

# State of Alaska Department of Administration

State of Alaska Statewide Salary Study  
Presentation to the House State Affairs Committee  
Paula Vrana, Commissioner, Department of Administration  
Kate Sheehan, Director, Division of Personnel and Labor Relations  
January 30, 2025



# Statewide Salary Study: Background

---

- Legislative Appropriation
  - Funds appropriated in FY24 budget for a comprehensive study including State Executive Branch employee salaries
  - Estimated project dates: 7/1/2023-6/30/2028
- Purpose of Study
  - Gather data on salary and compensation practices across various industries
  - Compare external market data with salary and pay structures in the State of Alaska's Classification and Pay Plan
  - Provide a report of findings to inform decision making regarding wages and compensation



# Statewide Salary Study: Scope

---

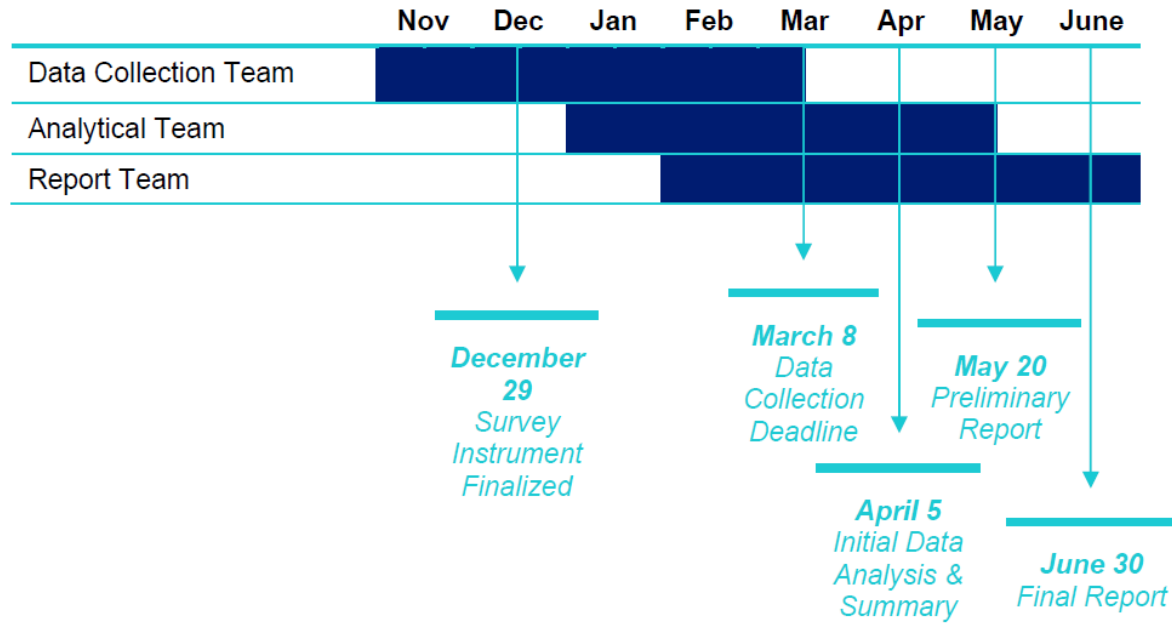
- Project Scope:
  - Compare approximately 404 benchmark jobs from the State of Alaska's Classification and Pay Plan to external market data
  - Analyze State wages in comparison to market data and provide insights and recommendations to inform decision making regarding a market-competitive compensation package for the Executive Branch



# Statewide Salary Study: Timeline

- Original Timeline:
  - Project kickoff in December 2023 / target completion date of June 30, 2024

Anticipated Timeline in Months



# Statewide Salary Study: Current Status

---

- Contract extended with Segal
  - Early review indicated a need to gather additional data and update State wage information
  - Contract with Segal extended to June 30, 2025
  - Segal is actively working on updating and gathering additional data and timelines are being met



# Statewide Salary Study: Data Updates

- Additional Peer/Comparable Jurisdictions being surveyed
- Factor in investments the State made in salaries through collective bargaining and the legislature's passage and the implementation of Senate Bill 259
  - Senate Bill 259
    - Passed May 15, 2024
    - 1212 partially exempt and exempt employees received wage increases pursuant to SB 259
    - \$25,125,500 invested in wage increases
  - Collective Bargaining
    - 11,873 employees\* who are subject to the State's Classification and Pay Plan received contractually negotiated wage increases in July 2024
    - \$100,455,700 invested in contractually negotiated wage increases

*\*Includes the following unions: APEA, ASEA, AVTEC, CEA, LTC, PSEA, TEAME, does not include marine unions*



# Statewide Salary Study: Looking Forward

---

- Final report due March 31, 2025
- The final report will be shared upon completion



# Department of Administration

## Alaskans Proudly Serving Alaskans



For more information, please contact Forrest Wolfe at [forrest.wolfe@alaska.gov](mailto:forrest.wolfe@alaska.gov)