

2021 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 member number. NATA has hired an independent third party to manage the collection of the survey data and compile the results. This third party will not have access to NATA member names and corresponding numbers and will only report the survey results to NATA and its members in a consolidated format.

For demographics data, the survey is requesting information as of the end of the pre-COVID period CY 2019 as this will be most normalized between all survey participants. For compensation and benefits data, the survey is requesting information as of the end of CY 2019 and CY 2021 to compare between the most recent pre-COVID period and most recent calendar year that has been impacted by the "Great Resignation".

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 to have all data readily available to complete the survey.

2. Please provide your NATA member ID number to continue.

Your input should be between 16 and 722000

3. 1. The reporting location is within 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, 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)
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DEMOGRAPHICS

3. 2. The reporting location is within 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
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3. 3. The reporting location's annual gross sales for CY 2019 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
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3. 4. The reporting location's annual fuel volumes for CY 2019 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
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3. 5. The reporting location's annual payroll for CY 2019 were:

- \$5,000,000 or more
 - \$2,500,000 - \$4,999,999
 - \$1,000,000 - \$2,499,999
 - less than \$1,000,000
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3. 6. The reporting location's total number of employees at the end of the CY 2019 were:

125 or more employees

50 - 124 employees

25 - 49 employees

Less than 25 employees

PART-TIME HOURLY EMPLOYEES

4. 1. What is the average part-time hourly rate at the reporting location at the end of CY 2019 and CY 2021 for the following job classifications?

| | Number of Part-Time Employees CY 2021 | Average # of Years in Position CY 2021 | Starting Part-Time Hourly Rate CY 2019 | Average Part-Time Hourly Rate CY 2019 | Starting Part-Time Hourly Rate CY 2021 | Average Part-Time Hourly Rate CY 2021 |
|--|---------------------------------------|--|--|---------------------------------------|--|---------------------------------------|
| Line Service Technician | <input type="text"/> | <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"/> | <input type="text"/> |
| Customer Service Representative | <input type="text"/> | <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"/> | <input type="text"/> |
| Aircraft Mechanic (without A&P) | <input type="text"/> | <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"/> | <input type="text"/> |
| Aircraft Mechanic (Supervisor) | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Aircraft Mechanic (Inspector) | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |

Avionics
Technician

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Avionics
Technician
(Supervisor)

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Avionics
Technician
(Inspector)

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Parts Clerk

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Charter
Scheduler/Di
spatcher

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Flight
Instructor

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Accounting
Clerk

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Bookkeeper

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Administrati
ve Assistant

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Custodian

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FULL-TIME HOURLY/SALARY EMPLOYEES

5. 1. What is the average full-time hourly/salary rate at the reporting location at the end of CY 2019 and CY 2021 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 CY 2021 | Average # of Years in Position CY 2021 | Starting Full-Time Hourly Rate CY 2019 | Average Full-Time Hourly Rate CY 2019 | Starting Full-Time Hourly Rate CY 2021 | Average Full-Time Hourly Rate CY 2021 |
|--|---------------------------------------|--|--|---------------------------------------|--|---------------------------------------|
| Line Service Technician | <input type="text"/> | <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"/> | <input type="text"/> |
| Customer Service Representative | <input type="text"/> | <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"/> | <input type="text"/> |
| Aircraft Mechanic (without A&P) | <input type="text"/> | <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"/> | <input type="text"/> |
| Aircraft Mechanic (Supervisor) | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Aircraft Mechanic (Inspector) | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |

Avionics
Technician

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Avionics
Technician
(Supervisor)

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Avionics
Technician
(Inspector)

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Parts Clerk

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Charter
Scheduler/Di
spatcher

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Flight
Instructor

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Accounting
Clerk

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Bookkeeper

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Administrati
ve Assistant

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Custodian

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OFFICER AND MANAGER SALARIES

6. 1. What is the average monthly salary paid at the reporting location for the following job titles at the end of CY 2019 and CY 2021?

*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 CY 2019 | Average Monthly Salary CY 2021 |
|--|--|-----------------------------------|-----------------------------------|
| President/CEO (or comparable position) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Vice President (or comparable position) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Chief Financial Officer (or comparable position) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 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"/> |

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|---------------------------|--|--|--|
| Chief Flight Instructor | | | |
| Marketing Manager | | | |
| Safety & Security Manager | | | |
| Human Resources Manager | | | |

7. Enter the average hourly rate/salary increase during CY 2021 as a percent at the reporting location.

| | Average % |
|--|-----------|
| Average Hourly/Salary Increase for Part-Time Employees | |
| Average Hourly/Salary Increase for Full-Time Employees | |
| Average Hourly/Salary Increase for Officers and Managers | |

8. Enter the average cash bonuses paid during CY 2021 as a percent of annual compensation at the reporting location.

Average %

Average Cash Bonus Paid for Part-Time Employees

Average Cash Bonus Paid for Full-Time Employees

Average Cash Bonus Paid for Officers and Managers

9. 1. Indicate the number of paid holiday days that the reporting location observes:

0

1

2

3

4

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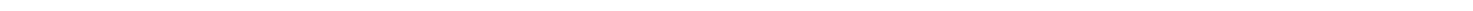
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10+



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

| | Weeks of Vacation |
|----------|----------------------|
| 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"/> |

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

0

1

2

3

4

5

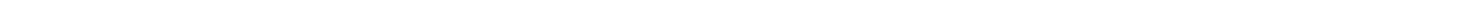
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10+



10. 1. 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"/> |

10. 2. Percentage of insurance coverage paid by the Company:

Fill in ALL that apply

| | Employee (% paid) | Spouse (% paid) | Dependents (% paid) |
|--|----------------------|----------------------|----------------------|
| 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"/> |

10. 3. 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

11. 1. What other benefits are available to employees and what percent of the benefits are paid for by the reporting location?

Identify all that apply

| | % of benefits |
|---|----------------------|
| Auto | <input type="text"/> |
| Discounts on Products/Services | <input type="text"/> |
| Educational Assistance | <input type="text"/> |
| Line Service Uniforms | <input type="text"/> |
| Customer Service Uniforms | <input type="text"/> |
| Aircraft Mechanic Uniforms | <input type="text"/> |
| Avionics Technician Uniforms | <input type="text"/> |
| NATA Travel (conventions, committee meetings, etc.) | <input type="text"/> |
| Profit Sharing | <input type="text"/> |
| Reduced Rate Aircraft Rental | <input type="text"/> |
| Health Club Dues | <input type="text"/> |
| Company-Provided Smart phone | <input type="text"/> |

Company-Provided/Retirement Plan (e.g., 401k)

Defined Benefit Retirement Plan (company paid)

Flight Training Reimbursement

Other (please specify)

EMPLOYEE BENEFITS

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

Yes

No

11. 3. What does the Section 125 plan include?

Check ALL that apply - only if 11.2 was answered yes

Insurance Premiums

Dependent Care

Medical Expense

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

Yes

No

11. 5. Are the employees 401k contribution matched?

Answer if 11.4 was answered yes

Yes

No

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

Answer if 11.4 was answered yes

11. 7. What types of wage or salary increases are awarded?

Check ALL that apply

General or Periodic

Cost-of-Living

Merit

Combination

11. 8. 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
