
2012 Aviation Compensation Survey

Data Effective: February 1, 2012

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Introduction

Gallagher Surveys is pleased to present the annual Aviation Compensation Survey. The 2012 Aviation Compensation Survey includes data on 21 positions from 133 organizations across the United States. Data for a total of 4,769 employees were reported on these jobs. We appreciate all participants' cooperation and time.

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, 2012**.

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

A total of 133 organizations participated in the 2012 Aviation Compensation Survey.

Organizational gross revenue for the most recent fiscal year:

	# of Orgs	% of Orgs
Less than \$100 Million	8	6.6%
\$100 Million to \$1.0 Billion	6	5.0%
\$1.0 Billion to \$5.0 Billion	18	14.9%
\$5.0 Billion to \$15.0 Billion	31	25.6%
\$15.0 Billion or more	37	30.6%
Not Reported	21	17.4%
Total Number of Organizations Responding	121	

NOTE: Banking Institutions provide current asset levels.

Type of Organization:

	# of Orgs	% of Orgs
Public	80	67.2%
Private	39	32.8%
Total Number of Organizations Responding	119	

Type of Industry:

	# of Orgs	% of Orgs
Durable Goods Manufacturing (Excluding Hi-tech)	7	6.0%
Durable Goods Manufacturing (Hi-tech)	3	2.6%
Non-Durable Goods Manufacturing (Excluding food)	6	5.1%
Non-Durable Goods Manufacturing (Food)	6	5.1%
Banking, Finance & Investment	5	4.3%
Food, Hospitality	2	1.7%
Health Care	2	1.7%
High Technology	14	12.0%
Insurance	15	12.8%
Medical, Pharmaceutical	4	3.4%
Non-Profit	2	1.7%
Oil, Petroleum	13	11.1%
Public Utilities	6	5.1%
Services	4	3.4%
Wholesale, Retail	8	6.8%
Other	20	17.1%
Total Number of Organizations Responding	117	

Job Index

Survey Job No.	Survey Job Title	Survey Job No.	Survey Job Title
1	Manager of Aviation (Flying)	47	Flight Attendant -Senior
6	Manager of Aviation (Non-Flying)	49	Office Manager/Coordinator
8	Chief Pilot	50	Flight Coordinator/Scheduler
13	Captain	51	Materials Coordinator
18	Captain - Senior	52	Training Coordinator
23	Co-Pilot		
28	Director/Manager of Maintenance		
30	Chief Aircraft Inspector		
32	Aircraft Inspector		
34	Senior Mechanic II		
36	Senior Mechanic		
38	Mechanic		
40	Maintenance Assistant		
42	Flight Mechanic		
44	Avionics Technician		
46	Flight Attendant		

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Survey Title: Co-Pilot

Job Number: 23

Typical Duties: Assists the Captain in the flight preparation and operation of the aircraft. Is fully competent to assume command, if necessary. Assists the Captain in determining flight routes, speeds, and take off and landing times to fulfill scheduling requirements. Maintains current navigation manuals and charts. Is preparing to assume the duties of the pilot-in-command.

	# of Orgs	# of Empl	Annual Salary					Annual Bonus			Total Cash				
			25th	50th	Avg	Wtd Avg	75th	Elig %	Paid \$	Tgt %	25th	50th	Avg	Wtd Avg	75th
<u>All Participants</u>															
All	36	104	\$66,000	\$80,000	\$79,069	\$80,229	\$89,870	75	\$5,746	10%	\$70,000	\$82,828	\$82,580	\$83,038	\$95,028
<u>Region</u>															
Northeast	6	16	\$78,820	\$86,173	\$86,463		\$103,813	100			\$78,996	\$86,471	\$88,907		\$107,924
Southeast	3	5													
South Central	6	11	\$66,000	\$76,000	\$77,949		\$82,700	100			\$72,600	\$81,000	\$83,531		\$89,313
North Central	17	43	\$65,920	\$80,000	\$77,211	\$79,756	\$90,000	65	\$5,694	9%	\$70,200	\$86,000	\$80,895	\$83,030	\$96,526
Western	6	29	\$65,000	\$74,700	\$82,345		\$85,790	67			\$65,000	\$76,656	\$84,761		\$85,790
<u>Region and Aircraft Type</u>															
Northeast - Jet	5	11	\$74,417	\$79,192	\$82,817		\$87,877	100			\$74,417	\$84,427	\$84,175		\$87,877
Southeast - Jet	2	3													
South Central - Jet	3	7													
North Central - Jet	15	39	\$70,000	\$80,964	\$79,882	\$81,488	\$91,800	73	\$5,738	9%	\$71,000	\$86,338	\$84,090	\$84,721	\$96,526
Western - Jet	5	17	\$70,000	\$80,700	\$84,455		\$93,800	80			\$70,000	\$82,656	\$87,354		\$97,628

Results are not listed when the number of reporting organizations is less than five.
Weighted data is not listed when one organization comprises >25% of the sample.

2012 Aviation Compensation Survey

Survey Title: Co-Pilot

Job Number: 23

	# of Orgs	# of Empl	Annual Salary					Annual Bonus			Total Cash				
			25th	50th	Avg	Wtd Avg	75th	Elig %	Paid \$	Tgt %	25th	50th	Avg	Wtd Avg	75th
<u>Aircraft Type</u>															
Helicopter	3	5													
Jet	29	77	\$70,000	\$80,000	\$79,846	\$80,630	\$89,870	79	\$5,655	9%	\$72,030	\$82,656	\$83,356	\$83,442	\$94,459
Turbo Prop	3	3													
<u>Number of Aircraft</u>															
1	3	5													
2	6	8	\$77,420	\$79,784	\$78,058	\$78,808	\$82,700	100	\$7,608	11%	\$82,714	\$87,189	\$85,666	\$86,570	\$93,970
3	8	16	\$73,000	\$80,964	\$83,105	\$83,655	\$90,563	100	\$2,815	11%	\$73,603	\$83,415	\$84,864	\$85,963	\$97,997
4	5	13	\$60,275	\$86,572	\$79,489	\$79,958	\$90,770	60			\$62,875	\$90,901	\$81,670	\$82,730	\$94,226
5-9	6	22	\$79,596	\$92,150	\$88,871		\$103,813	67			\$80,000	\$92,346	\$93,060		\$107,708
Over 9 Aircraft	7	39	\$65,000	\$71,900	\$73,895	\$74,526	\$85,010	57			\$65,000	\$73,856	\$77,349	\$76,806	\$86,570
<u>Organization Type</u>															
Other	3	26													
Part 135	4	10													
Part 91	29	68	\$66,000	\$80,000	\$77,134	\$79,466	\$89,739	76	\$5,544	10%	\$70,600	\$82,500	\$80,575	\$82,652	\$95,196

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2012 Aviation Compensation Survey

Survey Title: Co-Pilot

Job Number: 23

	# of Orgs	# of Empl	Annual Salary					Annual Bonus			Total Cash				
			25th	50th	Avg	Wtd Avg	75th	Elig %	Paid \$	Tgt %	25th	50th	Avg	Wtd Avg	75th
<u>Position Works With:</u>															
Fixed Wing	34	98	\$66,000	\$80,000	\$78,502	\$80,070	\$89,870	76	\$5,472	10%	\$70,000	\$82,656	\$81,882	\$82,809	\$94,746
Helicopter	2	2													
<u>Aircraft Make</u>															
Falcon – 900 DX/EX	5	5	\$64,060	\$76,102	\$83,559	\$83,559	\$106,788	80			\$64,794	\$78,494	\$84,331	\$84,331	\$106,788
Gulfstream – V	7	10	\$80,000	\$86,173	\$88,968		\$107,595	86			\$81,328	\$92,202	\$92,534		\$110,385
<u>Years in Current Job - Jet</u>															
0-5 Years	23	57	\$70,000	\$80,000	\$79,408	\$78,986	\$87,061	78	\$5,074	9%	\$70,200	\$80,964	\$82,276	\$81,425	\$93,591
6-15 Years	8	10	\$81,990	\$91,870	\$91,585	\$93,457	\$113,905	63			\$83,185	\$97,943	\$94,957	\$97,345	\$113,905
<u>Years in Current Job</u>															
0-5 Years	26	78	\$65,460	\$80,000	\$80,195	\$79,834	\$89,870	77	\$4,965	10%	\$70,000	\$82,656	\$83,059	\$82,237	\$94,746
6-15 Years	9	11	\$76,102	\$89,739	\$87,853	\$90,233	\$108,700	56			\$78,494	\$94,226	\$90,851	\$93,768	\$108,700
<u>Years in Company - Jet</u>															
0-5 Years	27	65	\$68,000	\$79,568	\$78,181	\$78,456	\$86,286	78	\$5,455	9%	\$70,600	\$80,000	\$81,414	\$81,159	\$92,688
6-15 Years	10	12	\$84,421	\$91,520	\$90,694	\$92,403	\$101,500	70	\$4,823	9%	\$84,421	\$94,741	\$93,588	\$95,806	\$107,695

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	# of Orgs	# of Empl	Annual Salary					Annual Bonus			Total Cash				
			25th	50th	Avg	Wtd Avg	75th	Elig %	Paid \$	Tgt %	25th	50th	Avg	Wtd Avg	75th
<u>Years in Company</u>															
0-5 Years	33	91	\$65,920	\$80,000	\$78,298	\$78,868	\$86,572	76	\$5,595	10%	\$70,000	\$82,000	\$81,689	\$81,630	\$94,226
6-15 Years	11	13	\$78,533	\$89,739	\$87,722	\$89,756	\$101,500	64	\$4,823	9%	\$79,729	\$94,226	\$90,353	\$92,897	\$107,695
<u>Years as Professional Pilot - Jet</u>															
0-5 Years	6	9	\$58,830	\$65,000	\$68,338		\$80,134	83			\$59,564	\$70,200	\$71,449		\$86,133
6-15 Years	15	28	\$67,500	\$80,000	\$79,317	\$77,136	\$90,770	73	\$6,149	10%	\$70,100	\$80,482	\$83,006	\$80,773	\$94,963
16-25 Years	2	2													
25+ Years	2	3													
<u>Flies International</u>															
Yes	24	56	\$70,000	\$81,482	\$81,555	\$83,571	\$94,150	79	\$6,645	10%	\$70,830	\$87,547	\$85,432	\$87,376	\$100,355
No	9	31	\$65,000	\$66,000	\$72,493		\$79,192	78	\$2,934	11%	\$65,000	\$72,600	\$74,449		\$79,192
<u>Flies Overseas</u>															
Yes	17	37	\$79,784	\$82,400	\$84,817	\$86,411	\$93,938	82	\$6,222	8%	\$82,328	\$90,901	\$88,844	\$91,474	\$100,355
No	15	41	\$65,000	\$66,000	\$73,928		\$80,832	73	\$4,689	13%	\$65,000	\$72,600	\$76,741		\$82,828
<u>Flies Domestic</u>															
Yes	30	75	\$66,000	\$79,568	\$78,178	\$79,169	\$89,739	77	\$5,901	10%	\$70,200	\$82,000	\$81,719	\$82,647	\$95,256

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	# of Orgs	# of Empl	Annual Salary					Annual Bonus			Total Cash				
			25th	50th	Avg	Wtd Avg	75th	Elig %	Paid \$	Tgt %	25th	50th	Avg	Wtd Avg	75th
<u>MTOW most often flown/serviced</u>															
<20K lbs.	6	10	\$50,400	\$63,000	\$66,371	\$65,845	\$73,000	67			\$52,356	\$63,000	\$70,601	\$69,351	\$84,150
20k to 49k lbs.	24	46	\$68,000	\$77,816	\$78,494	\$78,756	\$89,739	79	\$5,605	9%	\$70,200	\$80,078	\$81,763	\$81,666	\$94,226
>50k lbs.	10	25	\$80,000	\$84,468	\$88,042		\$95,387	80	\$6,722	7%	\$81,328	\$87,877	\$92,076		\$100,355

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Participant List

Abbott Laboratories
Air Products and Chemicals, Inc.
Allstate Insurance Company
American Century Investments
American Family Insurance
Ameriprise Financial
Amway
Anadarko Petroleum Corporation
Apache Corporation
Baxter International
Bombardier Aerospace
Bristow Group, Inc.
Caesars Entertainment Corporation
Cardinal Health
CareFusion
Cargill, Inc
Caris Air Services
Caterpillar
CenturyLink
Cessna Aircraft Company
CIGNA
Cimarex Energy Co
CNH America LLC
Coca Cola Bottling Co. Consolidated
ConocoPhillips
Constellation Brands, Inc.
Corporate Flight Alternatives
Cox Enterprises
Cretex Companies, Inc.

Cummins Inc.
Dassault Falcon Jet
Deere and Company
Devon Energy Corp
Dominion Resources, Inc.
Dow Corning
Duke Energy
Eaton Corporation
Embraer Aircraft
Emerson Electric Co.
Exelis, Inc.
FBL Financial Group, Inc.
FirstEnergy Corp
Flight Management Corporation
General Dynamics
General Mills, Inc.
Harley-Davidson Motor Company
Hess Corporation
Hewlett Packard
HMC Interests, LLC
Humana, Inc.
Hunt Consolidated
IMS
J.R. Simplot Company
Jackson National Life Insurance Company
JC Penney
Jet Aviation
Johnson & Johnson

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Johnson Controls, Inc.
KaiserAir, Inc.
Kellogg Company
Kimberly-Clark
Kohler Co
Level 3 Communications
Liberty Mutual
Lockheed Martin
Marathon Oil Company
Mente, LLC
MGM Resorts International
Miller Industries
Minnesota Jet, Inc.
Monsanto
Nationwide Insurance
Nestle Purina PetCare Co.
NextEra Energy, Inc.
Noble Energy Inc
Nordstrom, Inc.
North Memorial Health Care
Northrop Grumman Corporation - ESS
Sector
Northwestern Mutual
Occidental Petroleum
OnFlight, Inc.
Orange County/Sunbird Aviation
Owens Corning
Paramount Pictures
Peabody Energy
Pentastar Aviation
PNC Financial Services
Principal Financial Group
Prudential Financial
Publix Super Markets, Inc.
Qualcomm, Inc
Raytheon Company
Redleaf Management Company, LLC.
Rockwell Automation
S. C. Johnson & Son, Inc.
Salt River Project
Sentry Insurance
Sharma Management, LLC
Simon Property Group
Sky River Management
Skybird Aviation, Inc
Social Edison
Southern Company
Spectra Energy
Steelcase Inc.
Stryker Corporation
Target Corporation
Taubman Air Terminals, Inc
Taubman Asset Group
Tesoro Companies, Inc.
The Coca-Cola Company
The DIRECTV Group Inc.
The Dow Chemical Company
The Home Depot
The Kroger Co.
The Procter & Gamble Company
The Progressive Corporation
The Travelers Companies, Inc.

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The Williams Companies
Time Warner Cable
U. S. Steel Corporation
Unit Corporation
UnitedHealth Group
University of Kansas Airplane
Unum
URS Federal Services
Valero Energy
Verizon Communications
VT Industries Inc.
Walmart Stores, Inc.
Waste Management Aviation
Williams-Sonoma, Inc.
Zachry Industrial