



# ACI-NA Compensation Survey



## DETAIL REPORT

Currency: United States Dollar - USD

### 011-022 Manager Airport

Manages one full service (passenger and/or cargo) airport within a multi-airport system, including responsibility for airside, terminal and landside operations, line service and customer service. May also manage any combination of other functions for the airport of responsibility, such as economic development, construction, maintenance, marketing, administration, finance, human resources, parking, concessions and general aviation. Typically reports to executive leadership (including the CEO/COO or equivalent) in the airport system.

PAY TYPE DISPLAYED: Annual Rate

	Established Ranges			Annual Current Paid Rates			
	Range Minimum	Control / Midpoint	Range Maximum	Annual Base Pay	Performance Based Variable Cash	Profit Sharing/Gain Sharing	Total Cash
<b>Employee Weighted Average</b>	\$109,066	\$137,502	\$166,156	\$142,574			\$143,535
<b>Simple/Unweighted Average</b>	\$103,711	\$130,009	\$156,547	\$133,877			\$135,158
<b>10th Percentile</b>	\$64,121	\$89,972	\$105,373	\$84,168			\$84,168
<b>25th Percentile</b>	\$80,801	\$101,001	\$121,201	\$107,922			\$108,928
<b>50th Percentile</b>	\$106,653	\$139,480	\$172,307	\$136,006			\$136,006
<b>75th Percentile</b>	\$119,773	\$149,551	\$189,400	\$177,202			\$177,202
<b>90th Percentile</b>	\$146,881	\$190,946	\$235,009	\$212,604			\$212,604
<b>Number Of Organizations</b>	14	14	14	2	3		21
<b>Number Of Employees</b>	20	20	20	28	3		28
<b>Earning Mix (Only For Those Receiving Variable Cash)</b>				93.67%	6.32%		100%
<b>Percentage of Total Employees Eligible For Variable Cash</b>					14.29%		
<b>Percentage of Organizations With Variable Cash Eligible Employees</b>					19.05%		
<b>Percentage of Eligible Employees Who Receive Payment</b>					75.0%		
<b>Percentage of Total Employees Receiving Variable Cash</b>					10.71%		
<b>Variable Cash/Base Pay - All Employees</b>					0.67%		
<b>Variable Cash/Base Pay - Only Employees Receiving</b>					6.74%		
<b>Salary Range Spread</b>		Weighted Average	55.42%		Simple Average	54.03%	
<b>FLSA Treatment</b>		Exempt	100.0%		Nonexempt	0.0%	
<b>Bargaining Unit Representation Level</b>		Yes	14.29%		No	85.71%	
<b>Job Match</b>	Lighter Match (L)	0.0%	Equal Match (E)	82.14%	Heavier Match (H)	17.86%	
<b>Car Practices</b>	Car Provided	35.71%	Allowance Only	10.71%	Expenses Only	14.29%	
<b>Housing</b>	Housing Provided	0.0%	Allowance Only	0.0%	Expenses Only	0.0%	
<b>Airport Size</b>	Smallest	14.29%	Small	10.71%	Medium	32.14%	Large 42.86%

Empty Cell = No data or insufficient data for analysis.