

**Base and Total Compensation Comparison - RIAC vs. Medium-sized Hub Peers**

Airports	CCER Cost of Living Adjusted Base	Base Pay	Bonus	Year	Governance Model	Passengers in millions (CY18)	Cost of Living Factor (Approx.)*	Retirement Plan	Retention Bonus
Hillsborough County Aviation Authority (Tampa) RIAC/TF Green (PVD)	\$ 531,927	\$ 475,543	\$ 150,000	2019	Authority	10	0.89	State of Florida Defined Benefit Pension Plan. Employer contributes 24%. Employee contributes 3% to the defined benefit pension plan and 3% to 401K defined contribution plan.	\$500,000 retention bonus over 5 years.
Port of Portland	\$ 241,484	\$ 319,000	\$ 31,900	2019	Authority	10.0	1.32	414(h) 8% match up to IRS limits	
Allegheeny County Airports Authority (Pittsburgh)	\$ 356,000	\$ 356,000	\$ 146,000	2019	Authority	4	1.00	Oregon Public Employee Retirement Defined Benefit Pension. Employer contributes ~20%. Allegheny County Retirement System. Employee pays 9% of salary and airport matches 9% of salary.	Retention bonus of 15% into retirement account
Connecticut Airport Authority (Bradley)	\$ 264,595	\$ 317,250	\$ 63,450	2019	Authority	3	1.20	State CT pension plan. Employee contributes 5% to the defined benefit pension plan. Also a 457 plan funded by the airport.	
Greenville Spartanburg International Airport	\$ 347,871	\$ 335,000	\$ 40,000	2019	Authority	1	0.96	South Carolina State Retirement Defined Benefit Pension. Employer contributes 13%.	\$125,000 per year over 6 years.
Columbus Regional Airport Authority (Columbus)	\$ 354,442	\$ 323,960	\$ 102,857	2019	Authority	4	0.91	Ohio Retirement System Defined Benefit Pension. Employer contributes 14%. Employee contributes minimum of 10%.	
Indianapolis Airport Authority	\$ 358,145	\$ 332,000	\$ -	2019	Authority	4	0.93	457 retirement plan. 5% contribution by the employee. Airport contribution varies.	
Cincinnati/Northern Kentucky International Airport	\$ 380,623	\$ 330,000	\$ 66,000	2019	County	4	0.87	State of Kentucky retirement system. 6% employee contribution to defined benefit plan. Also a deferred compensation plan (would not disclose amount.)	
Raleigh-Durham International Airport	\$ 341,278	\$ 315,000	\$ 39,375	2019	Authority	6	0.92	Defined Benefit Pension Plan. Employer contributed 6.7%. Employee contributes 6%. Also a 401K plan with a 5% match.	
Reno-Tahoe International Airport	\$ 248,088	\$ 278,107	\$ 55,261	2019	Authority	2	1.12	Employer Paid Defined Pension Retirement Plan	
Memphis International Airport Authority	\$ 403,582	\$ 324,480	\$ 10,000	2019	Authority	2	0.80	City of Memphis. Defined benefit plan the airport contributes to. Employee contributes 8% of salary.	
Richmond International Airport	\$ 324,216	\$ 306,384	\$ -	2019	Authority	2	0.95	Virginia State Retirement Defined Benefit Pension with employer contribution. Requires mandatory 5% employee contribution	20% of compensation towards nonqualified deferred compensation plan
Nashville Airport Authority	\$ 293,293	\$ 293,000	\$ 14,650	2019	Authority	7	1.00	Defined Contribution with employer contribution at maximum limit of \$55,000 in 2018 (~19%)	
Louisville International Airport	\$ 294,603	\$ 274,275	\$ 23,650	2019	Authority	2	0.93	Kentucky County Employee Retirement Defined Benefit Pension. Employer contributes ~24%.	
Southwest Florida International Airport	\$ 270,552	\$ 260,000	\$ -	2019	County	4	0.96	State of Florida Defined Benefit Pension Plan. Employer contributes 24%. Employee contributes 3% to the defined benefit pension plan and 3% to 401K defined contribution plan.	
Jacksonville Aviation Authority	\$ 288,671	\$ 265,000	\$39,750	2019	Authority	3	0.92	City of Jacksonville has two plans. A defined contribution plan that the employee contributes 8% to and a defined benefits plan funded by the airport.	
Charleston International Airport	\$ 250,752	\$ 250,000	\$ -	2019	Authority	2	1.00	South Carolina State Retirement Defined Benefit Pension. Employer contributes 13%	
Norfolk International Airport	\$ 251,309	\$ 240,000	\$ -	2019	Authority	2	0.96	Virginia State Retirement Defined Benefit Pension. Employer contributes ~13%. Requires mandatory 5% employee contribution	
Orlando Sanford International Airport	\$ 242,616	\$ 229,515	\$ 28,058	2019	Authority	1.5	0.95	Florida Retirement Defined Benefit Pension. Employer contributes ~22.5%. Employee contributes 3% of salary.	
Vancouver Airport Authority	-	\$ 530,000	\$ 311,000	2019	Authority	26		Defined Contribution Plan. Employer contributes 1% of base salary	
Calgary Airport Authority	-	\$ 450,000	\$ 225,000	2019	Authority	17		Defined Contribution Plan. Once income tax maximum is reached, employer and employee portion (6% each) goes into a SERP	
Halifax International Airport Authority	-	\$ 346,956	\$ 168,425	2019	Authority	4.0		Defined Contribution Plan. Employer contributes 7%. Employee contributed 7%. Employer contributes an 8% employer paid supplemental pension contribution.	
<b>Summary Percentiles</b>	<b>25th %ile</b>	<b>\$276,191</b>							
	<b>50th %ile</b>	<b>\$319,000</b>							
	<b>75th %ile</b>	<b>\$340,978</b>							

Average (Total)		\$ 329,509	\$ 69,601	2019		5	
Average (US)	\$ 319,755	\$ 312,587	\$ 44,820	2019		4	0.99
Average (Canada)		\$ 442,319	\$ 234,808	2019		16	
Average (Authority - US)	\$ 319,107	\$ 314,541	\$ 46,133	2019		4	1.00

\*Cost of living US only; based on data from The Council for Community and Economic Research (CCER); factor estimated to closest metro area