



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

2024 Alaska Compensation Survey

Effective Date: June 2024 Publication Date: September 2024

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	19		
# of Incumbents	29		2
Base Salary			
Simple Mean	126,247	-0.1	126,080
Weighted Mean	118,408	6.1	
25th Percentile ▼	104,399	17.2	
50th Percentile ▼	124,446	1.3	
75th Percentile ▼	149,715	-18.7	
Total Cash			
Simple Mean	132,781	-5.3	126,080
Weighted Mean	123,084	2.4	
25th Percentile	104,399	17.2	
50th Percentile	127,095	-0.8	
75th Percentile	152,792	-21.2	
Salary Range			
Average Minimum	93,292	-2.3	91,210
Average Midpoint	117,489	4.9	123,565
Average Maximum	141,687	9.1	155,919
Additional Cash			
Bonus-Simple Mean	20,421	NA	NA
Bonus-Weighted Mean	16,940	NA	

Organizations	Matches
Matching Job	19
Reporting Base Pay	18
Reporting Salary Range	14
Market Additional Cash Paid	
Number of Firms	6
Number of Incumbents	8
% of Firms	33.3
% of Incumbents	27.6
Avg % of Base Pay	14.8
Your Additional Cash Paid	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
Market Target Bonus	
% of Firms	21.0
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:

Lauren Busey
Tel +1 206 504 5535
lauren.busey@milliman.com



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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 Industrial Development and Export (AIDEA)/ Alaska Energy Authority (AEA)
- Alaska Railroad Corporation
- Alaska Regional Hospital
- Alaska VA Healthcare System
- Alaska Village Electric Coop

Not Matching Organizations

- Sample