

NATA 2019 Compensation Survey

The National Air Transportation Association (NATA) is proud to revive the NATA Compensation Survey to provide members with benchmarks for salaries, compensation, and fringe benefits. The survey has been updated and only your participation will make the results of the survey successful and relevant.

By utilizing your NATA member number, the submission of survey data will remain fully confidential. Only you and NATA know your NATA member number. NATA has hired Aviation Management Consulting Group (AMCG) to manage the collection of the survey data and compile the results. AMCG will not have access to NATA member names and corresponding numbers and will only report the survey data to NATA and its members in a consolidated format. We welcome any questions as your participation in the survey is critical to its success.

Please contact Jake Legere with any questions at jlegere@nata.aero or 202.774.1535.

IMPORTANT NOTE: Please be sure to review the PDF of the survey attached to the email received and have all data readily available to complete the survey. The survey provides an option to save and continue at a later date. However, using the Back arrow on your browser to make changes to a previous page will result in your work being lost. You will be given the option to review and print your response at the end of this survey.

Demographics

***NOTE:** If you select the back button on your browser, your work on this page will be lost.

The reporting location is located in which region?

- New England (*Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont*)
- Eastern (*Delaware, Maryland, New Jersey, New York, Pennsylvania, Virginia, Washington, D.C., and West Virginia*)
- Southern (*Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, and Virgin Islands*)
- Great Lakes (*Illinois, Indiana, Michigan, Minnesota, North Dakota, Ohio, South Dakota, and Wisconsin*)
- Central (*Iowa, Kansas, Missouri, and Nebraska*)
- Southwest (*Arkansas, Louisiana, New Mexico, Oklahoma, and Texas*)
- Northwest (*Alaska, Colorado, Idaho, Montana, Oregon, Utah, Washington, and Wyoming*)
- Western Pacific (*Arizona, California, Hawaii, Nevada, American Samoa, Guam, and Commonwealth of the Northern Mariana Islands*)

The reporting location is located in a metropolitan/micropolitan statistical area with a population of:

- 2,500,000 or more
- 500,000 to 2,499,999
- 100,000 to 499,999
- 50,000 to 99,999
- less than 50,000

The reporting location's annual gross sales for 2018 were:

- \$10,000,000 or more
- \$5,000,000 – \$9,999,999
- \$2,500,000 – \$4,999,999
- \$1,000,000 – \$2,499,999
- less than \$1,000,000

The reporting location's annual fuel volumes for 2018 were:

- 5,000,000 or more gallons
- 2,000,000 – 4,999,999 gallons
- 1,000,000 – 1,999,999 gallons
- 250,000 – 999,999 gallons
- less than 250,000 gallons

The reporting location's annual payroll for 2018 were:

- \$5,000,000 or more
- \$2,500,000 – \$4,999,999
- \$1,000,000 – \$2,499,999
- less than \$1,000,000

The reporting location's total number of employees for 2018 were:

- 125 or more employees
- 50 – 124 employees
- 25 – 49 employees
- less than 25 employees

Are any of the employees at the reporting location unionized?

- Yes
- No

Part-Time Hourly Employees

*NOTE: If you select the back button on your browser, your work on this page will be lost.

What is the average part-time hourly rate at the reporting location at the end of 2018 and the average cash bonus paid during 2018, for the following job classifications?

	Number of Part-Time Employees	Average Number of Years in Position	Starting Part-Time Hourly Rate	Average Part-Time Hourly Rate	Average Cash Bonus Paid in 2018
Line Service Technician	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Line Service Technician (Shift Lead)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Line Service Technician (Supervisor)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Customer Service Representative	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Customer Service Representative (Shift Lead)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Customer Service Representative (Supervisor)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Aircraft Mechanic (without A&P)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Aircraft Mechanic (with A&P)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Aircraft Mechanic (Shift Lead)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Aircraft Mechanic (Supervisor)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Number of Part-Time Employees	Average Number of Years in Position	Starting Part-Time Hourly Rate	Average Part-Time Hourly Rate	Average Cash Bonus Paid in 2018
Aircraft Mechanic (Inspector)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Avionics Technician	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Avionics Technician (Shift Lead)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Avionics Technician (Supervisor)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Avionics Technician (Inspector)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Parts Clerk	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Charter Scheduler/Dispatcher	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Flight Instructor	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Accounting Clerk	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Bookkeeper	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Administrative Assistant	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Custodian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Full-Time Hourly/Salary Employees

*NOTE: If you select the back button on your browser, your work on this page will be lost.

What is the average full-time hourly/salary rate at the reporting location at the end of 2018 and the average cash bonus paid during 2018, for the following job classifications? (If any of these positions are salaried positions, please divide the salaried rate by 2080 hours and enter as an hourly rate).

	Number of Full-Time Employees	Average Number of Years in Position	Starting Full-Time Hourly Rate	Average Full-Time Hourly Rate	Average Cash Bonus Paid in 2018
Line Service Technician	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Line Service Technician (Shift Lead)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Line Service Technician (Supervisor)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Customer Service Representative	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Customer Service Representative (Shift Lead)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Customer Service Representative (Supervisor)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Aircraft Mechanic (without A&P)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Aircraft Mechanic (with A&P)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Aircraft Mechanic (Shift Lead)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Aircraft Mechanic (Supervisor)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Number of Full-Time Employees	Average Number of Years in Position	Starting Full-Time Hourly Rate	Average Full-Time Hourly Rate	Average Cash Bonus Paid in 2018
Aircraft Mechanic (Inspector)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Avionics Technician	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Avionics Technician (Shift Lead)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Avionics Technician (Supervisor)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Avionics Technician (Inspector)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Parts Clerk	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Charter Scheduler/Dispatcher	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Flight Instructor	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Accounting Clerk	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Bookkeeper	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Administrative Assistant	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Custodian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Manager Salaries

*NOTE: If you select the back button on your browser, your work on this page will be lost.

What is the average monthly salary paid at the reporting location for the following job titles at the end of 2018 and the average cash bonus paid during 2018? (If any of these positions are hourly positions, please multiply the hourly rate by 173 hours and enter as the monthly salary).

	Average Number of Years in Position	Average Monthly Salary	Average Cash Bonus Paid in 2018
General Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
Line Service Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
Customer Service Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
Aircraft Maintenance Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
Avionics Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
Parts Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
Accounting Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
Building Maintenance Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
Chief Flight Instructor	<input type="text"/>	<input type="text"/>	<input type="text"/>
Marketing Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
Safety & Security Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
Human Resources Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
IT Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>

Enter the average hourly rate/salary increase during 2018 as a percent for full-time employees at the reporting location.

0% 100%

Average Percent Hourly/Salary Increase

-

Enter the average hourly rate increase during 2018 as a percent for part-time employees at the reporting location.

0% 100%

Average Percent Hourly Rate Increase

-

Executive Compensation

*NOTE: If you select the back button on your browser, your work on this page will be lost.

What is the annual salary at the end of 2018 and additional compensation for 2018 for the following executive positions at the reporting location?

	Annual Salary	Additional Compensation Paid During 2018
Chairperson	<input type="text"/>	<input type="text"/>
President	<input type="text"/>	<input type="text"/>
Executive Vice President	<input type="text"/>	<input type="text"/>
Chief Financial Officer	<input type="text"/>	<input type="text"/>
Vice President	<input type="text"/>	<input type="text"/>

What is included in the additional compensation for the executives at the reporting location, if any? (Check ALL that apply)

	Cash Bonus	Profit Sharing	Stock Options	Other Cash
Chairperson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
President	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Executive Vice President	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Financial Officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vice President	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Vacation/Sick Leave

*NOTE: If you select the back button on your browser, your work on this page will be lost.

Indicate the paid holidays that the reporting location observes: (Check ALL that apply)

- New Year's Day
- Martin Luther King Jr.'s Birthday
- Fourth of July
- Labor Day
- Memorial Day
- Presidents' Day
- Easter
- Thanksgiving Day
- Christmas Day
- Employee's Birthday
- Floating holiday/personal day
- Other (Specify)

If the reporting location has floating holiday/personal days, how many are there?

Indicate the number of weeks of paid vacation given for the following time of service at the reporting location:

Weeks of Vacation

6 months	<input type="text"/>
1 year	<input type="text"/>
2 years	<input type="text"/>
3 years	<input type="text"/>
4 years	<input type="text"/>
5 years	<input type="text"/>
10 years	<input type="text"/>
15 years	<input type="text"/>
20 years	<input type="text"/>
25 years	<input type="text"/>

Indicate the number of days of paid sick leave at the reporting location:

▼

Are the reporting location salary employees eligible for overtime pay?

Yes

No

Insurance

*NOTE: If you select the back button on your browser, your work on this page will be lost.

Indicate the employee insurance coverage provided at the reporting location: *(Check ALL that apply)*

	Employee	Spouse	Dependents
Major Medical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Group Life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accidental Death & Dismemberment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dental	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Short Term Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Long Term Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prescription Drug Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Loss of License	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Term Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Long Term Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health Savings Account/Flexible Spending Account	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Percentage of insurance coverage paid: *(Fill in ALL that apply)*

	Employee (insert percentage %)	Spouse (insert percentage %)	Dependents (insert percentage %)
Major Medical	<input type="text"/>	<input type="text"/>	<input type="text"/>
Group Life	<input type="text"/>	<input type="text"/>	<input type="text"/>
Accidental Death & Dismemberment	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dental	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vision	<input type="text"/>	<input type="text"/>	<input type="text"/>
Short Term Disability	<input type="text"/>	<input type="text"/>	<input type="text"/>
Long Term Disability	<input type="text"/>	<input type="text"/>	<input type="text"/>
Prescription Drug Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>
Loss of License	<input type="text"/>	<input type="text"/>	<input type="text"/>
Term Life Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>
Long Term Care	<input type="text"/>	<input type="text"/>	<input type="text"/>
Health Savings Account/Flexible Spending Account	<input type="text"/>	<input type="text"/>	<input type="text"/>

During 2018, the percentage of insurance costs paid by the reporting location employees increased or decreased?

- Increased
- Decreased
- Considering Increase
- Considering Decrease
- No Change

What type of health insurance plan is offered to the employees at the reporting location? *(Check ALL that apply)*

- Indemnity Plan
- Preferred Provider Organization (PPO)
- Health Maintenance Organization (HMO)
- Health Savings Account (HSA)

Employee Benefits

*NOTE: If you select the back button on your browser, your work on this page will be lost.

What other benefits are available to employees and what percent of the benefits are paid for by the reporting location? (*Identify ALL that apply*)

	0%	100%
Auto		-
Discounts on Products/Services		-
Educational Assistance		-
Line Service Uniforms		-
Customer Service Uniforms		-
Aircraft Mechanic Uniforms		-
Avionics Technician Uniforms		-
NATA Travel (conventions, committee meetings, etc.)		-
Profit Sharing		-
Reduced Rate Aircraft Rental		-

	0%	100%
Health Club Dues		-
Company-Provided Smartphone		-
Company-Provided/Retirement Plan (e.g., 401k)		-
Defined Benefit Retirement Plan (company paid)		-
Flight Training Reimbursement		-
Other		-

If other, please specify.

Is a Section 125 plan available to employees at the reporting location to pay for some benefits with pre-tax dollars?

Yes

No

What does the Section 125 plan include? (Check ALL that apply)

- Insurance Premiums
- Dependent Care
- Medical Expense

Is a 401k plan available to employees at the reporting location to save for retirement with pre-tax dollars?

- Yes
- No

Are the employees 401k contribution matched?

- Yes
- No

What percentage of the employee's contribution is matched in the 401k plan?

What types of wage or salary increases are awarded? (Check ALL that apply)

- General or Periodic
- Cost-of-Living
- Merit
- Combination

On average, how many times per year are wage or salary increases granted?

- Less than annually
- Once per year
- Twice per year
- Three or more per year

