



SAMPLE

# 2024 Aviation Compensation Survey



Insurance | Risk Management | Consulting



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# 2024 Aviation Compensation Survey

## Introduction

Gallagher Surveys is pleased to present the annual Aviation Compensation Survey. The 2024 Aviation Compensation Survey includes data on 23 positions from 116 organizations across the United States.

Any questions related to this report should be directed to:

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### Effective Date

The effective date of the data in this survey is February 1, 2024.

### Survey Methodology

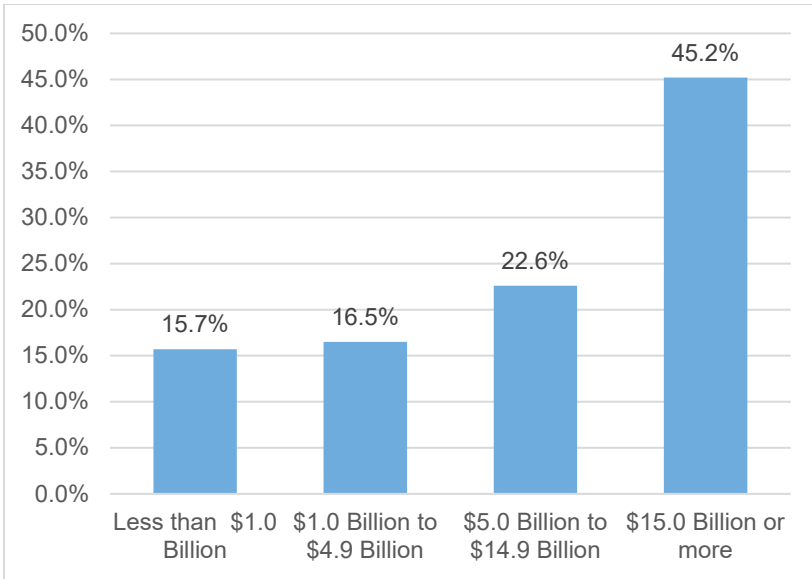
Survey participants submitted data online through Gallagher Surveys secure website. All forms/spreadsheets were reviewed for completeness and reasonableness of the data prior to data analysis. Phone calls and/or emails were made to verify reporting.

The objective of the review process is to ensure that reported rates reflect the actual pay practices of each participant. Decisions regarding inclusion or deletion of data are based on discussions with participants and the underlying causes for unusual data. Testing of data is done with a combination of computer applications, designed to spot unusual data, and careful review by senior staff.

Participant cooperation and careful preparation of data contributes greatly to the quality, reliability and timeliness of our surveys.

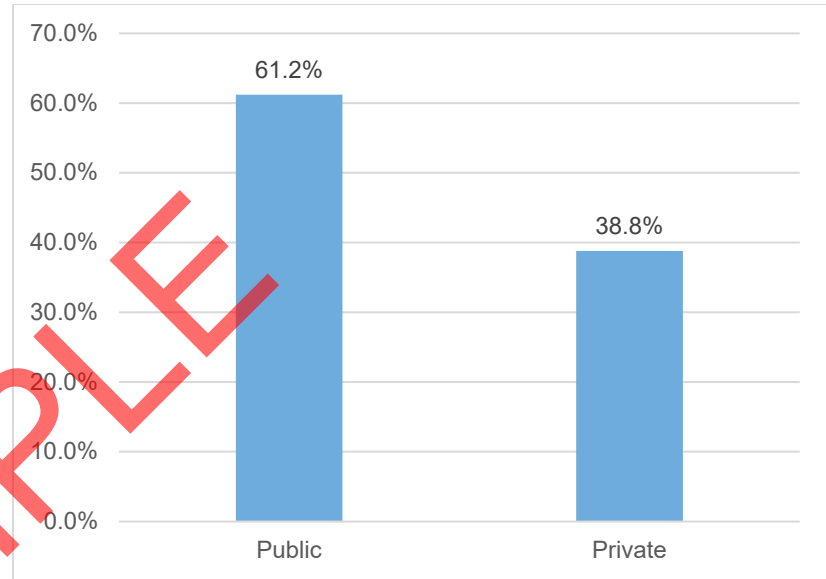
Organizational Data

Organizational gross revenue for the most recent fiscal year



Revenue	# Orgs	% of Orgs
Less than \$1.0 Billion	18	15.7%
\$1.0 Billion to \$4.9 Billion	19	16.5%
\$5.0 Billion to \$14.9 Billion	26	22.6%
\$15.0 Billion or more	52	45.2%

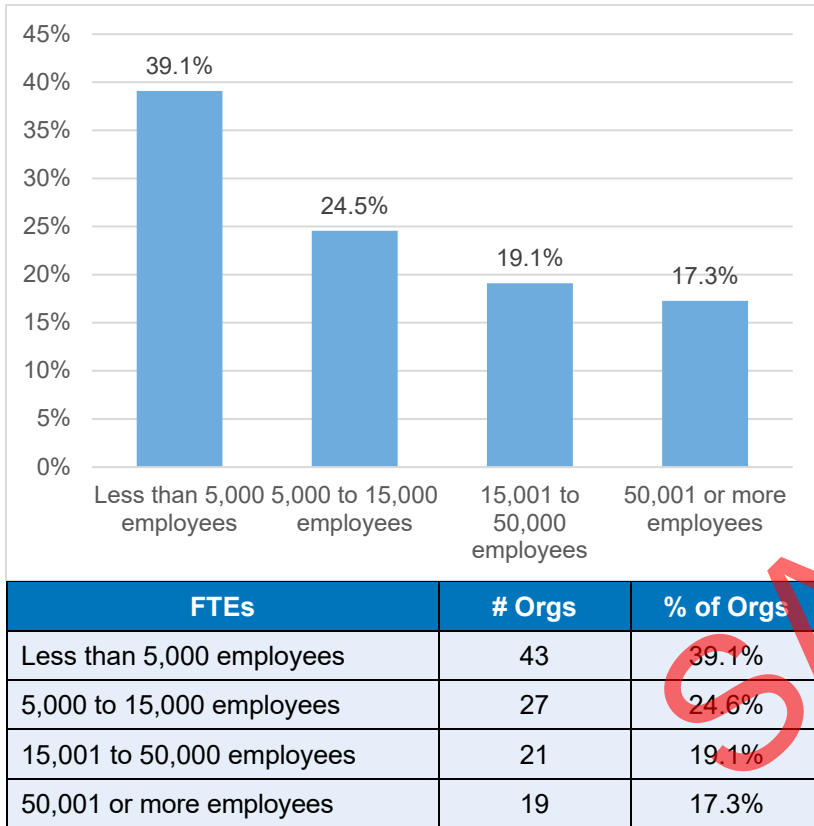
Type of Organization



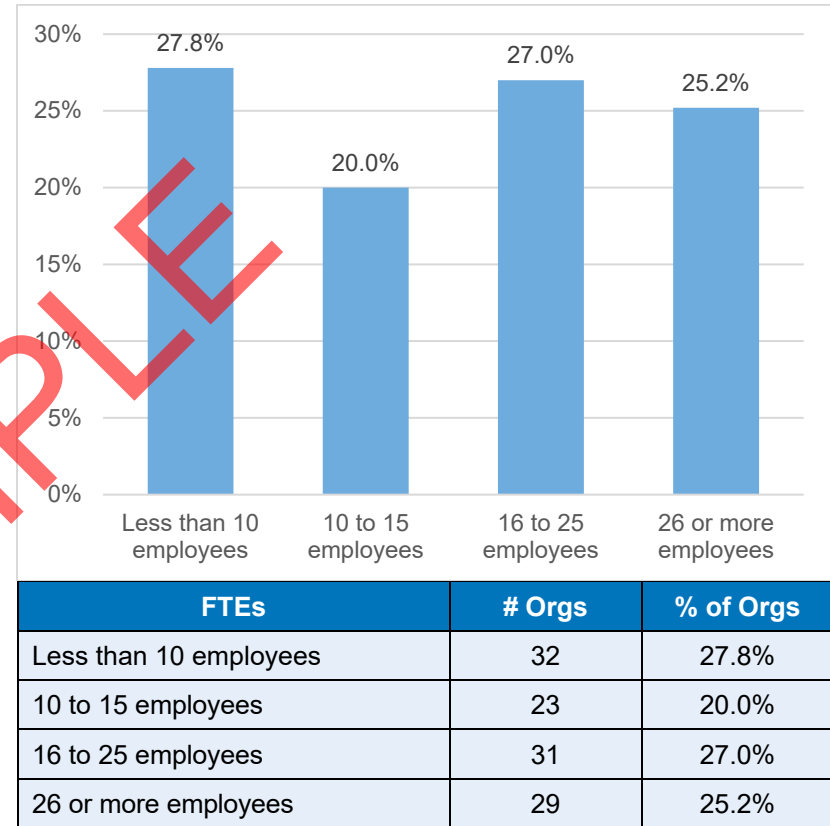
Type	# Orgs	% of Orgs
Public	71	61.2%
Private	45	38.8%

Organizational Data

Number of full-time equivalent (FTE) employees in the United States

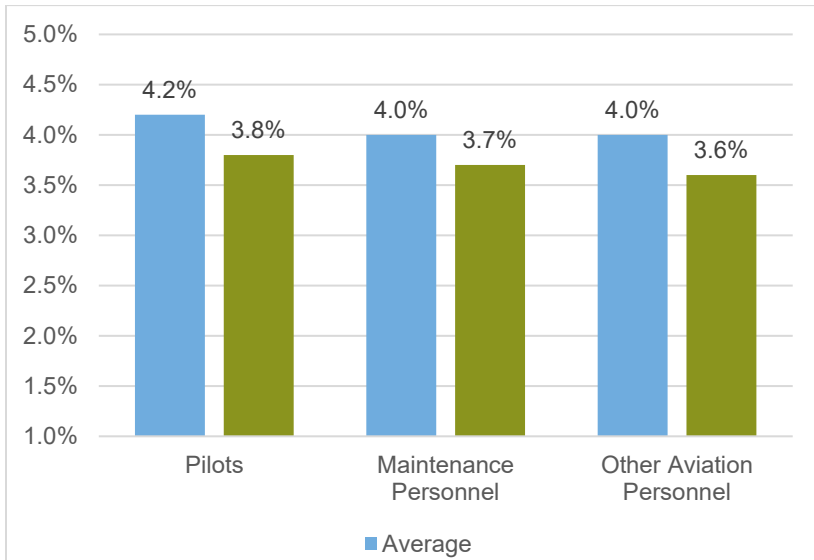


Number of full-time equivalent (FTE) employees in the Aviation Operations only



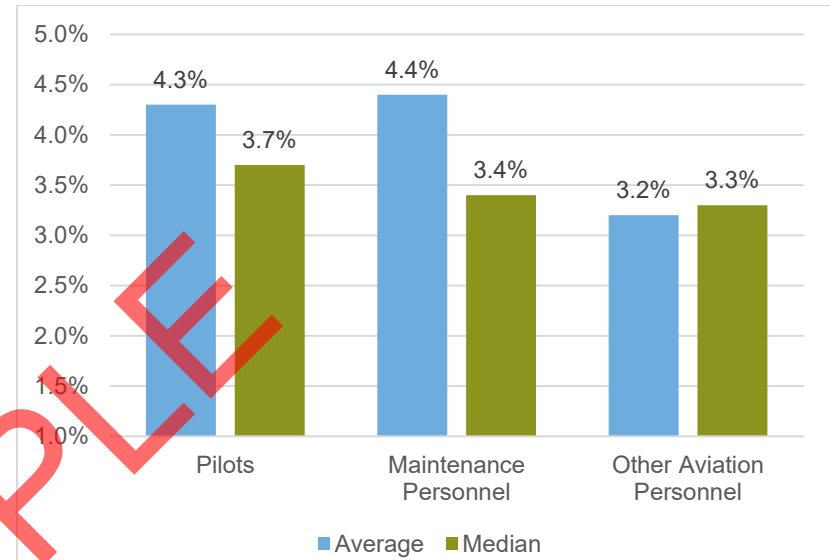
Salary Increases

Merit Increases



Position	# Orgs	Average	Median
Pilots	93	4.2%	3.8%
Maintenance Personnel	89	4.0%	3.7%
Other Aviation Personnel	78	4.0%	3.6%

General Increases / Cost of Living Adjustments (COLA)



Position	# Orgs	Average	Median
Pilots	13	4.3%	3.7%
Maintenance Personnel	14	4.4%	3.4%
Other Aviation Personnel	10	3.2%	3.3%

Overtime Payments

How each position is compensated for overtime worked

Position	# Orgs	Time and a half over 40 hours per week	Time and a half over 8 hours per day	Time and a half Saturdays	Time and a half 6th consecutive day
Chief Aircraft Inspector	10	72.7%	9.1%	0.0%	0.0%
Aircraft Inspector	13	76.9%	7.7%	0.0%	0.0%
Senior Mechanic II	28	92.9%	7.1%	7.1%	0.0%
Senior Mechanic	36	91.7%	11.1%	8.3%	0.0%
Mechanic	44	93.2%	9.1%	13.6%	0.0%
Maintenance Assistant	23	91.3%	4.3%	8.7%	0.0%
Flight Attendant Senior	7	71.4%	0.0%	0.0%	0.0%
Flight Attendant	12	91.7%	8.3%	0.0%	0.0%

Position	# Orgs	Double time Sundays	Double time 7th consecutive day	Double time Holidays	Other
Chief Aircraft Inspector	10	0.0%	9.1%	0.0%	18.2%
Aircraft Inspector	13	0.0%	7.7%	7.7%	15.4%
Senior Mechanic II	28	3.6%	3.6%	14.3%	7.1%
Senior Mechanic	36	8.3%	2.8%	11.1%	8.3%
Mechanic	44	11.4%	2.3%	15.9%	6.8%
Maintenance Assistant	23	4.3%	4.3%	8.7%	8.7%
Flight Attendant Senior	7	0.0%	0.0%	0.0%	28.6%
Flight Attendant	12	0.0%	0.0%	16.7%	8.3%

Note: Organizations could select more than one option.



## 2024 Aviation Compensation Survey

### Survey Job Index

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\* Insufficient data to report

## 2024 Aviation Compensation Survey

**Survey Title:** Director/Manager of Aviation (Non-Flying)

**Job Number:** 6

**Typical Duties:** Responsible for aviation department operations, including compliance with FAA regulations, maintenance, safety, scheduling, and staffing. Provide leadership, direction, training and development for all personnel within the flight department. Maintain staffing levels and manage salary administration for all department employees. Establishes operating procedures and manages the development and maintenance of the operations manual to comply with government regulations. Does Not Fly.

	# of Orgs	# of Empl	Annual Salary					Annual Bonus			Total Cash					Matched Sample	
			25th	50th	Avg	Wtd Avg	75th	Elig %	Paid \$	Tgt %	25th	50th	Avg	Wtd Avg	75th	50th	Avg
<u>All Participants</u>																	
All Participants	23	24	\$203,129	\$242,842	\$252,550	\$249,609	\$288,500	91%	\$86,554	27%	\$229,385	\$301,800	\$324,051	\$318,131	\$391,865	6.1%	7.9%
<u>Organization Type</u>																	
Part 91	16	17	\$193,135	\$253,000	\$249,293	\$245,333	\$288,500	100%	\$81,942	27%	\$201,402	\$303,600	\$320,992	\$312,815	\$391,865		
Part 135	1	1															
Other	6	6	\$208,657	\$223,354	\$259,203	\$259,203	\$345,600	83%	\$99,469	27%	\$244,435	\$331,019	\$342,094	\$342,094	\$450,828		
<u>Region</u>																	
Northeast	7	7	\$253,000	\$287,200	\$278,493	\$278,493	\$331,200	100%	\$83,034	26%	\$303,600	\$391,230	\$361,527	\$361,527	\$415,656		
Midwest	8	9	\$214,472	\$232,684	\$262,101	\$253,198	\$308,100	75%	\$93,812	26%	\$214,472	\$281,250	\$320,734	\$305,316	\$393,078		
South	13	13	\$208,657	\$264,731	\$253,273	\$253,273	\$294,900	85%	\$91,308	28%	\$244,435	\$300,000	\$323,510	\$323,510	\$403,443		
West	6	6	\$173,385	\$239,000	\$245,870	\$245,870	\$325,224	83%	\$67,646	21%	\$198,750	\$268,685	\$302,241	\$302,241	\$439,288		
<u>Years in Current Position</u>																	
< 5 Years	12	13	\$212,826	\$253,000	\$257,844	\$252,008	\$293,600	92%	\$85,741	27%	\$214,472	\$303,600	\$329,295	\$317,963	\$400,101		
5 - 15 Years	3	3															
> 15 Years	6	6	\$195,907	\$271,491	\$262,636	\$262,636	\$320,511	83%			\$226,685	\$327,981	\$331,342	\$331,342	\$439,361		

Results are not listed when the number of reporting organizations is less than five.

Additional data cuts are located in the Excel version of the report.

## 2024 Aviation Compensation Survey

Survey Title: Senior Mechanic II

Job Number: 34

**Typical Duties:** Responsible for troubleshooting, repairing and servicing aircraft including engines, engine systems, and airframe components to ensure aircraft remains in safe operating condition. Tests, adjusts and replaces parts such as tires, wiring, and instruments using various test equipment, technical diagrams, maintenance manuals, and mechanics' tools. Is familiar with the field's procedures, practices and concepts. Relies on judgment and experience to accomplish a variety of complicated tasks. A certain amount of latitude is required. May perform quality control inspection for work done by other technicians. Ensures documents and records are maintained. Coordinate and inspect parts.

	# of Orgs	# of Empl	Annual Salary					Annual Bonus			Total Cash					Matched Sample	
			25th	50th	Avg	Wtd Avg	75th	Elig %	Paid \$	Tgt %	25th	50th	Avg	Wtd Avg	75th	50th	Avg
<u>All Participants</u>																	
All Participants	54	163	\$121,550	\$134,000	\$139,922	\$152,449	\$182,478	78%	\$14,048	10%	\$124,900	\$145,000	\$150,327	\$163,628	\$198,902	4.7%	7.1%
<u>Organization Type</u>																	
Part 91	47	112	\$121,583	\$129,890	\$135,858	\$136,163	\$147,845	81%	\$14,280	10%	\$125,133	\$141,269	\$146,796	\$146,224	\$160,562		
Part 135	1	1															
Other	6	50	\$115,002	\$217,767	\$161,742		\$235,239	67%			\$115,212	\$230,563	\$169,713		\$256,650		
<u>Region</u>																	
Northeast	13	68	\$123,694	\$179,130	\$157,238		\$222,500	77%	\$12,751	9%	\$128,281	\$196,084	\$167,047		\$247,632		
Midwest	24	81	\$125,254	\$149,330	\$137,309		\$220,000	79%	\$13,127	10%	\$135,750	\$158,302	\$147,154		\$235,846		
South	27	114	\$117,136	\$128,686	\$130,964	\$154,225	\$215,000	78%	\$14,346	11%	\$121,587	\$142,379	\$141,591	\$165,937	\$219,466		
West	9	62	\$118,279	\$203,430	\$167,942		\$227,653	67%	\$17,685		\$122,283	\$213,843	\$179,732		\$249,567		
<u>Years in Current Position</u>																	
< 5 Years	32	67	\$114,982	\$134,000	\$136,289	\$148,847	\$182,478	78%	\$12,277	10%	\$121,388	\$139,230	\$144,729	\$157,428	\$198,902		
5 - 15 Years	22	54	\$121,300	\$126,601	\$135,620	\$149,945	\$190,070	77%	\$13,223	10%	\$124,257	\$141,336	\$145,236	\$162,200	\$206,871		
> 15 Years	24	41	\$127,374	\$145,200	\$145,844	\$161,648	\$168,038	83%	\$15,508	9%	\$130,108	\$157,409	\$158,767	\$175,150	\$195,030		

Results are not listed when the number of reporting organizations is less than five.

Additional data cuts are located in the Excel version of the report.

## 2024 Aviation Compensation Survey

Survey Title: **Flight Coordinator/Office Manager**

Job Number: **49**

**Typical Duties:** Initiates and prepares reports required by company policy for accounting, taxes and aircraft. Manages office personnel, oversees the technology and communications that is required. Act as a liaison between top management and crew. Coordinate aircraft, crew, flight schedules and department personnel. Possesses a high level knowledge of policy and procedures.

	# of Orgs	# of Empl	Annual Salary					Annual Bonus			Total Cash					Matched Sample	
			25th	50th	Avg	Wtd Avg	75th	Elig %	Paid \$	Tgt %	25th	50th	Avg	Wtd Avg	75th	50th	Avg
<u>All Participants</u>																	
All Participants	43	45	\$104,759	\$120,000	\$127,781	\$125,879	\$145,295	86%	\$17,461	13%	\$110,388	\$133,724	\$141,587	\$139,128	\$154,945	4.9%	7.6%
<u>Organization Type</u>																	
Part 91	36	38	\$100,960	\$121,199	\$127,956	\$125,695	\$146,897	92%	\$17,354	12%	\$109,402	\$136,517	\$142,418	\$139,462	\$154,945		
Part 135	1	1															
Other	6	6	\$101,401	\$120,000	\$128,667	\$128,667	\$164,600	67%			\$109,353	\$122,418	\$140,845	\$140,845	\$190,765		
<u>Region</u>																	
Northeast	7	7	\$120,000	\$150,000	\$154,448	\$154,448	\$187,700	100%	\$23,911	14%	\$132,000	\$165,000	\$178,358	\$178,358	\$225,240		
Midwest	20	22	\$87,203	\$110,974	\$116,848	\$113,953	\$124,957	80%	\$14,617	12%	\$93,085	\$120,963	\$127,811	\$124,034	\$138,636		
South	21	21	\$113,917	\$124,200	\$130,556	\$130,556	\$145,295	81%	\$18,717	14%	\$120,342	\$140,000	\$143,925	\$143,925	\$153,924		
West	9	9	\$121,199	\$135,556	\$137,964	\$137,964	\$149,097	89%	\$14,669	11%	\$126,862	\$148,193	\$149,373	\$149,373	\$160,645		
<u>Years in Current Position</u>																	
< 5 Years	17	18	\$100,232	\$121,199	\$125,124	\$122,895	\$142,495	88%	\$17,345	13%	\$109,402	\$132,862	\$139,409	\$136,386	\$154,945		
5 - 15 Years	16	16	\$101,401	\$111,982	\$127,970	\$127,970	\$152,257	88%	\$19,334	13%	\$109,353	\$130,885	\$143,679	\$143,679	\$178,466		
> 15 Years	7	7	\$116,767	\$124,200	\$129,478	\$129,478	\$141,500	86%	\$14,508	12%	\$124,837	\$140,000	\$139,840	\$139,840	\$150,876		

Results are not listed when the number of reporting organizations is less than five.

Additional data cuts are located in the Excel version of the report.

## 2024 Aviation Compensation Survey

### Statistical Summary of Formal Salary Ranges for all participants.

	# of Orgs	# of Orgs reporting range	Formal Salary Range	
			Minimum	Maximum
Director/Manager of Aviation (Flying)	87	64	\$193,985	\$312,837
Director/Manager of Aviation (Non-Flying)	23	18	\$184,664	\$310,655
Chief Pilot	82	61	\$167,996	\$276,028
Captain	65	51	\$133,274	\$215,384
Captain - Senior	83	61	\$152,861	\$249,152
Captain - ALL INCUMBENTS	115	87	\$146,675	\$237,245
Co-Pilot	33	24	\$102,773	\$165,488
Director/Manager of Maintenance	94	70	\$131,022	\$213,885
Chief Aircraft Inspector	21	12	\$113,314	\$182,472
Aircraft Inspector	14	10	\$93,973	\$157,710
Senior Mechanic II	54	40	\$93,716	\$150,241
Senior Mechanic	43	36	\$85,803	\$138,016
Mechanic	28	21	\$70,874	\$119,317
Mechanic - ALL INCUMBENTS	92	70	\$87,622	\$139,702
Maintenance Assistant	32	20	\$53,026	\$91,167
Avionics Technician	6	5	\$77,314	\$134,857
Flight Attendant	16	14	\$84,857	\$137,839
Flight Attendant - Senior	22	19	\$97,843	\$162,846
Flight Attendant - ALL INCUMBENTS	36	30	\$87,474	\$144,349
Flight Coordinator/Office Manager	43	35	\$91,568	\$149,679
Flight Coordinator/Scheduler	77	63	\$66,719	\$106,397
Materials Coordinator	13	10	\$68,378	\$112,474
Aviation Safety Officer	15	10	\$140,645	\$229,466

Results are not listed when the number of reporting organizations is less than five.

## 2024 Aviation Compensation Survey

### Participant List

Aflac  
Agro Industrial  
Ahold Delhaize US  
American Century Investments  
Ameriprise Financial  
Apache Corporation  
Aspamia, LLC  
BAE Systems Inc.  
Ball Corporation  
Berwind Corporation  
Bissell Homecare Inc.  
BlueCross/BlueShield of Tennessee  
Cape Clear, LLC  
Cargill, Incorporated  
CC Industries  
Charlotte Pipe and Foundry/Teal Aviation  
Chevron  
Coca-Cola Consolidated  
ConocoPhillips  
Constellation Brands, Inc.  
Constellation Energy  
Coterra Energy  
Cox Enterprises, Inc.  
Cummins Inc.  
Danaher Corporation  
Dassault Falcon Jet  
Deere & Company  
Devon Energy  
Dollar Tree  
Dominion Energy, Inc.  
Duke Energy Corporation  
Encompass Health Corporation  
Enterprise Mobility  
Exelon  
Flight Management Corporation  
Four Corners Aviation  
Franklin Mountain Management, LLC  
Friedkin Aviation Inc.  
General Dynamics Corporation  
General Dynamics Land Systems  
Genuine Parts Corporation  
GJP Aviation  
Glazer's, Inc.  
Growmark, Inc.

Participant List

Hillcorp Energy Company  
Honeywell International Inc.  
Hormel Foods  
HP Inc.  
Humana Inc.  
Hunt Companies  
Hunt Consolidated, Inc.  
International Paper  
IQVIA  
Jackson National Life Insurance Company  
Jet Aviation  
Kiewit  
Labcorp  
Leonard Green & Partners, LP  
Life Link III  
Lincoln Financial Group  
Lowe's Companies Inc.  
Madison Square Garden  
Marathon Petroleum Corporation  
MassMutal  
McDonald's Corporation  
Meijer  
MGM Resorts International Operations, Inc.  
Micron Technologies, Inc.  
Mid-Ohio Aviation  
Nationwide  
Nestle Purina  
Netflix  
NetJets Inc.  
NextEra Energy  
NiSource, Inc.  
Norfolk Southern  
Northwestern Mutual  
Owens Corning  
PepsiCo  
Priester Aviation  
Principal Financial  
Prudential Financial  
QuikTrip Corporation  
Rockwell Automation  
SC Johnson & Son, Inc.  
Select Medical Corporation  
Sentry Insurance Company  
Service Corporation International Inc.



Participant List

SFC Global Supply Chain, Inc.  
Simon Hangar LLC  
Southeastern Freight Lines, Inc.  
Southern Company  
Starbucks  
State Farm Insurance Companies  
Stephens Investments Holdings LLC  
Stryker  
Swagelok Company  
Swissport, USA  
Target Corporation  
The Cigna Group  
The Cola-Cola Company  
The Home Depot  
The Kroger Co.  
The Stephens Group  
The Walt Disney Company  
The Williams Companies  
T-Mobile US, Inc.  
Tyson Foods  
United Therapeutics  
United Health Group

University Corporation for Atmospheric Sciences  
Unum  
Valero Energy Corp  
Visa, Inc.  
Weis Markets Inc.  
Xcel Energy Services Inc.  
Zachry Group

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