



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

## 2022 Alaska Compensation Survey

Effective Date: June 2022 Publication Date: September 2022

### 3.0 HUMAN RESOURCES 3.16 Human Resources Manager

<< Previous job      Next job >>

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

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	24		
# of Incumbents	33		1
<b>Base Salary</b>			
Simple Mean	117,127	-6.2	110,274
Weighted Mean	109,911	0.3	
25th Percentile ▼	101,121	8.3	
50th Percentile ▼	115,242	-4.5	
75th Percentile ▼	130,778	-18.6	
<b>Total Cash</b>			
Simple Mean	119,650	-8.5	110,274
Weighted Mean	112,112	-1.7	
25th Percentile	101,121	8.3	
50th Percentile	118,115	-7.1	
75th Percentile	133,484	-21.0	
<b>Salary Range</b>			
Average Minimum	91,050	NA	NA
Average Midpoint	115,033	NA	NA
Average Maximum	139,016	NA	NA
<b>Additional Cash</b>			
Bonus-Simple Mean	8,650	NA	NA
Bonus-Weighted Mean	7,264	-NA	

Organizations	Matches
Matching Job	24
Reporting Base Pay	24
Reporting Salary Range	16
<b>Market Additional Cash Paid</b>	
Number of Firms	7
Number of Incumbents	10
% of Firms	29.2
% of Incumbents	30.3
Avg % of Base Pay	7.5
<b>Your Additional Cash Paid</b>	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
<b>Market Target Bonus</b>	
% of Firms	16.7
As % of Base Pay	0.0
<b>Your Target Bonus</b>	
As % of Base Pay	0.0
<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

For more information, contact:

Lauren Busey  
Tel +1 206 504 5535  
[lauren.busey@milliman.com](mailto:lauren.busey@milliman.com)



AT A GLANCE

## 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

**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

**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 Heart & Vascular Institute
- Alaska Industrial Development and Export Authority (AIDEA)/ Alaska Energy Authority
- Alaska Permanent Fund Corporation
- Alaska Railroad Corporation
- Alaska Regional Hospital
- Alaska VA Healthcare System

**Not Matching Organizations**

- Sample

SAMPLE