

## FIRST OFFICER PAY SCALE 2019

COMMERCIAL RATED FIRST OFFICER	
	1st YEAR
<b>ANNUAL SALARY</b>	<b>\$48,000</b>
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	

ATP RATED FIRST OFFICER					
	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR
<b>ANNUAL SALARY</b>	<b>\$57,000</b>	<b>\$61,000</b>	<b>\$63,000</b>	<b>\$65,000</b>	<b>\$67,000</b>
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 \$450 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: Annual Salary/208 = Daily Rate.*  
*If you are on an 15/13 schedule: Annual Salary/195 = Daily Rate.*