

## 525 CAPTAIN PAY SCALE 2019

### 8 On / 6 Off or 15 On / 13 Off Schedule

ANNUAL SALARY	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR
	\$77,500	\$83,000	\$88,000	\$93,000	\$98,000

PER DIEM IS ADDITIONAL TO SALARY AND IS NON TAXED

PER DIEM - \$57 PER DAY DOMESTIC, \$84 PER DAY INTERNATIONAL

ANNUAL PER DIEM \$11,856 ON 8/6 SCHEDULE, ASSUMING 26 8-DAY ROTATIONS PER YEAR

ANNUAL PER DIEM \$11,115 ON 15/13 SCHEDULE, ASSUMING 13 15-DAY ROTATIONS PER YEAR

#### Terms:

1. Training agreement required (pro-rated 12 months).
2. Your salary starts on your first day of in-house Basic Indoc, pro-rated for your start date vs. the number of days in that pay period.
3. 100% Company paid employee health/dental/vision plan (after 60 day waiting period).
4. 401K with Company match.
5. Year 1 & 2 6-days PTO, year 3 10-days PTO.
6. Pilots on flights that start before 06:00 or end after 22:00 local will be paid a \$150 bonus.
7. Pilots on a designated maintenance recovery flight will be paid a \$150 bonus.
8. Pilots volunteering and scheduled to work on an off day will get a bonus day pay of \$550 per day.
9. Pilots working on designated holidays will be paid a \$150 bonus per holiday worked and receive Double Per Diem.  
They are: New Year's Day, Memorial Day, Easter, Independence Day (July 4th), Labor Day, Thanksgiving Day and Christmas Day.
10. Recurrent training conducted on an "off day" (except on-line training) is paid at the following rate:  
If you are on an 8/6 schedule:  $\text{Annual Salary}/208 = \text{Daily Rate}$ .  
If you are on an 15/13 schedule:  $\text{Annual Salary}/195 = \text{Daily Rate}$ .