

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

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
1	Division Director-PX	\$92,796	\$81,907	11.7%
2	Division Operations Manager	\$80,496	\$71,072	11.7%
3	Administrative Clerk II	\$27,324	\$26,262	3.9%
4	Administrative Assistant II	\$39,432	\$31,079	21.2%
5	Administrative Officer I	\$50,160	\$42,728	14.8%
6	Accounting Technician I	\$34,704	\$29,944	13.7%
7	Accountant III	\$52,176	\$49,118	5.9%
8	Accountant V	\$70,380	\$61,429	12.7%
9	Human Resource Technician II	\$39,996	\$33,803	15.5%
10	Human Resource Specialist I	\$45,924	\$46,621	-1.5%
11	Human Resource Manager I	\$69,300	\$62,734	9.5%
12	Analyst Programmer IV	\$59,712	\$51,714	13.4%
13	Data Processing Manager I	\$70,380	\$60,334	14.3%
14	Microcomputer/Network Specialist I	\$52,176	\$46,553	10.8%
15	Systems Programmer II	\$68,256	\$54,374	20.3%
16	Internet Specialist I	\$45,300	\$38,507	15.0%
17	Statistical Technician I	\$34,704	\$33,645	3.1%
18	Research Analyst III	\$52,176	\$48,093	7.8%
19	Stock & Parts Services, Journey II	\$39,702	\$26,873	32.3%
20	Procurement Specialist III	\$52,176	\$47,803	8.4%
21	Claims Administrator	\$55,896	\$43,984	21.3%
22	Loan Closer/Processor II	\$34,704	\$34,157	1.6%
23	Grants Administrator II	\$48,516	\$44,733	7.8%
24	Occupational License Examiner	\$36,960	\$34,398	6.9%
25	Insurance Analyst I	\$36,960	\$38,026	-2.9%
26	Community Care Licensing Specialist I	\$45,300	\$36,463	19.5%
27	Financial institution Examiner III	\$63,888	\$55,809	12.6%
28	Utility Financial Analyst III	\$63,888	\$58,991	7.7%
29	Commercial Vehicle Enforcement Officer II	\$39,432	\$36,628	7.1%
30	Occupational Safety & Compliance Officer	\$52,826	\$47,399	10.3%
31	Safety Insp. & Compliance, Elevator Inspector	\$52,826	\$46,898	11.2%
32	Environmental Health Officer III	\$52,176	\$45,377	13.0%
33	Tax Technician III	\$39,432	\$37,899	3.9%
34	Tax Auditor III	\$59,712	\$47,202	21.0%
35	Revenue Audit Supervisor II	\$86,160	\$65,362	24.1%
36	Oil & Gas revenue Auditor III	\$68,256	\$51,101	25.1%
37	Internal Auditor III	\$63,888	\$49,004	23.3%
38	Local Government Specialist III	\$48,516	n/a	n/a
39	Budget Analyst III	\$55,896	\$49,087	12.2%
40	Economist III	\$61,572	\$52,854	14.2%
41	Petroleum Economist II	\$68,256	\$61,812	9.4%
42	Community Development Specialist II	\$45,300	\$42,843	5.4%

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

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

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

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

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

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
85	Health Program Associate	\$45,300	\$36,517	19.4%
86	Health Program Manager II	\$55,896	\$57,105	-2.2%
87	Public Health Specialist II	\$59,712	\$47,475	20.5%
88	Certified Nurse Aide I	\$31,032	\$26,174	15.7%
89	Psychiatric Nursing Assistant III	\$35,052	\$28,017	20.1%
90	Nurse II	\$56,412	\$48,565	13.9%
91	Nurse II (Psychiatric)	\$56,412	\$50,780	10.0%
92	Public Health Nurse II	\$63,888	\$53,984	15.5%
93	Nurse IV	\$70,380	\$60,558	14.0%
94	Health Practitioner I	\$78,132	\$67,396	13.7%
95	Wildlife Veterinarian	\$68,256	\$61,429	10.0%
96	Psychological Counselor II	\$48,516	\$49,276	-1.6%
97	Mental Health Clinician III	\$63,888	\$59,192	7.4%
98	Pharmacy Technician	\$35,052	\$30,229	13.8%
99	Recreation Therapist II	\$46,836	\$39,123	16.5%
100	Laboratory Technician	\$36,960	\$33,374	9.7%
101	Public Health Microbiologist I	\$48,516	\$46,438	4.3%
102	Fish & Wildlife Technician II	\$29,004	\$30,604	-5.5%
103	Fishery Biologist II	\$46,836	\$42,549	9.2%
104	Fishery Biologist IV	\$61,572	\$50,780	17.5%
105	Biometrician III	\$59,712	\$55,132	7.7%
106	Fisheries Scientist I	\$70,380	\$55,132	21.7%
107	Agronomist II	\$53,928	\$51,070	5.3%
108	Natural Resource Technician II	\$34,704	\$29,284	15.6%
109	Natural Resource Specialist II	\$45,300	\$44,669	1.4%
110	Natural Resource Manager II	\$61,572	\$57,715	6.3%
111	Wildland Fire & Resource Technician III	\$34,704	\$34,289	1.2%
112	Park Ranger I	\$45,300	\$37,688	16.8%
113	Museum Protection & Visitor Services Supervisor	\$40,824	\$36,926	9.5%
114	Criminal Justice Technician I	\$34,704	\$33,121	4.6%
115	Law Office Assistant I	\$32,784	\$34,656	-5.7%
116	Paralegal II	\$45,300	\$43,002	5.1%
117	Attorney II	\$61,884	\$53,319	13.8%
118	Attorney IV	\$80,880	\$75,208	7.0%
119	Administrative Law Judge I	\$70,728	\$68,289	3.4%
120	Workers' Compensation Hearing Officer II	\$68,256	\$48,143	29.5%
121	Forensic Technician I	\$37,296	\$30,397	18.5%
122	Forensic Scientist III - Chemistry	\$56,412	\$51,233	9.2%
123	Forensic Scientist III - DNA	\$56,412	\$56,275	0.2%
124	Investigator III	\$52,176	\$46,964	10.0%
125	Recorder II	\$32,784	\$31,118	5.1%
126	Motor Vehicle Customer Service Representative I	\$30,780	\$27,131	11.9%

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

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

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

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

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

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

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#134 on 42 hour work-week,  
all others on 37.5 hour work-week

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

Bench. Number	Benchmark Title	State of AK Annual Salary After 5 Years	Market Median Annual Salary After 5 Years	Percent Difference	State of AK Annual Salary After 10 Years	Market Median Annual Salary After 10 Years	Percent Difference
1	Division Director-PX	\$110,844	\$111,994	-1.0%	\$119,304	\$103,782	13.0%
2	Division Operations Manager	\$98,472	\$83,104	13.0%	\$102,768	\$104,177	-1.4%
3	Administrative Clerk II	\$31,716	\$31,214	1.6%	\$35,424	\$36,486	-3.0%
4	Administrative Assistant II	\$46,992	\$36,674	22.0%	\$52,428	\$45,188	13.8%
5	Administrative Officer I	\$59,724	\$53,867	9.8%	\$64,296	\$57,369	10.8%
6	Accounting Technician I	\$40,776	\$39,544	3.0%	\$45,888	\$46,132	-1.2%
7	Accountant III	\$61,956	\$54,361	12.3%	\$69,024	\$71,719	-3.9%
8	Accountant V	\$83,388	\$78,016	6.4%	\$89,760	\$94,189	-4.9%
9	Human Resource Technician II	\$47,688	\$39,656	16.8%	\$51,336	\$46,012	10.4%
10	Human Resource Specialist I	\$54,852	\$54,933	-0.1%	\$59,040	\$61,275	-3.8%
11	Human Resource Manager I	\$82,224	\$74,291	9.6%	\$88,512	\$88,643	-0.1%
12	Analyst Programmer IV	\$70,752	\$63,601	10.1%	\$78,888	\$68,637	13.0%
13	Data Processing Manager I	\$83,388	\$72,519	13.0%	\$89,760	\$85,260	5.0%
14	Microcomputer/Network Specialist I	\$61,956	\$58,756	5.2%	\$69,024	\$70,665	-2.4%
15	Systems Programmer II	\$81,048	\$69,122	14.7%	\$90,444	\$81,803	9.6%
16	Internet Specialist I	\$54,036	\$37,633	30.4%	\$60,396	\$57,793	4.3%
17	Statistical Technician I	\$40,776	\$42,384	-3.9%	\$45,888	\$51,154	-12.2%
18	Research Analyst III	\$61,956	\$60,074	3.0%	\$69,024	\$58,289	15.6%
19	Stock & Parts Services, Journey II	\$47,580	\$36,263	23.8%	\$50,466	\$44,455	11.9%
20	Procurement Specialist III	\$61,956	\$66,608	-7.5%	\$69,024	\$82,686	-19.8%
21	Claims Administrator	\$66,228	\$60,741	8.3%	\$73,764	\$83,981	-13.9%
22	Loan Closer/Processor II	\$40,776	\$45,073	-10.5%	\$45,888	\$66,608	-46.1%
23	Grants Administrator II	\$57,816	\$55,517	4.0%	\$64,536	\$69,680	-8.0%
24	Occupational License Examiner	\$43,728	\$42,421	3.0%	\$48,960	\$58,979	-20.5%
25	Insurance Analyst I	\$43,728	\$48,497	-10.9%	\$48,960	\$54,903	-12.1%
26	Community Care Licensing Specialist I	\$54,036	\$61,834	-14.4%	\$60,396	\$71,318	-18.1%
27	Financial Institution Examiner III	\$75,624	\$67,551	10.7%	\$84,444	\$88,704	-5.0%
28	Utility Financial Analyst III	\$75,624	\$74,098	2.0%	\$84,444	\$101,149	-19.8%
29	Commercial Vehicle Enforcement Officer II	\$46,992	\$47,649	-1.4%	\$52,428	\$60,397	-15.2%
30	Occupational Safety & Compliance Officer	\$64,038	\$63,770	0.4%	\$67,938	\$79,848	-17.5%
31	Safety Insp. & Compliance, Elevator Inspector	\$64,038	\$60,278	5.9%	\$67,938	\$77,035	-13.4%
32	Environmental Health Officer III	\$61,956	\$54,440	12.1%	\$69,024	\$64,954	5.9%
33	Tax Technician III	\$46,992	\$45,953	2.2%	\$52,428	\$57,025	-8.8%
34	Tax Auditor III	\$70,752	\$55,211	22.0%	\$78,888	\$68,180	13.6%
35	Revenue Audit Supervisor II	\$102,612	\$99,008	3.5%	\$110,460	\$110,996	-0.5%
36	Oil & Gas revenue Auditor III	\$81,048	\$58,289	28.1%	\$90,444	\$87,016	3.8%
37	Internal Auditor III	\$75,624	\$57,997	23.3%	\$84,444	\$86,687	-2.7%
38	Local Government Specialist III	\$57,816	n/a	n/a	\$64,536	n/a	n/a
39	Budget Analyst III	\$66,228	\$63,131	4.7%	\$73,764	\$78,715	-6.7%
40	Economist III	\$72,996	\$68,012	6.8%	\$78,576	\$79,848	-1.6%
41	Petroleum Economist II	\$81,048	\$79,395	2.0%	\$90,444	\$108,106	-19.5%
42	Community Development Specialist II	\$54,036	\$54,440	-0.7%	\$60,396	\$66,761	-10.5%

benchmark # 68 based on 204 days/year, #128,130-131,133,136 on 40 hour work-week,  
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Bench. Number	Benchmark Title	State of AK Annual Salary After 5 Years	Market Median Annual Salary After 5 Years	Percent Difference	State of AK Annual Salary After 10 Years	Market Median Annual Salary After 10 Years	Percent Difference
43	Planner III	\$66,228	\$68,012	-2.7%	\$73,764	\$74,823	-1.4%
44	Transportation Planner I	\$75,624	\$59,789	20.9%	\$84,444	\$90,498	-7.2%
45	Radio Dispatcher II	\$40,776	\$44,432	-9.0%	\$45,888	\$55,995	-22.8%
46	Emergency Management Specialist II	\$54,036	\$55,796	-3.3%	\$60,396	\$69,717	-15.4%
47	Airport Operations Officer	\$61,956	\$65,877	-6.3%	\$69,024	\$80,382	-16.5%
48	Ferry Terminal Assistant I	\$40,776	\$41,762	-2.4%	\$45,888	\$46,037	-1.0%
49	Reservations Specialist	\$55,848	\$44,239	20.8%	\$60,120	\$69,753	-16.0%
50	Port Captain	\$89,352	n/a	n/a	\$96,180	n/a	n/a
51	Maintenance & Operations Superintendent	\$77,952	\$65,877	15.5%	\$83,916	\$87,781	-4.6%
52	Right-of-Way Agent III	\$61,956	\$63,698	-2.8%	\$69,024	\$87,016	-26.1%
53	Appraiser II	\$61,956	\$68,042	6.3%	\$69,024	\$65,634	4.9%
54	Building Management Specialist	\$66,228	\$72,967	-10.2%	\$73,764	\$80,013	-8.5%
55	Airport Leasing Specialist II	\$54,036	\$65,877	-21.9%	\$60,396	\$70,094	-16.1%
56	Education Program Assistant	\$40,776	\$41,754	-2.4%	\$45,888	\$46,930	-2.9%
57	Education Specialist II	\$75,624	\$63,052	16.6%	\$84,444	\$75,494	10.6%
58	AVTEC Instructor	n/a	\$52,826	n/a	n/a	\$58,007	n/a
59	Training Specialist II	\$61,956	\$57,705	6.9%	\$69,024	\$72,154	-4.5%
60	Alaska Military Youth Academy Team Leader	\$43,728	\$43,935	-0.5%	\$48,960	n/a	n/a
61	Recreation Assistant	\$38,100	\$34,584	9.2%	\$42,612	\$35,579	16.5%
62	Library Assistant I	\$38,100	\$32,631	14.4%	\$42,612	\$37,999	10.8%
63	Librarian III	\$70,752	\$58,066	17.9%	\$78,888	\$75,494	4.3%
64	Archivist II	\$61,956	\$50,502	18.5%	\$69,024	\$63,450	8.1%
65	Museum Curator II	\$61,956	\$46,428	25.1%	\$69,024	\$57,705	16.4%
66	Archaeologist II	\$61,956	\$55,796	9.9%	\$69,024	\$69,680	-1.0%
67	Subsistence Resource Specialist II	\$54,036	\$54,676	-1.2%	\$60,396	\$58,772	2.7%
68	Publications Specialist II	\$54,036	\$46,663	13.6%	\$60,396	\$57,997	4.0%
69	Information Officer II	\$57,816	\$60,933	-5.4%	\$64,536	\$76,258	-18.2%
70	Child Support Specialist I	\$46,992	\$43,652	7.1%	\$52,428	\$53,485	-2.0%
71	Child Support Manager	\$77,952	\$75,031	3.7%	\$83,916	\$83,956	0.0%
72	Eligibility Technician II	\$46,992	\$43,824	6.7%	\$52,428	\$68,982	-31.6%
73	Medical Assistance Administrator III	\$70,752	\$73,636	-4.1%	\$78,888	\$94,313	-19.6%
74	Workers' Compensation Technician	\$40,776	\$45,073	-10.5%	\$45,888	\$59,970	-31.5%
75	Social Services Program Coordinator	\$70,752	\$60,933	13.9%	\$78,888	\$80,324	-1.8%
76	Social Services Associate II	\$40,776	\$39,545	3.0%	\$45,888	\$42,599	6.6%
77	Social Worker II (Children's Services)	\$57,816	\$55,285	4.4%	\$64,536	\$68,209	-5.7%
78	Social Worker IV/Children's Services Supervisor	\$68,340	\$62,606	8.4%	\$73,572	\$77,758	-5.7%
79	Public Guardian	\$61,956	n/a	n/a	\$69,024	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$40,776	\$39,655	2.7%	\$45,888	\$50,159	-10.0%
81	Vocational Rehabilitation Counselor III	\$66,228	\$56,493	14.7%	\$73,764	\$77,035	-4.4%
82	Employment Security Specialist IB	\$46,992	\$44,802	4.7%	\$52,428	\$55,796	-6.4%
83	Employment Service Manager I	\$55,848	\$58,289	-4.4%	\$60,120	\$72,884	-21.2%
84	College Intern III	\$37,206	\$40,616	-9.2%	\$40,053	\$49,445	-23.4%

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

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

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

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



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

Bench. Number	Benchmark Title	State of AK Annual Salary After 5 Years	Market Median Annual Salary After 5 Years	Percent Difference	State of AK Annual Salary After 10 Years	Market Median Annual Salary After 10 Years	Percent Difference
127	Motor Vehicle Office Manager I	\$52,056	\$48,908	6.0%	\$56,040	\$58,290	-4.0%
128	State Trooper	\$68,172	\$63,800	6.4%	\$73,380	\$70,824	3.5%
129	Lieutenant, Alaska State Troopers	\$89,352	\$79,920	10.6%	\$96,180	\$79,931	16.9%
130	Court Services Officer	\$58,836	n/a	n/a	\$63,336	n/a	n/a
131	Airport Police & Fire Officer II	\$63,336	\$51,694	18.4%	\$68,172	\$54,734	19.7%
132	Airport Police & Fire Officer V	\$72,996	\$56,752	22.3%	\$78,576	\$68,180	13.2%
133	Deputy Fire Marshal I	\$68,172	\$66,972	1.8%	\$73,380	\$73,888	-0.7%
134	Correctional Officer II	\$53,028	\$48,638	8.3%	\$56,806	\$52,501	7.6%
135	Correctional Superintendent I	\$77,952	\$77,638	0.4%	\$83,916	\$89,826	-7.0%
136	Juvenile Justice Officer II	\$47,040	\$50,028	-6.3%	\$52,680	\$54,734	-3.9%
137	Juvenile Probation Officer II	\$54,564	\$55,244	-1.2%	\$60,948	\$69,753	-14.4%
138	Adult Probation Officer II	\$54,564	\$59,755	-9.5%	\$60,948	\$76,638	-25.7%
139	Adult Probation Officer IV	\$72,996	\$81,490	-11.6%	\$78,576	\$94,810	-20.7%
140	Hydrologist II	\$61,956	\$69,709	-12.5%	\$69,024	\$71,581	-3.7%
141	Geologist III	\$66,228	\$65,495	1.1%	\$73,764	\$71,581	3.0%
142	Chemist IV	\$70,752	\$63,451	10.3%	\$78,888	\$79,848	-1.2%
143	Environmental Program Specialist III	\$61,956	\$52,321	15.6%	\$69,024	\$77,035	-11.6%
144	Environmental Program Manager I	\$77,952	\$63,771	18.2%	\$83,916	\$110,996	-32.3%
145	Environmental Impact Analyst III	\$66,228	\$61,536	7.1%	\$73,764	\$96,585	-30.9%
146	Engineering Assistant III	\$75,624	\$60,934	19.4%	\$84,444	\$76,258	9.7%
147	Communications Engineering Associate II	\$86,868	\$71,429	17.8%	\$97,032	\$88,704	8.6%
148	Utility Engineering Analyst IV	\$81,048	\$87,048	-7.4%	\$90,444	\$120,287	-33.0%
149	Engineer/Architect III	\$102,612	\$93,013	9.4%	\$110,460	\$100,460	9.1%
150	Technical Engineer I/Architect I	\$92,808	\$81,092	12.6%	\$104,004	\$114,812	-10.4%
151	Landscape Specialist	\$54,036	\$62,868	-16.3%	\$60,396	\$69,332	-14.8%
152	Vessel Construction Manager II	\$81,048	\$93,740	-15.7%	\$90,444	\$120,287	-33.0%
153	Land Surveyor I	\$75,624	\$66,301	12.3%	\$84,444	\$90,157	-6.8%
154	Survey, Journey	\$47,580	\$38,860	18.3%	\$50,466	\$41,146	18.5%
155	Drafting Technician III	\$50,328	\$42,026	16.5%	\$56,364	\$58,290	-3.4%
156	Cartographer II	\$50,328	\$48,134	4.4%	\$56,364	\$57,627	-2.2%
157	Food Service, Sub-Journey	\$28,529	\$27,580	3.3%	\$30,264	\$30,458	-0.6%
158	Food Service, Lead	\$42,276	\$32,326	23.5%	\$44,850	\$39,656	11.6%
159	Environmental Services, Journey II	\$32,565	\$29,875	8.3%	\$34,554	\$33,701	2.5%
160	Mechanic, Automotive, Advanced Journey/Lead	\$50,720	\$48,534	4.3%	\$53,801	\$60,217	-11.9%
161	Mechanic, Automotive, Foreman I	\$53,996	\$60,741	-12.5%	\$57,291	\$73,549	-28.4%
162	Equipment Operator, Journey II	\$50,720	\$44,094	13.1%	\$53,801	\$53,390	0.8%
163	Equipment Operator Foreman I	\$57,077	\$53,182	6.8%	\$60,548	\$62,357	-3.0%
164	Maintenance Generalist, Journey	\$47,580	\$45,762	3.8%	\$50,466	\$50,750	-0.6%
165	Maintenance Specialist, Journey I	\$50,720	\$51,366	-1.3%	\$53,801	\$59,501	-10.6%
166	Maintenance Specialist, Foreman	\$60,216	\$60,091	0.2%	\$63,882	\$64,615	-1.1%
167	Maintenance Spec., Electrician, Journey II/Lead	\$57,077	\$52,707	7.7%	\$60,548	\$59,501	1.7%
168	Survey Instrument Technician II	\$59,724	\$40,949	31.4%	\$64,296	n/a	n/a

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

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

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

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

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

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
1	Division Director-PX	\$172,380	\$110,273	36.0%
2	Division Operations Manager	\$148,512	\$95,331	36.8%
3	Administrative Clerk II	\$51,192	\$38,084	25.6%
4	Administrative Assistant II	\$75,756	\$49,140	35.1%
5	Administrative Officer I	\$92,916	\$59,884	35.6%
6	Accounting Technician I	\$65,856	\$44,087	33.1%
7	Accountant III	\$99,744	\$72,319	27.5%
8	Accountant V	\$129,720	\$99,542	23.3%
9	Human Resource Technician II	\$74,172	\$47,283	36.3%
10	Human Resource Specialist I	\$85,332	\$67,716	20.6%
11	Human Resource Manager I	\$127,920	\$99,685	22.1%
12	Analyst Programmer IV	\$113,988	\$81,096	28.9%
13	Data Processing Manager I	\$129,720	\$88,462	31.8%
14	Microcomputer/Network Specialist I	\$99,744	\$67,209	32.6%
15	Systems Programmer II	\$130,704	\$79,418	39.2%
16	Internet Specialist I	\$87,276	\$68,224	21.8%
17	Statistical Technician I	\$65,856	\$48,624	26.2%
18	Research Analyst III	\$99,744	\$82,293	17.5%
19	Stock & Parts Services, Journey II	\$51,987	\$41,014	21.1%
20	Procurement Specialist III	\$99,744	\$72,914	26.9%
21	Claims Administrator	\$106,572	\$81,677	23.4%
22	Loan Closer/Processor II	\$65,856	\$51,421	21.9%
23	Grants Administrator II	\$93,264	\$71,084	23.8%
24	Occupational License Examiner	\$70,752	\$61,830	12.6%
25	Insurance Analyst I	\$70,752	\$60,577	14.4%
26	Community Care Licensing Specialist I	\$87,276	\$56,605	35.1%
27	Financial Institution Examiner III	\$122,028	\$92,514	24.2%
28	Utility Financial Analyst III	\$122,028	\$90,346	26.0%
29	Commercial Vehicle Enforcement Officer II	\$75,756	\$50,993	32.7%
30	Occupational Safety & Compliance Officer	\$69,986	\$72,374	-3.4%
31	Safety Insp. & Compliance, Elevator Inspector	\$69,986	\$70,556	-0.8%
32	Environmental Health Officer III	\$99,744	\$66,542	33.3%
33	Tax Technician III	\$75,756	\$61,778	18.5%
34	Tax Auditor III	\$113,988	\$75,565	33.7%
35	Revenue Audit Supervisor II	\$159,636	\$105,232	34.1%
36	Oil & Gas revenue Auditor III	\$130,704	\$88,561	32.2%
37	Internal Auditor III	\$122,028	\$77,283	36.7%
38	Local Government Specialist III	\$93,264	n/a	n/a
39	Budget Analyst III	\$106,572	\$71,962	32.6%
40	Economist III	\$113,556	\$85,265	24.9%
41	Petroleum Economist II	\$130,704	\$91,731	29.8%
42	Community Development Specialist II	\$87,276	\$75,565	13.4%

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

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

Bench. Number	Benchmark Title	State of AK	Market Median	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
43	Planner III	\$106,572	\$74,822	29.8%
44	Transportation Planner I	\$122,028	\$65,814	46.1%
45	Radio Dispatcher II	\$65,856	\$52,230	20.7%
46	Emergency Management Specialist II	\$87,276	\$66,062	24.3%
47	Airport Operations Officer	\$99,744	\$76,618	23.2%
48	Ferry Terminal Assistant I	\$65,856	\$35,468	46.1%
49	Reservations Specialist	\$86,880	\$43,941	49.4%
50	Port Captain	\$139,008	n/a	n/a
51	Maintenance & Operations Superintendent	\$121,248	\$90,482	26.4%
52	Right-of-Way Agent III	\$99,744	\$77,081	22.7%
53	Appraiser II	\$99,744	\$63,845	36.0%
54	Building Management Specialist	\$106,572	\$81,096	23.9%
55	Airport Leasing Specialist II	\$87,276	\$75,565	13.4%
56	Education Program Assistant	\$65,856	\$53,910	18.1%
57	Education Specialist II	\$122,028	\$73,150	40.1%
58	AVTEC Instructor	\$70,912	\$64,202	9.5%
59	Training Specialist II	\$99,744	\$68,425	31.4%
60	Alaska Military Youth Academy Team Leader	\$70,752	\$53,915	23.8%
61	Recreation Assistant	\$61,560	\$40,913	33.3%
62	Library Assistant I	\$61,560	\$38,386	37.6%
63	Librarian III	\$113,988	\$74,106	35.0%
64	Archivist II	\$99,744	\$60,577	39.3%
65	Museum Curator II	\$99,744	\$69,311	30.5%
66	Archaeologist II	\$99,744	\$68,279	31.5%
67	Subsistence Resource Specialist II	\$87,276	\$67,907	22.2%
68	Publications Specialist II	\$87,276	\$59,878	31.4%
69	Information Officer II	\$93,264	\$72,651	22.1%
70	Child Support Specialist I	\$75,756	\$51,560	31.9%
71	Child Support Manager	\$121,248	\$87,779	27.6%
72	Eligibility Technician II	\$75,756	\$48,244	36.3%
73	Medical Assistance Administrator III	\$113,988	\$83,475	26.8%
74	Workers' Compensation Technician	\$65,856	\$55,944	15.1%
75	Social Services Program Coordinator	\$113,988	\$63,762	44.1%
76	Social Services Associate II	\$65,856	\$44,314	32.7%
77	Social Worker II (Children's Services)	\$93,264	\$62,864	32.6%
78	Social Worker IV/Children's Services Supervisor	\$106,332	\$81,038	23.8%
79	Public Guardian	\$99,744	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$65,856	\$51,422	21.9%
81	Vocational Rehabilitation Counselor III	\$106,572	\$64,989	39.0%
82	Employment Security Specialist IB	\$75,756	\$50,325	33.6%
83	Employment Service Manager I	\$86,880	\$69,791	19.7%
84	College Intern III	\$57,857	\$39,064	32.5%

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

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

Bench. Number	Benchmark Title	State of AK Annual Range Maximum	Market Median Annual Range Maximum	Percent Difference
85	Health Program Associate	\$87,276	\$88,681	32.8%
86	Health Program Manager II	\$106,572	\$83,388	21.8%
87	Public Health Specialist II	\$113,988	\$72,903	36.0%
88	Certified Nurse Aide I	\$58,248	\$37,295	36.0%
89	Psychiatric Nursing Assistant III	\$66,516	\$42,771	35.7%
90	Nurse II	\$107,680	\$74,898	30.4%
91	Nurse II (Psychiatric)	\$107,680	\$74,813	30.5%
92	Public Health Nurse II	\$122,028	\$78,950	35.3%
93	Nurse IV	\$129,720	\$91,152	29.7%
94	Health Practitioner I	\$180,300	\$101,635	32.4%
95	Wildlife Veterinarian	\$130,704	\$101,635	22.2%
96	Psychological Counselor II	\$93,264	\$70,103	24.8%
97	Mental Health Clinician III	\$122,028	\$92,361	24.3%
98	Pharmacy Technician	\$66,516	\$41,591	37.5%
99	Recreation Therapist II	\$86,880	\$57,436	33.9%
100	Laboratory Technician	\$70,752	\$46,979	33.6%
101	Public Health Microbiologist I	\$93,264	\$67,247	27.9%
102	Fish & Wildlife Technician II	\$54,204	\$46,303	14.6%
103	Fishery Biologist II	\$86,880	\$70,640	18.7%
104	Fishery Biologist IV	\$113,556	\$82,109	27.7%
105	Biometrician III	\$113,988	\$86,764	23.9%
106	Fisheries Scientist I	\$129,720	\$80,437	38.0%
107	Agronomist II	\$99,408	\$75,004	24.5%
108	Natural Resource Technician II	\$65,856	\$40,913	37.9%
109	Natural Resource Specialist II	\$87,276	\$73,982	15.2%
110	Natural Resource Manager II	\$113,556	\$97,753	13.9%
111	Wildland Fire & Resource Technician III	\$65,856	\$41,532	36.9%
112	Park Ranger I	\$87,276	\$60,319	30.9%
113	Museum Protection & Visitor Services Supervisor	\$75,660	\$45,874	39.4%
114	Criminal Justice Technician I	\$65,856	\$61,007	7.4%
115	Law Office Assistant I	\$61,560	\$45,941	25.4%
116	Paralegal II	\$87,276	\$62,701	28.2%
117	Attorney II	\$114,108	\$90,359	20.8%
118	Attorney IV	\$149,220	\$113,819	23.7%
119	Administrative Law Judge I	\$130,344	\$108,603	16.7%
120	Workers' Compensation Hearing Officer II	\$130,704	\$79,377	39.3%
121	Forensic Technician I	\$71,340	\$39,136	45.1%
122	Forensic Scientist III - Chemistry	\$107,580	\$80,194	25.5%
123	Forensic Scientist III - DNA	\$107,580	\$83,992	21.9%
124	Investigator III	\$99,744	\$72,766	27.0%
125	Recorder II	\$61,560	\$43,412	29.5%
126	Motor Vehicle Customer Service Representative I	\$57,684	\$40,801	29.3%

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

Bench. Number	Benchmark Title	State of AK Annual Salary	Market 60th %ile Annual Salary	Percent Difference
		At Entry	At Entry	
127	Motor Vehicle Office Manager I	\$43,692	\$39,340	10.0%
128	State Trooper	\$66,712	\$64,423	4.0%
129	Lieutenant, Alaska State Troopers	\$75,228	\$68,166	9.4%
130	Court Services Officer	\$48,936	n/a	n/a
131	Airport Police & Fire Officer II	\$52,680	\$45,102	14.4%
132	Airport Police & Fire Officer V	\$61,572	\$46,710	24.1%
133	Deputy Fire Marshal I	\$56,712	\$52,698	7.1%
134	Correctional Officer II	\$44,663	\$42,482	4.9%
135	Correctional Superintendent I	\$65,904	\$62,808	4.7%
136	Juvenile Justice Officer II	\$39,792	\$42,403	-6.6%
137	Juvenile Probation Officer II	\$45,696	\$48,287	-5.7%
138	Adult Probation Officer II	\$45,696	\$47,058	-3.0%
139	Adult Probation Officer IV	\$61,572	\$68,898	-11.9%
140	Hydrologist II	\$52,176	\$50,058	4.1%
141	Geologist III	\$55,896	\$57,467	-2.8%
142	Chemist IV	\$59,712	\$53,967	9.6%
143	Environmental Program Specialist III	\$52,176	\$50,554	3.1%
144	Environmental Program Manager I	\$65,904	\$72,349	-9.8%
145	Environmental Impact Analyst III	\$55,896	\$60,895	-8.9%
146	Engineering Assistant III	\$63,888	\$51,154	19.9%
147	Communications Engineering Associate II	\$72,972	\$53,783	26.3%
148	Utility Engineering Analyst IV	\$68,256	\$66,316	2.8%
149	Engineer/Architect III	\$86,160	\$69,508	19.3%
150	Technical Engineer I/Architect I	\$78,132	\$68,252	12.6%
151	Landscape Specialist	\$45,300	\$53,110	-17.2%
152	Vessel Construction Manager II	\$68,256	\$76,409	-11.9%
153	Land Surveyor I	\$63,888	\$59,318	7.2%
154	Survey, Journey	\$39,702	\$38,443	3.2%
155	Drafting Technician III	\$42,168	\$37,915	10.1%
156	Cartographer II	\$42,168	\$37,903	10.1%
157	Food Service, Sub-Journey	\$23,751	\$22,831	3.9%
158	Food Service, Lead	\$35,510	\$26,517	25.3%
159	Environmental Services, Journey II	\$28,100	\$23,245	17.3%
160	Mechanic, Automotive, Advanced Journey/Lead	\$42,335	\$39,849	5.9%
161	Mechanic, Automotive, Foreman I	\$45,299	\$49,766	-9.9%
162	Equipment Operator, Journey II	\$42,335	\$35,358	16.6%
163	Equipment Operator Foreman I	\$47,931	\$45,401	5.3%
164	Maintenance Generalist, Journey	\$39,702	\$35,256	11.2%
165	Maintenance Specialist, Journey I	\$42,335	\$39,557	6.6%
166	Maintenance Specialist, Foreman	\$50,427	\$52,856	-4.8%
167	Maintenance Spec., Electrician, Journey II/Lead	\$47,931	\$44,446	7.3%
168	Survey Instrument Technician II	\$50,160	\$33,292	33.6%

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

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

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

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

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

Bench. Number	Benchmark Title	State of AK	Market 60th %ile	Percent Difference	State of AK	Market 60th %ile	Percent Difference
		Annual Salary After 5 Years	Annual Salary After 5 Years		Annual Salary After 10 Years	Annual Salary After 10 Years	
1	Division Director-PX	\$110,844	\$119,573	-7.9%	\$119,304	\$129,149	-8.3%
2	Division Operations Manager	\$95,472	\$90,556	5.1%	\$102,768	\$105,020	-2.2%
3	Administrative Clerk II	\$31,716	\$32,818	-3.5%	\$35,424	\$36,977	-4.4%
4	Administrative Assistant II	\$46,992	\$38,318	18.5%	\$52,428	\$45,571	13.1%
5	Administrative Officer I	\$59,724	\$54,620	8.6%	\$64,296	\$60,686	5.6%
6	Accounting Technician I	\$40,776	\$41,899	-2.0%	\$45,588	\$46,454	-1.9%
7	Accountant III	\$61,956	\$62,156	-0.3%	\$69,024	\$79,368	-15.0%
8	Accountant V	\$83,388	\$85,316	-2.3%	\$89,760	\$96,884	-7.9%
9	Human Resource Technician II	\$47,688	\$39,817	16.5%	\$51,336	\$47,807	6.9%
10	Human Resource Specialist I	\$54,852	\$57,457	-4.7%	\$59,040	\$63,285	-7.2%
11	Human Resource Manager I	\$82,224	\$77,889	5.3%	\$88,512	\$89,505	-1.1%
12	Analyst Programmer IV	\$70,752	\$66,033	6.7%	\$78,888	\$71,497	9.4%
13	Data Processing Manager I	\$83,388	\$76,382	8.4%	\$89,760	\$88,490	1.4%
14	Microcomputer/Network Specialist I	\$61,956	\$60,689	2.0%	\$69,024	\$74,528	-8.0%
15	Systems Programmer II	\$81,048	\$72,001	11.2%	\$90,444	\$82,332	9.0%
16	Internet Specialist I	\$54,036	\$38,749	28.3%	\$60,396	\$65,516	-8.5%
17	Statistical Technician I	\$40,776	\$43,041	-5.6%	\$45,588	\$51,261	-12.4%
18	Research Analyst III	\$61,956	\$60,084	3.0%	\$69,024	\$66,861	3.1%
19	Stock & Parts Services, Journey II	\$47,580	\$37,979	20.2%	\$50,466	\$45,827	9.2%
20	Procurement Specialist III	\$61,956	\$67,109	-8.3%	\$69,024	\$83,188	-20.5%
21	Claims Administrator	\$66,228	\$70,098	-5.8%	\$73,764	\$85,387	-15.8%
22	Loan Closer/Processor II	\$40,776	\$46,736	-14.6%	\$45,588	\$66,608	-46.1%
23	Grants Administrator II	\$57,816	\$55,684	3.7%	\$64,536	\$72,622	-12.5%
24	Occupational License Examiner	\$43,728	\$46,371	-6.0%	\$48,960	\$59,370	-21.3%
25	Insurance Analyst I	\$43,728	\$50,091	-14.6%	\$48,960	\$56,677	-15.8%
26	Community Care Licensing Specialist I	\$54,036	\$63,961	-18.4%	\$60,396	\$71,631	-18.6%
27	Financial Institution Examiner III	\$75,624	\$70,945	6.2%	\$84,444	\$91,192	-8.0%
28	Utility Financial Analyst III	\$75,624	\$77,749	-2.8%	\$84,444	\$101,149	-19.8%
29	Commercial Vehicle Enforcement Officer II	\$46,992	\$49,752	-5.9%	\$52,428	\$61,072	-16.5%
30	Occupational Safety & Compliance Officer	\$64,038	\$65,105	-1.7%	\$67,938	\$80,756	-18.9%
31	Safety Insp. & Compliance, Elevator Inspector	\$64,038	\$62,967	1.7%	\$67,938	\$78,506	-15.6%
32	Environmental Health Officer III	\$61,956	\$55,980	9.6%	\$69,024	\$66,541	3.6%
33	Tax Technician III	\$46,992	\$46,572	0.9%	\$52,428	\$57,797	-10.2%
34	Tax Auditor III	\$70,752	\$56,305	20.4%	\$78,888	\$68,495	13.2%
35	Revenue Audit Supervisor II	\$102,612	\$106,055	-3.4%	\$110,460	\$117,226	-6.1%
36	Oil & Gas revenue Auditor III	\$81,048	\$65,738	18.9%	\$90,444	\$89,843	0.7%
37	Internal Auditor III	\$75,624	\$58,289	22.9%	\$84,444	\$94,969	-12.5%
38	Local Government Specialist III	\$57,816	n/a	n/a	\$64,536	n/a	n/a
39	Budget Analyst III	\$66,228	\$63,914	3.5%	\$73,764	\$78,981	-7.1%
40	Economist III	\$72,996	\$68,241	6.5%	\$78,576	\$84,108	-7.0%
41	Petroleum Economist II	\$81,048	\$86,237	-6.4%	\$90,444	\$110,542	-22.2%
42	Community Development Specialist II	\$54,036	\$56,728	-5.0%	\$60,396	\$67,359	-11.5%

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

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

Bench. Number	Benchmark Title	State of AK Annual Salary After 5 Years	Market 60th %ile Annual Salary After 5 Years	Percent Difference	State of AK Annual Salary After 10 Years	Market 60th %ile Annual Salary After 10 Years	Percent Difference
43	Planner III	\$66,228	\$69,462	-4.9%	\$73,764	\$80,088	-8.6%
44	Transportation Planner I	\$78,624	\$82,178	-4.5%	\$84,444	\$92,628	-9.7%
45	Radio Dispatcher II	\$40,776	\$45,419	-11.4%	\$45,588	\$57,439	-26.0%
46	Emergency Management Specialist II	\$54,036	\$57,812	-7.0%	\$60,396	\$69,724	-15.4%
47	Airport Operations Officer	\$61,956	\$68,687	-10.9%	\$69,024	\$86,759	-25.7%
48	Ferry Terminal Assistant I	\$40,776	\$42,106	-3.3%	\$45,588	\$46,037	-1.0%
49	Reservations Specialist	\$55,848	\$48,567	13.0%	\$60,120	\$69,753	-16.0%
50	Port Captain	\$89,352	n/a	n/a	\$96,180	n/a	n/a
51	Maintenance & Operations Superintendent	\$77,952	\$73,854	5.3%	\$83,916	\$88,628	-5.6%
52	Right-of-Way Agent III	\$61,956	\$63,960	-3.2%	\$69,024	\$89,843	-30.2%
53	Appraiser II	\$61,956	\$59,870	3.4%	\$69,024	\$68,105	1.3%
54	Building Management Specialist	\$66,228	\$77,222	-16.6%	\$73,764	\$83,021	-12.5%
55	Airport Leasing Specialist II	\$54,036	\$66,124	-22.4%	\$60,396	\$71,818	-18.9%
56	Education Program Assistant	\$40,776	\$45,917	-12.6%	\$45,588	\$47,307	-3.8%
57	Education Specialist II	\$78,624	\$63,259	16.4%	\$84,444	\$75,800	10.2%
58	AVTEC Instructor	n/a	\$55,436	n/a	n/a	\$60,218	n/a
59	Training Specialist II	\$61,956	\$57,939	6.8%	\$69,024	\$72,446	-5.0%
60	Alaska Military Youth Academy Team Leader	\$43,728	\$45,017	-2.9%	\$48,960	n/a	n/a
61	Recreation Assistant	\$38,100	\$35,336	7.3%	\$42,612	\$36,692	13.9%
62	Library Assistant I	\$38,100	\$32,866	13.7%	\$42,612	\$41,746	2.0%
63	Librarian III	\$70,752	\$60,322	14.7%	\$78,888	\$75,800	3.9%
64	Archivist II	\$61,956	\$50,641	18.3%	\$69,024	\$63,642	7.8%
65	Museum Curator II	\$61,956	\$46,616	24.8%	\$69,024	\$57,939	16.1%
66	Archaeologist II	\$61,956	\$62,106	-0.2%	\$69,024	\$75,974	-10.1%
67	Subsistence Resource Specialist II	\$54,036	\$54,903	-1.6%	\$60,396	\$58,772	2.7%
68	Publications Specialist II	\$54,036	\$46,911	13.2%	\$60,396	\$58,173	3.7%
69	Information Officer II	\$57,816	\$61,606	-6.6%	\$64,536	\$76,674	-18.8%
70	Child Support Specialist I	\$46,992	\$43,824	6.7%	\$52,428	\$54,975	-4.9%
71	Child Support Manager	\$77,952	\$77,833	0.2%	\$83,916	\$84,042	-0.2%
72	Eligibility Technician II	\$46,992	\$45,250	3.7%	\$52,428	\$69,262	-32.1%
73	Medical Assistance Administrator III	\$70,752	\$76,010	-7.4%	\$78,888	\$95,680	-21.3%
74	Workers' Compensation Technician	\$40,776	\$45,973	-12.7%	\$45,588	\$61,926	-35.8%
75	Social Services Program Coordinator	\$70,752	\$64,687	8.6%	\$78,888	\$81,137	-2.9%
76	Social Services Associate II	\$40,776	\$43,479	-6.6%	\$45,588	\$43,287	5.0%
77	Social Worker II (Children's Services)	\$57,816	\$58,523	-1.2%	\$64,536	\$69,170	-7.2%
78	Social Worker IV/Children's Services Supervisor	\$68,340	\$68,348	0.0%	\$73,572	\$78,658	-6.9%
79	Public Guardian	\$61,956	n/a	n/a	\$69,024	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$40,776	\$40,402	0.9%	\$45,588	\$50,390	-10.5%
81	Vocational Rehabilitation Counselor III	\$66,228	\$56,911	14.1%	\$73,764	\$78,506	-6.4%
82	Employment Security Specialist IB	\$46,992	\$44,825	4.6%	\$52,428	\$55,796	-6.4%
83	Employment Service Manager I	\$55,848	\$58,289	-4.4%	\$60,120	\$72,884	-21.2%
84	College Intern III	\$37,206	\$42,705	-14.8%	\$40,053	\$51,490	-28.6%

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

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

Bench. Number	Benchmark Title	State of AK Annual Salary After 5 Years	Market 60th %ile Annual Salary After 5 Years	Percent Difference	State of AK Annual Salary After 10 Years	Market 60th %ile Annual Salary After 10 Years	Percent Difference
85	Health Program Associate	\$54,036	\$42,527	21.3%	\$60,396	\$48,491	19.7%
86	Health Program Manager II	\$66,228	\$74,767	-12.9%	\$73,764	\$97,313	-31.9%
87	Public Health Specialist II	\$70,752	\$74,260	-5.0%	\$78,888	\$81,137	-2.9%
88	Certified Nurse Aide I	\$36,108	\$34,270	5.1%	\$40,308	\$39,416	2.2%
89	Psychiatric Nursing Assistant III	\$41,136	\$41,387	-0.6%	\$46,032	\$45,580	1.0%
90	Nurse II	\$66,864	\$60,322	9.8%	\$74,448	\$72,637	2.4%
91	Nurse II (Psychiatric)	\$66,864	\$66,074	1.2%	\$74,448	\$82,853	-11.3%
92	Public Health Nurse II	\$75,624	\$65,940	12.8%	\$84,444	\$82,978	1.7%
93	Nurse IV	\$83,388	\$74,398	10.8%	\$89,760	\$87,635	2.4%
94	Health Practitioner I	\$92,808	\$79,848	14.0%	\$104,004	\$101,174	2.7%
95	Wildlife Veterinarian	\$81,048	\$72,446	10.6%	\$90,444	\$93,478	-3.4%
96	Psychological Counselor II	\$57,816	\$59,946	-3.7%	\$64,536	\$75,647	-17.2%
97	Mental Health Clinician III	\$75,624	\$85,742	-13.4%	\$84,444	\$100,873	-19.5%
98	Pharmacy Technician	\$41,136	\$43,046	-4.6%	\$46,032	\$49,466	-7.5%
99	Recreation Therapist II	\$58,848	\$51,097	8.5%	\$60,120	\$67,237	-11.8%
100	Laboratory Technician	\$43,728	\$43,864	-0.3%	\$48,960	\$54,925	-12.2%
101	Public Health Microbiologist I	\$57,816	\$55,861	3.4%	\$64,536	\$66,474	-3.0%
102	Fish & Wildlife Technician II	\$33,684	\$32,420	3.8%	\$37,512	\$36,650	2.3%
103	Fishery Biologist II	\$55,848	\$54,888	1.7%	\$60,120	\$69,724	-16.0%
104	Fishery Biologist IV	\$72,996	\$60,611	17.0%	\$78,576	\$91,192	-16.1%
105	Biometrician III	\$70,752	\$71,857	-1.6%	\$78,888	\$84,389	-7.0%
106	Fisheries Scientist I	\$83,388	\$77,672	6.9%	\$89,760	\$101,149	-12.7%
107	Agronomist II	\$63,924	\$68,915	-7.8%	\$68,808	\$75,185	-9.3%
108	Natural Resource Technician II	\$40,776	\$40,037	1.8%	\$45,588	\$49,107	-7.7%
109	Natural Resource Specialist II	\$54,036	\$50,784	6.0%	\$60,396	\$67,360	-11.5%
110	Natural Resource Manager II	\$72,996	\$72,477	0.7%	\$78,576	\$88,562	-12.7%
111	Wildland Fire & Resource Technician III	\$40,776	\$43,683	-7.1%	\$45,588	\$51,433	-12.8%
112	Park Ranger I	\$54,036	\$54,632	-1.1%	\$60,396	\$63,148	-4.6%
113	Museum Protection & Visitor Services Supervisor	\$48,612	\$53,446	-9.9%	\$52,332	\$46,037	12.0%
114	Criminal Justice Technician I	\$40,776	\$39,239	3.8%	\$45,588	\$49,004	-7.5%
115	Law Office Assistant I	\$38,100	\$42,761	-12.2%	\$42,612	\$47,508	-11.5%
116	Paralegal II	\$54,036	\$57,872	-7.1%	\$60,396	\$64,967	-7.6%
117	Attorney II	\$73,344	\$74,147	-1.1%	\$78,948	\$84,389	-6.9%
118	Attorney IV	\$95,940	\$151,582	-58.0%	\$103,272	\$169,760	-64.4%
119	Administrative Law Judge I	\$83,784	\$95,750	-14.3%	\$90,192	\$120,287	-33.4%
120	Workers' Compensation Hearing Officer II	\$81,048	\$80,194	1.1%	\$90,444	\$101,149	-11.8%
121	Forensic Technician I	\$44,100	\$36,748	16.7%	\$49,380	n/a	n/a
122	Forensic Scientist III - Chemistry	\$66,864	\$68,824	-2.9%	\$74,448	\$84,389	-13.4%
123	Forensic Scientist III - DNA	\$66,864	\$76,851	-14.9%	\$74,448	\$84,389	-13.4%
124	Investigator III	\$61,956	\$68,068	-9.9%	\$69,024	\$95,681	-38.6%
125	Recorder II	\$38,100	\$41,573	-9.1%	\$42,612	\$47,957	-12.5%
126	Motor Vehicle Customer Service Representative I	\$35,760	\$37,454	-4.7%	\$39,924	\$41,901	-5.0%

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

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

Bench. Number	Benchmark Title	State of AK Annual Salary After 5 Years	Market 60th %ile Annual Salary After 5 Years	Percent Difference	State of AK Annual Salary After 10 Years	Market 60th %ile Annual Salary After 10 Years	Percent Difference
127	Motor Vehicle Office Manager I	\$52,086	\$52,302	-0.5%	\$56,040	\$60,583	-8.1%
128	State Trooper	\$68,172	\$64,819	4.9%	\$73,380	\$74,478	-1.5%
129	Lieutenant, Alaska State Troopers	\$89,352	\$81,956	8.3%	\$96,180	\$84,991	11.6%
130	Court Services Officer	\$58,836	n/a	n/a	\$63,336	n/a	n/a
131	Airport Police & Fire Officer II	\$63,336	\$51,925	18.0%	\$68,172	\$56,786	16.7%
132	Airport Police & Fire Officer V	\$72,996	\$58,577	19.8%	\$78,576	\$68,495	12.8%
133	Deputy Fire Marshal I	\$68,172	\$66,999	1.7%	\$73,380	\$74,659	-1.7%
134	Correctional Officer II	\$53,028	\$49,791	6.1%	\$56,806	\$53,065	6.6%
135	Correctional Superintendent I	\$77,952	\$79,702	-2.2%	\$83,916	\$93,088	-10.9%
136	Juvenile Justice Officer II	\$47,040	\$50,206	-6.7%	\$52,680	\$56,222	-6.7%
137	Juvenile Probation Officer II	\$54,564	\$60,736	-11.3%	\$60,948	\$72,507	-19.0%
138	Adult Probation Officer II	\$54,564	\$62,204	-14.0%	\$60,948	\$78,015	-28.0%
139	Adult Probation Officer IV	\$72,996	\$82,562	-13.1%	\$78,576	\$96,894	-23.3%
140	Hydrologist II	\$61,956	\$71,707	-15.7%	\$69,024	\$74,142	-7.4%
141	Geologist III	\$66,228	\$70,122	-5.9%	\$73,764	\$74,142	-0.5%
142	Chemist IV	\$70,752	\$63,771	9.9%	\$78,888	\$87,935	-11.5%
143	Environmental Program Specialist III	\$61,956	\$53,711	13.3%	\$69,024	\$78,506	-13.7%
144	Environmental Program Manager I	\$77,952	\$66,147	15.1%	\$83,916	\$117,226	-39.7%
145	Environmental Impact Analyst III	\$66,228	\$64,760	2.2%	\$73,764	\$101,326	-37.4%
146	Engineering Assistant III	\$75,624	\$65,215	13.8%	\$84,444	\$77,884	7.8%
147	Communications Engineering Associate II	\$86,868	\$81,069	6.7%	\$97,032	\$91,192	6.0%
148	Utility Engineering Analyst IV	\$81,048	\$92,359	-14.0%	\$90,444	\$120,287	-33.0%
149	Engineer/Architect III	\$102,612	\$94,254	8.1%	\$110,460	\$113,808	-3.0%
150	Technical Engineer I/Architect I	\$92,808	\$82,425	11.2%	\$104,004	\$120,278	-15.6%
151	Landscape Specialist	\$54,036	\$64,072	-18.6%	\$60,396	\$69,542	-15.1%
152	Vessel Construction Manager II	\$81,048	\$97,713	-20.6%	\$90,444	\$120,287	-33.0%
153	Land Surveyor I	\$75,624	\$70,284	7.1%	\$84,444	\$91,310	-8.1%
154	Survey, Journey	\$47,580	\$43,411	8.8%	\$50,466	\$41,146	18.5%
155	Drafting Technician III	\$50,328	\$43,000	14.6%	\$56,364	\$58,290	-3.4%
156	Cartographer II	\$50,328	\$49,342	2.0%	\$56,364	\$58,856	-4.4%
157	Food Service, Sub-Journey	\$28,529	\$28,691	-0.6%	\$30,264	\$32,517	-7.4%
158	Food Service, Lead	\$42,276	\$35,486	16.1%	\$44,850	\$40,252	10.3%
159	Environmental Services, Journey II	\$32,565	\$30,712	5.7%	\$34,554	\$34,412	0.4%
160	Mechanic, Automotive, Advanced Journey/Lead	\$50,720	\$49,239	2.9%	\$53,801	\$60,934	-13.3%
161	Mechanic, Automotive, Foreman I	\$53,996	\$61,673	-14.2%	\$57,291	\$75,590	-31.9%
162	Equipment Operator, Journey II	\$50,720	\$44,603	12.1%	\$53,801	\$54,844	-1.9%
163	Equipment Operator Foreman I	\$57,077	\$55,796	2.2%	\$60,548	\$62,836	-3.8%
164	Maintenance Generalist, Journey	\$47,580	\$47,944	-0.8%	\$50,466	\$51,568	-2.2%
165	Maintenance Specialist, Journey I	\$50,720	\$53,548	-5.6%	\$53,801	\$60,791	-13.0%
166	Maintenance Specialist, Foreman	\$60,216	\$61,757	-2.6%	\$63,882	\$65,665	-2.8%
167	Maintenance Spec., Electrician, Journey II/Lead	\$57,077	\$56,424	1.1%	\$60,548	\$60,881	-0.6%
168	Survey Instrument Technician II	\$59,724	\$40,949	31.4%	\$64,296	n/a	n/a

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



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

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

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

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

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

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

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

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

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

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

Bench. Number	Benchmark Title	State of AK Annual Range Maximum	Market 60th %ile Annual Range Maximum	Percent Difference
85	Health Program Associate	\$87,276	\$61,429	29.6%
86	Health Program Manager II	\$106,572	\$88,315	17.1%
87	Public Health Specialist II	\$113,988	\$80,539	29.3%
88	Certified Nurse Aide I	\$58,248	\$37,800	35.1%
89	Psychiatric Nursing Assistant III	\$66,516	\$44,989	32.4%
90	Nurse II	\$107,580	\$77,617	27.9%
91	Nurse II (Psychiatric)	\$107,580	\$74,972	30.3%
92	Public Health Nurse II	\$122,028	\$80,075	34.4%
93	Nurse IV	\$129,720	\$94,249	27.3%
94	Health Practitioner I	\$150,300	\$104,846	30.2%
95	Wildlife Veterinarian	\$130,704	\$101,907	22.0%
96	Psychological Counselor II	\$93,264	\$71,266	23.6%
97	Mental Health Clinician III	\$122,028	\$97,021	20.5%
98	Pharmacy Technician	\$66,516	\$41,886	37.0%
99	Recreation Therapist II	\$86,880	\$61,402	29.3%
100	Laboratory Technician	\$70,752	\$47,868	32.3%
101	Public Health Microbiologist I	\$93,264	\$69,171	25.8%
102	Fish & Wildlife Technician II	\$64,204	\$49,924	7.9%
103	Fishery Biologist II	\$86,880	\$73,783	15.1%
104	Fishery Biologist IV	\$113,556	\$87,191	23.2%
105	Biometrician III	\$113,988	\$89,557	21.4%
106	Fisheries Scientist I	\$129,720	\$87,762	32.3%
107	Agronomist II	\$99,408	\$78,850	20.7%
108	Natural Resource Technician II	\$65,856	\$43,864	33.4%
109	Natural Resource Specialist II	\$87,276	\$74,932	14.1%
110	Natural Resource Manager II	\$113,556	\$104,847	7.7%
111	Wildland Fire & Resource Technician III	\$65,856	\$43,357	34.2%
112	Park Ranger I	\$87,276	\$61,027	30.1%
113	Museum Protection & Visitor Services Supervisor	\$75,660	\$48,274	36.2%
114	Criminal Justice Technician I	\$65,856	\$61,182	7.1%
115	Law Office Assistant I	\$61,860	\$49,170	20.1%
116	Paralegal II	\$87,276	\$64,105	26.5%
117	Attorney II	\$114,108	\$93,953	17.7%
118	Attorney IV	\$149,220	\$124,871	16.3%
119	Administrative Law Judge I	\$130,344	\$113,819	12.7%
120	Workers' Compensation Hearing Officer II	\$130,704	\$80,514	38.4%
121	Forensic Technician I	\$71,340	\$40,876	42.7%
122	Forensic Scientist III - Chemistry	\$107,580	\$82,793	23.0%
123	Forensic Scientist III - DNA	\$107,580	\$86,411	19.7%
124	Investigator III	\$99,744	\$80,819	19.0%
125	Recorder II	\$61,560	\$46,949	23.7%
126	Motor Vehicle Customer Service Representative I	\$57,684	\$43,820	24.0%

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

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

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

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

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

<b>Bench. Number</b>	<b>Benchmark Title</b>	<b>State of AK Annual Range Maximum</b>	<b>Market 60th %ile Annual Range Maximum</b>	<b>Percent Difference</b>
169	Engineering Technician, Journey	\$51,987	\$61,762	-18.8%
170	Materials Laboratory Technician, Journey	\$55,419	\$50,345	9.2%
171	Aircraft Pilot II	\$106,572	\$85,378	19.9%
172	Boat Officer III	\$93,264	n/a	n/a
173	Mail Services Courier	\$54,204	\$36,400	32.8%
174	Security Guard I	\$54,204	\$43,604	19.6%

**AGGREGATE AVERAGES :**

**24.0%**

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

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

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
1	Division Director-PX	\$92,796	\$85,166	8.2%
2	Division Operations Manager	\$80,496	\$79,233	1.6%
3	Administrative Clerk II	\$27,324	\$27,864	-0.9%
4	Administrative Assistant II	\$39,432	\$34,827	11.7%
5	Administrative Officer I	\$50,160	\$45,446	9.4%
6	Accounting Technician I	\$34,704	\$31,183	10.1%
7	Accountant III	\$52,176	\$52,663	-0.9%
8	Accountant V	\$70,380	\$64,846	7.9%
9	Human Resource Technician II	\$39,996	\$34,984	12.6%
10	Human Resource Specialist I	\$45,924	\$48,437	-5.6%
11	Human Resource Manager I	\$69,300	\$71,751	-3.5%
12	Analyst Programmer IV	\$59,712	\$55,850	6.5%
13	Data Processing Manager I	\$70,380	\$65,310	7.2%
14	Microcomputer/Network Specialist I	\$52,176	\$48,005	8.0%
15	Systems Programmer II	\$68,266	\$56,628	17.0%
16	Internet Specialist I	\$45,300	\$46,058	-1.7%
17	Statistical Technician I	\$34,704	\$35,046	-1.0%
18	Research Analyst III	\$52,176	\$52,691	-1.0%
19	Stock & Parts Services, Journey II	\$39,702	\$29,947	24.6%
20	Procurement Specialist III	\$52,176	\$50,075	4.0%
21	Claims Administrator	\$55,896	\$58,753	-5.1%
22	Loan Closer/Processor II	\$34,704	\$37,005	-6.6%
23	Grants Administrator II	\$48,516	\$45,602	6.0%
24	Occupational License Examiner	\$36,960	\$40,599	-9.8%
25	Insurance Analyst I	\$36,960	\$40,770	-10.3%
26	Community Care Licensing Specialist I	\$45,300	\$47,122	-4.0%
27	Financial institution Examiner III	\$63,888	\$63,937	-0.1%
28	Utility Financial Analyst III	\$63,888	\$59,696	6.6%
29	Commercial Vehicle Enforcement Officer II	\$39,432	\$39,786	-0.9%
30	Occupational Safety & Compliance Officer	\$52,826	\$51,014	3.4%
31	Safety Insp. & Compliance, Elevator Inspector	\$52,826	\$48,910	7.4%
32	Environmental Health Officer III	\$52,176	\$48,428	7.2%
33	Tax Technician III	\$39,432	\$39,936	-1.3%
34	Tax Auditor III	\$59,712	\$50,768	15.0%
35	Revenue Audit Supervisor II	\$86,160	\$71,164	17.4%
36	Oil & Gas revenue Auditor III	\$68,266	\$56,423	17.3%
37	Internal Auditor III	\$63,888	\$51,035	20.1%
38	Local Government Specialist III	\$48,516	n/a	n/a
39	Budget Analyst III	\$55,896	\$51,444	8.0%
40	Economist III	\$61,572	\$53,338	13.4%
41	Petroleum Economist II	\$68,266	\$63,155	7.5%
42	Community Development Specialist II	\$45,300	\$44,901	0.9%

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

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

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

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



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

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference
		Annual Salary At Entry	Annual Salary At Entry	
85	Health Program Associate	\$45,300	\$39,483	12.8%
86	Health Program Manager II	\$55,896	\$60,987	-9.1%
87	Public Health Specialist II	\$59,712	\$50,695	15.1%
88	Certified Nurse Aide I	\$31,032	\$27,254	12.2%
89	Psychiatric Nursing Assistant III	\$35,052	\$31,056	11.4%
90	Nurse II	\$56,412	\$50,973	9.6%
91	Nurse II (Psychiatric)	\$56,412	\$51,711	8.3%
92	Public Health Nurse II	\$63,888	\$55,461	13.2%
93	Nurse IV	\$70,380	\$61,513	12.6%
94	Health Practitioner I	\$78,132	\$68,762	12.0%
95	Wildlife Veterinarian	\$68,256	\$67,644	0.9%
96	Psychological Counselor II	\$48,516	\$50,525	-4.1%
97	Mental Health Clinician III	\$63,888	\$65,027	-1.8%
98	Pharmacy Technician	\$35,052	\$31,593	9.9%
99	Recreation Therapist II	\$46,836	\$40,215	14.1%
100	Laboratory Technician	\$36,960	\$34,971	5.4%
101	Public Health Microbiologist I	\$48,516	\$47,860	1.4%
102	Fish & Wildlife Technician II	\$29,004	\$31,537	-8.7%
103	Fishery Biologist II	\$46,836	\$44,945	4.0%
104	Fishery Biologist IV	\$61,572	\$55,888	9.2%
105	Biometrician III	\$59,712	\$61,787	-3.5%
106	Fisheries Scientist I	\$70,380	\$56,468	19.8%
107	Agronomist II	\$53,928	\$53,202	1.3%
108	Natural Resource Technician II	\$34,704	\$32,277	7.0%
109	Natural Resource Specialist II	\$45,300	\$46,644	-3.0%
110	Natural Resource Manager II	\$61,572	\$67,939	-10.3%
111	Wildland Fire & Resource Technician III	\$34,704	\$34,531	0.5%
112	Park Ranger I	\$45,300	\$41,256	8.9%
113	Museum Protection & Visitor Services Supervisor	\$40,824	\$39,457	3.3%
114	Criminal Justice Technician I	\$34,704	\$33,639	3.1%
115	Law Office Assistant I	\$32,784	\$36,264	-10.6%
116	Paralegal II	\$45,300	\$44,089	2.7%
117	Attorney II	\$61,884	\$58,543	5.4%
118	Attorney IV	\$80,880	\$89,798	-11.0%
119	Administrative Law Judge I	\$70,728	\$80,061	-13.2%
120	Workers' Compensation Hearing Officer II	\$68,256	\$56,218	17.6%
121	Forensic Technician I	\$37,296	\$32,577	12.7%
122	Forensic Scientist III - Chemistry	\$56,412	\$55,990	0.7%
123	Forensic Scientist III - DNA	\$56,412	\$56,656	-0.4%
124	Investigator III	\$52,176	\$55,222	-5.8%
125	Recorder II	\$32,784	\$33,665	-2.7%
126	Motor Vehicle Customer Service Representative I	\$30,780	\$30,499	0.9%

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

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

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

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

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

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

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

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

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

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

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

Bench. Number	Benchmark Title	State of AK Annual Salary After 5 Years	Market 65th %ile Annual Salary After 5 Years	Percent Difference	State of AK Annual Salary After 10 Years	Market 65th %ile Annual Salary After 10 Years	Percent Difference
43	Planner III	\$66,228	\$70,187	-6.0%	\$73,764	\$82,721	-12.1%
44	Transportation Planner I	\$75,624	\$63,372	16.2%	\$84,444	\$93,693	-11.0%
45	Radio Dispatcher II	\$40,776	\$45,912	-12.6%	\$45,588	\$58,162	-27.6%
46	Emergency Management Specialist II	\$54,036	\$58,821	-8.9%	\$60,396	\$69,727	-15.4%
47	Airport Operations Officer	\$61,956	\$70,091	-13.1%	\$69,024	\$89,948	-30.3%
48	Ferry Terminal Assistant I	\$40,776	\$42,277	-3.7%	\$45,588	\$46,037	-1.0%
49	Reservations Specialist	\$55,848	\$50,730	9.2%	\$60,120	\$69,753	-16.0%
50	Port Captain	\$89,352	n/a	n/a	\$96,180	n/a	n/a
51	Maintenance & Operations Superintendent	\$77,952	\$77,149	1.0%	\$83,916	\$89,052	-6.1%
52	Right-of-Way Agent III	\$61,956	\$64,091	-3.4%	\$69,024	\$91,256	-32.2%
53	Appraiser II	\$61,956	\$61,576	0.6%	\$69,024	\$69,341	-0.5%
54	Building Management Specialist	\$66,228	\$79,349	-19.8%	\$73,764	\$84,525	-14.6%
55	Airport Leasing Specialist II	\$54,036	\$66,247	-22.6%	\$60,396	\$72,680	-20.3%
56	Education Program Assistant	\$40,776	\$46,553	-14.2%	\$45,588	\$47,496	-4.2%
57	Education Specialist II	\$75,624	\$63,482	16.1%	\$84,444	\$75,953	10.1%
58	AVTEC Instructor	n/a	\$56,741	n/a	n/a	\$61,323	n/a
59	Training Specialist II	\$61,956	\$58,056	6.3%	\$69,024	\$72,592	-6.2%
60	Alaska Military Youth Academy Team Leader	\$43,728	\$45,557	-4.2%	\$48,960	n/a	n/a
61	Recreation Assistant	\$38,100	\$35,712	6.3%	\$42,612	\$37,249	12.6%
62	Library Assistant I	\$38,100	\$32,983	13.4%	\$42,612	\$43,619	-2.4%
63	Librarian III	\$70,752	\$60,475	14.5%	\$78,888	\$75,953	3.7%
64	Archivist II	\$61,956	\$50,769	18.1%	\$69,024	\$63,738	7.7%
65	Museum Curator II	\$61,956	\$46,710	24.6%	\$69,024	\$58,056	15.9%
66	Archaeologist II	\$61,956	\$65,261	-5.3%	\$69,024	\$79,121	-14.6%
67	Subsistence Resource Specialist II	\$54,036	\$55,016	-1.8%	\$60,396	\$58,772	2.7%
68	Publications Specialist II	\$54,036	\$46,934	13.1%	\$60,396	\$58,260	3.5%
69	Information Officer II	\$57,816	\$63,741	-10.2%	\$64,836	\$76,882	-19.1%
70	Child Support Specialist I	\$46,992	\$44,902	4.4%	\$52,428	\$55,719	-6.3%
71	Child Support Manager	\$77,952	\$79,234	-1.6%	\$83,916	\$84,086	-0.2%
72	Eligibility Technician II	\$46,992	\$47,533	-1.2%	\$52,428	\$69,401	-32.4%
73	Medical Assistance Administrator III	\$70,752	\$77,196	-9.1%	\$78,888	\$96,364	-22.2%
74	Workers' Compensation Technician	\$40,776	\$46,423	-13.8%	\$45,588	\$62,905	-38.0%
75	Social Services Program Coordinator	\$70,752	\$66,563	5.9%	\$78,888	\$81,543	-3.4%
76	Social Services Associate II	\$40,776	\$44,070	-8.1%	\$45,588	\$43,631	4.3%
77	Social Worker II (Children's Services)	\$57,816	\$60,870	-5.3%	\$64,836	\$69,650	-7.9%
78	Social Worker IV/Children's Services Supervisor	\$68,340	\$71,219	-4.2%	\$73,572	\$79,108	-7.5%
79	Public Guardian	\$61,956	n/a	n/a	\$69,024	n/a	n/a
80	Vocational Rehabilitation Assistant II	\$40,776	\$40,776	0.0%	\$45,588	\$50,505	-10.8%
81	Vocational Rehabilitation Counselor III	\$66,228	\$57,120	13.8%	\$73,764	\$79,241	-7.4%
82	Employment Security Specialist IB	\$46,992	\$44,837	4.6%	\$52,428	\$55,796	-6.4%
83	Employment Service Manager I	\$55,848	\$58,289	-4.4%	\$60,120	\$72,884	-21.2%
84	College Intern III	\$37,206	\$42,813	-15.1%	\$40,053	\$52,513	-31.1%

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

Bench. Number	Benchmark Title	State of AK	Market 65th %ile	Percent Difference
		Annual Range Maximum	Annual Range Maximum	
85	Health Program Associate	\$87,276	\$62,607	28.3%
86	Health Program Manager II	\$106,672	\$88,426	17.0%
87	Public Health Specialist II	\$113,988	\$84,005	26.3%
88	Certified Nurse Aide I	\$58,248	\$37,852	35.0%
89	Psychiatric Nursing Assistant III	\$66,516	\$45,267	31.9%
90	Nurse II	\$107,580	\$78,541	27.0%
91	Nurse II (Psychiatric)	\$107,580	\$75,250	30.1%
92	Public Health Nurse II	\$122,028	\$80,853	33.7%
93	Nurse IV	\$129,720	\$96,888	25.3%
94	Health Practitioner I	\$150,300	\$107,329	28.6%
95	Wildlife Veterinarian	\$130,704	\$101,915	22.0%
96	Psychological Counselor II	\$93,264	\$71,271	23.6%
97	Mental Health Clinician III	\$122,028	\$97,543	20.1%
98	Pharmacy Technician	\$66,516	\$42,190	36.6%
99	Recreation Therapist II	\$86,880	\$65,786	24.3%
100	Laboratory Technician	\$70,752	\$50,427	28.7%
101	Public Health Microbiologist I	\$93,264	\$69,940	25.0%
102	Fish & Wildlife Technician II	\$64,204	\$50,392	7.0%
103	Fishery Biologist II	\$86,880	\$73,932	14.9%
104	Fishery Biologist IV	\$113,556	\$88,671	21.9%
105	Biometrician III	\$113,988	\$90,954	20.2%
106	Fisheries Scientist I	\$129,720	\$92,133	29.0%
107	Agronomist II	\$99,408	\$80,773	18.7%
108	Natural Resource Technician II	\$65,856	\$45,339	31.2%
109	Natural Resource Specialist II	\$87,276	\$75,407	13.6%
110	Natural Resource Manager II	\$113,556	\$108,394	4.5%
111	Wildland Fire & Resource Technician III	\$65,856	\$44,270	32.8%
112	Park Ranger I	\$87,276	\$61,534	29.5%
113	Museum Protection & Visitor Services Supervisor	\$75,660	\$49,474	34.6%
114	Criminal Justice Technician I	\$65,856	\$61,270	7.0%
115	Law Office Assistant I	\$61,560	\$50,072	18.7%
116	Paralegal II	\$87,276	\$65,599	24.8%
117	Attorney II	\$114,108	\$96,803	15.2%
118	Attorney IV	\$149,220	\$135,232	9.4%
119	Administrative Law Judge I	\$130,344	\$114,707	12.0%
120	Workers' Compensation Hearing Officer II	\$130,704	\$81,702	37.5%
121	Forensic Technician I	\$71,340	\$41,747	41.5%
122	Forensic Scientist III - Chemistry	\$107,580	\$84,652	21.3%
123	Forensic Scientist III - DNA	\$107,580	\$86,687	19.4%
124	Investigator III	\$99,744	\$85,335	14.4%
125	Recorder II	\$61,560	\$48,544	21.1%
126	Motor Vehicle Customer Service Representative I	\$57,684	\$44,766	22.4%

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

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

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

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

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

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

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