



Board Workshop

April 11, 2017

Salary Surveys

- Summer 2013 – directed by the board to establish Executive Director starting salary and compensation for recruitment
- June 2014 – comprehensive organizational overview including:
 - Job descriptions
 - Salary ranges and compensation structure
 - Performance standards
- July 2016 – organizational assessment including:
 - Job mapping and revised job descriptions
 - Revised organizational structure
 - Salary analysis

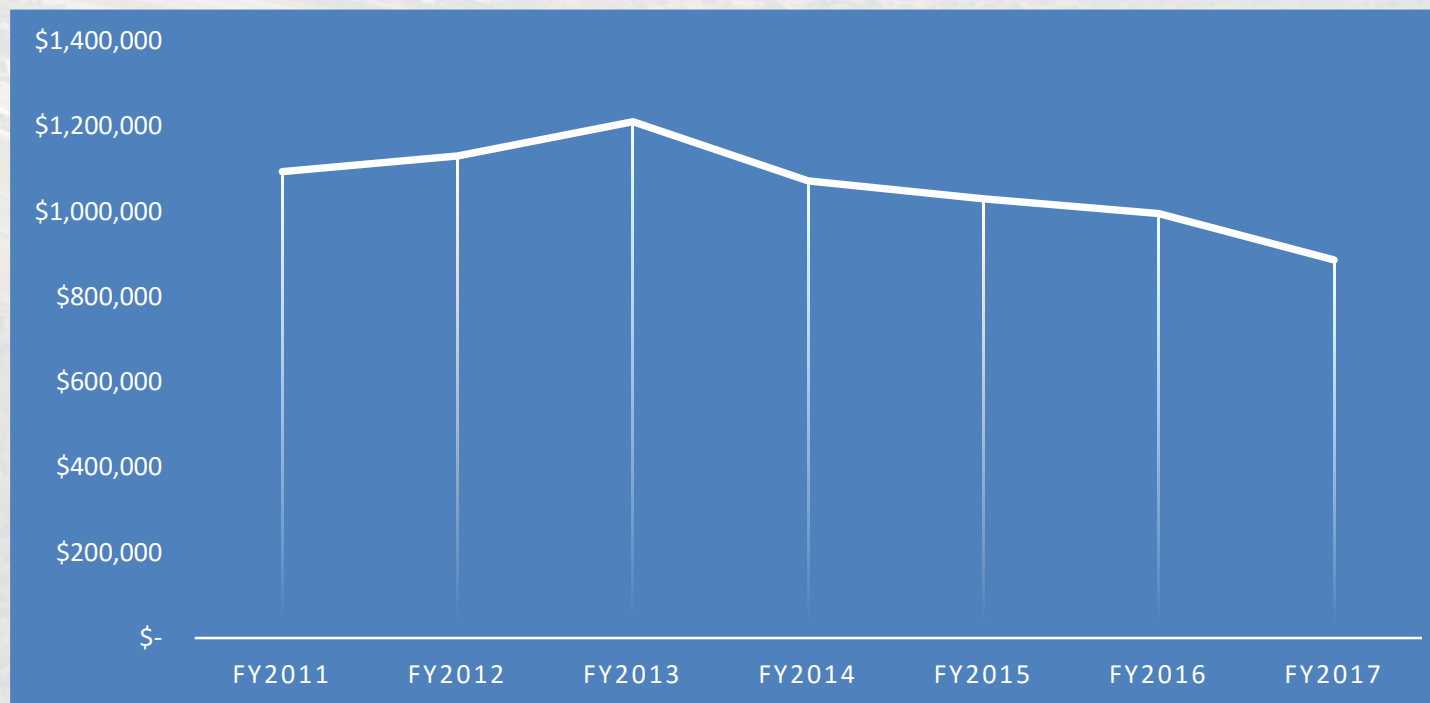
Salary Survey 2016

	Location	Governance	Finance or Business Manager	Finance or Business Director	Operations Coordinator	Operations Manager	Operations Deputy Director COO - or Asst. Airport Director	Executive Director
Boca Raton Airport	Boca Raton	Authority	\$47,500 - \$67,000	\$65,000 - \$96,000	\$47,500 - \$67,000	\$69,000 - \$96,000	\$96,000 - \$154,000	Set by Board
Fort Lauderdale Executive	Fort Lauderdale	City	\$65,594.40 - \$104,332.80		\$42,411.20 - \$57,033.60	\$51,459.20 - \$77,604.80	Asst. Manager \$62,712.00 - \$99,340.80	\$78,332.80 - \$124,009.60 Deputy Director \$95,409 - \$158,787 (previous incumbent)
Fort Lauderdale Hollywood Int'l	Fort Lauderdale	County	\$77,877 - \$124,292.00	\$72,444.00 - \$115,621.00	\$43,666.00 - \$80,637.00	\$67,390.00 - \$107,554.00	\$138,892.00 - \$221,672.00	\$172,546 - \$275,383
Miami International	Miami	County	\$75,595.00 - \$117,192.66	\$108,709.12 - \$174,517.72	\$35,742.00 - \$59,453.00	\$75,595.00 - \$117,192.66	147,878.90-\$262,350.66	\$194,144.34 - \$317,526.04
Palm Beach County	West Palm Beach	County	\$64,615 - \$102,893	\$66,553.00 - \$120,244.00	\$43,996.16 - \$72,109.44	\$75,666.24 - \$137,625.28	\$99,174.40 - \$179,198.24	\$121,490 - 219,523
Naples Airport Authority	Naples FL	County	\$67,974 - \$95,160	\$67,974 - \$95,160	\$45,323 - \$67,974	\$67,974 - \$95,160	\$117,458 - \$164,445	Set by Board (Starting range as advertised \$160,000-\$180,000)
Reno-Tahoe International Airport	Reno NV		\$50,185.00 - \$80,758.00	\$70,949.00 - \$111,023.00	\$62,628.00 - \$98,007.00	\$70,949.00 - \$111,023.00	\$128,731 - \$214,674	Set by Board
Centennial Airport	Englewood CO	Arapahoe County Public Airport Authority	\$46,786.00 - \$79,569.00		\$44,436.00 - \$75,525.00	\$46,815.00 - \$79,569.00	\$73,857.00 - \$132,972.00	\$186,000
Orlando Executive Airport	Orlando FL	Authority	\$65,644.80 - \$102,668.80	\$96,990.40 - \$151,694.40	\$44,428.80 - \$69,492.80	\$65,644.80 - \$102,668.80	\$150,446.40 - \$235,310.40	Set by Board

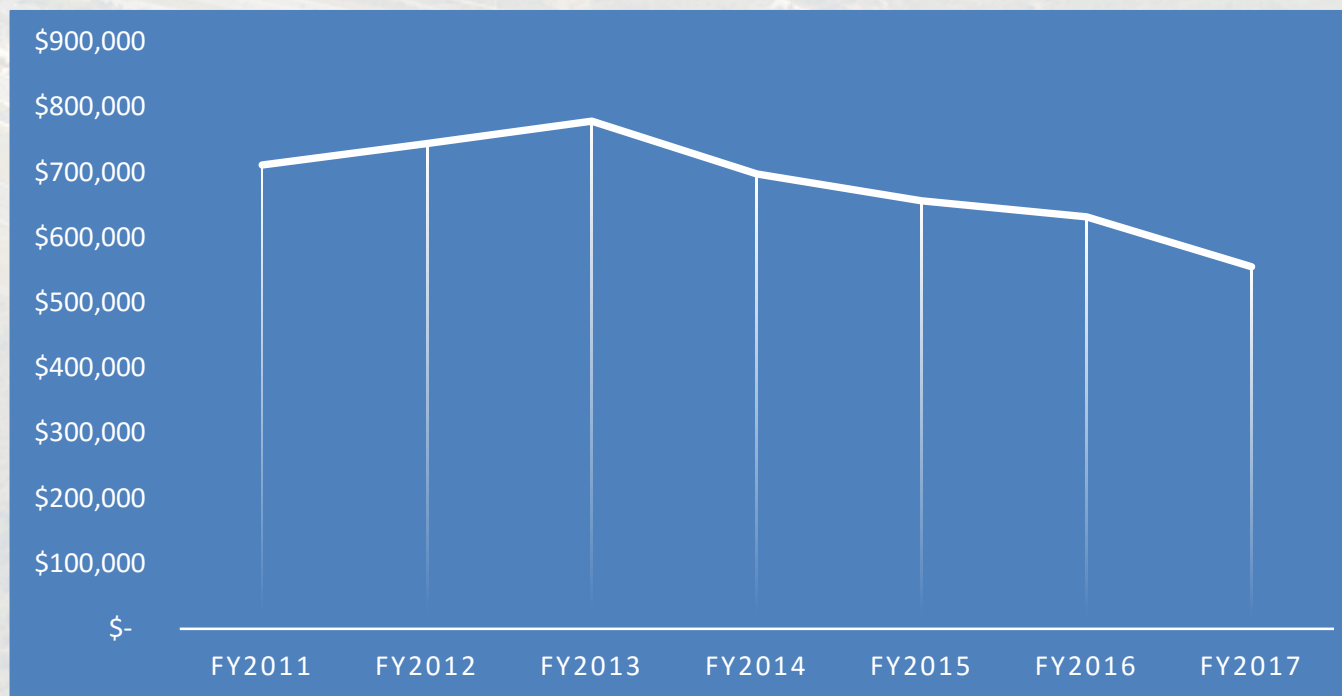
Expense Comparison

	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017
Salaries & Wages	\$ 711,517	\$ 744,283	\$ 778,796	\$ 697,754	\$ 656,179	\$ 631,957	\$ 555,217
Benefits	<u>\$ 381,795</u>	<u>\$ 385,919</u>	<u>\$ 431,954</u>	<u>\$ 374,244</u>	<u>\$ 373,654</u>	<u>\$ 363,126</u>	<u>\$ 331,060</u>
Total	\$ 1,093,312	\$ 1,130,202	\$ 1,210,750	\$ 1,071,997	\$ 1,029,833	\$ 995,083	\$ 886,277

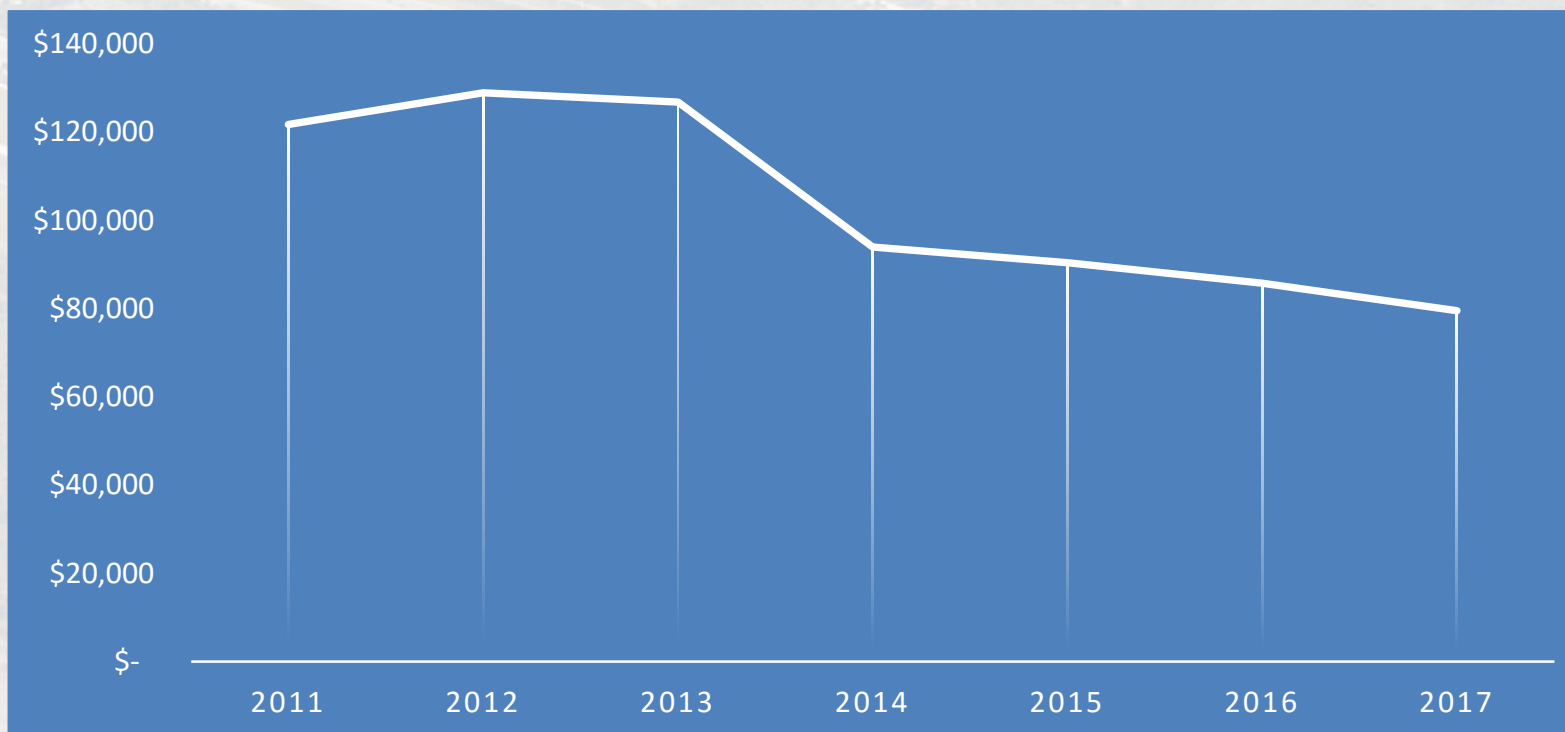
Total Employee Expense



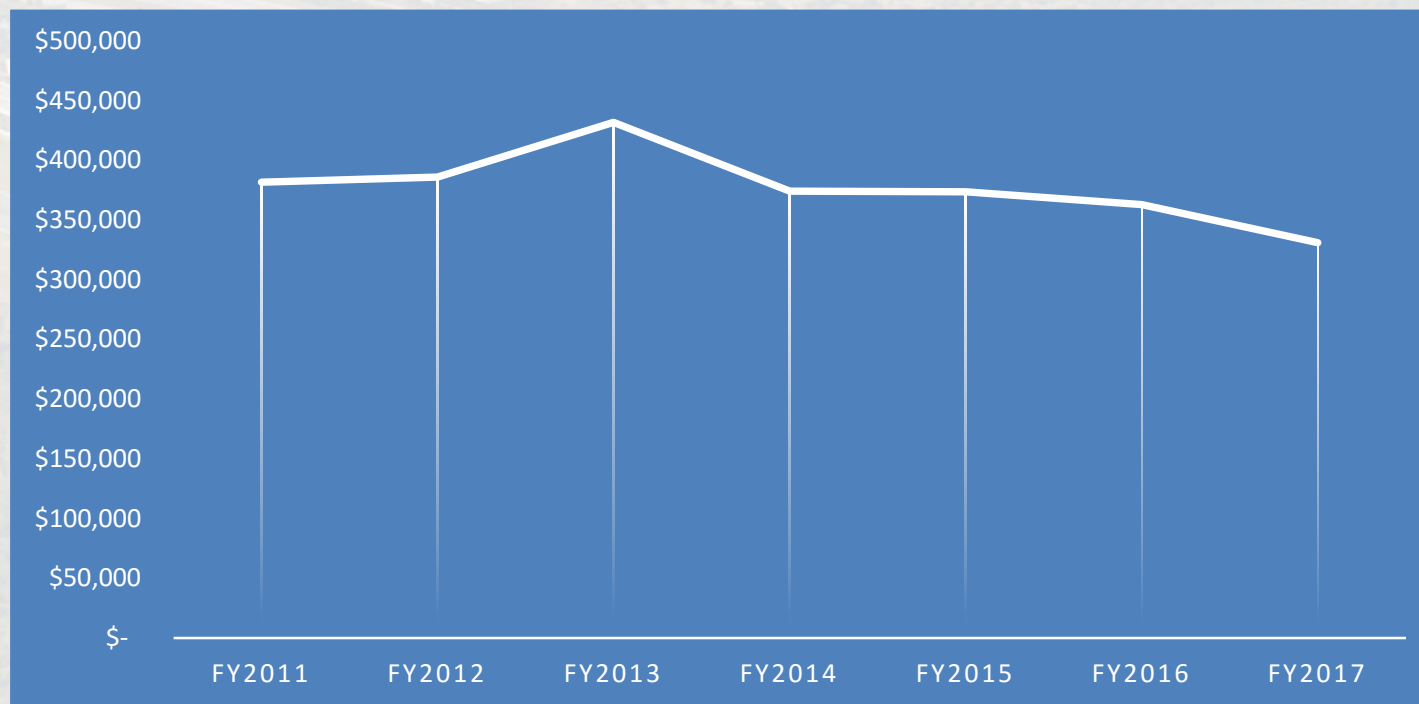
Salaries Expense



Average Salary



Benefits



	BCT	PBI	MIA	FXE	FLL	APF	ORL	CITY OF BOCA RATON
Pension		✓	✓	✓*	✓		✓*	✓
Defined Contribution Plan	✓			✓		✓	✓	
Deferred Compensation	✓	✓	✓	✓	✓	✓	✓	✓
Vacation	✓	✓	✓	✓	✓	✓	✓	✓
Sick	✓	✓	✓	✓	✓	✓	✓	✓
Additional Paid Leave			✓	✓			✓	✓
Leave Conversion			✓	✓	✓			✓
Certification Pay		✓	✓		✓			
Longevity Bonus			✓	✓	✓		✓	✓
Performance Bonus	✓		✓					
Discretionary Bonus			✓	✓				
Post-Employment Benefits		✓	✓	✓	✓		✓	✓
Auto or Auto Allowance	Director	Director	✓*	✓		Director	✓	✓
Tuition Reimbursement		✓	✓	✓	✓	✓	✓	✓
Wellness Incentive			✓	✓	✓			
Lump Sum Benefits			✓*					
Insurance Benefits:								
Health, Dental, Vision	✓	✓	✓	✓	✓	✓	✓	✓
AD&D		✓		✓		✓	✓	
Disability (Short Term or Long Term)	Director	✓	✓	✓	✓	✓		✓
Life	Director	✓	✓	✓	✓	✓	✓	✓
Medical Gap Insurance				✓		✓		
Clinic		✓		✓	✓			
Health Reimbursement Arrangement			✓	✓	✓	✓		
Flexible Spending Account		✓	✓	✓	✓	✓	✓	
EAP		✓	✓	✓	✓		✓	✓
Survivor Benefits		✓	✓					
Employee Discounts		✓	✓					
Prepaid Legal		✓	✓	✓	✓			
Annual Physical				✓				
Cellphone Allowance				✓		✓		

* Grandfathered Employees