

# Department of Administration

## Statewide Salary Study

### Senate Finance Committee

Paula Vrana, Commissioner  
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# Statewide Salary Study Overview

**Background:** The Statewide Salary Study was undertaken through a contractor following a legislative appropriation with two primary goals:

- Increase applicant pools for State of Alaska positions by making the State a more competitive employer in a difficult job market
- Identify potential cost savings for job classes where the State is over-market

**Scope of Report:** Published in April 2025, the report includes

- Market positioning of benchmark jobs
- Recommendations for strategic improvements

# Findings and Recommendations

- The study identified areas where the State is well within the market for pay and areas for improvement
- The State's current classification system is complex, administratively burdensome, and lacks agility to adjust to market with more than 250 unique salary ranges across 12 bargaining units
- Recommendations focus on comprehensive, holistic updates to the State's compensation framework and plans
- Specific areas to focus on based on recommendations: develop a streamlined classification structure, supported by a rotating schedule for regular review, maintenance, and updates to job classifications

# Salary Study Recommendations into Action

- **Request for Information (RFI): Classification and Pay Plan Redesign**
  - Published: December 18, 2025 – February 2, 2026
  - Sought information on project scope and cost to modernize the State of Alaska's Classification and Pay Plans
  - Responsive to Segal's finding that the State of Alaska's Classification and Pay Plans are administratively complex and lack agility to adjust to the labor market
  - Large scale updates are the optimum solution ensure the State's Classification and Pay Plans are modern, equitable, and responsive to workforce needs

# Classification Project Types

Terminology	Definition
<b>External Market Study</b>	<ul style="list-style-type: none"><li>• Compares State of Alaska salaries for benchmark jobs to similar jobs in the public and private sectors</li></ul>
<b>Job Class Study</b>	<ul style="list-style-type: none"><li>• Conducted internally to establish new job classes or update the definitions and salary alignment of existing job classes</li><li>• Routine maintenance of the State of Alaska’s Classification Plan, as required by the State Personnel Act (AS 39.25.150)</li></ul>
<b>Classification &amp; Pay Plan Redesign</b>	<ul style="list-style-type: none"><li>• Large-scale project with goal of streamlining State of Alaska job class definitions and updating occupational groupings</li><li>• Scope of project will include updating the framework of the Classification and Pay Plans (i.e., this is not another study)</li></ul>

# Analysis of RFI Results

- **RFI Responses**

- Received packages from several vendors; wide variance in level of detail and scope provided
- Main objective: Determine/affirm viability of a large-scale project to redesign the State's legacy Classification And Pay Plans

- **General Observations**

- Some vendors had comparable experience in public sector with the tools and infrastructure to handle the scope and awareness of bargaining obligations
- High potential for innovation and technical improvements (modernization of Online Position Description, software for salary administration, automatic market reviews)
- Some redundancy with what has already done in terms of market analysis and benchmarking

# Ongoing Work:

## Active Classification Plan Maintenance

- **Implementing IT new job classes**
  - IT job class study created 44 new job classes that support a modern IT architecture
  - Implementation underway, with first phase rollout scheduled for April 13, 2026
- **Nine job class studies actively underway**
  - Initiated to address recruitment and retention issues identified by State agencies

# Moving Forward

Adopting a more strategic approach to the maintenance of the State's Classification Plan:

Internal systematic update of State's Classification Plan

- Utilize a rotational cycle of holistic job family reviews based on priority criteria, which includes statewide salary study findings
- Shift energy and workload away from individual requested job class studies

Working with Governor's Office to consider options for accelerating the modernization of the State's Classification and Pay Plans

# Contact Information

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