



**FLIGHT INSTRUCTORS**

**Fort Novosel, Alabama**



**Join our team of professional instructor pilots and share your aviation knowledge and skill in supporting the U.S. Army's helicopter pilot training and our Nation's defense.**

**Amentum instructors provide foundationally important training following a highly structured curriculum.**

**Fly with a purpose in state of the art aircraft, working in a safety focused environment.**

### **What We Do**

Since 1989, Amentum Services, Inc. with its 400+ employee workforce, has trained and educated more than 1200 students per year. Providing classroom academic instruction and hands on flight training to nearly 500 students per day, our instructor skill and experience is without equal. Over the course of our 30 year tenure, aviation experts from Amentum have instilled nearly 30,000 pilots with the knowledge, skills, and abilities to fly and survive in today's complex aviation environment. Serving the aviation education needs of the U.S. Army, the U.S. Air Force, and many Allied partner Nations, Amentum has earned its reputation as a world class aviation education organization.

### **What You Will Do**

Amentum instructors teach, coach, and mentor student pilots through intensive training designed to prepare them for their future roles as military aviators. Despite flight training's inherent risk, safety remains paramount in every aspect of our Rotary Wing Flight Training culture.

Boasting an unprecedented safety record with more than **2.5** million hours of flight instruction, Amentum instructors conduct flight instruction in an area encompassing more than **40,000** square miles within the National Airspace System.

**As a flight instructor, each day you will enjoy a predictable schedule that's as  
"easy as 1, 2, 3"**

**In 1 Aircraft...**

**You will Teach 2 Students...**

**Over the course of 3 flight hours.**

## Minimum Pilot Qualifications

- Must possess an 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 hours. Flight time as pilot-in-command or second-in-command (per FAR 61.51); as Pilot in Command (PIC) or Pilot (PI) (Per AR 95-1) in aircraft of any weight or category is creditable for this requirement.
- 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 hours.
- Instructor Time - 500 hours.
- Must have a current FAA Second Class Medical Certificate prior to beginning training.
- Basic Warfighter Skills Applicants - must be certified Night Vision Goggle (NVG) qualified and having 200 hours of NVG time.

### **IMPORTANT:**

Applicants are subject to Government approval and terms of a 12 month Employee Agreement.

**Military aviation experience is not required.**



## **Compensation & Benefits**

<b>Instructor Pilot</b>	<b>October 2023</b>		<b>October 2024</b>		<b>October 2025</b>	
	<b>Hourly</b>	<b>Annual</b>	<b>Hourly</b>	<b>Annual</b>	<b>Hourly</b>	<b>Annual</b>
Year 1	\$ 53.68	\$ 111,654	\$ 54.75	\$ 113,880	\$ 55.85	\$ 116,168
Year 2	\$ 54.63	\$ 113,630	\$ 55.73	\$ 115,918	\$ 56.84	\$ 118,227
Year 3	\$ 55.91	\$ 116,293	\$ 57.03	\$ 118,622	\$ 58.17	\$ 120,994
Year 4	\$ 57.29	\$ 119,163	\$ 58.44	\$ 121,555	\$ 59.60	\$ 123,968
Year 5	\$ 58.66	\$ 122,013	\$ 59.84	\$ 124,467	\$ 61.03	\$ 126,942
Year 6	\$ 60.03	\$ 124,862	\$ 61.24	\$ 127,379	\$ 62.46	\$ 129,917
Year 7	\$ 61.35	\$ 127,608	\$ 62.57	\$ 130,146	\$ 63.83	\$ 132,766
Year 8	\$ 62.71	\$ 130,437	\$ 63.97	\$ 133,058	\$ 65.25	\$ 135,720
Year 9	\$ 64.59	\$ 134,347	\$ 65.88	\$ 137,030	\$ 67.20	\$ 139,776
Year 10	\$ 69.77	\$ 145,122	\$ 71.17	\$ 148,034	\$ 72.59	\$ 150,987

## **Retirement/401k Plan**

Employees will receive a defined contribution of 8% of the employee's salary to the individual's 401k plan each pay period.

### **Vacation Leave**

Year 1-9      10 Days  
 Year 10-19   15 Days  
 Year 20+     20 Days

### **Christmas Holiday Exodus Period**

Holiday Exodus is a period designated by the government and employees will have this time off with pay. The period is typically mid-December to early January.

### **Holiday Leave**

Columbus Day	Veterans Day	Thanksgiving Day	Christmas Day
New Years Day	Martin Luther King Day	Presidents Day	Memorial Day
Juneteenth	Independence Day	Labor Day	

### **Sick Leave**

Employees will accrue sick leave at 4.0 hours per pay period. Employees may accrue up to a maximum of 600 hours with excess sick leave being paid out on an annual basis.

## **Medical/Dental Insurance**

Employees are eligible to participate in a company sponsored health and dental insurance program administered by Blue Cross Blue Shield of Alabama. Plans feature low medical office and pharmacy copays. Specific details can be found in the summary plan description for Medical and Dental Plans.

<b>2024 Employee Cost Per Pay Period</b>	<b>Medical</b>	<b>Dental</b>
Employee	\$ 94.69	\$ 2.35
Employee/Children	\$ 153.01	\$ 3.83
Employee/Spouse	\$ 187.59	\$ 5.14
Family	\$ 191.53	\$ 8.19

## **Health Waiver Allowance**

Employees who have and maintain medical coverage under another qualified medical insurance plan and elect to waive company sponsored health coverage will receive the following amounts to offset the cost of other coverage. The health waiver allowance is paid on a bi-weekly basis.

<b>Health Waiver Allowance</b>	<b>Annual</b>	<b>Biweekly</b>
Employee	\$ 4,000	\$ 153.85
Employee/Child/ren	\$ 5,000	\$ 192.31
Employee/Spouse	\$ 6,000	\$ 230.77
Family	\$ 7,000	\$ 269.23



## **Life and Accidental Death and Dismemberment (AD&D) Insurance\***

Amentum provides employees with basic term life insurance equivalent to one-times their annual base salary. **This is a company provided benefit at no cost to the employee.**

Amentum provides employees with accidental death and dismemberment insurance equivalent to one-times their annual base salary. **This is a company provided benefit at no cost to the employee.**

Amentum provides a broad range of optional life and AD&D insurance options for you to choose from, with rates based on your age and the level of coverage you elect.\* If you need additional protection, you can purchase the following supplemental coverage for yourself and your dependents:

	Optional Life	Optional AD&D
<b>Employee Coverage</b>	1 to 8 times base salary	1 to 8 times base salary
<b>Maximum Benefit</b>	Up to \$2.5 million	Up to \$2.5 million
<b>Spouse/Domestic Partner Coverage</b>	\$10,000 increments up to \$250,000	Up to 60% of employee amount
<b>Child Coverage (under age 26)</b>	\$10,000 - \$20,000	Up to 20% of employee amount

## **Short Term Disability Benefits**

Disability benefits help protect your financial security by replacing a portion of your income when you are unable to work due to illness, pregnancy or a non-work-related injury. Short-Term Disability (STD) coverage continues 66.67% of your weekly base salary — up to plan limits — in the event of a qualifying disability. Benefits begin after seven consecutive days of absence and are payable up to a maximum of 26 weeks from date of disability.

**This is a company provided benefit at no cost to the employee.**



Apply online at:

[www.rwftc.com](http://www.rwftc.com) (Human Resources, Employment)

For more information, please contact Human Resources Manager Keith Sasser

[keith.sasser@ursrucker.com](mailto:keith.sasser@ursrucker.com) or (334) 598-6342

Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability or protected veteran status.

Additional details and limitations regarding the compensation and benefits described in this document can be found in the collective bargaining agreement between Amentum (formerly URS Federal Services) and Professional Helicopter Pilots Association, Office and Professional Employees International Union, Local 102 at

[www.phpa.net](http://www.phpa.net).