

From: [Phil](#)
To: [Senate Finance Committee](#)
Subject: Segal Salary Study and SOA Information Technology Classification Study
Date: Tuesday, April 22, 2025 3:47:34 PM
Attachments: [image.png](#)

Dear Senate Finance Committee,

I see that Senate Finance is scheduled to meet about the Segal salary study tomorrow. As an IT employee, I see a big issue with the salary study that I just wanted to make sure you were aware of.

The Segal salary study researched IT job classification based on PB07 job classes and salaries, which were proposed to replace the PB04 classes but have not yet been implemented. This was based on the RFP language that stated the PB04 job classes would be abolished and replaced with PB07 classes and salaries in 2024

(<https://aws.state.ak.us/OnlinePublicNotices/Notices/Attachment.aspx?id=144224> page 16).

Those reclassifications never happened. Unfortunately, many of us — including over 600 IT employees across the state — are still officially classified and compensated under PB04 classes.

This means the salary figures in the study misrepresent what SOA IT employees are actually earning. It results in an inflated perception of our compensation, likely by at least 1 to 2 pay ranges. In reality, the salaries used in the Segal salary study are not being paid, and the disparity between market value and our current wages is greater than reported.

I'm concerned this oversight will lead to under-correction in any adjustments made as a result of the study and could also affect the salary study numbers as a whole.

I appreciate your time and all you do for our state. Please let me know if I can provide further details to support this concern.

Thank you,

Phil Kvapil

From original RFP

29	PB0512	Research Analyst 2	16	25	22
30	PB0513	Research Analyst 3	18	52	43
31	PB0514	Research Analyst 4	21	12	10
32	PB0540	Chief, Health Analytics and Vital Records	22	1	
33	PB0551	Demographer	19	1	1
34	PB0552	State Demographer	22	1	1
PB06 Supply					
35	PB0602	Stock and Parts Services 2	55	6	5
36	PB0611	Supply Technician 1	10	4	4
37	PB0622	Contracting Officer 2	16	10	9
38	PB0624	Contracting Officer 4	22	5	5
39	PB0632	Procurement Specialist 2	16	23	20
40	PB0635	Procurement Specialist 5	21	13	13
PB07 Office of Information Technology					
41	PB0701	State Chief Information Officer	28	1	1
42	PB0702	Deputy Chief Information Officer	27	1	1
43	PB0707	Chief Technology Officer 3	26	4	2
44	PB0709	Staff Manager, OIT	25	1	1
45	PB0712	Department Technology Officer 2	24	11	11
46	PB0725	P3 Manager	24	3	3
PB07 Job classes/specs due to be implemented in 2024. Legacy PB04 job classes will be abolished.					
47	PB07A3	Application Developer 3	22		
48	PB07B2	IT Business Analyst 2	21		
49	PB07C2	IT Client Support Specialist 2	16		
50	PB07D2	Database Administrator 2	23		
51	PB07E1	IT Support Technician 1	13		
52	PB07J2	IT Project Manager 2	24		
53	PB07M1	IT Manager 1	23		
54	PB07N2	Network and Telecommunications Specialist 2	21		
55	PB07P1	IT Policy and Planning Analyst 1	23		
56	PB07R1	IT Architecture Specialist 1	24		
57	PB07S1	IT Security Specialist 1	24		
58	PB07U2	IT Quality Assurance Analyst	21		
59	PB07V2	IT Vendor Manager 2	20		
60	PB07Y2	IT Systems Administrator 2	23		
PB99 Administrative classes not otherwise described					
61	PB9908	Project Assistant	16	50	45
62	PB9909	Program Coordinator 1	18	71	64
63	PB9912	Program Manager	22	6	5
64	PB9915	Business Services Project Manager 1	20	2	1