



# INSTRUCTOR PILOTS – FORT RUCKER

We are honored to be the U.S. Army's rotary wing flight trainer since 1989.



URS/AECOM is proud to be a member of the Army Aviation Team and we are committed to providing the finest in aviation training.

## Minimum Requirements

- Must possess a ICAO equivalent or FAA commercial pilot certificate and an ICAO equivalent or FAA flight instructor certificate with rotorcraft category, helicopter class and instrument helicopter ratings on both certificates, or be a graduate of any DOD rotary wing instructor pilot course for rotary wing aircraft.
- Total Flight Time - 1500 hrs. Flight time as pilot-in-command or second in command (per FAR 61.51); as Pilot in Command (PC) or Pilot (PI) (Per AR 95-1) in aircraft of any weight or category is creditable for this requirement.
- Pilot-In-Command - 250. Only flight hours acquired as pilot-in-command are creditable.
- Must certify having a combination of 100 hours of hooded instrument, flight simulator instrument, or weather pilot time.
- Must have instructed students in instrument flight training.
- Night Flying - 75.
- Instructor Time - 500.
- Must have a current FAA Second Class Medical Certificate prior to beginning MOI training.
- Must not exceed 250 pounds in flight duty uniform.

## IMPORTANT:

- Applicants are subject to Government approval and terms of a 12 month Employee Training Agreement
- Applicants selected for hire must successfully complete MOI training and government acceptance check ride
- Starting salary is **\$85,675**. There are scheduled annual salary increases.
- Applicants selected for hire will provide instruction in the UH-72.

We are currently accepting applications for this position. Please contact Human Resources Manager Keith Sasser at [keith.sasser@ursrucker.com](mailto:keith.sasser@ursrucker.com) or (334) 598-6342 for more information. URS is an equal opportunity employer and Minorities, Females, Veterans, and Disabled persons are encouraged to apply.

Apply online:

<https://aecom.jobs/fort-rucker-al/helicopter-pilot-instructor/A712FE1B8C9D4F5D892C43C145D2E806/job/>

# URS Fort Rucker Flight Training Comp & Benefits Overview

10/1/18

$$\text{Hourly Rate} \times 2080 = \text{Annual Salary}$$

## B.1 Wage Schedules

Job Classification	1-Oct-17		1-Oct-18		1-Oct-19	
	Biweekly	Hourly	Biweekly	Hourly	Biweekly	Hourly
<b>Flight Instructors</b>						
Year 0-1	\$3,231	\$40.38	\$3,295	\$41.19	\$3,361	\$42.02
Year 1-2	\$3,318	\$41.47	\$3,384	\$42.30	\$3,452	\$43.15
Year 2-3	\$3,405	\$42.56	\$3,473	\$43.41	\$3,542	\$44.28
Year 3-4	\$3,491	\$43.64	\$3,561	\$44.52	\$3,632	\$45.41
Year 4-5	\$3,578	\$44.73	\$3,650	\$45.62	\$3,723	\$46.54
Year 5-6	\$3,665	\$45.81	\$3,738	\$46.73	\$3,813	\$47.67
Year 6-7	\$3,752	\$46.90	\$3,827	\$47.84	\$3,904	\$48.80
Year 7-8	\$3,839	\$47.99	\$3,916	\$48.95	\$3,994	\$49.93
Year 8-9	\$3,926	\$49.07	\$4,004	\$50.05	\$4,084	\$51.06
Year 9-10	\$4,013	\$50.16	\$4,093	\$51.16	\$4,175	\$52.19
Year 10-11	\$4,100	\$51.25	\$4,182	\$52.27	\$4,265	\$53.32
Year 11-12	\$4,207	\$52.59	\$4,291	\$53.64	\$4,377	\$54.72
Year 12-13	\$4,212	\$52.65	\$4,296	\$53.70	\$4,382	\$54.78
Year 13-14	\$4,217	\$52.71	\$4,301	\$53.77	\$4,387	\$54.84
Year 14-15	\$4,221	\$52.76	\$4,305	\$53.82	\$4,391	\$54.89
Year 15-16	\$4,226	\$52.82	\$4,310	\$53.88	\$4,396	\$54.96
Year 16-17	\$4,231	\$52.88	\$4,315	\$53.94	\$4,401	\$55.02
Year 17-18	\$4,235	\$52.94	\$4,320	\$54.00	\$4,406	\$55.08
Year 18-19	\$4,239	\$52.99	\$4,324	\$54.05	\$4,411	\$55.13
Year 19+	\$4,244	\$53.05	\$4,329	\$54.11	\$4,416	\$55.19

## B.3 Retirement/401k Plan

d. Within fourteen (14) days following each pay period, the company shall make a 401(k) plan contribution as follows:

**Employees** hired after 1 November 2014 will receive a defined contribution of 4% of the **employee's** salary (excluding any sick leave payouts, travel or other special pays) to the individuals 401k plan. The company will also make a matching contribution equal to the contribution of the **employee** not to exceed 4% of the **employee's** base compensation (excluding any sick leave payouts, travel or other special pays).

### MEDICAL BENEFITS

**Employee** Contributions for medical and dental benefits effective the first pay period of January 2017 will remain in effect through the last pay period of 2017. The Company and **employees** will share the cost of medical and dental premiums on a 80%/20% basis with the Company contributing 80% and **employees** contributing 20%. Increases will be borne on the same percentage basis. The current and 2018 **employee** biweekly contributions are listed below:

Employee Contribution	Medical	
Per Pay Period	Current Biweekly	January 1, 2018
Employee	\$ 92.48	\$89.99
Employee/Spouse	\$ 183.29	\$178.27
Employee/Child(ren)	\$ 150.38	\$145.40
Family	\$ 188.52	\$182.01
Employee Contribution	Dental	
Employee	\$ 3.23	\$2.98
Employee/Spouse	\$ 7.07	\$6.51
Employee/Child(ren)	\$ 5.27	\$4.85
Family	\$ 11.26	\$10.37

The new rates will become effective on the first pay period in each new year.

#### A.9 Health Waiver Allowance

**Employees** may elect to waive health coverage and receive the following annual amounts. **Employees** may waive health coverage and elect to purchase dental coverage. Waiver allowance will be paid on a biweekly basis.

Eligible Coverage	Waiver	
	Annual	Biweekly
Employee	\$ 2,000.00	\$ 76.92
Employee/Child/ren	\$ 2,400.00	\$ 92.31
Employee/Spouse	\$ 3,500.00	\$ 134.62
Family	\$ 4,000.00	\$ 153.85

## APPENDIX C

### SICK LEAVE/PERSONAL LEAVE

#### C.1 Sick Leave Eligibility

Sick leave will be **accrued** at the rate of 4.0 hours per pay period. An **employee** must have been in an **active pay status** a minimum of five (5) days during the preceding pay period in order to accrue sick leave for that period. Earned sick leave will be credited to the **employees** sick leave account one pay period in arrears. To receive payment for sick leave, academic personnel must provide at least one hour notice and flight instructors must provide fifteen (15) minutes' notice to their immediate supervisor. Supervisors may waive the notification requirements if the **employee** is unable to provide notice through no fault of his own. Sick leave may be used in hourly increments where practical to meet the needs of the **employee**.

C.2 Accrual System

**Employees** may accrue 15, 30, 45, or 60 days of sick leave based upon their election and written request.

C.3 Excess Sick Leave Accrual Pay Out

a. **Employees** will be paid for all sick leave in excess of their accrual option as of the first full pay period in June of each year on the basis of their current salary. The payment shall be made on the first pay period in July by a separate check, in the manner in which the **employee** normally receives their payroll.

**APPENDIX D**

**TYPES OF AUTHORIZED ABSENCES**

D.1 Holiday Exodus (Christmas Holiday Period)

Holiday Exodus is a period that is designated by the government. Exact dates of the Holiday Exodus are determined by the Army or Air Force. All **employees** not on Active Military Duty shall have the Holiday Exodus off with full pay, unless the government otherwise directs that student or **employee** training be performed during the period. **Employees** required to work during the Holiday Exodus as defined above will be paid at one and one-half times the normal daily rate. An **employee** not on **active pay status** the last day prior to and following the holiday exodus will not be paid for the exodus period.

D.3 Federal Holiday Leave

**Employees** shall be granted off following all Federal and Fort Rucker Training Holidays, unless the government otherwise directs that work be performed on that day.

Columbus Day	Martin Luther King's Day
Veteran's Day	President's Day
Thanksgiving Day	Memorial Day
Christmas Day	Independence Day
New Year's Day	Labor Day

D.6 Annual Leave

a. (1) All personnel covered by this Agreement will be granted eight (8) days of annual leave upon hire (prorated), thirteen (13) days of annual leave after five (5) years of employment, eighteen (18) days of annual leave after ten (10) years of employment and twenty-three (23) days of annual leave after 20 years of employment. Eligibility for annual leave entitlement will be based on date of hire or adjusted date of hire as applicable.