

Year Round DAY CAMP Salaries

POSITION: Program Director

1998 Salary - All Respondents					1999 Salary - All Respondents				
N =	Mean	Median	1 st Qtile *	3 rd Qtile**	N =	Mean	Median	1 st Qtile *	3 rd Qtile **
52	\$22,100	\$22,000	\$15,000	\$30,000	47	\$22,700	\$22,700	\$15,100	\$31,000

N = number of all responses

Mean - Average of all responses

Median - ½ responses above and ½ below this number

*1st Qtile - 25% of responses below this number

** 3rd Qtile - 25% of responses above this number

Lodging Provided in addition to salary?

Yes = 15%

No = 63%

No response = 21%

Salary by Region

Region	1998 Actual			1999 Projected		% providing lodging ***
	N=	Mean	Median	Mean	Median	
New England	3	\$19,000	\$25,000	\$19,700	\$25,800	0%
Mid-Atlantic	16	\$19,000	\$16,500	\$19,700	\$15,200	6%
Mid-America	13	\$25,600	\$25,000	\$26,500	\$25,800	31%
Southern	5	\$19,000	\$19,300	\$19,900	\$20,100	20%
Western	14	\$24,500	\$25,500	\$23,900	\$25,400	14%

Salary by Sponsor

Sponsor Type	1998 Actual			1999 Projected		% providing lodging ***
	N=	Mean	Median	Mean	Median	
Youth Agency	20	\$22,600	\$24,500	\$23,500	\$25,400	15%
Religious Affiliation	5	\$27,000	\$25,000	\$28,100	\$25,800	20%
Independent FOR PROFIT	13	\$19,600	\$19,300	\$19,400	\$15,600	0%
Independent NOT FOR PROFIT	8	\$16,800	\$15,000	\$17,400	\$15,200	50%
Other	4	\$30,900	\$31,300	\$28,900	\$29,100	0%

Year Round Day: Program Director

Salary by # Year Round Employees

# Year round Employees	1998 Actual			1999 Projected		% providing lodging ***
	N=	Mean	Median	Mean	Median	
< 5	20	\$20,800	\$22,300	\$21,800	\$24,900	10%
5-9	16	\$22,600	\$22,000	\$22,400	\$22,700	19%
10+	13	\$24,700	\$25,000	\$25,400	\$23,400	23%

Salary by # Seasonal Staff Hired

Number of Seasonal Staff	1998 Actual			1999 Projected		% providing lodging ***
	N=	Mean	Median	Mean	Median	
<10	6	\$28,300	\$26,500	\$27,200	\$25,900	17%
10-24	8	\$21,100	\$20,000	\$22,500	\$21,200	25%
25-49	12	\$18,800	\$19,800	\$19,400	\$20,500	25%
50-99	11	\$24,300	\$26,000	\$25,400	\$27,600	18%
100+	12	\$22,300	\$23,500	\$22,700	\$24,200	0%

Salary by Summer Season Length

Weeks of Summer Season	1998 Actual			1999 Projected		% providing lodging***
	N=	Mean	Median	Mean	Median	
< 7 weeks	5	\$27,800	\$30,000	\$28,600	\$30,900	20%
7-8 weeks	6	\$18,500	\$17,500	\$19,100	\$17,900	17%
9-10 weeks	14	\$21,600	\$21,500	\$22,700	\$22,600	21%
11-12 weeks	14	\$22,000	\$22,700	\$22,600	\$21,100	7%
13 weeks +	8	\$21,500	\$22,300	\$23,200	\$26,700	25%

*** Note that from 3-10% of respondents did not provide any information in response to this question.