

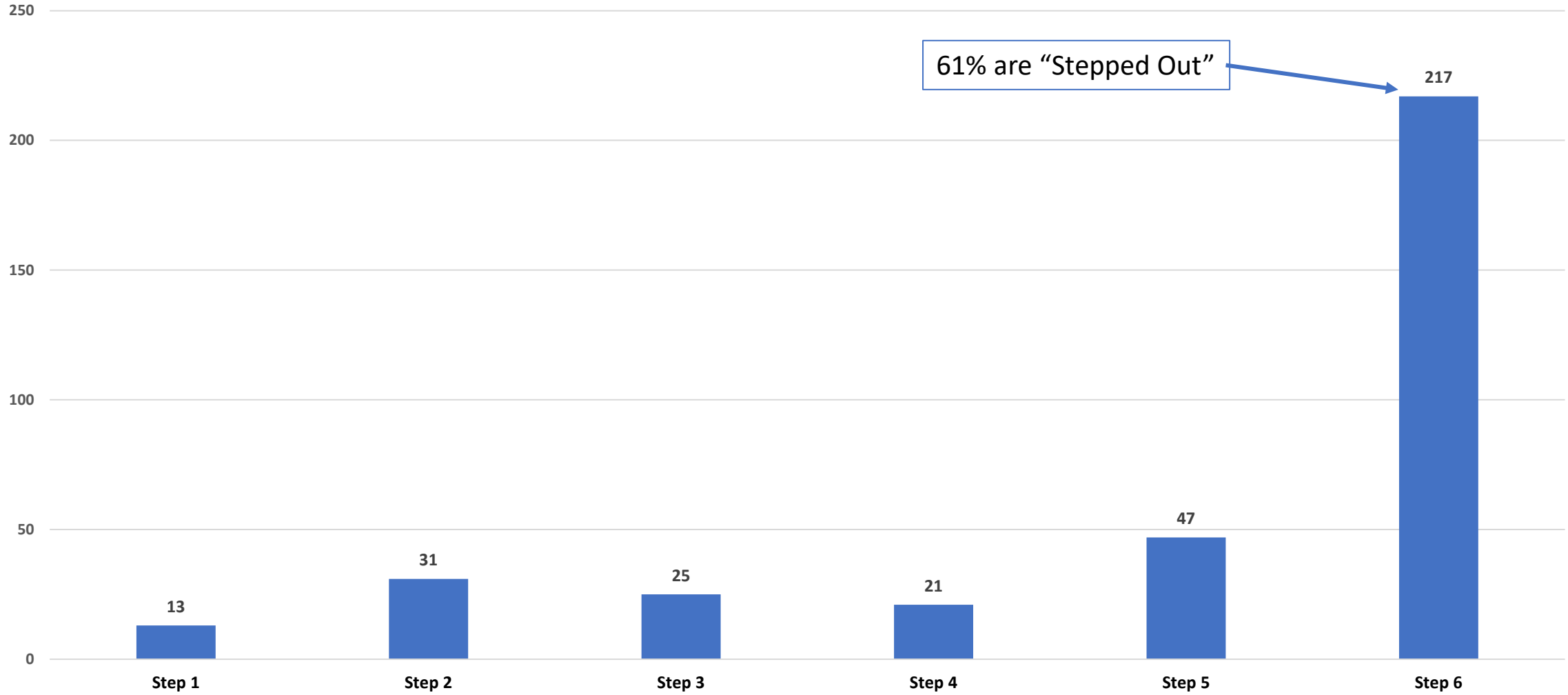
Distribution Across the Step Scale for Non-Represented Employees

Methodology:

Analysis included a snapshot of 354 Regular, Non-Represented employees on February 1, 2024.

There are six (6) steps on the Non-Represented scales.

Non-Represented EEs Count by Step
As of 2/1/2024 354 EEs



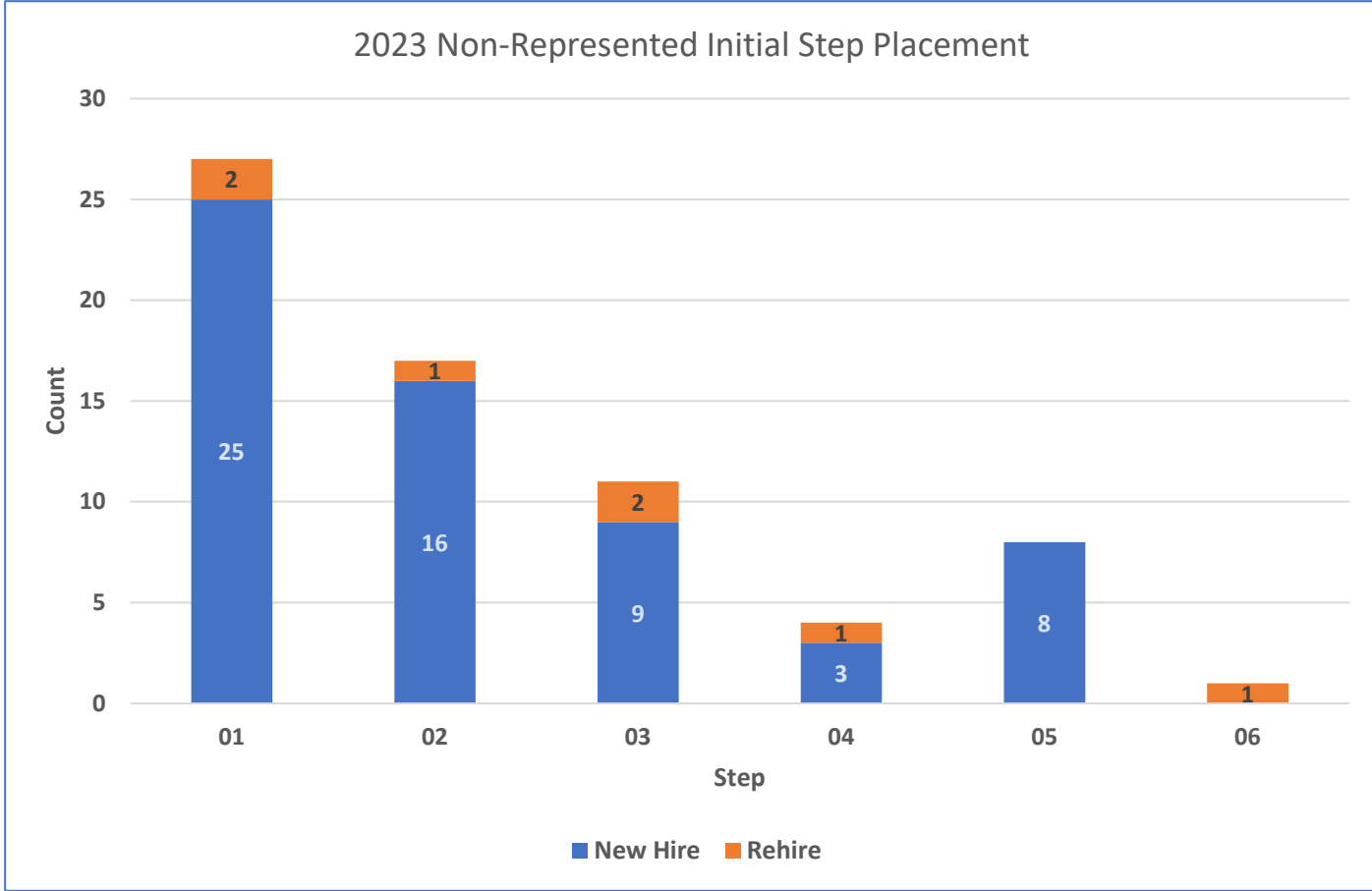
Initial Step Placement for Non-Represented Employees

Methodology:

Analysis included 68 new hires or rehires of Regular, Non-Represented employees from January 1, 2023, to December 31, 2023.

There are six (6) steps on the Non-Represented scales.

Initial Step Placement	Count	Percent of Total
01	27	39.7%
02	17	25.0%
03	11	16.2%
04	4	5.9%
05	8	11.8%
06	1	1.5%
Total	68	



Salary Benchmarks for Select Occupations

Methodology:

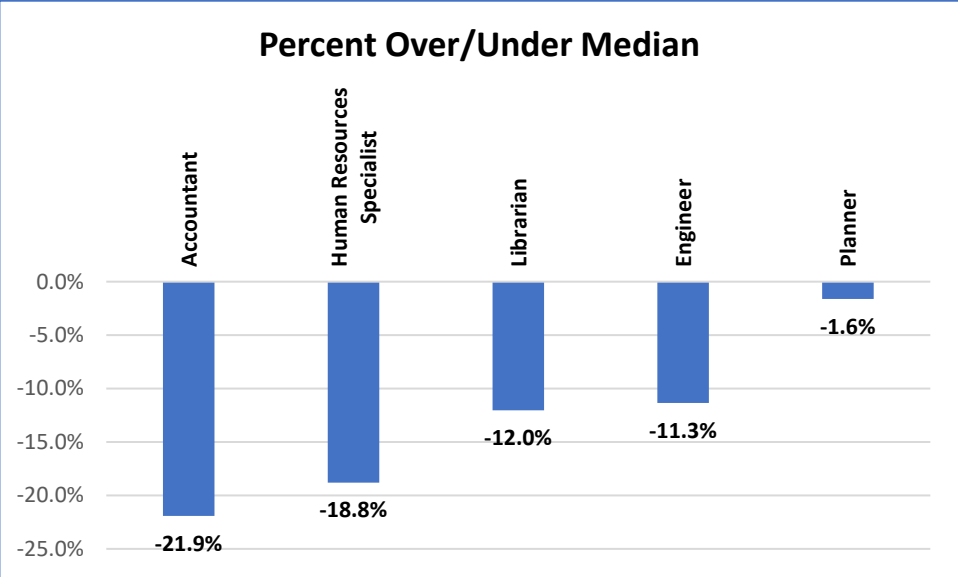
Analysis conducted using the Alaska Municipal League Alaska Local Government Salary & Benefit Survey FY 2024.

Analysis included local governments with a population of 30,000 or greater:

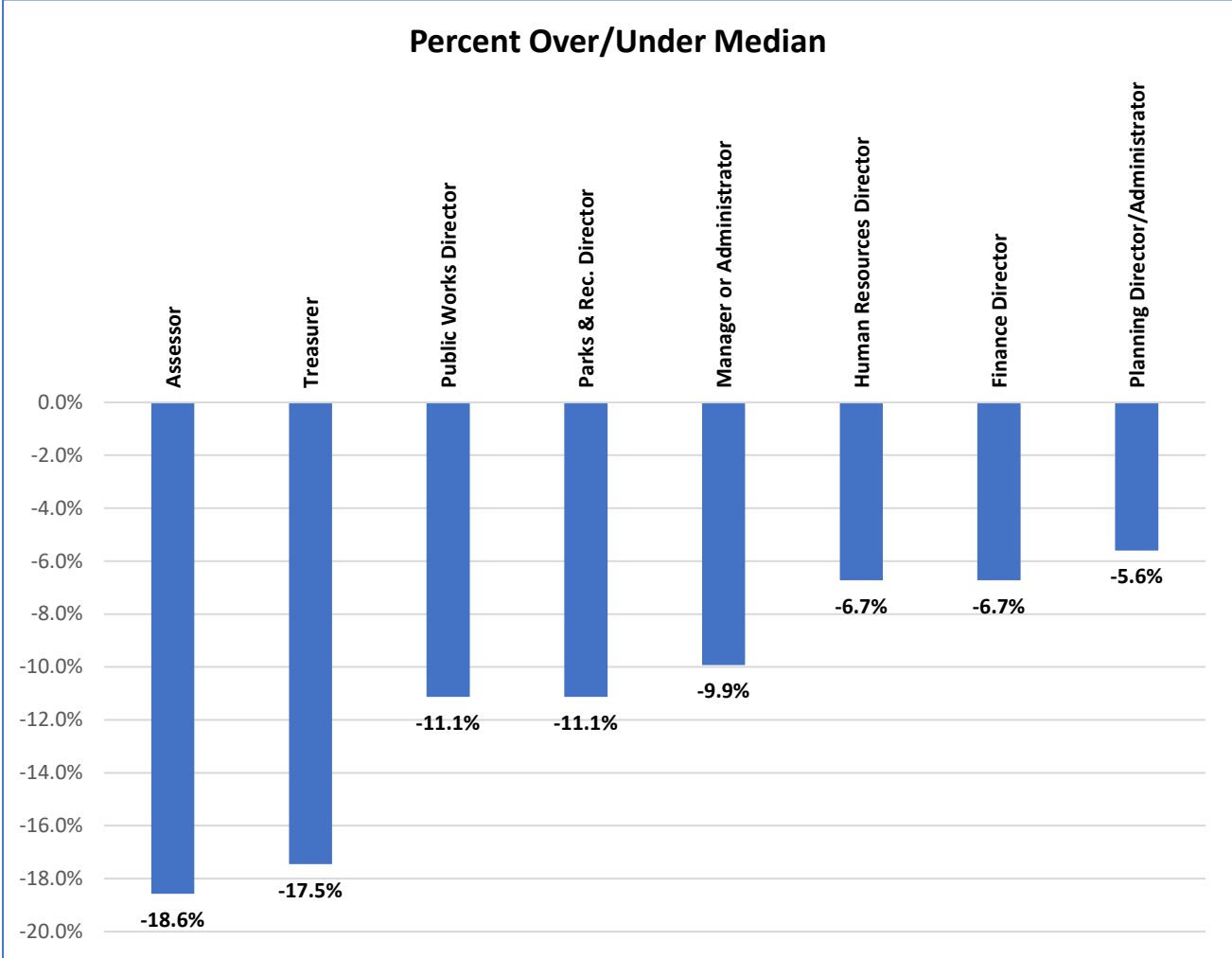
- City of Fairbanks
- City & Borough of Juneau
- Kenai Peninsula Borough
- Fairbanks North Star Borough
- Mat-Su Borough
- Municipality of Anchorage

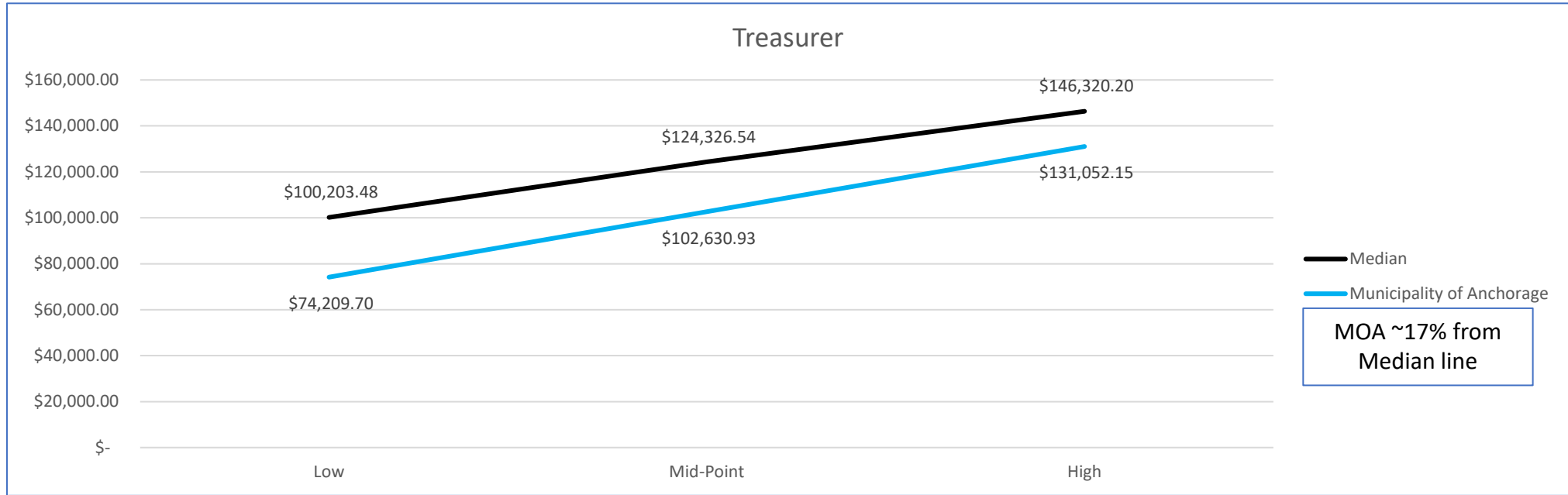
Median was calculated from all reporting entities for an occupation. More detail available upon request.

Non-Represented Jobs



Executive Jobs





Location	Job	Annualized Salary			Median Mid-Point	Mid-Point Ratio	Percent Over/Under Mid-Point
		Low	Mid-Point	High			
City & Borough of Juneau	Treasurer	\$ 105,222.00	\$ 136,602.70	\$ 167,983.40	\$ 124,326.54	1.0987413	10%
Mat-Su Borough	Treasurer	\$ 100,203.48	\$ 126,040.20	\$ 151,876.92	\$ 124,326.54	1.0137835	1%
Fairbanks North Star Borough	Treasurer	\$ 102,332.88	\$ 124,326.54	\$ 146,320.20	\$ 124,326.54	1	0%
Kenai Peninsula Borough	Treasurer	\$ 85,640.00	\$ 107,340.00	\$ 129,040.00	\$ 124,326.54	0.8633716	-14%
Municipality of Anchorage	Treasurer	\$ 74,209.70	\$ 102,630.93	\$ 131,052.15	\$ 124,326.54	0.8254949	-17%
City of Fairbanks	Treasurer						

Proposed Pay Plan Adjustments

Executives

Grades 21 through 24 increase maximum salary 24%.

Grade 25 increase maximum salary 33%.

Non-Represented and Public Safety Non-Represented

Six (6) new steps are added to the six (6) existing step with 2.5% increment.

Salary Plan	Executives	
Current 01/08/2024		
Grade	Min/Annual	Max/Annual
GRD21	\$44,037.99	\$99,494.60
GRD22	\$61,980.98	\$117,436.34
GRD23	\$76,658.62	\$135,376.87
GRD24	\$96,230.53	\$153,317.33
GRD25	\$114,173.51	\$159,842.89

Proposed

Grade	Min/Annual	Max/Annual
GRD21	\$44,037.99	\$123,373.30
GRD22	\$61,980.98	\$145,621.06
GRD23	\$76,658.62	\$167,867.32
GRD24	\$96,230.53	\$190,113.49
GRD25	\$114,173.51	\$212,591.04

Proposed Non-Represented Scales

Grade	1	2	3	4	5	6	7	8	9	10	11	12
3	\$12.18											
4	\$13.56											
5	\$14.93											
6	\$14.13	\$14.85	\$15.59	\$16.34	\$17.16	\$18.07	\$18.52	\$18.98	\$19.46	\$19.95	\$20.44	\$20.96
7	\$15.59	\$16.34	\$17.16	\$18.07	\$18.97	\$19.90	\$20.40	\$20.91	\$21.43	\$21.97	\$22.52	\$23.08
8	\$17.16	\$18.07	\$18.97	\$19.90	\$20.94	\$21.97	\$22.52	\$23.08	\$23.66	\$24.25	\$24.86	\$25.48
9	\$18.97	\$19.90	\$20.94	\$21.97	\$23.06	\$24.20	\$24.81	\$25.43	\$26.06	\$26.71	\$27.38	\$28.06
10	\$20.94	\$21.97	\$23.06	\$24.20	\$25.33	\$26.65	\$27.32	\$28.00	\$28.70	\$29.42	\$30.15	\$30.91
11	\$23.06	\$24.20	\$25.33	\$26.65	\$28.01	\$29.35	\$30.08	\$30.84	\$31.61	\$32.40	\$33.21	\$34.04
12	\$25.33	\$26.65	\$28.01	\$29.35	\$30.80	\$32.30	\$33.11	\$33.94	\$34.78	\$35.65	\$36.54	\$37.46
13	\$28.01	\$29.35	\$30.80	\$32.30	\$34.00	\$35.71	\$36.60	\$37.52	\$38.46	\$39.42	\$40.40	\$41.41
14	\$30.80	\$32.30	\$34.00	\$35.71	\$37.50	\$39.37	\$40.35	\$41.36	\$42.40	\$43.46	\$44.54	\$45.66
15	\$34.00	\$35.71	\$37.50	\$39.37	\$41.38	\$43.47	\$44.56	\$45.67	\$46.81	\$47.98	\$49.18	\$50.41
16	\$37.50	\$39.37	\$41.38	\$43.47	\$45.56	\$47.83	\$49.03	\$50.25	\$51.51	\$52.80	\$54.12	\$55.47
17	\$41.38	\$43.47	\$45.56	\$47.83	\$50.25	\$52.74	\$54.06	\$55.41	\$56.80	\$58.22	\$59.67	\$61.16
18	\$45.56	\$47.83	\$50.25	\$52.74	\$55.38	\$58.15	\$59.60	\$61.09	\$62.62	\$64.19	\$65.79	\$67.44
19	\$50.25	\$52.74	\$55.38	\$58.15	\$61.05	\$64.10	\$65.70	\$67.35	\$69.03	\$70.75	\$72.52	\$74.34

= Current Step

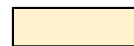
= Proposed Additional Step

Proposed Public Safety Non-Represented Scales

Grade	1	2	3	4	5	6	7	8	9
27	\$50.50	\$51.77	\$53.04	\$54.37	\$55.73	\$57.12	\$58.55	\$60.01	\$61.51
28	\$70.69	\$72.46	\$74.26	\$76.12	\$78.02	\$79.97	\$81.97	\$84.02	\$86.12
29	\$76.51	\$78.43	\$80.39	\$82.40	\$84.46	\$86.57	\$88.74	\$90.95	



= Current Step



= Proposed Additional Step

End of report