

CBAA 2019 Compensation Survey Summary Observations

On behalf of the CBAA, the Wynford Group is pleased to present summary observations from its 2019 Aviation Compensation Survey. This survey encompasses data from over 53 organizations in the Corporate, Airline/Charter and Manufacturing/Maintenance aviation sectors, which is an increase of 18% participation over 2017. This information has been provided to help summarize the findings of the employee practices and cash compensation data for 63 benchmark positions common to the Aviation industry.

Below you will find a sample comparison summary of these two surveys, highlighting the significant changes made since 2017. Based on four common job families surveyed for both the 2017 and 2019 Aviation Surveys, a summary of salary increases is presented below:

2017 - 2019 Salary Increases		
Position Information	Base Salary	Total Cash
Job Family	Average	Average
Management	2.9%	3.0%
Administrative/ Sales Roles	3.3%	3.9%
Maintenance	2.6%	3.2%
Flight Crew	2.9%	3.8%
AVERAGE	2.9%	3.5%

*based on average base salary

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 Differential - Corp vs. Airline			
Job Family	Corp	Airline and Charter	Differential
Management	109,552	103,266	6%
Sales/Administrative	68,310	60,137	14%
Maintenance	85,497	74,145	15%
Flight Crew	97,144	93,606	4%
Average			10%

*based on average base salary

Salary Differential - Corp vs. Maint/Manu			
Job Family	Corp	Maint/Manu	Differential
Management	109,552	91,796	19%
Sales/Administrative	68,310	59,606	15%
Maintenance	85,497	75,528	13%
Flight Crew	97,144	93,032	4%
Average			13%

*based on average base salary

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

Salary Differential - Airline vs. Private Charter			
Job Family	Airline	Private Charter	Differential
Management	122,926	109,676	12%
Sales / Administrative	-	-	-
Maintenance	87,946	86,547	2%
Flight Crew	101,575	95,196	7%
Average			7%

*Based on average base salary

On Average, Airlines compensation is 7 percent above Private Charter organizations. The differential between Airlines and Private Charters' reflects the difference in size and scope between the two industry sectors. In this survey sample, Private Charters' are typically operating below \$100 Million in revenue, Airlines are the opposite, representing organizations operating above \$100 Million in revenues.