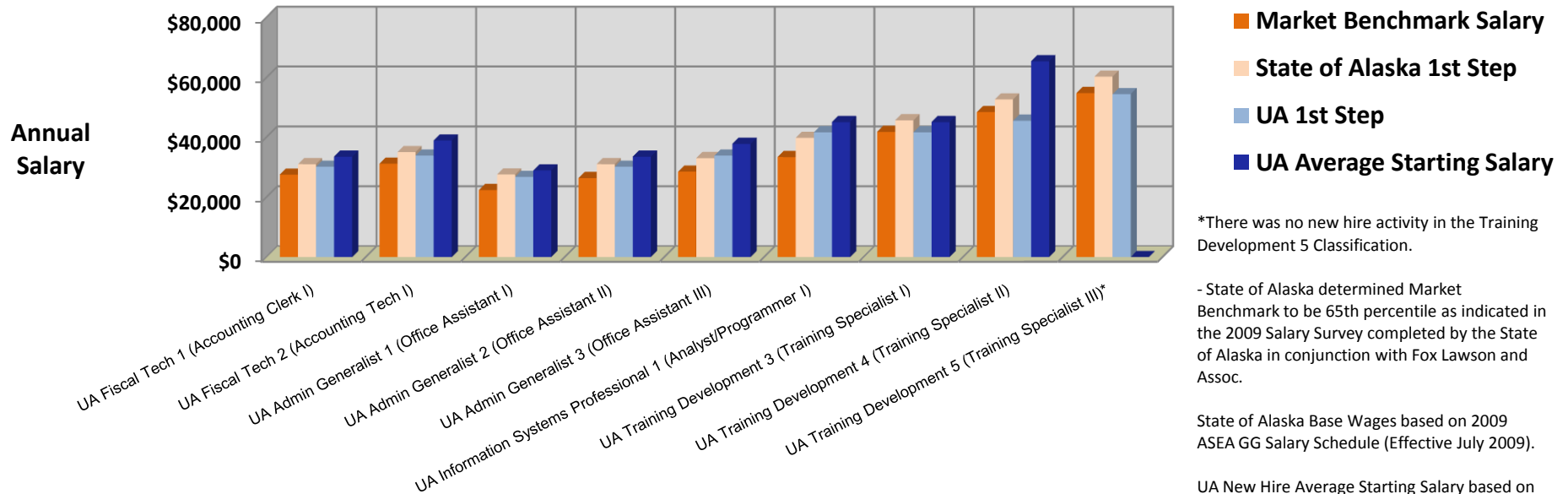


University of Alaska Starting Salaries Compared to State of Alaska and to Market Rates



Comparison of Starting Salaries for Comparable UA and State of Alaska (SOA) Jobs

UA Job Classification	UA Starting Salary *	SOA Job Classification	SOA Starting Salary **	Percentage Difference ****
Fiscal Technician 1	16.12	Accounting Clerk I	15.91	1
Fiscal Technician 2	18.71	Accounting Tech I	17.98	4
Administrative Generalist 1	13.92	Office Assistant I	14.14	-2
Administrative Generalist 2	16.12	Office Assistant II	15.79	2
Administrative Generalist 3	18.17	Office Assistant III	16.95	7
Information Systems Professional 1	21.67	Analyst/Programmer I	20.41	6
Training and Development 3	21.37	Training Specialist I	23.43	-10
Training and Development 4	31.43	Training Specialist II	27.00	14
Training Development 5	***	Training Specialist III	30.90	n/a

* UA Average Starting Salary based on 2008 and 2009 hire activity.

** First step of SOA salary range.

*** No UA new hires in this classification in 2008-2009.

**** Percentage difference shows how much higher (or lower) UA Salaries are compared to SOA salaries.