

**Salary Increases
1985 to Present**

Fiscal Year	Staff		Faculty	
	% Increase	Type of Increase	% Increase	Type of Increase
FY85	2.8%	General	2.8%	General
FY86	4.0%	General	4.0%	General
FY87	0%		0%	
FY88	0%		0%	
FY89	0%		0%	General
FY90	4.0%	General	4.0%	General
FY91	4.5%	General	4.5%	General
FY92	3.0%	General	3.0%	General
FY93	3.0%	General	3.0%	General
FY94	3.0%	General	3.0%	General
FY95	0%	Staff	0%	Non-Represented
	\$600.00	Local 6070 (Bonus)		
FY96	None	Staff	2.6%	Non-represented
	2.0%	Local 6070 (New 1st Yr)	3.0%	ACCFT
FY97	2.0%	Staff (Step)	2.6%	UNAC
	2.0%	Local 6070 (Step)	3.0%	ACCFT
FY98	2.0%	Staff (Step)	2.0%	ACCFT ATB
	2.0%	Local 6070 (Step)	1.0%	ACCFT Equity
			2.6%	UNAC
FY99	2.0%	Staff (Step)	2.0%	ACCFT ATB
	2.0%	Local 6070 (Step)	0.6%	ACCFT Equity
	1.5%	Local 6070 (Grid)	\$200.00	ACCFT Bonus
			2.4%	UNAC Perf
			0.6%	UNAC Disc Pool
			\$400.00	UNAC Bonus
FY00	2.5%	Staff (Step)	2.0%	ACCFT ATB
	2.5%	Local 6070 (Step)	0.6%	ACCFT Equity
	1.5%	Local 6070 (Grid)	\$200.00	ACCFT Bonus
			2.4%	UNAC Perf
			0.6%	UNAC Disc Pool
			\$400.00	UNAC Bonus
			5.0%	UNAD Minimum Range
FY01	2.6%	Staff (Grid)	2.6%	ACCFT ATB
	1.5%	Local 6070 (Step)	\$200.00	ACCFT Bonus
			2.4%	UNAC ATB
			0.6%	UNAC Disc Pool
			5.0%	UNAD Minimum Range
FY02	2.6%	Staff (Step)	2.6%	ACCFT ATB
	1.5%	Local 6070 (Grid)	\$200.00	ACCFT Bonus
			2.6%	UNAC ATB
			0.6%	UNAC Disc Pool
			0.8%	UNAC Bonus Pool
			4.0%	UNAD Minimum Range

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FY03	2.6%	Staff (Step)	2.6%	ACCFT ATB
	1.5%	Staff (Grid)	4.0%	UNAD Minimum Range
	2.5%	Local 6070 (Step)	2.6%	UNAC ATB
	1.0%	Local 6070 (Grid)	0.6%	UNAC Discretionary Pool
			0.8%	UNAC Merit Bonus Pool
FY04	2.6%	Staff (Step)	2.6%	ACCFT ATB
	2.5%	Local 6070 (Step)	3.0%	UNAD Minimum Range
	1.0%	Local 6070 (Grid)	2.6%	UNAC ATB
			0.6%	UNAC Discretionary Pool
FY05	2.5%	Staff (Step)	2.6%	ACCFT ATB
	1.0%	Staff (Grid)	2.0%	ACCFT Market Adj
	2.5%	Local 6070 (Step)	3.0%	UNAD Minimum Range
	1.0%	Local 6070 (Grid)	2.7%	UNAC ATB
			0.6%	UNAC Market Adj
FY06	2.5%	Staff (Step)	2.6%	ACCFT ATB
	2.0%	Staff (Grid)	2.0%	ACCFT Market Adj
	2.5%	Local 6070 (Step)	4.7%	UNAD Minimum Range
	1.0%	Local 6070 (Grid)	2.7%	UNAC ATB
			2.0%	UNAC Market Adj
FY07	2.6%	Staff (Step)	2.6%	ACCFT ATB
	2.0%	Staff (Grid)	2.0%	ACCFT Market Adj
	3.0%	Local 6070 (Step)	4.7%	UNAD Minimum Range
	1.6%	Local 6070 (Grid)	2.7%	UNAC ATB
			2.0%	UNAC Market Adj
FY08	2.6%	Staff (Step)	3.1%	UAFT(Formerly ACCFT) ATB
	2.0%	Staff (Grid)	1.5%	UAFT(Formerly ACCFT) Mkt Adj
	3.0%	Local 6070 (Step)	4.7%	UNAD Minimum Range
	1.6%	Local 6070 (Grid)	2.7%	UNAC ATB
			2.0%	UNAC Market Adj
FY09	4.5%	Staff (ATB)	3.4%	UAFT ATB
	2.0%	Local 6070 (Step)	1.5%	UAFT Market Adj
	2.1%	Local 6070 (Grid)	4.0%	UNAD Minimum Range
			3.0%	UNAC ATB
			5.48%	UNAC Market Adj
FY10	4.5%	Staff (ATB)	3.5%	UAFT ATB
	2.2%	Local 6070 (Step)	1.5%	UAFT Market Adj
	1.0%	Local 6070 (Grid)	4.0%	UNAD Minimum Range
			3.4%	UNAC ATB
			1.0%	UNAC Market Adj

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FY11	3.0%	Staff (ATB)	3.0%	UAFT ATB
	2.2%	Local 6070 (2 Step Increase Eff 12/1/2010)	4.0%	UNAD Minimum Range
	1.5%	Local 6070 (Grid)	3.5%	UNAC ATB
			0.01	UNAC Market Adj
FY12	2.0%	Staff and FFA (ATB)	2.5%	UAFT ATB
	0.5%	Staff and FFA (1 Step Increase Eff 1/2012)	1.5%	UNAD Minimum Range
	1.65%	Local 6070 (1 Step Increase Eff 12/1/2011)	2.5%	UNAC ATB
	1.0%	Local 6070 (Grid)		
FY13	3.5%	Staff and FFA (ATB)	2.5%	UAFT ATB
	1.42%	Local 6070 (1 Step Increase Eff 12/1/2012)	0.5%	UAFT Market Adj
	1.65%	Local 6070 (Grid)	1.7%	UNAD Minimum Range
			2.5%	UNAC ATB
			0.5%	UNAC Market Adj
FY14	3.25%	Staff and FFA(ATB)	2.5%	UAFT ATB
	1.0%	Local 6070 (Grid, Eff 4/1/2014)	0.4%	UAFT Market Adj
			0.1%	UAFT Merit Pool (Bonus)
			1.7%	UNAD Minimum Range
			2.5%	UNAC ATB
			0.4%	UNAC Market Adj
			0.1%	UNAC Merit Pool (Bonus)
FY15	2.0%	Staff and FFA(ATB)	2.5%	UAFT ATB
		Staff and FFA(Personal Holiday Leave day)	1%-3%	UNAD (Min-Max Range)
	2.0%	Local 6070 (1 Step Increase Eff 11/1/2014)	2.0%	UNAC ATB
	1.65%	Local 6070 (Grid)	0.93%	UNAC Lump Sum
FY16	2.5%	Staff and FFA(ATB)	2.0%	UAFT ATB
	2.0%	Local 6070 (1 Step Increase Eff 11/1/2015)	1.36%	UAFT Lump Sum
	1.9%	Local 6070 (Grid)	1%-3%	UNAD (Min-Max Range)
			2.0%	UNAC ATB
			0.9%	UNAC Lump Sum
FY17	1.0%	Staff (Step)	2.0%	UAFT ATB
	1.5%	Staff (Grid)	0.5%	UAFT Market Adj
	2.0%	Local 6070 (1 Step Increase Eff 11/1/2016)	1.34%	UAFT Lump Sum
	1.9%	Local 6070 (Grid)	1%-3%	UNAD (Min-Max Range)
			2.0%	UNAC ATB
			0.3%	UNAC Market Adj
			0.88%	UNAC Lump Sum
FY18	0%	Staff	2%	UAFT ATB
	0%	Local 6070	1.34%	UAFT Lump Sum
	0%	FFA	0%	UNAD (Min-Max Range)
			0%	UNAC
FY19	0%	Staff	0%	UNAD (Min-Max Range)
	0%	Local 6070	0%	UNAC
	0%	FFA		

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	% Increase	Type of Increase	% Increase	Type of Increase
FY20		Staff (Market Adj if under 90%)	0%	UNAD (Min-Max Range)
	1%	Local 6070 (ATB eff 1/1/20)		UNAC (Market Adj if under 90%)
		FFA (Market Adj if under 90%)		
FY21	1%	Staff (ATB)	1%	UNAD (Min-Max Range)
	1%	Local 6070 (Grid) January 2021	1%	UNAC (ATB)
	1.5%	Local 6070 (1 Step increase Eff first full pay per in July)		
	1%	FFA (ATB)		
	1%	FFA (1 Step increase Eff first full pay per in July)		
FY22	0%	Staff (ATB)	0%	UNAD (Min-Max Range)
	1.5%	Local 6070 (1 Step increase Eff first full pay per in July)	0%	UNAC (ATB)
	0%	FFA (ATB)		
FY23	2%	Staff (2 Step Increase)	0%	UNAD
	2%	Local 6070 (Grid Eff first full pay per in July)	0%	UNAC
	2%	FFA (2 Step increase Eff first full pay per in July)		

Key:	UNAD	United Academic - Adjuncts AAUP-AFT/AFL-CIO
	UNAC	United Academic - AAUP/AFT
	Local 6070	Crafts and Trades Employees
	FFA	Fire Fighters - Fairbanks Fire Fighters Assoc.
	Staff	Non Represented Staff

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