



**2024 ACI-NA USA
Compensation and Benefits Survey**

western
management
group



KEY SURVEY DEMOGRAPHICS

Total Number of Participating Airports/Authorities	135
Total Number of Jobs Surveyed	135
Total Number of Jobs With Sufficient Data Reported	134
Total Number of Employees Reported	14,088
Average Age of Incumbents (reported for 70.4% of the survey population)	47
Gender Reported - Companies	88.1%
Gender Reported - Incumbents	88.4%
Gender Mix	75.8% Male / 24.2% Female
Race Reported - Companies	68.1%
Ethnicity Reported - Companies	58.3%

SINGLE OR MULTIPLE AIRPORT RESPONSIBILITY

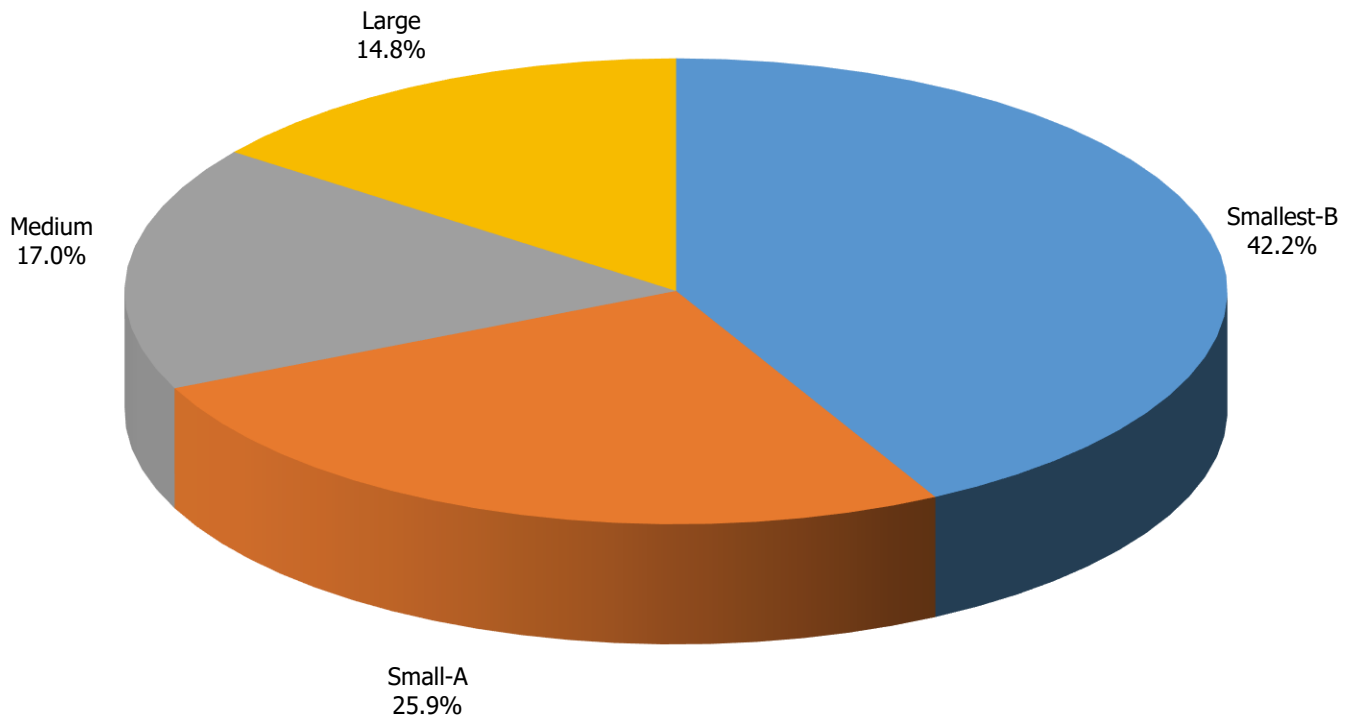
Number of Incumbents Reporting Single Airport Responsibility	11,128
Number of Incumbents Reporting Multiple Airport Responsibility	2,960



DISTRIBUTION BY AIRPORT SIZE

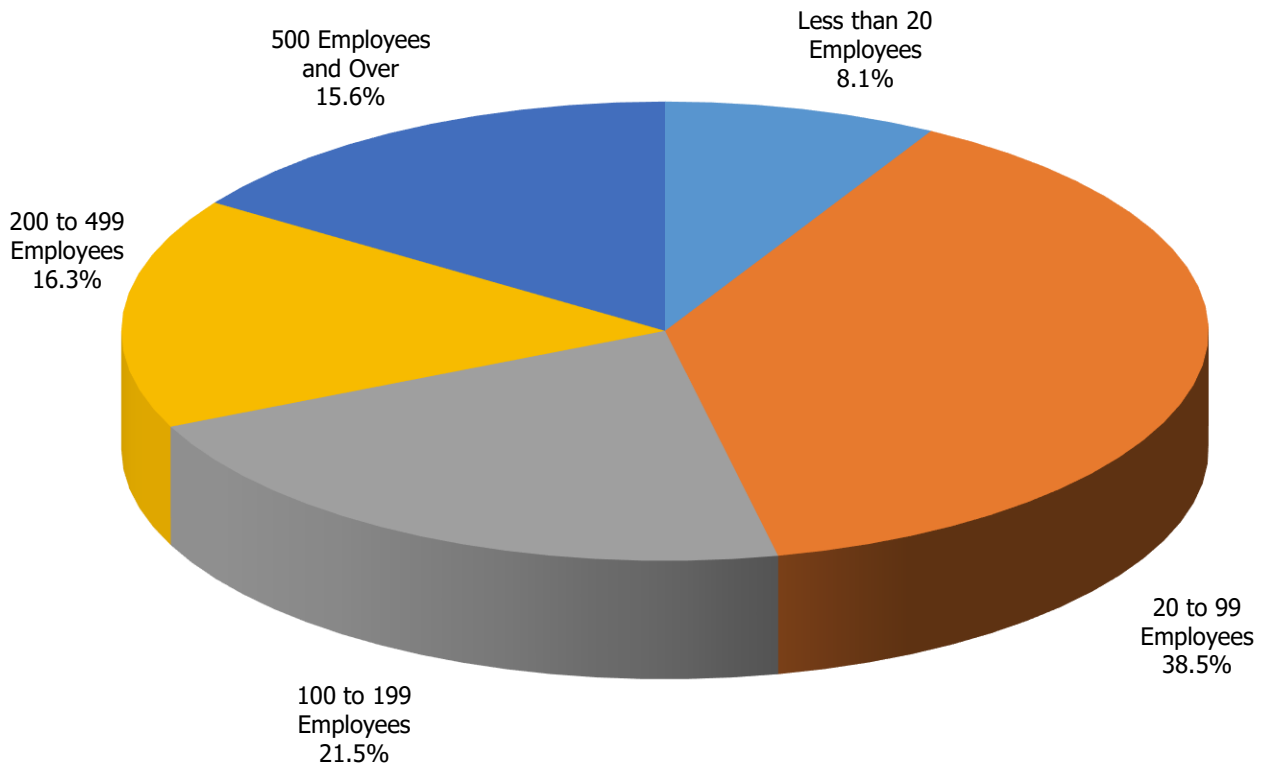
Airport size is provided by ACI-NA and is based on a formula that includes the airport’s passenger and cargo activity. The passenger and cargo levels are accounted for through the determination of an airport’s “traffic units” (TUs).

	<u>Airports</u>	<u>Percent</u>
Smallest-B	57	42.2%
Small-A	35	25.9%
Medium	23	17.0%
Large	20	14.8%



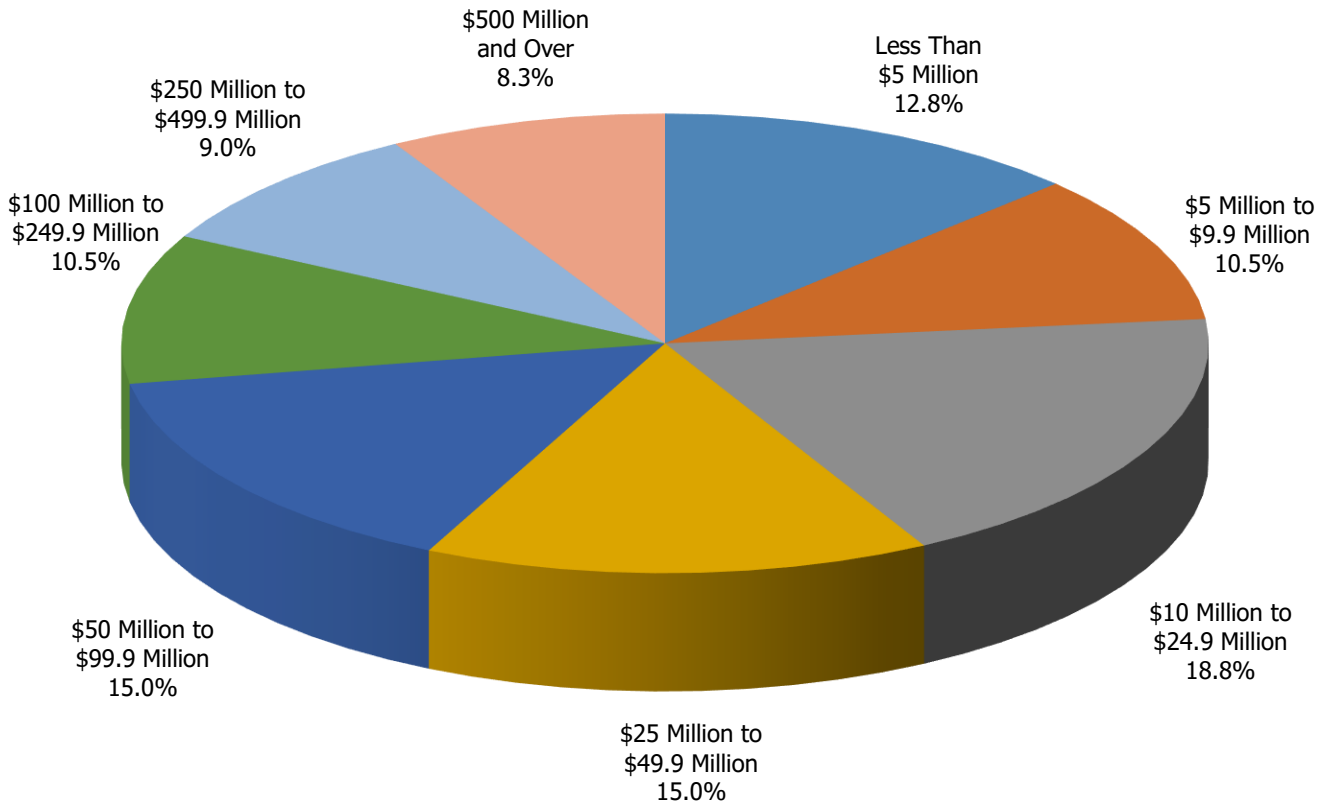
DISTRIBUTION BY TOTAL HEADCOUNT

	<u>Airports</u>	<u>Percent</u>
Less than 20 Employees	11	8.1%
20 to 99 Employees	52	38.5%
100 to 199 Employees	29	21.5%
200 to 499 Employees	22	16.3%
500 Employees and Over	21	15.6%



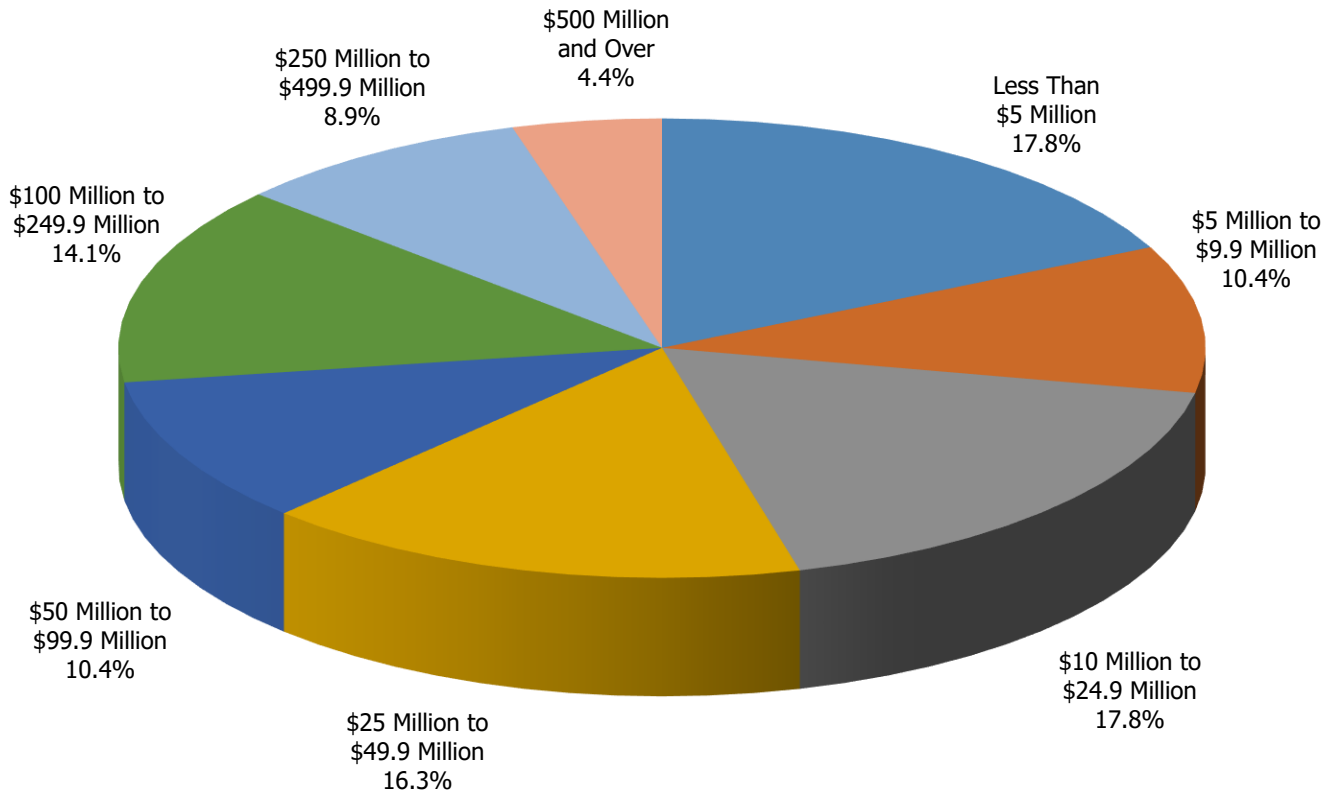
DISTRIBUTION BY TOTAL REVENUE

	<u>Airports</u>	<u>Percent</u>
Less Than \$5 Million	17	12.8%
\$5 Million to \$9.9 Million	14	10.5%
\$10 Million to \$24.9 Million	25	18.8%
\$25 Million to \$49.9 Million	20	15.0%
\$50 Million to \$99.9 Million	20	15.0%
\$100 Million to \$249.9 Million	14	10.5%
\$250 Million to \$499.9 Million	12	9.0%
\$500 Million and Over	11	8.3%



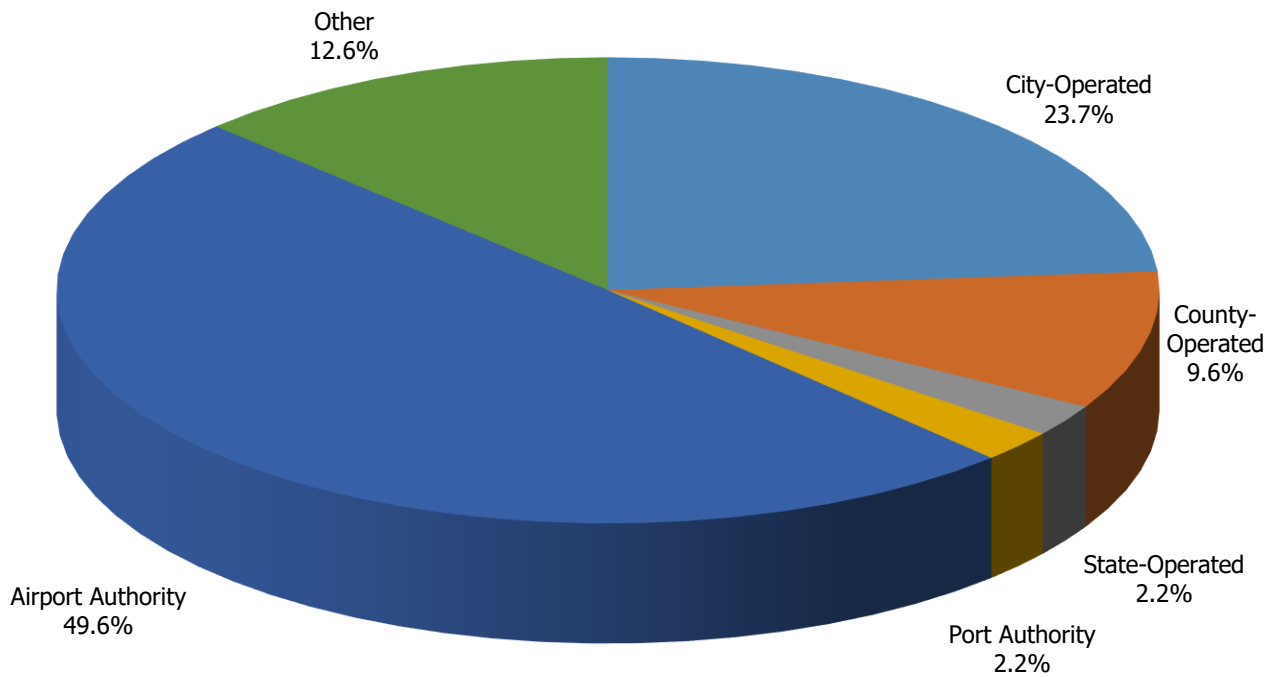
DISTRIBUTION BY TOTAL BUDGET

	<u>Airports</u>	<u>Percent</u>
Less Than \$5 Million	24	17.8%
\$5 Million to \$9.9 Million	14	10.4%
\$10 Million to \$24.9 Million	24	17.8%
\$25 Million to \$49.9 Million	22	16.3%
\$50 Million to \$99.9 Million	14	10.4%
\$100 Million to \$249.9 Million	19	14.1%
\$250 Million to \$499.9 Million	12	8.9%
\$500 Million and Over	6	4.4%



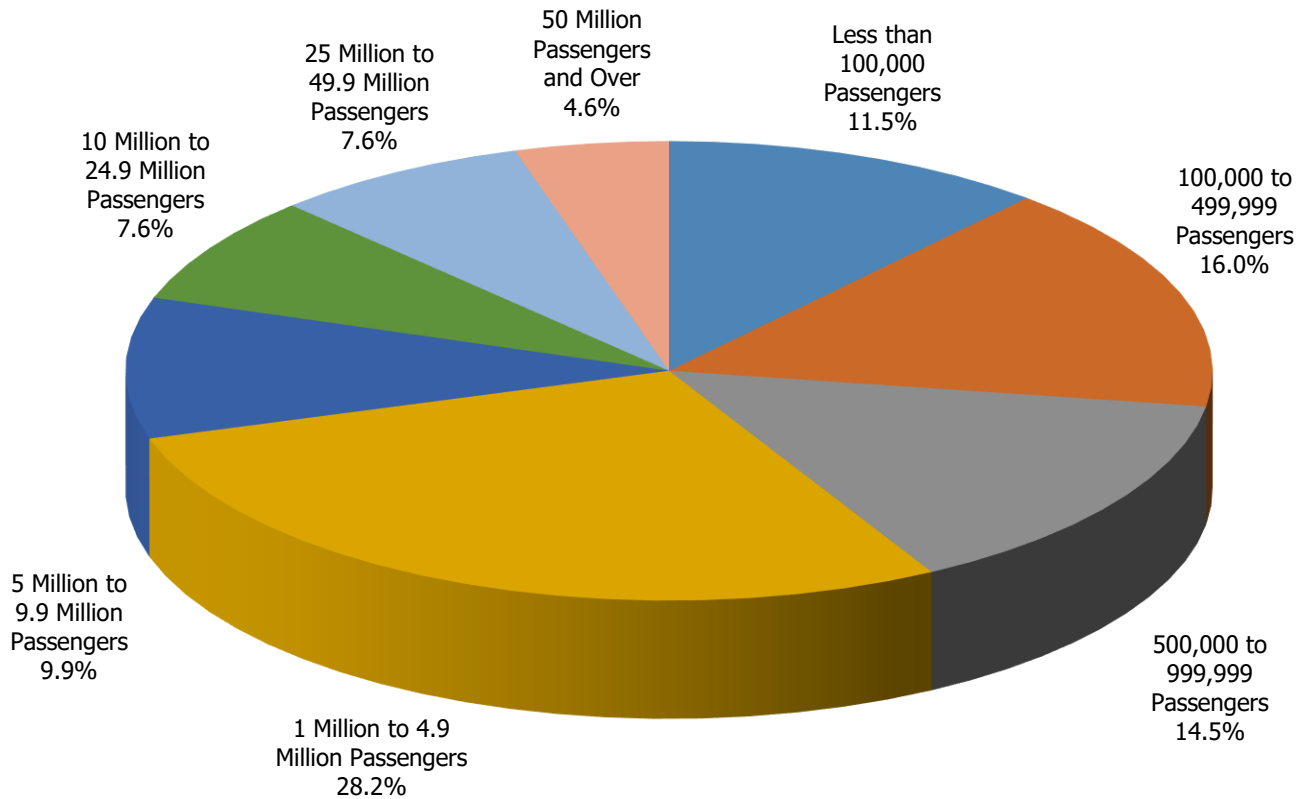
DISTRIBUTION BY GOVERNANCE

	<u>Airports</u>	<u>Percent</u>
City-Operated	32	23.7%
County-Operated	13	9.6%
State-Operated	3	2.2%
Port Authority	3	2.2%
Airport Authority	67	49.6%
Other	17	12.6%



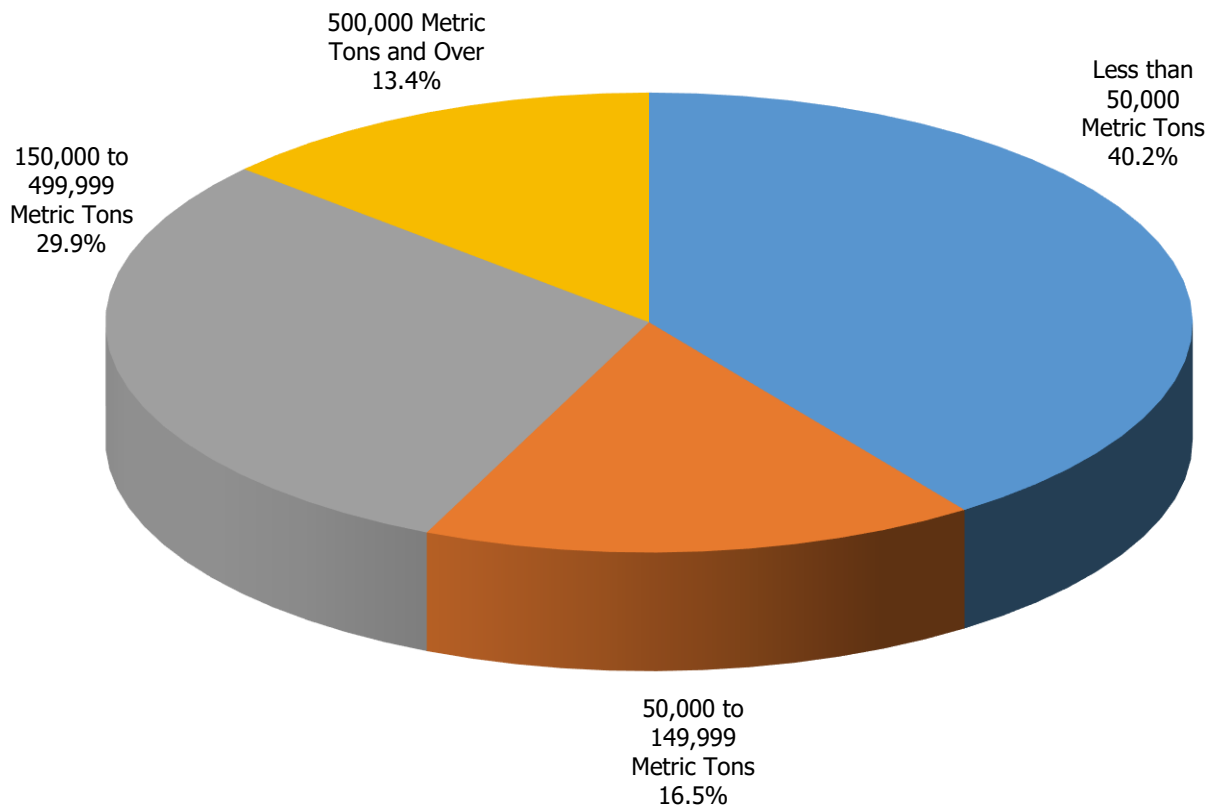
DISTRIBUTION BY TOTAL PASSENGERS

	<u>Airports</u>	<u>Percent</u>
Less than 100,000 Passengers	15	11.5%
100,000 to 499,999 Passengers	21	16.0%
500,000 to 999,999 Passengers	19	14.5%
1 Million to 4.9 Million Passengers	37	28.2%
5 Million to 9.9 Million Passengers	13	9.9%
10 Million to 24.9 Million Passengers	10	7.6%
25 Million to 49.9 Million Passengers	10	7.6%
50 Million Passengers and Over	6	4.6%



DISTRIBUTION BY CARGO

	<u>Airports</u>	<u>Percent</u>
Less than 50,000 Metric Tons	51	40.2%
50,000 to 149,999 Metric Tons	21	16.5%
150,000 to 499,999 Metric Tons	38	29.9%
500,000 Metric Tons and Over	17	13.4%





GENDER COMPENSATION ANALYSIS

In 2024, for the sixth year, the survey has included the collection and analysis of Gender Compensation Data for each job. While not every participant was able to provide Gender Data, 88.2% of the 2024 participants did report employee gender, as compared to 86.8% in 2023. We are pleased to be actively building the data to illuminate this important issue and help companies compare their internal makeup to that of the market.

The Gender Summary Reports in the survey present the following information:

- The number of companies providing Gender for the job
- The percentage of companies matching that job who reported the Gender
- The number of Females and Males reported in the job
- The percentage of Females and Males reported in that job for those reporting Gender
- The Average Total Cash for both Females and Males
- The Total Cash Gender Index displays Average Female Total Cash as a percentage of Average Male Total Cash (as calculated by Average Female Total Cash / Average Male Total Cash). For example, if the Average Female Total Cash is \$80,000 and the Average Male Total Cash is \$100,000, the Index is 80. A figure below 100 means Females have lower Average Total Cash than Males, and a figure above 100 means Females have higher Average Total Cash than Males.
- The Total Survey Population displays the number of employees and the overall Average Total Cash for the entire survey – including those companies who did not report Gender Data.

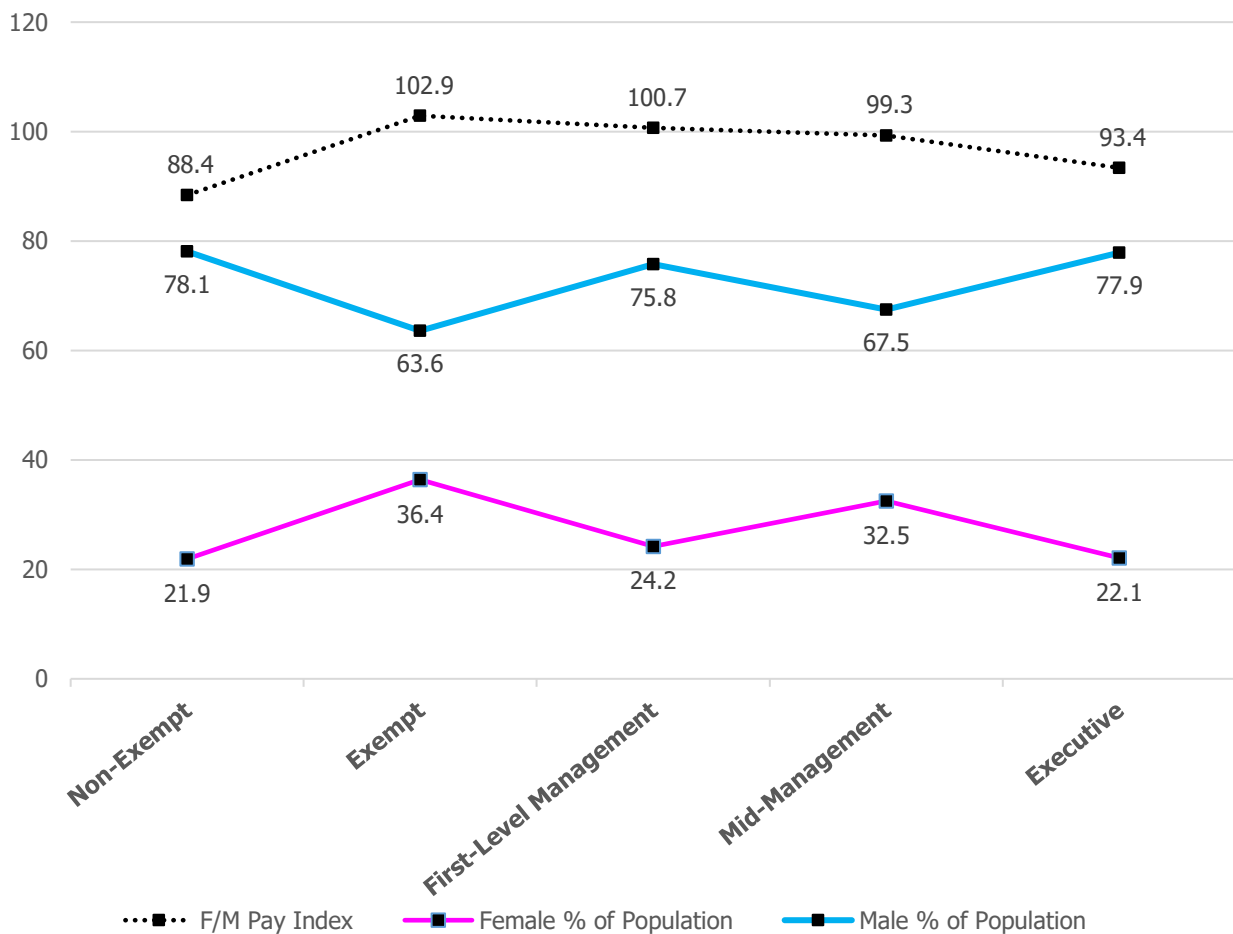
Participants also have the capacity, using DataCentral, to create customized versions of any report format using Gender as a filtering variable, along with all the other variables that have been available in the past (Geography, Company Size, Product Code, and so on). We encourage participants to perform analyses of their choosing, and we welcome any questions and comments.

GENDER PAY INDEX ANALYSIS – BY SURVEY JOB LEVEL

While every job is presented separately in the Gender Reports, we also looked at Gender Pay by Job Level, where the data of similarly-leveled jobs is combined and presented. This allows a review of the results controlling for the influence of background, experience, education and responsibility. The following categories are presented:

- All Non-Exempt jobs (S Levels)
- All Exempt Individual Contributor jobs (P Levels)
- First-Level Management jobs (M0 and M1 Levels)
- Mid-Management jobs (M2 and M3 Levels)
- Executive jobs (X1 and X2 Levels)

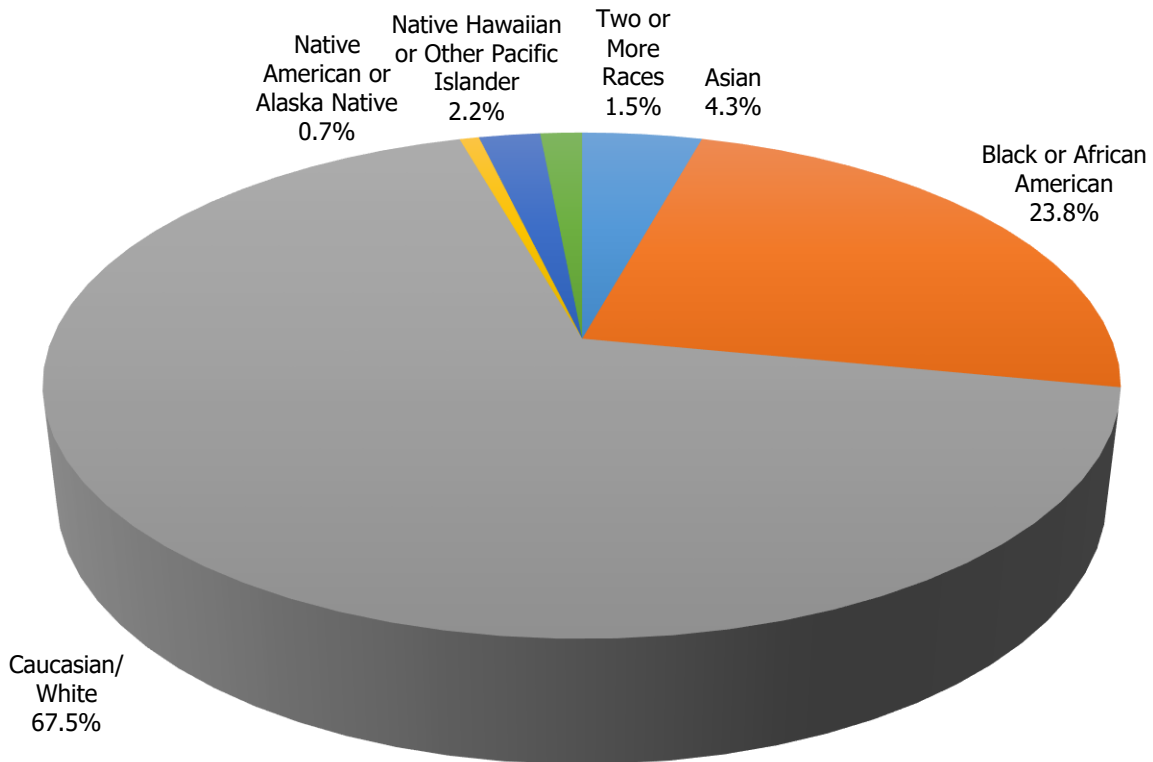
Female employees comprise 24.2% of the reported survey population. The Gender Pay Index is above 100 in two of the five Job Level categories, indicating the average female is paid more in those levels than their average male counterparts. In the Non-Exempt jobs, females are paid significantly lower overall than males.



RACE

Starting in 2020, the survey has included the collection and analysis of Ethnicity/Race Compensation Data for each job. In 2024 we have separated Ethnicity/Race into two separate questions, more accurately reflecting the EEOC designations. While not every participant was able to provide their Race Data, 68.1% of the 2024 participants did report employee Race, as compared to 86.8% in 2023. We are pleased to be actively building the data to illuminate this important issue and help companies compare their internal makeup to that of the market.

	Percent
Asian	4.3%
Black or African American	23.8%
Caucasian/White	67.5%
Native American or Alaska Native	0.7%
Native Hawaiian or Other Pacific Islander	2.2%
Two or More Races	1.5%



ETHNICITY

Starting in 2020, the survey has included the collection and analysis of Ethnicity/Race Compensation Data for each job. In 2024 we have separated Ethnicity/Race into two separate questions, more accurately reflecting the EEOC designations. While not every participant was able to provide their Ethnicity Data, 59.3% of the 2024 participants did report employee Ethnicity, as compared to 86.8% in 2023. We are pleased to be actively building the data to illuminate this important issue and help companies compare their internal makeup to that of the market.

	<u>Percent</u>
Hispanic or Latino	<i>14.1%</i>
Not Hispanic or Latino	<i>85.9%</i>

