

# JUVENILE JUSTICE OFFICER (JJO) SALARY REVIEW – PROJECT UPDATE

## DATA COLLECTED & OBSERVATIONS

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- Interviews:** The team completed 27 of 28 position interviews. The sample represents approximately 11 percent of the 255 JJO 1 through JJO 3 and JJUS filled and vacant positions and include the identified subject matter experts and staff assigned to the treatment and detention units in all Youth Facilities.
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- Work Changes:** Work changes are a part of workforce dynamics. For example, advances in information technology, decreased budgets, new legislation, workforce turnover, or streamlined and improved processes and procedures may or may not have a measurable net effect on the work assigned positions in an agency. The team observed and documented the following:
  - Increased focus, care, and attention for residents with significant emotional and mental developmental issues.
  - Recruitment and retention challenges has increased the number of vacant positions, spreading the work among filled permanent and non-permanent positions.

## SUMMARY OF RESULTS

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- Updated Job Class Specifications** to reflect current terminology, practices, and process and broadened minimum qualifications and reduced minimum age requirement to 20 years of age.
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- Updated the JJO 1-2 Flexibly Staffed Training Plans** to reflect current terminology, practices, and processes.

## SALARY ANALYSIS

### MARKET ANALYSIS METHODOLOGY

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- Primary data source is the **National Compensation Associated of State Governments (NCASG) 2022 Annual Salary Survey**. All salary data were adjusted to reflect annual salaries based on 2080 hours per year/40-hour workweeks as well as the cost of living in Alaska.
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- Analysis based on job matched benchmark for the JJO 2 – journey level. The benchmark data was used as a reference point to internally align the JJO 1 – trainee level and JJO 3 – lead level.
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- Standard compensation practices show alignments for a job class are considered competitive if the salary grade examined falls within +/- 10% of the target market percentile and highly competitive within +/- 5%. The State's practice is to align as close to parity as possible with the targeted percentile.
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- Market median (or 50th percentile) represents the salary figure where 50% of the rates are below and 50% of the rates are above.
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- Market 65th percentile represents the salary figure where 65% of the rates are below and 35% of the rates are above.

## RESULTS

| NCASG Benchmark Title | State of AK Annual Salary at Entry | NCASG 50 %ile Annual Salary at Entry | NCASG 65 %ile Annual Salary at Entry | Percentile Difference |
|-----------------------|------------------------------------|--------------------------------------|--------------------------------------|-----------------------|
| Youth Specialist      | \$47,320.00                        | \$48,775.00                          |                                      | 3.0%                  |

| Youth Specialist  | \$47,320.00 | \$50,564.00 | 6.6% |
|---|-------------|-------------|------|
| <b>Pay Grade Alignment to the 65%ile.</b> Alignment to the 65%ile is based on FY 24 enacted budget effective 7/1/2023. JJO salary data is based on ASEA – General Government; Class – 1 – 40 Hours; Effective 7/1/2022. |             |             |      |

| Job Class Title                  | Current   |                 | Proposed  |                 | % Increase  | Compa-Ratio |
|----------------------------------|-----------|-----------------|-----------|-----------------|-------------|-------------|
|                                  | Pay Grade | Annual Salary   | Pay Grade | Annual Salary   |             |             |
| Juvenile Justice Office 1        | 11        | \$41,933        | 12        | \$44,429        | 6.0%        | 90%         |
| <b>Juvenile Justice Office 2</b> | <b>13</b> | <b>\$47,320</b> | <b>14</b> | <b>\$50,461</b> | <b>7.0%</b> | <b>90%</b>  |
| Juvenile Justice Office 3        | 15        | \$54,018        | 16        | \$57,970        | 7.0%        | 92%         |

## NEXT STEPS

- Position Allocations – approximately 3 weeks to allocate 246 JJO 1 through 3 positions: currently targeting July 17<sup>th</sup> through August 4<sup>th</sup>.
- Study Documentation – range results are tentative and still require leadership review and approval: DOPLR and OMB.
- Implementation – tentative Effective Date is **August 21, 2023**.