



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

2018 Alaska Compensation Survey

Effective Date: June 2018 Publication Date: September 2018

3.0 HUMAN RESOURCES 3.16 Human Resources Manager

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

<< Previous job Next job >>



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	30		
# of Incumbents	39		1
Base Salary			
Simple Mean	111,968	-7.6	104,040
Weighted Mean	108,740	-4.5	
25th Percentile ▼	95,000	8.7	
50th Percentile ▼	103,313	0.7	
75th Percentile ▼	122,261	-17.5	
Total Cash			
Simple Mean	116,127	-11.6	104,040
Weighted Mean	112,581	-8.2	
25th Percentile	97,156	6.6	
50th Percentile	104,805	-0.7	
75th Percentile	127,557	-22.6	
Salary Range			
Average Minimum	91,410	-0.3	91,134
Average Midpoint	113,917	0.0	113,918
Average Maximum	136,405	0.2	136,702
Additional Cash			
Bonus-Simple Mean	11,341	NA	NA
Bonus-Weighted Mean	11,524	NA	

Organizations	Matches
Matching Job	30
Reporting Base Pay	30
Reporting Salary Range	24
Market Additional Cash Paid	
Number of Firms	11
Number of Incumbents	13
% of Firms	36.7
% of Incumbents	33.3
Avg % of Base Pay	8.9
Your Additional Cash Paid	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
Market Target Bonus	
% of Firms	26.7
As % of Base Pay	12.6
Your Target Bonus	
As % of Base Pay	5.0
Market Salary Adjustments	
	Actual Ranges
# Months	0 0
Annual Adj %	0.00 0.00
Your Salary Adjustments	
	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

For more information, contact:

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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

<p>Locations</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Anchorage / Kenai / Mat-Su <input checked="" type="checkbox"/> Fairbanks <input checked="" type="checkbox"/> Northern / Western <input checked="" type="checkbox"/> Southeast <p>Alaska Native Corp. (and subsidiaries)</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Include <input type="checkbox"/> Exclude <input type="checkbox"/> Only this group <p>Organization Size</p> <p>Number of Employees <input type="text"/> to <input type="text"/></p> <p>Annual Sales / Revenue (in \$ millions) <input type="text"/> to <input type="text"/></p> <p>Job Criteria</p> <table border="1"> <thead> <tr> <th>Exempt / Nonexempt</th> <th>Union / Nonunion</th> <th>Job Match Levels</th> </tr> </thead> <tbody> <tr> <td><input checked="" type="checkbox"/> Exempt Jobs</td> <td><input checked="" type="checkbox"/> Union Jobs</td> <td><input checked="" type="checkbox"/> Lesser</td> </tr> <tr> <td><input checked="" type="checkbox"/> Nonexempt Jobs</td> <td><input checked="" type="checkbox"/> Nonunion Jobs</td> <td><input checked="" type="checkbox"/> Comparable</td> </tr> <tr> <td></td> <td></td> <td><input checked="" type="checkbox"/> Greater</td> </tr> </tbody> </table> <p>Bonus Payer / Non-bonus Payer</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Bonus Payer Jobs <input checked="" type="checkbox"/> Non-bonus Payer Jobs 	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	<p>Industries</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Financial Institution <input checked="" type="checkbox"/> Government / Education <input checked="" type="checkbox"/> Energy / Petroleum / Mining <input checked="" type="checkbox"/> Health Care <input checked="" type="checkbox"/> Services <input checked="" type="checkbox"/> Utilities 	<p>Sectors</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Private Sector <input checked="" type="checkbox"/> Public Sector <p>Classifications</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> For-profit <input checked="" type="checkbox"/> Not-for-profit 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Exclude Your Organization <input type="checkbox"/> Select All <p>Organizations Matching Criteria</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Advanced Supply Chain International, LLC (ASCI) <input checked="" type="checkbox"/> Ahtna, Incorporated <input checked="" type="checkbox"/> Alaska Communications <input checked="" type="checkbox"/> Alaska Native Tribal Health Consortium <input checked="" type="checkbox"/> Alaska Railroad Corporation <input checked="" type="checkbox"/> Alaska Regional Hospital - HCA <input checked="" type="checkbox"/> Alaska USA Federal Credit Union <p>Not Matching Organizations</p> <ul style="list-style-type: none"> <input type="checkbox"/> Milliman
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