

# Compensation & Benchmarking Survey Working Group

## Human Resources Steering Committee

*WG Lead: Mark Faubert*

*Director Human Resources*

*Ottawa International Airport Authority*

*June 2018*



International Airport  
Authority



Administration de  
l'aéroport international

# Compensation & Benchmarking Survey Working Group

## Members

### – USA

- Allegheny County Airport Authority (Pittsburgh)
- Clark County Department of Aviation
- Dallas/Fort Worth International Airport
- Houston Airport System
- Louisville Regional Airport Authority
- Manchester – Boston Regional Airport
- Memphis International Airport
- Metropolitan Nashville Airport Authority
- Nashville International Airport
- Port of Portland
- Port of Seattle
- San Diego County Regional Airport
- Tampa International Airport
- Wayne County Airport

### – Canada

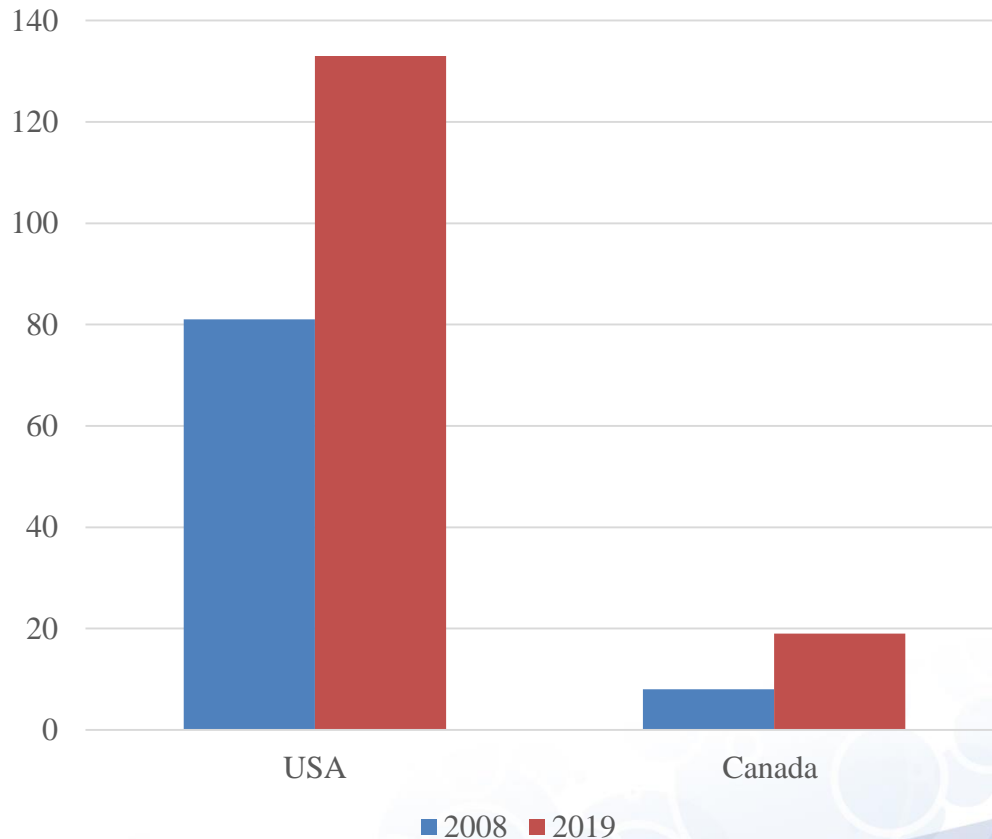
- Ottawa International Airport Authority

### – Non-airports

- Inspired Strategies, LLC
- Western Management Group

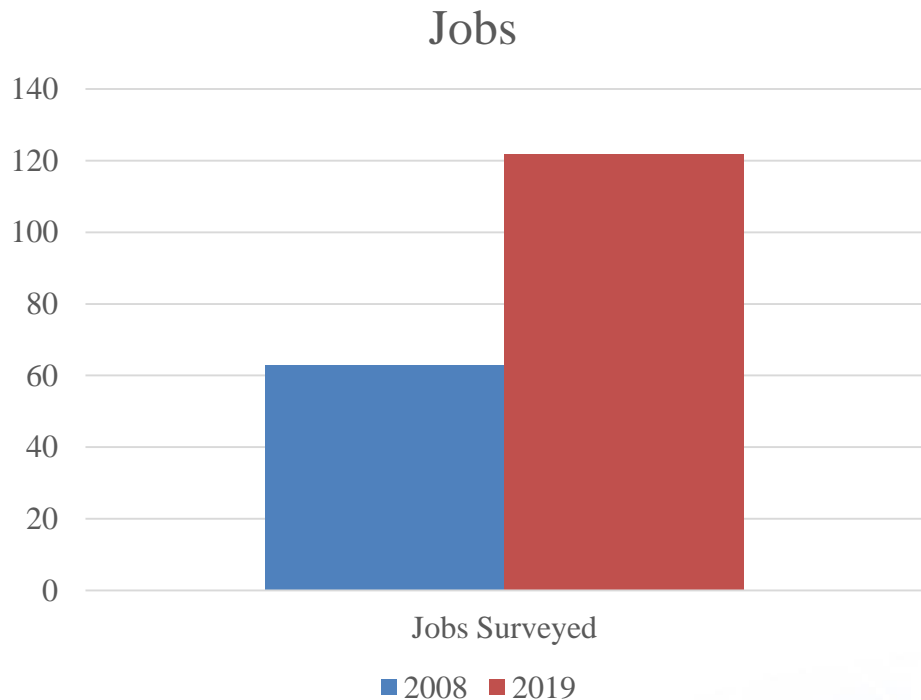
# Compensation & Benchmarking Survey

Participation



- Initiated in 2008, the only aviation industry-specific compensation-and-benefits survey
- Conducted on behalf of ACI-NA and its member airports by Western Management Group (WMG).
- 64% participation increase among US airports from 2008 and 2019
- 137% participation increase among Canadian airports for the same years.

# Compensation & Benchmarking Survey



- Total airport industry specific jobs reported has grown from 63 in 2008 to 122 today.
- New job codes and job leveling factors were introduced in 2018 to assist in making accurate job matches.
- All job descriptions were revised to confirm accuracy and alignment with industry changes.

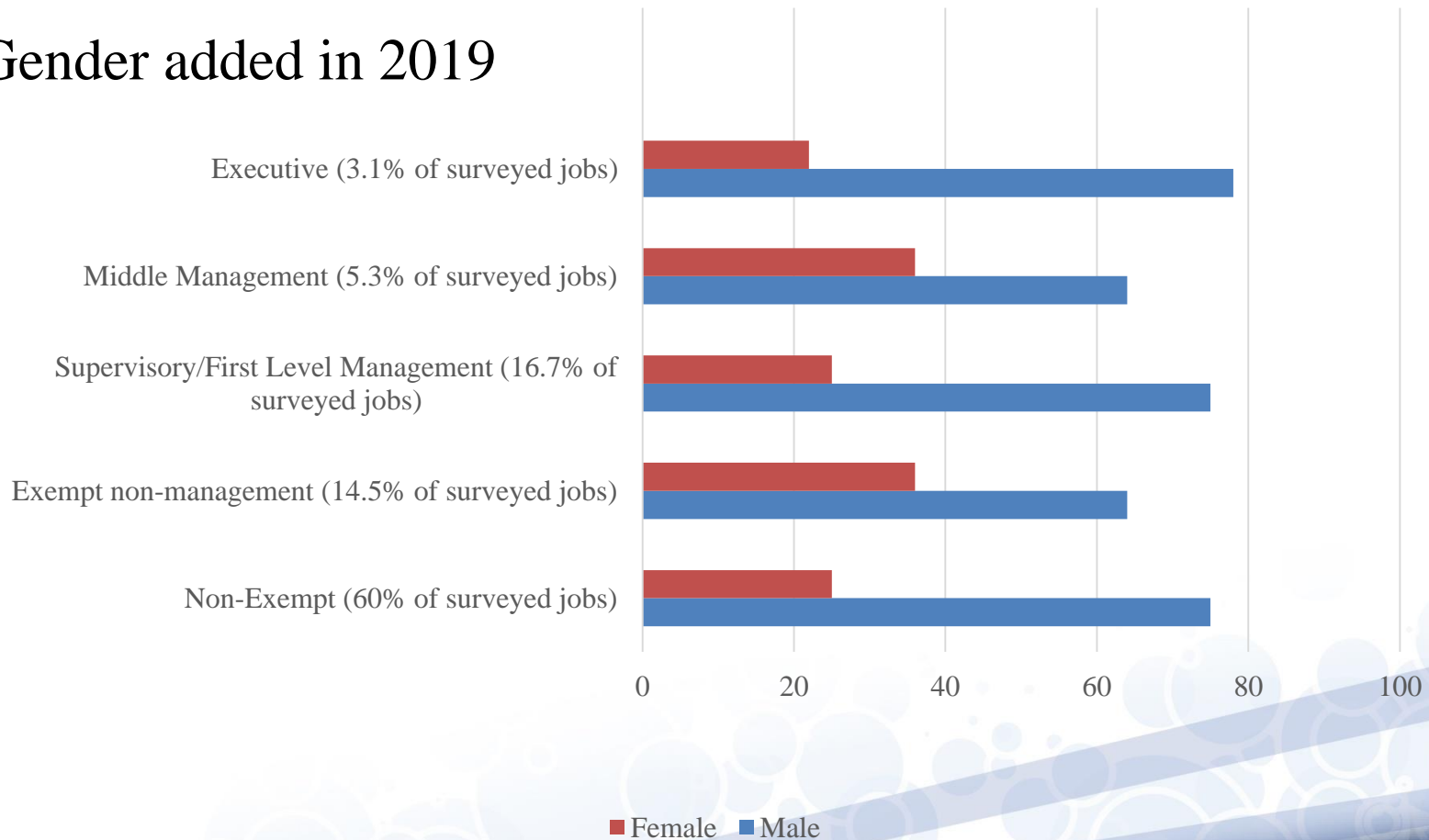
# Compensation & Benchmarking Survey

## Policy Central

- WMG's online policy and benefits collection and reporting tool
- Allows for collection of benefits and pay practices distinct from salary data
- Introduced in 2008 with very limited usage; about 20% of participants
- In 2010 incentives drove increased participation with 54% of airports reporting
- Usage decreased subsequently to 28% today (per WMG typical across industries)
- Available to all airport survey participants at **no cost**
- Call Western Management Group for your username and password and go to [www.wmgnet.com](http://www.wmgnet.com) and click on the PolicyCentral logo.

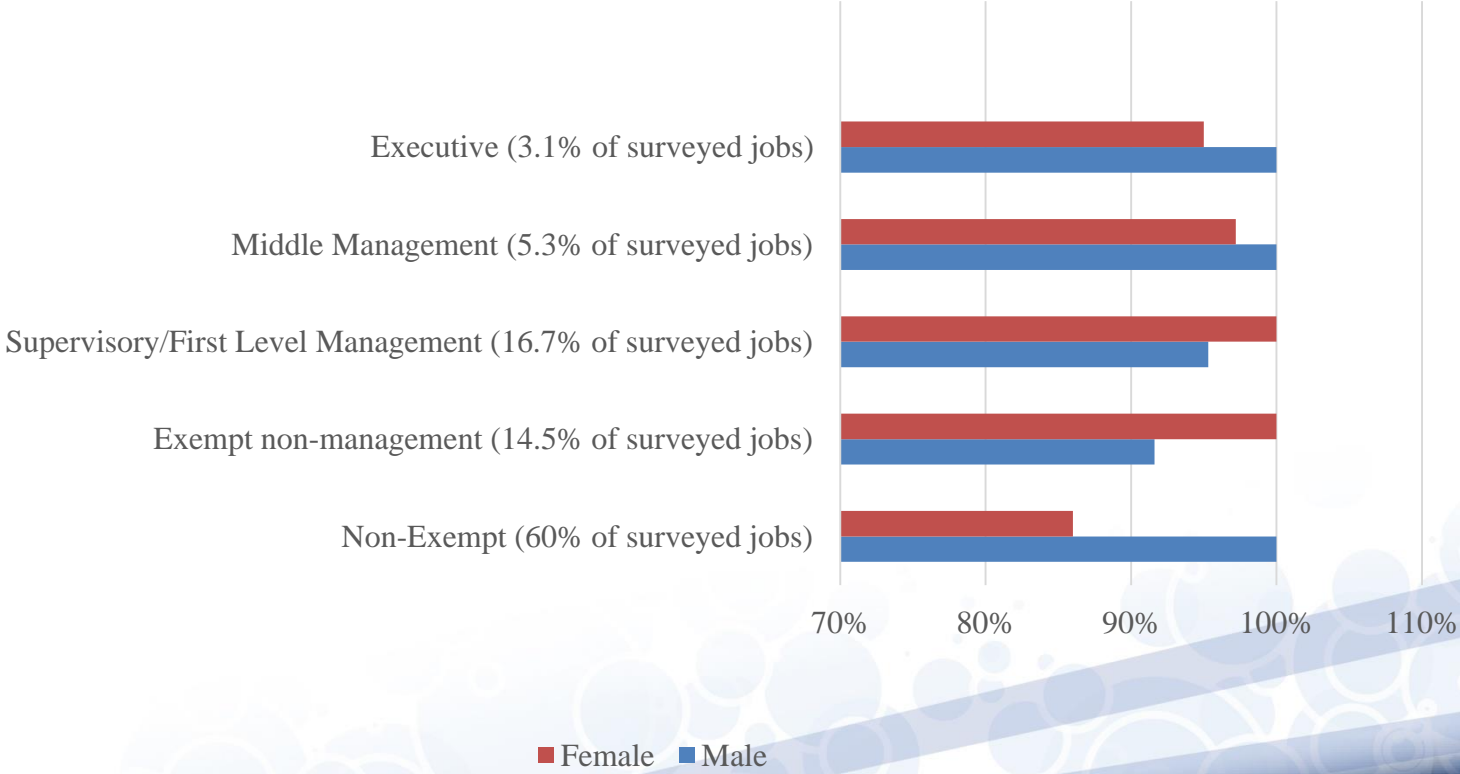
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## Gender added in 2019



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## Male vs. Female Salary Comparison



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What new in 2020?

- US
  - Year of birth
  - Ethnicity/Race
- Canada
  - Year of birth
  - In addition to gender, the remaining designated groups as defined by the Employment Equity Act
    - » Aboriginal peoples
    - » Persons with disabilities
    - » Member of visible minorities



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## What's next

- Working group meeting tentatively planned for August 2019, as required
- 2020 survey cycle is expected to be released in August/September 2019
- Survey closes in November/December 2019
- Survey results will be available in February 2020

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Questions?