

## **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>	<b>\$1059.11</b>	<b>\$815.72</b>

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

	<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>	<b>\$2,487.33</b>	<b>\$1,574.65</b>	<b>\$1,438.57</b>	<b>\$860.06</b>	<b>\$691.02</b>

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

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

**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>	<b><i>n/a – PTO plan</i></b>	14	13
<b>2 but &lt;5 yrs</b>	<b><i>n/a – PTO plan</i></b>	15	14
<b>5 but &lt;10 yrs</b>	<b><i>n/a – PTO plan</i></b>	18	17
<b>10 + yrs</b>	<b><i>n/a – PTO plan</i></b>	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>	n/a-PTO plan	not provided	n/a-PTO plan	18	12
<b>2 but &lt;5 yrs</b>	n/a-PTO plan	not provided	n/a-PTO plan	18	13
<b>5 but &lt;10 yrs</b>	n/a-PTO plan	not provided	n/a-PTO plan	21	16
<b>10 + yrs</b>	n/a-PTO plan	not provided	n/a-PTO plan	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	n/a-PTO plan	16	n/a-PTO plan	14
<b>2 but &lt;5 yrs</b>	28	n/a-PTO plan	20	n/a-PTO plan	15
<b>5 but &lt;10 yrs</b>	31	n/a-PTO plan	24	n/a-PTO plan	17
<b>10 + yrs</b>	33	n/a-PTO plan	26	n/a-PTO plan	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>	n/a-PTO plan	not provided	15	15	12
<b>2 but &lt;5 yrs</b>	n/a-PTO plan	not provided	15	15	12
<b>5 but &lt;10 yrs</b>	n/a-PTO plan	not provided	15	15	12
<b>10 + yrs</b>	n/a-PTO plan	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	n/a-PTO plan	14	n/a-PTO plan	13
<b>2 but &lt;5 yrs</b>	8	n/a-PTO plan	14	n/a-PTO plan	13
<b>5 but &lt;10 yrs</b>	8	n/a-PTO plan	14	n/a-PTO plan	13
<b>10 + yrs</b>	8	n/a-PTO plan	14	n/a-PTO plan	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)**

	Public Sector	Private Sector
< 2 yrs	13	12
2 but <5 yrs	13	12
5 but <10 yrs	13	12
10 + yrs	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>	<b><i>No max*</i></b>	62	n/a
<b>Vacation</b>	<b><i>n/a</i></b>	39	44
<b>Sick-Leave</b>	<b><i>n/a</i></b>	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.

<u>City</u>	<u>Differential*</u>
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)