



AT A GLANCE

## Interactive Market Data Reports

Access and compare objective Anchorage, Fairbanks, Southeast, and Northern / Western Alaska area pay data on over 200 nonexempt through professional and management positions with Milliman's easy-to-use interactive online data application.

### Reporting Capabilities

- Create an unlimited number of custom reports by peer group, location, industry, organization size, etc.
- Print ready professional pdf and Excel reports

### 2020 Alaska Compensation Survey

Effective Date: June 2020 Publication Date: September 2020

#### 3.0 HUMAN RESOURCES 3.16 Human Resources Manager

Your Job Title: HR Manager  
Your Job Code: 1357HRMGR

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Develops and/or implements human resource policies and programs within the policy guidelines formulated by top corporate human resource or general management. Typically directs the following personnel functions: staffing, affirmative action, wage/salary and benefit administration, training and devel... [Read More](#)

	Your Organization	
	Survey Data	% +/- Market Data
# of Firms	29	
# of Incumbents	36	1
<b>Base Salary</b>		
Simple Mean	114,244	-6.4 107,369
Weighted Mean	108,686	-1.2
25th Percentile ▼	101,833	5.2
50th Percentile ▼	107,689	-0.3
75th Percentile ▼	124,800	-16.2
<b>Total Cash</b>		
Simple Mean	117,957	-1.7 115,959
Weighted Mean	111,879	3.5
25th Percentile	104,478	9.9
50th Percentile	110,568	4.6
75th Percentile	133,292	-14.9
<b>Salary Range</b>		
Average Minimum	88,952	5.4 94,051
Average Midpoint	112,215	4.5 117,564
Average Maximum	135,478	4.0 141,076
<b>Additional Cash</b>		
Bonus-Simple Mean	10,453	-21.7 8,590
Bonus-Weighted Mean	10,453	-21.7

Organizations	Matches
Matching Job	29
Reporting Base Pay	28
Reporting Salary Range	22
<b>Market Additional Cash Paid</b>	
Number of Firms	11
Number of Incumbents	11
% of Firms	39.3
% of Incumbents	30.6
Avg % of Base Pay	9.2
<b>Your Additional Cash Paid</b>	
Number of Incumbents	1
% of Incumbents	100.0
Avg % of Base Pay	8.0
<b>Market Target Bonus</b>	
% of Firms	31.0
As % of Base Pay	7.6
<b>Your Target Bonus</b>	
As % of Base Pay	2.1
<b>Market Salary Adjustments</b>	
	Actual Ranges
# Months	0 0
Annual Adj %	0.00 0.00
<b>Your Salary Adjustments</b>	
	Actual Ranges
# Months	0 0
Annual Adj %	0.00 0.00

### INTERACTIVE FEATURES

Customize survey results:

- Create data breakouts by peer group, location, industry, organization size, classification, etc. using the "Set Criteria" feature
- Convert pay to hourly, monthly, or annual figures
- Age the data, actual salaries and/or salary ranges, using the "Adjust Salary" feature
- Adjust the percentiles
- Save criteria and settings

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## Interactive Market Data Reports

Create your own data breakouts using the “Set Criteria” feature.

### Set Criteria

- Create an unlimited number of custom reports** by peer group, location, industry, organization size, etc.
- Exclude your organization** from your data sets
- Save your criteria** and settings

**Locations**

- Anchorage / Kenai / Mat-Su
- Fairbanks
- Northern / Western
- Southeast

**Alaska Native Corp. (and subsidiaries)**

- Include
- Exclude
- Only this group

**Industries**

- Financial Institution
- Government / Education
- Health Care
- Services
- Utilities

**Sectors**

- Private Sector
- Public Sector

**Classifications**

- For-profit
- Not-for-profit

Exclude Your Organization

Select All

**Organizations Matching Criteria**

- Ahtna, Inc.
- Alaska Communications
- Alaska Heart & Vascular Institute
- Alaska Railroad Corporation
- Alaska Regional Hospital
- Alaska USA Federal Credit Union
- Alaska Village Electric Cooperative
- Aleut Corporation

**Not Matching Organizations**

- Sample

**Organization Size**

Number of Employees  to

Annual Sales / Revenue (in \$ millions)  to

**Job Criteria**

Exempt / Nonexempt	Union / Nonunion	Job Match Levels
<input checked="" type="checkbox"/> Exempt Jobs	<input checked="" type="checkbox"/> Union Jobs	<input checked="" type="checkbox"/> Lesser
<input checked="" type="checkbox"/> Nonexempt Jobs	<input checked="" type="checkbox"/> Nonunion Jobs	<input checked="" type="checkbox"/> Comparable
		<input checked="" type="checkbox"/> Greater

**Bonus Payer / Non-bonus Payer**

- Bonus Payer Jobs
- Non-bonus Payer Jobs