



Determining Implementation Range - 20th Market Percentile

Authority	MARKET DATA (at 20th Market Percentile - 2012)	JE Points	Market Base Salary	Reg Base Salary	Midpoint (Market Base Salary and Reg. Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX			
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step

1600 - 1950 JE Point Range

GIAA	Executive Manager	1734	148,411	227,070	187,741	126.50		155,832	143,121	R	9	C	154,979	R	11	C
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1300 - 1599 JE Point Range

GIAA	Deputy Executive Manager	1583	133,623	182,107	157,865	118.14		140,304	129,348	Q	10	B	140,066	Q	12	B
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1200 - 1299 JE Point Range

GIAA	Chief Engineer	1246	117,961	111,288	114,625	97.17			105,829	P	8	C	114,598	P	10	C
GIAA	Comptroller	1264	119,625	114,255	116,940	97.76			107,957	P	9	A	116,902	P	11	A
GIAA	Airport Services Manager	1242	115,678	110,640	113,159	97.82			103,744	P	8	A	112,340	P	10	A
GIAA	Air Terminal Manager	1244	115,678	110,964	113,321	97.96			103,744	P	8	A	112,340	P	10	A

1100 - 1199 JE Point Range

1050 - 1099 JE Point Range

GIAA	Engineer Supervisor	1069	93,082	85,924	89,503	96.16			82,384	O	5	C	89,211	O	7	C
GIAA	Chief Planner	1081	93,082	87,445	90,264	96.97			83,208	O	5	D	90,103	O	7	D
GIAA	Airport Operations Superintendent	1085	92,485	87,957	90,221	97.55			83,208	O	5	D	90,103	O	7	D
GIAA	Data Processing Manager	1064	89,655	85,299	87,477	97.57			80,626	N	8	B	87,307	N	10	B
GIAA	Airport Marketing Administrator	1064	87,725	85,299	86,512	98.62			79,828	N	8	A	86,442	N	10	A
GIAA	Budget and Management Analyst Sup.	1070	85,455	86,050	85,753	100.35			79,037	N	7	D	85,586	N	9	D
GIAA	Assistant Controller	1070	85,455	86,050	85,753	100.35			79,037	N	7	D	85,586	N	9	D

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GIAA	Airport Fac. / Equip. Main. Super.	1081	86,831	87,445	87,138	100.35			79,828	N	8	A	86,442	N	10	A
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1000 - 1049 JE Point Range

GIAA	Supply Management Administrator	1005	84,694	78,253	81,474	96.20			75,201	N	6	C	81,432	N	8	C
GIAA	General Accounting Supervisor	1001	76,910	77,797	77,354	100.58			71,432	M	8	C	77,350	M	10	C

950 - 999 JE Point Range

GIAA	Safety Administrator	951	66,865	72,315	69,590	104.08			64,026	M	5	D	69,331	M	7	D
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900 - 949 JE Point Range

GIAA	Planner IV	913	75,119	68,409	71,764	95.53			65,966	M	6	C	71,432	M	8	C
GIAA	Public Information Officer	911	72,147	68,209	70,178	97.27			64,558	L	9	B	69,907	L	11	B
GIAA	Engineer III	933	76,851	70,438	73,645	95.83			67,965	M	7	B	73,596	M	9	B
GIAA	Systems Programmer	912	70,333	68,309	69,321	98.56			63,919	L	9	A	69,215	L	11	A
GIAA	Airport Operations Supervisor	943	72,928	71,474	72,201	99.00			66,514	L	10	A	72,026	L	12	A
GIAA	Auditor III	913	68,250	68,409	68,330	100.12			62,660	L	8	C	67,851	L	10	C
GIAA	Accountant III	913	68,250	68,409	68,330	100.12			62,660	L	8	C	67,851	L	10	C
GIAA	Management Analyst IV	913	68,633	68,409	68,521	99.84			62,660	L	8	C	67,851	L	10	C
GIAA	Personnel Specialist IV	913	68,633	68,409	68,521	99.84			62,660	L	8	C	67,851	L	10	C
GIAA	Program Coordinator IV	913	68,633	68,409	68,521	99.84			62,660	L	8	C	67,851	L	10	C
GIAA	Transportation Supervisor	901	65,942	67,220	66,581	100.97			61,425	L	8	A	66,514	L	10	A
GIAA	Electrician Supervisor	911	66,430	68,209	67,320	101.34			62,039	L	8	B	67,180	L	10	B
GIAA	Refrigeration Mechanic Supervisor	904	65,942	67,515	66,729	101.19			61,425	L	8	A	66,514	L	10	A
GIAA	Auto Mechanic Supervisor	904	65,942	67,515	66,729	101.19			61,425	L	8	A	66,514	L	10	A
GIAA	Welding Supervisor	904	65,942	67,515	66,729	101.19			61,425	L	8	A	66,514	L	10	A
GIAA	Plumber Supervisor	904	65,942	67,515	66,729	101.19			61,425	L	8	A	66,514	L	10	A
GIAA	Carpenter Supervisor	904	65,942	67,515	66,729	101.19			61,425	L	8	A	66,514	L	10	A

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850 - 899 JE Point Range

GIAA	Buyer Supervisor II	861	63,214	63,403	63,309	100.15			58,444	L	6	D	63,286	L	8	D
GIAA	Building Maintenance Supervisor	858	63,483	63,126	63,305	99.72			58,444	L	6	D	63,286	L	8	D
GIAA	Safety Inspector Supervisor	877	59,773	64,903	62,338	104.29			57,292	L	6	B	62,039	L	8	B

800 - 849 JE Point Range

GIAA	Planner III	805	67,698	58,421	63,060	93.15	64,313		59,028	L	7	A	63,919	L	9	A
GIAA	Engineer II	809	67,698	58,764	63,231	93.40	64,313		59,028	L	7	A	63,919	L	9	A
GIAA	Payroll Supervisor	805	57,651	58,421	58,036	100.67			53,348	K	7	D	57,768	K	9	D
GIAA	Management Analyst III	805	54,765	58,421	56,593	103.34			51,779	K	7	A	56,069	K	9	A
GIAA	Personnel Specialist III	805	54,765	58,421	56,593	103.34			51,779	K	7	A	56,069	K	9	A
GIAA	Program Coordinator III	805	54,765	58,421	56,593	103.34			51,779	K	7	A	56,069	K	9	A
GIAA	Accountant II	805	54,594	58,421	56,508	103.50			51,779	K	7	A	56,069	K	9	A
GIAA	Auditor II	805	54,594	58,421	56,508	103.50			51,779	K	7	A	56,069	K	9	A
GIAA	Maintenance Supervisor	846	54,755	62,028	58,392	106.64	57,493		52,820	K	7	C	57,196	K	9	C

750 - 799 JE Point Range

GIAA	Budget Analyst	789	52,350	57,071	54,711	104.51			50,256	K	6	B	54,420	K	8	B
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700 - 749 JE Point Range

GIAA	Electrician Leader	728	57,390	52,204	54,797	95.48			50,172	J	9	C	54,329	J	11	C
GIAA	Buyer Supervisor I	722	54,281	51,748	53,015	97.67			48,697	J	8	D	52,731	J	10	D
GIAA	Refrigeration Mechanic Leader	704	53,596	50,405	52,001	97.02			47,737	J	8	B	51,692	J	10	B
GIAA	Painter Supervisor	704	53,596	50,405	52,001	97.02			47,737	J	8	B	51,692	J	10	B
GIAA	Welder Leader	704	53,596	50,405	52,001	97.02			47,737	J	8	B	51,692	J	10	B
GIAA	Plumber Leader	704	53,596	50,405	52,001	97.02			47,737	J	8	B	51,692	J	10	B

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GIAA	Carpenter Leader	704	53,596	50,405	52,001	97.02			47,737	J	8	B	51,692	J	10	B
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650 - 699 JE Point Range

GIAA	Engineer I	677	54,743	48,455	51,599	94.26	52,006		47,737	J	8	B	51,692	J	10	B
GIAA	Automotive Mechanic Leader	693	54,377	49,601	51,989	95.61			47,737	J	8	B	51,692	J	10	B
GIAA	Airport Operations Officer II	671	52,424	48,032	50,228	95.81			46,333	J	7	C	50,172	J	9	C
GIAA	Accounting Technician Supervisor	684	48,084	48,953	48,519	100.90			44,525	J	6	C	48,214	J	8	C
GIAA	Cabinet Maker / Mason	668	45,391	47,821	46,606	102.68			42,788	J	5	C	46,333	J	7	C

600 - 649 JE Point Range

GIAA	Supply Supervisor	627	48,693	45,040	46,867	96.25			43,144	I	9	A	46,718	I	11	A
GIAA	Planner II	602	54,743	43,425	49,084	89.66	52,006		47,737	J	8	B	51,692	J	10	B
GIAA	Management Analyst II	602	47,669	43,425	45,547	95.55			41,875	I	8	B	45,344	I	10	B
GIAA	Personnel Specialist II	602	47,669	43,425	45,547	95.55			41,875	I	8	B	45,344	I	10	B
GIAA	Program Coordinator II	602	47,669	43,425	45,547	95.55			41,875	I	8	B	45,344	I	10	B
GIAA	Computer Operator III	624	46,566	44,843	45,705	98.15			41,875	I	8	B	45,344	I	10	B
GIAA	Administrative Officer	601	42,755	43,361	43,058	100.71			39,448	I	6	D	42,716	I	8	D

550 - 599 JE Point Range

GIAA	Electrician II	585	53,967	42,359	48,163	89.25	51,269		47,185	I	11	B	51,095	I	13	B
GIAA	Heavy Equipment Mechanic II	551	48,576	40,306	44,441	91.49	46,147		42,293	I	8	C	45,798	I	10	C
GIAA	Utility Worker Supervisor	551	48,576	40,306	44,441	91.49	46,147		42,293	I	8	C	45,798	I	10	C
GIAA	Refrigeration Mechanic II	568	48,576	41,320	44,948	92.53	46,147		42,293	I	8	C	45,798	I	10	C
GIAA	Auditor I	565	45,653	41,139	43,396	95.06			39,842	I	7	A	43,144	I	9	A
GIAA	Accountant I	565	45,653	41,139	43,396	95.06			39,842	I	7	A	43,144	I	9	A
GIAA	Painter Leader	552	43,535	40,365	41,950	96.36			38,671	I	6	B	41,875	I	8	B
GIAA	Environmental Health Specialist I	571	45,719	41,501	43,610	95.39			40,241	I	7	B	43,575	I	9	B



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GIAA	Engineering Technician II	578	44,421	41,928	43,175	97.19			39,842	I	7	A	43,144	I	9	A
GIAA	Board Secretary	582	42,755	42,174	42,465	99.32			39,057	I	6	C	42,293	I	8	C
GIAA	Executive Secretary	582	42,755	42,174	42,465	99.32			39,057	I	6	C	42,293	I	8	C

500 - 549 JE Point Range

GIAA	Planner I	508	46,676	37,851	42,264	90.55	44,342		40,643	I	7	C	44,011	I	9	C
GIAA	Automotive Mechanic II	543	42,992	39,837	41,415	96.33			37,909	I	5	D	41,050	I	7	D
GIAA	Carpenter II	543	42,992	39,837	41,415	96.33			37,909	I	5	D	41,050	I	7	D
GIAA	Plumber II	543	42,992	39,837	41,415	96.33			37,909	I	5	D	41,050	I	7	D
GIAA	Management Analyst I	508	39,223	37,851	38,537	98.25			35,299	H	7	B	38,224	H	9	B
GIAA	Personnel Specialist I	508	39,223	37,851	38,537	98.25			35,299	H	7	B	38,224	H	9	B
GIAA	Program Coordinator I	508	39,223	37,851	38,537	98.25			35,299	H	7	B	38,224	H	9	B
GIAA	Buyer II	503	38,977	37,576	38,277	98.20			35,299	H	7	B	38,224	H	9	B

450 - 499 JE Point Range

GIAA	Accounting Technician III	490	40,341	36,868	38,605	95.70			35,299	H	7	B	38,224	H	9	B
GIAA	Electrician I	478	39,503	36,228	37,866	95.85			34,949	H	7	A	37,845	H	9	A
GIAA	Administrative Assistant	491	39,678	36,922	38,300	96.53			35,299	H	7	B	38,224	H	9	B
GIAA	Painter II	466	37,598	35,598	36,598	97.34			33,586	H	6	A	36,368	H	8	A
GIAA	Automotive Mechanic I	461	37,610	35,339	36,475	96.98			33,586	H	6	A	36,368	H	8	A
GIAA	Carpenter I	461	37,610	35,339	36,475	96.98			33,586	H	6	A	36,368	H	8	A
GIAA	Plumber I	461	37,610	35,339	36,475	96.98			33,586	H	6	A	36,368	H	8	A
GIAA	Airport Operations Officer I	488	38,418	36,761	37,590	97.84			34,603	H	6	D	37,470	H	8	D
GIAA	Records Management Officer	480	38,156	36,334	37,245	97.61			34,261	H	6	C	37,099	H	8	C
GIAA	Heavy Equipment Mechanic I	468	35,703	35,702	35,703	100.00			32,924	H	5	C	35,652	H	7	C
GIAA	Utility Worker Leader	468	35,703	35,702	35,703	100.00			32,924	H	5	C	35,652	H	7	C
GIAA	Welder I	477	35,703	36,175	35,939	100.66			32,924	H	5	C	35,652	H	7	C

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GIAA	Refrigeration Mechanic I	482	35,703	36,440	36,072	101.03			33,253	H	5	D	36,008	H	7	D
GIAA	Computer Operator II	486	35,873	36,654	36,264	101.09			33,253	H	5	D	36,008	H	7	D
GIAA	Maintenance Worker	479	33,837	36,281	35,059	103.61			32,275	H	5	A	34,949	H	7	A

400 - 449 JE Point Range

GIAA	Accounting Technician II	414	33,172	32,993	33,083	99.73			30,354	G	6	D	32,869	G	8	D
GIAA	Painter I	412	27,620	32,897	30,259	109.55		29,001	26,626	F	6	D	28,832	F	8	D

350 - 399 JE Point Range

GIAA	Personnel Assistant II	364	28,518	30,668	29,593	103.77			27,161	F	7	B	29,412	F	9	B
GIAA	Buyer I	381	28,664	31,440	30,052	104.84			27,707	F	7	D	30,003	F	9	D
GIAA	Computer Operator I	356	26,244	30,312	28,278	107.75		27,556	25,334	F	5	C	27,433	F	7	C

300 - 349 JE Point Range

GIAA	Accounting Technician I	338	29,379	29,525	29,452	100.25			27,116	E	10	C	29,363	E	12	C
GIAA	Word Processing Secretary I	319	24,634	28,716	26,675	108.29		25,866	23,826	E	7	B	25,800	E	9	B
GIAA	Supply Expediter	332	23,386	29,267	26,327	112.57		24,555	22,669	E	6	A	24,548	E	8	A
GIAA	Maintenance Custodian	334	22,950	29,353	26,152	113.95		24,098	22,223	E	5	C	24,064	E	7	C
GIAA	Utility Worker	334	22,950	29,353	26,152	113.95		24,098	22,223	E	5	C	24,064	E	7	C

250 - 299 JE Point Range

GIAA	Clerk III	274	24,084	26,889	25,487	105.82		25,288	23,125	E	6	C	25,041	E	8	C
GIAA	Messenger Clerk	251	22,585	26,000	24,293	107.56		23,714	21,748	D	8	B	23,550	D	10	B
GIAA	Personnel Assistant I	298	24,084	27,848	25,966	107.81		25,288	23,317	D	10	A	25,249	D	12	A
GIAA	Tool Clerk	275	22,630	26,928	24,779	109.50		23,762	21,748	D	8	B	23,550	D	10	B



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200 - 249 JE Point Range

GIAA	Clerk II	235	22,585	25,399	23,992	106.23		23,714	21,748	D	8	B	23,550	D	10	B
GIAA	Auxiliary Worker	230	21,569	25,214	23,392	108.45		22,647	19,494	D	5	C	22,631	D	9	B
GIAA	Clerk I	212	20,613	24,560	22,587	109.57		21,644	19,852	C	9	B	21,497	C	11	B