

Fleet

Phenom 300
(8m upgrade) **Legacy 450/500**
(Red Label)

Praetor 500
(1.5 yr upgrade) **Gulfstream: G-450**
(Red Label)

Challenger 300/350
(1.5 yr upgrade) **Gulfstream:G-650**
(Red Label)

Jet placement is assigned based on needs of operation but will take into consideration your your experience level, what you're typed in, and preferences.

Scheduling

Fixed **Flexbid**
8 on 6 off

scheduled 6m out scheduled 1m out

208 days a year seniority biased

14-16 days a month

13 bid periods a year

Fixed: days and schedule start cannot be changed

Flexbid: Pilots bid for rotations lasting 4-8 days. Scheduling beyond 8 days only occurs upon request. Pilots express work preferences, but the system considers seniority, and then generated options. Seniority advances quickly.

Typical Day

Duty on 1hr before flying

Average 1hr between legs

30min to an hr to shut down the airplane, get the clearance, and load the flight plan

Make sure the cabin is presentable, load luggage, greet & brief the owners and guests, and ensure they have transportation on the other end.

Make sure all paperwork is in place.

Check weather, Notams, flight plans, Order fuel

Ensure the catering is at the FBO and then put on the airplane

Stats and Facts

Fly between 300 - 450 day is subject to change multiple hours a year times a day

Average 3 legs a day (1-6) Legs can be 7m or 7h

Average 195 days a year Average duty day is 12 hours

Fly into over 5000 airports Minimum rest is 10 hrs.

Upgrade to Phenom is 8m Upgrade to Challenger or Praetor is about 18m

Misc

Company credit card (expense meals, car rentals, take care of owners, etc.)

Company iphone and ipad - Upload flight plans and anything related to your trip

Jepp charts

Tailwinds -> APG for weight & balance

EFB's (Electronic Flight Bags)

We cover your medicals

Uniform stipend of \$450/year to order uniforms online and have them delivered.

Keep all travel points from airline and hotels

Known Crew Member (KCM)

Hotels mostly Mariotts, Hiltons,

Pay

Daily Rate: \$751 a day

Per Diem: \$42 a day (pocketed) = \$8736 annually on average

Bonus: Up to 15K

First year FO's make on average \$175,000

BONUS BREAKDOWN

The Fly Right Bonus is a fuel saving bonus that is paid out quarterly – up to \$4K per year – up to \$1K per quarter.

Fractional bonus is based on dispatch availability and can be up to 10% of your salary, averaging \$10K per year - is also paid out quarterly.

Flying Bonus If you fly more than 220 days per year, eligible for additional \$5K.



Pay Scale

Phenom and Red Label

Year	All SIC	Phenom Captain	DIRL Captain
1	\$ 751	\$ 751	\$ 784
2	\$ 785	\$ 816	\$ 852
3	\$ 785	\$ 820	\$ 852
4	\$ 785	\$ 825	\$ 933
6	\$ 785	\$ 830	\$ 940
6	\$ 785	\$ 843	\$ 948
7	\$ 785	\$ 864	\$ 955
R	\$ 785	\$ 868	\$ 963
9	\$ 785	\$ 907	\$ 970
10	\$ 785	\$ 929	\$ 1,078
11	\$ 785	\$ 950	\$ 1,106
12	\$ 785	\$ 971	\$ 1,135
13	\$ 785	\$ 983	\$ 1,163
14	\$ 785	\$ 1,014	\$ 1,191
15	\$ 785	\$ 1,036	\$ 1,219
16	-	\$ 1,057	\$ 1,247
17	-	\$ 1,078	\$ 1,275
18	-	\$ 1,100	\$ 1,303

International Large Cabins

Longevity	YR1	YR2	YR3	YR4	YR5	YR6	YR7	YR8	YR9
1	\$184,000	\$188,000	\$192,000	\$196,000	\$200,000	\$ -	\$ -	\$ -	\$ -
2	\$184,000	\$188,000	\$192,000	\$196,000	\$200,000	\$ -	\$ -	\$ -	\$ -
3	\$184,000	\$188,000	\$192,000	\$196,000	\$200,000	\$ -	\$ -	\$ -	\$ -
4	\$184,000	\$188,000	\$192,000	\$196,000	\$200,000	\$ -	\$ -	\$ -	\$ -
5	\$184,000	\$188,000	\$192,000	\$196,000	\$200,000	\$ -	\$ -	\$ -	\$ -
6	\$189,000	\$193,000	\$197,000	\$201,000	\$205,000	\$209,000	\$213,000	\$217,000	\$221,000
7	\$189,000	\$193,000	\$197,000	\$201,000	\$205,000	\$209,000	\$213,000	\$217,000	\$221,000
8	\$189,000	\$193,000	\$197,000	\$201,000	\$205,000	\$209,000	\$213,000	\$217,000	\$221,000
9	\$189,000	\$193,000	\$197,000	\$201,000	\$205,000	\$209,000	\$213,000	\$217,000	\$221,000
10	\$194,000	\$198,000	\$202,000	\$206,000	\$210,000	\$214,000	\$218,000	\$222,000	\$226,000
11	\$194,000	\$198,000	\$202,000	\$206,000	\$210,000	\$214,000	\$218,000	\$222,000	\$226,000
12	\$194,000	\$198,000	\$202,000	\$206,000	\$210,000	\$214,000	\$218,000	\$222,000	\$226,000
13	\$194,000	\$198,000	\$202,000	\$206,000	\$210,000	\$214,000	\$218,000	\$222,000	\$226,000
14	\$194,000	\$198,000	\$202,000	\$206,000	\$210,000	\$214,000	\$218,000	\$222,000	\$226,000
15	\$204,000	\$208,000	\$212,000	\$216,000	\$220,000	\$224,000	\$228,000	\$232,000	\$236,000
16	\$204,000	\$208,000	\$212,000	\$216,000	\$220,000	\$224,000	\$228,000	\$232,000	\$236,000
17	\$204,000	\$208,000	\$212,000	\$216,000	\$220,000	\$224,000	\$228,000	\$232,000	\$236,000
18	\$204,000	\$208,000	\$212,000	\$216,000	\$220,000	\$224,000	\$228,000	\$232,000	\$236,000
19	\$204,000	\$208,000	\$212,000	\$216,000	\$220,000	\$224,000	\$228,000	\$232,000	\$236,000
20+	\$209,000	\$213,000	\$217,000	\$221,000	\$225,000	\$229,000	\$233,000	\$237,000	\$241,000

PTO

120 hrs annually first year	0-1yr 10 hrs/m
accrued monthly	1yr - 2yr 11.33 hrs/m
1 PTO day = 8 hours	3yr - 9yr 14.66 hrs/m
	10+ yrs 18 hrs/m

Full week PTO requests should be requested 6m out.

Shorter PTO requests should be requested 30 days out.

Retirement / 401K

We put the retirement planning in the hands of the pilot.

Our retirement incentives is two-fold.

Dollar for dollar match of up to 6% an employee's contribution to our Voya managed 401K plan. Pilots may contribute any amount up to the maximum amount allowable by the IRS and the company will match up to 6%.

Also, Flexjet gives directly to the pilots an annual contribution of "deferred compensation" of \$18,000 annually. This contribution matures after 3-years and is available for any investment avenue the employee chooses to utilize to grow their retirement accounts.

If used to maximize the 401K contribution, a pilot may take full advantage of the entire amount with the company covering the federal taxes on this benefits

Training Overview

Max duration of training is 60 days.

\$12,203.75 paid per month

\$42 a day per diem

Lodging and meals are covered.

3 days Cleveland Headquarters

7 days indoc at CAE Dallas training center - get your assigned aircraft here.

14 - 18 days of initial type training (aircraft specific)

1-2 weeks off

IOE (Initial Operational Experience): 25 hrs with a Line Instructor Pilot

Overtime

Volunteering to pick up extra shift = Daily Rate

If Flexjet asks you to pick up extra legs = 1.5X Daily Rate

Hours exceeding 10 hours = 1.5X Daily Rate - prorated hourly

Hours exceeding 12 hours is 3X Daily Rate - prorated hourly

Arrivals home close to midnight = 1 extra day off



By **saranm3820**

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