

PILOT RETIREMENT SURVEY STAFF REPORT

1. CURRENT PILOT DATA AS OF—December 21, 2021

Board-designated Maximum Number of Licensed Pilots: 60
 Number of Board-licensed Pilots: 54

2. PILOT TRAINEE TRAINING PROGRAM DATA

As of December 21, 2021:

Trainee Name	Trainee Start Date	# of Months in Program	In Evaluation Stage
Scott Adams	10/1/2019	26	No
Jonathan Olmsted	10/1/2020	14	No
Mark Barnum	3/15/2021	8	No
Spencer Snapp	3/15/2021	8	No
Bart Sappington	3/15/2021	8	No
James Pascucci	5/10/2021	6	No
Mathew Burns	11/2/2021	2	No

Number of Trainee Candidates Remaining on 2019 Trainee Program Eligibility List: 3¹
 2019 Trainee Eligibility List Expires: June 26, 2022

3. PILOT RETIREMENT SURVEY STATISTICS

Survey Date: 7/22/2021
 First Survey Reminder Email Sent: 7/22/2021
 Survey Due Date: 8/1/2021
 Number of Pilots Surveyed: 53
 Number of Completed Surveys: 47
 Number of Surveys Not Received: 6
 Name(s) of Pilots with Incomplete Surveys: This information is not available due to SurveyMonkey's recent update to their free services. This service is now a paid service.
 Average Time Spent Completing Survey: 2 minutes

¹ Offers were made to and accepted by the first 16 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.

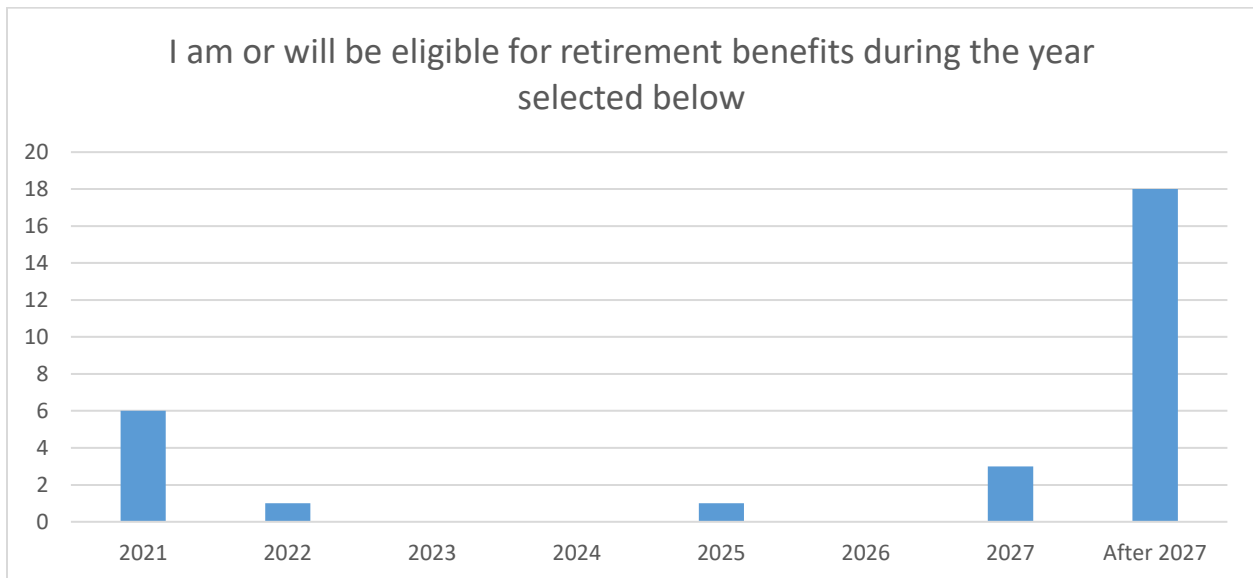
4. SURVEY QUESTIONS AND RESPONSES

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	14.89%	7
2022	4.26%	2
2023	0.00%	0
2024	0.00%	0
2025	4.26%	2
2026	6.38%	3
2027	8.51%	4
After 2027	61.70%	29

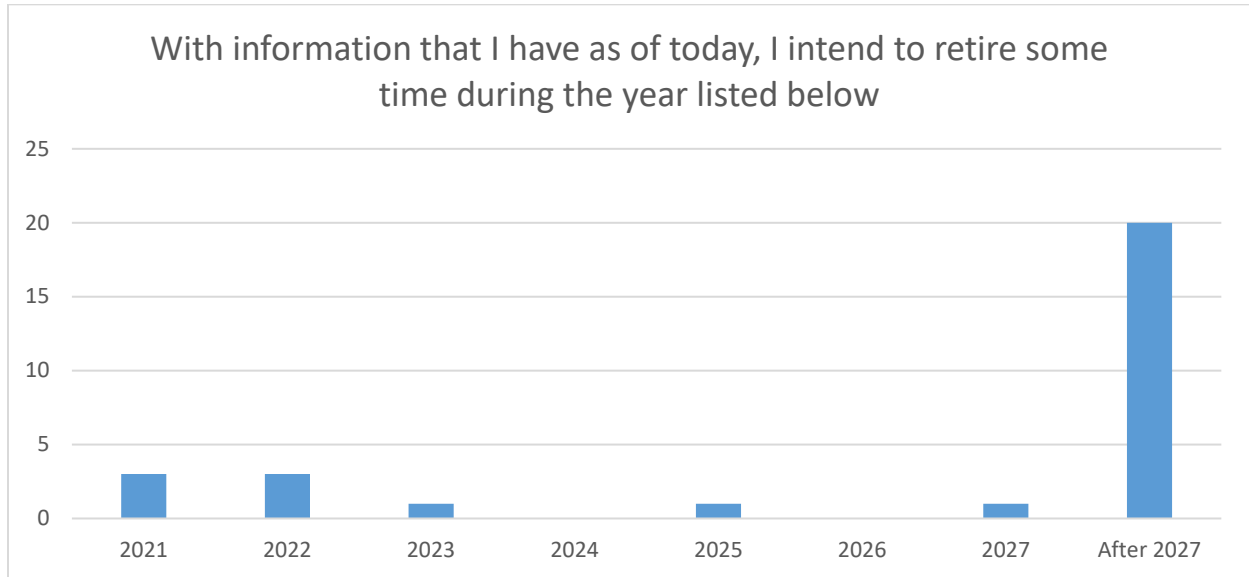
² May not add up to 100% due to rounding.

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:



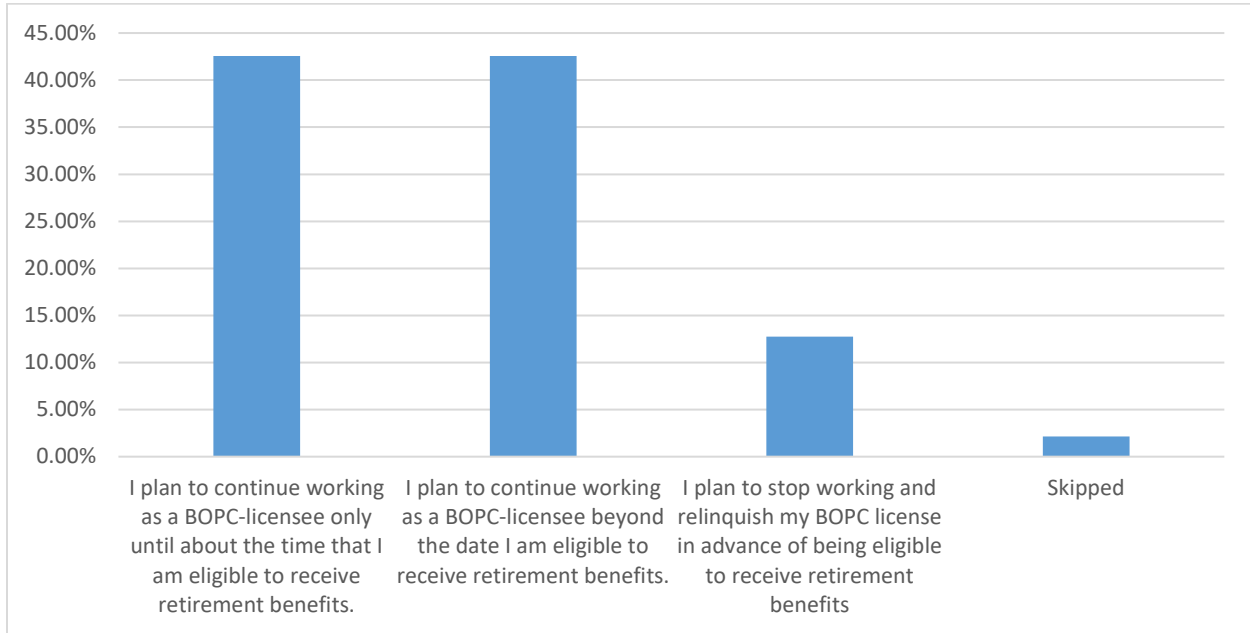
Answers	Response % ³	Total
2021	8.51%	4
2022	8.51%	4
2023	4.26%	2
2024	0.00%	0
2025	4.26%	2
2026	0.00%	0
2027	4.26%	2
After 2027	70.21%	33

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

Survey Question 3

Question: With the information that you have as of today, please select from the options below the most applicable reason impacting the length of time you plan to hold a BOPC-issued pilot license.

Responses:

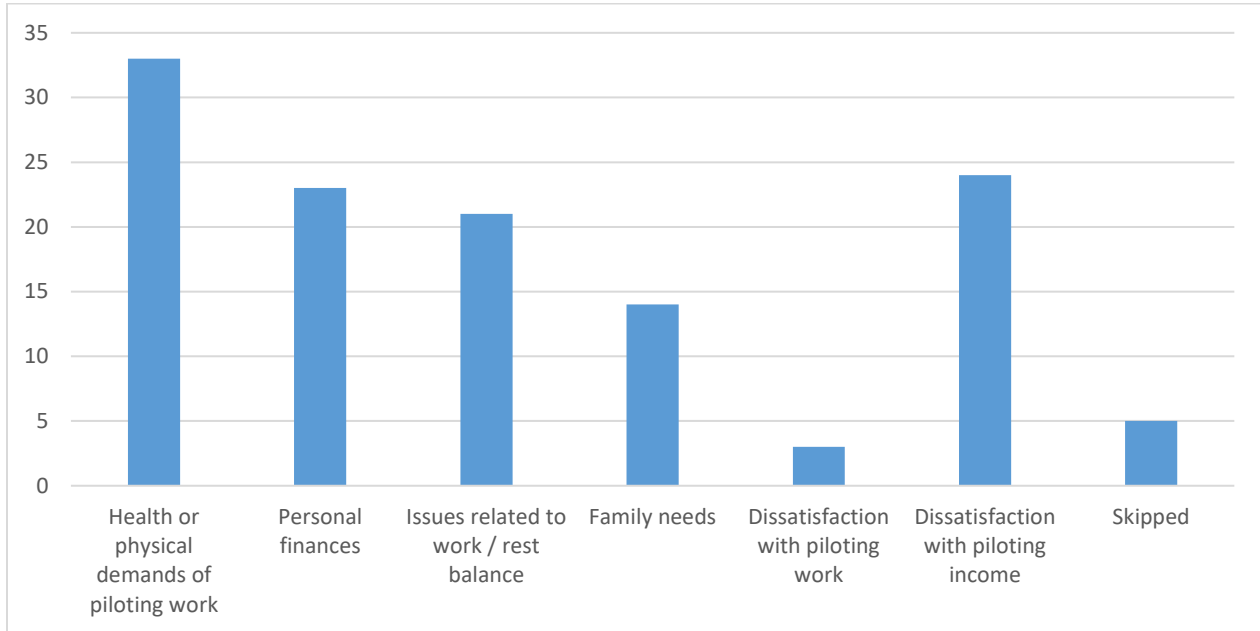


Answers	Response %	Total
I plan to continue working as a BOPC-licensee only until about the time that I am eligible to receive retirement benefits.	42.55%	20
I plan to continue working as a BOPC-licensee beyond the date I am eligible to receive retirement benefits.	42.55%	20
I plan to stop working and relinquish my BOPC license in advance of being eligible to receive retirement benefits	12.77%	6
Number of pilots skipped this question	2.13%	1

Survey Question 4

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	33
Personal finances	23
Issues related to work / rest balance	21
Family needs	14
Dissatisfaction with piloting work	3
Dissatisfaction with piloting income	24
Number of pilots skipped this question	5

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	3	17
2016	3	1	19
2017	5	3	21
2018	8	8	11 ⁽¹⁾
2019	2	3	13 ⁽²⁾
2020	4	2	16 ⁽³⁾
2021	4	3 ⁽⁵⁾	14 ⁽⁴⁾
			10 ⁽⁶⁾

(1) 50/56 survey responses received.

(2) 54/55 survey responses received.

(3) 50/54 survey responses received.

(4) 51/51 survey responses received. From January 2021 Retirement Survey.

(5) As of 1/20/2021.

(6) 47/53 survey response received.

⁴ Number reported reflects the year of the last day as a licensed pilot.

6. Age Bracket

Staff assembled the below information from based on which age bracket the current number of Board-licensed pilots:

Age Bracket	Number of Pilots as of 12/21/2021
30s	7
40s	19
50s	23
60s	5