

PILOT RETIREMENT SURVEY STAFF REPORT

1. CURRENT PILOT DATA AS OF—January 20, 2021

Board-designated Maximum Number of Licensed Pilots: 60
 Number of Board-licensed Pilots: 51

2. PILOT TRAINEE TRAINING PROGRAM DATA

As of January 20, 2021:

Trainee Name	Trainee Start Date	# of Months in Program	In Evaluation Stage
Matthew Stevens*	1/14/2019	25	Yes
William Benedict*	8/12/2019	18	Yes
Nicholas Roger*s	8/12/2019	18	Yes
Scott Adams	10/1/2019	16	No
Nicholas Deisher	10/1/2019	16	No
James Murney	5/1/2020	9	No
Eric Weber	8/5/2020	6	No
Jonathan Olmsted	10/1/2020	4	No

*As of 1/20/2021, the Pilot Evaluation Committee intends to recommend to the Board at its meeting on 1/28/2021 to issue certificates of completion from the Pilot Trainee Training Program to these trainees.

Number of Trainee Candidates Remaining on 2019 Trainee Program Eligibility List: 11¹
 2019 Trainee Eligibility List Expires: June 26, 2022

3. PILOT RETIREMENT SURVEY STATISTICS

Survey Date: 1/4/2021
 First Survey Reminder Email Sent: 1/11/2021
 Second Survey Reminder Email Sent: N/A
 Survey Due Date: 1/18/2021
 Number of Pilots Surveyed: 51
 Number of Completed Surveys: 51
 Number of Surveys Not Received: 0
 Average Time Spent Completing Survey: 1 minute, 11 seconds

¹ Offers were made to and accepted by the first seven candidates on the 2019 trainee eligibility list. The candidates are currently in the Pilot Trainee Training Program. Two candidates from the 2019 trainee eligibility list are currently training with other pilot organizations.

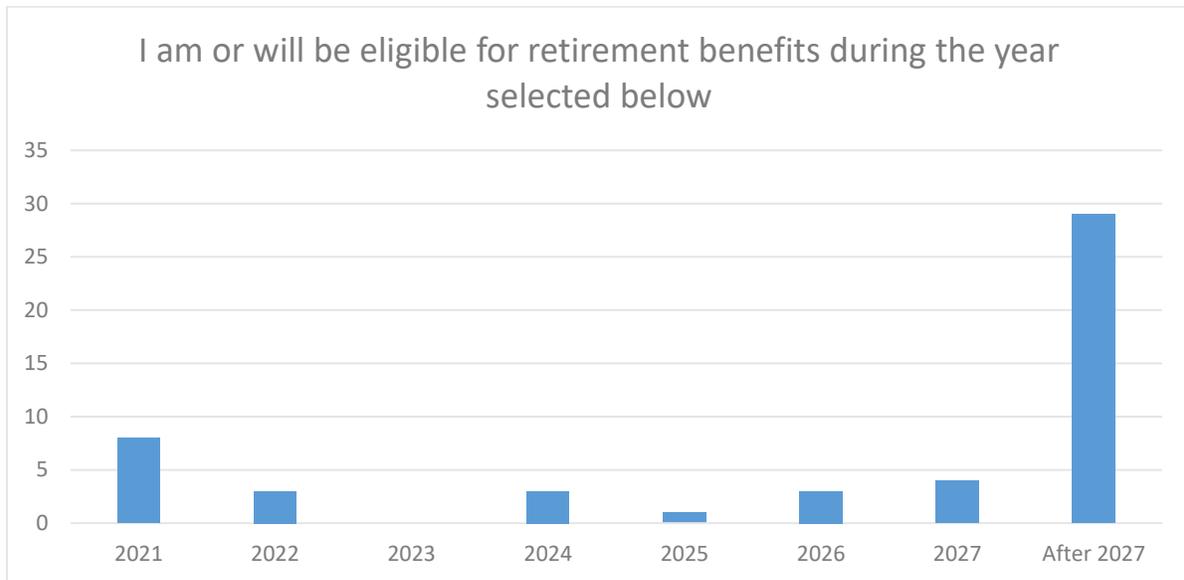
4. SURVEY QUESTIONS AND RESPONSES

Survey Question 1

Question: I am or will be eligible for retirement benefits during the year selected below:

- 2021
- 2022
- 2023
- 2024
- 2025
- 2026
- 2027
- After 2027

Responses:



Answers	Response % ²	Total
2021	15.69%	8
2022	5.88%	3
2023	0.00%	0
2024	5.88%	3
2025	1.96%	1
2026	5.88%	3
2027	7.84%	4
After 2027	56.86%	29

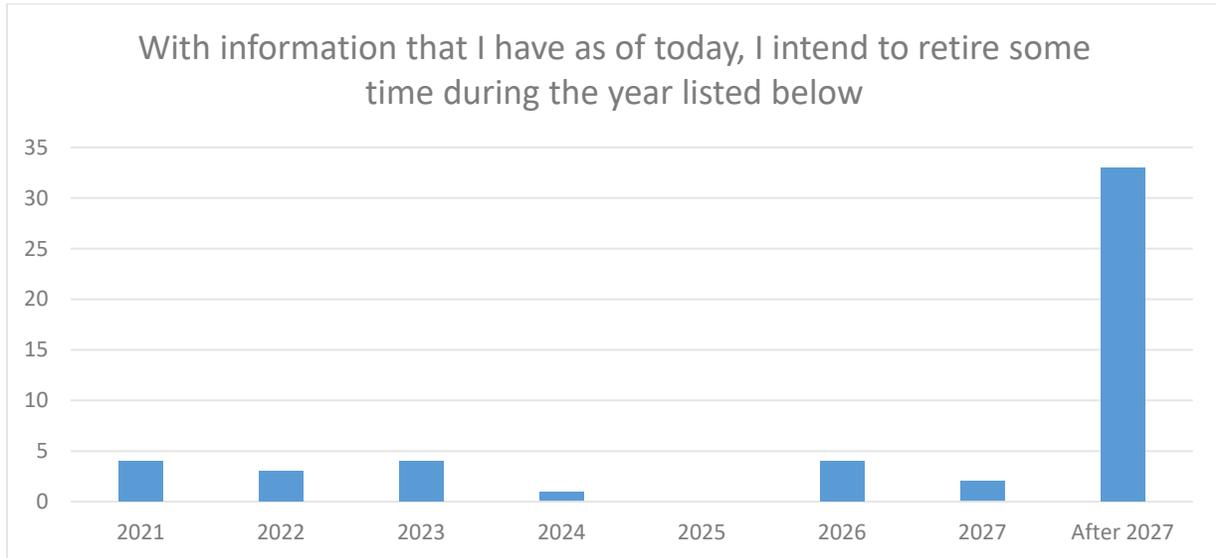
² May not add up to 100% due to rounding.

Survey Question 2

Question: With information that I have as of today, I intend to retire some time during the year listed below:

- 2021
- 2022
- 2023
- 2024
- 2025
- 2026
- 2027
- After 2027

Responses:



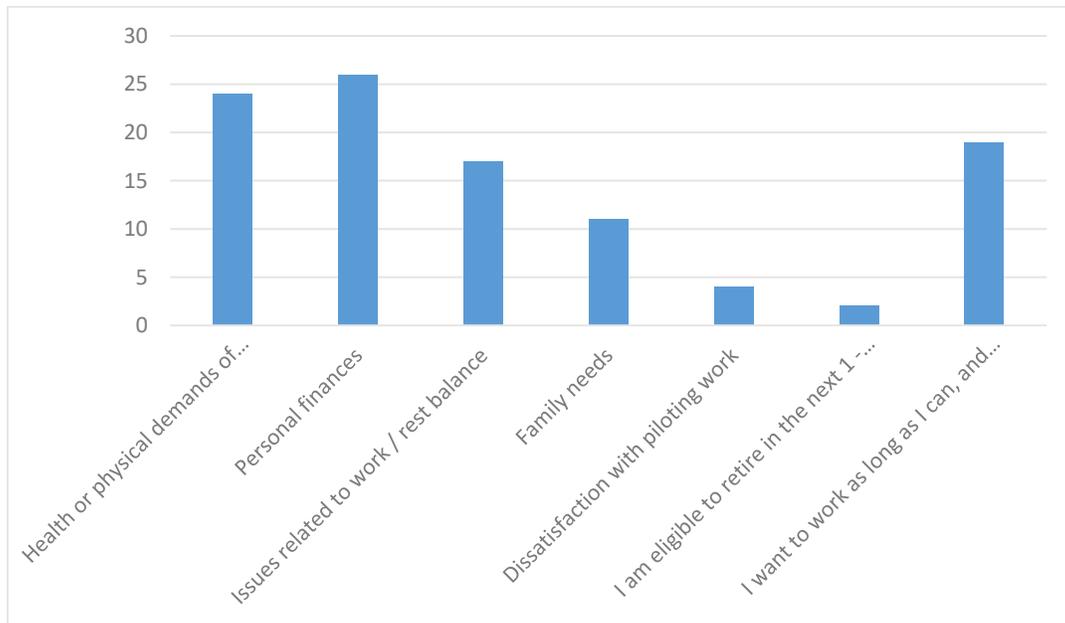
Answers	Response % ³	Total
2021	7.84%	4
2022	5.88%	3
2023	7.84%	4
2024	1.96%	1
2025	0.00%	0
2026	7.84%	4
2027	3.92%	2
After 2027	64.71%	33

³ May not add up to 100% due to rounding.

Survey Question 3

Question: Please take a moment to note the factors that may impact your decision when to retire. Mark all the factors that apply. Your comments will be reviewed by both the Pilot Power Committee and the Board.

Responses:



Answers	Total
Health or physical demands of piloting work	24
Personal finances	26
Issues related to work / rest balance	17
Family needs	11
Dissatisfaction with piloting work	4
I am eligible to retire in the next 1-3 years but plan on continuing to work beyond my retirement date	2
I want to work as long as I can, and don't have a retirement date in mind	19

5. Historical Data

Staff assembled the below information from prior biannual pilot retirement surveys sent out either in December or January:

	# of Pilots Self Projected to Retire Within the Year	Actual # of Pilots Retired/Died⁴	# of Pilots Eligible to Retire Within 3 Years
2012	0	2	10
2013	1	2	12
2014	0	1	14
2015	3	5	17
2016	3	1	19
2017	5	3	21
2018	8	8	11 ⁽¹⁾
2019	2	3	13 ⁽²⁾
2020	4	5	16 ⁽³⁾
2021	4	0	14 ⁽⁴⁾

(1) 50/56 survey responses received.

(2) 54/55 survey responses received.

(3) 50/54 survey responses received.

(4) 51/51 survey responses received.

⁴ Number reported reflects the year of the last day as a licensed pilot, or the year an active licensed pilot died.