



Pearl Meyer

2024 IBM Corporate Flight Operations Compensation Survey

IBM Corporate Flight Operations Compensation Survey can help you attract and retain top talent.



About the IBM Corporate Flight Operations Survey

Pearl Meyer is pleased to have been selected by IBM to run the Corporate Flight Operations Compensation Survey and we have successfully executed this survey since 2012.

The Flight Operations Compensation Survey has served as a vital source of market data and practices for over 20 years. The survey focuses on base salary and short- and long-term incentive data for 32 flight and maintenance personnel positions, as well as detailed compensation and benefits, and aviation department policies and practices information. Covered positions include director of aviation, captain, chief pilot, chief of aircraft maintenance, A&P maintenance technicians, and aircraft scheduler/dispatcher.



Comprehensive

- + 32 Positions
- + 1,500 Employees
- + Exclusive Insight into Peer Policies & Practices



Customized

- + Dedicated account manager
- + Online tools for easy data submission and practices

Participation Requirements

In order to participate in the IBM flight ops survey, the participating company must:

- + Be a large, multinational corporation
- + Maintain an aviation organization with the following characteristics:
 - + Operates two or more aircraft
 - + Fixed-wing airplanes are predominantly medium/large aircraft
 - + Aircraft have high utilization (over 400 hours per year, on average) and are used primarily for the business purpose of executive transport
 - + Aircraft are not offered for charter under FAR 135

These criteria are met exclusive of other flight programs (e.g., off-shore helicopters, pipeline patrols, utility transport, employee shuttle services, etc.)

The IBM Corporate Flight Operations Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information needed to analyze your competitive position and compensation mix from a total compensation perspective.



Comprehensive

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

Policies & Practices

HR Policies & Practices

| Challenges to Corporate Aviation | All Firms | Dept Size: 1-20 FTE | Dept Size: 20-40 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: | \$43,840 | \$40,826 | \$48,371 | \$44,000 |
| Average living bonus: | \$16,790 | \$21,000 | | \$16,353 |
| Average training cost 1st year: | \$23,206 | \$28,616 | \$91,000 | \$68,600 |
| Average training cost 2nd year: | \$55,323 | \$42,000 | \$78,143 | \$51,500 |
| Any additional training on average: | \$12,833 | \$10,000 | \$21,000 | |
| Do you compensate pilots that fly ultra long range flights differently? | | | | |
| Yes | 13.0% | 19.2% | 7.1% | 7.1% |
| No | 85.2% | 76.9% | 82.9% | 82.9% |
| Don't Know | 1.9% | 3.9% | | |
| When a pilot is the number of days away on a single flight to be pilot? | | | | |
| Yes | 50.2% | 24.0% | 40.0% | 30.8% |
| No | 49.0% | 72.0% | 53.2% | 69.2% |
| Not Sure | 3.8% | 4.0% | 6.7% | |
| How many total continuous nights on month are your pilots away on average? | | | | |
| Yes | 6 | 4 | 6 | 7 |
| No | | | | |
| Not Sure | 3.8% | 7.7% | | |
| Would you consider a pilot pay by flight hour method of compensation in lieu of traditional salary positions? | | | | |
| Yes | 77.4% | 73.1% | 66.7% | 75.0% |
| No | 17.0% | 15.4% | 13.3% | 25.0% |
| Other | 5.9% | 3.8% | | |

| Salary Range Maximum | \$165,042 | \$127,250 | \$140,800 | \$46K | \$163,598 |
|--|-----------|-----------|-----------|-----------|-----------|
| Actual Cash Incentives | | | | | |
| Percent Eligible | 87.5% | | | | |
| Percent Receiving | 87.5% | | | | |
| Number of Companies Providing Cash Incentives | 17 | | | | |
| Cash Incentives Award (Mid \$) | \$14,430 | \$0 | \$5,208 | \$12,885 | \$13,700 |
| Cash Incentives Award (End \$) | \$18,612 | \$4,700 | \$10,000 | \$13,191 | \$15,000 |
| Cash Incentives Award as % of Base (Mid \$) | 11.2% | 5.7% | 6.3% | 10.1% | 10.9% |
| Total Cash Compensation (Amount Weighted) | \$166,243 | \$120,378 | \$136,887 | \$165,440 | \$168,000 |
| Number of Companies Providing Sign-On Awards | 0 | | | | |
| Sign-On Award (Mid \$) | | | | | |
| Sign-On Award (End \$) | | | | | |
| Target Cash Incentives | | | | | |
| Target Cash Incentive Award (Mid \$) | \$10,230 | \$4,344 | \$5,488 | \$10,000 | \$10,111 |
| Target Cash Incentives as % of Base (Mid \$) | 10.2% | 4.0% | 7.2% | 10.0% | 10.5% |
| Target Compensation (Incumbent Weighted) | \$165,003 | \$120,248 | \$135,085 | \$163,598 | \$168,000 |
| Equity Incentives | | | | | |
| Percent Eligible | 43.7% | | | | |
| Percent Receiving | 15.6% | | | | |
| Percent Eligible Receiving | 35.7% | | | | |
| Number of Companies Providing Long Term Incentives | 5 | | | | |
| Next Review Value (FY+1 \$) | | | | | |

Access to Detailed Data

98

Participating Institutions

32

Positions

1.5K

Employees

Key Data Reported:

- + Base Salary
- + Actual Cash Incentives
- + Target Cash Incentives
- + Equity Incentives

Cost-Effective

We offer an affordable solution to your compensation data needs for a competitive price of just \$2,750.

Survey Dates

Data Effective Date: April 1, 2025
 Due Date: May 16, 2025
 Published: July 25, 2025



Job Positions

Director of Aviation
 Chief Pilot
 Standards Captain
 Captain
 First Officer
 Operations Manager
 Passenger Services Supervisor
 Flight Attendant
 Flight Technician
 Chief of Aircraft Maintenance
 A and P Maintenance Technician
 - Master/Lead
 A and P Maintenance Technician
 - Senior

A and P Maintenance Technician
 - Journeyman
 Maintenance Technician - Entry
 Chief Aircraft Inspector
 Aircraft Inspector
 Materials Control/Stockroom
 Coordinator
 Manager Aircraft Scheduling/
 Dispatching
 Senior Aircraft Scheduler/Dispatcher
 Aircraft Scheduler/Dispatcher
 Avionics/Electronics Technician
 Line Service Technician

A and P Maintenance Technicians'
 Supervisor
 Chauffeur/Executive Protection
 Aviation Facility Maintenance
 Supervisor
 Finance Coordinator
 Office Manager
 Safety Management Captain
 Assistant Chief Pilot
 Drone/UAS Program Manager
 Drone/UAS Pilot

Who Participates?

Join 98 institutions who rely on our in-depth data to make critical compensation decisions.

2024 List of Participants (alphabetical order)

Abbott Laboratories
 AbbVie Inc.
 Adobe Systems Incorporated
 Air Products & Chemicals
 Albertson's, Inc.
 Altria Client Services Inc.
 American Express
 American International Group (AIG)
 AMGEN
 Amway
 Arctic Asset Management
 AT&T Inc.
 Ball Corporation
 Bank of America Corporation
 Bechtel Global Corporation
 Berwind Corporation
 BlackRock, Inc.
 Cargill
 Carrier Global Corporation
 Centene Corporation
 Charter Communications, Inc.
 Chevron Corporation
 Cintas Corporation
 Citigroup Inc.
 Comcast Corporation
 Corteva Agriscience

Cortland
 Cox Communications, Inc.
 Crane Co.
 Danaher Corporation
 Dominion Energy, Inc.
 Dow
 Eaton Corporation
 Enterprise Holdings
 Exelon Corporation
 ExxonMobil Corporation
 Fiserv, Inc.
 Florian LLC
 Fortive Corporation
 Friedkin Aviation
 Gilead Sciences, Inc.
 Google LLC
 Great American Insurance Group
 Gulfstream Aerospace Corporation
 Halliburton Company
 H-E-B
 Hess Corporation
 Honeywell International, Inc.
 HP Enterprise Services
 IAC/InterActiveCorp
 IBM Corporation
 Interlaken Capital Aviation Services, Inc.

International Paper Company
 Johnson & Johnson
 JPMorgan Chase Bank, N.A.
 Kohler Co.
 Laboratory Corp. of America Holdings
 Lennar Homes
 Liberty Mutual Group
 Lincoln Financial Group
 Lockheed Martin Corporation
 M/I Homes
 Massachusetts Mutual Life Insurance
 Company
 McDonald's Corporation
 Mente, L.L.C.
 Merck & Co., Inc.
 Micron Technology, Inc.
 Murphy USA Inc.
 Nationwide Realty Investors
 Netflix
 Parker Hannifin Corporation
 PayPal Holdings Inc
 PepsiCo, Inc.
 Pfizer, Inc.
 PNC Financial Services
 QUALCOMM Incorporated
 Raytheon Technologies



Participating Companies List (continued)

Sherwin-Williams
Sierra Pacific Industries
Southern Company
Starbucks Corporation
Stryker Corporation
Target Corporation
The Boeing Company
The Chubb Corporation

The Coca-Cola Company
The Hershey Company
The Home Depot Inc.
The Kroger Co.
The Procter & Gamble Company
The Travelers Companies
The Walt Disney Company
Tyson Foods Inc

United Therapeutics Corporation
UnitedHealth Group Incorporated
Verizon Communications Inc.
Whirlpool Corporation
Zimmer Biomet

For questions or to enroll, call 508-460-9600 and ask for a survey team member.

Customized

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.

Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in PDF and Excel. Data in Excel gives you the ability to isolate key data points and identify salary trends.

| 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 | 25 | | | | | | |
| Number of Incumbents Reporting | 32 | | | | | | |
| Incumbent Characteristics | | | | | | | |
| Percent w Exempt Fila Status | 84.4% | | | | | | |
| Years of Tenure w Company | 13.7 | 2.7 | 5.4 | 12.1 | 14.4 | 20.4 | 28.0 |
| 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 | \$93,953 | \$76,100 | \$79,600 | \$87,400 | \$96,196 | \$105,000 | \$115,700 |
| Salary Range Midpoint | \$129,389 | \$108,000 | \$108,500 | \$129,448 | \$132,600 | \$139,710 | \$158,100 |
| Salary Range Maximum | \$165,042 | \$127,200 | \$140,800 | \$163,096 | \$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 (Ind \$) | \$14,536 | \$0 | \$8,208 | \$12,885 | \$13,700 | \$10,819 | \$31,565 |
| Cash Incentives Award (Excl \$) | \$16,812 | \$6,700 | \$10,000 | \$13,101 | \$15,000 | \$20,645 | \$32,363 |
| Cash Incentives Award as % of Base (Excl \$) | 11.2% | 5.7% | 6.3% | 10.1% | 10.9% | 13.9% | 17.0% |
| Total Cash Compensation (Incumbent Weighted) | \$166,543 | \$120,578 | \$136,867 | \$165,440 | \$168,000 | \$180,670 | \$205,000 |
| Number of Companies Providing Sign-On Awards | 0 | | | | | | |
| Sign-On Award (Excl \$) | | | | | | | |
| Target Cash Incentive | | | | | | | |
| Target Cash Incentive Award (Excl \$) | \$15,235 | \$4,544 | \$8,468 | \$15,000 | \$16,111 | \$17,958 | \$25,235 |
| Target Cash Incentives as % of Base (Excl \$) | 10.2% | 4.0% | 7.0% | 10.0% | 10.5% | 13.0% | 15.0% |
| Target Compensation (Incumbent Weighted) | \$165,003 | \$120,248 | \$135,965 | \$163,598 | \$169,000 | \$180,690 | \$203,000 |
| Equity Incentives | | | | | | | |
| Percent Eligible | 43.7% | | | | | | |
| Percent Receiving | 15.6% | | | | | | |
| Percent Eligible Receiving | 35.7% | | | | | | |
| Number of Companies Providing Long Term Incentives | 4 | | | | | | |

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.

Contact Us

To learn more about our IBM Corporate Flight Operations Compensation Survey or to participate, please contact our survey group at survey@pearlmeyer.com.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

By email: survey@pearlmeyer.com or andrew.guigno@pearlmeyer.com

By phone: ask for the survey group from our general number 508-460-9600 or call Andrew Guigno, Survey Operations Manager, at 508-630-1508

Dedicated Team of Account Managers



Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Associate Account
Manager



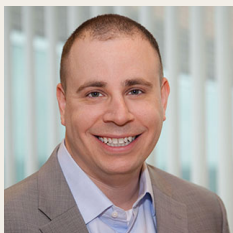
Dan Besser
Senior Survey
Account Manager



Matt Donahue
Survey Account Manager



Jordan Gagnon
Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
Associate Account
Manager



Benji Sheiffer
Survey Account Manager



Rhonda Snyder
Senior Survey
Account Manager




Veronika Valcheva
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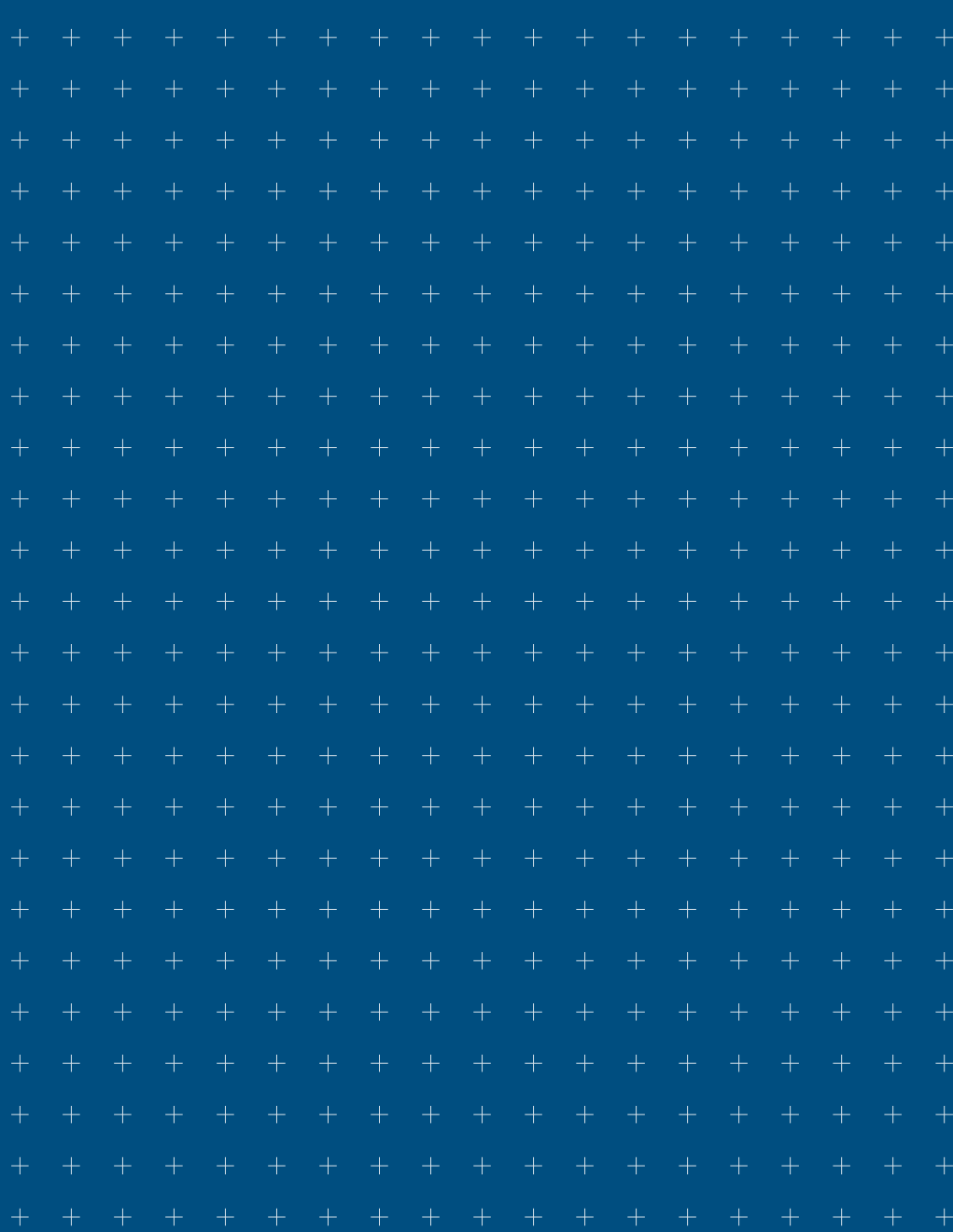
About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.

<https://surveys.pearlmeyer.com/> 

Pearl Meyer's Survey Suite

At Pearl Meyer we specialize in salary surveys in a wide range of industries including high technology, engineering and construction, banking and many more. Each survey provides the most comprehensive perspective on total compensation, giving you the only data resource you need to establish and manage your employee pay and reward strategy.



For more information on Pearl Meyer,
visit us at www.pearlmeyer.com or
contact us at (212) 644-2300.

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