



# CREW PAY

## Smart Money Starts Here

Crew pay is complicated! Without smart automation, administrators are left to struggle with the burdensome, time-consuming, and error-prone manual calculations that sap profit and productivity.

Enter SkedFlex's Crew Pay module – the definitive tool for ensuring pay accuracy and accountability that can literally pay for itself in savings from overpayments alone!

Crew Pay's flexible, defined procedures accommodate a virtually unlimited number of pay scenarios using features like pay-rate tables, pay triggers, and pay buckets. Rate tables based on position and longevity determine hourly pay, while pay triggers initiate payment when specific events take place and debit pay buckets as required. Exporting pay data is no problem either: virtually any payroll system is supported for processing.

Crew Pay provides each crewmember a personal location for reviewing pay autonomously – a feature administrators will cherish.

The net result? The pay process becomes fully transparent, permitting crew input and supervisor approval at every stage.

- CONSISTENTLY ACCURATE PAY
- BUILDS TRUST AND INSTILLS
- CONFIDENCE BETWEEN EMPLOYEE
- AND EMPLOYER

## Trigger Happy

Six types of triggers encompass nearly every variable needed to determine crew pay. Each trigger is configured to dictate to which organization and position it applies, what circumstances activate it, and how pay will be awarded. Most criteria-based triggers automatically award pay; manual triggers are used in ad-hoc pay situations that cannot be known in advance.

Within an organization, trip/flight, shift, and schedule code triggers apply to specific segment types, shifts, and schedule codes. Shift and schedule code triggers are further designated by their interactions with other pay triggers. Minimum monthly guarantees and overtime are governed by month/day triggers, and per diem triggers – based on time away from base – can be configured differently for domestic and international operations.

Ultimately, the combination of all trigger configurations determines the behavior of each pay code.

## Stop the Madness

In no time at all, administrators set up pay rates and triggers and bring sanity to the crew pay process. Automated functions take the pain out of manual pay calculations and provide everyone with newfound confidence in the pay process.

For example, a drill down summary of total pay for the selected month is available to each crewmember on the “my schedule” page – providing dramatic improvement in situational awareness and transparency. And for clarity, the page lists all definitions and triggers determining when pay is awarded.

For time-based calculations, pay is configurable to be based on the greater of scheduled vs. actual flight time; the percentage of actual time spent on a certain segment; a fixed payment with an exact cash value; or a specific task or assignment. And Crwe Pay will use that crewmember’s specific pay rate to calculate compensation.

Crew Pay is equally adept at task-based calculations, such as stipends for specific events and paid time-off banks. Crewmembers can even add pay codes themselves to submit for payment items not automatically calculated, like reimbursable expenses. And because of the way pay triggers are configured, new pay codes can be added any time – at no additional cost.

The accuracy and accountability of SkedFlex’s Crew Pay brings order to the chaos of crew pay by wholly eliminating acrimonious pay disputes and disagreements between employee and employer. It’s the surefire way to build trust, instill confidence, and “stop the madness.”

- TURN EXASPERATING
- PROCESSES INTO
- ELEGANT SOLUTIONS
- IN NO TIME AT ALL

- MAKE DISPUTES OVER
- PAY A THING OF THE
- PAST

**My Schedule** Flight Time Duty Log | Change Log | Print | iCal | Google Cal

Expand All Pay Trigger

Date Shifts Duty Block

Mar 1 160-CA

Mar 2 160-CA

Trip: 160 CA SF3 N677PA

CA-G. Hart / FO-D. Collins / FA-A. Martinez

Flt	Date	DepT	Dep
160	03-02	0722	CEC
161	03-02	1256	PD>
162	03-02	1455	CEC
165	03-02	1650	PD>

Show 0645 Release 1857

Pay Info:

Trigger	Hours	Cash
160 CEC-PDX	1:20	\$66.67
161 PDX-CEC	1:40	\$83.33
162 CEC-PDX	1:20	\$66.67
165 PDX-CEC	1:47	\$89.17
<b>TOTAL</b>		<b>\$305.83</b>

Mar 3 160 XCLD-CA 6:45

Mar 3 8810-CA 4:46 1:03

Mar 4 OFF

Mar 4 8808-CA 5:16 2:09

Mar 5 Extra Pay Info

Pay Info:

Trigger	Occurrence	Cash
ADMN	1	\$150.00

March, 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	29	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

Base: PDX

Summary

Block 84:19

Duty 160:01

Away 166:01

Days Off 8

Pay Summary

- ☑ SCHED \$4,477.50
- ☑ RES \$2,200.00
- ☑ ADMN \$150.00
- ☑ OFF \$125.00

Total \$6,952.50

- 1 Pay triggered by greater of scheduled vs actual flight time
- 2 Pay triggered for flying on scheduled day off
- 3 Manual pay triggered by administrator
- 4 Pay triggered for certain pay codes by crewmember
- 5 Summary of all pay triggers for selected month