12 Month ACL
ACL Salary Grid Effective 8/26/2011 Pursuant to the 2011 Concession Agreement
Step

	Step																		Avg Al	Lump
Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Value
8	\$31,246	\$32,287	\$33,341	\$34,406	\$35,480	\$36,567	\$37,664	\$38,771	\$39,891	\$41,021	\$42,162	\$43,314	\$44,477	\$45,653	\$46,841	\$48,040	\$49,253	\$50,476	\$1,131	\$1,000
9	\$32,413	\$33,489	\$34,578	\$35,678	\$36,787	\$37,909	\$39,041	\$40,183	\$41,338	\$42,504	\$43,681	\$44,872	\$46,074	\$47,287	\$48,514	\$49,752	\$51,001	\$52,264	\$1,168	\$1,000
10	\$33,752	\$34,878	\$36,014	\$37,161	\$38,321	\$39,492	\$40,676	\$41,872	\$43,079	\$44,298	\$45,529	\$46,773	\$48,029	\$49,296	\$50,577	\$51,871	\$53,178	\$54,497	\$1,220	\$1,000
11	\$35,398	\$36,574	\$37,764	\$38,965	\$40,177	\$41,403	\$42,640	\$43,888	\$45,150	\$46,424	\$47,711	\$49,012	\$50,325	\$51,651	\$52,990	\$54,344	\$55,709	\$57,089	\$1,276	\$1,100
12	\$37,229	\$38,472	\$39,726	\$40,992	\$42,272	\$43,565	\$44,871	\$46,189	\$47,522	\$48,867	\$50,225	\$51,597	\$52,982	\$54,382	\$55,796	\$57,224	\$58,667	\$60,123	\$1,347	\$1,100
13	\$39,386	\$40,699	\$42,026	\$43,366	\$44,720	\$46,084	\$47,464	\$48,859	\$50,267	\$51,691	\$53,127	\$54,578	\$56,044	\$57,523	\$59,018	\$60,529	\$62,054	\$63,594	\$1,424	\$1,200
14	\$41,901	\$43,297	\$44,706	\$46,130	\$47,568	\$49,021	\$50,488	\$51,969	\$53,464	\$54,975	\$56,502	\$58,044	\$59,600	\$61,173	\$62,761	\$64,365	\$65,986	\$67,623	\$1,513	\$1,200
15	\$45,315	\$46,827	\$48,353	\$49,895	\$51,453	\$53,024	\$54,612	\$56,216	\$57,838	\$59,474	\$61,127	\$62,797	\$64,482	\$66,186	\$67,905	\$69,642	\$71,398	\$73,170	\$1,639	\$1,300
16	\$49,211	\$50,851	\$52,508	\$54,180	\$55,870	\$57,576	\$59,299	\$61,040	\$62,798	\$64,574	\$66,367	\$68,178	\$70,007	\$71,855	\$73,721	\$75,606	\$77,510	\$79,432	\$1,778	\$1,300
17	\$53,111	\$54,885	\$56,676	\$58,484	\$60,311	\$62,156	\$64,021	\$65,904	\$67,805	\$69,725	\$71,664	\$73,623	\$75,603	\$77,600	\$79,619	\$81,657	\$83,715	\$85,795	\$1,923	\$1,400
18	\$57,739	\$59,666	\$61,614	\$63,581	\$65,567	\$67,573	\$69,599	\$71,646	\$73,713	\$75,802	\$77,910	\$80,039	\$82,190	\$84,363	\$86,557	\$88,773	\$91,012	\$93,272	\$2,090	\$1,400
19	\$62,613	\$64,700	\$66,809	\$68,939	\$71,090	\$73,262	\$75,457	\$77,671	\$79,910	\$82,170	\$84,453	\$86,758	\$89,087	\$91,438	\$93,814	\$96,213	\$98,637	\$101,084	\$2,263	\$1,500
20	\$68,218	\$70,491	\$72,788	\$75,109	\$77,451	\$79,817	\$82,207	\$84,621	\$87,059	\$89,520	\$92,008	\$94,520	\$97,058	\$99,620	\$102,207	\$104,821	\$107,461	\$110,127	\$2,465	\$1,500
21	\$74,065	\$76,533	\$79,027	\$81,544	\$84,087	\$86,654	\$89,248	\$91,869	\$94,516	\$97,188	\$99,887	\$102,614	\$105,368	\$108,148	\$110,957	\$113,793	\$116,659	\$119,552	\$2,676	\$1,500
22	\$80,884	\$83,579	\$86,302	\$89,053	\$91,831	\$94,635	\$97,469	\$100,331	\$103,221	\$106,139	\$109,088	\$112,066	\$115,073	\$118,111	\$121,180	\$124,278	\$127,408	\$130,569	\$2,923	\$1,500

At Max

Avg Al At May

ACL Salary Grid Effective 8/23/2013 Pursuant to the 2011 Concession Agreement

																			AVEAI	At Iviax
	Step																		Value	Lump
Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		Value
8	\$32,183	\$33,256	\$34,341	\$35,438	\$36,544	\$37,664	\$38,794	\$39,934	\$41,088	\$42,252	\$43,427	\$44,613	\$45,811	\$47,023	\$48,246	\$49,481	\$50,731	\$51,990	\$1,165	\$1,000
9	\$33,385	\$34,494	\$35,615	\$36,748	\$37,891	\$39,046	\$40,212	\$41,388	\$42,578	\$43,779	\$44,991	\$46,218	\$47,456	\$48,706	\$49,969	\$51,245	\$52,531	\$53,832	\$1,203	\$1,000
10	\$34,765	\$35,924	\$37,094	\$38,276	\$39,471	\$40,677	\$41,896	\$43,128	\$44,371	\$45,627	\$46,895	\$48,176	\$49,470	\$50,775	\$52,094	\$53,427	\$54,773	\$56,132	\$1,257	\$1,000
11	\$36,460	\$37,671	\$38,897	\$40,134	\$41,382	\$42,645	\$43,919	\$45,205	\$46,505	\$47,817	\$49,142	\$50,482	\$51,835	\$53,201	\$54,580	\$55,974	\$57,380	\$58,802	\$1,314	\$1,100
12	\$38,346	\$39,626	\$40,918	\$42,222	\$43,540	\$44,872	\$46,217	\$47,575	\$48,948	\$50,333	\$51,732	\$53,145	\$54,571	\$56,013	\$57,470	\$58,941	\$60,427	\$61,927	\$1,387	\$1,100
13	\$40,568	\$41,920	\$43,287	\$44,667	\$46,062	\$47,467	\$48,888	\$50,325	\$51,775	\$53,242	\$54,721	\$56,215	\$57,725	\$59,249	\$60,789	\$62,345	\$63,916	\$65,502	\$1,467	\$1,200
14	\$43,158	\$44,596	\$46,047	\$47,514	\$48,995	\$50,492	\$52,003	\$53,528	\$55,068	\$56,624	\$58,197	\$59,785	\$61,388	\$63,008	\$64,644	\$66,296	\$67,966	\$69,652	\$1,558	\$1,200
15	\$46,674	\$48,232	\$49,804	\$51,392	\$52,997	\$54,615	\$56,250	\$57,902	\$59,573	\$61,258	\$62,961	\$64,681	\$66,416	\$68,172	\$69,942	\$71,731	\$73,540	\$75,365	\$1,688	\$1,300
16	\$50,687	\$52,377	\$54,083	\$55,805	\$57,546	\$59,303	\$61,078	\$62,871	\$64,682	\$66,511	\$68,358	\$70,223	\$72,107	\$74,011	\$75,933	\$77,874	\$79,835	\$81,815	\$1,831	\$1,300
17	\$54,704	\$56,532	\$58,376	\$60,239	\$62,120	\$64,021	\$65,942	\$67,881	\$69,839	\$71,817	\$73,814	\$75,832	\$77,871	\$79,928	\$82,008	\$84,107	\$86,226	\$88,369	\$1,981	\$1,400
18	\$59,471	\$61,456	\$63,462	\$65,488	\$67,534	\$69,600	\$71,687	\$73,795	\$75,924	\$78,076	\$80,247	\$82,440	\$84,656	\$86,894	\$89,154	\$91,436	\$93,742	\$96,070	\$2,153	\$1,400
19	\$64,491	\$66,641	\$68,813	\$71,007	\$73,223	\$75,460	\$77,721	\$80,001	\$82,307	\$84,635	\$86,987	\$89,361	\$91,760	\$94,181	\$96,628	\$99,099	\$101,596	\$104,117	\$2,331	\$1,500
20	\$70,265	\$72,606	\$74,972	\$77,362	\$79,775	\$82,212	\$84,673	\$87,160	\$89,671	\$92,206	\$94,768	\$97,356	\$99,970	\$102,609	\$105,273	\$107,966	\$110,685	\$113,431	\$2,539	\$1,500
21	\$76,287	\$78,829	\$81,398	\$83,990	\$86,610	\$89,254	\$91,925	\$94,625	\$97,351	\$100,104	\$102,884	\$105,692	\$108,529	\$111,392	\$114,286	\$117,207	\$120,159	\$123,139	\$2,756	\$1,500
22	\$83.311	\$86.086	\$88.891	\$91.725	\$94.586	\$97,474	\$100.393	\$103.341	\$106.318	\$109.323	\$112.361	\$115.428	\$118.525	\$121.654	\$124.815	\$128.006	\$131,230	\$134,486	\$3.011	\$1.500

																			Avg Al	At Max
	Step																		Value	Lump
oup	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		Value
8	\$33,148	\$34,254	\$35,371	\$36,501	\$37,640	\$38,794	\$39,958	\$41,132	\$42,321	\$43,520	\$44,730	\$45,951	\$47,185	\$48,434	\$49,693	\$50,965	\$52,253	\$53,550	\$1,200	\$1,0
9	\$34,387	\$35,529	\$36,683	\$37,850	\$39,028	\$40,217	\$41,418	\$42,630	\$43,855	\$45,092	\$46,341	\$47,605	\$48,880	\$50,167	\$51,468	\$52,782	\$54,107	\$55,447	\$1,239	\$1,0
10	\$35,808	\$37,002	\$38,207	\$39,424	\$40,655	\$41,897	\$43,153	\$44,422	\$45,702	\$46,996	\$48,302	\$49,621	\$50,954	\$52,298	\$53,657	\$55,030	\$56,416	\$57,816	\$1,295	\$1,
11	\$37,554	\$38,801	\$40,064	\$41,338	\$42,623	\$43,924	\$45,237	\$46,561	\$47,900	\$49,252	\$50,616	\$51,996	\$53,390	\$54,797	\$56,217	\$57,653	\$59,101	\$60,566	\$1,353	\$1,
12	\$39,496	\$40,815	\$42,146	\$43,489	\$44,846	\$46,218	\$47,604	\$49,002	\$50,416	\$51,843	\$53,284	\$54,739	\$56,208	\$57,693	\$59,194	\$60,709	\$62,240	\$63,785	\$1,429	\$1,
13	\$41,785	\$43,178	\$44,586	\$46,007	\$47,444	\$48,891	\$50,355	\$51,835	\$53,328	\$54,839	\$56,363	\$57,901	\$59,457	\$61,026	\$62,613	\$64,215	\$65,833	\$67,467	\$1,511	\$1,
14	\$44,453	\$45,934	\$47,428	\$48,939	\$50,465	\$52,007	\$53,563	\$55,134	\$56,720	\$58,323	\$59,943	\$61,579	\$63,230	\$64,898	\$66,583	\$68,285	\$70,005	\$71,742	\$1,605	\$1
15	\$48,074	\$49,679	\$51,298	\$52,934	\$54,587	\$56,253	\$57,938	\$59,639	\$61,360	\$63,096	\$64,850	\$66,621	\$68,408	\$70,217	\$72,040	\$73,883	\$75,746	\$77,626	\$1,739	\$1
16	\$52,208	\$53,948	\$55,705	\$57,479	\$59,272	\$61,082	\$62,910	\$64,757	\$66,622	\$68,506	\$70,409	\$72,330	\$74,270	\$76,231	\$78,211	\$80,210	\$82,230	\$84,269	\$1,886	\$1
17	\$56,345	\$58,228	\$60,127	\$62,046	\$63,984	\$65,942	\$67,920	\$69,917	\$71,934	\$73,972	\$76,028	\$78,107	\$80,207	\$82,326	\$84,468	\$86,630	\$88,813	\$91,020	\$2,040	\$1
18	\$61,255	\$63,300	\$65,366	\$67,453	\$69,560	\$71,688	\$73,838	\$76,009	\$78,202	\$80,418	\$82,654	\$84,913	\$87,196	\$89,501	\$91,829	\$94,179	\$96,554	\$98,952	\$2,218	\$1
19	\$66,426	\$68,640	\$70,877	\$73,137	\$75,420	\$77,724	\$80,053	\$82,401	\$84,776	\$87,174	\$89,597	\$92,042	\$94,513	\$97,006	\$99,527	\$102,072	\$104,644	\$107,241	\$2,401	\$1
20	\$72,373	\$74,784	\$77,221	\$79,683	\$82,168	\$84,678	\$87,213	\$89,775	\$92,361	\$94,972	\$97,611	\$100,277	\$102,969	\$105,687	\$108,431	\$111,205	\$114,006	\$116,834	\$2,615	\$1
21	\$78,576	\$81,194	\$83,840	\$86,510	\$89,208	\$91,932	\$94,683	\$97,464	\$100,272	\$103,107	\$105,971	\$108,863	\$111,785	\$114,734	\$117,715	\$120,723	\$123,764	\$126,833	\$2,839	\$1
22	\$85,810	\$88,669	\$91,558	¢04.477	\$97,424	¢100 200	¢102.40E	C10C 111	4400 = 00	4	4	4440004	4	4.0= 00.	4	4.0.0.0	4.00-	6420 F24	62.404	4.
22 Salary	Grid Effective			\$94,477 e <b>2011 Conc</b>		\$100,398 ment	\$103,405	\$106,441	\$109,508	\$112,603	\$115,732	\$118,891	\$122,081	\$125,304	\$128,559	\$131,846	\$135,167	\$138,521	\$3,101 Avg Al	
alary				· ·			\$103,405	\$106,441	\$109,508	\$112,603	\$115,732	\$118,891	\$122,081	\$125,304	\$128,559	\$131,846	\$135,167		Avg Al	At N
alary	Grid Effective			· ·			\$103,405 7	\$106,441	\$109,508	\$112,603	\$115,732	\$118,891	\$122,081	\$125,304	\$128,559	\$131,846	\$135,167		Avg Al Value	At N Lum
alary	Grid Effective	<mark>6/26/2015P</mark> เ	rsuant to th	e 2011 Conc	ession Agree	ment													Avg Al Value	At M Lum Valu
alary	Grid Effective Step 1	<mark>6/26/2015Pu</mark> 2	ursuant to th	e <b>2011 Conc</b> o	ession Agree	ment 6	7 \$41,157	8 \$42,366	9	10	11	12	13	14	15	16	17	18	Avg Al Value \$1,236	At N Lum Valu
alary	Grid Effective Step 1 \$34,142	<mark>6/26/2015Pu</mark> 2 \$35,282	3 \$36,432	<b>e 2011 Conc</b> 4 \$37,596	ession Agree 5 \$38,769	ment 6 \$39,958	7	8	9 \$43,591	10 \$44,826	11 \$46,072	12 \$47,330	13 \$48,601	14 \$49,887	15 \$51,184	16 \$52,494	17 \$53,821	18 \$55,157	Avg Al Value	At M Lum Valu
alary o 8 9	Grid Effective  Step  1  \$34,142  \$35,419	2 \$35,282 \$36,595	3 \$36,432 \$37,783	4 \$37,596 \$38,986	ssion Agree 5 \$38,769 \$40,199	6 \$39,958 \$41,424	7 \$41,157 \$42,661	8 \$42,366 \$43,909	9 \$43,591 \$45,171	10 \$44,826 \$46,445	11 \$46,072 \$47,731	12 \$47,330 \$49,033	13 \$48,601 \$50,346	14 \$49,887 \$51,672	15 \$51,184 \$53,012	16 \$52,494 \$54,365	17 \$53,821 \$55,730	18 \$55,157 \$57,110	Avg Al Value \$1,236 \$1,276	At M Lum Valu
alary  8 9 10	Grid Effective  Step  1  \$34,142  \$35,419  \$36,882	2 \$35,282 \$36,595 \$38,112	3 \$36,432 \$37,783 \$39,353	4 \$37,596 \$38,986 \$40,607	5 \$38,769 \$40,199 \$41,875	6 \$39,958 \$41,424 \$43,154	7 \$41,157 \$42,661 \$44,448	8 \$42,366 \$43,909 \$45,755	9 \$43,591 \$45,171 \$47,073	10 \$44,826 \$46,445 \$48,406	11 \$46,072 \$47,731 \$49,751	12 \$47,330 \$49,033 \$51,110	13 \$48,601 \$50,346 \$52,483	14 \$49,887 \$51,672 \$53,867	15 \$51,184 \$53,012 \$55,267	16 \$52,494 \$54,365 \$56,681	17 \$53,821 \$55,730 \$58,108	18 \$55,157 \$57,110 \$59,550	Avg Al Value \$1,236 \$1,276 \$1,334	At M Lum Valu
8 9 10	Step 1 \$34,142 \$35,419 \$36,882 \$38,681	2 \$35,282 \$36,595 \$38,112 \$39,965	3 \$36,432 \$37,783 \$39,353 \$41,266	4 \$37,596 \$38,986 \$40,607 \$42,578	5 \$38,769 \$40,199 \$41,875 \$43,902	6 \$39,958 \$41,424 \$43,154 \$45,242	7 \$41,157 \$42,661 \$44,448 \$46,594	8 \$42,366 \$43,909 \$45,755 \$47,958	9 \$43,591 \$45,171 \$47,073 \$49,337	10 \$44,826 \$46,445 \$48,406 \$50,730	11 \$46,072 \$47,731 \$49,751 \$52,134	12 \$47,330 \$49,033 \$51,110 \$53,556	13 \$48,601 \$50,346 \$52,483 \$54,992	14 \$49,887 \$51,672 \$53,867 \$56,441	15 \$51,184 \$53,012 \$55,267 \$57,904	16 \$52,494 \$54,365 \$56,681 \$59,383	17 \$53,821 \$55,730 \$58,108 \$60,874	18 \$55,157 \$57,110 \$59,550 \$62,383	Avg Al Value \$1,236 \$1,276 \$1,334 \$1,394	At M Lum Valu
8 9 10 11	Step 1 \$34,142 \$35,419 \$36,882 \$38,681 \$40,681	2 \$35,282 \$36,595 \$38,112 \$39,965 \$42,039	3 \$36,432 \$37,783 \$39,353 \$41,266 \$43,410	4 \$37,596 \$38,986 \$40,607 \$42,578 \$44,794	5 \$38,769 \$40,199 \$41,875 \$43,902 \$46,191	6 \$39,958 \$41,424 \$43,154 \$45,242 \$47,605	7 \$41,157 \$42,661 \$44,448 \$46,594 \$49,032	8 \$42,366 \$43,909 \$45,755 \$47,958 \$50,472	9 \$43,591 \$45,171 \$47,073 \$49,337 \$51,928	10 \$44,826 \$46,445 \$48,406 \$50,730 \$53,398	\$46,072 \$47,731 \$49,751 \$52,134 \$54,883	\$47,330 \$49,033 \$51,110 \$53,556 \$56,381	13 \$48,601 \$50,346 \$52,483 \$54,992 \$57,894	14 \$49,887 \$51,672 \$53,867 \$56,441 \$59,424	15 \$51,184 \$53,012 \$55,267 \$57,904 \$60,970	16 \$52,494 \$54,365 \$56,681 \$59,383 \$62,530	17 \$53,821 \$55,730 \$58,108 \$60,874 \$64,107	18 \$55,157 \$57,110 \$59,550 \$62,383 \$65,699	Avg Al Value \$1,236 \$1,276 \$1,334 \$1,394 \$1,472	At M Lum Valu
8 9 10 11 12	Step 1 \$34,142 \$35,419 \$36,882 \$38,681 \$40,681 \$43,039	2 \$35,282 \$36,595 \$38,112 \$39,965 \$42,039 \$44,473	3 \$36,432 \$37,783 \$39,353 \$41,266 \$43,410 \$45,924	4 \$37,596 \$38,986 \$40,607 \$42,578 \$44,794 \$47,387	5 \$38,769 \$40,199 \$41,875 \$43,902 \$46,191 \$48,867	6 \$39,958 \$41,424 \$43,154 \$45,242 \$47,605 \$50,358	7 \$41,157 \$42,661 \$44,448 \$46,594 \$49,032 \$51,866	8 \$42,366 \$43,909 \$45,755 \$47,958 \$50,472 \$53,390	9 \$43,591 \$45,171 \$47,073 \$49,337 \$51,928 \$54,928	10 \$44,826 \$46,445 \$48,406 \$50,730 \$53,398 \$56,484	\$46,072 \$47,731 \$49,751 \$52,134 \$54,883 \$58,054	\$47,330 \$49,033 \$51,110 \$53,556 \$56,381 \$59,638	13 \$48,601 \$50,346 \$52,483 \$54,992 \$57,894 \$61,241	14 \$49,887 \$51,672 \$53,867 \$56,441 \$59,424 \$62,857	15 \$51,184 \$53,012 \$55,267 \$57,904 \$60,970 \$64,491	16 \$52,494 \$54,365 \$56,681 \$59,383 \$62,530 \$66,141	17 \$53,821 \$55,730 \$58,108 \$60,874 \$64,107 \$67,808	18 \$55,157 \$57,110 \$59,550 \$62,383 \$65,699 \$69,491	Avg Al Value \$1,236 \$1,276 \$1,334 \$1,394 \$1,472 \$1,556	At M Lum Valu
8 9 10 11 12 13	Step 1 \$34,142 \$35,419 \$36,882 \$38,681 \$40,681 \$43,039 \$45,787	2 \$35,282 \$36,595 \$38,112 \$39,965 \$42,039 \$44,473 \$47,312	3 \$36,432 \$37,783 \$39,353 \$41,266 \$43,410 \$45,924 \$48,851	\$37,596 \$38,986 \$40,607 \$42,578 \$44,794 \$47,387 \$50,407	\$38,769 \$40,199 \$41,875 \$43,902 \$46,191 \$48,867 \$51,979	6 \$39,958 \$41,424 \$43,154 \$45,242 \$47,605 \$50,358 \$53,567	7 \$41,157 \$42,661 \$44,448 \$46,594 \$49,032 \$51,866 \$55,170	8 \$42,366 \$43,909 \$45,755 \$47,958 \$50,472 \$53,390 \$56,788	9 \$43,591 \$45,171 \$47,073 \$49,337 \$51,928 \$54,928 \$58,422	10 \$44,826 \$46,445 \$48,406 \$50,730 \$53,398 \$56,484 \$60,073	11 \$46,072 \$47,731 \$49,751 \$52,134 \$54,883 \$58,054 \$61,741	12 \$47,330 \$49,033 \$51,110 \$53,556 \$56,381 \$59,638 \$63,426	13 \$48,601 \$50,346 \$52,483 \$54,992 \$57,894 \$61,241 \$65,127	14 \$49,887 \$51,672 \$53,867 \$56,441 \$59,424 \$62,857 \$66,845	15 \$51,184 \$53,012 \$55,267 \$57,904 \$60,970 \$64,491 \$68,580	16 \$52,494 \$54,365 \$56,681 \$59,383 \$62,530 \$66,141 \$70,334	17 \$53,821 \$55,730 \$58,108 \$60,874 \$64,107 \$67,808 \$72,105	18 \$55,157 \$57,110 \$59,550 \$62,383 \$65,699 \$69,491 \$73,894	Avg Al Value \$1,236 \$1,276 \$1,334 \$1,394 \$1,472 \$1,556 \$1,653	At M Lum Valu
8 9 10 11 12 13 14	Step  1 \$34,142 \$35,419 \$36,882 \$38,681 \$40,681 \$43,039 \$45,787 \$49,516	2 \$35,282 \$36,595 \$38,112 \$39,965 \$42,039 \$44,473 \$47,312 \$51,169	3 \$36,432 \$37,783 \$39,353 \$41,266 \$43,410 \$45,924 \$48,851 \$52,837	4 \$37,596 \$38,986 \$40,607 \$42,578 \$44,794 \$47,387 \$50,407 \$54,522	\$38,769 \$40,199 \$41,875 \$43,902 \$46,191 \$48,867 \$51,979 \$56,225	6 \$39,958 \$41,424 \$43,154 \$45,242 \$47,605 \$50,358 \$53,567 \$57,941	7 \$41,157 \$42,661 \$44,448 \$46,594 \$49,032 \$51,866 \$55,170 \$59,676	8 \$42,366 \$43,909 \$45,755 \$47,958 \$50,472 \$53,390 \$56,788 \$61,428	9 \$43,591 \$45,171 \$47,073 \$49,337 \$51,928 \$54,928 \$58,422 \$63,201	10 \$44,826 \$46,445 \$48,406 \$50,730 \$53,398 \$56,484 \$60,073 \$64,989	11 \$46,072 \$47,731 \$49,751 \$52,134 \$54,883 \$58,054 \$61,741 \$66,796	12 \$47,330 \$49,033 \$51,110 \$53,556 \$56,381 \$59,638 \$63,426 \$68,620	13 \$48,601 \$50,346 \$52,483 \$54,992 \$57,894 \$61,241 \$65,127 \$70,460	14 \$49,887 \$51,672 \$53,867 \$56,441 \$59,424 \$62,857 \$66,845 \$72,324	15 \$51,184 \$53,012 \$55,267 \$57,904 \$60,970 \$64,491 \$68,580 \$74,201	16 \$52,494 \$54,365 \$56,681 \$59,383 \$62,530 \$66,141 \$70,334 \$76,099	17 \$53,821 \$55,730 \$58,108 \$60,874 \$64,107 \$67,808 \$72,105 \$78,018	18 \$55,157 \$57,110 \$59,550 \$62,383 \$65,699 \$69,491 \$73,894 \$79,955	Avg Al Value \$1,236 \$1,276 \$1,334 \$1,472 \$1,556 \$1,653 \$1,791	At M Lum Valu
8 9 10 11 12 13 14 15 16	Step 1 \$34,142 \$35,419 \$36,882 \$38,681 \$40,681 \$43,039 \$45,787 \$49,516 \$53,774	2 \$35,282 \$36,595 \$38,112 \$39,965 \$42,039 \$44,473 \$47,312 \$51,169 \$55,566	3 \$36,432 \$37,783 \$39,353 \$41,266 \$43,410 \$45,924 \$48,851 \$52,837 \$57,376	4 \$37,596 \$38,986 \$40,607 \$42,578 \$44,794 \$47,387 \$50,407 \$54,522 \$59,203	\$38,769 \$40,199 \$41,875 \$43,902 \$46,191 \$48,867 \$51,979 \$56,225 \$61,050	6 \$39,958 \$41,424 \$43,154 \$45,242 \$47,605 \$50,358 \$53,567 \$57,941 \$62,914	7 \$41,157 \$42,661 \$44,448 \$46,594 \$49,032 \$51,866 \$55,170 \$59,676 \$64,797	8 \$42,366 \$43,909 \$45,755 \$47,958 \$50,472 \$53,390 \$56,788 \$61,428 \$66,700	9 \$43,591 \$45,171 \$47,073 \$49,337 \$51,928 \$54,928 \$58,422 \$63,201 \$68,621	10 \$44,826 \$46,445 \$48,406 \$50,730 \$53,398 \$56,484 \$60,073 \$64,989 \$70,561	11 \$46,072 \$47,731 \$49,751 \$52,134 \$54,883 \$58,054 \$61,741 \$66,796 \$72,521	12 \$47,330 \$49,033 \$51,110 \$53,556 \$56,381 \$59,638 \$63,426 \$68,620 \$74,500	13 \$48,601 \$50,346 \$52,483 \$54,992 \$57,894 \$61,241 \$65,127 \$70,460 \$76,498	14 \$49,887 \$51,672 \$53,867 \$56,441 \$59,424 \$62,857 \$66,845 \$72,324 \$78,518	15 \$51,184 \$53,012 \$55,267 \$57,904 \$60,970 \$64,491 \$68,580 \$74,201 \$80,557	16 \$52,494 \$54,365 \$56,681 \$59,383 \$62,530 \$66,141 \$70,334 \$76,099 \$82,616	17 \$53,821 \$55,730 \$58,108 \$60,874 \$64,107 \$67,808 \$72,105 \$78,018 \$84,697	18 \$55,157 \$57,110 \$59,550 \$62,383 \$65,699 \$69,491 \$73,894 \$79,955 \$86,797	Avg Al Value \$1,236 \$1,276 \$1,334 \$1,472 \$1,556 \$1,653 \$1,791 \$1,943	At M Lum Valu
8 9 10 11 12 13 14 15 16 17	Step  1 \$34,142 \$35,419 \$36,882 \$38,681 \$40,681 \$43,039 \$45,787 \$49,516 \$53,774 \$58,035	2 \$35,282 \$36,595 \$38,112 \$39,965 \$42,039 \$44,473 \$47,312 \$51,169 \$55,566 \$59,975	3 \$36,432 \$37,783 \$39,353 \$41,266 \$43,410 \$45,924 \$48,851 \$52,837 \$57,376 \$61,931	4 \$37,596 \$38,986 \$40,607 \$42,578 \$44,794 \$47,387 \$50,407 \$54,522 \$59,203 \$63,907	5 \$38,769 \$40,199 \$41,875 \$43,902 \$46,191 \$48,867 \$51,979 \$56,225 \$61,050 \$65,904	6 \$39,958 \$41,424 \$43,154 \$45,242 \$47,605 \$50,358 \$53,567 \$57,941 \$62,914 \$67,920	7 \$41,157 \$42,661 \$44,448 \$46,594 \$49,032 \$51,866 \$55,170 \$59,676 \$64,797 \$69,958	8 \$42,366 \$43,909 \$45,755 \$47,958 \$50,472 \$53,390 \$56,788 \$61,428 \$66,700 \$72,015	9 \$43,591 \$45,171 \$47,073 \$49,337 \$51,928 \$54,928 \$58,422 \$63,201 \$68,621 \$74,092	10 \$44,826 \$46,445 \$48,406 \$50,730 \$53,398 \$56,484 \$60,073 \$64,989 \$70,561 \$76,191	11 \$46,072 \$47,731 \$49,751 \$52,134 \$54,883 \$58,054 \$61,741 \$66,796 \$72,521 \$78,309	12 \$47,330 \$49,033 \$51,110 \$53,556 \$56,381 \$59,638 \$63,426 \$68,620 \$74,500 \$80,450	13 \$48,601 \$50,346 \$52,483 \$54,992 \$57,894 \$61,241 \$65,127 \$70,460 \$76,498 \$82,613	14 \$49,887 \$51,672 \$53,867 \$56,441 \$59,424 \$62,857 \$66,845 \$72,324 \$78,518 \$84,796	15 \$51,184 \$53,012 \$55,267 \$57,904 \$60,970 \$64,491 \$68,580 \$74,201 \$80,557 \$87,002	16 \$52,494 \$54,365 \$56,681 \$59,383 \$62,530 \$66,141 \$70,334 \$76,099 \$82,616 \$89,229	17 \$53,821 \$55,730 \$58,108 \$60,874 \$64,107 \$67,808 \$72,105 \$78,018 \$84,697 \$91,477	\$55,157 \$57,110 \$59,550 \$62,383 \$65,699 \$69,491 \$73,894 \$79,955 \$86,797 \$93,751	Avg Al Value \$1,236 \$1,276 \$1,334 \$1,472 \$1,556 \$1,653 \$1,791 \$1,943 \$2,101	At M Lum Valu
8 9 10 11 12 13 14 15 16 17	Step  1 \$34,142 \$35,419 \$36,882 \$38,681 \$40,681 \$43,039 \$45,787 \$49,516 \$53,774 \$58,035 \$63,093	2 \$35,282 \$36,595 \$38,112 \$39,965 \$42,039 \$44,473 \$47,312 \$51,169 \$55,566 \$59,975 \$65,199	3 \$36,432 \$37,783 \$39,353 \$41,266 \$43,410 \$45,924 \$48,851 \$52,837 \$57,376 \$61,931 \$67,327	4 \$37,596 \$38,986 \$40,607 \$42,578 \$44,794 \$47,387 \$50,407 \$54,522 \$59,203 \$63,907 \$69,477	\$38,769 \$40,199 \$41,875 \$43,902 \$46,191 \$48,867 \$51,979 \$56,225 \$61,050 \$65,904 \$71,647	6 \$39,958 \$41,424 \$43,154 \$45,242 \$47,605 \$50,358 \$53,567 \$57,941 \$62,914 \$67,920 \$73,839	7 \$41,157 \$42,661 \$44,448 \$46,594 \$49,032 \$51,866 \$55,170 \$59,676 \$64,797 \$69,958 \$76,053	8 \$42,366 \$43,909 \$45,755 \$47,958 \$50,472 \$53,390 \$56,788 \$61,428 \$66,700 \$72,015 \$78,289	9 \$43,591 \$45,171 \$47,073 \$49,337 \$51,928 \$54,928 \$58,422 \$63,201 \$68,621 \$74,092 \$80,548	10 \$44,826 \$46,445 \$48,406 \$50,730 \$53,398 \$56,484 \$60,073 \$64,989 \$70,561 \$76,191 \$82,831	11 \$46,072 \$47,731 \$49,751 \$52,134 \$54,883 \$58,054 \$61,741 \$66,796 \$72,521 \$78,309 \$85,134	12 \$47,330 \$49,033 \$51,110 \$53,556 \$56,381 \$59,638 \$63,426 \$68,620 \$74,500 \$80,450 \$87,460	13 \$48,601 \$50,346 \$52,483 \$54,992 \$57,894 \$61,241 \$65,127 \$70,460 \$76,498 \$82,613 \$89,812	14 \$49,887 \$51,672 \$53,867 \$56,441 \$59,424 \$62,857 \$66,845 \$72,324 \$78,518 \$84,796 \$92,186	15 \$51,184 \$53,012 \$55,267 \$57,904 \$60,970 \$64,491 \$68,580 \$74,201 \$80,557 \$87,002 \$94,584	16 \$52,494 \$54,365 \$56,681 \$59,383 \$62,530 \$66,141 \$70,334 \$76,099 \$82,616 \$89,229 \$97,004	17 \$53,821 \$55,730 \$58,108 \$60,874 \$64,107 \$67,808 \$72,105 \$78,018 \$84,697 \$91,477 \$99,451	18 \$55,157 \$57,110 \$59,550 \$62,383 \$65,699 \$69,491 \$73,894 \$79,955 \$86,797 \$93,751 \$101,921	Avg Al Value \$1,236 \$1,276 \$1,334 \$1,472 \$1,556 \$1,653 \$1,791 \$1,943 \$2,101 \$2,285	At M Lum Valu
P 8 9 10 11 12 13 14 15 16 17 18 19	Step  1 \$34,142 \$35,419 \$36,882 \$38,681 \$40,681 \$43,039 \$45,787 \$49,516 \$53,774 \$58,035 \$63,093 \$68,419	2 \$35,282 \$36,595 \$38,112 \$39,965 \$42,039 \$44,473 \$47,312 \$51,169 \$55,566 \$59,975 \$65,199 \$70,699	3 \$36,432 \$37,783 \$39,353 \$41,266 \$43,410 \$45,924 \$48,851 \$52,837 \$57,376 \$61,931 \$67,327 \$73,003	4 \$37,596 \$38,986 \$40,607 \$42,578 \$44,794 \$47,387 \$50,407 \$54,522 \$59,203 \$63,907 \$69,477 \$75,331	\$38,769 \$40,199 \$41,875 \$43,902 \$46,191 \$48,867 \$51,979 \$56,225 \$61,050 \$65,904 \$71,647 \$77,683	6 \$39,958 \$41,424 \$43,154 \$45,242 \$47,605 \$50,358 \$53,567 \$57,941 \$62,914 \$67,920 \$73,839 \$80,056	7 \$41,157 \$42,661 \$44,448 \$46,594 \$49,032 \$51,866 \$55,170 \$59,676 \$64,797 \$69,958 \$76,053 \$82,455	8 \$42,366 \$43,909 \$45,755 \$47,958 \$50,472 \$53,390 \$56,788 \$61,428 \$66,700 \$72,015 \$78,289 \$84,873	9 \$43,591 \$45,171 \$47,073 \$49,337 \$51,928 \$54,928 \$58,422 \$63,201 \$68,621 \$74,092 \$80,548 \$87,319	10 \$44,826 \$46,445 \$48,406 \$50,730 \$53,398 \$56,484 \$60,073 \$64,989 \$70,561 \$76,191 \$82,831 \$89,789	11 \$46,072 \$47,731 \$49,751 \$52,134 \$54,883 \$58,054 \$61,741 \$66,796 \$72,521 \$78,309 \$85,134 \$92,285	12 \$47,330 \$49,033 \$51,110 \$53,556 \$56,381 \$59,638 \$63,426 \$68,620 \$74,500 \$80,450 \$87,460 \$94,803	13 \$48,601 \$50,346 \$52,483 \$54,992 \$57,894 \$61,241 \$65,127 \$70,460 \$76,498 \$82,613 \$89,812 \$97,348	14 \$49,887 \$51,672 \$53,867 \$56,441 \$59,424 \$62,857 \$66,845 \$72,324 \$78,518 \$84,796 \$92,186 \$99,916	15 \$51,184 \$53,012 \$55,267 \$57,904 \$60,970 \$64,491 \$68,580 \$74,201 \$80,557 \$87,002 \$94,584 \$102,513	16 \$52,494 \$54,365 \$56,681 \$59,383 \$62,530 \$66,141 \$70,334 \$76,099 \$82,616 \$89,229 \$97,004 \$105,134	17 \$53,821 \$55,730 \$58,108 \$60,874 \$64,107 \$67,808 \$72,105 \$78,018 \$84,697 \$91,477 \$99,451 \$107,783	18 \$55,157 \$57,110 \$59,550 \$62,383 \$65,699 \$69,491 \$73,894 \$79,955 \$86,797 \$93,751 \$101,921 \$110,458	Avg Al Value \$1,236 \$1,276 \$1,334 \$1,472 \$1,556 \$1,653 \$1,791 \$1,943 \$2,101 \$2,285 \$2,473	\$1 At M Lum Valu \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$

## 11 Month ACL

Group  1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 Value V  8 \$28,642 \$29,596 \$30,563 \$31,539 \$32,523 \$33,520 \$34,525 \$35,540 \$36,567 \$37,603 \$38,649 \$39,705 \$40,771 \$41,849 \$42,938 \$44,037 \$45,149 \$46,270 \$1,037 \$10 \$30,939 \$31,972 \$33,013 \$34,664 \$35,128 \$36,201 \$37,286 \$38,383 \$39,889 \$40,607 \$41,735 \$42,875 \$40,027 \$45,188 \$46,362 \$47,548 \$48,747 \$49,956 \$1,118 \$11 \$32,448 \$33,526 \$34,617 \$35,718 \$36,829 \$37,953 \$39,987 \$40,231 \$41,388 \$42,555 \$43,735 \$44,928 \$46,131 \$47,347 \$48,47 \$49,956 \$1,118 \$11 \$32,448 \$33,526 \$34,617 \$35,718 \$36,829 \$37,953 \$39,987 \$40,231 \$41,388 \$42,555 \$43,735 \$44,928 \$46,131 \$47,347 \$48,574 \$49,815 \$51,067 \$52,332 \$1,118 \$12 \$34,175 \$35,266 \$36,416 \$37,576 \$38,749 \$39,935 \$41,132 \$42,340 \$43,562 \$44,795 \$46,040 \$47,297 \$48,567 \$49,850 \$51,146 \$52,455 \$53,778 \$55,131 \$36,044 \$37,307 \$38,524 \$39,752 \$40,993 \$42,244 \$43,509 \$44,787 \$46,078 \$47,383 \$48,700 \$50,030 \$51,374 \$52,729 \$54,100 \$55,485 \$56,883 \$58,295 \$1,305 \$14 \$38,409 \$39,689 \$40,981 \$42,286 \$43,604 \$44,936 \$44,936 \$44,936 \$46,281 \$47,638 \$49,009 \$50,394 \$51,794 \$53,207 \$54,633 \$56,075 \$57,531 \$59,001 \$60,487 \$61,988 \$1,387 \$15 \$41,539 \$42,925 \$44,324 \$45,737 \$47,165 \$48,605 \$50,061 \$55,081 \$55,085 \$50,061 \$55,085 \$50,061 \$55,085 \$50,061 \$55,085 \$50,061 \$52,081 \$1,384 \$40,000 \$47,297 \$64,173 \$65,667 \$67,578 \$69,306 \$71,051 \$72,813 \$1,630 \$10,829 \$10,829 \$10,820	: Max Imp alue
From 1 2 3 4 5 6 7 8 9 9 10 11 12 13 14 15 16 17 18 Value V 1 1 1 12 13 14 15 16 17 18 Value V 1 1 1 1 12 13 14 15 16 17 18 Value V 1 1 1 1 12 13 14 15 16 17 18 Value V 1 1 1 1 12 13 14 15 16 17 18 Value V 1 1 1 1 12 13 14 14 15 14 15 14 15 14 15 14 15 14 14 15 14 15 14 14 15 14 14 15 14 14 15 14 14 15 14 14 15 14 14 15 14 14 15 14 14 15 14 14 15 14 14 15 14 14 15 14 14 15 14 14 15 14 14 15 14 14 14 15 14 14 14 15 14 14 14 15 14 14 14 15 14 14 14 14 14 14 14 14 14 14 14 14 14	•
8 \$28,642 \$29,596 \$30,563 \$31,539 \$32,523 \$33,520 \$34,525 \$35,540 \$36,567 \$37,603 \$38,649 \$39,705 \$40,771 \$41,849 \$42,938 \$44,037 \$45,149 \$46,270 \$1,037 \$9 \$29,712 \$30,698 \$31,697 \$32,705 \$33,721 \$34,750 \$35,788 \$36,834 \$37,893 \$38,962 \$40,041 \$41,133 \$42,235 \$43,346 \$44,471 \$45,606 \$46,751 \$47,909 \$1,071 \$10 \$30,939 \$31,972 \$33,013 \$34,064 \$35,128 \$36,201 \$37,286 \$38,383 \$39,489 \$40,607 \$41,735 \$42,875 \$44,027 \$45,188 \$46,362 \$47,548 \$48,747 \$49,956 \$1,118 \$11 \$32,448 \$33,526 \$34,617 \$35,718 \$36,829 \$37,953 \$39,087 \$40,231 \$41,388 \$42,555 \$43,735 \$44,928 \$46,131 \$47,477 \$48,874 \$49,815 \$51,067 \$52,332 \$1,170 \$12 \$34,127 \$35,266 \$36,416 \$37,576 \$38,749 \$39,935 \$41,132 \$42,340 \$43,562 \$44,795 \$46,040 \$47,297 \$48,567 \$49,850 \$51,146 \$52,455 \$53,778 \$55,113 \$1,235 \$13 \$36,104 \$37,307 \$38,524 \$39,752 \$40,993 \$42,244 \$43,509 \$44,787 \$46,078 \$47,383 \$48,700 \$50,030 \$51,374 \$52,729 \$54,100 \$55,485 \$56,883 \$58,295 \$1,305 \$44,539 \$42,245 \$43,540 \$44,936 \$46,281 \$47,638 \$49,009 \$50,394 \$51,794 \$53,207 \$54,633 \$56,075 \$57,531 \$59,001 \$60,487 \$61,988 \$1,387 \$48,635 \$46,113 \$46,613 \$46,613 \$47,543 \$48,132 \$43,540 \$50,041 \$52,749 \$56,033 \$57,564 \$59,109 \$60,671 \$62,246 \$63,839 \$65,448 \$67,073 \$1,500 \$48,685 \$50,311 \$51,953 \$53,610 \$55,285 \$56,976 \$58,686 \$60,412 \$62,155 \$63,915 \$65,692 \$67,488 \$69,303 \$71,133 \$72,984 \$74,652 \$76,757 \$79,788 \$79,433 \$1,630 \$19,42 \$63,799 \$65,676 \$67,570 \$69,485 \$71,418 \$73,369 \$75,341 \$77,333 \$79,344 \$81,375 \$83,428 \$85,499 \$1,916 \$65,253 \$66,617 \$66,722 \$68,850 \$70,997 \$73,166 \$75,536 \$77,569 \$79,804 \$82,060 \$84,341 \$86,643 \$88,970 \$91,318 \$93,690 \$96,086 \$98,060 \$2,074 \$26,533 \$66,617 \$66,722 \$68,850 \$70,997 \$73,166 \$75,536 \$77,569 \$79,804 \$82,060 \$84,441 \$86,643 \$89,099 \$91,563 \$99,036 \$11,082 \$111,082 \$111,082 \$111,082 \$111,082 \$111,088 \$22,679 \$22,679 \$24,444 \$76,614 \$79,110 \$81,632 \$84,178 \$86,749 \$89,947 \$91,970 \$94,619 \$97,294 \$99,997 \$102,727 \$105,484 \$108,268 \$111,082 \$111,082 \$111,081 \$111,088 \$22,679	ılue
9 \$29,712 \$30,698 \$31,697 \$32,705 \$33,705 \$33,721 \$34,750 \$35,788 \$36,834 \$37,893 \$38,962 \$40,041 \$41,133 \$42,235 \$43,346 \$44,471 \$45,606 \$46,751 \$47,909 \$1,071 \$43,099 \$31,972 \$33,013 \$34,064 \$35,128 \$36,201 \$37,286 \$38,383 \$39,489 \$40,607 \$41,735 \$42,875 \$44,027 \$45,188 \$46,362 \$47,548 \$48,747 \$49,956 \$1,118 \$32,448 \$33,526 \$34,461 \$37,576 \$38,749 \$39,935 \$41,132 \$42,340 \$43,562 \$44,795 \$46,040 \$47,297 \$48,567 \$49,850 \$51,146 \$52,455 \$53,778 \$55,838 \$49,099 \$39,689 \$40,981 \$42,286 \$43,604 \$44,936 \$46,281 \$47,638 \$49,009 \$50,394 \$51,794 \$53,207 \$54,633 \$56,075 \$57,531 \$59,001 \$60,487 \$61,988 \$1,387 \$48,585 \$49,109 \$48,685 \$50,311 \$51,953 \$49,865 \$51,146 \$52,475 \$48,685 \$50,311 \$51,953 \$53,610 \$55,285 \$56,976 \$58,886 \$60,412 \$62,155 \$63,915 \$65,692 \$67,488 \$69,303 \$71,133 \$72,984 \$81,375 \$83,428 \$85,499 \$1,916 \$95,399 \$59,308 \$61,242 \$63,194 \$65,166 \$67,157 \$69,169 \$71,198 \$73,251 \$75,323 \$77,415 \$79,528 \$81,663 \$83,818 \$85,996 \$88,195 \$90,417 \$92,660 \$2,074 \$67,893 \$70,155 \$72,441 \$74,749 \$77,080 \$79,433 \$81,811 \$84,213 \$86,640 \$89,089 \$91,563 \$94,063 \$94,08 \$110,82 \$111,082	
10 \$30,939 \$31,972 \$33,013 \$34,064 \$35,128 \$36,201 \$37,286 \$38,383 \$39,489 \$40,607 \$41,735 \$42,875 \$44,027 \$45,188 \$46,362 \$47,548 \$48,747 \$49,956 \$1,118 \$32,448 \$33,526 \$34,617 \$35,718 \$36,829 \$37,953 \$39,087 \$40,231 \$41,388 \$42,555 \$43,735 \$44,928 \$46,131 \$47,347 \$48,574 \$49,815 \$51,067 \$52,332 \$1,170 \$43,417 \$48,547 \$48,547 \$49,815 \$47,647 \$48,547 \$49,815 \$47,647 \$48,547 \$49,815 \$47,647 \$48,547 \$49,815 \$47,647 \$48,547 \$49,815 \$49,815 \$49,817 \$49,956 \$48,417 \$48,4	\$1,000
\$1,170  11 \$32,448 \$33,526 \$34,617 \$35,718 \$36,829 \$37,953 \$39,087 \$40,231 \$41,388 \$42,555 \$44,735 \$44,928 \$46,131 \$47,347 \$48,574 \$49,815 \$55,067 \$52,332 \$1,170  12 \$34,127 \$35,266 \$36,416 \$37,576 \$38,749 \$39,935 \$41,132 \$42,340 \$43,562 \$44,795 \$46,040 \$47,297 \$48,567 \$49,850 \$51,146 \$52,455 \$53,778 \$55,113  13 \$36,104 \$37,307 \$38,524 \$39,752 \$40,993 \$42,244 \$43,509 \$44,787 \$46,078 \$47,383 \$48,700 \$50,030 \$51,374 \$52,729 \$54,100 \$55,485 \$56,883 \$58,295  14 \$38,409 \$39,689 \$40,981 \$42,286 \$43,604 \$44,936 \$46,281 \$47,638 \$49,009 \$50,394 \$51,794 \$53,207 \$54,633 \$56,075 \$57,531 \$59,001 \$60,487 \$61,988 \$1,387  15 \$41,539 \$42,925 \$44,324 \$45,737 \$47,165 \$48,605 \$50,061 \$51,531 \$53,018 \$54,518 \$56,033 \$57,564 \$59,109 \$60,671 \$62,246 \$63,839 \$65,448 \$67,073 \$1,502  16 \$45,110 \$46,613 \$48,132 \$49,665 \$51,214 \$52,778 \$54,357 \$55,953 \$57,565 \$59,193 \$60,836 \$62,497 \$64,173 \$65,867 \$67,578 \$69,306 \$71,031 \$72,813 \$1,630  17 \$48,685 \$50,311 \$51,953 \$53,610 \$55,285 \$56,976 \$58,686 \$60,412 \$62,155 \$63,915 \$65,692 \$67,488 \$69,303 \$71,133 \$72,984 \$74,852 \$76,739 \$78,645  18 \$52,927 \$54,694 \$56,480 \$58,283 \$60,103 \$61,942 \$63,799 \$65,676 \$67,570 \$69,485 \$71,418 \$73,369 \$75,341 \$77,333 \$79,344 \$81,375 \$83,428 \$85,499  20 \$62,533 \$64,617 \$66,722 \$68,850 \$70,997 \$73,166 \$57,356 \$77,569 \$79,804 \$82,000 \$84,341 \$86,643 \$88,970 \$91,318 \$93,690 \$96,086 \$98,506 \$100,950 \$22,0074  20 \$62,533 \$64,617 \$66,722 \$68,850 \$70,997 \$73,166 \$75,356 \$77,559 \$79,804 \$82,000 \$84,341 \$86,640 \$89,089 \$91,563 \$99,063 \$99,138 \$101,711 \$104,310 \$106,937 \$109,589 \$2,453  22 \$74,144 \$76,614 \$79,110 \$81,632 \$84,178 \$86,749 \$89,347 \$91,970 \$94,619 \$97,294 \$99,997 \$102,727 \$105,484 \$108,268 \$111,082 \$113,922 \$116,791 \$119,688 \$2,679	\$1,000
\$34,127 \$35,266 \$36,416 \$37,576 \$38,749 \$39,935 \$41,132 \$42,340 \$43,562 \$44,795 \$46,040 \$47,297 \$48,567 \$49,850 \$51,146 \$52,455 \$53,778 \$55,113 \$1,235 \$36,104 \$37,307 \$38,524 \$39,752 \$40,993 \$42,244 \$43,509 \$44,787 \$46,078 \$47,383 \$48,700 \$50,030 \$51,374 \$52,729 \$54,100 \$55,485 \$56,883 \$58,295 \$1,305 \$14 \$38,409 \$39,689 \$40,981 \$42,286 \$43,604 \$44,936 \$46,281 \$47,638 \$49,009 \$50,394 \$51,794 \$53,207 \$54,633 \$56,075 \$57,531 \$59,001 \$60,487 \$61,988 \$1,387 \$41,539 \$42,925 \$44,324 \$45,737 \$47,165 \$48,605 \$50,061 \$51,531 \$53,018 \$54,518 \$56,033 \$57,564 \$59,109 \$60,671 \$62,246 \$63,839 \$65,448 \$67,073 \$1,502 \$16 \$45,110 \$46,613 \$48,132 \$49,665 \$51,214 \$52,778 \$54,357 \$55,953 \$57,565 \$59,193 \$60,836 \$62,497 \$64,173 \$65,867 \$67,578 \$69,306 \$71,051 \$72,813 \$1,630 \$17 \$48,685 \$50,311 \$51,953 \$53,610 \$55,285 \$56,976 \$58,686 \$60,412 \$62,155 \$63,915 \$66,692 \$67,488 \$69,303 \$71,133 \$72,984 \$74,852 \$76,739 \$78,645 \$1,916 \$19 \$57,395 \$59,308 \$61,242 \$63,194 \$65,166 \$67,157 \$69,169 \$71,198 \$73,251 \$75,323 \$77,415 \$79,528 \$81,663 \$88,818 \$85,999 \$89,506 \$100,950 \$2,260 \$2,467 \$66,789 \$70,997 \$73,166 \$75,356 \$77,569 \$79,804 \$82,060 \$84,341 \$86,643 \$88,970 \$91,318 \$93,690 \$96,086 \$98,506 \$100,950 \$2,260 \$2,444 \$74,44 \$76,614 \$79,110 \$81,632 \$84,178 \$86,749 \$89,347 \$91,970 \$94,619 \$97,294 \$99,997 \$102,727 \$105,484 \$108,268 \$111,082 \$113,922 \$116,791 \$119,688 \$2,679	\$1,000
13 \$36,104 \$37,307 \$38,524 \$39,752 \$40,993 \$42,244 \$43,509 \$44,787 \$46,078 \$47,383 \$48,700 \$50,030 \$51,374 \$52,729 \$54,100 \$55,485 \$56,883 \$58,295 \$1,305 \$14 \$38,409 \$39,689 \$40,981 \$42,286 \$43,604 \$44,936 \$46,281 \$47,638 \$49,009 \$50,394 \$51,794 \$53,207 \$54,633 \$56,075 \$57,531 \$59,001 \$60,487 \$61,988 \$1,387 \$15 \$41,539 \$42,925 \$44,324 \$45,737 \$47,165 \$48,605 \$50,061 \$51,531 \$53,018 \$54,518 \$56,033 \$57,564 \$59,109 \$60,671 \$62,246 \$63,839 \$65,448 \$67,073 \$1,502 \$16 \$45,110 \$46,613 \$48,132 \$49,665 \$51,214 \$52,778 \$54,357 \$55,953 \$57,565 \$59,193 \$60,836 \$62,497 \$64,173 \$65,867 \$67,578 \$69,306 \$71,051 \$72,813 \$1,630 \$17 \$48,685 \$50,311 \$51,953 \$53,610 \$55,285 \$56,976 \$58,686 \$60,412 \$62,155 \$63,915 \$65,692 \$67,488 \$69,303 \$71,133 \$72,984 \$74,852 \$76,739 \$78,645 \$1,763 \$18 \$52,927 \$54,694 \$56,480 \$58,283 \$60,103 \$61,942 \$63,799 \$65,676 \$67,570 \$69,485 \$71,418 \$73,369 \$75,341 \$77,333 \$79,344 \$81,375 \$83,428 \$85,499 \$1,916 \$19 \$57,395 \$59,308 \$61,242 \$63,194 \$65,166 \$67,157 \$69,169 \$71,198 \$73,251 \$75,323 \$77,415 \$79,528 \$81,663 \$83,818 \$85,996 \$88,195 \$90,417 \$92,660 \$2,074 \$20 \$62,533 \$64,617 \$66,722 \$68,850 \$70,997 \$73,166 \$75,356 \$77,569 \$79,804 \$82,060 \$84,341 \$86,643 \$88,970 \$91,318 \$93,690 \$96,086 \$98,506 \$100,950 \$2,260 \$2,74,444 \$76,614 \$79,110 \$81,632 \$84,178 \$86,749 \$89,347 \$91,970 \$94,619 \$97,294 \$99,997 \$102,727 \$105,484 \$108,268 \$111,082 \$113,922 \$116,791 \$119,688 \$22,679	\$1,100
14 \$38,409 \$39,689 \$40,981 \$42,286 \$43,604 \$44,936 \$46,281 \$47,638 \$49,009 \$50,394 \$51,794 \$53,207 \$54,633 \$56,075 \$57,531 \$59,001 \$60,487 \$61,988 \$1,387 \$15 \$41,539 \$42,925 \$44,324 \$45,737 \$47,165 \$48,605 \$50,061 \$51,531 \$53,018 \$54,518 \$56,033 \$57,564 \$59,109 \$60,671 \$62,246 \$63,839 \$65,448 \$67,073 \$1,502 \$16 \$45,110 \$46,613 \$48,132 \$49,665 \$51,214 \$52,778 \$54,357 \$55,953 \$57,565 \$59,193 \$60,836 \$62,497 \$64,173 \$65,867 \$67,578 \$69,306 \$71,051 \$72,813 \$1,630 \$17 \$48,685 \$50,311 \$51,953 \$53,610 \$55,285 \$56,976 \$58,686 \$60,412 \$62,155 \$63,915 \$65,692 \$67,488 \$69,303 \$71,133 \$72,984 \$74,852 \$76,739 \$78,645 \$1,763 \$18 \$52,927 \$54,694 \$56,480 \$58,283 \$60,103 \$61,942 \$63,799 \$65,676 \$67,570 \$69,485 \$71,418 \$73,369 \$75,341 \$77,333 \$79,344 \$81,375 \$83,428 \$85,499 \$1,916 \$19 \$57,395 \$59,308 \$61,242 \$63,194 \$65,166 \$67,157 \$69,169 \$71,198 \$73,251 \$75,323 \$77,415 \$79,528 \$81,663 \$83,818 \$85,996 \$88,195 \$90,417 \$92,660 \$2,074 \$20 \$62,533 \$64,617 \$66,722 \$68,850 \$70,997 \$73,166 \$75,356 \$77,569 \$79,804 \$82,060 \$84,341 \$86,643 \$88,970 \$91,318 \$93,690 \$96,086 \$98,506 \$100,950 \$2,260 \$2,453 \$26,493 \$70,155 \$72,441 \$74,749 \$77,080 \$79,433 \$81,811 \$84,213 \$86,640 \$89,089 \$91,563 \$94,063 \$96,587 \$99,136 \$111,082 \$113,922 \$116,791 \$119,688 \$22,679	\$1,100
15 \$41,539 \$42,925 \$44,324 \$45,737 \$47,165 \$48,605 \$50,061 \$51,531 \$53,018 \$54,518 \$56,033 \$57,564 \$59,109 \$60,671 \$62,246 \$63,839 \$65,448 \$67,073 \$1,502 \$16 \$45,110 \$46,613 \$48,132 \$49,665 \$51,214 \$52,778 \$54,357 \$55,953 \$57,565 \$59,193 \$60,836 \$62,497 \$64,173 \$65,867 \$67,578 \$69,306 \$71,051 \$72,813 \$1,630 \$17 \$48,685 \$50,311 \$51,953 \$53,610 \$55,285 \$56,976 \$58,686 \$60,412 \$62,155 \$63,915 \$65,692 \$67,488 \$69,303 \$71,133 \$72,984 \$74,852 \$76,739 \$78,645 \$1,763 \$18 \$52,927 \$54,694 \$56,480 \$58,283 \$60,103 \$61,942 \$63,799 \$65,676 \$67,570 \$69,485 \$71,418 \$73,369 \$75,341 \$77,333 \$79,344 \$81,375 \$83,428 \$85,499 \$1,916 \$19 \$57,395 \$59,308 \$61,242 \$63,194 \$65,166 \$67,157 \$69,169 \$71,198 \$73,251 \$75,323 \$77,415 \$79,528 \$81,663 \$83,818 \$85,996 \$88,195 \$90,417 \$92,660 \$2,074 \$20 \$62,533 \$64,617 \$66,722 \$68,850 \$70,997 \$73,166 \$75,356 \$77,569 \$79,804 \$82,060 \$84,341 \$86,643 \$88,970 \$91,318 \$93,690 \$96,086 \$98,506 \$100,950 \$2,260 \$2,463 \$70,155 \$72,441 \$74,749 \$77,080 \$79,433 \$81,811 \$84,213 \$86,640 \$89,089 \$91,563 \$94,063 \$96,587 \$99,136 \$101,711 \$104,310 \$106,937 \$109,589 \$2,453 \$24,144 \$76,614 \$79,110 \$81,632 \$84,178 \$86,749 \$89,347 \$91,970 \$94,619 \$97,294 \$99,997 \$102,727 \$105,484 \$108,268 \$111,082 \$113,922 \$116,791 \$119,688 \$2,679	\$1,200
16 \$45,110 \$46,613 \$48,132 \$49,665 \$51,214 \$52,778 \$54,357 \$55,953 \$57,565 \$59,193 \$60,836 \$62,497 \$64,173 \$65,867 \$67,578 \$69,306 \$71,051 \$72,813 \$1,630 \$17 \$48,685 \$50,311 \$51,953 \$53,610 \$55,285 \$56,976 \$58,686 \$60,412 \$62,155 \$63,915 \$65,692 \$67,488 \$69,303 \$71,133 \$72,984 \$74,852 \$76,739 \$78,645 \$1,763 \$18 \$52,927 \$54,694 \$56,480 \$58,283 \$60,103 \$61,942 \$63,799 \$65,676 \$67,570 \$69,485 \$71,418 \$73,369 \$75,341 \$77,333 \$79,344 \$81,375 \$83,428 \$85,499 \$1,916 \$19 \$57,395 \$59,308 \$61,242 \$63,194 \$65,166 \$67,157 \$69,169 \$71,198 \$73,251 \$75,323 \$77,415 \$79,528 \$81,663 \$83,818 \$85,996 \$88,195 \$90,417 \$92,660 \$2,074 \$20 \$62,533 \$64,617 \$66,722 \$68,850 \$70,997 \$73,166 \$75,356 \$77,569 \$79,804 \$82,060 \$84,341 \$86,643 \$88,970 \$91,318 \$93,690 \$96,086 \$98,506 \$100,950 \$2,260 \$2,67,893 \$70,155 \$72,441 \$74,749 \$77,080 \$79,433 \$81,811 \$84,213 \$86,640 \$89,089 \$91,563 \$94,063 \$96,587 \$99,136 \$101,711 \$104,310 \$106,937 \$109,589 \$2,453 \$22 \$74,144 \$76,614 \$79,110 \$81,632 \$84,178 \$86,749 \$89,347 \$91,970 \$94,619 \$97,294 \$99,997 \$102,727 \$105,484 \$108,268 \$111,082 \$113,922 \$116,791 \$119,688 \$2,679	\$1,200
17 \$48,685 \$50,311 \$51,953 \$53,610 \$55,285 \$56,976 \$58,686 \$60,412 \$62,155 \$63,915 \$65,692 \$67,488 \$69,303 \$71,133 \$72,984 \$74,852 \$76,739 \$78,645 \$1,763 \$85,2927 \$54,694 \$56,480 \$58,283 \$60,103 \$61,942 \$63,799 \$65,676 \$67,570 \$69,485 \$71,418 \$73,369 \$75,341 \$77,333 \$79,344 \$81,375 \$83,428 \$85,499 \$1,916 \$957,395 \$59,308 \$61,242 \$63,194 \$65,166 \$67,157 \$69,169 \$71,198 \$73,251 \$75,323 \$77,415 \$79,528 \$81,663 \$83,818 \$85,996 \$88,195 \$90,417 \$92,660 \$2,074 \$20 \$62,533 \$64,617 \$66,722 \$68,850 \$70,997 \$73,166 \$75,356 \$77,569 \$79,804 \$82,060 \$84,341 \$86,643 \$88,970 \$91,318 \$93,690 \$96,086 \$98,506 \$100,950 \$2,260 \$20,744 \$76,893 \$70,155 \$72,441 \$74,749 \$77,080 \$79,433 \$81,811 \$84,213 \$86,640 \$89,089 \$91,563 \$94,063 \$96,587 \$99,136 \$101,711 \$104,310 \$106,937 \$109,589 \$2,453 \$20,454 \$70,414 \$76,614 \$79,110 \$81,632 \$84,178 \$86,749 \$89,347 \$91,970 \$94,619 \$97,294 \$99,997 \$102,727 \$105,484 \$108,268 \$111,082 \$113,922 \$116,791 \$119,688 \$2,679	\$1,300
18 \$52,927 \$54,694 \$56,480 \$58,283 \$60,103 \$61,942 \$63,799 \$65,676 \$67,570 \$69,485 \$71,418 \$73,369 \$75,341 \$77,333 \$79,344 \$81,375 \$83,428 \$85,499 \$1,916 \$19 \$57,395 \$59,308 \$61,242 \$63,194 \$65,166 \$67,157 \$69,169 \$71,198 \$73,251 \$75,323 \$77,415 \$79,528 \$81,663 \$83,818 \$85,996 \$88,195 \$90,417 \$92,660 \$2,074 \$20 \$62,533 \$64,617 \$66,722 \$68,850 \$70,997 \$73,166 \$75,356 \$77,569 \$79,804 \$82,060 \$84,341 \$86,643 \$88,970 \$91,318 \$93,690 \$96,086 \$98,506 \$100,950 \$2,260 \$100,950 \$2,260 \$100,950	\$1,300
19 \$57,395 \$59,308 \$61,242 \$63,194 \$65,166 \$67,157 \$69,169 \$71,198 \$73,251 \$75,323 \$77,415 \$79,528 \$81,663 \$83,818 \$85,996 \$88,195 \$90,417 \$92,660 \$2,074 \$0 \$62,533 \$64,617 \$66,722 \$68,850 \$70,997 \$73,166 \$75,356 \$77,569 \$79,804 \$82,060 \$84,341 \$86,643 \$88,970 \$91,318 \$93,690 \$96,086 \$98,506 \$100,950 \$2,260 \$21 \$67,893 \$70,155 \$72,441 \$74,749 \$77,080 \$79,433 \$81,811 \$84,213 \$86,640 \$89,089 \$91,563 \$94,063 \$96,587 \$99,136 \$101,711 \$104,310 \$106,937 \$109,589 \$2,453 \$22 \$74,144 \$76,614 \$79,110 \$81,632 \$84,178 \$86,749 \$89,347 \$91,970 \$94,619 \$97,294 \$99,997 \$102,727 \$105,484 \$108,268 \$111,082 \$113,922 \$116,791 \$119,688 \$2,679	\$1,400
20 \$62,533 \$64,617 \$66,722 \$68,850 \$70,997 \$73,166 \$75,356 \$77,569 \$79,804 \$82,060 \$84,341 \$86,643 \$88,970 \$91,318 \$93,690 \$96,086 \$98,506 \$100,950 \$2,260 \$100,950 \$100,950 \$2,260 \$100,950 \$10	\$1,400
21 \$67,893 \$70,155 \$72,441 \$74,749 \$77,080 \$79,433 \$81,811 \$84,213 \$86,640 \$89,089 \$91,563 \$94,063 \$96,587 \$99,136 \$101,711 \$104,310 \$106,937 \$109,589 \$2,453  22 \$74,144 \$76,614 \$79,110 \$81,632 \$84,178 \$86,749 \$89,347 \$91,970 \$94,619 \$97,294 \$99,997 \$102,727 \$105,484 \$108,268 \$111,082 \$113,922 \$116,791 \$119,688 \$2,679	\$1,500
22 \$74,144 \$76,614 \$79,110 \$81,632 \$84,178 \$86,749 \$89,347 \$91,970 \$94,619 \$97,294 \$99,997 \$102,727 \$105,484 \$108,268 \$111,082 \$113,922 \$116,791 \$119,688 \$2,679	\$1,500
	\$1,500
ACL Colonia Crist Effection 0/22/2002 Programme to the 2004 Connection Associated	\$1,500
	Max
	imp
	alue
8 \$29,501 \$30,484 \$31,479 \$32,485 \$33,499 \$34,525 \$35,561 \$36,606 \$37,664 \$38,731 \$39,808 \$40,896 \$41,994 \$43,104 \$44,226 \$45,358 \$46,503 \$47,658 \$1,068	\$1,000
9 \$30,603 \$31,619 \$32,647 \$33,686 \$34,733 \$35,792 \$36,861 \$37,939 \$39,030 \$40,131 \$41,242 \$42,367 \$43,502 \$44,647 \$45,805 \$46,974 \$48,153 \$49,346 \$1,103	\$1,000
10 \$31,868 \$32,931 \$34,003 \$35,086 \$36,181 \$37,287 \$38,405 \$39,534 \$40,674 \$41,825 \$42,987 \$44,162 \$45,347 \$46,544 \$47,753 \$48,975 \$50,209 \$51,454 \$1,152	\$1,000
11 \$33,422 \$34,532 \$35,656 \$36,789 \$37,934 \$39,091 \$40,259 \$41,438 \$42,629 \$43,832 \$45,047 \$46,275 \$47,515 \$48,767 \$50,031 \$51,310 \$52,599 \$53,902 \$1,205	4
12 \$35,150 \$36,324 \$37,508 \$38,703 \$39,912 \$41,133 \$42,366 \$43,610 \$44,869 \$46,139 \$47,421 \$48,716 \$50,024 \$51,346 \$52,681 \$54,029 \$55,391 \$56,766 \$1,272	\$1,100
13 \$37,187 \$38,427 \$39,680 \$40,945 \$42,223 \$43,511 \$44,814 \$46,131 \$47,460 \$48,805 \$50,161 \$51,531 \$52,915 \$54,311 \$55,723 \$57,149 \$58,589 \$60,043 \$1,344	\$1,100
14 \$39,562 \$40,880 \$42,210 \$43,554 \$44,912 \$46,284 \$47,669 \$49,067 \$50,479 \$51,906 \$53,347 \$54,803 \$56,272 \$57,758 \$59,257 \$60,771 \$62,302 \$63,847 \$1,429	\$1,100 \$1,200
15 \$42,785 \$44,212 \$45,653 \$47,109 \$48,580 \$50,063 \$51,563 \$53,077 \$54,609 \$56,153 \$57,714 \$59,291 \$60,882 \$62,491 \$64,114 \$65,754 \$67,412 \$69,085 \$1,547	\$1,100 \$1,200 \$1,200
16 \$46,463 \$48,012 \$49,576 \$51,155 \$52,751 \$54,361 \$55,988 \$57,632 \$59,292 \$60,969 \$62,662 \$64,371 \$66,098 \$67,843 \$69,605 \$71,385 \$73,182 \$74,997 \$1,679	\$1,100 \$1,200 \$1,200 \$1,300
17 \$50,146 \$51,821 \$53,512 \$55,219 \$56,944 \$58,686 \$60,446 \$62,224 \$64,019 \$65,832 \$67,663 \$69,512 \$71,382 \$73,267 \$75,174 \$77,098 \$79,041 \$81,005 \$1,816	\$1,100 \$1,200 \$1,200 \$1,300 \$1,300
18 \$54,515 \$56,335 \$58,174 \$60,031 \$61,906 \$63,800 \$65,713 \$67,646 \$69,597 \$71,570 \$73,560 \$75,570 \$77,601 \$79,653 \$81,724 \$83,817 \$85,930 \$88,064 \$1,973	\$1,100 \$1,200 \$1,200 \$1,300 \$1,300 \$1,400
19 \$59,117 \$61,088 \$63,079 \$65,090 \$67,121 \$69,172 \$71,244 \$73,334 \$75,448 \$77,582 \$79,738 \$81,914 \$84,113 \$86,333 \$88,576 \$90,841 \$93,130 \$95,440 \$2,137	\$1,100 \$1,200 \$1,200 \$1,300 \$1,300 \$1,400 \$1,400
20 \$64,409 \$66,555 \$68,724 \$70,915 \$73,127 \$75,361 \$77,617 \$79,896 \$82,198 \$84,522 \$86,871 \$89,243 \$91,639 \$94,058 \$96,500 \$98,968 \$101,461 \$103,978 \$2,327	\$1,100 \$1,200 \$1,200 \$1,300 \$1,300 \$1,400 \$1,400 \$1,500
21 \$69,930 \$72,260 \$74,615 \$76,991 \$79,392 \$81,816 \$84,265 \$86,740 \$89,239 \$91,762 \$94,310 \$96,885 \$99,485 \$102,110 \$104,762 \$107,440 \$110,146 \$112,877 \$2,527	\$1,100 \$1,200 \$1,200 \$1,300 \$1,300 \$1,400 \$1,400 \$1,500 \$1,500
22 \$76,368 \$78,913 \$81,483 \$84,081 \$86,704 \$89,351 \$92,027 \$94,729 \$97,458 \$100,213 \$102,997 \$105,809 \$108,648 \$111,516 \$114,414 \$117,339 \$120,294 \$123,279 \$2,760	\$1,100 \$1,200 \$1,200 \$1,300 \$1,300 \$1,400 \$1,400 \$1,500

11	Month A	CL Salary Gr	id Effective	6/27/2014	Pursuant t	o the 2011	Concession	Agreement													At Max
	9	Step																		Avg Al	Lump
Gr	oup	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Value
	8	\$30,386	\$31,399	\$32,423	\$33,460	\$34,504	\$35,561	\$36,628	\$37,704	\$38,794	\$39,893	\$41,002	\$42,123	\$43,254	\$44,397	\$45,553	\$46,719	\$47,898	\$49,088	\$1,100	\$1,000
	9	\$31,521	\$32,568	\$33,626	\$34,697	\$35,775	\$36,866	\$37,967	\$39,077	\$40,201	\$41,335	\$42,479	\$43,638	\$44,807	\$45,986	\$47,179	\$48,383	\$49,598	\$50,826	\$1,136	\$1,000
	10	\$32,824	\$33,919	\$35,023	\$36,139	\$37,266	\$38,406	\$39,557	\$40,720	\$41,894	\$43,080	\$44,277	\$45,487	\$46,707	\$47,940	\$49,186	\$50,444	\$51,715	\$52,998	\$1,187	\$1,000
	11	\$34,425	\$35,568	\$36,726	\$37,893	\$39,072	\$40,264	\$41,467	\$42,681	\$43,908	\$45,147	\$46,398	\$47,663	\$48,940	\$50,230	\$51,532	\$52,849	\$54,177	\$55,519	\$1,241	\$1,100
	12	\$36,205	\$37,414	\$38,633	\$39,864	\$41,109	\$42,367	\$43,637	\$44,918	\$46,215	\$47,523	\$48,844	\$50,177	\$51,525	\$52,886	\$54,261	\$55,650	\$57,053	\$58,469	\$1,310	\$1,100
	13	\$38,303	\$39,580	\$40,870	\$42,173	\$43,490	\$44,816	\$46,158	\$47,515	\$48,884	\$50,269	\$51,666	\$53,077	\$54,502	\$55,940	\$57,395	\$58,863	\$60,347	\$61,844	\$1,384	\$1,200
	14	\$40,749	\$42,106	\$43,476	\$44,861	\$46,259	\$47,673	\$49,099	\$50,539	\$51,993	\$53,463	\$54,947	\$56,447	\$57,960	\$59,491	\$61,035	\$62,594	\$64,171	\$65,762	\$1,472	\$1,200
	15	\$44,069	\$45,538	\$47,023	\$48,522	\$50,037	\$51,565	\$53,110	\$54,669	\$56,247	\$57,838	\$59,445	\$61,070	\$62,708	\$64,366	\$66,037	\$67,727	\$69,434	\$71,158	\$1,593	\$1,300
	16	\$47,857	\$49,452	\$51,063	\$52,690	\$54,334	\$55,992	\$57,668	\$59,361	\$61,071	\$62,798	\$64,542	\$66,302	\$68,081	\$69,878	\$71,693	\$73,527	\$75,377	\$77,247	\$1,729	\$1,300
	17	\$51,650	\$53,376	\$55,117	\$56,876	\$58,652	\$60,447	\$62,259	\$64,091	\$65,940	\$67,807	\$69,693	\$71,597	\$73,523	\$75,465	\$77,429	\$79,411	\$81,412	\$83,435	\$1,870	\$1,400
	18	\$56,150	\$58,025	\$59,919	\$61,832	\$63,763	\$65,714	\$67,684	\$69,675	\$71,685	\$73,717	\$75 <i>,</i> 767	\$77,837	\$79,929	\$82,043	\$84,176	\$86,332	\$88,508	\$90,706	\$2,032	\$1,400
	19	\$60,891	\$62,921	\$64,971	\$67,043	\$69,135	\$71,247	\$73,381	\$75,534	\$77,711	\$79,909	\$82,130	\$84,371	\$86,636	\$88,923	\$91,233	\$93,566	\$95,924	\$98,303	\$2,201	\$1,500
	20	\$66,341	\$68,552	\$70,786	\$73,042	\$75,321	\$77,622	\$79,946	\$82,293	\$84,664	\$87,058	\$89,477	\$91,920	\$94,388	\$96,880	\$99,395	\$101,937	\$104,505	\$107,097		
	21	\$72,028	\$74,428	\$76,853	\$79,301	\$81,774	\$84,270	\$86,793	\$89,342	\$91,916	\$94,515	\$97,139	\$99,792	\$102,470	\$105,173	\$107,905	\$110,663	\$113,450	\$116,263	\$2,603	\$1,500
	22	\$78,659	\$81,280	\$83,927	\$86,603	\$89,305	\$92,032	\$94,788	\$97,571	\$100,382	\$103,219	\$106,087	\$108,983	\$111,907	\$114,861	\$117,846	\$120,859	\$123,903	\$126,977	\$2,843	\$1,500

<b>ACL Sala</b>	ary G	irid Effective	e 6/26/201	5 Pursuant	to the 2011	Concession	n Agreemen	t													At Max
	S	Step																		Avg Al	Lump
Group		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Value
	8	\$31,298	\$32,341	\$33,396	\$34,464	\$35,539	\$36,628	\$37,727	\$38,835	\$39,958	\$41,090	\$42,232	\$43,387	\$44,552	\$45,729	\$46,920	\$48,121	\$49,335	\$50,561	\$1,133	\$1,050
	9	\$32,467	\$33,545	\$34,635	\$35,738	\$36,848	\$37,972	\$39,106	\$40,249	\$41,407	\$42,575	\$43,753	\$44,947	\$46,151	\$47,366	\$48,594	\$49,834	\$51,086	\$52,351	\$1,170	\$1,050
	10	\$33,809	\$34,937	\$36,074	\$37,223	\$38,384	\$39,558	\$40,744	\$41,942	\$43,151	\$44,372	\$45,605	\$46,852	\$48,108	\$49,378	\$50,662	\$51,957	\$53,266	\$54,588	\$1,223	\$1,050
	11	\$35,458	\$36,635	\$37,828	\$39,030	\$40,244	\$41,472	\$42,711	\$43,961	\$45,225	\$46,501	\$47,790	\$49,093	\$50,408	\$51,737	\$53,078	\$54,434	\$55,802	\$57,185	\$1,278	\$1,155
	12	\$37,291	\$38,536	\$39,792	\$41,060	\$42,342	\$43,638	\$44,946	\$46,266	\$47,601	\$48,949	\$50,309	\$51,682	\$53,071	\$54,473	\$55,889	\$57,320	\$58,765	\$60,223	\$1,349	\$1,155
	13	\$39,452	\$40,767	\$42,096	\$43,438	\$44,795	\$46,160	\$47,543	\$48,940	\$50,351	\$51,777	\$53,216	\$54,669	\$56,137	\$57,618	\$59,117	\$60,629	\$62,157	\$63,699	\$1,426	\$1,260
	14	\$41,971	\$43,369	\$44,780	\$46,207	\$47,647	\$49,103	\$50,572	\$52,055	\$53,553	\$55,067	\$56,595	\$58,140	\$59,699	\$61,276	\$62,866	\$64,472	\$66,096	\$67,735	\$1,516	\$1,260
	15	\$45,391	\$46,904	\$48,434	\$49,978	\$51,538	\$53,112	\$54,703	\$56,309	\$57,934	\$59,573	\$61,228	\$62,902	\$64,589	\$66,297	\$68,018	\$69,759	\$71,517	\$73,293	\$1,641	\$1,365
	16	\$49,293	\$50,936	\$52,595	\$54,271	\$55,964	\$57,672	\$59,398	\$61,142	\$62,903	\$64,682	\$66,478	\$68,291	\$70,123	\$71,974	\$73,844	\$75,733	\$77,638	\$79,564	\$1,781	\$1,365
	17	\$53,200	\$54,977	\$56,771	\$58,582	\$60,412	\$62,260	\$64,127	\$66,014	\$67,918	\$69,841	\$71,784	\$73,745	\$75,729	\$77,729	\$79,752	\$81,793	\$83,854	\$85,938	\$1,926	\$1,470
	18	\$57,835	\$59,766	\$61,717	\$63,687	\$65,676	\$67,685	\$69,715	\$71,765	\$73,836	\$75,929	\$78,040	\$80,172	\$82,327	\$84,504	\$86,701	\$88,922	\$91,163	\$93,427	\$2,093	\$1,470
	19	\$62,718	\$64,809	\$66,920	\$69,054	\$71,209	\$73,384	\$75,582	\$77,800	\$80,042	\$82,306	\$84,594	\$86,902	\$89,235	\$91,591	\$93,970	\$96,373	\$98,802	\$101,252	\$2,267	\$1,575
	20	\$68,331	\$70,609	\$72,910	\$75,233	\$77,581	\$79,951	\$82,344	\$84,762	\$87,204	\$89,670	\$92,161	\$94,678	\$97,220	\$99,786	\$102,377	\$104,995	\$107,640	\$110,310	\$2,469	\$1,575
	21	\$74,189	\$76,661	\$79,159	\$81,680	\$84,227	\$86,798	\$89,397	\$92,022	\$94,673	\$97,350	\$100,053	\$102,786	\$105,544	\$108,328	\$111,142	\$113,983	\$116,854	\$119,751	\$2,681	\$1,575
	22	\$81,019	\$83,718	\$86,445	\$89,201	\$91,984	\$94,793	\$97,632	\$100,498	\$103,393	\$106,316	\$109,270	\$112,252	\$115,264	\$118,307	\$121,381	\$124,485	\$127,620	\$130,786	\$2,928	\$1,575

10 Mo	onth	ACL																			
<b>ACL Sala</b>	ary Gr	rid Effective	8/26/2011	. Pursuant to	ວ the 2011 (	Concession A	Agreement												_		At Max
	St	tep																		Avg Al	Lump
Group		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18 '	Value	Value
	8	\$26,038	\$26,906	\$27,784	\$28,672	\$29,567	\$30,473	\$31,387	\$32,309	\$33,243	\$34,184	\$35,135	\$36,095	\$37,064	\$38,044	\$39,034	\$40,033	\$41,044	\$42,063	\$943	\$1,000
	9	\$27,011	\$27,908	\$28,815	\$29,732	\$30,656	\$31,591	\$32,534	\$33,486	\$34,448	\$35,420	\$36,401	\$37,393	\$38,395	\$39,406	\$40,428	\$41,460	\$42,501	\$43,553	\$973	\$1,000
	10	\$28,127	\$29,065	\$30,012	\$30,968	\$31,934	\$32,910	\$33,897	\$34,893	\$35,899	\$36,915	\$37,941	\$38,978	\$40,024	\$41,080	\$42,148	\$43,226	\$44,315	\$45,414	\$1,017	\$1,000
	11	\$29,498	\$30,478	\$31,470	\$32,471	\$33,481	\$34,503	\$35,533	\$36,573	\$37,625	\$38,687	\$39,759	\$40,843	\$41,938	\$43,043	\$44,158	\$45,287	\$46,424	\$47,574	\$1,063	\$1,100
	12	\$31,024	\$32,060	\$33,105	\$34,160	\$35,227	\$36,304	\$37,393	\$38,491	\$39,602	\$40,723	\$41,854	\$42,998	\$44,152	\$45,318	\$46,497	\$47,687	\$48,889	\$50,103	\$1,123	\$1,100
	13	\$32,822	\$33,916	\$35,022	\$36,138	\$37,267	\$38,403	\$39,553	\$40,716	\$41,889	\$43,076	\$44,273	\$45,482	\$46,703	\$47,936	\$49,182	\$50,441	\$51,712	\$52,995	\$1,187	\$1,200
	14	\$34,918	\$36,081	\$37,255	\$38,442	\$39,640	\$40,851	\$42,073	\$43,308	\$44,553	\$45,813	\$47,085	\$48,370	\$49,667	\$50,978	\$52,301	\$53,638	\$54,988	\$56,353	\$1,261	\$1,200
	15	\$37,763	\$39,023	\$40,294	\$41,579	\$42,878	\$44,187	\$45,510	\$46,847	\$48,198	\$49,562	\$50,939	\$52,331	\$53,735	\$55,155	\$56,588	\$58,035	\$59,498	\$60,975	\$1,366	\$1,300
	16	\$41,009	\$42,376	\$43,757	\$45,150	\$46,558	\$47,980	\$49,416	\$50,867	\$52,332	\$53,812	\$55,306	\$56,815	\$58,339	\$59,879	\$61,434	\$63,005	\$64,592	\$66,193	\$1,482	\$1,300
	17	\$44,259	\$45,738	\$47,230	\$48,737	\$50,259	\$51,797	\$53,351	\$54,920	\$56,504	\$58,104	\$59,720	\$61,353	\$63,003	\$64,667	\$66,349	\$68,048	\$69,763	\$71,496	\$1,603	\$1,400
	18	\$48,116	\$49,722	\$51,345	\$52,984	\$54,639	\$56,311	\$57,999	\$59,705	\$61,428	\$63,168	\$64,925	\$66,699	\$68,492	\$70,303	\$72,131	\$73,978	\$75,843	\$77,727	\$1,742	\$1,400
	19	\$52,178	\$53,917	\$55,674	\$57,449	\$59,242	\$61,052	\$62,881	\$64,726	\$66,592	\$68,475	\$70,378	\$72,298	\$74,239	\$76,198	\$78,178	\$80,178	\$82,198	\$84,237	\$1,886	\$1,500
	20	\$56,848	\$58,743	\$60,657	\$62,591	\$64,543	\$66,514	\$68,506	\$70,518	\$72,549	\$74,600	\$76,673	\$78,767	\$80,882	\$83,017	\$85,173	\$87,351	\$89,551	\$91,773	\$2,054	\$1,500
	21	\$61,721	\$63,778	\$65,856	\$67,953	\$70,073	\$72,212	\$74,373	\$76,558	\$78,763	\$80,990	\$83,239	\$85,512	\$87,807	\$90,123	\$92,464	\$94,828	\$97,216	\$99,627	\$2,230	\$1,500
	22	\$67,403	\$69,649	\$71,918	\$74,211	\$76,526	\$78,863	\$81,224	\$83,609	\$86,018	\$88,449	\$90,907	\$93,388	\$95,894	\$98,426	\$100,983	\$103,565	\$106,173	\$108,808	\$2,436	\$1,500
10 Mo ACL Sala	ary Gr		9/20/2013	Pursuant to	o the 2011 (	Concession <i>i</i>	Agreement														At Max Lump
Group	3(	ι <del>ε</del> ρ 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17		Avg Al Value	Value
Group	0	\$26,819	\$27,713	\$28,618	\$29,532	\$30,454	\$31,387	, \$32,328	\$33,278	\$34,240	\$35,210	\$36,189	\$37,178	\$38,176	\$39,185	\$40,205	\$41,234	\$42,275	\$43,325	\$971	\$1,000
	٥	\$20,819	\$27,715	\$29,679	\$30,624	\$30,434	\$32,539	\$32,526	\$33,276	\$35,482	\$36,483	\$30,169	\$38,515	\$39,547	\$40,588	\$41,641	\$42,704	\$42,275	\$44,860	\$1,003	\$1,000
	10	\$27,821	\$29,937	\$30,912	\$30,624	\$32,892	\$32,339	\$33,310	\$35,940	\$36,976	\$38,022	\$37,493	\$40,147	\$41,225	\$40,366	\$43,412	\$44,523	\$45,644	\$46,777	\$1,003	\$1,000
	11	\$30,383	\$31,393	\$30,912	\$33,445	\$34,485	\$35,538	\$36,599	\$37,671	\$38,754	\$39,847	\$40,952	\$40,147	\$43,196	\$44,334	\$45,483	\$46,645	\$47,817	\$49,001	\$1,047	\$1,000
	12	\$31,955	\$33,022	\$34,098	\$35,445	\$36,283	\$37,393	\$38,514	\$39,646	\$40,790	\$41,944	\$43,110	\$44,287	\$45,476	\$46,678	\$47,892	\$49,117	\$50,356	\$51,606	\$1,093	\$1,100
	13	\$33,806	\$33,022	\$36,072	\$37,222	\$38,385	\$39,555	\$40,740	\$41,937	\$43,146	\$44,368	\$45,601	\$46,846	\$48,104	\$49,374	\$50,657	\$51,954	\$53,263	\$54,585	\$1,130	\$1,200
	14	\$35,965	\$37,163	\$38,373	\$39,595	\$40,829	\$42,076	\$43,336	\$44,607	\$45,890	\$47,187	\$48,498	\$49,821	\$51,157	\$52,507	\$53,870	\$55,247	\$56,638	\$58,043	\$1,222	\$1,200
	15	\$38,895	\$40,193	\$41,503	\$42,827	\$44,164	\$45,512	\$46,875	\$48,252	\$49,644	\$51,049	\$52,467	\$53,901	\$55,347	\$56,810	\$58,285	\$59,776	\$61,283	\$62,804	\$1,407	\$1,200
	16	\$42,239	\$43,647	\$45,069	\$46,505	\$47,955	\$49,419	\$50,898	\$52,393	\$53,902	\$55,426	\$56,965	\$58,519	\$60,089	\$61,676	\$63,277	\$64,895	\$66,529	\$68,179	\$1,407	\$1,300
	17	\$45,587	\$47,110	\$48,647	\$50,199	\$51,767	\$53,351	\$54,951	\$56,568	\$58,199	\$59,847	\$61,512	\$63,193	\$64,893	\$66,607	\$68,340	\$70,089	\$71,855	\$73,641	\$1,651	\$1,400
	18	\$49,559	\$51,213	\$52,885	\$54,574	\$56,278	\$58,000	\$59,739	\$61,496	\$63,270	\$65,063	\$66,873	\$68,700	\$70,546	\$72,412	\$74,295	\$76,083	\$71,833	\$80,058	\$1,794	\$1,400
	19	\$53,743	\$55,534	\$57,344	\$59,173	\$61,019	\$62,883	\$64,767	\$66,668	\$68,589	\$70,529	\$72,489	\$74,467	\$76,466	\$72,412	\$80,524	\$82,583	\$84,663	\$86,764	\$1,794	\$1,500
	20	\$58,554	\$60,505	\$62,476	\$64,469	\$66,479	\$68,510	\$70,561	\$72,633	\$74,726	\$76,838	\$78,974	\$81,130	\$83,308	\$85,507	\$87,728	\$89,971	\$92,237	\$94,526	\$2,116	\$1,500
		750,557	700,000	~~,~, ·	701,703	700,773															
	21	\$63,572	\$65,691	\$67,832	\$69,992	\$72,175	\$74,378	\$76,605	\$78,854	\$81,126	\$83,420	\$85,736	\$88,077	\$90,441	\$92,827	\$95,238	\$97,672	\$100,132		\$2,297	\$1,500

22 \$69,425 \$71,739 \$74,076 \$76,437 \$78,822 \$81,228 \$83,661 \$86,117 \$88,598 \$91,103 \$93,634 \$96,190 \$98,771 \$101,379 \$104,013 \$106,672 \$109,359 \$112,072 \$2,509

\$1,500

10 Mont																				
ACL Salary	Grid Effective	7/25/2014	Pursuant to	o the 2011 (	Concession <i>i</i>	Agreement														At Max
	Step																	,	Avg Al	Lump
Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18 '	Value	Value
8	\$27,624	\$28,544	\$29,477	\$30,418	\$31,368	\$32,329	\$33,298	\$34,276	\$35,267	\$36,266	\$37,275	\$38,293	\$39,321	\$40,361	\$41,411	\$42,471	\$43,543	\$44,625	\$1,000	\$1,000
9	\$28,656	\$29,607	\$30,569	\$31,543	\$32,523	\$33,515	\$34,515	\$35,525	\$36,546	\$37,577	\$38,618	\$39,670	\$40,733	\$41,806	\$42,890	\$43,985	\$45,089	\$46,206	\$1,033	\$1,000
10	\$29,839	\$30,835	\$31,839	\$32,854	\$33,879	\$34,914	\$35,961	\$37,018	\$38,085	\$39,163	\$40,251	\$41,351	\$42,462	\$43,581	\$44,714	\$45,859	\$47,013	\$48,180	\$1,078	\$1,000
11	\$31,294	\$32,335	\$33,386	\$34,448	\$35,520	\$36,604	\$37,697	\$38,801	\$39,917	\$41,042	\$42,181	\$43,331	\$44,492	\$45,664	\$46,847	\$48,044	\$49,252	\$50,471	\$1,128	\$1,100
12	\$32,914	\$34,013	\$35,121	\$36,241	\$37,371	\$38,515	\$39,669	\$40,835	\$42,014	\$43,202	\$44,403	\$45,616	\$46,840	\$48,078	\$49,329	\$50,591	\$51,867	\$53,154	\$1,191	\$1,100
13	\$34,820	\$35,981	\$37,154	\$38,339	\$39,537	\$40,742	\$41,962	\$43,195	\$44,440	\$45,699	\$46,969	\$48,251	\$49,547	\$50,855	\$52,177	\$53,513	\$54,861	\$56,223	\$1,259	\$1,200
14	\$37,044	\$38,278	\$39,524	\$40,783	\$42,054	\$43,338	\$44,636	\$45,945	\$47,267	\$48,603	\$49,953	\$51,316	\$52,692	\$54,082	\$55,486	\$56,904	\$58,337	\$59,784	\$1,338	\$1,200
15	\$40,062	\$41,399	\$42,748	\$44,112	\$45,489	\$46,877	\$48,281	\$49,700	\$51,133	\$52,580	\$54,041	\$55,518	\$57,007	\$58,514	\$60,034	\$61,569	\$63,121	\$64,688	\$1,449	\$1,300
16	\$43,506	\$44,956	\$46,421	\$47,900	\$49,394	\$50,902	\$52,425	\$53,965	\$55,519	\$57,089	\$58,674	\$60,275	\$61,892	\$63,526	\$65,175	\$66,842	\$68,525	\$70,224	\$1,572	\$1,300
17	\$46,955	\$48,523	\$50,106	\$51,705	\$53,320	\$54,952	\$56,600	\$58,265	\$59,945	\$61,642	\$63,357	\$65,089	\$66,840	\$68,605	\$70,390	\$72,192	\$74,011	\$75,850	\$1,701	\$1,400
18	\$51,046	\$52,749	\$54,472	\$56,211	\$57,966	\$59,740	\$61,531	\$63,341	\$65,168	\$67,015	\$68,879	\$70,761	\$72,662	\$74,584	\$76,524	\$78,483	\$80,463	\$82,460	\$1,848	\$1,400
19	\$55,355	\$57,200	\$59,064	\$60,948	\$62,850	\$64,769	\$66,710	\$68,668	\$70,647	\$72,645	\$74,664	\$76,701	\$78,760	\$80,839	\$82,940	\$85,060	\$87,203	\$89,367	\$2,000	\$1,500
20	\$60,311	\$62,320	\$64,350	\$66,403	\$68,473	\$70,565	\$72,678	\$74,812	\$76,968	\$79,143	\$81,343	\$83,564	\$85,807	\$88,072	\$90,360	\$92,670	\$95,004	\$97,362	\$2,179	\$1,500
21	\$65,479	\$67,662	\$69,867	\$72,092	\$74,340	\$76,609	\$78,903	\$81,220	\$83,560	\$85,923	\$88,308	\$90,719	\$93,154	\$95,612	\$98,095	\$100,602	\$103,136	\$105,693	\$2,366	\$1,500
22	\$71,508	\$73,891	\$76,298	\$78,730	\$81,187	\$83,665	\$86,171	\$88,701	\$91,256	\$93,836	\$96,443	\$99,076	\$101,734	\$104,420	\$107,133	\$109,872	\$112,640	\$115,434	\$2,584	\$1,500

10 Mon	th ACL																			
<b>ACL Salary</b>	Grid Effective	7/24/2015	Pursuant to	the 2011 (	Concession A	Agreement														At Max
	Step																		Avg Al	Lump
Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Value
8	\$28,453	\$29,400	\$30,361	\$31,331	\$32,309	\$33,299	\$34,297	\$35,304	\$36,325	\$37,354	\$38,393	\$39,442	\$40,501	\$41,572	\$42,653	\$43,745	\$44,849	\$45,964	\$1,030	\$1,050
9	\$29,516	\$30,495	\$31,486	\$32,489	\$33,499	\$34,520	\$35,550	\$36,591	\$37,642	\$38,704	\$39,777	\$40,860	\$41,955	\$43,060	\$44,177	\$45,305	\$46,442	\$47,592	\$1,064	\$1,050
10	\$30,734	\$31,760	\$32,794	\$33,840	\$34,895	\$35,961	\$37,040	\$38,129	\$39,228	\$40,338	\$41,459	\$42,592	\$43,736	\$44,888	\$46,055	\$47,235	\$48,423	\$49,625	\$1,110	\$1,050
11	\$32,233	\$33,305	\$34,388	\$35,481	\$36,586	\$37,702	\$38,828	\$39,965	\$41,115	\$42,273	\$43,446	\$44,631	\$45,827	\$47,034	\$48,252	\$49,485	\$50,730	\$51,985	\$1,162	\$1,155
12	\$33,901	\$35,033	\$36,175	\$37,328	\$38,492	\$39,670	\$40,859	\$42,060	\$43,274	\$44,498	\$45,735	\$46,984	\$48,245	\$49,520	\$50,809	\$52,109	\$53,423	\$54,749	\$1,227	\$1,155
13	\$35,865	\$37,060	\$38,269	\$39,489	\$40,723	\$41,964	\$43,221	\$44,491	\$45,773	\$47,070	\$48,378	\$49,699	\$51,033	\$52,381	\$53,742	\$55,118	\$56,507	\$57,910	\$1,297	\$1,260
14	\$38,155	\$39,426	\$40,710	\$42,006	\$43,316	\$44,638	\$45,975	\$47,323	\$48,685	\$50,061	\$51,452	\$52,855	\$54,273	\$55,704	\$57,151	\$58,611	\$60,087	\$61,578	\$1,378	
15	\$41,264	\$42,641	\$44,030	\$45,435	\$46,854	\$48,283	\$49,729	\$51,191	\$52,667	\$54,157	\$55,662	\$57,184	\$58,717	\$60,269	\$61,835	\$63,416	\$65,015	\$66,629	\$1,492	
16	\$44,811	\$46,305	\$47,814	\$49,337	\$50,876	\$52,429	\$53,998	\$55,584	\$57,185	\$58,802	\$60,434	\$62,083	\$63,749	\$65,432	\$67,130	\$68,847	\$70,581	\$72,331	\$1,619	\$1,365
17	\$48,364	\$49,979	\$51,609	\$53,256	\$54,920	\$56,601	\$58,298	\$60,013	\$61,743	\$63,491	\$65,258	\$67,042	\$68,845	\$70,663	\$72,502	\$74,358	\$76,231	\$78,126	\$1,752	\$1,470
18	\$52,577	\$54,331	\$56,106	\$57,897	\$59,705	\$61,532	\$63,377	\$65,241	\$67,123	\$69,025	\$70,945	\$72,884	\$74,842	\$76,822	\$78,820	\$80,837	\$82,877	\$84,934	\$1,903	
19	\$57,016	\$58,916	\$60,836	\$62,776	\$64,736	\$66,712	\$68,711	\$70,728	\$72,766	\$74,824	\$76,904	\$79,002	\$81,123	\$83,264	\$85,428	\$87,612	\$89,819	\$92,048	\$2,060	
20	\$62,120	\$64,190	\$66,281	\$68,395	\$70,527	\$72,682	\$74,858	\$77,056	\$79,277	\$81,517	\$83,783	\$86,071	\$88,381	\$90,714	\$93,071	\$95,450	\$97,854	\$100,283	\$2,244	
21	\$67,443	\$69,692	\$71,963	\$74,255	\$76,570	\$78,907	\$81,270	\$83,657	\$86,067	\$88,501	\$90,957	\$93,441	\$95,949	\$98,480	\$101,038	\$103,620	\$106,230	\$108,864	\$2,437	\$1,575
22	\$73,653	\$76,108	\$78,587	\$81,092	\$83,623	\$86,175	\$88,756	\$91,362	\$93,994	\$96,651	\$99,336	\$102,048	\$104,786	\$107,553	\$110,347	\$113,168	\$116,019	\$118,897	\$2,662	\$1,575

9 M	lonth	ACL																			
ACL S	Salary C	Grid Effectiv	e 8/26/201	1 Pursuant	to the 2011	Concession	n Agreemen	t													At Max
	9	Step																	,	Avg Al	Lump
Grou	р	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18 '	Value	Value
	8	\$23,435	\$24,215	\$25,006	\$25,805	\$26,610	\$27,425	\$28,248	\$29,078	\$29,918	\$30,766	\$31,622	\$32,486	\$33,358	\$34,240	\$35,131	\$36,030	\$36,940	\$37,857	\$848	. ,
	9	\$24,310	\$25,117	\$25,934	\$26,759	\$27,590	\$28,432	\$29,281	\$30,137	\$31,004	\$31,878	\$32,761	\$33,654	\$34,556	\$35,465	\$36,386	\$37,314	\$38,251	\$39,198	\$876	
	10	\$25,314	\$26,159	\$27,011	\$27,871	\$28,741	\$29,619	\$30,507	\$31,404	\$32,309	\$33,224	\$34,147	\$35,080	\$36,022	\$36,972	\$37,933	\$38,903	\$39,884	\$40,873	\$915	\$1,000
	11	\$26,549	\$27,431	\$28,323	\$29,224	\$30,133	\$31,052	\$31,980	\$32,916	\$33,863	\$34,818	\$35,783	\$36,759	\$37,744	\$38,738	\$39,743	\$40,758	\$41,782	\$42,817	\$957	\$1,100
	12	\$27,922	\$28,854	\$29,795	\$30,744	\$31,704	\$32,674	\$33,653	\$34,642	\$35,642	\$36,650	\$37,669	\$38,698	\$39,737	\$40,787	\$41,847	\$42,918	\$44,000	\$45,092	\$1,010	\$1,100
	13	\$29,540	\$30,524	\$31,520	\$32,525	\$33,540	\$34,563	\$35,598	\$36,644	\$37,700	\$38,768	\$39,845	\$40,934	\$42,033	\$43,142	\$44,264	\$45,397	\$46,541	\$47,696	\$1,068	\$1,200
	14	\$31,426	\$32,473	\$33,530	\$34,598	\$35,676	\$36,766	\$37,866	\$38,977	\$40,098	\$41,231	\$42,377	\$43,533	\$44,700	\$45,880	\$47,071	\$48,274	\$49,490	\$50,717	\$1,135	\$1,200
	15	\$33,986	\$35,120	\$36,265	\$37,421	\$38,590	\$39,768	\$40,959	\$42,162	\$43,379	\$44,606	\$45,845	\$47,098	\$48,362	\$49,640	\$50,929	\$52,232	\$53,549	\$54,878	\$1,229	\$1,300
	16	\$36,908	\$38,138	\$39,381	\$40,635	\$41,903	\$43,182	\$44,474	\$45,780	\$47,099	\$48,431	\$49,775	\$51,134	\$52,505	\$53,891	\$55,291	\$56,705	\$58,133	\$59,574	\$1,334	\$1,300
	17	\$39,833	\$41,164	\$42,507	\$43,863	\$45,233	\$46,617	\$48,016	\$49,428	\$50,854	\$52,294	\$53,748	\$55,217	\$56,702	\$58,200	\$59,714	\$61,243	\$62,786	\$64,346	\$1,442	\$1,400
	18	\$43,304	\$44,750	\$46,211	\$47,686	\$49,175	\$50,680	\$52,199	\$53,735	\$55,285	\$56,852	\$58,433	\$60,029	\$61,643	\$63,272	\$64,918	\$66,580	\$68,259	\$69,954	\$1,568	\$1,400
	19	\$46,960	\$48,525	\$50,107	\$51,704	\$53,318	\$54,947	\$56,593	\$58,253	\$59,933	\$61,628	\$63,340	\$65,069	\$66,815	\$68,579	\$70,361	\$72,160	\$73,978	\$75,813	\$1,697	\$1,500
	20	\$51,164	\$52,868	\$54,591	\$56,332	\$58,088	\$59,863	\$61,655	\$63,466	\$65,294	\$67,140	\$69,006	\$70,890	\$72,794	\$74,715	\$76,655	\$78,616	\$80,596	\$82,595	\$1,849	\$1,500
	21	\$55,549	\$57,400	\$59,270	\$61,158	\$63,065	\$64,991	\$66,936	\$68,902	\$70,887	\$72,891	\$74,915	\$76,961	\$79,026	\$81,111	\$83,218	\$85,345	\$87,494	\$89,664	\$2,007	\$1,500
	22	\$60,663	\$62,684	\$64,727	\$66,790	\$68,873	\$70,976	\$73,102	\$75,248	\$77,416	\$79,604	\$81,816	\$84,050	\$86,305	\$88,583	\$90,885	\$93,209	\$95,556	\$97,927	\$2,192	\$1,500
۸	Salany (	Grid Effectiv	0 0/20/201	2 Durcuant	to the 2011	Concossion	Agroomon														At Max
ACL.	•	Step	e 3/20/201	5 Fuisualit	to the 2011	Concession	Agreemen													Avg Al	Lump
Grou		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17		Value	Value
Groo	8	\$24,138	\$24,942	\$25,756	\$26,579	\$27,408	\$28,248	\$29,095	\$29,951	\$30,816	\$31,689	\$32,570	\$33,460	\$34,358	\$35,267	\$36,185	\$37,111	\$38,048	\$38,993	\$874	\$1,000
	9	\$25,039	\$25,870	\$26,712	\$27,561	\$28,418	\$29,285	\$30,159	\$31,041	\$31,934	\$32,834	\$33,744	\$34,664	\$35,592	\$36,529	\$37,477	\$38,433	\$39,398	\$40,374	\$902	\$1,000
	10	\$26,073	\$26,943	\$27,821	\$28,707	\$29,603	\$30,508	\$31,422	\$32,346	\$33,279	\$34,220	\$35,171	\$36,132	\$37,102	\$38,081	\$39,071	\$40,070	\$41,080	\$42,099	\$942	\$1,000
	11	\$27,345	\$28,253	\$29,173	\$30,100	\$31,037	\$31,984	\$32,939	\$33,903	\$34,878	\$35,863	\$36,857	\$37,862	\$38,876	\$39,900	\$40,935	\$41,981	\$43,035	\$44,101	\$986	\$1,100
	12	\$28,759	\$29,720	\$30,688	\$31,666	\$32,655	\$33,654	\$34,663	\$35,681	\$36,711	\$37,750	\$38,799	\$39,859	\$40,929	\$42,010	\$43,102	\$44,206	\$45,320	\$46,445	\$1,041	\$1,100
	13	\$30,426	\$31,440	\$32,465	\$33,500	\$34,546	\$35,600	\$36,666	\$37,744	\$38,831	\$39,931	\$41,041	\$42,162	\$43,294	\$44,437	\$45,591	\$46,759	\$47,937	\$49,126	\$1,100	\$1,200
	14	\$32,369	\$33,447	\$34,535	\$35,635	\$36,746	\$37,869	\$39,002	\$40,146	\$41,301	\$42,468	\$43,648	\$44,839	\$46,041	\$47,256	\$48,483	\$49,722	\$50,974	\$52,239	\$1,169	\$1,200
	15	\$35,006	\$36,174	\$37,353	\$38,544	\$39,747	\$40,961	\$42,188	\$43,427	\$44,680	\$45,944	\$47,221	\$48,511	\$49,812	\$51,129	\$52,457	\$53,798	\$55,155	\$56,524	\$1,266	\$1,300
	16	\$38,015	\$39,282	\$40,562	\$41,854	\$43,160	\$44,477	\$45,808	\$47,153	\$48,511	\$49,883	\$51,269	\$52,668	\$54,080	\$55,508	\$56,949	\$58,406	\$59,876	\$61,361	\$1,374	\$1,300
	17	\$41,028	\$42,399	\$43,782	\$45,179	\$46,590	\$48,016	\$49,456	\$50,911	\$52,379	\$53,863	\$55,360	\$56,874	\$58,403	\$59,946	\$61,506	\$63,080	\$64,670	\$66,277	\$1,486	\$1,400
	18	\$44,603	\$46,092	\$47,597	\$49,116	\$50,651	\$52,200	\$53,765	\$55,347	\$56,943	\$58,557	\$60,185	\$61,830	\$63,492	\$65,170	\$66,865	\$68,577	\$70,307	\$72,053	\$1,615	\$1,400
	19	\$48,369	\$49,981	\$51,610	\$53,255	\$54,917	\$56,595	\$58,291	\$60,001	\$61,730	\$63,476	\$65,240	\$67,021	\$68,820	\$70,636	\$72,471	\$74,325	\$76,197	\$78,087	\$1,748	\$1,500
		\$52,698	\$54,454	\$56,229	\$58,022	\$59,831	\$61,659	\$63,505	\$65,370	\$67,253	\$69,154	\$71,076	\$73,017	\$74,977	\$76,956	\$78,955	\$80,974	\$83,014	\$85,073	\$1,904	\$1,500
	20	332,036	757,757	750,225	750,022	755,051	Ψ <b>01</b> ,000	400,000	φοσ,σ.σ	Ψ0.,=00	T/	φ, Ξ,σ, σ	φ, σ,σ±,	T,	7 /	7/	1 / -	. ,	/		, , , , , , ,
	20	\$57,215	\$59,122	\$61,048	\$62,993	\$64,957	\$66,940	\$68,944	\$70,969	\$73,014	\$75,078	\$77,163	\$79,269	\$81,397	\$83,544	\$85,714	\$87,905	\$90,119	\$92,354	\$2,067	\$1,500

9 Month	ACL Salary	<b>Grid Effective</b>	7/25/2014	Pursuant to	the 2011 C	oncession A	greement													At Max
	Step																		Avg Al	Lump
Group		1 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Value
	8 \$24,8	52 \$25,690	\$26,529	\$27,376	\$28,230	\$29,095	\$29,968	\$30,850	\$31,740	\$32,640	\$33,547	\$34,464	\$35,389	\$36,325	\$37,271	\$38,224	\$39,189	\$40,163	\$900	\$1,000
	9 \$25,7	90 \$26,646	\$27,513	\$28,388	\$29,271	\$30,164	\$31,064	\$31,972	\$32,892	\$33,819	\$34,756	\$35,704	\$36,660	\$37,625	\$38,601	\$39,586	\$40,580	\$41,585	\$929	\$1,000
1			\$28,656	\$29,568	\$30,491	\$31,423	\$32,365	\$33,316	\$34,277	\$35,247	\$36,226	\$37,216	\$38,215	\$39,223	\$40,243	\$41,272	\$42,312	\$43,362	\$970	\$1,000
1	1 \$28,1		\$30,048	\$31,003	\$31,968	\$32,944	\$33,927	\$34,920	\$35,924	\$36,939	\$37,963	\$38,998	\$40,042	\$41,097	\$42,163	\$43,240	\$44,326	\$45,424	\$1,016	\$1,100
	2 \$29,6		\$31,609	\$32,616	\$33,635	\$34,664	\$35,703	\$36,751	\$37,812	\$38,883	\$39,963	\$41,055	\$42,157	\$43,270	\$44,395	\$45,532	\$46,680	\$47,838	\$1,072	\$1,100
1	3 \$31,3		\$33,439	\$34,505	\$35,582	\$36,668	\$37,766	\$38,876	\$39,996	\$41,129	\$42,272	\$43,427	\$44,593	\$45,770	\$46,959	\$48,162	\$49,375	\$50,600	\$1,133	\$1,200
1		1	\$35,571	\$36,704	\$37,848	\$39,005	\$40,172	\$41,350	\$42,540	\$43,742	\$44,957	\$46,184	\$47,422	\$48,674	\$49,937	\$51,214	\$52,503	\$53,806	\$1,204	\$1,200
	5 \$36,0	. ,	\$38,474	\$39,700	\$40,939	\$42,190	\$43,454	\$44,730	\$46,020	\$47,322	\$48,638	\$49,966	\$51,306	\$52,663	\$54,031	\$55,412	\$56,810	\$58,220	\$1,304	\$1,300
	6 \$39,1		\$41,779	\$43,110	\$44,455	\$45,811	\$47,182	\$48,568	\$49,966	\$51,379	\$52,807	\$54,248	\$55,702	\$57,173	\$58,657	\$60,158	\$61,672	\$63,202	\$1,415	\$1,300
1	' '		\$45,095	\$46,534	\$47,988	\$49,456	\$50,940	\$52,438	\$53,950	\$55,479	\$57,021	\$58,580	\$60,155	\$61,744	\$63,351	\$64,972	\$66,610	\$68,265	\$1,531	\$1,400
	8 \$45,9		\$49,025	\$50,589	\$52,171	\$53,766	\$55,378	\$57,007	\$58,651	\$60,314	\$61,991	\$63,685	\$65,397	\$67,125	\$68,871	\$70,634	\$72,416	\$74,215	\$1,663	\$1,400
	9 \$49,8	. ,	\$53,158	\$54,853	\$56,565	\$58,293	\$60,040	\$61,801	\$63,582	\$65,380	\$67,197	\$69,032	\$70,885	\$72,755	\$74,645	\$76,555	\$78,483	\$80,430	\$1,800	\$1,500
	0 \$54,2		\$57,916	\$59,763	\$61,626	\$63,509	\$65,410	\$67,331	\$69,271	\$71,229	\$73,208	\$75,208	\$77,226	\$79,265	\$81,324	\$83,403	\$85,504	\$87,625	\$1,961	\$1,500
2			\$62,879	\$64,883	\$66,906	\$68,948	\$71,012	\$73,098	\$75,204	\$77,330	\$79,478	\$81,647	\$83,839	\$86,050	\$88,285	\$90,542	\$92,823	\$95,125	\$2,129	\$1,500
	2 \$64,3	57 \$66,502	\$68,668	\$70,857	\$73,067	\$75,299	\$77,554	\$79,831	\$82,130	\$84,452	\$86,798	\$89,168	\$91,561	\$93,978	\$96,420	\$98,885	\$101,376	\$103,891	\$2,326	\$1,500
<b>ACL Salar</b>	v Grid Effe	ctive 7/24/20	15 Pursuant	to the 2011	Concession	n Agreemen	t													At Max
ACL Salar	Step	ctive 7/24/20	<mark>15 Pursuant</mark>	to the 2011	. Concessior	<mark>n Agreemen</mark>	t													At Max Lump
ACL Salar Group		ctive 7/24/20	<mark>15 Pursuant</mark> 3	to the 2011 4	Concession 5	<mark>n Agreemen</mark> 6	<b>t</b> 7	8	9	10	11	12	13	14	15	16	17	18	Avg Al	
		1 2		to the 2011 4 \$28,197				8 \$31,776	9 \$32,692	10 \$33,619	11 \$34,553	12 \$35,498	13 \$36,451	14 \$37,415	15 \$38,389	16 \$39,371	17 \$40,365	18 \$41,368	Avg Al	Lump
	Step	1 2 08 \$26,461	3	4	5	6	7	-					_		_	_			Avg Al Value	Lump Value
	Step 8 \$25,6 9 \$26,5	1 2 08 \$26,461 54 \$27,445	3 \$27,325	4 \$28,197	5 \$29,077	6 \$29,968	7 \$30,867	\$31,776	\$32,692	\$33,619	\$34,553	\$35,498	\$36,451	\$37,415	\$38,389	\$39,371	\$40,365	\$41,368	Avg Al Value \$927	Lump Value \$1,050
Group 1	Step 8 \$25,6 9 \$26,5	1 2 08 \$26,461 64 \$27,445 61 \$28,584	3 \$27,325 \$28,338	4 \$28,197 \$29,240	5 \$29,077 \$30,149	6 \$29,968 \$31,069	7 \$30,867 \$31,996	\$31,776 \$32,931	\$32,692 \$33,879	\$33,619 \$34,834	\$34,553 \$35,799	\$35,498 \$36,775	\$36,451 \$37,760	\$37,415 \$38,754	\$38,389 \$39,759	\$39,371 \$40,774	\$40,365 \$41,797	\$41,368 \$42,833	Avg Al Value \$927 \$957	Lump Value \$1,050 \$1,050
Group 1 1	Step  8 \$25,6  9 \$26,5  0 \$27,6	1 2 08 \$26,461 54 \$27,445 51 \$28,584 10 \$29,974	3 \$27,325 \$28,338 \$29,516	4 \$28,197 \$29,240 \$30,455	5 \$29,077 \$30,149 \$31,406	6 \$29,968 \$31,069 \$32,366	7 \$30,867 \$31,996 \$33,336	\$31,776 \$32,931 \$34,315	\$32,692 \$33,879 \$35,305	\$33,619 \$34,834 \$36,304	\$34,553 \$35,799 \$37,313	\$35,498 \$36,775 \$38,332	\$36,451 \$37,760 \$39,361	\$37,415 \$38,754 \$40,400	\$38,389 \$39,759 \$41,450	\$39,371 \$40,774 \$42,510	\$40,365 \$41,797 \$43,581	\$41,368 \$42,833 \$44,663	Avg Al Value \$927 \$957 \$999	Lump Value \$1,050 \$1,050 \$1,050
Group 1 1 1	Step  8 \$25,6 9 \$26,5 0 \$27,6 1 \$29,0	1 2 08 \$26,461 64 \$27,445 61 \$28,584 10 \$29,974 11 \$31,530 79 \$33,354	3 \$27,325 \$28,338 \$29,516 \$30,949	4 \$28,197 \$29,240 \$30,455 \$31,933	5 \$29,077 \$30,149 \$31,406 \$32,927 \$34,644 \$36,649	6 \$29,968 \$31,069 \$32,366 \$33,932	7 \$30,867 \$31,996 \$33,336 \$34,945	\$31,776 \$32,931 \$34,315 \$35,968	\$32,692 \$33,879 \$35,305 \$37,002	\$33,619 \$34,834 \$36,304 \$38,047	\$34,553 \$35,799 \$37,313 \$39,102	\$35,498 \$36,775 \$38,332 \$40,168	\$36,451 \$37,760 \$39,361 \$41,243	\$37,415 \$38,754 \$40,400 \$42,330	\$38,389 \$39,759 \$41,450 \$43,428	\$39,371 \$40,774 \$42,510 \$44,537	\$40,365 \$41,797 \$43,581 \$45,656	\$41,368 \$42,833 \$44,663 \$46,787	Avg Al Value \$927 \$957 \$999 \$1,046	Lump Value \$1,050 \$1,050 \$1,050 \$1,155 \$1,155 \$1,155 \$1,260
Group 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Step  8 \$25,6  9 \$26,5  0 \$27,6  1 \$29,0  2 \$30,5	1 2 08 \$26,461 64 \$27,445 61 \$28,584 10 \$29,974 11 \$31,530 79 \$33,354 40 \$35,484	3 \$27,325 \$28,338 \$29,516 \$30,949 \$32,557	4 \$28,197 \$29,240 \$30,455 \$31,933 \$33,594	5 \$29,077 \$30,149 \$31,406 \$32,927 \$34,644 \$36,649 \$38,983	6 \$29,968 \$31,069 \$32,366 \$33,932 \$35,704	7 \$30,867 \$31,996 \$33,336 \$34,945 \$36,774 \$38,899 \$41,377	\$31,776 \$32,931 \$34,315 \$35,968 \$37,854	\$32,692 \$33,879 \$35,305 \$37,002 \$38,946 \$41,196 \$43,816	\$33,619 \$34,834 \$36,304 \$38,047 \$40,049	\$34,553 \$35,799 \$37,313 \$39,102 \$41,162 \$43,540 \$46,306	\$35,498 \$36,775 \$38,332 \$40,168 \$42,287	\$36,451 \$37,760 \$39,361 \$41,243 \$43,422 \$45,931 \$48,845	\$37,415 \$38,754 \$40,400 \$42,330 \$44,568	\$38,389 \$39,759 \$41,450 \$43,428 \$45,727	\$39,371 \$40,774 \$42,510 \$44,537 \$46,898 \$49,607 \$52,750	\$40,365 \$41,797 \$43,581 \$45,656 \$48,080 \$50,856 \$54,078	\$41,368 \$42,833 \$44,663 \$46,787 \$49,273	Avg Al Value \$927 \$957 \$999 \$1,046 \$1,104	Lump Value \$1,050 \$1,050 \$1,050 \$1,155 \$1,155 \$1,260 \$1,260
Group 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Step  8 \$25,6 9 \$26,5 0 \$27,6 1 \$29,0 2 \$30,5 3 \$32,2	1 2 08 \$26,461 64 \$27,445 61 \$28,584 10 \$29,974 11 \$31,530 79 \$33,354 40 \$35,484	3 \$27,325 \$28,338 \$29,516 \$30,949 \$32,557 \$34,442 \$36,638 \$39,628	4 \$28,197 \$29,240 \$30,455 \$31,933 \$33,594 \$35,540	5 \$29,077 \$30,149 \$31,406 \$32,927 \$34,644 \$36,649	6 \$29,968 \$31,069 \$32,366 \$33,932 \$35,704 \$37,768	7 \$30,867 \$31,996 \$33,336 \$34,945 \$36,774 \$38,899	\$31,776 \$32,931 \$34,315 \$35,968 \$37,854 \$40,042	\$32,692 \$33,879 \$35,305 \$37,002 \$38,946 \$41,196	\$33,619 \$34,834 \$36,304 \$38,047 \$40,049 \$42,363	\$34,553 \$35,799 \$37,313 \$39,102 \$41,162 \$43,540	\$35,498 \$36,775 \$38,332 \$40,168 \$42,287 \$44,730	\$36,451 \$37,760 \$39,361 \$41,243 \$43,422 \$45,931	\$37,415 \$38,754 \$40,400 \$42,330 \$44,568 \$47,143	\$38,389 \$39,759 \$41,450 \$43,428 \$45,727 \$48,368	\$39,371 \$40,774 \$42,510 \$44,537 \$46,898 \$49,607	\$40,365 \$41,797 \$43,581 \$45,656 \$48,080 \$50,856	\$41,368 \$42,833 \$44,663 \$46,787 \$49,273 \$52,118	Avg Al Value \$927 \$957 \$999 \$1,046 \$1,104 \$1,167	Lump Value \$1,050 \$1,050 \$1,050 \$1,155 \$1,155 \$1,155 \$1,260
Group 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Step  8 \$25,6 9 \$26,5 0 \$27,6 1 \$29,0 2 \$30,5 3 \$32,2 4 \$34,3 5 \$37,1 6 \$40,3	1 2 08 \$26,461 54 \$27,445 51 \$28,584 10 \$29,974 11 \$31,530 79 \$33,354 40 \$35,484 88 \$38,377 30 \$41,674	3 \$27,325 \$28,338 \$29,516 \$30,949 \$32,557 \$34,442 \$36,638 \$39,628 \$43,032	4 \$28,197 \$29,240 \$30,455 \$31,933 \$33,594 \$35,540 \$37,805 \$40,891 \$44,403	5 \$29,077 \$30,149 \$31,406 \$32,927 \$34,644 \$36,649 \$38,983 \$42,167 \$45,789	6 \$29,968 \$31,069 \$32,366 \$33,932 \$35,704 \$37,768 \$40,175 \$43,456 \$47,185	7 \$30,867 \$31,996 \$33,336 \$34,945 \$36,774 \$38,899 \$41,377 \$44,758 \$48,597	\$31,776 \$32,931 \$34,315 \$35,968 \$37,854 \$40,042 \$42,591 \$46,072 \$50,025	\$32,692 \$33,879 \$35,305 \$37,002 \$38,946 \$41,196 \$43,816 \$47,401 \$51,465	\$33,619 \$34,834 \$36,304 \$38,047 \$40,049 \$42,363 \$45,054 \$48,742 \$52,920	\$34,553 \$35,799 \$37,313 \$39,102 \$41,162 \$43,540 \$46,306 \$50,097 \$54,391	\$35,498 \$36,775 \$38,332 \$40,168 \$42,287 \$44,730 \$47,570 \$51,465 \$55,875	\$36,451 \$37,760 \$39,361 \$41,243 \$43,422 \$45,931 \$48,845 \$52,845 \$57,373	\$37,415 \$38,754 \$40,400 \$42,330 \$44,568 \$47,143 \$50,134 \$54,243 \$58,888	\$38,389 \$39,759 \$41,450 \$43,428 \$45,727 \$48,368 \$51,435 \$55,652 \$60,417	\$39,371 \$40,774 \$42,510 \$44,537 \$46,898 \$49,607 \$52,750 \$57,074 \$61,963	\$40,365 \$41,797 \$43,581 \$45,656 \$48,080 \$50,856 \$54,078 \$58,514 \$63,522	\$41,368 \$42,833 \$44,663 \$46,787 \$49,273 \$52,118 \$55,420 \$59,967 \$65,098	Avg Al Value \$927 \$957 \$999 \$1,046 \$1,104 \$1,167 \$1,240 \$1,343 \$1,457	Lump Value \$1,050 \$1,050 \$1,050 \$1,155 \$1,155 \$1,160 \$1,260 \$1,365 \$1,365
Group 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Step  8 \$25,6 9 \$26,5 0 \$27,6 1 \$29,0 2 \$30,5 3 \$32,2 4 \$34,3 5 \$37,1 6 \$40,3 7 \$43,5	1 2 08 \$26,461 64 \$27,445 61 \$28,584 10 \$29,974 11 \$31,530 79 \$33,354 40 \$35,484 88 \$38,377 80 \$41,674 27 \$44,981	3 \$27,325 \$28,338 \$29,516 \$30,949 \$32,557 \$34,442 \$36,638 \$39,628 \$43,032 \$46,448	4 \$28,197 \$29,240 \$30,455 \$31,933 \$33,594 \$35,540 \$37,805 \$40,891 \$44,403 \$47,930	5 \$29,077 \$30,149 \$31,406 \$32,927 \$34,644 \$36,649 \$38,983 \$42,167 \$45,789 \$49,428	6 \$29,968 \$31,069 \$32,366 \$33,932 \$35,704 \$37,768 \$40,175 \$43,456 \$47,185 \$50,940	7 \$30,867 \$31,996 \$33,336 \$34,945 \$36,774 \$38,899 \$41,377 \$44,758 \$48,597 \$52,468	\$31,776 \$32,931 \$34,315 \$35,968 \$37,854 \$40,042 \$42,591 \$46,072 \$50,025 \$54,011	\$32,692 \$33,879 \$35,305 \$37,002 \$38,946 \$41,196 \$43,816 \$47,401 \$51,465 \$55,569	\$33,619 \$34,834 \$36,304 \$38,047 \$40,049 \$42,363 \$45,054 \$48,742 \$52,920 \$57,143	\$34,553 \$35,799 \$37,313 \$39,102 \$41,162 \$43,540 \$46,306 \$50,097 \$54,391 \$58,732	\$35,498 \$36,775 \$38,332 \$40,168 \$42,287 \$44,730 \$47,570 \$51,465 \$55,875 \$60,337	\$36,451 \$37,760 \$39,361 \$41,243 \$43,422 \$45,931 \$48,845 \$52,845 \$57,373 \$61,960	\$37,415 \$38,754 \$40,400 \$42,330 \$44,568 \$47,143 \$50,134 \$54,243 \$58,888 \$63,596	\$38,389 \$39,759 \$41,450 \$43,428 \$45,727 \$48,368 \$51,435 \$55,652 \$60,417 \$65,252	\$39,371 \$40,774 \$42,510 \$44,537 \$46,898 \$49,607 \$52,750 \$57,074 \$61,963 \$66,921	\$40,365 \$41,797 \$43,581 \$45,656 \$48,080 \$50,856 \$54,078 \$58,514 \$63,522 \$68,608	\$41,368 \$42,833 \$44,663 \$46,787 \$49,273 \$52,118 \$55,420 \$59,967 \$65,098 \$70,313	Avg Al Value \$927 \$957 \$999 \$1,046 \$1,104 \$1,167 \$1,240 \$1,343 \$1,457 \$1,577	Lump Value \$1,050 \$1,050 \$1,050 \$1,155 \$1,155 \$1,260 \$1,260 \$1,365 \$1,365 \$1,470
Group  1 1 1 1 1 1 1 1 1 1 1 1	Step  8 \$25,6 9 \$26,5 0 \$27,6 1 \$29,0 2 \$30,5 3 \$32,2 4 \$34,3 5 \$37,1 6 \$40,3 7 \$43,5 8 \$47,3	1 2 08 \$26,461 64 \$27,445 61 \$28,584 10 \$29,974 11 \$31,530 79 \$33,354 10 \$35,484 88 \$38,377 80 \$41,674 27 \$44,981 19 \$48,899	3 \$27,325 \$28,338 \$29,516 \$30,949 \$32,557 \$34,442 \$36,638 \$39,628 \$43,032 \$46,448 \$50,496	4 \$28,197 \$29,240 \$30,455 \$31,933 \$33,594 \$35,540 \$37,805 \$40,891 \$44,403 \$47,930 \$52,107	5 \$29,077 \$30,149 \$31,406 \$32,927 \$34,644 \$36,649 \$38,983 \$42,167 \$45,789 \$49,428 \$53,736	6 \$29,968 \$31,069 \$32,366 \$33,932 \$35,704 \$37,768 \$40,175 \$43,456 \$47,185 \$50,940 \$55,379	7 \$30,867 \$31,996 \$33,336 \$34,945 \$36,774 \$38,899 \$41,377 \$44,758 \$48,597 \$52,468 \$57,039	\$31,776 \$32,931 \$34,315 \$35,968 \$37,854 \$40,042 \$42,591 \$46,072 \$50,025 \$54,011 \$58,717	\$32,692 \$33,879 \$35,305 \$37,002 \$38,946 \$41,196 \$43,816 \$47,401 \$51,465 \$55,569 \$60,411	\$33,619 \$34,834 \$36,304 \$38,047 \$40,049 \$42,363 \$45,054 \$48,742 \$52,920 \$57,143 \$62,123	\$34,553 \$35,799 \$37,313 \$39,102 \$41,162 \$43,540 \$46,306 \$50,097 \$54,391 \$58,732 \$63,851	\$35,498 \$36,775 \$38,332 \$40,168 \$42,287 \$44,730 \$47,570 \$51,465 \$55,875 \$60,337 \$65,596	\$36,451 \$37,760 \$39,361 \$41,243 \$43,422 \$45,931 \$48,845 \$52,845 \$57,373 \$61,960 \$67,359	\$37,415 \$38,754 \$40,400 \$42,330 \$44,568 \$47,143 \$50,134 \$54,243 \$58,888 \$63,596 \$69,139	\$38,389 \$39,759 \$41,450 \$43,428 \$45,727 \$48,368 \$51,435 \$55,652 \$60,417 \$65,252 \$70,937	\$39,371 \$40,774 \$42,510 \$44,537 \$46,898 \$49,607 \$52,750 \$57,074 \$61,963 \$66,921 \$72,753	\$40,365 \$41,797 \$43,581 \$45,656 \$48,080 \$50,856 \$54,078 \$58,514 \$63,522 \$68,608 \$74,588	\$41,368 \$42,833 \$44,663 \$46,787 \$49,273 \$52,118 \$55,420 \$59,967 \$65,098 \$70,313 \$76,441	Avg Al Value \$927 \$957 \$999 \$1,046 \$1,104 \$1,167 \$1,240 \$1,343 \$1,457 \$1,577 \$1,713	Lump Value \$1,050 \$1,050 \$1,050 \$1,155 \$1,155 \$1,260 \$1,260 \$1,365 \$1,365 \$1,470 \$1,470
Group  1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Step  8 \$25,6 9 \$26,5 0 \$27,6 1 \$29,0 2 \$30,5 3 \$32,2 4 \$34,3 5 \$37,1 6 \$40,3 7 \$43,5 8 \$47,3 9 \$51,3	1 2 08 \$26,461 64 \$27,445 61 \$28,584 10 \$29,974 11 \$31,530 79 \$33,354 40 \$35,484 88 \$38,377 80 \$41,674 27 \$44,981 19 \$48,899 15 \$53,024	3 \$27,325 \$28,338 \$29,516 \$30,949 \$32,557 \$34,442 \$36,638 \$39,628 \$43,032 \$46,448 \$50,496 \$54,753	4 \$28,197 \$29,240 \$30,455 \$31,933 \$33,594 \$35,540 \$37,805 \$40,891 \$44,403 \$47,930 \$52,107 \$56,499	5 \$29,077 \$30,149 \$31,406 \$32,927 \$34,644 \$36,649 \$38,983 \$42,167 \$45,789 \$49,428 \$53,736 \$58,262	6 \$29,968 \$31,069 \$32,366 \$33,932 \$35,704 \$37,768 \$40,175 \$43,456 \$47,185 \$50,940 \$55,379 \$60,042	7 \$30,867 \$31,996 \$33,336 \$34,945 \$36,774 \$38,899 \$41,377 \$44,758 \$48,597 \$52,468 \$57,039 \$61,841	\$31,776 \$32,931 \$34,315 \$35,968 \$37,854 \$40,042 \$42,591 \$46,072 \$50,025 \$54,011 \$58,717 \$63,655	\$32,692 \$33,879 \$35,305 \$37,002 \$38,946 \$41,196 \$43,816 \$47,401 \$51,465 \$55,569 \$60,411 \$65,489	\$33,619 \$34,834 \$36,304 \$38,047 \$40,049 \$42,363 \$45,054 \$48,742 \$52,920 \$57,143 \$62,123 \$67,341	\$34,553 \$35,799 \$37,313 \$39,102 \$41,162 \$43,540 \$46,306 \$50,097 \$54,391 \$58,732 \$63,851 \$69,213	\$35,498 \$36,775 \$38,332 \$40,168 \$42,287 \$44,730 \$47,570 \$51,465 \$55,875 \$60,337 \$65,596 \$71,103	\$36,451 \$37,760 \$39,361 \$41,243 \$43,422 \$45,931 \$48,845 \$52,845 \$57,373 \$61,960 \$67,359 \$73,012	\$37,415 \$38,754 \$40,400 \$42,330 \$44,568 \$47,143 \$50,134 \$54,243 \$58,888 \$63,596 \$69,139 \$74,938	\$38,389 \$39,759 \$41,450 \$43,428 \$45,727 \$48,368 \$51,435 \$55,652 \$60,417 \$65,252 \$70,937 \$76,884	\$39,371 \$40,774 \$42,510 \$44,537 \$46,898 \$49,607 \$52,750 \$57,074 \$61,963 \$66,921 \$72,753 \$78,852	\$40,365 \$41,797 \$43,581 \$45,656 \$48,080 \$50,856 \$54,078 \$58,514 \$63,522 \$68,608 \$74,588 \$80,837	\$41,368 \$42,833 \$44,663 \$46,787 \$49,273 \$52,118 \$55,420 \$59,967 \$65,098 \$70,313 \$76,441 \$82,843	Avg Al Value \$927 \$957 \$999 \$1,046 \$1,104 \$1,167 \$1,240 \$1,343 \$1,457 \$1,577 \$1,577 \$1,577	Lump Value \$1,050 \$1,050 \$1,050 \$1,155 \$1,155 \$1,260 \$1,260 \$1,365 \$1,365 \$1,470 \$1,470 \$1,470 \$1,575
Group  1 1 1 1 1 1 1 1 1 2	Step  8 \$25,6 9 \$26,5 0 \$27,6 1 \$29,0 2 \$30,5 3 \$32,2 4 \$34,3 5 \$37,1 6 \$40,3 7 \$43,5 8 \$47,3 9 \$51,3 0 \$55,9	1 2 08 \$26,461 64 \$27,445 61 \$28,584 10 \$29,974 11 \$31,530 79 \$33,354 40 \$35,484 88 \$38,377 80 \$41,674 27 \$44,981 19 \$48,899 15 \$53,024 07 \$57,771	3 \$27,325 \$28,338 \$29,516 \$30,949 \$32,557 \$34,442 \$36,638 \$39,628 \$43,032 \$46,448 \$50,496 \$54,753 \$59,653	4 \$28,197 \$29,240 \$30,455 \$31,933 \$33,594 \$35,540 \$37,805 \$40,891 \$44,403 \$47,930 \$52,107 \$56,499 \$61,556	5 \$29,077 \$30,149 \$31,406 \$32,927 \$34,644 \$36,649 \$38,983 \$42,167 \$45,789 \$49,428 \$53,736 \$58,262 \$63,475	6 \$29,968 \$31,069 \$32,366 \$33,932 \$35,704 \$37,768 \$40,175 \$43,456 \$47,185 \$50,940 \$55,379 \$60,042 \$65,414	7 \$30,867 \$31,996 \$33,336 \$34,945 \$36,774 \$38,899 \$41,377 \$44,758 \$48,597 \$52,468 \$57,039 \$61,841 \$67,372	\$31,776 \$32,931 \$34,315 \$35,968 \$37,854 \$40,042 \$42,591 \$46,072 \$50,025 \$54,011 \$58,717 \$63,655 \$69,351	\$32,692 \$33,879 \$35,305 \$37,002 \$38,946 \$41,196 \$43,816 \$47,401 \$51,465 \$55,569 \$60,411 \$65,489 \$71,349	\$33,619 \$34,834 \$36,304 \$38,047 \$40,049 \$42,363 \$45,054 \$48,742 \$52,920 \$57,143 \$62,123 \$67,341 \$73,366	\$34,553 \$35,799 \$37,313 \$39,102 \$41,162 \$43,540 \$46,306 \$50,097 \$54,391 \$58,732 \$63,851 \$69,213 \$75,404	\$35,498 \$36,775 \$38,332 \$40,168 \$42,287 \$44,730 \$47,570 \$51,465 \$55,875 \$60,337 \$65,596 \$71,103 \$77,464	\$36,451 \$37,760 \$39,361 \$41,243 \$43,422 \$45,931 \$48,845 \$52,845 \$57,373 \$61,960 \$67,359 \$73,012 \$79,543	\$37,415 \$38,754 \$40,400 \$42,330 \$44,568 \$47,143 \$50,134 \$54,243 \$58,888 \$63,596 \$69,139 \$74,938 \$81,643	\$38,389 \$39,759 \$41,450 \$43,428 \$45,727 \$48,368 \$51,435 \$55,652 \$60,417 \$65,252 \$70,937 \$76,884 \$83,764	\$39,371 \$40,774 \$42,510 \$44,537 \$46,898 \$49,607 \$52,750 \$57,074 \$61,963 \$66,921 \$72,753 \$78,852 \$85,905	\$40,365 \$41,797 \$43,581 \$45,656 \$48,080 \$50,856 \$54,078 \$58,514 \$63,522 \$68,608 \$74,588 \$80,837 \$88,069	\$41,368 \$42,833 \$44,663 \$46,787 \$49,273 \$52,118 \$55,420 \$59,967 \$65,098 \$70,313 \$76,441 \$82,843 \$90,254	Avg Al Value \$927 \$957 \$999 \$1,046 \$1,104 \$1,167 \$1,240 \$1,343 \$1,457 \$1,577 \$1,577 \$1,713 \$1,854 \$2,020	Lump Value \$1,050 \$1,050 \$1,050 \$1,155 \$1,155 \$1,260 \$1,260 \$1,365 \$1,365 \$1,470 \$1,470 \$1,575 \$1,575
Group  1 1 1 1 1 1 1 1 2 2	Step  8 \$25,6 9 \$26,5 0 \$27,6 1 \$29,0 2 \$30,5 3 \$32,2 4 \$34,3 5 \$37,1 6 \$40,3 7 \$43,5 8 \$47,3 9 \$51,3 0 \$55,9	1 2 08 \$26,461 64 \$27,445 61 \$28,584 10 \$29,974 11 \$31,530 79 \$33,354 10 \$35,484 27 \$44,981 19 \$48,899 15 \$53,024 17 \$57,771 19 \$62,723	3 \$27,325 \$28,338 \$29,516 \$30,949 \$32,557 \$34,442 \$36,638 \$39,628 \$43,032 \$46,448 \$50,496 \$54,753	4 \$28,197 \$29,240 \$30,455 \$31,933 \$33,594 \$35,540 \$37,805 \$40,891 \$44,403 \$47,930 \$52,107 \$56,499	5 \$29,077 \$30,149 \$31,406 \$32,927 \$34,644 \$36,649 \$38,983 \$42,167 \$45,789 \$49,428 \$53,736 \$58,262	6 \$29,968 \$31,069 \$32,366 \$33,932 \$35,704 \$37,768 \$40,175 \$43,456 \$47,185 \$50,940 \$55,379 \$60,042	7 \$30,867 \$31,996 \$33,336 \$34,945 \$36,774 \$38,899 \$41,377 \$44,758 \$48,597 \$52,468 \$57,039 \$61,841	\$31,776 \$32,931 \$34,315 \$35,968 \$37,854 \$40,042 \$42,591 \$46,072 \$50,025 \$54,011 \$58,717 \$63,655	\$32,692 \$33,879 \$35,305 \$37,002 \$38,946 \$41,196 \$43,816 \$47,401 \$51,465 \$55,569 \$60,411 \$65,489	\$33,619 \$34,834 \$36,304 \$38,047 \$40,049 \$42,363 \$45,054 \$48,742 \$52,920 \$57,143 \$62,123 \$67,341	\$34,553 \$35,799 \$37,313 \$39,102 \$41,162 \$43,540 \$46,306 \$50,097 \$54,391 \$58,732 \$63,851 \$69,213	\$35,498 \$36,775 \$38,332 \$40,168 \$42,287 \$44,730 \$47,570 \$51,465 \$55,875 \$60,337 \$65,596 \$71,103	\$36,451 \$37,760 \$39,361 \$41,243 \$43,422 \$45,931 \$48,845 \$52,845 \$57,373 \$61,960 \$67,359 \$73,012	\$37,415 \$38,754 \$40,400 \$42,330 \$44,568 \$47,143 \$50,134 \$54,243 \$58,888 \$63,596 \$69,139 \$74,938	\$38,389 \$39,759 \$41,450 \$43,428 \$45,727 \$48,368 \$51,435 \$55,652 \$60,417 \$65,252 \$70,937 \$76,884 \$83,764 \$90,934	\$39,371 \$40,774 \$42,510 \$44,537 \$46,898 \$49,607 \$52,750 \$57,074 \$61,963 \$66,921 \$72,753 \$78,852	\$40,365 \$41,797 \$43,581 \$45,656 \$48,080 \$50,856 \$54,078 \$58,514 \$63,522 \$68,608 \$74,588 \$80,837 \$88,069 \$95,608	\$41,368 \$42,833 \$44,663 \$46,787 \$49,273 \$52,118 \$55,420 \$59,967 \$65,098 \$70,313 \$76,441 \$82,843	Avg Al Value \$927 \$957 \$999 \$1,046 \$1,104 \$1,167 \$1,240 \$1,343 \$1,457 \$1,577 \$1,577 \$1,577	Lump Value \$1,050 \$1,050 \$1,155 \$1,155 \$1,260 \$1,365 \$1,365 \$1,470 \$1,470 \$1,575

racuity 3a	lary Grid Effe	ective 8/26/2	2011 Pursua	ant to the 2	011 Concess	sion Agreen	nent										At Max
		Step														Avg Al	Lump
	Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Value	Value
INSTR	1	\$47,705	\$49,280	\$50,855	\$52,430	\$54,005	\$55,580	\$57,155	\$58,730	\$60,305	\$61,880	\$63,455	\$65,030			\$1,575	\$1,20
ASS'T	2	\$51,520	\$53,221	\$54,922	\$56,623	\$58,324	\$60,025	\$61,726	\$63,427	\$65,128	\$66,829	\$68,530	\$70,231	\$71,932		\$1,701	\$1,30
ASSOC	3	\$58,196	\$60,119	\$62,042	\$63,965	\$65,888	\$67,811	\$69,734	\$71,657	\$73,580	\$75,503	\$77,426	\$79,349	\$81,272	\$83,195	\$1,923	\$1,40
PROF	4	\$66,787	\$68,989	\$71,191	\$73,393	\$75,595	\$77,797	\$79,999	\$82,201	\$84,403	\$86,605	\$88,807	\$91,009	\$93,211	\$95,413	\$2,202	\$1,50
FY2014 (2	013-2014)																
Faculty Sa	lary Grid Effe	ective <mark>9/20</mark> /2	<mark>2013</mark> Pursua	ant to the 2	011 Concess	sion Agreen	nent										At Max
		Step														Avg Al	Lump
	Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Value	Value
INSTR	1	\$49,136	\$50,758	\$52,381	\$54,003	\$55,625	\$57,247	\$58,870	\$60,492	\$62,114	\$63,736	\$65,359	\$66,981			\$1,622	\$1,2
ASS'T	2	\$53,066	\$54,818	\$56,570	\$58,322	\$60,074	\$61,826	\$63,578	\$65,330	\$67,082	\$68,834	\$70,586	\$72,338	\$74,090		\$1,752	\$1,3
ASSOC	3	\$59,942	\$61,923	\$63,903	\$65,884	\$67,865	\$69,845	\$71,826	\$73,807	\$75 <i>,</i> 787	\$77,768	\$79,749	\$81,729	\$83,710	\$85,691	\$1,981	\$1,4
PROF	4	\$68,791	\$71,059	\$73,327	\$75,595	\$77,863	\$80,131	\$82,399	\$84,667	\$86,935	\$89,203	\$91,471	\$93,739	\$96,007	\$98,275	\$2,268	\$1,50
•	014-2015)																
•	lary Grid Effe		2014 Pursua	ant to the 2	011 Concess	sion Agreen	nent										At Max
•	lary Grid Effe	Step														Avg Al	Lump
Faculty Sa	llary Grid Effe	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	Avg Al Value	Lump Value
Faculty Sa	Group	Step 1 \$50,610	2 \$52,281	3 \$53,952	4 \$55,623	5 \$57,294	6 \$58,964	\$60,636	\$62,307	\$63,977	\$65,648	\$67,320	\$68,990	-	14	Avg Al Value \$1,671	Lump Value \$1,20
Faculty Sa INSTR ASS'T	Group 1 2	1 \$50,610 \$54,658	2 \$52,281 \$56,463	3 \$53,952 \$58,267	4 \$55,623 \$60,072	5 \$57,294 \$61,876	6 \$58,964 \$63,681	\$60,636 \$65,485	\$62,307 \$67,290	\$63,977 \$69,094	\$65,648 \$70,899	\$67,320 \$72,704	\$68,990 \$74,508	\$76,313		Avg Al Value \$1,671 \$1,805	Lump Value \$1,20 \$1,30
Faculty Sa  INSTR  ASS'T  ASSOC	Group	1 \$50,610 \$54,658 \$61,740	2 \$52,281 \$56,463 \$63,781	3 \$53,952 \$58,267 \$65,820	4 \$55,623 \$60,072 \$67,861	5 \$57,294 \$61,876 \$69,901	6 \$58,964 \$63,681 \$71,940	\$60,636 \$65,485 \$73,981	\$62,307 \$67,290 \$76,021	\$63,977 \$69,094 \$78,061	\$65,648 \$70,899 \$80,101	\$67,320 \$72,704 \$82,141	\$68,990 \$74,508 \$84,181	\$76,313 \$86,221	\$88,262	Avg Al Value \$1,671 \$1,805 \$2,040	Lump Value \$1,20 \$1,30 \$1,40
Faculty Sa INSTR ASS'T ASSOC PROF	Group 1 2 3	1 \$50,610 \$54,658	2 \$52,281 \$56,463	3 \$53,952 \$58,267	4 \$55,623 \$60,072	5 \$57,294 \$61,876	6 \$58,964 \$63,681	\$60,636 \$65,485	\$62,307 \$67,290	\$63,977 \$69,094	\$65,648 \$70,899	\$67,320 \$72,704	\$68,990 \$74,508	\$76,313		Avg Al Value \$1,671 \$1,805	Lump Value \$1,20 \$1,30
INSTR ASS'T ASSOC PROF	Group 1 2 3 4	\$50,610 \$54,658 \$61,740 \$70,855	2 \$52,281 \$56,463 \$63,781 \$73,191	3 \$53,952 \$58,267 \$65,820 \$75,527	4 \$55,623 \$60,072 \$67,861 \$77,863	5 \$57,294 \$61,876 \$69,901 \$80,199	6 \$58,964 \$63,681 \$71,940 \$82,535	\$60,636 \$65,485 \$73,981	\$62,307 \$67,290 \$76,021	\$63,977 \$69,094 \$78,061	\$65,648 \$70,899 \$80,101	\$67,320 \$72,704 \$82,141	\$68,990 \$74,508 \$84,181	\$76,313 \$86,221	\$88,262	Avg Al Value \$1,671 \$1,805 \$2,040 \$2,336	Lump Value \$1,20 \$1,30 \$1,40
INSTR ASS'T ASSOC PROF	Group 1 2 3 4 015-2016)	\$50,610 \$54,658 \$61,740 \$70,855	2 \$52,281 \$56,463 \$63,781 \$73,191	3 \$53,952 \$58,267 \$65,820 \$75,527	4 \$55,623 \$60,072 \$67,861 \$77,863	5 \$57,294 \$61,876 \$69,901 \$80,199	6 \$58,964 \$63,681 \$71,940 \$82,535	\$60,636 \$65,485 \$73,981	\$62,307 \$67,290 \$76,021	\$63,977 \$69,094 \$78,061	\$65,648 \$70,899 \$80,101	\$67,320 \$72,704 \$82,141	\$68,990 \$74,508 \$84,181	\$76,313 \$86,221	\$88,262	Avg Al Value \$1,671 \$1,805 \$2,040 \$2,336	Lump Value \$1,2 \$1,3 \$1,4 \$1,5
Faculty Sa  INSTR  ASS'T  ASSOC  PROF  FY2016 (20	Group 1 2 3 4 015-2016)	\$50,610 \$54,658 \$61,740 \$70,855	2 \$52,281 \$56,463 \$63,781 \$73,191	3 \$53,952 \$58,267 \$65,820 \$75,527	4 \$55,623 \$60,072 \$67,861 \$77,863	5 \$57,294 \$61,876 \$69,901 \$80,199	6 \$58,964 \$63,681 \$71,940 \$82,535	\$60,636 \$65,485 \$73,981	\$62,307 \$67,290 \$76,021	\$63,977 \$69,094 \$78,061	\$65,648 \$70,899 \$80,101	\$67,320 \$72,704 \$82,141	\$68,990 \$74,508 \$84,181	\$76,313 \$86,221	\$88,262	Avg Al Value \$1,671 \$1,805 \$2,040 \$2,336	Lump Value \$1,2 \$1,3 \$1,4 \$1,5
Faculty Sa INSTR ASS'T ASSOC PROF FY2016 (20	Group 1 2 3 4 015-2016)	\$50,610 \$54,658 \$61,740 \$70,855	2 \$52,281 \$56,463 \$63,781 \$73,191	3 \$53,952 \$58,267 \$65,820 \$75,527	4 \$55,623 \$60,072 \$67,861 \$77,863	5 \$57,294 \$61,876 \$69,901 \$80,199	6 \$58,964 \$63,681 \$71,940 \$82,535	\$60,636 \$65,485 \$73,981 \$84,871	\$62,307 \$67,290 \$76,021 \$87,207	\$63,977 \$69,094 \$78,061 \$89,543	\$65,648 \$70,899 \$80,101 \$91,879	\$67,320 \$72,704 \$82,141 \$94,215	\$68,990 \$74,508 \$84,181 \$96,551	\$76,313 \$86,221 \$98,887	\$88,262 \$101,223	Avg Al Value \$1,671 \$1,805 \$2,040 \$2,336	Lump Value \$1,2 \$1,3 \$1,4 \$1,5 At Max Lump
Faculty Sa  INSTR  ASS'T  ASSOC  PROF  FY2016 (20	Group 1 2 3 4 015-2016) oldary Grid Effe	\$50,610 \$54,658 \$61,740 \$70,855 ective 7/24/2 Step 1	2 \$52,281 \$56,463 \$63,781 \$73,191 2015 Pursua	3 \$53,952 \$58,267 \$65,820 \$75,527	4 \$55,623 \$60,072 \$67,861 \$77,863 <b>011 Concess</b>	5 \$57,294 \$61,876 \$69,901 \$80,199 sion Agreen	6 \$58,964 \$63,681 \$71,940 \$82,535	\$60,636 \$65,485 \$73,981 \$84,871	\$62,307 \$67,290 \$76,021 \$87,207	\$63,977 \$69,094 \$78,061 \$89,543	\$65,648 \$70,899 \$80,101 \$91,879	\$67,320 \$72,704 \$82,141 \$94,215	\$68,990 \$74,508 \$84,181 \$96,551	\$76,313 \$86,221 \$98,887	\$88,262 \$101,223	Avg Al Value \$1,671 \$1,805 \$2,040 \$2,336 AVG Al Value	Lump Value \$1,2 \$1,3 \$1,4 \$1,5 At Max Lump Value \$1,2
Faculty Sa INSTR ASS'T ASSOC PROF FY2016 (20 Faculty Sa	Group 1 2 3 4 015-2016) blary Grid Effe	\$50,610 \$54,658 \$61,740 \$70,855 ective 7/24/3 Step 1 \$52,128	2 \$52,281 \$56,463 \$63,781 \$73,191 2015 Pursua 2 \$53,849	3 \$53,952 \$58,267 \$65,820 \$75,527 ant to the 2 3 \$55,571	4 \$55,623 \$60,072 \$67,861 \$77,863 <b>011 Concess</b> 4 \$57,292	5 \$57,294 \$61,876 \$69,901 \$80,199 sion Agreen 5 \$59,013	6 \$58,964 \$63,681 \$71,940 \$82,535 ment 6 \$60,733	\$60,636 \$65,485 \$73,981 \$84,871 7 \$62,455	\$62,307 \$67,290 \$76,021 \$87,207	\$63,977 \$69,094 \$78,061 \$89,543 9 \$65,896	\$65,648 \$70,899 \$80,101 \$91,879	\$67,320 \$72,704 \$82,141 \$94,215	\$68,990 \$74,508 \$84,181 \$96,551 12 \$71,060	\$76,313 \$86,221 \$98,887	\$88,262 \$101,223	Avg Al Value \$1,671 \$1,805 \$2,040 \$2,336 AVG Al Value \$1,721	Lump Value \$1,2 \$1,3 \$1,4 \$1,5 At Max Lump Value

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Alliea	Health	Salarv	Grias

Allied Hea	lth Salary G	rids																			
Faculty Salary Grid Effective 8/26/2011 Pursuant to the 2011 Concession Agreement  At Max														At Max							
		Step																		Avg Al	Lump
	Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Value
ASS'T	2					\$58,324	\$60,025	\$61,726	\$63,427	\$65,128	\$66,829	\$68,530	\$70,231	\$71,932	\$73,633	\$75,334				\$1,701	\$1,300
ASSOC	3		\$60,119	\$62,042	\$63,965	\$65,888	\$67,811	\$69,734	\$71,657	\$73,580	\$75,503	\$77,426	\$79,349	\$81,272	\$83,195	\$85,118	\$87,041	\$88,964		\$1,923	\$1,400
PROF	4	\$66,787	\$68,989	\$71,191	\$73,393	\$75,595	\$77,797	\$79,999	\$82,201	\$84,403	\$86,605	\$88,807	\$91,009	\$93,211	\$95,413	\$97,615	\$99,817	\$102,019	\$104,221	\$2,202	\$1,500
Faculty Ca	Faculty Salary Grid Effective 9/20/2013 Pursuant to the 2011 Concession Agreement  At Max															At May					
racuity 3a	iary Griu Eri	Step	ZUIS Puisu	ant to the 2	off colices	Sion Agreei	nent													Avg Al	Lump
	Group	1 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Value
ASS'T	2	1	2	3	4	\$60,074	\$61,826	\$63,578	\$65,330	\$67,082	\$68,834	\$70,586	\$72,338	\$74.090	\$75,842	\$77,594	10	17	10	\$1,752	\$1,300
ASSOC	3		\$61,923	\$63,903	\$65,884	\$67,865	\$69,845	\$71,826	\$73,807	\$75,787	\$77,768	\$70,380	\$81,729	\$83,710	\$85,691	\$87,672	\$89,652	\$91,633		\$1,732	\$1,300
PROF	4	\$68.791	\$71,059	\$73,327	\$75,595	\$77,863	\$80,131	\$82,399	\$84,667	\$86,935	\$89.203	\$91,471	\$93,739	\$96,007	\$98,275	\$100,543	\$102,812	\$105,080	\$107,348	\$2,268	\$1,500
11101	7	700,731	771,033	<b>Ϋ13,321</b>	713,333	<i>\$11,</i> 005	700,131	70 <b>2</b> ,333	Ç04,007	700,555	705,E05	<b>γ</b> 31,471	<b>455,755</b>	750,007	Ψ30, <b>Σ</b> 13	7100,545	7102,012	7105,000	7107,540	72,200	71,500
Allied Hea	Ith Faculty 9	Salary Grid E	ffective 7/2	5/2014 Pur	suant to the	2011 Conc	ession Agre	ement													At Max
		Step																		Avg Al	Lump
	Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Value
ASS'T	2					\$61,876	\$63,681	\$65,485	\$67,290	\$69,094	\$70,899	\$72,704	\$74,508	\$76,313	\$78,117	\$79,922				\$1,805	\$1,300
ASSOC	3		\$63,781	\$65,820	\$67,861	\$69,901	\$71,940	\$73,981	\$76,021	\$78,061	\$80,101	\$82,141	\$84,181	\$86,221	\$88,262	\$90,302	\$92,342	\$94,382		\$2,040	\$1,400
PROF	4	\$70,855	\$73,191	\$75,527	\$77,863	\$80,199	\$82,535	\$84,871	\$87,207	\$89,543	\$91,879	\$94,215	\$96,551	\$98,887	\$101,223	\$103,559	\$105,896	\$108,232	\$110,568	\$2,336	\$1,500
Faculty Sa	lary Grid Eff	ective 7/24/	2015 Pursu	ant to the 2	011 Conces	sion Agreer	ment														At Max
		Step																		Avg Al	Lump
	Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Value
ASS'T	2					\$63,732	\$65,591	\$67,450	\$69,309	\$71,167	\$73,026	\$74,885	\$76,743	\$78,602	\$80,461	\$82,320				\$1,859	\$1,365
ASSOC	3		\$65,694	\$67,795	\$69,897	\$71,998	\$74,098	\$76,200	\$78,302	\$80,403	\$82,504	\$84,605	\$86,706	\$88,808	\$90,910	\$93,011	\$95,112	\$97,213		\$2,101	\$1,470
PROF		\$72,981	\$75,387	\$77,793	\$80,199	\$82,605	\$85,011	\$87,417	\$89,823	\$92,229	\$94,635	\$97,041	\$99,448	\$101,854	\$104,260	\$106,666	\$109,073	\$111,479	\$113,885	\$2,406	\$1,575