
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]> wrote:

Jeffrey,

I'm working on my 25th year of dictated and loyal service to you. I believe you and our passengers comfort level is at ease when they know I'm the Pilot in command. I've demonstrated great skill 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 for a pay increase. I believe my answer was, "I needed more help, both pilot 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't match my salary. I would rather make more money and continue my current duties than hire full time maintenance. When the GIV, Bell or B727 is in for Maintenance, I'm there typically every day, learning and watching technicians work, helping troubleshoot, a lot 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.

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

Just a brief history of my salary, in November of 2011 you reinstated my 10% salary reduction and brought my salary back to \$200k, in actuality its been 5 years since a salary increase. I lost my 401K benefits 10 years ago. You were very generous two years ago when you purchased the Zorro House back from me, which I used that \$21k to pay off my Singer Island mortgage, but that meant I lost any ownership or stake in that property, which was inevitable anyhow, since it sits in the middle of Zorro land, which I have no regrets.

I manage a large fleet of aircraft, Helicopter, Boeing and GIV, both operationally and mechanically, I'm not lobbying for a fulltime Mechanic, but would ask for your consideration for a salary increase that reflects my 25 years of service, wearing multiple hats.

I have included NBAA 2015 Flight department salary survey that show what my peers are earning, note the individual salaries, I'm your Aviation Dept manager, chief pilot, scheduler and mechanic, all wrapped up in one position.

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

thank you,
Larry

Sent from my iPhone

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