



Pearl Meyer

2024 IBM Corporate Flight Operations Compensation Survey

SAMPLE DATA

Position Report

Data Effective 04/01/2024	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	29						
Number of Incumbents Reporting	46						
Incumbent Characteristics							
Percent w Exempt Flsa Status	71.7%						
Years of Tenure w Company	15.6	4.5	8.4	15.2	18.4	22.7	27.0
Years of Age	53.7	40.0	49.0	56.0	57.0	61.0	64.0
Base Salary							
Base Salary (Incumbent Weighted)	\$179,881	\$127,309	\$149,200	\$175,453	\$176,545	\$211,880	\$240,000
Salary Range Minimum	\$118,260	\$94,145	\$101,600	\$111,400	\$114,300	\$131,000	\$165,901
Salary Range Midpoint	\$157,298	\$115,600	\$139,200	\$152,400	\$156,140	\$169,600	\$189,300
Salary Range Maximum	\$197,899	\$149,760	\$175,300	\$192,088	\$198,500	\$203,500	\$236,900
Actual Cash Incentives							
Percent Eligible	71.7%						
Percent Receiving	71.7%						
Percent Eligible Receiving	100.0%						
Number of Companies Providing Cash Incentives	23						
Cash Incentives Award (Incl \$0)	\$18,585	\$0	\$0	\$15,333	\$20,000	\$34,000	\$39,601
Cash Incentives Award (Excl \$0)	\$25,907	\$8,250	\$14,484	\$22,050	\$24,394	\$38,623	\$40,900
Cash Incentives Award as % of Base (Excl \$0)	13.8%	5.5%	8.0%	12.3%	14.8%	16.1%	23.1%
Total Cash Compensation (Incumbent Weighted)	\$198,467	\$127,309	\$156,786	\$193,586	\$207,351	\$236,300	\$282,511
Number of Companies Providing Sign-On Awards	0						
Sign-On Award (Excl \$0)	.						
Target Cash Incentives							
Target Cash Incentive Award (Excl \$0)	\$23,613	\$12,988	\$15,666	\$21,840	\$26,482	\$31,698	\$36,864
Target Cash Incentives as % of Base (Excl \$0)	12.8%	7.0%	10.0%	12.0%	14.0%	15.0%	20.0%
Target Compensation (Incumbent Weighted)	\$196,577	\$130,900	\$164,120	\$192,552	\$203,027	\$223,700	\$260,400
Equity Incentives							
Percent Eligible	32.6%						
Percent Receiving	23.9%						
Percent Eligible Receiving	73.3%						
Number of Companies Providing Long Term Incentives	9						
Stock Option Value (Excl \$0)
Restricted Stock Value (Excl \$0)	\$17,600	\$6,030	\$6,204	\$15,000	\$15,683	\$28,200	\$36,900
Face Value All Awards	\$17,600	\$6,030	\$6,204	\$15,000	\$15,683	\$28,200	\$36,900
LTI Award Value (Incl \$0)	\$4,209	\$0	\$0	\$0	\$0	\$0	\$15,683
LTI Award Value (Excl \$0)	\$17,600	\$6,030	\$6,204	\$15,000	\$15,683	\$28,200	\$36,900
LTI Value as % of Base (Excl \$0)	8.2%	3.5%	3.9%	6.8%	7.0%	11.7%	17.1%
Total Direct Compensation (Incumbent Weighted)	\$202,675	\$127,309	\$156,786	\$198,513	\$213,381	\$239,383	\$285,653

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 04/01/2024	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	29	3	11	15	8	9	4	8
Number of Incumbents Reporting	46	8	13	25	10	12	8	15
Incumbent Characteristics								
Percent w Exempt Flsa Status	71.7%		84.6%	68.0%	60.0%	100.0%		67.1%
Years of Tenure w Company	15.6		17.2	16.0	15.1	15.8		19.9
Years of Age	53.7		51.3	52.7	54.6	48.4		53.4
Base Salary								
Base Salary (Incumbent Weighted)	\$179,881		\$169,514	\$172,340	\$162,667	\$175,426		\$175,683
Salary Range Minimum	\$118,260		\$106,530	\$119,217	\$112,831	\$107,949		\$121,514
Salary Range Midpoint	\$157,298		\$146,882	\$160,321	\$144,738	\$148,498		\$164,565
Salary Range Maximum	\$197,899		\$188,074	\$202,676	\$179,897	\$190,933		\$207,775
Actual Cash Incentives								
Percent Eligible	71.7%		69.2%	64.0%	60.0%	100.0%		50.3%
Percent Receiving	71.7%		69.2%	64.0%	60.0%	100.0%		50.3%
Percent Eligible Receiving	100.0%		100.0%	100.0%	100.0%	100.0%		100.0%
Number of Companies Providing Cash Incentives	23		8	12	5	9		5
Cash Incentives Award (Incl \$0)	\$18,585		\$22,094	\$13,326	\$5,922	\$24,483		\$19,494
Cash Incentives Award (Excl \$0)	\$25,907		\$31,913	\$20,821	\$9,870	\$24,483		\$38,730
Cash Incentives Award as % of Base (Excl \$0)	13.8%		18.4%	11.6%	6.0%	13.7%		22.6%
Total Cash Compensation (Incumbent Weighted)	\$198,467		\$191,607	\$185,665	\$168,588	\$199,908		\$195,178
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)	\$23,613		\$25,602	\$19,850	\$15,714	\$20,986		\$25,700
Target Cash Incentives as % of Base (Excl \$0)	12.8%		15.2%	11.4%	10.3%	12.0%		15.3%
Target Compensation (Incumbent Weighted)	\$196,577		\$187,238	\$184,896	\$172,095	\$195,914		\$188,619
Equity Incentives								
Percent Eligible	32.6%		7.7%	56.0%	20.0%	66.7%		25.2%
Percent Receiving	23.9%		7.7%	40.0%	20.0%	33.3%		25.2%
Percent Eligible Receiving	73.3%		100.0%	71.4%	100.0%	50.0%		100.0%
Number of Companies Providing Long Term Incentives	9		1	8	2	3		2
Stock Option Value (Excl \$0)								
Restricted Stock Value (Excl \$0)	\$17,600			\$18,685				
Face Value All Awards	\$17,600			\$18,685				
LTI Award Value (Incl \$0)	\$4,209		\$519	\$7,474	\$2,012	\$2,818		\$6,777
Stock Option Value (Excl \$0)	\$17,600			\$18,685				
LTI Value as % of Base (Excl \$0)	8.2%			8.7%				
Total Direct Compensation (Incumbent Weighted)	\$202,675		\$192,127	\$193,139	\$170,601	\$202,726		\$201,954

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Position Report

Data Effective 04/01/2024	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	29	16	9	14	11	4	9	9	10
Number of Incumbents Reporting	46	19	14	19	19	8	9	11	20
Incumbent Characteristics									
Percent w Exempt Flsa Status	71.7%	78.9%	74.8%	83.8%	69.7%		77.8%	72.7%	90.0%
Years of Tenure w Company	15.6	15.5	15.3	13.2	18.1		17.4	13.2	16.0
Years of Age	53.7	52.2	55.2	54.9	53.3		48.2	54.0	55.4
Base Salary									
Base Salary (Incumbent Weighted)	\$179,881	\$181,125	\$194,507	\$197,395	\$176,214		\$179,310	\$178,016	\$193,821
Salary Range Minimum	\$118,260	\$122,009	\$123,369	\$123,696	\$118,455		\$120,850	\$104,733	\$125,160
Salary Range Midpoint	\$157,298	\$162,590	\$164,960	\$164,318	\$159,106		\$164,964	\$139,960	\$163,328
Salary Range Maximum	\$197,899	\$204,974	\$207,705	\$206,951	\$199,788		\$210,156	\$177,000	\$203,933
Actual Cash Incentives									
Percent Eligible	71.7%	73.7%	83.2%	83.8%	58.1%		88.9%	63.6%	90.0%
Percent Receiving	71.7%	73.7%	83.2%	83.8%	58.1%		88.9%	63.6%	90.0%
Percent Eligible Receiving	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%
Number of Companies Providing Cash Incentives	23	12	7	12	8		8	6	9
Cash Incentives Award (Incl \$0)	\$18,585	\$15,532	\$20,208	\$22,707	\$17,281		\$14,893	\$14,603	\$28,013
Cash Incentives Award (Excl \$0)	\$25,907	\$21,079	\$24,282	\$27,090	\$29,755		\$16,754	\$22,947	\$31,126
Cash Incentives Award as % of Base (Excl \$0)	13.8%	12.2%	11.9%	13.3%	16.7%		9.1%	12.5%	16.5%
Total Cash Compensation (Incumbent Weighted)	\$198,467	\$196,657	\$214,715	\$220,102	\$193,494		\$194,202	\$192,618	\$221,834
Number of Companies Providing Sign-On Awards	0	0	0	0	0		0	0	0
Sign-On Award (Excl \$0)									
Target Cash Incentives									
Target Cash Incentive Award (Excl \$0)	\$23,613	\$18,976	\$25,636	\$26,646	\$24,060		\$21,862	\$24,035	\$24,274
Target Cash Incentives as % of Base (Excl \$0)	12.8%	11.1%	13.1%	13.4%	13.8%		12.3%	13.0%	13.0%
Target Compensation (Incumbent Weighted)	\$196,577	\$195,005	\$215,841	\$219,730	\$189,483		\$198,742	\$192,213	\$215,667
Equity Incentives									
Percent Eligible	32.6%	36.8%	33.6%	21.6%	52.3%		44.4%	45.5%	30.0%
Percent Receiving	23.9%	26.3%	33.6%	21.6%	40.7%		44.4%	27.3%	20.0%
Percent Eligible Receiving	73.3%	71.4%	100.0%	100.0%	77.8%		100.0%	60.0%	66.7%
Number of Companies Providing Long Term Incentives	9	5	3	4	5		4	2	3
Stock Option Value (Excl \$0)									
Restricted Stock Value (Excl \$0)	\$17,600	\$26,146			\$14,252				
Face Value All Awards	\$17,600	\$26,146			\$14,252				
LTI Award Value (Incl \$0)	\$4,209	\$6,881	\$3,495	\$5,060	\$5,794		\$8,839	\$3,660	\$3,689
Stock Option Value (Excl \$0)	\$17,600	\$26,146			\$14,252				
LTI Value as % of Base (Excl \$0)	8.2%	11.8%			6.2%				
Total Direct Compensation (Incumbent Weighted)	\$202,675	\$203,538	\$218,210	\$225,162	\$199,288		\$203,041	\$196,278	\$225,523

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*Staff plus Contract Pilots

Position Report

Data Effective 04/01/2024	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	29	3	26	12	11	5
Number of Incumbents Reporting	46	4	42	18	17	9
Incumbent Characteristics						
Percent w Exempt Flsa Status	71.7%		73.8%	62.9%	87.4%	62.5%
Years of Tenure w Company	15.6		15.0	15.0	15.9	15.9
Years of Age	53.7		53.0	53.4	55.4	50.1
Base Salary						
Base Salary (Incumbent Weighted)	\$179,881		\$181,802	\$173,782	\$187,333	\$162,728
Salary Range Minimum	\$118,260		\$116,608	\$119,321	\$111,508	\$114,551
Salary Range Midpoint	\$157,298		\$157,423	\$159,454	\$148,801	\$146,544
Salary Range Maximum	\$197,899		\$199,438	\$200,293	\$187,202	\$183,373
Actual Cash Incentives						
Percent Eligible	71.7%		69.0%	56.6%	93.7%	87.2%
Percent Receiving	71.7%		69.0%	56.6%	93.7%	87.2%
Percent Eligible Receiving	100.0%		100.0%	100.0%	100.0%	100.0%
Number of Companies Providing Cash Incentives	23		20	9	10	4
Cash Incentives Award (Incl \$0)	\$18,585		\$19,414	\$13,485	\$26,293	\$21,163
Cash Incentives Award (Excl \$0)	\$25,907		\$28,116	\$23,814	\$28,058	
Cash Incentives Award as % of Base (Excl \$0)	13.8%		14.9%	12.6%	14.9%	
Total Cash Compensation (Incumbent Weighted)	\$198,467		\$201,216	\$187,267	\$213,626	\$183,890
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)	\$23,613		\$24,596	\$24,195	\$26,008	
Target Cash Incentives as % of Base (Excl \$0)	12.8%		13.0%	13.4%	13.6%	
Target Compensation (Incumbent Weighted)	\$196,577		\$198,471	\$187,483	\$210,697	\$178,414
Equity Incentives						
Percent Eligible	32.6%		33.3%	12.6%	50.3%	37.5%
Percent Receiving	23.9%		23.8%	12.6%	37.8%	12.8%
Percent Eligible Receiving	73.3%		71.4%	100.0%	75.0%	34.1%
Number of Companies Providing Long Term Incentives	9		8	2	5	1
Stock Option Value (Excl \$0)						
Restricted Stock Value (Excl \$0)	\$17,600		\$18,739		\$13,038	
Face Value All Awards	\$17,600		\$18,739		\$13,038	
LTI Award Value (Incl \$0)	\$4,209		\$4,462	\$3,007	\$4,922	\$1,921
Stock Option Value (Excl \$0)	\$17,600		\$18,739		\$13,038	
LTI Value as % of Base (Excl \$0)	8.2%		8.6%		7.4%	
Total Direct Compensation (Incumbent Weighted)	\$202,675		\$205,677	\$190,274	\$218,548	\$185,812

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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:	\$44,858	\$40,034	\$59,889	\$40,000
Average hiring bonus:	\$15,882	\$15,440	\$21,812	\$8,600
Average training cost 1st year:	\$84,394	\$76,500	\$94,820	\$95,167
Average training cost 2nd year:	\$60,826	\$57,481	\$65,000	\$66,836
Any additional training on average:	\$10,382	\$10,455	\$9,667	\$10,833
Do you compensate pilots that fly ultra long range flights differently?				
Yes	7.3%	6.0%	13.6%	
No	86.6%	90.0%	77.3%	90.0%
Don't Know	6.1%	4.0%	9.1%	10.0%
Is there a limit to the number of days away on a single flight trip for pilots?				
Yes	27.2%	25.0%	27.3%	36.4%
No	64.2%	70.8%	63.6%	36.4%
Not Sure	8.6%	4.2%	9.1%	27.3%
How many total continuous nights per month are your pilots away on average?	5	4	5	5
Would you consider a pilot pay by flight hour method of compensation in lieu of traditional salary positions?				
Yes	2.3%	1.9%	4.2%	
No	84.9%	86.5%	79.2%	90.0%
Not Sure	11.6%	9.6%	16.7%	10.0%
Other	1.2%	1.9%		