



# ACI-NA Compensation Survey



## SAMPLE DETAIL REPORT

Currency: Canadian Dollar - CAD

### GBM-X2-B Chief Executive Officer (CEO)

Serves as the top aviation/airport executive in the airport/airport system. Directs the overall management of the airport/airport system, typically including its capital, real property, human resources and other assets. Develops and oversees implementation of its strategic vision, objectives, initiatives and plans as well as annual goals/objectives and tactical plans. Establishes standards for and directs subordinate executives and other key positions. Typically reports to a Board of Directors/Commissioners or other governance, such as a Port Director, or a top level elected or appointed public official. If your airport/airport system is a subset of a multi-modal port, do not match the Port Director to this survey job if there is a single subordinate top airport/airport system executive. Typically a single incumbent position.

PAY TYPE DISPLAYED: Annual Rate

	Established Ranges			Annual Current Paid Rates			
	Range Minimum	Control / Midpoint	Range Maximum	Annual Base Pay	Variable Cash	Other Variable Cash	Total Cash
<b>Employee Weighted Average</b>	\$128,347	\$176,444	\$204,286	\$196,094	\$13,665		\$198,592
<b>Simple/Unweighted Average</b>	\$128,347	\$176,444	\$204,286	\$196,094	\$13,665		\$198,592
<b>10th Percentile</b>	\$76,008	\$113,241	\$125,654	\$109,386	\$1,230		\$109,386
<b>25th Percentile</b>	\$98,582	\$126,000	\$152,625	\$144,900	\$1,500		\$144,900
<b>50th Percentile</b>	\$123,728	\$170,366	\$201,132	\$192,000	\$7,500		\$193,609
<b>75th Percentile</b>	\$154,217	\$201,444	\$246,747	\$240,996	\$4,511		\$240,996
<b>90th Percentile</b>	\$183,300	\$256,644	\$283,996	\$283,250	\$5,050		\$288,400
<b>Number Of Organizations</b>	49	53	48	97	16	2	97
<b>Number Of Employees</b>	49	53	48	97	16	2	97
<b>Earning Mix (Only For Those Receiving Variable Cash)</b>				93.83%	5.56%	0.6%	100%
<b>Percentage of Total Employees Eligible For Variable Cash</b>					25.77%	6.19%	
<b>Percentage of Organizations With Variable Cash Eligible Employees</b>					25.77%	6.19%	
<b>Percentage of Eligible Employees Who Receive Payment</b>					64.0%	33.33%	
<b>Percentage of Total Employees Receiving Variable Cash</b>					16.49%	2.06%	
<b>Variable Cash/Base Pay - All Employees</b>					1.14%	0.12%	
<b>Variable Cash/Base Pay - Only Employees Receiving</b>					6.55%	6.7%	
<b>Salary Range Spread</b>		Weighted Average	60.37%		Simple Average	60.37%	
<b>FLSA Treatment</b>		Exempt	100.0%		Nonexempt	0.0%	
<b>Bargaining Unit Representation Level</b>		Yes	2.06%		No	97.94%	
<b>Job Match</b>	Lighter Match (L)	0.0%	Equal Match (E)	80.41%	Heavier Match (H)	19.59%	
<b>Car Practices</b>	Car Provided	39.18%	Allowance Only	28.87%	Expenses Only	6.19%	
<b>Housing</b>	Housing Provided	1.03%	Allowance Only	1.03%	Expenses Only	0.0%	
<b>Airport Size</b>	Smallest	28.87%	Small	28.87%	Medium	21.65%	Large 20.62%