

Sampling of Pilot Group Retirement Programs (2022)

	Jurisdiction	Retirement Age	Benefits	Other Provisions	Spousal Benefits	Disability Included?	COLA Applied?	Funding	Other Plans
√	Alaska	No pension plans	-----	-----	-----	-----	-----	-----	-----
√	Associated Branch Pilots (La)	68	1) 2% per year, of max compensation 2) 50% max compensation at 25 years	-----	Yes	Yes	No	Rate surcharge adjusted quarterly	Self-funded 401(k)
√	Boston	No	20% of active pilot share at 25 years	-----	Yes, 85% of pilot benefit	Yes – First year 100%; then 50% until Soc Sec age of retirement	No	Funded through pilot group revenues	Self-funded 401(k)
√	Charleston	Minimum age 60; maximum age 70	Max benefit at 30 years of service is 33.3% of active pilot share; prorated for shorter service	-----	No	Group plan outside of pension plan	-----	Funded through pilot group revenues	Self-funded 401(k)
√	Columbia River	No	-----	-----	No	Group plan	-----	-----	401(k) funded as component of the rate; aim to keep aligned with IRS max 401(k) contributions
√	Columbia River Bar	No	Retirement “stipend” to invest for retirement	-----	-----	-----	-----	Funded as component of the rate; to provide funds in line with IRS max 401(k) contributions; to be invested for retirement as individual pilot decides	-----
√	Corpus Christi Pilots	No	Defined Benefit Plan (DBP) Formula: Avg monthly compensation at retirement X .04 X years of service = DPB (up to max IRS DBP amount)	-----	Yes, same as full pilot benefit	No	-----	Funded through pilot group revenues	401(k) profit-sharing plan

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√	Crescent River Pilots (La)	70	1) 2% per year, max compensation 2) 50% max compensation at 25 years	-----	Yes	Group Plan outside of pension plan	-----	Funded through pilot group revenues	Self-funded 401(k)
√	Galveston-Texas City Pilots	No	-----	-----	No	Yes	-----	Funded through pilot group revenues	1) 401(k) w/ match & safe harbor up to IRS 401(k) max contribution 2) Non-qualified deferred comp plan
√	Houston Pilots	68	Defined Benefit Plan (DBP); best 5 years of past 10 years up to max IRS DBP amount	-----	Yes	Yes	-----	Funded through pilot group revenues	-----
√	Jacksonville, Florida	70; optional at 55	With 20 years service, 35%; 25 years of service, 50%	Total benefits not to exceed 20% gross	Yes, up to 50% based on years of service	No	-----	Funded through pilot group revenues	-----
√	Lake Charles (La)	70	-----	-----	-----	-----	-----	Component of rate (adjusted periodically) provides up to the maximum allowed IRS benefit for each plan participant	401(k) profit sharing plan
	Los Angeles	No; Optional at 55	With 25 years service, 54%	-----	-----	-----	-----	-----	-----
√	Maryland	Optional at 20 yrs as full pilot	1.6% per year up to maximum of 40% active pilots' income at 25 years	-----	Yes	Yes – Depending on years of service from 40% to 60%	-----	Funded through pilot group revenues	Self-funded 401(k)
√	Miami	65; optional at 55 with 20 years	2% active pilots' income X years of service; 50% maximum	Total benefits not to exceed 20% gross	50% spouse benefit	No	-----	Funded through pilot group revenues	-----

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√	Mobile	67	Pilots choose 1 of 3 levels of contribution with 5% guaranteed annual return	-----	No	Group plan outside of pension plan	-----	Funded through pilot group revenues	401(k) w/ match and safe harbor up to IRS 401(k) max contribution
√	New Orleans Baton Rouge (La)	70	1) 2% per year, max compensation 2) 50% of max compensation at 25 years	-----	Yes	Yes, scaled based on years of service	-----	Funded through pilot group revenues	No
√	Pennsylvania; Delaware	70, optional at 20 years of service	1.0% per year, max 40%	Rates set by legislature	10% of full pilot's share	Yes – 25%; Group plan outside pension plan	-----	Funded through pilot group revenues	Profit-sharing 401(k)
√	Port Everglades Pilots	65; optional at 55	After 20 years, 50% of full pilot share, capped at 20% of gross revenue	-----	Yes	Yes	-----	Funded through pilot group revenues	401(k); partially funded, pilots can contribute to max IRS amount
√	Northeast Pilots (RI, CT, MA)	No pension plans	-----	-----	-----	-----	-----	-----	-----
√	San Francisco	No; optional at 60 with minimum 10 years of service	1.84% X number of years of service X average of pilot's highest 3 years net income during the preceding 5 years	Adjusted quarterly, surcharge	75% spouse	Yes, calculated like pension; Also	Yes,	Surcharge	Profit-sharing 401(k)
√	Sabine Pilots (Tx)	68	When 20yrs+age=80, can retire at 2% per year of service; 25 years max at 50%	-----	Yes, 50% of retiree benefit	Yes	-----	Funded through pilot group revenues	Self-funded 401(k)

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√	Sandy Hook (NY and NJ)	70 (NJ); 70 (NY); optional at 60	Post-1995, Keogh Plan	-----	Yes	Yes	-----	Funded by rate surcharge, reviewed/adjusted quarterly by pension board	Profit sharing 401(k) plan – funded to max allowable IRS contribution
√	Savannah	No; optional at 60	Max at 30 years of service is 66.6% of active pilots' share; prorated down to 10 years	-----	One year active pilot share	-----	-----	-----	-----
√	Tampa	66	Payback of buy-in/asset share + 66.6% of full share over 3 years, thereafter 20% of active pilot share	Capped at 10% gross revenues or 15% of net income	Yes	-----	-----	Funded through pilot group revenues	SEP funded to max allowable IRS amount
√	Virginia	70; optional at 35 years service (including apprenticeship)	Scaled based on 35-40 years of service to max of \$100,000 per year	-----	Yes	Yes	-----	Funded through pilot group revenues	Profit sharing 401(k) plan – funded to max allowable IRS contribution
√	Wilmington – Cape Fear	No	At 25 years of service, 33.3% of active pilot share (prorated from 20 years to 25 years)		Yes, 50% of pilot benefit	Group plan outside of pension plan		Funded through pilot group revenues	SEP; IRA

√ = Information has been confirmed with pilot group officers.