

Compensation and Benefits Comparison - RIAC vs. Peers

Airports	CCER Cost of Living Adjusted Pay							CCER Cost of Living Factor 2022 ⁽¹⁾	Governance Model	Passengers in CY22	Passengers in CY21	Annual Defined Benefit @ Age 65 CCER and COLA ⁽⁶⁾
	Base Salary	Bonus	Total Cash Comp	Defined Contrib ⁽²⁾	Defined Benefit ⁽²⁾	Retention Bonus	Total Remuneration					
Hillsborough County Aviation Authority (Tampa) ⁽³⁾	\$689,197	\$237,226	\$926,424	--	\$152,966	--	\$1,079,390	109.6%	Authority	10,539,459	8,847,197	\$181,374
Allegheny County Airports Authority (Pittsburgh) ⁽⁸⁾	\$509,505	\$220,459	\$729,963	--	\$203,969	\$55,046	\$988,978	109.0%	Authority	3,918,968	3,069,259	\$241,849
Cincinnati/Northern Kentucky International Airport	\$471,521	\$76,546	\$548,067	--	\$211,826	--	\$759,893	101.9%	Authority	3,702,997	3,050,597	\$251,165
Greenville Spartanburg International Airport	\$462,531	\$82,595	\$545,126	--	\$209,338	\$134,698	\$889,162	92.8%	Authority	1,070,422	878,450	\$248,215
Columbus Regional Airport Authority (Columbus)	\$426,395	\$155,633	\$582,028	--	\$255,815	--	\$837,843	95.6%	Authority	3,618,555	2,825,259	\$303,323
Raleigh-Durham International Airport	\$426,307	\$69,196	\$495,503	\$16,720	\$192,915	--	\$705,138	100.7%	Authority	5,849,665	4,311,049	\$228,742
Memphis International Airport Authority	\$409,450	--	\$409,450	\$22,449	--	--	\$431,899	90.0%	Authority	2,163,692	1,793,073	--
Indianapolis Airport Authority	\$407,242	--	\$407,242	\$19,978	--	--	\$427,220	95.0%	Authority	4,209,416	3,487,100	--
Port of Portland	\$403,252	\$35,968	\$439,220	\$16,359	\$135,016	--	\$590,596	123.5%	Special Municipal District	7,241,882	5,759,879	\$160,090
Nashville Airport Authority	\$390,000	\$60,000	\$450,000	\$63,462	--	\$24,038	\$537,500	104.0%	Authority	9,829,062	7,594,049	--
Jacksonville Aviation Authority	\$384,183	\$54,110	\$438,293	--	\$289,186	--	\$727,480	96.1%	Authority	3,177,393	2,425,685	\$342,892
Louisville International Airport	\$381,746	\$45,832	\$427,578	--	\$214,138	--	\$641,716	100.8%	Authority	1,893,647	1,529,472	\$253,906
Connecticut Airport Authority (Bradley)	\$354,178	\$59,635	\$413,813	--	\$209,150	--	\$622,963	106.3%	Authority	2,844,713	2,273,259	\$247,992
Reno-Tahoe International Airport	\$344,371	\$58,887	\$403,258	--	\$283,955	\$23,652	\$710,865	105.7%	Authority	2,132,856	1,781,785	\$336,689
Richmond International Airport	\$324,987	\$32,499	\$357,486	--	\$102,198	--	\$459,684	100.1%	Commission	2,042,834	1,603,149	\$121,178
Charleston International Airport	\$296,267	\$10,216	\$306,483	--	\$167,700	--	\$474,183	101.8%	Authority	2,608,497	2,015,277	\$198,844
Orlando Sanford International Airport	\$234,807	\$30,329	\$265,136	--	\$118,143	--	\$383,279	106.3%	Authority	1,367,935	1,174,471	\$140,084
Vancouver Airport Authority ⁽⁴⁾	\$320,667	\$203,040	\$523,707		\$237,387	\$242,480	\$1,003,574	143.3%	Authority	18,550,034	7,000,547	--
Summary Percentiles ⁽⁶⁾	25th %ile	\$348,671	\$43,366	\$407,794	\$17,534	\$156,650	\$24,038	\$490,012				
	50th %ile	\$396,626	\$59,818	\$438,757	\$21,214	\$206,559	\$55,046	\$673,427				
	75th %ile	\$426,373	\$100,854	\$547,332	\$53,208	\$213,560	\$134,698	\$778,741				
RIAC/TF Green (PVD)	\$454,198	\$90,840	\$545,038	\$166,856	--	--	\$711,894	106.4%	Authority	1,571,905	1,159,679	59.1% of the array
RIAC/TF Green Versus	25th %ile	130%	209%	134%	952%	--	--	145%				
	50th %ile	115%	152%	124%	787%	--	--	106%				
	75th %ile	107%	90%	100%	314%	--	--	91%				

⁽¹⁾ Cost of living US only; based on data from The Council for Community and Economic Research (CCER); factor estimated to closest metro area

⁽²⁾ Defined Contribution amounts include qualified and non-qualified plans. Defined Benefit amounts reflect estimated annual employer contribution to fund the employee's DB program.

⁽³⁾ Tampa compensation data obtained from 8/3/23 edition of the Tampa Bay Business Journal. Base salary does not include additional 5% raise that will occur in April 2024.

⁽⁴⁾ Vancouver airport pay data taken from The Breaker, 5/10/23. Short-term Incentive and retention bonus are estimated based on total reported incentive pay of \$830K

Vancouver's "Retention Bonus" refers to its annualized 3-year LTI program with a target of 125% of base salary

Vancouver airport pay data converted to US dollars using 2022 average Canada-to-US \$ exchange of 0.769193 from the Open Financial Exchange

⁽⁵⁾ Reflects the estimated annual Defined Benefit employee will receive starting at age 65 with CCER and COLA applied

⁽⁶⁾ Summary statistics exclude zeros

(7) Compensation data aged at an annual rate of 4%

⁽⁸⁾ Allegheny County Airport bonus is as reported in the Pittsburgh Post-Gazette, 01/20/2023