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grant revenues, understanding fully that grant funding is not available for general increases outside the grant purpose, or 2) reallocation from other components, knowing fully that tuition is declining and that a state funding increase of this magnitude is not possible. Overall, UNAC's current compensation and benefits proposals would cost an estimated \$75-80 million dollars over the three-year contract. If the proposals were funded through reallocation of current resources, the impact on staffing, program offerings, and operations would extend well beyond Governor Dunleavy's FY20-22 compact reductions.

I understand that the university's proposal is not as much as we all would like, given that all UA empl