



WAGES & COMPENSATION STUDY

BWI MARSHALL AIRPORT CONCESSIONS PROGRAM WORKERS

Fraport has conducted a wage and compensation study every other year since 2013. A comprehensive survey was completed for 2019. The U.S. Bureau of Labor Statistics (BLS) has not released data for 2020 and 2021. These results are anticipated in early 2022. The statistics for 2020 and 2021 were pulled from early reporting on the BLS website.

- Total number of employee history
 - 2019 – 2,380
 - 2017 – 2,190
 - 2015 – 1,708
 - 2013 – 1,385
 - 2004 – start of Fraport developer contract – 500
- Year 2019 jobs – 2,380
 - 87.3% – employees
 - 12.7% – supervisory/management
 - Prior survey - 2017 comparison
 - 82.5% – employees
 - 17.5% – supervisory/management
- Full vs. Part-time Ratios
 - Year 2019
 - 1,870 of 2,380 – 78.57% - Part-time
 - 510 – 21.43% - Full-time
 - Prior study - 2017
 - 1,271 – 74.46% - Part-time
 - 436 – 25.54% - Full-time

Findings: Concessions operators were challenged to recruit full-time workers, relying on cross-over hiring among other concession operators. Employees at BWI are taking second part-time jobs.

BWI MARSHALL AIRPORT CONCESSIONS PROGRAM WORKERS *(continued)*

- Annual wages & benefits earned by concessions program employees:
 - 2019 – \$44,352,809
 - 2017 – \$37,884,562
 - 2015 – \$29,228,069
 - 2013 - \$25,134,732

YEAR	AVERAGE HOURLY WAGE/TIPS/BONUS	AVERAGE HOURLY WAGE+TIPS+BONUS+BENEFITS
2019		
All Employees	\$15.84	\$32.93
All Hourly	\$14.47	\$32.84
All Salary	\$24.53	\$25.47
2017		
All Employees	\$14.61	\$23.90
All Hourly	\$13.82	\$23.69
All Salary	\$26.22	\$26.95

2019 COMPARISONS

- BWI Concessions Program Employee Hourly Wages Compared to Federal and State Minimum Wages
 - The base average hourly wage, including tips/bonus (\$14.47) for hourly is 199.6% greater than the federal minimum wage (7.25) and 143.3% greater than the Maryland minimum wage (\$10.10).
- BWI Concessions Program Employee Hourly Wages Compared to Maryland’s Living Wage
 - The average hourly wage, including tips/bonus (\$14.47) exceeds Maryland’s 2019 living wage of \$13.96.
- BWI Concessions Program Employee Hourly Wage vs. National & Dulles Region Airports
 - The average BWI Marshall concessions program retail and food service hourly wages exceed the averages at both Ronald Regan & Washington Dulles International Airports.

2020 & 2022 OUTLOOK – Based on early BLS reporting, 2019 airport wages to 2020 BLS data, the actual average 2019 hourly wage, including tips/bonus, as well as with benefits added, both already exceed the 2020 wage averages in select jurisdictions in similar industries (with the exception of Washington DC).