



GET OFF THE ROUTE TO RETIREMENT

Gray Gull Guide

JUNE 30, 2022

CAPE AIR

Phone: 508.827.7885 Email: pilotjobs@capeair.com

Frequently Asked Questions

Are part-time opportunities available?

Yes, if you currently hold an ATP certificate, you may be eligible for a part-time Captain position.

Am I able to continue flying with Cape Air after mandatory retirement at age 65?

Yes, you can continue to fly past the age of 65 with Cape Air as long as you can maintain an FAA First Class Medical.

As a Part 135 operator, Cape Air does not have a mandatory retirement age.

Where can I expect to be based?

Full-time pilots are required to bid according to the guidelines of our bidding system which is based on seniority. The bidding process generally occurs in your first week of in-person training. We ask that full-time pilots are willing and able to relocate or commute to any base that Cape Air serves across our four regions.

What will my schedule be?

Full-time pilots may work 4 days on – 3 days off or 4-days on 4 days off depending on their base assignment.

Part-time Captains are assigned 6-8 scheduled days of flying per 28-day period.

Part-time pilots are expected to be available for at least 60 hours of duty per 28-day period. A part-time pilot will only be assigned flying in their base unless otherwise waived by the company

on an individual basis. Part-time pilots may be able to select their pilot base, some exceptions may apply.

What does a day in the life of a Cape Air pilot look like?

Cape Air pilots typically work 10–12-hour duty days. A pilot's duty day begins one hour before their first scheduled departure and ends 15-minutes after their final landing of the day. The number of flight legs operated varies from region to region. In Montana, pilots typically operate 3-4 flights per day. In the Midwest and Northeast, pilots typically operate 6-8 flights per day. In the Caribbean, a pilot may operate up to 10 flights per day. Our longest segment is roughly 90 minutes and our shortest is roughly 15-minutes.

Where is initial training conducted and how long should I expect to be in training?

Initial training is completed at Cape Air headquarters in Hyannis, Massachusetts. A single-occupancy hotel will be provided. Initial training typically lasts 6-8 weeks. Pilots may be reimbursed up to \$200 for their travel to Hyannis for training.

Which aircraft will I be trained on?

Aircraft assignments are determined by base assignments. The primary aircraft in Cape Air's fleet is currently the Cessna 402. However, as we continue to take delivery of the new Tecnam P2012 Traveller, more pilots will need to become qualified on that aircraft. Some pilots may become dual qualified and operate both aircraft.

What is the compensation structure like?

Full-time pilots receive a 40-hour minimum guarantee per week, starting after week 2 of initial training. Cape Air pays pilots per duty hour instead of flight hour. Part-time pilots are paid for the total hours that they are scheduled and any hours that are worked in addition to their scheduled duty time.

Both FT and PT pilots are eligible for summer retention bonuses. Pilots may also bid on shifts in the open-time pool and earn a daily incentive bonus. Pilots that

work on a scheduled day off typically earn \$300-500 in incentives, plus 150% of their hourly pay rate.

Does Cape Air operate with a single pilot, or will I have a First Officer?

Captains are required to operate with a First Officer when flying IFR during their first 100 hours acting as PIC. After that, pilots can expect to have a First Officer on board for the majority of flights in the Northeast, Midwest, and Montana regions. Our Caribbean operation is generally a single-pilot operation.

Are there any other opportunities to get involved in the organization?

After completing your first recurrent check ride, Cape Air pilots are eligible for positions in our training department and may qualify for regional assistant chief pilot positions. Becoming a pilot mentor is an opportunity to give back to pilots new in their careers.

Are there opportunities to fly in other regions, such as the Caribbean?

Yes, full-time pilots are given opportunities to bid for a new base. A pilot may work with crew scheduling to cover open flying in other regions on a temporary duty assignment.

Does Cape Air offer KCM and CASS (jump seat) privileges?

Yes, these benefits become active upon completion of initial training. Although commuting is an option, it can often decrease the quality of life.

List of Cape Air domiciles:

Northeast – HYA, BOS, EWB, PWM, AUG, RKD, BHB, LEB, RUT, SLK

Midwest – STL, ORD, UIN, OWB, MWA, IRK

Montana – BIL

Caribbean – SJU, STT, STX, EIS, VQS, VIJ