### Table: Pay Increments

**State of Alaska**

Automated Payroll System

Unit Designation XJ - Judicial Branch Employees - 37.5 Hrs

Effective 7/1/20 at 3.25% Pay Increments

**Schedule N16 = +16%**

<table>
<thead>
<tr>
<th>Range</th>
<th>Step</th>
<th>K</th>
<th>L</th>
<th>M</th>
<th>N</th>
<th>O</th>
<th>P</th>
<th>Q</th>
<th>R</th>
</tr>
</thead>
<tbody>
<tr>
<td>XJ-N16</td>
<td></td>
<td>J</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Key:
- **J**: Pay Level 1
- **K**: Pay Level 2
- **L**: Pay Level 3
- **M**: Pay Level 4
- **N**: Pay Level 5
- **O**: Pay Level 6
- **P**: Pay Level 7
- **Q**: Pay Level 8
- **R**: Pay Level 9

**Note:**
- Effective pay rates for each range are calculated based on the specified increments.
- Pay levels increase by the stated percentage for each step within the range.
- The table indicates the transition points for each pay level increment.