



# State of Alaska Statewide Salary Study

April 21, 2025

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# Agenda



Study Overview



Data Collection



Methodologies



Market Analysis Findings



Recommendations

# Study Overview

## *About Segal*

National consulting firm with  
**1,100+ employees**,  
celebrating over **80 years**  
of serving clients

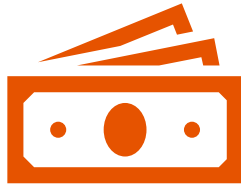
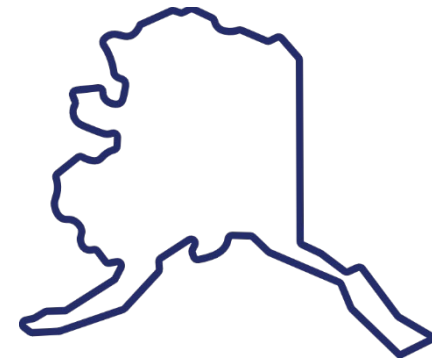
Mission-driven:  
**Providing trusted advice**  
that improves lives

Independent, objective,  
and **employee-owned**

Not any solution —  
**your solution**; personalized  
advice and assistance

# Study Overview

## *Segal State of Alaska Experience*



### **Compensation and Classification Assessment (2012)**

Diagnostic review of the classification and compensation systems to provide recommendations for review and potential future initiatives



### **AlaskaCare consultants and actuaries (2014 – present)**

Employee Plan and Retiree Plan  
Technical and strategic support  
Collective bargaining support  
Expert witness testimony

Segal has an office in downtown Juneau since 2019.

# Study Overview

## Segal Experience

State of Delaware	State of Washington	State of Rhode Island
<ul style="list-style-type: none"> <li>• 16,200 employees covered by over 1,000 job classifications</li> <li>• 155 benchmark job titles and distributed the survey to 13 peer employers including Federal and State Governments, local governments (Delaware) and published data sources to represent the private sector</li> </ul>	<p><b>Statewide Total Compensation Study</b></p> <ul style="list-style-type: none"> <li>• 48,300 employees covered by over 1,500 job classifications</li> <li>• 198 benchmark job titles and distributed the survey to 48 peer employers</li> </ul> <p><b>Department of Corrections</b></p> <ul style="list-style-type: none"> <li>• Conducted a total compensation study for 12 job classifications by distributing a custom survey to 7 peer employers</li> </ul> <p><b>Administrative Office of Hearings</b></p> <ul style="list-style-type: none"> <li>• Ongoing total compensation study covering 5 benchmark classifications.</li> <li>• Distributed custom survey to 26 peers.</li> </ul>	<ul style="list-style-type: none"> <li>• Conducted a comprehensive review of the current personnel programs, practices, policies</li> <li>• Analysis of data and information related to recent changes to the State’s pay and benefits</li> <li>• High-level review of the State’s classification architecture and review of selected job series and class descriptions</li> </ul>
Oregon State Legislature	State of Maine	State of New Hampshire Department of Administrative Services
<ul style="list-style-type: none"> <li>• ~500 employees covered by 150+ job titles</li> <li>• Developed a pay equity analysis framework</li> <li>• Developed methodology to collect prior related work experience</li> <li>• Conducted outlier analysis and advised on remediation options</li> </ul>	<ul style="list-style-type: none"> <li>• Developed updated classification structure and job descriptions to reflect current functions and required qualifications</li> <li>• 100 benchmark job titles assessed across 10 peer organizations and published survey sources representing private sector</li> </ul>	<ul style="list-style-type: none"> <li>• 7 state police ranks and 100 job titles representing other state employee categories</li> <li>• Identified the most appropriate comparators, which included the other five state governments, in New England, and up to five county and city governments in New Hampshire.</li> <li>• For private sector data, we used well-respected published sources of compensation and benefits data</li> </ul>

# Project Roles and Governance Structure

## State Team

- ❖ Provides Segal with insights and advice related to State strategic goals
- ❖ Confirms and endorses project approach
- ❖ Provides feedback and guidance on key decisions
- ❖ Acts as liaison to Segal for project coordination and execution

## Segal Team

- ❖ Serves as compensation subject matter expert
- ❖ Develops and manages the work plan and timeline
- ❖ Responsible for collection, review, and analysis of all market data
- ❖ Collaborates with the State Project Team to complete comparative analysis and report findings

Throughout the study, the State Team role was to provide advisory guidance and explanation related to State compensation systems. Segal was responsible for the collection, review, and analysis of all external market data.

# Study Overview

## *Purpose of the Study*

**The State of Alaska commissioned a Statewide Salary Study to evaluate how the State's pay plans compare to other public and private sector organizations.**



The study began in 2024 and included **extensive data collection** from peer jurisdictions.



Segal's goal was to gather **high-quality, comprehensive salary data**, resulting in a dataset that exceeds industry standards for compensation analysis.



The comparison focused on how the **State's pay structures align with the 50th and 65th percentile of the market**—referred to as the "identified market competitive points."

Segal's analysis provides a robust basis for evaluating the State's ability to remain competitive in attracting and retaining talent, with all data current as of January 1, 2025.

# Study Overview

## *Scope of Study*

This study provides a comprehensive assessment of the competitiveness of the State of Alaska's salary structures by analyzing 404 benchmark jobs, across various job families, occupational groups, and bargaining units. Key elements of the study scope include:

- **Market Comparison:** Evaluated State salary structures against public and private sector peers at both the 50th (market median) and 65th (market-leading) percentiles. This salary structure comparison does not analyze individual employee salaries.
- **Data Elements:** All base pay compensation and health insurance cost-sharing data effective as of January 1, 2025 and paid time off as of January 1, 2024.
  - Base pay is defined as the published (or formalized) salary structure pay grade range minimum, midpoint, and maximum. It is considered the direct compensation component of salary, exclusive of any other pay related items such as overtime, supplements, differentials, and pay supplements etc.
- **Purpose:** The report does **not** recommend pay levels or adjustments for employees, but equips State leadership with data-driven insights to:
  - Understand competitive pay gaps with market conditions
  - Compete effectively for skilled talent
  - Manage pay structures and related costs

This scope provides decision-makers with a clear, evidence-based foundation for future compensation planning. **The focus is on reviewing and analyzing the State's salary structures and does not include evaluation or comparison of individual employee salaries.**



# Data Collection

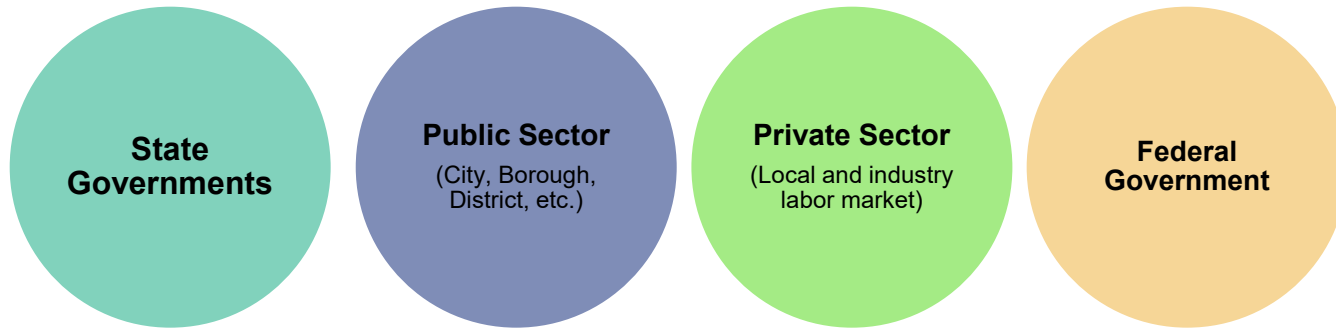
## *Benchmark Jobs*

The State identified 404 benchmark classifications from the 1,083 current classifications (Partially Exempt and Classified) for inclusion in the market study.



# Data Collection

## Custom Survey



### Survey Participation Summary

Custom Survey Peers	Surveyed	Completed Surveys	Data Mined	Total Responses	Response Rate
Public sector	30	11	12	23	77%
Federal government	1	0	1	1	100%
State governments	14	11	3	14	100%
Private sector (see note)	23	4	0	4	17%
<b>Total</b>	<b>68</b>	<b>26</b>	<b>16</b>	<b>42</b>	<b>62%</b>

Note: Private sector organizations typically do not respond to custom survey due to anti-trust concerns or other data privacy restrictions. However, Segal included specific private sector employers in the custom survey process in an attempt to broaden the compensation data set. The low response rate of private sector employers to custom survey is not unexpected and why Segal bolsters the analysis with the published survey sources.

# Data Collection

## *Published Survey Additional Data Sources*

Segal utilized the following published survey sources to represent the public and private sector for the State's benchmark jobs:

### Private Sector Sources

**CompAnalyst (Salary.com)** CompAnalyst Market Data, a subscription database maintained by Salary.com, includes pay data from hundreds of professionally conducted employer-provided surveys. For this analysis, we used All Industries, Anchorage, AK base salary data.

**Economic Research Institute (ERI)** ERI's Salary Assessor and Executive Assessor databases aggregate pay data from hundreds of published data sources for thousands of job titles. The data is updated quarterly and provides salary information for nearly any geographic area in the U.S. For this analysis, we used All Industries, Anchorage, AK base salary data.

**PayFactors** PayFactors' Survey of Surveys is a compensation database that compiles pay data from published data sources and HR departments. PayFactors updates their data constantly and provides salary information for most geographic areas in the U.S. For this analysis, we used All Industries, Anchorage, AK base salary data.

**Milliman Alaska Compensation Survey** Milliman publishes annual surveys gathering data on compensation and benefit trends in specific regions or industries and includes nonexempt, professional and management positions compiled from major employers within Anchorage, Fairbanks, Southeast, & Northern/Western Alaska. For this analysis, we used private sector and Anchorage, AK base salary data.

### Public Sector Source

**Segal Public Sector Compensation Database** Represents recent Segal compensation studies conducted across the United States over the past two (2) years, salary base pay range data from public sector organizations representing 400+ organizations and 14,000 participant job match titles, geographically adjusted using a cost of labor factor to Anchorage, Alaska.

# Methodologies

## *Data Adjustments*

### Data Aging Factor

**Annual Aging factor: 4.0%**

Reflects trends from:

- National & Alaska labor markets
- All industries (Public Admin, Oil & Gas, Utilities)
- Actual salary & structure increases

Based on multiple sources:

- *WorldatWork* Salary Budget Survey
- Bureau of Labor Employment Cost Index
- NCASG & Milliman Surveys

### Cost-of-Labor Adjustment Factor

- All salary data were adjusted to reflect **Anchorage, AK** as the base labor market.
- Adjustments used **Economic Research Institute (ERI)** cost-of-labor differentials for peer locations.
- A **positive adjustment** indicates that the comparator location has a **lower cost of labor** than Anchorage.
  - *Example: Colorado's cost of labor is lower → adjusted up by 109% to match Anchorage.*

### Workweek Adjustments

- **FLSA non-exempt positions** adjusted to align with State's **37.5 or 40-hour workweek**
- Ensures consistent comparisons across employers with different standard hours
- **FLSA Exempt (salaried) positions** were **not adjusted**, as they typically work beyond standard hours

# Methodologies

## *Market Analysis Process*

### Job Matching Process

- Matches based on **overall comparability** to State benchmark job summaries
- **100% matches are rare** due to differences in size and structure
- Applied the “**75% rule**”: work and qualifications must be largely similar
- Broad/narrow roles excluded if not a true match

### Data Sufficiency & Job Inclusion

- Segal followed **U.S. Department of Labor Safe Harbor Guidelines**
- Benchmark jobs needed **at least 5 peer matches** or a published survey match
- Jobs not meeting this threshold were **excluded** from competitiveness analysis
- **384 of 404** benchmark jobs met data sufficiency requirements

### Quality Control Methods

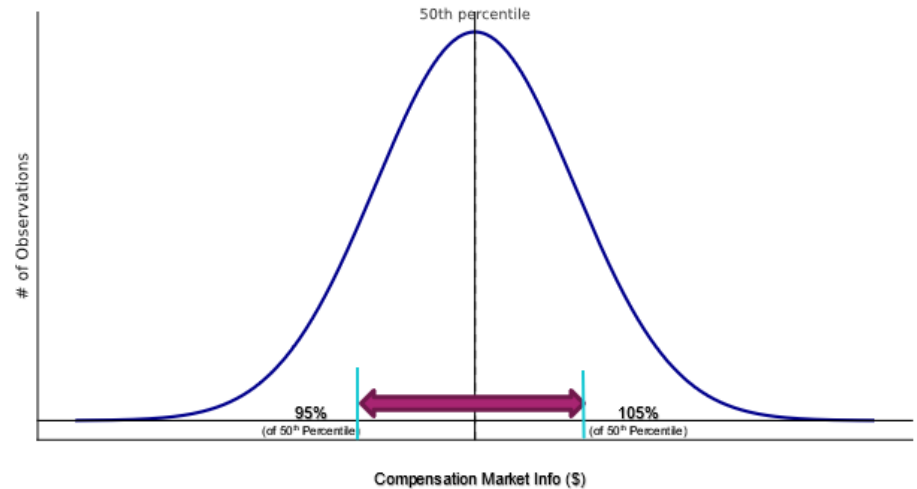
- **Job Matching & Survey Review:**
  - Peer outreach for validation
  - Review of peer job descriptions
- **Market Analysis:**
  - External Segal analytical staff performed thorough quality review of data, formulas, and analysis approach

# Methodologies

## Market Competitiveness

### Market Competitiveness Corridor

- **Segal's Competitiveness Corridor** defines pay comparisons relative to identified market competitive point.
- A **100% comparison** means the State is **equal to** the identified market competitive point (e.g., 50th or 65th percentile).
- **Competitive range** is defined as **95% to 105%** of the identified market competitive point.



*Visual note: Normal distribution curve centered on 50th percentile with corridor marked 95%–105%.*

This framework describes how the State pay structures align with identified market competitive points.

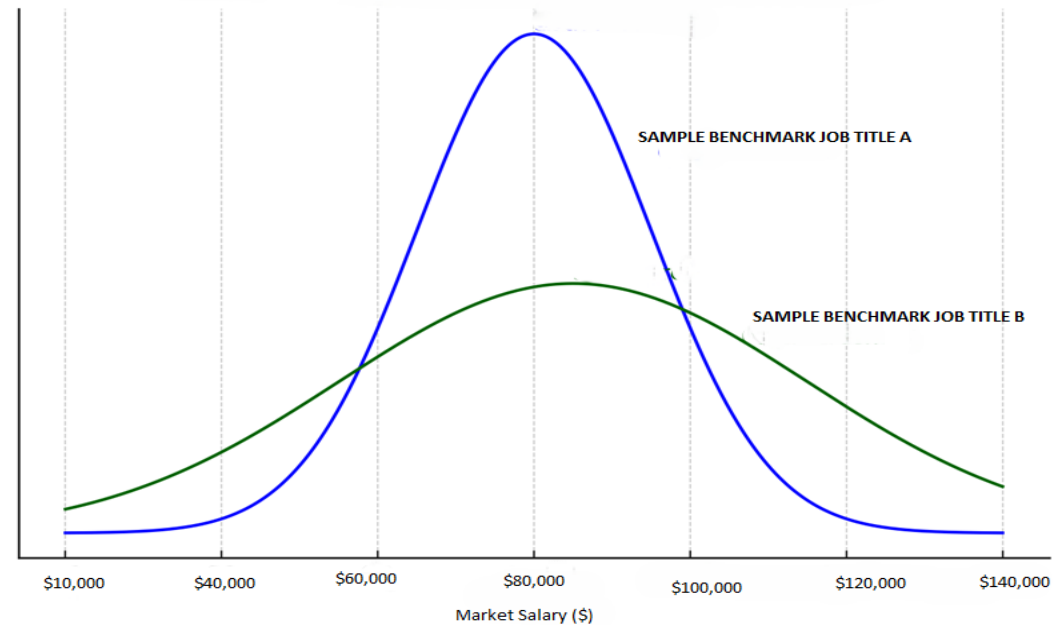
# Methodologies

## Percentiles

### Understanding Percentiles in Market Data

- **50th Percentile (Median):** Half of data points are above, half are below.
- **65th Percentile:** Higher than 65% of the market, lower than 35%.
- Percentiles reflect **position**, not **percentage difference** (e.g., 65th  $\neq$  15% above 50th).

### Comparison of Different Distributions



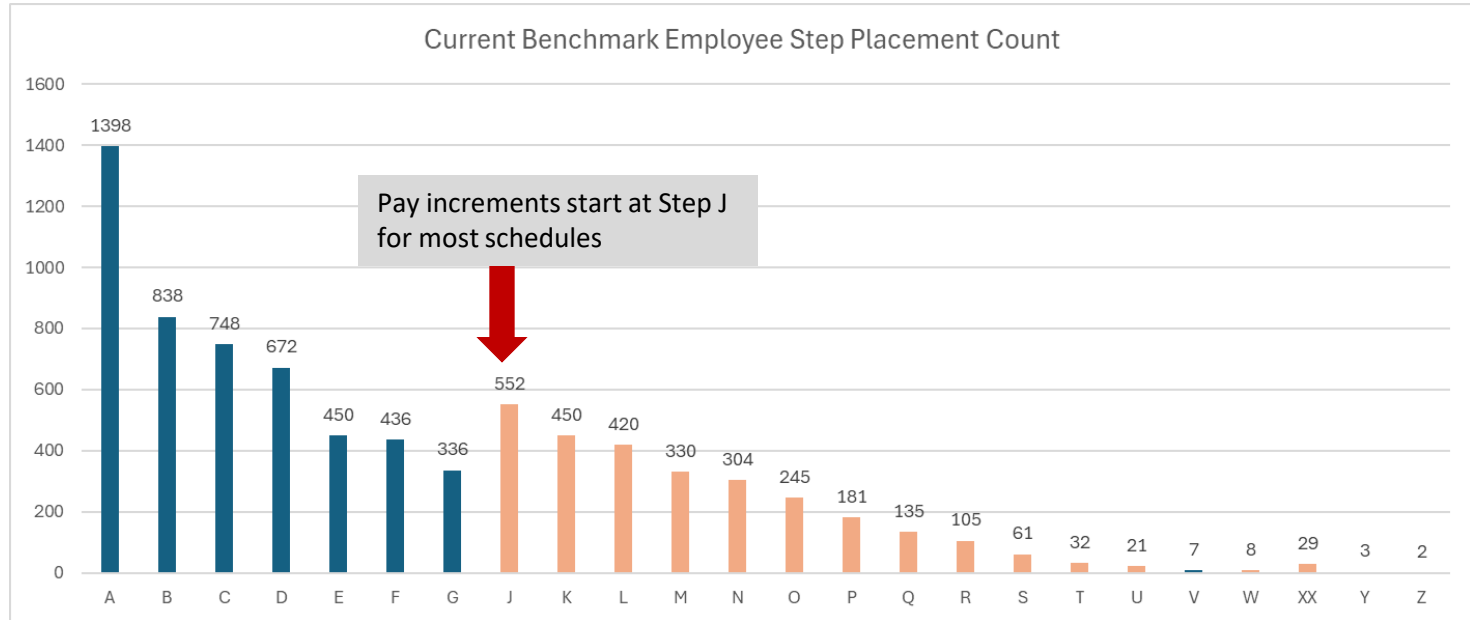
The distribution of the data impacts how closely or widely individual data points are spread which can affect the 50th and 65th percentile calculations.

# Methodologies

## State Salary Range Assumptions/Usage/Points

During discussions with the State, it was determined that the State's range minimum, midpoint, and maximum will represent the following steps:

1. The Alaska State range minimum represents Step A, except for bargaining unit TA the state pay range minimum represents Lane 1, Step 1.
2. The Alaska State pay range midpoint represents Step F, except for the following bargaining units: Step E for bargaining unit SS, Step J for bargaining unit LL, and Lane 1, Step 3 for bargaining unit TA.
3. The Alaska State pay range maximum represents Step O, except for bargaining unit TA, where the state pay range maximum represents Lane 4, Step 1.





# Market Analysis Findings

## Overall Salary Structure Comparison

	Alaska as Percentage of Market 50 <sup>th</sup> Percentile			Alaska as Percentage of Market 65 <sup>th</sup> Percentile		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Public Sector Custom Survey	104%	98%	102%	96%	92%	95%
Published Data Sources (private sector)	91%	95%	106%	89%	92%	103%
<b>Overall Combined</b>	<b>97%</b>	<b>96%</b>	<b>103%</b>	<b>92%</b>	<b>91%</b>	<b>98%</b>

Figures shown in **blue** are more than 105% of the market competitive point and considered above market

Figures shown in **black** are within the competitive range of the market competitive point (95% to 105% of the market)

Figures shown in **red** are less than 95% of the market competitive point and considered below market

Overall market percentiles excludes the twenty (20) benchmark jobs that did not have sufficient data for statistical validity

In the overall combined market, the State's base pay ranges are At Market at the 50<sup>th</sup> percentile, but Below Market at the range minimum and midpoint at the 65<sup>th</sup> percentile, and At Market at the maximum for the 65<sup>th</sup> percentile.

# Market Analysis Findings

## Overall Salary Structure Comparisons

Benchmark Job and Employee Percentage Breakdown at the Overall Combined Market 50<sup>th</sup> Percentile

Competitiveness	Minimum		Midpoint		Maximum	
	Jobs	Percent of Employees	Jobs	Percent of Employees	Jobs	Percent of Employees
Above Market	25%	33%	20%	28%	41%	55%
At Market	28%	39%	32%	38%	31%	26%
Below Market	43%	26%	42%	32%	23%	18%
Insufficient Data	5%	2%	5%	2%	5%	2%

Benchmark Job and Employee Percentage Breakdown at the Overall Combined Market 65<sup>th</sup> Percentile

Competitiveness	Minimum		Midpoint		Maximum	
	Jobs	Percent of Employees	Jobs	Percent of Employees	Jobs	Percent of Employees
Above Market	14%	14%	13%	11%	28%	32%
At Market	26%	43%	24%	30%	32%	37%
Below Market	55%	42%	59%	57%	35%	30%
Insufficient Data	5%	2%	5%	2%	5%	2%

Compared with the minimum of the salary structure, 72% of employees in benchmark jobs are At or Above Market compared to the 50<sup>th</sup> percentile, and 57% of employees in benchmark jobs are At or Above Market compared to the 65<sup>th</sup> percentile.

# Recommendations



## **Establish a Compensation Philosophy:**

Develop a guiding strategy for compensation

Align principles across job families and bargaining units



## **Redesign Salary Structures:**

Group by occupational families

Define min, midpoint, and max for each range  
Ensure consistent range spreads and midpoint differentials

Align ranges to market benchmarks and pay progression



## **Improve Salary Structure Administration:**

Streamline through occupational-based frameworks

Reflect supervisory differentials and incentive pay best practices



## **Implement Structure Maintenance:**

Conduct market studies every 3 years

Match jobs based on duties, not titles

Define labor markets by occupational group



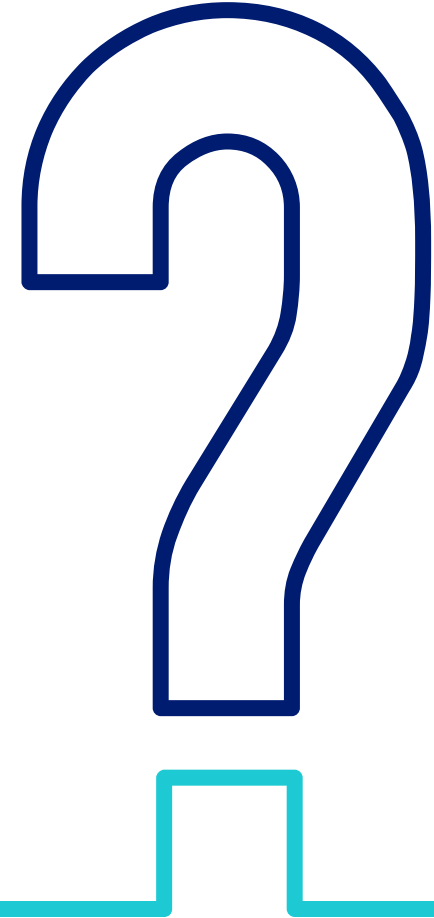
## **Modernize Classification Structure:**

Introduce internal job evaluation methodology

Review and streamline job classes

Schedule regular updates to maintain relevance

# Further Discussion



# | Appendix

**List of Surveyed Organizations**

**List of Benchmark Job Titles**

# Custom Survey Organizations\*

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## Local Alaska Public Sector

Anchorage School District  
Anchorage Police Department  
City of Fairbanks  
City & Borough of Juneau  
Fairbanks School District  
Juneau School District  
Matanuska-Susitna Borough  
Mat-Su School District  
Municipality of Anchorage  
University of Alaska

## Other Public Sector:

Ada County, ID  
Cass County, ND  
City-County of Denver, CO  
Clark County, NV  
King County, WA  
Laramie County, WY  
Los Angeles County, CA  
Minnehaha County, SD  
Multnomah County, OR  
Oklahoma County, OK  
Salt Lake County, UT  
San Juan County, NM  
Yellowstone County, MT

United States Federal Government

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## Local Alaska Private Sector

Alaska Communications  
Alaska Electric Light & Power  
(subsidiary of Avista Corporation)  
Central Council Tlingit & Haida  
Alaska Pacific University  
Anchorage Municipal Light & Power  
(merged with Chugach)  
Arctic Slope Regional Corporation  
Banner Health-Fairbanks Memorial  
Bartlett Hospital  
Dow!  
Doyon, Limited  
Fairbanks Native Association  
General Communications Inc.  
Goldbelt, Inc.  
Golden Valley Electric Association  
HDRinc.  
HKM Engineering  
Matanuska Electric  
NANA Regional Corporation  
Providence Healthcare  
Sealaska  
USKH

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## Airports:

Buffalo Niagara International Airport  
Reno-Tahoe Airport Authority  
Theodore Francis Green State Airport  
Tucson Airport  
Bob Hope Airport  
Eppley Airfield

## Ferry Systems:

Golden Gate Transportation District  
Grand Portage-Isle Royale Ferry Service  
Lake Express

## State Government:

State of California  
State of Colorado  
State of Idaho  
State of Montana  
State of Nevada  
State of New Mexico  
State of North Dakota  
State of Oklahoma  
State of Oregon  
State of South Dakota  
State of Texas  
State of Utah  
State of Washington  
State of Wyoming

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# Benchmark Job Titles

Administrative and Office Support	Administrative and Office Support	Administrative and Office Support
Office Assistant 1	GIS Analyst 2	IT Client Support Specialist 2
Secretary	Statistical Technician 2	Database Administrator 2
Executive Secretary 3	Research Analyst 1	IT Support Technician 1
Administrative Assistant 2	Research Analyst 2	IT Project Manager 2
Administrative Officer 1	Research Analyst 3	IT Manager 1
Administrative Operations Manager 1	Research Analyst 4	Network and Telecommunications Specialist 2
Accounting Clerk	Chief, Health Analytics and Vital Records	IT Policy and Planning Analyst 1
Accounting Technician 2	Demographer	IT Architecture Specialist 1
Accountant 2	State Demographer	IT Security Specialist 1
Accountant 4	Stock and Parts Services 2	IT Quality Assurance Analyst 2
Payroll Manager	Supply Technician 1	IT Vendor Manager 2
Payroll Specialist 1	Contracting Officer 2	IT Systems Administrator 2
Budget Analyst 2	Contracting Officer 4	Project Assistant
Budget Analyst 4	Procurement Specialist 2	Program Coordinator 1
Human Resource Technician 2	Procurement Specialist 5	Program Manager
Payroll Services Supervisor	State Chief Information Officer	Business Services Project Manager 1
Human Resource Consultant 1	Deputy Chief Information Officer	
Human Resource Consultant 5	Chief Technology Officer 3	
Labor Relations Analyst 2	Staff Manager, OIT	
Labor Relations Manager	Department Technology Officer 2	
Retirement and Benefits Technician 2	P3 Manager	
Retirement and Benefits Specialist 1	Application Developer 3	
Alaska Marine Highway System Dispatcher	IT Business Analyst 2	

# Benchmark Job Titles

Biological Sciences	Business Development and Regulation	Business Development and Regulation
Fish and Wildlife Technician 3	Loan Closer/Processor 2	Occupational Safety & Health Manager
Fishery Biologist 2	Loan/Collection Officer 1	Safety Inspection & Compliance, Electrical Inspector
Habitat Biologist 2	Loan/Collection Manager	Safety Inspection & Compliance, Elevator Inspector
Wildlife Biologist 2	School Finance Specialist 2	Safety Inspection & Compliance, Plumbing Inspector
Biometrician 2	School Finance Manager	Boiler and Pressure Vessel Inspector 1
Fish Culturist 1	Insurance Licensing Examiner 2	Boiler and Pressure Vessel Inspector 2
Fisheries Geneticist 1	Records and Licensing Supervisor	Mechanical Inspection Manager
Fisheries Scientist 1	Financial Registration Examiner	Weights and Measures Inspector 2
Agronomist 1	Insurance Specialist 2	Measurement Standards Supervisor
Natural Resource Technician 2	Insurance Financial Examiner 2	Chief, Weights, Measures, and Permits
Natural Resource Specialist 2	Utility Financial Analyst 2	State Metrologist 2
Natural Resource Manager 1	Utility Financial Analyst 4	Environmental Health Technician
Wildland Fire and Resource Technician 3	Utility Tariff Analyst 2	Environmental Health Officer 2
Wildland Forestry Technician 2	Community Care Licensing Specialist 1	Environmental Health Officer 4
Forester 2	Community Care Licensing Specialist 3	Tax Technician 3
Fire Management Officer	Financial Examiner 2	Tax Technician 4
Wildland Fire Support Services 1	Financial Examiner 4	Tax Auditor 3
Park Specialist	Licensing Examiner 2	Revenue Audit Supervisor 2
Park Ranger 1	Commercial Vehicle Compliance Inspector 2	Revenue Appeals Officer 2
Park Ranger 2	Commercial Vehicle Compliance Inspector 5	Revenue Appeals Supervisor
Park Superintendent	Radiological Health Physicist 1	Oil and Gas Revenue Auditor 3
Museum Protection & Visitor Services Assistant	Industrial Hygienist	Oil and Gas Revenue Specialist
Grants Administrator 2	Occupational Safety & Compliance Officer	Corporate Income Tax Auditor 3
Grants Administration Manager	Safety Officer	Audit and Review Analyst 2
	Occupational Health and Safety Analyst	Audit and Review Analyst 4



# Benchmark Job Titles

Craftwork and Labor	Education, Information, Libraries, and Museums	Education, Information, Libraries, and Museums
Food Service, Journey	Education Administrator 1	Archivist 2
Food Service, Foreman	Education Administrator 2	State Archivist
Food Service Supervisor	Education Program Assistant	Museum Curator 2
Environmental Services, Journey 2	Education Associate 2	Museum Conservator
Environmental Services, Foreman	Education Specialist 1	Chief Curator
Mechanic, Automotive, Journey	Education Coordinator (Corrections)	Archaeologist 1
Mechanic, Aircraft, Journey	AVTEC Instructor	Historian 1
Vessel Technician	Vocational Instructor	Chief, Office of History and Archaeology
Equipment Operator, Journey 2	Training Specialist 1	Subsistence Resource Specialist 2
Rural Airport Foreman	Training Specialist 3	Subsistence Program Manager
International Airport Foreman	AK Military Youth Academy (AMYA) Instructor	Visual Information Specialist
Maintenance Generalist, Journey	AK Military Youth Academy (AMYA) Chief Examiner	Publications Technician 2
Maintenance Specialist, Bldg/Facility/Const, Journey 2/Lead	AK Military Youth Academy (AMYA) Coordinator	Publications Specialist 2
Maintenance Spec, Electronics, Journey 2/Lead	AK Military Youth Academy (AMYA) Supervisor 2	Information Officer 2
Maintenance Spec, Electrician, Journey 2/Lead	AK Military Youth Academy (AMYA) Manager	Department Communications Manager
Maintenance Specialist, Electrical Utility, Journey 2/Lead	Recreation Assistant	
Maintenance Specialist, Plumbing, Journey 2/Lead	Dormitory Attendant	
Survey Instrument Technician 2	AK Military Youth Academy (AMYA) Team Leader	
Engineering Technician, Journey	AK Military Youth Academy (AMYA) Platoon Leader	<b>Executives and Senior Administrators</b>
Materials Laboratory Technician, Journey	Aquatic Facility Manager	Division Director - PX
Driller, Journey	Lifeguard 2	Division Operations Manager
Boat Officer 3	Library Assistant 2	
Aircraft Pilot 1	Librarian 1	
Microfilm/Imaging Operator 1	Librarian 4	
Mail Services Courier	Records Analyst 2	
Mail Services Manager		

# Benchmark Job Titles

Government Management and Infrastructure	Government Management and Infrastructure	Legal, Judicial, and Related
Local Government Specialist 3	Marine Pilot Coordinator	Criminal Justice Technician 1
Regulations Specialist 2	Vessel Scheduling Coordinator	Criminal Justice Planner
Economist 2	Passenger Services Inspector	Law Office Manager
Petroleum Economist 2	AMHS Passenger Services Manager	Public Safety Technician 2
Planner 2	Port Captain	Law Office Assistant 2
Transportation Planner 1	Port Engineer	Paralegal 2
Transportation Planner 2	AMHS Safety Management Coordinator	Paralegal Specialist 1
Emergency Management Specialist 2	Marine Engineering Assistant Manager	Attorney 4
Emergency Program Manager 1	Marine Transportation Services Manager	Administrative Law Judge 1
Emergency Services Dispatcher 1	Equipment Fleet District Manager	Hearing Examiner 1
Emergency Dispatch Supervisor	State Equipment Fleet Manager	Hearing Officer
State Logistics Center Coordinator	Manager, Airfield Maintenance	Workers' Compensation Hearing Officer 2
Wildland Fire Dispatcher 3	Maintenance and Operations Specialist	Chief of Workers' Compensation Adjudication
Airport Manager - Anchorage International Airport	Maintenance and Operations Superintendent	Forensic Science Laboratory Administrator 1
Airport Manager - Fairbanks International Airport	Maintenance and Operations Manager	Forensic Scientist 3 - Chemistry
International Airports Controller	Right-of-Way Assistant	Fingerprint Technician 2
Airport Operations Officer	Right-of-Way Agent 2	Investigator 2
Airport Operations Specialist	Right-of-Way Agent 5	Special Investigator 1
Airport Operations Superintendent	Right-of-Way Review Appraiser 1	Forensic Scientist 3 - Physical
Regional Safety and Airport Security Officer	Appraiser 2	Forensic Scientist 3 - DNA
Ferry Terminal Agent 1	State Assessor	Forensic Technician 2
Ferry Terminal Manager 1	Building Management Specialist	Medicolegal Investigator 2
AMHS Dispatch Manager	Facilities Manager 1	Criminal Intelligence Analyst 2
Reservation Call Center Supervisor	Airport Leasing Specialist 2	Recorder Supervisor
Marine Traffic Manager	Airport Leasing Program Manager	Recorder Manager
	State Leasing & Facilities Manager	Motor Vehicle Customer Service Representative 1
		Motor Vehicle Office Manager 1
		DMV Program Manager
		Recorder 1

# Benchmark Job Titles

Medical, Public Health and Related	Physical Sciences and Engineering	Police, Fire Fighters, and Corrections
Health Program Manager 2	Hydrologist 2	State Trooper
Public Health Specialist 2	Chemist 3	Sergeant, Department of Public Safety
Public Health Informaticist 2	Geologist 2	Lieutenant - Department of Public Safety
Medical Information and Services Assistant	Geological Scientist 1	Court Services Officer
Dietitian 2	Engineering Geologist 2	Airport Police & Fire Officer 2
Assisted Living Aide	Environmental Program Technician	Airport Police & Fire Officer 4
Certified Nurse Aide 1	Environmental Program Specialist 3	Fire Training Specialist
Psychiatric Nursing Assistant 3	Environmental Program Manager 2	Deputy Fire Marshal 3
Licensed Practical Nurse	Environmental Impact Analyst 2	Building Plans Examiner 1
Nurse 2	Environmental Impact Analysis Manager 1	Deputy Fire Marshal 2
Psychiatric Nurse 2	Engineering Associate	Correctional Officer 2
Corrections Nurse 1	Engineering Associate 1, DEC	Correctional Officer 4
Public Health Nurse 2	Communications Engineering Associate 2	Correctional Supervisor
Nurse Consultant 1	Engineer/Architect 1	Correctional Superintendent 1
Physician Assistant/Advanced Practice Registered Nurse 1	Engineer/Architect 3	Juvenile Justice Unit Supervisor
Mental Health Clinician 2	Engineer 1, DEC	Juvenile Justice Superintendent 1
Disease Intervention Specialist 1	Village Safe Water Engineer 1	Juvenile Justice Counselor 2
Epidemiology Specialist 2	Communications Engineer 1	Juvenile Probation Officer 2
Dental Assistant	Technical Engineer 1 / Architect 1	Juvenile Probation Officer 3
Dental Hygienist	Vessel Construction Manager 1	Adult Probation Officer 2A
Occupational Therapist 1	Land Surveyor 1	Adult Probation Officer 2B
Recreation Therapist 2	Land Survey Manager 1	Pretrial Services Officer 2
Pharmacy Technician 1	Survey, Journey	Pretrial, Probation and Parole Administrator 1
	Drafting Technician 3	

# Benchmark Job Titles

Social, Benefit, and Employment Services	Social, Benefit, and Employment Services
Eligibility Technician 2	Child Support Enforcement Specialist 3
Eligibility Technician 4	Protective Services Specialist 2
Eligibility Quality Control Technician 1	Protective Services Specialist 4
Eligibility Quality Control Technician 2	Protective Services Manager 1
Eligibility Office Manager 1	Social Services Associate
Eligibility Office Manager 2	Civil Rights Programs and Compliance Specialist 1
Medicaid Program Associate	Civil Rights Programs and Compliance Specialist 2
Medicaid Program Specialist 2	Civil Rights Programs and Compliance Specialist 3
Medicaid Program Specialist 5	Human Rights Field Representative 3
PFD Technician 2	Human Rights Field Representative 4
PFD Specialist 1	Senior Services Technician
PFD Manager	Public Guardian 2
Public Assistance Analyst 2	Public Guardian 4
Public Assistance Field Services Manager 2	Vocational Rehabilitation Assistant 2
Public Assistance Programs Officer	Vocational Rehabilitation Counselor 2
Workers' Compensation Technician	Vocational Rehabilitation Manager
Workers' Compensation Officer 2	Chief, Vocational Rehabilitation Services
Social Services Program Coordinator	Employment Security Analyst 2
Social Services Program Officer	Employment Services Technician 2
Social Services Program Administrator	Unemployment Insurance Technician 1
Disability Adjudicator Associate 2	Employment Services Manager 1
Disability Adjudicator 2	Field Auditor 1
Chief, Disability Determination Services	
Chief, Public Assistance Field Operations	
Child Support Enforcement Specialist 1	