

## Key Findings: Average Compensation Results

Shown below are the average base salaries and total cash earnings (including bonuses) by key job family covered in the survey.

By job family, average base salaries among participants ranged from \$47,200 for Ramp Attendant positions to \$132,200 for Management positions in 2022. Note that each job family covers a range of benchmark positions common to the industry.

Average Earnings by Job Family (all firms), 2022

	Base Salary	Total Cash
Job Family	Average	Average
Management	\$132,218	\$146,180
Administration/Sales	\$62,941	\$64,898
Ramp Attendants	\$47,170	\$47,885
Maintenance	\$93,910	\$97,218
Flight Crew	\$118,796	\$125,462
Safety	\$115,582	\$122,121
Rotary	\$115,832	\$132,100

# Key Findings: Average Base Salary by Aviation Sector

Firms associated with the corporate aviation sector generally reported higher base salaries on average.

The corporate aviation sector paid, on average, 11% higher than Airlines/Charter firms and 19% higher than Maintenance / Manufacturing firms across comparable job families.

Average Base Salary – Corporate vs. Airlines/Charters, 2022

Job Family	Corporate	Airline and Charter	Differential
Management	\$136,100	\$113,116	20%
Administration/Sales	\$63,805	\$61,318	4%
Ramp Attendants	\$47,749	\$45,510	5%
Maintenance	\$97,562	\$85,704	14%
Flight Crew	\$131,373	\$107,911	22%
Safety	\$118,441	\$116,464	2%
<b>Average Differential</b>			<b>11%</b>

Average Base Salary – Corporate vs. Maint./Manuf., 2022

Job Family	Corporate	Maint/Manu	Differential
Management	\$136,100	\$113,054	20%
Administration/Sales	\$63,805	\$61,774	3%
Ramp Attendants	\$47,749	\$46,600	2%
Maintenance	\$97,562	\$78,938	24%
Flight Crew	\$131,373	\$106,180	24%
<b>Average Differential</b>			<b>19%</b>

*Note: some job families not shown due to insufficient sample sizes.*

## Key Findings: Comparison to 2021 & 2019

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The following slide compares the average base salaries in the 2022 study to prior study results for 2021 and 2019.

Note that the differences in compensation rates over the years may be the result of several phenomena:

- **Changes in pay rates, average seniority levels, and/or the mix of positions in each job family**
  - Pandemic-related layoffs
  - Consolidation of job functions within fewer positions
  - Sustained labour shortages driving up competition and pay rates
- **Study-related differences**
  - Different samples of firms and job positions
  - Different data collection processes (more simplified survey in recent years)