

Statewide Salary Study Report

State of Alaska

April 9, 2025

Appendix

Overall Base Pay Competitiveness by Benchmark Job Title and Job Family

- Figures shown in **red** text are less than **95%** of the market 50th or 65th percentile and are considered **Below Market**
- Figures shown in **black** text are between **95% and 105%** of the market 50th or 65th percentile and are considered **At Market** or **Market Competitive**
- Figures shown in **blue** text are greater than **105%** of the market 50th or 65th percentile and are considered **Above Market**

		Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
Job Family & Benchmark Title	Count of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
PA01 - Executives and Senior Administrators Job Family							
Division Director - PX	28	91%	86%	90%	80%	83%	84%
Division Operations Manager	22	106%	102%	101%	99%	96%	98%
PA01 - Executives and Senior Administrators Average		98%	93%	95%	88%	89%	90%
PB01 - General Administration Job Family							
Office Assistant 1	43	89%	88%	96%	81%	82%	92%
Secretary	4	81%	83%	88%	76%	81%	88%
Executive Secretary 3	5	82%	85%	91%	81%	84%	90%
Administrative Assistant 2	44	110%	108%	120%	105%	104%	109%
Administrative Officer 1	30	105%	106%	113%	103%	97%	104%
Administrative Operations Manager 1	30	131%	117%	118%	118%	106%	110%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
PB01 - General Administration Average		101%	99%	105%	95%	94%	100%
PB02 - Accounting and Fiscal Job Family							
Accounting Clerk	35	99%	94%	103%	91%	92%	93%
Accounting Technician 2	36	103%	106%	115%	92%	93%	102%
Accountant 2	6	82%	86%	98%	81%	85%	97%
Accountant 4	39	113%	99%	104%	103%	96%	100%
Payroll Manager	30	108%	102%	104%	96%	96%	96%
Payroll Specialist 1	4	95%	97%	102%	88%	91%	98%
Budget Analyst 2	5	90%	92%	109%	87%	89%	101%
Budget Analyst 4	6	89%	89%	95%	83%	85%	94%
PB02 - Accounting and Fiscal Average		97%	95%	103%	90%	91%	98%
PB03 - Personnel and Employee Relations Job Family							
Human Resource Technician 2	42	103%	102%	106%	96%	95%	99%
Payroll Services Supervisor	29	96%	95%	96%	90%	90%	91%
Human Resource Consultant 1	33	89%	91%	92%	87%	84%	86%
Human Resource Consultant 5	31	96%	92%	95%	90%	87%	91%
Labor Relations Analyst 2	5	102%	107%	115%	100%	107%	112%
Labor Relations Manager	22	95%	92%	93%	89%	85%	87%
Retirement and Benefits Technician 2	34	94%	91%	96%	87%	84%	93%
Retirement and Benefits Specialist 1	4	88%	92%	103%	87%	88%	96%
Alaska Marine Highway System Dispatcher	6	101%	113%	129%	101%	110%	121%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
PB03 - Personnel and Employee Relations Average		96%	96%	101%	91%	91%	95%
PB04 - Information Technology Job Family							
GIS Analyst 2	6	92%	94%	104%	89%	92%	99%
PB04 - Information Technology Average		92%	94%	104%	89%	92%	99%
PB05 - Statistics and Research Analysis Job Family							
Statistical Technician 2	4	79%	83%	94%	78%	81%	93%
Research Analyst 1	5	79%	81%	91%	76%	80%	90%
Research Analyst 2	5	82%	86%	95%	80%	85%	94%
Research Analyst 3	25	93%	89%	95%	84%	82%	90%
Research Analyst 4	5	79%	82%	89%	72%	73%	81%
Chief, Health Analytics and Vital Records	8	89%	91%	95%	80%	78%	83%
Demographer	1	N/A	N/A	N/A	N/A	N/A	N/A
State Demographer	1	N/A	N/A	N/A	N/A	N/A	N/A
PB05 - Statistics and Research Analysis Average		84%	85%	93%	78%	79%	87%
PB06 - Supply Job Family							
Stock and Parts Services 2	28	107%	103%	110%	103%	97%	98%
Supply Technician 1	6	88%	91%	101%	85%	89%	98%
Contracting Officer 2	26	105%	100%	104%	92%	89%	100%
Contracting Officer 4	6	96%	94%	97%	88%	85%	89%
Procurement Specialist 2	35	97%	97%	104%	95%	87%	101%
Procurement Specialist 5	5	102%	99%	103%	100%	95%	98%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
PB06 - Supply Average		99%	97%	103%	94%	90%	96%
PB07 - Office of Information Technology Job Family							
State Chief Information Officer	31	76%	79%	85%	71%	73%	76%
Deputy Chief Information Officer	22	83%	83%	86%	79%	78%	80%
Chief Technology Officer 3	30	91%	85%	88%	83%	83%	81%
Staff Manager, OIT	14	98%	93%	97%	87%	91%	92%
Department Technology Officer 2	5	97%	89%	91%	80%	80%	87%
P3 Manager	5	96%	100%	109%	77%	80%	90%
Application Developer 3	6	87%	92%	102%	81%	88%	96%
IT Business Analyst 2	5	93%	93%	106%	89%	91%	103%
IT Client Support Specialist 2	6	94%	98%	108%	89%	92%	99%
Database Administrator 2	5	91%	96%	106%	90%	95%	106%
IT Support Technician 1	6	89%	92%	100%	84%	82%	88%
IT Project Manager 2	27	109%	100%	106%	106%	98%	99%
IT Manager 1	27	99%	92%	93%	94%	84%	84%
Network and Telecommunications Specialist 2	6	95%	95%	107%	90%	90%	103%
IT Policy and Planning Analyst 1	15	130%	122%	118%	126%	109%	107%
IT Architecture Specialist 1	6	87%	89%	98%	84%	86%	96%
IT Security Specialist 1	6	100%	103%	119%	92%	93%	107%
IT Quality Assurance Analyst 2	5	89%	97%	111%	87%	89%	99%
IT Vendor Manager 2	4	90%	95%	101%	90%	93%	99%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
IT Systems Administrator 2	5	100%	104%	113%	95%	99%	111%
PB07 - Office of Information Technology Average		94%	94%	100%	87%	88%	93%
PB99 - Administrative classes not otherwise described Job Family							
Project Assistant	17	116%	112%	124%	105%	106%	117%
Program Coordinator 1	30	107%	100%	109%	97%	93%	99%
Program Manager	27	106%	97%	104%	99%	95%	94%
Business Services Project Manager 1	16	102%	103%	111%	95%	95%	101%
PB99 - Administrative classes not otherwise described Average		107%	102%	111%	98%	96%	101%
PC01 - Business Finance Job Family							
Grants Administrator 2	28	92%	88%	93%	86%	83%	90%
Grants Administration Manager	24	110%	99%	98%	102%	91%	95%
Loan Closer/Processor 2	4	94%	94%	109%	92%	93%	106%
Loan/Collection Officer 1	6	115%	122%	141%	112%	114%	128%
Loan/Collection Manager	15	103%	100%	105%	96%	96%	100%
School Finance Specialist 2	4	87%	84%	94%	86%	80%	90%
School Finance Manager	9	100%	91%	91%	96%	90%	90%
PC01 - Business Finance Average		100%	96%	101%	95%	91%	97%
PC02 - Business Regulation and Compliance Job Family							
Licensing Examiner 2	11	120%	114%	118%	109%	97%	107%
Insurance Licensing Examiner 2	2	96%	100%	112%	95%	98%	108%
Records and Licensing Supervisor	18	92%	81%	82%	86%	77%	75%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Financial Registration Examiner	1	113%	102%	104%	113%	102%	104%
Insurance Specialist 2	16	102%	100%	109%	97%	95%	101%
Insurance Financial Examiner 2	2	93%	98%	112%	92%	98%	111%
Utility Financial Analyst 2	5	84%	86%	95%	79%	84%	93%
Utility Financial Analyst 4	5	92%	97%	107%	88%	91%	100%
Utility Tariff Analyst 2	2	81%	80%	86%	78%	76%	81%
Community Care Licensing Specialist 1	11	104%	104%	116%	97%	98%	109%
Community Care Licensing Specialist 3	1	100%	96%	101%	100%	96%	101%
Financial Examiner 2	3	91%	100%	103%	89%	95%	101%
Financial Examiner 4	2	108%	102%	105%	105%	101%	104%
PC02 - Business Regulation and Compliance Average		96%	96%	103%	93%	92%	99%
PC03 - Safety Inspection Job Family							
Commercial Vehicle Compliance Inspector 2	1	87%	87%	95%	87%	87%	95%
Commercial Vehicle Compliance Inspector 5	1	91%	88%	93%	91%	88%	93%
Radiological Health Physicist 1	2	75%	80%	92%	72%	78%	90%
Industrial Hygienist	3	80%	81%	93%	79%	80%	90%
Occupational Safety & Compliance Officer	5	100%	96%	102%	97%	93%	99%
Safety Officer	6	85%	87%	92%	83%	80%	90%
Occupational Health and Safety Analyst	5	105%	102%	109%	101%	99%	106%
Occupational Safety & Health Manager	26	108%	96%	99%	97%	85%	92%
Safety Inspection & Compliance, Electrical Inspector	5	111%	104%	111%	109%	103%	107%

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Safety Inspection & Compliance, Elevator Inspector	4	113%	111%	119%	110%	105%	112%
Safety Inspection & Compliance, Plumbing Inspector	4	109%	103%	107%	108%	102%	104%
Boiler and Pressure Vessel Inspector 1	3	104%	105%	116%	102%	104%	115%
Boiler and Pressure Vessel Inspector 2	3	108%	107%	115%	108%	106%	114%
Mechanical Inspection Manager	17	111%	101%	102%	95%	94%	93%
Weights and Measures Inspector 2	2	89%	92%	105%	89%	92%	104%
Measurement Standards Supervisor	0	N/A	N/A	N/A	N/A	N/A	N/A
Chief, Weights, Measures, and Permits	5	112%	96%	99%	106%	95%	97%
State Metrologist 2	2	75%	80%	91%	74%	80%	91%
PC03 - Safety Inspection Average		97%	95%	102%	94%	92%	99%
PC04 - Environmental Health Job Family							
Environmental Health Technician	3	101%	105%	115%	96%	98%	107%
Environmental Health Officer 2	3	89%	88%	95%	86%	86%	94%
Environmental Health Officer 4	22	105%	94%	94%	99%	89%	87%
PC04 - Environmental Health Average		98%	95%	99%	94%	90%	94%
PC05 - Revenue Audit Job Family							
Tax Technician 3	28	95%	96%	105%	90%	85%	88%
Tax Technician 4	4	68%	69%	75%	54%	56%	61%
Tax Auditor 3	4	93%	96%	105%	89%	95%	101%
Revenue Audit Supervisor 2	25	137%	128%	128%	131%	118%	120%
Revenue Appeals Officer 2	12	136%	133%	138%	129%	126%	135%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Revenue Appeals Supervisor	11	137%	122%	118%	132%	116%	113%
Oil and Gas Revenue Auditor 3	3	87%	96%	104%	86%	93%	102%
Oil and Gas Revenue Specialist	2	89%	95%	108%	89%	94%	106%
Corporate Income Tax Auditor 3	4	93%	95%	107%	86%	93%	104%
Audit and Review Analyst 2	24	120%	114%	123%	117%	112%	119%
Audit and Review Analyst 4	5	96%	98%	107%	95%	97%	105%
PC05 - Revenue Audit Average		103%	103%	111%	98%	98%	105%
PD01 - Government Management and Operations Job Family							
Local Government Specialist 3	4	101%	92%	91%	98%	90%	90%
Regulations Specialist 2	2	91%	94%	104%	91%	93%	102%
PD01 - Government Management and Operations Average		96%	93%	97%	95%	91%	95%
PD02 - Economic Research Job Family							
Economist 2	4	61%	64%	73%	56%	56%	65%
Petroleum Economist 2	5	71%	73%	84%	71%	72%	82%
PD02 - Economic Research Average		66%	68%	79%	63%	64%	74%
PD03 - Development and Infrastructure Planning Job Family							
Planner 2	5	87%	89%	99%	86%	87%	98%
Transportation Planner 1	21	109%	104%	113%	103%	99%	109%
Transportation Planner 2	4	107%	104%	112%	99%	94%	101%
PD03 - Development and Infrastructure Planning Average		102%	99%	109%	97%	93%	103%
PD04 - Emergency Planning and Response Job Family							

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Emergency Management Specialist 2	5	80%	83%	93%	65%	67%	75%
Emergency Program Manager 1	32	89%	90%	90%	86%	82%	84%
Emergency Services Dispatcher 1	28	113%	115%	123%	105%	101%	106%
Emergency Dispatch Supervisor	24	106%	103%	104%	99%	94%	96%
Wildland Fire Dispatcher 3	5	103%	115%	140%	102%	109%	126%
State Logistics Center Coordinator	5	67%	70%	77%	64%	65%	70%
PD04 - Emergency Planning and Response Average		90%	93%	99%	83%	83%	89%
PD05 - Airport Administration Job Family							
Airport Manager - Anchorage International Airport	3	92%	98%	100%	91%	96%	99%
Airport Manager - Fairbanks International Airport	3	98%	103%	111%	98%	99%	104%
International Airports Controller	3	83%	84%	93%	80%	82%	89%
Airport Operations Officer	2	85%	88%	98%	84%	86%	95%
Airport Operations Specialist	2	109%	111%	121%	106%	105%	113%
Airport Operations Superintendent	1	92%	85%	86%	92%	85%	86%
Regional Safety and Airport Security Officer	2	90%	89%	94%	88%	88%	92%
PD05 - Airport Administration Average		92%	93%	99%	90%	91%	96%
PD06 - Ferry System Administration Job Family							
Ferry Terminal Agent 1	0	N/A	N/A	N/A	N/A	N/A	N/A
Ferry Terminal Manager 1	1	84%	88%	97%	84%	88%	97%
AMHS Dispatch Manager	2	107%	112%	121%	105%	111%	120%
Reservation Call Center Supervisor	6	91%	91%	96%	82%	84%	90%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Marine Traffic Manager	2	119%	111%	114%	118%	110%	113%
Marine Pilot Coordinator	0	N/A	N/A	N/A	N/A	N/A	N/A
Vessel Scheduling Coordinator	0	N/A	N/A	N/A	N/A	N/A	N/A
Passenger Services Inspector	1	113%	109%	116%	113%	109%	116%
AMHS Passenger Services Manager	1	100%	105%	112%	100%	105%	112%
Port Captain	2	N/A	N/A	N/A	N/A	N/A	N/A
Port Engineer	5	99%	90%	95%	89%	87%	92%
AMHS Safety Management Coordinator	1	124%	109%	109%	124%	109%	109%
Marine Engineering Assistant Manager	3	104%	95%	102%	98%	94%	100%
Marine Transportation Services Manager	3	104%	109%	116%	104%	108%	112%
PD06 - Ferry System Administration Average		104%	102%	107%	101%	100%	105%
PD07- Maintenance Administration Job Family							
Equipment Fleet District Manager	22	105%	96%	97%	97%	92%	93%
State Equipment Fleet Manager	19	105%	102%	101%	98%	98%	98%
Manager, Airfield Maintenance	1	104%	102%	108%	104%	102%	108%
Maintenance and Operations Specialist	1	90%	89%	97%	90%	89%	97%
Maintenance and Operations Superintendent	24	102%	92%	93%	90%	84%	86%
Maintenance and Operations Manager	20	106%	98%	100%	100%	92%	95%
PD07- Maintenance Administration Average		102%	97%	99%	96%	93%	96%
PD08 - Real Estate Appraisal Job Family							
Right-of-Way Assistant	1	96%	97%	107%	96%	97%	107%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Right-of-Way Agent 2	22	87%	84%	90%	79%	78%	84%
Right-of-Way Agent 5	4	92%	88%	92%	88%	87%	92%
Right-of-Way Review Appraiser 1	4	111%	101%	103%	109%	95%	93%
Appraiser 2	5	83%	86%	95%	80%	83%	92%
State Assessor	2	93%	90%	96%	92%	89%	96%
PD08 - Real Estate Appraisal Average		93%	91%	96%	90%	88%	93%
PD09 - Property Management Job Family							
Building Management Specialist	17	95%	92%	99%	88%	89%	96%
Facilities Manager 1	31	92%	91%	101%	84%	86%	94%
Airport Leasing Specialist 2	3	95%	107%	125%	78%	85%	99%
Airport Leasing Program Manager	4	100%	102%	110%	99%	99%	106%
State Leasing & Facilities Manager	10	123%	119%	126%	112%	111%	106%
PD09 - Property Management Average		102%	102%	112%	93%	95%	101%
PE01 - Education Programs Job Family							
Education Administrator 1	5	115%	107%	117%	109%	105%	113%
Education Administrator 2	3	96%	100%	109%	95%	98%	106%
Education Program Assistant	14	90%	88%	94%	86%	84%	91%
Education Associate 2	2	91%	94%	105%	91%	94%	105%
Education Specialist 1	2	92%	93%	101%	90%	91%	100%
Education Coordinator (Corrections)	9	88%	79%	79%	80%	73%	72%
PE01 - Education Programs Average		96%	94%	101%	92%	91%	98%

		Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
Job Family & Benchmark Title	Count of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
PE02 - Teaching and Instruction Job Family							
AVTEC Instructor	4	95%	96%	92%	95%	92%	89%
Vocational Instructor	4	95%	101%	114%	92%	101%	114%
Training Specialist 1	5	97%	101%	113%	94%	98%	111%
Training Specialist 3	5	98%	97%	101%	95%	95%	101%
AK Military Youth Academy (AMYA) Instructor	4	90%	88%	98%	88%	86%	96%
AK Military Youth Academy (AMYA) Chief Examiner	2	80%	76%	79%	79%	74%	77%
AK Military Youth Academy (AMYA) Coordinator	2	92%	93%	102%	91%	93%	102%
AK Military Youth Academy (AMYA) Supervisor 2	2	99%	97%	102%	97%	95%	101%
AK Military Youth Academy (AMYA) Manager	2	108%	107%	113%	105%	104%	111%
PE02 - Teaching and Instruction Average		96%	95%	102%	93%	93%	100%
PE03 - Student Services Job Family							
Recreation Assistant	15	106%	97%	100%	95%	94%	97%
Dormitory Attendant	1	94%	97%	100%	94%	97%	100%
AK Military Youth Academy (AMYA) Team Leader	1	84%	82%	89%	84%	82%	89%
AK Military Youth Academy (AMYA) Platoon Leader	1	90%	87%	90%	90%	87%	90%
Aquatic Facility Manager	2	118%	111%	114%	110%	104%	108%
Lifeguard 2	4	109%	111%	129%	102%	103%	122%
PE03 - Student Services Average		99%	96%	102%	96%	94%	100%
PE04 - Library and Archives Job Family							
Library Assistant 2	5	88%	90%	101%	74%	76%	85%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Librarian 1	29	95%	90%	96%	87%	85%	93%
Librarian 4	4	103%	102%	105%	103%	96%	102%
Records Analyst 2	21	121%	112%	116%	110%	105%	114%
Archivist 2	3	85%	85%	96%	83%	84%	95%
State Archivist	2	93%	94%	102%	88%	89%	96%
PE04 - Library and Archives Average		97%	96%	103%	91%	90%	97%
PE05 - Anthropological Research and Education Job Family							
Museum Curator 2	4	82%	87%	97%	79%	81%	91%
Museum Conservator	1	88%	95%	109%	88%	95%	109%
Chief Curator	13	112%	106%	111%	102%	90%	94%
Archaeologist 1	4	85%	90%	103%	81%	88%	101%
Historian 1	2	85%	91%	103%	84%	89%	101%
Chief, Office of History and Archaeology	7	87%	83%	87%	87%	75%	87%
Subsistence Resource Specialist 2	1	N/A	N/A	N/A	N/A	N/A	N/A
Subsistence Program Manager	6	113%	108%	112%	112%	99%	98%
PE05 - Anthropological Research and Education Average		94%	94%	103%	91%	88%	96%
PE06 - Arts, Photography, and Information Job Family							
Visual Information Specialist	5	89%	91%	102%	88%	88%	96%
Publications Technician 2	3	80%	77%	82%	74%	73%	79%
Publications Specialist 2	24	94%	99%	110%	90%	94%	101%
Information Officer 2	4	82%	85%	96%	80%	84%	93%

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		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Department Communications Manager	31	100%	96%	99%	94%	90%	91%
PE06 - Arts, Photography, and Information Average		90%	90%	98%	86%	86%	92%
PF01 - Public Programs Job Family							
Child Support Enforcement Specialist 1	19	113%	107%	117%	102%	104%	114%
Child Support Enforcement Specialist 3	2	109%	111%	121%	107%	110%	121%
Eligibility Technician 2	26	104%	103%	111%	102%	98%	107%
Eligibility Technician 4	3	102%	100%	106%	100%	99%	105%
Eligibility Quality Control Technician 1	1	96%	104%	121%	96%	104%	121%
Eligibility Quality Control Technician 2	1	101%	102%	111%	101%	102%	111%
Eligibility Office Manager 1	21	107%	110%	113%	99%	92%	89%
Eligibility Office Manager 2	3	106%	112%	124%	100%	103%	112%
Medicaid Program Associate	2	105%	110%	123%	103%	110%	121%
Medicaid Program Specialist 2	1	79%	82%	92%	79%	82%	92%
Medicaid Program Specialist 5	1	98%	97%	103%	98%	97%	103%
PFD Technician 2	2	92%	96%	109%	91%	96%	107%
PFD Specialist 1	0	N/A	N/A	N/A	N/A	N/A	N/A
PFD Manager	0	N/A	N/A	N/A	N/A	N/A	N/A
Public Assistance Analyst 2	1	88%	88%	96%	88%	88%	96%
Public Assistance Field Services Manager 2	11	120%	106%	109%	101%	97%	104%
Public Assistance Programs Officer	1	112%	106%	110%	112%	106%	110%
Workers' Compensation Technician	3	74%	73%	83%	73%	72%	81%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Workers' Compensation Officer 2	5	101%	105%	116%	98%	105%	116%
Social Services Program Coordinator	14	94%	89%	103%	90%	88%	94%
Social Services Program Officer	2	99%	98%	105%	96%	97%	104%
Social Services Program Administrator	3	118%	125%	136%	112%	115%	123%
Disability Adjudicator Associate 2	3	113%	121%	145%	110%	118%	139%
Disability Adjudicator 2	2	115%	117%	130%	111%	114%	126%
Chief, Disability Determination Services	5	94%	85%	77%	93%	82%	77%
Chief, Public Assistance Field Operations	5	77%	75%	77%	74%	72%	76%
PF01 - Public Programs Average		100%	99%	107%	97%	96%	103%
PF02 - Social Work Job Family							
Protective Services Specialist 2	23	98%	98%	103%	93%	89%	99%
Protective Services Specialist 4	4	114%	116%	131%	112%	115%	129%
Protective Services Manager 1	17	103%	94%	98%	98%	90%	94%
Social Services Associate	23	95%	91%	99%	90%	89%	94%
PF02 - Social Work Average		104%	100%	107%	99%	96%	103%
PF03 - Special Social Service Job Family							
Civil Rights Programs and Compliance Specialist 1	17	86%	83%	91%	80%	76%	81%
Civil Rights Programs and Compliance Specialist 2	4	77%	77%	83%	73%	73%	78%
Civil Rights Programs and Compliance Specialist 3	4	78%	79%	86%	77%	78%	84%
Human Rights Field Representative 3	3	75%	78%	84%	75%	77%	84%
Human Rights Field Representative 4	2	64%	67%	73%	62%	66%	71%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Senior Services Technician	2	88%	86%	93%	87%	83%	88%
Public Guardian 2	8	99%	95%	104%	94%	95%	98%
Public Guardian 4	1	113%	113%	121%	113%	113%	121%
PF03 - Special Social Service Average		83%	84%	90%	81%	81%	87%
PF04 - Vocational Rehabilitation Job Family							
Vocational Rehabilitation Assistant 2	3	99%	104%	117%	96%	101%	113%
Vocational Rehabilitation Counselor 2	4	94%	100%	113%	89%	92%	103%
Vocational Rehabilitation Manager	4	79%	80%	88%	73%	75%	84%
Chief, Vocational Rehabilitation Services	9	86%	86%	84%	81%	78%	82%
PF04 - Vocational Rehabilitation Average		87%	89%	95%	82%	83%	91%
PF05 - Labor and Employment Services Job Family							
Employment Security Analyst 2	1	102%	96%	99%	102%	96%	99%
Employment Services Technician 2	2	100%	101%	110%	98%	97%	104%
Unemployment Insurance Technician 1	14	112%	109%	112%	107%	100%	105%
Employment Services Manager 1	14	79%	79%	84%	74%	66%	73%
Field Auditor 1	3	102%	104%	119%	100%	101%	112%
PF05 - Labor and Employment Services Average		97%	96%	103%	94%	89%	96%
PG01 - Health Administration Job Family							
Health Program Manager 2	22	83%	79%	84%	78%	74%	79%
Public Health Specialist 2	2	87%	84%	90%	87%	82%	86%
Public Health Informaticist 2	2	82%	83%	90%	79%	81%	89%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Medical Information and Services Assistant	4	93%	94%	104%	86%	94%	100%
Dietitian 2	5	103%	108%	124%	101%	105%	118%
PG01 - Health Administration Average		89%	88%	96%	86%	85%	92%
PG02 - Nursing, Assistive Job Family							
Assisted Living Aide	11	97%	97%	98%	94%	89%	93%
Certified Nurse Aide 1	19	107%	99%	113%	99%	97%	106%
Psychiatric Nursing Assistant 3	12	102%	102%	113%	98%	94%	103%
PG02 - Nursing, Assistive Average		102%	100%	108%	97%	93%	101%
PG03 - Nursing, Professional Job Family							
Licensed Practical Nurse	5	108%	109%	121%	106%	106%	121%
Nurse 2	32	117%	112%	121%	109%	107%	113%
Psychiatric Nurse 2	19	114%	119%	123%	100%	102%	113%
Corrections Nurse 1	20	113%	115%	128%	104%	107%	121%
Public Health Nurse 2	4	95%	102%	117%	92%	99%	115%
Nurse Consultant 1	4	90%	95%	108%	86%	86%	97%
PG03 - Nursing, Professional Average		105%	107%	119%	98%	100%	112%
PG04 - Medical, Professional Job Family							
Physician Assistant/Advanced Practice Registered Nurse 1	5	82%	91%	100%	81%	89%	99%
PG04 - Medical, Professional Average		82%	91%	100%	81%	89%	99%
PG05 - Mental and Behavioral Health Services Job Family							
Mental Health Clinician 2	24	102%	97%	103%	95%	92%	97%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
PG05 - Mental and Behavioral Health Services Average		102%	97%	103%	95%	92%	97%
PG06 - Special Health Services Job Family							
Disease Intervention Specialist 1	2	75%	80%	92%	75%	80%	92%
Epidemiology Specialist 2	23	98%	93%	99%	90%	90%	95%
Dental Assistant	20	110%	111%	120%	102%	108%	113%
Dental Hygienist	4	97%	106%	120%	97%	106%	118%
Pharmacy Technician 1	22	100%	99%	108%	98%	95%	102%
Occupational Therapist 1	5	81%	88%	103%	79%	86%	103%
Recreation Therapist 2	5	97%	100%	114%	90%	93%	103%
PG06 - Special Health Services Average		92%	95%	107%	88%	92%	103%
PG07 - Health Laboratory and Related Job Family							
Laboratory Technician	26	101%	99%	104%	95%	94%	98%
Microbiologist 2	5	82%	85%	96%	80%	85%	96%
Public Health Microbiologist 1	5	104%	96%	102%	94%	93%	102%
PG07 - Health Laboratory and Related Average		95%	93%	100%	89%	90%	99%
PH01 - Fish and Wildlife Job Family							
Fish and Wildlife Technician 3	14	95%	85%	88%	89%	83%	87%
Fishery Biologist 2	14	94%	89%	92%	91%	85%	85%
Habitat Biologist 2	5	82%	85%	96%	82%	83%	91%
Wildlife Biologist 2	5	82%	86%	99%	82%	86%	97%
Biometrician 2	2	67%	68%	79%	65%	66%	76%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Fish Culturist 1	1	N/A	N/A	N/A	N/A	N/A	N/A
Fisheries Geneticist 1	2	77%	84%	93%	74%	81%	91%
Fisheries Scientist 1	2	88%	90%	99%	87%	89%	99%
PH01 - Fish and Wildlife Average		82%	83%	92%	80%	81%	89%
PH02 - Agriculture Job Family							
Agronomist 1	4	93%	97%	109%	88%	96%	109%
PH02 - Agriculture Average		93%	97%	109%	88%	96%	109%
PH03 - Natural Resources and Forestry Job Family							
Natural Resource Technician 2	2	95%	95%	104%	94%	94%	104%
Natural Resource Specialist 2	10	97%	99%	103%	88%	92%	102%
Natural Resource Manager 1	1	82%	83%	90%	82%	83%	90%
Wildland Fire and Resource Technician 3	8	80%	79%	89%	73%	73%	84%
Wildland Forestry Technician 2	1	N/A	N/A	N/A	N/A	N/A	N/A
Forester 2	3	88%	91%	102%	85%	86%	94%
Fire Management Officer	1	N/A	N/A	N/A	N/A	N/A	N/A
Wildland Fire Support Services 1	1	N/A	N/A	N/A	N/A	N/A	N/A
PH03 - Natural Resources and Forestry Average		88%	89%	97%	84%	85%	94%
PH04 - Parks Job Family							
Park Specialist	12	104%	100%	111%	93%	91%	96%
Park Ranger 1	16	110%	104%	114%	99%	94%	98%
Park Ranger 2	3	103%	102%	109%	100%	99%	106%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Park Superintendent	20	100%	95%	98%	96%	91%	91%
Museum Protection & Visitor Services Assistant	3	86%	87%	98%	85%	87%	98%
PH04 - Parks Average		101%	98%	105%	95%	93%	97%
PI01 - Legal Support and Related Job Family							
Criminal Justice Technician 1	5	89%	84%	85%	87%	82%	85%
Criminal Justice Planner	1	94%	86%	88%	94%	86%	88%
Law Office Manager	21	101%	97%	100%	95%	89%	89%
Public Safety Technician 2	2	109%	104%	110%	107%	99%	104%
Law Office Assistant 2	28	92%	92%	101%	89%	89%	97%
Paralegal 2	26	93%	93%	99%	88%	89%	94%
Paralegal Specialist 1	9	108%	112%	120%	107%	103%	106%
PI01 - Legal Support and Related Average		98%	95%	99%	95%	91%	94%
PI02 - Attorneys Job Family							
Attorney 4	31	96%	94%	95%	89%	86%	91%
PI02 - Attorneys Average		96%	94%	95%	89%	86%	91%
PI03 - Judges and Adjudicators Job Family							
Administrative Law Judge 1	1	N/A	N/A	N/A	N/A	N/A	N/A
Hearing Examiner 1	2	109%	112%	120%	99%	102%	109%
Hearing Officer	2	97%	99%	105%	92%	94%	100%
Workers' Compensation Hearing Officer 2	1	N/A	N/A	N/A	N/A	N/A	N/A
Chief of Workers' Compensation Adjudication	8	95%	104%	112%	89%	93%	101%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
PI03 - Judges and Adjudicators Average		100%	105%	113%	93%	97%	104%
PI04 - Evidence Investigation Job Family							
Forensic Science Laboratory Administrator 1	1	128%	115%	116%	128%	115%	116%
Forensic Scientist 3 - Chemistry	1	120%	122%	134%	120%	122%	134%
Fingerprint Technician 2	3	102%	102%	114%	101%	99%	108%
Investigator 2	25	89%	86%	94%	85%	82%	88%
Special Investigator 1	1	99%	101%	111%	99%	101%	111%
Forensic Scientist 3 - Physical	2	109%	114%	127%	104%	110%	124%
Forensic Scientist 3 - DNA	2	109%	114%	127%	104%	110%	124%
Forensic Technician 2	2	91%	93%	102%	88%	92%	102%
Medicolegal Investigator 2	1	89%	91%	101%	89%	91%	101%
Criminal Intelligence Analyst 2	10	97%	93%	94%	92%	91%	90%
PI04 - Evidence Investigation Average		104%	104%	113%	102%	102%	110%
PI05 - Legal Document Processing Job Family							
Recorder Supervisor	9	95%	93%	98%	92%	88%	94%
Recorder Manager	13	86%	83%	85%	83%	82%	81%
Motor Vehicle Customer Service Representative 1	20	98%	95%	99%	95%	91%	97%
Motor Vehicle Office Manager 1	18	100%	91%	92%	93%	89%	89%
DMV Program Manager	1	119%	107%	107%	119%	107%	107%
Recorder 1	2	83%	84%	94%	79%	81%	92%
PI05 - Legal Document Processing Average		97%	92%	96%	94%	90%	93%

		Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
Job Family & Benchmark Title	Count of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
PJ01 - Law Enforcement Job Family							
State Trooper	25	121%	114%	122%	114%	109%	114%
Sergeant, Department of Public Safety	29	113%	109%	119%	105%	103%	111%
Lieutenant - Department of Public Safety	3	119%	117%	136%	116%	115%	131%
Court Services Officer	8	113%	109%	115%	99%	100%	107%
PJ01 - Law Enforcement Average		117%	113%	124%	109%	107%	116%
PJ02 - Fire Fighting and Inspection Job Family							
Airport Police & Fire Officer 2	5	132%	127%	133%	114%	116%	125%
Airport Police & Fire Officer 4	1	N/A	N/A	N/A	N/A	N/A	N/A
Fire Training Specialist	2	87%	90%	100%	86%	89%	99%
Deputy Fire Marshal 3	3	96%	91%	94%	92%	89%	93%
Building Plans Examiner 1	1	102%	100%	107%	102%	100%	107%
Deputy Fire Marshal 2	2	90%	93%	102%	89%	92%	101%
PJ02 - Fire Fighting and Inspection Average		100%	99%	106%	96%	96%	104%
PJ03 - Corrections Job Family							
Correctional Officer 2	25	103%	104%	111%	96%	93%	100%
Correctional Officer 4	2	111%	115%	129%	109%	112%	125%
Correctional Supervisor	25	103%	98%	102%	93%	88%	90%
Correctional Superintendent 1	19	91%	80%	82%	79%	76%	76%
Juvenile Justice Counselor 2	16	101%	96%	102%	95%	93%	94%
Juvenile Justice Unit Supervisor	16	111%	101%	103%	102%	92%	87%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Juvenile Justice Superintendent 1	1	105%	105%	113%	105%	105%	113%
PJ03 - Corrections Average		103%	99%	105%	96%	93%	96%
PJ04 - Probation and Parole Job Family							
Adult Probation Officer 2A	2	97%	100%	114%	96%	99%	110%
Adult Probation Officer 2B	19	101%	93%	102%	92%	91%	100%
Pretrial Services Officer 2	9	106%	107%	117%	100%	92%	102%
Pretrial, Probation and Parole Administrator 1	1	81%	80%	85%	81%	80%	85%
Juvenile Probation Officer 2	13	88%	87%	94%	87%	82%	90%
Juvenile Probation Officer 3	2	105%	105%	116%	104%	104%	113%
PJ04 - Probation and Parole Average		95%	94%	102%	92%	90%	98%
PK01 - Physical Science Specialists Job Family							
Hydrologist 2	4	86%	91%	103%	84%	87%	97%
Chemist 3	5	78%	81%	90%	71%	74%	83%
Geologist 2	14	88%	87%	89%	82%	81%	89%
Geological Scientist 1	4	78%	78%	91%	72%	71%	85%
Engineering Geologist 2	4	92%	95%	101%	84%	89%	95%
PK01 - Physical Science Specialists Average		84%	86%	94%	78%	79%	89%
PK02 - Environmental Science Specialists Job Family							
Environmental Program Technician	4	88%	90%	100%	87%	88%	96%
Environmental Program Specialist 3	25	94%	84%	92%	83%	78%	86%
Environmental Program Manager 2	21	88%	82%	83%	85%	80%	79%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Environmental Impact Analyst 2	3	103%	96%	99%	92%	87%	94%
Environmental Impact Analysis Manager 1	17	99%	94%	99%	93%	91%	95%
PK02 - Environmental Science Specialists Average		94%	88%	93%	88%	84%	89%
PK03 - Engineering, Unlicensed Job Family							
Engineering Associate	31	113%	110%	119%	106%	104%	113%
Engineering Associate 1, DEC	5	96%	102%	116%	95%	100%	113%
Communications Engineering Associate 2	4	92%	95%	109%	91%	91%	100%
PK03 - Engineering, Unlicensed Average		99%	102%	114%	97%	98%	108%
PK04 -Engineering, Licensed Job Family							
Engineer/Architect 1	4	96%	99%	109%	95%	94%	102%
Engineer/Architect 3	30	118%	109%	111%	111%	105%	104%
Engineer 1, DEC	5	91%	95%	108%	88%	95%	105%
Village Safe Water Engineer 1	5	94%	94%	103%	89%	91%	100%
Communications Engineer 1	5	86%	91%	103%	85%	90%	103%
Technical Engineer 1 / Architect 1	4	96%	99%	110%	89%	96%	109%
PK04 -Engineering, Licensed Average		96%	98%	107%	93%	95%	104%
PK06 - Vessel Construction Job Family							
Vessel Construction Manager 1	0	N/A	N/A	N/A	N/A	N/A	N/A
PK06 - Vessel Construction Average		N/A	N/A	N/A	N/A	N/A	N/A
PK07 - Land Surveying Job Family							
Land Surveyor 1	4	98%	104%	118%	96%	99%	111%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Land Survey Manager 1	20	116%	103%	105%	106%	100%	100%
Survey, Journey	3	90%	90%	92%	89%	89%	92%
PK07 - Land Surveying Average		103%	100%	106%	98%	97%	102%
PK08 - Cartography and Drafting Job Family							
Drafting Technician 3	5	92%	95%	105%	91%	95%	104%
PK08 - Cartography and Drafting Average		92%	95%	105%	91%	95%	104%
PL01 - Food and Custodial Services Job Family							
Food Service, Journey	27	117%	111%	116%	110%	107%	105%
Food Service, Foreman	4	120%	112%	114%	119%	111%	113%
Food Service Supervisor	24	115%	107%	117%	108%	103%	106%
Environmental Services, Journey 2	28	100%	99%	105%	95%	95%	98%
Environmental Services, Foreman	4	103%	99%	100%	97%	94%	95%
PL01 - Food and Custodial Services Average		111%	106%	110%	106%	102%	104%
PL02 - Aircraft, Automobile, or Vessel Maintenance Job Family							
Mechanic, Automotive, Journey	35	102%	93%	99%	95%	89%	90%
Mechanic, Aircraft, Journey	5	79%	78%	86%	78%	78%	86%
Vessel Technician	0	N/A	N/A	N/A	N/A	N/A	N/A
PL02 - Aircraft, Automobile, or Vessel Maintenance Average		89%	85%	92%	85%	83%	88%
PL03 - Equipment Operation Job Family							
Equipment Operator, Journey 2	32	110%	107%	111%	102%	102%	105%
Rural Airport Foreman	2	111%	110%	118%	111%	109%	115%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
International Airport Foreman	2	112%	111%	120%	112%	111%	118%
PL03 - Equipment Operation Average		111%	110%	117%	108%	107%	113%
PL04 - Building and Facility Maintenance Job Family							
Maintenance Generalist, Journey	35	107%	100%	106%	98%	96%	100%
Maintenance Specialist, Bldg/Facility/Const, Journey 2/Lead	31	109%	108%	111%	102%	97%	103%
Maintenance Specialist, Electronics, Journey 2/Lead	5	98%	95%	106%	94%	95%	104%
Maintenance Specialist, Electrician, Journey 2/Lead	28	105%	99%	105%	100%	94%	95%
Maintenance Specialist, Electrical Utility, Journey 2/Lead	5	98%	95%	102%	92%	91%	99%
Maintenance Specialist, Plumbing, Journey 2/Lead	6	104%	101%	107%	101%	98%	106%
PL04 - Building and Facility Maintenance Average		103%	100%	106%	98%	95%	101%
PL05 - Instrument Technicians Job Family							
Survey Instrument Technician 2	4	104%	99%	110%	101%	97%	109%
PL05 - Instrument Technicians Average		104%	99%	110%	101%	97%	109%
PL06 - Construction Support Job Family							
Engineering Technician, Journey	24	94%	90%	93%	91%	81%	89%
Materials Laboratory Technician, Journey	4	100%	96%	102%	99%	91%	93%
Driller, Journey	2	112%	109%	115%	109%	107%	114%
PL06 - Construction Support Average		102%	98%	103%	99%	92%	98%
PL07 - Vessel and Aircraft Operation Job Family							
Boat Officer 3	0	N/A	N/A	N/A	N/A	N/A	N/A
Aircraft Pilot 1	5	92%	95%	106%	84%	85%	96%

Job Family & Benchmark Title	Count of Matches	Alaska Base Pay as a % of Overall Market 50th Percentile			Alaska Base Pay as a % of Overall Market 65th Percentile		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
PL07 - Vessel and Aircraft Operation Average		92%	95%	106%	84%	85%	96%
PL08 - Office Equipment Operation Job Family							
Microfilm/Imaging Operator 1	3	98%	103%	123%	96%	98%	111%
Mail Services Courier	5	96%	102%	114%	94%	99%	111%
Mail Services Manager	13	92%	92%	99%	89%	87%	89%
PL08 - Office Equipment Operation Average		95%	98%	110%	92%	93%	101%