

Statewide Salary Survey

FY2024 Request: \$1,000,000

Reference No: AMD 64688

AP/AL: Appropriation

Project Type: Economic Assistance

Category: General Government

Location: Statewide

House District: Statewide (HD 1-40)

Impact House District: Statewide (HD 1-40)

Contact: Kate Sheehan

Estimated Project Dates: 07/01/2023 - 06/30/2028

Contact Phone: (907)465-4403

Brief Summary and Statement of Need:

The project involves a comprehensive study including all State Executive Branch employee salaries as related to their job class and position descriptions. The information gained from this study will be used to identify and correct discrepancies in pay as compared to similar positions within the private sector within the State. Making State Executive Branch positions match the pay grades of private employees will increase applicant pools for State of Alaska positions by making the State a more competitive employer in a difficult job market. There is potential for cost savings because the study would also identify where the State is over-paying in comparison to private sector pay.

Funding:	<u>FY2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2028</u>	<u>FY2029</u>	<u>Total</u>
1004 Gen Fund	\$1,000,000						\$1,000,000
Total:	\$1,000,000	\$0	\$0	\$0	\$0	\$0	\$1,000,000

<input type="checkbox"/> State Match Required	<input type="checkbox"/> One-Time Project	<input type="checkbox"/> Phased - new	<input type="checkbox"/> Phased - underway	<input type="checkbox"/> Ongoing
0% = Minimum State Match % Required		<input checked="" type="checkbox"/> Amendment	<input type="checkbox"/> Mental Health Bill	

Operating & Maintenance Costs:

	<u>Amount</u>	<u>Staff</u>
Project Development:	0	0
Ongoing Operating:	0	0
One-Time Startup:	0	0
Totals:	0	0

Prior Funding History / Additional Information:

Project Description/Justification:

The Division of Personnel and Labor Relations to contract out for a comprehensive review of the State's position descriptions and attached salary ranges. It would look for comparators (in-state, out-of-state and private section) to ensure we are in alignment. This will help the State of Alaska keep in in line with the employee pay of comparable positions within the private sector in Alaska. The last salary study was performed in 2009 but was not implemented.