

**Seasonal RESIDENT CAMP Salaries**

Salaries expressed per week

**POSITION: Activity/Department Director**

|                      | 1998 Salary - All Respondents |       |        |                            |                             | 1999 Salary - All Respondents |       |        |                            |                             |
|----------------------|-------------------------------|-------|--------|----------------------------|-----------------------------|-------------------------------|-------|--------|----------------------------|-----------------------------|
|                      | N =                           | Mean  | Median | 1 <sup>st</sup> *<br>Qtile | 3 <sup>rd</sup> **<br>Qtile | N =                           | Mean  | Median | 1 <sup>st</sup> *<br>Qtile | 3 <sup>rd</sup> **<br>Qtile |
| 1 <sup>st</sup> Year | 364                           | \$195 | \$180  | \$150                      | \$225                       | 310                           | \$196 | \$180  | \$150                      | \$225                       |
| Veteran              | 363                           | \$215 | \$200  | \$160                      | \$250                       | 313                           | \$222 | \$205  | \$165                      | \$263                       |

N = Total number of responses  
Mean - average of all responses

Median = ½ response above and ½ below this number  
\* 1<sup>st</sup> Quartile - 25% of responses below this number  
\*\* 3<sup>rd</sup> Quartile - 25% of responses above this number

**Salaries by Region - First Year Staff - Per Week**

| Region        | 1998 Actual |       |        | 1999 Projected |       |        |
|---------------|-------------|-------|--------|----------------|-------|--------|
|               | N =         | Mean  | Median | N =            | Mean  | Median |
| New England   | 50          | \$213 | \$200  | 42             | \$211 | \$200  |
| Mid- Atlantic | 85          | \$208 | \$185  | 72             | \$205 | \$185  |
| Mid-America   | 99          | \$183 | \$168  | 84             | \$187 | \$173  |
| Southern      | 54          | \$180 | \$155  | 45             | \$180 | \$165  |
| Western       | 77          | \$197 | \$192  | 68             | \$201 | \$191  |

**Salaries by Region - Veteran Staff - Per Week**

| Region       | 1998 Actual |       |        | 1999 Projected |       |        |
|--------------|-------------|-------|--------|----------------|-------|--------|
|              | N =         | Mean  | Median | N =            | Mean  | Median |
| New England  | 57          | \$224 | \$211  | 45             | \$238 | \$213  |
| Mid-Atlantic | 93          | \$237 | \$206  | 86             | \$244 | \$211  |
| Mid-America  | 97          | \$201 | \$175  | 81             | \$201 | \$175  |
| Southern     | 54          | \$204 | \$200  | 46             | \$216 | \$205  |
| Western      | 65          | \$210 | \$208  | 58             | \$218 | \$218  |

**Salaries by Sponsor - First Year Staff - Per Week**

| Sponsor Type          | 1998 Actual |       |        | 1999 Projected |       |        |
|-----------------------|-------------|-------|--------|----------------|-------|--------|
|                       | N =         | Mean  | Median | N =            | Mean  | Median |
| Youth Agency          | 137         | \$187 | \$180  | 122            | \$186 | \$180  |
| Religious Affiliation | 83          | \$175 | \$165  | 73             | \$179 | \$170  |

## Seasonal Resident: Activity Director

|                                   |    |       |       |    |       |       |
|-----------------------------------|----|-------|-------|----|-------|-------|
| <i>Independent FOR PROFIT</i>     | 63 | \$235 | \$225 | 52 | \$232 | \$225 |
| <i>Independent NOT FOR PROFIT</i> | 55 | \$202 | \$175 | 44 | \$204 | \$175 |
| <i>Other</i>                      | 24 | \$191 | \$172 | 18 | \$201 | \$174 |

### Salaries by Sponsor - Veteran Staff - Per Week

| <i>Sponsor Type</i>               | 1998 Actual |       |        | 1999 Projected |       |        |
|-----------------------------------|-------------|-------|--------|----------------|-------|--------|
|                                   | N =         | Mean  | Median | N =            | Mean  | Median |
| <i>Youth Agency</i>               | 131         | \$208 | \$200  | 113            | \$213 | \$200  |
| <i>Religious Affiliation</i>      | 83          | \$192 | \$170  | 69             | \$203 | \$180  |
| <i>Independent FOR PROFIT</i>     | 72          | \$263 | \$250  | 62             | \$275 | \$264  |
| <i>Independent NOT FOR PROFIT</i> | 53          | \$210 | \$175  | 49             | \$211 | \$180  |
| <i>Other</i>                      | 23          | \$199 | \$183  | 19             | \$205 | \$190  |

### Salary by Number of Seasonal Staff Hired - First Year Staff - Per Week

| Number of seasonal staff | 1998 Actual |       |        | 1999 Projected |       |        |
|--------------------------|-------------|-------|--------|----------------|-------|--------|
|                          | N =         | Mean  | Median | N =            | Mean  | Median |
| <10                      | 2           | \$163 | \$163  | 2              | \$175 | \$175  |
| 10-24                    | 20          | \$187 | \$156  | 15             | \$158 | \$163  |
| 25-49                    | 123         | \$189 | \$175  | 106            | \$191 | \$175  |
| 50-99                    | 117         | \$192 | \$180  | 105            | \$197 | \$185  |
| 100+                     | 71          | \$210 | \$200  | 60             | \$209 | \$200  |

### Salary by Number of Seasonal Staff Hired - Veteran Staff - Per Week

| Number of seasonal staff | 1998 Actual |       |        | 1999 Projected |       |        |
|--------------------------|-------------|-------|--------|----------------|-------|--------|
|                          | N =         | Mean  | Median | N =            | Mean  | Median |
| <10                      | 2           | \$173 | \$173  | 2              | \$185 | \$185  |
| 10-24                    | 23          | \$197 | \$200  | 20             | \$206 | \$219  |
| 25-49                    | 109         | \$199 | \$190  | 89             | \$201 | \$200  |
| 50-99                    | 135         | \$223 | \$200  | 118            | \$231 | \$200  |
| 100+                     | 66          | \$232 | \$210  | 61             | \$249 | \$220  |