





JUVENILE JUSTICE OFFICER (JJO) SALARY REVIEW – PROJECT UPDATE

DATA COLLECTED & OBSERVATIONS






-  **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.
-  **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

-  **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.
-  **Updated the JJO 1-2 Flexibly Staffed Training Plans** to reflect current terminology, practices, and processes.

SALARY ANALYSIS


MARKET ANALYSIS METHODOLOGY

-  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.
-  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.
-  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.
-  Market median (or 50th percentile) represents the salary figure where 50% of the rates are below and 50% of the rates are above.
-  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%
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-  **Pay Grade Alignment to the 65%ile.** 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%
Juvenile Justice Office 2	13	\$47,320	14	\$50,461	7.0%	90%
Juvenile Justice Office 3	15	\$54,018	16	\$57,970	7.0%	92%

Last Updated: June 20, 2023

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NEXT STEPS

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