b>		\$102,375	\$84,293	\$95,530	\$101,149	\$109,577	84%	

State of Alaska  
Salary Survey Summary

Benchmark 44: Transportation Planner I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 3 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Transportation Planner I			\$63,858	\$75,024	\$84,444	\$122,028	91%	30
	Number of Responses to Each Category:		3	12	4	2	9		
	Unweighted Average:	15	\$56,363	\$46,029	\$67,368	\$90,498	\$71,603	55%	11
	50th Percentile:		\$54,375	\$43,747	\$59,789	\$90,498	\$65,814	50%	
	Low:		\$45,000	\$34,398	\$54,361	\$79,848	\$53,273	30%	
	High:		\$69,713	\$84,293	\$95,530	\$101,149	\$109,577	90%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 45: Radio Dispatcher II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Radio Dispatcher II			\$34,704	\$40,776	\$46,888	\$65,668	90%	30
	<b>Number of Responses to Each Category:</b>		1	15	5	4	11		
	<b>Unweighted Average:</b>	16	\$54,600	\$34,475	\$45,453	\$54,226	\$50,274	46%	11
	<b>50th Percentile:</b>		\$54,600	\$35,678	\$44,432	\$55,995	\$52,230	41%	
	<b>Low:</b>		\$54,600	\$21,996	\$38,860	\$41,146	\$33,160	22%	
	<b>High:</b>		\$54,600	\$45,474	\$53,996	\$63,770	\$63,180	84%	

State of Alaska  
Salary Survey Summary

**Benchmark 46: Emergency Management Specialist II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$46,300	\$64,036	\$60,396	\$87,276	83%	30
<b>Emergency Management Specialist II</b>								
<b>Number of Responses to Each Category:</b>			0	9	3	2	6	
<b>Unweighted Average:</b>	9	n/a	\$44,891	\$58,705	\$69,717	\$66,163	44%	11
<b>50th Percentile:</b>		n/a	\$43,461	\$55,796	\$69,717	\$66,082	44%	
<b>Low:</b>		n/a	\$34,398	\$54,440	\$69,680	\$54,855	28%	
<b>High:</b>		n/a	\$58,127	\$65,827	\$69,753	\$75,565	67%	

State of Alaska  
Salary Survey Summary

**Benchmark 47: Airport Operations Officer**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum	
State of Alaska			\$52,176	\$61,956	\$69,024	\$99,744	91%	30	
<b>Number of Responses to Each Category:</b>		0	9	5	4	6			
	<b>Unweighted Average:</b>	9	n/a	\$51,262	\$66,610	\$80,300	\$77,311	51%	11
	<b>50th Percentile:</b>		n/a	\$49,394	\$65,877	\$80,382	\$76,618	48%	
	<b>Low:</b>		n/a	\$37,688	\$53,389	\$66,608	\$61,084	10%	
	<b>High:</b>		n/a	\$74,000	\$84,134	\$93,830	\$95,080	90%	

State of Alaska  
Salary Survey Summary

Benchmark 48: Ferry Terminal Assistant I

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska	Ferry Terminal Assistant I		\$34,704	\$40,776	\$45,888	\$68,866	90%	30	
	<b>Number of Responses to Each Category:</b>		1	4	2	1	4		
	<b>Unweighted Average:</b>	5	\$23,356	\$31,051	\$41,762	\$46,037	\$37,866	24%	14
	<b>50th Percentile:</b>		\$23,356	\$32,521	\$41,762	\$46,037	\$35,468	19%	
	<b>Low:</b>		\$23,356	\$20,788	\$40,045	\$46,037	\$30,652	8%	
	<b>High:</b>		\$23,356	\$38,363	\$43,479	\$46,037	\$49,874	49%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 49: Reservations Specialist**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$46,836	\$55,848	\$60,120	\$66,880	85%	90
<b>Number of Responses to Each Category:</b>		2	5	2	1	4		
<b>Unweighted Average:</b>	5	\$34,215	\$33,007	\$44,239	\$69,753	\$50,014	35%	11
<b>50th Percentile:</b>		\$34,215	\$29,362	\$44,239	\$69,753	\$43,941	30%	
<b>Low:</b>		\$33,498	\$19,210	\$22,601	\$69,753	\$36,607	18%	
<b>High:</b>		\$34,932	\$58,127	\$65,877	\$69,753	\$75,565	55%	

State of Alaska  
Salary Survey Summary

Benchmark 80: Port Captain

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Port Captain			\$75,229	\$89,362	\$96,180	\$139,008	88%	30
	Number of Responses to Each Category:		n/a	n/a	n/a	n/a	n/a		
	Unweighted Average:	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	50th Percentile:		n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Low:		n/a	n/a	n/a	n/a	n/a	n/a	n/a
	High:		n/a	n/a	n/a	n/a	n/a	n/a	n/a

State of Alaska  
Salary Survey Summary

Benchmark 51: Maintenance and Operations Superintendent

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Maintenance & Operations Superintendent			\$68,904	\$77,952	\$83,916	\$121,248	84%	30
	Number of Responses to Each Category:		7	22	9	7	18		
	Downweighted Average:	25	\$71,148	\$58,178	\$88,876	\$82,413	\$86,230	81%	11
	50th Percentile:		\$70,313	\$58,912	\$65,877	\$87,781	\$90,482	50%	
	Low:		\$58,284	\$42,549	\$54,321	\$88,982	\$68,584	15%	
	High:		\$83,871	\$77,462	\$87,141	\$100,480	\$114,975	84%	

State of Alaska  
Salary Survey Summary

Benchmark 52: Right-of-Way Agent III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Right-of-Way Agent III			\$52,176	\$61,966	\$69,024	\$99,744	91%	30
	<b>Number of Responses to Each Category:</b>		0	15	5	2	12		
	<b>Unweighted Average:</b>	15	n/a	\$53,735	\$68,696	\$87,016	\$78,902	43%	10
	<b>50th Percentile:</b>		n/a	\$52,414	\$63,698	\$87,016	\$77,081	44%	
	<b>Low:</b>		n/a	\$34,398	\$58,289	\$72,884	\$60,756	21%	
	<b>High:</b>		n/a	\$84,293	\$95,530	\$101,149	\$109,577	84%	

State of Alaska  
Salary Survey Summary

**Benchmark 53: Appraiser II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska	Appraiser II		\$82,176	\$81,988	\$89,024	\$99,744	91%	30
	<b>Number of Responses to Each Category:</b>	1	19	8	4	16		
	<b>Unweighted Average:</b>	20	\$38,205	\$44,894	\$57,116	\$65,049	\$64,139	42%
	<b>50th Percentile:</b>		\$38,205	\$45,110	\$58,042	\$65,634	\$63,845	44%
	<b>Low:</b>		\$38,205	\$28,665	\$46,551	\$52,668	\$48,683	22%
	<b>High:</b>		\$38,205	\$58,127	\$65,877	\$76,258	\$78,247	72%

State of Alaska  
Salary Survey Summary

Benchmark S4: Building Management Specialist

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Building Management Specialist			\$55,896	\$66,228	\$73,764	\$108,572	91%	30
	Number of Responses to Each Category:	3	11	4	4	9			
	Unweighted Average:	12	\$69,553	\$53,325	\$72,391	\$78,760	\$78,477	51%	13
	50th Percentile:		\$64,627	\$50,196	\$72,987	\$80,013	\$81,086	80%	
	Low:		\$60,662	\$40,504	\$62,000	\$69,753	\$60,756	15%	
	High:		\$83,369	\$73,843	\$81,628	\$83,260	\$91,468	84%	

State of Alaska  
Salary Survey Summary

**Benchmark 55: Airport Leasing Specialist II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Airport Leasing Specialist II			\$45,300	\$54,036	\$60,386	\$87,276	93%	30
	<b>Number of Responses to Each Category:</b>		0	6	3	3	5		
	<b>Unweighted Average:</b>	6	n/a	\$50,339	\$65,826	\$72,854	\$73,448	49%	14
	<b>50th Percentile:</b>		n/a	\$52,902	\$65,877	\$70,094	\$75,565	52%	
	<b>Low:</b>		n/a	\$36,370	\$64,491	\$69,753	\$54,855	28%	
	<b>High:</b>		n/a	\$58,127	\$67,109	\$78,715	\$85,937	74%	

State of Alaska  
Salary Survey Summary

Benchmark 56: Education Program Assistant

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Education Program Assistant			\$34,704	\$40,776	\$48,588	\$65,856	90%	30
	<b>Number of Responses to Each Category:</b>		2	10	6	4	8		
	Unweighted Average:	11	\$44,296	\$37,603	\$44,664	\$47,523	\$56,368	44%	12
	50th Percentile:		\$44,296	\$37,640	\$41,754	\$46,930	\$53,910	46%	
	Low:		\$40,312	\$29,039	\$36,517	\$44,921	\$44,792	26%	
	High:		\$48,281	\$51,834	\$62,742	\$51,313	\$75,912	69%	

State of Alaska  
Salary Survey Summary

Benchmark 57: Education Specialist II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Education Specialist II			\$63,888	\$75,624	\$84,444	\$122,028	91%	30
	<b>Number of Responses to Each Category:</b>		1	16	8	5	12		
	<b>Unweighted Average:</b>	17	\$43,620	\$48,927	\$65,048	\$75,201	\$76,280	55%	11
	<b>50th Percentile:</b>		\$43,620	\$47,586	\$63,052	\$75,494	\$73,150	49%	
	<b>Low:</b>		\$43,620	\$34,398	\$51,193	\$61,411	\$64,951	30%	
	<b>High:</b>		\$43,620	\$84,293	\$95,530	\$101,149	\$109,377	84%	

State of Alaska  
Salary Survey Summary

Benchmark 58: AVTEC Instructor

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	AVTEC Instructor			\$42,359			\$70,912	67%	
	<b>Number of Responses to Each Category:</b>	1	11	3	4	11			
	<b>Unweighted Average:</b>	12	\$76,324	\$38,401	\$53,871	\$58,835	\$63,496	69%	18
	<b>50th Percentile:</b>		\$76,324	\$37,660	\$52,826	\$58,007	\$64,202	78%	
	<b>Low:</b>		\$76,324	\$25,729	\$42,909	\$49,572	\$49,657	30%	
	<b>High:</b>		\$76,324	\$58,127	\$65,877	\$69,753	\$75,565	93%	

State of Alaska  
Salary Survey Summary

**Benchmark 59: Training Specialist II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Training Specialist II			\$82,176	\$61,966	\$69,024	\$99,744	81%	30
	<b>Number of Responses to Each Category:</b>	2	19	5	5	16			
	<b>Unweighted Average:</b>	20	\$61,789	\$47,533	\$60,577	\$69,088	\$71,139	50%	12
	<b>50th Percentile:</b>		\$61,789	\$44,381	\$57,705	\$72,154	\$68,425	47%	
	<b>Low:</b>		\$61,260	\$33,104	\$52,826	\$54,321	\$49,657	21%	
	<b>High:</b>		\$62,319	\$70,328	\$79,702	\$84,389	\$88,889	84%	

State of Alaska  
Salary Survey Summary

Benchmark 60: Alaska Military Youth Academy Team Leader

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$36,960	\$43,728	\$48,960	\$70,782	81%	30
Alaska Military Youth Academy Team Leader								
Number of Responses to Each Category:		0	5	2	0	4		
Unweighted Average:		5	\$33,464	\$43,935	n/a	\$55,836	63%	7
50th Percentile:			n/a	\$34,793	\$43,935	n/a	\$53,915	48%
Low:			n/a	\$25,729	\$38,528	n/a	\$38,592	33%
High:			n/a	\$40,841	\$49,343	n/a	\$76,921	121%

**State of Alaska  
Salary Survey Summary**

**Benchmark 61: Recreation Assistant**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum	
State of Alaska			\$32,784	\$38,100	\$42,612	\$61,860	88%	30	
<b>Number of Responses to Each Category:</b>			0	9	4	2	7		
	<b>Unweighted Average:</b>	9	n/a	\$28,654	\$34,188	\$35,979	\$40,669	41%	11
	<b>50th Percentile:</b>		n/a	\$27,598	\$34,584	\$35,579	\$40,913	33%	
	<b>Low:</b>		n/a	\$22,195	\$28,724	\$30,011	\$31,337	28%	
	<b>High:</b>		n/a	\$38,108	\$38,860	\$41,146	\$52,230	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 62: Library Assistant I**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska	Library Assistant I		\$32,784	\$38,100	\$42,612	\$61,860	88%	30
	<b>Number of Responses to Each Category:</b>		<b>1</b>	<b>18</b>	<b>7</b>	<b>5</b>	<b>14</b>	
	<b>Unweighted Average:</b>	18	\$37,595	\$27,269	\$33,041	\$39,632	\$40,030	47%
	<b>50th Percentile:</b>		\$37,595	\$25,686	\$32,631	\$37,999	\$38,386	47%
	<b>Low:</b>		\$37,595	\$16,606	\$20,574	\$26,627	\$27,950	22%
	<b>High:</b>		\$37,595	\$42,948	\$48,357	\$49,000	\$53,699	84%

State of Alaska  
Salary Survey Summary

Benchmark 63: Librarian III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Librarian III			\$59,712	\$70,752	\$78,888	\$113,888	91%	30
	Number of Responses to Each Category:		5	21	6	5	17		
	Unweighted Average:	28	\$63,487	\$48,504	\$62,880	\$73,157	\$77,916	87%	12
	50th Percentile:		\$62,859	\$48,639	\$58,066	\$75,494	\$74,106	50%	
	Low:		\$58,141	\$33,104	\$51,858	\$51,193	\$49,857	25%	
	High:		\$69,569	\$84,293	\$95,530	\$101,149	\$119,412	108%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 64: Archivist II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Archivist II			\$62,176	\$61,956	\$69,024	\$99,744	91%	30
	<b>Number of Responses to Each Category:</b>	3	17	6	4	11			
	<b>Unweighted Average:</b>	20	\$55,461	\$41,245	\$50,492	\$64,859	\$58,542	47%	10
	<b>50th Percentile:</b>		\$49,357	\$42,033	\$50,502	\$63,450	\$60,577	47%	
	<b>Low:</b>		\$43,840	\$29,908	\$35,616	\$62,783	\$42,897	27%	
	<b>High:</b>		\$73,187	\$59,426	\$65,877	\$69,753	\$75,565	84%	

State of Alaska  
Salary Survey Summary

Benchmark 65: Museum Curator II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Museum Curator II			\$82,176	\$81,866	\$69,024	\$99,744	91%	30
	<b>Number of Responses to Each Category:</b>		<b>3</b>	<b>17</b>	<b>5</b>	<b>5</b>	<b>11</b>		
	<b>Unweighted Average:</b>	19	\$55,633	\$40,534	\$48,788	\$54,950	\$66,044	52%	12
	<b>50th Percentile:</b>		\$54,681	\$37,688	\$46,428	\$57,705	\$69,311	49%	
	<b>Low:</b>		\$47,122	\$32,631	\$42,252	\$42,379	\$44,931	21%	
	<b>High:</b>		\$65,096	\$58,127	\$65,877	\$69,753	\$99,253	108%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 66: Archaeologist II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 3 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$82,176	\$61,986	\$69,024	\$99,744	91%	30
<b>Number of Responses to Each Category:</b>		1	12	5	3	8		
<b>Unweighted Average:</b>	13	\$38,664	\$46,214	\$65,488	\$79,937	\$73,551	54%	11
<b>50th Percentile:</b>		\$38,664	\$40,671	\$55,796	\$69,680	\$68,279	49%	
<b>Low:</b>		\$38,664	\$34,398	\$49,304	\$68,982	\$57,165	25%	
<b>High:</b>		\$38,664	\$84,293	\$95,530	\$101,149	\$109,577	108%	

State of Alaska  
Salary Survey Summary

Benchmark 67: Subsistence Resource Specialist II

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$48,300	\$54,036	\$60,366	\$67,276	93%	30
Subsistence Resource Specialist II								
Number of Responses to Each Category:		1	7	2	1	6		
Unweighted Average:	8	\$47,460	\$45,942	\$54,676	\$58,772	\$69,677	53%	5
50th Percentile:		\$47,460	\$45,086	\$54,676	\$58,772	\$67,907	50%	
Low:		\$47,460	\$36,170	\$53,544	\$58,772	\$64,202	22%	
High:		\$47,460	\$60,562	\$55,809	\$58,772	\$78,239	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 68: Publications Specialist II**

		<b>No. of Job Matches</b>	<b>Annual Flat Rate</b>	<b>Annual Salary at Entry</b>	<b>Annual Salary After 5 Years</b>	<b>Annual Salary After 10 Years</b>	<b>Annual Range Maximum</b>	<b>Range Spread</b>	<b>No. of Years to Range Maximum</b>
<b>State of Alaska</b>	<b>Publications Specialist II</b>			<b>\$45,900</b>	<b>\$54,036</b>	<b>\$60,396</b>	<b>\$87,276</b>	<b>93%</b>	<b>30</b>
	<b>Number of Responses to Each Category:</b>		<b>6</b>	<b>26</b>	<b>8</b>	<b>4</b>	<b>21</b>		
	<b>Unweighted Average:</b>	<b>29</b>	<b>\$48,768</b>	<b>\$40,259</b>	<b>\$47,519</b>	<b>\$59,487</b>	<b>\$61,757</b>	<b>51%</b>	<b>11</b>
	<b>50th Percentile:</b>		<b>\$46,782</b>	<b>\$39,456</b>	<b>\$46,663</b>	<b>\$57,997</b>	<b>\$59,878</b>	<b>47%</b>	
	<b>Low:</b>		<b>\$38,953</b>	<b>\$27,874</b>	<b>\$39,268</b>	<b>\$52,242</b>	<b>\$41,812</b>	<b>22%</b>	
	<b>High:</b>		<b>\$53,931</b>	<b>\$58,127</b>	<b>\$65,877</b>	<b>\$69,753</b>	<b>\$99,253</b>	<b>108%</b>	

State of Alaska  
Salary Survey Summary

Benchmark 69: Information Officer II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Information Officer II			\$48,816	\$57,816	\$64,836	\$93,264	92%	30
	Number of Responses to Each Category:	6	27	11	7	20			
	Unweighted Average:	30	\$61,414	\$48,714	\$63,469	\$77,447	\$71,349	50%	10
	50th Percentile:		\$54,241	\$48,812	\$60,933	\$76,258	\$72,651	49%	
	Low:		\$47,997	\$30,333	\$47,388	\$66,218	\$45,500	21%	
	High:		\$84,375	\$67,316	\$87,656	\$99,000	\$98,729	84%	

State of Alaska  
Salary Survey Summary

Benchmark 70: Child Support Specialist I

No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska	Child Support Specialist I		\$39,432	\$46,992	\$82,428	\$78,766	92%	30	
	Number of Responses to Each Category:	0	13	6	2	10			
	Unweighted Average:	13	n/a	\$36,671	\$44,653	\$53,485	\$52,395	45%	10
	50th Percentile:		n/a	\$36,380	\$43,652	\$53,485	\$51,560	48%	
	Low:		n/a	\$33,104	\$40,913	\$46,037	\$46,517	23%	
	High:		n/a	\$41,288	\$49,004	\$60,933	\$63,990	67%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 71: Child Support Manager**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Child Support Manager			\$66,804	\$77,982	\$83,816	\$121,248	84%	30
	<b>Number of Responses to Each Category:</b>		<b>0</b>	<b>11</b>	<b>4</b>	<b>2</b>	<b>9</b>		
	<b>Unweighted Average:</b>	11	n/a	\$54,381	\$77,813	\$83,956	\$84,580	51%	11
	<b>50th Percentile:</b>		n/a	\$55,015	\$75,031	\$83,956	\$87,779	52%	
	<b>Low:</b>		n/a	\$34,398	\$66,608	\$83,522	\$60,756	30%	
	<b>High:</b>		n/a	\$74,179	\$94,584	\$84,389	\$114,968	84%	

State of Alaska  
Salary Survey Summary

Benchmark 72: Eligibility Technician II

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska		Eligibility Technician II	\$39,432	\$46,892	\$52,428	\$75,759	92%	30		
		<b>Number of Responses to Each Category:</b>	1	17	9	5	13			
		<b>Unweighted Average:</b>	18	\$38,570	\$34,975	\$44,465	\$57,381	\$48,873	44%	11
		<b>50th Percentile:</b>		\$38,570	\$33,323	\$43,824	\$68,982	\$48,244	46%	
		<b>Low:</b>		\$38,570	\$20,723	\$24,612	\$29,232	\$33,294	23%	
		<b>High:</b>		\$38,570	\$58,127	\$65,877	\$69,753	\$75,565	83%	

State of Alaska  
Salary Survey Summary

Benchmark 73: Medical Assistance Administrator III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Medical Assistance Administrator III			\$69,712	\$70,782	\$78,888	\$113,988	61%	30
	Number of Responses to Each Category:		0	8	4	2	5		
	Unweighted Average:	8	n/a	\$53,944	\$73,986	\$94,313	\$84,512	45%	10
	50th Percentile:		n/a	\$51,684	\$73,636	\$94,313	\$83,475	43%	
	Low:		n/a	\$34,398	\$53,141	\$87,477	\$61,347	30%	
	High:		n/a	\$84,283	\$95,530	\$101,149	\$109,977	67%	

State of Alaska  
Salary Survey Summary

**Benchmark 74: Workers' Compensation Technician**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Workers' Compensation Technician			\$34,704	\$40,776	\$46,668	\$66,856	60%	30
	<b>Number of Responses to Each Category:</b>		2	9	5	2	8		
	<b>Unweighted Average:</b>	11	\$40,867	\$37,272	\$47,717	\$59,970	\$56,958	53%	10
	<b>50th Percentile:</b>		\$40,867	\$37,142	\$45,073	\$59,970	\$55,944	56%	
	<b>Low:</b>		\$37,698	\$24,611	\$38,788	\$50,187	\$41,014	30%	
	<b>High:</b>		\$43,436	\$58,127	\$65,877	\$68,753	\$75,565	68%	

State of Alaska  
Salary Survey Summary

Benchmark 75: Social Services Program Coordinator

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Social Services Program Coordinator			\$69,712	\$70,752	\$78,889	\$113,998	91%	30
	Number of Responses to Each Category:	10	0	10	3	2	8		
	Unweighted Average:	10	n/a	\$48,175	\$64,318	\$80,324	\$66,946	37%	12
	50th Percentile:		n/a	\$48,801	\$60,933	\$80,324	\$63,762	31%	
	Low:		n/a	\$34,398	\$52,321	\$76,258	\$50,535	23%	
	High:		n/a	\$70,328	\$79,702	\$84,389	\$91,419	67%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 76: Social Services Associate II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Social Services Associate II			\$34,704	\$40,776	\$48,688	\$68,856	90%	30
	<b>Number of Responses to Each Category:</b>		0	12	6	2	10		
	<b>Unweighted Average:</b>	12	n/a	\$31,553	\$40,283	\$42,599	\$45,448	40%	11
	<b>50th Percentile:</b>		n/a	\$31,486	\$39,545	\$42,599	\$44,314	38%	
	<b>Low:</b>		n/a	\$17,665	\$34,056	\$39,162	\$35,340	23%	
	<b>High:</b>		n/a	\$40,776	\$51,097	\$46,037	\$62,100	55%	

State of Alaska  
Salary Survey Summary

Benchmark 77: Social Worker II (Children's Services)

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Social Worker II (Children's Services)			\$48,516	\$57,816	\$64,636	\$93,264	92%	30
	Number of Responses to Each Category:		3	18	8	4	15		
	Unweighted Average:	19	\$51,236	\$44,414	\$58,464	\$69,736	\$65,551	48%	12
	50th Percentile:		\$49,608	\$45,077	\$55,285	\$68,209	\$62,864	47%	
	Low:		\$45,086	\$33,969	\$47,202	\$58,136	\$54,217	23%	
	High:		\$59,014	\$70,328	\$79,702	\$84,389	\$91,419	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 78: Social Worker IV/Childrens Svcs. Supvr.**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum	
State of Alaska			\$87,720	\$68,340	\$73,672	\$106,332	84%	30	
<b>Number of Responses to Each Category:</b>			1	12	7	4	9		
	<b>Unweighted Average:</b>	13	\$68,443	\$53,740	\$69,601	\$81,875	\$82,920	47%	12
	<b>50th Percentile:</b>		\$68,443	\$51,114	\$62,606	\$77,758	\$81,038	91%	
	<b>Low:</b>		\$68,443	\$34,398	\$60,091	\$70,833	\$64,804	27%	
	<b>High:</b>		\$68,443	\$84,293	\$95,530	\$101,149	\$109,577	67%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 79: Public Guardian**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Public Guardian			\$62,176	\$61,956	\$69,024	\$99,744	81%	30
	<b>Number of Responses to Each Category:</b>		n/a	n/a	n/a	n/a	n/a		
	<b>Unweighted Average:</b>	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<b>50th Percentile:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<b>Low:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<b>High:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a

**State of Alaska  
Salary Survey Summary**

**Benchmark 80: Vocational Rehabilitation Assistant II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
<b>State of Alaska</b>			<b>\$34,704</b>	<b>\$40,776</b>	<b>\$46,888</b>	<b>\$66,866</b>	<b>90%</b>	<b>30</b>
<b>Vocational Rehabilitation Assistant II</b>								
<b>Number of Responses to Each Category:</b>		0	8	5	2	6		
<b>Unweighted Average:</b>	8	n/a	\$34,415	\$40,875	\$50,159	\$49,914	44%	10
<b>50th Percentile:</b>		n/a	\$32,849	\$39,655	\$50,159	\$51,422	45%	
<b>Low:</b>		n/a	\$29,851	\$35,810	\$49,004	\$38,965	23%	
<b>High:</b>		n/a	\$42,762	\$48,463	\$51,313	\$58,589	84%	

State of Alaska  
Salary Survey Summary

**Benchmark 81: Vocational Rehabilitation Counselor III**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread to Range Maximum	No. of Years to Range Maximum
State of Alaska	Vocational Rehabilitation Counselor III			\$85,896	\$68,228	\$73,764	\$106,872	91%	30
	<b>Number of Responses to Each Category:</b>	0	13	4	2	10			
	<b>Unweighted Average:</b>	13	n/a	\$44,715	\$61,130	\$77,035	\$64,864	44%	11
	<b>50th Percentile:</b>		n/a	\$42,549	\$56,493	\$77,035	\$64,989	44%	
	<b>Low:</b>		n/a	\$34,398	\$91,834	\$69,680	\$44,329	25%	
	<b>High:</b>		n/a	\$70,328	\$79,702	\$84,389	\$91,419	84%	

State of Alaska  
Salary Survey Summary

Benchmark 82: Employment Security Specialist IB

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$39,432	\$46,992	\$82,428	\$75,786	92%	30
Number of Responses to Each Category:		0	6	2	1	4		
Unweighted Average:	6	n/a	\$36,698	\$44,802	\$55,796	\$54,838	49%	8
50th Percentile:		n/a	\$34,921	\$44,802	\$55,796	\$50,325	47%	
Low:		n/a	\$30,601	\$44,682	\$55,796	\$48,560	36%	
High:		n/a	\$48,839	\$44,921	\$55,796	\$70,142	67%	

State of Alaska  
Salary Survey Summary

Benchmark 83: Employment Services Manager I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Employment Services Manager I			\$46,836	\$58,848	\$60,120	\$66,660	85%	30
	Number of Responses to Each Category:		0	6	1	1	5		
	Unweighted Average:	6	n/a	\$50,594	\$58,289	\$72,884	\$72,850	45%	10
	50th Percentile:		n/a	\$49,610	\$58,289	\$72,884	\$69,791	46%	
	Low:		n/a	\$40,504	\$58,289	\$72,884	\$60,756	22%	
	High:		n/a	\$68,444	\$58,289	\$72,884	\$98,689	67%	

State of Alaska  
Salary Survey Summary

Benchmark 84: College Intern III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	College Intern III			\$32,088	\$37,206	\$40,063	\$67,967	80%	30
		<b>Number of Responses to Each Category:</b>							
		2	12	6	4	9			
	<b>Unweighted Average:</b>	14	\$33,728	\$30,872	\$38,258	\$47,191	\$40,688	40%	11
	<b>50th Percentile:</b>		\$33,725	\$30,682	\$40,616	\$49,445	\$39,064	43%	
	<b>Low:</b>		\$31,200	\$16,632	\$26,776	\$36,485	\$22,142	18%	
	<b>High:</b>		\$36,250	\$38,509	\$43,479	\$53,389	\$49,874	59%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 85: Health Program Associate**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Health Program Associate			\$45,300	\$54,036	\$60,396	\$87,276	93%	30
	<b>Number of Responses to Each Category:</b>		0	11	4	2	8		
	<b>Unweighted Average:</b>	11	n/a	\$39,933	\$41,420	\$47,267	\$59,261	42%	10
	<b>50th Percentile:</b>		n/a	\$36,517	\$41,613	\$47,267	\$58,681	31%	
	<b>Low:</b>		n/a	\$33,404	\$38,860	\$41,146	\$43,805	22%	
	<b>High:</b>		n/a	\$55,132	\$43,994	\$53,389	\$88,462	84%	

State of Alaska  
Salary Survey Summary

Benchmark 86: Health Program Manager II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Health Program Manager II			\$85,896	\$66,228	\$73,764	\$106,672	91%	30
	Number of Responses to Each Category:		0	13	5	2	10		
	Unweighted Average:	13	n/a	\$56,422	\$70,861	\$96,354	\$84,587	45%	10
	50th Percentile:		n/a	\$57,105	\$72,884	\$96,354	\$83,388	45%	
	Low:		n/a	\$34,398	\$51,819	\$91,559	\$67,247	21%	
	High:		n/a	\$84,293	\$95,530	\$101,149	\$109,577	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 87: Public Health Specialist II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$69,712	\$70,762	\$78,888	\$113,988	91%	30
<b>Public Health Specialist II</b>								
<b>Number of Responses to Each Category:</b>		0	10	4	2	8		
<b>Unweighted Average:</b>	10	n/a	\$49,212	\$68,509	\$80,324	\$73,527	49%	10
<b>50th Percentile:</b>		n/a	\$47,475	\$69,262	\$80,324	\$72,903	49%	
<b>Low:</b>		n/a	\$36,145	\$55,809	\$76,258	\$54,217	28%	
<b>High:</b>		n/a	\$70,328	\$79,702	\$84,389	\$94,182	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 88: Certified Nurse Aide I**

	<b>No. of Job Matches</b>	<b>Annual Flat Rate</b>	<b>Annual Salary at Entry</b>	<b>Annual Salary After 5 Years</b>	<b>Annual Salary After 10 Years</b>	<b>Annual Range Maximum</b>	<b>Range Spread</b>	<b>No. of Years to Range Maximum</b>
<b>State of Alaska</b>			<b>\$31,032</b>	<b>\$36,108</b>	<b>\$40,308</b>	<b>\$88,248</b>	<b>87%</b>	<b>30</b>
<b>Number of Responses to Each Category:</b>		<b>5</b>	<b>22</b>	<b>8</b>	<b>5</b>	<b>19</b>		
<b>Unweighted Average:</b>	<b>24</b>	<b>\$30,927</b>	<b>\$26,040</b>	<b>\$34,187</b>	<b>\$38,098</b>	<b>\$36,832</b>	<b>43%</b>	<b>13</b>
<b>50th Percentile:</b>		<b>\$29,260</b>	<b>\$26,174</b>	<b>\$33,794</b>	<b>\$39,257</b>	<b>\$37,295</b>	<b>44%</b>	
<b>Low:</b>		<b>\$26,536</b>	<b>\$19,537</b>	<b>\$32,002</b>	<b>\$34,328</b>	<b>\$29,804</b>	<b>23%</b>	
<b>High:</b>		<b>\$39,598</b>	<b>\$32,557</b>	<b>\$37,261</b>	<b>\$40,600</b>	<b>\$44,832</b>	<b>84%</b>	

State of Alaska  
Salary Survey Summary

Benchmark 89: Psychiatric Nursing Assistant III

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$38,062	\$41,136	\$46,032	\$68,616	80%	30
<b>Number of Responses to Each Category:</b>		0	11	4	2	10		
<b>Unweighted Average:</b>	11	n/a	\$29,502	\$40,131	\$45,466	\$42,252	46%	13
<b>50th Percentile:</b>		n/a	\$28,017	\$41,182	\$45,466	\$42,771	45%	
<b>Low:</b>		n/a	\$22,195	\$34,679	\$44,895	\$32,740	17%	
<b>High:</b>		n/a	\$38,363	\$43,479	\$46,037	\$49,874	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 90: Nurse II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Nurse II			\$66,412	\$86,864	\$74,448	\$107,680	91%	30
	<b>Number of Responses to Each Category:</b>		8	30	11	8	26		
	<b>Unweighted Average:</b>	33	\$57,951	\$47,795	\$57,652	\$66,071	\$76,185	59%	15
	<b>50th Percentile:</b>		\$59,828	\$48,565	\$59,623	\$67,025	\$74,898	52%	
	<b>Low:</b>		\$50,348	\$34,398	\$43,479	\$46,037	\$49,874	30%	
	<b>High:</b>		\$63,855	\$63,158	\$69,541	\$80,908	\$109,019	138%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 91: Nurse II (Psychiatric)**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$88,412	\$86,864	\$74,446	\$107,680	91%	30
<b>Number of Responses to Each Category:</b>		<b>1</b>	<b>10</b>	<b>3</b>	<b>3</b>	<b>8</b>		
<b>Unweighted Average:</b>	10	\$59,973	\$51,019	\$58,676	\$70,748	\$73,553	48%	13
<b>50th Percentile:</b>		\$59,973	\$50,780	\$65,940	\$82,686	\$74,813	45%	
<b>Low:</b>		\$59,973	\$38,363	\$43,479	\$46,037	\$49,874	30%	
<b>High:</b>		\$59,973	\$71,084	\$66,608	\$83,522	\$101,526	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 92: Public Health Nurse II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska			\$63,888	\$78,624	\$84,444	\$122,028	91%	30	
	<b>Number of Responses to Each Category:</b>		2	17	6	5	14		
	<b>Unweighted Average:</b>	17	\$61,914	\$52,943	\$65,776	\$77,762	\$80,128	53%	13
	<b>50th Percentile:</b>		\$61,914	\$53,984	\$65,909	\$82,686	\$78,950	50%	
	<b>Low:</b>		\$58,973	\$39,325	\$61,259	\$69,434	\$64,530	27%	
	<b>High:</b>		\$63,855	\$67,004	\$69,159	\$83,522	\$97,716	108%	

State of Alaska  
Salary Survey Summary

Benchmark 93: Nurse IV

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska			\$70,380	\$83,388	\$88,760	\$128,720	84%	30	
	<b>Number of Responses to Each Category:</b>		6	23	7	6	20		
	<b>Unweighted Average:</b>	26	\$73,928	\$60,823	\$75,123	\$86,283	\$93,338	52%	16
	<b>50th Percentile:</b>		\$71,722	\$60,558	\$72,634	\$85,579	\$91,152	50%	
	<b>Low:</b>		\$61,330	\$43,939	\$61,082	\$70,665	\$73,982	27%	
	<b>High:</b>		\$87,791	\$84,293	\$95,530	\$101,149	\$110,448	105%	

State of Alaska  
Salary Survey Summary

Benchmark 94: Health Practitioner I

	No. of job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$78,132	\$92,808	\$104,004	\$160,800	92%	30
Health Practitioner I								
Number of Responses to Each Category:		7	23	6	5	18		
Unweighted Average:		26	\$87,253	\$67,146	\$82,059	\$108,875	58%	14
50th Percentile:			\$88,229	\$67,395	\$79,448	\$101,635	50%	
Low:			\$76,561	\$43,939	\$66,091	\$79,986	14%	
High:			\$97,194	\$100,238	\$113,603	\$144,903	128%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 95: Wildlife Veterinarian**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$68,256	\$81,048	\$90,444	\$130,704	91%	30
<b>Wildlife Veterinarian</b>								
<b>Number of Responses to Each Category:</b>		<b>1</b>	<b>14</b>	<b>5</b>	<b>3</b>	<b>11</b>		
<b>Unweighted Average:</b>	15	\$104,081	\$63,823	\$73,263	\$94,451	\$97,167	49%	10
<b>50th Percentile:</b>		\$104,081	\$61,429	\$72,154	\$91,561	\$101,635	50%	
<b>Low:</b>		\$104,081	\$45,841	\$60,091	\$90,644	\$64,943	23%	
<b>High:</b>		\$104,081	\$84,293	\$95,530	\$101,149	\$113,549	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 96: Psychological Counselor II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska	Psychological Counselor II		\$48,816	\$67,816	\$64,636	\$93,264	92%	30	
	<b>Number of Responses to Each Category:</b>		5	17	5	3	15		
	<b>Unweighted Average:</b>	21	\$56,333	\$48,699	\$59,494	\$71,533	\$72,659	49%	13
	<b>50th Percentile:</b>		\$51,155	\$49,276	\$59,695	\$75,494	\$70,103	49%	
	<b>Low:</b>		\$49,608	\$37,809	\$57,182	\$62,848	\$50,535	23%	
	<b>High:</b>		\$67,251	\$58,228	\$60,933	\$76,258	\$120,936	108%	

State of Alaska  
Salary Survey Summary

Benchmark 97: Mental Health Clinician III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Mental Health Clinician III			\$63,888	\$76,024	\$84,444	\$122,028	91%	30
	<b>Number of Responses to Each Category:</b>		1	14	5	2	11		
	<b>Unweighted Average:</b>	14	\$77,590	\$60,381	\$80,109	\$100,804	\$92,229	50%	10
	<b>50th Percentile:</b>		\$77,590	\$59,192	\$79,848	\$100,804	\$92,361	49%	
	<b>Low:</b>		\$77,590	\$42,549	\$61,612	\$100,460	\$67,364	26%	
	<b>High:</b>		\$77,590	\$84,293	\$95,530	\$101,149	\$114,968	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 98: Pharmacy Technician**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$38,088	\$41,136	\$46,032	\$66,816	90%	30
<b>Number of Responses to Each Category:</b>		3	14	5	3	12		
<b>Unweighted Average:</b>	14	\$34,060	\$30,643	\$40,661	\$46,316	\$42,435	43%	15
<b>50th Percentile:</b>		\$34,355	\$30,229	\$39,655	\$49,004	\$41,591	45%	
<b>Low:</b>		\$32,252	\$23,761	\$29,908	\$38,630	\$35,616	26%	
<b>High:</b>		\$35,572	\$42,762	\$48,463	\$51,313	\$55,589	67%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 99: Recreation Therapist II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$46,836	\$56,948	\$60,120	\$66,880	88%	30
<b>Number of Responses to Each Category:</b>		0	13	5	3	10		
<b>Unweighted Average:</b>	13	n/a	\$39,424	\$51,704	\$62,640	\$59,499	47%	15
<b>50th Percentile:</b>		n/a	\$39,123	\$49,569	\$66,608	\$57,436	46%	
<b>Low:</b>		n/a	\$28,665	\$42,483	\$51,558	\$36,618	25%	
<b>High:</b>		n/a	\$58,127	\$65,877	\$69,753	\$83,237	84%	

State of Alaska  
Salary Survey Summary

Benchmark 100: Laboratory Technician

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$36,960	\$43,728	\$48,960	\$70,752	91%	30
<b>Number of Responses to Each Category:</b>		5	16	4	2	13		
<b>Unweighted Average:</b>	18	\$47,249	\$33,023	\$42,311	\$52,004	\$47,500	47%	14
<b>50th Percentile:</b>		\$42,385	\$33,374	\$40,899	\$52,004	\$46,979	48%	
<b>Low:</b>		\$38,024	\$25,534	\$34,056	\$37,401	\$38,592	22%	
<b>High:</b>		\$69,691	\$44,921	\$53,389	\$66,608	\$57,368	84%	

State of Alaska  
Salary Survey Summary

Benchmark 101: Public Health Microbiologist I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Public Health Microbiologist I			\$48,816	\$57,816	\$64,536	\$93,264	92%	30
	Number of Responses to Each Category:	2	20	7	4	17			
	Unweighted Average:	20	\$57,384	\$45,882	\$57,911	\$70,122	\$66,164	45%	13
	50th Percentile:		\$57,384	\$46,438	\$53,868	\$66,274	\$67,247	48%	
	Low:		\$53,306	\$33,104	\$47,262	\$63,550	\$49,657	23%	
	High:		\$61,461	\$70,328	\$79,702	\$84,389	\$91,419	84%	

State of Alaska  
Salary Survey Summary

Benchmark 102: Fish & Wildlife Technician II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Fish & Wildlife Technician II			\$29,004	\$33,684	\$37,612	\$34,204	87%	30
	<b>Number of Responses to Each Category:</b>		0	10	3	1	8		
	<b>Unweighted Average:</b>	10	n/a	\$29,552	\$31,756	\$36,650	\$46,779	47%	11
	<b>50th Percentile:</b>		n/a	\$30,604	\$31,871	\$36,650	\$46,303	42%	
	<b>Low:</b>		n/a	\$17,665	\$28,783	\$36,650	\$34,056	26%	
	<b>High:</b>		n/a	\$38,112	\$34,614	\$36,650	\$61,882	84%	

State of Alaska  
Salary Survey Summary

Benchmark 103: Fishery Biologist II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Fishery Biologist II			\$46,836	\$58,848	\$60,120	\$86,880	88%	30
	<b>Number of Responses to Each Category:</b>		2	13	4	2	10		
	<b>Unweighted Average:</b>	13	\$59,201	\$43,308	\$55,558	\$69,717	\$68,020	54%	11
	<b>50th Percentile:</b>		\$59,201	\$42,549	\$53,525	\$69,717	\$70,640	50%	
	<b>Low:</b>		\$51,571	\$32,135	\$49,304	\$69,681	\$50,380	30%	
	<b>High:</b>		\$66,830	\$58,127	\$65,877	\$69,753	\$84,330	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 104: Fishery Biologist IV**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska			\$61,872	\$72,986	\$78,876	\$113,856	84%	30	
	<b>Number of Responses to Each Category:</b>		1	12	4	2	9		
	<b>Unweighted Average:</b>	12	\$100,348	\$56,454	\$68,603	\$88,704	\$88,378	49%	10
	<b>50th Percentile:</b>		\$100,348	\$50,780	\$60,131	\$88,704	\$82,109	47%	
	<b>Low:</b>		\$100,348	\$43,939	\$58,617	\$76,258	\$68,584	21%	
	<b>High:</b>		\$100,348	\$84,293	\$95,530	\$101,149	\$132,445	84%	

State of Alaska  
Salary Survey Summary

Benchmark 105: Biometrician III

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$59,712	\$70,762	\$78,888	\$113,988	91%	30
<b>Number of Responses to Each Category:</b>		1	5	2	1	4		
<b>Unweighted Average:</b>	5	\$84,100	\$57,357	\$69,896	\$84,389	\$85,315	43%	12
<b>50th Percentile:</b>		\$84,100	\$55,132	\$69,896	\$84,389	\$86,764	41%	
<b>Low:</b>		\$84,100	\$45,841	\$60,091	\$84,389	\$66,517	21%	
<b>High:</b>		\$84,100	\$70,328	\$79,702	\$84,389	\$101,216	67%	

State of Alaska  
Salary Survey Summary

Benchmark 106: Fisheries Scientist I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Fisheries Scientist I			\$70,380	\$83,388	\$98,760	\$129,720	84%	30
	<b>Number of Responses to Each Category:</b>		1	9	3	1	8		
	<b>Unweighted Average:</b>	9	\$100,859	\$60,212	\$77,011	\$101,149	\$88,209	46%	11
	<b>50th Percentile:</b>		\$100,859	\$55,132	\$73,207	\$101,149	\$80,437	42%	
	<b>Low:</b>		\$100,859	\$50,273	\$62,295	\$101,149	\$66,517	21%	
	<b>High:</b>		\$100,859	\$84,283	\$95,530	\$101,149	\$128,376	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 107: Agronomist II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska	Agronomist II		\$53,928	\$63,924	\$68,808	\$89,408	84%	30	
	<b>Number of Responses to Each Category:</b>	0	10	4	3	7			
	Unweighted Average:	10	n/a	\$49,472	\$66,817	\$76,476	\$73,873	45%	13
	50th Percentile:		n/a	\$51,070	\$64,931	\$72,884	\$75,004	49%	
	Low:		n/a	\$33,104	\$57,706	\$72,154	\$49,657	27%	
	High:		n/a	\$70,328	\$79,702	\$84,389	\$97,753	84%	

State of Alaska  
Salary Survey Summary

Benchmark 108: Natural Resource Technician II

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$34,704	\$40,776	\$48,595	\$65,856	90%	30
Natural Resource Technician II								
Number of Responses to Each Category:		0	8	4	2	5		
Unweighted Average:	8	n/a	\$30,677	\$38,463	\$48,595	\$42,570	38%	11
50th Percentile:		n/a	\$29,284	\$38,159	\$48,595	\$40,913	41%	
Low:		n/a	\$25,729	\$34,056	\$46,037	\$35,181	18%	
High:		n/a	\$38,363	\$43,479	\$51,154	\$49,874	50%	

State of Alaska  
Salary Survey Summary

Benchmark 109: Natural Resource Specialist II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Natural Resource Specialist II			\$48,300	\$54,036	\$60,366	\$87,276	83%	30
	Number of Responses to Each Category:		0	10	4	2	7		
	Unweighted Average:	10	n/a	\$48,363	\$53,753	\$66,762	\$72,663	46%	11
	50th Percentile:		n/a	\$44,669	\$50,229	\$66,762	\$73,982	46%	
	Low:		n/a	\$34,398	\$48,677	\$63,771	\$56,593	21%	
	High:		n/a	\$61,863	\$65,877	\$89,753	\$97,753	84%	

State of Alaska  
Salary Survey Summary

Benchmark 110: Natural Resource Manager II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Natural Resource Manager II			\$61,572	\$72,996	\$78,676	\$113,660	84%	30
	<b>Number of Responses to Each Category:</b>	0		10	4	2	7		
	<b>Unweighted Average:</b>	10	n/a	\$62,743	\$71,748	\$85,415	\$100,153	46%	11
	<b>50th Percentile:</b>		n/a	\$57,715	\$67,833	\$85,415	\$97,753	43%	
	<b>Low:</b>		n/a	\$43,939	\$55,786	\$69,681	\$82,109	21%	
	<b>High:</b>		n/a	\$88,986	\$95,530	\$101,149	\$123,901	84%	

State of Alaska  
Salary Survey Summary

Benchmark 111: Wildland Fire & Resource Technician III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Wildland Fire & Resource Technician III			\$34,704	\$40,776	\$48,588	\$65,856	90%	30
	Number of Responses to Each Category:	0		5	2	2	4		
	Unweighted Average:	5	n/a	\$32,815	\$42,879	\$49,718	\$42,207	39%	14
	50th Percentile:		n/a	\$34,289	\$42,879	\$49,718	\$41,532	44%	
	Low:		n/a	\$23,761	\$38,860	\$41,146	\$35,642	21%	
	High:		n/a	\$39,656	\$46,898	\$58,290	\$50,124	50%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 112: Park Ranger I**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Park Ranger I			\$45,300	\$54,036	\$60,396	\$87,276	93%	30
	<b>Number of Responses to Each Category:</b>		0	13	5	3	10		
	<b>Unweighted Average:</b>	13	n/a	\$39,316	\$51,395	\$62,740	\$58,346	47%	11
	<b>50th Percentile:</b>		n/a	\$37,688	\$53,857	\$61,515	\$60,319	45%	
	<b>Low:</b>		n/a	\$26,279	\$39,123	\$57,025	\$47,202	28%	
	<b>High:</b>		n/a	\$50,017	\$58,895	\$69,681	\$69,311	84%	

State of Alaska  
Salary Survey Summary

Benchmark 113: Museum Protection & Visitor Services Supervisor

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Museum Protection & Visitor Services Supervisor			\$40,824	\$48,812	\$52,332	\$76,600	85%	30
	Number of Responses to Each Category:								
	Unweighted Average:	8	\$32,249	\$37,900	\$51,785	\$48,037	\$51,290	41%	12
	50th Percentile:		\$32,249	\$30,926	\$51,785	\$46,037	\$46,674	38%	
	Low:		\$32,249	\$27,243	\$43,479	\$48,037	\$37,567	25%	
	High:		\$32,249	\$54,984	\$60,091	\$48,037	\$66,604	67%	

State of Alaska  
Salary Survey Summary

Benchmark 114: Criminal Justice Technician I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Criminal Justice Technician I			\$34,704	\$40,778	\$48,888	\$68,866	80%	30
	<b>Number of Responses to Each Category:</b>		0	6	3	1	3		
	<b>Unweighted Average:</b>	6	n/a	\$33,607	\$37,141	\$49,004	\$56,701	49%	8
	<b>50th Percentile:</b>		n/a	\$33,121	\$39,135	\$49,004	\$61,007	45%	
	<b>Low:</b>		n/a	\$25,284	\$32,631	\$49,004	\$47,214	22%	
	<b>High:</b>		n/a	\$50,193	\$39,656	\$49,004	\$61,882	84%	

State of Alaska  
Salary Survey Summary

Benchmark 115: Law Office Assistant I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Law Office Assistant I			\$32,784	\$38,100	\$42,812	\$61,980	88%	30
	<b>Number of Responses to Each Category:</b>		4	17	5	3	14		
	<b>Unweighted Average:</b>	18	\$52,327	\$33,006	\$40,594	\$47,930	\$48,323	46%	11
	<b>50th Percentile:</b>		\$49,471	\$34,658	\$42,510	\$46,037	\$45,941	46%	
	<b>Low:</b>		\$46,616	\$22,198	\$35,314	\$44,363	\$36,799	22%	
	<b>High:</b>		\$63,750	\$40,791	\$43,479	\$53,390	\$63,478	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 116: Paralegal II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Paralegal II			\$45,300	\$54,036	\$60,396	\$87,276	93%	30
	<b>Number of Responses to Each Category:</b>		5	17	5	3	14		
	<b>Unweighted Average:</b>	19	\$61,960	\$41,763	\$56,392	\$65,013	\$61,662	48%	11
	<b>50th Percentile:</b>		\$59,218	\$43,002	\$57,190	\$63,771	\$62,701	46%	
	<b>Low:</b>		\$50,298	\$28,665	\$48,847	\$61,515	\$44,640	22%	
	<b>High:</b>		\$73,594	\$58,127	\$65,877	\$68,753	\$75,565	84%	

State of Alaska  
Salary Survey Summary

Benchmark 117: Attorney II

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$61,884	\$73,344	\$78,948	\$114,108	84%	30
<b>Number of Responses to Each Category:</b>		<b>7</b>	<b>11</b>	<b>2</b>	<b>1</b>	<b>10</b>		
<b>Unweighted Average:</b>	<b>16</b>	<b>\$80,403</b>	<b>\$54,882</b>	<b>\$72,758</b>	<b>\$84,389</b>	<b>\$90,522</b>	<b>64%</b>	<b>14</b>
<b>50th Percentile:</b>		<b>\$80,550</b>	<b>\$53,319</b>	<b>\$72,758</b>	<b>\$84,389</b>	<b>\$90,359</b>	<b>64%</b>	
<b>Low:</b>		<b>\$50,583</b>	<b>\$36,170</b>	<b>\$65,814</b>	<b>\$84,389</b>	<b>\$64,202</b>	<b>30%</b>	
<b>High:</b>		<b>\$110,625</b>	<b>\$71,173</b>	<b>\$79,702</b>	<b>\$84,389</b>	<b>\$114,850</b>	<b>90%</b>	

State of Alaska  
Salary Survey Summary

Benchmark 118: Attorney IV

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Attorney IV			\$80,880	\$98,840	\$103,272	\$149,220	84%	30
<b>Number of Responses to Each Category:</b>			11	17	3	3	15		
	<b>Unweighted Average:</b>	25	\$117,825	\$82,290	\$135,787	\$150,327	\$123,376	54%	13
	<b>50th Percentile:</b>		\$108,000	\$75,208	\$150,000	\$167,200	\$113,819	90%	
	<b>Low:</b>		\$70,802	\$49,684	\$99,362	\$103,782	\$84,529	23%	
	<b>High:</b>		\$185,980	\$139,332	\$157,910	\$180,000	\$176,659	108%	

State of Alaska  
Salary Survey Summary

Benchmark 119: Administrative Law Judge I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Administrative Law Judge I			\$70,728	\$83,784	\$90,192	\$130,344	84%	30
	<b>Number of Responses to Each Category:</b>		1	7	2	1	6		
	<b>Unweighted Average:</b>	8	\$121,627	\$70,035	\$91,287	\$120,287	\$103,407	40%	12
	<b>50th Percentile:</b>		\$121,627	\$68,289	\$91,287	\$120,287	\$108,603	39%	
	<b>Low:</b>		\$121,627	\$43,939	\$68,971	\$120,287	\$72,097	21%	
	<b>High:</b>		\$121,627	\$100,238	\$113,603	\$120,287	\$130,312	67%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 120: Workers' Compensation Hearing Officer II**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Workers' Compensation Hearing Officer II			\$68,286	\$81,048	\$90,444	\$130,704	91%	30
	<b>Number of Responses to Each Category:</b>		0	8	2	1	6		
	<b>Unweighted Average:</b>	8	n/a	\$52,165	\$76,360	\$101,149	\$79,736	44%	12
	<b>50th Percentile:</b>		n/a	\$48,143	\$76,360	\$101,149	\$79,377	39%	
	<b>Low:</b>		n/a	\$34,398	\$57,190	\$101,149	\$60,756	22%	
	<b>High:</b>		n/a	\$84,293	\$95,530	\$101,149	\$109,577	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 121: Forensic Technician I**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$37,286	\$44,100	\$48,380	\$71,340	91%	30
<b>Number of Responses to Each Category:</b>		0	7	2	0	5		
<b>Unweighted Average:</b>	7	n/a	\$29,930	\$36,058	n/a	\$44,236	41%	7
<b>50th Percentile:</b>		n/a	\$30,397	\$36,058	n/a	\$39,135	41%	
<b>Low:</b>		n/a	\$21,996	\$32,605	n/a	\$38,261	17%	
<b>High:</b>		n/a	\$37,025	\$39,511	n/a	\$61,703	67%	

State of Alaska  
Salary Survey Summary

Benchmark 122: Forensic Scientist III - Chemistry

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Forensic Scientist III - Chemistry			\$66,412	\$66,864	\$74,448	\$107,680	91%	30
	<b>Number of Responses to Each Category:</b>		0	10	3	1	8		
	<b>Unweighted Average:</b>	10	n/a	\$50,639	\$65,875	\$84,389	\$79,842	49%	11
	<b>50th Percentile:</b>		n/a	\$51,233	\$66,104	\$84,389	\$80,194	47%	
	<b>Low:</b>		n/a	\$34,398	\$51,819	\$84,389	\$67,629	24%	
	<b>High:</b>		n/a	\$70,328	\$79,702	\$84,389	\$91,419	84%	

State of Alaska  
Salary Survey Summary

Benchmark 123: Forensic Scientist III - DNA

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska			\$66,412	\$86,864	\$74,448	\$107,880	91%	30	
	<b>Number of Responses to Each Category:</b>		0	9	2	1	8		
	<b>Unweighted Average:</b>	9	n/a	\$52,494	\$76,138	\$84,389	\$80,792	49%	14
	<b>50th Percentile:</b>		n/a	\$56,275	\$76,138	\$84,389	\$83,992	47%	
	<b>Low:</b>		n/a	\$34,398	\$72,575	\$84,389	\$67,629	24%	
	<b>High:</b>		n/a	\$70,328	\$79,702	\$84,389	\$91,419	84%	

State of Alaska  
Salary Survey Summary

Benchmark 124: Investigator III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Investigator III			\$52,176	\$61,966	\$69,024	\$99,744	91%	30
	<b>Number of Responses to Each Category:</b>		0	11	4	2	8		
	<b>Unweighted Average:</b>	11	n/a	\$52,651	\$69,305	\$94,314	\$77,854	47%	11
	<b>50th Percentile:</b>		n/a	\$46,964	\$65,647	\$94,314	\$72,766	46%	
	<b>Low:</b>		n/a	\$40,504	\$50,395	\$87,478	\$56,599	21%	
	<b>High:</b>		n/a	\$84,293	\$95,530	\$101,149	\$109,577	84%	

State of Alaska  
Salary Survey Summary

Benchmark 125: Recorder II

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska	Recorder II		\$32,784	\$38,100	\$42,812	\$61,560	88%	30	
	<b>Number of Responses to Each Category:</b>		2	12	7	3	10		
	Unweighted Average:	14	\$35,508	\$31,672	\$40,864	\$49,212	\$45,167	45%	11
	50th Percentile:		\$35,508	\$31,118	\$40,470	\$45,690	\$43,412	43%	
	Low:		\$31,986	\$19,537	\$31,274	\$44,921	\$35,917	23%	
	High:		\$39,029	\$47,520	\$53,857	\$57,025	\$61,778	84%	

State of Alaska  
Salary Survey Summary

Benchmark 126: Motor Vehicle Customer Svcs. Representative I

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum	
State of Alaska			\$30,780	\$35,760	\$39,924	\$57,684	87%	30	
<b>Number of Responses to Each Category:</b>		3	12	5	3	9			
	<b>Unweighted Average:</b>	14	\$28,526	\$28,185	\$36,506	\$42,404	\$42,335	50%	12
	<b>50th Percentile:</b>		\$27,795	\$27,131	\$36,617	\$41,146	\$40,801	45%	
	<b>Low:</b>		\$26,188	\$21,906	\$31,274	\$41,145	\$36,807	30%	
	<b>High:</b>		\$31,615	\$34,289	\$39,511	\$44,921	\$50,131	84%	

State of Alaska  
Salary Survey Summary

Benchmark 127: Motor Vehicle Office Manager I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Motor Vehicle Office Manager I			\$43,692	\$52,058	\$58,040	\$81,000	86%	30
	Number of Responses to Each Category:		1	9	3	3	7		
	Unweighted Average:	10	\$57,669	\$39,547	\$53,894	\$61,126	\$62,014	51%	15
	50th Percentile:		\$57,669	\$38,078	\$48,908	\$58,290	\$61,703	51%	
	Low:		\$57,669	\$26,279	\$46,898	\$55,335	\$46,257	21%	
	High:		\$57,669	\$58,127	\$65,877	\$69,783	\$75,565	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 128: State Trooper**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	State Trooper			\$56,712	\$68,172	\$73,380	\$98,520	74%	25
	<b>Number of Responses to Each Category:</b>		0	13	4	3	11		
	<b>Unweighted Average:</b>	13	n/a	\$50,387	\$63,405	\$71,550	\$74,390	46%	13
	<b>50th Percentile:</b>		n/a	\$52,219	\$63,800	\$70,824	\$75,360	42%	
	<b>Low:</b>		n/a	\$30,576	\$51,694	\$54,734	\$59,295	25%	
	<b>High:</b>		n/a	\$67,374	\$74,327	\$89,092	\$95,738	68%	

State of Alaska  
Salary Survey Summary

Benchmark 129: Lieutenant, Alaska State Troopers

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Lieutenant, Alaska State Troopers			\$75,228	\$89,362	\$96,180	\$129,132	72%	28
	Number of Responses to Each Category:		1	10	4	3	9		
	Unweighted Average:	11	\$94,961	\$68,231	\$77,310	\$84,972	\$91,681	38%	13
	50th Percentile:		\$94,961	\$66,439	\$79,920	\$79,931	\$87,512	41%	
	Low:		\$94,961	\$53,669	\$63,877	\$69,753	\$75,565	13%	
	High:		\$94,961	\$111,349	\$83,923	\$105,231	\$128,916	67%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 130: Court Services Officer**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$48,936	\$58,936	\$63,336	\$86,020	74%	25
<b>Number of Responses to Each Category:</b>		n/a	n/a	n/a	n/a	n/a		
<b>Unweighted Average:</b>	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>50th Percentile:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Low:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>High:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a

State of Alaska  
Salary Survey Summary

Benchmark 131: Airport Police & Fire Officer II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Airport Police & Fire Officer II			\$92,680	\$63,336	\$68,172	\$91,824	74%	28
	<b>Number of Responses to Each Category:</b>		0	8	5	3	5		
	Unweighted Average:	8	n/a	\$40,959	\$53,946	\$55,791	\$60,563	42%	10
	50th Percentile:		n/a	\$44,507	\$51,694	\$54,734	\$59,295	44%	
	Low:		n/a	\$29,732	\$44,989	\$47,641	\$44,599	4%	
	High:		n/a	\$55,186	\$69,987	\$64,996	\$76,742	67%	

State of Alaska  
Salary Survey Summary

Benchmark 132: Airport Police & Fire Officer V

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Airport Police & Fire Officer V			\$61,572	\$72,996	\$76,976	\$105,492	71%	28
	<b>Number of Responses to Each Category:</b>		0	5	3	2	3		
	<b>Unweighted Average:</b>	5	n/a	\$46,018	\$58,673	\$68,180	\$67,631	44%	11
	<b>50th Percentile:</b>		n/a	\$44,821	\$56,752	\$68,180	\$75,565	48%	
	<b>Low:</b>		n/a	\$33,104	\$53,390	\$66,608	\$49,657	15%	
	<b>High:</b>		n/a	\$58,127	\$65,877	\$69,753	\$77,670	74%	

State of Alaska  
Salary Survey Summary

Benchmark 133: Deputy Fire Marshal I

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$86,712	\$68,172	\$73,380	\$98,820	74%	25
<b>Number of Responses to Each Category:</b>		1	10	4	2	7		
<b>Unweighted Average:</b>	11	\$57,779	\$49,756	\$66,299	\$73,888	\$73,972	48%	8
<b>50th Percentile:</b>		\$57,779	\$52,431	\$66,972	\$73,888	\$73,158	47%	
<b>Low:</b>		\$57,779	\$35,311	\$62,176	\$70,034	\$52,968	27%	
<b>High:</b>		\$57,779	\$67,140	\$69,077	\$77,743	\$85,524	84%	

State of Alaska  
Salary Survey Summary

Benchmark 134: Correctional Officer II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Correctional Officer II			\$44,663	\$53,028	\$58,806	\$61,130	37%	18
	Number of Responses to Each Category:		1	18	7	4	15		
	Unweighted Average:	18	\$41,615	\$38,359	\$52,768	\$59,452	\$59,724	52%	12
	50th Percentile:		\$41,615	\$39,385	\$48,638	\$52,501	\$60,584	49%	
	Low:		\$41,615	\$24,636	\$47,053	\$51,173	\$43,058	29%	
	High:		\$41,615	\$53,336	\$65,035	\$81,630	\$74,468	91%	

State of Alaska  
Salary Survey Summary

Benchmark 135: Correctional Superintendent I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Correctional Superintendent I			\$66,904	\$77,962	\$83,916	\$112,044	71%	25
	<b>Number of Responses to Each Category:</b>			1	14	6	4	12	
	<b>Unweighted Average:</b>	15	\$104,139	\$57,385	\$78,703	\$94,316	\$85,820	49%	14
	<b>50th Percentile:</b>		\$104,139	\$60,634	\$77,638	\$89,826	\$87,913	50%	
	<b>Low:</b>		\$104,139	\$28,865	\$67,011	\$82,041	\$67,828	30%	
	<b>High:</b>		\$104,139	\$76,280	\$91,562	\$115,570	\$116,068	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 136: Juvenile Justice Officer II**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$38,782	\$47,040	\$52,680	\$76,128	91%	30
<b>Juvenile Justice Officer II</b>								
<b>Number of Responses to Each Category:</b>			1	13	5	3	11	
<b>Unweighted Average:</b>	14	\$37,388	\$39,482	\$48,785	\$56,794	\$60,103	51%	13
<b>50th Percentile:</b>		\$37,388	\$39,618	\$50,025	\$54,734	\$60,379	48%	
<b>Low:</b>		\$37,388	\$30,576	\$44,466	\$53,473	\$52,275	18%	
<b>High:</b>		\$37,388	\$45,613	\$51,694	\$62,176	\$71,195	92%	

State of Alaska  
Salary Survey Summary

Benchmark 137: Juvenile Probation Officer II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Juvenile Probation Officer II			\$45,698	\$54,564	\$60,948	\$81,828	78%	26
	<b>Number of Responses to Each Category:</b>			1	15	7	3	12	
	<b>Unweighted Average:</b>	16	\$38,174	\$47,544	\$58,369	\$70,471	\$71,444	49%	11
	<b>80th Percentile:</b>		\$38,174	\$46,551	\$58,244	\$69,753	\$70,629	50%	
	<b>Low:</b>		\$38,174	\$34,398	\$48,134	\$58,136	\$53,793	21%	
	<b>High:</b>		\$38,174	\$76,271	\$69,681	\$83,523	\$92,640	84%	

State of Alaska  
Salary Survey Summary

Benchmark 138: Adult Probation Officer II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Adult Probation Officer II			\$48,096	\$54,864	\$60,948	\$81,828	79%	28
	<b>Number of Responses to Each Category:</b>		1	15	5	2	12		
	<b>Unweighted Average:</b>	15	\$46,483	\$46,450	\$60,299	\$76,638	\$69,681	50%	10
	<b>50th Percentile:</b>		\$46,483	\$44,381	\$59,755	\$76,638	\$69,868	46%	
	<b>Low:</b>		\$46,483	\$33,104	\$50,567	\$69,753	\$49,657	21%	
	<b>High:</b>		\$46,483	\$76,271	\$69,681	\$83,523	\$92,640	84%	

State of Alaska  
Salary Survey Summary

Benchmark 139: Adult Probation Officer IV

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Adult Probation Officer IV			\$81,672	\$72,996	\$78,576	\$108,492	71%	26
Number of Responses to Each Category:			0	11	4	2	9		
	Unweighted Average:	11	n/a	\$64,303	\$78,378	\$94,810	\$93,379	44%	11
	80th Percentile:		n/a	\$68,369	\$81,490	\$94,810	\$97,190	48%	
	Low:		n/a	\$34,398	\$67,011	\$84,389	\$67,629	10%	
	High:		n/a	\$108,953	\$83,523	\$106,231	\$116,824	67%	

State of Alaska  
Salary Survey Summary

Benchmark 140: Hydrologist II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Hydrologist II			\$52,176	\$61,966	\$69,024	\$99,744	91%	30
	<b>Number of Responses to Each Category:</b>		0	13	3	2	11		
	<b>Unweighted Average:</b>	13	n/a	\$51,797	\$67,651	\$71,581	\$77,787	49%	12
	<b>50th Percentile:</b>		n/a	\$49,262	\$69,709	\$71,581	\$78,239	44%	
	<b>Low:</b>		n/a	\$34,398	\$53,544	\$58,772	\$61,751	28%	
	<b>High:</b>		n/a	\$76,376	\$79,702	\$84,389	\$97,461	84%	

State of Alaska  
Salary Survey Summary

Benchmark 141: Geologist III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum Spread	Range Spread	No. of Years to Range Maximum
State of Alaska	Geologist III			\$55,898	\$66,228	\$73,764	\$106,872	91%	30
	<b>Number of Responses to Each Category:</b>		2	13	4	2	12		
	<b>Unweighted Average:</b>	15	\$66,719	\$55,650	\$66,059	\$71,581	\$81,255	49%	11
	<b>50th Percentile:</b>		\$66,719	\$50,682	\$65,495	\$71,581	\$80,896	46%	
	<b>Low:</b>		\$47,460	\$36,170	\$53,544	\$58,772	\$64,202	21%	
	<b>High:</b>		\$85,979	\$71,591	\$79,702	\$84,389	\$102,760	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 142: Chemist IV**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Chemist IV			\$89,712	\$70,782	\$78,888	\$113,988	91%	30
	<b>Number of Responses to Each Category:</b>		5	18	6	3	14		
	<b>Unweighted Average:</b>	21	\$106,620	\$55,711	\$71,969	\$93,061	\$84,230	51%	10
	<b>50th Percentile:</b>		\$97,517	\$52,830	\$63,491	\$79,848	\$75,133	50%	
	<b>Low:</b>		\$59,890	\$40,504	\$56,067	\$79,048	\$60,756	23%	
	<b>High:</b>		\$164,861	\$100,238	\$113,603	\$120,287	\$130,312	84%	

State of Alaska  
Salary Survey Summary

Benchmark 143: Environmental Program Specialist III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Environmental Program Specialist III			\$52,176	\$61,956	\$69,024	\$98,744	91%	30
	<b>Number of Responses to Each Category:</b>		6	16	5	2	13		
	<b>Unweighted Average:</b>	20	\$72,384	\$48,008	\$56,570	\$77,035	\$73,440	51%	10
	<b>50th Percentile:</b>		\$66,818	\$46,708	\$52,321	\$77,035	\$70,228	90%	
	<b>Low:</b>		\$59,465	\$33,404	\$43,594	\$69,681	\$53,273	23%	
	<b>High:</b>		\$98,242	\$70,328	\$79,702	\$84,389	\$94,816	88%	

State of Alaska  
Salary Survey Summary

Benchmark 144: Environmental Program Manager I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Environmental Program Manager I			\$68,904	\$77,982	\$83,916	\$131,248	84%	30
	<b>Number of Responses to Each Category:</b>		4	15	5	2	12		
	<b>Unweighted Average:</b>	18	\$97,240	\$66,483	\$78,008	\$110,996	\$99,243	42%	10
	<b>50th Percentile:</b>		\$98,368	\$68,766	\$63,771	\$110,996	\$94,113	44%	
	<b>Low:</b>		\$79,722	\$43,939	\$58,617	\$79,848	\$68,065	10%	
	<b>High:</b>		\$112,500	\$118,450	\$134,245	\$142,145	\$153,992	67%	

State of Alaska  
Salary Survey Summary

Benchmark 145: Environmental Impact Analyst III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Environmental Impact Analyst III			\$86,896	\$66,228	\$73,764	\$106,572	91%	30
	<b>Number of Responses to Each Category:</b>		6	15	6	2	12		
	<b>Unweighted Average:</b>	19	\$85,461	\$58,268	\$69,115	\$96,585	\$86,091	44%	10
	<b>50th Percentile:</b>		\$75,382	\$54,730	\$61,536	\$96,585	\$76,073	44%	
	<b>Low:</b>		\$66,563	\$37,321	\$51,435	\$72,884	\$70,228	21%	
	<b>High:</b>		\$124,313	\$100,238	\$113,603	\$120,287	\$130,312	88%	

State of Alaska  
Salary Survey Summary

Benchmark 146: Engineering Assistant III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Engineering Assistant III			\$63,888	\$75,624	\$84,444	\$122,028	91%	30
	Number of Responses to Each Category:	10	16	5	3	13			
	Unweighted Average:	23	\$62,014	\$50,179	\$64,624	\$78,490	\$74,942	46%	11
	50th Percentile:		\$60,118	\$80,281	\$60,934	\$76,258	\$78,152	46%	
	Low:		\$53,414	\$28,665	\$65,039	\$74,823	\$61,325	21%	
	High:		\$77,010	\$70,328	\$79,702	\$84,389	\$91,419	84%	

State of Alaska  
Salary Survey Summary

Benchmark 147: Communications Engineering Associate II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Communications Engineering Associate II			\$72,973	\$88,868	\$97,032	\$140,208	92%	30
	Number of Responses to Each Category:	4	14	5	2	10			
	Unweighted Average:	16	\$73,988	\$57,523	\$80,602	\$88,704	\$83,657	47%	9
	50th Percentile:		\$77,446	\$49,624	\$71,429	\$88,704	\$81,222	48%	
	Low:		\$57,994	\$34,398	\$58,897	\$76,258	\$54,130	22%	
	High:		\$83,064	\$94,790	\$116,220	\$101,149	\$109,577	84%	

State of Alaska  
Salary Survey Summary

Benchmark 148: Utility Engineering Analyst IV

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$68,266	\$81,048	\$90,444	\$130,704	91%	30
<b>Utility Engineering Analyst IV</b>								
<b>Number of Responses to Each Category:</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>4</b>			
<b>Unweighted Average:</b>	<b>8</b>	<b>\$84,891</b>	<b>\$61,767</b>	<b>\$87,798</b>	<b>\$120,287</b>	<b>\$94,847</b>	<b>45%</b>	<b>11</b>
<b>50th Percentile:</b>		<b>\$84,891</b>	<b>\$59,087</b>	<b>\$87,048</b>	<b>\$120,287</b>	<b>\$86,581</b>	<b>38%</b>	
<b>Low:</b>		<b>\$73,379</b>	<b>\$34,398</b>	<b>\$62,742</b>	<b>\$120,287</b>	<b>\$75,912</b>	<b>22%</b>	
<b>High:</b>		<b>\$96,404</b>	<b>\$100,238</b>	<b>\$113,603</b>	<b>\$120,287</b>	<b>\$130,312</b>	<b>84%</b>	

State of Alaska  
Salary Survey Summary

Benchmark 149: Engineer/Architect III

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Engineer/Architect III			\$86,160	\$102,512	\$110,460	\$169,636	88%	30
	Number of Responses to Each Category:		13	18	5	3	15		
	Unweighted Average:	28	\$85,555	\$69,318	\$102,040	\$121,604	\$99,746	45%	11
	50th Percentile:		\$78,660	\$65,245	\$93,013	\$100,450	\$96,375	46%	
	Low:		\$68,030	\$43,939	\$79,848	\$97,151	\$68,065	22%	
	High:		\$120,000	\$139,332	\$157,910	\$167,200	\$176,659	84%	

State of Alaska  
Salary Survey Summary

Benchmark 150: Technical Engineer I/Architect I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Technical Engineer I/Architect I		\$78,132	\$92,908	\$104,004	\$160,300	92%	30	
	Number of Responses to Each Category:	8	13	4	2	11			
	Unweighted Average:	19	\$80,843	\$68,952	\$91,528	\$114,812	\$103,749	49%	10
	50th Percentile:		\$82,427	\$67,974	\$81,092	\$114,812	\$97,877	48%	
	Low:		\$84,307	\$49,262	\$69,681	\$87,478	\$74,579	22%	
	High:		\$96,404	\$118,430	\$134,245	\$142,145	\$153,992	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 151: Landscape Specialist**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Landscape Specialist			\$46,300	\$64,036	\$80,396	\$97,276	93%	30
	<b>Number of Responses to Each Category:</b>	<b>3</b>	<b>14</b>	<b>5</b>	<b>4</b>	<b>11</b>			
	<b>Unweighted Average:</b>	<b>16</b>	<b>\$65,395</b>	<b>\$48,771</b>	<b>\$61,558</b>	<b>\$68,521</b>	<b>\$68,138</b>	<b>43%</b>	<b>11</b>
	<b>50th Percentile:</b>		<b>\$55,561</b>	<b>\$52,193</b>	<b>\$62,868</b>	<b>\$69,332</b>	<b>\$68,585</b>	<b>43%</b>	
	<b>Low:</b>		<b>\$54,375</b>	<b>\$32,872</b>	<b>\$55,237</b>	<b>\$65,665</b>	<b>\$54,855</b>	<b>21%</b>	
	<b>High:</b>		<b>\$86,250</b>	<b>\$60,187</b>	<b>\$68,012</b>	<b>\$69,753</b>	<b>\$76,673</b>	<b>82%</b>	

State of Alaska  
Salary Survey Summary

Benchmark 152: Vessel Construction Manager II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Vessel Construction Manager II			\$88,286	\$81,048	\$80,444	\$130,704	91%	30
	Number of Responses to Each Category:	4	8	3	1	7			
	Unweighted Average:	10	\$108,066	\$74,912	\$98,860	\$120,287	\$111,819	50%	10
	50th Percentile:		\$112,787	\$73,286	\$93,740	\$120,287	\$115,813	53%	
	Low:		\$88,757	\$58,665	\$79,335	\$120,287	\$84,997	22%	
	High:		\$117,930	\$100,238	\$113,603	\$120,287	\$144,364	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 153: Land Surveyor I**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Land Surveyor I			\$63,888	\$76,624	\$84,444	\$122,028	91%	30
	<b>Number of Responses to Each Category:</b>		4	14	5	2	11		
	<b>Unweighted Average:</b>	17	\$63,943	\$54,536	\$68,915	\$90,157	\$79,004	42%	10
	<b>50th Percentile:</b>		\$60,938	\$57,103	\$66,301	\$90,157	\$77,424	44%	
	<b>Low:</b>		\$54,050	\$28,665	\$58,617	\$84,389	\$65,968	16%	
	<b>High:</b>		\$79,849	\$75,290	\$79,702	\$93,924	\$94,816	84%	

State of Alaska  
Salary Survey Summary

Benchmark 154: Survey, Journey

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Survey, Journey			\$39,702	\$47,580	\$80,466	\$51,987	31%	15
	<b>Number of Responses to Each Category:</b>		2	10	3	1	8		
	<b>Unweighted Average:</b>	12	\$44,063	\$38,017	\$45,931	\$41,146	\$54,627	47%	11
	<b>50th Percentile:</b>		\$44,063	\$37,129	\$38,860	\$41,146	\$52,983	44%	
	<b>Low:</b>		\$33,750	\$30,601	\$37,321	\$41,146	\$44,574	22%	
	<b>High:</b>		\$54,375	\$46,964	\$61,612	\$41,146	\$69,311	84%	

State of Alaska  
Salary Survey Summary

Benchmark 155: Drafting Technician III

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$42,168	\$50,328	\$66,364	\$81,468	83%	30
<b>Drafting Technician III</b>								
<b>Number of Responses to Each Category:</b>		11	17	3	1	14		
<b>Unweighted Average:</b>	24	\$52,859	\$35,939	\$43,462	\$58,290	\$54,083	49%	8
<b>50th Percentile:</b>		\$48,045	\$36,112	\$42,028	\$58,290	\$52,157	48%	
<b>Low:</b>		\$39,815	\$22,195	\$41,523	\$58,290	\$40,801	22%	
<b>High:</b>		\$70,313	\$44,817	\$46,808	\$58,290	\$70,064	84%	

State of Alaska  
Salary Survey Summary

Benchmark 156: Cartographer II

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$42,188	\$60,328	\$66,364	\$81,468	93%	30
<b>Number of Responses to Each Category:</b>		2	12	5	3	9		
<b>Unweighted Average:</b>	14	\$54,478	\$36,294	\$47,313	\$55,812	\$49,695	42%	11
<b>50th Percentile:</b>		\$54,478	\$36,945	\$48,134	\$57,627	\$49,463	38%	
<b>Low:</b>		\$48,750	\$28,795	\$38,627	\$46,037	\$41,708	21%	
<b>High:</b>		\$60,206	\$46,859	\$55,173	\$63,771	\$60,190	72%	

State of Alaska  
Salary Survey Summary

Benchmark 157: Food Service, Sub-Journey

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum	
State of Alaska			\$23,781	\$28,829	\$30,264	\$31,181	31%	18	
<b>Number of Responses to Each Category:</b>		3	19	8	6	16			
	<b>Unweighted Average:</b>	20	\$24,194	\$21,851	\$27,027	\$30,692	\$31,318	46%	15
	<b>50th Percentile:</b>		\$23,888	\$21,326	\$27,580	\$30,458	\$30,550	47%	
	<b>Low:</b>		\$21,205	\$16,606	\$20,574	\$26,627	\$25,604	19%	
	<b>High:</b>		\$27,489	\$29,738	\$32,175	\$36,517	\$37,323	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 188: Food Service, Lead**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum Spread	Range to Range Maximum	No. of Years
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State of Alaska			\$38,910	\$42,278	\$44,860	\$46,196	30%	15	
	<b>Food Service, Lead</b>								
	<b>Number of Responses to Each Category:</b>		3	20	7	5	17		
	<b>Unweighted Average:</b>	20	\$29,903	\$26,667	\$33,899	\$38,413	\$38,979	49%	16
	<b>50th Percentile:</b>		\$29,707	\$25,880	\$32,326	\$39,656	\$37,850	46%	
	<b>Low:</b>		\$28,109	\$16,606	\$20,574	\$26,627	\$27,690	20%	
	<b>High:</b>		\$31,894	\$44,187	\$51,987	\$54,073	\$60,313	100%	

State of Alaska  
Salary Survey Summary

Benchmark 159: Environmental Services, Journey II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Environmental Services, Journey II			\$28,100	\$32,568	\$34,654	\$35,868	27%	18
	Number of Responses to Each Category:		4	17	6	4	14		
	Unweighted Average:	18	\$31,343	\$22,237	\$28,447	\$33,007	\$32,062	46%	14
	50th Percentile:		\$28,228	\$22,569	\$29,875	\$33,701	\$31,929	42%	
	Low:		\$24,535	\$16,606	\$20,574	\$26,627	\$27,092	21%	
	High:		\$44,381	\$28,509	\$33,540	\$38,000	\$38,903	84%	

State of Alaska  
Salary Survey Summary

Benchmark 160: Mechanic, Automotive, Adv. Journey/Lead

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$42,338	\$60,720	\$83,801	\$68,419	31%	15
<b>Number of Responses to Each Category:</b>		6	19	10	6	13		
<b>Unweighted Average:</b>	25	\$59,067	\$39,098	\$48,949	\$58,920	\$56,528	43%	10
<b>50th Percentile:</b>		\$58,885	\$38,690	\$48,534	\$60,217	\$56,605	41%	
<b>Low:</b>		\$50,933	\$26,279	\$40,937	\$54,184	\$45,500	14%	
<b>High:</b>		\$67,710	\$52,628	\$59,646	\$63,154	\$68,419	84%	

State of Alaska  
Salary Survey Summary

Benchmark 161: Mechanic, Automotive, Foreman I

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum	
State of Alaska			\$45,299	\$53,996	\$57,291	\$59,007	30%	15	
<b>Number of Responses to Each Category:</b>		6	18	7	4	13			
	<b>Unweighted Average:</b>	23	\$70,115	\$47,950	\$60,681	\$73,814	\$66,677	37%	10
	<b>50th Percentile:</b>		\$69,146	\$49,056	\$60,741	\$73,549	\$67,247	37%	
	<b>Low:</b>		\$58,715	\$34,398	\$46,964	\$63,771	\$45,778	10%	
	<b>High:</b>		\$81,549	\$70,328	\$79,702	\$84,389	\$91,419	84%	

State of Alaska  
Salary Survey Summary

Benchmark 162: Equipment Operator, Journey II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Equipment Operator, Journey II			\$42,335	\$50,720	\$53,801	\$58,419	31%	15
	Number of Responses to Each Category:		5	18	7	5	13		
	Unweighted Average:	21	\$48,723	\$35,667	\$46,200	\$53,298	\$51,310	44%	10
	50th Percentile:		\$51,875	\$34,548	\$44,094	\$53,390	\$51,180	48%	
	Low:		\$41,795	\$18,537	\$38,528	\$46,817	\$35,917	7%	
	High:		\$52,232	\$48,476	\$55,214	\$57,670	\$67,014	84%	

State of Alaska  
Salary Survey Summary

Benchmark 163: Equipment Operator Foreman I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Equipment Operator Foreman I			\$47,931	\$57,077	\$60,548	\$62,361	30%	15
	<b>Number of Responses to Each Category:</b>	<b>3</b>		<b>13</b>	<b>6</b>	<b>4</b>	<b>10</b>		
	<b>Unweighted Average:</b>	<b>16</b>	<b>\$63,956</b>	<b>\$44,068</b>	<b>\$52,986</b>	<b>\$59,642</b>	<b>\$60,094</b>	<b>37%</b>	<b>9</b>
	<b>50th Percentile:</b>		<b>\$65,325</b>	<b>\$44,809</b>	<b>\$53,182</b>	<b>\$62,357</b>	<b>\$58,681</b>	<b>40%</b>	
	<b>Low:</b>		<b>\$61,094</b>	<b>\$33,869</b>	<b>\$42,897</b>	<b>\$44,171</b>	<b>\$81,896</b>	<b>6%</b>	
	<b>High:</b>		<b>\$65,447</b>	<b>\$53,184</b>	<b>\$59,646</b>	<b>\$69,681</b>	<b>\$74,900</b>	<b>67%</b>	

State of Alaska  
Salary Survey Summary

Benchmark 164: Maintenance Generalist, Journey

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Maintenance Generalist, Journey			\$39,702	\$47,880	\$50,466	\$81,987	31%	15
	<b>Number of Responses to Each Category:</b>		8	21	8	8	18		
	<b>Unweighted Average:</b>	26	\$45,853	\$33,895	\$43,954	\$50,053	\$49,980	48%	16
	<b>50th Percentile:</b>		\$44,468	\$35,069	\$45,762	\$50,750	\$52,640	50%	
	<b>Low:</b>		\$36,555	\$21,996	\$36,508	\$43,360	\$33,378	16%	
	<b>High:</b>		\$61,601	\$43,895	\$51,686	\$53,895	\$67,333	84%	

State of Alaska  
Salary Survey Summary

Benchmark 165: Maint. Spec., Bldg/Facility/Const, Journey I

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$42,336	\$60,720	\$89,801	\$88,418	31%	16
	<b>Number of Responses to Each Category:</b>							
			5	18	8	8	16	
	<b>Unweighted Average:</b>							
	22	\$52,728	\$39,308	\$51,048	\$59,781	\$55,124	42%	11
	<b>50th Percentile:</b>							
		\$53,227	\$38,965	\$51,366	\$59,501	\$55,343	44%	
	<b>Low:</b>							
		\$48,489	\$25,534	\$44,921	\$55,798	\$35,078	5%	
	<b>High:</b>							
		\$58,500	\$52,828	\$59,848	\$83,154	\$77,870	84%	

State of Alaska  
Salary Survey Summary

Benchmark 166: Maint. Spec., Bldg/Facility/Const, Foreman

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Maintenance Specialist, Building/Facility/System, Foreman			\$50,427	\$60,216	\$63,882	\$66,793	31%	15
	Number of Responses to Each Category:		8	19	7	6	16		
	Unweighted Average:	26	\$66,630	\$47,188	\$59,119	\$63,030	\$67,020	45%	13
	50th Percentile:		\$65,171	\$49,396	\$60,091	\$64,615	\$66,024	47%	
	Low:		\$53,333	\$29,881	\$42,897	\$44,171	\$45,800	12%	
	High:		\$89,973	\$64,013	\$72,647	\$76,813	\$88,093	84%	

State of Alaska  
Salary Survey Summary

Benchmark 167: Maint. Spec., Electrician, Journey II/Lead

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Maintenance Spec., Electrician, Journey II/Lead			\$47,831	\$57,077	\$80,848	\$82,381	30%	15
	<b>Number of Responses to Each Category:</b>		9	20	8	5	15		
	<b>Unweighted Average:</b>	26	\$64,730	\$42,471	\$54,850	\$63,191	\$64,669	48%	11
	<b>30th Percentile:</b>		\$67,676	\$42,886	\$52,707	\$59,501	\$66,089	49%	
	<b>Low:</b>		\$49,713	\$26,279	\$44,931	\$58,200	\$44,185	15%	
	<b>High:</b>		\$76,109	\$64,013	\$72,547	\$76,813	\$83,214	84%	

State of Alaska  
Salary Survey Summary

Benchmark 168: Survey Instrument Technician II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Survey Instrument Technician II			\$50,160	\$59,724	\$64,299	\$92,916	85%	30
	Number of Responses to Each Category:		3	4	1	0	3		
	Unweighted Average:	6	\$56,226	\$33,591	\$40,949	n/a	\$53,533	48%	9
	50th Percentile:		\$53,049	\$32,182	\$40,949	n/a	\$49,463	50%	
	Low:		\$45,938	\$26,279	\$40,949	n/a	\$45,500	45%	
	High:		\$69,691	\$43,721	\$40,949	n/a	\$65,636	50%	

State of Alaska  
Salary Survey Summary

Benchmark 169: Engineering Technician, Journey

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska			\$39,708	\$47,580	\$60,466	\$51,987	31%	18
<b>Engineering Technician, Journey</b>								
<b>Number of Responses to Each Category:</b>		4	14	5	2	11		
<b>Unweighted Average:</b>		17	\$42,293	\$40,009	\$47,378	\$50,917	48%	11
<b>50th Percentile:</b>			\$45,705	\$38,446	\$44,921	\$50,917	48%	
<b>Low:</b>			\$25,512	\$26,279	\$42,026	\$46,037	22%	
<b>High:</b>			\$52,249	\$58,070	\$55,894	\$55,796	84%	

State of Alaska  
Salary Survey Summary

Benchmark 170: Materials Laboratory Technician, Journey

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Materials Laboratory Technician, Journey			\$42,336	\$60,720	\$83,801	\$69,419	31%	18
	<b>Number of Responses to Each Category:</b>		2	11	5	2	6		
	<b>Unweighted Average:</b>	13	\$42,168	\$36,002	\$45,563	\$50,917	\$51,793	48%	11
	<b>50th Percentile:</b>		\$42,168	\$37,688	\$43,479	\$50,917	\$49,766	47%	
	<b>Low:</b>		\$35,625	\$27,315	\$41,581	\$46,037	\$45,530	30%	
	<b>High:</b>		\$48,712	\$42,483	\$55,809	\$55,796	\$69,311	84%	

State of Alaska  
Salary Survey Summary

Benchmark 171: Aircraft Pilot II

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Aircraft Pilot II			\$88,898	\$86,228	\$73,764	\$108,872	91%	30
	<b>Number of Responses to Each Category:</b>		2	13	4	2	10		
	<b>Unweighted Average:</b>	13	\$70,336	\$51,156	\$61,698	\$78,636	\$79,328	48%	11
	<b>50th Percentile:</b>		\$70,336	\$51,036	\$56,365	\$78,636	\$78,873	49%	
	<b>Low:</b>		\$66,564	\$34,398	\$54,361	\$72,884	\$59,479	16%	
	<b>High:</b>		\$74,108	\$70,328	\$70,702	\$84,389	\$97,753	84%	

**State of Alaska  
Salary Survey Summary**

**Benchmark 172: Boat Officer III**

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Boat Officer III			\$48,516	\$57,816	\$64,536	\$93,264	92%	30
	<b>Number of Responses to Each Category:</b>		n/a	n/a	n/a	n/a	n/a		
	<b>Unweighted Average:</b>	2	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<b>50th Percentile:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<b>Low:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<b>High:</b>		n/a	n/a	n/a	n/a	n/a	n/a	n/a

**State of Alaska  
Salary Survey Summary**

**Benchmark 173: Mail Services Courier**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
<b>State of Alaska</b>			<b>\$29,004</b>	<b>\$33,684</b>	<b>\$37,512</b>	<b>\$54,204</b>	<b>87%</b>	<b>30</b>
<b>Mail Services Courier</b>								
<b>Number of Responses to Each Category:</b>		<b>4</b>	<b>16</b>	<b>7</b>	<b>4</b>	<b>13</b>		
<b>Unweighted Average:</b>	<b>18</b>	<b>\$32,134</b>	<b>\$23,832</b>	<b>\$29,775</b>	<b>\$34,197</b>	<b>\$35,402</b>	<b>49%</b>	<b>13</b>
<b>50th Percentile:</b>		<b>\$32,497</b>	<b>\$23,509</b>	<b>\$30,234</b>	<b>\$34,436</b>	<b>\$35,977</b>	<b>49%</b>	
<b>Low:</b>		<b>\$29,477</b>	<b>\$16,806</b>	<b>\$20,574</b>	<b>\$28,827</b>	<b>\$27,850</b>	<b>30%</b>	
<b>High:</b>		<b>\$34,067</b>	<b>\$34,289</b>	<b>\$38,860</b>	<b>\$41,286</b>	<b>\$44,374</b>	<b>68%</b>	

State of Alaska  
Salary Survey Summary

Benchmark 174: Security Guard I

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread to Range Maximum	No. of Years to Range Maximum
State of Alaska	Security Guard I			\$29,004	\$33,684	\$37,512	\$54,204	87%	30
	<b>Number of Responses to Each Category:</b>		5	20	7	6	14		
	<b>Unweighted Average:</b>	22	\$31,438	\$29,670	\$40,283	\$48,066	\$41,381	47%	14
	<b>50th Percentile:</b>		\$30,138	\$29,991	\$39,511	\$46,621	\$39,663	48%	
	<b>Low:</b>		\$28,665	\$19,537	\$34,134	\$35,504	\$30,104	21%	
	<b>High:</b>		\$34,932	\$41,724	\$51,949	\$69,499	\$52,508	84%	

State of Alaska  
Salary Survey Summary

Benchmark 175: Second Mate

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska		Second Mate	\$32.14					
	Number of Responses to Each Category:		1	1	0	0	1	
	Unweighted Average:	2	\$39.22	\$19.18	n/a	n/a	\$20.99	9%
	50th Percentile:		\$39.22	\$19.18	n/a	n/a	\$20.99	9%
	Low:		\$39.22	\$19.18	n/a	n/a	\$20.99	9%
	High:		\$39.22	\$19.18	n/a	n/a	\$20.99	9%

State of Alaska  
Salary Survey Summary

Benchmark 176: Steward

		No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
State of Alaska	Steward		\$21.07						
Number of Responses to Each Category:			1	3	2	1	2		
	Unweighted Average:	4	\$23.58	\$15.16	\$16.34	\$21.10	\$21.02	21%	11
	50th Percentile:		\$23.58	\$17.47	\$16.34	\$21.10	\$21.02	22%	
	Low:		\$23.58	\$10.43	\$12.75	\$21.10	\$19.18	10%	
	High:		\$23.58	\$17.58	\$19.93	\$21.10	\$22.86	30%	

State of Alaska  
Salary Survey Summary

Benchmark 177: Third Assistant Engineer

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska	Third Assistant Engineer		\$30.67					
	<b>Number of Responses to Each Category:</b>		1	1	1	1		
	<b>Unweighted Average:</b>	2	\$36.79	\$17.58	\$19.93	\$21.10	\$22.86	30%
	<b>50th Percentile:</b>		\$36.79	\$17.58	\$19.93	\$21.10	\$22.86	30%
	<b>Low:</b>		\$36.79	\$17.58	\$19.93	\$21.10	\$22.86	30%
	<b>High:</b>		\$36.79	\$17.58	\$19.93	\$21.10	\$22.86	30%

**State of Alaska  
Salary Survey Summary**

**Benchmark 178: Able Bodied Seaman**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum	Range Spread	No. of Years to Range Maximum
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State of Alaska	Able Bodied Seaman		\$22.94					
	<b>Number of Responses to Each Category:</b>		0	3	2	1	2	
	<b>Unweighted Average:</b>	3	n/a	\$15.34	\$18.25	\$15.14	\$16.02	17%
	<b>50th Percentile:</b>		n/a	\$14.73	\$18.25	\$15.14	\$16.02	17%
	<b>Low:</b>		n/a	\$12.77	\$14.47	\$15.14	\$15.97	9%
	<b>High:</b>		n/a	\$18.52	\$22.04	\$15.14	\$16.07	25%

State of Alaska  
Salary Survey Summary

**Benchmark 179: Oiler**

	No. of Job Matches	Annual Flat Rate	Annual Salary at Entry	Annual Salary After 5 Years	Annual Salary After 10 Years	Annual Range Maximum Spread	Range Spread	No. of Years to Range Maximum
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State of Alaska		Oiler	\$23.82					
	<b>Number of Responses to Each Category:</b>		0	1	1	1	1	
	<b>Unweighted Average:</b>	1	n/a	\$26.99	\$30.59	\$32.39	\$35.09	30%
	<b>50th Percentile:</b>		n/a	\$26.99	\$30.59	\$32.39	\$35.09	30%
	<b>Low:</b>		n/a	\$26.99	\$30.59	\$32.39	\$35.09	30%
	<b>High:</b>		n/a	\$26.99	\$30.59	\$32.39	\$35.09	30%

# **C – Data Collection Form**

# STATE OF ALASKA

## DEPARTMENT OF ADMINISTRATION

### DIVISION OF PERSONNEL & LABOR RELATIONS

SARAH PALIN, GOVERNOR

P.O. BOX 110201

JUNEAU, ALASKA 99811-0201

PHONE: (907) 465-4430 Personnel

PHONE: (907) 465-4404 Labor Relations

FAX: (907) 465-3415 Personnel

FAX: (907) 465-2269 Labor Relations

July 10, 2009

Dear Prospective Survey Participant:

The State of Alaska has contracted with Fox Lawson & Associates LLC, a compensation and human resources consulting firm, to conduct a salary survey. (You can find more information about Fox Lawson & Associates LLC on their website - [www.foxlawson.com](http://www.foxlawson.com)).

The survey is collecting salary information as well as a handful of benefit questions. *While the overall survey includes one hundred seventy-nine (179) benchmark jobs, depending on your organization type, you are not being asked for all 179 jobs.* We have defined our labor market by job, so you will only receive particular jobs in your survey packet. For this reason you will see gaps in the number sequencing.

If you are not the correct person to receive this survey, please contact Heidi Nelson at the number listed below so we can determine who may be more appropriate. We apologize for any inconvenience this may cause you.

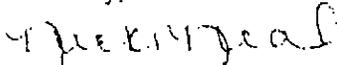
If you are a private organization, please be assured that your data will not be shared with us or with any other organization. We understand the confidential nature of your salary data. Any reports published by Fox Lawson & Associates, LLC will show summary data only from private organizations; specific organizational data will not be shown.

This survey consists of both a word document (DCF.doc) and an excel spreadsheet (salary reporting form.xls). To complete this survey, you may either complete it electronically and e-mail it back to Heidi Nelson, or print it out, hand-write your answers and fax or mail it to Heidi. Instructions for completing the form are included on page 3.

However you choose to complete the survey, please return your completed documents no later than August 21, 2009.

We appreciate your cooperation in this survey, it will be very helpful in our compensation planning, *and you will also receive a free participant report of the survey results for participating.* If you have any questions, or need assistance in completing the form, please call Heidi Nelson at (800) 383-0976, ext. 11.

Sincerely,



Nicki Neal

Director, Personnel & Labor Relations

907-465-4429

**Fox Lawson & Associates, LLC Contact Information:**

Heidi Nelson

1335 County Road D Circle East, St. Paul, MN 55109

800-383-0976, ext. 11, 651-635-0980 (fax)

[hnelson@foxlawson.com](mailto:hnelson@foxlawson.com)

[www.foxlawson.com](http://www.foxlawson.com)

# **SALARY SURVEY**

Conducted for  
State of Alaska

## **DATA COLLECTION FORM**

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Return completed form by August 21, 2009 to:

Heidi Nelson  
1335 County Rd D Circle East  
St. Paul, MN 55109  
(800) 383-0976, ext. 11  
(651) 635-0980 (FAX)  
hnelson@foxlawson.com

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NAME OF ORGANIZATION: \_\_\_\_\_

CONDUCTED BY:

**FOX LAWSON & ASSOCIATES LLC**

## **SALARY SURVEY TABLE OF CONTENTS**

The State of Alaska requests your participation in this salary survey. We appreciate your cooperation. You will receive a free copy of the salary survey results for participating. We anticipate the free copy of the results will be sent to your organization by November 2009.

	<b><u>PAGE</u></b>
<b>Instructions for Survey Completion</b>	<b>3</b>
List of Benchmarks	4
List of Prospective Survey Participants	10
Organizational Questions	12
Benefit Questions	13
Benchmark Job Description Summaries	15
Salary Information Sheets	separate attachment

## SALARY SURVEY INSTRUCTIONS FOR SURVEY COMPLETION

### Organizational/Benefits Questions:

- For the organizational information and benefits questions there are two types of questions. The closed-ended questions require your response with an "x" in the appropriate box. Other open-ended questions will require your response as a figure, such as a dollar "\$", or a percentage "%," or another number, or text.

**Salary Information:** Please follow the guidelines outlined below in providing salary information for each benchmark position on the salary information sheet of the questionnaire.

- Make an entry on the form for each survey position. If you have no comparable job, write "none" in the space provided or indicate "no match".
- Please read each benchmark summary job description carefully and match your job based on duties defined in the description, not just the job title.
- Report those employees from your organization who perform the functions of the survey job at least 70% of the time worked.
- Report all salary information on an annual basis.
- Report full-time employees only.
- Please provide the information requested for each job including:
  - **Your organization's job title.**
  - **Standard work-week** – indicate (with  $\sqrt$  or x) the standard work-week for each job – either 37.5 hours (1,950 hours/year), or 40 hours (2,080/year), or 56 hours for fire jobs (2,912/year).
  - **Annual flat rate salary** – if your organization does not utilize a formal salary range structure (neither open ranges nor step plan), then report the annual flat salary rate for the job if no salary range exists. Report base salary only. Report salaries for full-time employees only.
  - **Annual salary at entry** – report the annual salary for an employee at entry (or the salary range minimum). Report base salary only. Report salaries for full-time employees only. *Leave blank if there are no formal ranges or steps.*
  - **Annual salary after 5 years** – report the annual salary for an employee after 5 years in the same job. Report base salary only. Report salaries for full-time employees only. *Leave blank if there are no formal ranges or steps.*
  - **Annual salary after 10 years** – report the annual salary for an employee after 10 years in the same job. Report base salary only. Report salaries for full-time employees only. *Leave blank if there are no formal ranges or steps.*
  - **Annual range maximum** - report the *formal* annual salary range structure maximum for each job (if it's different from 10 year salary). *Do not enter actual wages (i.e., lowest or highest paid rates). Leave blank if there are no formal ranges.*
  - **No. of years to range maximum** – please indicate the typical number of years for an employee to reach the maximum for each job.

Please keep a copy of your completed data collection form to facilitate your organization's interpretation of survey results and as a guide for completing any future surveys.

## **SALARY SURVEY LIST OF BENCHMARKS**

### ***Executive and Senior Administrators:***

1. Division Director – PX
2. Division Operations Manager

### ***General Administration:***

3. Administrative Clerk II
4. Administrative Assistant II
5. Administrative Officer I

### ***Accounting and Fiscal:***

6. Accounting Technician I
7. Accountant III
8. Accountant V

### ***Personnel and Employee Relations:***

9. Human Resource Technician II
10. Human Resource Specialist I
11. Human Resource Manager I

### ***Information Technology:***

12. Analyst Programmer IV
13. Data Processing Manager I
14. Microcomputer/Network Specialist I
15. Systems Programmer II
16. Internet Specialist I

### ***Statistics and Research Analysis:***

17. Statistical Technician I
18. Research Analyst III

### ***Supply:***

19. Stock & Parts Services, Journey II
20. Procurement Specialist III

### ***Other Administrative:***

21. Claims Administrator

### ***Business Finance:***

22. Loan Closer/Processor II
23. Grants Administrator II

### ***Business Regulation and Compliance:***

24. Occupational License Examiner
25. Insurance Analyst I
26. Community Care Licensing Specialist I
27. Financial Institution Examiner III
28. Utility Financial Analyst III

### ***Safety Inspection:***

29. Commercial Vehicle Enforcement Officer II
30. Occupational Safety & Compliance Officer
31. Safety Inspection & Compliance, Elevator Inspector

### ***Environmental Health:***

32. Environmental Health Officer III

***Revenue and Audit:***

- 33. Tax Technician III
- 34. Tax Auditor III
- 35. Revenue Audit Supervisor II
- 36. Oil & Gas Revenue Auditor III
- 37. Internal Auditor III

***Government Management and Operations:***

- 38. Local Government Specialist III
- 39. Budget Analyst III

***Economic Research:***

- 40. Economist III
- 41. Petroleum Economist II

***Development and Infrastructure Planning:***

- 42. Community Development Specialist II
- 43. Planner III
- 44. Transportation Planner I

***Emergency Planning and Response:***

- 45. Radio Dispatcher II
- 46. Emergency Management Specialist II

***Airport Administration:***

- 47. Airport Operations Officer

***Ferry System Administration:***

- 48. Ferry Terminal Assistant I
- 49. Reservations Specialist
- 50. Port Captain

***Maintenance Administration:***

- 51. Maintenance & Operations Superintendent

***Real Estate Appraisal:***

- 52. Right-of-Way Agent III
- 53. Appraiser II

***Property Management:***

- 54. Building Management Specialist
- 55. Airport leasing Specialist II

***Education Programs:***

- 56. Education Program Assistant
- 57. Education Specialist II

***Teaching and Instruction:***

- 58. AVTEC Instructor
- 59. Training Specialist II

***Student Services:***

- 60. Alaska Military Youth Academy Team Leader
- 61. Recreation Assistant

***Library and Archives:***

- 62. Library Assistant I
- 63. Librarian III
- 64. Archivist II

***Anthropological Research and Education:***

- 65. Museum Curator II
- 66. Archaeologist II
- 67. Subsistence Resource Specialist II

***Arts, Photography and Information:***

- 68. Publications Specialist II
- 69. Information Officer II

***Public Programs:***

- 70. Child Support Specialist I
- 71. Child Support Manager
- 72. Eligibility Technician II
- 73. Medical Assistance Administrator III
- 74. Workers' Compensation Technician
- 75. Social Services Program Coordinator

***Social Work:***

- 76. Social Services Associate II
- 77. Social Worker II (Children's Services)
- 78. Social Worker IV (Children's Services)/Children's Services Supervisor

***Special Social Service:***

- 79. Public Guardian

***Vocational Rehabilitation:***

- 80. Vocational Rehabilitation Assistant II
- 81. Vocational Rehabilitation Counselor III

***Labor and Employment Services:***

- 82. Employment Security Specialist IB
- 83. Employment Service Manager I

***Internship Programs:***

- 84. College Intern III

***Health Administration:***

- 85. Health Program Associate
- 86. Health Program Manager II
- 87. Public Health Specialist II

***Nursing, Assistive:***

- 88. Certified Nurse Aide I
- 89. Psychiatric Nursing Assistant III

***Nursing, Professional:***

- 90. Nurse II
- 91. Nurse II (Psychiatric)
- 92. Public Health Nurse II
- 93. Nurse IV

***Medical, Professional:***

- 94. Health Practitioner I
- 95. Wildlife Veterinarian

***Mental and Behavioral Health Services:***

- 96. Psychological Counselor II
- 97. Mental Health Clinician III

***Special Health Services:***

- 98. Pharmacy Technician
- 99. Recreation Therapist II

***Health Laboratory and Related:***

- 100. Laboratory Technician
- 101. Public Health Microbiologist I

***Fish and Wildlife:***

- 102. Fish & Wildlife Technician II
- 103. Fishery Biologist II
- 104. Fishery Biologist IV
- 105. Biometrician III
- 106. Fisheries Scientist I

***Agriculture:***

- 107. Agronomist II

***Natural Resource and Forestry:***

- 108. Natural Resource Technician II
- 109. Natural Resource Specialist II
- 110. Natural Resource Manager II
- 111. Wildland Fire & Resource Technician III

***Parks:***

- 112. Park Ranger I
- 113. Museum Protection & Visitor Services Supervisor

***Legal Support and Related:***

- 114. Criminal Justice Technician I
- 115. Law Office Assistant I
- 116. Paralegal II

***Attorneys:***

- 117. Attorney II
- 118. Attorney IV

***Judges and Adjudicators:***

- 119. Administrative Law Judge I
- 120. Workers' Compensation Hearing Officer II

***Evidence Investigation:***

- 121. Forensic Technician I
- 122. Forensic Scientist III - Chemistry
- 123. Forensic Scientist III - DNA
- 124. Investigator III

***Legal and Document Processing:***

- 125. Recorder II
- 126. Motor Vehicle Customer Service Representative I
- 127. Motor Vehicle Office Manager I

***Law Enforcement:***

- 128. State Trooper
- 129. Lieutenant, Alaska State Troopers
- 130. Court Services Officer

***Fire Fighting and Inspection:***

- 131. Airport Police & Fire Officer II
- 132. Airport Police & Fire Officer V
- 133. Deputy Fire Marshal I

***Corrections:***

- 134. Correctional Officer II
- 135. Correctional Superintendent I
- 136. Juvenile Justice Officer II

***Probation and Parole:***

- 137. Juvenile Probation Officer II
- 138. Adult Probation Officer II
- 139. Adult Probation Officer IV

***Physics and Science Specialists:***

- 140. Hydrologist II
- 141. Geologist III
- 142. Chemist IV

***Environmental Science Specialists:***

- 143. Environmental Program Specialist III
- 144. Environmental Program Manager I
- 145. Environmental Impact Analyst III

***Engineering, Unlicensed:***

- 146. Engineering Assistant III
- 147. Communications Engineering Associate II
- 148. Utility Engineering Analyst IV

***Engineering, Licensed:***

- 149. Engineer/Architect III
- 150. Technical Engineer I/Architect I

***Architecture and Landscape Architecture:***

- 151. Landscape Specialist

***Vessel Construction:***

- 152. Vessel Construction Manager II

***Land Surveying:***

- 153. Land Surveyor I
- 154. Survey, Journey

***Cartography and Drafting:***

- 155. Drafting Technician III
- 156. Cartographer II

***Food and Custodial Services:***

- 157. Food Service, Sub-Journey
- 158. Food Service, Lead
- 159. Environmental Services, Journey II

***Aircraft, Automobile or Vessel Maintenance:***

- 160. Mechanic, Automotive, Advanced Journey/Lead
- 161. Mechanic, Automotive, Foreman I

***Equipment Operations:***

- 162. Equipment Operator, Journey II
- 163. Equipment Operator Foreman I

***Building and Facility Maintenance:***

- 164. Maintenance Generalist, Journey
- 165. Maintenance Specialist, Bldg/Facility/Construction, Journey I
- 166. Maintenance Specialist, Bldg/Facility/Construction, Foreman
- 167. Maintenance Specialist, Electrician, Journey II/Lead

***Instrument Technician:***

- 168. Survey Instrument Technician II

***Construction Support:***

- 169. Engineering Technician, Journey
- 170. Materials Laboratory Technician, Journey

***Vessel and Aircraft Operations:***

- 171. Aircraft Pilot II
- 172. Boat Officer III

***Office Equipment Operation:***

- 173. Mail Services Courier

***Facility Security:***

- 174. Security Guard I

***Vessel Workers:***

- 175. Second Mate
- 176. Steward
- 177. Third Assistant Engineer
- 178. Able Bodied Seaman
- 179. Oiler

**SALARY SURVEY  
LIST OF PROSPECTIVE SURVEY PARTICIPANTS**

**LOCAL MARKET:**

**Includes all benchmark jobs (as the jobs apply to each industry within the local market):**

Municipalities (including airports)

City & Borough of Juneau

City of Fairbanks

Municipality of Anchorage

United States Federal Government (including the Bureau of Land Management for oil & gas jobs)

Healthcare Organizations/Hospitals

Alaska Regional

Providence Alaska Medical Center

Alaska Native Tribal Health Consortium-Alaska Native Medical Center

Bartlett Regional

Banner Health-Fairbanks Memorial

Southeast Alaska Regional Health Consortium SEARHC

School Districts

Anchorage School District

Juneau School District

Fairbanks School District

Matanuska-Susitna School District

Local Universities

University of Alaska

Alaska Pacific University Anchorage

Public Utilities

Alaska Electric Light & Power

Municipal Light & Power

Golden Valley Electric Association

Chugach Electric

Matanuska Electric

Alaska Communications

General Communications, Inc.

Native Corporations

Sealaska

Fairbanks Native Association

Doyon, Limited

Central Council Tlingit & Haida

Goldbelt Inc.

Arctic Slope Regional Corporation

Cook Inlet Region, Inc.

NANA Regional Corporation, Inc.

Kootznoowoo Inc.

Engineering Firms (both local firms and national firms with local offices)

USKH

Dowl HKM Engineering

HDR Engineering Firm

CH2M Hill

R&M Engineering

Design Alaska

States (selected based on comparable per capita income and population)

State of Washington  
State of Oregon  
State of Idaho  
State of Montana  
State of California  
State of Colorado  
State of Wyoming  
State of Nevada  
State of North Dakota  
State of South Dakota  
State of Texas (for oil & gas jobs only)  
State of Oklahoma (for oil & gas jobs only)

**EXPANDED MARKET:**

**Includes professional/mgmt. level benchmark jobs as well as special jobs**

Counties (for specific jobs only-highest population County within each State listed above)

King County, WA  
Multnomah County, OR  
Ada County, ID  
Yellowstone County, MT  
Los Angeles County, CA  
City/County of Denver, CO  
Laramie County, WY  
Clark County, NV  
Cass County, ND  
Minnehaha County, SD

Universities (correspond to States listed above)

University of Washington  
University of Oregon  
University of Idaho  
University of Montana  
University of California  
University of Colorado  
University of Wyoming  
University of Nevada  
University of North Dakota  
University of South Dakota

Airports (possibilities-selected based on comparable enplanements)

Bob Hope, Burbank, CA  
Buffalo Niagara International, Buffalo, NY  
Theodore Francis Green State Airport, Warwick, RI  
Reno/Tahoe International, Reno, NV  
Tucson International, Tucson, AZ  
Eppley Airfield, Omaha, NE

Ferry Systems: (selected based on coastal location and/or large water transportation)

Golden Gate Transportation District  
State of California  
State of Washington  
State of Oregon  
Lake-Express (great lakes ferry system WI-MI)  
Isle-Royale Ferry Service (great lakes ferry service MN)

## SALARY SURVEY

<b>Name of Organization:</b>	
<b>Address of Organization:</b>	
<b>City, State Zip:</b>	
<b>Individual Completing Form:</b>	
<b>Title:</b>	
<b>Telephone:</b>	
<b>Email Address:</b>	
<b>Do you want a free copy of the survey results?</b>	<b>Yes -or- No</b>

### Organizational Questions

1. How many total customers does your organization serve (e.g. the population of your city, county, student enrollment, etc.)?

<b>Total Customers</b>	
------------------------	--

2. What is your organization's annual operating budget?

<b>Annual Operating Budget</b>	\$	
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3. What is the total number of full-time employees in your organization?

<b>Number of Full-Time Employees</b>	
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4. What is the total number of job classifications in your organization?

<b>Number of Job Classifications</b>	
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**Benefits Information:**

1. The following information is being collected in an attempt to arrive at a *total compensation* (salary plus benefits) figure. In order to calculate this figure, we need to know *what it costs your organization as of July 1, 2009, to provide medical, dental and vision benefits to your employees.*

Please provide the monthly cost for the employer premium only. If more than one plan exists, report the most popular plan.

Employer Paid Premiums	Monthly Costs
Medical Insurance - Individual Plus 2+ Dependents (Family)	\$
Dental Insurance - Individual Plus 2+ Dependents (Family)	\$
Vision Insurance - Individual Plus 2+ Dependents (Family)	\$

2. Indicate the number of standard paid holidays offered per year (including floating holidays):

No. of Paid Holidays/Year

3. If your organization has a combined paid-time-off policy (PTO, a policy that combines sick leave days and vacation days into one plan), indicate the average number of **paid-time-off** days (PTO) earned each year, per years of service, by length of service. If your organization has separate vacation policies and sick-leave policies, go to questions 4 & 5.

Years of Service	No. of PTO Days/Year
< 2 years	
2 but < 5 years	
5 but < 10 years	
10 or more years	

4. Indicate the average number of **vacation days** earned each year, per years of service, by length of service. (Note: if you have already reported the number of days on the previous question, proceed to question 6).

Years of Service	No. of Vacation Days/Year
< 2 years	
2 but < 5 years	
5 but < 10 years	
10 or more years	

5. Indicate the average number of **sick-leave days** earned each year, per years of service, by length of service. (Note: if you have already reported the number of days in the paid-time-off section in question 3, proceed to question 6).

Years of Service	No. of Sick Leave Days/Year
< 2 years	
2 but < 5 years	
5 but < 10 years	
10 or more years	

6. Does your organization allow employees to bank (or carry-over) unused leave from year to year?

Bank Unused Leave?	
YES	<input type="checkbox"/>
NO	<input type="checkbox"/>

If yes, what is the maximum number of leave DAYS that can be banked or carried-over, per year?

PTO	Vacation	Sick Leave

7. What is your schedule for longevity payments?

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## BENCHMARK SUMMARIES

Please refer to the description summaries beginning on the next page to assist you in matching your jobs to the corresponding numbered benchmark jobs on the salary information sheet.

Level differentiations are indicated prior to the summary description and typical education and experience requirements are indicated after the summary description.

Please use the following guideline for distinguishing the differences in level definitions.

**Entry** – Assignments consist of basic or elementary tasks and duties. This level is appropriate when these tasks and duties constitute the primary purpose of one or more positions and are ongoing. This level is the entry into a series, typically after high school or college.

**Journey** – Work involves a variety of assignments that are typical of the field or profession. Incumbents perform the full range of assignments independently, using standard methods and techniques of the field. This level usually requires both knowledge and experience in the related job area as a minimum qualification for entry into the class. *In some instances, this is the first level in the series.*

**Advanced** – Assignments consist of unusual, difficult or exceptional matters encountered in the work, which are completed by modifying approaches, methods, or techniques. Advanced level work represents expertise in a specialty area.

**Lead** – Work involves continuous lead responsibility over employees while also performing the same or similar work. Lead responsibilities include instructing and training staff, assigning and checking work, setting task priorities, and preparing evaluations. Lead responsibilities may also include involvement in appointing or promoting, but not at the level of full supervisory authority.

**Expert** – One with a high level of specialized knowledge in a specific field or area, who is recognized as such by peers; is frequently consulted by individuals working in the specific field, management, and those working in other fields; and whose guidance, decisions, and recommendations are considered conclusive.

**Specialist** – One whose work is in a particular branch of activity or part of an occupation, narrower than, but typically related to, or part of, a broader activity or occupation. Also identifies professional-level jobs that require advanced knowledge, judgment, and discretion.

**Supervisory** – Assignments include the authority and responsibility to effectively recommend or independently take action to employ (appointment, transfer, and promotion), discipline or discharge, or adjudicate the grievances of a subordinate employee or employees.

**Management** – Primary assignment is planning, organizing, directing, and controlling resources and activities for program delivery.

## **Executive and Senior Administrators:**

### **Benchmark 1: Division Director - PX**

**Level:** management level

**Summary:** The principal executive officer, responsible and accountable for the planning, budgeting, staffing, and operation of a division (a division is a major semi-independent but subordinate unit of a State department with a distinct purpose or business; a substantial hierarchy of management, production, and support staff; and geographically dispersed operations). Sets division objectives to meet specific statutory responsibilities and the methods for meeting objectives. Directs all work of the division through subordinate program/district/operations managers and internal administrative managers, such as over budget, supply, and personnel.

**Qualifications:** Bachelor's degree in related field and four years of related experience.

### **Benchmark 2: Division Operations Manager**

**Level:** management level

**Summary:** The principal assistant to the primary executive officer in charge of a division. Serves as an advanced subject-matter expert (e.g., budget development and management) with responsibility for assisting with formulation of policy, regulation development, strategic planning, resource management, issue resolution, and program execution in areas assigned. Reviews and evaluates the work of subordinate supervisors such as section/program heads. Undertakes unusual, sensitive, or controversial special projects. Requires considerable knowledge of the work of the organization and supervisory/managerial experience. (Common working title is Deputy Director).

**Qualifications:** Three years of professional experience in the broad occupational fields of the division or the department and two years of supervisory and/or managerial experience.

## **General Administration:**

### **Benchmark 3: Administrative Clerk II**

**Level:** journey level

**Summary:** Under general supervision, Administrative Clerks II perform a variety of office clerical assignments of average difficulty and/or defined clerical services in support of a specific regulatory, program, service, or organizational function. Positions perform routine typing, data entry, and document processing, which require incumbents to follow specific procedures, apply established policies, and retrieve records and related information. (Common working title is Office Assistant).

**Qualifications:** High school diploma or equivalent and six months of experience.

### **Benchmark 4: Administrative Assistant II**

**Level:** journey level

**Summary:** Incumbents perform technical duties in multiple administrative functional areas and provide and apply technical information that is controlled by policy, procedure, regulation, and

other guidelines. Performs technical work in multiple administrative functional areas in support of an organization's operations. The work is assistive in nature and focuses on extending the capabilities of professional or managerial positions. Independently analyzes and evaluates policies, regulations, and other information in order to carry out paraprofessional tasks and provide guidance to others; identifies workflow problems and makes recommendations.

**Qualifications:** Six months of entry-level technical experience in human resources, accounting, administration or procurement.

**Benchmark 5: Administrative Officer I**

**Level:** journey level

**Summary:** Performs professional-level administrative work that regularly requires resolving problems for which issues and solutions are clear and occasionally requires modifying established procedures to address specific issues. Works with managers to plan, organize, direct, and control the resources and activities required to support an organization whose funding is stable over time, its structural changes are minor, and its policy-and procedure conflicts minimal. (Common working title is Office Manager).

**Qualifications:** Four years of experience providing administrative support to a business or organization of which at least two years were at the journey-technical level in administration, accounting, human resources, procurement, or similar administrative position, or a bachelor's degree from an accredited college or university in any field.

**Accounting and Fiscal:**

**Benchmark 6: Accounting Technician I**

**Level:** entry level

**Summary:** Accounting Technicians I are accounting, budget, or financial management support positions distinguished by the application of established regulations, requirements, procedures, and operations to perform various related duties that use different and unrelated processes, procedures, or methods. (Common working title is Bookkeeper, Accounts Receivable/Payable Clerk).

**Qualifications:** One year of clerical work experience maintaining records that included using computer systems and performing basic arithmetic calculations or successful completion of a formal vocational education program in accounting or bookkeeping.

**Benchmark 7: Accountant III**

**Level:** advanced level

**Summary:** Positions in this class perform and/or supervise professional accounting functions for a state agency and are responsible for the more difficult and complex professional accounting assignments or as a supervisor overseeing the work activities of other accounting positions. Duties and responsibilities include analyzing, interpreting, summarizing, and reporting financial data, designing and modifying accounting systems, establishing internal controls, analyzing costs, and providing financial oversight and control of agency accounting functions. (Common working title is Senior Accountant).

**Qualifications:** A bachelor's degree and two years of accounting experience, or six years of accounting experience.

**Benchmark 8: Accountant V**

**Level: management level**

**Summary:** Positions in this class perform and/or supervise professional accounting functions for a state agency. Duties and responsibilities include analyzing, interpreting, summarizing, and reporting financial data, designing and modifying accounting systems, establishing internal controls, analyzing costs, and providing financial oversight and control of agency accounting functions. Accountant V is the highest level financial management class responsible for directing the most complex and extensive financial management and accounting operations, procedures, and systems. Positions in this class are financial managers who 1) supervise a large, diversified, and usually dispersed staff with a number of subunits performing separate accounting functions; 2) are system administrators of major statewide systems; or 3) serve as chief finance manager responsible for budget development, accounting, and financial managerial analysis and reporting for a state agency. (Common working title is Accounting Manager).

**Qualifications:** A bachelor's degree and four years of professional or supervisory accounting experience, or eight years of accounting experience, including four years of professional or supervisory accounting experience.

**Personnel and Employee Relations:**

**Benchmark 9: Human Resource Technician II**

**Level: journey level**

**Summary:** Human Resource Technicians II perform journey level technical human resource work completing, processing and auditing documents and providing technical information and assistance to managers, employees and the public in support of a departmental, Division of Personnel or Division of Finance human resource program. The work covers one or more standard human resource functional areas, including recruitment and selection, classification, training, employer provided benefit programs, personnel and payroll, and labor relations. Positions perform a broad scope of technical tasks in compliance with standard methods, established labor contracts, rules, policies, procedures and guidelines. (Common working title is HR/Payroll Assistant).

**Qualifications:** Six months of entry technical level experience in human resources.

**Benchmark 10: Human Resources Specialist I**

**Level: journey level**

**Summary:** Performs journey level professional tasks that are analytical, evaluative and interpretative in nature in support of executive branch human resource program. Positions in the Human Resource Specialist series perform a wide variety of human resource activities in the areas of classification and compensation, recruitment and selection, employee and labor-management relations, employment law compliance, training, worker safety and health, program and policy development, or other functions directly related to human resource management. Typical activities include research in readily available and identifiable sources; investigation within defined guidelines of complaints, appeals, or grievances involving routine matters; drafting reports, standard forms and memoranda to respond to inquiries, lower level complaints, appeals or grievances, or to make recommendations for agency action within defined parameters; and assisting higher level human resource professionals with complex or controversial projects. (Common working title is HR Generalist).

**Qualifications:** A bachelor's degree in any field.

**Benchmark 11: Human Resource Manager I**

**Level:** management level

**Summary:** Under general administrative direction, Human Resource Managers I oversee and direct a major functional section of the central human resources and labor relations agency. The Human Resource Manager I is a subject matter expert in a major functional area, and supervisor of a human resource service center, providing policy and technical oversight of journey and advanced level professionals. Positions in the Human Resource Manager class oversee a wide variety of human resource activities in the areas of classification and compensation, recruitment and selection, employee and labor-management relations, employment law compliance, training, worker safety and health, program and policy development, payroll and personnel actions, and other functions directly related to human resource management for the State.

**Qualifications:** One year expert professional human resource experience that includes supervising human resources staff.

**Information Technology:**

**Benchmark 12: Analyst Programmer IV**

**Level:** journey level

**Summary:** Positions in this class design, implement, maintain or modify data processing systems in a specialized area of computer programming or systems analysis and design using technologies currently in use in state agencies. Analyst/Programmers primarily analyze systems and design, develop, document, test, modify and implement programs using high-level languages to solve specific problems. Responsibilities include making existing application software function properly in the microcomputer/network environment, performing network designs, implementation, support and administration, maintaining data security at levels determined by managers, and designing, configuring, installing, modifying, maintaining and evaluating both purchased and in-house operating systems for an enterprise server. (Common working title is IT Project Analyst).

**Qualifications:** Bachelor's degree with a major in Computer Science (CS), Computer Information Systems (CIS), or Computer Engineer or a related degree, and four years of computer programming experience, of which, at least two years were at the systems design level.

**Benchmark 13: Data Processing Manager I**

**Level:** management level

**Summary:** Under general direction, is responsible for administrative activities such as budgeting, reviewing systems and operations, administering contracts, managing a staff of data processing personnel, and acting as the agency liaison to the central data processing management. Directs all phases of a department or division data processing activity or plans and supervises major data processing or development activities for a State agency. Prepares and administers budgets; plans and schedules workloads; establishes or incorporates policies and procedures; hires, trains and organizes staff to achieve goals; coordinates between users, specialists and agency program administrators; serves as liaison to statewide information management; and monitors and controls projects.

**Qualifications:** Two years of lead or supervisory experience over professional data processing personnel.

**Benchmark 14: Microcomputer/Network Specialist I**

**Level:** journey level

**Summary:** Microcomputer/Network Specialists administer networks for an agency and provides support services for its users. Positions in this series are at the full-proficiency level and work under technical supervision or general administrative direction to provide network planning, design, modification, implementation, security and administration. The primary focus is on network design, implementation, support, and administration, and administers networks requiring on-going planning and modification to maintain optimum network performance.

**Qualifications:** Two years work experience in which the primary responsibility of the position was maintenance, control and administration of the employer's network(s).

**Benchmark 15: Systems Programmer II**

**Level:** journey level

**Summary:** Systems Programmers perform functions at the full-working level and design, configure, install, modify, maintain and evaluate both purchased and in-house operating systems software for an enterprise server; provide technical consultation to agencies and contractors. Positions are responsible for program development, planning, and analysis for various operating systems in order to provide data and network access for the state and to insure effective, efficient use of resources and data base approaches. Performs a variety of system programming tasks involving either an independent project which includes interrelated assignments, or a component of an advanced project; and may provide instruction and guidance to lower level personnel.

**Qualifications:** Two years of experience in one or more of the following software groups: OS/MVS, OS/VS1, OS/390, DOS/VSE, VM/SP, CICS/VS, CIC/TS, UNIX, WindowsNT Server, TCPIP, ACF/NCP, or ACF/VTAM.

**Benchmark 16: Internet Specialist I**

**Level:** entry level

**Summary:** Internet Specialists I design, create, and maintain internet portals to provide information and e-government services to internal and external audiences through internet, intranet, and extranet systems. The work requires application of practical knowledge of internet systems, services, and technologies to make design and structure decisions and to resolve problems with design and delivery of internet services. At this level the work is predominantly focused on the ongoing maintenance and improvement of internet services. Incumbents provide information on system requirements, internet capabilities, and applicable design standards, and recommend best practices to achieve desired goals. (Common working title is Website Developer).

**Qualifications:** Two years of experience maintaining web sites, which includes working with graphics and text in a variety of file formats or postsecondary education in Internet Technology, Web Development, Web Design, computer science, information technology, information systems, or a closely related field.

## **Statistics and Research Analysis:**

### **Benchmark 17: Statistical Technician I**

**Level: entry level**

**Summary:** Under general supervision, performs routine collection, compilation, and analysis of statistical data typically using computers and statistical and data analysis software. Requires substantive knowledge of the data, data collection methods, resultant reports, and variables affecting validity of the data. The statistical analyses and reports that are prepared primarily require established or predetermined techniques. (Common working title is Research Assistant).

**Qualifications:** College coursework in computer programming or database/spreadsheet/statistical software operation and two years of clerical experience performing statistical work or highly complex data entry or manipulation.

### **Benchmark 18: Research Analyst III**

**Level: advanced level**

**Summary:** Under the general supervision of the Research and Planning Project Leader, this position performs difficult and technical research work, which may include the development and maintenance of statewide statistical information. Plans and develops forms, procedures, and regulations governing the collection of statistics; advises departmental personnel on the design and utilization of statistical data; adapts common statistical and research techniques to departmental or statewide projects; and prepares written reports and summaries of research projects for which responsible, including appropriate graphs, charts and statistical tables. (Common working title is Statistician).

**Qualifications:** Bachelor's Degree and two years of experience in research and/or statistical analysis.

## **Supply:**

### **Benchmark 19: Stock & Parts Services, Journey II**

**Level: journey level**

**Summary:** Using standard methods and techniques, work is performed independently at a local, regional, or statewide warehouse without subordinate staff, and where assistance from high level positions is not readily available. Purchases, receives, accounts for, repairs, stores, distributes and disposes of commodities, equipment, automotive parts, materials, and acquires services necessary to support agency line functions. (Common working title is Warehouse Attendant).

**Qualifications:** High School Diploma or equivalent and two years of warehouse experience. Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job.

### **Benchmark 20: Procurement Specialist III**

**Level:** advanced level

**Summary:** Positions in the series have a dual purpose to ensure needed supplies, equipment, and services are available to the agency in a timely, economical basis; and to assure all agency procurement activities conform to the Procurement Code and other appropriate regulations, policies and procedures. Procurement Specialists also perform a wide range of property control activities, including acquisition, storage, accounting and controlled property excess. Under general direction, Procurement Specialists III supervise journey level professional staff or perform advanced level professional transactions. (Common working title is Senior Purchasing Agent).

**Qualifications:** Four years in any combination of procurement experience and college education in a related field.

#### **Other Administrative:**

### **Benchmark 21: Claims Administrator**

**Level:** single level

**Summary:** Claims Administrators are responsible for planning, coordinating, and administering all aspects of the risk management program including insurance/self-insurance programs, claims administration, contract negotiation, fiscal reporting, computer information system and litigation management. Evaluates claims to determine applicable liability and damages; oversees the investigation of claims; consults directly with attorneys, contract counsel and independent claims-adjustment firms; and authorizes large claims payments and/or settlements with significant precedent-setting value. Instructs agencies in claim reporting procedures; acts as contact person in the event of an accident; and acts as liaison with adjustment bureaus, State agencies, and the injured party. (Common working title is Chief Adjuster).

**Qualifications:** Two years of professional level experience as a claims adjuster or underwriter.

#### **Business Finance:**

### **Benchmark 22: Loan Closer/Processor II**

**Level:** journey level

**Summary:** Under general supervision, completes the closing portion of the loan process and releases funds for loans administered by the agency's investment division. Selects, prepares, and edits legal documents relating to loans; leads the borrower through the final steps of loan processing; reviews initial and renewal insurance policies to ensure that the coverage meets the agency's requirements to protect the collateral and/or property; calculates and provides to the insurance company the amount of coverage required; monitors policy expiration dates to ensure coverage remains in place; records a variety of documents with a variety of state, private and federal agencies; determines closing costs, adding fees from various agencies; verifies amortization schedules; and, reviews and prepares various documents and agreements.

**Qualifications:** High school diploma or equivalent and six months of experience in lending, banking, real estate, title insurance or a closely related field.

**Benchmark 23: Grants Administrator II**

**Level:** journey level

**Summary:** Under general supervision, the Grants Administrator II performs the full range of grant administration duties on behalf of an agency as a grantor. These duties include the majority of functions such as proposal solicitation and evaluation, negotiation, grant award, fiscal monitoring, and close-out of a grant. Grant Administrator's II interpret, explain, and apply grant-related laws, regulations or policy guidance documents to ensure that grant programs comply with state and federal requirements; write and review grant solicitations and recommendations for award; facilitate and provide coordination and assistance to program staff and proposal evaluation committees; assist in the coordination of the grant award process; monitor programmatic or fiscal progress, often on-site, in remote locations; assist in preparation of training materials and presentations of grant processes; maintain grant and project databases; and perform and ensure close out procedures.

**Qualifications:** A bachelor's degree in a related field and one year of experience at the trainee or entry level performing accounting, budget, grants administration or procurement duties.

**Business Regulation and Compliance:**

**Benchmark 24: Occupational License Examiner**

**Level:** single level

**Summary:** Under general direction, Occupational Licensing Examiners perform administrative and technical support to one or more occupational licensing programs and act as a liaison between the Division of Occupational Licensing, the public, and any licensing board. Duties include processing applications for licensure, coordinating meetings of the board and assisting in the revision of regulations. Refers to statutes and regulations to recommend action on applications for occupational licenses. May lead or supervise clerical staff.

**Qualifications:** High school diploma or equivalent plus three years clerical experience including two years of journey level clerical work.

**Benchmark 25: Insurance Analyst I**

**Level:** entry level (training level)

**Summary:** Incumbents participate in on-the-job and formal training. Work involves researching, analyzing, and evaluating the factors affecting insurance sales and marketing within the State; monitoring the regulatory compliance of persons and organizations engaged in the insurance industry; and reviewing and approving/denying rates, rating systems, and policy forms proposed or used by licensed insurers as required by statute.

**Qualifications:** A bachelor's degree in any field.

**Benchmark 26: Community Care Licensing Specialist I**

**Level:** journey level

**Summary:** Under general direction, Community Care Licensing Specialists I perform licensure of child and adult residential facilities, foster homes, child day care facilities, and child placement agencies, to include on-site program assessment and investigation of complaints and allegations. Performs the basic licensing process, which entails receiving and responding to pre-application

inquiries, conducting intake meetings, and arranging fire, safety, and environmental health evaluations. Conducts on-site program assessments, processes waiver requests, documents findings, and formulates recommendations for license insurance, denial/revocation, or injunctive actions. Serves as a resource person to licensed providers; and identify and facilitate use of other resources to upgrade performance of care facilities.

**Qualifications:** A bachelor's degree and two years of technical or professional experience in social services, education, health care, mental health, juvenile justice, or a closely related field.

**Benchmark 27: Financial Institution Examiner III**

**Level:** advanced level

**Summary:** Under general direction, plans, conducts and leads examinations of commercial banks, trust companies, mutual savings banks, bank holding companies, branches or agencies of foreign banks, small loan companies, premium finance companies and other financial institutions as prescribed by statute. Incumbents are responsible for the full range of examinations and analyses related to the regulation of banks and financial institutions. Incumbents function as the Examiner-in-Charge of on-site examinations including analysis and appraisal of the most difficult types of secured and unsecured loans, evaluation of the soundness of management practices and loan and investment decisions. May train or lead lower level financial institution examiners in the conduct of examinations or analyses related to regulation of banks and financial institutions.

**Qualifications:** A bachelor's degree from an accredited college in finance, accounting, economics, business administration, business management, or a closely related field and one year of full-proficiency/journey level professional experience performing examinations of depository institutions and other financial institutions, or two years of professional experience analyzing, lending and collecting commercial loan portfolios, or two years of professional experience performing the examination or audit of financial statements, analysis of securities and loan portfolios, and assessment of management policies.

**Benchmark 28: Utility Financial Analyst III**

**Level:** advanced level

**Summary:** Performs or supervises duties involving utility regulatory audit, financial examination, and analysis of prospective or regulated utility companies and provides subsequent recommendations to the Public Utility Commission (PUC) regarding the utility's financial fitness, revenue requirements, and the reasonableness of existing or proposed rate structure. Positions in this class independently perform audits, examinations, and analyses of regulated utilities involving complex or controversial issues such as new or unusual regulatory issues, the application of regulatory theory, the analysis of utilities with unusually complex accounting systems; or, act as primary docket manager on cases involving substantial political considerations or legal issues, or, cases which may be expected to result in public hearing. Incumbents of these positions are expected to possess substantial expertise in the field of rate making, independently defend their financial position in controversial cases and contribute significantly to the rate making policy of the Commission. May be assigned lead responsibility over other utility financial analysts. (Common working title is Senior Utility Financial Analyst).

**Qualifications:** Bachelor's degree and two years of experience as a Utility Financial Analyst or CPA with two years of experience.

## **Safety Inspection:**

### **Benchmark 29: Commercial Vehicle Enforcement Officer II**

**Level:** journey level

**Summary:** Commercial Vehicle Enforcement Officers (CVEO) II enforce laws, statutes, regulations, and permits that govern all aspects of the operation of commercial motor vehicles (CMVs) on public roads within the State. CVEO II is the journey level class in which incumbents have demonstrated full proficiency in the principles of the CMV size, weight, and safety regulation and enforcement; operation of fixed weigh stations and mobile CMV enforcement units; and performance of Compliance Reviews at the offices of the operators of CMVs. Incumbents perform inspections to enforce regulations governing the safety and in-transit operation of CMVs such as trucks, buses, and tractor-trailers ensuring safety, minimizing damage to roads and bridges. Incumbents perform inspections at fixed weigh stations and with mobile commercial vehicle enforcement (CVE) operations in the field to ensure compliance with regulations and permits by CMV operators (drivers) and owners.

**Qualifications:** High school diploma or equivalent and one year of experience at the trainee level learning and applying the principles of commercial motor vehicle size, weight, and safety regulation and enforcement. Also requires valid driver's license and possession of an Inspector Certificate issued by the commercial Vehicle Safety Alliance in Driver/Vehicle Safety Inspections.

### **Benchmark 30: Occupational Safety & Compliance Officer**

**Level:** advanced level

**Summary:** Performs inspections and investigations of workplaces for occupational safety compliance. This is the specialized, proficient level capable of assessing compliance with the various codes, standards and practices relating to the assigned inspection specialty. Positions conduct scheduled inspections, investigate accidents or complaints of unsafe conditions, and prepare comprehensive inspection reports to document hazards and/or building systems that are out of compliance and to inform employers, contractors and workers of necessary corrective measures. The work routinely requires the resolution of unusual, difficult or exceptional issues by developing or modifying approaches, methods or techniques.

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job. Specialized certificates may be required for individual positions.

### **Benchmark 31: Safety Inspection and Compliance, Elevator Inspector**

**Level:** advanced level

**Summary:** Functions as a specialty inspector to assure compliance with applicable trade and building codes. This is the specialized, proficient level capable of assessing compliance with the various codes, standards and practices relating to the assigned inspection specialty. Positions conduct scheduled inspections, investigate accidents or complaints of unsafe conditions, and prepare comprehensive inspection reports to document hazards and/or building systems that are out of compliance and to inform employers, contractors and workers of necessary corrective measures. The work routinely requires the resolution of unusual, difficult or exceptional issues by developing or modifying approaches, methods or techniques.

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior

demonstrated and required for the on-going essential functions of the job. Specialized certificates may be required for individual positions.

#### **Environmental Health:**

##### **Benchmark 32: Environmental Health Officer III**

**Level:** advanced level

**Summary:** Under general direction, Environmental Health Officers III perform advanced professional duties in support of health and sanitation inspections, permitting, and regulation enforcement. Performs health and sanitation compliance inspections on retail food establishments, food processors, and public facilities, and takes enforcement action as needed. Also reviews and approves or denies plans and applications for permitting. In urban areas, leads lower level Health Officers; in rural areas is the sole Health Officer; or is an industry specialist in an industry with a statewide presence. (Common working title is Senior Health Inspector).

**Qualifications:** A bachelor's degree in an environmental, physical, biological, food technology, or natural science and one year of journey professional level experience inspecting, investigating, and permitting retail food establishments, food processing activities, and public facilities.

#### **Revenue and Audit:**

##### **Benchmark 33: Tax Technician III**

**Level:** journey level

**Summary:** Tax Technicians are para-professionals that perform a wide variety of technical tasks associated with tax, licensing, and enforcement programs. Under direction, incumbents: a) specialize in a complex tax type and/or function within the working unit and are able to act as a project leader or mentor to others; b) are fully proficient in more than one tax type of moderate complexity and are able to act as a project leader or mentor to others; c) provide technical assistance to Revenue auditors and/or Investigator for special projects, audits, investigations, and/or appeals. (Common working title is Lead Tax Technician).

**Qualifications:** High school graduation or the equivalent and two years of technical experience in the preparation, review or examination of tax returns.

##### **Benchmark 34: Tax Auditor III**

**Level:** journey level

**Summary:** Incumbents apply auditing skills to plan and conduct complete financial/tax audits and to perform the full range of auditing duties. Incumbents have full responsibility for conducting audits with methods of accomplishing assignments usually left to the judgment of the incumbent. Assignments require the application of standard methodologies and processes to gather, analyze, and interpret information related to the audit and discretion to apply correct audit principles and concepts in the performance of duties. Incumbents conduct original research, select appropriate techniques, and solicit taxpayer's position on each issue, attempting to resolve disagreements about the facts and appropriate rule of law to be applied. Incumbents may also assist the supervisor or senior auditor on parts of larger, more complex audits.

**Qualifications:** A bachelor's degree in accounting, finance, or any business area and one year of professional experience auditing, examining, preparing, reviewing, or reconciling financial accounts.

**Benchmark 35: Revenue Audit Supervisor II**

**Level:** management level

**Summary:** Revenue Audit Supervisor's II have full managerial and administrative responsibility for the audit functions of multiple significant tax, gaming, or royalty programs that impact State revenues. Sets program priorities, develops and implements internal policies and procedures. Organizational goals are met through directing and managing the actions of subordinate auditors. Requires extensive knowledge of tax or royalty examination, auditing procedures and principles, and regulations related to the revenue area. (Common working title is Revenue Audit Manager).

**Qualifications:** A bachelor's degree from an accredited college in accounting, finance, or any business area that includes at least 18 semester hours (24 quarter hours) in accounting, auditing, or tax courses and one year of experience supervising professional staff performing accounting, auditing, and/or legal tax work.

**Benchmark 36: Oil and Gas Revenue Auditor III**

**Level:** journey level

**Summary:** Applies technical knowledge and experience to plan, organize, coordinate and conduct the full range of duties in medium size oil and gas production tax and royalty audits. As member of an audit team, is assigned significant portions of the largest oil and gas company audits. At this level, work is performed independently with methods of accomplishing assignments including determining the scope of the audit, sequence of examinations, audit methodologies used, and the content of the report left to the judgment of the incumbent.

**Qualifications:** A bachelor's degree in accounting, finance or any business area and two years of professional experience auditing or examining financial information and data specific to the oil and gas industry.

**Benchmark 37: Internal Auditor III**

**Level:** journey level

**Summary:** Positions in this class work under general direction, performing the full range of audit functions including examination of agency operations and internal, management, fiscal and accounting controls. They examine financial records of activities of agencies, contractors or grantees in terms of: adherence to prescribed policies accomplishment of intended purposes; operational efficiency; effective control over expenditures, receipts, revenues, and assets; proper accounting for resources and financial transactions; production and reporting of accurate, reliable, timely, and useful financial data; compliance with applicable laws, regulations, and precedent decisions. Positions at this level are not fully supervisory, but frequently act as team leaders and assist in training and guiding lower level Internal Auditors, reviewing their work for accuracy and scope.

**Qualifications:** A bachelor's degree in accounting, public administration, business administration or a closely related field or CAA certification and one year of professional experience performing independent audits.

## **Government Management and Operations:**

### **Benchmark 38: Local Government Specialist III**

**Level:** journey level

**Summary:** Under minimum direction, performs a variety of services in the field of public administration for local government jurisdictions including, but not limited to, providing advice and technical assistance to municipalities and communities on administrative, fiscal and legal matters involving powers which may be exercised by a local government unit; conducting or participating in public hearings, seminars or group workshops examining subjects of contemporary interest in the field of local government; researching and presenting findings and reports on topics of public concern; coordinating intergovernmental programs and providing direct management assistance to community and regional representative bodies.

**Qualifications:** A combination of four years of college education and/or work experience which includes one year at or above the level of advanced clerical work plus one year of professional level experience which includes performing as a major ongoing responsibility in one or more of the following functions: grant development and administration, community development planning, financial management, program management, legal assistance or municipal or local government management.

### **Benchmark 39: Budget Analyst III**

**Level:** journey level

**Summary:** Under general supervision, performs a full spectrum of professional duties and responsibilities in the ongoing analysis of an assigned program category or departmental budget responsibility; performs difficult analysis of all budget matters for the assigned program category or a state department; may assist higher level budget analysts in the analysis of a variety of the most complex issues; provides consultative budget services to agencies.

**Qualifications:** A bachelor's degree in accounting, finance, business administration, or a closely related field and one year of journey professional level experience in accounting, financial management, budget analysis, or management analysis.

## **Economic Research:**

### **Benchmark 40: Economist III**

**Level:** advanced level

**Summary:** The Economist III is assigned complex economic analysis, forecasting, and econometric modeling requiring non-routine data analysis and consistent application of creative problem solving techniques. Projects are broad in scope and require comprehensive research and analysis involving the application of advanced economic principles to difficult problems. Requires the application of professional knowledge of economics which includes: research into economic situations; collection and analysis of economic data; preparation of interpretative reports and publications for all levels of economic acumen; and advice and consultation on economic matters to department managers and executives, the Governor's office, the Legislature, media sources, private organizations and citizens. Incumbents may lead or supervise the work of professional, technical, and clerical staff.

**Qualifications:** A bachelor's degree in economics or any field and two years of journey level professional experience in the collection, analysis, interpretation and reporting of economic data.

**Benchmark 41: Petroleum Economist II**

**Level: expert level**

**Summary:** Under general direction, analyzes and interprets economic data relating to the determination of the economic value of known and potential petroleum resources, financial status of oil companies, oil revenue projections and oil tariffs. Performs economic cost/benefit analyses on known and potential petroleum resources; develops economic models to effect revenue projections from various sources; conducts market research to determine the economic parameters needed for sale of the State's royalty oil and gas; evaluates the economic effects of present and future state and federal petroleum resources; assists in the economic evaluation of known and potential petroleum resources; and assists in the determination of the economic risk value of petroleum resources for lease sale analysis.

**Qualifications:** Bachelor's degree with major course emphasis in economics, accounting, public or business administration, petroleum engineering, industrial engineering, or a closely related field and three years of journey level professional experience in the collection, analysis and interpretation of energy related economic data.

**Development and Infrastructure Planning:**

**Benchmark 42: Community Development Specialist II**

**Level: journey level**

**Summary:** Under general supervision, Community Development Specialists II perform a variety of assignments directly related to the administration of employment training and community development grant programs. Incumbents independently perform client counseling, community outreach, and contract negotiations, development, and monitoring.

**Qualifications:** Bachelor's degree in related field and two years of technical or paraprofessional level experience in accounting or administrative functions including some involvement with State or federal grants.

**Benchmark 43: Planner III**

**Level: advanced level**

**Summary:** Under general direction, designs, sets standards for, and carries out assigned planning studies as related to comprehensive long-range planning. Incumbents in this class work with considerable independence under general guidelines on the more difficult and complex projects. Work involves the design of research projects, setting standards for technical adequacy, and coordinating planning contributions of lower level planners, other agencies and contracting consultants to assure timely completion and professional adequacy.

**Qualifications:** Bachelor's degree and two years of professional experience in planning of which at least one year was at the full-proficiency level.

**Benchmark 44: Transportation Planner I**

**Level:** journey level

**Summary:** Performs transportation program planning duties involving the evaluation of transportation systems, funding sources, technical complexities, and multiple competing interests, to prepare broad-scoped, long-range transportation or capital improvement plans that may be used to solicit funding for long-term projects, affect legislation, or contribute to project partnerships with other governmental agencies. Either serves as transportation modal specialist or leads a Capital Improvement Section in a regional office.

**Qualifications:** Bachelor's degree and two years of professional experience in planning in the transportation field.

**Emergency Planning and Response:**

**Benchmark 45: Radio Dispatcher II**

**Level:** journey level

**Summary:** Under general direction, transmits, receives, evaluates and relays information concerning law enforcement activities and public safety to, from, and between public safety units, other agencies, emergency units, law enforcement agencies, and the public by means of telephone, radio-telephone, radio, and teletype; may provide clerical support when not dispatching.

**Qualifications:** High school diploma or equivalent plus two years of work experience which includes six months of clerical experience.

**Benchmark 46: Emergency Management Specialist II**

**Level:** journey level

**Summary:** Emergency Management Specialists work with a variety of local, state, and federal agencies to guide and coordinate planning and preparation for disasters and other large scale events impacting public health and safety; consult with local governments and response organizations to provide technical assistance in identifying actions that will reduce the risk from hazards or threats; participate in event response to identify the need for, direct, and coordinate state involvement; assist local governments and the public in applying for state and federal funding for mitigation, planning, response, and recovery operations; and monitor performance, authorize payments, and report on state and federal emergency management grants. During emergency or disaster situations, Emergency Management Specialists II serve as the agency's representative on-site to coordinate initial assessment and response activities. Incumbents independently analyze community needs and resources, assist local officials in requesting additional assistance from state or federal agencies, and coordinate and direct state resources as the State On Scene Coordinating Officer. Incumbents provide situation reports and analytical briefings to agency management and local governments and recommend appropriate state and federal assistance.

**Qualifications:** One year of entry professional level experience mitigating against, preparing for, responding to, or recovering from emergencies, disasters, or terrorist events.

## **Airport Administration:**

### **Benchmark 47: Airport Operations Officer**

**Level:** single level

**Summary:** Under general supervision, Airport Operations Officers function as a management representative and liaison to ensure the day-to-day airfield operational safety and regulatory compliance through field inspections, reporting findings, and overseeing corrective actions. Incumbents coordinate landside and airside activities at Anchorage International Airport (approximately 2.6 million annual enplanements). Airport Operations Officers inspect construction activities, airport security fences and gates, and monitor wildlife hazards and field conditions to ensure operational safety. Incumbents coordinate with field maintenance and the control tower during snow events to ensure that runways, taxiways, and aprons are maintained within required limits.

**Qualifications:** Seven years experience in airport operations that was subject to FAA, state or military rules and regulations, and involved commercial or general aviation operations, terminal operations, airport and runway maintenance operations, or aircraft operating area (AOA) issues.

## **Ferry System Administration:**

### **Benchmark 48: Ferry Terminal Assistant I**

**Level:** entry level

**Summary:** Under general supervision of a Ferry Terminal Manager, assists in the sale of tickets, making reservations, parking and directing vehicular traffic, tying up of vessels, clean up and minor maintenance of terminal facilities.

**Qualifications:** Six months work experience in dealing with the general public.

### **Benchmark 49: Reservations Specialist**

**Level:** single level

**Summary:** Under general direction, establishes, maintains, supervises, and coordinates a system for the making and confirmation of reservations for travel on a ferry system. Manages complex filing systems that provide reservations and ticketing services to the public. Keeps records of the available passenger and cargo space on all vessels at the point of trip origin and while in transit. Ensures the maintenance of records necessary for the determination of agent's credit and traffic agreements. Establishes procedures for the orderly distribution and collection of wholesale space or ticket sales. Supervises the reporting of sales and accounting for and banking of receipts. (Common working title is Reservations Agent).

**Qualifications:** Two years of experience in sales, reservations, or promotion in a transportation system or agency.

### **Benchmark 50: Port Captain**

**Level:** single level

**Summary:** Under the general direction of the Director of Marine Operations, the Port Captain is responsible for the operation, safety, general maintenance (except engine room and machinery),

and annual dry-docking, repair and modification of State operated ferries. Prescribes operating procedures and maintenance standards for the deck departments of all vessels; inspects facilities and activities to ensure that procedures and standards are maintained. Oversees preventive maintenance and inspects vessels to determine extent of annual repairs and alterations necessary; works in coordination with Port Engineer in preparing specifications for annual dry-docking and shipyard work. Supervises vessel masters and deck departments. Hires licensed deck staff.

**Qualifications:** Five years of experience in the operation of vessels employed and managed for commerce and/or transportation and possession of either of the following U.S. Coast Guard Licenses: 3rd Mate, Oceans, Any Gross Tons (unlimited) or Mate, Near Coastal (Inland), Any Gross Tons (unlimited), or an equivalent combination of education and experience.

#### **Maintenance Administration:**

##### **Benchmark 51: Maintenance and Operations Superintendent**

**Level:** supervisory level

**Summary:** Under general direction, Maintenance and Operations Superintendents plan and direct the maintenance and repair of transportation infrastructures for an assigned maintenance district. This is a supervisory class with substantial responsibilities requiring the exercise of independent judgment in employing, disciplining, or adjudicating grievances of subordinates. Maintenance and Operations Superintendents plan, direct, and carry out operations needed to preserve transportation infrastructure and facilities, and ensure the safety of the traveling public. Superintendents, working through subordinate crews, restore roads, bridges, and airports to safe operating condition following severe weather and catastrophic events and repair damage from use and changing climatic conditions. Maintenance and Operations Superintendents develop their operating and capital budgets, allocate funds to individual maintenance stations, approve expenditures, evaluate and assign equipment, identify capital project needs, and review bid documents and construction projects for issues impacting operations.

**Qualifications:** Six years of experience in highway, street or airport construction, maintenance or operations.

#### **Real Estate Appraisal:**

##### **Benchmark 52: Right-of-Way Agent III**

**Level:** advanced level

**Summary:** Right-of-Way Agents are responsible for the acquisition of land necessitated for the construction of capital improvement projects (highways, airports, buildings and other public facilities) through negotiation or eminent domain action; for providing relocation assistance to displaced persons, and for management of state-owned right-of-way property. Positions at this level receive the most difficult assignments in negotiations, appraisals and relocations assistance where complex factors are a consideration, such as situations where commercial or income producing properties are involved. These positions may exercise lead level responsibilities.

**Qualifications:** Two years of professional experience in the acquisition, management, or disposal of public or commercial real property that included conducting or overseeing title examining, surveying, engineering, appraisals, negotiations with buyer or seller, and drafting of land use permits, agreements, easements, and acquisition and disposition documents.

### **Benchmark 53: Appraiser II**

**Level: journey level**

**Summary:** Under general direction, the Appraiser II performs or reviews work in the appraisal of real property or property interests. The positions require technical knowledge and skill in the application of the principles, practices, and techniques of appraisal to research, gather, analyze, and interpret information on a specific property, neighborhood, or market area. Positions determine the value of real property or property interest as of a specific date, current or historical, based on the property's condition, size, boundaries, and topographical features; the highest and best use of the property; and market area characteristics. Incumbents appraise various types of real property ranging from small, unimproved tracts through highly developed complexes, including agricultural lands, tidelands, and timberlands. Appraisals include complications such as lack of comparable sales; mineral, water, and sewer rights; severance damages due to partial takings; multiple ownership; easements; environmental or historic preservation issues; timber values or rights; agricultural rights; many different potential uses of subject property and surrounding properties; or the presence of advanced or unusual financing techniques.

**Qualifications:** 120 hours of formal training related to Real Estate Appraisal which included 15 hours relative to the Uniform Standards of Professional Appraisal Practice and three years of experience appraising a variety of real property in a variety of communities or markets.

### **Property Management:**

### **Benchmark 54: Building Management Specialist**

**Level: journey level**

**Summary:** This is the full performance level Building Management Specialist requiring considerable knowledge of building systems to inspect facilities, set and administer contracts for their maintenance, repair, or construction. Incumbents assess building renovation and repair needs, set priorities for planned work, administer contracts for construction, repair or maintenance of facilities, and monitor the work of contractors. Prepares specifications and design documents for inclusion in construction contracts. Inspects buildings for compliance with contract documents and applicable building codes. Arranges construction of employee housing and repair and renovation of existing housing; inspects housing units. Researches new materials and methods; investigates impact of hazardous substances on agency buildings. Administers capital construction/repair and reoccurring maintenance contracts for agency facilities. Analyzes project feasibility, prepares cost estimates, writes specifications, solicits bids and awards contracts within authority. Inspects work to verify contract compliance, authorizes change orders and authorizes payment upon completion.

**Qualifications:** Bachelor's degree in engineering, architecture, business administration, or a closely related field and three years of responsible experience in facilities construction, operation, maintenance or repair; building management, structural engineering, architecture, or licensed general contracting.

### **Benchmark 55: Airport Leasing Specialist II**

**Level: journey level**

**Summary:** Airport Leasing Specialist IIs serve as property agents in developing, coordinating, managing, and monitoring legal contracts and agreements for agency-owned lands and facilities associated with international or rural airports and seaplane bases. Incumbents administer the

leasing of airport space and property for commercial and private use. This includes developing and drafting land, terminal, or concession agreements; developing invitations to bid or requests for proposal for various spaces and purposes; coordinating the public notice process; receiving and evaluating bids or proposals for completeness and compliance with the airport master plan; coordinating internal review; negotiating changes to meet airport needs; and recommending acceptance or denial to the final approval committee. Airport Leasing Specialists also evaluate requests for changes to lease agreements and sub-leases, ensure compliance with lease terms and conditions, and resolve problems and conflicts with lessees.

**Qualifications:** Two years of experience in interpreting, applying, and approving actions under the terms of contracts, leases, real estate transactions, loan documents, insurance policies, or other legal documents.

#### **Education Programs:**

##### **Benchmark 56: Education Program Assistant**

**Level:** journey level

**Summary:** Under general supervision, provides para-professional technical support to professional staff in an educational area or specialty field, such as preparing materials, correspondence and surveys; making logistical arrangements for workshops and conferences; and preparing and tracking related administrative paperwork. Decisions require the understanding of educational concepts and technical procedures in order to determine and modify work methods or elements, select appropriate guides and explain the processes and requirement to others, such as the availability/use of teaching aides and materials and federal program regulations.

**Qualifications:** Two years of full proficiency level clerical experience of which one year was in an educational environment such as would be found in traditional, correspondence or continuing education schools, education service providers or regulatory agencies.

##### **Benchmark 57: Education Specialist II**

**Level:** specialist level

**Summary:** Under direction, serves as staff advisor and subject matter specialist in planning, developing and maintaining standards, and evaluating educational and vocational curricula or educational programs in a specialized field of education. (Common working title is Educational Consultant).

**Qualifications:** Bachelor's degree and four years of professional experience in education, one year of which was as a staff advisor/specialist, administrator, supervisor or consultant in planning, developing and maintaining standards and evaluating educational and vocational curricula or educational programs in a specialized field. May also require a Teacher Certificate.

#### **Teaching and Instruction:**

##### **Benchmark 58: AVTEC Instructor**

**Level:** single level

**Summary:** Under general direction, AVTEC Instructors plan, develop, coordinate, and provide vocational training and education at the Vocational Technical Center (AVTEC), a post secondary

vocational education institution. AVTEC Instructors develop and provide training to students in a specific occupation or trade and in general work practices and expectations. Incumbents provide counseling and guidance to students entering the occupation; maintain a network of contacts in their occupational area to assist students with initial job placement and in acquiring on-the-job training; and work with community, trade, and business representatives to adapt the training program to the changing needs of industry and the state population. (Common working titles are Vo-tech Faculty or Vo-tech Instructor).

**Qualifications:** Four years of journey-level trade experience in the applicable field, or a bachelor's degree in the applicable field and two years of journey-level trade experience in the applicable field.

#### **Benchmark 59: Training Specialist II**

**Level:** advanced level

**Summary:** Under direction, Training Specialists II perform advanced level professional work, develop new courses, and provide a variety of training and training development and consultative services to state agencies, state employees, and other audiences. Positions at this level perform training needs analyses; initiate and administer contracts to purchase training services; develop evaluation methodology; develop new courses; modify or rewrite existing courses; and instruct core and advanced level classes or workshops requiring advanced knowledge and study.

**Qualifications:** A bachelor's degree and one year of journey professional experience in the delivery of adult education, which must include the update, adaptation, or modification of course modules, classes, or equivalent, or five years of journey professional or teaching experience in the delivery of adult education or adult education program.

#### **Student Services:**

#### **Benchmark 60: Alaska Military Youth Academy Team Leader (Also known in some States as the National Guard Challenge Program)**

**Level:** journey level

**Summary:** Under general supervision, Alaska Military Youth Academy (AMYA) Team Leaders oversee the cadets enrolled in the AMYA. Team Leaders are responsible for the control, supervision, and health, welfare, and safety of cadets. The AMYA is a state-run secondary training and educational institution accredited by the Northwest Association of Schools and Colleges and is one of the National Guard Youth Challenge Programs for "at-risk" youth located throughout the United States. (Common working titles are Platoon Leader, Team Leader for National Guard Challenge Program).

**Qualifications:** A high school diploma or equivalent and six months of experience, paid or volunteer, teaching or coaching group activities for youth. Also requires valid driver's license.

#### **Benchmark 61: Recreation Assistant**

**Level:** single level

**Summary:** Under general supervision, assists in carrying out an extracurricular recreation program in an educational or health institution. This class of positions represents those which are non-professional assistants in a full time extracurricular recreation program. Recreation Assistants are not involved in formal classroom instruction or institutional recreational therapy programs; the class does not require certification as a physical education teacher. Supervises recreation

activities at school during non-school hours, holidays and weekends; provides instruction in games, sports, arts and crafts; schedules recreational activities, games, tournaments. Maintains log of recreational equipment checked out and returned; reviews records to insure return of equipment prior to student graduation.

**Qualifications:** A high school diploma or equivalent and two years of work experience including one year of dealing successfully with the public. Also requires valid driver's license.

#### **Library and Archives:**

##### **Benchmark 62: Library Assistant I**

**Level:** entry level

**Summary:** Under general supervision, Library Assistants I perform routine technical library or archival work in support of library and archive operations to provide assistance to the public, state agencies, and other libraries with identifying, locating, and procuring a variety of library and archival information and materials. Assignments require some understanding of library procedures and methods, and some application of judgment and discretion, however most tasks and methods are well defined with the supervisor readily available for assistance.

**Qualifications:** High school diploma or equivalent and one year of advanced level clerical work reviewing and processing documents which requires knowledge, understanding, and the ability to apply appropriate criteria, rules, regulations, and policies and procedures.

##### **Benchmark 63: Librarian III**

**Level:** expert level

**Summary:** Librarian III is a professional classification requiring the application of knowledge in specific librarian functions such as: classification and cataloging, reference services, circulation, collection acquisition, development and preservation, or library webpage services. Librarian IIIs analyze, plan, coordinate, obtain, and maintain library services and resources. Positions in these classes require specialized knowledge and skills to perform needs assessment and provide information to library patrons by utilizing a variety of research techniques and information resources, library programs, and databases. Librarian IIIs also perform training, outreach, and provide consultative services to state agencies, municipalities, public libraries and school districts seeking assistance with research, expert advice on library matters, or on program development. Incumbents may lead or supervise the work of professional, technical, and clerical staff.

**Qualifications:** Master's degree in library or information science, media services, or a closely related field and two years of advanced level professional librarian experience with independent responsibility for multiple functional areas of library work, such as classification and cataloging, reference services, circulation, collection acquisition, development and preservation, or library webpage services.

##### **Benchmark 64: Archivist II**

**Level:** journey level

**Summary:** Performs professional archival activities in a variety of functional areas in support of the State Archives. Archival functional areas include collection, accession, appraisal, analysis, arrangement, description, preservation, and management of non-current state and other public records. The primary purpose of archival functions is to identify, preserve, and manage public records with permanent administrative, fiscal, legal, and historic value to the state; and make such records available to the public. Records consist of various media, such as paper,

photograph, film, electronic, and digital formats. Duties require a developed expertise and knowledge of policies, procedures, regulations, government functions and relationships, historic periods, and principles and theories of organizing, describing, documenting, and managing archival records.

**Qualifications:** Bachelor's degree in any major subject area and two years of professional archival work experience.

### **Anthropological Research and Education:**

#### **Benchmark 65: Museum Curator II**

**Level:** journey level

**Summary:** The Museum Curator II provides oversight of one or more functional areas of a large museum, or for all functional areas of a small branch museum. At this level incumbents independently perform curatorial duties in collection management, care of objects, research and interpretation of objects, creation of exhibits and exhibitions, and development of educational programs. Functional areas include collections care and management, research and interpretation, exhibits, education programs, and outreach services. The primary duty focuses on the acquisition, research, authentication, evaluation, storage, and exhibition of collections.

**Qualifications:** Master's degree or certificate in Museology, Public History, History, Archaeology, Anthropology, Visual Arts, Art History, Conservation, or a closely related field; and one year of experience in research, study, and interpretation of objects; educational exhibit planning and design; or object conservation and preservation.

#### **Benchmark 66: Archaeologist II**

**Level:** advanced level

**Summary:** Under general supervision, participates in or leads the state's archaeological investigation, permit review, inventory and mitigation assessments relative to the preservation of historic and cultural resources, to include archaeological, historical and architectural resources; evaluates their significance in compliance with state and federal requirements for conservation, preservation, and restoration; reviews public projects impacting significant historic and archaeological sites; authors and produces reports of archaeological investigations and contributes to public education and cultural awareness programs. Archaeologist II trains, leads and monitors lower level staff and interns.

**Qualifications:** Master's degree in archaeology, or anthropology with course emphasis in archaeology, including or supplemented by two field seasons experience, of at least two months duration each, in archaeology site location, identification and excavation. One field season must have been as a team supervisor.

#### **Benchmark 67: Subsistence Resource Specialist II**

**Level:** journey level

**Summary:** Under general supervision, positions perform subsistence research. Research may address subsistence issues, baseline studies of wildlife uses, the impact of regional and industrial growth on subsistence uses, and the development of fishing and hunting regulations. Responsible for all research, data collection, and analysis for assigned projects in a specific geographical area or region. Positions function with more independence and latitude in determining methods of research for projects.

**Qualifications:** A Bachelor's degree in anthropology, sociology, geography, or a closely related field and one year of experience performing professional subsistence resource research.

### **Arts, Photography and Information:**

#### **Benchmark 68: Publications Specialist II**

**Level:** journey level

**Summary:** Performs writing, editing, design and layout, training, analytical, advisory and publishing duties to produce printed materials such as publications, articles, brochures, newsletters and electronic documents for the Internet.

**Qualifications:** A bachelor's degree and one year of professional experience performing writing, editing, design and layout of written materials.

#### **Benchmark 69: Information Officer II**

**Level:** journey level

**Summary:** Under general direction plans, coordinates and performs information dissemination activities for a state agency whose programs are in a continual and obvious modification based on public reaction. Positions in this class have responsibility for performing public informational and publicity duties for a department whose activities and programs require extensive publicity campaigns to minimize public conflict and dissent, increase program efficiency through an interested and better informed public, or are subject to considerable modification based on public reaction. (Common working title is Public Information Officer).

**Qualifications:** Bachelor's degree from an approved college with major course work in journalism, public relations, English, communications media, education, library science, graphic or commercial art, or a closely related field and two years of experience in journalism, information dissemination or related public relations work.

### **Public Programs:**

#### **Benchmark 70: Child Support Specialist I**

**Level:** journey level

**Summary:** Under general supervision, as a member of the customer service center or a case management team, determines and performs or directs performance of required actions in case preparation and investigation to collect court-ordered or administratively determined child support payments from responsible parents, to determine paternity, to establish child support orders and to maintain quality customer service. Child Support Specialist I represents the full working level professional involved as a team member in the establishment, modification, and/or collection of child support.

**Qualifications:** Two years of experience performing complex clerical or accounting tasks associated with the enforcement or collection activities of a child support enforcement agency.

**Benchmark 71: Child Support Manager:**

**Level:** single level

**Summary:** Serves as a regional manager of an agency providing child protection, adoption, foster care, licensing child protection services and family restoration programs and services. Creates and implements the objectives for the region, develops and is accountable for the region's financial management plan, provides consultation and direction in difficult or complex cases, and reviews and approves major case decisions.

**Qualifications:** A bachelor's degree and three years of professional experience in child support enforcement activities such as enforcement of court-ordered or administrative child support, case preparation, paternity determinations, and order establishment or modification.

**Benchmark 72: Eligibility Technician II**

**Level:** journey level

**Summary:** Eligibility Technicians II are responsible for performing the full range of assignments involving eligibility determinations and benefit authorizations that are typically found in a full service office. Incumbents conduct applicant interviews, obtain and analyze client information and documents, apply knowledge of public assistance programs, regulations, policies, and procedures; makes initial and continuing eligibility determinations and authorizes benefits. (Common working title is Public Assistance Eligibility Technician).

**Qualifications:** High school diploma or equivalent and one year of experience.

**Benchmark 73: Medical Assistance Administrator III**

**Level:** supervisory/specialist level

**Summary:** Medical Assistance Administrator III is (1) the supervisory level of the series, directing and managing staff involved in planning, implementation, review and assessment of Medicaid/Medical Assistance program development, operations, and/or information system maintenance and may perform duties associated with program management, or (2) serves as staff advisor/coordinator. At this level, the position is involved in the coordination and implementation of major programs/projects that, are politically sensitive; diverse and complex; require organization and administration of multiple private and public agencies.

**Qualifications:** A Bachelor's degree in public health, health sciences, health education, nursing, medical social work, health services administration, public administration, business administration or a closely related field and either one year leading/supervising on-site inspections and reviews of health care facilities and programs for compliance with licensing and certification requirements or one year of experience managing a health care program which includes Medicaid or medical assistance elements.

**Benchmark 74: Workers' Compensation Technician**

**Level:** single level

**Summary:** Under general supervision, Workers' Compensation Technicians provide assistance to injured workers in securing workers' compensation benefits and in monitoring claims for timely and correct payment of compensation. Workers' Compensation Technicians act in the capacity of a benefits specialist, performing advisory, monitoring, and technical duties necessary to administer the State's Workers' Compensation Act and to expedite the processing of workers' compensation claims. Assignments at this level require independence within well-defined

guidelines after initial orientation, with assistance available for unique or unusually problematic cases.

**Qualifications:** High school diploma or equivalent and three years of office clerical experience in the field of workers' compensation or a closely related field such as occupational safety and health, insurance, unemployment insurance appeals, or as a legal secretary.

**Benchmark 75: Social Services Program Coordinator**

**Level:** single level

**Summary:** Under general direction, Social Services Program Coordinators develop administrative and operational plans for the implementation, modification, and coordination of statewide social services programs. Makes field visits and studies case files and periodic and special reports to ensure that applicants are in designated categories of eligible clients. Reviews listing and program details to ensure that plans are being followed, program goals are being met, and that fiscal accountability is monitored.

**Qualifications:** Four years of journey level professional experience providing, developing, administering, or managing social/health services or social/health service programs.

**Social Work:**

**Benchmark 76: Social Services Associate II**

**Level:** journey level

**Summary:** Under general supervision, provides technical assistance, information and referrals to individuals, families, groups and communities in need of social services. Incumbents assist professional staff by performing activities in support of a variety of social services programs, such as obtaining services identified by the individual assessments and case plans, routine case monitoring, preparing and filing court documents and obtaining supporting information as directed by the professional staff. The work may include leading the work of Social Service Associate trainees and general clerical staff.

**Qualifications:** High School diploma or the equivalent; and one year of paraprofessional experience providing assistance, information or referrals to the public related to social services, health care or legal services.

**Benchmark 77: Social Worker II (Children's Services)**

**Level:** journey level

**Summary:** Under direction, performs the full range of professional child welfare and family services social work. Incumbents apply knowledge of professional social work principles and methods to provide the full range of child welfare and family services casework, including investigation, determination of course of treatment and services, assumption of custody of endangered or neglected children, and representation of the agency in court proceedings.

**Qualifications:** Possession of a current Social Worker license issued by the State.

**Benchmark 78: Social Worker IV (Children's Services)/Children's Services Supervisor**

**Level: supervisory level**

**Summary:** Under direction, serves as a full supervisor typically for paraprofessional and/or professional staff providing child welfare social work services in a rural office or a social work unit in a central or regional office. Serves as a case-worker expert and directs the child welfare programs provided by the professional and technical staff. This is a fully supervisory class with substantial responsibility for the exercise of independent judgment in appointing, promoting, transferring, suspending, discharging, and adjudicating the grievances of subordinate personnel.

**Qualifications:** A bachelor's degree with a major in a social, behavioral, or health science or in law or a closely related field; and one year of professional experience directed at providing health or social services to individuals, families, or groups to assist them in achieving more adequate, satisfying, and productive social adjustment. Also requires possession of a current Social Worker license issued by the State.

**Special Social Service:**

**Benchmark 79: Public Guardian**

**Level: single level**

**Summary:** By court appointment and under general direction, Public Guardians are responsible for protecting the rights and managing the affairs of incapacitated persons (wards). Public Guardians exercise the legal authority and responsibility to ensure the ward's well-being, including managing the ward's finances and estate and making necessary care and medical decisions. Public Guardians are custodians and substitute decision makers for individuals who have been determined by the court to be incapacitated to the extent they are unable to make their own decisions. Incumbents arrange for such essential client needs as food, clothing, lodging, transportation, and medical care.

**Qualifications:** Five years experience providing professional level client casework to children, adults, or persons with a mental illness, developmental disability, traumatic brain injury, age-related dementia, or other form of disability.

**Vocational Rehabilitation:**

**Benchmark 80: Vocational Rehabilitation Assistant II**

**Level: journey level**

**Summary:** Vocational Rehabilitation Assistants provide technical and administrative support to counselors, evaluators, and related staff during all stages of vocational rehabilitation services, to enable clients with multiple impediments and disabilities to achieve gainful employment. Vocational Rehabilitation Assistants II independently provide the full spectrum of specialized technical support to a case management team and its clients, during the stages of referral to eligibility determination to Individual Plan of Employment (IPE) approval to rehabilitation services through case closure.

**Qualifications:** High school diploma or equivalent and two years of related experience.

### **Benchmark 81: Vocational Rehabilitation Counselor III**

**Level:** advanced level

**Summary:** Vocational Rehabilitation Counselors provide rehabilitation counseling to clients to address and alleviate their physical, mental, developmental, cognitive, and emotional disabilities in order to achieve the goal of an employment outcome. This specialized counseling includes but is not limited to assessment of individual needs; diagnosis and treatment planning including recommendations; career (vocational) counseling; case management, referral and service coordination; advocacy with employers; consultation and advice to partner agencies to improve their ability to serve individuals with disabilities; and job analysis, development and placement. Vocational Rehabilitation Counselors III provide vocational rehabilitation counseling services to a large caseload of clients designated as significantly disabled; have authority to commit state resources through the approval of eligibility determinations and individualized plans for employment (IPEs); and apply considerable knowledge and training of medical aspects of disabilities, the behavioral and social sciences, and counseling to address interrelated issues of disabilities and social and emotional impact on individuals.

**Qualifications:** A Certification in Rehabilitation Counseling (CRC) from the Commission on Rehabilitation Counselor Certification.

#### **Labor and Employment Services:**

### **Benchmark 82: Employment Security Specialist IB**

**Level:** journey level

**Summary:** Employment Security Specialists perform a wide variety of functional assignments necessary to the delivery of Employment Service/Unemployment Insurance (ES/UI) programs including employability, placement and related services to applicants and employers and unemployment insurance benefits payments. This series covers field operations staff providing ES/UI services in a local office or employment center. Positions in this class perform average difficulty ES/UI work.

**Qualifications:** Four years of experience where effective dealing with people was an essential part of the duties such as through employment agencies, labor or industrial relations, personnel or industrial management, teaching, insurance, social services, etc. Also requires successful completion of a departmentally approved training program.

### **Benchmark 83: Employment Service Manager I**

**Level:** management level (1<sup>st</sup> of 4 management levels)

**Summary:** Employment Service Manager I perform a wide variety of administrative and managerial assignments necessary to Employment Security Division field operations. Positions at this level manage the activities of a small employment service office with limited staff and perform both operational and supervisory work. Incumbents plan, organize, direct and coordinate the delivery of services under a variety of employment and unemployment insurance programs; promote utilization and understanding of the agency's services, and coordinate employment and training activities with other public and private sector entities.

**Qualifications:** One year of full proficiency level work experience in employment service or unemployment insurance (UI) programs such as processing UI benefit claims, hearing and deciding UI appeals, providing labor exchange (employment) services, vocational assessment and counseling services; or performing employment service related technical support work as an

employment security analyst, or in the areas of UI quality control, UI benefit payment control, UI fraud investigations, or similar functions.

#### **Internship Programs:**

##### **Benchmark 84: College Intern III**

**Level:** journey level

**Summary:** College Interns receive job training and experience integrated with formal post secondary education. This level is for an undergraduate student who has declared a major in a degree field directly related to the work and is currently taking 300 level or higher courses.

**Qualifications:** High School diploma or the equivalent; proof of enrollment that certifies course participation in a formal university or college program for a minimum of six semester or eight quarter hours; cumulative grade-point average of 2.0, or better; declaration of a major in a degree field directly related to the assigned duties and responsibilities; and attendance in 300-level equivalent courses, or higher.

#### **Health Administration:**

##### **Benchmark 85: Health Program Associate**

**Level:** single level

**Summary:** Under general direction of a health program manager or specialist, Health Program Associates perform on-going assignments which focus on carrying out substantive procedural aspects of a program, for example, determining program eligibility; coordinating services to clients; monitoring and approving service provider or vendor activity; and/or extending the capabilities of the program manager by assisting in disease surveillance, outbreak investigations, on-site reviews and similar activities, in support of the management of health programs and services. This is a transitional level of work between para-professional health field workers and fully functioning health professionals.

**Qualifications:** A bachelor's degree in biological, health or behavioral sciences; health practice; education; or public or business administration and one year of technical level experience performing or providing administrative support to health program planning, development, coordination, evaluation or implementation, technical health care assistance and consultation, health care utilization or quality assurance examination, health care service delivery, health education and/or health grants administration.

##### **Benchmark 86: Health Program Manager II**

**Level:** journey level

**Summary:** Health Program Manager II is responsible for the full scope of program administration duties for a statewide public health program. Positions are fully accountable for representing a program or performing equivalent work involving significant health care delivery system oversight. These positions include, but are not limited to: responsibility for program planning and development which requires conducting needs assessments and securing the cooperation of various agencies, service providers, advisory boards and others to coordinate, integrate and provide a complex set of services; monitoring and evaluating the procurement or provision of multiple categories of services through contracts or grants; establishment and maintenance of an integrated system of information gathering and reporting which portrays

program or health care delivery activities for analysis, assessment and associated actions; conduct service and utilization reviews to assess compliance with program policies, procedures, federal requirements and other quality control criteria. Positions typically both perform and direct the efforts of other program professional, technical and support staff in the work necessary for program management.

**Qualifications:** A Master's degree in health, public health, behavioral health, health care services, health practice, senior health care, developmental disabilities, health sciences, health care administration, or a closely related field and one year of advanced professional level experience performing health program planning, development, coordination, evaluation or implementation, technical health care assistance and consultation, health care utilization or quality assurance examination, and/or health care service delivery.

#### **Benchmark 87: Public Health Specialist II**

**Level:** advanced level

**Summary:** Under general administrative direction, Public Health Specialists II provide the full scope of technical/clinical research, consultant and advisory services in a public health specialty area on a statewide basis. Public Health Specialists are specialists and consultants in a particular clinical or technical health specialty area, responsible as subject matter experts for participating in and advising on matters relevant to the specialty area, including: needs assessments; planning and implementing specialized health goals and objectives; development and interpretation of policy, procedure, and health care protocols; and field evaluation and guidance. Specialized areas of expertise may include, but are not limited to: maternal and/or child health, pulmonary disease, early childhood, developmental disability, epidemiology, AIDS/STD, nutrition, chronic disease, genetics, audiology, emergency medical services, or illness/injury research, surveillance and control.

**Qualifications:** A bachelor's degree in public health or related field and five years of professional experience administering or providing specialized health care or public health services or programs.

#### **Nursing, Assistive:**

#### **Benchmark 88: Certified Nurse Aide I**

**Level:** journey level

**Summary:** Under immediate supervision, provides basic nursing care or basic physical therapy care to residents of a state-run assisted living facility. At this level incumbents perform the full range of nurse aide tasks according to established policy and procedures. Certified Nurse Aides perform basic nursing care tasks as delegated by a nurse or basic physical therapy care tasks as delegated by a physical therapist. Basic nursing care includes tasks such as monitoring body functions, taking and recording vital signs, non-invasive collection of physical specimens, recognizing and reporting changes in condition, and performing other routine, repetitive, ongoing care tasks which do not require the professional judgment of a nurse in accordance with established regulations, policies and procedures. Physical therapy care includes tasks such as training, assisting and guiding residents in performance of therapeutic and mobility maintenance exercises and treatments.

**Qualifications:** Current Nurse Aide certification issued by the State.

**Benchmark 89: Psychiatric Nursing Assistant III**

**Level: journey level**

**Summary:** Under general supervision, Psychiatric Nursing Assistants III perform a wide variety of paraprofessional psychiatric nursing duties designed to provide care, treatment, and rehabilitation to psychiatric or developmentally disabled patients. Psychiatric Nursing Assistants III are expected to function independently, exercise sound judgment, and initiate action in emergency situations based on their past training and experience. Incumbents at this level are expected to actively participate as a member of the therapeutic treatment team, contribute toward the development of patient rehabilitation plans, and interact with patients in a manner which contributes positively toward rehabilitation.

**Qualifications:** One year of experience performing a variety of paraprofessional psychiatric nursing duties to assist in the care and treatment of psychiatric or developmentally disabled patients.

**Nursing, Professional:**

**Benchmark 90: Nurse II**

**Level: journey level**

**Summary:** Under moderate supervision, performs the full range of professional level nursing duties in a state-owned and operated facility, such as a school, a correctional institution or a health center. Makes nursing assessments and reports changes in patients' condition or behavior; assists physicians in administering treatments and performing examinations; coordinates with other nurses to ensure continuity of care; administers medications and observes patient reactions; prepares written reports of observations made and care rendered.

**Qualifications:** Graduation from a school of nursing accredited by the National League of Nursing or license to practice as a registered nurse in the State and one year of entry level professional nursing.

**Benchmark 91: Nurse II (Psychiatric)**

**Level: journey level**

**Summary:** Performs the full range of professional level nursing duties in an institution providing care for psychiatric or developmentally disabled individuals. Provides psychiatric nursing care to patients; assists in the orientation of patients to hospital routine; interacts with patients individually or in groups; makes nursing assessments and reports changes in patients' condition or behavior; assists physicians in administering treatments and performing examinations; intervenes in specific situations. Administers medications and observes patient reactions; prepares written reports of observations made and care rendered.

**Qualifications:** Graduation from a school of nursing accredited by the National League of Nursing or license to practice as a registered nurse in the State and one year of entry level professional nursing.

**Benchmark 92: Public Health Nurse II**

**Level: journey level**

**Summary:** Under general direction, participates in all phases of planning and providing for a broad range of generalized community health nursing services to individuals, families and

communities. Incumbents are fully skilled in and participate in most or all areas of public health nursing, although in larger clinics some positions at this level may spend a majority of their time in one or two specific specialty areas (e.g., family planning or woman's clinics) with only minimal time spent in other areas.

**Qualifications:** Bachelor's degree in Nursing and a license to practice as a registered nurse in the State, and one year of professional public health nursing experience in a public health organization.

**Benchmark 93: Nurse IV**

**Level:** supervisory level

**Summary:** Under direction, supervises all nursing activities for a small State-owned and operated facility or for several wards or units of a large facility. Advanced knowledge of nursing principles is required to plan, coordinate, and direct comprehensive nursing services for an agency or several wards or units. Incumbents are increasingly involved with administrative and management functions and have substantial responsibility for directing, planning and implementing comprehensive nursing services for a facility or agency.

**Qualifications:** Graduation from a school of nursing accredited by the National League for Nursing or license to practice as a registered nurse in the State and three years of professional nursing experience including one year in the supervision of other nursing employees.

**Medical, Professional:**

**Benchmark 94: Health Practitioner I**

**Level:** journey level

**Summary:** Under general direction, is assigned to provide primary health care to one of several client groups. The Health Practitioner conducts physical examinations, takes medical histories, diagnoses uncomplicated maladies, orders tests, and X-rays, devises treatment plans, and prescribes medications. The Health Practitioner may work in a collaborative arrangement with a particular physician depending on the department's preference. The Health Practitioner seeks guidance and counsel of appropriate physicians or other medical personnel as necessary on a case by case basis. Complicated cases or those requiring medical specialists are referred to the appropriate medical institution or physician for treatment, after the patient is given necessary emergency care.

**Qualifications:** Must possess licensure in the State as either an Advanced Nurse Practitioner or a Physician's Assistant. May also require specialized experience in a particular field such as family, emergency, surgical, obstetric, geriatric or women's health care.

**Benchmark 95: Wildlife Veterinarian**

**Level:** single level

**Summary:** Under general direction, Wildlife Veterinarians provide professional support and expertise in the field of veterinary medicine for state wildlife management and research programs. (For this class specification wildlife means free-roaming animals and includes mammals, birds, reptiles, and amphibians.) Incumbents in this job class plan and conduct health assessments of animal populations; develop, coordinate, and conduct disease surveillance programs; provide veterinary support for wildlife capture, tagging, and relocation; and diagnose and treat wildlife diseases and injuries. The Wildlife Veterinarian, as a specialist in veterinary

medicine for wildlife (especially big game), provides professional veterinary support for the state's wildlife management and research programs. The work requires extensive knowledge of the physiology of a wide variety of animal species; their interaction with people, other animals, and their environment; animal diseases; disease transmission methods; and diagnosis and treatment.

**Qualifications:** Licensure as a Doctor of Veterinary Medicine by the State and two years of professional experience conducting wildlife management, research, or information and education projects which required field work and handling of big game (such as bear, moose, caribou, deer, wolf, etc.) or marine mammals (such as sea lion, walrus, polar bear, seal, etc.); or providing veterinary care for free-roaming or captive big game or marine mammals.

### **Mental and Behavioral Health Services:**

#### **Benchmark 96: Psychological Counselor II**

**Level:** journey level

**Summary:** Under general supervision, performs specialized individual counseling, group guidance and psychological services at one of the state correctional or medical institutions. Collects, organizes, and analyzes information about inmates or patients referred for study. Selects, administers, and interprets psychological tests. Makes psycho-social diagnoses and prescribes treatment plans. Prepares personality evaluations and clinical reports utilized in treatment and case handling procedures. May teach classes and conduct in-service training sessions.

**Qualifications:** Bachelor's degree with emphasis in behavioral sciences and two years of experience as a psychological counselor or two years experience in social casework, counseling or psychiatric nursing.

#### **Benchmark 97: Mental Health Clinician III**

**Level:** advanced level

**Summary:** Under general supervision, Mental Health Clinician IIIs, provide skilled and intensive psychotherapeutic casework services to patients in a mental health clinic or a hospital for the mentally ill or mentally retarded; perform therapeutic treatment services to patients recently released from a mental hospital; and provide consultative services to the immediate area. Performs the most complex mental health services in an institution or clinic; leads work of lower level Clinicians or Clinical Associates; frequently has particular expertise as a consultant in a specialty area such as child psychology.

**Qualifications:** A doctoral degree in psychology, social work child guidance, nursing, vocational rehabilitation, or a closely related field.

### **Special Health Services:**

#### **Benchmark 98: Pharmacy Technician**

**Level:** single level

**Summary:** Under general supervision of a registered pharmacist, Pharmacy Technicians perform paraprofessional duties in selecting, packaging, and labeling prescribed medications, maintaining pharmaceutical databases, and maintaining security of the pharmacy and

pharmaceutical supplies. Incumbents perform pharmaceutical support duties which require the application of knowledge of pharmaceutical nomenclature; characteristics, strengths, and dosage forms of pharmaceuticals; pharmaceutical systems of weights and measures; operation of pharmacy equipment and pharmaceutical procedures and techniques; and medical supplies. Positions work independently in the performance of duties, but all work is reviewed by the pharmacist prior to dispensing of pharmaceuticals.

**Qualifications:** Two years of experience in a medical or medical supply field which required knowledge of pharmaceuticals and related supplies and licensure as a pharmacy technician in the State.

### **Benchmark 99: Recreation Therapist II**

**Level:** journey level

**Summary:** Positions in the Recreation Therapist classification are concerned with the treatment and rehabilitation of residents with physical or mental disabilities or disorders of any age or residents of a long-term state facility. As a member of an institutional therapeutic team, plans, organizes and directs recreational programs and special event activities in an effort to promote, maintain or restore resident physical and mental health. Recreation Therapists II develop and implement a recreational therapy program for an institution under general direction of the interdisciplinary therapeutic team or higher level therapist.

**Qualifications:** Bachelor's degree with a major in recreation therapy, recreation, occupational therapy, activity therapy, behavioral science or a closely related field.

## **Health Laboratory and Related:**

### **Benchmark 100: Laboratory Technician**

**Level:** single level

**Summary:** Laboratory Technicians, under general supervision, perform a variety of paraprofessional duties in the receipt, preparation, and disposal of specimens for laboratory testing; conduct routine tests; maintain and calibrate laboratory equipment; perform quality control on equipment, solutions, and reagents; and maintain supplies and materials required for laboratory operations.

**Qualifications:** An Associate of Science degree in Medical Technician, chemistry, or other laboratory science.

### **Benchmark 101: Public Health Microbiologist I**

**Level:** journey level

**Summary:** Under general direction, Public Health Microbiologists I, conduct a variety of analytical scientific procedures to isolate and identify living organisms, toxins, or products produced by living organisms in specimens from hospital, clinical, and other laboratories; and perform other related procedures for the purpose of diagnosing, monitoring, and controlling human diseases. At this level incumbents perform scientific testing in a variety of microbiological specialty areas in a state public health laboratory to provide accurate and timely identification of pathogenic organisms to hospitals, clinical laboratories, and health care providers in support of the state public health programs.

**Qualifications:** Bachelor of Science degree in Medical Technology, Microbiology, Clinical Laboratory Sciences, Biological Science, or Chemistry, with training and/or course work in Medical/Clinical Laboratory Sciences and two years of professional experience conducting, analyzing and evaluating clinical microbiological tests.

### **Fish and Wildlife:**

#### **Benchmark 102: Fish and Wildlife Technician II**

**Level:** entry level

**Summary:** Under the direct supervision of a biologist, subsistence research specialist or higher level fish and game technician, performs routine semi-skilled work in various phases of fisheries, wildlife, habitat or subsistence research or management programs. Incumbents perform biological field sampling and research functions requiring a fundamental knowledge of research procedures in the areas of fisheries, aquaculture or wildlife and their habitat. Incumbents may work at field sites, in office settings, on vessels or in laboratories. Work may involve: simple computer preparation or formatting of data for analysis at a higher level, assisting with field camp operations or following simple laboratory procedures. Incumbents often work as crew members and, in small crews of two or three members, may monitor work flow and scheduling, following written manuals or operation plans. Difficult questions concerning technical/biological matters are referred to a supervisor, who may be located either on site or at a field office.

**Qualifications:** High school diploma or equivalent or six months of work experience involving fish or wildlife, or outdoor manual labor or in a laboratory.

#### **Benchmark 103: Fishery Biologist II**

**Level:** journey level

**Summary:** Under general supervision, conducts fishery management or research projects in the field or laboratory as (1) the assistant area management or research biologist; or (2) the biologist responsible for "species-complex" projects of average complexity for a defined area; or (3) the biologist responsible for a part or segment of a complex project of broad geographic scope. May lead/supervise professional and technical staff. Assists with planning and implementing assignments, techniques and methodology by determining what approach to take in resolving problems. Recommendations are used as a basis for management decisions.

**Qualifications:** A bachelor's degree in biology, a branch of biology, limnology, biometrics, oceanography, forestry or natural resource management and one year of professional level biologist experience, specific to fishery resource management or research activities.

#### **Benchmark 104: Fishery Biologist IV**

**Level:** supervisory/management level

**Summary:** The Fishery Biologist classification includes professional biological job classes specializing in fishery management or research programs and activities affecting the conservation, management and restoration of fish populations. Fishery Biologist IV 1) plans, develops, coordinates, implements, and evaluates fisheries management activities or research programs as a regional management or regional research biologist; or 2) is a staff assistant to a member of division management, with significant influence on fisheries management or research policy; or 3) is a technical expert and consultant of particular program areas, providing guidance on controversial, interagency and external issues.

**Qualifications:** A bachelor's degree in biology, a branch of biology, limnology, biometrics, oceanography, forestry or natural resource management and one year of advanced professional level biologist experience, specific to fishery resource management or research activities.

**Benchmark 105: Biometrician III**

**Level:** supervisory level

**Summary:** Biometricians, under general direction, design, plan, and perform biometric research, analysis and problem solving for fish and wildlife research and management programs. Coordinates, develops and prioritizes generic biometric research programs within a region; or performs biometric review of, and coordinates, develops and prioritizes research programs across a division within a specialty. Supervises and coordinates regional or inter-regional level research teams in the development of biometric methodologies for research projects, or supervises and coordinates divisional level research teams in the development of biometric methodologies involving a specialty. Provides policy review and final conclusions within a division with regard to research methodologies and biometrics analyses in a specialty. Develops, directs and coordinates research projects in a specialty for a division.

**Qualifications:** Master's degree in biometrics, statistics or one of the biological sciences and two years of experience at the full proficiency level of professional biometric research.

**Benchmark 106: Fisheries Scientist I**

**Level:** advanced/supervisory level

**Summary:** Under general administrative direction, independently plan and manage expert original fisheries research; determine methodologies or disciplines in addressing complex fisheries problems and issues; direct statewide research projects and technical services, some of which have national or international implications; may be responsible for statewide management of a specialized research unit or functional area of fisheries research.

**Qualifications:** A Ph.D. degree in fisheries science or fisheries biology or any closely related discipline such as, but not exclusively, biometrics, fish pathology, fisheries genetics, fisheries economics or wildlife science and three years of experience conducting fisheries research at the lead or supervisory level.

**Agriculture:**

**Benchmark 107: Agronomist II**

**Level:** supervisory level

**Summary:** Performs plant culture work, seed analysis and applied research in support of plant breeding, agriculture, reforestation, soil and water conservation at plant materials centers (e.g., applied research facilities, nurseries or other production facility). Assignments require knowledge and application of the basic theories and principles of biology, botany, chemistry, plant taxonomy, plant physiology, plant culture, plant protection and plant-soil relationships. Incumbents in this series specialize in one or typically a combination of related plant science disciplines. Beside the areas listed above, specializations may include seed production, revegetation, reforestation or horticulture. Work is performed in a variety of settings such as different geographic climatic regions within the state and at a plant materials center or nursery.

**Qualifications:** Master's degree in agronomy, horticulture, plant pathology, plant physiology, crop science, seed technology, botany, plant ecology, range management or greenhouse management and one year of full performance professional level experience.

#### **Natural Resources and Forestry:**

##### **Benchmark 108: Natural Resource Technician II**

**Level:** journey level

**Summary:** Under general supervision, Natural Resource Technicians (NRT) II perform para-professional technical work in support of professional staff in the development, administration, analysis or implementation of programs to manage land, water, mineral, forest, oil, gas, agricultural, natural and cultural history, parks and related surface and subsurface resources of the state. NRTs II perform systematic, recurring assignments based on specific instructions or established statutes, regulations, policies and procedures. Work assignments require a general knowledge of a specific natural resource management program, comprehension and evaluation of the subject matter, procedures, guides and references. Tasks are usually repetitive and problems require standard solutions. Work is performed independently and reviewed on completion for technical accuracy.

**Qualifications:** High school diploma or equivalent and six months of experience at the entry level performing technical functions of natural resource management or six months of clerical work experience.

##### **Benchmark 109: Natural Resource Specialist II**

**Level:** journey level

**Summary:** Prepares land management plans of moderate complexity and sensitivity; adjudicates authorizations for resource use; or conducts professional research related to the development, administration, analysis or implementation of programs to manage the land, water, mineral, forest, oil, gas, agricultural, natural and cultural history, parks, and related surface and subsurface resources.

**Qualifications:** A bachelor's degree in a natural resource field (such as forestry, geology, agronomy, and hydrology), public administration, planning, economics, cartography, or a closely related field, or two years of entry level professional experience in natural resource management.

##### **Benchmark 110: Natural Resource Manager II**

**Level:** supervisory/management level

**Summary:** Under direction, Natural Resource Manager II is the supervisor and technical manager of organizational unit(s) performing professional work in the development, administration, analysis or implementation of programs to manage the land, water, mineral, forest, oil, gas, agricultural, natural and cultural history, parks and related surface and subsurface resources of the state. This is a supervisory class with substantial responsibility for the exercise of independent judgment in employing, disciplining, or adjudicating grievances of subordinates.

**Qualifications:** Master's degree in natural resources field and one year of advanced professional or supervisory level experience in natural resource management.

**Benchmark 111: Wildland Fire and Resource Technician III**

**Level: journey level**

**Summary:** Provides support in Fire Management or Forest Resource programs. In the Fire Management Program, as the working crew leader, foreman, or member of an engineer, hand, or helitack crew, maintains readiness of assigned engine or helitack; directs and performs wildland fire suppression efforts; leads lower level firefighters; and directs and performs hazardous fuel reduction projects including thinning, cutting, and burning vegetation. In the Forest Resource Program, leads a field crew to determine timber stand data; traverses and marks boundaries and access routes; performs forest stand improvement work; marks and measures trees to be removed; determines species, height, gross volume, and log grades. (Common working title is Wildland Firefighter).

**Qualifications:** Twelve months of wildland fire fighting or forestry field experience, of which at least six months was at the developmental level. Also requires Red Card qualification under the National Incident Qualification System and have possession of a valid driver's license.

**Parks:**

**Benchmark 112: Park Ranger I**

**Level: journey level**

**Summary:** Under general supervision, Park Rangers I serve as commissioned peace officers to preserve and protect natural, cultural and historic park resources of State Parks, provide a safe environment for park users, and enhance the park visitor's recreational and educational experience. Incumbents are responsible for enforcement of state statutes and park regulations with authority to carry a firearm, investigate criminal activity, interview and interrogate witnesses or suspects, issue citations, collect evidence and make arrests. Incumbents may coordinate the daily operations of multiple park units. They lead the work of permanent, non-permanent and temporary staff, and park volunteers.

**Qualifications:** A bachelor's degree or four years of journey level technical experience in natural resource management. Also requires a valid driver's license.

**Benchmark 113: Museum Protection & Visitor Services Supervisor**

**Level: supervisory level**

**Summary:** Museum Protection & Visitor Services Supervisors are in charge of and direct the day-to-day provision of interpretive services to visitors, security surveillance and enforcement of security and safety rules, and response to emergencies in a State-operated museum. Incumbents work with the museum's professional staff and outside organizations to plan and provide security and interpretive staff for activities such as exhibit changes, museum tours, and transportation of art and objects. Incumbents also work with museum and department support staff and contractors to plan and provide security oversight for building maintenance, grounds maintenance, and maintenance or repair of environmental or security systems.

**Qualifications:** One year of experience providing interpretive services and ensuring the safety and security of people and property in a museum, national/state/local park, historical site, or other cultural institution with a similar environment or one year of experience leading or supervising employees who provide information and services to customers, tourists, or the general public.

## **Legal Support and Related:**

### **Benchmark 114: Criminal Justice Technician I**

**Level:** journey level

**Summary:** Under general direction, supports commissioned, certified or other law enforcement staff in the development, analysis or implementation of law enforcement or criminal justice programs by conducting routine data analysis; developing charts, tables, graphs, and narrative descriptions of statistics; researching and drafting reports; and providing information on the regulatory requirements of criminal justice programs to the public.

**Qualifications:** High school diploma or equivalent and one year of advanced clerical experience.

### **Benchmark 115: Law Office Assistant I**

**Level:** journey level

**Summary:** Under direction, provides clerical support to attorneys engaged in criminal prosecutions, civil litigation, public defense or public advocacy services. The primary purpose of the work is to provide assistance to professional and paraprofessional staff in preparing and processing a variety of legal documents and correspondence and, in the delivery of legal services through the facilitation and coordination of general administrative activities, information exchanges, travel arrangements and client meetings and conferences. The work requires specialized knowledge of legal terminology and court procedures and skill in the use of office information technology. Incumbents are expected to understand and apply established legal office and court policies and procedures. (Common working title is Law Office Clerk).

**Qualifications:** High school diploma or equivalent and six months of related experience.

### **Benchmark 116: Paralegal II**

**Level:** journey level

**Summary:** This class includes positions that research, investigate, prepare reports and draft legal documents in support of attorneys or agencies engaged in administrative adjudication. Incumbents independently perform legal research and investigation, prepare reports, draft legal documents and provide a full range of support activities typically associated with civil litigation or administrative adjudication.

**Qualifications:** Associate's degree in related field and one year of experience as a Paralegal, Victim/Witness Paralegal, or Criminal Justice Technician, or the equivalent.

## **Attorneys:**

### **Benchmark 117: Attorney II**

**Level:** entry level

**Summary:** Attorney II positions serve as Assistant Attorneys General, Assistant District Attorneys, Assistant Public Defenders, or in any other agency, board, or commission when authorized by the Attorney General. They conduct the agency's routine legal work under general

supervision, and learn to assist in the more difficult cases. This is the initial level of professional law practice following admission to the State Bar. Attorneys II are assigned to complete routine, noncomplex cases or legal problems independently. In such cases/problems, the legal questions or facts are relatively easily resolved in light of well-established or easily determined facts and clearly applicable precedents. Attorneys II also assist more experienced attorneys in more complex cases where considerable research and analysis are needed. Work at this level is typically subject to technical and substantive review. Training and experience are gained in a variety of the agency's work.

**Qualifications:** Admission to the State Bar.

**Benchmark 118: Attorney IV**

**Level:** journey level

**Summary:** Attorney IV positions render legal services of a difficult nature in a variety of fields of law in an office of the Attorney General (including Chief Prosecutor, Special Prosecutions and Appeals, and District Attorneys), the Public Defender, or in any other agency, board or commission when authorized by the Attorney General. Broad knowledge of legal precedents and trends is required for application to the cases assigned. Attorneys IV provide a variety of legal services and work independently in most cases, and also may assist more senior attorneys with portions of the most complex and exceptional cases of great significance. Attorneys at this level are expected to exercise their own judgment on supervision needed and otherwise to provide complete analysis and response to the problem, subject to review for important policy or precedent effect. Assigned cases or legal problems often involve difficult legal issues (e.g., several and conflicting issues, precedents are lacking or highly arguable) difficult policy issues, or significant potential ramifications. Assignments may also require supervising other attorneys in specific legal matters.

**Qualifications:** Admission to the State Bar and at least four years of legal practice.

**Judges and Adjudicators:**

**Benchmark 119: Administrative Law Judge I**

**Level:** journey level

**Summary:** Incumbents preside over and conduct formal administrative hearings on behalf of multiple state agencies and prepare recommendations or final decisions on formal proceedings related to agency programs or other government related hearings referred to the Office of Administrative Hearings.

**Qualifications:** Currently licensed to practice law in the State, and has been licensed to practice law in the State for at least two years. Also requires experience in administrative law and experience representing clients in administrative or judicial proceedings, or in conducting administrative hearings.

**Benchmark 120: Workers' Compensation Hearing Officer II**

**Level:** journey level

**Summary:** Chairs the Workers' Compensation Board; presides at quasi-judicial hearings and prepares the Board's written decisions and orders subject to the laws administered by the Board. Conducts mediation and settlement conferences between parties to encourage resolution of claims without Board hearings; provides legal guidance to the lay members of the Board.

**Qualifications:** A Juris Doctor from a college of law accredited by the American Bar Association and one year of experience as an advocate representing workers or employers before the State Workers' Compensation Board or the equivalent.

#### **Evidence Investigation:**

##### **Benchmark 121: Forensic Technician I**

**Level:** entry/trainee level

**Summary:** Forensic Technician I provides assistance to professional staff conducting analytical scientific procedures in the Scientific Crime Detection Laboratory. Receives specialized training and on-the-job experience necessary to advance to the journey level. Performs a variety of standard and routine laboratory support and evidence control duties. Work at this level is performed under strict guidelines using established procedures with supervision and direction readily available. Work may be reviewed while in progress and upon completion.

**Qualifications:** Associate's of Science degree in criminalistics, criminology, or a natural or physical science.

##### **Benchmark 122: Forensic Scientist III - Chemistry**

**Level:** journey level

**Summary:** Performs forensic analysis of evidence collected in criminal investigations. Applying expertise in chemistry, uses scientific principles to detect, test and analyze physical evidence related to criminal cases, interprets results, prepares written reports, and provides expert testimony in a court of law.

**Qualifications:** Bachelor's degree in natural science, physical science, forensic sciences, criminalistics, or a closely related field and the successful completion of the State Forensic Scientist II flexible staffing plan for the chemistry discipline, and two years of experience as a Forensic Scientist.

##### **Benchmark 123: Forensic Scientist III - DNA**

**Level:** journey level

**Summary:** Performs forensic analysis of evidence collected in criminal investigations. Applying expertise in biology, uses scientific principles to detect, test and analyze physical evidence related to criminal cases, interprets results, prepares written reports, and provides expert testimony in a court of law.

**Qualifications:** Bachelor's degree in biology, chemistry, or forensic science related studies and training or coursework in statistics as it relates to DNA analysis and the successful completion of the State Forensic Scientist II flexible staffing plan for the chemistry discipline, and two years of experience as a Forensic Scientist.

**Benchmark 124: Investigator III**

**Level:** advanced/lead level

**Summary:** Under general direction, either 1) performs varied and difficult criminal and/or civil investigations to locate and gather information, evidence and/or testimony to be used in litigation and administrative actions; to detect/verify suspected violation of state law, fraud, licensing violations and the like; and similarly support legal or administrative procedures; or 2) supervises and train subordinate investigators performing civil and/or criminal investigations.

**Qualifications:** Four years of investigative experience, preferably including both civil and criminal cases.

**Legal and Document Processing:**

**Benchmark 125: Recorder II**

**Level:** journey level

**Summary:** Under general supervision, Recorders II independently perform the specialized processes required to receive, record, and index legal documents affecting real property, other documents presented in the manner prescribed by State law, and Uniform Commercial Code (UCC) transactions. Issues certified record searches on designated debtor names; assists customers in the use of the on-line public information system and other equipment; receives monies, balances daily receipts, and makes deposits.

**Qualifications:** High school diploma or equivalent and one year of experience working with documents concerning ownership and encumbrances on property.

**Benchmark 126: Motor Vehicle Customer Service Representative I**

**Level:** journey level

**Summary:** Motor Vehicle Customer Service Representatives I are the main direct-service providers for motor vehicle licensing, titling, registration, and compliance functions. At this level incumbents issue, renew, and change titles, registrations, driver licenses, and identification cards; maintain driver records; and process the license actions required by traffic laws, financial responsibility and mandatory insurance laws, and judicial suspensions or revocations.

**Qualifications:** Six months of employment experience that included cash handling and working directly with clients or customers.

**Benchmark 127: Motor Vehicle Office Manager I**

**Level:** supervisory level

**Summary:** Supervises, directs, and controls the work of Motor Vehicle Customer Service Representatives in a field services office or a unit providing program services. Sets employees' performance goals; evaluates and provides feedback on performance; provides coaching, training, guidance, and career development opportunities; identifies problems in behavior and takes appropriate action; communicates policies and objectives to employees; ensures compliance with rules, regulations, and statues affecting motor vehicle programs; identifies issues or opportunities and recommends actions to senior managers; and reviews proposals developed by other managers.

**Qualifications:** One year of experience leading the work of employees performing motor vehicle licensing, titling, registration, and compliance functions.

#### **Law Enforcement:**

##### **Benchmark 128: State Trooper**

**Level:** journey level

**Summary:** State Troopers supervise, perform state law enforcement work in the assistance and protection of public safety, or fish and wildlife, ensure adherence to laws, rules, regulations and statutes of the State; may be assigned initial, in-service and/or out-service public safety training duties.

**Qualifications:** Completion of department of public safety training or recruit program and not less than six months experience as a State Trooper Recruit; and satisfactory completion of Department of Public Safety Field Training. Also requires possession of, or eligible for reinstatement of, an active police officer certificate issued by the State's Police Standards Council/Board.

##### **Benchmark 129: Lieutenant, Alaska State Troopers**

**Level:** supervisory level

**Summary:** Under General Direction, Lieutenants supervise commissioned law enforcement troopers and civilian employees and serve in several distinct capacities. Positions in these job classes perform or supervise statewide law-enforcement work in the assistance and protection of public safety or fish and wildlife and ensure adherence to laws, rules, regulations, and statutes of the State. This is a supervisory class with substantial responsibility for the exercise of independent judgment in employing, disciplining, or adjudicating grievances of subordinates.

**Qualifications:** At least five years of experience as a law enforcement officer certified by the State's Police Standards Council/Board or an equivalent agency in another U.S. jurisdiction and at least three years of supervisory experience at or above the level of Corporal with the State.

##### **Benchmark 130: Court Services Officer**

**Level:** single level

**Summary:** Under general direction, provides support services for the courts and the Division of State Troopers to include prisoner transport and process service under authority of State Statutes. Also serves legal documents, such as subpoenas, summons, court orders, and other notices.

**Qualifications:** High school diploma or equivalent. Also requires possession of valid driver's license.

## **Fire Fighting and Inspection:**

### **Benchmark 131: Airport Police & Fire Officer II**

**Level:** journey level

**Summary:** The Airport Police & Fire Officer series includes positions that perform and/or supervise crash/fire/rescue, law enforcement, and safety functions at state owned international airports. Performs routine security patrol of airport grounds, operations and airport terminal areas; enforces state and federal statutes; issues citations and makes arrests; and assists the public and airport tenants.

**Qualifications:** Successful completion of an intensive departmental law enforcement and fire/crash/rescue training program; eligibility for police officer basic certification, as determined by the Executive Director of the Police Standards Council; and possession of Fire Fighter I certification.

### **Benchmark 132: Airport Police & Fire Officer V**

**Level:** supervisory level

**Summary:** The Airport Police & Fire Officer series performs and/or supervises crash/fire/rescue, law enforcement and safety functions at state owned international airports. This is a supervisory class with substantial responsibility for the exercise of independent judgment in employing, disciplining, or adjudicating grievances of subordinates.

**Qualifications:** Four years of experience in aircraft rescue/firefighting, including one year at the shift supervisor level and one year of security work.

### **Benchmark 133: Deputy Fire Marshal I**

**Level:** journey level

**Summary:** The Deputy Fire Marshal I classification represents a group of positions assigned to supervise or perform a variety of duties directly and indirectly related to the statewide programs of life and fire safety, prevention, engineering, training and investigation. Incumbents conduct life and fire safety surveys of buildings, occupancies and premises; investigates questionable conditions; prepares safety reports; testifies as to circumstances and incidents.

**Qualifications:** Three years of experience in fire service work, including one year of fire prevention, inspection or investigative work.

## **Corrections:**

### **Benchmark 134: Correctional Officer II**

**Level:** journey level

**Summary:** Under general supervision, the Correctional Officer II performs security work among prisoners in an adult correctional institution. Directs prisoners to work assignments, meals, recreation and return to living units or dormitories. Maintain order and discipline in dormitories, shops, work details and recreational activities; reports infractions of rules, handles unruly and violent prisoners, using minimum necessary force. Patrols and inspects grounds, corridors, recreation areas, living units and dormitories; supervises close confinement facilities and

quarters. Takes periodic counts of prisoners; supervise and observe persons visiting prisoners. Keeps records of activities; dispenses medications as directed.

**Qualifications:** Successful completion of the Correctional Officer Academy, and one year of experience learning and performing skills for the custody, security, and reformation of prisoners in an adult correctional institution.

#### **Benchmark 135: Correctional Superintendent I**

**Level:** supervisory/management level

**Summary:** Incumbents manage and direct the operations of a 24-hour adult correctional facility through the supervision and oversight of subordinate correctional and administrative staff. At this level the facility managed typically serves a geographic region, houses less than 500 offenders, and provides a variety of rehabilitation programs.

**Qualifications:** A bachelor's degree and two years of experience as a journey level Correctional or Probation Officer.

#### **Benchmark 136: Juvenile Justice Officer II**

**Level:** journey level

**Summary:** Under general supervision, Juvenile Justice Officers II contain, counsel, participate in treatment and care for juvenile offenders in custody of a State juvenile justice facility established in the Division of Juvenile Justice. Supervises delinquent juveniles; facilitates group movements; assists teachers with students; participates in developing individual treatment plans; participates in treatment evaluation conferences.

**Qualifications:** A high school diploma or equivalent and one year of experience supervising juvenile or adult offenders remanded to the custody of a correctional facility.

### **Probation and Parole:**

#### **Benchmark 137: Juvenile Probation Officer II**

**Level:** journey level

**Summary:** Under general supervision, Juvenile Probation Officers II determine the proper rehabilitative course of action for juvenile offenders assigned to the custody of the Division of Juvenile Justice, provide probation casework supervision and services, and execute their duties as officers of the court. Incumbents independently perform the full array of case management duties, are routinely assigned a caseload of varying difficulty, develop and implement individualized rehabilitation services, including secure and non-secure levels of probation, probation rehabilitation and detention of juvenile offenders and restoration of victims and communities. They conduct risk and need assessments, perform intake and disposition investigations, and document decisions and outcomes. They participate in treatment planning and implementation, court processes and procedures. Juvenile Probation Officers II are officers of the court responsible for case presentation, testimony and examination of witnesses.

**Qualifications:** A bachelor's degree and one year of professional level experience providing juvenile justice probation, adult probation, adult protection services, child protection services, or supervision of juvenile offenders in a juvenile justice facility.

**Benchmark 138: Adult Probation Officer II**

**Level:** journey level

**Summary:** Incumbents independently perform the full range of probation/parole duties to assess, evaluate, supervise, and guide incarcerated or released felony adult offenders. The Adult Probation Officers II apply professional knowledge of probation and parole principles and practices to conduct investigations, evaluate and assess offender needs and risk level, develop and recommend release plans, coordinate placement and program services, monitor, manage, and enforce compliance with release conditions, and prepare and complete extensive documentation and reports.

**Qualifications:** A bachelor's degree in any field and one year of entry level professional experience in probation, parole, criminal justice, juvenile justice, social services, criminal investigation, public safety or law enforcement, or as a social services case manager or counselor.

**Benchmark 139: Adult Probation Officer IV**

**Level:** management level

**Summary:** The Adult Probation Officer IV manages the operations and services of multiple probation offices, units, or programs, or a major statewide function. Work at this level requires that the incumbent has substantive involvement on a managerial level with significant authority for the review and approval of work, program functions, and program application. As a manager the incumbent provides program direction, leadership, and strategic planning to staff, assists senior management with policy and procedure development and administrative and resource control, and exercises considerable authority to make decisions that have a substantial impact on the program or functions. The primary responsibility and purpose is staff and program management, and incumbents are not expected to carry a caseload.

**Qualifications:** A bachelor's degree in any field and one year of advanced level experience supervising a probation/parole unit or office that performs assessment, evaluation, supervision, and guidance of incarcerated or released felony adult offenders.

**Physics and Science Specialists:**

**Benchmark 140: Hydrologist II**

**Level:** advanced level

**Summary:** The Hydrologist classification covers those professional level positions substantially involved in the scientific study, collection, reduction, interpretation and reporting of hydrologic data regarding water, water cycles and water resources. The work typically centers around one of three areas: surface water, groundwater or water quality studies. Positions perform hydrologic investigation, as well as provide hydrologic data to solve management problems; provide technical expertise to water resource managers by reviewing projects proposed by outside agencies; provide data to engineers in designing bridges, hatcheries, or hydroelectric plants; collect information on water availability for water users; document, inventory and inspect wells and water diversion structures; perform flood surveys for flood control projects; and review and approve hydrological studies associated with contaminated sites, clean up and remediation.

**Qualifications:** Bachelor's degree in the field of hydrology and two years of professional level experience in hydrology or any of its subdivisions such as hydrogeology, hydrologic engineering, water chemistry or limnology.

### **Benchmark 141: Geologist III**

**Level: advanced level**

**Summary:** Geologists III perform advanced professional level geology work, as field geologists assigned specific project management tasks, regulatory functions, and/or in geologic specialties, focused on geologic subdisciplines such as structural geology, tectonics, petrography, igneous petrology, ore deposits, neotectonics, sedimentology, volcanology or others. Geologists III compile, synthesize and interpret geologic data; plan and execute logistics for field operations; perform geologic mapping and energy resource studies; review, approve and inspect mining exploration and mining operations; or conduct hazard assessments.

**Qualifications:** A bachelor's degree in geology, geophysics, geochemistry, geological engineering, engineering geology, or any of their subdivisions and one year of journey professional level experience in geology, geophysics, geochemistry, geological engineering, engineering geology, or any of their subdivisions.

### **Benchmark 142: Chemist IV**

**Level: expert level**

**Summary:** The Chemist classification includes positions performing work that requires full professional education and training in the field of chemistry. Work is analytical in nature, involving investigation and interpretation of composition, molecular structure and properties of substances, transformations which they undergo, and the effects of such substances and transformations. Positions conduct a variety of analyses and present authoritative findings and conclusions. Work is primarily performed in laboratories. Chemists develop, standardize or carry out methods and procedures for the analysis of compounds or substances, most commonly for the purposes of (1) detection, identification and quantification, (2) compliance with law, accepted standards or other requirements, (3) criminal investigation or law enforcement. Chemist IV may also serve as working leader of a chemical laboratory staff, where responsibility is assigned for directing or performing work at the Chemist III level.

**Qualifications:** Bachelor's degree in chemistry and four years of increasingly responsible professional laboratory experience as a chemist, biochemist, geochemist, criminalist, or closely related position.

## **Environmental Science Specialists:**

### **Benchmark 143: Environmental Program Specialist III**

**Level: journey level**

**Summary:** Environmental Program Specialists III perform program work to protect or improve environmental quality and public health, control pollution, remedy environmental damages, and ensure compliance with environmental laws, regulations, and permits. Incumbents plan and perform a variety of project or program activities involving establishing criteria; formulating projects; assessing program effectiveness; investigating or analyzing a variety of unusual conditions or questions; or providing advisory services to state and local government officials, industry representatives, and others on specific functions or programs. At this level the work involves full responsibility for well-established aspects of one or more programs or functional areas and includes a wide variety of duties involving diverse and complex technical and program considerations

**Qualifications:** A bachelor's degree in an environmental, physical, biological, or natural science; engineering; planning; natural resources; or public or business administration and one year of first working professional level experience developing knowledge and skills in environmental regulations, pollution control, environmental damage recovery or programs to protect or improve environmental quality.

**Benchmark 144: Environmental Program Manager I**

**Level:** supervisory level

**Summary:** Environmental Program Manager I is the first level responsible for the delivery of environmental program services. Under general direction, incumbents direct the work of an office or unit providing services to regulated entities or agencies in a defined geographic area and directly supervise professional level staff. Incumbents have responsibility for planning, organizing, directing, and controlling resources and program delivery for the office or unit; including developing and implementing procedural controls, budget development and control, personnel administration, and procurement. This is a supervisory class with substantial responsibility for the exercise of independent judgment in employing, disciplining, or adjudicating grievances of subordinates.

**Qualifications:** A bachelor's degree in an environmental, physical, biological, or natural science; or related and one year of advanced level professional experience in environmental regulation compliance.

**Benchmark 145: Environmental Impact Analyst III**

**Level:** advanced level

**Summary:** Under general direction, Environmental Impact Analysts III perform advanced professional level duties in preparing Environmental Assessments and Environmental Impact Statements. Incumbents serve as team leaders or coordinators on environmental studies, where the scope and complexity requires the work of multiple analysts or consultants, or serve as subject matter experts in facilitating departmental development of environmental policies and procedures and construction permitting requirements. At this level incumbents perform advanced level work, review the work of trainee and journey level analysts, and train others in technical detail, including interagency task force members and consultants. The advanced level work is characterized by large, multi-stage construction projects with Environmental Assessments or Environmental Impact Statements that require coordinating the work of multiple analysts or managing the work of consultants.

**Qualifications:** A bachelor's degree in an environmental, physical, biological, or natural science; engineering; planning; natural resources; or public or business administration and two years of journey professional experience evaluating the potential environmental and socio-economic impacts of construction projects; preparing environmental documentation; and determining, negotiating, and monitoring permitted activities.

**Engineering, Unlicensed:**

**Benchmark 146: Engineering Assistant III**

**Level:** journey level

**Summary:** Performs journey level non-licensed engineering duties, applying accepted engineering practices in the location, design, materials, research, maintenance and construction of roads, bridges, buildings, airports, harbor facilities, utilities, or other engineering projects. As

first independent level on-site or project engineer, directs and supervises construction projects such as roadways, bridges, airports, buildings, utilities or others requiring journey level experience in the field of engineering due to the increasing complexity of the assigned projects. Incumbents are responsible for the project's technical aspects, compliance with regulations and specifications, the review of project documentation and quantities, the recommendation of pay item quantity adjustments, the function as the department's representative with the contractor, property owners, businesses and the public, the performance of inspection duties, and other related tasks.

**Qualifications:** Bachelor's degree from an institution accredited by the Accreditation Board for Engineering and Technology (ABET), with a major in engineering, architecture or land surveying and two years of engineering, architectural or land surveying experience.

#### **Benchmark 147: Communications Engineering Associate II**

**Level: advanced level**

**Summary:** Communications Engineering Associates II perform or supervise a variety of engineering duties involving the design, installation and/or modification of a wide range of communications systems including voice, optical and data communications via radio, microwave or satellite transmission. Incumbents of these positions provide engineering expertise to State agencies regarding electromagnetic communications requirements; and recommend new, or revise existing communications. Incumbents at this level are expected to function independently; and, performance is evaluated in terms of overall system effectiveness.

**Qualifications:** A bachelor's degree with a major in electrical, electronics, or communications engineering; or, a closely related field and three years of experience.

#### **Benchmark 148: Utility Engineering Analyst IV**

**Level: advanced level**

**Summary:** Positions in the Utility Engineering Analyst IV perform or supervise an engineering review function within the Public Utility Commission (PUC) in the evaluation of proposed or regulated utilities in respect to their willingness and ability to provide service, the convenience and necessity of such service, the reasonableness of engineering and operating expenditures in rate proceedings cases, and the evaluation of the continuing quality of service. Incumbents are assigned primary docket responsibility for evaluating and providing subsequent recommendations on the engineering aspects of utility certification, rate cases, and quality of service studies for the larger and more complex utilities such as electrical or telecommunications. Assignments require greater engineering expertise, judgment, and depth and scope of investigation.

**Qualifications:** Bachelor's degree in engineering or related field and five years of professional engineering experience including two years in utility engineering at the full performance level.

### **Engineering, Licensed:**

#### **Benchmark 149: Engineer/Architect III**

**Level: advanced/supervisory level**

**Summary:** Engineer/Architect III is responsible for applying theories, principles and practices of professional engineering or architecture to transportation and public facilities projects. Positions in this class function either as a section chief for an engineering nonsupport or support

section such as Technical Services or Preliminary Design or for a design or construction section, reporting directly to a group chief; OR as an engineering manager, responsible for supervising and administering multiple large and/or complex projects. Included in this class are positions responsible for design and construction project management in the buildings/public facilities mode.

**Qualifications:** Registration as a Professional Engineer (PE) or Architect, and three years of professional engineering or architectural experience.

**Benchmark 150: Technical Engineer I/Architect I**

**Level:** specialist level

**Summary:** Under general administrative direction, the Technical Engineer I/Architect I serves in a statewide or region wide review and/or consulting role as a technical engineering or architectural specialist involved in development and modification of engineering or architectural techniques, approaches, standards and procedures. Responsibilities include quality control and technical assistance functions for very specific areas of engineering on a regional or statewide basis. Work requires an intensive and diversified knowledge of the specialized area of assignment.

**Qualifications:** Registration as a professional engineer (PE) or professional architect, and two years of professional engineering or architectural experience.

**Architecture and Landscape Architecture:**

**Benchmark 151: Landscape Specialist**

**Level:** journey level

**Summary:** Under minimal supervision of a Landscape Supervisor, uses professional landscape standards to plan and design land areas; analyzes ground sites, prepares and designs plans for development of State facilities or properties. Provides the full range of landscape architectural work from initial planning and design through project completion. (Common working titles are Landscape Designer or Landscape Architect).

**Qualifications:** A Bachelor's degree in Landscape Architecture or a related field and one year experience gathering field data plus designing and preparing site development plans for a landscape architect or designer.

**Vessel Construction:**

**Benchmark 152: Vessel Construction Manager II**

**Level:** advanced/management level

**Summary:** Incumbents manage medium to large vessel engineering and construction projects for ships and ship systems. Incumbents oversee project development, construction, contract administration and implementation, budgeting, financial management, staffing, reporting, public relations, and coordination with marine engineering staff, consultants, naval architects, contractors, and outside regulatory agencies. Works independently at the highest level of vessel project management with strong negotiation and communication skills and considerable knowledge of contract law, construction practices, naval architecture, and marine engineering disciplines.

**Qualifications:** Bachelor's degree in marine engineering, naval architecture, mechanical engineering, electrical engineering or naval science and one year of experience.

### **Land Surveying:**

#### **Benchmark 153: Land Surveyor I**

**Level:** journey level

**Summary:** At this level incumbents perform or review land surveying duties in measuring and locating land, site planning, survey instruction writing, and map, plat, and field reviews. Incumbents may oversee survey activities or a survey project (which may entail serving as a working leader over non-registered project staff) and/or review control and boundary surveys of various contract land survey projects. Land Surveyors I apply theories, principles, and practices of professional (registered) land surveying. Land Surveyors I perform or review difficult and complex survey assignments where registration as a Professional Land Surveyor is required. Incumbents may be responsible for legal professional approval of surveys, stamping documents with the incumbent's professional seal, and/or may lead activities of a group of technical and non-registered personnel. Land Surveyors I usually function as project coordinators (i.e., having responsibility for a project) and working leaders over non-registered land surveying staff.

**Qualifications:** Registration as a Professional Land Surveyor.

#### **Benchmark 154: Survey, Journey**

**Level:** journey level

**Summary:** Determines, delineates and positions facility, land and construction areas by measuring distances, elevations, areas, angles and boundaries. Reviews and confirms party chief's calculations. Operates and maintains all survey equipment. Work at this level is performed independently, using standard methods and techniques, and consists of assignments that are typical of the occupational field. (Common working title is Instrumentman).

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job.

### **Cartography and Drafting:**

#### **Benchmark 155: Drafting Technician III**

**Level:** journey level

**Summary:** Under general supervision, performs the full range of manual and automated drafting duties in the fields of mechanical, architectural, or civil engineering or cartographic work. Incumbents are expected to perform any type of assignment with a minimum of instruction or supervision. Prepares detailed engineering plan sheets such as plan and profile, design detail, typical section, summaries, traffic, and traffic control. Assembles into complete plan set. Plans layouts, determines scales, methods of presentation, draws sectional views, confers with engineering staff to resolve tolerances and other issues.

**Qualifications:** High school diploma or equivalent with computer assisted drafting, design, or mechanical drawing course work at the technical/vocational school or college level and one year of automated drafting experience.

**Benchmark 156: Cartographer II**

**Level:** journey level

**Summary:** Under general supervision, compiles and produces a variety of maps and other graphic designs using a variety of software programs; compiles base map information from a variety of sources including aerial photography; digitizes information; produces draft and camera ready maps and graphs. Performs project planning including providing cost and production time estimates. Incumbents complete projects independently referring only the most difficult or complex matters to the supervisor.

**Qualifications:** High school diploma or equivalent and four years of cartographic or drafting experience including one year of computer assisted map production.

**Food and Custodial Services:**

**Benchmark 157: Food Service, Sub-Journey**

**Level:** entry level

**Summary:** Responsibilities include preparing food, compiling and preparing ingredients prior to cooking, setting tables, serving food, and cleaning-up food service equipment and areas. Incumbents at this level perform the more routine, non-specialized and repetitive tasks that do not require the more specialized skills. Basic tasks are those of progressive difficulty and performed under direct supervision until proficiency is demonstrated. (Common working titles are Food Service Worker, Cook's Helper, Assistant Cook).

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job.

**Benchmark 158: Food Service, Lead**

**Level:** lead level

**Summary:** Performs the work and leads a group of other workers by directing and reviewing tasks. Sets schedules and priorities, determines methods, provides training and instruction, and evaluates and approves completed tasks. Tracks and maintains inventory and budget controls; orders and receives supplies for a shift. (Common working titles are Lead Cook, Shift Leader).

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job.

**Benchmark 159: Environmental Services, Journey II**

**Level: journey level**

**Summary:** Incumbents in this class maintain a clean and sanitary physical environment in State facilities, institutions and hospitals. The work includes laundry service, area cleaning including furniture, upholstery and carpets, maintaining clean and safe entrances and walkways and performing minor equipment and building maintenance and repairs. Work is performed independently, using standard methods and techniques and consists of assignments that require prior experience or training in using large/heavy equipment and specialized cleaning processes. (Common working titles are Custodian, Janitor).

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job.

**Aircraft, Automobile or Vessel Maintenance:**

**Benchmark 160: Mechanic, Automotive, Advanced Journey/Lead**

**Level: advanced/lead level**

**Summary:** Incumbents in this class inspect, perform preventative maintenance, diagnose equipment failure, and make necessary repairs and modifications to engine powered machinery and support structures. May also design and fabricate parts. At this level, work routinely requires the resolution of unusual, difficult or exceptional issues by developing or modifying approaches, methods or techniques. This level performs computerized diagnostic mechanic duties and requires the application of a wide range of skills and independence of action in troubleshooting electronic/mechanical systems, equivalent to a skilled heavy duty mechanic. Lead workers perform the work and lead a group of other workers by directing and reviewing tasks; assigning work; setting schedules and priorities; determining methods; providing training and instruction; and evaluating and approving completed tasks.

**Qualifications:** High school diploma or equivalent and three years of related experience. May also require completion of recognized apprenticeship program. Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job.

**Benchmark 161: Mechanic, Automotive, Foreman I**

**Level: supervisory level**

**Summary:** Incumbents in this class act as an intermediary between workers and management to organize, assign and directly supervise the work of a labor, trades and crafts occupational group. Incumbents at this level are accountable for the quality and quantity of the work accomplished.

**Qualifications:** High School Diploma or equivalent and five years increasingly responsible technical automotive experience. Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job.

## **Equipment Operations:**

### **Benchmark 162: Equipment Operator, Journey II**

**Level: journey**

**Summary:** Equipment operations cover a variety of light and heavy duty ground motorized equipment. Incumbents in this class operate the equipment in construction or maintenance environments to construct, repair, maintain, and provide for the safety of highways, roads, parts, airports and other public transportation areas. This level operates specialized heavy duty equipment such as grader, loader, dump truck, and all core equipment of the duty station with demonstrated proficiency.

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job. May require valid commercial driver's license for the type of equipment operated.

### **Benchmark 163: Equipment Operator Foreman I**

**Level: supervisory level**

**Summary:** Incumbents in this class act as an intermediary between workers and management to organize, assign and directly supervise the work of a labor, trades and crafts occupational group. Incumbents at this level are accountable for the quality and quantity of the work accomplished, but does not generally perform the work with the exception of those located at certificated and non-certificated airports. Positions oversee equipment operations and mechanic crew of eight or more on multiple and simultaneous activities, covering more lane miles; or direct the work of up to eight operators and/or mechanics at non-certificated FAA airport.

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job. May require valid commercial driver's license for the type of equipment operated.

## **Building and Facility Maintenance:**

### **Benchmark 164: Maintenance Generalist, Journey**

**Level: journey level**

**Summary:** The Maintenance Generalist Journey covers occupations involving the repair and maintenance of exterior and interior buildings, building component and system devices, structures, the care and maintenance of plants and grounds, the preventive maintenance and servicing of equipment, and the related manual physical work. The work requires a range of competencies in a variety of trades such as plumbing, electrical, painting, masonry, concrete, carpentry, grounds maintenance and gardening. At this level work is performed independently, using standard methods and techniques, and consists of assignments that are typical of the occupational field.

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job. May also require appropriate certification depending on area of assignment.

**Benchmark 165: Maintenance Specialist, Bldg/Facility/Construction, Journey I**

**Level: journey level**

**Summary:** Work is typically concerned with complete systems or complex whole structures requiring the application of more advanced skills or licenses. Performs fundamental maintenance and repair such as installing and repairing electronic equipment, boilers and furnaces, computer systems, pneumatic controls, and power generation systems. This level performs work involving the full range of assignments normally associated with skilled work whereby the skill was gained through formal training or equivalent work experience in two or more recognized trades.

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job. Also requires licensing in field of specialization.

**Benchmark 166: Maintenance Specialist, Bldg/Facility/Construction, Foreman**

**Level: supervisory level**

**Summary:** Oversees skilled tradesmen performing building maintenance and repair. Incumbents in this class act as an intermediary between workers and management to organize, assign and directly supervise the work of a skilled trades occupational group. Incumbents at this level are accountable for the quality and quantity of the work accomplished.

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job. Also requires licensing in field of specialization.

**Benchmark 167: Maintenance Specialist, Electrician, Journey II/Lead**

**Level: journey level**

**Summary:** Maintains, inspects, repairs, adjusts and installs electrical systems; recognizes and responds to dangerous situations or emergencies such as high voltage systems, electrical fires, loose hot wires, broken power lines, etc.; troubleshoots and repairs defective electronic/electrical equipment. Lead workers inspect work done by lower level workers, and makes daily assignments. (Common working title is Electrician).

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job. Also requires Electrician license.

## **Instrument Technicians:**

### **Benchmark 168: Survey Instrument Technician II**

**Level:** journey level

**Summary:** Under general direction, supervises and manages a precision optical, mechanical, magnetic and electro-optical instrument repair facility. Orders and installs replacement parts and components. Designs and constructs adapters, fixtures, brackets, test equipment and special tools as required.

**Qualifications:** High school diploma or equivalent and three years of experience in the adjustment, repair and maintenance of precision optical, mechanical, magnetic and electro-optical surveying instruments.

## **Construction Support:**

### **Benchmark 169: Engineering Technician, Journey**

**Level:** journey level

**Summary:** Incumbents are fully proficient, working independently to assist more senior technicians and engineer assistants in inspection, office engineering, materials testing, construction and surveying. Functions as the project engineer's representative on heavy construction projects and independently monitors discrete components of large projects, or the entirety of smaller ones, to ensure and document conformance of construction to project specifications and to document contractor's technique and productivity.

**Qualifications:** Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job. May also require appropriate certification depending on area of assignment.

### **Benchmark 170: Materials Laboratory Technician, Journey**

**Level:** journey level

**Summary:** Under general direction, performs standard and complex tests in three or more skill areas of testing soils/aggregates, concrete/cement, bituminous mix, bituminous materials and special products. Plays a major role in laboratory accreditation.

**Qualifications:** An Associate's of science degree in chemistry or lab related field and related experience. Minimum qualifications are determined based on the competencies required of the position. Competencies are the required knowledge, skills, abilities and work behavior demonstrated and required for the on-going essential functions of the job.

## **Vessel and Aircraft Operations:**

### **Benchmark 171: Aircraft Pilot II**

**Level:** journey level

**Summary:** Under general direction, pilots fixed wing or helicopter aircraft on departmental operations, administrative business or law enforcement missions.

**Qualifications:** A Commercial Pilot License and either Aircraft Multi-Engine Land or Sea rating or Rotocraft rating. A total of 1,500 hours flying aircraft which includes 500 hours as Pilot-In-Charge fixed wing aircraft and 500 hours as Pilot-In-charge of a fixed wing multi-engine aircraft.

### **Benchmark 172: Boat Officer III**

**Level:** journey level

**Summary:** Performs and/or supervises the full range of duties and responsibilities involved in the safe operation and maintenance of vessels. Depending on levels of responsibility, incumbents may command, navigate, operate the engine and auxiliary equipment, make repairs to the engine, equipment and boat or perform related duties. Functions as 2<sup>nd</sup> in command of vessels 70 feet in length or larger, or as a captain of vessels 49-64 feet in length with full responsibility for its operations and piloting.

**Qualifications:** Two years of work experience as second-in-command or relief captain of a vessel of 46 feet in length or larger, or as a captain of a vessel of 28 feet in length or larger. Must have a U.S. Coast Guard 100-ton Master's license.

## **Office Equipment Operation:**

### **Benchmark 173: Mail Services Courier**

**Level:** journey level

**Summary:** Under general supervision in a central mail services center, completes all machine processes required for mail production runs using standard settings and programs. Completes assigned mail pick-up and delivery routes, prioritizes job orders, and maintains logs and tracks packages.

**Qualifications:** One year of related work experience. Also requires possession of valid driver's license.

## **Facility Security:**

### **Benchmark 174: Security Guard I**

**Level:** journey level

**Summary:** Following well-defined policies and procedures, Security Guards I ensure the safety and security of people and property at state-owned facilities. Incumbents perform a full array of security and inspection activities under general direction, following well-defined policies and procedures. Security Guards do not carry firearms and do not make arrests.

**Qualifications:** High school diploma or equivalent and six months of related experience. Also requires a valid driver's license.

#### **Vessel Workers:**

##### **Benchmark 175: Second Mate**

**Level:** journey level

**Summary:** Under direction of the Chief Mate, functions as the ship's navigation officer of a vessel. Maintains all navigation charts, publications, and equipment; assists the master and chief mate to maintain security of the vessel; stands deck watch; supervises loading and off loading operations; conducts weekly inspections of safety equipment; records weather observations and completes required forms; and maintains various supplies.

**Qualifications:** Unlimited Second Mate License appropriate for the vessel, pilotage required for all routes appropriate for the vessel, possession of Proficiency in the Use of Survival Craft Endorsement, and Current Standards of Training, Certification, Watchkeeping for Seafarers (STCW) Certificate with Second Mate license endorsement.

##### **Benchmark 176: Steward**

**Level:** journey level

**Summary:** Under supervision of the Chief Steward or designee, performs a variety of housekeeping, cleaning and/or galley duties aboard the vessel. Assists in maintaining security of the vessel; responds to and assists with customer needs; assists in loading stores and handling stock; performs various housekeeping/cleaning duties.

**Qualifications:** Related experience required. At least eighteen (18) years of age; high school diploma or equivalent; must be eligible to obtain a U.S. Coast Guard Merchant Mariner's Document; physical ability to perform any required duties of the Steward's department.

##### **Benchmark 177: Third Assistant Engineer**

**Level:** journey level

**Summary:** Under direction of the First Assistant Engineer, performs hourly rounds of the MSD room, auxiliary engine room, main engine room, and shaft alleys on a vessel. Logs engine temperatures and monitors systems; orders, receives, stores and inventories parts and materials; stand watch to monitor and prevent mechanical malfunctions; cleans, oils and lubes all machinery, strainers and filters.

**Qualifications:** High school diploma or equivalent and also requires Unlimited Third Engineer License, possession of Proficiency in the Use of Survival Craft Endorsement, and Current Standards of Training, Certification, Watchkeeping for Seafarers (STCW) Certificate.

##### **Benchmark 178: Able Bodied Seaman**

**Level:** journey level

**Summary:** Under the supervision and direction of the Deck Watch Officer, stands wheel and lookout watches. Under supervision of the Boatswain performs operational, maintenance, and sanitation duties on a vessel.

**Qualifications:** Related experience required. High school diploma or equivalent; possession of a United States Coast Guard Seaman's document as Able Bodied Seamen (must read AB Limited, Unlimited, or Special); and possession of a valid Standards of Training, Certification, and Watchkeeping for Seafarers (STCW 95) Certificate, the STCW-95 Certificate must be endorsed for rating forming part of a navigational watch.

**Benchmark 179: Oiler**

**Level:** journey level

**Summary:** Under supervision of the First Assistant Engineer and/or Watch Engineer, assists in the safe, efficient operation of the main propulsion units, electrical generation units, and related mechanical equipment on board a vessel.

**Qualifications:** Related experience required. High school diploma or equivalent and possession of a United States Coast Guard Seaman's Document for Oiler.

State of Alaska

Salary Reporting Form-master list.xlsx

Participating Organization Name: \_\_\_\_\_  
 Contact Name & Title: \_\_\_\_\_  
 Contact Phone/Email: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City, State, Zip: \_\_\_\_\_

\*\*\*Please review the preceding job description summaries to assist in matching jobs\*\*\*

BENCH MARK NO.	BENCHMARK TITLE	YOUR ORGANIZATION'S TITLE	STANDARD WORK WEEK			ANNUAL FLAT RATE SALARY*	ANNUAL SALARY* AT ENTRY (or range minimum)	ANNUAL SALARY* AFTER 5 YEARS**	ANNUAL SALARY* AFTER 10 YEARS**	ANNUAL RANGE MAXIMUM (if different from 10 year salary)	NO. OF YEARS TO RANGE MAXIMUM
			37.5	40	44	(if no range exists)					
1	Division Director-PX										
2	Division Operations Manager										
3	Administrative Clerk II										
4	Administrative Assistant II										
5	Administrative Officer I										
6	Accounting Technician I										
7	Accountant III										
8	Accountant V										
9	Human Resource Technician II										
10	Human Resource Specialist I										
11	Human Resource Manager I										
12	Analyst Programmer IV										
13	Data Processing Manager I										
14	Microcomputer/Network Specialist I										
15	Systems Programmer II										
16	Internet Specialist I										
17	Statistical Technician I										
18	Research Analyst III										

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State of Alaska

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\*\*\*Please review the preceding job description summaries to assist in matching jobs\*\*\*

BENCHMARK NO.	BENCHMARK TITLE	YOUR ORGANIZATION'S TITLE	STANDARD WORK WEEK			ANNUAL FLAT RATE SALARY*	ANNUAL SALARY* AT ENTRY (or range minimum)	ANNUAL SALARY* AFTER 5 YEARS**	ANNUAL SALARY* AFTER 10 YEARS**	ANNUAL RANGE MAXIMUM (if different from 10 year salary)	NO. OF YEARS TO RANGE MAXIMUM
			37.5	40	55	(if no range exists)					
19	Stock & Parts Services, Journey II										
20	Procurement Specialist III										
21	Claims Administrator										
22	Loan Closer/Processor II										
23	Grants Administrator II										
24	Occupational License Examiner										
25	Insurance Analyst I										
26	Community Care Licensing Specialist I										
27	Financial Institution Examiner III										
28	Utility Financial Analyst III										
29	Commercial Vehicle Enforcement Officer II										
30	Occupational Safety & Compliance Officer										
31	Safety Insp. & Compliance, Elevator Inspector										
32	Environmental Health Officer III										
33	Tax Technician III										
34	Tax Auditor III										
35	Revenue Audit Supervisor II										
36	Oil & Gas revenue Auditor III										
37	Internal Auditor III										
38	Local Government Specialist III										
39	Budget Analyst III										

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State of Alaska

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\*\*\*Please review the preceding job description summaries to assist in matching jobs\*\*\*

BENCH- MARK NO.	BENCHMARK TITLE	YOUR ORGANIZATION'S TITLE	STANDARD WORK WEEK			ANNUAL FLAT RATE SALARY* (if no range exists)	ANNUAL SALARY* AT ENTRY (or range minimum)	ANNUAL SALARY* AFTER 3 YEARS**	ANNUAL SALARY* AFTER 10 YEARS**	ANNUAL RANGE MAXIMUM (if different from 10 year salary)	NO. OF YEARS TO RANGE MAXIMUM
			37.5	40	86						
40	Economist III										
41	Petroleum Economist II										
42	Community Development Specialist II										
43	Planner III										
44	Transportation Planner I										
45	Radio Dispatcher II										
46	Emergency Management Specialist II										
47	Airport Operations Officer										
48	Ferry Terminal Assistant I										
49	Reservations Specialist										
50	Port Captain										
51	Maintenance & Operations Superintendent										
52	Right-of-Way Agent III										
53	Appraiser II										
54	Building Management Specialist										
55	Airport Leasing Specialist II										
56	Education Program Assistant										
57	Education Specialist II										
58	AVTEC Instructor										
59	Training Specialist II										
60	Alaska Military Youth Academy Team Leader										

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Salary Reporting Form-master list.xlsx

\*\*\*Please review the preceding job description summaries to assist in matching jobs\*\*\*

BENCH MARK NO.	BENCHMARK TITLE	YOUR ORGANIZATION'S TITLE	STANDARD WORK WEEK			ANNUAL FLAT RATE SALARY* (if no range exists)	ANNUAL SALARY* AT ENTRY (or range minimum)	ANNUAL SALARY* AFTER 5 YEARS**	ANNUAL SALARY* AFTER 10 YEARS**	ANNUAL RANGE MAXIMUM (if different from 10-year salary)	NO. OF YEARS TO RANGE MAXIMUM
			37.5	40	56						
61	Recreation Assistant										
62	Library Assistant I										
63	Librarian III										
64	Archivist II										
65	Museum Curator II										
66	Archaeologist II										
67	Subsistence Resource Specialist II										
68	Publications Specialist II										
69	Information Officer II										
70	Child Support Specialist I										
71	Child Support Manager										
72	Eligibility Technician II										
73	Medical Assistance Administrator III										
74	Workers' Compensation Technician										
76	Social Services Program Coordinator										
76	Social Services Associate II										
77	Social Worker II (Children's Services)										
78	Social Worker IV/Children's Services Supervisor										
78	Public Guardian										
80	Vocational Rehabilitation Assistant II										
81	Vocational Rehabilitation Counselor III										

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\*\*\*Please review the preceding job description summaries to assist in matching jobs\*\*\*

BENCHMARK NO.	BENCHMARK TITLE	YOUR ORGANIZATION'S TITLE	STANDARD WORK WEEK			ANNUAL FLAT RATE SALARY* (if no range exists)	ANNUAL SALARY* AT ENTRY (or range minimum)	ANNUAL SALARY* AFTER 5 YEARS**	ANNUAL SALARY* AFTER 10 YEARS**	ANNUAL RANGE MAXIMUM (if different from 10 year salary)	NO. OF YEARS TO RANGE MAXIMUM
			37.5	40	56						
82	Employment Security Specialist IB										
83	Employment Service Manager I										
84	College Intern III										
86	Health Program Associate										
88	Health Program Manager II										
87	Public Health Specialist II										
88	Certified Nurse Aide I										
89	Psychiatric Nursing Assistant III										
90	Nurse II										
91	Nurse II (Psychiatric)										
92	Public Health Nurse II										
93	Nurse IV										
94	Health Practitioner I										
98	Wildlife Veterinarian										
96	Psychological Counselor II										
97	Mental Health Clinician III										
98	Pharmacy Technician										
99	Recreation Therapist II										
100	Laboratory Technician										
101	Public Health Microbiologist I										
102	Fish & Wildlife Technician II										

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Salary Reporting Form-master list.xlsx

\*\*\*Please review the preceding job description summaries to assist in matching jobs\*\*\*

BENCH- MARK NO.	BENCHMARK TITLE	YOUR ORGANIZATION'S TITLE	STANDARD WORK WEEK			ANNUAL	ANNUAL SALARY*	ANNUAL SALARY*	ANNUAL SALARY*	ANNUAL	NO. OF YEARS
			37.5	40	56	FLAT RATE SALARY*	RT ENTRY				
						(if no range exists)	(or range minimum)	AFTER 5 YEARS**	AFTER 10 YEARS**	(if different from 10 year salary)	MAXIMUM
103.	Fishery Biologist II										
104	Fishery Biologist IV										
106	Biometrician III										
106	Fisheries Scientist I										
107	Agronomist II										
108	Natural Resource Technician II										
109	Natural Resource Specialist II										
110	Natural Resource Manager II										
111	Wildland Fire & Resource Technician III										
112	Park Ranger I										
113	Museum Protection & Visitor Services Supervisor										
114	Criminal Justice Technician I										
118	Law Office Assistant I										
116	Paralegal II										
117	Attorney II										
118	Attorney IV										
119	Administrative Law Judge I										
120	Workers' Compensation Hearing Officer II										
121	Forensic Technician I										
122	Forensic Scientist III - Chemistry										
123	Forensic Scientist III - DNA										

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Salary Reporting Form-master list.xlsx

\*\*\*Please review the preceding job description summaries to assist in matching jobs\*\*\*

BENCH MARK NO.	BENCHMARK TITLE	YOUR ORGANIZATION'S TITLE	STANDARD WORK WEEK			ANNUAL FLAT RATE SALARY* (if no range exists)	ANNUAL SALARY* AT ENTRY (or range minimum)	ANNUAL SALARY* AFTER 5 YEARS**	ANNUAL SALARY* AFTER 10 YEARS**	ANNUAL RANGE MAXIMUM (if different from 10 year salary)	NO. OF YEARS TO RANGE MAXIMUM
			37.5	40	56						
124	Investigator III										
125	Recorder II										
126	Motor Vehicle Customer Service Representative I										
127	Motor Vehicle Office Manager I										
128	State Trooper										
129	Lieutenant, Alaska State Troopers										
130	Court Services Officer										
131	Airport Police & Fire Officer II										
132	Airport Police & Fire Officer V										
133	Deputy Fire Marshal I										
134	Correctional Officer II										
136	Correctional Superintendent I										
136	Juvenile Justice Officer II										
137	Juvenile Probation Officer II										
138	Adult Probation Officer II										
139	Adult Probation Officer IV										
140	Hydrologist II										
141	Geologist III										
142	Chemist IV										
143	Environmental Program Specialist III										
144	Environmental Program Manager I										

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\*\*\*Please review the preceding job description summaries to assist in matching jobs\*\*\*

BENCH-MARK NO.	BENCHMARK TITLE	YOUR ORGANIZATION'S TITLE	STANDARD WORK WEEK			ANNUAL FLAT RATE SALARY* (if no range exists)	ANNUAL SALARY* AT ENTRY (or range minimum)	ANNUAL SALARY* AFTER 5 YEARS**	ANNUAL SALARY* AFTER 10 YEARS**	ANNUAL RANGE MAXIMUM (if different from 10-year salary)	NO. OF YEARS TO REACH RANGE MAXIMUM
			37.5	40	56						
145	Environmental Impact Analyst III										
146	Engineering Assistant III										
147	Communications Engineering Associate II										
148	Utility Engineering Analyst IV										
149	Engineer/Architect III										
180	Technical Engineer I/Architect I										
181	Landscape Specialist										
182	Vessel Construction Manager II										
183	Land Surveyor I										
184	Survey, Journey										
188	Drafting Technician III										
188	Cartographer II										
187	Food Service, Sub-Journey										
188	Food Service, Lead										
189	Environmental Services, Journey II										
160	Mechanic, Automotive, Advanced Journey/Lead										
181	Mechanic, Automotive, Foreman I										
162	Equipment Operator, Journey II										
163	Equipment Operator Foreman I										
164	Maintenance Generalist, Journey										
168	Maintenance Specialist, Journey I										

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\*\*\*Please review the preceding job description summaries to assist in matching jobs\*\*\*

BENCH- MARK NO.	BENCHMARK TITLE	YOUR ORGANIZATION'S TITLE	STANDARD WORK WEEK			ANNUAL FLAT RATE SALARY* (if no range exists)	ANNUAL SALARY* AT ENTRY (by range minimum)	ANNUAL SALARY* AFTER 5 YEARS**	ANNUAL SALARY* AFTER 10 YEARS**	ANNUAL RANGE MAXIMUM (if different from 10 year salary)	NO. OF YEARS TO RANGE MAXIMUM
			37.5	40	56						
166	Maintenance Specialist, Foreman										
167	Maintenance Spec., Electrician, Journey II/Lead										
168	Survey Instrument Technician II										
169	Engineering Technician, Journey										
170	Materials Laboratory Technician, Journey										
171	Aircraft Pilot II										
172	Boat Officer III										
173	Mail Services Courier										
174	Security Guard I										
176	Second Mate										
176	Steward										
177	Third Assistant Engineer										
178	Able Bodied Seaman										
179	Oiler										

\* report BASE salary only  
\*\* in the same job

# **D – Comparison Pool & Responses Data Table**

State of Alaska Comparison Pool Positions, Surveys Distributed by Type of Organization, and Number of Survey Responses

Type of Organization and Number of Surveys Distributed:		States	Counties (in other states)	Federal Government*	Municipalities (within State)	Healthcare Org's (within State)	School Districts (within State)	Native Corp's (within State)	Universities (within State)	Universities (in other States)	Utilities (within State)	Airports	Ferry Systems	Eng. Firms	Published Sources	No. of Survey Responses
Bench. No.	Job Family/Benchmark Title	12	10	1	3	6	4	8	2	11	7	6	6	6	16	
<b>Executive &amp; Senior Administrators</b>																
1	Division Director - FX	x		x	x	x	x	x	x	x					x	23
2	Division Operations Manager	x		x	x	x	x	x	x	x	x				x	30
<b>General Administration</b>																
3	Administrative Clerk II	x		x	x	x	x	x	x		x				x	31
4	Administrative Assistant II	x		x	x	x	x	x	x		x				x	33
5	Administrative Officer I	x		x	x	x	x	x	x	x	x				x	32
<b>Accounting &amp; Fiscal</b>																
6	Accounting Technician I	x		x	x	x	x	x	x		x				x	33
7	Accountant III	x		x	x	x	x	x	x	x	x				x	44
8	Accountant V	x		x	x	x	x	x	x	x	x				x	37
<b>Personnel &amp; Employee Relations</b>																
9	Human Resource Technician II	x		x	x	x	x	x	x		x				x	31
10	Human Resource Specialist I	x		x	x	x	x	x	x	x	x				x	42
11	Human Resource Manager I	x		x	x	x	x	x	x	x	x				x	37
<b>Information Technology</b>																
12	Analyst/Programmer IV	x		x	x	x	x	x	x	x	x				x	40
13	Data Processing Manager I	x		x	x	x	x	x	x	x	x				x	32
14	Microcomputer/Network Specialist I	x		x	x	x	x	x	x	x	x				x	38
15	Systems Programmer II	x		x	x	x	x	x	x	x	x				x	38
16	Internet Specialist I	x		x	x	x	x	x	x	x	x				x	19
<b>Statistics &amp; Research Analysis</b>																
17	Statistical Technician I	x		x	x	x	x	x	x		x				x	18
18	Research Analyst III	x		x	x	x	x	x	x	x	x				x	22
<b>Supply</b>																
19	Stock & Parts Services, Journey II	x		x	x	x	x	x	x		x				x	17
20	Procurement Specialist III	x		x	x	x	x	x	x	x	x				x	34
<b>Administrative Classes not Otherwise Described</b>																
21	Claims Administrator	x		x	x	x	x	x	x	x	x				x	23
<b>Business Finance</b>																
22	Loan Closer/Processor II	x		x				x	x						x	6
23	Grants Administrator II	x		x	x				x	x					x	15
<b>Business Regulation &amp; Compliance</b>																
24	Occupational License Examiner	x		x	x											7
25	Insurance Analyst I	x		x											x	10
26	Community Care Licensing Specialist I	x		x											x	10
27	Financial Institution Examiner III	x		x												11
28	Utility Financial Analyst III	x		x							x				x	14
<b>Safety Inspection</b>																
29	Commercial Vehicle Enforcement Officer II	x		x												10
30	Occupational Safety & Compliance Officer	x		x	x										x	11
31	Safety Inspection & Compliance, Elevator Inspector	x		x											x	9
<b>Environmental Health</b>																
32	Environmental Health Officer III	x	x	x											x	13
<b>Revenue &amp; Audit</b>																
33	Tax Technician III	x		x	x	x	x	x	x		x				x	11
34	Tax Auditor III	x		x											x	13
35	Revenue Audit Supervisor II	x		x											x	8
36	Oil and Gas Revenue Auditor III	x		x							x				x	12

State of Alaska Comparison Pool Positions, Surveys Distributed by Type of Organization, and Number of Survey Responses

Type of Organization and Number of Surveys Distributed:		States	Counties (in other states)	Federal Government*	Municipalities (within State)	Healthcare Org's (within State)	School Districts (within State)	Native Corp's (within State)	Universities (within State)	Universities (in other States)	Utilities (within State)	Airports	Ferry Systems	Eng. Firms	Published Sources	No. of Survey Responses
Bench.	No. Job Family/Benchmark Title	12	10	1	3	6	4	9	2	11	7	8	8	8	18	
37	Internal Auditor III	x		x	x	x			x	x	x	x			x	30
<b>Government Management &amp; Operations</b>																
38	Local Government Specialist III	x		x												2
39	Budget Analyst III	x		x	x	x			x	x	x	x			x	38
<b>Economic Research</b>																
40	Economist III	x		x					x	x	x				x	14
41	Petroleum Economist II	x		x							x					6
<b>Development &amp; Infrastructure Planning</b>																
42	Community Development Specialist II	x		x												6
43	Planner III	x		x	x			x			x			x	x	14
44	Transportation Planner I	x		x	x									x		18
<b>Emergency Planning &amp; Response</b>																
45	Radio Dispatcher II	x		x	x	x	x	x	x		x				x	19
46	Emergency Management Specialist II	x		x	x										x	9
<b>Airport Administration</b>																
47	Airport Operations Officer	x		x	x							x				9
<b>Ferry System Administration</b>																
48	Ferry Terminal Assistant I	x		x	x								x		x	5
49	Reservations Specialist	x		x	x								x		x	5
50	Port Captain	x		x									x			3
<b>Maintenance Administration</b>																
51	Maintenance and Operations Superintendent	x		x	x	x	x	x	x	x	x	x			x	25
<b>Real Estate Appraisal</b>																
52	Right-of-Way Agent III	x	x	x											x	15
53	Appraiser II	x	x	x	x										x	20
<b>Property Management</b>																
54	Building Management Specialist	x		x	x		x	x	x	x						12
55	Airport Leasing Specialist II	x		x	x							x				9
<b>Education Programs</b>																
56	Education Program Assistant	x		x	x	x	x	x	x		x					11
57	Education Specialist II	x		x			x	x	x	x					x	17
<b>Teaching &amp; Instruction</b>																
58	AVTEG Instructor	x		x			x	x	x	x					x	12
59	Training Specialist II	x		x	x		x	x	x	x						20
<b>Student Services</b>																
60	Alaska Military Youth Academy Team Leader	x		x												8
61	Recreation Assistant	x		x	x		x		x							9
<b>Library &amp; Archives</b>																
62	Library Assistant I	x			x	x	x	x	x						x	19
63	Librarian III	x		x	x		x		x	x					x	23
64	Archivist II	x		x					x	x					x	20
<b>Anthropological Research &amp; Education</b>																
65	Museum Curator II	x		x					x	x					x	19
66	Archaeologist II	x		x				x	x	x						13
67	Subsistence Resource Specialist II	x		x				x	x	x						8
<b>Arts, Photography, &amp; Information</b>																
68	Publications Specialist II	x		x	x	x	x	x	x	x	x				x	29
69	Information Officer II	x		x	x	x	x	x	x	x	x				x	30
<b>Public Programs</b>																

State of Alaska Comparison Pool Positions, Surveys Distributed by Type of Organization, and Number of Survey Responses

Type of Organization and Number of Surveys Distributed:		States	Counties	Federal	Municipalities	Healthcare Org's	School Districts	Native Corp's	Universities	Universities	Utilities	Airports	Ferry	Eng.	Published	
Bench.	No. Job Family/Benchmark Title	(12)	(in other states) 10	Government* 1	(within State) 3	(within State) 0	(within State) 4	(within State) 9	(within State) 2	(in other States) 11	(within State) 7	6	6	6	16	No. of Survey Responses
70	Child Support Specialist I	x	x	x											x	13
71	Child Support Manager	x	x	x											x	11
72	Eligibility Technician II	x	x	x	x			x	x	x						18
73	Medical Assistance Administrator III	x	x	x												8
74	Workers' Compensation Technician	x	x	x	x	x	x	x	x		x					11
75	Social Services Program Coordinator	x	x	x	x											10
<b>Social Work</b>																
76	Social Services Associate II	x	x	x											x	12
77	Social Worker II (Children's Services)	x	x	x	x										x	19
78	Social Worker IV (Children's Svcs)/Children's Svcs. Supvr.	x	x	x	x										x	13
<b>Special Social Service</b>																
79	Public Guardian	x	x	x	x											3
<b>Vocational Rehabilitation</b>																
80	Vocational Rehabilitation Assistant II	x	x	x	x											8
81	Vocational Rehabilitation Counselor III	x	x	x	x										x	13
<b>Labor &amp; Employment Services</b>																
82	Employment Security Specialist IB	x	x	x	x										x	8
83	Employment Service Manager I	x	x	x	x											6
<b>Internship Programs</b>																
84	College Intern III	x		x	x	x	x	x	x	x	x				x	14
<b>Health Administration</b>																
85	Health Program Associate	x	x	x											x	11
86	Health Program Manager II	x	x	x												13
87	Public Health Specialist II	x	x	x	x											10
<b>Nursing, Assistive</b>																
88	Certified Nurse Aide I	x	x	x	x	x	x		x	x					x	24
89	Psychiatric Nursing Assistant III	x	x	x	x	x	x		x	x					x	11
<b>Nursing, Professional</b>																
90	Nurse II	x	x	x	x	x	x		x	x					x	33
91	Nurse II (Psychiatric)	x	x	x	x	x	x		x	x					x	10
92	Public Health Nurse II	x	x	x	x	x	x		x	x					x	17
93	Nurse IV	x	x	x	x	x	x		x	x					x	28
<b>Medical, Professional</b>																
94	Health Practitioner I	x		x	x	x	x		x	x					x	26
95	Wildlife Veterinarian	x		x							x					18
<b>Mental &amp; Behavioral Health Services</b>																
96	Psychological Counselor II	x	x	x	x	x			x	x						21
97	Mental Health Clinician III	x	x	x	x	x										14
<b>Special Health Services</b>																
98	Pharmacy Technician	x		x		x			x						x	14
99	Recreation Therapist II	x		x		x									x	13
<b>Health Laboratory &amp; Related</b>																
100	Laboratory Technician	x			x	x	x	x	x		x				x	18
101	Public Health Microbiologist I	x	x	x		x			x	x					x	20
<b>Fish &amp; Wildlife</b>																
102	Fish and Wildlife Technician II	x		x	x											10
103	Fishery Biologist II	x		x	x											13
104	Fishery Biologist IV	x		x	x										x	12
105	Biometrician III	x		x	x											8

State of Alaska Comparison Pool Positions, Surveys Distributed by Type of Organization, and Number of Survey Responses

Type of Organization and Number of Surveys Distributed:		States	Counties	Federal	Municipalities	Healthcare Org's	School Districts	Native Corp's	Universities	Universities	Utilities	Airports	Ferry	Eng.	Published	No. of Survey
Bench.	No.	(12)	(in other states)	Government*	(within State)	(within State)	(within State)	(within State)	(within State)	(in other States)	(within State)		Systems	Firms	Sources	Responses
	Job Family/Benchmark Title		10	1	3	6	4	9	2	11	7	8	6	6	16	
	<b>Fisheries Scientist I</b>	x		x	x											9
	<b>Agriculture</b>															
	<b>107 Agronomist II</b>	x		x					x	x						10
	<b>Natural Resources &amp; Forestry</b>															
	<b>108 Natural Resource Technician II</b>	x		x												8
	<b>109 Natural Resource Specialist II</b>	x		x												10
	<b>110 Natural Resource Manager II</b>	x		x											x	10
	<b>111 Wildland Fire and Resource Technician III</b>	x		x												8
	<b>Parks</b>															
	<b>112 Park Ranger I</b>	x		x	x										x	13
	<b>113 Museum Protection &amp; Visitor Services Supervisor</b>	x		x					x	x						8
	<b>Legal Support &amp; Related</b>															
	<b>114 Criminal Justice Technician I</b>	x		x	x				x						x	8
	<b>116 Law Office Assistant I</b>	x		x	x	x	x	x	x		x				x	19
	<b>119 Paralegal II</b>	x		x	x	x	x	x	x		x				x	19
	<b>Attorneys</b>															
	<b>117 Attorney II</b>	x		x	x	x	x	x	x	x	x				x	16
	<b>118 Attorney IV</b>	x		x	x	x	x	x	x	x	x				x	28
	<b>Judges &amp; Adjudicators</b>															
	<b>119 Administrative Law Judge I</b>	x		x												8
	<b>120 Workers' Compensation Hearing Officer II</b>	x		x												8
	<b>Evidence Investigation</b>															
	<b>121 Forensic Technician I</b>	x		x	x											7
	<b>122 Forensic Scientist III - Chemistry</b>	x		x	x										x	10
	<b>123 Forensic Scientist III - DNA</b>	x		x	x										x	9
	<b>124 Investigator III</b>	x		x	x											11
	<b>Legal Document Processing</b>															
	<b>125 Recorder II</b>	x	x	x	x				x							14
	<b>126 Motor Vehicle Customer Services Representative I</b>	x	x	x	x											14
	<b>127 Motor Vehicle Office Manager I</b>	x	x	x	x											10
	<b>Law Enforcement</b>															
	<b>128 State Trooper</b>	x		x	x										x	13
	<b>129 Lieutenant, Alaska State Troopers</b>	x		x	x											11
	<b>130 Court Services Officer</b>	x	x	x	x											4
	<b>Fire Fighting &amp; Inspection</b>															
	<b>131 Airport Police &amp; Fire Officer II</b>	x		x	x						x					8
	<b>132 Airport Police &amp; Fire Officer V</b>	x		x	x						x					8
	<b>133 Deputy Fire Marshal I</b>	x		x	x											11
	<b>Corrections</b>															
	<b>134 Correctional Officer II</b>	x	x	x	x										x	18
	<b>135 Correctional Superintendent I</b>	x	x	x	x											15
	<b>138 Juvenile Justice Officer II</b>	x	x	x	x											14
	<b>Probation &amp; Parole</b>															
	<b>137 Juvenile Probation Officer II</b>	x	x	x	x											18
	<b>138 Adult Probation Officer II</b>	x	x	x	x											18
	<b>139 Adult Probation Officer IV</b>	x	x	x	x											11
	<b>Physical Science Specialists</b>															
	<b>140 Hydrologist II</b>	x		x	x				x	x					x	13
	<b>141 Geologist III</b>	x		x					x	x					x	15

State of Alaska Comparison Pool Positions, Surveys Distributed by Type of Organization, and Number of Survey Responses

Type of Organization and Number of Surveys Distributed:		States	Counties (in other states)	Federal Government*	Municipalities (within State)	Healthcare Org's (within State)	School Districts (within State)	Native Corp's (within State)	Universities (within State)	Universities (in other States)	Utilities (within State)	Airports	Ferry Systems	Eng. Firms	Published Sources	No. of Survey Responses
Bench.	Job Family/Benchmark Title	12	10	1	3	6	4	9	2	11	7	6	6	6	16	
142	Chemist IV	x		x	x				x	x					x	21
<b>Environmental Science Specialists</b>																
143	Environmental Program Specialist III	x	x	x										x	x	20
144	Environmental Program Manager I	x	x	x										x		18
145	Environmental Impact Analyst III	x	x	x					x					x		19
<b>Engineering, Unlicensed</b>																
146	Engineering Assistant III	x		x	x			x			x			x	x	23
147	Communications Engineering Associate II	x		x	x			x			x			x	x	16
148	Utility Engineering Analyst IV	x		x	x			x			x			x		8
<b>Engineering, Licensed</b>																
149	Engineer/Architect III	x		x	x			x			x			x	x	28
150	Technical Engineer I/Architect I	x		x	x			x			x			x	x	19
<b>Architecture &amp; Landscape Architecture</b>																
151	Landscape Specialist	x		x	x					x	x			x	x	16
<b>Vessel Construction</b>																
152	Vessel Construction Manager II	x		x	x									x		10
<b>Land Surveying</b>																
153	Land Surveyor I	x	x	x	x			x						x	x	17
154	Survey, Journey	x	x	x	x			x						x		12
<b>Cartography &amp; Drafting</b>																
155	Drafting Technician III	x			x			x	x		x			x	x	24
156	Cartographer II	x		x	x									x		14
<b>Food &amp; Custodial Services</b>																
157	Food Service, Sub-Journey	x		x	x	x	x	x	x		x				x	20
158	Food Service, Lead	x		x	x	x	x	x	x		x				x	20
159	Environmental Services, Journey II	x		x	x	x	x	x	x		x				x	18
<b>Aircraft, Automobile, or Vessel Maintenance</b>																
160	Mechanic, Automotive, Advanced Journey/Lead	x		x	x	x	x	x	x		x	x			x	25
161	Mechanic, Automotive, Foreman I	x		x	x	x	x	x	x		x	x			x	23
<b>Equipment Operation</b>																
162	Equipment Operator, Journey II	x		x	x	x	x	x	x		x	x			x	21
163	Equipment Operator Foreman I	x		x	x	x	x	x	x		x	x			x	18
<b>Building &amp; Facility Maintenance</b>																
164	Maintenance Generalist, Journey	x		x	x	x	x	x	x		x	x			x	28
165	Maintenance Specialist, Bldg/Facility/Const, Journey I	x		x	x	x	x	x	x		x	x			x	22
166	Maintenance Specialist, Bldg/Facility/Const, Foreman	x		x	x	x	x	x	x		x	x			x	26
167	Maintenance Specialist, Electrician, Journey II/Lead	x		x	x	x	x	x	x		x	x			x	28
<b>Instrument Technicians</b>																
168	Survey Instrument Technician II	x		x	x						x			x	x	6
<b>Construction Support</b>																
169	Engineering Technician, Journey I	x		x	x	x	x	x	x		x	x		x	x	17
170	Materials Laboratory Technician, Journey	x		x	x	x	x	x	x		x			x	x	13
<b>Vessel &amp; Aircraft Operation</b>																
171	Aircraft Pilot II	x		x											x	13
172	Boat Officer III	x		x												2
<b>Office Equipment Operation</b>																
173	Mail Services Courier	x		x	x	x	x	x	x		x				x	18
<b>Facility Security</b>																
174	Security Guard I	x		x	x	x	x	x	x		x	x			x	22

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Bench.	Job Family/Benchmark Title	12	(in other states)	Government*	(within State)	(within State)	(within State)	(within State)	(within State)	(in other States)	(within State)	6	6	6	16	No. of Survey Responses
	<b>Vessel Workers</b>		10	1	3	8	4	9	2	11	7	6	6	6	16	
176	Second Mate	x		x									x			2
176	Steward	x		x									x			4
177	Third Assistant Engineer	x		x									x			2
176	Able Bodied Seaman	x		x									x			3
176	Oiler	x		x									x			1