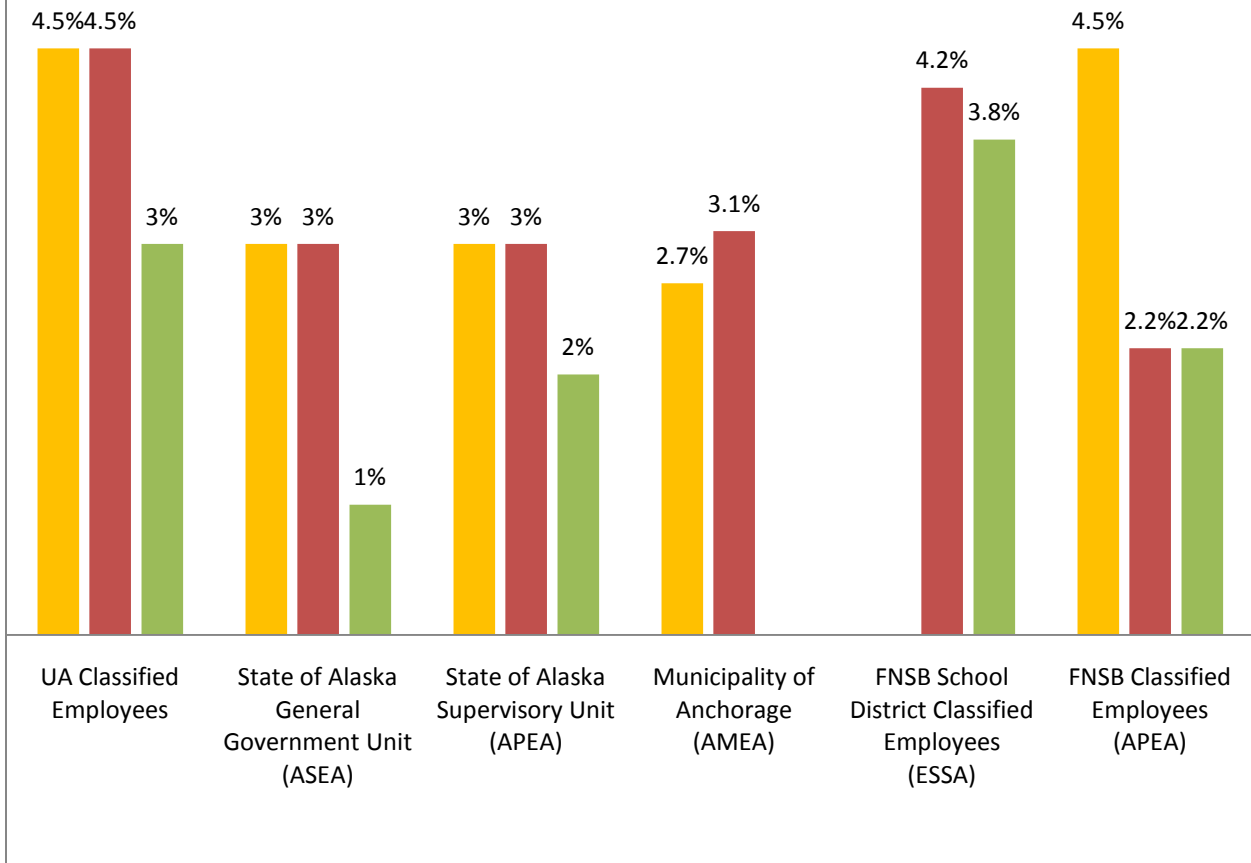


Across the Board Wage Increases

■ FY09
 ■ FY10
 ■ FY11



Other Increases
UA: Discretionary in-grade step adjustments, bonuses and flexible starting salaries, based on qualifications, performance, market and equity; granted on case-by-case basis.
State of Alaska General Governmental Unit (GGU): Step increases average 3.5%. Steps granted annually up to Step G, and at 2 to 5 year intervals thereafter.
State of Alaska Supervisory Unit (SU): Step increases average 3.6%. Steps granted annually up to Step F, and at 2 to 4 year intervals thereafter.
Fairbanks North Star Borough School District (ESSA): Annual step increases average 2.3%.
Fairbanks North Star Borough Employees Association (APEA): Annual step Increases: Non-exempt receive 3% steps for 3 years; 1.5% steps thereafter. Exempt professionals receive annual step increases of 1.5%.

Across The Board Notes
Municipality of Anchorage (AMEA): FY11: Between 2.2% and 3.9% (Anchorage CPI-U avg. for 2005-2009)
Fairbanks North Star Borough School District (ESSA): FY10: Average across the board increase 4.2%, with a range from 4.1% to 4.4% FY11: Average across the board increase 3.8%, with a range from 3.5% to 3.8%