



ACI-NA Compensation Survey



SAMPLE SUMMARY REPORT

DATA FOR MY COMPANY DISPLAYED IN ITALICS

Currency: Canadian Dollar - CAD
REPRESENTS: Employee Weighted Average
PAY TYPE DISPLAYED: Annual Rate

Survey Job Title	Established Ranges			Annual Current Paid Rates				Sample Size	
	Range Minimum	Control / Midpoint	Range Maximum	Annual Base Pay	Variable Cash	Other Variable Cash	Total Cash	No. of Employees	No. of Organizations
<i>GBM-X2-B Chief Executive Officer (CEO)</i>	\$128,347	\$176,444	\$204,286	\$196,094	\$13,665	\$11,834	\$198,592	97	97
OPR-X1-A Chief Operating Officer (COO)	\$107,911	\$140,151	\$169,554	\$148,407	\$9,165	\$1,667	\$149,900	72	67
FIN-X1-A Chief Financial Officer (CFO)	\$111,591	\$142,770	\$178,044	\$150,622	\$12,882		\$152,284	62	62
ITM-X1-A Chief Technology Officer (CTO)	\$91,994	\$120,359	\$147,975	\$135,896	\$11,466	\$1,667	\$137,362	36	36
PCD-X1-A Chief Engineering Officer	\$108,830	\$140,962	\$175,085	\$145,266	\$8,978		\$146,696	44	43
RAU-X1-A Chief Audit Officer	\$83,900	\$109,455	\$125,801	\$111,466	\$4,549	\$1,667	\$118,838	29	29
OPR-M3-A Manager Airport	\$107,730	\$135,888	\$164,127	\$140,828	\$8,856		\$141,777	28	21
OPR-M2-B Manager General Aviation	\$74,011	\$99,993	\$114,237	\$98,727	\$174		\$98,745	19	15
FIN-P4-F Grants Specialist	\$53,883	\$67,476	\$81,301	\$74,247	\$600		\$74,339	13	12
FIN-M1-F Manager Grants	\$71,823	\$77,213	\$92,872	\$82,649	\$1,600		\$82,809	20	19
FIN-M3-A Director Finance and Admin	\$84,122	\$105,152	\$127,421	\$106,382	\$2,000	\$1,667	\$106,476	39	36
FIN-M2-B Controller	\$82,769	\$105,629	\$129,058	\$108,258	\$6,586		\$109,382	41	41
FIN-M2-C Treasurer	\$94,328	\$121,760	\$159,539	\$125,925	\$13,552		\$128,389	11	11



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FIN-P4-G Budget Manager	\$81,130	\$103,010	\$125,093	\$108,820	\$5,074		\$109,384	27	27
FIN-M1-A Manager Accounting	\$66,291	\$82,515	\$99,767	\$85,236	\$3,108	\$1,667	\$85,747	43	36

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