

# Department of Administration

## Statewide Salary Study

**House Finance Committee**

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# Statewide Salary Study Overview

**Background:** The Statewide Salary Study was launched following a legislative appropriation with two primary goals:

- Increase applicant pools for State of Alaska positions by making the State a more competitive employer in a difficult job market.
- Identify potential cost savings for job classes where the State is over-market.

**Scope of Report:** Published in April 2025, the report includes:

- Market positioning of benchmark jobs
- Recommendations for strategic improvements

# Salary Study Recommendations into Action

- **Request for Information (RFI):** Classification and Pay Plan Update
  - Published: December 18, 2025 – February 2, 2026
  - Seeks information on project scope and cost to modernize the State of Alaska's Classification and Pay Plans
  - Responsive to Segal's finding that the State of Alaska's Classification and Pay Plans are administratively complex and lack agility to adjust to the labor market.
  - Large scale updates are the optimum solution ensure the State's Classification and Pay Plans are modern, equitable, and responsive to workforce needs.

# Active Classification Plan Maintenance

- **Implementing IT job class study**
  - IT job class study created 44 new job classes that support a modern IT architecture
  - Implementation underway, with first phase rollout scheduled for April 13, 2026
- **Nine job class studies actively underway**
  - Initiated to address recruitment and retention issues identified by State agencies
- Advancing AO 343 to modernize hiring practices by **redefining the minimum qualifications for over 350 job classes**
  - Creating competency-based standards that reduce barriers to entry
  - Aims to increase applicant pools to strengthen recruitment for the State's workforce

# Salary Study Recommendations: Next Steps

- Assess viability of project to update the Classification and Pay Plans by reviewing responses to Request for Information
- Prioritize immediate maintenance needs for the current classification plan informed by whether large-scale updates to the Classification and Pay Plans are viable
- Develop longer term implementation plans accordingly

# Contact Information

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