

## BENEFITS OVERVIEW

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

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

## **SALARY COMPARISONS OVERVIEW**

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

## SALARY COMPARISONS OVERVIEW

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