

State of Alaska  
Salary Survey Summary

**Benchmark 1: Division Director - PX**

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Division Director-PX                  |                       |                     | \$92,786                  | \$110,844                      | \$119,304                       | \$172,380               | 86%             | 30                               |
|                 | Number of Responses to Each Category: | 6                     | 18                  | 4                         | 5                              | 15                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 23                    | \$122,228           | \$81,801                  | \$112,686                      | \$147,977                       | \$125,540               | 67%             | 11                               |
|                 | 50th Percentile:                      |                       | \$114,030           | \$81,907                  | \$111,994                      | \$103,782                       | \$110,273               | 58%             |                                  |
|                 | Low:                                  |                       | \$99,767            | \$49,684                  | \$68,846                       | \$81,769                        | \$75,945                | 10%             |                                  |
|                 | High:                                 |                       | \$156,161           | \$139,331                 | \$157,910                      | \$300,000                       | \$193,488               | 200%            |                                  |

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Benchmark 2: Division Operations Manager

|                 |                             | No. of Job<br>Matches                 | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |    |
|-----------------|-----------------------------|---------------------------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|----|
| State of Alaska | Division Operations Manager |                                       |                     | \$80,496                  | \$95,472                       | \$102,768                       | \$148,512               | 84%             | 30                               |    |
|                 |                             | Number of Responses to Each Category: |                     | 6                         | 25                             | 10                              | 9                       | 19              |                                  |    |
|                 |                             | Unweighted Average:                   | 30                  | \$117,095                 | \$73,079                       | \$88,284                        | \$101,598               | \$106,465       | 53%                              | 11 |
|                 |                             | 50th Percentile:                      |                     | \$109,813                 | \$71,072                       | \$83,104                        | \$104,177               | \$95,331        | 50%                              |    |
|                 |                             | Low:                                  |                     | \$100,658                 | \$38,989                       | \$46,308                        | \$54,999                | \$77,225        | 7%                               |    |
|                 |                             | High:                                 |                     | \$154,688                 | \$118,450                      | \$134,245                       | \$142,145               | \$153,992       | 101%                             |    |

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Benchmark 3: Administrative Clerk II

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |    |          |          |          |          |          |     |    |
|---------------------------------------|----|----------|----------|----------|----------|----------|-----|----|
| State of Alaska                       |    |          | \$27,324 | \$31,718 | \$36,424 | \$51,192 | 87% | 30 |
| Administrative Clerk II               |    |          |          |          |          |          |     |    |
| Number of Responses to Each Category: |    | 9        | 26       | 11       | 9        | 22       |     |    |
| Unweighted Average:                   | 31 | \$33,593 | \$25,670 | \$31,388 | \$36,661 | \$37,517 | 47% | 14 |
| 50th Percentile:                      |    | \$34,067 | \$26,262 | \$31,214 | \$36,485 | \$38,084 | 44% |    |
| Low:                                  |    | \$24,933 | \$16,606 | \$20,574 | \$26,627 | \$27,950 | 27% |    |
| High:                                 |    | \$40,142 | \$38,363 | \$43,479 | \$46,037 | \$49,874 | 84% |    |

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**Benchmark 4: Administrative Assistant II**

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |    |          |          |          |          |          |     |    |
|-----------------|---------------------------------------|----|----------|----------|----------|----------|----------|-----|----|
| State of Alaska |                                       |    |          | \$39,432 | \$46,992 | \$82,428 | \$75,756 | 92% | 30 |
|                 | Administrative Assistant II           |    |          |          |          |          |          |     |    |
|                 | Number of Responses to Each Category: |    | 9        | 27       | 11       | 8        | 23       |     |    |
|                 | Unweighted Average:                   | 33 | \$42,632 | \$32,126 | \$36,920 | \$43,018 | \$47,484 | 47% | 15 |
|                 | 50th Percentile:                      |    | \$41,925 | \$31,079 | \$36,674 | \$45,188 | \$49,140 | 47% |    |
|                 | Low:                                  |    | \$32,438 | \$21,644 | \$25,706 | \$30,531 | \$38,253 | 22% |    |
|                 | High:                                 |    | \$59,963 | \$50,193 | \$45,357 | \$49,100 | \$61,007 | 92% |    |

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Benchmark 5: Administrative Officer I

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |  |    |          |          |          |          |          |      |
|---------------------------------------|--|----|----------|----------|----------|----------|----------|------|
| State of Alaska                       |  |    | \$80,160 | \$59,724 | \$64,296 | \$92,916 | 85%      | 30   |
| Administrative Officer I              |  |    |          |          |          |          |          |      |
| Number of Responses to Each Category: |  | 8  | 27       | 11       | 9        | 21       |          |      |
| Unweighted Average:                   |  | 32 | \$54,508 | \$40,486 | \$50,446 | \$60,793 | \$59,565 | 49%  |
| 50th Percentile:                      |  |    | \$50,808 | \$42,725 | \$53,857 | \$57,369 | \$59,884 | 48%  |
| Low:                                  |  |    | \$46,859 | \$25,729 | \$36,309 | \$43,360 | \$38,592 | 28%  |
| High:                                 |  |    | \$79,688 | \$51,154 | \$62,000 | \$76,258 | \$99,253 | 108% |

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Benchmark 6: Accounting Technician I

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Accounting Technician I               |                       |                     | \$34,704                  | \$40,776                       | \$46,888                        | \$53,866                | 90%             | 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%             |                                  |

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**Benchmark 7: Accountant III**

|                                       |                | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Accountant III |                       |                     | \$82,176                  | \$61,988                       | \$89,024                        | \$89,744                | 91%             | 30                               |
| Number of Responses to Each Category: |                | 11                    | 39                  | 13                        | 10                             | 31                              |                         |                 |                                  |
| Unweighted Average:                   |                | 44                    | \$59,366            | \$49,384                  | \$59,149                       | \$71,478                        | \$74,313                | 50%             | 11                               |
| 50th Percentile:                      |                |                       | \$87,349            | \$49,118                  | \$54,361                       | \$71,719                        | \$72,319                | 48%             |                                  |
| Low:                                  |                |                       | \$50,887            | \$32,620                  | \$38,742                       | \$46,013                        | \$50,081                | 22%             |                                  |
| High:                                 |                |                       | \$71,284            | \$84,293                  | \$95,530                       | \$101,149                       | \$109,577               | 108%            |                                  |

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**Benchmark 8: Accountant V**

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |    |           |           |           |           |           |      |    |
|-----------------|---------------------------------------|----|-----------|-----------|-----------|-----------|-----------|------|----|
| State of Alaska | Accountant V                          |    | \$70,380  | \$83,388  | \$88,760  | \$128,720 | 84%       | 30   |    |
|                 | Number of Responses to Each Category: |    | 10        | 30        | 10        | 8         | 26        |      |    |
|                 | Unweighted Average:                   | 37 | \$91,728  | \$65,806  | \$83,131  | \$96,887  | \$101,150 | 54%  | 14 |
|                 | 50th Percentile:                      |    | \$76,809  | \$61,429  | \$78,016  | \$94,189  | \$99,542  | 50%  |    |
|                 | Low:                                  |    | \$52,246  | \$38,990  | \$46,308  | \$54,999  | \$63,608  | 21%  |    |
|                 | High:                                 |    | \$173,813 | \$118,450 | \$134,245 | \$142,145 | \$216,731 | 120% |    |



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**Benchmark 9: Human Resource Technician II**

|                                       |                              | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range<br>Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|----------------------------|-----------------|----------------------------------|
| State of Alaska                       | Human Resource Technician II |                       |                     | \$39,998                  | \$47,888                       | \$61,336                        | \$74,172                   | 85%             | 30                               |
| Number of Responses to Each Category: |                              | 6                     | 28                  | 11                        | 7                              | 24                              |                            |                 |                                  |
| Unweighted Average:                   |                              | 31                    | \$36,241            | \$33,332                  | \$39,722                       | \$48,406                        | \$48,434                   | 46%             | 13                               |
| 50th Percentile:                      |                              |                       | \$37,961            | \$33,803                  | \$39,655                       | \$46,012                        | \$47,283                   | 46%             |                                  |
| Low:                                  |                              |                       | \$28,063            | \$21,644                  | \$25,706                       | \$30,531                        | \$36,799                   | 22%             |                                  |
| High:                                 |                              |                       | \$40,950            | \$44,131                  | \$51,686                       | \$53,985                        | \$63,649                   | 92%             |                                  |

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Benchmark 10: Human Resource Specialist I

|                                       |                             | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-----------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Human Resource Specialist I |                       |                     | \$46,924                  | \$64,862                       | \$89,040                        | \$85,332                | 86%             | 30                               |
| Number of Responses to Each Category: |                             | 13                    | 35                  | 12                        | 10                             | 28                              |                         |                 |                                  |
| Unweighted Average:                   |                             | 42                    | \$53,781            | \$44,948                  | \$54,356                       | \$61,663                        | \$67,399                | 49%             | 12                               |
| 50th Percentile:                      |                             |                       | \$53,305            | \$46,621                  | \$54,933                       | \$61,275                        | \$67,716                | 48%             |                                  |
| Low:                                  |                             |                       | \$45,825            | \$29,627                  | \$36,752                       | \$47,559                        | \$49,927                | 21%             |                                  |
| High:                                 |                             |                       | \$61,729            | \$58,127                  | \$65,877                       | \$75,000                        | \$84,964                | 84%             |                                  |

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**Benchmark 11: Human Resource Manager I**

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Human Resource Manager I              |                       |                     | \$89,300                  | \$82,224                       | \$88,612                        | \$127,920               | 85%             | 30                               |
|                 | Number of Responses to Each Category: | 11                    | 30                  | 8                         | 6                              | 24                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 37                    | \$80,596            | \$64,905                  | \$82,421                       | \$98,721                        | \$99,991                | 51%             | 14                               |
|                 | 50th Percentile:                      |                       | \$78,180            | \$62,734                  | \$74,291                       | \$88,643                        | \$99,685                | 50%             |                                  |
|                 | Low:                                  |                       | \$59,159            | \$43,939                  | \$63,131                       | \$79,048                        | \$70,605                | 10%             |                                  |
|                 | High:                                 |                       | \$110,625           | \$118,450                 | \$134,245                      | \$142,145                       | \$153,992               | 108%            |                                  |

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Benchmark 12: Analyst/Programmer IV

|                                       |                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-----------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Analyst/Programmer IV |                       |                     | \$69,712                  | \$70,762                       | \$78,888                        | \$113,988               | 91%             | 30                               |
| Number of Responses to Each Category: |                       | 10                    | 35                  | 12                        | 8                              | 29                              |                         |                 |                                  |
| Unweighted Average:                   |                       | 40                    | \$75,819            | \$52,490                  | \$64,201                       | \$73,072                        | \$80,168                | 50%             | 13                               |
| 80th Percentile:                      |                       |                       | \$76,885            | \$51,714                  | \$63,601                       | \$68,637                        | \$81,096                | 47%             |                                  |
| Low:                                  |                       |                       | \$51,110            | \$34,398                  | \$47,335                       | \$61,776                        | \$57,058                | 28%             |                                  |
| High:                                 |                       |                       | \$93,750            | \$84,293                  | \$95,530                       | \$101,149                       | \$111,849               | 108%            |                                  |

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Benchmark 13: Data Processing Manager I

|                           |  | No. of Job<br>Matches                 | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------|--|---------------------------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska           |  |                                       |                     | \$70,390                  | \$83,389                       | \$89,760                        | \$129,720               | 84%             | 30                               |
| Data Processing Manager I |  | Number of Responses to Each Category: |                     |                           |                                |                                 |                         |                 |                                  |
|                           |  |                                       | 8                   | 30                        | 10                             | 7                               | 25                      |                 |                                  |
| Unweighted Average:       |  | 32                                    | \$80,504            | \$58,631                  | \$72,590                       | \$81,188                        | \$80,223                | 52%             | 13                               |
| 50th Percentile:          |  |                                       | \$84,789            | \$60,334                  | \$72,518                       | \$85,260                        | \$88,462                | 30%             |                                  |
| Low:                      |  |                                       | \$51,235            | \$32,872                  | \$48,304                       | \$67,835                        | \$59,878                | 28%             |                                  |
| High:                     |  |                                       | \$88,438            | \$81,369                  | \$90,948                       | \$94,595                        | \$117,333               | 84%             |                                  |

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Benchmark 14: Microcomputer/Network Specialist I

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 3 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Microcomputer/Network Specialist I    |                       |                     | \$52,176                  | \$61,956                       | \$68,624                        | \$89,744                | 91%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 9                   | 33                        | 12                             | 9                               | 26                      |                 |                                  |
|                 | Unweighted Average:                   | 38                    | \$63,639            | \$47,160                  | \$61,167                       | \$69,563                        | \$70,312                | 82%             | 12                               |
|                 | 50th Percentile:                      |                       | \$60,280            | \$46,553                  | \$58,756                       | \$70,665                        | \$67,209                | 49%             |                                  |
|                 | Low:                                  |                       | \$51,520            | \$34,398                  | \$41,336                       | \$42,846                        | \$49,850                | 27%             |                                  |
|                 | High:                                 |                       | \$84,656            | \$70,328                  | \$82,000                       | \$89,000                        | \$103,329               | 108%            |                                  |

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Benchmark 15: Systems Programmer II

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Systems Programmer II                 |                       |                     | \$89,256                  | \$91,048                       | \$90,444                        | \$130,704               | 91%             | 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%            |                                  |

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Benchmark 18: Internet Specialist I

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Internet Specialist I                 |                       |                     | \$48,300                  | \$54,036                       | \$60,386                        | \$87,278                | 93%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 6                   | 16                        | 6                              | 4                               | 13                      |                 |                                  |
|                 | Unweighted Average:                   | 19                    | \$59,280            | \$40,182                  | \$44,973                       | \$58,764                        | \$64,024                | 55%             | 10                               |
|                 | 50th Percentile:                      |                       | \$61,994            | \$38,507                  | \$37,633                       | \$57,793                        | \$68,224                | 49%             |                                  |
|                 | Low:                                  |                       | \$46,924            | \$26,726                  | \$35,338                       | \$44,471                        | \$40,525                | 32%             |                                  |
|                 | High:                                 |                       | \$67,839            | \$85,847                  | \$62,000                       | \$75,000                        | \$85,754                | 108%            |                                  |



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Benchmark 17: Statistical Technician I

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Statistical Technician I              |                       |                     | \$34,704                  | \$40,776                       | \$46,888                        | \$65,886                | 90%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 3                   | 13                        | 4                              | 3                               | 10                      |                 |                                  |
|                 | Unweighted Average:                   | 15                    | \$41,410            | \$33,207                  | \$41,427                       | \$49,628                        | \$50,402                | 47%             | 12                               |
|                 | 50th Percentile:                      |                       | \$42,135            | \$33,645                  | \$42,384                       | \$51,154                        | \$48,624                | 47%             |                                  |
|                 | Low:                                  |                       | \$38,146            | \$17,665                  | \$37,346                       | \$46,037                        | \$35,642                | 22%             |                                  |
|                 | High:                                 |                       | \$43,950            | \$46,010                  | \$43,594                       | \$51,692                        | \$61,882                | 84%             |                                  |

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**Benchmark 18: Research Analyst III**

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Research Analyst III                  |                       |                     | \$52,176                  | \$61,986                       | \$69,034                        | \$99,744                | 91%             | 30                               |
|                 | Number of Responses to Each Category: | 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%            |                                  |

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Benchmark 19: Stock & Parts Services, Journey II

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Stock & Parts Services, Journey II    |                       |                     | \$38,702                  | \$47,580                       | \$50,466                        | \$51,907                | 31%             | 15                               |
|                 | 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%             |                                  |

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Salary Survey Summary

Benchmark 20: Procurement Specialist III

|                                       |                            | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Procurement Specialist III |                       |                     | \$82,178                  | \$61,968                       | \$69,024                        | \$88,744                | 91%             | 30                               |
| Number of Responses to Each Category: |                            | 8                     | 30                  | 11                        | 7                              | 24                              |                         |                 |                                  |
| Unweighted Average:                   |                            | 34                    | \$61,273            | \$51,125                  | \$68,446                       | \$78,562                        | \$78,030                | 49%             | 11                               |
| 50th Percentile:                      |                            |                       | \$57,135            | \$47,803                  | \$66,608                       | \$82,686                        | \$72,914                | 46%             |                                  |
| Low:                                  |                            |                       | \$42,648            | \$34,398                  | \$44,411                       | \$49,002                        | \$55,600                | 13%             |                                  |
| High:                                 |                            |                       | \$105,281           | \$84,293                  | \$95,530                       | \$101,149                       | \$109,577               | 108%            |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 21: Claims Administrator

|                                       |                      | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Claims Administrator |                       |                     | \$88,896                  | \$66,228                       | \$73,764                        | \$106,872               | 81%             | 30                               |
| Number of Responses to Each Category: |                      | 8                     | 18                  | 5                         | 2                              | 15                              |                         |                 |                                  |
|                                       | Unweighted Average:  | 23                    | \$69,367            | \$50,896                  | \$67,737                       | \$83,981                        | \$77,022                | 55%             | 9                                |
|                                       | 50th Percentile:     |                       | \$65,643            | \$43,984                  | \$80,741                       | \$83,981                        | \$81,877                | 50%             |                                  |
|                                       | Low:                 |                       | \$43,125            | \$27,315                  | \$47,202                       | \$76,951                        | \$38,877                | 13%             |                                  |
|                                       | High:                |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |   |          |          |          |          |          |     |    |
|---------------------------------------|---|----------|----------|----------|----------|----------|-----|----|
| State of Alaska                       |   |          | \$34,704 | \$40,776 | \$45,588 | \$65,866 | 90% | 30 |
| Loan Closer/Processor II              |   |          |          |          |          |          |     |    |
| Number of Responses to Each Category: |   | 2        | 4        | 3        | 1        | 2        |     |    |
| Unweighted Average:                   | 5 | \$43,917 | \$34,779 | \$43,955 | \$66,608 | \$51,421 | 50% | 8  |
| 50th Percentile:                      |   | \$43,917 | \$34,157 | \$45,073 | \$66,608 | \$51,421 | 48% |    |
| Low:                                  |   | \$38,146 | \$25,880 | \$33,404 | \$66,608 | \$48,480 | 46% |    |
| High:                                 |   | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       |  |                       |                     | \$48,516                  | \$57,816                       | \$64,536                        | \$93,264                | 82%             | 30                               |
| Grants Administrator II               |  |                       |                     |                           |                                |                                 |                         |                 |                                  |
| Number of Responses to Each Category: |  |                       | 3                   | 12                        | 4                              | 3                               | 8                       |                 |                                  |
| Unweighted Average:                   |  | 15                    | \$53,019            | \$44,111                  | \$58,854                       | \$74,351                        | \$73,317                | 61%             | 11                               |
| 50th Percentile:                      |  |                       | \$53,260            | \$44,733                  | \$55,517                       | \$69,680                        | \$71,084                | 50%             |                                  |
| Low:                                  |  |                       | \$50,324            | \$32,872                  | \$44,682                       | \$68,982                        | \$59,878                | 30%             |                                  |
| High:                                 |  |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Occupational License Examiner |                       |                     | \$36,960                  | \$43,728                       | \$48,960                        | \$70,782                | 91%             | 30                               |
| Number of Responses to Each Category: |                               | 0                     | 7                   | 4                         | 2                              | 4                               |                         |                 |                                  |
| Unweighted Average:                   |                               | 7                     | n/a                 | \$37,217                  | \$43,182                       | \$58,979                        | \$56,868                | 47%             | 11                               |
| 50th Percentile:                      |                               |                       | n/a                 | \$34,398                  | \$42,421                       | \$58,979                        | \$61,830                | 42%             |                                  |
| Low:                                  |                               |                       | n/a                 | \$27,729                  | \$34,032                       | \$57,025                        | \$41,010                | 30%             |                                  |
| High:                                 |                               |                       | n/a                 | \$47,520                  | \$53,857                       | \$60,933                        | \$62,804                | 84%             |                                  |



State of Alaska  
Salary Survey Summary

Benchmark 25: Insurance Analyst I

|                                       |                     | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Insurance Analyst I |                       |                     | \$36,960                  | \$43,728                       | \$48,860                        | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Community Care Licensing Specialist I |                       |                     | \$45,300                  | \$54,036                       | \$60,396                        | \$67,276                | 83%             | 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                  | \$65,877                       | \$72,884                        | \$75,574                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 27: Financial Institution Examiner III

|                                       |    | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       |    |                       |                     | \$69,888                  | \$78,624                       | \$84,444                        | \$122,028               | 91%             | 30                               |
| Financial Institution Examiner III    |    |                       |                     |                           |                                |                                 |                         |                 |                                  |
| Number of Responses to Each Category: |    |                       |                     | 1                         | 11                             | 4                               | 2                       | 8               |                                  |
| Unweighted Average:                   | 11 | \$109,388             | \$59,671            | \$72,891                  | \$88,704                       | \$95,727                        | 54%                     | 11              |                                  |
| 50th Percentile:                      |    | \$109,388             | \$55,809            | \$67,551                  | \$88,704                       | \$92,514                        | 53%                     |                 |                                  |
| Low:                                  |    | \$109,388             | \$43,939            | \$60,933                  | \$76,258                       | \$75,912                        | 28%                     |                 |                                  |
| High:                                 |    | \$109,388             | \$84,293            | \$95,330                  | \$101,149                      | \$134,086                       | 84%                     |                 |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 28: Utility Financial Analyst III

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Utility Financial Analyst III         |                       |                     | \$83,888                  | \$78,624                       | \$84,444                        | \$122,028               | 81%             | 30                               |
|                 | Number of Responses to Each Category: | 4                     | 13                  | 4                         | 1                              | 10                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 14                    | \$77,024            | \$58,629                  | \$76,617                       | \$101,149                       | \$90,591                | 49%             | 9                                |
|                 | 50th Percentile:                      |                       | \$77,695            | \$58,991                  | \$74,098                       | \$101,149                       | \$90,346                | 46%             |                                  |
|                 | Low:                                  |                       | \$78,344            | \$43,939                  | \$82,742                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Commercial Vehicle Enforcement Officer II |                       |                     | \$39,432                  | \$46,892                       | \$52,438                        | \$75,786                | 93%             | 30                               |
|                 | Number of Responses to Each Category:     |                       | 0                   | 10                        | 4                              | 2                               | 7                       |                 |                                  |
|                 | Unweighted Average:                       | 10                    | n/a                 | \$36,508                  | \$47,069                       | \$60,397                        | \$81,719                | 42%             | 11                               |
|                 | 50th Percentile:                          |                       | n/a                 | \$36,628                  | \$47,649                       | \$60,397                        | \$80,993                | 44%             |                                  |
|                 | Low:                                      |                       | n/a                 | \$27,874                  | \$39,123                       | \$67,025                        | \$41,812                | 20%             |                                  |
|                 | High:                                     |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                          |  |                       |                     | \$62,826                  | \$64,038                       | \$67,938                        | \$69,886                | 32%             | 16                               |
| Occupational Safety & Compliance Officer |  |                       |                     |                           |                                |                                 |                         |                 |                                  |
| Number of Responses to Each Category:    |  |                       | 1                   | 11                        | 5                              | 3                               | 8                       |                 |                                  |
| Unweighted Average:                      |  | 11                    | \$56,778            | \$48,789                  | \$64,978                       | \$78,110                        | \$72,889                | 46%             | 11                               |
| 50th Percentile:                         |  |                       | \$56,778            | \$47,399                  | \$63,770                       | \$79,848                        | \$72,374                | 50%             |                                  |
| Low:                                     |  |                       | \$56,778            | \$34,398                  | \$57,119                       | \$70,084                        | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Safety Insp. & Compliance, Elevator Inspector |                       |                     | \$62,828                  | \$64,038                       | \$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                  | \$60,270                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Environmental Health Officer III      |                       |                     | \$62,176                  | \$61,956                       | \$69,024                        | \$99,744                | 91%             | 30                               |
|                 | Number of Responses to Each Category: | 0                     | 13                  | 5                         | 2                              | 11                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 13                    | n/a                 | \$46,964                  | \$55,042                       | \$64,954                        | \$68,343                | 46%             | 10                               |
|                 | 50th Percentile:                      |                       | n/a                 | \$46,377                  | \$54,440                       | \$64,954                        | \$66,542                | 48%             |                                  |
|                 | Low:                                  |                       | n/a                 | \$37,025                  | \$46,138                       | \$57,025                        | \$49,913                | 23%             |                                  |
|                 | High:                                 |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |    |          |          |          |          |          |          |     |    |
|-----------------|---------------------------------------|----|----------|----------|----------|----------|----------|----------|-----|----|
| State of Alaska |                                       |    |          |          | \$39,432 | \$46,992 | \$52,428 | \$76,756 | 92% | 30 |
|                 | Tax Technician III                    |    |          |          |          |          |          |          |     |    |
|                 | Number of Responses to Each Category: |    | 2        | 11       | 4        | 3        | 9        |          |     |    |
|                 | Unweighted Average:                   | 11 | \$50,442 | \$37,378 | \$46,222 | \$57,901 | \$56,536 | 45%      |     | 12 |
|                 | 50th Percentile:                      |    | \$50,442 | \$37,899 | \$45,953 | \$57,025 | \$61,778 | 46%      |     |    |
|                 | Low:                                  |    | \$48,583 | \$21,996 | \$39,123 | \$55,796 | \$40,930 | 22%      |     |    |
|                 | High:                                 |    | \$52,301 | \$47,520 | \$53,857 | \$60,883 | \$66,421 | 69%      |     |    |

State of Alaska  
Salary Survey Summary

Benchmark 34: Tax Auditor III

|                                       |                 | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-----------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Tax Auditor III |                       |                     | \$59,712                  | \$70,752                       | \$78,888                        | \$113,888               | 91%             | 30                               |
| Number of Responses to Each Category: |                 | 4                     | 13                  | 4                         | 2                              | 11                              |                         |                 |                                  |
| Unweighted Average:                   |                 | 13                    | \$60,615            | \$47,247                  | \$57,360                       | \$68,180                        | \$72,182                | 51%             | 11                               |
| 50th Percentile:                      |                 |                       | \$61,373            | \$47,202                  | \$55,211                       | \$68,180                        | \$75,565                | 51%             |                                  |
| Low:                                  |                 |                       | \$49,933            | \$35,432                  | \$53,141                       | \$66,608                        | \$55,931                | 30%             |                                  |
| High:                                 |                 |                       | \$69,782            | \$58,127                  | \$65,877                       | \$69,783                        | \$83,134                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

**Benchmark 35: Revenue Audit Supervisor II**

|                                       |  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       |  |                       |                     | \$86,160                  | \$102,612                      | \$110,460                       | \$159,636               | 86%             | 30                               |
| Revenue Audit Supervisor II           |  |                       |                     |                           |                                |                                 |                         |                 |                                  |
| Number of Responses to Each Category: |  |                       | 2                   | 8                         | 2                              | 2                               | 7                       |                 |                                  |
| Unweighted Average:                   |  | 8                     | \$90,335            | \$71,117                  | \$99,008                       | \$110,996                       | \$110,171               | 52%             | 14                               |
| 50th Percentile:                      |  |                       | \$90,335            | \$65,362                  | \$99,008                       | \$110,996                       | \$105,232               | 52%             |                                  |
| Low:                                  |  |                       | \$86,371            | \$53,136                  | \$63,770                       | \$79,848                        | \$85,154                | 30%             |                                  |
| High:                                 |  |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Oil & Gas revenue Auditor III         |                       |                     | \$88,266                  | \$81,048                       | \$90,444                        | \$130,704               | 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:                                 |                       | \$77,573            | \$84,293                  | \$95,330                       | \$101,149                       | \$109,577               | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 37: Internal Auditor III

|                                       |                      | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Internal Auditor III |                       |                     | \$63,886                  | \$75,624                       | \$84,444                        | \$122,028               | 81%             | 30                               |
| Number of Responses to Each Category: |                      | 6                     | 27                  | 6                         | 4                              | 21                              |                         |                 |                                  |
| Unweighted Average:                   |                      | 30                    | \$64,209            | \$50,491                  | \$66,220                       | \$86,669                        | \$80,350                | 55%             | 10                               |
| 50th Percentile:                      |                      |                       | \$63,171            | \$49,004                  | \$57,997                       | \$86,687                        | \$77,283                | 51%             |                                  |
| Low:                                  |                      |                       | \$57,800            | \$33,066                  | \$46,964                       | \$72,154                        | \$54,855                | 28%             |                                  |
| High:                                 |                      |                       | \$70,257            | \$84,293                  | \$95,530                       | \$101,149                       | \$109,577               | 108%            |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 38: Local Government Specialist III

|                                       |                                 | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Local Government Specialist III |                       |                     | \$48,516                  | \$57,816                       | \$64,538                        | \$53,264                | 92%             | 30                               |
| Number of Responses to Each Category: |                                 |                       | n/a                 | n/a                       | n/a                            | n/a                             | n/a                     |                 |                                  |
| Unweighted Average:                   |                                 | 2                     | 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 39: Budget Analyst III

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |  |                                       |    |          |          |          |           |           |      |
|-----------------|--|---------------------------------------|----|----------|----------|----------|-----------|-----------|------|
| State of Alaska |  | Budget Analyst III                    |    | \$58,896 | \$66,228 | \$73,764 | \$106,672 | 91%       | 30   |
|                 |  | Number of Responses to Each Category: | 5  | 33       | 13       | 9        | 25        |           |      |
|                 |  | Unweighted Average:                   | 35 | \$60,975 | \$48,594 | \$62,559 | \$69,847  | \$74,112  | 51%  |
|                 |  | 50th Percentile:                      |    | \$62,670 | \$49,087 | \$63,131 | \$78,715  | \$71,962  | 50%  |
|                 |  | Low:                                  |    | \$43,347 | \$33,104 | \$41,233 | \$45,517  | \$49,657  | 22%  |
|                 |  | High:                                 |    | \$71,109 | \$72,042 | \$87,365 | \$85,260  | \$101,164 | 108% |

**State of Alaska  
Salary Survey Summary**

**Benchmark 40: Economist III**

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Economist III                         |                       |                     | \$61,572                  | \$72,998                       | \$78,876                        | \$113,566               | 84%             | 30                               |
|                 | Number of Responses to Each Category: | 2                     | 13                  | 5                         | 3                              | 9                               |                         |                 |                                  |
|                 | Unweighted Average:                   | 14                    | \$82,996            | \$54,585                  | \$71,805                       | \$86,681                        | \$82,803                | 49%             | 10                               |
|                 | 50th Percentile:                      |                       | \$82,996            | \$52,854                  | \$68,012                       | \$79,848                        | \$85,265                | 50%             |                                  |
|                 | Low:                                  |                       | \$69,231            | \$40,504                  | \$63,131                       | \$79,048                        | \$60,756                | 30%             |                                  |
|                 | High:                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Petroleum Economist II                |                       |                     | \$68,266                  | \$81,048                       | \$90,444                        | \$130,704               | 91%             | 30                               |
|                 | Number of Responses to Each Category: | 0                     | 6                   | 3                         | 2                              | 5                               |                         |                 |                                  |
|                 | Unweighted Average:                   | 6                     | n/a                 | \$62,274                  | \$89,752                       | \$108,106                       | \$94,851                | 56%             | 12                               |
|                 | 50th Percentile:                      |                       | n/a                 | \$61,812                  | \$79,395                       | \$108,106                       | \$91,731                | 52%             |                                  |
|                 | Low:                                  |                       | n/a                 | \$38,550                  | \$76,258                       | \$95,924                        | \$64,250                | 30%             |                                  |
|                 | High:                                 |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Community Development Specialist II |                       |                     | \$48,300                  | \$54,036                       | \$60,396                        | \$87,276                | 99%             | 30                               |
| Number of Responses to Each Category: |                                     | 0                     | 6                   | 3                         | 2                              | 3                               |                         |                 |                                  |
| Unweighted Average:                   |                                     | 6                     | n/a                 | \$44,888                  | \$87,157                       | \$66,761                        | \$71,604                | 46%             | 11                               |
| 50th Percentile:                      |                                     |                       | n/a                 | \$42,843                  | \$54,440                       | \$66,761                        | \$78,565                | 39%             |                                  |
| Low:                                  |                                     |                       | n/a                 | \$34,398                  | \$51,154                       | \$83,770                        | \$81,007                | 22%             |                                  |
| High:                                 |                                     |                       | n/a                 | \$58,127                  | \$68,877                       | \$89,783                        | \$78,239                | 84%             |                                  |

**State of Alaska  
Salary Survey Summary**

**Benchmark 43: Planner III**

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |             |           |          |          |           |           |     |    |
|---------------------------------------|-------------|-----------|----------|----------|-----------|-----------|-----|----|
| State of Alaska                       | Planner III |           | \$55,896 | \$66,228 | \$73,764  | \$106,572 | 91% | 30 |
| Number of Responses to Each Category: |             | 2         | 12       | 5        | 3         | 9         |     |    |
| Unweighted Average:                   | 14          | \$88,238  | \$54,218 | \$71,242 | \$82,952  | \$78,912  | 43% | 11 |
| 50th Percentile:                      |             | \$88,238  | \$51,827 | \$68,012 | \$74,823  | \$74,822  | 41% |    |
| Low:                                  |             | \$74,100  | \$40,351 | \$58,289 | \$72,884  | \$67,247  | 21% |    |
| High:                                 |             | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 3 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|--------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Transportation Planner I |                       |                     | \$63,888                  | \$78,024                       | \$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                        | \$71,803                | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Radio Dispatcher II                   |                       |                     | \$34,704                  | \$40,776                       | \$46,888                        | \$65,888                | 90%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 1                   | 15                        | 5                              | 4                               | 11                      |                 |                                  |
|                 | Unweighted Average:                   | 16                    | \$54,600            | \$34,475                  | \$45,453                       | \$54,226                        | \$50,274                | 46%             | 11                               |
|                 | 50th Percentile:                      |                       | \$54,600            | \$35,678                  | \$44,432                       | \$55,995                        | \$52,230                | 41%             |                                  |
|                 | Low:                                  |                       | \$54,600            | \$21,996                  | \$38,860                       | \$41,146                        | \$33,160                | 22%             |                                  |
|                 | High:                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Emergency Management Specialist II    |                       |                     | \$46,300                  | \$54,036                       | \$60,396                        | \$87,276                | 83%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 0                   | 9                         | 3                              | 2                               | 6                       |                 |                                  |
|                 | Unweighted Average:                   | 9                     | n/a                 | \$44,891                  | \$58,703                       | \$69,717                        | \$68,163                | 44%             | 11                               |
|                 | 50th Percentile:                      |                       | n/a                 | \$43,461                  | \$55,796                       | \$69,717                        | \$66,082                | 44%             |                                  |
|                 | Low:                                  |                       | n/a                 | \$34,398                  | \$54,440                       | \$69,680                        | \$54,855                | 28%             |                                  |
|                 | High:                                 |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Airport Operations Officer |                       |                     | \$52,176                  | \$61,956                       | \$68,024                        | \$99,744                | 91%             | 30                               |
| Number of Responses to Each Category: |                            |                       | 0                   | 9                         | 5                              | 4                               | 6                       |                 |                                  |
| Unweighted Average:                   |                            | 9                     | n/a                 | \$51,262                  | \$66,610                       | \$80,300                        | \$77,311                | 51%             | 11                               |
| 50th Percentile:                      |                            |                       | n/a                 | \$49,394                  | \$65,877                       | \$80,382                        | \$76,618                | 48%             |                                  |
| Low:                                  |                            |                       | n/a                 | \$37,688                  | \$53,389                       | \$66,608                        | \$61,084                | 10%             |                                  |
| High:                                 |                            |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |                            |  |          |          |          |          |          |          |     |    |
|---------------------------------------|----------------------------|--|----------|----------|----------|----------|----------|----------|-----|----|
| State of Alaska                       | Ferry Terminal Assistant I |  | \$34,704 | \$40,776 | \$45,888 | \$68,866 | 90%      | 30       |     |    |
| Number of Responses to Each Category: |                            |  | 1        | 4        | 2        | 1        | 4        |          |     |    |
| Unweighted Average:                   |                            |  | 5        | \$23,356 | \$31,051 | \$41,762 | \$46,037 | \$37,866 | 24% | 14 |
| 50th Percentile:                      |                            |  |          | \$23,356 | \$32,521 | \$41,762 | \$46,037 | \$35,468 | 19% |    |
| Low:                                  |                            |  |          | \$23,356 | \$20,788 | \$40,045 | \$46,037 | \$30,652 | 8%  |    |
| High:                                 |                            |  |          | \$23,356 | \$38,363 | \$43,479 | \$46,037 | \$49,874 | 49% |    |



**State of Alaska  
Salary Survey Summary**

**Benchmark 49: Reservations Specialist**

|  |                            | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|----------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                              | Reservations Specialist    |                       |                     | \$46,836                  | \$55,848                       | \$60,120                        | \$66,880                | 85%             | 90                               |
| <b>Number of Responses to Each Category:</b> |                            | <b>2</b>              | <b>5</b>            | <b>2</b>                  | <b>1</b>                       | <b>4</b>                        |                         |                 |                                  |
|  | <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 50: Port Captain

|                                       |              | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|--------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Port Captain |                       |                     | \$75,228                  | \$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:                   |              |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>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                      |                 |                                  |
|                 | Unweighted Average:                     | 25                    | \$71,148            | \$58,178                  | \$68,876                       | \$82,413                        | \$88,230                | 81%             | 11                               |
|                 | 50th Percentile:                        |                       | \$70,313            | \$58,912                  | \$68,877                       | \$87,781                        | \$90,482                | 50%             |                                  |
|                 | Low:                                    |                       | \$58,284            | \$42,549                  | \$54,321                       | \$68,982                        | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Right-of-Way Agent III                |                       |                     | \$52,176                  | \$61,966                       | \$69,024                        | \$99,744                | 91%             | 30                               |
|                 | Number of Responses to Each Category: | 0                     | 15                  | 5                         | 2                              | 12                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 15                    | n/a                 | \$53,735                  | \$68,696                       | \$87,016                        | \$78,902                | 43%             | 10                               |
|                 | 50th Percentile:                      |                       | n/a                 | \$52,414                  | \$63,698                       | \$87,016                        | \$77,081                | 44%             |                                  |
|                 | Low:                                  |                       | n/a                 | \$34,398                  | \$58,289                       | \$72,884                        | \$60,756                | 21%             |                                  |
|                 | High:                                 |                       | n/a                 | \$84,293                  | \$95,530                       | \$101,149                       | \$109,577               | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 53: Appraiser II

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |    |          |          |          |          |          |     |
|-----------------|---------------------------------------|----|----------|----------|----------|----------|----------|-----|
| State of Alaska | Appraiser II                          |    | \$82,176 | \$81,988 | \$89,024 | \$99,744 | 91%      | 30  |
|                 | Number of Responses to Each Category: |    | 1        | 19       | 8        | 4        | 16       |     |
|                 | Unweighted Average:                   | 20 | \$38,205 | \$44,894 | \$57,116 | \$65,049 | \$64,139 | 42% |
|                 | 50th Percentile:                      |    | \$38,205 | \$45,110 | \$58,042 | \$65,634 | \$63,845 | 44% |
|                 | Low:                                  |    | \$38,205 | \$28,665 | \$46,551 | \$52,668 | \$48,683 | 22% |
|                 | High:                                 |    | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Building Management Specialist        |                       |                     | \$65,896                  | \$66,228                       | \$73,764                        | \$108,572               | 91%             | 30                               |
|                 | Number of Responses to Each Category: | 3                     | 11                  | 4                         | 4                              | 9                               |                         |                 |                                  |
|                 | Unweighted Average:                   | 12                    | \$69,553            | \$63,325                  | \$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                       | \$85,260                        | \$91,468                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

**Benchmark 55: Airport Leasing Specialist II**

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Airport Leasing Specialist II         |                       |                     | \$45,300                  | \$54,036                       | \$60,396                        | \$87,276                | 93%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 0                   | 6                         | 3                              | 3                               | 5                       |                 |                                  |
|                 | Unweighted Average:                   | 6                     | n/a                 | \$50,339                  | \$65,826                       | \$72,854                        | \$73,448                | 49%             | 14                               |
|                 | 50th Percentile:                      |                       | n/a                 | \$52,902                  | \$65,877                       | \$70,094                        | \$75,565                | 52%             |                                  |
|                 | Low:                                  |                       | n/a                 | \$36,370                  | \$64,491                       | \$69,753                        | \$54,855                | 28%             |                                  |
|                 | High:                                 |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       |                     |                       |                     | \$34,704                  | \$40,776                       | \$48,588                        | \$65,856                | 90%             | 30                               |
| Education Program Assistant           |                     |                       |                     |                           |                                |                                 |                         |                 |                                  |
| Number of Responses to Each Category: |                     |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Education Specialist II |                       |                     | \$63,888                  | \$75,624                       | \$84,444                        | \$122,028               | 91%             | 30                               |
| Number of Responses to Each Category: |                         | 1                     | 16                  | 8                         | 5                              | 12                              |                         |                 |                                  |
| Unweighted Average:                   |                         | 17                    | \$43,620            | \$48,927                  | \$65,048                       | \$75,201                        | \$76,280                | 55%             | 11                               |
| 50th Percentile:                      |                         |                       | \$43,620            | \$47,586                  | \$63,052                       | \$75,494                        | \$73,150                | 49%             |                                  |
| Low:                                  |                         |                       | \$43,620            | \$34,398                  | \$51,193                       | \$61,411                        | \$64,951                | 30%             |                                  |
| High:                                 |                         |                       | \$43,620            | \$84,293                  | \$95,530                       | \$101,149                       | \$109,577               | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 58: AVTEC Instructor

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |    |          |          |          |          |          |          |     |
|---------------------------------------|----|----------|----------|----------|----------|----------|----------|-----|
| State of Alaska                       |    |          |          | \$42,389 |          |          | \$70,912 | 67% |
| AVTEC Instructor                      |    |          |          |          |          |          |          |     |
| Number of Responses to Each Category: |    | 1        | 11       | 3        | 4        | 11       |          |     |
| Unweighted Average:                   | 12 | \$76,324 | \$38,401 | \$53,871 | \$58,835 | \$63,496 | 69%      | 18  |
| 50th Percentile:                      |    | \$76,324 | \$37,660 | \$52,826 | \$58,007 | \$64,202 | 78%      |     |
| Low:                                  |    | \$76,324 | \$25,729 | \$42,909 | \$49,572 | \$49,657 | 30%      |     |
| High:                                 |    | \$76,324 | \$58,127 | \$65,877 | \$69,753 | \$75,565 | 93%      |     |

State of Alaska  
Salary Survey Summary

Benchmark 58: Training Specialist II

|                                       |                        | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Training Specialist II |                       |                     | \$82,176                  | \$61,956                       | \$69,024                        | \$90,744                | 81%             | 30                               |
| Number of Responses to Each Category: |                        | 2                     | 19                  | 5                         | 5                              | 16                              |                         |                 |                                  |
| Unweighted Average:                   |                        | 20                    | \$61,789            | \$47,533                  | \$60,577                       | \$69,088                        | \$71,139                | 50%             | 12                               |
| 50th Percentile:                      |                        |                       | \$61,789            | \$44,381                  | \$57,705                       | \$72,154                        | \$68,425                | 47%             |                                  |
| Low:                                  |                        |                       | \$61,260            | \$33,104                  | \$52,826                       | \$54,321                        | \$49,657                | 21%             |                                  |
| High:                                 |                        |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Alaska Military Youth Academy Team Leader |                       |                     | \$36,960                  | \$43,728                       | \$48,960                        | \$70,782                | 81%             | 30                               |
|                 | Number of Responses to Each Category:     |                       | 0                   | 5                         | 2                              | 0                               | 4                       |                 |                                  |
|                 | Unweighted Average:                       | 5                     | n/a                 | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Recreation Assistant |                       |                     | \$32,784                  | \$38,100                       | \$42,612                        | \$61,860                | 88%             | 30                               |
| Number of Responses to Each Category: |                      |                       | 0                   | 9                         | 4                              | 2                               | 7                       |                 |                                  |
| Unweighted Average:                   |                      | 9                     | n/a                 | \$28,654                  | \$34,188                       | \$35,979                        | \$40,669                | 41%             | 11                               |
| 50th Percentile:                      |                      |                       | n/a                 | \$27,598                  | \$34,584                       | \$35,579                        | \$40,913                | 33%             |                                  |
| Low:                                  |                      |                       | n/a                 | \$22,195                  | \$28,724                       | \$30,011                        | \$31,337                | 28%             |                                  |
| High:                                 |                      |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range<br>Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|----------------------------|-----------------|----------------------------------|
| State of Alaska | Library Assistant I                   |                       |                     | \$32,784                  | \$38,100                       | \$42,612                        | \$61,860                   | 88%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 1                   | 18                        | 7                              | 5                               | 14                         |                 |                                  |
|                 | Unweighted Average:                   | 18                    | \$37,595            | \$27,269                  | \$33,041                       | \$39,632                        | \$40,030                   | 47%             | 12                               |
|                 | 90th Percentile:                      |                       | \$37,595            | \$25,686                  | \$32,631                       | \$37,999                        | \$38,386                   | 47%             |                                  |
|                 | Low:                                  |                       | \$37,595            | \$16,606                  | \$20,574                       | \$26,627                        | \$27,950                   | 22%             |                                  |
|                 | High:                                 |                       | \$37,595            | \$42,948                  | \$48,357                       | \$49,000                        | \$53,699                   | 84%             |                                  |

State of Alaska  
Salary Survey Summary

**Benchmark 63: Librarian III**

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range<br>Maximum | Range<br>Spread | No. of Years<br>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                        | \$49,657                   | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |              |  |          |          |          |          |          |          |     |    |
|---------------------------------------|--------------|--|----------|----------|----------|----------|----------|----------|-----|----|
| State of Alaska                       | Archivist II |  | \$62,176 | \$61,956 | \$69,024 | \$99,744 | 91%      | 30       |     |    |
| Number of Responses to Each Category: |              |  | 3        | 17       | 6        | 4        | 11       |          |     |    |
| Unweighted Average:                   |              |  | 20       | \$55,461 | \$41,245 | \$50,492 | \$64,859 | \$58,542 | 47% | 10 |
| 50th Percentile:                      |              |  |          | \$49,357 | \$42,033 | \$50,502 | \$63,450 | \$60,577 | 47% |    |
| Low:                                  |              |  |          | \$43,840 | \$29,908 | \$35,616 | \$62,783 | \$42,897 | 27% |    |
| High:                                 |              |  |          | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       |  |                       |                     | \$62,176                  | \$61,866                       | \$68,024                        | \$98,744                | 91%             | 30                               |
| Museum Curator II                     |  |                       |                     |                           |                                |                                 |                         |                 |                                  |
| Number of Responses to Each Category: |  |                       | 3                   | 17                        | 5                              | 5                               | 11                      |                 |                                  |
| Unweighted Average:                   |  | 19                    | \$55,633            | \$40,534                  | \$48,788                       | \$54,950                        | \$66,044                | 52%             | 12                               |
| 50th Percentile:                      |  |                       | \$54,681            | \$37,688                  | \$46,428                       | \$57,705                        | \$69,311                | 49%             |                                  |
| Low:                                  |  |                       | \$47,122            | \$32,631                  | \$42,252                       | \$42,379                        | \$44,931                | 21%             |                                  |
| High:                                 |  |                       | \$65,096            | \$58,127                  | \$65,877                       | \$69,753                        | \$98,253                | 108%            |                                  |

**State of Alaska  
Salary Survey Summary**

**Benchmark 66: Archaeologist II**

|                 |  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Archaeologist II                             |                       |                     | \$52,176                  | \$61,956                       | \$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                  | \$53,796                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Subsistence Resource Specialist II    |                       |                     | \$45,300                  | \$54,036                       | \$60,396                        | \$67,276                | 93%             | 30                               |
|                 | 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

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Publications Specialist II            |                       |                     | \$45,300                  | \$54,036                       | \$60,396                        | \$87,276                | 93%             | 30                               |
|                 | Number of Responses to Each Category: | 6                     | 26                  | 8                         | 4                              | 21                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 29                    | \$48,768            | \$40,259                  | \$47,519                       | \$59,487                        | \$81,757                | 51%             | 11                               |
|                 | 50th Percentile:                      |                       | \$46,782            | \$39,456                  | \$46,663                       | \$57,997                        | \$59,878                | 47%             |                                  |
|                 | Low:                                  |                       | \$38,953            | \$27,874                  | \$39,268                       | \$52,242                        | \$41,812                | 22%             |                                  |
|                 | High:                                 |                       | \$53,931            | \$58,127                  | \$65,877                       | \$69,753                        | \$99,253                | 108%            |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 69: Information Officer II

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Information Officer II                |                       |                     | \$48,516                  | \$57,816                       | \$64,636                        | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Child Support Specialist I |                       |                     | \$39,432                  | \$46,992                       | \$52,428                        | \$76,766                | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-----------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Child Support Manager |                       |                     | \$66,804                  | \$77,982                       | \$83,916                        | \$121,248               | 84%             | 30                               |
| Number of Responses to Each Category: |                       |                       | 0                   | 11                        | 4                              | 2                               | 9                       |                 |                                  |
| Unweighted Average:                   |                       | 11                    | n/a                 | \$54,381                  | \$77,813                       | \$83,956                        | \$84,580                | 51%             | 11                               |
| 50th Percentile:                      |                       |                       | n/a                 | \$55,015                  | \$75,031                       | \$83,956                        | \$87,779                | 52%             |                                  |
| Low:                                  |                       |                       | n/a                 | \$34,398                  | \$66,608                       | \$83,522                        | \$60,756                | 30%             |                                  |
| High:                                 |                       |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       |  |                       |                     | \$39,432                  | \$46,892                       | \$52,428                        | \$75,758                | 92%             | 30                               |
| Eligibility Technician II             |  |                       |                     |                           |                                |                                 |                         |                 |                                  |
| Number of Responses to Each Category: |  |                       | 1                   | 17                        | 9                              | 5                               | 13                      |                 |                                  |
| Unweighted Average:                   |  | 18                    | \$38,570            | \$34,975                  | \$44,465                       | \$57,381                        | \$48,873                | 44%             | 11                               |
| 50th Percentile:                      |  |                       | \$38,570            | \$33,323                  | \$43,824                       | \$68,982                        | \$48,244                | 46%             |                                  |
| Low:                                  |  |                       | \$38,570            | \$20,723                  | \$24,612                       | \$29,232                        | \$33,294                | 23%             |                                  |
| High:                                 |  |                       | \$38,570            | \$38,127                  | \$65,877                       | \$69,753                        | \$75,565                | 83%             |                                  |



State of Alaska  
Salary Survey Summary

Benchmark 73: Medical Assistance Administrator III

|                                       |                                      | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|--------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Medical Assistance Administrator III |                       |                     | \$69,712                  | \$70,752                       | \$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                 | \$84,293                  | \$95,530                       | \$101,149                       | \$109,577               | 67%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 74: Workers' Compensation Technician

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Workers' Compensation Technician      |                       |                     | \$34,704                  | \$40,776                       | \$45,668                        | \$65,856                | 60%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 2                   | 9                         | 5                              | 2                               | 8                       |                 |                                  |
|                 | Unweighted Average:                   | 11                    | \$40,567            | \$37,272                  | \$47,717                       | \$59,970                        | \$56,958                | 53%             | 10                               |
|                 | 50th Percentile:                      |                       | \$40,567            | \$37,142                  | \$45,073                       | \$59,970                        | \$55,944                | 56%             |                                  |
|                 | Low:                                  |                       | \$37,698            | \$24,611                  | \$38,788                       | \$50,187                        | \$41,014                | 30%             |                                  |
|                 | High:                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Social Services Program Coordinator   |                       |                     | \$69,712                  | \$70,762                       | \$78,888                        | \$113,988               | 91%             | 30                               |
|                 | Number of Responses to Each Category: | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Social Services Associate II                 |                       |                     | \$34,704                  | \$40,776                       | \$46,688                        | \$66,856                | 90%             | 30                               |
|                 | <b>Number of Responses to Each Category:</b> |                       | 0                   | 12                        | 6                              | 2                               | 10                      |                 |                                  |
|                 | Unweighted Average:                          | 12                    | n/a                 | \$31,553                  | \$40,283                       | \$42,599                        | \$45,448                | 40%             | 11                               |
|                 | 50th Percentile:                             |                       | n/a                 | \$31,486                  | \$39,545                       | \$42,599                        | \$44,314                | 38%             |                                  |
|                 | Low:   |                       | n/a                 | \$17,665                  | \$34,056                       | \$39,162                        | \$35,340                | 23%             |                                  |
|                 | High:  |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Social Worker II (Children's Services) |                       |                     | \$48,516                  | \$57,816                       | \$64,536                        | \$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                | 46%             | 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/Children's Svcs. Supvr.**

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

**State of Alaska  
Salary Survey Summary**

**Benchmark 79: Public Guardian**

|  |                            | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|----------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                              | Public Guardian            |                       |                     | \$62,176                  | \$61,856                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Vocational Rehabilitation Assistant II |                       |                     | \$34,704                  | \$40,776                       | \$46,888                        | \$68,866                | 90%             | 30                               |
|                 | Number of Responses to Each Category:  |                       | 0                   | 8                         | 5                              | 2                               | 6                       |                 |                                  |
|                 | Unweighted Average:                    | 8                     | n/a                 | \$34,415                  | \$40,875                       | \$50,159                        | \$49,914                | 44%             | 10                               |
|                 | 50th Percentile:                       |                       | n/a                 | \$32,849                  | \$39,655                       | \$50,159                        | \$51,422                | 45%             |                                  |
|                 | Low:                                   |                       | n/a                 | \$29,851                  | \$35,810                       | \$49,004                        | \$38,965                | 23%             |                                  |
|                 | High:                                  |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---|----|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                         |    |                       |                     | \$85,896                  | \$68,228                       | \$73,764                        | \$106,872               | 91%             | 30                               |
| Vocational Rehabilitation Counselor III |    |                       |                     |                           |                                |                                 |                         |                 |                                  |
| Number of Responses to Each Category:   |    | 0                     | 13                  | 4                         | 2                              | 10                              |                         |                 |                                  |
| Unweighted Average:                     | 13 | n/a                   | \$44,715            | \$61,130                  | \$77,035                       | \$64,864                        | 44%                     |                 | 11                               |
| 50th Percentile:                        |    | n/a                   | \$42,549            | \$56,493                  | \$77,035                       | \$64,989                        | 44%                     |                 |                                  |
| Low:                                    |    | n/a                   | \$34,398            | \$51,834                  | \$69,680                       | \$44,329                        | 25%                     |                 |                                  |
| High:                                   |    | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Employment Security Specialist IB     |                       |                     | \$39,432                  | \$46,992                       | \$62,428                        | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range<br>Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|----------------------------|-----------------|----------------------------------|
| State of Alaska | Employment Service Manager I          |                       |                     | \$46,836                  | \$55,848                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|--------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | College Intern III |                       |                     | \$32,088                  | \$37,206                       | \$40,063                        | \$67,967                | 80%             | 30                               |
| Number of Responses to Each Category: |                    | 2                     | 12                  | 6                         | 4                              | 9                               |                         |                 |                                  |
| Unweighted Average:                   |                    | 14                    | \$33,728            | \$30,872                  | \$38,258                       | \$47,191                        | \$40,688                | 40%             | 11                               |
| 50th Percentile:                      |                    |                       | \$33,725            | \$30,682                  | \$40,616                       | \$49,445                        | \$39,064                | 43%             |                                  |
| Low:                                  |                    |                       | \$31,200            | \$16,632                  | \$26,776                       | \$36,485                        | \$22,142                | 18%             |                                  |
| High:                                 |                    |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Health Program Associate              |                       |                     | \$45,300                  | \$64,036                       | \$80,396                        | \$87,276                | 93%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 0                   | 11                        | 4                              | 2                               | 8                       |                 |                                  |
|                 | Unweighted Average:                   | 11                    | n/a                 | \$39,933                  | \$41,420                       | \$47,267                        | \$59,261                | 42%             | 10                               |
|                 | 50th Percentile:                      |                       | n/a                 | \$36,517                  | \$41,613                       | \$47,267                        | \$58,681                | 31%             |                                  |
|                 | Low:                                  |                       | n/a                 | \$33,404                  | \$38,860                       | \$41,146                        | \$43,805                | 22%             |                                  |
|                 | High:                                 |                       | n/a                 | \$55,132                  | \$43,594                       | \$53,389                        | \$88,462                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 86: Health Program Manager II

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range<br>Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|----------------------------|-----------------|----------------------------------|
| State of Alaska | Health Program Manager II             |                       |                     | \$55,896                  | \$66,228                       | \$73,764                        | \$106,572                  | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                              | Public Health Specialist II |                       |                     | \$69,712                  | \$70,762                       | \$78,888                        | \$113,988               | 91%             | 30                               |
| <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

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |    |          |          |          |          |          |     |
|-----------------|---------------------------------------|----|----------|----------|----------|----------|----------|-----|
| State of Alaska |                                       |    | \$31,032 | \$36,108 | \$40,308 | \$88,248 | 87%      | 30  |
|                 | Certified Nurse Aide I                |    |          |          |          |          |          |     |
|                 | Number of Responses to Each Category: | 5  | 22       | 8        | 5        | 19       |          |     |
|                 | Unweighted Average:                   | 24 | \$30,927 | \$26,040 | \$34,187 | \$38,098 | \$36,832 | 43% |
|                 | 50th Percentile:                      |    | \$29,260 | \$26,174 | \$33,794 | \$39,257 | \$37,295 | 44% |
|                 | Low:                                  |    | \$26,536 | \$19,537 | \$32,002 | \$34,328 | \$29,804 | 23% |
|                 | High:                                 |    | \$39,598 | \$32,557 | \$37,261 | \$40,600 | \$44,832 | 84% |



State of Alaska  
Salary Survey Summary

Benchmark 89: Psychiatric Nursing Assistant III

|                                       |                     | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       |                     |                       |                     | \$38,062                  | \$41,136                       | \$46,032                        | \$88,816                | 80%             | 30                               |
| Psychiatric Nursing Assistant III     |                     |                       |                     | 0                         | 11                             | 4                               | 2                       | 10              |                                  |
| Number of Responses to Each Category: |                     |                       |                     |                           |                                |                                 |                         |                 |                                  |
|                                       | Unweighted Average: | 11                    | n/a                 | \$29,502                  | \$40,131                       | \$45,466                        | \$42,252                | 46%             | 13                               |
|                                       | 50th Percentile:    |                       | n/a                 | \$28,017                  | \$41,182                       | \$45,466                        | \$42,771                | 45%             |                                  |
|                                       | Low:                |                       | n/a                 | \$22,195                  | \$34,679                       | \$44,895                        | \$32,740                | 17%             |                                  |
|                                       | High:               |                       | n/a                 | \$38,363                  | \$43,479                       | \$46,037                        | \$49,874                | 84%             |                                  |

**State of Alaska  
Salary Survey Summary**

**Benchmark 90: Nurse II**

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |    |          |          |          |           |           |      |
|-----------------|---------------------------------------|----|----------|----------|----------|-----------|-----------|------|
| State of Alaska |                                       |    | \$66,412 | \$66,864 | \$74,448 | \$107,680 | 91%       | 30   |
|                 | Nurse II                              |    |          |          |          |           |           |      |
|                 | Number of Responses to Each Category: |    | 8        | 30       | 11       | 8         | 26        |      |
|                 | Unweighted Average:                   | 33 | \$57,951 | \$47,795 | \$57,652 | \$66,071  | \$76,185  | 59%  |
|                 | 50th Percentile:                      |    | \$59,828 | \$48,565 | \$59,623 | \$67,025  | \$74,898  | 52%  |
|                 | Low:                                  |    | \$50,348 | \$34,398 | \$43,479 | \$46,037  | \$49,874  | 30%  |
|                 | High:                                 |    | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Nurse II (Psychiatric) |                       |                     | \$88,412                  | \$88,864                       | \$74,448                        | \$107,680               | 91%             | 30                               |
| Number of Responses to Each Category: |                        |                       | 1                   | 10                        | 3                              | 3                               | 8                       |                 |                                  |
| Unweighted Average:                   |                        | 10                    | \$59,973            | \$51,019                  | \$58,676                       | \$70,748                        | \$73,553                | 48%             | 13                               |
| 50th Percentile:                      |                        |                       | \$59,973            | \$50,780                  | \$65,940                       | \$82,686                        | \$74,813                | 45%             |                                  |
| Low:                                  |                        |                       | \$59,973            | \$38,363                  | \$43,479                       | \$46,037                        | \$49,874                | 30%             |                                  |
| High:                                 |                        |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Public Health Nurse II                |                       |                     | \$63,888                  | \$78,624                       | \$84,444                        | \$122,028               | 91%             | 30                               |
|                 | Number of Responses to Each Category: | 2                     | 17                  | 6                         | 5                              | 14                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 17                    | \$61,914            | \$52,943                  | \$65,776                       | \$77,762                        | \$80,128                | 53%             | 13                               |
|                 | 50th Percentile:                      |                       | \$61,914            | \$53,984                  | \$65,909                       | \$82,686                        | \$78,950                | 50%             |                                  |
|                 | Low:                                  |                       | \$58,973            | \$39,325                  | \$61,259                       | \$69,434                        | \$64,530                | 27%             |                                  |
|                 | High:                                 |                       | \$63,855            | \$67,004                  | \$69,159                       | \$83,522                        | \$97,716                | 108%            |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 93: Nurse IV

|                                       |          | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Nurse IV |                       |                     | \$70,380                  | \$83,388                       | \$88,780                        | \$128,720               | 84%             | 30                               |
| Number of Responses to Each Category: |          | 6                     | 23                  | 7                         | 6                              | 20                              |                         |                 |                                  |
| Unweighted Average:                   |          | 26                    | \$73,928            | \$60,823                  | \$75,123                       | \$86,283                        | \$93,338                | 52%             | 16                               |
| 50th Percentile:                      |          |                       | \$71,722            | \$60,558                  | \$72,634                       | \$85,579                        | \$91,152                | 50%             |                                  |
| Low:                                  |          |                       | \$61,330            | \$43,939                  | \$61,082                       | \$70,665                        | \$73,982                | 27%             |                                  |
| High:                                 |          |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Health Practitioner I                 |                       |                     | \$78,133                  | \$92,908                       | \$104,004                       | \$160,300               | 92%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 7                   | 23                        | 6                              | 5                               | 18                      |                 |                                  |
|                 | Unweighted Average:                   | 26                    | \$87,253            | \$67,146                  | \$82,059                       | \$100,353                       | \$108,875               | 58%             | 14                               |
|                 | 50th Percentile:                      |                       | \$88,229            | \$67,395                  | \$79,448                       | \$100,460                       | \$101,635               | 50%             |                                  |
|                 | Low:                                  |                       | \$76,561            | \$43,939                  | \$66,091                       | \$79,321                        | \$79,986                | 14%             |                                  |
|                 | High:                                 |                       | \$97,194            | \$100,238                 | \$113,603                      | \$120,287                       | \$144,903               | 128%            |                                  |

**State of Alaska  
Salary Survey Summary**

**Benchmark 95: Wildlife Veterinarian**

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

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|                 |                                       |    |          |          |          |          |           |      |    |
|-----------------|---------------------------------------|----|----------|----------|----------|----------|-----------|------|----|
| State of Alaska | Psychological Counselor II            |    | \$48,516 | \$57,816 | \$64,636 | \$83,264 | 92%       | 30   |    |
|                 | Number of Responses to Each Category: |    | 5        | 17       | 5        | 3        | 15        |      |    |
|                 | Unweighted Average:                   | 21 | \$56,333 | \$48,699 | \$59,494 | \$71,533 | \$72,659  | 49%  | 13 |
|                 | 50th Percentile:                      |    | \$51,155 | \$49,276 | \$59,695 | \$75,494 | \$70,103  | 49%  |    |
|                 | Low:                                  |    | \$49,608 | \$37,809 | \$57,182 | \$62,848 | \$50,535  | 23%  |    |
|                 | High:                                 |    | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Mental Health Clinician III           |                       |                     | \$63,888                  | \$76,624                       | \$84,444                        | \$122,028               | 91%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 1                   | 14                        | 5                              | 2                               | 11                      |                 |                                  |
|                 | Unweighted Average:                   | 14                    | \$77,590            | \$60,381                  | \$80,109                       | \$100,804                       | \$92,229                | 50%             | 10                               |
|                 | 50th Percentile:                      |                       | \$77,590            | \$59,192                  | \$79,848                       | \$100,804                       | \$92,361                | 49%             |                                  |
|                 | Low:                                  |                       | \$77,590            | \$42,549                  | \$61,612                       | \$100,460                       | \$67,364                | 26%             |                                  |
|                 | High:                                 |                       | \$77,590            | \$84,293                  | \$95,530                       | \$101,149                       | \$114,968               | 84%             |                                  |

**State of Alaska  
Salary Survey Summary**

**Benchmark 98: Pharmacy Technician**

|                                       |                     | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Pharmacy Technician |                       |                     | \$38,082                  | \$41,136                       | \$46,032                        | \$66,816                | 90%             | 30                               |
| Number of Responses to Each Category: |                     | 3                     | 14                  | 5                         | 3                              | 12                              |                         |                 |                                  |
| Unweighted Average:                   |                     | 14                    | \$34,060            | \$30,643                  | \$40,661                       | \$46,316                        | \$42,435                | 43%             | 15                               |
| 50th Percentile:                      |                     |                       | \$34,355            | \$30,229                  | \$39,655                       | \$49,004                        | \$41,591                | 45%             |                                  |
| Low:                                  |                     |                       | \$32,252            | \$23,761                  | \$29,908                       | \$38,630                        | \$35,616                | 26%             |                                  |
| High:                                 |                     |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|----------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                              |                            |                       |                     | \$46,836                  | \$56,848                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-----------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Laboratory Technician |                       |                     | \$36,960                  | \$43,728                       | \$48,960                        | \$70,752                | 91%             | 30                               |
| Number of Responses to Each Category: |                       |                       | 5                   | 16                        | 4                              | 2                               | 13                      |                 |                                  |
|                                       | Unweighted Average:   | 18                    | \$47,249            | \$33,023                  | \$42,311                       | \$52,004                        | \$47,500                | 47%             | 14                               |
|                                       | 50th Percentile:      |                       | \$42,385            | \$33,374                  | \$40,899                       | \$52,004                        | \$46,979                | 48%             |                                  |
|                                       | Low:                  |                       | \$38,024            | \$25,534                  | \$34,056                       | \$37,401                        | \$38,592                | 22%             |                                  |
|                                       | High:                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |    |          |          |          |          |          |     |    |
|-----------------|---------------------------------------|----|----------|----------|----------|----------|----------|-----|----|
| State of Alaska |                                       |    |          | \$48,816 | \$57,816 | \$64,536 | \$93,264 | 92% | 30 |
|                 | Public Health Microbiologist I        |    |          |          |          |          |          |     |    |
|                 | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Fish & Wildlife Technician II |                       |                     | \$29,004                  | \$33,684                       | \$37,612                        | \$34,204                | 87%             | 30                               |
| Number of Responses to Each Category: |                               |                       | 0                   | 10                        | 3                              | 1                               | 8                       |                 |                                  |
|                                       | Unweighted Average:           | 10                    | n/a                 | \$29,552                  | \$31,756                       | \$36,650                        | \$46,779                | 47%             | 11                               |
|                                       | 50th Percentile:              |                       | n/a                 | \$30,604                  | \$31,871                       | \$36,650                        | \$46,303                | 42%             |                                  |
|                                       | Low:                          |                       | n/a                 | \$17,665                  | \$28,783                       | \$36,650                        | \$34,056                | 26%             |                                  |
|                                       | High:                         |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

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

|                 |                                       |    |           |          |          |           |           |     |    |
|-----------------|---------------------------------------|----|-----------|----------|----------|-----------|-----------|-----|----|
| State of Alaska | Fishery Biologist IV                  |    | \$61,872  | \$72,986 | \$78,876 | \$113,856 | 84%       | 30  |    |
|                 | Number of Responses to Each Category: |    | 1         | 12       | 4        | 2         | 9         |     |    |
|                 | Unweighted Average:                   | 12 | \$100,348 | \$56,454 | \$68,603 | \$88,704  | \$88,378  | 49% | 10 |
|                 | 50th Percentile:                      |    | \$100,348 | \$50,780 | \$60,131 | \$88,704  | \$82,109  | 47% |    |
|                 | Low:                                  |    | \$100,348 | \$43,939 | \$58,617 | \$76,258  | \$68,584  | 21% |    |
|                 | High:                                 |    | \$100,348 | \$84,293 | \$95,530 | \$101,149 | \$132,445 | 84% |    |
|                 |                                       |    |           |          |          |           |           |     |    |



State of Alaska  
Salary Survey Summary

Benchmark 105: Biometrician III

|                                       |                     | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Biometrician III    |                       |                     | \$59,712                  | \$70,782                       | \$78,888                        | \$113,988               | 91%             | 30                               |
| Number of Responses to Each Category: |                     |                       | 1                   | 5                         | 2                              | 1                               | 4                       |                 |                                  |
|                                       | Unweighted Average: | 5                     | \$84,100            | \$57,357                  | \$69,896                       | \$84,389                        | \$85,315                | 43%             | 12                               |
|                                       | 50th Percentile:    |                       | \$84,100            | \$55,132                  | \$69,896                       | \$84,389                        | \$86,764                | 41%             |                                  |
|                                       | Low:                |                       | \$84,100            | \$45,841                  | \$60,091                       | \$84,389                        | \$66,517                | 21%             |                                  |
|                                       | High:               |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Fisheries Scientist I                 |                       |                     | \$70,380                  | \$83,388                       | \$88,760                        | \$129,720               | 84%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 1                   | 9                         | 3                              | 1                               | 8                       |                 |                                  |
|                 | Unweighted Average:                   | 9                     | \$100,859           | \$60,212                  | \$77,011                       | \$101,149                       | \$88,209                | 46%             | 11                               |
|                 | 50th Percentile:                      |                       | \$100,859           | \$55,132                  | \$73,207                       | \$101,149                       | \$80,437                | 42%             |                                  |
|                 | Low:                                  |                       | \$100,859           | \$50,273                  | \$62,295                       | \$101,149                       | \$66,517                | 21%             |                                  |
|                 | High:                                 |                       | \$100,859           | \$84,283                  | \$95,530                       | \$101,149                       | \$128,376               | 84%             |                                  |

**State of Alaska  
Salary Survey Summary**

**Benchmark 107: Agronomist II**

|                                       |               | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Agronomist II |                       |                     | \$53,928                  | \$63,924                       | \$68,808                        | \$89,408                | 84%             | 30                               |
| Number of Responses to Each Category: |               |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Natural Resource Technician II        |                       |                     | \$34,704                  | \$40,776                       | \$48,595                        | \$65,856                | 90%             | 30                               |
|                 | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Natural Resource Manager II           |                       |                     | \$61,572                  | \$72,996                       | \$78,676                        | \$113,666               | 84%             | 30                               |
|                 | Number of Responses to Each Category: | 0                     | 10                  |                           | 4                              | 2                               | 7                       |                 |                                  |
|                 | Unweighted Average:                   | 10                    | n/a                 | \$62,743                  | \$71,748                       | \$85,415                        | \$100,153               | 46%             | 11                               |
|                 | 50th Percentile:                      |                       | n/a                 | \$57,715                  | \$67,833                       | \$85,415                        | \$97,753                | 43%             |                                  |
|                 | Low:                                  |                       | n/a                 | \$43,939                  | \$55,786                       | \$69,681                        | \$82,109                | 21%             |                                  |
|                 | High:                                 |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                         |  |                       |                     | \$34,704                  | \$40,776                       | \$46,588                        | \$65,856                | 90%             | 30                               |
| Wildland Fire & Resource Technician III |  |                       |                     |                           |                                |                                 |                         |                 |                                  |
| 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Museum Protection & Visitor Services Supervisor |                       |                     | \$40,824                  | \$48,812                       | \$52,332                        | \$76,680                | 85%             | 30                               |
|                 | Number of Responses to Each Category:           |                       | 1                   | 8                         | 2                              | 1                               | 7                       |                 |                                  |
|                 | Unweighted Average:                             | 8                     | \$32,249            | \$37,900                  | \$51,785                       | \$48,037                        | \$51,290                | 41%             | 12                               |
|                 | 50th Percentile:                                |                       | \$32,249            | \$38,926                  | \$51,785                       | \$48,037                        | \$48,874                | 38%             |                                  |
|                 | Low:  |                       | \$32,249            | \$27,243                  | \$43,479                       | \$48,037                        | \$37,567                | 25%             |                                  |
|                 | High:   |                       | \$32,249            | \$54,984                  | \$60,091                       | \$48,037                        | \$68,604                | 67%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 114: Criminal Justice Technician I

|                                       |                               | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Criminal Justice Technician I |                       |                     | \$34,704                  | \$40,778                       | \$48,888                        | \$68,866                | 90%             | 30                               |
| Number of Responses to Each Category: |                               |                       | 0                   | 6                         | 3                              | 1                               | 3                       |                 |                                  |
| Unweighted Average:                   |                               | 6                     | n/a                 | \$33,607                  | \$37,141                       | \$49,004                        | \$56,701                | 49%             | 8                                |
| 50th Percentile:                      |                               |                       | n/a                 | \$33,121                  | \$39,135                       | \$49,004                        | \$61,007                | 45%             |                                  |
| Low:                                  |                               |                       | n/a                 | \$25,284                  | \$32,631                       | \$49,004                        | \$47,214                | 22%             |                                  |
| High:                                 |                               |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Law Office Assistant I                |                       |                     | \$32,784                  | \$38,100                       | \$42,612                        | \$61,980                | 88%             | 30                               |
|                 | Number of Responses to Each Category: | 4                     | 17                  | 5                         | 3                              | 14                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 18                    | \$52,327            | \$33,006                  | \$40,594                       | \$47,930                        | \$48,323                | 46%             | 11                               |
|                 | 50th Percentile:                      |                       | \$49,471            | \$34,658                  | \$42,510                       | \$46,037                        | \$45,941                | 46%             |                                  |
|                 | Low:                                  |                       | \$46,616            | \$22,195                  | \$35,314                       | \$44,363                        | \$36,799                | 22%             |                                  |
|                 | High:                                 |                       | \$63,750            | \$40,791                  | \$43,479                       | \$53,390                        | \$63,478                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 116: Paralegal II

|                                       |  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       |  |                       |                     | \$45,300                  | \$54,036                       | \$60,396                        | \$67,276                | 93%             | 30                               |
| Paralegal II                          |  |                       |                     |                           |                                |                                 |                         |                 |                                  |
| Number of Responses to Each Category: |  |                       | 5                   | 17                        | 5                              | 3                               | 14                      |                 |                                  |
| Unweighted Average:                   |  | 19                    | \$61,960            | \$41,763                  | \$56,392                       | \$65,013                        | \$61,662                | 48%             | 11                               |
| 50th Percentile:                      |  |                       | \$59,218            | \$43,002                  | \$57,190                       | \$63,771                        | \$62,701                | 46%             |                                  |
| Low:                                  |  |                       | \$50,298            | \$28,665                  | \$48,847                       | \$61,515                        | \$44,640                | 22%             |                                  |
| High:                                 |  |                       | \$73,594            | \$58,127                  | \$65,877                       | \$69,753                        | \$75,565                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 117: Attorney II

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

State of Alaska  
Salary Survey Summary

Benchmark 118: Attorney IV

|                                       |             | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Attorney IV |                       |                     | \$80,880                  | \$98,840                       | \$103,272                       | \$149,220               | 84%             | 30                               |
| Number of Responses to Each Category: |             | 11                    | 17                  | 3                         | 3                              | 15                              |                         |                 |                                  |
| Unweighted Average:                   |             | 25                    | \$117,525           | \$82,290                  | \$135,737                      | \$150,327                       | \$123,376               | 54%             | 13                               |
| 50th Percentile:                      |             |                       | \$108,000           | \$75,208                  | \$150,000                      | \$167,200                       | \$113,819               | 90%             |                                  |
| Low:                                  |             |                       | \$70,802            | \$49,684                  | \$99,352                       | \$103,782                       | \$84,529                | 23%             |                                  |
| High:                                 |             |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |   |           |           |           |           |           |     |    |
|---------------------------------------|---|-----------|-----------|-----------|-----------|-----------|-----|----|
| State of Alaska                       |   |           | \$70,728  | \$83,784  | \$90,192  | \$130,344 | 84% | 30 |
| Administrative Law Judge I            |   |           |           |           |           |           |     |    |
| Number of Responses to Each Category: |   | 1         | 7         | 2         | 1         | 6         |     |    |
| Unweighted Average:                   | 8 | \$121,627 | \$70,035  | \$91,287  | \$120,287 | \$103,407 | 40% | 12 |
| 50th Percentile:                      |   | \$121,627 | \$68,289  | \$91,287  | \$120,287 | \$108,603 | 39% |    |
| Low:                                  |   | \$121,627 | \$43,939  | \$68,971  | \$120,287 | \$72,097  | 21% |    |
| High:                                 |   | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Workers' Compensation Hearing Officer II |                       |                     | \$68,286                  | \$81,048                       | \$90,444                        | \$130,704               | 81%             | 30                               |
|                 | Number of Responses to Each Category:    |                       | 0                   | 8                         | 2                              | 1                               | 6                       |                 |                                  |
|                 | Unweighted Average:                      | 8                     | n/a                 | \$52,165                  | \$76,360                       | \$101,149                       | \$79,736                | 44%             | 12                               |
|                 | 50th Percentile:                         |                       | n/a                 | \$48,143                  | \$76,360                       | \$101,149                       | \$79,377                | 39%             |                                  |
|                 | Low:                                     |                       | n/a                 | \$34,398                  | \$57,190                       | \$101,149                       | \$60,756                | 22%             |                                  |
|                 | High:                                    |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |  |   |          |          |          |          |          |     |
|---------------------------------------|--|---|----------|----------|----------|----------|----------|-----|
| State of Alaska                       |  |   | \$37,286 | \$44,100 | \$48,380 | \$71,340 | 91%      | 30  |
| Forensic Technician I                 |  |   |          |          |          |          |          |     |
| Number of Responses to Each Category: |  | 0 | 7        | 2        | 0        | 5        |          |     |
| Unweighted Average:                   |  | 7 | n/a      | \$29,930 | \$36,058 | n/a      | \$44,236 | 41% |
| 50th Percentile:                      |  |   | n/a      | \$30,397 | \$36,058 | n/a      | \$39,135 | 41% |
| Low:                                  |  |   | n/a      | \$21,996 | \$32,605 | n/a      | \$38,261 | 17% |
| High:                                 |  |   | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Forensic Scientist III - Chemistry |                       |                     | \$66,412                  | \$66,864                       | \$74,446                        | \$107,680               | 91%             | 30                               |
| Number of Responses to Each Category: |                                    |                       | 0                   | 10                        | 3                              | 1                               | 8                       |                 |                                  |
| Unweighted Average:                   |                                    | 10                    | n/a                 | \$50,639                  | \$65,875                       | \$84,389                        | \$79,842                | 49%             | 11                               |
| 50th Percentile:                      |                                    |                       | n/a                 | \$51,233                  | \$66,104                       | \$84,389                        | \$80,194                | 47%             |                                  |
| Low:                                  |                                    |                       | n/a                 | \$34,398                  | \$51,819                       | \$84,389                        | \$67,629                | 24%             |                                  |
| High:                                 |                                    |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |   |          |          |          |           |          |     |
|-----------------|---------------------------------------|---|----------|----------|----------|-----------|----------|-----|
| State of Alaska |                                       |   | \$66,412 | \$66,864 | \$74,448 | \$107,880 | 91%      | 30  |
|                 | Forensic Scientist III - DNA          |   |          |          |          |           |          |     |
|                 | Number of Responses to Each Category: |   | 0        | 9        | 2        | 1         | 8        |     |
|                 | Unweighted Average:                   | 9 | n/a      | \$52,494 | \$76,138 | \$84,389  | \$80,792 | 49% |
|                 | 50th Percentile:                      |   | n/a      | \$56,275 | \$76,138 | \$84,389  | \$83,992 | 47% |
|                 | Low:                                  |   | n/a      | \$34,398 | \$72,575 | \$84,389  | \$67,629 | 24% |
|                 | High:                                 |   | n/a      | \$70,328 | \$79,702 | \$84,389  | \$91,419 | 84% |

State of Alaska  
Salary Survey Summary

Benchmark 124: Investigator III

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |                  |  |          |          |          |          |           |           |     |    |
|---------------------------------------|------------------|--|----------|----------|----------|----------|-----------|-----------|-----|----|
| State of Alaska                       | Investigator III |  | \$52,176 | \$61,966 | \$69,024 | \$99,744 | 91%       | 30        |     |    |
| Number of Responses to Each Category: |                  |  | 0        | 11       | 4        | 2        | 8         |           |     |    |
| Unweighted Average:                   |                  |  | 11       | n/a      | \$52,651 | \$69,305 | \$94,314  | \$77,854  | 47% | 11 |
| 50th Percentile:                      |                  |  |          | n/a      | \$46,964 | \$65,647 | \$94,314  | \$72,766  | 46% |    |
| Low:                                  |                  |  |          | n/a      | \$40,504 | \$50,395 | \$87,478  | \$56,599  | 21% |    |
| High:                                 |                  |  |          | n/a      | \$84,293 | \$95,530 | \$101,149 | \$109,577 | 84% |    |

State of Alaska  
Salary Survey Summary

Benchmark 125: Recorder II

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |             |          |          |          |          |          |     |    |
|---------------------------------------|-------------|----------|----------|----------|----------|----------|-----|----|
| State of Alaska                       | Recorder II |          | \$32,784 | \$38,100 | \$42,812 | \$61,560 | 88% | 30 |
| Number of Responses to Each Category: |             | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Motor Vehicle Customer Service Representative I |                       |                     | \$30,780                  | \$35,760                       | \$39,924                        | \$57,684                | 87%             | 30                               |
|                 | Number of Responses to Each Category:           |                       | 3                   | 12                        | 5                              | 3                               | 9                       |                 |                                  |
|                 | Unweighted Average:                             | 14                    | \$28,526            | \$28,185                  | \$36,506                       | \$42,404                        | \$42,335                | 50%             | 12                               |
|                 | 50th Percentile:                                |                       | \$27,795            | \$27,131                  | \$36,617                       | \$41,146                        | \$40,801                | 45%             |                                  |
|                 | Low:  |                       | \$26,188            | \$21,906                  | \$31,274                       | \$41,145                        | \$36,807                | 30%             |                                  |
|                 | High:   |                       | \$31,615            | \$34,289                  | \$38,511                       | \$44,921                        | \$50,131                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 127: Motor Vehicle Office Manager I

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>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                        | \$78,565                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 128: State Trooper

|                                       |               | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | State Trooper |                       |                     | \$56,712                  | \$68,172                       | \$73,380                        | \$88,520                | 74%             | 25                               |
| Number of Responses to Each Category: |               | 0                     | 13                  | 4                         | 3                              | 11                              |                         |                 |                                  |
| Unweighted Average:                   |               | 13                    | n/a                 | \$50,387                  | \$63,405                       | \$71,550                        | \$74,390                | 46%             | 13                               |
| 50th Percentile:                      |               |                       | n/a                 | \$52,219                  | \$63,800                       | \$70,824                        | \$75,360                | 42%             |                                  |
| Low:                                  |               |                       | n/a                 | \$30,576                  | \$51,694                       | \$54,734                        | \$59,295                | 25%             |                                  |
| High:                                 |               |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Lieutenant, Alaska State Troopers     |                       |                     | \$75,228                  | \$89,352                       | \$96,180                        | \$129,132               | 72%             | 25                               |
|                 | 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                  | \$65,877                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |   |     |          |          |          |          |     |     |
|---------------------------------------|---|-----|----------|----------|----------|----------|-----|-----|
| State of Alaska                       |   |     |          |          |          |          |     |     |
| Court Services Officer                |   |     | \$48,936 | \$58,836 | \$63,336 | \$86,020 | 74% | 25  |
| Number of Responses to Each Category: |   | n/a | n/a      | n/a      | n/a      | n/a      |     |     |
| Unweighted Average:                   | 4 | 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 131: Airport Police & Fire Officer II

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Airport Police & Fire Officer II      |                       |                     | \$52,680                  | \$63,336                       | \$68,172                        | \$91,824                | 74%             | 28                               |
|                 | Number of Responses to Each Category: |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Airport Police & Fire Officer V       |                       |                     | \$61,572                  | \$72,996                       | \$76,976                        | \$105,492               | 71%             | 28                               |
|                 | Number of Responses to Each Category: |                       | 0                   | 5                         | 3                              | 2                               | 3                       |                 |                                  |
|                 | Unweighted Average:                   | 5                     | n/a                 | \$46,018                  | \$58,673                       | \$68,180                        | \$67,631                | 44%             | 11                               |
|                 | 50th Percentile:                      |                       | n/a                 | \$44,821                  | \$56,752                       | \$68,180                        | \$75,565                | 48%             |                                  |
|                 | Low:                                  |                       | n/a                 | \$33,104                  | \$53,390                       | \$66,608                        | \$49,657                | 15%             |                                  |
|                 | High:                                 |                       | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |    |          |          |          |          |          |     |
|-----------------|---------------------------------------|----|----------|----------|----------|----------|----------|-----|
| State of Alaska |                                       |    | \$86,712 | \$68,172 | \$73,380 | \$98,820 | 74%      | 25  |
|                 | Deputy Fire Marshal I                 |    |          |          |          |          |          |     |
|                 | Number of Responses to Each Category: |    | 1        | 10       | 4        | 2        | 7        |     |
|                 | Unweighted Average:                   | 11 | \$57,779 | \$49,756 | \$66,299 | \$73,888 | \$73,972 | 48% |
|                 | 50th Percentile:                      |    | \$57,779 | \$52,431 | \$66,972 | \$73,888 | \$73,158 | 47% |
|                 | Low:                                  |    | \$57,779 | \$35,311 | \$62,176 | \$70,034 | \$52,968 | 27% |
|                 | High:                                 |    | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Correctional Officer II               |                       |                     | \$44,683                  | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Correctional Superintendent I         |                       |                     | \$66,804                  | \$77,962                       | \$83,816                        | \$112,844               | 71%             | 25                               |
|                 | Number of Responses to Each Category: | 1                     | 14                  | 6                         | 4                              | 12                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 15                    | \$104,139           | \$57,385                  | \$78,703                       | \$94,316                        | \$85,820                | 49%             | 14                               |
|                 | 50th Percentile:                      |                       | \$104,139           | \$60,634                  | \$77,638                       | \$88,826                        | \$87,913                | 50%             |                                  |
|                 | Low:                                  |                       | \$104,139           | \$28,865                  | \$67,011                       | \$82,041                        | \$67,828                | 30%             |                                  |
|                 | High:                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Juvenile Justice Officer II           |                       |                     | \$39,792                  | \$47,040                       | \$52,680                        | \$76,128                | 91%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 1                   | 13                        | 5                              | 3                               | 11                      |                 |                                  |
|                 | Unweighted Average:                   | 14                    | \$37,388            | \$39,482                  | \$48,785                       | \$56,794                        | \$60,103                | 51%             | 13                               |
|                 | 50th Percentile:                      |                       | \$37,388            | \$39,618                  | \$50,025                       | \$54,734                        | \$60,379                | 48%             |                                  |
|                 | Low:                                  |                       | \$37,388            | \$30,576                  | \$44,466                       | \$53,473                        | \$52,275                | 18%             |                                  |
|                 | High:                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread to Range Maximum | No. of Years |
|---------------------------------------|-------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|----------------------------------|--------------|
| State of Alaska                       | Juvenile Probation Officer II |                       |                     | \$46,698                  | \$54,584                       | \$60,948                        | \$81,828                | 79%                              | 26           |
| Number of Responses to Each Category: |                               |                       | 1                   | 15                        | 7                              | 3                               | 12                      |                                  |              |
| Unweighted Average:                   |                               | 16                    | \$38,174            | \$47,544                  | \$58,369                       | \$70,471                        | \$71,444                | 49%                              | 11           |
| 80th Percentile:                      |                               |                       | \$38,174            | \$46,551                  | \$58,244                       | \$69,753                        | \$70,629                | 50%                              |              |
| Low:                                  |                               |                       | \$38,174            | \$34,398                  | \$48,134                       | \$58,136                        | \$53,753                | 21%                              |              |
| High:                                 |                               |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Adult Probation Officer II            |                       |                     | \$46,696                  | \$54,864                       | \$80,948                        | \$81,828                | 79%             | 28                               |
|                 | Number of Responses to Each Category: |                       | 1                   | 15                        | 5                              | 2                               | 12                      |                 |                                  |
|                 | Unweighted Average:                   | 15                    | \$46,483            | \$46,450                  | \$60,299                       | \$76,638                        | \$69,681                | 50%             | 10                               |
|                 | 50th Percentile:                      |                       | \$46,483            | \$44,381                  | \$59,755                       | \$76,638                        | \$69,868                | 46%             |                                  |
|                 | Low:                                  |                       | \$46,483            | \$33,104                  | \$50,567                       | \$69,753                        | \$49,657                | 21%             |                                  |
|                 | High:                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Adult Probation Officer IV |                       |                     | \$81,672                  | \$72,996                       | \$78,576                        | \$106,492               | 71%             | 25                               |
| 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Hydrologist II |                       |                     | \$52,176                  | \$61,966                       | \$69,024                        | \$99,744                | 91%             | 30                               |
| Number of Responses to Each Category: |                |                       | 0                   | 13                        | 3                              | 2                               | 11                      |                 |                                  |
| Unweighted Average:                   |                | 13                    | n/a                 | \$51,797                  | \$67,651                       | \$71,581                        | \$77,787                | 49%             | 12                               |
| 50th Percentile:                      |                |                       | n/a                 | \$49,262                  | \$69,709                       | \$71,581                        | \$78,239                | 44%             |                                  |
| Low:                                  |                |                       | n/a                 | \$34,398                  | \$53,544                       | \$58,772                        | \$61,751                | 28%             |                                  |
| High:                                 |                |                       | n/a                 | \$76,376                  | \$79,702                       | \$84,389                        | \$97,461                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 141: Geologist III

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |    |          |          |          |          |           |     |    |
|---------------------------------------|----|----------|----------|----------|----------|-----------|-----|----|
| State of Alaska                       |    |          | \$88,898 | \$66,228 | \$73,764 | \$106,872 | 91% | 30 |
| Geologist III                         |    |          |          |          |          |           |     |    |
| Number of Responses to Each Category: |    | 2        | 13       | 4        | 2        | 12        |     |    |
| Unweighted Average:                   | 15 | \$66,719 | \$55,650 | \$66,059 | \$71,581 | \$81,255  | 49% | 11 |
| 50th Percentile:                      |    | \$66,719 | \$50,682 | \$65,495 | \$71,581 | \$80,896  | 46% |    |
| Low:                                  |    | \$47,460 | \$36,170 | \$53,544 | \$58,772 | \$64,202  | 21% |    |
| High:                                 |    | \$85,979 | \$71,591 | \$79,702 | \$84,389 | \$102,760 | 84% |    |

State of Alaska  
Salary Survey Summary

Benchmark 142: Chemist IV

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Chemist IV                            |                       |                     | \$89,712                  | \$70,782                       | \$78,888                        | \$113,988               | 91%             | 30                               |
|                 | Number of Responses to Each Category: | 5                     | 18                  | 6                         | 3                              | 14                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 21                    | \$106,620           | \$55,711                  | \$71,969                       | \$93,061                        | \$84,230                | 51%             | 10                               |
|                 | 50th Percentile:                      |                       | \$97,517            | \$52,830                  | \$63,491                       | \$79,848                        | \$75,133                | 50%             |                                  |
|                 | Low:                                  |                       | \$59,890            | \$40,504                  | \$56,067                       | \$79,048                        | \$60,756                | 23%             |                                  |
|                 | High:                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Environmental Program Specialist III  |                       |                     | \$52,176                  | \$61,956                       | \$69,024                        | \$98,744                | 91%             | 30                               |
|                 | Number of Responses to Each Category: | 6                     | 16                  | 5                         | 2                              | 13                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 20                    | \$72,384            | \$48,008                  | \$56,570                       | \$77,035                        | \$73,440                | 51%             | 10                               |
|                 | 50th Percentile:                      |                       | \$66,818            | \$46,708                  | \$52,321                       | \$77,035                        | \$70,228                | 50%             |                                  |
|                 | Low:                                  |                       | \$59,465            | \$33,404                  | \$43,594                       | \$69,681                        | \$53,273                | 23%             |                                  |
|                 | High:                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Environmental Program Manager I |                       |                     | \$66,904                  | \$77,982                       | \$83,916                        | \$131,248               | 84%             | 30                               |
| Number of Responses to Each Category: |                                 | 4                     | 15                  | 5                         | 2                              | 12                              |                         |                 |                                  |
| Unweighted Average:                   |                                 | 18                    | \$97,240            | \$66,483                  | \$78,008                       | \$110,996                       | \$99,243                | 42%             | 10                               |
| 50th Percentile:                      |                                 |                       | \$98,368            | \$68,766                  | \$63,271                       | \$110,996                       | \$94,113                | 44%             |                                  |
| Low:                                  |                                 |                       | \$79,722            | \$43,939                  | \$58,617                       | \$79,848                        | \$68,065                | 10%             |                                  |
| High:                                 |                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Environmental Impact Analyst III      |                       |                     | \$86,896                  | \$86,228                       | \$73,764                        | \$106,572               | 91%             | 30                               |
|                 | Number of Responses to Each Category: | 6                     | 15                  | 6                         | 2                              | 12                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 19                    | \$85,461            | \$58,268                  | \$69,115                       | \$96,585                        | \$86,091                | 44%             | 10                               |
|                 | 90th Percentile:                      |                       | \$75,382            | \$54,730                  | \$61,536                       | \$96,585                        | \$76,073                | 44%             |                                  |
|                 | Low:                                  |                       | \$66,563            | \$37,321                  | \$51,435                       | \$72,884                        | \$70,228                | 21%             |                                  |
|                 | High:                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Engineering Assistant III             |                       |                     | \$63,888                  | \$75,624                       | \$84,444                        | \$122,028               | 81%             | 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            | \$50,281                  | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                         |  |                       |                     | \$72,973                  | \$88,868                       | \$97,032                        | \$140,208               | 92%             | 30                               |
| Communications Engineering Associate II |  |                       |                     |                           |                                |                                 |                         |                 |                                  |
| 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |   |          |           |           |           |           |     |    |
|---------------------------------------|---|----------|-----------|-----------|-----------|-----------|-----|----|
| State of Alaska                       |   |          | \$68,266  | \$81,048  | \$90,444  | \$130,704 | 91% | 30 |
| Utility Engineering Analyst IV        |   |          |           |           |           |           |     |    |
| Number of Responses to Each Category: |   | 2        | 6         | 3         | 1         | 4         |     |    |
| Unweighted Average:                   | 8 | \$84,891 | \$61,767  | \$87,798  | \$120,287 | \$94,847  | 45% | 11 |
| 50th Percentile:                      |   | \$84,891 | \$59,087  | \$87,048  | \$120,287 | \$86,581  | 38% |    |
| Low:                                  |   | \$73,379 | \$34,398  | \$62,742  | \$120,287 | \$75,912  | 22% |    |
| High:                                 |   | \$96,404 | \$100,238 | \$113,603 | \$120,287 | \$130,312 | 84% |    |

State of Alaska  
Salary Survey Summary

Benchmark 149: Engineer/Architect III

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Engineer/Architect III                |                       |                     | \$86,180                  | \$102,612                      | \$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           | \$138,332                 | \$157,910                      | \$167,200                       | \$176,659               | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 150: Technical Engineer I/Architect I

|                                       |                                  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|----------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Technical Engineer I/Architect I |                       |                     | \$78,132                  | \$92,808                       | \$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            | \$118,450                 | \$134,245                      | \$142,145                       | \$153,992               | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 151: Landscape Specialist

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

State of Alaska  
Salary Survey Summary

Benchmark 152: Vessel Construction Manager II

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Vessel Construction Manager II        |                       |                     | \$68,286                  | \$81,048                       | \$90,444                        | \$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:                                  |                       | \$68,757            | \$58,665                  | \$79,335                       | \$120,287                       | \$84,987                | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>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> |                            | <b>4</b>              | <b>14</b>           | <b>5</b>                  | <b>2</b>                       | <b>11</b>                       |                         |                 |                                  |
|  | <b>Unweighted Average:</b> | <b>17</b>             | <b>\$63,943</b>     | <b>\$54,536</b>           | <b>\$68,915</b>                | <b>\$90,157</b>                 | <b>\$79,004</b>         | <b>42%</b>      | <b>10</b>                        |
|  | <b>50th Percentile:</b>    |                       | <b>\$60,938</b>     | <b>\$57,103</b>           | <b>\$66,301</b>                | <b>\$90,157</b>                 | <b>\$77,424</b>         | <b>44%</b>      |                                  |
|  | <b>Low:</b>                |                       | <b>\$54,050</b>     | <b>\$28,665</b>           | <b>\$58,617</b>                | <b>\$84,389</b>                 | <b>\$65,968</b>         | <b>16%</b>      |                                  |
|  | <b>High:</b>               |                       | <b>\$79,849</b>     | <b>\$75,290</b>           | <b>\$79,702</b>                | <b>\$93,924</b>                 | <b>\$94,816</b>         | <b>84%</b>      |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 154: Survey, Journey

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |    |          |          |          |          |          |     |    |
|-----------------|---------------------------------------|----|----------|----------|----------|----------|----------|-----|----|
| State of Alaska | Survey, Journey                       |    |          | \$39,702 | \$47,580 | \$50,466 | \$51,987 | 31% | 15 |
|                 | Number of Responses to Each Category: |    | 2        | 10       | 3        | 1        | 8        |     |    |
|                 | Unweighted Average:                   | 12 | \$44,063 | \$38,017 | \$45,931 | \$41,146 | \$54,627 | 47% | 11 |
|                 | 50th Percentile:                      |    | \$44,063 | \$37,129 | \$38,860 | \$41,146 | \$52,983 | 44% |    |
|                 | Low:                                  |    | \$33,750 | \$30,601 | \$37,321 | \$41,146 | \$44,574 | 22% |    |
|                 | High:                                 |    | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Drafting Technician III               |                       |                     | \$42,168                  | \$50,328                       | \$56,364                        | \$81,468                | 83%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 11                  | 17                        | 3                              | 1                               | 14                      |                 |                                  |
|                 | Unweighted Average:                   | 24                    | \$52,859            | \$35,939                  | \$43,462                       | \$58,290                        | \$54,083                | 49%             | 8                                |
|                 | 50th Percentile:                      |                       | \$48,045            | \$36,112                  | \$42,028                       | \$58,290                        | \$52,157                | 48%             |                                  |
|                 | Low:                                  |                       | \$39,815            | \$22,195                  | \$41,523                       | \$58,290                        | \$40,801                | 22%             |                                  |
|                 | High:                                 |                       | \$70,313            | \$44,817                  | \$46,808                       | \$58,290                        | \$70,064                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

**Benchmark 156: Cartographer II**

|                                       |                     | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Cartographer II     |                       |                     | \$42,188                  | \$60,328                       | \$66,364                        | \$81,488                | 93%             | 30                               |
| Number of Responses to Each Category: |                     | 2                     | 12                  | 5                         | 3                              | 9                               |                         |                 |                                  |
|                                       | Unweighted Average: | 14                    | \$54,478            | \$36,294                  | \$47,313                       | \$55,812                        | \$49,695                | 42%             | 11                               |
|                                       | 50th Percentile:    |                       | \$54,478            | \$36,945                  | \$48,134                       | \$57,627                        | \$49,463                | 38%             |                                  |
|                                       | Low:                |                       | \$48,750            | \$28,795                  | \$38,627                       | \$46,037                        | \$41,708                | 21%             |                                  |
|                                       | High:               |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |  |  |          |          |          |          |          |          |     |    |
|-----------------|---------------------------------------|--|--|----------|----------|----------|----------|----------|----------|-----|----|
| State of Alaska | Food Service, Sub-Journey             |  |  | \$23,781 | \$28,829 | \$30,264 | \$31,181 | 31%      | 18       |     |    |
|                 | Number of Responses to Each Category: |  |  | 3        | 19       | 8        | 6        | 16       |          |     |    |
|                 | Unweighted Average:                   |  |  | 20       | \$24,194 | \$21,851 | \$27,027 | \$30,692 | \$31,318 | 46% | 15 |
|                 | 50th Percentile:                      |  |  |          | \$23,888 | \$21,326 | \$27,580 | \$30,458 | \$30,550 | 47% |    |
|                 | Low:                                  |  |  |          | \$21,205 | \$16,606 | \$20,574 | \$26,627 | \$25,604 | 19% |    |
|                 | High:                                 |  |  |          | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Food Service, Lead                    |                       |                     | \$38,910                  | \$42,278                       | \$44,860                        | \$46,198                | 30%             | 15                               |
|                 | Number of Responses to Each Category: |                       | 3                   | 20                        | 7                              | 5                               | 17                      |                 |                                  |
|                 | Unweighted Average:                   | 20                    | \$29,903            | \$26,667                  | \$33,899                       | \$38,413                        | \$38,979                | 49%             | 16                               |
|                 | 50th Percentile:                      |                       | \$29,707            | \$25,880                  | \$32,326                       | \$39,656                        | \$37,850                | 46%             |                                  |
|                 | Low:                                  |                       | \$28,109            | \$16,606                  | \$20,574                       | \$26,627                        | \$27,690                | 20%             |                                  |
|                 | High:                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Environmental Services, Journey II    |                       |                     | \$28,100                  | \$32,666                       | \$34,664                        | \$36,668                | 27%             | 16                               |
|                 | 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Mechanic, Automotive, Advanced Journey/Lead |                       |                     | \$42,338                  | \$60,720                       | \$83,801                        | \$68,419                | 31%             | 15                               |
| Number of Responses to Each Category: |   | 6                     | 19                  | 10                        | 6                              | 13                              |                         |                 |                                  |
| Unweighted Average:                   |   | 25                    | \$59,067            | \$39,098                  | \$48,949                       | \$58,920                        | \$56,528                | 43%             | 10                               |
| 50th Percentile:                      |   |                       | \$58,885            | \$38,690                  | \$48,534                       | \$60,217                        | \$56,605                | 41%             |                                  |
| Low:                                  |   |                       | \$50,933            | \$26,279                  | \$40,937                       | \$54,184                        | \$45,500                | 14%             |                                  |
| High:                                 |   |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Mechanic, Automotive, Foreman I |                       |                     | \$45,299                  | \$53,996                       | \$57,291                        | \$59,007                | 30%             | 15                               |
| Number of Responses to Each Category: |                                 | 6                     | 18                  | 7                         | 4                              | 13                              |                         |                 |                                  |
| Unweighted Average:                   |                                 | 23                    | \$70,115            | \$47,950                  | \$50,681                       | \$73,814                        | \$66,677                | 37%             | 10                               |
| 50th Percentile:                      |                                 |                       | \$69,146            | \$49,056                  | \$50,741                       | \$73,549                        | \$67,247                | 37%             |                                  |
| Low:                                  |                                 |                       | \$58,715            | \$34,398                  | \$46,964                       | \$63,771                        | \$45,778                | 10%             |                                  |
| High:                                 |                                 |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range<br>Maximum | Range<br>Spread | No. of Years<br>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:                      |                       | \$51,675            | \$34,548                  | \$44,094                       | \$53,390                        | \$51,180                   | 48%             |                                  |
|                 | Low:                                  |                       | \$41,795            | \$18,537                  | \$38,528                       | \$45,817                        | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Equipment Operator Foreman I |                       |                     | \$47,931                  | \$57,077                       | \$60,548                        | \$62,361                | 30%             | 15                               |
| Number of Responses to Each Category: |                              | 3                     | 13                  | 6                         | 4                              | 10                              |                         |                 |                                  |
| Unweighted Average:                   |                              | 16                    | \$63,956            | \$44,068                  | \$52,986                       | \$59,642                        | \$60,094                | 37%             | 9                                |
| 50th Percentile:                      |                              |                       | \$65,325            | \$44,809                  | \$53,182                       | \$62,357                        | \$58,681                | 40%             |                                  |
| Low:                                  |                              |                       | \$61,094            | \$33,869                  | \$42,897                       | \$44,171                        | \$81,896                | 6%              |                                  |
| High:                                 |                              |                       | \$65,447            | \$53,184                  | \$59,646                       | \$69,681                        | \$74,900                | 67%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 164: Maintenance Generalist, Journey

|                                       |                                 | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Maintenance Generalist, Journey |                       |                     | \$39,702                  | \$47,580                       | \$50,466                        | \$51,987                | 31%             | 15                               |
| Number of Responses to Each Category: |                                 | 8                     | 21                  | 8                         | 8                              | 18                              |                         |                 |                                  |
| Unweighted Average:                   |                                 | 26                    | \$45,853            | \$33,995                  | \$43,954                       | \$50,053                        | \$49,990                | 48%             | 16                               |
| 50th Percentile:                      |                                 |                       | \$44,468            | \$35,069                  | \$45,762                       | \$50,750                        | \$52,640                | 50%             |                                  |
| Low:                                  |                                 |                       | \$36,555            | \$21,996                  | \$36,508                       | \$43,360                        | \$33,379                | 16%             |                                  |
| High:                                 |                                 |                       | \$61,601            | \$43,895                  | \$51,686                       | \$53,995                        | \$67,333                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

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

|                 |   | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Maintenance Specialist, Building/Facility/System, Journey I |                       |                     | \$42,336                  | \$60,720                       | \$83,801                        | \$85,418                | 31%             | 16                               |
|                 | Number of Responses to Each Category:                       |                       | 5                   | 18                        | 8                              | 8                               | 16                      |                 |                                  |
|                 | Unweighted Average:   | 22                    | \$52,728            | \$39,308                  | \$51,048                       | \$59,781                        | \$55,124                | 42%             | 11                               |
|                 | 50th Percentile:  |                       | \$53,227            | \$38,965                  | \$51,366                       | \$59,501                        | \$55,343                | 44%             |                                  |
|                 | Low:  |                       | \$48,489            | \$25,534                  | \$44,921                       | \$55,798                        | \$35,078                | 5%              |                                  |
|                 | High:   |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>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                  | \$59,118                       | \$63,030                        | \$67,020                | 45%             | 13                               |
| 50th Percentile:                      |   |                       | \$65,171            | \$49,396                  | \$60,091                       | \$64,615                        | \$66,024                | 47%             |                                  |
| Low:                                  |   |                       | \$53,333            | \$29,851                  | \$42,897                       | \$44,171                        | \$45,800                | 12%             |                                  |
| High:                                 |   |                       | \$89,973            | \$64,013                  | \$72,547                       | \$76,813                        | \$88,093                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

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

|                                       |   | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|---|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Maintenance Spec., Electrician, Journey II/Lead |                       |                     | \$47,831                  | \$57,077                       | \$80,848                        | \$82,381                | 30%             | 15                               |
| Number of Responses to Each Category: |   | 9                     | 20                  | 8                         | 5                              | 15                              |                         |                 |                                  |
| Unweighted Average:                   |   | 26                    | \$64,730            | \$42,471                  | \$54,850                       | \$63,191                        | \$64,669                | 48%             | 11                               |
| 30th Percentile:                      |   |                       | \$67,676            | \$42,886                  | \$52,707                       | \$59,501                        | \$66,089                | 49%             |                                  |
| Low:                                  |   |                       | \$49,713            | \$26,279                  | \$44,931                       | \$58,200                        | \$44,185                | 15%             |                                  |
| High:                                 |   |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>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% |
| 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Engineering Technician, Journey       |                       |                     | \$39,702                  | \$47,580                       | \$50,466                        | \$51,987                | 31%             | 18                               |
|                 | Number of Responses to Each Category: | 4                     | 14                  | 5                         | 2                              | 11                              |                         |                 |                                  |
|                 | Unweighted Average:                   | 17                    | \$42,293            | \$40,009                  | \$47,378                       | \$50,917                        | \$60,845                | 48%             | 11                               |
|                 | 50th Percentile:                      |                       | \$45,705            | \$38,446                  | \$44,921                       | \$50,917                        | \$54,855                | 48%             |                                  |
|                 | Low:                                  |                       | \$25,512            | \$26,279                  | \$42,026                       | \$46,037                        | \$49,874                | 22%             |                                  |
|                 | High:                                 |                       | \$52,249            | \$58,070                  | \$55,894                       | \$55,796                        | \$85,168                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 170: Materials Laboratory Technician, Journey

|                 |  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Materials Laboratory Technician, Journey |                       |                     | \$42,335                  | \$50,720                       | \$53,801                        | \$58,419                | 31%             | 18                               |
|                 | Number of Responses to Each Category:    | 2                     | 11                  | 5                         | 2                              | 8                               |                         |                 |                                  |
|                 | Unweighted Average:                      | 13                    | \$42,168            | \$36,002                  | \$45,563                       | \$50,917                        | \$51,793                | 48%             | 11                               |
|                 | 50th Percentile:                         |                       | \$42,168            | \$37,688                  | \$43,479                       | \$50,917                        | \$49,766                | 47%             |                                  |
|                 | Low:                                     |                       | \$35,625            | \$27,315                  | \$41,581                       | \$46,037                        | \$45,530                | 30%             |                                  |
|                 | High:                                    |                       | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|---------------------------------------|-------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska                       | Aircraft Pilot II |                       |                     | \$88,890                  | \$86,228                       | \$73,764                        | \$106,872               | 91%             | 30                               |
| Number of Responses to Each Category: |                   | 2                     | 13                  | 4                         | 2                              | 10                              |                         |                 |                                  |
| Unweighted Average:                   |                   | 13                    | \$70,336            | \$51,156                  | \$61,698                       | \$78,636                        | \$79,328                | 48%             | 11                               |
| 50th Percentile:                      |                   |                       | \$70,336            | \$51,036                  | \$56,365                       | \$78,636                        | \$78,873                | 49%             |                                  |
| Low:                                  |                   |                       | \$66,564            | \$34,398                  | \$54,361                       | \$72,884                        | \$59,479                | 16%             |                                  |
| High:                                 |                   |                       | \$74,108            | \$70,328                  | \$79,702                       | \$84,389                        | \$97,753                | 84%             |                                  |

State of Alaska  
Salary Survey Summary

**Benchmark 172: Boat Officer III**

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>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      |     |     |
|                 |  | <b>Unweighted Average:</b>                   | 2 | 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 |
|                 |  | <b>Low:</b>                                  |   | 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 |

State of Alaska  
Salary Survey Summary

Benchmark 173: Mail Services Courier

|                 |                                       | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|-----------------|---------------------------------------|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
| State of Alaska | Mail Services Courier                 |                       |                     | \$29,004                  | \$33,684                       | \$37,512                        | \$54,204                | 87%             | 30                               |
|                 | Number of Responses to Each Category: |                       | 4                   | 16                        | 7                              | 4                               | 13                      |                 |                                  |
|                 | Unweighted Average:                   | 18                    | \$32,134            | \$23,832                  | \$29,775                       | \$34,197                        | \$35,402                | 49%             | 13                               |
|                 | 50th Percentile:                      |                       | \$32,497            | \$23,509                  | \$30,234                       | \$34,438                        | \$35,977                | 49%             |                                  |
|                 | Low:                                  |                       | \$29,477            | \$16,806                  | \$20,574                       | \$28,827                        | \$27,850                | 30%             |                                  |
|                 | High:                                 |                       | \$34,067            | \$34,289                  | \$38,860                       | \$41,288                        | \$44,574                | 68%             |                                  |

State of Alaska  
Salary Survey Summary

Benchmark 174: Security Guard I

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                                       |    |          |          |          |          |          |     |    |
|---------------------------------------|----|----------|----------|----------|----------|----------|-----|----|
| State of Alaska                       |    |          |          |          |          |          |     |    |
| Security Guard I                      |    |          | \$29,004 | \$33,684 | \$37,812 | \$54,204 | 87% | 30 |
| Number of Responses to Each Category: |    | 5        | 20       | 7        | 6        | 14       |     |    |
| Unweighted Average:                   | 22 | \$31,438 | \$29,670 | \$40,283 | \$48,066 | \$41,381 | 47% | 14 |
| 50th Percentile:                      |    | \$30,138 | \$29,991 | \$39,511 | \$46,621 | \$39,663 | 48% |    |
| Low:                                  |    | \$28,665 | \$19,537 | \$34,134 | \$35,504 | \$30,104 | 21% |    |
| High:                                 |    | \$34,932 | \$41,724 | \$51,949 | \$69,499 | \$52,508 | 84% |    |

State of Alaska  
Salary Survey Summary

**Benchmark 175: Second Mate**

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |             |         |         |     |     |         |    |
|-----------------|---------------------------------------|-------------|---------|---------|-----|-----|---------|----|
| 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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>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 |
|                 |  | 50th Percentile:                      |         | \$23.58 | \$17.47 | \$16.34 | \$21.10 | \$21.02 |
|                 |  | Low:                                  |         | \$23.58 | \$10.43 | \$12.75 | \$21.10 | \$19.18 |
|                 |  | High:                                 |         | \$23.58 | \$17.58 | \$19.93 | \$21.10 | \$22.86 |
|                 |  |                                       |         |         |         |         | 21%     | 11      |
|                 |  |                                       |         |         |         |         | 22%     |         |
|                 |  |                                       |         |         |         |         | 10%     |         |
|                 |  |                                       |         |         |         |         | 30%     |         |



## State of Alaska Salary Survey Summary

### Benchmark 177: Third Assistant Engineer

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

| State of Alaska                       |  | Third Assistant Engineer |         |         |         |         | \$30.67 |     |    |
|---------------------------------------|--|--------------------------|---------|---------|---------|---------|---------|-----|----|
| Number of Responses to Each Category: |  | 1                        | 1       | 1       | 1       | 1       |         |     |    |
| Unweighted Average:                   |  | 2                        | \$36.79 | \$17.58 | \$19.93 | \$21.10 | \$22.86 | 30% | 18 |
| 50th Percentile:                      |  |                          | \$36.79 | \$17.58 | \$19.93 | \$21.10 | \$22.86 | 30% |    |
| Low:                                  |  |                          | \$36.79 | \$17.58 | \$19.93 | \$21.10 | \$22.86 | 30% |    |
| High:                                 |  |                          | \$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<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

|                 |                                       |   |         |         |         |         |         |     |    |
|-----------------|---------------------------------------|---|---------|---------|---------|---------|---------|-----|----|
| State of Alaska | Able Bodied Seaman                    |   | \$22.94 |         |         |         |         |     |    |
|                 | Number of Responses to Each Category: |   | 0       | 3       | 2       | 1       | 2       |     |    |
|                 | Unweighted Average:                   | 3 | n/a     | \$15.34 | \$18.25 | \$15.14 | \$16.02 | 17% | 12 |
|                 | 50th Percentile:                      |   | n/a     | \$14.73 | \$18.25 | \$15.14 | \$16.02 | 17% |    |
|                 | Low:                                  |   | n/a     | \$12.77 | \$14.47 | \$15.14 | \$15.97 | 9%  |    |
|                 | High:                                 |   | n/a     | \$18.52 | \$22.04 | \$15.14 | \$16.07 | 25% |    |
|                 |                                       |   |         |         |         |         |         |     |    |

**State of Alaska**  
**Salary Survey Summary**

### Benchmark 179: Oiler

|  | No. of Job<br>Matches | Annual<br>Flat Rate | Annual Salary<br>at Entry | Annual Salary<br>After 5 Years | Annual Salary<br>After 10 Years | Annual<br>Range Maximum | Range<br>Spread | No. of Years<br>to Range Maximum |
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|
|--|-----------------------|---------------------|---------------------------|--------------------------------|---------------------------------|-------------------------|-----------------|----------------------------------|

| 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% |