OBSERVATIONS

- A typical definition of market competitiveness is:
  - ➤ Within +/- 5% of market is considered highly competitive
  - ➤ Within +/- 10% of market is considered competitive
  - ➤ Within +/- 10-15% of market suggests a possible misalignment with market
  - ➤ Greater than +/- 15% from market suggests a significant misalignment with market

- On an overall basis of all jobs combined, the State's entry salaries are competitive to highly competitive, depending on which percentile compared with the market (11.2% above median, 7.2% above 60th percentile, and 5.0% above 65th percentile).

- Current State salary range spreads average about 82% while in the market, range spreads average about 48%. This explains why the range maximums are higher than market. In the market, most organizations cap their ranges at 10 -20 years (steps), but the State of Alaska's range maximum reflects the step after 30 years. For this reason, the State should place more emphasis in comparing their entry rates to determine the extent of competitiveness with the market.

- While our observations are based on the overall relationship of all jobs combined, many individual jobs vary, with some jobs being further above or below the market than the overall amounts. We typically consider anything more than 15% above or below market to be significant. Factors may exist in either the State or the market for these differences and would explain some of the large differences, so the State should examine any jobs that are more than 15% from the market to determine if a change in grade or salary level is warranted.

- In two cases, two similar jobs were benchmarked to determine if any differences in pay existed between them. They were the Forensic Scientist-Chemistry and Forensic Scientist-DNA (#'s 122 & 123), and the Nurse II and Nurse II-Psychiatric (#'s 90 & 91). In both cases there were no significant differences in the market between the two jobs; the salary ranges were comparable or even the same. The only difference noted is that the entrance salary was higher for the Psychiatric Nurse.