



Pearl Meyer

2020 IBM Corporate Flight Operations Compensation Survey

Sample Document

Position Report

Data Effective 04/01/2020	A and P Maintenance Technicians' Supervisor (023)						
	All Companies						
	Weighted Average	10th Percentile	25th Percentile	50th Percentile	60th Percentile	75th Percentile	90th Percentile
Number of Companies Reporting	20						
Number of Incumbents Reporting	32						
Incumbent Characteristics							
Percent w Exempt Flsa Status	84.4%						
Years of Tenure w Company	13.7	2.7	5.4	12.1	14.4	20.4	29.6
Years of Age	49.7	37.0	42.0	49.0	52.0	58.0	60.0
Base Salary							
Base Salary (Incumbent Weighted)	\$152,007	\$112,381	\$123,644	\$145,475	\$157,000	\$172,670	\$201,714
Salary Range Minimum	\$93,903	\$76,100	\$79,600	\$87,400	\$98,196	\$109,000	\$115,700
Salary Range Midpoint	\$129,389	\$106,000	\$108,500	\$129,448	\$132,600	\$139,710	\$158,100
Salary Range Maximum	\$165,042	\$127,200	\$140,800	\$163,596	\$170,900	\$185,600	\$207,200
Actual Cash Incentives							
Percent Eligible	87.5%						
Percent Receiving	87.5%						
Percent Eligible Receiving	100.0%						
Number of Companies Providing Cash Incentives	17						
Cash Incentives Award (Incl \$0)	\$14,536	\$0	\$8,208	\$12,885	\$13,760	\$19,819	\$31,565
Cash Incentives Award (Excl \$0)	\$16,612	\$6,700	\$10,000	\$13,101	\$15,000	\$20,645	\$32,363
Cash Incentives Award as % of Base (Excl \$0)	11.2%	5.7%	6.3%	10.1%	10.9%	13.9%	17.0%
Total Cash Compensation (Incumbent Weighted)	\$166,543	\$120,578	\$136,887	\$165,440	\$168,000	\$180,670	\$205,000
Number of Companies Providing Sign-On Awards	0						
Sign-On Award (Excl \$0)	.						
Target Cash Incentives							
Target Cash Incentive Award (Excl \$0)	\$15,235	\$4,544	\$8,468	\$15,000	\$16,111	\$17,958	\$25,235
Target Cash Incentives as % of Base (Excl \$0)	10.2%	4.0%	7.0%	10.0%	10.5%	13.0%	15.0%
Target Compensation (Incumbent Weighted)	\$165,003	\$120,248	\$135,065	\$163,598	\$168,000	\$180,060	\$205,000
Equity Incentives							
Percent Eligible	43.7%						
Percent Receiving	15.6%						
Percent Eligible Receiving	35.7%						
Number of Companies Providing Long Term Incentives	5						
Stock Option Value (Excl \$0)
Restricted Stock Value (Excl \$0)	\$13,029	\$6,204	\$11,779	\$12,171	\$13,581	\$14,990	\$20,000
Face Value All Awards	\$13,029	\$6,204	\$11,779	\$12,171	\$13,581	\$14,990	\$20,000
LTI Award Value (Incl \$0)	\$2,036	\$0	\$0	\$0	\$0	\$0	\$11,779
LTI Award Value (Excl \$0)	\$13,029	\$6,204	\$11,779	\$12,171	\$13,581	\$14,990	\$20,000
LTI Value as % of Base (Excl \$0)	8.9%	4.8%	5.4%	8.0%	9.6%	11.2%	15.3%
Total Direct Compensation (Incumbent Weighted)	\$168,578	\$120,578	\$139,492	\$165,976	\$170,503	\$183,339	\$205,000

All data is omitted when there are less than 5 companies matching.
Excl \$0 figures are omitted when there are less than 5 incumbents reporting the statistic.

Position Report

Data Effective 04/01/2020	A and P Maintenance Technicians' Supervisor (023)							
	Revenue and Region							
	Total	Company Revenue				Aviation Base Region		
	All Firms	Less than \$10B	\$10B up to \$30B	\$30B and Above	Midwest	Northeast	West	South
Number of Companies Reporting	20	2	7	10	2	8	5	5
Number of Incumbents Reporting	32	3	12	16	2	15	6	8
Incumbent Characteristics								
Percent w Exempt Flsa Status	84.4%		100.0%	68.8%		79.4%	100.0%	75.0%
Years of Tenure w Company	13.7		11.3	17.0		15.6	8.8	15.3
Years of Age	49.7		51.8	49.1		46.3	50.4	49.6
Base Salary								
Base Salary (Incumbent Weighted)	\$152,007		\$156,053	\$142,357		\$142,127	\$180,782	\$138,992
Salary Range Minimum	\$93,903		\$98,626	\$94,030		\$85,744		\$101,588
Salary Range Midpoint	\$129,389		\$134,956	\$129,357		\$118,510		\$140,438
Salary Range Maximum	\$165,042		\$172,352	\$164,453		\$151,239		\$178,913
Actual Cash Incentives								
Percent Eligible	87.5%		89.9%	81.2%		93.1%	100.0%	75.0%
Percent Receiving	87.5%		89.9%	81.2%		93.1%	100.0%	75.0%
Percent Eligible Receiving	100.0%		100.0%	100.0%		100.0%	100.0%	100.0%
Number of Companies Providing Cash Incentives	17		6	8		7	5	4
Cash Incentives Award (Incl \$0)	\$14,536		\$13,167	\$14,206		\$14,095	\$22,628	\$11,356
Cash Incentives Award (Excl \$0)	\$16,612		\$14,649	\$17,484		\$15,134	\$22,628	
Cash Incentives Award as % of Base (Excl \$0)	11.2%		9.0%	13.4%		11.0%	12.6%	
Total Cash Compensation (Incumbent Weighted)	\$166,543		\$169,220	\$156,562		\$156,222	\$203,409	\$150,348
Number of Companies Providing Sign-On Awards	0		0	0		0	0	0
Sign-On Award (Excl \$0)								
Target Cash Incentives								
Target Cash Incentive Award (Excl \$0)	\$15,235		\$14,389	\$14,081		\$11,751	\$21,885	
Target Cash Incentives as % of Base (Excl \$0)	10.2%		8.9%	11.2%		8.7%	12.4%	
Target Compensation (Incumbent Weighted)	\$165,003		\$168,986	\$153,287		\$152,831	\$202,666	\$149,787
Equity Incentives								
Percent Eligible	43.7%		35.0%	56.3%		54.9%	56.6%	37.5%
Percent Receiving	15.6%		10.1%	18.8%		13.7%	37.8%	12.5%
Percent Eligible Receiving	35.7%		28.9%	33.3%		25.0%	66.7%	33.3%
Number of Companies Providing Long Term Incentives	5		1	3		2	2	1
Stock Option Value (Excl \$0)								
Restricted Stock Value (Excl \$0)	\$13,029							
Face Value All Awards	\$13,029							
LTI Award Value (Incl \$0)	\$2,036		\$1,231	\$2,575		\$1,837	\$3,468	\$2,500
Stock Option Value (Excl \$0)	\$13,029							
LTI Value as % of Base (Excl \$0)	8.9%							
Total Direct Compensation (Incumbent Weighted)	\$168,578		\$170,451	\$159,137		\$158,060	\$206,878	\$152,848

All data is omitted when there are less than 5 companies matching.

Excl \$0 figures are omitted when there are less than 5 incumbents reporting the statistic.

Position Report

Data Effective 04/01/2020	A and P Maintenance Technicians' Supervisor (023)								
	Required to Fly, Number of Pilots and Aircraft								
	Total	Required to Fly		Number of Pilots*			Number of Aircraft		
All Firms	Yes	No	1 to 14	15 to 20	21+	1 to 3	4	5+	
Number of Companies Reporting	20	13	9	12	2	5	9	3	6
Number of Incumbents Reporting	32	20	12	17	4	10	14	4	11
Incumbent Characteristics									
Percent w Exempt Flsa Status	84.4%	95.0%	66.7%	94.1%		80.0%	100.0%		63.6%
Years of Tenure w Company	13.7	13.1	14.8	12.2		19.0	10.4		15.8
Years of Age	49.7	50.9	47.4	50.2		51.2	49.1		47.7
Base Salary									
Base Salary (Incumbent Weighted)	\$152,007	\$146,783	\$160,713	\$147,562		\$158,563	\$149,098		\$153,574
Salary Range Minimum	\$93,903	\$91,276	\$98,500	\$91,931		\$99,137	\$95,437		\$96,321
Salary Range Midpoint	\$129,389	\$128,411	\$131,100	\$126,405		\$139,712	\$131,595		\$128,316
Salary Range Maximum	\$165,042	\$165,810	\$163,700	\$161,187		\$180,287	\$168,484		\$160,310
Actual Cash Incentives									
Percent Eligible	87.5%	90.0%	83.3%	88.2%		80.0%	92.4%		81.8%
Percent Receiving	87.5%	90.0%	83.3%	88.2%		80.0%	92.4%		81.8%
Percent Eligible Receiving	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%		100.0%
Number of Companies Providing Cash Incentives	17	11	7	10		4	8		5
Cash Incentives Award (Incl \$0)	\$14,536	\$11,797	\$19,099	\$12,081		\$20,021	\$12,650		\$19,787
Cash Incentives Award (Excl \$0)	\$16,612	\$13,108	\$22,919	\$13,692			\$13,683		\$24,184
Cash Incentives Award as % of Base (Excl \$0)	11.2%	9.0%	15.0%	9.4%			8.9%		16.4%
Total Cash Compensation (Incumbent Weighted)	\$166,543	\$158,581	\$179,813	\$159,643		\$178,584	\$161,748		\$173,361
Number of Companies Providing Sign-On Awards	0	0	0	0		0	0		0
Sign-On Award (Excl \$0)									
Target Cash Incentives									
Target Cash Incentive Award (Excl \$0)	\$15,235	\$13,259	\$18,746	\$13,521			\$13,614		\$18,423
Target Cash Incentives as % of Base (Excl \$0)	10.2%	9.3%	11.8%	9.3%			8.9%		11.9%
Target Compensation (Incumbent Weighted)	\$165,003	\$158,391	\$176,023	\$159,492		\$174,735	\$161,684		\$168,647
Equity Incentives									
Percent Eligible	43.7%	55.0%	25.0%	41.2%		50.0%	37.8%		54.5%
Percent Receiving	15.6%	20.0%	8.3%	23.5%		10.0%	15.1%		18.2%
Percent Eligible Receiving	35.7%	36.4%	33.3%	57.1%		20.0%	40.0%		33.3%
Number of Companies Providing Long Term Incentives	5	4	1	4		1	2		2
Stock Option Value (Excl \$0)									
Restricted Stock Value (Excl \$0)	\$13,029								
Face Value All Awards	\$13,029								
LTI Award Value (Incl \$0)	\$2,036	\$2,508	\$1,249	\$2,950		\$1,499	\$1,808		\$1,927
Stock Option Value (Excl \$0)	\$13,029								
LTI Value as % of Base (Excl \$0)	8.9%								
Total Direct Compensation (Incumbent Weighted)	\$168,578	\$161,088	\$181,062	\$162,594		\$180,083	\$163,556		\$175,288

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*Staff plus Contract Pilots

Position Report

Data Effective 04/01/2020	A and P Maintenance Technicians' Supervisor (023)					
	Years Experience, Repair Station and Department Size					
	Total	Repair Station		Flight Department Size		
	All Firms	Yes	No	1 - 25 FTE	26 - 40 FTE	41+ FTE
Number of Companies Reporting	20	5	14	10	5	4
Number of Incumbents Reporting	32	7	24	15	8	8
Incumbent Characteristics						
Percent w Exempt Flsa Status	84.4%	75.3%	87.5%	100.0%	62.5%	
Years of Tenure w Company	13.7	18.0	12.6	11.1	14.4	
Years of Age	49.7	51.4	49.3	49.8		
Base Salary						
Base Salary (Incumbent Weighted)	\$152,007	\$145,204	\$151,924	\$145,994	\$148,009	
Salary Range Minimum	\$93,903	\$103,686	\$88,385	\$91,812	\$87,160	
Salary Range Midpoint	\$129,389	\$141,042	\$122,801	\$126,983	\$112,880	
Salary Range Maximum	\$165,042	\$177,890	\$157,663	\$162,791	\$138,000	
Actual Cash Incentives						
Percent Eligible	87.5%	75.3%	91.7%	93.1%	87.5%	
Percent Receiving	87.5%	75.3%	91.7%	93.1%	87.5%	
Percent Eligible Receiving	100.0%	100.0%	100.0%	100.0%	100.0%	
Number of Companies Providing Cash Incentives	17	4	12	9	4	
Cash Incentives Award (Incl \$0)	\$14,536	\$11,845	\$15,374	\$12,999	\$16,137	
Cash Incentives Award (Excl \$0)	\$16,612		\$16,772	\$13,957		
Cash Incentives Award as % of Base (Excl \$0)	11.2%		11.1%	9.4%		
Total Cash Compensation (Incumbent Weighted)	\$166,543	\$157,049	\$167,298	\$158,993	\$164,147	
Number of Companies Providing Sign-On Awards	0	0	0	0	0	
Sign-On Award (Excl \$0)						
Target Cash Incentives						
Target Cash Incentive Award (Excl \$0)	\$15,235		\$15,704	\$13,838		
Target Cash Incentives as % of Base (Excl \$0)	10.2%		10.2%	9.4%		
Target Compensation (Incumbent Weighted)	\$165,003	\$155,216	\$165,844	\$158,882	\$158,599	
Equity Incentives						
Percent Eligible	43.7%	83.1%	33.3%	41.2%	50.0%	
Percent Receiving	15.6%	33.8%	12.5%	20.6%	25.0%	
Percent Eligible Receiving	35.7%	40.6%	37.5%	50.0%	50.0%	
Number of Companies Providing Long Term Incentives	5	2	3	3	2	
Stock Option Value (Excl \$0)						
Restricted Stock Value (Excl \$0)	\$13,029					
Face Value All Awards	\$13,029					
LTI Award Value (Incl \$0)	\$2,036	\$4,426	\$1,623	\$2,070	\$4,374	
Stock Option Value (Excl \$0)	\$13,029					
LTI Value as % of Base (Excl \$0)	8.9%					
Total Direct Compensation (Incumbent Weighted)	\$168,578	\$161,475	\$168,921	\$161,063	\$168,521	

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HR Policies & Practices

Challenges to Corporate Aviation

	All Firms	Dept Size: 1 - 25 FTE	Dept Size: 26 - 40 FTE	Dept Size: 41+ FTE
If you have lost a pilot in the last 5 years, please include any cost associated with replacement below.				
Average relocation cost:	\$37,937	\$32,929	\$55,175	\$30,714
Average hiring bonus:	\$18,600	\$21,462	\$14,750	
Average training cost 1st year:	\$81,844	\$80,217	\$80,615	\$87,778
Average training cost 2nd year:	\$52,694	\$46,158	\$60,900	\$58,714
Any additional training on average:	\$14,932	\$17,192	\$13,571	
Do you compensate pilots that fly ultra long range flights differently?				
Yes	10.9%	17.9%		10.0%
No	85.5%	78.6%	94.1%	90.0%
Don't Know	3.6%	3.6%	5.9%	
Is there a limit to the number of days away on a single flight trip for pilots?				
Yes	37.5%	41.4%	41.2%	20.0%
No	57.1%	55.2%	52.9%	70.0%
Not Sure	5.4%	3.4%	5.9%	10.0%
How many total continuous nights per month are your pilots away on average?	5	4	5	6
Would you consider a pilot pay by flight hour method of compensation in lieu of traditional salary positions?				
Yes	3.5%	3.3%	5.9%	
No	73.7%	73.3%	82.4%	60.0%
Not Sure	22.8%	23.3%	11.8%	40.0%
Other				