

Pilot Compensation History

<u>Captain D'Angelo</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021 YTD September</u>
<u>Salary</u>						
Regular Wages	\$266,015	\$271,336	\$274,049	\$282,270	\$287,566	\$212,792
Vacation Cash Out	\$0	\$32,350	\$22,134	\$10,856	\$11,041	\$0
Incremental Duty Pay	\$43,034	\$2,080	\$11,594	\$167,020	\$135,000	\$192,500
Auto Allowance	\$15,435	\$24,060	\$14,280	\$9,450	\$20,685	\$16,170
<u>Gain Sharing</u>	<u>\$0</u>	<u>\$40,816</u>	<u>\$32,666</u>	<u>\$20,707</u>	<u>\$0</u>	<u>\$0</u>
Total Salary	\$324,484	\$370,641	\$354,723	\$490,304	\$454,292	\$421,462
PSP	\$ 393,282	\$ 360,987	\$ 402,219	\$ 369,647	\$ 204,581	
<u>Benefits</u>						
Medical	\$12,216	\$13,560	\$14,040	\$13,968	\$14,064	\$10,620
L&I	\$728	\$2,891	\$1,992	\$2,814	\$4,243	\$3,813
FMLA	\$0	\$0	\$0	\$338	\$362	\$362
Unemployment	\$3,528	\$3,528	\$3,528	\$3,528	\$3,528	\$2,646
PERS	\$36,277	\$37,193	\$40,296	\$60,360	\$54,473	\$48,393
Life	\$138	\$138	\$138	\$138	\$138	\$104
AD&D	\$27	\$27	\$27	\$27	\$27	\$20
STD	\$231	\$231	\$231	\$231	\$231	\$173
LTD	\$472	\$472	\$472	\$472	\$472	\$354
Social Security	\$7,347	\$7,886	\$7,961	\$8,261	\$8,552	\$8,110
<u>Medicare</u>	<u>\$4,705</u>	<u>\$5,374</u>	<u>\$5,143</u>	<u>\$7,113</u>	<u>\$6,431</u>	<u>\$6,111</u>
Total Benefits	\$65,669	\$71,301	\$73,828	\$97,250	\$92,521	\$80,705
Total Compensation	\$390,154	\$441,942	\$428,551	\$587,554	\$546,813	\$502,167

Regular, Holiday, Sick and Vacation
 Vac Pay/Off (Field 4)
 Other Wages (Field 3)
 Other Earnings (Field 5)
 Retroactive Pay (Field 5)

Pilot Compensation History

<u>Captain White</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021 YTD September</u>
<u>Salary</u>						
Regular Wages	\$266,015	\$271,336	\$274,049	\$282,270	<i>Retired 12/31/2020</i>	
Vacation Cash Out	\$0	\$10,957	\$33,567	\$0		
Incremental Duty Pay	\$0	\$0	\$92,500	\$110,000		
Auto Allowance	\$6,825	\$12,600	\$16,800	\$7,770		
<u>Gain Sharing</u>	<u>\$0</u>	<u>\$40,816</u>	<u>\$32,666</u>	<u>\$20,707</u>		
Total Salary	\$272,840	\$335,708	\$449,582	\$420,747		
<u>Benefits</u>						
Medical	\$12,972	\$14,604	\$15,144	\$14,820		
L&I	\$785	\$2,880	\$2,999	\$2,505		
FMLA	\$0	\$0	\$0	\$338		
Unemployment	\$3,528	\$3,528	\$3,528	\$3,528		
PERS	\$30,504	\$35,525	\$53,578	\$53,024		
Life	\$138	\$138	\$138	\$138		
AD&D	\$27	\$27	\$27	\$27		
STD	\$231	\$231	\$231	\$231		
LTD	\$472	\$472	\$472	\$472		
Social Security	\$7,347	\$7,886	\$7,961	\$8,261		
<u>Medicare</u>	<u>\$3,956</u>	<u>\$4,868</u>	<u>\$6,519</u>	<u>\$6,073</u>		
Total Benefits	\$59,959	\$70,159	\$90,597	\$89,417		
Total Compensation	\$332,800	\$405,868	\$540,179	\$510,164		

Regular, Holiday, Sick and Vacation
 Vac Pay/Off (Field 4)
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Pilot Compensation History

<u>Captain McMullen</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021 YTD September</u>
<u>Salary</u>						<i>Terminated 5/3/2021</i>
Regular Wages	\$0	\$0	\$0	\$27,415	\$110,160	\$45,226
Vacation Cash Out	\$0	\$0	\$0	\$0	\$0	\$0
Incremental Duty Pay	\$0	\$0	\$0	\$0	\$0	\$0
Auto Allowance	\$0	\$0	\$0	\$0	\$0	\$0
<u>Gain Sharing</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Total Salary	\$0	\$0	\$0	\$27,415	\$110,160	\$45,226
<u>Benefits</u>						
Medical	\$0	\$0	\$0	\$2,242	\$13,572	\$1,141
L&I	\$0	\$0	\$0	\$67	\$308	\$124
FMLA	\$0	\$0	\$0	\$84	\$279	\$115
Unemployment	\$0	\$0	\$0	\$74	\$294	\$347
PERS	\$0	\$0	\$0	\$3,065	\$14,202	\$4,890
Life	\$0	\$0	\$0	\$35	\$138	\$138
AD&D	\$0	\$0	\$0	\$7	\$27	\$27
STD	\$0	\$0	\$0	\$58	\$231	\$231
LTD	\$0	\$0	\$0	\$118	\$472	\$472
Social Security	\$0	\$0	\$0	\$1,700	\$6,834	\$2,804
<u>Medicare</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$398</u>	<u>\$1,598</u>	<u>\$656</u>
Total Benefits	\$0	\$0	\$0	\$7,846	\$37,955	\$10,944
Total Compensation	\$0	\$0	\$0	\$35,261	\$148,115	\$56,171

Regular, Holiday, Sick and Vacation
Vac Pay/Off (Field 4)
Other Wages (Field 3)
Other Earnings (Field 5)
Retroactive Pay (Field 5)

Total All Pilots	\$722,953	\$847,810	\$968,730	\$1,132,979	\$694,929	\$558,338
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