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STATE OF ALASKA

Survey

Salaries & Benefits

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TABLE OF CONTENTS

Introduction:

Benchmarks	1
Benefits and Related	2
Sources of Data	3

Salary Survey Data:

Tabulation of Salary Data	7
Description of Benchmark Classes and Salary Comparisons	9

Employee Benefits and Conditions of Employment:

Basic Work Week	30
Overtime Policies	31
Salary Increases	35
Military Leave	36
Holidays	37
Vacation	38
Sick Leave	40
Retirement Plans	41
Hospitalization and Insurance	42

Introduction:

Benchmarks

This report presents the results of the Division of Personnel Compensation and Benefits Survey conducted by mail in the spring of 1985.

In preparing the survey, the following 46 benchmark classes from the existing rather than proposed system were selected for comparison:

Accountant II	Equipment Operator WG III
Accounting Clerk II	Fish and Game Technician III
Administrative Assistant I	Fishery Biologist II
Administrative Officer I	Forester II
Agricultural Inspector II	Geologist III
Airport Safety Officer II	Industrial Hygienist I
Analyst Programmer IV	Janitor
Bank Examiner II	Loan Examiner III
Biometrician II	Maintenance Worker II
Boiler and Pressure Vessel Inspector	Nurse I
Chemist II	Park Ranger II
Civil Engineer I	Personnel Officer II
Clerk Typist II	Physical Therapist I
Cook II	Planner III
Correctional Officer II	Psychiatric Nursing Assistant III
Data Processing Technician II	Public Health Nurse III
Drafting Technician II	Secretary I
Economist II	Security Guard I
Education Administrator I	Social Worker III
Electrician WG II	Supply Officer II
Electronic Technician II	State Trooper
Engineering Assistant II	Systems Programmer III
Environmental Engineer III	Vocational Rehabilitation Counselor I

All benchmarks are reported here, including those with no or minimal response.

Classes with no response are not included in the body of the report.

Benefits and Related

In addition to collecting data on salaries of comparable jobs, the survey elicited information on the following benefits and conditions of employment.

1. Salary Increases Based on:

- °Changes in the cost of living or the consumer price index
- °employee performance
- °length of service
- °working in remote areas
- °performing hazardous duties
- °shift work

2. Work Time:

- °number of hours in a standard work week
- °overtime policy
- °number of paid holidays per year
- °vacation
- °sick leave
- °other forms of paid leave such as educational, maternity or military

3. Benefits:

- °social security
- °company retirement plan
- °profit sharing
- °group insurance
- °other benefits or bonuses such as housing, car, clothing or travel

Sources of Data

The survey sample is summarized in the following table:

Location/Sector Category	Number Surveyed	Number Responses	Response Rate
Anchorage/Juneau Private Firms	172	50	29%
Anchorage/Juneau Public Agencies	9	6	67%
Fairbanks Private Firms	65	13	20%
Fairbanks Public Agencies	10	5	50%
California, Oregon and Washington Private Firms	5	0	0%
California, Oregon and Washington Public Agencies	5	5	100%
Federal Agencies	21	9	43%
All Private Firms	242	63	26%
All Public Agencies	45	25	55%
All Firms and Agencies	287	88	31%

The following 88 firms participated in the survey by providing information on current salary levels for comparable positions. Most also contributed information on employee benefits and conditions of employment.

Anchorage/Juneau Private Firms (50)

Ace Building Maintenance
AGAI Security
Alaska Bar Association
Alaska Economics
American-Canadian Stratigraphic Company
Anchorage Times
Applied Research Associates
Atkinson, Conway, Bell and Ganon
B.M. Behrends Bank
Birch, Horton, Bittner, Pestinger and Anderson
Boeing Computer Services Corporation
Booth Memorial Home
Building Maintenance and Supply
CH2M Hill
Charter North Hospital
Cook Inlet Aquaculture Association
Digital Equipment Corporation
Douglas Island Pink and Chum Association
Faulkner, Banfield, Doogan and Holmes
First Federal Bank of Alaska
Funk and Baxter Company
Glacier Highway Electric Association
Groh, Eggers and Price
H and M Court Reporting and Executive Service
Hardrives Incorporated
Hope Cottage
Hughes, Thorsness, Gantz, Powell and Brundin
Humana Hospital
J. C. Penney
Kramer, Chin and Mayo
Langdon Psychiatric Hospital
National Bank of Alaska
Nordstrom Apparel and Shoes
Our Lady of Compassion Care Center
Polar Consults Alaska
Providence Hospital
Rainbow Resource Labs
Sealaska Corporation
Searhc Medical
Sears, Roebuck and Co.
Sohio
Spenard Builders Supply
St. Ann's Nursing Home
Suicide Prevention and Crisis Center
Thomas, Head and Geirsen
Tlingit-Haida Central Council

Alaska U.S.A. Federal Credit Union
Wright Services
Yukon Office Supply

Anchorage/Juneau Public Agencies (6)

Anchorage Community College
Anchorage Municipality
Anchorage School District
Institute for Social and Economic Research
Juneau Regional Rehabilitation Hospital
Soldotna General Hospital

Fairbanks Private Firms (13)

Alaska Biological Research
Arctic Technical Research
Denali Center
Ellerbe Alaska, Incorporated
Fairbanks Native Association
First National Bank of Fairbanks
Golden Valley Electrical Association
Hospitality House
Main-Hurdman
Power Commission
Prince William Sound Aquaculture Cooperative
Secretaries Unlimited
Stanley Smith Security

Fairbanks Public Agencies (5)

City of Fairbanks
Fairbanks Memorial Hospital
Kodiak Island Hospital
University of Alaska, Fairbanks
Valdez Hospital

Federal Government (9)

Alaska Native Medical Center
Bureau of Indian Affairs
Farmers' Home Administration
General Services Administration
National Oceanographic and Atmospheric Administration
U.S. Air Force Hospital
U.S. Fish and Wildlife Service
U.S. Forest Service
U.S. National Park Service

California, Oregon and Washington Public Agencies (5)

State of California
State of Oregon
Oregon Court System
State of Washington
Washington Court System

Respondents with employees represented by Unions

	Yes (%)	No (%)
Anchorage/Juneau Private Firms	3 (6%)	47 (94%)
Anchorage/Juneau Public Firms	4 (67%)	2 (33%)
Fairbanks Private Firms	2 (15%)	11 (85%)
Fairbanks Public Agencies	2 (40%)	3 (60%)
California, Oregon and Washington Public Agencies	2 (40%)	3 (60%)
Federal Agencies	4 (44%)	5 (56%)
All Private Firms	5 (8%)	58 (92%)
All Public Agencies	12 (48%)	13 (52%)

Salary Survey Data:

Tabulation of Salary Data

All salaries have been converted to the monthly rate for a 37.5-hour work week (162.5 hours per month) and interim cost-of-living adjustments have been added for currency with July 1, 1985, Alaska rates. Salaries for California, Oregon and Washington were adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. This difference was documented in the Alaska Geographic Differential Study, prepared for the Division of Labor Relations in April 1985 by The McDowell Group and Alaska Attitudes, Inc. Previous State of Alaska salary surveys used the United States Department of Labor, Bureau of Labor Statistics semi-annual report on cost of living comparisons between Anchorage and Seattle for determining the appropriate adjustment to California, Oregon and Washington salaries. The Bureau of Labor Statistics has not produced this report since 1982.

Fairbanks public and private salaries are reported without cost-of-living adjustment. The State of Alaska salary given for each benchmark is from schedule A with no geographic differential. The study referred to above also recommends including Fairbanks in the base area with Juneau and Anchorage, thereby eliminating the geographic differential of 12% currently given to Fairbanks employees. To reflect existing circumstances, 12% must be added to the State of Alaska salary shown for comparison with Fairbanks employee responses. California, Oregon and Washington responses are shown for those benchmark classes open for recruitment of non-Alaskans. Data from respondents in Juneau and Soldotna have been combined with data from Anchorage

respondents. Data from Prince William Sound, Kodiak and Valdez respondents have been combined with data from Fairbanks respondents.

Twenty-five percent was added to federal government salaries on the General Schedule to reflect the cost of living allowance for Alaska positions. It should be noted that the tax-free nature of this allowance tends to add to the compensation for federal positions. This effect is not considered in this report.

For benchmark classes in labor, trades and crafts the average maximum has been used for comparison in order to reflect that most Alaska State employees in these classes receive pay at the maximum level.

Description of Benchmark Classes and Salary Comparisons

ACCOUNTING CLERK II

Performs clerical accounts maintenance work of moderate difficulty involving the processing, maintenance, and adjustment of financial records. Typical duties include reviewing invoices, coding and preparing vouchers, maintaining ledgers, preparing transmittals of receipts, balancing and summarizing accounts.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1731	1864	2010	1	108	100
FEDERAL GOVERNMENT	1566	1792	2018	5	20	96
ANCHORAGE PRIVATE	1541	1807	2073	35	94	97
ANCHORAGE PUBLIC	1499	1821	2142	6	65	98
FAIRBANKS PRIVATE	1732	1967	2203	8	13	106
FAIRBANKS PUBLIC	1718	1942	2166	3	6	104

ACCOUNTANT II

This is the journey level professional accountant performing a range of accounting activities. Assignments may include analyzing, auditing, evaluating and advising on accounting problems and practices involving a variety of programs and accounts, funding sources and types of payments or revenues. Accounting activities include analyzing a variety of financial data such as expenditure trends, cost factors, and the effectiveness of financial systems or procedures of the system in meeting management needs. Positions may develop and modify or add to accounting systems.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	13	100
FEDERAL GOVERNMENT	2334	2752	3171	5	15	93
ANCHORAGE PRIVATE	2343	2767	3191	19	28	94
ANCHORAGE PUBLIC	1998	2498	2999	3	13	85
FAIRBANKS PRIVATE	2102	2472	2843	4	7	84
FAIRBANKS PUBLIC	3315	3340	3365	2	3	113

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

CLERK TYPIST II

Performs production typing at a skilled level. Positions generally type a variety of correspondence, forms or reports in a variety of formats using standard guidelines. Magnetic keyboard word processing equipment with CRT visual display and disk or card document storage is typically used.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1545	1655	1785	1	198	100
FEDERAL GOVERNMENT	1440	1639	1839	8	80	99
ANCHORAGE PRIVATE	1329	1546	1764	24	89	93
ANCHORAGE PUBLIC	1554	1945	2336	6	80	118
FAIRBANKS PRIVATE	1297	1447	1597	8	14	87
FAIRBANKS PUBLIC	1501	1825	2150	1	4	110

SECRETARY I

Serves as personal assistant to a division director (the executive responsible for policy decisions for a major functional unit). Duties include setting up and maintaining files, gathering information, arranging meetings and transportation, taking and transcribing notes and correspondence, screening visitors, and may include supervision of typists/clerical personnel.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1835	1983	2135	1	105	100
FEDERAL GOVERNMENT	1381	1606	1831	5	18	81
ANCHORAGE PRIVATE	1609	1907	2204	33	161	96
ANCHORAGE PUBLIC	1766	2108	2450	5	207	106
FAIRBANKS PRIVATE	1326	1505	1684	5	5	76
FAIRBANKS PUBLIC	1902	2244	2586	3	5	113

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

SUPPLY OFFICER II

Performs professional supply work of average difficulty projecting agency needs and administers supply budget, authorizes purchases and requisitions; in charge of property control and storing materials; disposes of excess equipment, material and supplies. The variety and volume of supplies are generally nonhazardous and routine such as office equipment, construction materials, hardware, foodstuffs, etc.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	19	100
FEDERAL GOVERNMENT	2271	2637	3003	4	10	89
ANCHORAGE PRIVATE	1999	2329	2659	12	26	79
ANCHORAGE PUBLIC	1898	2388	2878	4	31	81
FAIRBANKS PRIVATE	1979	2477	2975	1	1	84
FAIRBANKS PUBLIC	3845	4103	4360	2	2	139

PERSONNEL OFFICER II

This is the personnel administrator for an agency responsible for providing services in the area of recruitment, applicant evaluation, pay, employee development, labor contract administration, and other administrative functions essential to personnel. Positions typically supervise assistants and clerical staff.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3113	3394	3698	1	8	100
FEDERAL GOVERNMENT	2885	3318	3751	5	8	98
ANCHORAGE PRIVATE	2823	3239	3655	19	23	95
ANCHORAGE PUBLIC	2865	3645	4425	5	9	107
FAIRBANKS PRIVATE	1800	2233	2665	1	1	66
FAIRBANKS PUBLIC	2997	3299	3602	3	3	97

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

ADMINISTRATIVE OFFICER I

This is the facilitator or coordinator of day-to-day administrative functions (e.g. supply, personnel fiscal control) generally for a line program supervisor or Administrative Officer. Duties may include compiling preliminary budget data, monitoring expenditures, coordinating the purchasing process, compiling narrative and statistical reports, and determining office procedures.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2895	3173	3451	1	13	100
FEDERAL GOVERNMENT	3369	3825	4280	6	24	121
ANCHORAGE PRIVATE	3495	3703	3911	9	15	117
ANCHORAGE PUBLIC	3630	3756	3883	2	37	118
FAIRBANKS PRIVATE	3368	3775	4182	2	2	119
FAIRBANKS PUBLIC	4617	4617	4617	1	4	145

ADMINISTRATIVE ASSISTANT I

This is the administrative generalist with operational responsibility for an agency for a variety of administrative functions, such as personnel, supply, fiscal management analysis, and data processing. Positions participate in management decisions through analysis of agency needs, established procedures, and explain administrative matters to agency heads and line section supervisors. Positions are responsible for information flow and administrative reporting between field offices and the central agency.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2072	2240	2433	1	98	100
FEDERAL GOVERNMENT	2253	2664	3076	8	31	119
ANCHORAGE PRIVATE	2772	3084	3395	6	11	138
ANCHORAGE PUBLIC	2381	3014	3647	5	42	135
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	3585	3585	3585	1	28	160

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

DATA PROCESSING TECHNICIAN II

Operates data processing center equipment, large-scale computers with peripheral units at the full performance level. Typically positions are console operators who monitor and control the functions of a large computer system, select and load input and output units, make test and operational runs, observe operations to detect error lights, correction instructions, error messages, machine stoppages and incorrect outputs; insert alternate or special commands; determine status of user terminals that are experiencing problems, and check station traffic and equipment failure.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2353	2564	2804	1	16	100
FEDERAL GOVERNMENT	2086	2405	2725	6	17	94
ANCHORAGE PRIVATE	1490	1821	2152	15	43	71
ANCHORAGE PUBLIC	1640	2027	2414	4	11	79
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	1775	1998	2221	3	9	78

ANALYST PROGRAMMER IV

Performs computer systems analysis at the full proficiency level for average application systems characterized by involvement with complex software systems, data bases, telecommunications software, system control software and user applications of high complexity. Fluency in high level languages such as COBOL, FORTRAN and PLI is expected. Typical duties include determining feasibility of proposed systems, proposing system design, writing specifications, analyzing logic functions and writing technical reports describing program design solutions, manuals, etc. Positions develop task plans and schedules and make programming assignments.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	58	100
FEDERAL GOVERNMENT	3120	3641	4163	6	13	100
ANCHORAGE PRIVATE	2139	2745	3351	9	18	76
ANCHORAGE PUBLIC	2671	3253	3835	4	30	90
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	2773	2985	3197	2	2	82
OREGON STATE	2173	2465	2757	1	113	68
WASHINGTON STATE	0	0	0	0	0	0
CALIFORNIA STATE	2588	2855	3122	1	182	79

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

SYSTEMS PROGRAMMER III

Project leader or senior-level systems programmer. Responsible for planning and implementation of new installations or enhancements of system products and major operating systems; tests and modifies these products or systems; develop operations procedures, perform problem determination and resolution for the systems or products. Consults with users, operations and vendors on service levels.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	4074	4435	4835	1	4	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	2877	3324	3772	10	23	75
ANCHORAGE PUBLIC	3044	3462	3880	1	4	78
FAIRBANKS PRIVATE	2542	2786	3031	1	3	63
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	2508	2845	3183	1	16	64
WASHINGTON STATE	0	0	0	0	0	0
CALIFORNIA STATE	3122	3445	3768	1	1	78

ECONOMIST II

Defines economic problems to be investigated, analyzes and interprets economic data. May research unprecedented areas of inquiry, evaluates economic impact of actions, projects economic scenarios and forecasts trends. Prepares reports on study findings and may recommend courses of action. This is the fully qualified journey level economist.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3564	3883	4224	1	4	100
FEDERAL GOVERNMENT	2992	3440	3889	1	2	89
ANCHORAGE PRIVATE	2252	2420	2587	3	3	62
ANCHORAGE PUBLIC	2841	3559	4277	2	25	92
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

DRAFTING TECHNICIAN II

Performs drafting duties of average difficulty in the fields of mechanical, architectural, civil engineering, or cartographic work. Duties include planning layouts, sectional views and pictorial presentations; making dimensional computations, preparing ink drawings, and assisting engineering staff in the collection of dimensional or related data.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1955	2101	2274	1	25	100
FEDERAL GOVERNMENT	1912	2199	2486	2	9	105
ANCHORAGE PRIVATE	2032	2404	2776	3	11	114
ANCHORAGE PUBLIC	2200	2549	2898	1	15	121
FAIRBANKS PRIVATE	1950	2023	2095	2	3	96
FAIRBANKS PUBLIC	0	0	0	0	0	0

ENGINEERING ASSISTANT II

Performs a variety of journey level professional engineering duties associated with the location, design, materials, research, maintenance and construction of roads, bridges, buildings, airports, utilities, harbor facilities, or other civil engineering projects. Typically positions serve as project engineers on minor construction projects or assistant project engineer on average sized projects. Duties include performing preliminary location studies and preparing reports, plans, specifications and estimates. Incumbents usually have supervision available and work may be reviewed periodically and is reviewed upon completion.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	98	100
FEDERAL GOVERNMENT	2920	3361	3802	4	22	114
ANCHORAGE PRIVATE	3083	3601	4119	2	5	122
ANCHORAGE PUBLIC	2680	3100	3521	1	15	105
FAIRBANKS PRIVATE	2605	3180	3756	1	3	108
FAIRBANKS PUBLIC	2960	3211	3462	1	6	109

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

CIVIL ENGINEER I

This is the lead level engineering performing professional civil engineering office and field work in the location, design, materials, research, maintenance and construction of roads, buildings, bridges, utilities, airports, harbor facilities, or other civil engineering projects. Duties include preparing plans and specifications for construction projects, administering contracts, investigating unusual or changed conditions of sites and design changes, estimating costs and performing inspections. Positions typically lead subordinate engineering assistants and technicians and are given assignments with only general direction.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	64	100
FEDERAL GOVERNMENT	3836	4453	5070	3	18	123
ANCHORAGE PRIVATE	3694	4542	5389	2	4	125
ANCHORAGE PUBLIC	3044	3462	3880	1	9	95
FAIRBANKS PRIVATE	3641	4518	5396	1	2	124
FAIRBANKS PUBLIC	4551	5153	5755	1	1	142

SECURITY GUARD I

Performs security guard duties to protect and ensure the safety of people and/or property. Duties require patrolling to detect security or safety problems, investigating any unusual or unauthorized activities, checking alarm and other security systems, maintaining logs and preparing reports, operating two-way radios, taking action to enforce security where appropriate, and/or notifying law enforcement officers.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1835	1983	2135	1	1	100
FEDERAL GOVERNMENT	1574	1811	2047	1	4	91
ANCHORAGE PRIVATE	1374	1575	1776	6	127	79
ANCHORAGE PUBLIC	1888	2460	3031	3	39	124
FAIRBANKS PRIVATE	894	1179	1464	1	32	59
FAIRBANKS PUBLIC	1538	1872	2205	1	6	94

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

NURSE I

Provides the full range of general professional nursing care in a clinic, institution, school or treatment facility. Administers general nursing care to patients, assists physicians in administering treatment and performing examinations, provides medications, and prepares some medical procedures, prepares written reports of observations and care rendered, monitors the condition and needs of patients. Positions may evaluate and provide for nursing needs of children in schools and patients in their homes.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2205	2393	2609	1	53	100
FEDERAL GOVERNMENT	2202	2506	2809	2	394	105
ANCHORAGE PRIVATE	1818	2241	2663	8	638	94
ANCHORAGE PUBLIC	2142	2858	3574	3	127	119
FAIRBANKS PRIVATE	2384	2981	3578	1	6	125
FAIRBANKS PUBLIC	1755	2422	3089	2	219	101

PSYCHIATRIC NURSING ASSISTANT III

Performs a variety of subprofessional psychiatric nursing duties designed to provide care, treatment and rehabilitation to psychiatric or developmentally disabled patients. This is the journey level where independence of action and sound judgment is expected. Duties may include assisting the therapeutic treatment team, interacting with patients by visiting and discussing their problems, participating in recreational activities, supervising patients to maintain safety and order, administering minor medical treatment, observing, reporting and charting patient behavior, and assisting with daily activities such as hygiene and meals.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1835	1983	2135	1	31	100
FEDERAL GOVERNMENT	2351	2703	3056	1	3	136
ANCHORAGE PRIVATE	1755	1927	2098	3	37	97
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

SOCIAL WORKER III

This is the journey level social worker providing the full range of social services to clients including individual and family counseling for adults and children, child abuse and negligence, employment counseling, and placement of children in foster and adoptive homes.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	91	100
FEDERAL GOVERNMENT	3227	3710	4194	2	6	126
ANCHORAGE PRIVATE	1977	2423	2868	8	24	82
ANCHORAGE PUBLIC	2124	2543	2962	2	9	86
FAIRBANKS PRIVATE	1931	2252	2573	3	5	76
FAIRBANKS PUBLIC	2160	2627	3095	1	2	89

GEOLOGIST III

This is the journey level experienced geologist who performs work of average difficulty in the area of geophysical and geochemical surveying, mapping and appraising energy and mineral resources. Work may involve interpreting field data, conducting research and preparing technical reports, publications and maps.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3113	3394	3698	1	10	100
FEDERAL GOVERNMENT	2496	2870	3245	1	3	85
ANCHORAGE PRIVATE	3014	3558	4102	3	4	105
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PRIVATE	1626	1951	2277	1	1	57
FAIRBANKS PUBLIC	0	0	0	0	0	0

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

FISH AND GAME TECHNICIAN III

Performs subprofessional laboratory and field work in fishery, wildlife, or habitat research or management programs. Duties may include stream sampling for egg deposition and survival, tagging or marking fish or game, identifying species, participating in surveys or game censuses to collect field data, harvest information and herd and range conditions. Such positions may also work in hatcheries, cleaning ponds, operating equipment, and assisting with fish examinations. At this level, work may be performed independently under general supervision of biologists. There are no supervisory responsibilities.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1955	2101	2274	1	132	100
FEDERAL GOVERNMENT	1761	2162	2563	1	17	103
ANCHORAGE PRIVATE	1144	1198	1252	2	13	57
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PRIVATE	1057	1179	1301	1	15	56
FAIRBANKS PUBLIC	0	0	0	0	0	0

FISHERY BIOLOGIST II

This is the journey level professional biologist, responsible for fisheries management activities of a district. Duties include development of research projects, such as fish population studies, surveys of drainage areas to inventory and catalog bodies of water, determine habitat changes, fish abundance and life cycles. Makes recommendations for area closures and fishing limits for area fishery resource management. Positions may supervise technical personnel.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	101	100
FEDERAL GOVERNMENT	3870	4441	5011	3	5	151
ANCHORAGE PRIVATE	2412	2502	2591	2	2	85
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PRIVATE	2177	2177	2177	1	1	74
FAIRBANKS PUBLIC	0	0	0	0	0	0

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

FORESTER II

Performs a variety of journey level forest management projects such as preparing timber appraisals, sales, and contracts; participating in land evaluation and access road planning; identifying forest types by tree species, size, and stand density; locates boundaries of forest inventory areas. Positions may also manage fire control projects and information distribution related to fire prevention programs.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	18	100
FEDERAL GOVERNMENT	2682	3084	3486	2	42	105
ANCHORAGE PRIVATE	2375	2634	2893	1	1	89
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0

EDUCATION ADMINISTRATOR I

This is the curriculum staff advisor and educational program manager. Positions evaluate, approve and generally maintain fiscal control over educational curricula and programs. Specific duties may include assisting school districts or teachers in preparing educational program grant applications; evaluating education programs; preparing reports concerning instructional methods, cost effectiveness and usefulness of educational techniques and approaches; approving and monitoring grants.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3812	4149	4514	1	13	100
FEDERAL GOVERNMENT	3229	3713	4197	1	2	89
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	2930	4144	5359	2	10	100
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0

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VOCATIONAL REHABILITATION COUNSELOR I

Provides direct professional services or support to the State's vocational rehabilitation program as counselor, adjudicator or evaluator. As a journey level counselor, carries a caseload of handicapped individuals with responsibility to determine the eligibility for services and to prepare a plan for services; may review social security claims for disability determination, evaluate vocational potential of handicapped and administer evaluative tests.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	12	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	1800	2038	2276	1	81	69
WASHINGTON STATE	1848	2107	2417	1	95	71
CALIFORNIA STATE	2151	2369	2588	1	521	80

BANK EXAMINER II

Positions in this job class conduct examinations of small loan companies and financial institutions including State chartered banks, bank holding companies, trust companies, mutual savings banks, branches or agencies of foreign banks, State chartered savings and loan associations, etc. Duties include analysis of loan portfolios, financial condition, security holdings and transactions; appraising data concerning bank premises, equipment, safekeeping, etc.; verification of bank liabilities, deposits, loan commitments and so forth. Duties also include the preparation of reports and discussion of examination findings with representatives of the institutions.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	0	0	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	2276	2583	2890	1	13	71
WASHINGTON STATE	2197	2505	2873	1	10	69
CALIFORNIA STATE	1657	1814	1970	1	28	50

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

PUBLIC HEALTH NURSE III

Provides public health nursing services as the working leader in a small, urban health center, as an itinerant nurse providing services to remote communities, or as an advanced nurse practitioner. Duties include providing hypertension, hearing, VD, TB, bacteriological, and other tests with counselling, referral, and follow-up; makes initial assessment and diagnosis of patient's health status; provides routine medical care and treatment; collaborates with physicians in case management as necessary. Services are provided within the scope of the individual nurse practitioner, such as midwifery, family planning, women's health care, and/or pediatrics.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3113	3394	3698	1	43	100
FEDERAL GOVERNMENT	2583	2970	3358	1	7	88
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	2201	2549	2898	1	3	75
FAIRBANKS PUBLIC	2201	2678	3155	1	3	79
OREGON STATE	0	0	0	0	0	0
WASHINGTON STATE	0	0	0	0	0	0
CALIFORNIA STATE	2376	2619	2862	1	22	77

ENVIRONMENTAL ENGINEER III

At the full proficiency level, plans and conducts environmental engineering studies concerning water and waste treatment systems, pollution control, and solid waste management. Duties include the review of engineering plans and specifications for treatment and pollution control systems and devices, determining technical adequacy and recommending pollution control strategies, evaluating evidence and documents relating to alleged pollution incidents or environmental damage.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	22	100
FEDERAL GOVERNMENT	2496	2871	3245	1	1	79
ANCHORAGE PRIVATE	3948	4638	5329	2	6	128
ANCHORAGE PUBLIC	2762	3141	3521	1	1	87
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	1977	2361	2746	1	12	65
WASHINGTON STATE	2308	2632	3018	1	25	72
CALIFORNIA STATE	2911	3212	3513	1	32	88

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ELECTRONIC TECHNICIAN WG II

This is the fully qualified electronics technician who independently installs, tests, repairs, and maintains radio and other electronic equipment. Duties may include installation and repair of radio transmitters and receivers, radio telephone equipment, radar, and other electronic equipment.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2546	2790	3033	1	27	100
FEDERAL GOVERNMENT	3972	4303	4634	1	1	154
ANCHORAGE PRIVATE	2778	2869	2961	1	1	103
ANCHORAGE PUBLIC	3740	3837	3933	1	1	138
FAIRBANKS PUBLIC	0	0	0	0	0	0

PHYSICAL THERAPIST I

This is the journey level therapist who plans individual physical therapy programs for patients and patient groups; administers treatment such as exercise, massage, heat, whirlpool baths, ultrasound, using braces or prosthesis, etc. Patients may be of varied ages, physical and mental condition, diseased or injured. Duties also involve making patient evaluations, keeping records, and preparing reports.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2353	2564	2804	1	3	100
FEDERAL GOVERNMENT	2135	2455	2776	1	1	96
ANCHORAGE PRIVATE	2243	2587	2931	3	10	101
ANCHORAGE PUBLIC	2471	3209	3946	1	1	125
FAIRBANKS PUBLIC	2299	2781	3263	2	4	108
OREGON STATE	1717	1945	2173	1	19	76
WASHINGTON STATE	1991	2270	2602	1	8	89
CALIFORNIA STATE	2055	2263	2471	1	8	88

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CHEMIST II

This is the journey level chemist characterized by experience and skill in performing a variety of analyses using standard methods, tests, and procedures with independence and responsibility for complete and accurate results. Work typically involves the analysis of substances for the purposes of detection, identification, and quantification. It may involve organic, inorganic, biochemistry, geochemistry, forensic or other specializations.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	1	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	1366	1537	1708	1	2	52
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0

AGRICULTURAL INSPECTOR II

Positions perform journey level inspection and enforcement duties for a geographical area. Typical duties include inspecting plants, produce, grain and potatoes, eggs, and milk at farms, dairies, shipping points, and wholesale and retail outlets. Duties may also include the identification of herbicides and pesticides which may be harmful, quarantine of seed and plants when required, preparation of reports and records.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	0	1	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	1717	1945	2173	1	8	66
WASHINGTON STATE	1635	1863	2136	1	7	63
CALIFORNIA STATE	1715	1874	2033	1	38	64

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BIOMETRICIAN II

Positions design, plan, and perform biometrical research, analysis and problem solving for fish and game resource management programs. Duties include designing sampling plans, resource models, and computer programs to perform data analyses. This is the full performance level with a high degree of independence and responsibility for major projects.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	15	100
FEDERAL GOVERNMENT	3870	4451	5031	1	3	123
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	1977	2242	2508	1	7	62
WASHINGTON STATE	2426	2766	3172	1	1	76
CALIFORNIA STATE	0	0	0	0	0	0

LOAN EXAMINER III

This is the fully qualified journey level loan examiner who reviews a variety of loans, such as housing loans. Duties include interviewing applicants, making appraisals of collateral offered, compiling and reviewing application information and recommending acceptance or denial of the loan. Duties may also involve recommending foreclosures, arranging for the more routine disposition and management of repossessed property prior to its disposal.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	11	100
FEDERAL GOVERNMENT	3229	3713	4197	1	1	102
ANCHORAGE PRIVATE	2362	2844	3325	2	6	78
ANCHORAGE PUBLIC	1800	2623	3446	1	4	72
FAIRBANKS PUBLIC	2609	3129	3648	1	1	86

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

PLANNER III

This is the journey level professional planner who compiles data and performs research, analysis and recommendations for problem identification and comprehensive long-range planning. Duties are performed independently with a minimum of supervision and involve investigation and research for state, regional or local comprehensive planning of physical, economic, human and/or governmental resources. Duties may involve field trips and public appearances to coordinate or represent agency objectives and obtain information, preparing reports and translating technical information to effective graphic form.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2895	3170	3451	1	15	100
FEDERAL GOVERNMENT	2992	3808	4624	1	7	120
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	2208	2551	2894	2	22	80
FAIRBANKS PUBLIC	0	0	0	0	0	0

STATE TROOPER

This is the fully qualified journey level law enforcement officer. Duties typically involve patrolling by auto or other means of transportation, stopping drivers who are operating vehicles in violation, making arrests and issuing citations; conducting investigations of crimes or complaints, questioning witnesses and suspects, making reports and testifying in court.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3242	3555	3896	1	237	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	3118	3334	3549	1	111	94
FAIRBANKS PUBLIC	3080	3306	3531	1	24	93

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

INDUSTRIAL HYGIENIST I

This is the journey level position who independently conducts inspections of plants and work sites to determine compliance with occupational health standards. Duties include investigating complaints of workers exposed to hazardous conditions, taking samples to determine presence of chemical substances, performing some laboratory and equipment operations, and preparing reports. Positions may also prepare and present training materials and consult with employers to assist them in assuring compliance with State health standards.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	6	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	1886	2137	2387	1	17	59
WASHINGTON STATE	2253	2568	2944	1	21	71
CALIFORNIA STATE	2779	3065	3351	1	59	84

ELECTRICIAN WG II

Performs journey level electrical work in the maintenance, inspection, repair, adjustment, and installation of electrical systems. Duties involve answering power outage and trouble calls to locate and correct problems, inspecting electrical equipment and systems by means of circuit testers, gauges, tracing and analyzing wiring diagrams, circuits and blueprints; repairing and installing wiring, transformers and other power and service equipment.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MAXIMUM
STATE OF ALASKA	2546	2790	3033	1	21	100
FEDERAL GOVERNMENT	3082	3234	3385	4	9	112
ANCHORAGE PRIVATE	3047	3298	3548	2	12	117
ANCHORAGE PUBLIC	2417	2733	3049	3	39	101
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	2578	3012	3446	2	9	114

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

COOK II

Prepares and cooks a variety of foods at the fully qualified journey level. Duties include operation of mixers, ovens, steamers, grills, and other food preparation equipment, preparation of foods using recipes or individual discretion, and may involve preparation of special diets. Planning advance menus and purchasing supplies are usually not required at this level.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MAXIMUM
STATE OF ALASKA	1893	2067	2240	1	34	100
FEDERAL GOVERNMENT	2505	2743	2981	3	23	133
ANCHORAGE PRIVATE	1391	1573	1755	9	34	78
ANCHORAGE PUBLIC	1616	2017	2417	3	5	108
FAIRBANKS PRIVATE	1732	1928	2123	4	6	95
FAIRBANKS PUBLIC	1253	1516	1779	2	0	79

MAINTENANCE WORKER II

Performs a variety of skilled repair and construction tasks in a combination of several trades, requiring less than the full range of journey level skills of a trade. Duties involve carpentry work, making repairs and alterations, repair of masonry, plaster and concrete; painting, varnishing, repairing electrical equipment or systems, maintenance of sewer and water systems and pumps, soldering pipe, wire, and sheetmetal.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MAXIMUM
STATE OF ALASKA	2234	2455	2676	1	118	100
FEDERAL GOVERNMENT	2905	3082	3259	4	18	122
ANCHORAGE PRIVATE	1707	1901	2095	9	29	78
ANCHORAGE PUBLIC	1669	2048	2427	3	43	91
FAIRBANKS PRIVATE	1675	1944	2213	2	2	83
FAIRBANKS PUBLIC	2101	2537	2973	3	25	111

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JANITOR

Does heavy cleaning and minor maintenance work. Uses mops, buffers, stripping machines, cleaning solutions and equipment. Performs servicing of equipment and may make minor repairs. Washes inside and outside windows using ladders and scaffolds.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MAXIMUM
STATE OF ALASKA	1686	1840	1994	1	76	100
FEDERAL GOVERNMENT	2061	2241	2421	3	69	121
ANCHORAGE PRIVATE	1241	1431	1621	17	15	82
ANCHORAGE PUBLIC	1333	1675	2016	3	240	101
FAIRBANKS PRIVATE	1081	1334	1587	1	1	79
FAIRBANKS PUBLIC	1794	1974	2153	3	43	108

EQUIPMENT OPERATOR WG III

Operates specialized motor equipment in the construction and maintenance of roads and other public facilities. Equipment may include asphalt distribution, auger drills, yard and dock crane, front loader, crawler tractor, rotary snow plow, motor grader, road roller, power shovel, and 3-axle tractor truck.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MAXIMUM
STATE OF ALASKA	2379	2615	2851	1	270	100
FEDERAL GOVERNMENT	4020	4020	4020	1	8	141
ANCHORAGE PRIVATE	2552	2977	3403	1	2	119
ANCHORAGE PUBLIC	2660	2660	2660	1	60	93
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	3079	3485	3892	1	17	136

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

EMPLOYEE BENEFITS AND
CONDITIONS OF EMPLOYMENT

BASIC WORK WEEK

State of Alaska

Most State employees are on a 5-day, 37.5-hour week.

All Other Employers

Most employees of the Anchorage School District, Anchorage Municipality, Anchorage Community College, University of Alaska - Fairbanks, Fairbanks Municipality, state governments of Oregon and Washington, and the federal government are on a basic 5-day, 40-hour week. One of the 25 public agencies surveyed reported a 37.5-hour week.

Fifty-three of the private firms responding are on a basic 5-day, 40-hour week. The remaining 10 firms reported a 37.5-hour week.

OVERTIME POLICIES

Anchorage/Juneau Private Firms

Fifteen of the 50 respondents reported no overtime policy. Thirty-one of the firms pay time and one-half for overtime past eight hours a day or 40 hours a week. Four firms pay double time for hours worked on Sundays and holidays. One firm pays double time, travel and meals if more than four hours of overtime are worked in one day.

Anchorage/Juneau Public Agencies

All six respondents pay time and one-half for overtime past eight hours a day or 40 hours a week. The Anchorage School District also pays double time for all hours worked on holidays.

Fairbanks Private Firms

One of the 13 respondents reported no formal overtime policy. Twelve of the firms pay time and one-half for hours worked in excess of eight hours a day or 40 hours a week. One firm pays time and one-half for hours worked on Saturday and double time for overtime hours worked Monday through Saturday.

Fairbanks Public Agencies

All five respondents reported formal overtime policies which follow Fair Labor Standards Act requirements. Time and one-half is paid for work in excess of eight hours a day or 40 hours a week.

State of California

Eligibility for overtime generally follows Fair Labor Standards Act determinations. Overtime is paid in cash or in compensatory time off at time and one-half the normal rate for clerical and non-supervisory employees; professional employees are compensated hour for hour.

State of Oregon

Overtime authorization generally follows Fair Labor Standards Act guidelines. Time and one-half pay or compensatory time off is authorized.

State of Washington

The Washington State laws on overtime are generally comparable to Fair Labor Standards Act guidelines. Overtime authorization depends on work week type rather than on salary level. "Scheduled" and "nonscheduled" work week employees receive time and one-half for work in excess of eight hours per day or 40 hours per week. "Exception" work week employees are executive, administrative and professional and are usually paid straight-time for hours worked in excess

of eight hours per day or 40 hours per week. However, some exception work week employees are authorized overtime up to the time and one-half rate, at the discretion of the appointing authority. Job classifications are not limited to one work week type and some include positions assigned to all three types.

Federal Government

General Schedule (GS) employees up to GS 10 receive time and one-half for work in excess of eight hours a day or 40 hours a week. Employees at GS 10 and above receive time and one-half at the GS 10 rate for work in excess of eight hours a day or 40 hours a week. Wage Grade employees receive time and one-half pay for overtime work.

State of Alaska

Supervisory employees who are eligible for overtime are paid time and one-half for work exceeding 40 hours a week. Time and one-half for work in excess of 37½ hours per work week is paid to non-supervisory employees who would be eligible under the Fair Labor Standards Act if those standards were applied to State employees. Labor, Trades and Crafts Unit employees receive time and one-half for work on the first scheduled day off, double time for work on the second scheduled day off, and double time and one-half for work on holidays. Confidential Unit employees receive time and one-half for work in excess of 37½ hours per week.

Recent U.S. Supreme Court Decision Affecting Overtime Policies

Due to the recent United States Supreme Court decision in Garcia v. San Antonio Metropolitan Transit Authority et al. that the overtime pay provisions of the Federal Labor Standards Act do apply to State and local government employees previously excluded from coverage, overtime hours worked by non-exempt employees must be paid in cash and not in compensatory time off. This change in overtime regulations is not reflected in the responses summarized above.

SALARY INCREASES

In addition to the basic salaries described elsewhere in this report, employers provide a variety of methods other than general pay increase or promotion whereby salaries may be increased.

For example, 12 of the respondents grant automatic pay increases based on changes in the cost of living or Consumer Price Index (CPI) ranging from 85% of the rate of change to the CPI up to 5% of employee's pay.

Seventy-one respondents reported pay increases based on employee performance ranging from two to ten percent of the base salary.

Twenty-one respondents grant pay increases based on the length of service an employee has with the organization ranging from flat payments after ten years of service to 17.5% additional pay after 25 years of service.

Thirty-six respondents grant other pay increases based on performance, production, reclassification and commission.

Fourteen respondents provide additional compensation for work performed in remote locations ranging from 6% to 40% of the base salary.

Thirteen respondents grant hazardous duty pay ranging from 5% to 25% of the base salary.

Thirty-four respondents provide shift differential compensation ranging from 3% to 25% depending on shift and occupation.

Seventeen respondents reported other types of additional compensation such as Alaska Cost of Living Allowance (COLA), temporary hire, sea duty and standby.

MILITARY LEAVE

<u>Jurisdiction</u>	<u># Reporting Paid Military Leave</u>	<u># Respondents</u>
Anchorage/Juneau Private Firms	17	50
Anchorage/Juneau Public Agencies	6	6
Fairbanks Private Firms	2	13
Fairbanks Public Agencies	3	5
State of California	1	1
State of Oregon	2	2
State of Washington	2	2
Federal Government	9	9
State of Alaska	1	1

HOLIDAYS

<u>Jurisdiction</u>	<u>Minimum Paid Holidays</u>	<u>Maximum Paid Holidays</u>	<u>Average Paid Holidays</u>
Anchorage/Juneau Private Firms	0	14	9
Anchorage/Juneau Public Agencies	8	13	11
Fairbanks Private Firms	0	12	7
Fairbanks Public Agencies	8	11	10
State of California	13	13	13
State of Oregon	10	11	11
State of Washington	11	11	11
Federal Government	9	9	9
State of Alaska*	11	11	11

*Most employees also receive an additional paid holiday on their birthdays.

VACATION

Anchorage/Juneau Private Firms

Employees in the 50 private firms responding accrue paid vacation leave at rates ranging from one day per year to 35 days per year after 20 years of service.

Anchorage/Juneau Public Agencies

Employees in the six agencies responding accrue paid vacation leave at rates ranging from zero to a maximum of 32 days per year following seven years of service.

Fairbanks Private Firms

Employees in 13 firms responding accrue paid vacation leave at rates ranging from zero days per year to 33 days per year after four years of service.

Fairbanks Public Agencies

Employees in the five agencies responding accrue paid vacation leave at rates ranging from one and one-half days per year to a maximum of 36 days per year following 19 years of service.

State of California

Employees accrue paid vacation leave at rates ranging from ten and one-half days per year to a maximum of 21 days per year after 20 years of service.

State of Oregon

Employees in the two agencies responding accrue paid vacation leave at rates ranging from twelve days per year to 27 days per year after 20 years of service.

State of Washington

Employees in the two agencies responding accrue paid vacation leave at rates ranging from twelve days per year to 22 days per year after 25 years of service.

Federal Government

Employees accrue paid vacation leave at rates ranging from 13 days per year to 26 days per year after 15 years of service.

State of Alaska

Employees accrue paid vacation leave in one of two forms. Employees in the Supervisory, General Government and Labor, Trades and Crafts units accrue paid vacation leave at rates ranging from 15 days per year to a maximum of 30 days

per year after ten years of service. Employees in the Confidential and Public Safety units, and noncovered employees (exempt, partially exempt and excluded) accrue paid personal leave which may be used for vacation or sick leave purposes at rates ranging from 24 days per year to a maximum of 36 days per year after ten years of service.

SICK LEAVE

<u>Jurisdiction</u>	<u>Yes</u>	<u>No</u>	<u>Combination (Sick/Vacation)</u>
Anchorage/Juneau Private Firms	32	16	3
Anchorage/Juneau Public Agencies	3	2	1
Fairbanks Private Firms	6	6	1
Fairbanks Public Agencies	5	0	0
State of California	1	0	0
State of Oregon	2	0	0
State of Washington	2	0	0
Federal Government	9	0	0
State of Alaska			
A. General Government, Supervisory and Labor, Trades and Crafts units.	1	0	0
B. Confidential and Public Safety units, and non-covered employees.	0	0	1

RETIREMENT PLANS

<u>Jurisdiction</u>	# Respondents With Plans	# Respondents Without Plans	% Employee Contribution		% Employer Contribution	
			Min.	Max.	Min.	Max.
Anchorage/Juneau Private Firms	30	20	0	12.00	1.5	14.00
Anchorage/Juneau Public Agencies	6	0	2.0	4.25	2.0	14.47
Fairbanks Private Firms	5	8	0	15.00	1.0	15.00
Fairbanks Public Agencies	5	0	2.0	7.00	2.0	16.52
State of California	1	0	5.0	8.00	18.0	25.00
State of Oregon	2	0	0	0	6.0	16.50
State of Washington	2	0	5.0	6.00	5.0	7.25
Federal Government	9	0	7.0	7.00	7.0	7.00
State of Alaska	1	0	4.25	5.00	14.0	21.00

HOSPITALIZATION AND INSURANCE BENEFITS

Anchorage/Juneau Private Firms

Forty-four of the 50 respondents provide medical, dental and other insurance programs. Three of the firms do not provide a dental plan and one firm does not make provision for any other type of coverage such as drugs, audio/visual, orthodontic, psychiatric, life or, disability). For employee and family coverage, the maximum employee monthly payment is \$285.99 per month and the maximum employer contribution is \$541 per month.

Anchorage/Juneau Public Agencies

All six respondents provide medical, dental and other insurance programs. For employee and family coverage, the maximum employee contribution is \$122.16 per month and the maximum employer contribution is \$229 per month.

Fairbanks Private Firms

Twelve of the 13 respondents provide medical, dental and other insurance coverage. One of the firms does not provide a dental plan. For employee and family coverage, the maximum employee payment is \$218.15 per month and the maximum employer contribution is \$245.01.

Fairbanks Public Agencies

All five respondents provide medical, dental and other insurance programs. For employee and family coverage, the maximum employee contribution is \$77.50 per month and the maximum employer contribution is \$260 per month.

State of California

Numerous medical, dental and other insurance plans are available to employees; costs to employees vary according to the actual plan selected. The State pays a maximum monthly premium of \$209 for the employee and family.

State of Oregon

Health insurance is paid by the State for employee, spouse and dependents. Life and disability coverage are optional. The State pays a maximum monthly premium of \$153 for the employee and family.

State of Washington

Numerous medical, dental and other insurance plans are available to employees; costs to employees vary according to the actual plan selected. The State pays a maximum monthly premium of \$170.90 for the employee and family.

State of Alaska

The State provides comprehensive medical, dental and other insurance coverage. There is no employee contribution provided the employee works full time. The State pays a maximum monthly premium of \$238.81 for the employee and family.



STATE OF ALASKA

Survey

Salaries & Benefits

KENNETH L. KAREEN
DIRECTOR of PERSONNEL

DECEMBER
1982

TABLE OF CONTENTS

Introduction	1
Salary Survey Data:	
Sources of Data	1
Tabulation of Salary Data	2
Description of Benchmark Classes and Salary Comparisons	4
Summary of Salary Comparisons	22
Annual Cost of Living for a 4-Person Family	24
Employee Benefits & Conditions of Employment	25
Basic Work Week	25
Overtime Policies	25
Shift Differential Pay	27
Military Leave	29
Longevity Pay	31
Holidays	33
Vacation	33
Sick Leave	34
Insurance Plans	35
Unemployment Insurance	39
Retirement Plans	40
Labor Force Data:	
Salary Schedules	42
Employees by Election District	46
Salary Trends & Consumer Price Index	47

Introduction:

This report presents the findings of the Division of Personnel annual Salary and Benefits Survey. This survey was conducted in the fall of 1982.

In preparing the 1982 salary survey as required under AS 39.27, the following thirty-four (34) benchmark classes were selected for comparison:

Accountant II	Heavy Duty Mechanic WG III
Accounting Clerk II	Janitor WG IX
Administrative Assistant I	Laborer WG VIII
Administrative Officer II	Librarian I
Civil Engineer I	Microbiologist II
Clerk/Clerk Typist II	Motor Vehicle Representative II
Cook WG VI	Nurse I
Correctional Officer II	Paralegal Assistant II
Data Processing Equipment Operator I	Park Ranger I
Drafting Technician II	Personnel Technician/Assistant I
Analyst-Programmer III	Probation Officer II
Electrician WG II	Secretary I
Employment Security Specialist IB	Social Worker III
Engineering Assistant I	State Trooper
Environmental Sanitarian II	Supply Officer II
Equipment Operator WG IV	Vocational Rehabilitation
Fishery Biologist II	Counselor II
Forester II	

Sources of Data:

The survey sample consists of data from the state governments of California, Oregon and Washington, and Anchorage data from the Federal Government, Municipality, School District and private firms. The private firms, School District, Municipality of Anchorage and Federal Government employ approximately 27,975 employees, or 31.4% of the area's current civilian employment, excluding state employees.*

The following thirty-eight (38) firms participated in the survey by providing information on current salary levels for comparable positions. Most also contributed information on employee benefits and conditions of employment.

* These figures include only those employees covered by unemployment insurance as reported by the State of Alaska Department of Labor, Research and Analysis Section, December 1, 1982.

Airport Machinery Company
 Alascom
 Alaska Area Exchange
 Alaska Children's Services
 Alaska Railroad
 Alaska Sales & Service
 Alaska Title and Guaranty Company
 Alaska Treatment Center
 Alyeska Pipeline Service Company
 Anchorage Westward Hilton Hotel
 AMFAC Supply of Alaska
 Captain Cook Hotel
 Chugach Electric Association
 Cook Inlet Native Association
 Duty Free Shoppers, Ltd.
 ENSTAR Natural Gas Company
 First National Bank of Anchorage
 Hewitt V. Lounsbury & Associates
 Hope Cottage
 Humana Hospital Alaska

Industrial Indemnity Company
 J.C. Penney Company
 Marathon Oil Company
 Multi Vision
 National Bank of Alaska
 Nordstrom's
 Providence Hospital
 RCA - Operations & Maintenance Services
 Reeve Aleutian Airways, Inc.
 Rural Alaska Community Action Program
 Sears, Roebuck and Company
 Spenard Builder's Supply
 Sohio BP
 Union Oil
 Unwin, Scheban, Korynta & Huett
 Wien Air Alaska, Inc.
 X-Cel Services, Inc.
 Xerox

The following Anchorage area labor organizations also assisted by providing salary data included in current contracts:

Carpenters
 Electricians

Laborers
 Sheet Metal Workers

Plumbers
 Painters

Data was collected during September and October 1982 through personal visits to each of the Anchorage firms and agencies by Joann Eakin and Susan Beal. Data was organized into this report by Debbie Manion and Mary Ann Dlugosch. We appreciate the continued cooperation of the firms, agencies and unions which participated.

Tabulation of Salary Data:

Monthly and hourly pay rates listed in this survey reflect actual minimum and maximum steps of salary ranges. The midpoint is the mean of the minimum and maximum rates. Hourly rates use the maximum, instead of a midpoint, for purposes of determining the percentage surveyed salaries are of the State of Alaska equivalents.

The entire sample of contributed data is used in averaging the rates. For purposes of computation, hourly rates were multiplied by 173.33 to determine monthly salaries based on a 40-hour week.

Monthly salaries and hourly rates for governmental agencies are listed without adjustment, even though most State of Alaska employees are on a 37½-hour week while other public agencies operate on a 40-hour week, and notwithstanding the tax-free effect of the 22.5% cost-of-living adjustment granted Federal employees in Anchorage. The tax-free salary benefits of Federal employees are offset by the shorter work day of State employees.

Salaries of State government employees in surveyed job classes in California, Oregon and Washington have been averaged to arrive at a mean salary and adjusted by a graduated cost-of-living differential. The differential is derived from the U.S. Department of Labor, Bureau of Labor Statistics report, "Autumn 1981 Urban Family Budgets and Comparative Indexes for Selected Urban Areas." This report compares costs of living in specific urban areas for precisely defined families at three (3) budget levels. The cost-of-living adjustments used in this survey have been derived from the three (3) budget levels presented in the B.L.S. report, with Anchorage compared to Seattle as a base of 100 for percentage figures.

1. ACCOUNTANT II - 1296-16

Performs professional accounting duties. Assignments include analyzing, auditing, evaluating and advising on accounting problems and practices involving a variety of programs and accounts, funding sources, and types of payments and/or revenues, or special accounts/systems. Positions at this level are typically found in a department or division involved in substantial financial or "business" activities, e.g., loans, numerous grants and contracts, investments or a cost accounting system. A degree of independence and responsibility is required of Accountants II. Requires a bachelor's degree which includes 15 semester hours of accounting, and one year of accounting experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies	2,230	2,509	2,789	93
Anchorage Private Firms	2,338	2,808	3,277	104
Federal Government (GS-7)	1,690	1,859	2,028	69
C.O.W. Average*	1,517	1,704	1,891	
+ 29% Cost-of-Living**	1,957	2,195	2,439	81
Combined Average	2,054	2,343	2,633	87

2. ACCOUNTING CLERK II - 1202-09

Performs full proficiency level clerical accounts maintenance work involving the preparation, processing, classification, auditing, reconciliation and maintenance of financial and statistical records and ledgers.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$1,578	\$1,705	\$1,832	100%
Anchorage Public Agencies	1,395	1,633	1,871	96
Anchorage Private Firms	1,472	1,716	1,960	101
Federal Government (GS-5)	1,365	1,501	1,638	88
C.O.W. Average*	992	1,104	1,217	
+ 39% Cost-of-Living**	1,414	1,537	1,661	90
Combined Average	1,411	1,596	1,782	94

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

3. ADMINISTRATIVE ASSISTANT I - 1912-12

Performs general administrative support services and special projects as a staff assistant to a line program supervisor or to an Administrative Officer. Positions analyze, evaluate and make decisions about data and transactions in order to accomplish administrative tasks. Requires graduation from college or four years of progressively responsible office experience, including one year at the level of Clerk III.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$1,889	\$2,053	\$2,218	100%
Anchorage Public Agencies	1,893	2,153	2,414	105
Anchorage Private Firms	1,712	1,980	2,249	96
Federal Government (GS-3)	1,365	1,501	1,638	73
C.O.W. Average*	1,278	1,450	1,623	
+ 32% Cost-of-Living**	1,728	1,917	2,107	93
Combined Average	1,674	1,888	2,102	92

4. ADMINISTRATIVE OFFICER II 1923-19

Performs and supervises technical administrative and staff work, including fiscal, personnel, supply, data processing, business management, training, information, management analysis, safety services and the like. Positions allocated to this class have operational responsibility for management services in an organization which has a moderate amount of complexity, such as may be found in various budgetary requirements, and logistical problems, and a fairly high number of seasonal personnel transactions. Requires graduation from college and three years of professional administrative experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$3,099	\$3,383	\$3,668	100%
Anchorage Public Agencies	2,791	3,179	3,567	94
Anchorage Private Firms	2,565	2,964	3,364	88
Federal Government (GS-3)	2,502	2,752	3,002	81
C.O.W. Average*	2,031	2,343	2,605	
+ 24% Cost-of-Living**	2,609	2,897	3,184	86
Combined Average	2,617	2,948	3,279	87

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

5. CIVIL ENGINEER I - 8913-19

Under direction, performs professional civil engineering office and field work in the location, design, materials, research, maintenance and construction of roads, buildings, bridges, utilities, airports, harbor facilities or other civil engineering projects. This is the lead level engineer on the design and construction of complex projects. Employees in this class are given assignments with only general direction. Incumbents lead activities of a group of technical and professional personnel. Requires college graduation in engineering and four years of experience. Additional engineering experience may substitute for the college education. Some positions may require professional registration.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$3,041	\$3,323	\$3,605	100%
Anchorage Public Agencies	3,046	3,393	3,740	102
Anchorage Private Firms	3,233	3,958	4,683	119
Federal Government (GS-11)	2,502	2,752	3,002	83
C.O.W. Average*	2,047	2,303	2,559	
+ 24% Cost-of-Living**	2,572	2,853	3,134	86
Combined Average	2,838	3,239	3,640	97

6. CLERK/CLERK TYPIST II - 1122-07

Independently performs full proficiency level typing and varied clerical work of some difficulty. Performs counter work requiring interpretation of available guidelines to obtain, exchange or furnish information, and may operate a small telephone switchboard.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$1,408	\$1,517	\$1,627	100%
Anchorage Public Agencies	1,199	1,406	1,613	93
Anchorage Private Firms	1,334	1,588	1,853	105
Federal Government (GS-3)	1,114	1,218	1,323	80
C.O.W. Average*	867	974	1,081	
+ 43% Cost-of-Living**	1,278	1,394	1,512	92
Combined Average	1,231	1,401	1,575	92

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

7. COOK WG VI - 9516-56

Positions allocated to this class are responsible for the whole range of cooking and related activities in a small institution serving less than 200 meals per day, or may function as shift leaders in large institutions. Are frequently responsible for the preparation of special diet foods. When located in large institutions, incumbents do not usually prepare menus or purchase food because a higher level position supervises these functions.

	Minimum	Maximum	% of Alaska
State of Alaska	\$12.04	\$14.33	100%
Anchorage Public Agencies	8.63	9.96	69
Anchorage Private Firms	10.89	12.39	86
Federal Government (WG-8)	15.76	18.31	128
C.O.W. Average*	6.35	7.94	
+ 33% Cost-of-Living**	8.85	10.59	74
Combined Average	11.03	12.81	89

8. CORRECTIONAL OFFICER II - 7653-13

Performs the full range of custody and security work among prisoners in an adult correctional institution. Accompanies inmates on work assignments, supervises recreation, patrols and inspects facility, and maintains records. Reports to a shift leader. Requires six months of experience, during which a training program is completed.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,010	\$2,194	\$2,379	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government (GS-7)	1,690	1,859	2,028	85
C.O.W. Average*	1,405	1,549	1,694	
+ 31% Cost-of-Living**	1,868	2,026	2,185	92
Combined Average	1,779	1,942	2,106	88

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

9. DATA PROCESSING EQUIPMENT OPERATOR I - 1721-12

Operates all peripheral equipment which prepares data for computer input and output, and receives training in console operation. Works with card readers, printer, disc and tape drives, collator, sorter, decollator. Locates common errors and takes corrective action. Requires six months of data processing experience or technical school.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$1,889	\$2,053	\$2,218	100%
Anchorage Public Agencies	1,557	1,771	1,985	86
Anchorage Private Firms	1,463	1,711	1,959	83
Federal Government (GS-7)	1,220	1,342	1,464	65
C.O.W. Average*	1,040	1,141	1,243	
+ 38% Cost-of-Living**	1,467	1,578	1,690	77
Combined Average	1,427	1,600	1,774	78

10. DRAFTING TECHNICIAN II - 8424-11

Performs full proficiency, experienced level drafting work by planning and making layouts, determining scale, method of presentation, need for detail, sectional views, pictorial presentation, proper symbols and notes and complete list of materials. Requires completion of a three semester hour course in drafting or mechanical drawing and one year of engineering, architectural, mechanical or cartographic drafting experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$1,782	\$1,927	\$2,073	100%
Anchorage Public Agencies	1,893	2,154	2,415	112
Anchorage Private Firms	2,113	2,430	2,748	126
Federal Government (GS-5)	1,365	1,501	1,638	78
C.O.W. Average*	1,293	1,451	1,610	
+ 32% Cost-of-Living**	1,745	1,918	2,093	99
Combined Average	1,779	2,001	2,223	104

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

11. ANALYST/PROGRAMMER III - 1623-17

Performs a variety of tasks such as detailed program design, coding, testing, debugging, documentation and implementation and/or overall systems specification and design. This is the full proficiency level for positions with programming emphasis. Systems analysis work is under general supervision e.g., serves as team member on large projects or is assigned small straightforward projects. Requires one year of experience as an Analyst/Programmer II with the State of Alaska or the equivalent elsewhere.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,639	\$2,892	\$3,146	100%
Anchorage Public Agencies	2,534	2,885	3,236	100
Anchorage Private Firms	2,735	3,378	4,021	117
Federal Government (GS-9)	2,068	2,275	2,481	79
C.O.W. Average*	1,743	1,957	2,172	
+ 26% Cost-of-Living**	2,239	2,473	2,709	85
Combined Average	2,394	2,752	3,112	95

12. ELECTRICIAN WG II - 9342-52

Under general supervision, performs full proficiency level electrical work in the maintenance, inspection, repair, adjustment and installation of electrical systems, such as controls, alarm systems, distribution systems and related component parts. Maintains, repairs, installs, alters, and modifies wiring circuits, transformers, regulators, electric eyes, control switches, alarms, instruments, meters, and circuit breakers.

	Minimum	Maximum	% of Alaska
State of Alaska	\$15.36	\$18.31	100%
Anchorage Public Agencies	15.73	16.06	88
Anchorage Private Firms	19.96	22.81	124
Federal Government (WG-10)	16.89	19.70	107
C.O.W. Average*	9.71	10.85	
+ 27% Cost-of-Living**	12.53	13.79	75
Combined Average	16.28	18.09	99

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

13. EMPLOYMENT SECURITY SPECIALIST IB - 4649-14

Performs a variety of employment service work of average difficulty by interviewing and placing applicants in jobs, and/or reviewing and processing unemployment insurance benefit claims. Requires six months experience during which a training program is completed.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,145	\$2,350	\$2,556	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government		No Comparable Class		
C.O.W. Average*	1,254	1,439	1,625	
+ 32% Cost-of-Living**	1,702	1,905	2,109	81
Combined Average	1,702	1,905	2,109	81

14. ENGINEERING ASSISTANT I - 8910-14

Under immediate supervision of higher level engineer, performs a variety of developmental level professional engineering duties applying accepted and standard engineering practices associated with the location, design, materials, research, maintenance and construction of roads, bridges, buildings, utilities, airports, harbor facilities or other civil engineering projects. This is the professional entry/trainee level of the engineering series. Requires college graduation with a major in engineering.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,145	\$2,350	\$2,556	100%
Anchorage Public Agencies	2,539	2,891	3,243	123
Anchorage Private Firms	1,666	2,057	2,448	87
Federal Government	1,365	1,501	1,638	64
C.O.W. Average*	1,496	1,669	1,842	
+ 29% Cost-of-Living**	1,968	2,157	2,347	92
Combined Average	1,884	2,151	2,419	91

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

15. ENVIRONMENTAL SANITARIAN II - 8211-16

Performs full proficiency level sanitation work in the enforcement of public health laws. Inspects canneries, restaurants, water systems and waste disposal systems for compliance with sanitation regulations. Requires bachelor's degree in public health or environmental sanitation, and one year of experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies	2,090	2,378	2,666	88
Anchorage Private Firms		No Comparable Class		
Federal Government (WG-8)		No Comparable Class		
C.O.W. Average*	1,128	1,474	1,821	
+ 32% Cost-of-Living**	1,564	1,943	2,324	72
Combined Average	1,827	2,160	2,495	80

16. EQUIPMENT OPERATOR WG IV - 9354-54

Operates a variety of motor vehicles and medium - size road maintenance equipment such as: Asphalt distributor (Piggyback-slip in type); Bus, Passenger; Truck, 3 cubic yard dump including front end plows; Asphalt tanker truck (2,000 gallon); Personnel carrier, trac type (2,500-7,000 lbs.); Auger drill, truck mounted; Williams Traffic line marker; truck mounted Front loader, wheel type, 1½ cubic yard; Motor grader, under 14,000 lbs.; Rotary snow plow (750 TH); Crawler tractor, 24,000 GVW.

	Minimum	Maximum	% of Alaska
State of Alaska	\$13.48	\$16.15	100%
Anchorage Public Agencies	13.50	14.17	88
Anchorage Private Firms	14.13	15.82	98
Federal Government (WG-8)	15.70	19.70	122
C.O.W. Average*	8.14	9.10	
+ 30% Cost-of-Living**	10.81	11.87	73
Combined Average	13.53	15.39	95

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

17. FISHERY BIOLOGIST II - 6161-16

Performs full proficiency level biologist duties in charge of a research project or may be responsible for a fisheries management area. Requires graduation from college with a degree in fisheries, biology, zoology, ecology, wildlife conservation or a closely related field, and one year of experience as a Fishery, Game, or Habitat Biologist.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government (GS-9)	2,068	2,275	2,481	84
C.O.W. Average*	1,599	1,795	1,992	
+ 28% Cost-of-Living**	2,081	2,296	2,512	85
Combined Average	2,074	2,285	2,496	84

18. FORESTER II - 6622-16

Under general supervision, performs a variety of experienced level forest management projects. This is the full professional level in the Forester series. Supervision is not usually received while work is in process, although assignments are usually reviewed upon completion. Participates in timber sale planning and land evaluation; checks aerial photographs for forest type delineation; disseminates information on timber resources, fire control and forestry assistance available. Requires college graduation in forestry and one year of experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government	2,068	2,275	2,481	84
C.O.W. Average*	1,828	2,050	2,273	
+ 26% Cost-of-Living**	2,332	2,575	2,820	95
Combined Average	2,200	2,425	2,650	90

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

19. HEAVY DUTY MECHANIC WG III - 9363-53

Performs the most difficult skilled work in the maintenance, repair and overhaul of gasoline, diesel and electrical powered construction and automotive equipment. Inspects, adjusts, repairs and replaces defective automotive parts and components such as engines, transmissions, differentials, carburetors, superchargers, distributors, pumps, mechanical joints and couplers, pneumatic and hydraulic lines, switches and cylinders, electrical solenoids, leads, breakers, switches and meters.

	Minimum	Maximum	% of Alaska
State of Alaska	\$14.35	\$17.21	100%
Anchorage Public Agencies	15.73	16.06	93
Anchorage Private Firms	18.86	19.77	115
Federal Government (WG-10)	16.89	19.70	114
C.O.W. Average*	9.80	10.95	
+ 27% Cost-of-Living**	12.63	13.89	81
Combined Average	16.03	17.35	101

20. JANITOR WG IX - 9599-59

Performs heavy cleaning work: strips floors, uses heavy floor buffers, does outside window washing, moves ladders and scaffolds. Minor maintenance duties and building security duties may also be assigned to positions allocated to this class, provided that a substantial majority of duties are cleaning and related janitor work.

	Minimum	Maximum	% of Alaska
State of Alaska	\$10.16	\$12.03	100%
Anchorage Public Agencies	11.43	12.48	104
Anchorage Private Firms	7.92	11.15	93
Federal Government (WG-2)	12.12	14.14	117
C.O.W. Average*	5.30	6.48	
+ 39% Cost-of-Living**	7.70	8.99	75
Combined Average	9.79	11.69	97

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

21. LABORER WG VIII - 9398-58

This class is distinguished by the performance of unskilled or semi-skilled work which requires sustained physical effort out of doors. It may be distinguished from the Custodial Worker classes in that a significant portion of the duties of the latter include cleaning and related janitorial work which does not require prolonged heavy physical effort. It is also distinguished from General Helper which defines duties of an unskilled and semiskilled nature that are not physically demanding, and are directed toward producing a finished product.

	Minimum	Maximum	% of Alaska
State of Alaska	\$10.78	\$12.69	100%
Anchorage Public Agencies	11.90	12.40	98
Anchorage Private Firms	11.98	13.77	108
Federal Government (WG-2)	12.12	14.14	111
C.O.W. Average*	6.34	7.34	
+ 35% Cost-of-Living**	8.84	9.93	78
Combined Average	11.21	12.56	99

22. LIBRARIAN I - 3573-15

This is the full working level, professional librarian class. Positions allocable to this class: (1) Perform professional librarian duties in a large general collection, a reference or research collection of broad scope or extensive depth, complexity and technical demand under the supervision of higher graded librarian. (2) Administer and operate a limited general collection, reference or research collection, independent of technical supervision. (3) Provide assistance to libraries wherein the collection is small or otherwise limited. Requires a master's degree in library science or audiovisual media programs and six months of professional experience, or a bachelor's degree and one year of experience. Appropriate experience may be substituted for the formal education.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,295	\$2,517	\$2,739	100%
Anchorage Public Agencies	1,963	2,558	3,053	102
Anchorage Private Firms	2,349	2,789	3,230	111
Federal Government (GS-9)	2,068	2,275	2,481	90
C.O.W. Average*	1,448	1,627	1,806	
+ 29% Cost-of-Living**	1,915	2,111	2,308	84
Combined Average	2,047	2,433	2,768	97

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

23. MICROBIOLOGIST II 5611-16

This is the journey level Microbiologist class. Incumbents perform microbiologist duties of average difficulty. Perform routine and standard tests, prepares specimens and maintains cultures for examination and definitive identification in a state operated laboratory. Requires one year as a Microbiologist I.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government (GS-9)	1,690	1,859	2,028	69
C.O.W. Average*	1,529	1,717	1,905	
+ 29% Cost-of-Living**	2,004	2,210	2,416	88
Combined Average	1,847	2,034	2,222	81

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

24. MOTOR VEHICLE REPRESENTATIVE II 7550-09

This is the journey level responsible for a full range of duties in the areas of driver's licensing and motor vehicle applications. Determines fees, collects and accounts for monies.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$1,578	\$1,705	\$1,832	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government (GS-9)		No Comparable Class		
C.O.W. Average*	1,185	1,326	1,467	
+ 34% Cost-of-Living**	1,626	1,781	1,936	104
Combined Average	1,626	1,781	1,936	104

25. NURSE I - 5110-13

This is the first level of professional nursing work. Under direction, plans, administers and evaluates the results of general professional level nursing care. Requires graduation from an approved school of nursing and eligibility for licensure as a Registered Nurse.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,013	\$2,194	\$2,379	100%
Anchorage Public Agencies	1,867	2,440	3,014	111
Anchorage Private Firms	1,855	2,490	3,125	113
Federal Government (GS-7)	1,690	1,859	2,028	85
C.O.W. Average*	1,439	1,590	1,741	
+ 30% Cost-of-Living**	1,905	2,071	2,236	94
Combined Average	1,829	2,215	2,601	101

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

26. PARALEGAL ASSISTANT II 7106-16

This is the working level class assigned a variety of duties and responsibilities requiring independent performance of research, investigation, reporting, and legal drafting under the leadership and guidance of attorneys. Incumbents perform the full range of support efforts typically associated with routine litigation or the quasi-judicial activities of administrative agencies. Requires completion of training at the Paralegal Assistant I level.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies	1,891	2,151	2,411	80
Anchorage Private Firms		No Comparable Class		
Federal Government (GS-7)	2,068	2,059	2,246	76
C.O.W. Average*	1,464	1,581	1,698	
+ 30% Cost-of-Living**	1,932	2,061	2,189	76
Combined Average	1,964	2,090	2,282	77

27. PARK RANGER I 6705-14

Responsible for the development, operation, maintenance, interpretation and protection of a state park area. Requires a degree in park and recreation administration, resource management, business or public administration, or related field.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,145	\$2,350	\$2,556	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government (GS-7)		Specifications Unavailable		
C.O.W. Average*	1,364	1,506	1,648	
+ 31% Cost-of-Living**	1,823	1,978	2,134	84
Combined Average	1,823	1,978	2,134	84

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

28. PERSONNEL TECHNICIAN/ASSISTANT I - 1401-12

Under general supervision, performs paraprofessional work in one or more of the following personnel management areas: recruitment, examining, training, classification and labor relations. Reviews and processes personnel documents such as position descriptions, lists of eligible candidates, personnel actions and class specifications. Answers inquiries of job applicants and employee's questions regarding routine matters concerning contract provisions, pay, leave, insurance, transfers and related matters. Requires high school graduation and two years of office clerical experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$1,889	\$2,053	\$2,218	100%
Anchorage Public Agencies	1,434	1,670	1,906	81
Anchorage Private Firms	1,751	2,127	2,504	104
Federal Government (GS-6)	1,521	1,673	1,826	81
C.O.W. Average*	1,093	1,278	1,463	
+ 35% Cost-of-Living**	1,525	1,728	1,931	84
Combined Average	1,558	1,799	2,042	88

29. PROBATION OFFICER II - 4343-16

Performs full proficiency level professional work in probation, parole, or pre-sentence investigations; assists families, social agencies and employers in formulating plans for the supervision and guidance of youth and adult probationers. Requires graduation from college and one year of professional experience in probation/parole casework, social work, vocational or employment counseling, or institutional instruction, or M.S. degree in social sciences.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government		No Comparable Class		
C.O.W. Average*	1,743	1,957	2,172	
+ 26% Cost-of-Living**	2,238	2,473	2,709	91
Combined Average	2,370	2,612	2,855	97

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

30. SECRETARY I - 1151-10

Under direction of a division director serves as personal assistant performing or supervising a series of inter-related administrative and clerical duties directly concerned with the work of the supervisor and the image of the agency. Transcribes dictation consisting of a variety of legal correspondence and forms including petitions, briefs, legislative measures, legal opinions, pleadings, contracts, and affidavits; may take verbatim notes at meetings and conferences and summarize notes into minutes and distribute generally without prior review by the supervisor.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$1,673	\$1,809	\$1,946	100%
Anchorage Public Agencies	1,395	1,633	1,871	90
Anchorage Private Firms	1,598	1,956	2,314	108
Federal Government (GS-5)	1,365	1,501	1,638	83
C.O.W. Average*	1,124	1,256	1,388	
+ 36% Cost-of-Living**	1,559	1,704	1,849	94
Combined Average	1,479	1,698	1,918	94

31. SOCIAL WORKER III - 4113-16

Under direction of a higher level social worker, performs one or more of the following: Provides casework in a broad spectrum of complex and diversified social problems including adoption, foster home care, child welfare, medical or family assistance; is responsible for total family and children's service program in a small district; may supervise lower level staff. Requires two years professional social work experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies	2,352	2,631	2,911	97
Anchorage Private Firms	1,965	2,522	3,079	93
Federal Government (GS-9)	2,068	2,275	2,481	84
C.O.W. Average*	1,309	1,468	1,628	
+ 32% Cost-of-Living**	1,762	1,937	2,112	72
Combined Average	2,037	2,341	2,646	87

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

32. STATE TROOPER - 7703-76

Enforces the civil and criminal laws of Alaska and promotes public safety. Requires six months of experience as a State Trooper Recruit and a Basic Certificate as a police officer issued by the Alaska Police Standards Council. This is a promotional class, and requires a written recommendation of a field training officer.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,855	\$3,142	\$3,430	100%
Anchorage Public Agencies	2,971	3,189	3,408	101
Anchorage Private Firms		No Comparable Class		
Federal Government		No Comparable Class		
C.O.W. Average*	1,746	1,939	2,133	
+ 26% Cost-of-Living**	2,242	2,453	2,666	78
Combined Average	2,606	2,821	3,037	90

33. SUPPLY OFFICER II - 1322-16

Performs all supply duties for the equivalent of a small to medium department: purchases, requisitions, stores, manages and issues equipment, supplies and services. Requires five years experience in supply-related work including one year at the level of Supply Officer I.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms	2,228	2,719	3,210	101
Federal Government (GS-9)	2,068	2,275	2,481	84
C.O.W. Average*	1,662	1,860	2,058	
+ 27% Cost-of-Living**	2,150	2,367	2,584	88
Combined Average	2,149	2,454	2,758	91

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

34. VOCATIONAL REHABILITATION COUNSELOR II - 3325-18

Performs professional full proficiency level work in providing a range of rehabilitation program services such as intensive assistance to selected and differentiated caseloads, adjudication of claims for disability benefits, responsibility for management of program activities within a small office or assistant supervisor of a large district. Requires two years of experience as a counselor with a vocational rehabilitation agency.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,838	\$3,104	\$3,371	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms	2,683	2,659	2,635	86
Federal Government	2,502	2,752	3,002	89
C.O.W. Average*	1,576	1,770	1,965	
+ 28% Cost-of-Living**	2,055	2,268	2,482	73
Combined Average	2,413	2,560	2,706	82

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

Summary of Salary Comparisons with Combined Survey Sample

<u>Job Class</u>	<u>Maximum Hourly Rate or Midpoint of Survey Sample</u>	<u>Maximum Hourly Rate or Midpoint State Salary</u>	<u>Survey Sample as a Percent of Alaska</u>
Accountant II	\$2,343	\$2,702	87%
Accounting Clerk II	1,596	1,705	94
Administrative Assistant I	1,888	2,053	92
Administrative Officer II	2,948	3,383	87
Civil Engineer I	3,239	3,323	97
Clerk/Clerk Typist II	1,401	1,517	92
Cook WG VI	12.81 (hr.)	14.33	89
Correctional Officer II	1,942	2,194	88
Data Processing Equipment Operator I	1,600	2,053	78
Drafting Technician II	2,001	1,927	104
Analyst Programmer III	2,752	2,892	95
Electrician WG II	18.09 (hr.)	18.31	99
Employment Security Specialist IB	1,905	2,350	81
Engineering Assistant I	2,151	2,350	91
Environmental Sanitarian II	2,160	2,702	80
Equipment Operator WG IV	15.39 (hr.)	16.15	95
Fishery Biologist II	2,285	2,702	84
Forester II	2,425	2,702	90

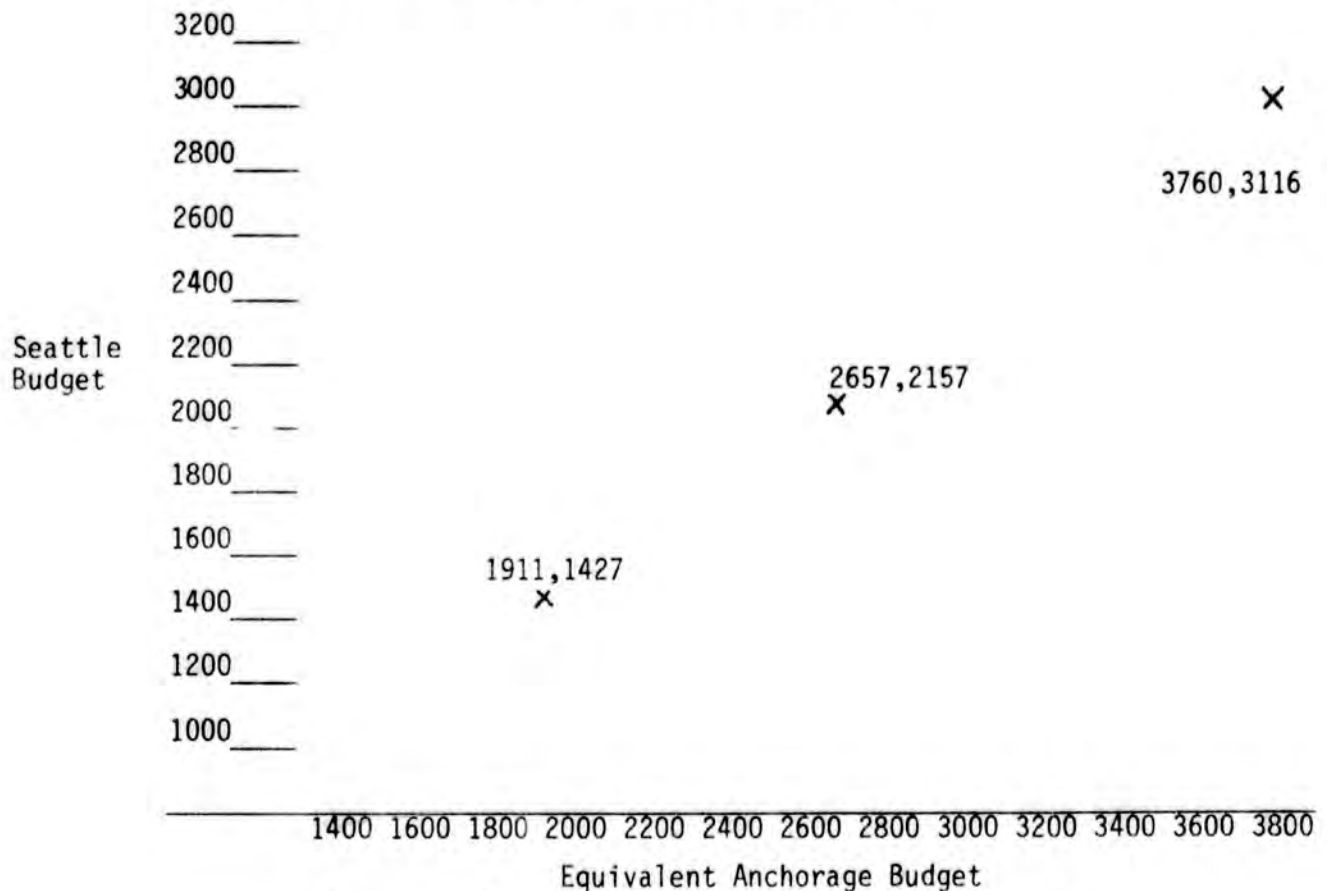
<u>Job Class</u>	<u>Maximum Hourly Rate or Midpoint of Survey Sample</u>	<u>Maximum Hourly Rate or Midpoint State Salary</u>	<u>Survey Sample as a Percent of Alaska</u>
Heavy Duty Mechanic WG III	\$ 17.35 (hr.)	\$ 17.21	101%
Janitor WG IX	11.69 (hr.)	12.03	97
Laborer WG VIII	12.56 (hr.)	12.69	99
Librarian I	2,433	2,517	97
Microbiologist II	2,034	2,702	81
Motor Vehicle Representative II	1,781	1,705	104
Nurse I	2,215	2,194	101
Paralegal Assistant II	2,090	2,702	77
Park Ranger I	1,978	2,350	84
Personnel Technician/Assistant I	1,799	2,053	88
Probation Officer II	2,612	2,702	97
Secretary I	1,698	1,809	94
Social Worker III	2,341	2,702	87
State Trooper	2,821	3,142	90
Supply Officer II	2,454	2,702	91
Vocational Rehabilitation Counselor II	2,560	3,104	82

Annual Cost of Three Levels of Living for a 4-Person Family - Autumn 1981

	LOWER		INTERMEDIATE		HIGHER	
	Amount	Compared to Anch*	Amount	Compared to Anch*	Amount	Compared to Anch*
Anchorage	\$22,939	100%	\$31,890	100%	\$45,119	100%
Los Angeles - Long Beach	16,618	72%	25,025	78%	38,516	85%
Seattle - Everett	17,124	75%	25,881	81%	37,396	83%
U.S. Average (Urban)	15,323	67%	25,407	80%	38,060	84%

*Anchorage = 100

Monthly salary comparisons of Anchorage and Seattle areas based on cost of living differentials



Source: "Autumn 1981 Urban Family Budgets and Comparative Indexes for Selected Urban Areas" Bureau of Labor Statistics, U.S. Department of Labor. Released April 1, 1982. Autumn 1982 data not available at time of printing.

1982

EMPLOYEE BENEFITS AND CONDITIONS OF EMPLOYMENT

BASIC WORK WEEK

All Other Employers:

Most employees of the Anchorage School District, Anchorage Municipality, the Federal Government, and the State governments of California, Oregon and Washington are on a basic 5-day, 40-hour week. Two (2) of the thirty-eight (38) private firms which reported benefits data work a 37.5-hour week. Thirty-five (35) private firms have basic 5-day, 40-hour weeks, although a 30-40 hour week was reported for a group of employees by one (1) firm.

State of Alaska:

Most State employees are on a 5-day, 37.5-hour week. Supervisory employees and some who work shifts are on a 40-hour week.

OVERTIME POLICIES

Anchorage Public Agencies:

Clerical employees of the Anchorage School District receive time and one-half for overtime past eight (8) hours a day or forty (40) hours a week. Municipality of Anchorage pays time and one-half for work over eight (8) hours a day or forty (40) hours a week and for the sixth (6th) day, and double time on the seventh (7th) day. Double time and one-half is paid for work on holidays.

Federal Government:

For General Schedule employees, overtime is paid at a rate of time and one-half up to GS 10, step 1. Employees at GS 10 and above are paid straight time for overtime hours, provided the hourly rate does not exceed \$16.08. In most cases, equivalent time off is granted in lieu of overtime for GS 9 and above.

All Wage-Grade (Labor, Trades and Crafts) employees receive time and one-half pay for overtime work.

Anchorage Private Firms:

<u>Type of Overtime Practice</u>	<u>Number of Firms</u>
Time and one-half over 8 hours per day or 40 hours per week	36
Time and one-half for 6th day	2
Double time over 12 hours	1
Double time for hours worked on 7th day	7
Double time for work on scheduled holiday	4
Double time and one-half for work on a scheduled holiday	1

State of California:

Eligibility for overtime generally follows Fair Labor Standards Act determinations. Compensable overtime is paid in cash at time and one-half the normal rate for clerical and nonsupervisory employees; professional employees are compensated hour-for-hour.

State of Oregon:

Overtime authorization generally follows Fair Labor Standards Act guidelines. Time and one-half compensatory time off or pay is authorized.

State of Washington:

The Washington State laws on overtime are generally comparable to Fair Labor Standards Act guidelines. Overtime authorization depends on work week type

rather than on salary level. "Scheduled" and "nonscheduled" work week employees receive time and one-half for work in excess of eight (8) hours per day or forty (40) hours per week. "Exception" work week employees are executive, administrative and professional and are usually paid straight-time for hours worked in excess of eight (8) per day or forty (40) per week. However, some exception work week employees are authorized overtime at the time and one-half rate, at the discretion of the appointing authority. Job classifications are not limited to one (1) work week type and some include positions assigned to all three (3) types.

State of Alaska:

Supervisory employees who are eligible for overtime are paid time and one-half for work exceeding 8 hours a day or 40 hours a week. Time and one-half for work in excess of seven and one-half (7½) hours per day or thirty-seven and one-half (37½) hours per work week is paid to non-supervisory employees who would be eligible under the Fair Labor Standards Act if those standards were applied to State employees. Labor, Trades and Crafts Unit employees receive time and one-half for work on the first (1st) scheduled day off, double time for work on the second (2nd) scheduled day off, and double time and one-half for work on holidays.

SHIFT DIFFERENTIAL PAY

Anchorage Public Agencies:

Anchorage School District employees who work evening shift receive 5% shift differential while night shift receives an additional 20¢ per hour.

Municipality of Anchorage classified employees receive an additional 10% for both the evening and night shifts. Police officers and fire dispatch receive an additional 3% for the evening shift and 6% for the night shift. Crafts employees receive an additional 40¢ per hour for the evening shift and 45¢ per hour for the night shift.

Federal Government:

Employees in Wage-Grade (labor, trades and crafts) classes receive shift differential pay of 7.5% if the majority of their hours fall between 3:00 p.m. and 12:00 p.m. and 10% from 11:00 p.m. to 8:00 a.m.; those in General Schedule classes receive 10% differential for hours regularly scheduled between 6:00 p.m. and 6:00 a.m., except that no shift differential is paid when the employee is on overtime.

Employees regularly scheduled to work on Sunday receive a 25% differential for that day.

Anchorage Private Firms:

Of the thirt-eight (38) firms which participated in the benefits survey, 15 pay additional amounts for evening and/or night shift work. The shift differential payments are either percentages of base pay or flat rates. Of the seven (7) firms which indicated flat rates paid for evening shifts, the additional pay ranged from 21¢ to \$1.13 per hour. The average evening shift differential is 53¢ per hour. Of the 8 firms that pay flat rates for night shifts, the additional pay ranged from \$.28 to \$1.13 per hour. The average night shift differential is 61¢ per hour.

Of the eight (8) firms that pay percentages for the evening shift, the range is from 5% to 10%. Of the seven (7) firms that pay percentages for the night shift, range is from 10% to 25%.

State of California:

Employees who are regularly assigned evening shift work receive 20¢ per hour additional, 30¢ per hour additional for night shifts. This may vary by contract.

State of Oregon:

A standard rate of 27¢ additional per hour is paid between 6:00 p.m. and 6:00 a.m. and on Saturdays and Sundays for other than hospital employees. Hospital Technicians are paid 31¢/hour while Registered Nurses and Nurse Practitioners are paid 35¢/hour additional.

State of Washington:

Evening and night shift differential is 20¢ per hour for most employees, 23¢ per hour for Registered Nurses and Liquor Store Personnel.

State of Alaska:

State employees required to regularly work on shifts other than 9:00 a.m. to 5:30 p.m. receive an additional 3.75% for evening shifts; 7.5% for night shifts.

MILITARY LEAVE
(Annual Active Duty for Training)

Anchorage Public Agencies:

The Municipality of Anchorage pays employees the difference between military pay and regular salary, so there is no loss of income. Ten (10) days of leave are authorized by the Municipality.

The Anchorage School District pays employees full salary while on military leave and 16½ days are authorized.

Federal Government:

The employee receives full pay while on military reserve training, not charged to annual leave, for a maximum of fifteen (15) calendar days per year.

Employees called to duty to provide military aid to enforce the law receive full pay for up to twenty-two (22) work days per year.

Anchorage Private Firms:

Of the thirty-eight (38) firms surveyed, twenty-nine (29) had military leave policies. The various policies are listed below:

<u>Compensation</u>	<u>Number of Firms</u>
Full	6
Difference between full pay and military pay	19
Employee uses vacation credits or leave without pay to receive full pay	4
No policy/unreported	9

State of California:

Allows thirty (30) days of paid military leave; military pay is in addition to regular salary.

State of Oregon:

Allows fifteen (15) days of paid military leave; military pay is in addition to regular salary.

State of Washington:

Allows fifteen (15) days of paid military leave; military pay is in addition to regular salary.

State of Alaska:

Allows up to sixteen and one-half (16½) working days per calendar year; military pay is in addition to regular salary.

LONGEVITY PAY

Anchorage Public Agencies:

The Municipality of Anchorage provides 5% additional pay after five (5) years of service, 1% per year to ten (10) years, 12.5% after fifteen (15) years, 15% after twenty (20) years, 17.5% after twenty-five (25) years, and 20% after thirty (30) years for employees hired before January 1, 1981. Longevity pay has been eliminated for persons hired after that date.

The Anchorage School District provides 3% additional for five (5) through nine (9) years of service; and 6% additional for ten (10) years and over.

Federal Government:

Former longevity allowances have been incorporated into the pay grades for General Schedule classes. Comparisons of salary levels for the Federal Government have been made at steps 1 through 7 for General Schedule classes. Steps 8 through 10 are normally considered "longevity" pay steps, which amount to approximately 8.33% additional at step 10 over step 7. On reaching step 7, nine (9) additional years are required to reach step 10.

Anchorage Private Firms:

Of the thirty-eight (38) private firms in the benefits survey, four (4) reported having longevity pay provisions in addition to regular salary rates, and thirty-two (32) firms have neither a longevity pay policy nor contract stipulation. Two (2) firms did not supply information on longevity pay.

The longevity provisions reported are listed below:

- (a) Percent increases in salary are paid - 2 employers.
- (b) Flat monetary rates exist for longevity payments - 2 employers.

California, Oregon and Washington:

No longevity pay plan was reported or noted in salary scales for Washington and California.

In Oregon, 5% (one step) per year is paid to maximum of salary range.

State of Alaska:

Pay increments for longevity in State service for all except Labor, Trades and Crafts employees are provided after the employee has remained in the final step within a given salary range for two (2) years, provided he has worked continuously for the State for seven (7) years, and provided that his current annual performance evaluation by his supervisor is designated as "good" or higher. Additional increments are provided when the employee has remained in the final step within a given salary range for four (4), nine (9) and thirteen (13) years.

A service bonus of 20¢ per hour above base is paid to Labor, Trades and Crafts employees after seven (7) years of continuous service, and additional increments of 20¢ and 10¢ per hour above base after nine (9) and eleven (11) years of continuous service.

ANNUAL PAID HOLIDAYS

Employer	No. Holidays
State of California	12
State of Alaska	11
State of Washington	11
State of Oregon	10
Federal Government	9
Anchorage School District	11
Anchorage Private Firms	Range from 0 to 12 with an average of 9
Municipality of Anchorage	11.5

COMPARISON OF VACATION ALLOWANCES

Employer	Working Days Allowed Off				
	At 2 yrs.	At 6 yrs.	At 11 yrs.	At 21 yrs.	At 26 yrs.
State of Alaska (annual leave)	15	24	30	30	30
**State of Alaska (personal leave)	27	30	36	36	36
Federal Government	13	20	20	26	26
State of California	10.5	15	18	21	21
State of Oregon	12	15	18	24	24
State of Washington	13	15	17	20	22
* Anchorage School District	18	36	36	36	36
* Municipality of Anchorage	29.25	32.5	40.62	40.62	40.62
Private Firms Average (Anchorage)	13.2	18.0	20.4	22.7	23.6

* Anchorage School District and Municipality combine sick and annual leave in one figure.

** Employees in the Confidential and Public Safety units, and noncovered employees (exempt, partially exempt, and excluded) receive personal leave which may be used for annual or sick leave purposes.

SICK LEAVE

	<u>Have Plan</u>	<u>No Plan</u>	<u>Leave is Accumulative</u>	<u>Allows Time Off for Family Care</u>	<u>Leave Balance is Paid on Separation</u>
Municipality of Anchorage	Yes		Yes	Yes	Full
Anchorage School District	Yes		Yes	Yes	Full
Federal Government	Yes		Yes	Some cases	Credited to retirement
Anchorage Private Firms (4 have combined annual/sick leave)	36	2	19	15	Full - 1 Partial - 1 Not Paid - 17
State of California	Yes		Yes	Yes	Applied to retirement
State of Oregon	Yes		Yes	Yes	Credited to retirement
State of Washington	Yes		Yes	Yes	Upon retirement or death only, at rate of 25%.
State of Alaska	Yes		Yes	Yes	Unused Sick Leave balance is paid in cash to Benefi- ciaries upon death of employee.

MEDICAL, HOSPITALIZATION AND INSURANCE BENEFITS

Anchorage Public Agencies:

Medical insurance plans are available to employees of the Anchorage School District and the Municipality of Anchorage.

One hundred percent (100%) of the medical insurance premium cost for the employee, spouse and dependents is paid by the Anchorage School District. The program includes all the coverages listed under Anchorage Private Employers, except for income continuance. There is no group life insurance policy provided.

Municipality employees contribute \$50 deductible to a maximum of \$150 per family. Other premium costs for medical insurance for the employee, spouse and dependents, and premiums for group life insurance are paid by the Municipality of Anchorage. Current premium is \$150 per month for each family.

Federal Government:

Several types of health benefits plans are available to Federal employees. Most plans have two coverage options (high or low) as well as employee or employee and family coverage.

Under the High Option of the two most widely used plans, 100% of hospital in-patient charges are paid; a \$200 deductible per year applies to physician's services, drugs, and office calls, which are paid by the plan at 80%. The Low Option has a \$250 deductible with services paid for at the rate of 75%. Family deductibles are \$600 per year (high option) or \$750 (low option).

The enrollee pays monthly premiums from \$12.02 to \$54.94 for employee only coverage, and \$31.70 to \$118.08 for family coverage. The employer pays no more than 75% of the total cost for any type of enrollment.

Basic life insurance coverage is available. The amount is equal to current annual basic pay rounded off to the next thousand plus \$2,000. Employee pays 2/3 of the cost and the employer pays 1/3. Employee cost is 24¢ biweekly for each \$1,000. There are three other options available provided the employee has elected to take basic coverage. Option A provides \$10,000 coverage. The cost paid by the employee is from 60¢ to \$9.00 per pay period. The amount depends on age. Option B allows the employee to purchase an amount of coverage equal to from one to five times his/her annual salary with cost ranging from 5¢ to 95¢ per thousand depending on age. Finally, Option C allows the employee to elect to have coverage on his family; \$5,000 for spouse and \$2,500 for each dependent child. The employee pays the cost which ranges from 50¢ to \$3.00 per thousand depending on age.

Anchorage Private Firms:

Most of the firms contacted have hospitalization and medical plans for their employees, as well as group life insurance plans. The number of firms which have various kinds of coverage is listed below:

<u>Type of Coverage</u>	<u>Number of Firms</u>
Hospital Room and Board- - - - -	-37
Medical Fees - - - - -	-32
Major Medical- - - - -	-36
Dental Care- - - - -	-32
Prescription Drugs - - - - -	-34
Life Insurance - - - - -	-31
Income Continuance - - - - -	-23
Hospital Special Fees- - - - -	-33
Psychiatric Care - - - - -	-32
Visual Care- - - - -	-20
Maternity Care - - - - -	-33
Accidental Death or Dismemberment- - - - -	-30
Audio- - - - -	-14

* Some plans cover only emergencies, surgery, disease and complications and do not cover routine examinations, maintenance, glasses and normal childbirth.

<u>Conditions</u>	<u>Number of Firms</u>
Employer pays 100% of premium for employee- - - - -	-24
Employer pays 100% of premium for spouse- - - - -	-11
Employer pays 100% of premium for dependents- - - - -	-11
Employer pays part of premium for employee- - - - -	-10
Employer pays part of premium for spouse- - - - -	-20
Employer pays part of premium for dependents- - - - -	-20
Employer pays none of premium for spouse/dependents - - 2	
Policy has \$100+ deductible - - - - -	5
Policy has \$100 deductible - - - - -	-17
Policy has \$50 deductible - - - - -	3
Variable deductions by plan and coverage - - - - -	-11
No deductible - - - - -	1
Employer pays life insurance premium- - - - -	-28
Employer pays part of life insurance premium- - - - -	2
Employee pays life insurance premium- - - - -	1
No group life insurance plan- - - - -	3

Several employers have multiple plans for different groups of employees or "cafeteria-style" options of general coverage.

State of California:

Twenty-two medical, hospitalization and life insurance plans are available to employees. Employees may enroll in one or more of the available plans; costs to the employee vary accordingly. The State pays a maximum monthly premium of \$71 for the employee, and \$168 for the employee and family.

State of Oregon:

Health insurance (not including life insurance) is paid by the State for employee, spouse, and dependents. Coverage costs the State \$59.28/month for employee only, and \$124.55/month for a family.

State of Washington:

A total of four (4) medical insurance plans are available, three of which are HMO's. The employer pays 100% of premium costs as long as an eligible employee is in paid status. No plan pays all medical expenses in full. Part-time and seasonal employees employed half-time or six (6) months or more, appointed and elected officials, spouses and dependents are covered. Retirees and surviving dependents are also eligible for continued coverage on a self-pay basis. Temporary, intermittent and emergency employees are not eligible to enroll. Life insurance is included in the employer-paid premium which is \$141.35/month for employee and family.

The Blue Cross plan has a \$75 deductible per person per year, and pays 85% of the next \$2,000 in covered expenses; after the first \$2,000, 100% of covered expenses are paid. Blue Cross pays for illness only, not preventive care.

The HMO plans generally pay 100% of covered expenses with no deductible, including preventive care. Nominal copayments may be charged for some services.

Covered expenses vary from plan to plan, but usually include audio and vision benefits, maternity care, prescriptions, and psychiatric care, as well as major medical and doctor's services.

Dental coverage to employees and families is provided, but is not available to retirees and self-paying employees. Basic examinations, X-rays, fluoride application, cleaning and emergency treatment are covered 100%. Restoration procedures are covered 60% and prosthetics and orthodontics are covered at 50%.

State of Alaska:

Medical and audio-visual, dental, accidental death and dismemberment insurance, and life insurance for the employee and eligible dependents, is provided. The State contributes \$195.35 per month for General Government employees, and \$206.79 per month for employees in the Confidential and Supervisory bargaining units which have coverage for cosmetic contact lenses and orthodontia, and \$167.41 for Labor, Trades and Crafts employees. There is no employee contribution provided that the employee works full time.

Most permanent part-time employees who want insurance coverage pay one-half of the premium cost. Participation in the State group health and life insurance plan is not mandatory for permanent part-time employees who regularly work more than fifteen (15) hours but less than thirty (30) hours per week.

Additional life insurance and accidental death insurance is available.

Retired employees, survivors and disability recipients are automatically extended comprehensive medical coverage, with the monthly premium of \$115.61 paid by the retirement fund. Audio, visual and dental coverage is available to retirees at a cost to the retiree of \$22.50 per month for recipient only and \$53.00 for recipient and family.

UNEMPLOYMENT INSURANCE

Anchorage Public Agencies:

Employees of the Municipality of Anchorage and the Anchorage School District, as well as other Alaska local governments and school districts, are covered under the Employment Security Act. This provision for unemployment insurance coverage took effect in January 1978, in accordance with the Session Laws of Alaska, 1977. Local government and school district employers can choose to pay either an unemployment insurance tax or to reimburse the fund for benefits paid to former employees.

Federal Government:

Federal employees who are laid off or whose appointments are terminated are entitled to unemployment compensation similar to that provided to employees in private industry. They are covered by the unemployment insurance system under conditions set by the state to which their wages are assigned.

Permanent employees are eligible for severance pay if involuntarily separated, not for cause, after one (1) years service except for retirees. Amount of payment depends on employee's age, length of civilian service and salary rate.

Anchorage Private Firms:

Employees in private firms are covered by unemployment insurance. Employers pay taxes to fund benefits payments. The rate is set by the State Department of Labor, based upon employer experience and the nature of the business.

State of California:

Probationary and permanent employees are eligible for unemployment insurance, paid entirely by the State, for reductions in staff only.

State of Oregon:

Full-time permanent employees are eligible for unemployment insurance paid by the State. Temporary employees are covered after a minimum length of employment is achieved.

State of Washington:

Permanent, temporary, and seasonal employees are eligible for unemployment insurance, which is paid by the state at .5% of base.

State of Alaska:

The unemployment insurance fund is reimbursed by the State when former employees collect benefits. Temporary and seasonal employees are covered under this program. Exempt and partially exempt employees classified as executives are not covered.

RETIREMENT PLANS

Federal Government:

For Law Enforcement and Firefighters:

Employee contribution - 7-1/2%

Employer contribution - 7-1/2%

For all other employees:

Employee contribution - 7%

Employer contribution - 7%

Benefit Formula:

1st thru 5th year of service - 1-1/2% x highest 3-year average salary x years of service.

5th thru 10th year of service - 1-3/4% x highest 3-year average salary x years of service.

After 10th year of service - 2% x highest 3-year average salary x years of service.

Anchorage Private Firms:

Retirement plan paid 100% by employer - 12

Both employer and employee contribute to retirement plan - 7

Profit sharing, stock ownership, thrift or investment plan in lieu of or in addition to retirement - 11

No retirement plan - 12

Sixteen (16) firms have retirement systems or other plans in which an employee becomes 100% vested after ten (10) years. Vesting varies from date of hire to thirty (30) years.

Six (6) firms listed age 65 for normal retirement, although retirement age varied from 50 to 70. The average retirement age was 61.

Eleven (11) firms have retirement plans which include provisions for cost-of-living adjustments.

State of California:

Retirement age varies by contract from 60 to 70 years.

Employee contribution - 5% (General employees) to 8% (Peace Officers)

State contribution - 18.345% + \$50 to 23.113% + \$50

Benefits formula - 2% x years of service x highest 3-year average salary, less \$133.13 if with Social Security.

State of Oregon:

State contribution - 17.1% of gross
Benefits formula - final average salary x 1.67% x years of service.

State of Washington:

For employees hired prior to October 1, 1977:

Employee contribution - 6%

State contribution - 6.5%

Benefits formula - service time x 2% x average final compensation (highest 24 months).

For employees hired after October 1, 1977:

Employee contribution - 5.11%

Employer contribution - 6.5%

Benefit Formula - service time x 2% x average salary received over five (5) consecutive years.

The above figures do not include Law Enforcement employees. Vesting occurs at any age after 30 years service; at age 55 after 25 years; and after 60 with five (5) years service.

State of Alaska: (also Municipality of Anchorage, and Anchorage School District employees)

Employee contribution - 4.25% of gross salary (5% police & fire)

Employer contribution is actuarially determined. Current figures:

State of Alaska: 12.71% (22.36% Police and Fire)

Municipality of Anchorage: 14.68%

Anchorage School District: 14.33%

Benefits formula - 2% x average monthly salary for highest three (3) years x years of credited service.

Benefits formula (Police and Fire) - 2% (first 10 years) or 2.5% (years over 10) x average monthly salary x years of credited service.

FEDERAL GENERAL SCHEDULE

Effective October 15, 1982 - includes 22.5% over base for cost-of-living allowance (COLA) for Anchorage.

Step	1	2	3	4	5	6	7	8	9	10
GS-1	\$10,628 886	\$10,982 915	\$11,336 945	\$11,699 975	\$12,043 1,004	\$12,250 1,020	\$12,600 1,050	\$12,950 1,079	\$12,967 1,081	\$13,300 1,108
GS-2	11,951 996	12,234 1,020	12,630 1,052	12,967 1,081	13,111 1,093	13,497 1,125	13,883 1,157	14,269 1,189	14,655 1,221	15,041 1,253
GS-3	13,040 1,087	13,475 1,123	13,910 1,159	14,345 1,195	14,780 1,232	15,215 1,268	15,649 1,304	16,084 1,340	16,519 1,377	16,954 1,413
GS-4	14,638 1,220	15,125 1,260	15,613 1,301	16,100 1,342	16,588 1,382	17,075 1,423	17,563 1,464	18,050 1,504	18,538 1,545	19,025 1,585
GS-5	16,377 1,365	16,923 1,410	17,470 1,456	18,016 1,501	18,562 1,547	19,109 1,592	19,655 1,638	20,201 1,683	20,748 1,729	21,294 1,775
GS-6	18,254 1,521	18,862 1,572	19,471 1,623	20,080 1,673	20,689 1,724	21,298 1,775	21,907 1,826	22,516 1,876	23,124 1,927	23,733 1,978
GS-7	20,285 1,690	20,961 1,747	21,637 1,803	22,313 1,859	22,990 1,916	23,666 1,972	24,342 2,028	25,018 2,085	25,694 2,141	26,371 2,198
GS-8	22,465 1,872	23,214 1,934	23,962 1,997	24,711 2,059	25,459 2,122	26,208 2,184	26,956 2,246	27,705 2,309	28,453 2,371	29,202 2,433
GS-9	24,814 2,068	25,640 2,137	26,467 2,206	27,294 2,275	28,121 2,343	28,948 2,412	29,775 2,481	30,602 2,550	31,429 2,619	32,255 2,688
GS-10	27,326 2,277	28,237 2,353	29,149 2,429	30,060 2,505	30,972 2,581	31,883 2,657	32,794 2,733	33,706 2,809	34,617 2,885	35,529 2,961
GS-11	30,022 2,502	31,023 2,585	32,024 2,669	33,025 2,752	34,026 2,835	35,026 2,919	36,027 3,002	37,026 3,085	38,029 3,169	39,030 3,252
GS-12	35,983 2,999	37,182 3,099	38,382 3,198	39,581 3,298	40,780 3,398	41,980 3,498	43,179 3,598	44,378 3,698	45,577 3,798	46,777 3,898

FEDERAL GENERAL SCHEDULE
(continued)

Step	1	2	3	4	5	6	7	8	9	10
GS-13	42,789 3,566	44,215 3,685	45,641 3,803	47,067 3,922	48,493 4,041	49,919 4,160	51,345 4,279	52,771 4,398	54,196 4,516	55,622 4,635
GS-14	50,564 4,214	52,250 4,354	53,932 4,494	55,621 4,635	57,081 4,757	58,992 4,916	60,453 5,038	62,364 5,197	64,049 5,337	65,735 5,478
GS-15	59,477 4,956	61,459 5,122	63,442 5,287	65,424 5,452	67,406 5,617	69,388 5,782	71,370 5,947	73,352 6,113	75,334 6,278	77,316 6,443
GS-16	69,758 5,813	72,083 6,007	74,408 6,201	76,733 6,394	79,058 6,588	81,383 6,782	83,708 6,976	86,033 7,169	88,358 7,363	
GS-17	81,717 6,810	84,442 7,037	87,166 7,264	89,891 7,491	92,615 7,718					
GS-18	95,775 7,981									

Note: Maximum pay may not exceed \$70,738 because of a congressionally imposed ceiling.

STATE OF ALASKA - BASIC MONTHLY SALARY SCHEDULE:
GENERAL GOVERNMENT BARGAINING UNIT

(Longevity Increments)

SR	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP J	STEP K	STEP L	STEP M
05	\$1,258	\$1,292	\$1,330	\$1,367	\$1,408	\$1,445	\$1,487	\$1,530	\$1,578	\$1,627
06	1,330	1,367	1,408	1,445	1,487	1,530	1,578	1,627	1,673	1,726
07	1,408	1,445	1,487	1,530	1,578	1,627	1,673	1,726	1,782	1,832
08	1,487	1,530	1,578	1,627	1,673	1,726	1,782	1,832	1,889	1,946
09	1,578	1,627	1,673	1,726	1,782	1,832	1,889	1,946	2,010	2,073
10	1,673	1,726	1,782	1,832	1,889	1,946	2,010	2,073	2,145	2,218
11	1,782	1,832	1,889	1,946	2,010	2,073	2,145	2,218	2,295	2,379
12	1,889	1,946	2,010	2,073	2,145	2,218	2,295	2,379	2,463	2,556
13	2,010	2,073	2,145	2,218	2,295	2,379	2,463	2,556	2,639	2,739
14	2,145	2,218	2,295	2,379	2,463	2,556	2,639	2,739	2,838	2,941
15	2,295	2,379	2,463	2,556	2,639	2,739	2,838	2,941	3,041	3,146
16	2,463	2,556	2,639	2,739	2,838	2,941	3,041	3,146	3,249	3,371
17	2,639	2,739	2,838	2,941	3,041	3,146	3,249	3,371	3,475	3,605
18	2,838	2,941	3,041	3,146	3,249	3,371	3,475	3,605	3,714	3,851
19	3,041	3,146	3,249	3,371	3,475	3,605	3,714	3,851	3,971	4,115
20	3,249	3,371	3,475	3,605	3,714	3,851	3,971	4,115	4,251	4,408
21	3,475	3,605	3,714	3,851	3,971	4,115	4,251	4,408	4,554	4,725
22	3,714	3,851	3,971	4,115	4,251	4,408	4,554	4,725	4,885	5,050
23	3,971	4,115	4,251	4,408	4,554	4,725	4,885	5,050	5,236	5,433
24	4,251	4,408	4,554	4,725	4,885	5,050	5,236	5,433	5,629	5,843

LABOR, TRADES AND CRAFTS UNIT
 BASIC WAGE SCHEDULE 1982

<u>Wage Group</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
IA	17.10	20.44	20.64	20.84	20.94
I	16.25	19.37	19.57	19.77	19.87
II	15.36	18.31	18.51	18.71	18.81
III	14.35	17.21	17.41	17.61	17.71
IV	13.48	16.15	16.35	16.55	16.65
V	12.75	15.24	15.44	15.64	15.74
VI	12.04	14.33	14.53	14.73	14.83
VII	11.42	13.51	13.71	13.91	14.01
VIII	10.78	12.69	12.89	13.09	13.19
IX	10.16	12.03	12.23	12.43	12.53
X	9.52	11.05	11.25	11.45	11.55
XI	8.76	9.98	10.18	10.38	10.48

EMPLOYEES* BY ELECTION DISTRICT, EXECUTIVE BRANCH
AS OF DECEMBER 1982

<u>District</u>	<u>Title</u>	<u>No. Employees</u>
1	Ketchikan-Prince of Wales	54
2	Wrangell-Petersburg	238
3	Sitka	74
4	Juneau	2,797
5	Haines-Skagway	55
6	Cordova-Valdez	359
7	Palmer-Wasilla-Talkeetna	368
8	Anchorage	3,962
9	Seward	75
10	Kenai Soldotna	251
11	Kodiak	163
12	Aleutian Islands	24
13	Dillingham	59
14	Bethel	101
15	Galena-Tanana-McGrath	90
16-S	Fairbanks and Arctic Circle South	1,387
16-N	Ft. Yukon and Arctic Circle North	16
17	Barrow-Kotzebue	42
18	Nome	151
19	Hooper Bay	10
XX	Contiguous U.S. and Canada	32
	Total	<u>10,308</u>

The Election Districts are those designated by the Proclamation of Re-apportionment Redistricting of December 7, 1961, and retained for the House of Representatives by proclamation of the Governor September 3, 1965.

* Permanent, probationary, provisional, and partially exempt employees only. Does not include nonpermanent or exempt employees, or vacant positions.

CONSUMER PRICE INDEX (ALL ITEMS) AND PERCENT INCREASES
(Revised Wage Earners and Clerical Workers)
(1967 = 100)

Date	Seattle		U.S. Average		Anchorage	
	CPI	% Inc.	CPI	% Inc.	CPI	% Inc.
July/Aug 73	128.8	0%	135.1	0%	120.4	0%
July/Aug 74	143.0	11.0	149.9	11.0	134.0	11.3
July/Aug/75	157.3	22.1	162.8	20.5	153.8	27.7
July/Aug 76	165.7	28.7	171.9	27.2	164.9	37.0
July/Aug 77	180.2	39.9	183.3	35.7	177.4	47.3
July/Aug 78*	194.0	50.6	197.7	46.3	188.6	56.6
July/Aug 79*	215.9	67.6	221.5	64.0	206.4	71.4
July/Aug 80*	251.6	95.3	248.0	83.6	224.8	86.7
Sept 81*	284.3	120.7	279.1	106.6	245.9	104.2
Sept 82*	298.3	131.6	292.8	116.7	258.9	115.0

* Revised CPI for urban wage earners and clerical workers.

GENERAL SALARY INCREASES IN STATES OF
CALIFORNIA, OREGON AND WASHINGTON

Date	Percent Increases		
	California	Oregon	Washington
1973	7.0%	6.2%	5.0%
1974	4.5	4.85	4.5
1975	6.7	13.4	12.0
1976	6.6	11.0	5.7
1977	7.5	5.0	10.0
1978	-0-	9.0	5.0
1979	14.5	-0-	5.0
1980	9.75	2.0	6.0
		2.0	
1981	6.0	2-5	7.2
1982	-0-	2-6	-0-
Cumulative Totals	82.1%	73.6%	79.0%

Sources: Personnel Departments, States of California, Oregon and Washington.

Note: Where variable increases are indicated, the lower figure is used in calculating the cumulative increase.

FEDERAL GOVERNMENT

Date	General Schedule	Wage-Grade Classes 1/	
	Percent Increase	Hourly Rate 1/	Percent Increase
1973	10.2%	\$ 5.72	
1974	5.5	6.65	16.0
1975	5.0	8.02	20.6
1976	5.16	8.88	10.7
1977	7.05	9.72	9.5
1978	5.5	10.31	6.1
1979	7.0	10.88	5.5
1980	9.1	11.64	7.0
1981	4.8	12.71	9.2
1982	4.0	13.32	4.8
<hr/>			
Cumulative Totals	84.5%		132.4%

1/ Wage Grade 4, Step 1 effective October 1, 1982.

ANCHORAGE LOCAL GOVERNMENT AGENCIES
PERCENT INCREASES

Year	Municipality of Anchorage			School District
	<u>Classified</u>	<u>Crafts</u>	<u>Police</u>	
1974	7.0	18.0 3.0	20.0	8.1
1975	13.5 7.1	15.0	15.0 12.0	12.8
1976	7.0 ¹ 10.0 ²	10.0	25.0	7.2
1977	5.0 ¹ 7.0 ²	4.97	6.0 5.0	6.0
1978	5.0 ¹ 5.25 ²	2.47	6.0	no change
1979	5.5	4.0 3.5	5.31	7.5
1980	5.5	8.08	5.0	7% to 9.4%
1981	7.0	6.3	7.0	8% to 9%
1982	7.0*	*	7.0 (1-1-83)	7% to 8.5%
Cumulative Totals	95.5% ¹ 105.3% ²	104.5%	188.5%	variable

*1983 negotiations for those contracts underway at time of printing.

1 Unrepresented employees

2 Employees represented by Anchorage Municipal Employees Association

Source: Personnel Departments of Municipality of Anchorage, Anchorage School District.

ANCHORAGE AREA TRADES

CONSTRUCTION 1/

<u>Year</u>	<u>Rate</u>	<u>% Inc.</u>
1973	10.442	
1974	11.655	11.6
1975	13.663	17.2
1976	15.543	13.8
1977	16.545	6.4
1978	16.985	2.7
1979	18.515	9.0
1980	19.038	2.8
1981	21.227	11.5
1982	23.125	8.9
Cumulative Total		121.3%

Note: All rates are exclusive of fringe benefits, unless increases are added to either wages or benefits at the Union option.

1/ Average based on journeyman rates for Painter, Carpenter, Laborer, Sheet Metal Worker, Plumber, and Electrician. Source: Unions.

STATE OF ALASKA SALARY INCREASES BY BARGAINING UNITS

<u>Date</u>						
1973	6.0%		6.0%		-0-	-0-
	<u>General Government</u>		<u>Labor, Trades and Crafts</u>		<u>Supervisory</u>	<u>Confidential</u>
1974	11.8		22.5		18.5%	18.5%
1975	15.6		14.5		25.6	13.3
1976	9.0		7.0		4.3	11.2
		<u>Public Safety</u>				
1977	5.0	17.9%	5.5		5.0	5.0
1978	10.2	10.2	9.2		5.0	5.0
1979	5.0	5.0	4.5		7.1	7.0
1980	8.0	10.1	9.0		11.0	11.2
1981	7.6	8.8	8.8		6.7	7.6
1982	7.1	7.1	7.9		7.1	7.1
Total	126.0%	161.3%	145.1%		132.5%	125.7%

Note: Percent increases for 1980, 1981, and 1982 are increased costs to the employer of the salary schedule. Increases for those years were not equal across all salary ranges within the schedule.

Source: Division of Labor Relations; Department of Administration.