

**12 Month ACL**

**ACL Salary Grid Effective 8/26/2011 Pursuant to the 2011 Concession Agreement**

Group	Step																		Avg AI Value	At Max Lump Value
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
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

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

Group	Step																		Avg AI Value	At Max Lump Value
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
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

**12 Month ACL Salary Grid Effective 6/27/2014 Pursuant to the 2011 Concession Agreement**

Group	Step																			Avg AI Value	At Max Lump Value
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
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	\$1,000
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	\$1,000
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	\$1,000
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	\$1,100
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	\$1,100
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	\$1,200
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	\$1,200
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	\$1,300
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	\$1,300
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	\$1,400
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	\$1,400
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	\$1,500
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	\$1,500
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	\$1,500
22		\$85,810	\$88,669	\$91,558	\$94,477	\$97,424	\$100,398	\$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	\$1,500

**ACL Salary Grid Effective 6/26/2015 Pursuant to the 2011 Concession Agreement**

Group	Step																			Avg AI Value	At Max Lump Value
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
8		\$34,142	\$35,282	\$36,432	\$37,596	\$38,769	\$39,958	\$41,157	\$42,366	\$43,591	\$44,826	\$46,072	\$47,330	\$48,601	\$49,887	\$51,184	\$52,494	\$53,821	\$55,157	\$1,236	\$1,050
9		\$35,419	\$36,595	\$37,783	\$38,986	\$40,199	\$41,424	\$42,661	\$43,909	\$45,171	\$46,445	\$47,731	\$49,033	\$50,346	\$51,672	\$53,012	\$54,365	\$55,730	\$57,110	\$1,276	\$1,050
10		\$36,882	\$38,112	\$39,353	\$40,607	\$41,875	\$43,154	\$44,448	\$45,755	\$47,073	\$48,406	\$49,751	\$51,110	\$52,483	\$53,867	\$55,267	\$56,681	\$58,108	\$59,550	\$1,334	\$1,050
11		\$38,681	\$39,965	\$41,266	\$42,578	\$43,902	\$45,242	\$46,594	\$47,958	\$49,337	\$50,730	\$52,134	\$53,556	\$54,992	\$56,441	\$57,904	\$59,383	\$60,874	\$62,383	\$1,394	\$1,155
12		\$40,681	\$42,039	\$43,410	\$44,794	\$46,191	\$47,605	\$49,032	\$50,472	\$51,928	\$53,398	\$54,883	\$56,381	\$57,894	\$59,424	\$60,970	\$62,530	\$64,107	\$65,699	\$1,472	\$1,155
13		\$43,039	\$44,473	\$45,924	\$47,387	\$48,867	\$50,358	\$51,866	\$53,390	\$54,928	\$56,484	\$58,054	\$59,638	\$61,241	\$62,857	\$64,491	\$66,141	\$67,808	\$69,491	\$1,556	\$1,260
14		\$45,787	\$47,312	\$48,851	\$50,407	\$51,979	\$53,567	\$55,170	\$56,788	\$58,422	\$60,073	\$61,741	\$63,426	\$65,127	\$66,845	\$68,580	\$70,334	\$72,105	\$73,894	\$1,653	\$1,260
15		\$49,516	\$51,169	\$52,837	\$54,522	\$56,225	\$57,941	\$59,676	\$61,428	\$63,201	\$64,989	\$66,796	\$68,620	\$70,460	\$72,324	\$74,201	\$76,099	\$78,018	\$79,955	\$1,791	\$1,365
16		\$53,774	\$55,566	\$57,376	\$59,203	\$61,050	\$62,914	\$64,797	\$66,700	\$68,621	\$70,561	\$72,521	\$74,500	\$76,498	\$78,518	\$80,557	\$82,616	\$84,697	\$86,797	\$1,943	\$1,365
17		\$58,035	\$59,975	\$61,931	\$63,907	\$65,904	\$67,920	\$69,958	\$72,015	\$74,092	\$76,191	\$78,309	\$80,450	\$82,613	\$84,796	\$87,002	\$89,229	\$91,477	\$93,751	\$2,101	\$1,470
18		\$63,093	\$65,199	\$67,327	\$69,477	\$71,647	\$73,839	\$76,053	\$78,289	\$80,548	\$82,831	\$85,134	\$87,460	\$89,812	\$92,186	\$94,584	\$97,004	\$99,451	\$101,921	\$2,285	\$1,470
19		\$68,419	\$70,699	\$73,003	\$75,331	\$77,683	\$80,056	\$82,455	\$84,873	\$87,319	\$89,789	\$92,285	\$94,803	\$97,348	\$99,916	\$102,513	\$105,134	\$107,783	\$110,458	\$2,473	\$1,575
20		\$74,544	\$77,028	\$79,538	\$82,073	\$84,633	\$87,218	\$89,829	\$92,468	\$95,132	\$97,821	\$100,539	\$103,285	\$106,058	\$108,858	\$111,684	\$114,541	\$117,426	\$120,339	\$2,693	\$1,575
21		\$80,933	\$83,630	\$86,355	\$89,105	\$91,884	\$94,690	\$97,523	\$100,388	\$103,280	\$106,200	\$109,150	\$112,129	\$115,139	\$118,176	\$121,246	\$124,345	\$127,477	\$130,638	\$2,924	\$1,575
22		\$88,384	\$91,329	\$94,305	\$97,311	\$100,347	\$103,410	\$106,507	\$109,634	\$112,793	\$115,981	\$119,204	\$122,458	\$125,743	\$129,063	\$132,416	\$135,801	\$139,222	\$142,677	\$3,194	\$1,575

## 11 Month ACL

### ACL Salary Grid Effective 8/26/2011 Pursuant to the 2011 Concession Agreement

Group	Step																		Avg AI	At Max
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Lump Value
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	\$1,000
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	\$1,000
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	\$1,000
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	\$47,347	\$48,574	\$49,815	\$51,067	\$52,332	\$1,170	\$1,100
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	\$1,100
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	\$1,200
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	\$1,200
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	\$1,300
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	\$1,300
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	\$1,400
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	\$1,400
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	\$1,500
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	\$1,500
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	\$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

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

Group	Step																		Avg AI	At Max
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Lump Value
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	\$1,100
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	\$1,200
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	\$1,200
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	\$1,300
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	\$1,300
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	\$1,400
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	\$1,400
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	\$1,500
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	\$1,500
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	\$1,500
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	\$1,500

11 Month ACL Salary Grid Effective 6/27/2014 Pursuant to the 2011 Concession Agreement																				At Max	
Group	Step																			Avg AI	Lump
		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	\$75,767	\$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	\$2,397	\$1,500
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

ACL Salary Grid Effective 6/26/2015 Pursuant to the 2011 Concession Agreement																				At Max	
Group	Step																			Avg AI	Lump
		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 Month ACL**

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

Group	Step																		Avg AI	At Max
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Lump 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 Month ACL**

ACL Salary Grid Effective 9/20/2013 Pursuant to the 2011 Concession Agreement

Group	Step																		Avg AI	At Max
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Lump Value
8	\$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
9	\$27,821	\$28,745	\$29,679	\$30,624	\$31,576	\$32,539	\$33,510	\$34,490	\$35,482	\$36,483	\$37,493	\$38,515	\$39,547	\$40,588	\$41,641	\$42,704	\$43,776	\$44,860	\$1,003	\$1,000
10	\$28,970	\$29,937	\$30,912	\$31,897	\$32,892	\$33,897	\$34,914	\$35,940	\$36,976	\$38,022	\$39,079	\$40,147	\$41,225	\$42,312	\$43,412	\$44,523	\$45,644	\$46,777	\$1,047	\$1,000
11	\$30,383	\$31,393	\$32,414	\$33,445	\$34,485	\$35,538	\$36,599	\$37,671	\$38,754	\$39,847	\$40,952	\$42,069	\$43,196	\$44,334	\$45,483	\$46,645	\$47,817	\$49,001	\$1,095	\$1,100
12	\$31,955	\$33,022	\$34,098	\$35,185	\$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	\$1,156	\$1,100
13	\$33,806	\$34,933	\$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	\$1,222	\$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	\$1,299	\$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	\$1,300
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	\$1,526	\$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	\$76,197	\$78,119	\$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	\$78,484	\$80,524	\$82,583	\$84,663	\$86,764	\$1,942	\$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
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	\$102,615	\$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 Month ACL**

ACL Salary Grid Effective 7/25/2014 Pursuant to the 2011 Concession Agreement

Group	Step																			Avg AI	At Max
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Lump 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 Month ACL**

ACL Salary Grid Effective 7/24/2015 Pursuant to the 2011 Concession Agreement

Group	Step																			Avg AI	At Max
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Value	Lump 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	\$1,260
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	\$1,365
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	\$1,470
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	\$1,575
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	\$1,575
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 Month ACL**

**ACL Salary Grid Effective 8/26/2011 Pursuant to the 2011 Concession Agreement**

Group	Step																		Avg AI Value	At Max Lump Value
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
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	\$1,000
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	\$1,000
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

**ACL Salary Grid Effective 9/20/2013 Pursuant to the 2011 Concession Agreement**

Group	Step																		Avg AI Value	At Max Lump Value
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
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
20	\$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
21	\$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
22	\$62,483	\$64,565	\$66,668	\$68,793	\$70,939	\$73,106	\$75,295	\$77,506	\$79,738	\$81,992	\$84,270	\$86,571	\$88,894	\$91,241	\$93,612	\$96,005	\$98,423	\$100,865	\$2,258	\$1,500

9 Month ACL Salary Grid Effective 7/25/2014 Pursuant to the 2011 Concession Agreement																				At Max	
Group	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Avg AI Value	Lump Value
8		\$24,862	\$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		\$25,790	\$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
10		\$26,855	\$27,751	\$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
11		\$28,165	\$29,101	\$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
12		\$29,622	\$30,612	\$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
13		\$31,339	\$32,383	\$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
14		\$33,340	\$34,450	\$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
15		\$36,056	\$37,259	\$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
16		\$39,155	\$40,460	\$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
17		\$42,259	\$43,671	\$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
18		\$45,941	\$47,475	\$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
19		\$49,820	\$51,480	\$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
20		\$54,279	\$56,088	\$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
21		\$58,931	\$60,896	\$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
22		\$64,357	\$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

ACL Salary Grid Effective 7/24/2015 Pursuant to the 2011 Concession Agreement																				At Max	
Group	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Avg AI Value	Lump Value
8		\$25,608	\$26,461	\$27,325	\$28,197	\$29,077	\$29,968	\$30,867	\$31,776	\$32,692	\$33,619	\$34,553	\$35,498	\$36,451	\$37,415	\$38,389	\$39,371	\$40,365	\$41,368	\$927	\$1,050
9		\$26,564	\$27,445	\$28,338	\$29,240	\$30,149	\$31,069	\$31,996	\$32,931	\$33,879	\$34,834	\$35,799	\$36,775	\$37,760	\$38,754	\$39,759	\$40,774	\$41,797	\$42,833	\$957	\$1,050
10		\$27,661	\$28,584	\$29,516	\$30,455	\$31,406	\$32,366	\$33,336	\$34,315	\$35,305	\$36,304	\$37,313	\$38,332	\$39,361	\$40,400	\$41,450	\$42,510	\$43,581	\$44,663	\$999	\$1,050
11		\$29,010	\$29,974	\$30,949	\$31,933	\$32,927	\$33,932	\$34,945	\$35,968	\$37,002	\$38,047	\$39,102	\$40,168	\$41,243	\$42,330	\$43,428	\$44,537	\$45,656	\$46,787	\$1,046	\$1,155
12		\$30,511	\$31,530	\$32,557	\$33,594	\$34,644	\$35,704	\$36,774	\$37,854	\$38,946	\$40,049	\$41,162	\$42,287	\$43,422	\$44,568	\$45,727	\$46,898	\$48,080	\$49,273	\$1,104	\$1,155
13		\$32,279	\$33,354	\$34,442	\$35,540	\$36,649	\$37,768	\$38,899	\$40,042	\$41,196	\$42,363	\$43,540	\$44,730	\$45,931	\$47,143	\$48,368	\$49,607	\$50,856	\$52,118	\$1,167	\$1,260
14		\$34,340	\$35,484	\$36,638	\$37,805	\$38,983	\$40,175	\$41,377	\$42,591	\$43,816	\$45,054	\$46,306	\$47,570	\$48,845	\$50,134	\$51,435	\$52,750	\$54,078	\$55,420	\$1,240	\$1,260
15		\$37,138	\$38,377	\$39,628	\$40,891	\$42,167	\$43,456	\$44,758	\$46,072	\$47,401	\$48,742	\$50,097	\$51,465	\$52,845	\$54,243	\$55,652	\$57,074	\$58,514	\$59,967	\$1,343	\$1,365
16		\$40,330	\$41,674	\$43,032	\$44,403	\$45,789	\$47,185	\$48,597	\$50,025	\$51,465	\$52,920	\$54,391	\$55,875	\$57,373	\$58,888	\$60,417	\$61,963	\$63,522	\$65,098	\$1,457	\$1,365
17		\$43,527	\$44,981	\$46,448	\$47,930	\$49,428	\$50,940	\$52,468	\$54,011	\$55,569	\$57,143	\$58,732	\$60,337	\$61,960	\$63,596	\$65,252	\$66,921	\$68,608	\$70,313	\$1,577	\$1,470
18		\$47,319	\$48,899	\$50,496	\$52,107	\$53,736	\$55,379	\$57,039	\$58,717	\$60,411	\$62,123	\$63,851	\$65,596	\$67,359	\$69,139	\$70,937	\$72,753	\$74,588	\$76,441	\$1,713	\$1,470
19		\$51,315	\$53,024	\$54,753	\$56,499	\$58,262	\$60,042	\$61,841	\$63,655	\$65,489	\$67,341	\$69,213	\$71,103	\$73,012	\$74,938	\$76,884	\$78,852	\$80,837	\$82,843	\$1,854	\$1,575
20		\$55,907	\$57,771	\$59,653	\$61,556	\$63,475	\$65,414	\$67,372	\$69,351	\$71,349	\$73,366	\$75,404	\$77,464	\$79,543	\$81,643	\$83,764	\$85,905	\$88,069	\$90,254	\$2,020	\$1,575
21		\$60,699	\$62,723	\$64,765	\$66,829	\$68,913	\$71,016	\$73,142	\$75,291	\$77,460	\$79,650	\$81,862	\$84,096	\$86,354	\$88,632	\$90,934	\$93,258	\$95,608	\$97,979	\$2,193	\$1,575
22		\$66,288	\$68,497	\$70,728	\$72,983	\$75,259	\$77,558	\$79,881	\$82,226	\$84,594	\$86,986	\$89,402	\$91,843	\$94,308	\$96,797	\$99,313	\$101,852	\$104,417	\$107,008	\$2,396	\$1,575

**Faculty Salary Grid Effective 8/26/2011 Pursuant to the 2011 Concession Agreement**

	Group	Step														Avg AI Value	At Max Lump Value
		1	2	3	4	5	6	7	8	9	10	11	12	13	14		
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	\$1,200
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	\$1,300
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	\$1,400
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	\$2,202	\$1,500

FY2014 (2013-2014)

**Faculty Salary Grid Effective 9/20/2013 Pursuant to the 2011 Concession Agreement**

	Group	Step														Avg AI Value	At Max Lump Value
		1	2	3	4	5	6	7	8	9	10	11	12	13	14		
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	\$1,200
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	\$1,300
ASSOC	3	\$59,942	\$61,923	\$63,903	\$65,884	\$67,865	\$69,845	\$71,826	\$73,807	\$75,787	\$77,768	\$79,749	\$81,729	\$83,710	\$85,691	\$1,981	\$1,400
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	\$1,500

FY2015 (2014-2015)

**Faculty Salary Grid Effective 7/25/2014 Pursuant to the 2011 Concession Agreement**

	Group	Step														Avg AI Value	At Max Lump Value
		1	2	3	4	5	6	7	8	9	10	11	12	13	14		
INSTR	1	\$50,610	\$52,281	\$53,952	\$55,623	\$57,294	\$58,964	\$60,636	\$62,307	\$63,977	\$65,648	\$67,320	\$68,990			\$1,671	\$1,200
ASS'T	2	\$54,658	\$56,463	\$58,267	\$60,072	\$61,876	\$63,681	\$65,485	\$67,290	\$69,094	\$70,899	\$72,704	\$74,508	\$76,313		\$1,805	\$1,300
ASSOC	3	\$61,740	\$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	\$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	\$2,336	\$1,500

FY2016 (2015-2016)

**Faculty Salary Grid Effective 7/24/2015 Pursuant to the 2011 Concession Agreement**

	Group	Step														AVG AI Value	At Max Lump Value
		1	2	3	4	5	6	7	8	9	10	11	12	13	14		
INSTR	1	\$52,128	\$53,849	\$55,571	\$57,292	\$59,013	\$60,733	\$62,455	\$64,176	\$65,896	\$67,617	\$69,340	\$71,060			\$1,721	\$1,260
ASS'T	2	\$56,298	\$58,157	\$60,015	\$61,874	\$63,732	\$65,591	\$67,450	\$69,309	\$71,167	\$73,026	\$74,885	\$76,743	\$78,602		\$1,859	\$1,365
ASSOC	3	\$63,592	\$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	\$2,101	\$1,470
PROF	4	\$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	\$2,406	\$1,575

**Allied Health Salary Grids**

**Faculty Salary Grid Effective 8/26/2011 Pursuant to the 2011 Concession Agreement**

		Step																		Avg AI Value	At Max Lump Value	
	Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18			
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 Salary Grid Effective 9/20/2013 Pursuant to the 2011 Concession Agreement**

		Step																		Avg AI Value	At Max Lump Value	
	Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18			
ASS'T	2					\$60,074	\$61,826	\$63,578	\$65,330	\$67,082	\$68,834	\$70,586	\$72,338	\$74,090	\$75,842	\$77,594					\$1,752	\$1,300
ASSOC	3		\$61,923	\$63,903	\$65,884	\$67,865	\$69,845	\$71,826	\$73,807	\$75,787	\$77,768	\$79,749	\$81,729	\$83,710	\$85,691	\$87,672	\$89,652	\$91,633			\$1,981	\$1,400
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

**Allied Health Faculty Salary Grid Effective 7/25/2014 Pursuant to the 2011 Concession Agreement**

		Step																		Avg AI Value	At Max Lump Value	
	Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18			
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 Salary Grid Effective 7/24/2015 Pursuant to the 2011 Concession Agreement**

		Step																		Avg AI Value	At Max Lump Value	
	Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18			
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	4	\$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