

CBAA 2017 Compensation Survey Summary Observations

On behalf of the Canadian Business Aviation Association (CBAA), the Wynford Group is pleased to present summary observations from its 2017 Aviation Compensation Survey. Collecting data from 44 organizations, primarily from the corporate, private charter, and maintenance & manufacturing sectors, this survey summarizes employee practices and cash compensation data for 50 benchmark positions common to the Aviation industry.

In 2013 the Wynford Group conducted a similar Aviation Compensation Survey which included 20 organizations in the airline, private charter, and corporate sectors of the aviation industry. Below you will find a sample comparison summary of these two surveys, highlighting the significant changes made since late 2013.

2013 - 2017 Salary Increases

Position Information		Base Salary	Total Cash
Code	Title	AVG	AVG
103	Maintenance Manager	11.8%	10.9%
202	Charter Sales Coordinator	15.7%	16.1%
302	Ramp Attendant	10.7%	10.8%
403	AME, ACA	11.2%	12.6%
503	Captain, Heavy Long Range (MTOW 75,000 lbs+)	10.6%	11.2%
701	Rotary Chief Pilot	7.0%	2.6%

Base salary is annual salary. Total Cash is the sum of Base Salary and Short Term Incentives including individual bonuses, commission, and profit sharing.

For employees who are based on an hourly rate, the Base Salaries were annualized based on 40 hour work weeks (where appropriate).

Based on four common job families surveyed for both the 2013 and 2017 Aviation Surveys, a summary of salary increases is presented below:

2013 - 2017 Salary Increases	
Job Family	Differential
Management	13.4%
Sales/Admin	7.8%
Maintenance	11.6%
Flight Crew	14.8%
Average	11.9%

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Another key observation is the difference in pay between organizations reporting from the various aviation sectors. Based on our analysis, organizations reporting from the corporate aviation sector pay their employees the highest salaries on average. Similar to the data presented above, we have analyzed this data by job family in order to present the most accurate picture for 2017. Below is a summary of these results:

Salary Differentials		
Job Family	Corporate vs. Charter/Airline	Corporate - Maint/Manufacturing
Management	7.7%	9.3%
Flight Crew	8.9%	7.4%
Maintenance	16.8%	15.8%
Sales/Administrative	18.2%	8.1%
Average	12.9%	10.1%

* based on the 50th percentile (median)

These findings are a summary of the full results which are available to participant members only.