



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

2023 Alaska Compensation Survey

Effective Date: June 2023 Publication Date: September 2023

3.0 HUMAN RESOURCES

3.16 Human Resources Manager

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](#)

<< Previous job

Next job >>



	Your Organization		
	Survey Data	% +/- Market	Data
# of Firms	22		
# of Incumbents	29		1
Base Salary			
Simple Mean	122,826	13.2	141,429
Weighted Mean	119,007	15.9	
25th Percentile ▼	104,011	26.5	
50th Percentile ▼	118,350	16.3	
75th Percentile ▼	136,070	3.8	
Total Cash			
Simple Mean	125,245	11.4	141,429
Weighted Mean	120,842	14.6	
25th Percentile	104,011	26.5	
50th Percentile	119,586	15.4	
75th Percentile	141,672	-0.2	
Salary Range			
Average Minimum	94,775	18.1	115,675
Average Midpoint	118,248	21.1	149,800
Average Maximum	141,720	22.9	183,925
Additional Cash			
Bonus-Simple Mean	13,301	NA	NA
Bonus-Weighted Mean	13,301	NA	

Organizations	Matches
Matching Job	22
Reporting Base Pay	22
Reporting Salary Range	15
Market Additional Cash Paid	
Number of Firms	4
Number of Incumbents	4
% of Firms	18.2
% of Incumbents	13.8
Avg % of Base Pay	10.4
Your Additional Cash Paid	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
Market Target Bonus	
% of Firms	13.6
As % of Base Pay	0.0
Your Target Bonus	
As % of Base Pay	0.0
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

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

- ☒ Advanced Supply Chain International LLC (ASCI)
- ☒ Ahtna, Inc.
- ☒ Alaska Communications
- ☒ Alaska Industrial Development and Export (AIDEA)
- ☒ Alaska Railroad Corporation
- ☒ Alaska Regional Hospital
- ☒ Alaska VA Healthcare System
- ☒ Aleut Corporation

Not Matching Organizations

- ☐ Sample