

B – Salary Survey Summaries

SALARY SURVEY SUMMARIES

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

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Explanation of Summary Pages:

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

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Information Collected:

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

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

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

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

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

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

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

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

Calculations for Each Benchmark Job:

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

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

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

Low – Represents the lowest figure reported.

High – Represents the highest figure reported.

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

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

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

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

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

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

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