

Executive Summary

Key Facts: DFW Management Compensation and Efficiency

DFW Management Compensation

The compensation of the Airport's management team is market-driven, highly competitive and well within industry standards.

- Unlike a vast majority of other airports in the U.S., DFW is not part of any city or county government in terms of its finances, operations or personnel - only in governance. DFW receives no tax dollars for its daily operations or salaries. Measuring DFW's salary and compensation structure against most other airports is an apples-to-oranges comparison.
- Because DFW is the largest independently managed (not city- or county-run) airport in the U.S., it has a larger internal structure to operate its own services such as police, fire, EMS, energy, environmental, asset management, airport development, ITS, customer service, human resources, communications, marketing, revenue management and finance.
- DFW salaries and benefits are based on validated, annual, independent benchmarks acquired through national research firms specializing in compensation. In addition, DFW seldom recruits new talent from other airports or the public sector; DFW typically recruits management from the private sector, and sets its salary structure accordingly.

Airport Efficiency

DFW's management team is recognized as a global model for efficiency and innovation, and the Airport is the undisputed economic engine of North Texas.

- The most accurate comparison - the benchmark the airlines use - to measure airports against one another is Cost Per Enplanement, or how much an airline pays an airport to do business on a per-passenger basis. DFW ranks among the lowest in cost among the nation's busiest airports. It costs the airlines \$7.73 per passenger to operate at DFW; only 20.5 cents of that figure is the cost of management salaries. The airlines, which pay for much of DFW's operations, diligently review Airport budgets and validate that DFW is one of the most efficiently run airports in the nation.
- The efficiency of DFW has allowed the Airport to write a check to its partner airlines for 10 consecutive years totaling \$109 million, as a result of managing increases in its revenues and engineering cost reductions. Even during the recent economic downturn, the Airport wrote a \$7 million check to its partner airlines.
- DFW management made significant budget cuts and found new efficiencies in the past two years, specifically a \$23 million budget cut in 2008.
- DFW's operational efficiencies and effectiveness have been recognized globally:
 - DFW earned the Airports Council International award for best Customer Service for major airports in North America in 2007 and 2008, also ranking among the top five in the world.
 - DFW was named Highest in Customer Satisfaction for large Airports in North America in 2007 by J.D. Power and Associates
 - DFW earned the Flight Safety Foundation Airport Safety Award for 2007
 - In 2007, DFW earned a spot on the EPA National Environmental Performance Track program, reserved for organizations demonstrating the highest level of environmental leadership
 - In 2006, DFW was honored by Air Cargo World as "Best Cargo Airport" and by Air Cargo News as "Cargo Airport of the Year"

- DFW has earned multiple awards for its commitment to minority and women-owned business enterprise development