
From: jeffrey E. <jeevacation@gmail.com>
Sent: Friday, October 30, 2015 11:22 AM
To: Larry Visoski
Subject: Re: For your consideration

i have some great ideas for you

On Thu, Oct 29, 2015 at 9:11 PM, Larry Visoski <[REDACTED]<mailto:[REDACTED]>> wrote:

Jeffrey,

=AO I'm working on my 25th year of dictated and loyal service to y=u. I believe you and our passengers comfort level is at ease when the= know I'm the Pilot in command. I've demonstrated great =kill in many of our past emergencies.

A few months ago, you asked me if=everything was ok, and I should have taken the time to just bluntly ask fo= a pay increase. I believe my answer was, "I needed more help, both p=lot and maintenance area". I have come to the conclusion that I'm=very happy doing what I do best, Fly and address our maintenance=issues as they arise, I feel that my time of employment and work load don&=39;t match my salary. I would rather make more money and continue my curre=t duties than hire full time maintenance, When the GIV, =AOBell or B727 is in for Maintenance, I'm there typically every d=y, learning and watching technicians work, helping troubleshoot, a l=t of this goes unnoticed, behind the scenes, an example, when the B727 had=a brake leak in ABQ, I ordered the part, making sure it delivered the next=day, coordinating with our London based parts supplier , all behind the scenes.

=div>After realizing t=at we would hire a GIV pilot and start him at a possible \$150k, which is a=erage going rate for Captain, my present salary doesn't reflect my 25 =ears of service.

Just a brief history of my salary, in November of =011 you reinstated my 10% salary reduction and brought my s=alary back to \$200k, in actuality its been 5 years since a salary incr=ase. I lost my 401K benefits 10 years ago. You were very generous two year= ago when you purchased the Zorro House back from me, which I used that \$2=1k to pay off my Singer Island mortgage, but that ment I lost any own=rship or stake in that property, which was inevitable anyhow, since i= sits in the middle of Zorro land, which I have no regrets.

=div>I manage a large =leet of aircraft, Helicopter, Boeing and GIV, both operationally and mecha=ically, I'm not lobbing for a fulltime Mechanic, but would ask for you= consideration for a salary increase that reflects my 25 years o= service, wearing multiple hats.

I have included NBAA 2015 Flight depar=ment salary survey that show what my piers are earning, note the indi=idual salaries, I'm your Aviation Dept manager, chief pilot, =AOscheduler and mechanic, all wrapped up in one position.

I'm =eeking a salary increase that reflects all of the above

thank you,
Larry =AO

Sent from my iPhone

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