

## Year Round RESIDENT CAMP Salaries

### POSITION: Program Director

| 1998 Salary - All Respondents |          |          |                         |                         | 1999 Salary - All Respondents |          |          |                         |                          |
|-------------------------------|----------|----------|-------------------------|-------------------------|-------------------------------|----------|----------|-------------------------|--------------------------|
| N =                           | Mean     | Median   | 1 <sup>st</sup> Qtile * | 3 <sup>rd</sup> Qtile** | N =                           | Mean     | Median   | 1 <sup>st</sup> Qtile * | 3 <sup>rd</sup> Qtile ** |
| 232                           | \$18,500 | \$18,900 | \$12,000                | \$25,000                | 194                           | \$20,000 | \$20,700 | \$15,000                | \$26,500                 |

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

\*\* 3<sup>rd</sup> Qtile - 25% of responses above this number

#### Lodging Provided in addition to salary?

Yes = 59%

No = 30%

No response = 12%

### Salary by Region

| Region       | 1998 Actual |          |          | 1999 Projected |          | % providing lodging *** |
|--------------|-------------|----------|----------|----------------|----------|-------------------------|
|              | N=          | Mean     | Median   | Mean           | Median   |                         |
| New England  | 24          | \$12,500 | \$7,800  | \$14,900       | \$9,500  | 67%                     |
| Mid-Atlantic | 60          | \$16,500 | \$18,000 | \$18,200       | \$19,200 | 55%                     |
| Mid-America  | 76          | \$19,300 | \$20,000 | \$21,300       | \$21,600 | 61%                     |
| Southern     | 36          | \$21,800 | \$21,200 | \$23,000       | \$23,300 | 53%                     |
| Western      | 39          | \$19,500 | \$20,000 | \$18,800       | \$18,700 | 64%                     |

### Salary by Sponsor

| Sponsor Type               | 1998 Actual |          |          | 1999 Projected |          | % providing lodging *** |
|----------------------------|-------------|----------|----------|----------------|----------|-------------------------|
|                            | N=          | Mean     | Median   | Mean           | Median   |                         |
| Youth Agency               | 58          | \$18,000 | \$19,500 | \$20,100       | \$21,700 | 69%                     |
| Religious Affiliation      | 88          | \$18,400 | \$18,500 | \$19,700       | \$19,600 | 61%                     |
| Independent FOR PROFIT     | 34          | \$15,300 | \$11,000 | \$16,600       | \$14,400 | 53%                     |
| Independent NOT FOR PROFIT | 32          | \$21,300 | \$23,500 | \$22,600       | \$24,800 | 50%                     |
| Other                      | 16          | \$20,900 | \$21,000 | \$22,400       | \$22,900 | 50%                     |

## Year Round Resident: Program Director

### Salary by # Year Round Employees

| # Year round Employees | 1998 Actual |          |          | 1999 Projected |          | % providing lodging *** |
|------------------------|-------------|----------|----------|----------------|----------|-------------------------|
|                        | N=          | Mean     | Median   | Mean           | Median   |                         |
| < 5                    | 40          | \$11,200 | \$5,000  | \$13,800       | \$13,400 | 60%                     |
| 5-9                    | 79          | \$17,600 | \$18,500 | \$18,400       | \$19,500 | 54%                     |
| 10+                    | 96          | \$21,900 | \$21,000 | \$23,300       | \$22,100 | 67%                     |

### Salary by # Seasonal Staff Hired

| Number of Seasonal Staff | 1998 Actual |          |          | 1999 Projected |          | % providing lodging *** |
|--------------------------|-------------|----------|----------|----------------|----------|-------------------------|
|                          | N=          | Mean     | Median   | Mean           | Median   |                         |
| <10                      | 4           | \$18,600 | \$22,300 | \$15,600       | \$15,600 | 25%                     |
| 10-24                    | 15          | \$20,000 | \$18,000 | \$21,500       | \$19,400 | 53%                     |
| 25-49                    | 56          | \$16,800 | \$18,400 | \$19,000       | \$20,000 | 71%                     |
| 50-99                    | 69          | \$19,700 | \$21,000 | \$21,300       | \$22,400 | 61%                     |
| 100+                     | 71          | \$18,000 | \$18,000 | \$19,300       | \$19,100 | 56%                     |

### Salary by Summer Season Length

| Weeks of Summer Season | 1998 Actual |          |          | 1999 Projected |          | % providing lodging*** |
|------------------------|-------------|----------|----------|----------------|----------|------------------------|
|                        | N=          | Mean     | Median   | Mean           | Median   |                        |
| < 7 weeks              | 13          | \$23,100 | \$20,000 | \$23,700       | \$20,800 | 54%                    |
| 7-8 weeks              | 17          | \$17,200 | \$23,000 | \$18,800       | \$24,500 | 35%                    |
| 9-10 weeks             | 62          | \$16,800 | \$18,000 | \$18,300       | \$19,100 | 61%                    |
| 11-12 weeks            | 58          | \$20,100 | \$20,900 | \$21,400       | \$22,100 | 55%                    |
| 13 weeks +             | 37          | \$18,300 | \$18,600 | \$18,900       | \$20,000 | 62%                    |

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