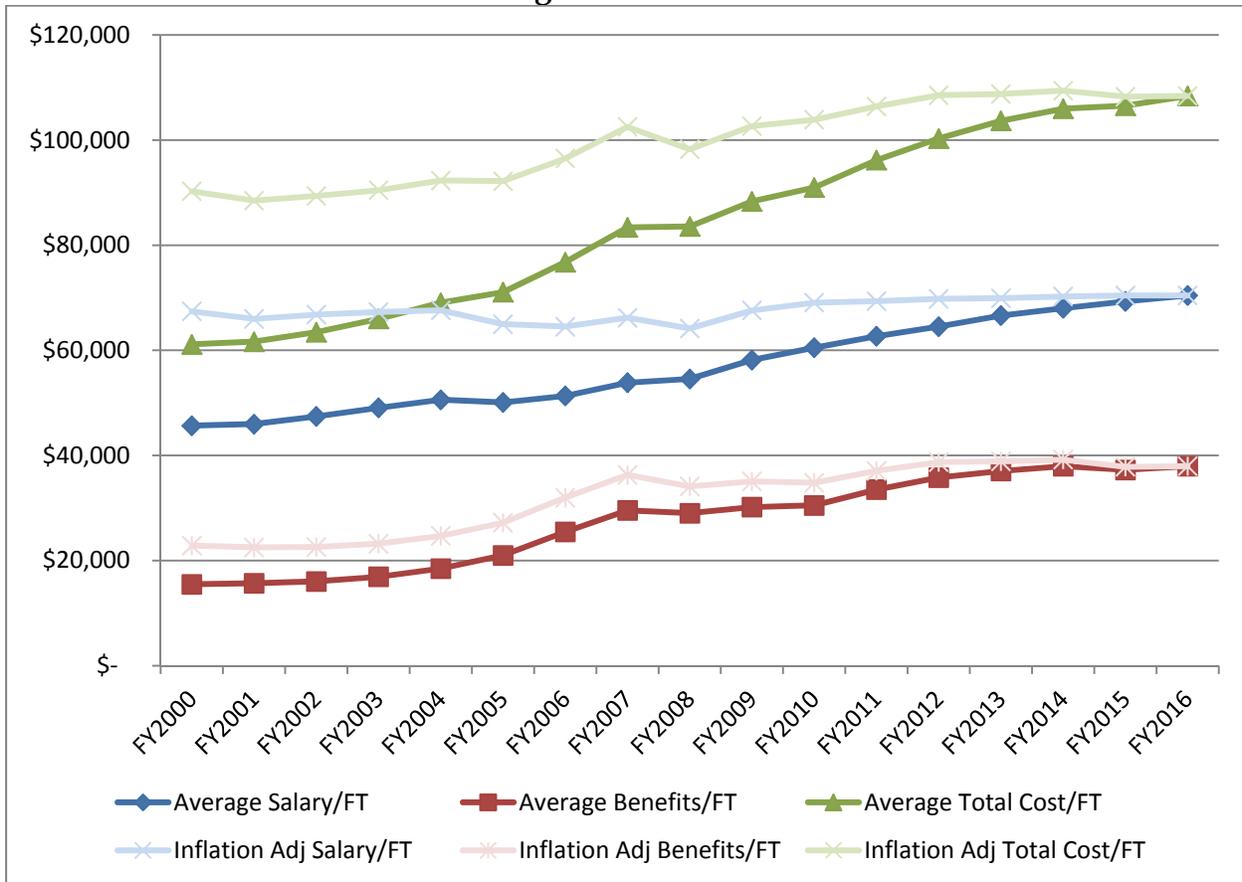


State of Alaska Average Full-Time Position Cost Trends



Source: Office of Management & Budget, Alaska Budget System personal services information from Management Plan budget data. This data includes only full-time employees and excludes the Judicial branch, Legislative branch, Alaska Housing Finance Corporation, and Alaska Marine Highway vessel operations.

Salary increases include cost of living adjustments (COLA) as well as salary schedule adjustments resulting from geographic differential studies.

- Salary amounts have increased by 54% from FY2000-FY2016 with an average increase per year over this period of 2.76%.
- When adjusted for inflation, salaries increased 4% over this period.

The two largest portions of the benefit costs include the state's contribution to health coverage costs and retirement programs. Health coverage costs are a fixed amount per position whereas retirement costs are a percentage of salary.

- The state's contribution for health coverage increased from an average of all employees of \$485 to \$1361 per month - an increase of 181% over this time period.
- The state's retirement contribution has risen from an average of 7% to 19% - an increase of 157% over this time period. This retirement contribution increase occurred entirely between FY2004 and FY2008, which combined with increases in health insurance costs during that time, explains the bump in benefits for this period on the graph.
- Total average benefits cost increased by 145% from FY2000-FY2016 with an average increase per year of 5.95%.
- When adjusted for inflation, average benefits cost increased by 66%.