

State of Alaska  
Automated Payroll System  
Unit Designation XE - Partially Exempt and Exempt Executive Branch Employees  
Effective 07/01/25

Schedule N03 = 3.0%

| XE-N03 | Step A            | Step B            | Step C            | Step D            | Step E            | Step F            | Pay Increments    |                   |                   |                   |                   |                   |                    | Pay Increments     |                    |                    |                    |                    |                    |                    | Pay Increments     |                    |                     |    |  |  |  | Range XE-N03 |
|--------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------------|----|--|--|--|--------------|
|        | J                 | K                 | L                 | M                 | N                 | O                 | P                 | Q                 | R                 | S                 | T                 | U                 | V                  | W                  | X                  | Y                  | Z                  |                    |                    |                    |                    |                    |                     |    |  |  |  |              |
| 5      | 1,242.75<br>16.57 | 1,277.25<br>17.03 | 1,313.25<br>17.51 | 1,352.25<br>18.03 | 1,391.25<br>18.55 | 1,428.00<br>19.04 | 1,474.50<br>19.66 | 1,522.50<br>20.30 | 1,572.00<br>20.96 | 1,623.00<br>21.64 | 1,675.50<br>22.34 | 1,729.50<br>23.06 | 1,785.75<br>23.81  | 1,844.25<br>24.59  | 1,904.25<br>25.39  | 1,965.75<br>26.21  | 2,030.25<br>27.07  | 2,095.50<br>27.94  | 2,163.75<br>28.85  | 2,234.25<br>29.79  | 2,307.00<br>30.76  | 2,381.25<br>31.75  | 2,458.50<br>32.78   | 5  |  |  |  |              |
| 6      | 1,313.25<br>17.51 | 1,352.25<br>18.03 | 1,391.25<br>18.55 | 1,428.00<br>19.04 | 1,468.50<br>19.58 | 1,512.75<br>20.17 | 1,562.25<br>20.83 | 1,613.25<br>21.51 | 1,665.75<br>22.21 | 1,719.75<br>22.93 | 1,775.25<br>23.67 | 1,833.00<br>24.44 | 1,893.00<br>25.24  | 1,954.50<br>26.06  | 2,017.50<br>26.90  | 2,083.50<br>27.78  | 2,151.75<br>28.69  | 2,221.50<br>29.62  | 2,293.50<br>30.58  | 2,367.75<br>31.57  | 2,445.00<br>32.60  | 2,524.50<br>33.66  | 2,606.25<br>34.75   | 6  |  |  |  |              |
| 7      | 1,391.25<br>18.55 | 1,428.00<br>19.04 | 1,468.50<br>19.58 | 1,512.75<br>20.17 | 1,559.25<br>20.79 | 1,608.75<br>21.45 | 1,662.00<br>22.16 | 1,716.00<br>22.88 | 1,771.50<br>23.62 | 1,829.25<br>24.39 | 1,888.50<br>25.18 | 1,950.00<br>26.00 | 2,013.00<br>26.84  | 2,079.00<br>27.72  | 2,145.75<br>28.61  | 2,215.50<br>29.54  | 2,287.50<br>30.50  | 2,361.75<br>31.49  | 2,438.25<br>32.51  | 2,517.75<br>33.57  | 2,599.50<br>34.66  | 2,683.50<br>35.78  | 2,771.25<br>36.95   | 7  |  |  |  |              |
| 8      | 1,468.50<br>19.58 | 1,512.75<br>20.17 | 1,559.25<br>20.79 | 1,608.75<br>21.45 | 1,654.50<br>22.06 | 1,705.50<br>22.74 | 1,761.00<br>23.48 | 1,818.75<br>24.25 | 1,878.00<br>25.04 | 1,938.75<br>25.85 | 2,002.50<br>26.70 | 2,067.00<br>27.56 | 2,134.50<br>28.46  | 2,204.25<br>29.39  | 2,275.50<br>30.34  | 2,349.75<br>31.33  | 2,426.25<br>32.35  | 2,505.00<br>33.40  | 2,586.00<br>34.48  | 2,670.75<br>35.61  | 2,757.00<br>36.76  | 2,847.00<br>37.96  | 2,939.25<br>39.19   | 8  |  |  |  |              |
| 9      | 1,559.25<br>20.79 | 1,608.75<br>21.45 | 1,654.50<br>22.06 | 1,705.50<br>22.74 | 1,758.75<br>23.45 | 1,809.75<br>24.13 | 1,869.00<br>24.92 | 1,929.75<br>25.73 | 1,992.00<br>26.56 | 2,057.25<br>27.43 | 2,124.75<br>28.33 | 2,193.00<br>29.24 | 2,264.25<br>30.19  | 2,337.75<br>31.17  | 2,413.50<br>32.18  | 2,492.25<br>33.23  | 2,573.25<br>34.31  | 2,656.50<br>35.42  | 2,743.50<br>36.58  | 2,832.00<br>37.76  | 2,924.25<br>38.99  | 3,018.75<br>40.25  | 3,117.00<br>41.56   | 9  |  |  |  |              |
| 10     | 1,654.50<br>22.06 | 1,705.50<br>22.74 | 1,758.75<br>23.45 | 1,809.75<br>24.13 | 1,865.25<br>24.87 | 1,920.00<br>25.60 | 1,982.25<br>26.43 | 2,046.00<br>27.28 | 2,112.75<br>28.17 | 2,181.75<br>29.09 | 2,252.25<br>30.03 | 2,325.75<br>31.01 | 2,401.50<br>32.02  | 2,479.50<br>33.06  | 2,559.75<br>34.13  | 2,643.75<br>35.25  | 2,729.25<br>36.39  | 2,817.75<br>37.57  | 2,910.00<br>38.80  | 3,004.50<br>40.06  | 3,101.25<br>41.35  | 3,201.75<br>42.69  | 3,306.00<br>44.08   | 10 |  |  |  |              |
| 11     | 1,758.75<br>23.45 | 1,809.75<br>24.13 | 1,865.25<br>24.87 | 1,920.00<br>25.60 | 1,985.25<br>26.47 | 2,048.25<br>27.31 | 2,114.25<br>28.19 | 2,183.25<br>29.11 | 2,254.50<br>30.06 | 2,327.25<br>31.03 | 2,403.00<br>32.04 | 2,481.00<br>33.08 | 2,561.25<br>34.15  | 2,645.25<br>35.27  | 2,730.75<br>36.41  | 2,820.00<br>37.60  | 2,911.50<br>38.82  | 3,006.00<br>40.08  | 3,103.50<br>41.38  | 3,204.00<br>42.72  | 3,308.25<br>44.11  | 3,416.25<br>45.55  | 3,527.25<br>47.03   | 11 |  |  |  |              |
| 12     | 1,865.25<br>24.87 | 1,920.00<br>25.60 | 1,985.25<br>26.47 | 2,048.25<br>27.31 | 2,118.00<br>28.24 | 2,190.75<br>29.21 | 2,262.00<br>30.16 | 2,335.50<br>31.14 | 2,411.25<br>32.15 | 2,489.25<br>33.19 | 2,570.25<br>34.27 | 2,653.50<br>35.38 | 2,739.75<br>36.53  | 2,829.00<br>37.72  | 2,920.50<br>38.94  | 3,015.75<br>40.21  | 3,114.00<br>41.52  | 3,215.25<br>42.87  | 3,319.50<br>44.26  | 3,427.50<br>45.70  | 3,538.50<br>47.18  | 3,654.00<br>48.72  | 3,773.25<br>50.31   | 12 |  |  |  |              |
| 13     | 1,985.25<br>26.47 | 2,048.25<br>27.31 | 2,118.00<br>28.24 | 2,190.75<br>29.21 | 2,265.00<br>30.20 | 2,346.00<br>31.28 | 2,422.50<br>32.30 | 2,501.25<br>33.35 | 2,582.25<br>34.43 | 2,667.00<br>35.56 | 2,753.25<br>36.71 | 2,842.50<br>37.90 | 2,935.50<br>39.14  | 3,031.50<br>40.42  | 3,130.50<br>41.74  | 3,232.50<br>43.10  | 3,337.50<br>44.50  | 3,445.50<br>45.94  | 3,557.25<br>47.43  | 3,673.50<br>48.98  | 3,792.75<br>50.57  | 3,916.50<br>52.22  | 4,044.00<br>53.92   | 13 |  |  |  |              |
| 14     | 2,118.00<br>28.24 | 2,190.75<br>29.21 | 2,265.00<br>30.20 | 2,346.00<br>31.28 | 2,429.25<br>32.39 | 2,521.50<br>33.62 | 2,603.25<br>34.71 | 2,688.00<br>35.84 | 2,775.75<br>37.01 | 2,865.75<br>38.21 | 2,959.50<br>39.46 | 3,056.25<br>40.75 | 3,156.00<br>42.08  | 3,258.75<br>43.45  | 3,364.50<br>44.86  | 3,474.00<br>46.32  | 3,586.50<br>47.82  | 3,703.50<br>49.38  | 3,824.25<br>50.99  | 3,948.00<br>52.64  | 4,076.25<br>54.35  | 4,209.00<br>56.12  | 4,346.25<br>57.95   | 14 |  |  |  |              |
| 15     | 2,265.00<br>30.20 | 2,346.00<br>31.28 | 2,429.25<br>32.39 | 2,521.50<br>33.62 | 2,601.75<br>34.69 | 2,700.00<br>36.00 | 2,787.75<br>37.17 | 2,878.50<br>38.38 | 2,971.50<br>39.62 | 3,068.25<br>40.91 | 3,168.00<br>42.24 | 3,270.75<br>43.61 | 3,377.25<br>45.03  | 3,486.75<br>46.49  | 3,600.75<br>48.01  | 3,717.00<br>49.56  | 3,837.75<br>51.17  | 3,962.25<br>52.83  | 4,091.25<br>54.55  | 4,224.00<br>56.32  | 4,361.25<br>58.15  | 4,503.00<br>60.04  | 4,649.25<br>61.99   | 15 |  |  |  |              |
| 16     | 2,429.25<br>32.39 | 2,521.50<br>33.62 | 2,601.75<br>34.69 | 2,700.00<br>36.00 | 2,796.75<br>37.29 | 2,895.75<br>38.61 | 2,990.25<br>39.87 | 3,087.75<br>41.17 | 3,188.25<br>42.51 | 3,291.75<br>43.89 | 3,398.25<br>45.31 | 3,508.50<br>46.78 | 3,623.25<br>48.31  | 3,740.25<br>49.87  | 3,861.75<br>51.49  | 3,987.00<br>53.16  | 4,116.75<br>54.89  | 4,250.25<br>56.67  | 4,388.25<br>58.51  | 4,531.50<br>60.42  | 4,679.25<br>62.39  | 4,831.50<br>64.42  | 4,988.25<br>66.51   | 16 |  |  |  |              |
| 17     | 2,601.75<br>34.69 | 2,700.00<br>36.00 | 2,796.75<br>37.29 | 2,895.75<br>38.61 | 2,994.75<br>39.93 | 3,096.75<br>41.29 | 3,197.25<br>42.63 | 3,301.50<br>44.02 | 3,408.75<br>45.45 | 3,519.75<br>46.93 | 3,633.75<br>48.45 | 3,752.25<br>50.03 | 3,873.75<br>51.65  | 3,999.75<br>53.33  | 4,129.50<br>55.06  | 4,264.50<br>56.86  | 4,402.50<br>58.70  | 4,545.75<br>60.61  | 4,692.75<br>62.57  | 4,845.00<br>64.60  | 5,002.50<br>66.70  | 5,165.25<br>68.87  | 5,332.50<br>71.10   | 17 |  |  |  |              |
| 18     | 2,796.75<br>37.29 | 2,895.75<br>38.61 | 2,994.75<br>39.93 | 3,096.75<br>41.29 | 3,192.75<br>42.57 | 3,315.00<br>44.20 | 3,422.25<br>45.63 | 3,533.25<br>47.11 | 3,648.75<br>48.65 | 3,766.50<br>50.22 | 3,888.75<br>51.85 | 4,015.50<br>53.54 | 4,146.00<br>55.28  | 4,280.25<br>57.07  | 4,419.75<br>58.93  | 4,563.00<br>60.84  | 4,711.50<br>62.82  | 4,864.50<br>64.86  | 5,022.75<br>66.97  | 5,185.50<br>69.14  | 5,354.25<br>71.39  | 5,528.25<br>73.71  | 5,708.25<br>76.11   | 18 |  |  |  |              |
| 19     | 2,994.75<br>39.93 | 3,096.75<br>41.29 | 3,192.75<br>42.57 | 3,315.00<br>44.20 | 3,417.75<br>45.57 | 3,543.75<br>47.25 | 3,658.50<br>48.78 | 3,777.75<br>50.37 | 3,900.00<br>52.00 | 4,026.75<br>53.69 | 4,157.25<br>55.43 | 4,293.00<br>57.24 | 4,432.50<br>59.10  | 4,576.50<br>61.02  | 4,725.75<br>63.01  | 4,878.75<br>65.05  | 5,037.75<br>67.17  | 5,201.25<br>69.35  | 5,370.75<br>71.61  | 5,544.75<br>73.93  | 5,724.75<br>76.33  | 5,911.50<br>78.82  | 6,103.50<br>81.38   | 19 |  |  |  |              |
| 20     | 3,192.75<br>42.57 | 3,315.00<br>44.20 | 3,417.75<br>45.57 | 3,543.75<br>47.25 | 3,650.25<br>48.67 | 3,786.00<br>50.48 | 3,909.00<br>52.12 | 4,035.75<br>53.81 | 4,167.00<br>55.56 | 4,302.00<br>57.36 | 4,442.25<br>59.23 | 4,586.25<br>61.15 | 4,735.50<br>63.14  | 4,889.25<br>65.19  | 5,048.25<br>67.31  | 5,211.75<br>69.49  | 5,381.25<br>71.75  | 5,556.00<br>74.08  | 5,736.75<br>76.49  | 5,922.75<br>78.97  | 6,114.75<br>81.53  | 6,313.50<br>84.18  | 6,519.00<br>86.92   | 20 |  |  |  |              |
| 21     | 3,417.75<br>45.57 | 3,543.75<br>47.25 | 3,650.25<br>48.67 | 3,786.00<br>50.48 | 3,901.50<br>52.02 | 4,042.50<br>53.90 | 4,173.75<br>55.65 | 4,309.50<br>57.46 | 4,449.75<br>59.33 | 4,593.75<br>61.25 | 4,743.00<br>63.24 | 4,897.50<br>65.30 | 5,056.50<br>67.42  | 5,221.50<br>69.62  | 5,391.00<br>71.88  | 5,566.50<br>74.22  | 5,747.25<br>76.63  | 5,934.00<br>79.12  | 6,127.50<br>81.70  | 6,327.00<br>84.36  | 6,532.50<br>87.10  | 6,744.75<br>89.93  | 6,963.75<br>92.85   | 21 |  |  |  |              |
| 22     | 3,650.25<br>48.67 | 3,786.00<br>50.48 | 3,901.50<br>52.02 | 4,042.50<br>53.90 | 4,173.75<br>55.65 | 4,323.00<br>57.64 | 4,463.25<br>59.51 | 4,608.75<br>61.45 | 4,758.75<br>63.45 | 4,913.25<br>65.51 | 5,073.00<br>67.64 | 5,237.25<br>69.83 | 5,407.50<br>72.10  | 5,583.75<br>74.45  | 5,765.25<br>76.87  | 5,952.75<br>79.37  | 6,146.25<br>81.95  | 6,345.75<br>84.61  | 6,552.00<br>87.36  | 6,765.75<br>90.21  | 6,985.50<br>93.14  | 7,212.75<br>96.17  | 7,446.75<br>99.29   | 22 |  |  |  |              |
| 23     | 3,901.50<br>52.02 | 4,042.50<br>53.90 | 4,173.75<br>55.65 | 4,323.00<br>57.64 | 4,467.00<br>59.56 | 4,635.00<br>61.80 | 4,785.75<br>63.81 | 4,941.00<br>65.88 | 5,101.50<br>68.02 | 5,268.00<br>70.24 | 5,439.00<br>72.52 | 5,616.00<br>74.88 | 5,798.25<br>77.31  | 5,987.25<br>79.83  | 6,181.50<br>82.42  | 6,382.50<br>85.10  | 6,590.25<br>87.87  | 6,804.00<br>90.72  | 7,025.25<br>93.67  | 7,254.00<br>96.72  | 7,489.50<br>99.86  | 7,732.50<br>103.10 | 7,983.75<br>106.45  | 23 |  |  |  |              |
| 24     | 4,173.75<br>55.65 | 4,323.00<br>57.64 | 4,467.00<br>59.56 | 4,635.00<br>61.80 | 4,789.50<br>63.86 | 4,950.75<br>66.01 | 5,112.00<br>68.16 | 5,277.75<br>70.37 | 5,449.50<br>72.66 | 5,625.75<br>75.01 | 5,809.50<br>77.46 | 5,997.75<br>79.97 | 6,192.00<br>82.56  | 6,393.75<br>85.25  | 6,601.50<br>88.02  | 6,816.75<br>90.89  | 7,038.00<br>93.84  | 7,266.75<br>96.89  | 7,503.00<br>100.04 | 7,747.50<br>103.30 | 7,999.50<br>106.66 | 8,259.75<br>110.13 | 8,527.50<br>113.70  | 24 |  |  |  |              |
| 25     | 4,467.00<br>59.56 | 4,635.00<br>61.80 | 4,789.50<br>63.86 | 4,950.75<br>66.01 | 5,130.00<br>68.40 | 5,322.00<br>70.96 | 5,494.50<br>73.26 | 5,673.00<br>75.64 | 5,857.50<br>78.10 | 6,048.00<br>80.64 | 6,243.75<br>83.25 | 6,447.00<br>85.96 | 6,657.00<br>88.76  | 6,873.00<br>91.64  | 7,096.50<br>94.62  | 7,327.50<br>97.70  | 7,565.25<br>100.87 | 7,810.50<br>104.14 | 8,064.75<br>107.53 | 8,326.50<br>111.02 | 8,597.25<br>114.63 | 8,877.00<br>118.36 | 9,165.00<br>122.20  | 25 |  |  |  |              |
| 26     | 4,635.00<br>61.80 | 4,789.50<br>63.86 | 4,950.75<br>66.01 | 5,130.00<br>68.40 | 5,322.00<br>70.96 | 5,511.75<br>73.49 | 5,691.00<br>75.88 | 5,875.50<br>78.34 | 6,066.75<br>80.89 | 6,263.25<br>83.51 | 6,467.25<br>86.23 | 6,677.25<br>89.03 | 6,894.75<br>91.93  | 7,118.25<br>94.91  | 7,349.25<br>97.99  | 7,588.50<br>101.18 | 7,834.50<br>104.46 | 8,089.50<br>107.86 | 8,352.00<br>111.36 | 8,623.50<br>114.98 | 8,904.00<br>118.72 | 9,193.50<br>122.58 | 9,492.75<br>126.57  | 26 |  |  |  |              |
| 27     | 4,789.50<br>63.86 | 4,950.75<br>66.01 | 5,130.00<br>68.40 | 5,322.00<br>70.96 | 5,511.75<br>73.49 | 5,719.50<br>76.26 | 5,905.50<br>78.74 | 6,097.50<br>81.30 | 6,296.25<br>83.95 | 6,500.25<br>86.67 | 6,711.75<br>89.49 | 6,929.25<br>92.39 | 7,155.00<br>95.40  | 7,387.50<br>98.50  | 7,627.50<br>101.70 | 7,875.75<br>105.01 | 8,131.50<br>108.42 | 8,395.50<br>111.94 | 8,668.50<br>115.58 | 8,950.50<br>119.34 | 9,241.50<br>123.22 | 9,542.25<br>127.23 | 9,852.00<br>131.36  | 27 |  |  |  |              |
| 28     | 4,950.75<br>66.01 | 5,130.00<br>68.40 | 5,322.00<br>70.96 | 5,511.75<br>73.49 | 5,719.50<br>76.26 | 5,918.25<br>78.91 | 6,110.25<br>81.47 | 6,309.00<br>84.12 | 6,513.75<br>86.85 | 6,725.25<br>89.67 | 6,944.25<br>92.59 | 7,169.25<br>95.59 | 7,402.50<br>98.70  | 7,643.25<br>101.91 | 7,891.50<br>105.22 | 8,148.00<br>108.64 | 8,413.50<br>112.18 | 8,686.50<br>115.82 | 8,968.50<br>119.58 | 9,260.25<br>123.47 | 9,561.00<br>127.48 | 9,871.50<br>131.62 | 10,192.50<br>135.90 | 28 |  |  |  |              |
| 29     | 5,130.00<br>68.40 | 5,322.00<br>70.96 | 5,511.75<br>73.49 | 5,719.50<br>76.26 | 5,918.25<br>78.91 | 6,128.25<br>81.71 | 6,327.75<br>84.37 | 6,533.25<br>87.11 | 6,745.50<br>89.94 | 6,964.50<br>92.86 | 7,191.00<br>95.88 | 7,425.00<br>99.00 | 7,666.50<br>102.22 | 7,915.50<br>105.54 | 8,172.75<br>108.97 | 8,439.00<br>112.52 | 8,712.75<br>116.17 | 8,996.25<br>119.95 | 9,288.75<br>123.85 | 9,590.25<br>127.87 | 9,902.25<br>132.03 | 10,224.00          |                     |    |  |  |  |              |