

Agenda - April 2, 2019

Employee Policy; 9.1 Grievance Process & Procedure

Employee Policy; 9.2 Open Communication

Employee Policy; 1.5 Open Door Policy

IPRA Compensation Survey

NRPA Compensation Salary



**Committee of the Whole Meeting of the West Chicago Board of Park Commissioners
in the Park District ARC Center Meeting Room 105
201 W National Street, West Chicago, IL 60185.**

**Tuesday, April 2, 2019
6:00 p.m.**

Any individual with a disability requiring a reasonable accommodation to participate in this meeting should contact Melissa Medeiros within a reasonable time at the West Chicago Park District Administrative offices, 201 W National Street, West Chicago, IL 60185 or call (630) 231-9474 ext. 100, Monday through Friday 8:30am to 5:00pm. Requests for a qualified interpreter require a five working day notice.

I. Call to Order and Roll Call

II. Pledge of Allegiance

III. Public Comment

Visitors are welcome to address the Board of Park Commissioners. You are asked to sign in and wait to be recognized by the Board President. When recognized, please state your name, address and the item you wish to discuss. It is requested that one spokesperson for a group be appointed to the present the views of the entire group. There will be a 5-minute time limit per speaker.

IV. Approve Meeting Agenda

V. Staff Introduction – Superintendent of Recreation, Brian Kaspar

- Recreation Coordinator, Jenni Shipp

VI. ARC Report - Superintendent of Recreation, Brian Kaspar

- Fitness and Facility Manager, Kolbe Kasper
- Gina Radun, Aquatic and Recreation Manager

VII. Miscellaneous

- A. Review – Changes to Employee Policy 9.1; Grievance Process and Procedure
- B. Review – New Employee Policy 9.2; Open Communication. Policy to replace Employee Policy 1.5: Open Door Policy
- C. Review – IPRA/NRPA Compensation Surveys

VIII. Closed Session

A closed session may be called pursuant to the Open Meetings Act

2(c)1: Discussion of the appointment, employment, compensation, discipline, performance and dismissal of specific employees or legal counsel

2(c)2: Collective bargaining matters between the district and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees

2(c)3: Consideration of the appointment of a member to fill a vacancy on any public body but only by the public body which has the power to appoint

2(c)4: Meetings of an ethics commission, ethics officer or ultimate jurisdictional acting under the State Officials and Employees Ethics Act - Hearing evidence or testimony presented to a quasi-adjudicative body provided the body prepares and makes available for public inspection a written decision and provided that the subject matter was otherwise appropriate for the closed meeting

2(c)5: The lease or purchase of specific real property for the use of the public body is being considered

2(c)6: The setting of the price for sale or lease of real property owned by the district is being considered

2(c)7: Consideration of the sale or purchase of securities, investments or investment contracts

2(c)8: Consideration of security procedures to respond to actual, threatened or reasonably potential danger to safety of employees, the public or public property 2(c)11: Pending or probable litigation by or against the district or an employee

2(c)12: Establishing reserves or the settlement of claims as provided in the Local Governmental and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim might be prejudiced, or to review or discuss claims, loss or risk management information, records, data, advice, or communications from or with respect to any insurer of the local public entity or any intergovernmental risk management association or self-insurance pool of which the local government is a member

2(c)16: Consideration of self-evaluation, practices and procedures or professional ethics when meeting with a representative of a statewide association of which the public body is a member

2(c)21: Approval of closed meeting minutes or to review them on a semi-annual basis as required

2(c)28: Meetings between internal or external auditors and governmental audit committees, finance committees and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards

IX. Open Meeting

X. Call to Order and Roll Call

XI. Action on Closed Session Items

XII. Adjourn Open Meeting

WEST CHICAGO PARK DISTRICT

Section 9: Grievance Process & Procedures

9.1 Grievance Process & Procedure

All employees are encouraged to follow our open communication procedures as explained in our 9.2 Open Communication Policy.

If the employee complaint is regarding conduct or comments an employee believes to be harassment, discrimination, or retaliation, the employee should submit the written complaint directly to Human Resources, following the complaint process as described in 1.2 Non-Discrimination and Anti-Harassment Policy.

Any employee who has a grievance arising from his employment with the West Chicago Park District is encouraged to attempt to resolve problems with the person(s) involved. If that is unsuccessful or if, for any reason, you feel uncomfortable discussing the problem with the person(s) involved, you may use the following procedure:

1. Generally, employees must submit their grievance within five days of the occurrence that forms the basis of the grievance. You may present a written grievance to your immediate supervisor. Your immediate supervisor will meet with you and will ordinarily strive to give you a response within three (3) working days of discussing the grievance with you. In most cases, the problem can and should be resolved with a frank and open discussion between you and your immediate supervisor. However, if a satisfactory resolution is not reached at this level, you may proceed to step 2.
2. You may present a written grievance to the supervisor at the succeeding level of authority, your department Superintendent, unless your Superintendent is your immediate supervisor, in which case you would proceed to Human Resources or the Director. That supervisor will meet with you and your immediate supervisor and will strive to give you a written response within three (3) working days of discussing the grievance with you. If you are not satisfied with the resolution at this stage, you may continue this process through each succeeding level of authority in your department up to the Director.
3. In the event it is necessary for you to process your grievance up to the Director, the Director will strive to issue a written decision within ten

(10) working days of discussing the grievance with you unless investigation requires a longer period of time. Any decision of the Director is final and not subject to further review.

If you feel uncomfortable discussing your grievance with your immediate supervisor you may immediately proceed to step 2. In all cases, the Director's decision shall be final. The Park District's failure to strictly adhere to the time frames suggested above will not affect the resolution of the grievance.

This grievance procedure does not apply to performance evaluations, suspensions, dismissals or other disciplinary actions which may be reviewed in accordance with Sections 8-1, 8-3 and 8-4, respectively.

The Park District will not discriminate or retaliate against an employee if the employee, in good faith, processes a grievance through this procedure or, in good faith, testifies, assists or participates in a grievance procedure investigation. While the Park District will share information relating to a grievance only on a need-to-know basis in order to thoroughly investigate the matter and take prompt remedial action if warranted, the Park District cannot guarantee 100% confidentiality.

~~A copy of the grievance and documentation of the resolution of the grievance will be placed in the employee's personnel file.~~ Both the employee and supervisor involved in the grievance may choose to involve Human Resources at any point during the situation.

9.2 Open Communication Policy

Though we encourage use of this Open Communication Policy, at any time, an employee is welcome to file a written Grievance through our 9.1 Grievance Policy and Procedure.

Employees always have Human Resources and the Human Resources Manager as an alternative or additional contact to discuss issues or concerns. If the employee complaint is regarding conduct or comments an employee believes to be harassment, discrimination or retaliation, the employee should contact Human Resources, following the complaint process as described in 1.2 Non-Discrimination and Anti-Harassment Policy.

The West Chicago Park District intends to promote open communication, transparency and positive work relationships. Our Open Communication Policy is intended to welcome and value staff ideas. Management is encouraged to be accessible to promote open dialogue that fosters productive, thoughtful communication and trust.

Employees are encouraged to approach management with issues, ideas and concerns. Our management is encouraged to have an approachable leadership style, listen and devote their attention to issues brought to them. We value our employees, and feel that they are closest to the actual situation and best resources to provide detailed thought and possible remedies and solutions. Our Open Communication Policy is not meant to hinder critical self-thinking, but to obtain clarity and understanding and to keep management informed and approachable.

Viability of the issue, idea or concern will be assessed and further investigation and study may be warranted. If not viable, the employees and persons involved should be told of the reasoning. Additional information may be discretionarily shared that will solve or resolve the employee concerns.

All employees are allowed access to Senior Management, which is defined as our Superintendents and Executive Director. If Senior Management is approached, the senior manager must determine if the situation should be addressed with the immediate manager, Human Resources, or another relevant department and may redirect the employee to first address the issue with his or her immediate supervisor, Human Resources, or another relevant department. Senior Management may provide guidance and/or mediation.

WEST CHICAGO PARK DISTRICT

Section 1: Employment Policies and Procedures

1.5 Open Door Policy

~~The West Chicago Park District promotes an atmosphere whereby employees can talk freely with members of the management staff. Employees are encouraged to openly discuss with their immediate supervisor any problems so appropriate action may be taken. If the supervisor cannot be of assistance, the Superintendents and Director are available for consultation and guidance. The Park District is interested in all of our employees' success and happiness with us. We therefore welcome the opportunity to help employees whenever feasible.~~

This policy is being replaced with policy 9.2 Open Communication Policy , as approved by the Board of Commissioners on April 9, 2019.

2019 Park & Recreation Compensation Survey

RESULTS



2019 Park & Recreation Compensation Survey

Published Date: January, 2019
Next Publication: January, 2020

Confidential Survey Report

This survey is provided with the understanding that the information will:

- remain strictly confidential
- be restricted to authorized personnel only
- not be used in collective bargaining or grievance proceedings
- protect, completely, organizational identity



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- National Business Trends
- National Executive Compensation
- National IT & Engineering Compensation
- National Sales Compensation & Practices
- National Wage & Salary
- Non-Profit
- Park & Recreation Compensation
- Salary Budget
- Turnover

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INTRODUCTION

2019 Park and Recreation Compensation Survey

The *2019 Park and Recreation Compensation Survey* report has been compiled using data provided by 132 participating organizations who contributed data for 13,956 employees. We wish to thank the individuals at the participating organizations who took the time to complete this survey.

Invitations to participate were sent out via email on August 28, 2018 to HR Source members and non-members throughout the state of Illinois. The participation deadline was October 12, 2018. Responses were received through online or paper questionnaires. Compensation data was reported as of September 1, 2018.

Several new positions have been added to this edition of the survey, several other positions have been revised. Changes include:

- Athletic Officials/Referees - New
- Before and After School Supervisor - New
- Before and After School Teacher - New
- Cashier - New
- Communications & Marketing Manager - Revised Description
- Dance Instructor - New
- Director/Superintendent of Enterprise Services - New Title, Revised Description
- Director/Superintendent of Finance - New Title, Revised Description
- Director/Superintendent of Human Resources - New
- Director/Superintendent of Information Technology - New Title
- Director/Superintendent of Marketing & Communications - New Title
- Director/Superintendent of Recreation - New Title
- Driver - New
- Executive Assistant/Administrative Assistant - New
- Facilities Manager/Supervisor - New Title
- Facilities Specialist II/Trades Specialist - New Title
- Food & Beverage Manager - New
- Golf Course Grounds Maintenance - New
- Golf Course Superintendent/Director - New Title
- Human Resource Assistant/Specialist - New Title, Revised Description
- Inclusion Aide - New
- Office Manager - New Title
- Open Gym Attendant - New
- Personal Trainer - New
- Program Instructor/Leader - New
- Program Specialist - New
- Recreation Aide/Program Assistant/Camp Councilor - New Title, Revised Description
- Recreation Supervisor/Coordinator - New Title, Revised Description
- Swim Lesson Instructor - New

In addition to the position changes outlined above, we added a new department, the Food & Beverage/Concessions Department. New features to the report include a geographic area breakout in the compensation section and a quick reference data summary.

Special thanks to the committee of IPRA volunteers who helped develop new position descriptions, revise several existing positions and suggest overall improvements.

Rates used in our calculations are straight time pay and do not include overtime, shift differentials or any other incentives or variable pay components.

Please feel free to contact the Survey Department with any questions by emailing us at surveys@hrsourcem.org or contact:

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kmactaggart@hrsourcem.org
(630) 963-7600 ext. 251

PARTICIPANT LIST

2019 Park and Recreation Compensation Survey

Alsip Park District
Arlington Heights Park District
Bartlett Park District
Berwyn Park District
Bolingbrook Park District
Bourbonnais Township Park District
Buffalo Grove Park District
Burr Ridge Park District
Byron Park District
Carlyle Parks Department
Carol Stream Park District
Cary Park District
Champaign County Forest Preserve District
Champaign Park District
Channahon Park District
Chicago Botanic Garden
Chicago Zoological Society
City of Elgin
City of Evanston, Parks, Recreation & Community Services
City of Lake Forest
Community Park District of La Grange Park
Crete Park District
Crystal Lake Park District
Darien Park District
Decatur Park District
Deerfield Park District
DeKalb Park District
Des Plaines Park District
Dundee Township Park District
East Bank Club
Elk Grove Park District
Elmhurst Park District
Forest Preserve District of DuPage County
Foss Park District
Fox Valley Special Recreation Association
Frankfort Park District
Frankfort Square Park District
Freeport Park District
Geneseo Park District
Geneva Park District
Glen Ellyn Park District
Glencoe Park District
Glenview Park District
Grayslake Community Park District
Hampshire Township Park District
Hanover Park District
Hickory Hills Park District
Hoffman Estates Park District
Homewood-Flossmoor Park District
Huntley Park District
Itasca Park District
Joliet Park District
Kingsbury Park District
Kishwaukee Special Recreation Association
Lake Bluff Park District
Lan-Oak Park District
Lemont Park District
Lincolnway Special Recreation Association
Lisle Park District

Lockport Township Park District
Maine-Niles Association of Special Recreation
Manhattan Park District
McHenry County Conservation District
Midlothian Park District
Mokena Community Park District
Morton Grove Park District
Mount Prospect Park District
Mundelein Park and Recreation District
Naperville Park District
New Lenox Community Park District
Niles Park District
Norridge Park District
Northbrook Park District
Northeast DuPage Special Recreation Association
Northern Illinois Special Recreation Association
Northern Will County SRA
Northwest Special Recreation Association
NSSRA
Oak Brook Park District
Oak Forest Park District
Oak Lawn Park District
O'Fallon Parks & Recreation
Oregon Park District
Oswegoland Park District
Palos Heights Parks & Recreation
Park District of Forest Park
Park District of Franklin Park
Park District of Oak Park
Plainfield Park District
Pleasant Dale Park District
River Trails Park District
Rock Island County Forest Preserve District
Rockford Park District
Roselle Park District
Round Lake Area Park District
Salvation Army Central Territorial Headquarters
Schaumburg Park District
Skokie Park District
South Barrington Park District
South East Association for Special Parks and Recreation
Springfield Park District
St. Charles Park District
Streamwood Park District
Sugar Grove Park District
The Morton Arboretum
Tinley Park Park District
Town of Dyer
Urbana Park District
Vernon Hills Park District
Village of Brookfield
Village of Glendale Heights Administration
Village of Hinsdale
Village of Orland Park
Warrenville Park District
Washington Park District
Wauconda Park District
Waukegan Park District
West Suburban Special Recreation Association

PARTICIPANT LIST

2019 Park and Recreation Compensation Survey

Westchester Park District
Western DuPage Special Recreation Association
Western Springs Park District
Wheaton Park District
Wheeling Park District
Wildwood Park District
Wilmette Park District
Winfield Park District
Winnetka Park District
Woodhaven Association
Woodridge Park District
Worth Park District
York Center Park District
Zion Park District

PUTTING THE SURVEY TO USE

2019 Park and Recreation Compensation Survey

Compensation data in this survey is predominately reported in hourly rates. However, jobs that titled at a Manager level and above are reported in annualized rates which have been standardized to a 40-hour work week. If the survey user would prefer to reference hourly rates for those jobs, simply divide the reported annualized rates by 2080.

Breakouts for agency type, budget category, equalized assessed value (EAV), and geographic location are also included to provide a more specific comparison. Compensation data for each job are shown in a simple, easy-to-read format reporting the following statistical information. Statistics are displayed only for those positions with **FIVE or more** contributing organizations.

DEFINITIONS:

		Interquartile Ranges			Extremes	
Average	Weighted Average	25th	Median	75th	10th	90th

1. **Average:** Calculated by dividing the sum of all rates by the number of companies responding.
2. **Weighted Average:** The average weighted by the number of employees. It is the sum of all rates divided by the number of employees reported.
3. **Interquartile Ranges, 25th and 75th Percentiles:** 25% of the rates are below the number designated by the 25th percentile. 75% of the rates are below the number designated by the 75th percentile. *At least 5 organizations are needed to show these statistics.*
4. **Interquartile Ranges, Median:** The middle value of a distribution of rates. When the values or rates are arrayed in order from lowest to highest, the median divides this distribution so that an equal number of items are on either side of it. It is not as affected by extremely high or low values as the weighted average.
5. **Extremes, 10th and 90th Percentiles:** 10% of the rates are below the number designated by the 10th percentile. 90% of the rates are below the number designated by the 90th percentile. *At least 10 organizations are needed to show these statistics.*
6. **Dominance Diffusion:** When one or more reporting organization dominate the statistic beyond the dominance threshold, a sophisticated algorithm has been used to adjust the statistic. This reduces the influence of the dominating organization's data below the dominance threshold. The value is shown in italics.

Aging Survey Data: When utilizing this survey report, all survey data should be appropriately aged. Data collected for surveys are time-sensitive, reflecting a specific point or date in time. Therefore, to accurately reflect such data, all pay rates should be aged according to projected salary increase rates provided in the demographic section of the report. Please contact us if you need help aging the data.

Creating a Pay Range: It's best practice to create a pay range for each agency position, using the data reported in this survey, as well as other sources. Once the market rate has been identified, set this value as the range Midpoint. Based on the agency's compensation philosophy, determine how far the organization would like to deviate from the compiled market rates. If no known compensation philosophy exists, best practice is as follows: Set the Maximum of the range by increasing the Midpoint by 20%. Set the Minimum of the range by decreasing the Midpoint by 20%.

Feedback: We are committed to the success of future editions of this survey. If you have any comments or suggestions, please feel free to contact us at surveys@hrsourc.org or 800-448-4584.

MORE INFORMATION

Please visit our website www.hrsourc.org for more information about membership with HR Source, in addition to our other surveys and compensation services.

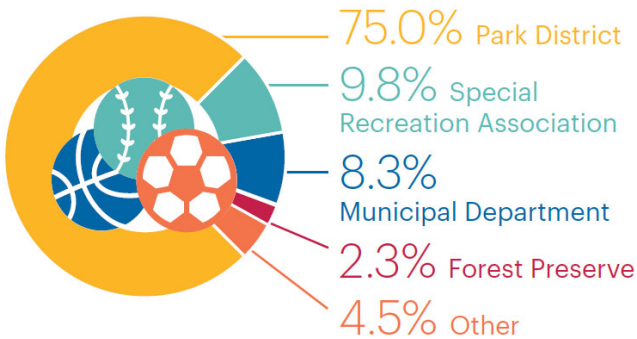
DEMOGRAPHIC DATA

2019 Park and Recreation Compensation Survey

➔ **132** total participants

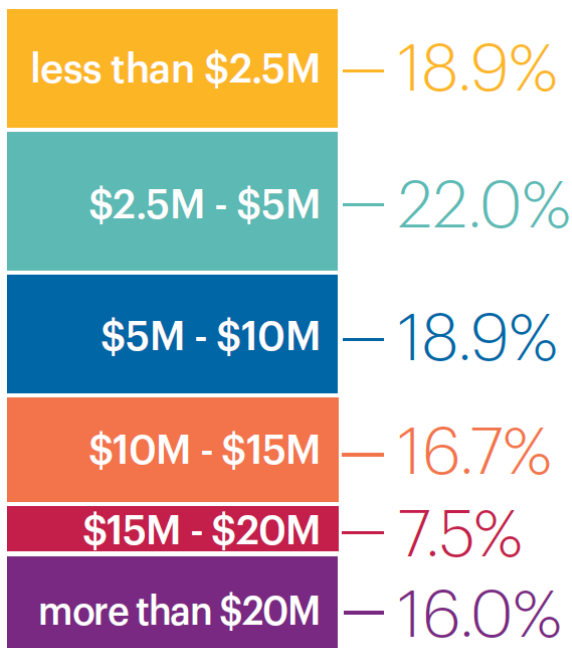
AGENCY TYPE

Data reported as of September 1, 2018



Agency Type	Count
Park District	99
Special Recreation Association	13
Municipal Department	11
Forest Preserve	3
Other	6

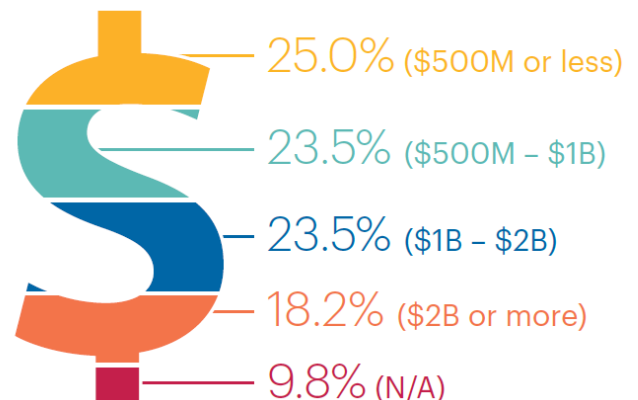
OPERATING BUDGET



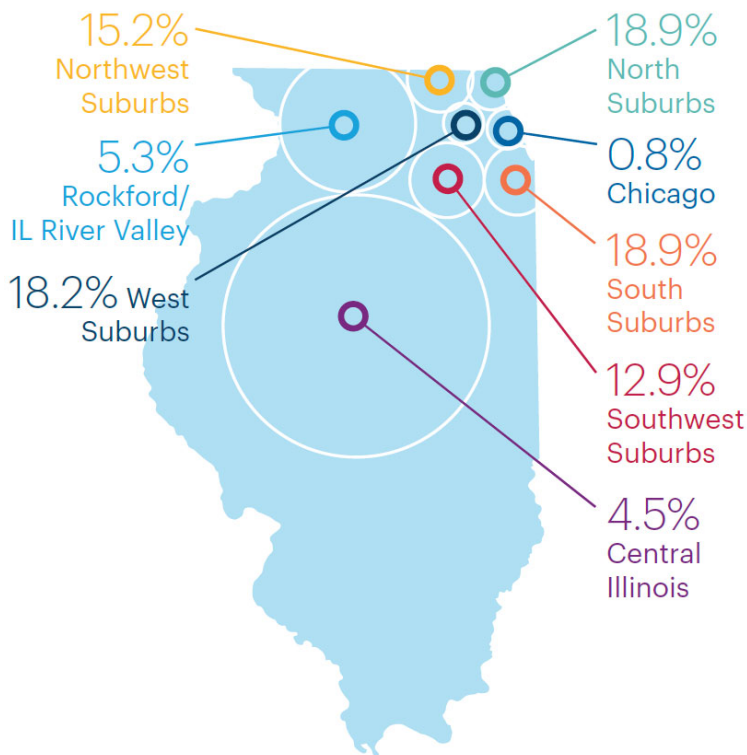
Operating Budget	Count
Less than \$2,500,000	25
\$2,500,001 - \$5,000,000	29
\$5,000,001 - \$10,000,000	25
\$10,000,001 - \$15,000,000	22
\$15,000,001 - \$20,000,000	10
More than \$20,000,000	21

EQUALIZED ASSESSED VALUE (EAV)

EAV	Count
\$500,000,000 or less	33
\$500,000,001 - \$1,000,000,000	31
\$1,000,000,001 - \$2,000,000,000	31
\$2,000,000,001+	24
N/A	13



GEOGRAPHIC BREAKOUT



Geographic Breakout Areas by Region	Count
Chicago (Area 1)	1
North Suburbs (Areas 3 & 4)	25
Northwest Suburbs (Areas 5 & 6)	20
West Suburbs (Areas 7, 10 & 11)	24
Southwest Suburbs (Areas 8 & 9)	17
South Suburbs (Area 12)	25
Rockford/IL River Valley (Areas 13 & 14)	7
Central IL (Areas 16, 17 & 18)	6

Detailed Geographic Areas	Count
1 Chicago	1
3 Near North Suburbs	11
4 Far North Suburbs	14
5 Near Northwest Suburbs	15
6 Far Northwest Suburbs	5
7 West Suburbs	15
8 Near Southwest Suburbs	7
9 Far Southwest Suburbs	10
10 Northern Fox Valley	5
11 Southern Fox Valley	4
12 South Suburbs	25
13 Illinois River Valley	3
14 Rockford Area	4
16 Springfield Area	2
17 Peoria Area	1
18 Decatur Area	3
19 Kankakee Area	1
20 Moline Area	2

Average # of **full-time permanent** employees: 49

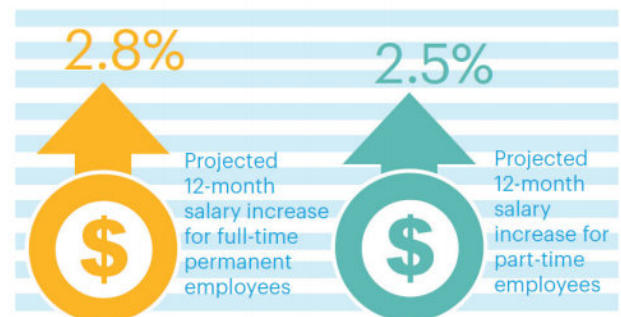
Average # of **part-time** employees: 119.5

Average # of **seasonal** employees: 171.5

Projected 12-month increase for full-time permanent employees:	Count	%
Without zeros:	124	2.8%
With zeros:	126	2.8%

Projected 12-month salary increase for part-time employees:	Count	%
Without zeros:	115	2.7%
With zeros:	124	2.5%

PAY INCREASE PROJECTIONS



Are any of your key departments unionized?	Count	%
Yes	26	20.2%
No	103	79.8%

2019 PARK AND RECREATION COMPENSATION SURVEY

LISTING OF CITIES WITHIN GEOGRAPHIC AREAS

Area 1 - Chicago, North Side

Area 2 - Chicago, South Side

Area 3 - Near North Suburbs

Evanston	Northbrook
Glencoe	Northfield
Glenview	Park Ridge
Morton Grove	Skokie
Niles	Winnetka

Area 4 - Far North Suburbs

Antioch	Libertyville
Buffalo Grove	Long Grove
Deerfield	Mundelein
Gages Lake	North Chicago
Grayslake	Prairie View
Gurnee	Riverwoods
Highland Park	Round Lake
Ingleside	Vernon Hills
Lake Bluff	Wauconda
Lake Forest	Waukegan
Lake Villa	Wilmette
Lake Zurich	Zion

Area 5 - Near Northwest Suburbs

Arlington Hts.	North Barrington
Barrington	Palatine
Bensenville	Prospect Hts.
Bloomington	Rolling Meadows
Des Plaines	Roselle
Elk Grove Village	Rosemont
Hoffman Estates	Schaumburg
Itasca	South Barrington
Lincolnshire	Streamwood
Lincolnwood	Wheeling
Mt. Prospect	Wood Dale

Area 6 - Far Northwest Suburbs

Algonquin	Johnsburg
Cary	Marengo
Crystal Lake	McHenry
Fox Lake	Richmond
Harvard	Spring Grove
Hebron	Union
Huntley	Woodstock

Area 7 - West Suburbs

Addison	Lombard
Bellwood	Melrose Park
Carol Stream	Norridge
Elmhurst	Northlake
Elmwood Park	River Grove
Forest Park	Schiller Park
Franklin Park	Villa Park
Glendale Heights	Warrenville
Glen Ellyn	Winfield
Harwood Heights	Wheaton

Area 8 - Near Southwest Suburbs

Bedford Park	La Grange Park
Berkeley	Lyons
Berwyn	Maywood
Broadview	McCook
Brookfield	Oak Park
Cicero	River Forest
Countryside	Riverside
Hillside	Westchester
Hodgkins	Western Springs
La Grange	Willow Springs

Area 9 - Far Southwest Suburbs

Burr Ridge	Naperville
Darien	Oak Brook
Downers Grove	Westmont
Hinsdale	Willowbrook
Lisle	Woodridge

Area 10 - Northern Fox Valley

Bartlett	Hampshire
Carpentersville	St. Charles
Dundee	South Elgin
Elgin	West Dundee

Area 11 - Southern Fox Valley

Aurora	North Aurora
Batavia	Oswego
Elburn	Plano
Geneva	West Chicago
LaFox	Yorkville
Montgomery	

Area 12 - South Suburbs

Beecher	Markham
Blue Island	Matteson
Bolingbrook	Midlothian
Bridgeview	Mokena
Channahon	Monee
Chicago Heights	New Lenox
Chicago Ridge	Oak Lawn
Crest Hill	Olympia Fields
Crete	Orland Park
Dolton	Palos Heights
Evergreen Park	Park Forest
Flossmoor	Peotone
Frankfort	Plainfield
Glenwood	Richton Park
Harvey	Riverdale
Hickory Hills	Romeoville
Homer Glen	Shorewood
Homewood	South Chicago Heights
Joliet	South Holland
Lansing	Steger
Lemont	Summit
Lockport	Thornton
Lynwood	Tinley Park
Manhattan	University Park
	Worth

Area 13 - Illinois River Valley

DeKalb	Princeton
Dixon	Sandwich
LaSalle	Spring Valley
Mendota	Sublette
Morris	Sycamore
Ottawa	Utica
Peru	

Area 14 - Rockford Area

Belvidere	Oregon
Byron	Rockford
Freeport	

Area 16 - Springfield Area

Chatham	Springfield
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Area 17 - Peoria Area

Chillicothe	Pekin
Peoria	Washington

Area 18 - Decatur Area

Bloomington	Mahomet
Danville	Urbana
Decatur	

Area 19 - Kankakee Area

Braidwood	Coal City
Bourbonnais	Kankakee
Chatsworth	Manteno

Area 20 - Moline Area

Cordova	Geneseo
Illinois City	Silvas

See page 9 for more information regarding geographic roll-ups.

DATA SUMMARY BY TITLE

2019 Park and Recreation Compensation Survey

Data reported as of September 1, 2018

Job Code	Job Title	# of Orgs	# of Ees	Weighted Average
22	ACCOUNTING CLERK	69	101	\$20.75
41	AQUATICS MANAGER	61	84	\$41,854
62	ATHLETIC OFFICIALS/REFEREES	36	415	\$14.47
56	BEFORE AND AFTER SCHOOL SUPERVISOR	55	208	\$14.60
66	BEFORE AND AFTER SCHOOL TEACHER	43	598	\$9.94
68	CASHIER	36	516	\$9.58
27	COMMUNICATIONS & MARKETING MANAGER	61	62	\$62,214
50	CONCESSIONS SUPERVISOR	18	24	\$11.75
67	DANCE INSTRUCTOR	51	207	\$22.34
2	DEPUTY DIRECTOR	11	11	\$113,373
31	DIRECTOR OF PARKS & FACILITIES	86	89	\$92,416
3	DIRECTOR/SUPERINTENDENT OF ENTERPRISE SERVICES	27	31	\$100,295
17	DIRECTOR/SUPERINTENDENT OF FINANCE	76	76	\$103,159
54	DIRECTOR/SUPERINTENDENT OF HUMAN RESOURCES	21	22	\$89,543
24	DIRECTOR/SUPERINTENDENT OF INFORMATION TECHNOLOGY	15	15	\$90,215
26	DIRECTOR/SUPERINTENDENT OF MARKETING & COMMUNICATIONS	25	25	\$85,278
38	DIRECTOR/SUPERINTENDENT OF RECREATION	101	118	\$86,281
61	DRIVER	26	50	\$14.87
53	EXECUTIVE ASSISTANT/ADMINISTRATIVE ASSISTANT	72	96	\$25.19
1	EXECUTIVE DIRECTOR	118	119	\$128,530
11	FACILITIES MANAGER/SUPERVISOR	65	80	\$62,200
14	FACILITIES SPECIALIST I/CUSTODIAN	83	377	\$14.45
13	FACILITIES SPECIALIST II/TRADES SPECIALIST	57	155	\$23.68
21	FINANCE MANAGER/ACCOUNTANT	57	58	\$69,271
46	FITNESS INSTRUCTOR	52	558	\$28.88
42	FITNESS SUPERVISOR	45	47	\$26.76
55	FOOD & BEVERAGE MANAGER	25	29	\$54,081
59	FOOD & BEVERAGE SERVER	22	237	\$10.11
60	GOLF COURSE GROUNDS MAINTENANCE	29	166	\$12.96
43	GOLF COURSE MANAGER	34	37	\$66,228
44	GOLF COURSE SUPERINTENDENT/DIRECTOR	38	44	\$82,534
30	GRAPHIC DESIGNER	51	52	\$22.52
45	HEAD GOLF PROFESSIONAL	20	21	\$25.07
34	HORTICULTURIST	25	34	\$24.12
20	HUMAN RESOURCE ASSISTANT/SPECIALIST	31	34	\$21.72
18	HUMAN RESOURCE MANAGER	42	44	\$68,171
57	INCLUSION AIDE	21	527	\$11.04
33	LANDSCAPE ARCHITECT	20	23	\$36.38
47	LIFEGUARD	65	2,553	\$9.48
16	MECHANIC	54	83	\$26.05
29	MEMBER SERVICES MANAGER	24	26	\$49,044
35	NATURALIST	17	26	\$25.02
5	OFFICE MANAGER	39	40	\$23.71
64	OPEN GYM ATTENDANT	49	330	\$9.87
10	OPERATIONS SUPERVISOR	27	36	\$29.36
9	PARKS MANAGER	51	60	\$69,118
37	PARKS SPECIALIST I/GROUNDS MAINTENANCE	88	455	\$15.19
36	PARKS SPECIALIST II	65	176	\$20.95
32	PARKS SUPERVISOR	52	82	\$27.72
23	PAYROLL CLERK	35	36	\$22.79
63	PERSONAL TRAINER	39	148	\$25.57
8	PRESCHOOL TEACHER	86	530	\$14.63
58	PROGRAM INSTRUCTOR/LEADER	40	211	\$15.25
52	PROGRAM SPECIALIST	18	108	\$14.62
49	RECREATION AIDE/PROGRAM ASSISTANT/CAMP COUNCELOR	75	1,440	\$9.78
39	RECREATION PROGRAM MANAGER	78	207	\$55,839
40	RECREATION SUPERVISOR/COORDINATOR	94	305	\$23.33
6	REGISTRATION SUPERVISOR	41	45	\$23.56
7	REGISTRATION/FRONT DESK CLERK/GUEST SERVICES	104	663	\$12.02
51	RENTAL & SPECIAL EVENTS SUPERVISOR	6	8	\$23.83
4	RISK MANAGER	26	26	\$62,537
28	SPONSORSHIP/COMMUNITY/PUBLIC RELATIONS MANAGER	34	36	\$54,661
65	SWIM LESSON INSTRUCTOR	54	903	\$9.44
25	SYSTEMS ADMINISTRATOR	31	32	\$31.89

COMPENSATION DATA

To comply with Antitrust Safe Harbor guidelines, if any one organization dominates the data in this section of the report by more than 20%, we have applied an algorithm to diffuse the impact of that organization's data.

2019 PARK AND RECREATION COMPENSATION SURVEY

EXECUTIVE DIRECTOR - 1: ADMINISTRATIVE SERVICES

Responsible for overall organization management, including leadership, strategic planning, fundraising, Board of Directors relations, budget/finance, human resources, public relations, communication and development planning. Acts as chief organization spokesperson to government agencies, community organizations and the public.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	118	119	\$128,747	\$128,530	\$101,833	\$129,002	\$153,567	\$77,850	\$171,128
Agency Type									
Park District	96	96	\$130,444	\$130,444	\$101,500	\$133,755	\$155,617	\$79,750	\$171,233
Special Recreation Association	11	11	\$112,207	\$112,207	\$100,613	\$121,051	\$132,933	\$61,391	\$146,923
Municipal Department	6	6	\$128,131	\$128,131	\$109,070	\$118,882	\$152,695	-	-
Budget Category									
Less than \$2,500,000	20	20	\$88,531	\$88,531	\$67,449	\$81,400	\$106,333	\$61,137	\$124,387
\$2,500,001 - \$5,000,000	24	24	\$110,622	\$110,622	\$92,125	\$106,560	\$126,297	\$84,114	\$145,888
\$5,000,001 - \$10,000,000	24	25	\$123,641	\$122,815	\$102,250	\$125,432	\$142,546	\$91,218	\$152,608
\$10,000,001 - \$15,000,000	23	23	\$149,464	\$149,464	\$137,766	\$146,627	\$162,178	\$129,156	\$171,092
\$15,000,001 - \$20,000,000	11	11	\$156,179	\$156,179	\$146,295	\$162,562	\$170,000	\$125,700	\$176,073
More than \$20,000,000	16	16	\$165,223	\$165,223	\$160,594	\$169,034	\$188,600	\$107,531	\$198,786
Equalized Assessed Value (EAV)									
\$500,000,000 or less	29	29	\$94,495	\$94,495	\$75,850	\$92,000	\$108,407	\$66,157	\$116,372
\$500,000,001 - \$1,000,000,000	30	30	\$126,198	\$126,198	\$101,653	\$127,104	\$143,588	\$90,244	\$155,094
\$1,000,000,001 - \$2,000,000,000	31	31	\$152,994	\$152,994	\$142,800	\$149,536	\$168,987	\$128,875	\$171,495
\$2,000,000,001+	22	22	\$149,626	\$149,626	\$119,397	\$150,518	\$184,172	\$100,904	\$194,711
N/A	6	7	\$105,206	<i>\$105,353</i>	<i>\$65,216</i>	<i>\$113,593</i>	<i>\$135,740</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

EXECUTIVE DIRECTOR - 1: ADMINISTRATIVE SERVICES

Responsible for overall organization management, including leadership, strategic planning, fundraising, Board of Directors relations, budget/finance, human resources, public relations, communication and development planning. Acts as chief organization spokesperson to government agencies, community organizations and the public.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	22	22	\$143,584	\$143,584	\$127,000	\$146,378	\$168,243	\$97,068	\$171,443
Northwest Suburbs	18	18	\$145,488	\$145,488	\$120,148	\$147,746	\$171,793	\$103,809	\$190,404
West Suburbs	23	23	\$129,142	\$129,142	\$109,427	\$127,208	\$149,536	\$68,654	\$182,527
Southwest Suburbs	14	14	\$133,650	\$133,650	\$98,458	\$133,817	\$163,171	\$90,458	\$188,359
South Suburbs	24	24	\$116,272	\$116,272	\$91,882	\$115,360	\$142,134	\$72,716	\$154,415
Rockford/IL River Valley	7	8	\$103,884	<i>\$103,917</i>	<i>\$75,200</i>	<i>\$103,000</i>	<i>\$121,867</i>	-	-
Central IL	6	6	\$125,432	\$125,432	\$95,130	\$122,500	\$148,527	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

DEPUTY DIRECTOR - 2: ADMINISTRATIVE SERVICES

Responsible for supervising key organization functions, including staff hiring and evaluation, financial management and development, information systems and insurance. Is supervised by the executive director and is usually the second in command.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	11	11	\$113,373	\$113,373	\$91,312	\$107,598	\$133,333	\$80,285	\$151,158
Agency Type									
Park District	9	9	\$114,625	\$114,625	\$98,176	\$107,598	\$137,760	-	-
Budget Category									
Equalized Assessed Value (EAV)									
Geographic Location									

2019 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR/SUPERINTENDENT OF ENTERPRISE SERVICES - 3: ADMINISTRATIVE SERVICES

Plans, organizes and directs the total operations of revenue-producing facilities including budget and personnel. Ensures that recreational programming, services, and memberships meet community needs and maximize scheduling, facility usage and revenue generation. Plans, organizes and directs the total operations of revenue-producing facilities including golf, tennis, racquet, etc.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	27	31	\$101,318	\$100,295	\$78,680	\$94,890	\$114,368	\$75,000	\$134,166
Agency Type									
Park District	21	25	\$99,982	\$98,927	\$78,565	\$94,890	\$118,336	\$75,000	\$129,497
Budget Category									
\$5,000,001 - \$10,000,000	5	5	\$92,727	\$92,727	\$71,467	\$94,890	\$112,905	-	-
\$10,000,001 - \$15,000,000	5	7	\$90,751	<i>\$90,751</i>	<i>\$78,680</i>	<i>\$90,141</i>	<i>\$95,293</i>	-	-
\$15,000,001 - \$20,000,000	5	6	\$93,659	\$93,659	<i>\$75,088</i>	<i>\$85,507</i>	<i>\$116,973</i>	-	-
More than \$20,000,000	9	10	\$121,400	\$121,616	\$103,335	\$123,152	\$137,693	-	-
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	7	\$86,732	<i>\$86,732</i>	<i>\$75,000</i>	<i>\$78,680</i>	<i>\$94,592</i>	-	-
\$1,000,000,001 - \$2,000,000,000	10	11	\$97,066	\$95,999	\$90,002	\$94,890	\$104,500	\$78,522	\$122,015
\$2,000,000,001+	7	8	\$121,623	<i>\$121,752</i>	<i>\$112,450</i>	<i>\$123,152</i>	<i>\$133,582</i>	-	-
Geographic Location									
North Suburbs	6	6	\$123,215	\$123,215	\$93,401	\$119,000	\$150,205	-	-
Southwest Suburbs	5	5	\$81,732	\$81,732	\$66,372	\$75,000	\$100,459	-	-
South Suburbs	6	8	\$91,148	<i>\$90,795</i>	<i>\$76,063</i>	<i>\$91,720</i>	<i>\$98,602</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

RISK MANAGER - 4: ADMINISTRATIVE SERVICES

Manages general safety and risk management concerns for all operations, functions, grounds and facilities. Formulates, implements, monitors, and maintains procedures and records as they relate to loss prevention, safety training, accident/incident investigation, claim reporting and safety inspections.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	26	26	\$62,537	\$62,537	\$53,892	\$61,109	\$69,046	\$49,383	\$80,254
Agency Type									
Park District	23	23	\$63,749	\$63,749	\$54,080	\$62,275	\$69,186	\$48,991	\$82,883
Budget Category									
\$10,000,001 - \$15,000,000	6	6	\$58,361	\$58,361	\$47,693	\$61,311	\$66,073	-	-
More than \$20,000,000	9	9	\$66,450	\$66,450	\$58,123	\$64,100	\$70,715	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	10	10	\$65,711	\$65,711	\$58,750	\$63,188	\$74,907	\$49,034	\$85,513
\$2,000,000,001+	8	8	\$65,494	\$65,494	\$53,853	\$63,082	\$71,618	-	-
Geographic Location									
North Suburbs	8	8	\$62,342	\$62,342	\$53,283	\$63,188	\$67,823	-	-
Northwest Suburbs	5	5	\$68,889	\$68,889	\$60,194	\$72,429	\$75,813	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

OFFICE MANAGER - 5: ADMINISTRATIVE SERVICES

Responsible for managing office services, which may include copy services, word processing, mail and distribution services, records retention, office reception, janitorial services, cafeteria staff, recreation services, utility services and communication systems, such as telephones.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	39	40	\$23.80	\$23.71	\$19.55	\$20.78	\$27.48	\$15.59	\$34.91
Agency Type									
Park District	31	31	\$23.22	\$23.22	\$19.29	\$20.88	\$26.86	\$14.93	\$34.34
Budget Category									
Less than \$2,500,000	8	8	\$20.48	\$20.48	\$14.55	\$19.25	\$21.79	-	-
\$2,500,001 - \$5,000,000	8	8	\$26.86	\$26.86	\$20.94	\$25.90	\$33.13	-	-
\$5,000,001 - \$10,000,000	8	9	\$21.32	\$21.23	\$19.41	\$20.08	\$22.51	-	-
More than \$20,000,000	7	7	\$24.99	\$24.99	\$19.92	\$20.67	\$31.84	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	11	11	\$22.47	\$22.47	\$14.80	\$20.51	\$25.93	\$12.16	\$40.38
\$500,000,001 - \$1,000,000,000	13	13	\$21.93	\$21.93	\$18.65	\$20.07	\$22.99	\$16.92	\$35.40
\$1,000,000,001 - \$2,000,000,000	7	7	\$27.12	\$27.12	\$21.56	\$27.03	\$31.84	-	-
\$2,000,000,001+	7	8	\$26.58	\$26.16	\$20.48	\$24.15	\$29.48	-	-
Geographic Location									
North Suburbs	5	5	\$26.75	\$26.75	\$20.21	\$27.03	\$33.14	-	-
West Suburbs	7	7	\$27.08	\$27.08	\$14.80	\$29.29	\$34.96	-	-
Southwest Suburbs	7	7	\$24.07	\$24.07	\$20.07	\$20.50	\$26.86	-	-
South Suburbs	9	9	\$21.79	\$21.79	\$18.62	\$19.62	\$23.41	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

EXECUTIVE ASSISTANT/ADMINISTRATIVE ASSISTANT - 53: ADMINISTRATIVE SERVICES

Performs a wide range of general and specialized office functions and handles visitors at the administrative office. Supports managers and employees through a variety of tasks related to the organization and communication. Also provide administrative support to the Executive Director and Board of Commissioners. Responsible for typing letters and documents, departmental reports, forms, specific program information, permits, contracts, financial statements, budget documents, and other materials as directed.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	72	96	\$26.01	\$25.19	\$20.39	\$24.37	\$29.58	\$17.49	\$35.49
Agency Type									
Park District	53	76	\$25.69	\$24.62	\$20.39	\$23.58	\$28.70	\$17.49	\$33.37
Special Recreation Association	5	5	\$25.26	\$25.26	\$17.43	\$26.62	\$32.41	-	-
Municipal Department	6	6	\$28.76	\$28.76	\$21.68	\$29.97	\$34.51	-	-
Other	6	7	\$28.18	\$28.48	\$24.00	\$31.16	\$35.51	-	-
Budget Category									
\$2,500,001 - \$5,000,000	11	12	\$25.62	\$24.97	\$17.76	\$19.87	\$35.85	\$16.47	\$38.76
\$5,000,001 - \$10,000,000	15	18	\$22.39	\$21.16	\$14.89	\$20.46	\$26.43	\$12.94	\$30.80
\$10,000,001 - \$15,000,000	19	22	\$27.46	\$26.95	\$22.20	\$28.15	\$31.19	\$18.46	\$36.07
\$15,000,001 - \$20,000,000	9	10	\$26.20	\$25.68	\$21.64	\$22.63	\$29.84	-	-
More than \$20,000,000	16	32	\$28.27	\$26.43	\$22.47	\$24.87	\$30.17	\$20.08	\$35.50
Equalized Assessed Value (EAV)									
\$500,000,000 or less	9	10	\$24.88	\$23.99	\$16.75	\$21.70	\$30.31	-	-
\$500,000,001 - \$1,000,000,000	13	16	\$20.09	\$19.26	\$15.57	\$18.10	\$22.46	\$13.08	\$26.96
\$1,000,000,001 - \$2,000,000,000	26	31	\$28.30	\$27.62	\$23.65	\$28.04	\$30.77	\$22.21	\$33.69
\$2,000,000,001+	16	30	\$25.81	\$24.78	\$20.81	\$23.20	\$28.42	\$19.03	\$33.23
N/A	8	9	\$29.86	\$30.34	\$25.31	\$31.16	\$36.08	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

EXECUTIVE ASSISTANT/ADMINISTRATIVE ASSISTANT - 53: ADMINISTRATIVE SERVICES

Performs a wide range of general and specialized office functions and handles visitors at the administrative office. Supports managers and employees through a variety of tasks related to the organization and communication. Also provide administrative support to the Executive Director and Board of Commissioners. Responsible for typing letters and documents, departmental reports, forms, specific program information, permits, contracts, financial statements, budget documents, and other materials as directed.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	19	21	\$29.56	\$29.28	\$24.42	\$29.33	\$34.65	\$22.10	\$37.53
Northwest Suburbs	14	19	\$24.05	\$22.68	\$16.00	\$22.73	\$29.45	\$13.39	\$31.18
West Suburbs	12	14	\$26.24	\$26.34	\$21.64	\$25.71	\$30.48	\$18.89	\$37.35
Southwest Suburbs	8	15	\$30.48	<i>\$30.11</i>	<i>\$21.40</i>	<i>\$24.25</i>	<i>\$33.46</i>	-	-
South Suburbs	9	12	\$22.87	\$22.96	<i>\$18.44</i>	<i>\$24.37</i>	<i>\$26.49</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

REGISTRATION SUPERVISOR - 6: ADMINISTRATIVE SERVICES

Oversees daily registration, batching, and data entry. Closes and balances daily cash reports to finance. Supervises registration clerks. Handles customer inquiries. Manages delinquent accounts.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	41	45	\$23.88	\$23.56	\$19.44	\$23.60	\$26.14	\$16.83	\$32.92
Agency Type									
Park District	36	40	\$23.71	\$23.36	\$19.30	\$22.43	\$26.18	\$16.67	\$32.37
Budget Category									
\$5,000,001 - \$10,000,000	11	11	\$22.64	\$22.64	\$19.23	\$22.07	\$24.58	\$17.02	\$33.45
\$10,000,001 - \$15,000,000	11	14	\$22.07	\$21.27	\$16.46	\$19.81	\$24.82	\$14.96	\$31.75
\$15,000,001 - \$20,000,000	6	6	\$24.77	\$24.77	\$20.92	\$24.15	\$27.78	-	-
More than \$20,000,000	9	10	\$28.32	\$28.09	\$25.50	\$27.19	\$32.11	-	-
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	10	10	\$22.25	\$22.25	\$17.22	\$21.25	\$25.00	\$16.01	\$34.51
\$1,000,000,001 - \$2,000,000,000	17	20	\$23.15	\$22.43	\$18.74	\$20.82	\$25.63	\$15.59	\$31.30
\$2,000,000,001+	11	12	\$27.33	\$27.22	\$24.22	\$26.14	\$31.64	\$20.14	\$34.26
Geographic Location									
North Suburbs	9	10	\$25.54	\$25.59	\$21.04	\$25.51	\$29.92	-	-
Northwest Suburbs	12	12	\$21.57	\$21.57	\$19.27	\$21.34	\$23.96	\$16.22	\$27.33
West Suburbs	8	9	\$24.42	\$23.91	\$19.30	\$24.10	\$27.31	-	-
South Suburbs	8	9	\$22.85	\$22.17	\$17.35	\$20.02	\$27.58	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

REGISTRATION/FRONT DESK CLERK/GUEST SERVICES - 7: ADMINISTRATIVE SERVICES

Provides assistance and information to visitors and callers. Assists customers registering for programs and activities; processes POS transactions, issues receipts and reports, reconciles cash drawer. Answers visitor and member inquiries. Maintains office supplies. Prepares and sorts mail. Provides general clerical support.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	104	663	\$14.43	\$12.02	\$9.75	\$11.00	\$14.00	\$9.00	\$18.57
Agency Type									
Park District	84	592	\$13.64	\$11.69	\$9.67	\$10.80	\$13.10	\$9.00	\$17.00
Special Recreation Association	7	12	\$20.30	\$19.96	\$18.28	\$19.66	\$22.12	-	-
Municipal Department	6	39	\$17.98	\$19.24	\$9.31	\$12.00	\$22.68	-	-
Other	5	17	\$13.93	\$13.93	\$12.63	\$14.24	\$15.97	-	-
Budget Category									
Less than \$2,500,000	15	50	\$13.76	\$13.38	\$10.42	\$11.90	\$15.24	\$8.99	\$22.02
\$2,500,001 - \$5,000,000	21	110	\$15.03	\$12.12	\$9.18	\$10.50	\$13.89	\$8.96	\$18.32
\$5,000,001 - \$10,000,000	20	104	\$12.71	\$11.44	\$9.50	\$10.36	\$12.97	\$9.00	\$15.73
\$10,000,001 - \$15,000,000	23	182	\$15.37	\$12.36	\$9.45	\$10.33	\$14.38	\$9.00	\$19.06
\$15,000,001 - \$20,000,000	10	124	\$13.06	\$11.87	\$10.00	\$11.04	\$12.12	\$9.50	\$15.30
More than \$20,000,000	15	93	\$16.01	\$14.18	\$10.90	\$12.16	\$16.20	\$10.00	\$20.84
Equalized Assessed Value (EAV)									
\$500,000,000 or less	26	104	\$13.28	\$11.30	\$9.25	\$11.00	\$12.25	\$8.93	\$15.82
\$500,000,001 - \$1,000,000,000	24	133	\$13.33	\$11.08	\$9.37	\$10.00	\$12.96	\$9.00	\$15.72
\$1,000,000,001 - \$2,000,000,000	30	299	\$14.01	\$11.67	\$9.68	\$10.73	\$12.41	\$9.00	\$15.73
\$2,000,000,001+	14	96	\$17.48	\$15.22	\$10.79	\$13.05	\$18.88	\$10.20	\$20.97
N/A	10	31	\$17.05	\$18.62	\$13.00	\$16.04	\$21.15	\$12.03	\$28.19

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2019 PARK AND RECREATION COMPENSATION SURVEY

REGISTRATION/FRONT DESK CLERK/GUEST SERVICES - 7: ADMINISTRATIVE SERVICES

Provides assistance and information to visitors and callers. Assists customers registering for programs and activities; processes POS transactions, issues receipts and reports, reconciles cash drawer. Answers visitor and member inquires. Maintains office supplies. Prepares and sorts mail. Provides general clerical support.

Geographic Location					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
North Suburbs	23	81	\$16.57	\$15.55	\$9.53	\$14.00	\$20.24	\$8.99	\$24.51
Northwest Suburbs	17	165	\$13.22	\$11.56	\$10.00	\$11.00	\$12.28	\$9.11	\$14.91
West Suburbs	19	100	\$16.49	\$12.88	\$9.46	\$10.53	\$15.12	\$9.00	\$20.76
Southwest Suburbs	13	97	\$13.32	\$12.79	\$10.33	\$11.50	\$14.64	\$9.72	\$17.49
South Suburbs	20	144	\$13.16	\$11.83	\$9.50	\$11.33	\$13.32	\$9.00	\$15.56

2019 PARK AND RECREATION COMPENSATION SURVEY

CASHIER - 68: ADMINISTRATIVE SERVICES

Oversees the daily collection of admission fees and passes handling cash, check and credit card transactions. Performs daily balancing and close out procedures for cash totals. Greets patrons, answers questions and handles telephone inquiries.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	36	516	\$10.04	\$9.58	\$8.42	\$9.03	\$10.58	\$8.25	\$11.75
Agency Type									
Park District	28	478	\$9.64	\$9.55	\$8.42	\$9.02	\$10.59	\$8.25	\$11.50
Budget Category									
\$5,000,001 - \$10,000,000	9	64	\$9.33	<i>\$9.50</i>	<i>\$8.40</i>	<i>\$9.00</i>	<i>\$9.75</i>	-	-
\$10,000,001 - \$15,000,000	9	164	\$9.93	<i>\$9.57</i>	<i>\$8.25</i>	<i>\$8.76</i>	<i>\$10.00</i>	-	-
More than \$20,000,000	10	126	\$11.36	<i>\$10.86</i>	<i>\$10.46</i>	<i>\$11.00</i>	<i>\$12.00</i>	\$9.23	\$13.50
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	15	\$9.04	<i>\$9.24</i>	<i>\$8.25</i>	<i>\$8.75</i>	<i>\$9.89</i>	-	-
\$1,000,000,001 - \$2,000,000,000	14	305	\$9.75	<i>\$9.46</i>	<i>\$8.42</i>	<i>\$8.94</i>	<i>\$10.28</i>	\$8.25	<i>\$11.00</i>
\$2,000,000,001+	9	143	\$10.07	<i>\$10.09</i>	<i>\$9.25</i>	<i>\$10.50</i>	<i>\$12.00</i>	-	-
Geographic Location									
North Suburbs	8	159	\$10.23	<i>\$10.55</i>	<i>\$8.54</i>	<i>\$10.00</i>	<i>\$12.00</i>	-	-
Northwest Suburbs	6	62	\$9.12	<i>\$8.89</i>	<i>\$8.50</i>	<i>\$8.96</i>	<i>\$10.00</i>	-	-
West Suburbs	7	172	\$9.68	<i>\$9.32</i>	<i>\$8.42</i>	<i>\$8.94</i>	<i>\$9.41</i>	-	-
South Suburbs	7	44	\$9.93	<i>\$10.07</i>	<i>\$9.81</i>	<i>\$10.38</i>	<i>\$10.90</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

PRESCHOOL TEACHER - 8: EDUCATION

Supervise activities and general development of children in a preschool teaching environment. Plans individual and group activities to stimulate growth in language, social, and motor skills, such as learning to listen to instructions, playing with others, and using play equipment. Typically requires a Bachelor's Degree.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	86	530	\$15.12	\$14.63	\$12.00	\$14.36	\$16.67	\$10.30	\$18.79
Agency Type									
Park District	78	503	\$14.94	\$14.56	\$11.78	\$14.19	\$16.65	\$10.26	\$18.72
Municipal Department	6	25	\$16.43	<i>\$17.09</i>	<i>\$14.00</i>	<i>\$15.00</i>	<i>\$16.26</i>	-	-
Budget Category									
Less than \$2,500,000	14	60	\$14.04	\$12.91	\$10.61	\$12.00	\$13.72	\$10.23	\$18.92
\$2,500,001 - \$5,000,000	12	45	\$15.45	\$14.77	\$13.35	\$15.00	\$16.13	\$10.50	\$17.84
\$5,000,001 - \$10,000,000	18	94	\$14.54	\$14.11	\$11.75	\$13.50	\$16.58	\$10.20	\$18.56
\$10,000,001 - \$15,000,000	20	187	\$15.63	\$14.73	\$11.80	\$14.70	\$17.00	\$10.08	\$18.69
\$15,000,001 - \$20,000,000	10	59	\$14.31	<i>\$14.22</i>	<i>\$11.97</i>	<i>\$13.77</i>	<i>\$16.01</i>	<i>\$10.20</i>	<i>\$18.70</i>
More than \$20,000,000	12	85	\$16.73	<i>\$16.51</i>	<i>\$14.47</i>	<i>\$15.88</i>	<i>\$17.60</i>	<i>\$12.23</i>	<i>\$21.19</i>
Equalized Assessed Value (EAV)									
\$500,000,000 or less	23	75	\$13.99	\$13.36	\$10.95	\$13.00	\$15.60	\$10.18	\$17.51
\$500,000,001 - \$1,000,000,000	21	108	\$15.43	\$14.29	\$11.50	\$13.66	\$17.60	\$10.50	\$19.77
\$1,000,000,001 - \$2,000,000,000	26	244	\$14.98	\$14.63	\$11.22	\$14.28	\$16.86	\$10.00	\$18.53
\$2,000,000,001+	13	98	\$15.96	<i>\$15.76</i>	<i>\$14.00</i>	<i>\$15.30</i>	<i>\$16.50</i>	<i>\$12.44</i>	<i>\$19.86</i>

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2019 PARK AND RECREATION COMPENSATION SURVEY

PRESCHOOL TEACHER - 8: EDUCATION

Supervise activities and general development of children in a preschool teaching environment. Plans individual and group activities to stimulate growth in language, social, and motor skills, such as learning to listen to instructions, playing with others, and using play equipment. Typically requires a Bachelor's Degree.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	18	151	\$16.83	<i>\$15.47</i>	<i>\$12.00</i>	<i>\$15.00</i>	<i>\$17.71</i>	<i>\$10.04</i>	<i>\$19.97</i>
Northwest Suburbs	15	85	\$14.40	<i>\$14.18</i>	<i>\$12.38</i>	<i>\$13.79</i>	<i>\$15.87</i>	<i>\$10.30</i>	<i>\$18.32</i>
West Suburbs	13	92	\$15.32	\$14.81	\$12.29	\$14.60	\$16.02	\$10.61	\$18.56
Southwest Suburbs	13	68	\$16.01	\$15.29	\$13.33	\$15.50	\$17.44	\$11.73	\$19.40
South Suburbs	21	122	\$13.62	<i>\$13.12</i>	<i>\$11.00</i>	<i>\$12.07</i>	<i>\$15.83</i>	<i>\$10.02</i>	<i>\$17.32</i>

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2019 PARK AND RECREATION COMPENSATION SURVEY

BEFORE AND AFTER SCHOOL SUPERVISOR - 56: EDUCATION

Responsible for staff supervision and the day to day administration of the before and after school program. Assists the Recreation Supervisor in recruiting, interviewing and training staff. Implements the program curriculum. Promotes a safe environment and ensures activities are age appropriate. Supervises counselors and communicates with school personnel and parents on a regular basis.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	55	208	\$16.24	\$14.60	\$10.51	\$13.20	\$17.46	\$9.00	\$21.87
Agency Type									
Park District	50	192	\$16.24	\$14.68	\$10.86	\$13.44	\$17.46	\$9.00	\$21.96
Municipal Department	5	16	\$16.28	\$16.85	\$9.94	\$12.00	\$17.00	-	-
Budget Category									
Less than \$2,500,000	8	9	\$14.89	\$14.79	\$11.89	\$15.00	\$16.76	-	-
\$2,500,001 - \$5,000,000	5	15	\$15.90	\$15.94	\$9.00	\$9.87	\$13.78	-	-
\$5,000,001 - \$10,000,000	10	34	\$13.73	\$13.22	\$10.44	\$12.00	\$13.88	\$9.38	\$16.93
\$10,000,001 - \$15,000,000	18	87	\$17.15	\$16.00	\$10.00	\$13.68	\$18.01	\$8.78	\$22.16
\$15,000,001 - \$20,000,000	8	29	\$15.95	\$15.42	\$11.25	\$19.76	\$22.00	-	-
More than \$20,000,000	6	34	\$20.21	\$19.52	\$12.50	\$13.46	\$15.00	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	12	16	\$15.32	\$15.11	\$11.85	\$13.84	\$17.14	\$11.08	\$22.51
\$500,000,001 - \$1,000,000,000	11	25	\$15.16	\$14.24	\$9.41	\$13.00	\$15.60	\$8.50	\$18.55
\$1,000,000,001 - \$2,000,000,000	22	118	\$15.57	\$14.21	\$10.25	\$12.30	\$16.99	\$9.00	\$21.25
\$2,000,000,001+	9	47	\$19.89	\$17.65	\$12.50	\$15.00	\$20.19	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

BEFORE AND AFTER SCHOOL SUPERVISOR - 56: EDUCATION

Responsible for staff supervision and the day to day administration of the before and after school program. Assists the Recreation Supervisor in recruiting, interviewing and training staff. Implements the program curriculum. Promotes a safe environment and ensures activities are age appropriate. Supervises counselors and communicates with school personnel and parents on a regular basis.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	11	37	\$17.94	<i>\$16.91</i>	<i>\$13.11</i>	<i>\$15.00</i>	<i>\$18.00</i>	<i>\$12.50</i>	<i>\$21.70</i>
Northwest Suburbs	12	46	\$16.73	\$14.62	\$11.25	\$13.25	\$16.92	\$10.25	\$22.96
West Suburbs	12	34	\$15.80	<i>\$15.82</i>	<i>\$11.00</i>	<i>\$15.53</i>	<i>\$20.57</i>	<i>\$9.38</i>	<i>\$23.50</i>
Southwest Suburbs	7	31	\$14.59	<i>\$14.09</i>	<i>\$9.87</i>	<i>\$12.50</i>	<i>\$16.00</i>	-	-
South Suburbs	9	55	\$17.20	<i>\$16.55</i>	<i>\$9.00</i>	<i>\$10.83</i>	<i>\$18.14</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

BEFORE AND AFTER SCHOOL TEACHER - 66: EDUCATION

Supervises and leads age appropriate activities for children kindergarten through sixth grade. Assists the Before and After School Supervisor in setting up the rooms, planning programs and activities, and completing cleaning responsibilities.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	43	598	\$10.40	\$9.94	\$8.75	\$9.54	\$10.93	\$8.25	\$12.48
Agency Type									
Park District	38	578	\$10.34	\$9.92	\$8.75	\$9.50	\$10.79	\$8.25	\$12.41
Budget Category									
Less than \$2,500,000	6	70	\$9.67	<i>\$10.14</i>	<i>\$8.90</i>	<i>\$9.75</i>	<i>\$11.56</i>	-	-
\$2,500,001 - \$5,000,000	5	27	\$10.78	<i>\$10.92</i>	<i>\$9.00</i>	<i>\$9.00</i>	<i>\$10.31</i>	-	-
\$5,000,001 - \$10,000,000	12	157	\$10.02	<i>\$9.97</i>	<i>\$8.50</i>	<i>\$9.02</i>	<i>\$10.30</i>	\$8.25	\$12.00
\$10,000,001 - \$15,000,000	10	165	\$10.48	\$10.03	\$8.71	\$10.00	\$10.69	\$8.25	\$12.00
\$15,000,001 - \$20,000,000	5	49	\$11.52	<i>\$10.79</i>	<i>\$8.75</i>	<i>\$9.00</i>	<i>\$10.00</i>	-	-
More than \$20,000,000	5	130	\$10.56	<i>\$11.51</i>	<i>\$10.00</i>	<i>\$11.30</i>	<i>\$12.50</i>	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	11	91	\$10.51	<i>\$10.11</i>	<i>\$9.00</i>	<i>\$9.25</i>	<i>\$11.00</i>	<i>\$8.47</i>	<i>\$13.85</i>
\$500,000,001 - \$1,000,000,000	9	87	\$9.69	<i>\$9.97</i>	<i>\$9.00</i>	<i>\$9.92</i>	<i>\$10.26</i>	-	-
\$1,000,000,001 - \$2,000,000,000	15	341	\$10.12	<i>\$9.72</i>	<i>\$8.50</i>	<i>\$9.02</i>	<i>\$10.25</i>	\$8.25	\$11.99
\$2,000,000,001+	6	74	\$12.09	<i>\$11.09</i>	<i>\$10.00</i>	<i>\$11.30</i>	<i>\$12.05</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

BEFORE AND AFTER SCHOOL TEACHER - 66: EDUCATION

Supervises and leads age appropriate activities for children kindergarten through sixth grade. Assists the Before and After School Supervisor in setting up the rooms, planning programs and activities, and completing cleaning responsibilities.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	9	183	\$10.54	<i>\$10.44</i>	\$9.33	<i>\$10.00</i>	<i>\$11.30</i>	-	-
Northwest Suburbs	11	153	\$9.60	<i>\$9.56</i>	\$8.75	<i>\$9.01</i>	<i>\$10.00</i>	\$8.28	<i>\$11.35</i>
West Suburbs	8	84	\$11.20	<i>\$10.40</i>	\$8.70	<i>\$9.38</i>	<i>\$11.25</i>	-	-
South Suburbs	8	122	\$10.94	<i>\$10.56</i>	\$8.25	<i>\$9.02</i>	<i>\$10.54</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

OPERATIONS SUPERVISOR - 10: FACILITIES

Coordinates, directs, and performs the maintenance, repair, and operation of Enterprise venues. Supervises and directs staff in daily activities. Conducts daily, weekly and monthly inspections of facilities.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	27	36	\$30.37	\$29.36	\$23.48	\$27.46	\$34.47	\$19.97	\$41.71
Agency Type									
Park District	23	32	\$29.03	\$28.28	\$22.28	\$26.47	\$33.05	\$19.55	\$41.14
Budget Category									
\$5,000,001 - \$10,000,000	5	5	\$40.54	\$40.54	\$34.97	\$40.38	\$46.18	-	-
\$10,000,001 - \$15,000,000	9	10	\$27.03	\$27.20	\$21.20	\$27.75	\$32.07	-	-
\$15,000,001 - \$20,000,000	5	9	\$22.60	\$22.60	\$20.23	\$24.68	\$24.95	-	-
More than \$20,000,000	5	9	\$34.38	\$34.38	\$26.76	\$30.70	\$38.12	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	12	13	\$25.24	\$25.51	\$20.90	\$25.00	\$29.99	\$16.92	\$36.91
\$2,000,000,001+	7	15	\$34.76	\$33.36	\$24.90	\$27.07	\$34.78	-	-
Geographic Location									
North Suburbs	6	6	\$39.12	\$39.12	\$37.03	\$39.77	\$41.91	-	-
West Suburbs	6	10	\$27.13	\$26.97	\$20.74	\$24.79	\$25.07	-	-
South Suburbs	6	6	\$25.34	\$25.34	\$21.20	\$24.84	\$29.65	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

FACILITIES MANAGER/SUPERVISOR - 11: FACILITIES

Responsible for managing the construction, housekeeping and maintenance of equipment, machinery, buildings and other organization facilities. Plans, budgets and schedules facility modifications, and ensures they are in compliance with government health and safety standards. Oversees and manages daily facility maintenance. Coordinates recycling programs. Supervises maintenance and technician staff.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	65	80	\$63,676	\$62,200	\$49,494	\$60,189	\$73,792	\$36,953	\$85,018
Agency Type									
Park District	53	62	\$61,792	\$61,289	\$51,597	\$60,189	\$71,042	\$40,427	\$81,930
Municipal Department	6	12	\$70,530	<i>\$65,310</i>	<i>\$31,200</i>	<i>\$50,074</i>	<i>\$89,257</i>	-	-
Budget Category									
\$2,500,001 - \$5,000,000	8	9	\$50,056	<i>\$49,141</i>	<i>\$34,018</i>	<i>\$47,632</i>	<i>\$63,683</i>	-	-
\$5,000,001 - \$10,000,000	13	19	\$63,450	<i>\$61,535</i>	<i>\$44,491</i>	<i>\$59,160</i>	<i>\$78,416</i>	<i>\$31,200</i>	<i>\$104,216</i>
\$10,000,001 - \$15,000,000	16	22	\$60,728	\$59,590	\$49,100	\$56,618	\$70,775	\$41,131	\$74,580
\$15,000,001 - \$20,000,000	11	12	\$64,701	\$64,250	\$55,661	\$63,593	\$73,470	\$51,156	\$81,780
More than \$20,000,000	13	14	\$81,162	\$80,650	\$67,170	\$83,101	\$91,093	\$57,926	\$103,339
Equalized Assessed Value (EAV)									
\$500,000,000 or less	7	7	\$44,677	\$44,677	\$35,360	\$37,253	\$52,403	-	-
\$500,000,001 - \$1,000,000,000	16	17	\$63,702	\$63,036	\$48,446	\$57,470	\$74,568	\$42,916	\$95,255
\$1,000,000,001 - \$2,000,000,000	24	32	\$63,946	\$62,729	\$53,642	\$62,002	\$71,598	\$47,506	\$82,788
\$2,000,000,001+	15	21	\$68,566	<i>\$64,952</i>	<i>\$47,688</i>	<i>\$60,100</i>	<i>\$82,043</i>	<i>\$31,200</i>	<i>\$103,746</i>

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2019 PARK AND RECREATION COMPENSATION SURVEY

FACILITIES MANAGER/SUPERVISOR - 11: FACILITIES

Responsible for managing the construction, housekeeping and maintenance of equipment, machinery, buildings and other organization facilities. Plans, budgets and schedules facility modifications, and ensures they are in compliance with government health and safety standards. Oversees and manages daily facility maintenance. Coordinates recycling programs. Supervises maintenance and technician staff.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	11	11	\$75,973	\$75,973	\$61,755	\$75,840	\$85,170	\$55,687	\$105,461
Northwest Suburbs	13	18	\$58,244	\$57,834	\$44,205	\$61,139	\$67,878	\$36,868	\$79,627
West Suburbs	12	19	\$62,999	<i>\$60,981</i>	<i>\$47,744</i>	<i>\$55,200</i>	<i>\$81,657</i>	<i>\$31,200</i>	<i>\$101,867</i>
Southwest Suburbs	9	10	\$65,190	\$62,608	\$47,280	\$68,113	\$75,458	-	-
South Suburbs	11	12	\$63,279	\$65,118	\$51,102	\$64,603	\$74,650	\$37,109	\$102,075

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2019 PARK AND RECREATION COMPENSATION SURVEY

FACILITIES SPECIALIST II/TRADES SPECIALIST - 13: FACILITIES

Responsible for maintenance and repair of buildings and facilities to include plumbing, carpentry, painting, light construction, basic electrical, etc. Performs inspections, preventative maintenance and repair on commercial heating and air conditioning systems including HVAC units, boilers, fans and pumps.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	57	155	\$24.16	\$23.68	\$20.51	\$23.03	\$26.41	\$17.81	\$30.04
Agency Type									
Park District	46	135	\$23.77	\$23.61	\$20.28	\$23.18	\$26.32	\$17.32	\$30.04
Budget Category									
\$5,000,001 - \$10,000,000	14	25	\$21.58	\$20.92	\$17.49	\$19.46	\$23.53	\$15.80	\$29.10
\$10,000,001 - \$15,000,000	16	41	\$24.80	\$23.97	\$20.28	\$23.93	\$27.19	\$18.40	\$30.14
\$15,000,001 - \$20,000,000	10	33	\$24.09	\$22.90	\$20.10	\$22.84	\$25.40	\$14.70	\$30.14
More than \$20,000,000	13	51	\$25.85	\$25.34	\$22.28	\$25.15	\$27.17	\$20.77	\$30.85
Equalized Assessed Value (EAV)									
\$500,000,000 or less	5	7	\$28.38	\$28.38	\$25.75	\$28.61	\$30.42	-	-
\$500,000,001 - \$1,000,000,000	9	18	\$20.39	\$19.80	\$17.83	\$19.37	\$20.70	-	-
\$1,000,000,001 - \$2,000,000,000	24	67	\$24.75	\$23.89	\$21.20	\$24.38	\$26.98	\$16.92	\$29.94
\$2,000,000,001+	16	59	\$24.24	\$24.09	\$21.23	\$22.75	\$26.21	\$19.43	\$30.73
Geographic Location									
North Suburbs	10	31	\$24.19	\$24.74	\$21.33	\$24.57	\$27.88	\$17.91	\$32.71
Northwest Suburbs	12	33	\$24.22	\$24.87	\$22.17	\$24.43	\$27.05	\$19.76	\$29.88
West Suburbs	9	32	\$22.02	\$21.50	\$19.32	\$22.27	\$23.31	-	-
Southwest Suburbs	9	18	\$26.85	\$26.70	\$24.02	\$25.69	\$29.36	-	-
South Suburbs	9	21	\$25.76	\$23.00	\$18.51	\$20.24	\$26.91	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

FACILITIES SPECIALIST I/CUSTODIAN - 14: FACILITIES

Responsible for providing a clean and safe environment. Performs custodial duties including cleaning restrooms, locker rooms, office areas, window, floors, disposal of all waste materials and recycling, etc. May perform routine inspections, construction and/or repair of misc. items. Performs room set ups/take downs.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	83	377	\$15.92	\$14.45	\$10.83	\$15.00	\$18.29	\$9.20	\$21.75
Agency Type									
Park District	71	288	\$15.79	\$14.63	\$10.73	\$15.25	\$18.27	\$9.18	\$21.56
Other	5	62	\$16.38	<i>\$18.90</i>	<i>\$12.64</i>	<i>\$18.05</i>	<i>\$20.63</i>	-	-
Budget Category									
Less than \$2,500,000	8	23	\$13.79	<i>\$13.87</i>	<i>\$9.15</i>	<i>\$10.75</i>	<i>\$15.30</i>	-	-
\$2,500,001 - \$5,000,000	15	75	\$14.51	<i>\$12.12</i>	<i>\$9.15</i>	<i>\$10.64</i>	<i>\$12.72</i>	\$8.33	\$16.99
\$5,000,001 - \$10,000,000	16	97	\$13.65	<i>\$13.00</i>	<i>\$10.66</i>	<i>\$12.37</i>	<i>\$15.00</i>	\$9.58	\$16.93
\$10,000,001 - \$15,000,000	20	85	\$16.24	\$15.34	\$12.00	\$16.13	\$18.34	\$9.24	\$21.03
\$15,000,001 - \$20,000,000	11	39	\$18.37	\$17.70	\$15.75	\$17.99	\$19.35	\$12.48	\$23.36
More than \$20,000,000	13	58	\$19.11	\$18.58	\$16.69	\$18.65	\$21.88	\$12.85	\$23.56
Equalized Assessed Value (EAV)									
\$500,000,000 or less	17	86	\$14.90	<i>\$12.30</i>	<i>\$9.28</i>	<i>\$10.63</i>	<i>\$12.66</i>	<i>\$8.43</i>	<i>\$17.10</i>
\$500,000,001 - \$1,000,000,000	21	47	\$14.23	\$12.59	\$9.25	\$12.01	\$15.39	\$9.00	\$19.11
\$1,000,000,001 - \$2,000,000,000	26	106	\$17.96	\$17.01	\$14.99	\$17.00	\$19.28	\$11.11	\$21.77
\$2,000,000,001+	13	75	\$16.34	<i>\$16.22</i>	<i>\$12.08</i>	<i>\$15.72</i>	<i>\$18.87</i>	<i>\$10.80</i>	<i>\$22.09</i>
N/A	6	63	\$15.02	<i>\$18.15</i>	<i>\$11.62</i>	<i>\$17.88</i>	<i>\$20.39</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

FACILITIES SPECIALIST I/CUSTODIAN - 14: FACILITIES

Responsible for providing a clean and safe environment. Performs custodial duties including cleaning restrooms, locker rooms, office areas, window, floors, disposal of all waste materials and recycling, etc. May perform routine inspections, construction and/or repair of misc. items. Performs room set ups/take downs.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	14	42	\$18.33	\$17.98	\$13.08	\$18.34	\$22.11	\$9.92	\$25.05
Northwest Suburbs	15	78	\$15.03	<i>\$14.50</i>	<i>\$10.60</i>	<i>\$15.13</i>	<i>\$17.14</i>	\$9.22	<i>\$19.11</i>
West Suburbs	13	67	\$17.76	<i>\$15.05</i>	<i>\$10.90</i>	<i>\$15.00</i>	<i>\$18.00</i>	<i>\$9.21</i>	<i>\$20.49</i>
Southwest Suburbs	12	42	\$17.41	<i>\$17.41</i>	<i>\$13.48</i>	<i>\$18.06</i>	<i>\$20.27</i>	<i>\$12.50</i>	<i>\$23.13</i>
South Suburbs	15	49	\$14.98	<i>\$15.42</i>	<i>\$11.48</i>	<i>\$15.00</i>	<i>\$18.16</i>	<i>\$10.45</i>	<i>\$21.78</i>
Rockford/IL River Valley	5	65	\$13.14	<i>\$13.72</i>	<i>\$9.13</i>	<i>\$13.50</i>	<i>\$17.67</i>	-	-
Central IL	6	9	\$13.48	<i>\$13.60</i>	<i>\$12.02</i>	<i>\$13.00</i>	<i>\$17.46</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

MECHANIC - 16: FACILITIES

Responsible for maintaining vehicles and mechanical equipment to insure safe and efficient operations. Performs a variety of skilled and specialized trade work relating to all vehicle and machinery components.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	54	83	\$25.82	\$26.05	\$22.11	\$25.59	\$29.27	\$19.94	\$32.59
Agency Type									
Park District	45	68	\$25.23	\$25.55	\$21.92	\$25.13	\$28.76	\$19.32	\$32.59
Budget Category									
\$5,000,001 - \$10,000,000	9	13	\$24.57	\$25.37	\$21.60	\$24.81	\$28.70	-	-
\$10,000,001 - \$15,000,000	18	25	\$25.22	\$25.48	\$22.26	\$25.45	\$28.20	\$19.62	\$29.27
\$15,000,001 - \$20,000,000	10	16	\$25.53	\$24.96	\$21.75	\$23.80	\$28.71	\$18.84	\$32.64
More than \$20,000,000	13	25	\$29.16	\$28.44	\$24.34	\$28.66	\$32.26	\$21.37	\$35.01
Equalized Assessed Value (EAV)									
\$500,000,000 or less	5	6	\$26.44	\$26.44	\$20.88	\$28.39	\$33.61	-	-
\$500,000,001 - \$1,000,000,000	10	11	\$22.59	\$23.08	\$19.22	\$24.25	\$25.89	\$17.91	\$28.47
\$1,000,000,001 - \$2,000,000,000	21	33	\$26.39	\$26.34	\$22.68	\$26.92	\$29.25	\$19.60	\$32.53
\$2,000,000,001+	15	29	\$27.03	\$26.50	\$22.30	\$25.51	\$29.78	\$20.55	\$34.05
Geographic Location									
North Suburbs	13	20	\$27.68	\$27.90	\$22.96	\$27.15	\$32.60	\$22.06	\$36.44
Northwest Suburbs	10	17	\$25.09	\$25.66	\$22.70	\$25.13	\$29.27	\$20.38	\$32.44
West Suburbs	8	14	\$26.71	\$26.73	\$24.09	\$27.44	\$29.92	-	-
Southwest Suburbs	6	10	\$27.43	\$27.29	\$21.45	\$26.21	\$29.69	-	-
South Suburbs	10	13	\$25.02	\$25.00	\$20.04	\$25.63	\$27.77	\$17.58	\$35.86

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2019 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR/SUPERINTENDENT OF HUMAN RESOURCES - 54: HUMAN RESOURCES

Top human resources position. Assumes full responsibility for the organization's adherence to federal, state, and local employment laws. Oversees all human resources policies and procedures, recruiting, performance management, staff development, benefit administration, leave administration, and compensation planning. Assists department managers in carrying out their responsibilities on personnel matters, consulting with legal counsel as appropriate.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	21	22	\$89,078	\$89,543	\$75,004	\$89,192	\$105,450	\$63,145	\$116,272
Agency Type									
Park District	18	19	\$86,173	\$86,864	\$75,000	\$84,495	\$104,000	\$61,493	\$113,020
Budget Category									
\$10,000,001 - \$15,000,000	5	5	\$73,372	\$73,372	\$65,014	\$75,005	\$80,915	-	-
More than \$20,000,000	10	10	\$98,969	\$98,969	\$89,679	\$104,489	\$110,187	\$68,257	\$117,201
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	9	10	\$81,399	\$83,190	\$68,580	\$76,315	\$96,729	-	-
\$2,000,000,001+	9	9	\$95,820	\$95,820	\$78,031	\$104,977	\$111,131	-	-
Geographic Location									
Northwest Suburbs	5	6	\$94,030	\$94,030	\$76,969	\$94,613	\$108,900	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

HUMAN RESOURCE MANAGER - 18: HUMAN RESOURCES

General responsibility for human resource functions, including employment, compensation and benefits, employee relations, equal employment opportunity, affirmative action, training, performance management, human resources policies and procedures personnel records. Advises organization management on human resources policy and program issues. May supervise Human Resources staff.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	42	44	\$68,028	\$68,171	\$58,783	\$66,994	\$77,013	\$53,272	\$86,786
Agency Type									
Park District	30	30	\$68,010	\$68,010	\$58,928	\$66,527	\$78,276	\$53,090	\$85,091
Other	6	6	\$65,711	\$65,711	\$53,930	\$65,885	\$74,848	-	-
Budget Category									
\$2,500,001 - \$5,000,000	5	7	\$63,826	\$63,826	\$56,306	\$67,913	\$70,179	-	-
\$5,000,001 - \$10,000,000	9	9	\$58,905	\$58,905	\$49,306	\$60,112	\$65,418	-	-
\$10,000,001 - \$15,000,000	9	9	\$68,234	\$68,234	\$54,528	\$68,130	\$81,303	-	-
\$15,000,001 - \$20,000,000	8	8	\$70,570	\$70,570	\$59,543	\$70,279	\$75,280	-	-
More than \$20,000,000	10	10	\$77,077	\$77,077	\$65,411	\$75,213	\$88,701	\$61,473	\$97,354
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	9	9	\$62,652	\$62,652	\$51,750	\$58,453	\$71,315	-	-
\$1,000,000,001 - \$2,000,000,000	15	15	\$68,266	\$68,266	\$60,112	\$67,550	\$77,560	\$54,552	\$82,892
\$2,000,000,001+	10	12	\$73,998	\$73,685	\$62,472	\$71,593	\$84,288	\$57,533	\$92,982
N/A	7	7	\$66,693	\$66,693	\$56,306	\$67,913	\$70,000	-	-
Geographic Location									
North Suburbs	10	10	\$73,482	\$73,482	\$66,007	\$71,750	\$85,025	\$54,288	\$88,963
Northwest Suburbs	9	9	\$64,174	\$64,174	\$55,931	\$62,328	\$75,186	-	-
West Suburbs	10	12	\$72,693	\$72,526	\$59,803	\$70,089	\$81,494	\$58,617	\$97,242

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2019 PARK AND RECREATION COMPENSATION SURVEY

HUMAN RESOURCE ASSISTANT/SPECIALIST - 20: HUMAN RESOURCES

Under direct supervision, responsible for providing day-to-day administrative support for the human resources function. Duties typically include maintaining employee files, processing change-of-status forms, maintaining logs, reports and statistics, and providing information to employees regarding forms and records. May also screen applicants, conduct reference checks, administer benefit programs and conduct employee orientation.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	31	34	\$21.70	\$21.72	\$19.09	\$21.70	\$23.61	\$16.72	\$26.09
Agency Type									
Park District	22	23	\$21.41	\$21.44	\$18.78	\$21.63	\$24.17	\$16.59	\$26.12
Budget Category									
\$10,000,001 - \$15,000,000	8	8	\$20.64	\$20.64	\$17.45	\$20.88	\$22.98	-	-
\$15,000,001 - \$20,000,000	6	7	\$21.71	\$21.73	\$19.19	\$21.95	\$24.64	-	-
More than \$20,000,000	13	14	\$22.05	\$21.98	\$18.48	\$21.46	\$24.19	\$16.10	\$30.28
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	9	9	\$19.35	\$19.35	\$16.66	\$18.78	\$22.32	-	-
\$2,000,000,001+	14	17	\$23.35	\$23.11	\$21.14	\$22.59	\$24.21	\$18.53	\$29.65
Geographic Location									
North Suburbs	5	5	\$23.94	\$23.94	\$22.05	\$24.25	\$25.69	-	-
Northwest Suburbs	7	7	\$20.48	\$20.48	\$17.75	\$20.99	\$22.77	-	-
West Suburbs	8	11	\$20.90	\$21.20	\$18.72	\$21.95	\$22.71	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR/SUPERINTENDENT OF FINANCE - 17: FINANCE

Plans, develops, manages and maintains the financial operations including areas of finance, auditing, investments, and accounting for the organization. Oversees and leads annual budget planning process and prepares budget document in accordance with policies and procedures. Ensures compliance with all state, federal and statutory requirements.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	76	76	\$103,159	\$103,159	\$85,086	\$101,414	\$121,446	\$72,733	\$141,966
Agency Type									
Park District	69	69	\$100,759	\$100,759	\$84,884	\$96,138	\$114,500	\$68,842	\$134,660
Budget Category									
\$2,500,001 - \$5,000,000	11	11	\$80,789	\$80,789	\$68,090	\$79,500	\$88,580	\$60,457	\$121,756
\$5,000,001 - \$10,000,000	15	15	\$89,540	\$89,540	\$75,112	\$84,996	\$96,179	\$62,433	\$128,053
\$10,000,001 - \$15,000,000	21	21	\$109,796	\$109,796	\$93,358	\$107,365	\$124,304	\$85,696	\$133,728
\$15,000,001 - \$20,000,000	10	10	\$104,533	\$104,533	\$94,893	\$104,357	\$112,000	\$93,299	\$122,502
More than \$20,000,000	16	16	\$127,061	\$127,061	\$108,785	\$129,294	\$144,883	\$98,500	\$153,399
Equalized Assessed Value (EAV)									
\$500,000,000 or less	12	12	\$79,123	\$79,123	\$64,165	\$79,611	\$92,023	\$59,769	\$106,554
\$500,000,001 - \$1,000,000,000	19	19	\$92,069	\$92,069	\$76,274	\$84,996	\$105,433	\$68,842	\$138,112
\$1,000,000,001 - \$2,000,000,000	27	27	\$111,613	\$111,613	\$96,138	\$107,625	\$122,692	\$89,423	\$142,179
\$2,000,000,001+	17	17	\$119,281	\$119,281	\$98,859	\$117,707	\$136,913	\$93,398	\$149,583

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2019 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR/SUPERINTENDENT OF FINANCE - 17: FINANCE

Plans, develops, manages and maintains the financial operations including areas of finance, auditing, investments, and accounting for the organization. Oversees and leads annual budget planning process and prepares budget document in accordance with policies and procedures. Ensures compliance with all state, federal and statutory requirements.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Geographic Location									
North Suburbs	18	18	\$112,867	\$112,867	\$93,607	\$108,150	\$141,988	\$79,757	\$145,782
Northwest Suburbs	14	14	\$102,210	\$102,210	\$88,837	\$96,159	\$114,250	\$78,361	\$136,795
West Suburbs	14	14	\$113,040	\$113,040	\$94,687	\$106,681	\$131,676	\$86,676	\$143,503
Southwest Suburbs	8	8	\$101,924	\$101,924	\$79,885	\$109,060	\$120,372	-	-
South Suburbs	12	12	\$93,371	\$93,371	\$75,800	\$90,278	\$107,959	\$61,560	\$137,739
Central IL	5	5	\$92,339	\$92,339	\$69,556	\$93,211	\$114,686	-	-

2019 PARK AND RECREATION COMPENSATION SURVEY

FINANCE MANAGER/ACCOUNTANT - 21: FINANCE

Responsible for coordinating, administering and controlling financial operations. Provides tax, insurance and other reports required by governmental regulations. Reviews, analyzes and interprets financial and budget reports. Directs accounting operations and preparation of annual financial statements and forecasts. Oversees development of financial accounting systems, policies and procedures.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	57	58	\$69,042	\$69,271	\$59,563	\$66,653	\$77,936	\$50,666	\$90,431
Agency Type									
Park District	44	45	\$67,408	\$67,739	\$56,870	\$65,507	\$77,601	\$49,404	\$85,400
Special Recreation Association	6	6	\$65,227	\$65,227	\$60,993	\$62,613	\$72,550	-	-
Budget Category									
Less than \$2,500,000	7	7	\$57,425	\$57,425	\$48,510	\$56,375	\$62,650	-	-
\$2,500,001 - \$5,000,000	10	10	\$66,593	\$66,593	\$56,380	\$63,991	\$79,360	\$46,361	\$85,900
\$5,000,001 - \$10,000,000	9	9	\$61,262	\$61,262	\$55,166	\$57,247	\$62,288	-	-
\$10,000,001 - \$15,000,000	11	11	\$70,080	\$70,080	\$66,706	\$71,848	\$77,084	\$52,200	\$79,092
\$15,000,001 - \$20,000,000	8	9	\$70,232	\$71,268	\$62,692	\$66,600	\$86,066	-	-
More than \$20,000,000	12	12	\$81,949	\$81,949	\$72,710	\$81,865	\$93,375	\$62,250	\$101,448
Equalized Assessed Value (EAV)									
\$500,000,000 or less	9	9	\$58,774	\$58,774	\$47,755	\$56,375	\$65,800	-	-
\$500,000,001 - \$1,000,000,000	11	11	\$65,322	\$65,322	\$56,077	\$62,500	\$72,000	\$53,841	\$83,496
\$1,000,000,001 - \$2,000,000,000	16	17	\$70,079	\$70,798	\$61,689	\$67,240	\$77,998	\$54,138	\$95,996
\$2,000,000,001+	15	15	\$73,819	\$73,819	\$62,018	\$73,000	\$84,908	\$54,348	\$95,855
N/A	6	6	\$76,554	\$76,554	\$59,875	\$76,000	\$93,244	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

FINANCE MANAGER/ACCOUNTANT - 21: FINANCE

Responsible for coordinating, administering and controlling financial operations. Provides tax, insurance and other reports required by governmental regulations. Reviews, analyzes and interprets financial and budget reports. Directs accounting operations and preparation of annual financial statements and forecasts. Oversees development of financial accounting systems, policies and procedures.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	8	8	\$74,595	\$74,595	\$64,310	\$75,403	\$82,168	-	-
Northwest Suburbs	13	13	\$65,287	\$65,287	\$56,226	\$62,576	\$72,230	\$52,764	\$87,894
West Suburbs	16	16	\$69,625	\$69,625	\$59,099	\$66,893	\$83,206	\$46,316	\$95,516
Southwest Suburbs	6	7	\$80,038	<i>\$80,129</i>	<i>\$64,000</i>	<i>\$79,435</i>	<i>\$102,746</i>	-	-
South Suburbs	8	8	\$56,747	\$56,747	\$50,935	\$56,870	\$62,125	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

ACCOUNTING CLERK - 22: FINANCE

Responsible for a range of general accounting activities which may include compiling, checking and verifying records, preparing invoices and vouchers, posting ledger and general journal entries, and balancing accounts payables and receivables. May verify financial reports and statements. Uses automated office systems to input data, respond to inquiries and generate reports.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	69	101	\$21.18	\$20.75	\$17.31	\$20.10	\$24.12	\$15.67	\$27.29
Agency Type									
Park District	58	81	\$21.34	\$20.91	\$17.27	\$20.19	\$24.15	\$15.61	\$27.29
Other	5	13	\$19.41	\$19.35	\$17.00	\$18.08	\$21.85	-	-
Budget Category									
\$2,500,001 - \$5,000,000	6	6	\$22.40	\$22.40	\$17.90	\$20.95	\$28.39	-	-
\$5,000,001 - \$10,000,000	19	31	\$18.19	\$18.03	\$15.97	\$18.09	\$19.95	\$12.61	\$22.84
\$10,000,001 - \$15,000,000	18	28	\$21.92	\$21.66	\$17.22	\$19.34	\$26.51	\$15.72	\$31.13
\$15,000,001 - \$20,000,000	9	12	\$21.73	\$21.14	\$17.41	\$20.73	\$24.15	-	-
More than \$20,000,000	15	22	\$22.64	\$21.72	\$19.76	\$21.27	\$24.99	\$16.21	\$27.61
Equalized Assessed Value (EAV)									
\$500,000,000 or less	6	6	\$20.66	\$20.66	\$18.62	\$20.39	\$22.87	-	-
\$500,000,001 - \$1,000,000,000	17	19	\$19.95	\$19.43	\$16.12	\$18.71	\$21.90	\$12.42	\$28.42
\$1,000,000,001 - \$2,000,000,000	24	37	\$22.88	\$22.18	\$17.42	\$20.31	\$26.11	\$16.60	\$29.56
\$2,000,000,001+	17	26	\$20.26	\$19.96	\$17.66	\$20.19	\$22.49	\$14.89	\$25.17
N/A	5	13	\$20.95	\$21.12	\$17.00	\$20.33	\$24.90	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

ACCOUNTING CLERK - 22: FINANCE

Responsible for a range of general accounting activities which may include compiling, checking and verifying records, preparing invoices and vouchers, posting ledger and general journal entries, and balancing accounts payables and receivables. May verify financial reports and statements. Uses automated office systems to input data, respond to inquiries and generate reports.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	18	21	\$24.44	\$24.33	\$20.30	\$23.67	\$27.29	\$17.89	\$31.40
Northwest Suburbs	10	13	\$19.09	\$18.39	\$17.16	\$17.69	\$20.25	\$12.48	\$24.64
West Suburbs	15	23	\$20.97	\$20.59	\$18.41	\$20.19	\$21.89	\$15.66	\$27.65
Southwest Suburbs	8	10	\$23.00	\$23.43	\$18.81	\$23.63	\$26.85	-	-
South Suburbs	9	12	\$19.56	\$19.24	\$17.25	\$19.47	\$21.89	-	-
Central IL	5	8	\$17.90	\$17.90	\$16.28	\$17.84	\$21.44	-	-

2019 PARK AND RECREATION COMPENSATION SURVEY

PAYROLL CLERK - 23: FINANCE

Compiles and records employee time and payroll data and produces employee paychecks. Makes a variety of computations on overtime, accruals, deductions, wage garnishments, etc. Responds to employee requests. Generates federal and state tax documents, new hire reporting, and other reports.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	35	36	\$22.94	\$22.79	\$18.92	\$21.88	\$26.99	\$17.17	\$29.48
Agency Type									
Park District	29	30	\$22.87	\$22.69	\$18.63	\$21.73	\$27.00	\$17.35	\$29.95
Budget Category									
\$5,000,001 - \$10,000,000	6	6	\$18.35	\$18.35	\$16.24	\$19.56	\$19.72	-	-
\$10,000,001 - \$15,000,000	9	9	\$23.26	\$23.26	\$17.68	\$21.76	\$29.41	-	-
\$15,000,001 - \$20,000,000	7	8	\$21.50	\$21.24	\$17.73	\$19.57	\$24.20	-	-
More than \$20,000,000	13	13	\$25.61	\$25.61	\$22.79	\$26.44	\$27.83	\$21.81	\$29.61
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	5	\$21.86	\$21.86	\$19.56	\$19.62	\$25.28	-	-
\$1,000,000,001 - \$2,000,000,000	17	17	\$22.93	\$22.93	\$18.21	\$20.96	\$27.82	\$16.59	\$30.17
\$2,000,000,001+	9	10	\$22.40	\$21.91	\$17.51	\$22.37	\$24.75	-	-
Geographic Location									
North Suburbs	8	8	\$22.88	\$22.88	\$18.94	\$20.81	\$28.77	-	-
Northwest Suburbs	6	6	\$23.34	\$23.34	\$19.59	\$23.81	\$27.00	-	-
West Suburbs	7	8	\$21.53	\$21.26	\$17.37	\$20.13	\$24.67	-	-
Southwest Suburbs	5	5	\$25.76	\$25.76	\$22.21	\$26.96	\$28.72	-	-
South Suburbs	5	5	\$23.16	\$23.16	\$18.16	\$20.69	\$29.41	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR/SUPERINTENDENT OF INFORMATION TECHNOLOGY - 24: INFORMATION TECHNOLOGY

Responsible for managing all Information Systems operations including systems, application and development, database administration, desktop support, internal telecommunications and strategic systems development and planning. Provides leadership to all levels of the organization to meet their current and future information needs.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	15	15	\$90,215	\$90,215	\$78,021	\$86,577	\$100,873	\$75,600	\$107,923
Agency Type									
Park District	15	15	\$90,215	\$90,215	\$78,021	\$86,577	\$100,873	\$75,600	\$107,923
Budget Category									
More than \$20,000,000	7	7	\$92,283	\$92,283	\$81,449	\$90,640	\$100,873	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	7	7	\$84,925	\$84,925	\$78,021	\$82,008	\$86,577	-	-
\$2,000,000,001+	7	7	\$97,375	\$97,375	\$90,640	\$100,000	\$106,685	-	-
Geographic Location									

2019 PARK AND RECREATION COMPENSATION SURVEY

SYSTEMS ADMINISTRATOR - 25: INFORMATION TECHNOLOGY

Responsible for managing the information systems, including computer operations, systems programming, applications programming and networks. Analyzes the systems needs of departments within the organization, establishes priorities for feasibility studies, systems design and implementation of new or modified information processing system. Coordinates with other departments to collect system requirements, techniques and controls. Software and network emphasis.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	31	32	\$32.22	\$31.89	\$24.38	\$30.18	\$38.18	\$21.60	\$47.79
Agency Type									
Park District	24	24	\$30.39	\$30.39	\$24.31	\$28.40	\$37.46	\$20.79	\$39.75
Budget Category									
\$10,000,001 - \$15,000,000	10	10	\$30.43	\$30.43	\$24.17	\$27.59	\$38.52	\$20.38	\$42.32
\$15,000,001 - \$20,000,000	5	5	\$34.43	\$34.43	\$27.86	\$37.50	\$39.47	-	-
More than \$20,000,000	10	10	\$35.57	\$35.57	\$26.39	\$34.53	\$49.40	\$20.16	\$50.82
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	13	13	\$29.51	\$29.51	\$24.05	\$28.00	\$38.58	\$20.00	\$39.79
\$2,000,000,001+	10	10	\$36.61	\$36.61	\$30.71	\$37.28	\$40.39	\$22.18	\$50.26
Geographic Location									
North Suburbs	6	6	\$30.87	\$30.87	\$23.61	\$28.37	\$40.64	-	-
Northwest Suburbs	6	6	\$34.16	\$34.16	\$27.73	\$31.39	\$40.90	-	-
West Suburbs	7	7	\$36.58	\$36.58	\$30.18	\$37.47	\$38.97	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR/SUPERINTENDENT OF MARKETING & COMMUNICATIONS - 26: MARKETING/MEMBERSHIP

Responsible for advocacy program, marketing and community organizing activities. Directs media and public relations. Manages media partnerships. Acts as the organization spokesperson for community outreach efforts, the media and special events.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	25	25	\$85,278	\$85,278	\$72,800	\$87,550	\$99,591	\$54,321	\$109,954
Agency Type									
Park District	22	22	\$85,371	\$85,371	\$73,900	\$85,954	\$98,477	\$61,308	\$108,544
Budget Category									
\$10,000,001 - \$15,000,000	5	5	\$80,443	\$80,443	\$64,568	\$80,403	\$96,337	-	-
\$15,000,001 - \$20,000,000	6	6	\$85,767	\$85,767	\$79,710	\$83,179	\$93,975	-	-
More than \$20,000,000	7	7	\$102,958	\$102,958	\$93,515	\$105,326	\$110,000	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	9	9	\$84,283	\$84,283	\$72,634	\$87,550	\$96,807	-	-
\$2,000,000,001+	10	10	\$97,014	\$97,014	\$83,768	\$99,606	\$109,942	\$71,740	\$114,690
Geographic Location									
Northwest Suburbs	9	9	\$75,675	\$75,675	\$57,250	\$81,280	\$92,741	-	-
West Suburbs	5	5	\$93,713	\$93,713	\$76,134	\$100,970	\$107,663	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

COMMUNICATIONS & MARKETING MANAGER - 27: MARKETING/MEMBERSHIP

Responsible for planning and producing all publicity, advertising, marketing and promotion activities. Develops and manages budgets for marketing activities. Creates and maintains a favorable public image of the organization by communicating accomplishments, programs and events. Plans communications strategies to enhance the visibility of the organization through various media outlets and local organizations.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	61	62	\$62,410	\$62,214	\$53,048	\$62,002	\$70,045	\$41,908	\$80,584
Agency Type									
Park District	46	47	\$62,293	\$62,037	\$50,752	\$62,000	\$70,179	\$41,706	\$81,955
Special Recreation Association	8	8	\$57,398	\$57,398	\$51,580	\$56,705	\$66,500	-	-
Budget Category									
Less than \$2,500,000	5	5	\$45,109	\$45,109	\$41,382	\$42,143	\$50,320	-	-
\$2,500,001 - \$5,000,000	10	10	\$53,562	\$53,562	\$41,637	\$56,705	\$60,687	\$36,760	\$67,647
\$5,000,001 - \$10,000,000	14	14	\$58,101	\$58,101	\$48,257	\$57,118	\$66,926	\$39,111	\$78,660
\$10,000,001 - \$15,000,000	18	19	\$66,856	\$65,982	\$60,036	\$66,440	\$70,179	\$50,752	\$81,432
\$15,000,001 - \$20,000,000	5	5	\$64,260	\$64,260	\$58,502	\$63,331	\$70,481	-	-
More than \$20,000,000	9	9	\$78,638	\$78,638	\$71,905	\$77,197	\$87,937	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	8	8	\$47,186	\$47,186	\$37,311	\$45,500	\$55,662	-	-
\$500,000,001 - \$1,000,000,000	13	13	\$53,764	\$53,764	\$42,163	\$53,570	\$64,444	\$41,601	\$69,953
\$1,000,000,001 - \$2,000,000,000	19	20	\$68,898	\$67,966	\$60,060	\$67,596	\$76,320	\$50,846	\$88,639
\$2,000,000,001+	15	15	\$69,170	\$69,170	\$60,481	\$66,440	\$77,197	\$55,437	\$88,223
N/A	6	6	\$63,993	\$63,993	\$56,635	\$63,166	\$72,362	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

COMMUNICATIONS & MARKETING MANAGER - 27: MARKETING/MEMBERSHIP

Responsible for planning and producing all publicity, advertising, marketing and promotion activities. Develops and manages budgets for marketing activities. Creates and maintains a favorable public image of the organization by communicating accomplishments, programs and events. Plans communications strategies to enhance the visibility of the organization through various media outlets and local organizations.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	15	15	\$68,260	\$68,260	\$53,570	\$66,125	\$84,046	\$41,310	\$92,636
Northwest Suburbs	11	11	\$64,432	\$64,432	\$57,236	\$61,898	\$70,689	\$47,400	\$83,994
West Suburbs	13	14	\$60,231	\$59,518	\$50,630	\$62,668	\$69,148	\$42,613	\$73,688
Southwest Suburbs	6	6	\$66,411	\$66,411	\$58,959	\$66,271	\$75,013	-	-
South Suburbs	9	9	\$56,420	\$56,420	\$41,975	\$59,530	\$67,645	-	-

2019 PARK AND RECREATION COMPENSATION SURVEY

SPONSORSHIP/COMMUNITY/PUBLIC RELATIONS MANAGER - 28: MARKETING/MEMBERSHIP

Creates and maintains a favorable public image for the organization by communicating accomplishments, programs and events. Plans communications strategies to enhance the visibility of the organization through various media outlets and local organizations. Develops relationships in the community to build the organization's brand and acquire sponsorship revenue and inkind donations to support the organization's programs and events.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	34	36	\$54,424	\$54,660	\$42,109	\$49,562	\$64,738	\$34,008	\$84,063
Agency Type									
Park District	27	29	\$50,343	\$50,917	\$41,101	\$46,698	\$60,964	\$33,280	\$72,746
Budget Category									
\$2,500,001 - \$5,000,000	6	6	\$52,029	\$52,029	\$42,460	\$46,944	\$64,930	-	-
\$10,000,001 - \$15,000,000	10	10	\$49,724	\$49,724	\$35,802	\$45,169	\$56,938	\$31,643	\$90,420
More than \$20,000,000	10	11	\$65,445	\$65,644	\$50,400	\$65,000	\$81,173	\$42,432	\$91,425
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	6	\$44,202	\$44,202	\$38,334	\$42,796	\$54,170	-	-
\$1,000,000,001 - \$2,000,000,000	12	12	\$52,099	\$52,099	\$38,422	\$46,880	\$61,614	\$32,238	\$87,817
\$2,000,000,001+	9	10	\$58,406	\$59,329	\$47,834	\$60,161	\$69,312	-	-
Geographic Location									
North Suburbs	6	7	\$63,465	\$62,915	\$40,602	\$63,952	\$70,720	-	-
Northwest Suburbs	6	6	\$45,861	\$45,861	\$33,540	\$43,382	\$54,720	-	-
West Suburbs	8	8	\$52,634	\$52,634	\$43,124	\$49,562	\$61,699	-	-
Southwest Suburbs	5	6	\$70,587	\$70,587	\$52,390	\$67,636	\$92,024	-	-
South Suburbs	5	5	\$43,827	\$43,827	\$34,788	\$44,800	\$52,379	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

MEMBER SERVICES MANAGER - 29: MARKETING/MEMBERSHIP

Plans, develops, manages, implements and maintains operation of membership service activities. Manages recruitment and retention of members. Plans member appreciation events and membership specials.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	24	26	\$49,564	\$49,044	\$40,560	\$45,332	\$58,796	\$20,280	\$65,000
Agency Type									
Park District	17	18	\$45,324	\$45,134	\$38,282	\$42,602	\$50,819	\$31,200	\$60,360
Budget Category									
\$10,000,001 - \$15,000,000	5	6	\$44,815	\$44,815	\$42,916	\$44,510	\$46,296	-	-
\$15,000,001 - \$20,000,000	5	5	\$42,749	\$42,749	\$36,195	\$40,683	\$50,337	-	-
More than \$20,000,000	8	8	\$55,672	\$55,672	\$35,900	\$59,138	\$72,030	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	9	10	\$46,678	\$46,381	\$40,198	\$43,701	\$50,182	-	-
\$2,000,000,001+	8	8	\$48,775	\$48,775	\$33,885	\$48,829	\$62,668	-	-
Geographic Location									
North Suburbs	7	8	\$50,324	\$49,883	\$43,701	\$47,247	\$52,457	-	-
Northwest Suburbs	6	7	\$45,328	\$45,191	\$39,110	\$40,683	\$58,000	-	-
West Suburbs	5	5	\$52,268	\$52,268	\$36,570	\$58,733	\$64,732	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

GRAPHIC DESIGNER - 30: MARKETING/MEMBERSHIP

Produces graphic design artwork for advertising, catalogs, brochures, fliers, posters and other promotional materials under production schedule deadlines. Assists in website updates and maintenance. Uses software and graphic design technology to produce designs and layouts from concept to completion. Maintains digital photo library.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	51	52	\$22.45	\$22.52	\$17.90	\$23.51	\$26.21	\$14.40	\$31.25
Agency Type									
Park District	39	39	\$21.72	\$21.72	\$16.00	\$22.88	\$25.00	\$14.35	\$31.24
Other	5	6	\$27.72	\$27.72	\$24.48	\$26.41	\$32.25	-	-
Budget Category									
\$5,000,001 - \$10,000,000	8	8	\$17.29	\$17.29	\$11.46	\$18.19	\$21.10	-	-
\$10,000,001 - \$15,000,000	14	14	\$19.48	\$19.48	\$15.17	\$19.75	\$24.44	\$12.18	\$26.18
\$15,000,001 - \$20,000,000	7	7	\$23.22	\$23.22	\$18.43	\$23.52	\$25.58	-	-
More than \$20,000,000	17	18	\$27.86	\$27.76	\$23.76	\$26.65	\$31.24	\$22.16	\$35.38
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	8	8	\$17.87	\$17.87	\$14.84	\$16.47	\$23.62	-	-
\$1,000,000,001 - \$2,000,000,000	20	20	\$21.94	\$21.94	\$18.23	\$22.84	\$24.61	\$12.55	\$31.05
\$2,000,000,001+	15	15	\$24.65	\$24.65	\$22.88	\$25.00	\$28.45	\$13.60	\$32.80
N/A	6	7	\$26.71	\$26.69	\$21.63	\$26.21	\$31.25	-	-
Geographic Location									
North Suburbs	10	10	\$25.47	\$25.47	\$20.64	\$23.71	\$31.31	\$18.01	\$34.87
Northwest Suburbs	8	8	\$21.82	\$21.82	\$16.35	\$22.52	\$23.86	-	-
West Suburbs	9	9	\$23.48	\$23.48	\$18.22	\$24.04	\$28.07	-	-
Southwest Suburbs	7	8	\$25.50	\$25.54	\$24.66	\$26.21	\$26.67	-	-
South Suburbs	7	7	\$19.76	\$19.76	\$12.35	\$19.48	\$25.61	-	-
Central IL	5	5	\$16.48	\$16.48	\$12.92	\$15.87	\$20.35	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR OF PARKS & FACILITIES - 31: PARKS

Responsible for overall administration, planning, personnel and operations of all operations and services for the physical maintenance of facilities, parks, major equipment, and grounds. Creates and implements the associated repair and maintenance programs, procedures for ensuring quality and efficiency, and development of best practices. Oversees capital improvement projects and special projects.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	86	89	\$93,149	\$92,416	\$74,957	\$91,000	\$108,141	\$62,720	\$126,120
Agency Type									
Park District	78	79	\$91,411	\$91,398	\$75,000	\$90,174	\$105,352	\$67,267	\$122,354
Municipal Department	5	5	\$112,662	\$112,662	\$89,070	\$119,184	\$132,993	-	-
Budget Category									
Less than \$2,500,000	7	7	\$63,277	\$63,277	\$53,023	\$67,500	\$71,919	-	-
\$2,500,001 - \$5,000,000	15	15	\$77,283	\$77,283	\$67,267	\$74,915	\$91,000	\$60,732	\$99,005
\$5,000,001 - \$10,000,000	19	21	\$84,939	\$82,748	\$71,789	\$79,000	\$95,240	\$58,356	\$105,249
\$10,000,001 - \$15,000,000	20	21	\$97,977	\$97,613	\$83,497	\$94,069	\$106,716	\$77,454	\$126,978
\$15,000,001 - \$20,000,000	10	10	\$105,836	\$105,836	\$96,736	\$105,242	\$116,309	\$86,338	\$126,695
More than \$20,000,000	15	15	\$118,459	\$118,459	\$102,835	\$119,184	\$128,985	\$93,766	\$142,333
Equalized Assessed Value (EAV)									
\$500,000,000 or less	18	18	\$71,387	\$71,387	\$60,991	\$73,165	\$75,905	\$52,896	\$93,059
\$500,000,001 - \$1,000,000,000	21	21	\$86,154	\$86,154	\$73,579	\$80,366	\$93,192	\$67,768	\$120,622
\$1,000,000,001 - \$2,000,000,000	29	30	\$102,222	\$101,826	\$89,048	\$98,986	\$110,798	\$81,647	\$126,935
\$2,000,000,001+	16	18	\$109,841	\$104,517	\$88,506	\$107,810	\$124,684	\$61,749	\$130,835

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2019 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR OF PARKS & FACILITIES - 31: PARKS

Responsible for overall administration, planning, personnel and operations of all operations and services for the physical maintenance of facilities, parks, major equipment, and grounds. Creates and implements the associated repair and maintenance programs, procedures for ensuring quality and efficiency, and development of best practices. Oversees capital improvement projects and special projects.

No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
				25th	Median	75th	10th	90th

Geographic Location

North Suburbs	18	19	\$103,747	\$103,041	\$81,994	\$97,921	\$122,354	\$73,200	\$141,366
Northwest Suburbs	14	14	\$101,733	\$101,733	\$87,429	\$100,821	\$116,309	\$73,460	\$134,981
West Suburbs	12	12	\$103,082	\$103,082	\$85,239	\$103,730	\$115,634	\$77,093	\$135,025
Southwest Suburbs	10	10	\$92,636	\$92,636	\$73,152	\$92,123	\$105,689	\$62,164	\$125,872
South Suburbs	20	20	\$80,672	\$80,672	\$67,325	\$78,967	\$92,232	\$53,274	\$117,857
Central IL	5	7	\$81,639	<i>\$81,639</i>	\$62,234	<i>\$75,000</i>	<i>\$89,910</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

PARKS MANAGER - 9: PARKS

Plans, organizes and coordinates all operations and services provided for the physical maintenance of facilities, pools, and grounds. Manages daily maintenance, repairs, budgets, and staffing. Responsible for the development and management of related maintenance programs, repair and replacement schedules, and accompanying records.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	51	60	\$69,053	\$69,118	\$57,946	\$67,601	\$77,152	\$50,746	\$91,778
Agency Type									
Park District	42	49	\$67,459	\$68,331	\$57,729	\$67,795	\$76,367	\$52,000	\$88,936
Budget Category									
\$5,000,001 - \$10,000,000	16	18	\$60,531	\$59,945	\$53,280	\$59,824	\$65,420	\$48,784	\$75,264
\$10,000,001 - \$15,000,000	13	15	\$67,128	\$67,166	\$59,613	\$67,795	\$72,195	\$56,244	\$78,740
\$15,000,001 - \$20,000,000	5	8	\$73,034	\$73,034	\$65,427	\$69,854	\$87,934	-	-
More than \$20,000,000	10	12	\$87,943	\$87,313	\$76,640	\$85,130	\$95,851	\$72,412	\$106,630
Equalized Assessed Value (EAV)									
\$500,000,000 or less	7	7	\$61,915	\$61,915	\$47,325	\$57,530	\$72,779	-	-
\$500,000,001 - \$1,000,000,000	11	11	\$59,596	\$59,596	\$52,816	\$57,928	\$63,003	\$49,820	\$74,041
\$1,000,000,001 - \$2,000,000,000	17	21	\$68,956	\$68,142	\$63,769	\$67,795	\$75,920	\$54,002	\$78,551
\$2,000,000,001+	14	19	\$77,473	\$76,386	\$61,927	\$77,272	\$91,471	\$50,606	\$96,127
Geographic Location									
North Suburbs	10	11	\$76,706	\$76,409	\$65,582	\$72,300	\$81,036	\$62,000	\$105,153
Northwest Suburbs	10	11	\$71,315	\$70,810	\$57,928	\$75,900	\$77,322	\$53,245	\$91,212
West Suburbs	12	15	\$65,229	\$66,262	\$52,000	\$63,164	\$86,170	\$45,159	\$93,097
South Suburbs	7	7	\$66,901	\$66,901	\$55,008	\$58,000	\$72,779	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

PARKS SUPERVISOR - 32: PARKS

Performs front-line supervision of park staff. Responsible for proper upkeep of organization owned turf, landscape and athletic fields.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	52	82	\$27.07	\$27.72	\$23.99	\$26.82	\$31.27	\$18.00	\$38.33
Agency Type									
Park District	45	72	\$26.45	\$27.04	\$23.96	\$26.44	\$29.83	\$18.00	\$36.87
Budget Category									
Less than \$2,500,000	6	9	\$19.82	<i>\$18.88</i>	<i>\$15.98</i>	<i>\$18.30</i>	<i>\$24.41</i>	-	-
\$2,500,001 - \$5,000,000	9	10	\$24.87	\$24.79	\$22.28	\$24.38	\$29.16	-	-
\$5,000,001 - \$10,000,000	11	13	\$23.75	\$23.17	\$17.63	\$24.77	\$26.35	\$15.82	\$30.12
\$10,000,001 - \$15,000,000	8	11	\$30.82	<i>\$31.64</i>	<i>\$26.49</i>	<i>\$28.85</i>	<i>\$38.33</i>	-	-
\$15,000,001 - \$20,000,000	7	15	\$28.72	\$29.03	\$26.82	\$28.69	\$31.81	-	-
More than \$20,000,000	11	24	\$32.35	\$30.97	\$23.99	\$29.24	\$35.13	\$22.68	\$42.21
Equalized Assessed Value (EAV)									
\$500,000,000 or less	11	14	\$21.99	<i>\$21.81</i>	<i>\$16.11</i>	<i>\$23.50</i>	<i>\$27.12</i>	<i>\$15.54</i>	<i>\$30.45</i>
\$500,000,001 - \$1,000,000,000	15	18	\$25.43	\$24.62	\$21.61	\$24.82	\$26.97	\$16.99	\$30.35
\$1,000,000,001 - \$2,000,000,000	14	24	\$30.97	\$30.99	\$26.87	\$29.76	\$35.73	\$25.59	\$39.44
\$2,000,000,001+	11	25	\$29.40	\$29.92	\$23.99	\$28.37	\$35.04	\$22.74	\$39.52
Geographic Location									
North Suburbs	10	10	\$32.05	\$32.05	\$25.81	\$29.64	\$40.24	\$23.07	\$42.64
Northwest Suburbs	12	23	\$26.99	\$27.97	\$23.50	\$28.37	\$31.27	\$17.55	\$37.77
West Suburbs	9	17	\$27.37	<i>\$28.78</i>	<i>\$23.30</i>	<i>\$30.70</i>	<i>\$35.46</i>	-	-
South Suburbs	9	12	\$25.19	<i>\$25.07</i>	<i>\$23.30</i>	<i>\$25.25</i>	<i>\$27.22</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

LANDSCAPE ARCHITECT - 33: PARKS

Interpret, design and prepare concept plans for park development. Assists in the preparation of planning concepts, development plans, construction documents, bid documents and provides oversight of construction activity and contractors. Prepares presentation drawings, graphics and sketches.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	20	23	\$36.52	\$36.38	\$32.55	\$33.77	\$40.98	\$30.36	\$46.28
Agency Type									
Park District	16	19	\$36.86	\$36.63	\$32.29	\$33.77	\$41.96	\$29.57	\$48.22
Budget Category									
\$15,000,001 - \$20,000,000	5	6	\$35.54	<i>\$35.54</i>	<i>\$30.74</i>	<i>\$34.79</i>	<i>\$42.79</i>	-	-
More than \$20,000,000	8	10	\$35.93	<i>\$35.69</i>	<i>\$32.57</i>	<i>\$33.22</i>	<i>\$39.84</i>	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	7	8	\$37.85	<i>\$38.00</i>	<i>\$32.06</i>	<i>\$34.79</i>	<i>\$46.93</i>	-	-
\$2,000,000,001+	10	12	\$35.06	<i>\$34.85</i>	<i>\$32.73</i>	<i>\$33.22</i>	<i>\$38.45</i>	<i>\$28.39</i>	<i>\$42.64</i>
Geographic Location									
Northwest Suburbs	5	5	\$38.28	\$38.28	\$32.63	\$33.77	\$46.17	-	-
West Suburbs	5	5	\$33.99	\$33.99	\$28.30	\$32.66	\$40.34	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

HORTICULTURIST - 34: PARKS

Coordinates, monitors and implements maintenance programs for garden areas. Organizes and oversees design projects and cost projections. Coordinates volunteer involvement. Works with other departments to monitor and maintain plant health and maintenance of garden areas. May also maintain a specialized planted area or collection, outdoors or under glass. Requires a Bachelor's degree in Horticulture.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	25	34	\$24.49	\$24.12	\$20.81	\$24.02	\$28.07	\$18.62	\$30.35
Agency Type									
Park District	21	24	\$24.30	\$23.82	\$20.16	\$23.26	\$27.47	\$18.32	\$29.86
Budget Category									
\$10,000,001 - \$15,000,000	9	10	\$22.81	\$22.76	\$19.91	\$22.17	\$25.20	-	-
More than \$20,000,000	8	14	\$27.93	\$27.63	\$23.84	\$24.84	\$30.18	-	-
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	5	\$21.73	\$21.73	\$18.32	\$21.43	\$25.30	-	-
\$1,000,000,001 - \$2,000,000,000	12	13	\$25.31	\$25.08	\$20.88	\$25.04	\$28.53	\$19.56	\$32.52
\$2,000,000,001+	7	15	\$25.10	\$23.93	\$20.86	\$23.05	\$28.09	-	-
Geographic Location									
North Suburbs	5	5	\$26.17	\$26.17	\$24.31	\$25.37	\$28.44	-	-
West Suburbs	6	14	\$23.47	\$23.33	\$20.49	\$22.63	\$25.90	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

NATURALIST - 35: PARKS

Plans and delivers interpretive programs and assists in maintenance and protection of Nature Center. Answers customer inquiries.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	17	26	\$24.92	\$25.02	\$21.01	\$24.08	\$30.93	\$17.05	\$32.68
Agency Type									
Park District	12	14	\$26.36	\$26.66	\$21.54	\$25.61	\$31.71	\$20.14	\$34.12
Budget Category									
\$10,000,001 - \$15,000,000	5	5	\$24.76	\$24.76	\$21.49	\$23.32	\$28.76	-	-
More than \$20,000,000	5	8	\$27.23	\$27.23	\$23.26	\$24.56	\$31.43	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	7	7	\$27.10	\$27.10	\$22.14	\$25.25	\$32.27	-	-
\$2,000,000,001+	7	16	\$23.63	\$24.26	\$20.96	\$24.08	\$30.56	-	-
Geographic Location									
West Suburbs	6	11	\$25.25	\$25.46	\$22.14	\$24.75	\$31.16	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

PARKS SPECIALIST II - 36: PARKS

Performs more advanced grounds maintenance duties and oversight of projects and/or crews performing mowing, mulching, weeding, edging, trimming, repair of park elements and light construction. Requires pesticide license and performs spraying. Responsible for maintaining tools and equipment and performing preventative maintenance on same. Performs set ups/take downs for special events.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	65	176	\$21.05	\$20.95	\$18.21	\$20.36	\$23.43	\$16.00	\$26.56
Agency Type									
Park District	56	149	\$20.61	\$20.51	\$18.19	\$20.10	\$22.58	\$16.11	\$26.29
Budget Category									
\$2,500,001 - \$5,000,000	9	20	\$19.23	\$18.81	\$15.45	\$17.61	\$21.46	-	-
\$5,000,001 - \$10,000,000	14	41	\$18.88	\$20.29	\$16.61	\$19.58	\$24.02	\$15.07	\$26.56
\$10,000,001 - \$15,000,000	18	46	\$22.24	\$21.79	\$19.17	\$21.89	\$24.98	\$17.84	\$26.52
\$15,000,001 - \$20,000,000	9	35	\$21.85	<i>\$20.89</i>	<i>\$18.65</i>	<i>\$19.53</i>	<i>\$22.78</i>	-	-
More than \$20,000,000	12	30	\$24.02	\$23.15	\$20.18	\$22.02	\$26.43	\$18.01	\$28.27
Equalized Assessed Value (EAV)									
\$500,000,000 or less	10	18	\$16.93	\$16.64	\$14.87	\$16.69	\$18.26	\$12.94	\$21.35
\$500,000,001 - \$1,000,000,000	15	33	\$18.59	\$18.36	\$15.82	\$17.88	\$20.00	\$15.02	\$23.40
\$1,000,000,001 - \$2,000,000,000	25	72	\$22.63	\$21.88	\$19.50	\$21.31	\$24.83	\$17.94	\$26.97
\$2,000,000,001+	12	47	\$23.38	\$22.72	<i>\$19.23</i>	<i>\$21.91</i>	<i>\$25.40</i>	<i>\$18.61</i>	<i>\$28.22</i>
Geographic Location									
North Suburbs	14	36	\$21.56	\$21.22	\$18.20	\$20.41	\$23.42	\$16.95	\$26.66
Northwest Suburbs	12	35	\$20.07	<i>\$20.77</i>	<i>\$18.34</i>	<i>\$20.54</i>	<i>\$23.91</i>	<i>\$15.93</i>	<i>\$26.56</i>
West Suburbs	8	39	\$20.99	\$20.65	<i>\$18.82</i>	<i>\$20.21</i>	<i>\$21.99</i>	-	-
Southwest Suburbs	9	17	\$23.94	<i>\$23.20</i>	<i>\$20.05</i>	<i>\$23.52</i>	<i>\$27.60</i>	-	-
South Suburbs	14	26	\$20.67	\$19.46	\$16.82	\$18.50	\$21.91	\$14.80	\$26.29

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2019 PARK AND RECREATION COMPENSATION SURVEY

PARKS SPECIALIST I/GROUNDS MAINTENANCE - 37: PARKS

Performs general grounds maintenance including mowing, mulching, weeding, edging, trimming and repair of park elements. Responsible for maintaining tools and equipment and performing preventative maintenance on same. Performs set ups/take downs for special events.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	88	455	\$16.27	\$15.19	\$11.14	\$15.47	\$19.00	\$9.50	\$22.24
Agency Type									
Park District	76	367	\$16.09	\$15.45	\$12.00	\$15.80	\$18.94	\$10.00	\$22.02
Municipal Department	6	60	\$16.39	\$16.62	\$9.88	\$12.29	\$19.21	-	-
Budget Category									
Less than \$2,500,000	14	46	\$13.21	\$12.22	\$9.50	\$11.00	\$14.30	\$8.96	\$17.57
\$2,500,001 - \$5,000,000	15	93	\$14.90	\$13.87	\$10.02	\$11.88	\$16.46	\$9.00	\$20.71
\$5,000,001 - \$10,000,000	20	107	\$15.33	\$14.36	\$10.54	\$13.83	\$16.41	\$9.36	\$20.05
\$10,000,001 - \$15,000,000	19	98	\$18.35	\$17.42	\$14.98	\$17.61	\$19.84	\$10.50	\$23.31
\$15,000,001 - \$20,000,000	8	28	\$15.68	\$16.19	\$12.33	\$14.25	\$19.01	-	-
More than \$20,000,000	12	83	\$20.20	\$19.42	\$17.41	\$19.39	\$22.03	\$12.06	\$25.81
Equalized Assessed Value (EAV)									
\$500,000,000 or less	22	77	\$13.67	\$12.23	\$9.50	\$11.00	\$14.69	\$8.96	\$18.35
\$500,000,001 - \$1,000,000,000	24	120	\$16.41	\$15.23	\$10.31	\$15.12	\$17.48	\$9.38	\$21.47
\$1,000,000,001 - \$2,000,000,000	26	139	\$17.48	\$16.68	\$13.50	\$17.68	\$19.91	\$11.00	\$22.19
\$2,000,000,001+	12	113	\$17.87	\$17.19	\$12.61	\$17.41	\$20.16	\$10.20	\$25.85

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2019 PARK AND RECREATION COMPENSATION SURVEY

PARKS SPECIALIST I/GROUNDS MAINTENANCE - 37: PARKS

Performs general grounds maintenance including mowing, mulching, weeding, edging, trimming and repair of park elements. Responsible for maintaining tools and equipment and performing preventative maintenance on same. Performs set ups/take downs for special events.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Geographic Location									
North Suburbs	17	68	\$16.89	\$15.37	\$11.01	\$15.21	\$19.03	\$9.50	\$22.44
Northwest Suburbs	15	62	\$16.19	\$15.88	\$13.00	\$15.91	\$18.48	\$10.72	\$20.15
West Suburbs	14	69	\$17.14	\$16.84	\$11.94	\$17.17	\$22.19	\$9.54	\$25.25
Southwest Suburbs	12	58	\$17.62	\$17.96	\$16.16	\$18.02	\$20.11	\$12.00	\$25.47
South Suburbs	17	106	\$15.64	\$14.98	\$11.53	\$15.00	\$18.01	\$9.50	\$21.00

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2019 PARK AND RECREATION COMPENSATION SURVEY

GOLF COURSE SUPERINTENDENT/DIRECTOR - 44: PARKS

Organizes, manages and maintains the grounds, facilities and golf course equipment. Supervises mowing, grooming, course preparation, irrigation and fertilization. Responsible for pest management, trees, landscape beds, repair and maintenance of equipment.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	38	44	\$83,914	\$82,534	\$68,744	\$81,880	\$92,092	\$56,690	\$114,795
Agency Type									
Park District	33	38	\$84,608	\$82,488	\$69,134	\$81,180	\$92,796	\$56,932	\$114,722
Budget Category									
\$5,000,001 - \$10,000,000	5	6	\$77,802	\$77,802	\$63,229	\$80,871	\$101,216	-	-
\$10,000,001 - \$15,000,000	10	11	\$87,136	\$88,244	\$75,733	\$86,400	\$95,800	\$55,913	\$123,781
\$15,000,001 - \$20,000,000	8	8	\$87,036	\$87,036	\$69,823	\$84,655	\$109,514	-	-
More than \$20,000,000	11	15	\$83,606	\$80,867	\$63,162	\$80,122	\$90,607	\$54,791	\$97,992
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	7	7	\$85,571	\$85,571	\$58,000	\$89,544	\$96,655	-	-
\$1,000,000,001 - \$2,000,000,000	14	15	\$86,882	\$87,711	\$76,003	\$86,400	\$93,983	\$69,235	\$118,163
\$2,000,000,001+	15	20	\$80,065	\$78,317	\$63,200	\$76,175	\$89,597	\$52,795	\$113,502
Geographic Location									
North Suburbs	10	10	\$85,971	\$85,971	\$80,401	\$88,504	\$95,040	\$64,846	\$96,570
Northwest Suburbs	5	6	\$90,443	\$90,443	\$74,384	\$83,779	\$116,977	-	-
West Suburbs	8	9	\$89,496	\$90,424	\$83,749	\$89,024	\$102,721	-	-
South Suburbs	6	6	\$85,697	\$85,697	\$73,898	\$81,061	\$94,356	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

GOLF COURSE GROUNDS MAINTENANCE - 60: PARKS

Is responsible for appearance and operating function of the golf course grounds and equipment. Performs routine maintenance, repair and renovation tasks on the golf course grounds including mowing, trimming, seeding, sodding, aerating, weeding, watering, fertilizing, and spraying. May also perform tree maintenance. This position may include course set-up of greens, tees, fairways, bunkers and cart paths. Conducts general maintenance on the building such as repairing roofs, doors, windows, plumbing and overall cleanliness.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	29	166	\$15.40	\$12.96	\$10.34	\$12.45	\$15.15	\$9.36	\$20.87
Agency Type									
Park District	26	158	\$15.57	\$13.01	\$10.50	\$12.50	\$15.15	\$9.43	\$20.82
Budget Category									
\$5,000,001 - \$10,000,000	6	23	\$14.07	\$13.78	\$9.50	\$11.56	\$11.56	-	-
\$10,000,001 - \$15,000,000	6	32	\$15.37	\$14.38	\$9.25	\$13.50	\$15.01	-	-
\$15,000,001 - \$20,000,000	8	34	\$16.17	\$14.36	\$10.88	\$12.75	\$13.96	-	-
More than \$20,000,000	5	49	\$13.86	\$14.27	\$11.09	\$12.71	\$16.28	-	-
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	26	\$17.79	\$19.31	\$13.50	\$13.50	\$21.95	-	-
\$1,000,000,001 - \$2,000,000,000	9	56	\$15.29	\$13.05	\$10.00	\$12.00	\$13.70	-	-
\$2,000,000,001+	11	66	\$15.29	\$13.43	\$10.50	\$12.40	\$16.26	\$9.36	\$20.95
Geographic Location									
North Suburbs	8	44	\$15.44	\$13.79	\$11.00	\$12.95	\$15.86	-	-
West Suburbs	5	23	\$18.26	\$19.20	\$10.35	\$11.42	\$20.21	-	-
South Suburbs	5	32	\$15.58	\$13.04	\$9.25	\$11.56	\$13.50	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR/SUPERINTENDENT OF RECREATION - 38: RECREATION

Responsible for the overall administration, supervision, planning, personnel, and operation of recreational programming, activities, and related services. Leads the research and development of recreation programs that fulfill needs of patrons. Establishes procedures, and provides direction which ensure quality programming, and optimize financial and organizational success.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	101	118	\$86,648	\$86,281	\$70,140	\$82,363	\$99,780	\$59,365	\$120,544
Agency Type									
Park District	82	98	\$86,985	\$86,635	\$70,140	\$83,350	\$99,780	\$56,350	\$120,603
Special Recreation Association	10	11	\$80,109	\$79,387	\$71,991	\$74,627	\$83,600	\$62,743	\$114,255
Municipal Department	6	6	\$94,150	\$94,150	\$61,250	\$93,760	\$126,955	-	-
Budget Category									
Less than \$2,500,000	13	13	\$69,462	\$69,462	\$58,750	\$70,173	\$79,279	\$50,234	\$91,484
\$2,500,001 - \$5,000,000	23	23	\$73,227	\$73,227	\$64,650	\$73,000	\$77,930	\$52,401	\$93,464
\$5,000,001 - \$10,000,000	19	23	\$76,291	\$74,422	\$62,213	\$70,000	\$83,500	\$51,016	\$95,600
\$10,000,001 - \$15,000,000	22	28	\$92,747	\$90,145	\$78,030	\$86,409	\$103,584	\$67,085	\$116,641
\$15,000,001 - \$20,000,000	10	12	\$101,269	<i>\$100,554</i>	<i>\$84,548</i>	<i>\$103,957</i>	<i>\$117,043</i>	<i>\$69,592</i>	<i>\$124,494</i>
More than \$20,000,000	14	19	\$118,687	<i>\$115,938</i>	<i>\$92,918</i>	<i>\$117,170</i>	<i>\$133,537</i>	<i>\$81,900</i>	<i>\$141,273</i>
Equalized Assessed Value (EAV)									
\$500,000,000 or less	23	23	\$67,212	\$67,212	\$56,500	\$70,040	\$76,220	\$50,234	\$83,184
\$500,000,001 - \$1,000,000,000	24	24	\$76,083	\$76,083	\$63,178	\$73,750	\$84,995	\$57,341	\$96,213
\$1,000,000,001 - \$2,000,000,000	30	42	\$98,923	\$95,316	\$81,502	\$94,058	\$110,250	\$67,956	\$122,410
\$2,000,000,001+	20	24	\$105,070	\$100,970	\$78,030	\$99,732	\$124,430	\$67,150	\$136,599

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2019 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR/SUPERINTENDENT OF RECREATION - 38: RECREATION

Responsible for the overall administration, supervision, planning, personnel, and operation of recreational programming, activities, and related services. Leads the research and development of recreation programs that fulfill needs of patrons. Establishes procedures, and provides direction which ensure quality programming, and optimize financial and organizational success.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	20	26	\$97,325	\$96,856	\$80,147	\$89,379	\$115,352	\$71,014	\$141,255
Northwest Suburbs	17	20	\$93,362	\$92,449	\$75,733	\$90,060	\$106,732	\$69,745	\$132,089
West Suburbs	19	20	\$91,289	\$90,295	\$72,121	\$83,199	\$114,261	\$63,734	\$124,411
Southwest Suburbs	11	11	\$86,927	\$86,927	\$65,000	\$77,979	\$117,170	\$61,868	\$126,523
South Suburbs	19	26	\$77,101	\$76,445	\$60,779	\$71,500	\$90,348	\$50,173	\$107,145
Rockford/IL River Valley	6	6	\$72,851	\$72,851	\$56,125	\$72,710	\$85,804	-	-
Central IL	6	6	\$75,766	\$75,766	\$60,160	\$82,239	\$86,262	-	-

2019 PARK AND RECREATION COMPENSATION SURVEY

RECREATION PROGRAM MANAGER - 39: RECREATION

Responsible for overall operations, management and coordination of assigned recreation program areas. Recruits, hires, trains, supervises and evaluates all staff in program areas. Responsible for brochure information and implementation of working budgets for assigned areas.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	78	207	\$54,745	\$55,839	\$46,979	\$54,806	\$64,933	\$39,520	\$71,822
Agency Type									
Park District	59	162	\$53,475	\$54,352	\$46,005	\$54,330	\$64,136	\$39,140	\$70,020
Special Recreation Association	10	29	\$53,405	\$55,750	\$48,422	\$55,725	\$62,410	\$45,500	\$68,778
Budget Category									
Less than \$2,500,000	11	14	\$46,628	\$45,568	\$36,946	\$47,000	\$52,538	\$32,068	\$61,841
\$2,500,001 - \$5,000,000	14	31	\$50,135	\$53,266	\$47,476	\$55,725	\$61,065	\$35,876	\$65,606
\$5,000,001 - \$10,000,000	17	52	\$48,371	\$49,543	\$42,000	\$51,043	\$56,650	\$36,769	\$60,388
\$10,000,001 - \$15,000,000	16	51	\$56,766	\$59,809	\$48,611	\$56,287	\$69,159	\$41,778	\$81,993
\$15,000,001 - \$20,000,000	10	31	\$59,902	\$56,733	\$47,654	\$52,389	\$63,653	\$44,228	\$69,623
More than \$20,000,000	10	28	\$72,569	\$68,671	\$61,207	\$68,494	\$71,730	\$54,579	\$85,098
Equalized Assessed Value (EAV)									
\$500,000,000 or less	14	25	\$45,140	\$45,480	\$38,500	\$44,028	\$55,135	\$34,454	\$58,506
\$500,000,001 - \$1,000,000,000	16	40	\$47,130	\$47,846	\$39,500	\$48,614	\$56,599	\$33,280	\$59,740
\$1,000,000,001 - \$2,000,000,000	22	67	\$59,240	\$58,411	\$47,654	\$55,000	\$67,604	\$43,821	\$79,649
\$2,000,000,001+	18	54	\$61,943	\$61,540	\$53,683	\$60,220	\$67,694	\$50,176	\$71,318
N/A	8	21	\$58,223	\$61,288	\$48,438	\$55,890	\$75,107	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

RECREATION PROGRAM MANAGER - 39: RECREATION

Responsible for overall operations, management and coordination of assigned recreation program areas. Recruits, hires, trains, supervises and evaluates all staff in program areas. Responsible for brochure information and implementation of working budgets for assigned areas.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	17	50	\$65,297	\$65,050	\$55,059	\$65,393	\$78,220	\$41,247	\$84,083
Northwest Suburbs	13	41	\$51,231	\$52,863	\$45,153	\$51,375	\$57,264	\$41,326	\$68,567
West Suburbs	17	46	\$50,869	\$51,855	\$47,494	\$52,205	\$57,555	\$36,883	\$65,568
Southwest Suburbs	10	25	\$56,221	\$56,939	\$49,182	\$60,000	\$68,968	\$36,192	\$70,987
South Suburbs	10	23	\$54,181	\$52,806	\$44,028	\$53,571	\$58,600	\$37,561	\$65,702

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2019 PARK AND RECREATION COMPENSATION SURVEY

RECREATION SUPERVISOR/COORDINATOR - 40: RECREATION

Oversees the organization and coordination of recreation programs for youth and/or adults. Responsible for planning, budgeting, staffing, and scheduling assigned programs, special events and services. Typically requires a Bachelor's Degree in Parks & Recreation, Therapeutic Recreation or equivalent experience. In an SRA setting, this position may typically provide and directly lead programming, plus coordinate/oversee specific areas within a department (example: facilities, staffing, adult day programs, special events).

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	94	305	\$22.17	\$23.33	\$19.36	\$22.53	\$25.90	\$17.61	\$31.60
Agency Type									
Park District	75	217	\$21.76	\$22.51	\$19.23	\$22.12	\$25.40	\$17.05	\$28.85
Special Recreation Association	10	53	\$20.37	\$21.55	\$19.46	\$20.86	\$22.84	\$18.01	\$24.80
Municipal Department	8	30	\$26.88	\$29.64	\$26.82	\$30.64	\$35.02	-	-
Budget Category									
Less than \$2,500,000	17	34	\$19.21	\$20.75	\$17.84	\$19.23	\$24.15	\$16.49	\$28.20
\$2,500,001 - \$5,000,000	21	54	\$20.20	\$20.81	\$19.56	\$21.18	\$22.84	\$15.27	\$24.84
\$5,000,001 - \$10,000,000	14	46	\$21.81	\$22.09	\$19.11	\$19.68	\$22.68	\$17.60	\$28.62
\$10,000,001 - \$15,000,000	22	100	\$24.02	\$24.46	\$19.69	\$23.50	\$29.15	\$17.24	\$32.44
\$15,000,001 - \$20,000,000	8	22	\$22.04	\$23.08	\$19.15	\$22.44	\$25.23	-	-
More than \$20,000,000	12	49	\$26.92	\$27.13	\$23.99	\$25.76	\$30.11	\$22.68	\$33.55
Equalized Assessed Value (EAV)									
\$500,000,000 or less	22	41	\$19.11	\$20.09	\$16.87	\$19.23	\$24.16	\$13.29	\$26.54
\$500,000,001 - \$1,000,000,000	23	44	\$20.72	\$21.13	\$18.27	\$21.15	\$23.71	\$17.58	\$27.06
\$1,000,000,001 - \$2,000,000,000	26	111	\$24.22	\$23.78	\$19.98	\$23.27	\$26.66	\$17.69	\$31.37
\$2,000,000,001+	18	69	\$24.52	\$24.88	\$20.41	\$23.28	\$28.19	\$19.23	\$34.92
N/A	5	40	\$23.18	\$23.72	\$19.46	\$22.84	\$30.19	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

RECREATION SUPERVISOR/COORDINATOR - 40: RECREATION

Oversees the organization and coordination of recreation programs for youth and/or adults. Responsible for planning, budgeting, staffing, and scheduling assigned programs, special events and services. Typically requires a Bachelor's Degree in Parks & Recreation, Therapeutic Recreation or equivalent experience. In an SRA setting, this position may typically provide and directly lead programming, plus coordinate/oversee specific areas within a department (example: facilities, staffing, adult day programs, special events).

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	19	85	\$25.59	\$27.12	\$22.84	\$26.04	\$30.77	\$21.16	\$35.13
Northwest Suburbs	14	49	\$21.56	\$22.08	\$19.15	\$20.30	\$24.77	\$17.61	\$29.56
West Suburbs	17	60	\$23.54	\$24.25	\$20.37	\$22.55	\$25.94	\$18.70	\$32.44
Southwest Suburbs	9	23	\$21.32	\$21.93	\$19.23	\$22.41	\$23.27	-	-
South Suburbs	23	55	\$20.24	\$20.99	\$18.01	\$20.42	\$23.52	\$16.99	\$27.55
Central IL	5	21	\$18.18	\$18.04	\$16.34	\$17.26	\$18.80	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

AQUATICS MANAGER - 41: RECREATION

Manages operations, programs and maintenance at swimming pools. Oversees swim lessons and special events. Ensures staff are trained according to associated aquatics certification.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	61	84	\$45,183	\$41,854	\$27,300	\$42,595	\$51,875	\$22,880	\$60,689
Agency Type									
Park District	54	72	\$45,712	\$43,004	\$29,510	\$44,933	\$52,874	\$23,504	\$60,725
Budget Category									
\$2,500,001 - \$5,000,000	8	13	\$32,529	\$31,247	\$26,000	\$27,040	\$38,500	-	-
\$5,000,001 - \$10,000,000	11	18	\$38,536	\$35,308	\$24,960	\$30,160	\$40,756	\$22,880	\$53,348
\$10,000,001 - \$15,000,000	16	25	\$44,989	\$42,884	\$32,929	\$43,597	\$52,291	\$21,840	\$59,500
\$15,000,001 - \$20,000,000	9	11	\$52,127	\$50,405	\$44,800	\$49,875	\$56,513	-	-
More than \$20,000,000	14	14	\$57,580	\$57,580	\$50,627	\$57,389	\$62,878	\$48,024	\$69,457
Equalized Assessed Value (EAV)									
\$500,000,000 or less	9	14	\$27,447	\$28,109	\$26,520	\$27,040	\$27,300	-	-
\$500,000,001 - \$1,000,000,000	13	17	\$40,461	\$36,096	\$21,840	\$33,513	\$49,979	\$20,800	\$54,200
\$1,000,000,001 - \$2,000,000,000	22	29	\$50,397	\$48,711	\$40,623	\$48,901	\$57,416	\$32,344	\$65,499
\$2,000,000,001+	14	21	\$52,405	\$47,832	\$31,200	\$49,875	\$55,050	\$23,296	\$68,443
Geographic Location									
North Suburbs	12	16	\$47,701	\$47,637	\$41,834	\$50,598	\$53,833	\$27,248	\$63,048
Northwest Suburbs	14	19	\$46,648	\$41,011	\$21,840	\$39,999	\$54,891	\$20,800	\$60,778
West Suburbs	11	22	\$40,169	\$36,607	\$26,520	\$33,758	\$45,305	\$23,504	\$49,583
Southwest Suburbs	5	7	\$58,388	\$58,388	\$27,040	\$60,600	\$68,801	-	-
South Suburbs	8	9	\$45,820	\$45,889	\$33,435	\$45,900	\$55,250	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

FITNESS SUPERVISOR - 42: RECREATION

The Fitness Supervisor is responsible for the planning, organization and supervision of the fitness center. Develops and promotes a broad spectrum of diverse activities, programs, events and services for all ages and interest levels of club members. Plans and promotes sales programs and the recruitment of new club members. Responsible for facility budget, staffing needs, procedures, and safety.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	45	47	\$27.03	\$26.76	\$22.15	\$25.60	\$30.92	\$18.00	\$35.90
Agency Type									
Park District	40	41	\$26.48	\$26.35	\$21.97	\$25.60	\$30.50	\$18.16	\$33.42
Budget Category									
\$2,500,001 - \$5,000,000	6	6	\$23.50	\$23.50	\$19.50	\$22.33	\$27.25	-	-
\$5,000,001 - \$10,000,000	8	8	\$27.41	\$27.41	\$20.74	\$25.98	\$32.11	-	-
\$10,000,001 - \$15,000,000	9	11	\$23.00	\$22.55	\$18.00	\$22.55	\$25.72	-	-
\$15,000,001 - \$20,000,000	8	8	\$27.90	\$27.90	\$24.86	\$27.23	\$30.94	-	-
More than \$20,000,000	11	11	\$32.20	\$32.20	\$28.05	\$30.30	\$39.48	\$23.65	\$44.01
Equalized Assessed Value (EAV)									
\$500,000,000 or less	7	7	\$25.57	\$25.57	\$19.89	\$23.23	\$34.00	-	-
\$500,000,001 - \$1,000,000,000	11	11	\$22.92	\$22.92	\$18.00	\$22.60	\$25.72	\$16.07	\$32.12
\$1,000,000,001 - \$2,000,000,000	15	17	\$26.68	\$25.96	\$22.17	\$25.60	\$30.03	\$19.41	\$32.81
\$2,000,000,001+	11	11	\$32.97	\$32.97	\$25.63	\$30.30	\$41.22	\$24.15	\$44.01
Geographic Location									
North Suburbs	10	12	\$27.91	\$26.68	\$20.75	\$26.35	\$31.72	\$17.60	\$39.65
Northwest Suburbs	11	11	\$28.08	\$28.08	\$22.52	\$26.75	\$33.63	\$20.06	\$42.43
West Suburbs	9	9	\$25.47	\$25.47	\$21.02	\$24.61	\$27.88	-	-
South Suburbs	9	9	\$27.53	\$27.53	\$21.03	\$25.72	\$33.30	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

GOLF COURSE MANAGER - 43: RECREATION

Manages all golf programs and services at the golf facility. This includes group and private lessons, leagues, rentals, pro shop operations, snack bar, restaurant, special events and other services. Responsible for planning, budgeting and staffing.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	34	37	\$66,202	\$66,228	\$50,960	\$63,036	\$78,828	\$44,229	\$92,410
Agency Type									
Park District	31	34	\$66,502	\$66,503	\$51,480	\$63,550	\$78,632	\$44,521	\$91,675
Budget Category									
\$5,000,001 - \$10,000,000	5	5	\$58,652	\$58,652	\$49,154	\$56,826	\$69,064	-	-
\$10,000,001 - \$15,000,000	10	10	\$69,016	\$69,016	\$60,555	\$69,250	\$80,044	\$44,171	\$85,116
\$15,000,001 - \$20,000,000	6	6	\$59,680	\$59,680	\$48,788	\$56,226	\$73,710	-	-
More than \$20,000,000	9	12	\$76,054	\$73,670	\$54,200	\$73,549	\$96,216	-	-
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	6	6	\$57,380	\$57,380	\$47,670	\$54,872	\$68,714	-	-
\$1,000,000,001 - \$2,000,000,000	15	15	\$66,793	\$66,793	\$52,000	\$63,036	\$79,221	\$46,043	\$90,421
\$2,000,000,001+	11	14	\$69,058	\$68,513	\$51,475	\$68,540	\$83,627	\$43,201	\$101,272
Geographic Location									
North Suburbs	12	13	\$70,992	\$71,862	\$60,800	\$72,000	\$81,725	\$45,427	\$101,458
Northwest Suburbs	5	5	\$70,722	\$70,722	\$48,675	\$75,000	\$90,629	-	-
West Suburbs	5	6	\$70,470	\$70,470	\$44,530	\$66,110	\$86,810	-	-
South Suburbs	5	5	\$60,017	\$60,017	\$50,500	\$56,826	\$71,129	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

HEAD GOLF PROFESSIONAL - 45: RECREATION

Plans, organizes, and provides general supervision for golf course and pro shop operations, including banquets. Manages flow of golf course including starters and beverage cart. Teaches group and private golf lessons.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	20	21	\$25.47	\$25.07	\$21.25	\$24.04	\$31.65	\$15.58	\$35.90
Agency Type									
Park District	17	17	\$26.83	\$26.83	\$22.39	\$24.62	\$33.96	\$19.98	\$36.06
Budget Category									
\$10,000,001 - \$15,000,000	6	6	\$27.19	\$27.19	\$23.04	\$25.80	\$31.69	-	-
More than \$20,000,000	5	5	\$28.94	\$28.94	\$19.92	\$32.75	\$36.06	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	11	11	\$26.82	\$26.82	\$23.18	\$25.71	\$32.75	\$16.04	\$35.88
\$2,000,000,001+	6	7	\$25.96	\$25.60	\$17.00	\$21.79	\$35.30	-	-
Geographic Location									
North Suburbs	5	5	\$28.10	\$28.10	\$22.91	\$25.88	\$34.40	-	-
West Suburbs	5	6	\$23.54	\$23.54	\$16.56	\$20.74	\$28.11	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

PROGRAM INSTRUCTOR/LEADER - 58: RECREATION

Leads recreation programs, supervises program employees, and monitors participants. Manages all factors includes planning, organization, and implementation of the program. Delivers quality customer service to participants and parents (when applicable). Maintains attendance records, participant records, completes accident reports, directs program staff and assists participants as needed.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	40	211	\$16.58	\$15.25	\$11.26	\$15.00	\$20.82	\$9.00	\$26.66
Agency Type									
Park District	30	174	\$16.31	\$14.59	\$11.25	\$15.00	\$20.00	\$9.00	\$25.67
Municipal Department	5	16	\$17.85	\$17.85	\$9.81	\$13.00	\$17.75	-	-
Budget Category									
Less than \$2,500,000	5	8	\$14.77	\$14.77	\$11.31	\$16.50	\$20.00	-	-
\$2,500,001 - \$5,000,000	8	69	\$16.99	\$15.62	\$10.09	\$15.00	\$18.00	-	-
\$5,000,001 - \$10,000,000	8	42	\$13.89	\$15.66	\$10.00	\$15.00	\$18.71	-	-
\$10,000,001 - \$15,000,000	8	34	\$19.46	\$19.44	\$12.32	\$17.77	\$21.94	-	-
\$15,000,001 - \$20,000,000	6	38	\$16.72	\$17.19	\$11.18	\$11.93	\$14.81	-	-
More than \$20,000,000	5	20	\$17.29	\$17.29	\$15.58	\$21.92	\$25.35	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	9	66	\$15.21	\$14.84	\$9.62	\$15.00	\$20.00	-	-
\$500,000,001 - \$1,000,000,000	7	31	\$16.14	\$18.50	\$11.30	\$17.57	\$20.00	-	-
\$1,000,000,001 - \$2,000,000,000	14	76	\$17.83	\$17.60	\$11.56	\$14.00	\$20.72	\$10.00	\$24.83
\$2,000,000,001+	7	29	\$18.21	\$18.46	\$11.75	\$18.71	\$23.82	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

PROGRAM INSTRUCTOR/LEADER - 58: RECREATION

Leads recreation programs, supervises program employees, and monitors participants. Manages all factors includes planning, organization, and implementation of the program. Delivers quality customer service to participants and parents (when applicable). Maintains attendance records, participant records, completes accident reports, directs program staff and assists participants as needed.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	8	17	\$19.62	<i>\$20.00</i>	<i>\$15.50</i>	<i>\$17.47</i>	<i>\$21.07</i>	-	-
Northwest Suburbs	8	77	\$13.33	<i>\$15.06</i>	<i>\$10.25</i>	<i>\$12.27</i>	<i>\$18.21</i>	-	-
West Suburbs	7	38	\$18.63	<i>\$18.89</i>	<i>\$11.88</i>	<i>\$20.00</i>	<i>\$22.83</i>	-	-
South Suburbs	7	25	\$13.03	<i>\$14.45</i>	<i>\$10.80</i>	<i>\$12.96</i>	<i>\$17.56</i>	-	-

2019 PARK AND RECREATION COMPENSATION SURVEY

FITNESS INSTRUCTOR - 46: RECREATION

Leads students in physical education activities. Utilizing knowledge of sports techniques and the physical capabilities of students, trains individuals or groups in calisthenics, gymnastics, yoga, dance, tennis or other specialty area. Determines type and level of difficulty of exercises, corrections needed, and prescribed movements, applying knowledge of sports, physiology, and corrective techniques.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	52	558	\$27.40	\$28.88	\$23.59	\$27.48	\$33.94	\$20.00	\$42.00
Agency Type									
Park District	49	542	\$27.29	\$28.69	\$23.48	\$27.25	\$33.05	\$20.00	\$41.60
Budget Category									
Less than \$2,500,000	6	27	\$26.68	\$29.23	\$20.61	\$24.64	\$30.00	-	-
\$2,500,001 - \$5,000,000	8	42	\$25.44	\$24.67	\$20.25	\$25.00	\$29.56	-	-
\$5,000,001 - \$10,000,000	9	40	\$23.89	\$24.28	\$21.40	\$23.77	\$26.00	-	-
\$10,000,001 - \$15,000,000	14	214	\$27.45	\$27.76	\$23.06	\$29.22	\$35.40	\$15.00	\$41.00
\$15,000,001 - \$20,000,000	5	82	\$28.63	\$29.02	\$22.00	\$26.00	\$29.00	-	-
More than \$20,000,000	10	153	\$31.84	\$34.51	\$25.91	\$31.23	\$42.36	\$25.00	\$50.00
Equalized Assessed Value (EAV)									
\$500,000,000 or less	12	51	\$25.51	\$27.22	\$22.44	\$26.50	\$32.00	\$20.00	\$38.75
\$500,000,001 - \$1,000,000,000	11	54	\$25.83	\$23.25	\$20.00	\$22.00	\$25.59	\$18.15	\$30.82
\$1,000,000,001 - \$2,000,000,000	20	332	\$27.60	\$28.63	\$24.10	\$27.53	\$32.62	\$20.00	\$39.47
\$2,000,000,001+	8	118	\$33.25	\$35.04	\$25.82	\$35.00	\$43.26	-	-

Continued on the next page...

2019 PARK AND RECREATION COMPENSATION SURVEY

FITNESS INSTRUCTOR - 46: RECREATION

Leads students in physical education activities. Utilizing knowledge of sports techniques and the physical capabilities of students, trains individuals or groups in calisthenics, gymnastics, yoga, dance, tennis or other specialty area. Determines type and level of difficulty of exercises, corrections needed, and prescribed movements, applying knowledge of sports, physiology, and corrective techniques.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	13	166	\$34.34	\$38.12	\$32.80	\$38.00	\$42.67	\$28.75	\$50.00
Northwest Suburbs	13	115	\$24.72	\$25.73	\$22.44	\$26.00	\$29.73	\$19.83	\$32.00
West Suburbs	7	98	\$28.11	\$26.13	\$22.00	\$25.00	\$27.53	-	-
Southwest Suburbs	5	69	\$28.69	\$30.20	\$25.75	\$27.19	\$31.62	-	-
South Suburbs	12	107	\$23.38	\$21.03	\$16.50	\$22.44	\$26.50	\$9.90	\$30.00

2019 PARK AND RECREATION COMPENSATION SURVEY

PERSONAL TRAINER - 63: RECREATION

Plans and executes one-on-one, partner, and small group training sessions for users of the fitness facility. Develops exercise programs based on a client's assessment and stated goals and needs. Responsible for fitness assessment, training development, and execution of safe techniques to assist clients with achieving set goals. Stays abreast of industry standards and trends while maintaining current certifications. Actively scouts perspective new clients and maintains strong relationships with current clients.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	39	148	\$24.58	\$25.57	\$22.53	\$25.00	\$29.81	\$18.93	\$33.00
Agency Type									
Park District	33	135	\$25.06	\$25.67	\$22.88	\$25.00	\$29.37	\$19.00	\$33.00
Budget Category									
Less than \$2,500,000	5	7	\$22.92	\$24.02	\$18.25	\$24.26	\$28.25	-	-
\$2,500,001 - \$5,000,000	7	16	\$20.02	\$20.67	\$15.00	\$25.00	\$27.00	-	-
\$5,000,001 - \$10,000,000	5	7	\$22.96	\$22.96	\$23.00	\$25.00	\$25.00	-	-
\$10,000,001 - \$15,000,000	10	63	\$27.18	\$26.87	\$23.96	\$25.84	\$31.00	\$22.16	\$33.88
\$15,000,001 - \$20,000,000	6	40	\$25.88	\$27.35	\$20.40	\$25.00	\$29.63	-	-
More than \$20,000,000	6	15	\$27.00	\$26.74	\$23.16	\$25.00	\$30.00	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	9	16	\$21.04	\$21.60	\$13.00	\$25.00	\$27.00	-	-
\$500,000,001 - \$1,000,000,000	8	14	\$26.73	\$26.15	\$24.00	\$25.00	\$27.00	-	-
\$1,000,000,001 - \$2,000,000,000	13	81	\$28.09	\$27.68	\$24.40	\$27.17	\$31.00	\$21.58	\$34.14
\$2,000,000,001+	6	32	\$23.65	\$24.07	\$20.41	\$23.33	\$25.19	-	-
Geographic Location									
North Suburbs	6	24	\$29.90	\$29.84	\$26.26	\$30.25	\$33.00	-	-
Northwest Suburbs	9	34	\$25.18	\$26.91	\$24.57	\$27.00	\$30.44	-	-
West Suburbs	6	36	\$23.51	\$23.39	\$20.40	\$22.43	\$25.19	-	-
South Suburbs	10	29	\$23.31	\$23.48	\$23.00	\$24.00	\$26.00	\$12.50	\$30.00

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2019 PARK AND RECREATION COMPENSATION SURVEY

DANCE INSTRUCTOR - 67: RECREATION

Teaches various dance programs. The dance instructor also monitors the safety of participants, keeps parents informed of program activities and organizes end of session recitals.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	51	207	\$23.39	\$22.34	\$17.50	\$22.01	\$28.10	\$12.00	\$36.06
Agency Type									
Park District	45	198	\$22.81	\$22.02	\$17.50	\$22.00	\$27.03	\$12.00	\$34.80
Budget Category									
Less than \$2,500,000	8	31	\$19.22	<i>\$19.96</i>	<i>\$10.00</i>	<i>\$15.00</i>	<i>\$25.00</i>	-	-
\$2,500,001 - \$5,000,000	7	17	\$21.77	\$22.20	<i>\$19.75</i>	<i>\$21.00</i>	<i>\$24.50</i>	-	-
\$5,000,001 - \$10,000,000	7	18	\$26.24	\$25.25	<i>\$15.82</i>	<i>\$26.13</i>	<i>\$33.33</i>	-	-
\$10,000,001 - \$15,000,000	14	61	\$24.83	\$24.23	<i>\$15.97</i>	<i>\$24.00</i>	<i>\$31.77</i>	<i>\$11.22</i>	<i>\$38.00</i>
More than \$20,000,000	11	56	\$24.73	\$25.26	<i>\$20.00</i>	<i>\$23.93</i>	<i>\$28.00</i>	<i>\$17.50</i>	<i>\$36.72</i>
Equalized Assessed Value (EAV)									
\$500,000,000 or less	10	36	\$20.33	\$20.96	<i>\$11.63</i>	<i>\$17.67</i>	<i>\$25.35</i>	<i>\$9.50</i>	<i>\$30.00</i>
\$500,000,001 - \$1,000,000,000	12	30	\$24.51	\$24.19	<i>\$19.47</i>	<i>\$23.32</i>	<i>\$27.75</i>	<i>\$15.04</i>	<i>\$37.93</i>
\$1,000,000,001 - \$2,000,000,000	17	72	\$23.92	\$23.66	<i>\$17.47</i>	<i>\$20.00</i>	<i>\$29.86</i>	<i>\$11.65</i>	<i>\$36.82</i>
\$2,000,000,001+	9	65	\$23.76	\$24.92	<i>\$20.81</i>	<i>\$24.33</i>	<i>\$28.41</i>	-	-
Geographic Location									
North Suburbs	12	50	\$26.32	\$28.42	<i>\$22.38</i>	<i>\$25.75</i>	<i>\$35.43</i>	<i>\$19.10</i>	<i>\$41.21</i>
Northwest Suburbs	12	41	\$19.66	\$21.57	<i>\$15.00</i>	<i>\$20.00</i>	<i>\$31.31</i>	<i>\$10.00</i>	<i>\$36.09</i>
West Suburbs	9	35	\$20.47	<i>\$20.10</i>	<i>\$14.42</i>	<i>\$20.00</i>	<i>\$25.00</i>	-	-
South Suburbs	12	54	\$25.46	\$25.96	<i>\$15.00</i>	<i>\$25.13</i>	<i>\$29.60</i>	<i>\$10.00</i>	<i>\$37.80</i>

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2019 PARK AND RECREATION COMPENSATION SURVEY

SWIM LESSON INSTRUCTOR - 65: RECREATION

Creates and utilizes lesson plans to teach swim classes in accordance with the organization's instructional swimming program. The Swim Lesson Instructor assesses students' progress and abilities and completes all required paperwork.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	54	903	\$10.23	\$9.44	\$8.75	\$9.15	\$10.25	\$8.50	\$12.00
Agency Type									
Park District	49	878	\$10.30	\$9.42	\$8.75	\$9.18	\$10.25	\$8.50	\$12.00
Budget Category									
Less than \$2,500,000	6	28	\$10.90	<i>\$14.03</i>	<i>\$8.46</i>	<i>\$8.88</i>	<i>\$20.00</i>	-	-
\$2,500,001 - \$5,000,000	8	63	\$10.40	<i>\$11.24</i>	<i>\$8.58</i>	<i>\$11.00</i>	<i>\$15.00</i>	-	-
\$5,000,001 - \$10,000,000	9	78	\$10.58	<i>\$9.85</i>	<i>\$8.50</i>	<i>\$9.00</i>	<i>\$9.75</i>	-	-
\$10,000,001 - \$15,000,000	15	360	\$9.64	<i>\$9.42</i>	<i>\$8.75</i>	<i>\$9.01</i>	<i>\$9.75</i>	<i>\$8.75</i>	<i>\$10.80</i>
\$15,000,001 - \$20,000,000	7	245	\$9.47	<i>\$9.19</i>	<i>\$8.50</i>	<i>\$9.00</i>	<i>\$9.48</i>	-	-
More than \$20,000,000	9	129	\$10.85	<i>\$10.72</i>	<i>\$8.88</i>	<i>\$11.00</i>	<i>\$11.00</i>	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	12	93	\$10.62	<i>\$11.49</i>	<i>\$8.50</i>	<i>\$9.75</i>	<i>\$15.00</i>	<i>\$8.27</i>	<i>\$15.80</i>
\$500,000,001 - \$1,000,000,000	10	56	\$10.29	<i>\$9.92</i>	<i>\$8.50</i>	<i>\$8.88</i>	<i>\$9.75</i>	<i>\$8.25</i>	<i>\$14.50</i>
\$1,000,000,001 - \$2,000,000,000	20	558	\$10.12	<i>\$9.62</i>	<i>\$8.94</i>	<i>\$9.25</i>	<i>\$10.00</i>	<i>\$8.75</i>	<i>\$11.00</i>
\$2,000,000,001+	10	192	\$9.94	<i>\$9.53</i>	<i>\$8.50</i>	<i>\$8.50</i>	<i>\$9.19</i>	<i>\$8.25</i>	<i>\$11.65</i>
Geographic Location									
North Suburbs	10	122	\$10.31	<i>\$9.59</i>	<i>\$8.75</i>	<i>\$9.01</i>	<i>\$9.50</i>	<i>\$8.75</i>	<i>\$10.67</i>
Northwest Suburbs	13	122	\$10.31	<i>\$10.10</i>	<i>\$9.00</i>	<i>\$9.50</i>	<i>\$10.00</i>	<i>\$8.48</i>	<i>\$11.08</i>
West Suburbs	9	340	\$9.19	<i>\$9.30</i>	<i>\$8.50</i>	<i>\$8.71</i>	<i>\$9.23</i>	-	-
Southwest Suburbs	5	78	\$10.08	<i>\$9.98</i>	<i>\$9.90</i>	<i>\$11.00</i>	<i>\$11.00</i>	-	-
South Suburbs	11	178	\$11.25	<i>\$10.21</i>	<i>\$8.75</i>	<i>\$9.00</i>	<i>\$10.13</i>	<i>\$8.50</i>	<i>\$12.25</i>

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2019 PARK AND RECREATION COMPENSATION SURVEY

LIFEGUARD - 47: RECREATION

Monitors activities and maintains order in swimming areas by enforcing rules to prevent accidents. Cautions swimmers regarding unsafe areas and activities. Rescues swimmers in danger of drowning and administers first aid.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	65	2,553	\$9.66	<i>\$9.48</i>	\$8.60	\$9.25	\$10.00	\$8.25	\$11.00
Agency Type									
Park District	53	1,716	\$9.51	\$9.52	\$8.50	\$9.25	\$9.97	\$8.25	\$11.00
Municipal Department	9	104	\$10.01	<i>\$10.01</i>	\$9.25	<i>\$10.00</i>	<i>\$10.00</i>	-	-
Budget Category									
Less than \$2,500,000	6	70	\$9.72	<i>\$10.54</i>	\$8.75	\$8.95	\$9.50	-	-
\$2,500,001 - \$5,000,000	12	246	\$9.32	\$9.14	\$8.25	\$8.50	\$9.35	\$8.22	\$11.00
\$5,000,001 - \$10,000,000	11	893	\$9.29	<i>\$9.34</i>	<i>\$9.00</i>	<i>\$9.27</i>	<i>\$10.00</i>	<i>\$8.50</i>	<i>\$10.04</i>
\$10,000,001 - \$15,000,000	17	625	\$9.83	\$9.81	\$9.25	\$9.50	\$10.00	\$8.64	\$10.51
\$15,000,001 - \$20,000,000	7	380	\$9.40	<i>\$9.41</i>	\$8.95	<i>\$9.00</i>	<i>\$9.32</i>	-	-
More than \$20,000,000	12	339	\$10.25	<i>\$10.03</i>	\$8.60	\$9.98	<i>\$11.00</i>	<i>\$8.56</i>	<i>\$11.29</i>
Equalized Assessed Value (EAV)									
\$500,000,000 or less	14	244	\$9.44	\$9.12	\$8.50	\$8.75	\$9.42	\$8.00	\$11.00
\$500,000,001 - \$1,000,000,000	13	181	\$8.99	<i>\$8.75</i>	\$8.25	<i>\$8.50</i>	<i>\$9.00</i>	\$8.25	<i>\$9.76</i>
\$1,000,000,001 - \$2,000,000,000	23	1,052	\$9.79	\$9.73	\$9.25	\$9.53	\$10.21	\$8.96	\$11.00
\$2,000,000,001+	11	313	\$9.83	<i>\$9.69</i>	\$8.60	<i>\$9.47</i>	<i>\$10.00</i>	<i>\$8.41</i>	<i>\$11.30</i>

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2019 PARK AND RECREATION COMPENSATION SURVEY

LIFEGUARD - 47: RECREATION

Monitors activities and maintains order in swimming areas by enforcing rules to prevent accidents. Cautions swimmers regarding unsafe areas and activities. Rescues swimmers in danger of drowning and administers first aid.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	13	422	\$10.04	\$9.60	\$9.25	\$9.50	\$9.98	\$8.60	\$11.00
Northwest Suburbs	15	502	\$9.57	\$9.30	\$8.50	\$9.00	\$9.82	\$8.25	\$10.50
West Suburbs	8	350	\$8.94	\$9.33	\$8.50	\$9.10	\$10.00	-	-
Southwest Suburbs	7	122	\$10.17	\$10.72	\$9.97	\$11.00	\$11.00	-	-
South Suburbs	10	215	\$9.99	\$9.88	\$9.00	\$9.25	\$10.25	\$8.50	\$12.38
Rockford/IL River Valley	5	814	\$8.93	\$8.48	\$8.50	\$8.50	\$9.50	-	-

2019 PARK AND RECREATION COMPENSATION SURVEY

OPEN GYM ATTENDANT - 64: RECREATION

Provides site supervision for drop-in activities including basketball, softball, volleyball and soccer. Also responsible for monitoring behavior of participants and spectators. May also assist in site set-up and teardown.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	49	330	\$10.15	\$9.87	\$8.50	\$9.30	\$10.14	\$8.25	\$12.00
Agency Type									
Park District	43	307	\$10.10	\$9.88	\$8.56	\$9.30	\$10.21	\$8.25	\$12.00
Budget Category									
Less than \$2,500,000	6	21	\$9.65	<i>\$9.64</i>	<i>\$9.04</i>	<i>\$9.50</i>	<i>\$10.00</i>	-	-
\$2,500,001 - \$5,000,000	5	43	\$10.13	<i>\$10.43</i>	<i>\$9.00</i>	<i>\$9.87</i>	<i>\$11.48</i>	-	-
\$5,000,001 - \$10,000,000	13	89	\$9.51	\$9.51	\$8.50	\$9.25	\$10.00	\$8.25	\$11.50
\$10,000,001 - \$15,000,000	11	65	\$10.30	<i>\$10.50</i>	<i>\$8.46</i>	<i>\$9.00</i>	<i>\$10.19</i>	\$8.25	<i>\$14.36</i>
\$15,000,001 - \$20,000,000	6	73	\$10.57	<i>\$10.47</i>	<i>\$8.42</i>	<i>\$9.25</i>	<i>\$10.27</i>	-	-
More than \$20,000,000	8	39	\$11.04	<i>\$10.53</i>	<i>\$9.30</i>	<i>\$9.30</i>	<i>\$9.30</i>	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	10	60	\$9.50	<i>\$9.67</i>	<i>\$9.00</i>	<i>\$9.31</i>	<i>\$10.25</i>	\$8.25	<i>\$11.83</i>
\$500,000,001 - \$1,000,000,000	11	63	\$9.69	<i>\$9.78</i>	<i>\$8.63</i>	<i>\$9.50</i>	<i>\$10.25</i>	\$8.25	<i>\$11.00</i>
\$1,000,000,001 - \$2,000,000,000	18	140	\$10.21	\$9.56	\$8.42	\$8.89	\$10.06	\$8.25	\$11.27
\$2,000,000,001+	8	65	\$10.87	<i>\$11.25</i>	<i>\$9.19</i>	<i>\$9.30</i>	<i>\$10.63</i>	-	-
Geographic Location									
North Suburbs	12	57	\$10.42	<i>\$10.17</i>	<i>\$9.30</i>	<i>\$9.30</i>	<i>\$9.75</i>	<i>\$8.50</i>	<i>\$12.23</i>
Northwest Suburbs	9	45	\$9.83	<i>\$9.97</i>	<i>\$9.25</i>	<i>\$10.00</i>	<i>\$10.39</i>	-	-
West Suburbs	8	100	\$10.29	<i>\$9.47</i>	<i>\$8.42</i>	<i>\$8.59</i>	<i>\$9.38</i>	-	-
South Suburbs	13	81	\$9.88	<i>\$10.10</i>	<i>\$8.63</i>	<i>\$9.50</i>	<i>\$11.00</i>	\$8.25	<i>\$13.13</i>

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2019 PARK AND RECREATION COMPENSATION SURVEY

ATHLETIC OFFICIALS/REFEREES - 62: RECREATION

Responsible for the safety and control of the games as assigned and the rules of the game must be studied, known, and used consistently in every game. The athletic official/referee ensures the safety of the equipment and environment pre- and post-game.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	36	415	\$18.38	\$14.47	\$12.00	\$13.52	\$18.00	\$9.65	\$25.00
Agency Type									
Park District	30	313	\$18.46	\$16.17	\$12.20	\$13.00	\$20.00	\$10.00	\$28.20
Municipal Department	5	101	\$19.62	\$17.78	\$10.00	\$18.00	\$18.00	-	-
Budget Category									
Less than \$2,500,000	5	48	\$20.95	\$22.37	\$14.50	\$17.75	\$21.50	-	-
\$2,500,001 - \$5,000,000	5	92	\$15.13	\$16.62	\$9.25	\$10.00	\$17.00	-	-
\$5,000,001 - \$10,000,000	6	44	\$19.98	\$19.93	\$13.00	\$18.00	\$18.00	-	-
\$10,000,001 - \$15,000,000	8	67	\$18.35	\$16.57	\$9.69	\$13.76	\$21.25	-	-
More than \$20,000,000	9	152	\$16.78	\$14.06	\$12.20	\$12.20	\$14.00	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	7	26	\$19.25	\$19.24	\$15.00	\$18.00	\$20.00	-	-
\$500,000,001 - \$1,000,000,000	6	122	\$20.83	\$21.43	\$9.38	\$12.00	\$20.50	-	-
\$1,000,000,001 - \$2,000,000,000	13	118	\$19.92	\$18.11	\$13.00	\$14.00	\$25.00	\$11.25	\$30.24
\$2,000,000,001+	8	139	\$14.88	\$14.31	\$12.20	\$12.20	\$18.00	-	-
Geographic Location									
North Suburbs	7	84	\$19.41	\$17.00	\$12.20	\$12.20	\$14.06	-	-
Northwest Suburbs	8	34	\$20.36	\$21.14	\$18.00	\$23.50	\$30.00	-	-
South Suburbs	8	61	\$17.56	\$16.56	\$11.25	\$13.00	\$13.75	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

RECREATION AIDE/PROGRAM ASSISTANT/CAMP COUNCELOR - 49: RECREATION

Responsible for assisting recreations leader in conducting recreation. Includes teaching, coordinating, and carrying out educational and/or recreational programs for participants in a group setting. Activities may include crafts, nature, songs, games, swimming, athletics, parties and tours/field trips. Also responsible for the general safety and order of those in the group. May keep attendance records, act as scorekeeper, set up supplies/equipment and perform other duties as directed by recreation leaders.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	75	1,440	\$10.06	\$9.78	\$8.80	\$10.00	\$11.00	\$8.42	\$12.20
Agency Type									
Park District	59	1,069	\$9.96	\$9.66	\$8.60	\$9.25	\$10.50	\$8.25	\$12.00
Municipal Department	8	135	\$9.22	\$9.57	\$8.50	\$9.13	\$10.44	-	-
Budget Category									
Less than \$2,500,000	11	92	\$10.17	\$10.20	\$8.95	\$9.50	\$11.00	\$8.48	\$13.80
\$2,500,001 - \$5,000,000	13	288	\$10.34	\$9.90	\$8.25	\$9.00	\$11.00	\$8.25	\$13.00
\$5,000,001 - \$10,000,000	12	342	\$9.88	\$9.66	\$9.75	\$10.00	\$10.50	\$8.50	\$11.25
\$10,000,001 - \$15,000,000	16	291	\$9.66	\$9.81	\$9.00	\$9.75	\$10.07	\$8.50	\$12.30
\$15,000,001 - \$20,000,000	9	113	\$9.58	\$10.02	\$9.00	\$9.74	\$10.70	-	-
More than \$20,000,000	14	314	\$10.63	\$10.75	\$9.00	\$11.00	\$11.00	\$8.60	\$14.10
Equalized Assessed Value (EAV)									
\$500,000,000 or less	17	174	\$10.46	\$9.80	\$8.58	\$9.25	\$11.00	\$8.25	\$12.20
\$500,000,001 - \$1,000,000,000	15	249	\$9.69	\$9.31	\$8.25	\$8.75	\$9.50	\$8.25	\$11.80
\$1,000,000,001 - \$2,000,000,000	24	585	\$9.85	\$10.10	\$9.00	\$9.75	\$11.00	\$8.50	\$12.00
\$2,000,000,001+	13	198	\$9.59	\$9.75	\$8.85	\$9.47	\$10.50	\$8.60	\$12.00
N/A	6	234	\$11.67	\$12.09	\$10.00	\$10.00	\$11.25	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

RECREATION AIDE/PROGRAM ASSISTANT/CAMP COUNCELOR - 49: RECREATION

Responsible for assisting recreations leader in conducting recreation. Includes teaching, coordinating, and carrying out educational and/or recreational programs for participants in a group setting. Activities may include crafts, nature, songs, games, swimming, athletics, parties and tours/field trips. Also responsible for the general safety and order of those in the group. May keep attendance records, act as scorekeeper, set up supplies/equipment and perform other duties as directed by recreation leaders.

Geographic Location	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
North Suburbs	15	387	\$10.13	<i>\$10.36</i>	<i>\$8.75</i>	<i>\$10.00</i>	<i>\$11.50</i>	<i>\$8.50</i>	<i>\$13.79</i>
Northwest Suburbs	12	388	\$10.36	<i>\$9.73</i>	<i>\$10.00</i>	<i>\$10.00</i>	<i>\$10.46</i>	<i>\$8.42</i>	<i>\$11.25</i>
West Suburbs	15	200	\$9.64	<i>\$9.87</i>	<i>\$8.75</i>	<i>\$9.25</i>	<i>\$10.50</i>	<i>\$8.50</i>	<i>\$12.00</i>
Southwest Suburbs	9	136	\$10.78	<i>\$11.23</i>	<i>\$10.55</i>	<i>\$11.00</i>	<i>\$11.37</i>	-	-
South Suburbs	15	141	\$10.21	<i>\$9.98</i>	<i>\$8.75</i>	<i>\$9.25</i>	<i>\$10.69</i>	<i>\$8.25</i>	<i>\$13.00</i>

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2019 PARK AND RECREATION COMPENSATION SURVEY

PROGRAM SPECIALIST - 52: RECREATION

Plan, organize, and lead recreation programs for individuals with disabilities including assessment, goal setting and behavior management. Directly supervise part-time aides assigned to programs. Requires a degree in Therapeutic Recreation or related field.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	18	108	\$15.88	\$14.62	\$10.43	\$14.14	\$16.34	\$9.00	\$18.54
Agency Type									
Park District	7	46	\$14.55	\$15.11	\$10.19	\$11.82	\$14.66	-	-
Special Recreation Association	8	32	\$17.21	\$16.75	\$15.83	\$16.15	\$17.33	-	-
Budget Category									
\$5,000,001 - \$10,000,000	5	42	\$13.85	\$14.53	\$9.75	\$11.63	\$16.15	-	-
Equalized Assessed Value (EAV)									
\$2,000,000,001+	9	79	\$16.14	\$15.57	\$9.75	\$11.25	\$15.00	-	-
Geographic Location									
West Suburbs	5	32	\$16.32	\$16.28	\$9.19	\$10.50	\$12.00	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

INCLUSION AIDE - 57: RECREATION

Responsible for assisting in the direct inclusion of individuals with disabilities into park district programs and recreation activities. Works alongside the staff of the park district program to provide adaptations and accommodations to allow for successful participation of the individual with the disability. Monitors participant(s) to ensure safety and participation. May implement personal care and behavior plans.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	21	527	\$11.06	\$11.04	\$10.00	\$10.50	\$10.50	\$10.00	\$11.47
Agency Type									
Park District	14	84	\$10.58	\$10.70	\$10.00	\$10.71	\$11.62	\$9.00	\$12.91
Special Recreation Association	5	418	\$13.04	\$12.10	\$10.00	\$10.50	\$10.50	-	-
Budget Category									
\$10,000,001 - \$15,000,000	6	66	\$11.59	\$10.93	\$10.00	\$10.76	\$11.47	-	-
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	9	\$11.31	\$11.35	\$10.31	\$10.68	\$12.38	-	-
\$1,000,000,001 - \$2,000,000,000	6	43	\$11.00	\$10.64	\$10.00	\$10.76	\$11.41	-	-
\$2,000,000,001+	5	29	\$12.02	\$12.02	\$10.00	\$11.00	\$12.87	-	-
Geographic Location									
North Suburbs	6	55	\$12.63	\$12.32	\$10.26	\$11.37	\$13.83	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

DRIVER - 61: RECREATION

Drives organization-owned vehicles for recreation programs. Maintains required maintenance and vehicle logs. Follows all road and organization safety requirements. May be required to have CDL license.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	26	50	\$14.56	\$14.87	\$13.63	\$15.00	\$17.13	\$10.00	\$19.01
Agency Type									
Park District	22	39	\$14.43	\$14.46	\$13.00	\$14.72	\$17.00	\$10.00	\$18.00
Budget Category									
\$5,000,001 - \$10,000,000	6	9	\$10.40	<i>\$10.42</i>	<i>\$10.00</i>	<i>\$10.00</i>	<i>\$10.75</i>	-	-
\$10,000,001 - \$15,000,000	8	16	\$17.01	\$16.87	\$15.57	\$17.00	\$19.73	-	-
More than \$20,000,000	5	12	\$14.76	<i>\$14.76</i>	<i>\$14.00</i>	<i>\$14.50</i>	<i>\$17.38</i>	-	-
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	9	\$12.78	<i>\$13.21</i>	<i>\$10.00</i>	<i>\$11.66</i>	<i>\$16.50</i>	-	-
\$1,000,000,001 - \$2,000,000,000	11	22	\$15.88	<i>\$15.87</i>	<i>\$14.00</i>	<i>\$15.76</i>	<i>\$17.50</i>	<i>\$14.00</i>	<i>\$17.95</i>
Geographic Location									
North Suburbs	6	14	\$13.95	<i>\$14.12</i>	<i>\$12.82</i>	<i>\$15.14</i>	<i>\$17.32</i>	-	-
Northwest Suburbs	7	14	\$14.50	<i>\$15.29</i>	<i>\$14.79</i>	<i>\$16.75</i>	<i>\$17.50</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

FOOD & BEVERAGE MANAGER - 55: FOOD & BEVERAGE/CONCESSIONS

Responsible for the daily operations of the front and back of the house while providing the highest level of customer service while addressing any concerns of the guests. Creates menus and efficiently sources supplies and food products. Maintains industry and health department standards for the kitchen, equipment, and storage areas. Ensures proper monthly inventories are conducted on food and beverage to ensure cost control. Provides leadership and supervision to the culinary and wait staff.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	25	29	\$54,864	\$54,081	\$43,171	\$56,314	\$65,551	\$31,200	\$72,100
Agency Type									
Park District	21	23	\$53,969	\$54,333	\$46,280	\$58,000	\$64,917	\$29,865	\$71,963
Budget Category									
\$5,000,001 - \$10,000,000	8	10	\$44,597	<i>\$44,221</i>	<i>\$34,944</i>	<i>\$41,600</i>	<i>\$56,685</i>	-	-
\$10,000,001 - \$15,000,000	5	6	\$59,538	<i>\$59,538</i>	<i>\$48,890</i>	<i>\$61,197</i>	<i>\$65,914</i>	-	-
\$15,000,001 - \$20,000,000	5	6	\$66,435	<i>\$66,435</i>	<i>\$57,579</i>	<i>\$64,707</i>	<i>\$73,601</i>	-	-
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	6	6	\$49,542	<i>\$49,542</i>	<i>\$28,491</i>	<i>\$53,074</i>	<i>\$66,865</i>	-	-
\$1,000,000,001 - \$2,000,000,000	9	11	\$57,672	<i>\$57,761</i>	<i>\$49,760</i>	<i>\$59,369</i>	<i>\$64,917</i>	-	-
\$2,000,000,001+	5	7	\$63,161	<i>\$63,161</i>	<i>\$41,600</i>	<i>\$49,920</i>	<i>\$75,810</i>	-	-
Geographic Location									
West Suburbs	7	9	\$58,348	<i>\$57,139</i>	<i>\$39,520</i>	<i>\$58,000</i>	<i>\$70,998</i>	-	-
South Suburbs	5	6	\$50,717	<i>\$50,717</i>	<i>\$43,811</i>	<i>\$48,668</i>	<i>\$61,753</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

FOOD & BEVERAGE SERVER - 59: FOOD & BEVERAGE/CONCESSIONS

Responsible for daily preparation and cleanliness of the dining area including setting tables, checking dish quality, and cleaning off each table thoroughly after each customer. Provides detailed information on menu items and communicates with culinary staff on any restrictions or special requests. Responsible for direct customer service and resolving guest complaints.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	22	237	\$9.74	<i>\$10.11</i>	\$8.25	\$9.00	\$13.25	\$6.00	\$15.71
Agency Type									
Park District	16	169	\$9.44	\$8.73	\$8.25	\$9.00	\$14.00	\$6.00	\$15.79
Budget Category									
\$5,000,001 - \$10,000,000	7	42	\$9.28	<i>\$8.34</i>	<i>\$6.00</i>	<i>\$6.54</i>	<i>\$9.63</i>	-	-
\$15,000,001 - \$20,000,000	5	57	\$9.41	<i>\$12.60</i>	<i>\$15.00</i>	<i>\$15.61</i>	<i>\$15.91</i>	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	10	118	\$10.41	\$9.75	\$8.50	\$9.13	\$15.00	\$6.54	\$15.90
\$2,000,000,001+	5	40	\$8.46	<i>\$9.41</i>	<i>\$7.00</i>	<i>\$8.35</i>	<i>\$11.00</i>	-	-
Geographic Location									
West Suburbs	7	75	\$8.61	<i>\$10.44</i>	<i>\$8.50</i>	<i>\$9.00</i>	<i>\$11.00</i>	-	-
South Suburbs	5	42	\$9.89	<i>\$7.82</i>	<i>\$6.00</i>	<i>\$6.44</i>	<i>\$9.00</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

CONCESSIONS SUPERVISOR - 50: FOOD & BEVERAGE/CONCESSIONS

Supervises and coordinates all operational aspects of special events, concessions and weddings. Plans, organizes, implements and evaluates all concession events. Coordinates rentals of concession facilities including drafting and negotiating agreements. Oversees cash management and inventory management.

	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	18	24	\$12.00	\$11.75	\$9.99	\$10.38	\$13.81	\$8.87	\$17.81
Agency Type									
Park District	16	21	\$11.67	\$11.30	\$9.95	\$10.00	\$12.00	\$8.81	\$17.37
Budget Category									
More than \$20,000,000	5	6	\$14.82	<i>\$15.47</i>	<i>\$11.38</i>	<i>\$14.00</i>	<i>\$18.68</i>	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	6	9	\$10.46	<i>\$10.47</i>	<i>\$9.85</i>	<i>\$10.00</i>	<i>\$11.75</i>	-	-
Geographic Location									
West Suburbs	5	7	\$11.52	<i>\$11.80</i>	<i>\$8.94</i>	<i>\$11.50</i>	<i>\$15.26</i>	-	-

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2019 PARK AND RECREATION COMPENSATION SURVEY

RENTAL & SPECIAL EVENTS SUPERVISOR - 51: RENTALS

Oversees all aspects of indoor rental program and special events including scheduling of rentals in the facility registration software, room setups, supplies, equipment and staffing. Develop, monitor and maintain budgets for program areas.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	6	8	\$23.98	\$23.83	\$21.08	\$23.57	\$26.25	-	-
Agency Type									
Park District	6	8	\$23.98	\$23.83	\$21.08	\$23.57	\$26.25	-	-
Budget Category									
Equalized Assessed Value (EAV)									
Geographic Location									

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2019 Park and Recreation Compensation Survey

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2019 Park and Recreation Compensation Survey

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An aerial photograph of a lush park. In the background, a calm lake is bordered by dense green trees. A network of winding brick paths crisscrosses the park, connecting various green spaces. Several wooden benches are placed along the paths and in open areas. A few people are seen walking on the paths. In the far background, tall city buildings are visible against a clear sky.

2018 NRPA PARK AND RECREATION **SALARY SURVEY**

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PARK AND RECREATION SALARY SURVEY KEY FINDINGS

2017 TO 2018 MEDIAN SALARY INCREASES

Park and Recreation Agency Director +2.8%	Planning Director +2.9%	Director of Finance +3.0%	Recreation Director +2.6%	Park Operations Director +2.7%
Park Operations Foreman +3.0%	Facilities Manager +3.0%	Athletics Supervisor +2.5%	Aquatics Supervisor +2.5%	Recreation Programs Coordinator +3.0%

SALARIES TYPICALLY ARE HIGHER FOR THOSE WITH:



Greater professional experience



Greater education attainment



A professional certification

MEDIAN ANNUAL VACATION DAYS:



18 days after
10 years of employment

PARK AND RECREATION
AGENCIES TYPICALLY COVER
87% OF THEIR FULL-TIME
EMPLOYEES' HEALTH
INSURANCE PREMIUMS.



78% of park and recreation agencies offer their full-time employees a **defined benefit (e.g., pension)** retirement plan.



68% of agencies offer their full-time employees a **defined contribution (e.g., 403(b), 401(k))** retirement plan.

INTRODUCTION

Parks and recreation makes positive contributions to the lives of millions of Americans every day. According to research from the National Recreation and Park Association (NRPA), more than nine in ten Americans indicate their communities benefit from the vast offerings of their local park and recreation agencies. Those offerings include parks both around the corner and across town, vast trail networks, indoor and outdoor swimming pools, recreation centers, senior centers and other facilities. Whether providing a much-needed respite that reconnects busy people to nature every day or high-quality after-school and summertime childcare, park and recreation agencies turn our cities, towns and counties into vibrant, livable communities.

All of this, however, cannot happen without the hard work and dedication of park and recreation professionals. The Bureau of Labor Statistics estimates that there were more than 153,000 full-time employees of local park and recreation agencies throughout the United States in 2015. In order to attract and retain the most qualified people to serve their communities, park and recreation agencies must offer competitive compensation—not just base salaries, but also the possibility of bonuses. In addition, potential employees also consider other benefits when choosing an employer, including healthcare, retirement plans and paid time off (vacation and sick days).

Comprehensive compensation data inform park and recreation agency leaders on how to recruit the best staff. At the same, such data also provide park and recreation professionals with insights on salary and benefits offerings from potential employers. This *2018 NRPA Park and Recreation Salary Survey* report provides this information. In April 2018, NRPA's research team sent a 32-question survey to elicit not only the salary data of 10 positions at park and recreation agencies, but also general information about benefits and salary policies. The survey generated responses from 714 park and recreation agencies across the United States, resulting in a response rate of 15 percent. The *2018 NRPA Park and Recreation Salary Survey* report features detailed base salary and bonus data for 10 typical park and recreation agency positions:

- Park and Recreation Agency Director (or Executive Director or Superintendent)
- Planning Director (or Superintendent)
- Director of Finance (or Administrative Director or Business Manager)
- Recreation Director (or Recreation Superintendent or Assistant Director - Recreation)
- Park Operations Director (or Maintenance Director or Maintenance Superintendent)
- Park Operations Foreman (or Maintenance Foreman)
- Facilities Manager
- Athletics Supervisor (or Athletics Manager)
- Aquatics Supervisor (or Aquatics Manager)
- Recreation Programs Coordinator (or Recreation Programs Manager)

Of course, no two park and recreation agencies are alike and so neither is the compensation they provide their teams. The *2018 NRPA Park and Recreation Salary Survey* report presents compensation data by agency size, type and certain demographic characteristics of incumbents in the positions (e.g., education, certifications and years in the profession). The report also examines factors that determine pay raises and bonuses, and highlights other benefits that comprise a full compensation package for park and recreation professionals.

KEY FINDINGS

When we think of employee compensation, base salaries are usually top of mind. But compensation is not just salaries: it includes a variety of benefits that can greatly increase the financial value of a paycheck. Workers with a holistic view of compensation may be willing to accept slightly lower base salaries if the employer offers a strong, competitive benefits package. Valuable employee benefits that put additional dollars in workers' pockets and improve their standard of living include generous vacation and sick-leave policies, health insurance and retirement plans.

VACATION AND SICK LEAVE

When considering a new job offer, one of the first questions asked (beyond salary) is about the employer's leave policies. Paid time off, whether in the form of vacation or sick leave, is vital to maintaining a motivated and healthy staff. Further, many employers also use vacation benefits as a tool to retain quality staff by giving longer-tenured employees additional vacation days. Most park and recreation agencies divide their paid time-off benefits into separate vacation and sick leave accounts. Sixteen percent of agencies provide paid time off (PTO), which is a combination of vacation and sick leave in a single account.

Park and recreation agencies typically provide 10 days of annual vacation to their newly hired full-time employees (after any preliminary probation period). After five years of employment, the median number of vacation days increases to 15 days per year, and then increasing again to 18 days after 10 years of service.

A closer look at the amount of annual vacation time for those with more than five years employment reveals that 35 percent of park and recreation agencies offer their employees 14 or fewer days off per year; 54 percent offer between 15 and 19 days of vacation per year. Eleven percent of agencies are even more generous, offering their five-year employees at least 20 days of vacation time per year. Overall, the median number of vacation days does not differ significantly by agency size or type.

MEDIAN NUMBER OF VACATION DAYS OFFERED TO FULL-TIME EMPLOYEES

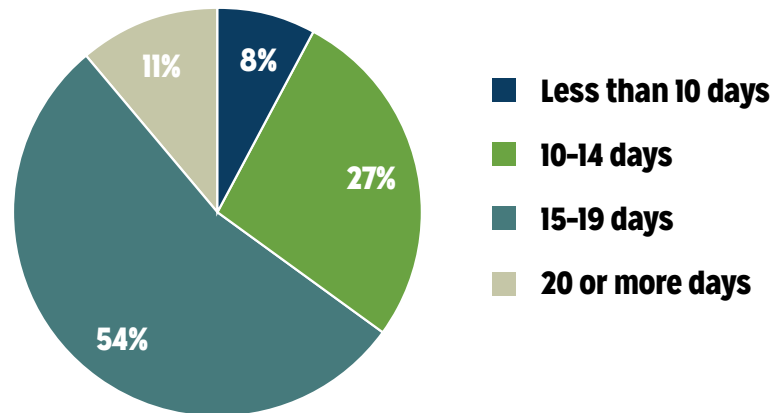
	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban
Annual days of vacation upon hire	10	10	10	10	10	10	10	10	10	12
Annual days of vacation after 5 years of employment	15	15	15	15	15	15	15	15	15	15
Annual days of vacation after 10 years of employment	18	18	18	20	20	18	18	18	20	18



*Time off is **vital** for a motivated and healthy staff*



NUMBER OF ANNUAL VACATION DAYS OFFERED TO FULL-TIME
EMPLOYEES AFTER 5 YEARS OF EMPLOYMENT
(Percentage Distribution)



In addition to paid vacation days, most park and recreation agencies also provide paid time off that employees can use when they are ill or must attend to close family members who are. The typical park and recreation professional receives 12 days of annual sick leave; this number does not vary significantly by agency size or type. Unlike vacation time, the median number of annual sick leave days offered to park and recreation professionals tends not to increase with employee tenure.

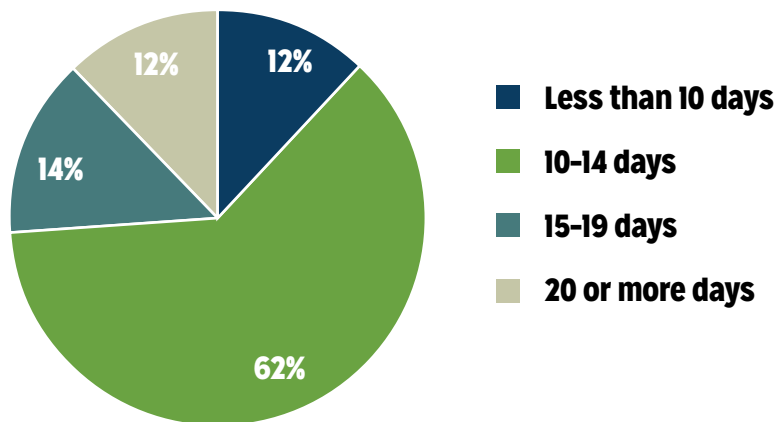
More than three in five park and recreation agencies offer their employees between 10 and 14 days of sick leave each year. Twelve percent of agencies offer fewer than 10 days of sick leave per year; at the other end of the spectrum, just over a quarter of agencies offer 15 or more days of annual sick leave to their employees.

MEDIAN NUMBER OF SICK DAYS OFFERED TO FULL-TIME EMPLOYEES

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban
Annual days of sick leave upon hire	12	12	12	12	12	12	12	12	12	12
Annual days of sick leave after 5 years of employment	12	12	12	12	12	12	12	12	12	12
Annual days of sick leave after 10 years of employment	12	12	12	12	12	12	12	12	12	12

NUMBER OF ANNUAL SICK DAYS OFFERED TO FULL-TIME EMPLOYEES AFTER 5 YEARS OF EMPLOYMENT

(Percentage Distribution)



*Most park and recreation agencies
offer their employees between 10 and
14 days of sick leave each year*



THE FAMILY AND MEDICAL LEAVE ACT OF 1993

Under the Family and Medical Leave Act of 1993 (FMLA), qualified employees are guaranteed up to 12 weeks of unpaid leave each year—under certain conditions—with no threat of job loss. The FMLA also requires employers covered by the law to maintain the same health benefits for eligible workers during this time off as those employees had while working. All public agencies, including state, federal and local employers, must follow FMLA rules. The FMLA must be applied in one or more of the following situations:

- The employee cannot work due to a serious medical condition
- The employee must care for an immediate family member with a serious medical condition
- The birth, placement and/or subsequent care of the employee's child (including adoption or foster care)
- A "qualifying exigency" due to an employee's spouse, child or parent being on active duty or having been called to active duty for the National Guard or Reserve in support of a contingency operation

MATERNITY/PATERNITY LEAVE

Three out of four park and recreation agencies do not offer specific paid-leave benefits associated with the birth or adoption of a child. Nine percent of park and recreation agencies do provide specific paid maternity benefits and 16 percent of park and recreation agencies provide specific paid maternity and paternity benefits.

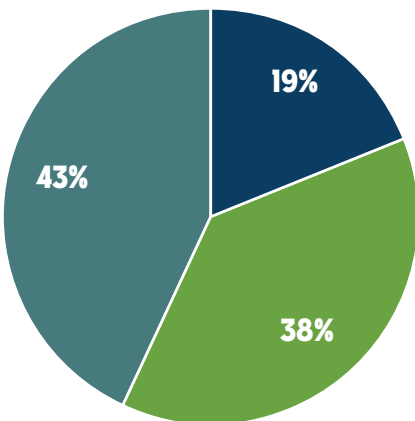
AVAILABILITY OF MATERNITY AND PATERNITY LEAVE BENEFITS AT PARK AND RECREATION AGENCIES

(Percentage Distribution)

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban
Offers paid maternity leave	9%	11%	7%	13%	5%	6%	10%	8%	6%	9%
Offers both paid maternity and paternity leave	16	12	16	12	19	25	15	22	11	16
Does not offer specific paid-leave benefits associated with the birth or adoption of a child	75	77	77	75	76	69	75	70	83	75

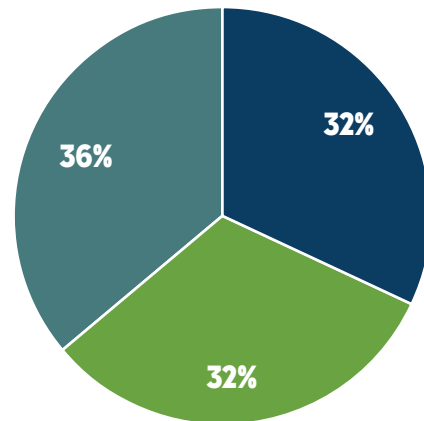
While the Family and Medical Leave Act guarantees up to 12 weeks of unpaid leave, some employers choose to pay employees for a portion or all of the time employees are on leave. Additionally, the use of a designated amount of paid time off (e.g., PTO, sick leave, vacation time) may need to be used by an employee before paid leave begins.

NUMBER OF PAID WEEKS OF MATERNITY LEAVE (Percentage Distribution)



■ 1-5 weeks ■ 6-8 weeks ■ 9-12 weeks

NUMBER OF PAID WEEKS OF PATERNITY LEAVE (Percentage Distribution)



■ 1-5 weeks ■ 6-8 weeks ■ 9-12 weeks

HEALTH INSURANCE AND OTHER BENEFITS

Access to quality healthcare is another important consideration in attracting and retaining high-quality workers. In turn, virtually all park and recreation agencies offer health insurance coverage to staff and their families. Because health insurance costs have been a rapidly growing expense line item for employers, most park and recreation agencies require that employees make contributions toward the insurance premiums. What can vary agency to agency is the percentage of the premiums that the agency pays and the percentage that the employee must cover.

Typically, park and recreation agencies cover 87 percent of their employees' health insurance premiums. Some agencies are more generous: 41 percent pay for at least 90 percent of their employees' health insurance premiums, including 22 percent of agencies that cover the entire amount. On the flip side, 27 percent of agencies cover 70 percent or less of their employees' health insurance premiums. Special park districts tend to pay a higher percentage of their employees' health insurance premiums (median: 92 percent) while agencies with larger staffs and those serving counties tend to pick up a smaller percentage (median: 83 percent and 84 percent, respectively).

PERCENTAGE OF HEALTH INSURANCE PREMIUMS PAID BY PARK AND RECREATION AGENCY

(Percentage Distribution)

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban
100%	22%	29%	18%	21%	17%	6%	21%	14%	34%	13%
90-99%	19	15	20	29	10	13	19	21	18	11
80-89%	32	33	33	27	36	46	31	28	36	35
70-79%	13	10	17	13	9	22	14	13	8	16
50-69%	13	11	12	10	28	13	13	25	3	23
Less than 50%	1	2	1	*	*	*	1	1	*	1
Median agency contribution	87%	88%	86%	80%	89%	83%	87%	84%	92%	85%

* = Insufficient Data

Beyond health insurance, most park and recreation agencies offer other benefits as part of their compensation package for their full-time employees. An overwhelming majority of agencies includes the following benefits as a part of their compensation packages for full-time employees:

- Dental (98 percent)
- Continuing education (97 percent)
- Life insurance (95 percent)
- Vision (93 percent)
- Employee assistance/counseling (92 percent)

In some cases, the employer pays the full cost of the benefit. In other cases, the employer and employee share the costs. Park and recreation agencies are more likely to bear the full cost for continuing education, life insurance and employee assistance.

BENEFITS OFFERED BY PARK AND RECREATION AGENCIES TO FULL-TIME EMPLOYEES

(Percentage Distribution)

	Benefit provided, funded fully by agency	Benefit provided, funded (at least) in part by employee	Benefit not offered
Dental	31%	67%	2%
Continuing education (courses, conferences, certificates)	78	20	3
Life Insurance	60	35	5
Vision	29	64	7
Employee assistance/Counseling (EAP)	77	15	8
Tuition reimbursement (college, trade school)	20	45	35

RETIREMENT PLANS

Employee compensation not only includes wages and benefits that workers currently receive, but also can provide the foundation for financial security when employees retire. Virtually all park and recreation agency compensation packages include quality retirement benefits as a tool to attract and retain high-performing employees.

Historically, government employees—including park and recreation professionals—were offered defined benefit (DB) plans. Under these plans, frequently referred to as pension plans, the employer promises the employee specific retirement benefits (either a weekly/biweekly/monthly payment or a lump-sum upon retirement) based on the employee's length of service and salary level. Typically, the employer contributes most, if not all, of the funds for these retirement benefits and guarantees the payments when the employee retires and begins to draw on those benefits.

Although DB plans are a valuable tool in recruiting and retaining high-quality employees, the financial obligations associated with such plans have made them untenable for many of the local government employers that continue to offer them. Private-sector employers have moved away from offering DB plans to new employees in recent decades. While the shift away from pension plans has been less prevalent in the public sector, park and recreation agencies have been moving toward another increasingly common retirement savings tool: defined contribution (DC) plans.

With DC plans, the employee and, frequently, the employer, both make regular contributions to an employee-owned retirement account. Funds held in DC plans (e.g., 401(k), 457(b) or 403(b)) may be withdrawn without penalty by the worker until a certain age, typically 59½ years old. Taxes on both the contributions made to these plans and the income earned over the years are deferred until the worker withdraws funds from the plan during retirement. Unlike DB plans, DC plans do not guarantee a specific payment amount at retirement, but they usually do give employees a choice of how to invest their retirement savings based on their appetite for risk. These plans also can be attractive to employees because they are portable: when employees change jobs, they may roll over the funds to their new employer's plan or to a bank or investment company of their choice. In comparison, DB plans have vesting schedules that require the employee to remain with the employer for a certain number of years before "earning" the retirement benefits.

Forty-six percent of park and recreation agencies offer both DB and DC plans to their employees, providing a greater diversity of retirement options for their staff. Nearly four in five park and recreation agencies have a defined benefit program as part of the compensation package they offer to their newly hired, full-time employees, while 68 percent offer a DC plan either in conjunction with a DB plan or as the sole retirement benefit offering.

In park and recreation agencies that offer a defined benefit program, 84 percent of employees make contributions. The typical DB employee contribution is six percent.

Three in five agencies that offer a defined contribution plan provide a percentage match to participants' contributions. When offered, this match is typically six percent of the employee's income.

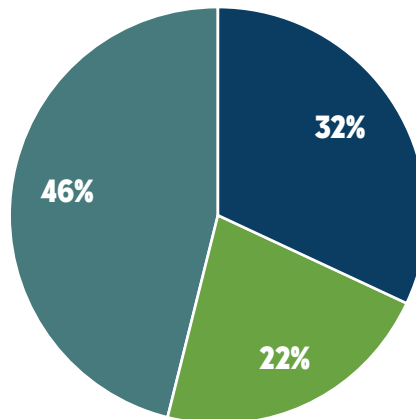
RETIREMENT PLANS OFFERED TO NEWLY HIRED, FULL-TIME PARK AND RECREATION AGENCY EMPLOYEES

(Percentage Distribution)

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban
Defined benefit program (e.g., pension plan)	32%	35%	34%	30%	31%	25%	30%	35%	36%	32%
Defined contribution plan (e.g., 401(k), 457(b), 403(b))	22	24	24	23	17	12	22	16	26	22
Defined benefit and defined contribution plans	46	41	42	47	52	63	48	48	38	46

RETIREMENT PLANS OFFERED TO NEWLY HIRED, FULL-TIME PARK AND RECREATION AGENCY EMPLOYEES

(Percentage Distribution)



- **Defined benefit program** (e.g., pension plan)
- **Defined contribution plan** (e.g., pension plan)
- **Defined benefit and defined contribution plans** (e.g., 403(b), 401(k))

PAY RAISES AND BONUSES

To keep salaries competitive, reward good work and help employees maintain their standard of living in the face of inflation, most park and recreation agencies adjust the salaries of their employees every year. They do, however, use different methods to set these raises. Between 2017 and 2018, the 10 park and recreation professional job titles saw their base salaries increase between 2.5 percent and 3.0 percent.

The most common salary adjustments are for cost-of-living (COLA), where the salaries of every member of the park and recreation staff increase at a similar rate that matches the rate of inflation in the local area. Fifty-seven percent of park and recreation agencies offer COLAs to their employees.

Park and recreation agencies also are likely to give pay raises based on merit so that high-performing employees receive larger pay raises than do lower performing employees (53 percent). Other key drivers of pay raises for park and recreation professionals include:

- Increased employee responsibilities and duties (38 percent)
- Predetermined step raises (37 percent)
- Jurisdiction-wide raises as granted by mayor, county executive, council, etc. (29 percent)
- Union contract requirements (23 percent)

KEY DETERMINANTS OF PAY RAISES FOR PARK AND RECREATION PROFESSIONALS

(Percent of Agencies)

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban
Cost-of-living increase	57%	57%	61%	58%	47%	57%	60%	51%	46%	55%
Individual performance	53	43	53	62	61	57	48	43	87	53
Increased employee responsibilities/Duties	38	31	45	38	46	41	35	36	56	37
Step raises	37	35	38	37	29	50	39	40	24	44
Jurisdiction-wide raises as granted by mayor, county executive, council, etc.	29	29	27	28	36	32	30	48	6	30
Union/Contractual requirement	23	18	20	23	21	46	25	22	11	9
Other	5	6	6	3	3	*	3	10	5	5

* = Insufficient Data



*Between 2017-2018, the 10 park and recreation professional job titles **saw their base salary grow between 2.5% and 3.0%***



Beyond base salaries, many park and recreation agencies include a bonus plan as part of their compensation packages. Thirty-six percent of park and recreation agencies offer bonuses to at least some of their employees. Bonuses are more likely to be offered by larger park and recreation agencies (39 percent at agencies with more than 100 full-time equivalents on staff) and by special park districts (43 percent). County park and recreation agencies are less likely to offer employees a bonus.

The most common bonus plans are tenure based—employees receive a fixed payment based on the anniversary of their employment (19 percent). Employees at 15 percent of park and recreation agencies are eligible for merit-based bonuses based on their performance, while two percent of agencies have plans in which employees throughout the department earn a bonus based on the success of their department meeting stated goals.

PREVALENCE OF BONUSES FOR PARK AND RECREATION PROFESSIONALS BY AGENCY TYPE

(Percent of Agencies)

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban
Tenure based (e.g., length of service)	19%	18%	24%	16%	16%	19%	20%	14%	17%	19%
Individual-based performance bonus	15	14	13	17	12	22	12	14	27	20
Department-based performance bonus	2	2	2	3	*	4	2	1	4	5
Other	5	5	7	4	10	6	5	10	6	7
Agency does not offer bonuses to its staff	64	64	61	68	63	61	65	67	57	58

* = Insufficient Data



Bonuses are more likely to be offered by larger park and recreation agencies and special park districts



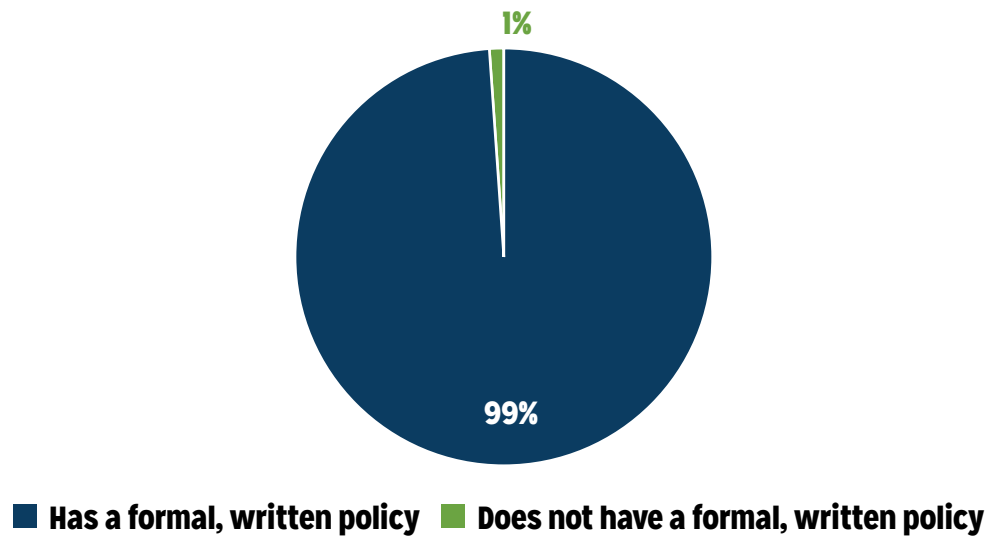
HARASSMENT POLICY

Discrimination occurs when a member of a protected class (e.g., women, minorities) is treated differently than their peers. Discrimination and harassment in the workplace can come in many forms. Some actions may be overt, such as the use of a racial slur or denial of advancement opportunities, or subtle and obscure, such as projections of blame or minimization of feelings.

Nearly every park and recreation agency (or governing jurisdiction of which it is a part of) has a formal, written policy that addresses harassment in the workplace (e.g., sexual, hostile work environment, discrimination).

PARK AND RECREATION AGENCIES WITH A FORMAL, WRITTEN POLICY ADDRESSING WORKPLACE HARASSMENT

(Percentage Distribution)



The U.S. Equal Opportunity Employment Commission (EEOC) defines workplace sexual harassment as “unwelcome sexual advances or conduct of a sexual nature which unreasonably interferes with the performance of a person’s job or creates an intimidating, hostile, or offensive work environment.” Sexual harassment can range from persistently offensive jokes to inappropriate touching to posting offensive material on a bulletin board.

Over half of park and recreation agencies (or their governing jurisdictions) have re-evaluated their policies surrounding harassment in the workplace within the past year. Twenty-two percent of agencies intend on doing this re-evaluation in the near future while another 22 percent have not re-evaluated their harassment policies within the last year and have no plans to do so in the near future.

PARK AND RECREATION AGENCIES UPDATING HARASSMENT POLICIES

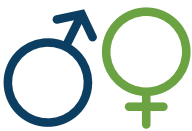
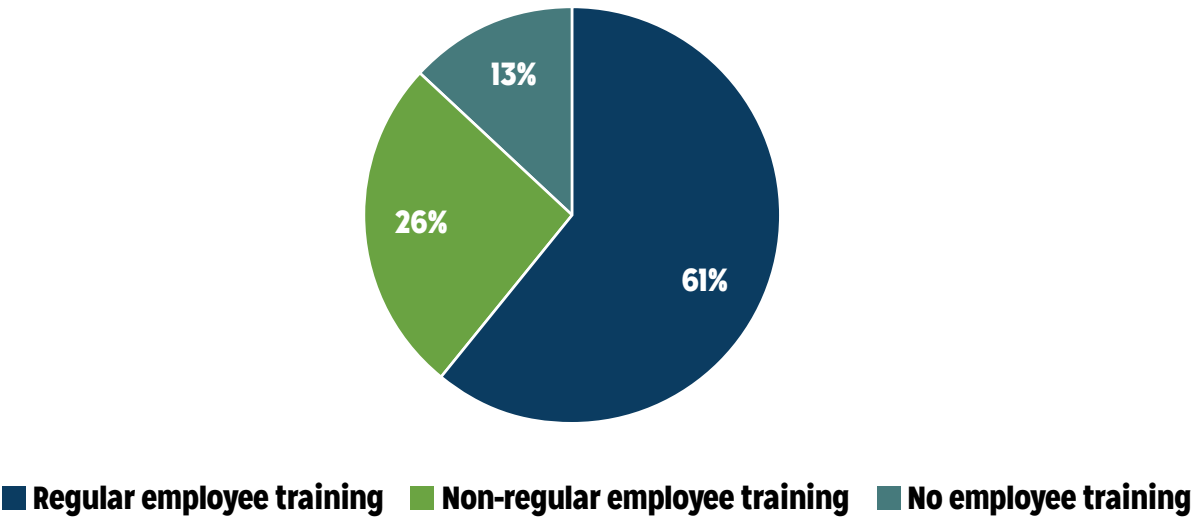
(Percent of Agencies)

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban
Yes, within the past year	55%	52%	49%	59%	67%	59%	55%	54%	60%	62%
No, but intend to in the near future	22	19	28	23	17	20	21	24	22	20
No, and have no current plans to do so	23	29	23	18	16	20	24	22	18	18

Mandatory employee training about harassment policies and procedures occur on a regular basis (e.g., annually, biannually) at three out of five park and recreation agencies. Over a quarter of agencies provide training but do so less frequently or on a non-regular basis. Thirteen percent of park and recreation agencies do not provide any type of required employee training on the topic of workplace harassment.

PARK AND RECREATION AGENCIES HOLDING MANDATORY TRAINING ON HARASSMENT POLICIES AND PROCEDURES

(Percentage Distribution)



Three in five park and recreation agencies hold mandatory training on harassment policies and procedures



SALARY INFORMATION

This section of the report presents detailed salary, bonus and demographic data for the 10 park and recreation agency occupation covered in the survey:

- Park and Recreation Agency Director (or Executive Director or Superintendent)
- Planning Director (or Superintendent)
- Director of Finance (or Administrative Director or Business Manager)
- Recreation Director (or Recreation Superintendent or Assistant Director - Recreation)
- Park Operations Director (or Maintenance Director or Maintenance Superintendent)
- Park Operations Foreman (or Maintenance Foreman)
- Facilities Manager
- Athletics Supervisor (or Athletics Manager)
- Aquatics Supervisor (or Aquatics Manager)
- Recreation Programs Coordinator (or Recreation Programs Manager)

TOP-LINE, BASE SALARIES AND TYPICAL ANNUAL SALARY INCREASES

	Base Salary on January 1, 2018	Base Salary on January 1, 2017	Median Year-to-Year Percentage Increase
Park and Recreation Agency Director/Executive Director/ Superintendent	\$100,000	\$97,000	+2.8%
Planning Director/Superintendent	88,135	85,285	+2.9
Director of Finance (or Administrative Director or Business Manager)	83,210	78,221	+3.0
Recreation Director/Recreation Superintendent/ Assistant Director-Recreation	77,495	75,000	+2.6
Park Operations Director/Maintenance Director/ Maintenance Superintendent	73,520	69,688	+2.7
Park Operations Foreman (or Maintenance Foreman)	54,618	53,000	+3.0
Facilities Manager	59,885	58,000	+3.0
Athletics Supervisor (or Athletics Manager)	52,452	51,775	+2.5
Aquatics Supervisor (or Aquatics Manager)	53,091	51,816	+2.5
Recreation Programs Coordinator (or Recreation Programs Manager)	49,500	47,486	+3.0

In the same way that park and recreation agencies differ significantly in size, programming and facility offerings, the scope of their mission and funding, they also differ in the responsibilities and (ultimately) compensation of their professional teams. Taking into account those differences, this report provides a broader snapshot of compensation data, including a presentation of not only the median and average salaries for each of the 10 occupations, but also salaries and bonuses at the 10th, 25th, 75th and 90th percentiles. Agencies with broader missions and offerings and those with greater funding resources may be more apt to pay their employees at the 75th or even 90th percentiles in order to recruit and retain professionals best suited for their agencies. Conversely, agencies with more modest offerings or funding resources may choose to offer compensation levels below the median.

Other factors can have an impact on a park and recreation professional's compensation, such as agency size, type, its location and employee demographics (education, certification, etc.). This report also looks at the relationship between the characteristics of agencies and employees and their salaries.

- **Agency size, as measured by the number of full-time staff employed:** In general, base salaries and bonuses tend to be larger at agencies with larger full-time staffs.
- **Agency type:** Cities/towns, counties, special park districts/regional authorities and agencies located in urban locales. While base salaries and bonuses can vary significantly, both tend to be higher at special park districts and at agencies located in urban locales.
- **Region:** The four census regions—Northeast, South, Midwest and West—with significant differences by region. Agencies located in the West tend to offer higher base salaries.
- **The highest level of education attained:** In general, park and recreation professionals with a bachelor's degree tend to have larger base salaries than do their peers without a four-year college degree. Furthermore, professionals who have earned a graduate degree (e.g., master's, MBA, JD, PhD) have base salaries greater than those with a four-year college degree.
- **Certification:** In lieu of or in addition to a degree, many park and recreation professionals have professional certifications. Employees with a professional certification have greater success in upward career mobility, finding jobs or receiving promotions based on the job requirements of the employer. In addition, for certain job titles, park and recreation professionals who have earned one or more professional certifications, including, but not limited to, the Certified Park and Recreation Professional (CRPP) and Certified Park and Recreation Executive (CPRE), tend to earn more than their peers who do not hold these certifications.
- **Years of professional experience:** Experienced park and recreation professionals earn more than their peers who are relatively new to the field.

Following the salary data for each of the 10 jobs are sample job descriptions which present the key responsibilities and typical job experience of incumbents in those positions. Park and recreation agencies can use these sample job descriptions as guides when creating or updating the list of key responsibilities at their organizations. Note that, incumbents who have greater responsibilities than those listed in the sample job description tend to earn more than those whose job responsibilities match those listed in the sample.

Park and Recreation Agency Director/Executive Director /Superintendent

POSITION SUMMARY

The incumbent is responsible for leading the overall direction and operation of the department/district. This includes creating the plans, vision and inspiration for the agency to provide high-quality services in a cost-effective and environmentally responsible framework. The incumbent is responsible for creating a customer-focused approach to the delivery of park and recreation programs and services, aligned with community needs.

BASE SALARY AND BONUS DATA

	January 1, 2018 Base Salary	Bonuses Paid During 2017*
Median (50th-percentile)	\$100,000	\$1,500
Average	105,033	3,083
10th-percentile	62,354	245
25th-percentile	77,647	781
75th-percentile	125,000	3,309
90th-percentile	155,797	8,000

* = of incumbents who received a bonus during 2017

MEDIAN ANNUAL BASE SALARY AND BONUS BY AGENCY CHARACTERISTICS

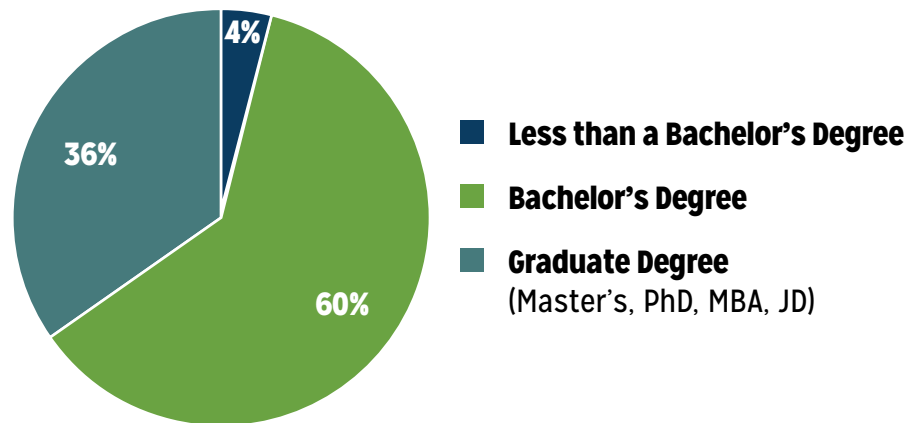
	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban Agencies
January 1, 2018 Base Salary	\$100,000	\$74,100	\$97,950	\$108,000	\$126,716	\$148,533	\$97,850	\$98,000	\$110,594	\$127,500
Bonus	1,500	900	2,000	2,000	2,328	5,000	1,500	1,100	4,000	7,000

MEDIAN ANNUAL BASE SALARY BY REGION

	Northeast	Midwest	South	West
January 1, 2018 Base Salary	\$89,381	\$97,375	\$96,402	\$113,750
Bonus	2,025	2,500	1,058	4,349

HIGHEST LEVEL OF EDUCATION ATTAINED BY INCUMBENT

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY EDUCATION

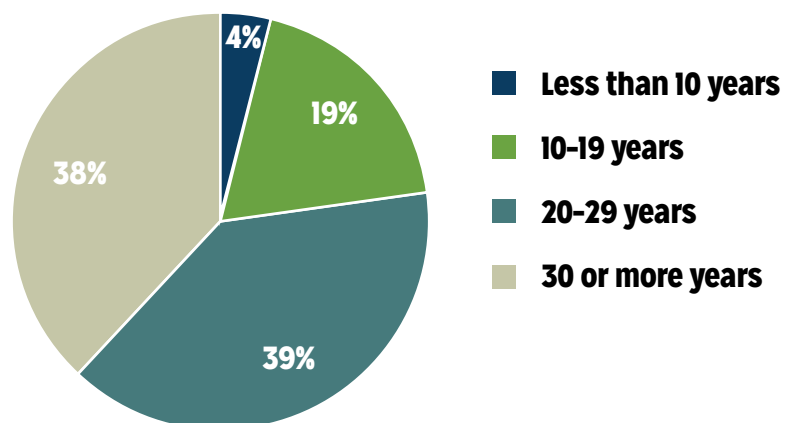
	Less than Bachelor's Degree	Bachelor's Degree	Graduate Degree
January 1, 2018 Base Salary	\$83,109	\$96,000	\$110,747

MEDIAN ANNUAL BASE SALARY BY CERTIFICATION

	CPRP	CRPE	Other	No Certification
January 1, 2018 Base Salary	\$99,650	\$121,250	\$92,687	\$95,000

YEARS OF PROFESSIONAL EXPERIENCE

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY YEARS OF PROFESSIONAL WORK EXPERIENCE

	Less than 10 Years	10-19 Years	20-29 Years	30 or More Years
January 1, 2018 Base Salary	\$63,500	\$80,000	\$101,500	\$114,000

JOB DESCRIPTION

Executive Director/Director

POSITION SUMMARY

The Executive Director is responsible for leading the overall direction and operation of the Department/District and includes responsibility for all areas of organizational performance including financial results, safety and sustainability efforts, staff leadership and visibility within the community. The position is responsible for creating the plans, vision and inspiration for the agency in providing high-quality services. The Executive Director is responsible for creating a customer-focused approach to the delivery of park and recreation programs and services, aligned with community needs. The director works collaboratively with a variety of community groups, elected officials and other organizations.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Leads a team of senior-level direct reports in support of operational excellence and works toward developing staff members through effective coaching, feedback, and exerting accountability and an ethical workplace.
- Provides strategic direction for the organization through appropriate planning efforts such as strategic, plans, master plans, and capital plans. Establishes work plans with short and long-term goals along with assigned responsibilities.
- Leads the agency according to the mission, vision and values of the department/district.
- Develops and nurtures partnerships, working relationships, and communication with other department heads, community and government organizations, and the public at large.
- Creates avenues and opportunities for members of the community to engage the department/district with suggestions, involvement and feedback.
- Develops policies to carry out departmental responsibilities relative to the city/county/district Code and all officially adopted plans.
- Responsible for financial management of the agency and authorizes all departmental/district capital and operating budget expenditures. Ensures the best return on investment of financial and human asset resources.
- Leads the department/district in all actions concerning the acquisition, development, operation and maintenance of park land and recreation facilities.
- Oversees the recreation programs and services delivery processes to ensure programs reach a diverse audience according to community demographics and community need.
- Ensures support functions such as technology, marketing and customer service are continuously improving.
- Ascertain park and recreational needs and evaluate the adequacy and effectiveness of present programs.
- Keep abreast of trends in the field of parks and recreation; develop short- and long-range plans to meet the needs of the community.
- Directs responsibilities associated with emergency management, safety and sustainability practices

MANAGEMENT RESPONSIBILITIES

Directly supervises X number of employees and indirectly supervises all employees. Is responsible for the overall direction, coordination and evaluation of direct reports as well as their business units. Creates the overall leadership system for the organization. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring and training employees; planning, assigning and directing work; providing feedback and coaching, appraising performance and addressing issues.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and promotion of legal and ethical behavior throughout the organization.
- Ability to understand the development, monitoring and analysis of financial reports.
- Thorough knowledge of strategic planning concepts and process.
- Basic computer knowledge and understanding of business applications of various technological tools, systems and advances.
- Skill in creating leadership systems including mission, vision and value development, the creation of work plans and measurement of organizational performance.
- Skill in managing and deploying change and innovation.
- Skill in teaching, coaching and providing feedback to staff.
- Skill in creating team based approaches to work and development of a team approach from departments/divisions of the organization.
- Knowledge of customer service systems and delivery of park and recreation services.
- Knowledge of park planning, recreation programming, facility operations and maintenance operation best practices.
- Ability to read, analyze and interpret technical journals, financial reports and legal documents.
- Ability to forge effective relationships with community organizations, businesses, and individual community members.
- Ability to interpret and analyze data and use data for effective decision making.
- Skill in communicating with the public, elected officials and staff.

PREFERRED EDUCATION AND EXPERIENCE

Bachelor's degree and 10 years progressively responsible experience is required, showing evidence of staff leadership and management, expertise in managing parks, recreation, open spaces and natural resources, and extensive experience with financial systems and budgets. A master's degree is preferred. Certified Professional Recreation Professional (CPRP) or Certified Professional Recreation Executive (CPRE) are also preferred. A valid state driver's license is required.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to walk, stand, sit, and talk or hear. The employee is frequently required to use hands to finger, handle, feel or operate objects, tools such as a computer or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch or crawl. Sufficient vision, hearing and stamina to perform the above functions are required. The employee must occasionally lift and/or move up to 25 pounds.

WORK ENVIRONMENT

While performing the duties of this job, the employee works indoors in an office environment but is frequently exposed to outside weather conditions. The employee occasionally works near moving mechanical parts. The employee is occasionally exposed to wet and/or humid conditions, fumes, toxic or caustic chemicals. The noise level in the work environment is usually quiet while in the office or moderately noisy when in the field.

Planning Director/Superintendent

POSITION SUMMARY

The incumbent provides leadership for the department/district's planning division. This position is responsible for areas, including land-use planning, land acquisition, capital planning and capital budget oversight, project management and individual park and system master plans. The incumbent conducts various plans and studies that provide direction for the agency's ability to meet community needs for park and recreation services. The position also manages public input processes related to capital development. The position requires a high degree of interaction and collaboration with engineers, contractors, developers, consultants, other city departments and local governmental entities.

BASE SALARY AND BONUS DATA

	January 1, 2018 Base Salary	Bonuses Paid During 2017*
Median (50th-percentile)	\$88,135	\$1,100
Average	88,846	998
10th-percentile	56,802	*
25th-percentile	70,420	*
75th-percentile	103,451	*
90th-percentile	123,800	*

* = of incumbents who received a bonus during 2017

* = Insufficient Data

MEDIAN ANNUAL BASE SALARY AND BONUS BY AGENCY CHARACTERISTICS

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban Agencies
January 1, 2018 Base Salary	\$88,135	\$90,000	\$69,904	\$85,411	\$87,766	\$100,000	\$85,821	\$80,350	\$101,500	\$90,967
Bonus	1,100	*	*	*	*	*	*	*	*	*

* = Insufficient Data

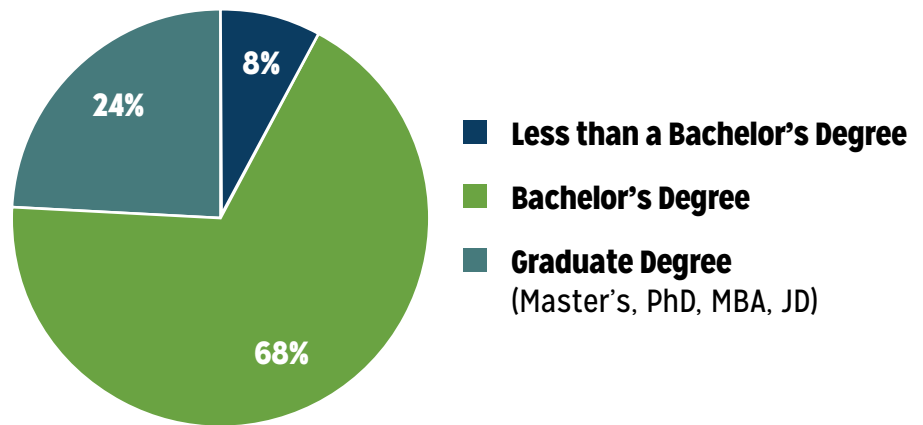
MEDIAN ANNUAL BASE SALARY BY REGION

	Northeast	Midwest	South	West
January 1, 2018 Base Salary	\$81,000	\$89,622	\$72,750	\$96,991
Bonus	*	*	*	*

* = Insufficient Data

HIGHEST LEVEL OF EDUCATION ATTAINED BY INCUMBENT

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY EDUCATION

	Less than Bachelor's Degree	Bachelor's Degree	Graduate Degree
January 1, 2018 Base Salary	\$75,202	\$88,879	\$90,000

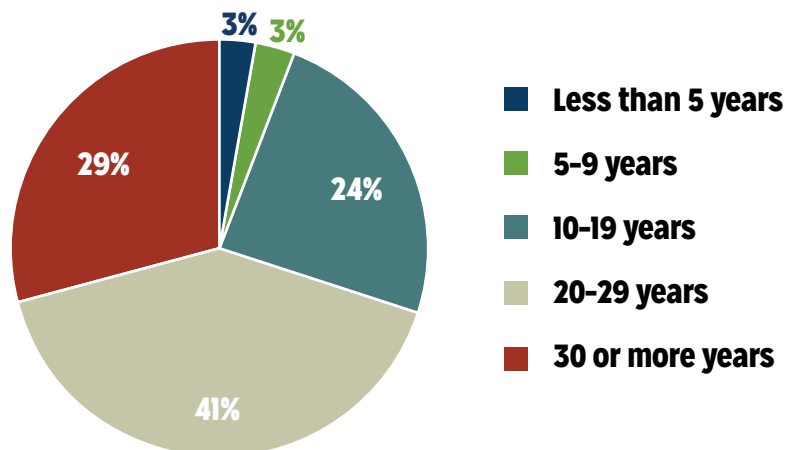
MEDIAN ANNUAL BASE SALARY BY CERTIFICATION

	CPRP	CRPE	Other	No Certification
January 1, 2018 Base Salary	\$70,000	*	\$89,622	\$85,000

* = Insufficient Data

YEARS OF PROFESSIONAL EXPERIENCE

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY YEARS OF PROFESSIONAL WORK EXPERIENCE

	Less than 5 Years	5-9 Years	10-19 Years	20-29 Years	30 or More Years
January 1, 2018 Base Salary	*	*	\$79,850	\$87,675	\$96,000

* = Insufficient Data

JOB DESCRIPTION

Planning Director

POSITION SUMMARY

The Planning Director provides leadership for the department/district's planning division. This position is responsible for areas including land use planning, land acquisition, capital planning and capital budget oversight, project management and individual park and system master plans. The Planning Director conducts various plans and studies that provide direction for the agency's ability to meet community needs for parks and recreation services. The position also manages public input processes related to capital development. The position requires a high degree of interaction and collaboration with engineers, contractors, developers, consultants, other city departments and local governmental entities.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Responsible for the overall leadership and management of planning functions.
- Provides leadership and direction to supporting staff through feedback, coaching and employee development.
- Establishes divisional/departmental work plans and monitor progress toward goals and objectives, in line with agency mission, vision and strategic plan.
- Develops and manages divisional/departmental budget.
- Prepares and administers the department's/district's annual capital budget and five- or ten-year capital improvement program. Monitors progress of capital budget projects.
- Oversees the preparation of requests for proposals, contract management for long-range comprehensive planning documents and individual park master plans.
- Responsible for master plan implementation and ensuring alignment with the city's comprehensive plan.
- Serves as project manager for capital projects or supervises staff who serve as project manager.
- Develops and updates park plans; evaluates and analyzes issues and recommends solutions with site analysis, project design and technical plans for park, trail, open space and recreation facility projects.
- Supervises and administers the Department's land acquisition program including appraisal review, land development and cash in lieu policies.
- Coordinates with multiple agencies and departments for project and program administration; represents the department/district on park project and community initiatives.
- Develops public input processes for park, facility and master plan projects.
- Works collaboratively with staff involved in maintenance, operations and recreation programming of parks and facilities and provides input opportunities for staff affected by the improvements.
- Supervises and administers state program open space grant funds for park acquisition and development; includes the supervision of grant preparation, reconciling audit claims and adherence to compliance regulations.
- Develops a performance measurement system to determine overall effectiveness of the planning function.

MANAGEMENT RESPONSIBILITIES

Directly supervises X number of employees. Is responsible for the overall direction, coordination and evaluation of direct reports. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring and training employees; planning, assigning and directing work; providing feedback and coaching, appraising performance; and resolving issues.

KNOWLEDGE, SKILLS AND ABILITIES

- Thorough knowledge of capital budget management
- Thorough knowledge of project management.
- Knowledge of parkland and facility acquisition.
- Thorough knowledge of project cost estimating and construction management.
- Skills related to creating strategic direction and work plans for a business unit.
- Ability to evaluate consultants and negotiate contract terms in accordance with Qualifications Based Selection guidelines.
- Ability to plan, assign and review the work of professional and technical personnel engaged in contract management of engineering and design consultants.
- Understanding and knowledge of requirements included in short- and long-range capital planning.
- Knowledge of real estate practices including contracts and appraisal review.
- Knowledge of the ordinances, subdivision laws and survey requirements for platting.
- Ability to communicate clearly and effectively, both orally and in writing.
- Ability to forge effective relationships with community organizations, businesses, developers, consultants and individual community members.
- Ability to understand the development, monitoring, and analysis of financial reports.
- Skill in developing community outreach processes as well as facilitation skills for managing public meetings.
- Knowledge of computers and understanding of business applications of various technological tools, systems and advances including Microsoft Office. Knowledge and use of Geographical Information Systems.
- Demonstrated leadership experience, including feedback and coaching.
- Skill in teaching, coaching and providing feedback to staff.
- Skill in creating team based approaches to work and development of a team approach from departments/divisions of the organization.
- Ability to read, analyze and interpret technical reports and legal documents.
- Ability to interpret and analyze data and use data for effective decision making.

PREFERRED EDUCATION AND EXPERIENCE

A bachelor's degree in business administration, accounting, finance, public administration or a closely related field is required. Eight years' experience involving governmental finances, accounting, purchasing and information technology. Possess computer skills including proficiency in word processing and advanced spreadsheet and financial applications.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to walk, stand, sit, and talk or hear. The employee is frequently required to use hands to finger, handle, feel or operate objects, tools such as a computer or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch or crawl. Sufficient vision, hearing and stamina to perform the above functions are required. The employee must occasionally lift and/or move up to 25 pounds.

WORK ENVIRONMENT

While performing the duties of this job, the employee primarily works indoors in an office environment, but is routinely exposed to outside weather conditions. The employee occasionally works near moving mechanical parts. The noise level in the work environment is usually quiet while in the office or moderately noisy when in the field.

Director of Finance (or Administrative Director or Business Manager)

POSITION SUMMARY

The director of finance provides leadership in all areas of business administration. Work includes directing and coordinating significant departmental/district administrative areas, including finance and technology. The position is involved in managing the overall financial system, including governmental-fund accounting, purchasing, operating and capital budgets, accounts payable, payroll and financial reporting. This involves preparing and monitoring budgets, financial projections, and performing research and analysis to ensure efficiency and cost-effective operations.

The incumbent also is responsible for technology operations and evaluating them according to established goals. The position establishes technology policies and systems, and analyzes business requirements of all departments/divisions to determine technology needs.

BASE SALARY AND BONUS DATA

	January 1, 2018 Base Salary	Bonuses Paid During 2017*
Median (50th-percentile)	\$83,210	\$1,058
Average	85,988	1,525
10th-percentile	49,068	175
25th-percentile	64,125	500
75th-percentile	107,017	2,000
90th-percentile	123,416	4,447

* = of incumbents who received a bonus during 2017

MEDIAN ANNUAL BASE SALARY AND BONUS BY AGENCY CHARACTERISTICS

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban Agencies
January 1, 2018 Base Salary	\$83,210	\$52,500	\$68,029	\$81,000	\$87,542	\$101,388	\$78,518	\$79,500	\$84,800	\$91,190
Bonus	1,100	*	*	2,060	1,058	*	1,029	*	1,655	1,200

* = Insufficient Data

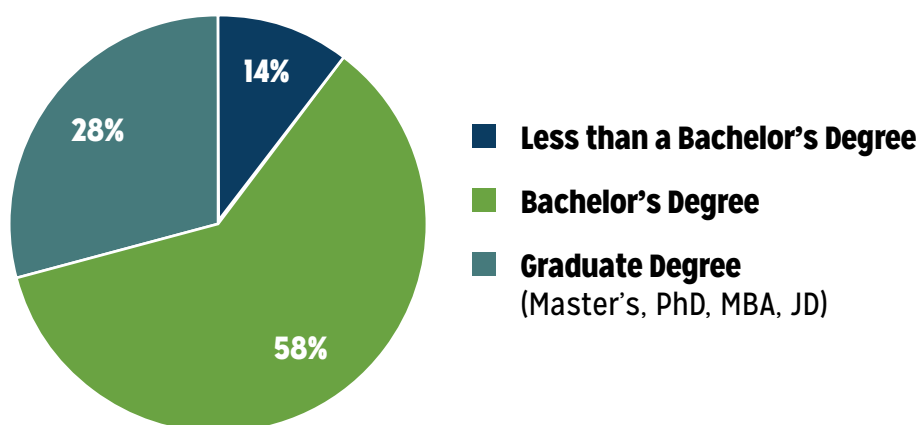
MEDIAN ANNUAL BASE SALARY BY REGION

	Northeast	Midwest	South	West
January 1, 2018 Base Salary	\$85,000	\$82,160	\$75,077	\$100,526
Bonus	*	1,250	519	*

* = Insufficient Data

HIGHEST LEVEL OF EDUCATION ATTAINED BY INCUMBENT

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY EDUCATION

	Less than Bachelor's Degree	Bachelor's Degree	Graduate Degree
January 1, 2018 Base Salary	\$52,500	\$83,220	\$96,890

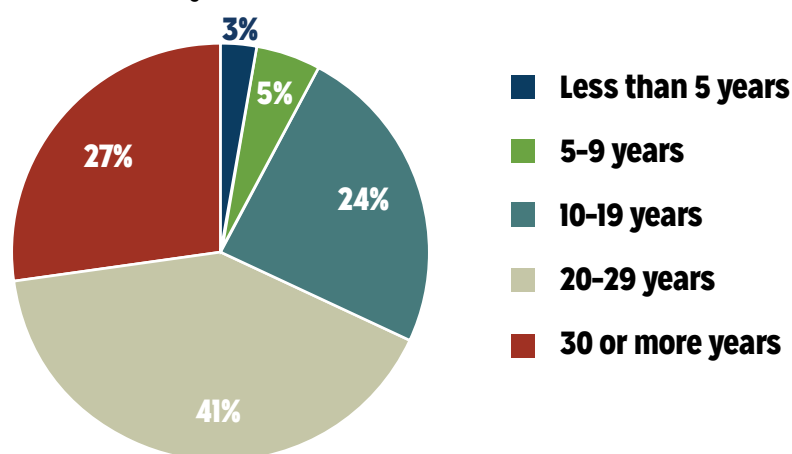
MEDIAN ANNUAL BASE SALARY BY CERTIFICATION

	CPRP	CRPE	Other	No Certification
January 1, 2018 Base Salary	\$85,000	*	\$87,746	\$75,000

* = Insufficient Data

YEARS OF PROFESSIONAL EXPERIENCE

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY YEARS OF PROFESSIONAL WORK EXPERIENCE

	Less than 5 Years	5-9 Years	10-19 Years	20-29 Years	30 or More Years
January 1, 2018 Base Salary	*	\$67,810	\$76,500	\$91,844	\$84,491

* = Insufficient Data

JOB DESCRIPTION

Director of Finance/Administrative Director/Business Manager

POSITION SUMMARY

The Director of Finance provides leadership in all areas of business administration. Work includes directing and coordinating significant departmental/district administrative areas, including finance and technology. The position is involved in managing the overall financial system including governmental fund accounting, purchasing, operating and capital budgets, accounts payable, payroll and financial reporting. This involves preparing and monitoring budgets, financial projections, and performing research and analysis to ensure efficiency and cost-effective operations.

Also responsible for technology operations and evaluating them according to established goals. The position establishes technology policies and systems, and analyzes business requirements of all departments/divisions to determine technology needs. The position ensures effective and efficient internal support for technology.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Establishes divisional/departmental work plans and monitors progress toward goals and objectives, in line with agency mission, vision and strategic plan.
- Responsible for the annual preparation of the department's operating and capital budget and monitors financial reporting of operational expenses and revenues.
- Responsible for the overall leadership and management of supporting finance and technology.
- Formulates, implements and monitors departmental policies regarding cash handling, payroll, contracting for services, inventory control, pricing of services and ensures that the department/district follows policies.
- Develops ongoing financial reporting systems, including analysis of financial trends in expense and revenues as well as future projections of same.
- Prepares fiscal impact assessments of new policies and major capital improvement projects.
- Maintains systematic, complete and accurate records of the financial and technological activities of the department/district and its property.
- Supervises the annual audit by outside auditors, reviews audit findings and implements audit recommendations.
- Plans, organizes, and directs cash management training and auditing; provides audit reports to director.
- Provides education to agency employees about financial systems. In addition, develops communication efforts with residents about the agency's financial system and results.
- Continuously initiates system and process improvements related to administrative functions in support of agency departments/divisions.
- Develops management studies to continuously improve efficiency and cost-effective operations.
- Identifies and recognizes opportunities to use new technology for improving methods of conducting business and providing better external customer service.
- Oversees the development and ensures completion of organizational technology goals. Leads initiatives to enhance efficiencies through the use of technology and assures short and long-term plans are in place.
- Analyzes performance of the department/division. Develops and monitors key performance indicators to assess performance of the department/division.

MANAGEMENT RESPONSIBILITIES

Directly supervises X number of employees. Is responsible for the overall direction, coordination and evaluation of the direct reports. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring and training employees; planning, assigning and directing work; providing feedback and coaching, appraising performance; and resolving issues.

KNOWLEDGE, SKILLS AND ABILITIES

- Excellent knowledge of public sector finance, auditing, cash control and accounting procedures.
- Skills related to budget analysis and forecasting.
- Skills related to development and management of operating and capital budgets.
- Skills related to creating strategic direction and work plans for a business unit.
- Effective communication and presentation skills with staff, elected officials, and the public. Ability to write reports, business correspondence, and policy and procedure manuals.
- Ability to work effectively with staff members in all departments/divisions.
- Demonstrated leadership experience, including feedback and coaching.
- Ability to read, analyze and interpret general business periodicals and technical procedures.
- Proficient with accounting software and possession of related computer skills. Proficient in Microsoft Office.
- General understanding of a variety of IT & data processing, hardware and software systems.
- Understanding and use of data analytics for decision making.
- Understanding of organizational performance improvement including the development of key performance indicators.
- Skill in identifying process improvements throughout the organization to improve efficiency and effectiveness.
- Skill in support processes and delivering satisfactory internal customer support for areas related to finance and technology.

PREFERRED EDUCATION AND EXPERIENCE

A bachelor's degree in business administration, accounting, finance, public administration or a closely related field is required. Eight years' experience involving governmental finances, accounting, purchasing and information technology. Possess computer skills including proficiency in word processing and advanced spreadsheet and financial applications.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to walk, stand, sit, and talk or hear. The employee is frequently required to use hands to finger, handle, feel or operate objects, tools such as a computer or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch or crawl. Sufficient vision, hearing and stamina to perform the above functions are required. The employee must occasionally lift and/or move up to 25 pounds.

WORK ENVIRONMENT

While performing the duties of this job, the employee works indoors in an office environment and is rarely exposed to outside weather conditions. The employee occasionally works near moving mechanical parts. The noise level in the work environment is usually quiet while in the office.

Recreation Director/Recreation Superintendent /Assistant Director-Recreation

POSITION SUMMARY

This position oversees and leads recreation, events and related services. The position reports to the agency director and serves as part of executive leadership of the agency. The recreation director is responsible for the overall vision of the program and event delivery systems and establishes future direction. This includes overseeing recreation programs and services, identifying community needs for recreation services, ensuring alignment of programs with needs and changing demographics, and identifying and adapting offerings to trends and innovation in services.

BASE SALARY AND BONUS DATA

	January 1, 2018 Base Salary	Bonuses Paid During 2017*
Median (50th-percentile)	\$77,495	\$1,275
Average	79,640	2,035
10th-percentile	49,850	355
25th-percentile	61,500	840
75th-percentile	95,000	2,137
90th-percentile	112,000	4,270

* = of incumbents who received a bonus during 2017

MEDIAN ANNUAL BASE SALARY AND BONUS BY AGENCY CHARACTERISTICS

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban Agencies
January 1, 2018 Base Salary	\$77,495	\$67,000	\$70,851	\$80,000	\$89,300	\$99,387	\$78,000	\$73,850	\$77,581	\$88,795
Bonus	1,275	1,000	1,533	1,500	*	*	1,500	*	1,097	1,273

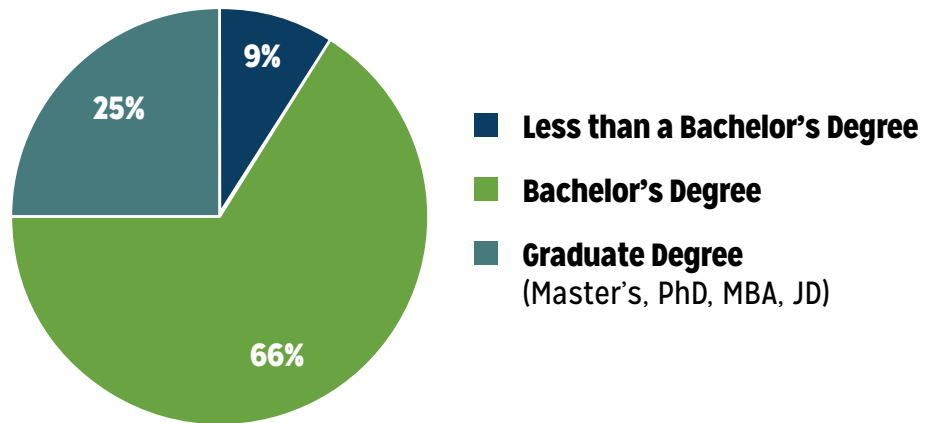
* = Insufficient Data

MEDIAN ANNUAL BASE SALARY BY REGION

	Northeast	Midwest	South	West
January 1, 2018 Base Salary	\$78,500	\$75,669	\$70,000	\$87,750
Bonus	1,550	868	1,179	2,141

HIGHEST LEVEL OF EDUCATION ATTAINED BY INCUMBENT

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY EDUCATION

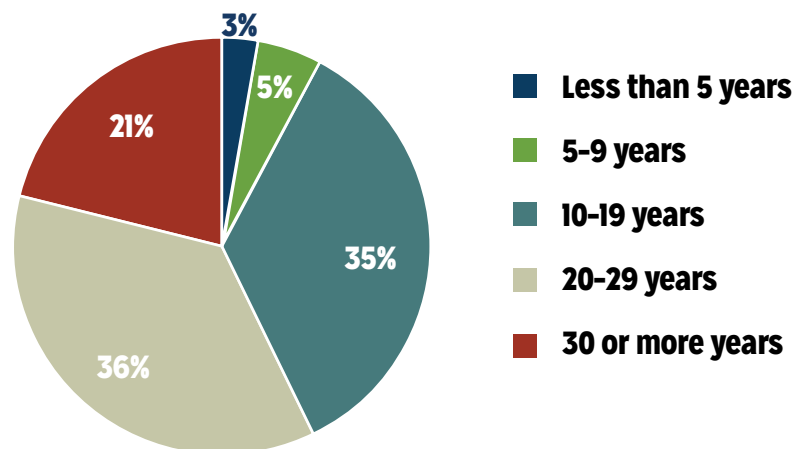
	Less than Bachelor's Degree	Bachelor's Degree	Graduate Degree
January 1, 2018 Base Salary	\$73,534	\$77,831	\$77,248

MEDIAN ANNUAL BASE SALARY BY CERTIFICATION

	CPRP	CRPE	Other	No Certification
January 1, 2018 Base Salary	\$77,500	\$78,965	\$70,000	\$75,500

YEARS OF PROFESSIONAL EXPERIENCE

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY YEARS OF PROFESSIONAL WORK EXPERIENCE

	Less than 5 Years	5-9 Years	10-19 Years	20-29 Years	30 or More Years
January 1, 2018 Base Salary	\$50,500	\$52,450	\$73,725	\$81,924	\$85,500

JOB DESCRIPTION

Recreation Director/Recreation Superintendent/Assistant Director-Recreation

POSITION SUMMARY

This position oversees and leads recreation programs, facilities, events and related services. The position reports to the agency director and serves as part of executive leadership of the agency. The Recreation Director is responsible for the overall vision of the program and event delivery systems and establishes future direction. This includes overseeing recreation programs and services, facility operations, identifying community needs for recreation services, ensuring alignment of programs with needs and changing demographics, and identifying and adapting offerings to trends and innovation in services. The position also is responsible for the supervision of recreation and facility staff.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Responsible for the overall leadership and management of recreation programs, facility operations, events and services. This includes identifying community need for programs and analyzing offerings to ensure the programs match the need. This also includes analyzing possible underserved communities and identifying ways to strengthen/alter offerings.
- Provides leadership and direction to supporting staff through establishment of direction, feedback, coaching and employee development.
- Establishes divisional/departmental work plans and monitors progress toward goals and objectives, in line with agency mission, vision and strategic plan.
- Provides oversight of financial management of department/division. This includes developing and managing budgets, establishing pricing for services, revenue and expense projections, cost analysis and identifying ways to maximize resources.
- Develops methods to connect with residents through continuous outreach efforts with the community and working toward reinforcing the agency's brand and image.
- Establishes effective relationships with various sectors of the community including corporations, government agencies, other city departments, non-profit and community groups.
- Establishes and builds program partnerships to augment services.
- Establishes processes to identify, manage, and evaluate programs and services in relationship to equity throughout the community.
- Oversees the customer satisfaction measurement process for programs and services, reviews results and leads changes for improvement.
- Establishes quality control methods to ensure programs and services meet or exceed customer requirements and expectations through the use of standards, audits, class visitation, and employee feedback and customer evaluations.
- Researches current recreation trends to develop activities that are driven by market needs which will provide the maximum recreational opportunities for the community.
- Directs and/or assists in the development of studies to ascertain park and recreation needs and evaluates the adequacy and effectiveness of current programs.
- Analyzes performance of the department/division through the use of data and technology support. Develops and monitor key performance indicators to assess performance of the department/division.

MANAGEMENT RESPONSIBILITIES

Directly supervises X number of employees. Is responsible for the overall direction, coordination and evaluation of direct reports and overall leadership for the recreation department/division. Carries out supervisory responsibilities in accordance with

the organization's policies and applicable laws. Responsibilities include interviewing, hiring and training employees; planning, assigning and directing work; providing feedback and coaching, appraising performance; and resolving issues.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of department/district inventory of services, identifying how services meet the needs of the community and positioning recreation services for the future.
- Knowledge of recreation program delivery processes, facility management and customer service systems.
- Knowledge of customer satisfaction measurement systems.
- Skills related to creating strategic direction and work plans for a business unit.
- Ability to understand the development, monitoring, and analysis of financial reports, including revenue and expense projections, pricing of services, and interpretation of financial results.
- Computer knowledge and understanding of business applications of various technological tools, systems, and advances including program registration systems. Proficient in Microsoft Office.
- Demonstrated leadership experience, including feedback and coaching.
- Skill in teaching, coaching and providing feedback to staff.
- Skill in creating team based approaches to work and development of a team approach within the department/division as well as across the organization.
- Ability to read, analyze and interpret technical reports and legal documents.
- Ability to forge effective relationships with community organizations, businesses, and individual community members.
- Ability to interpret and analyze data and use data for effective decision making.
- Skill in communicating with the public, elected officials and staff.
- Skills in developing marketing strategies for programs, facilities and services.

PREFERRED EDUCATION AND EXPERIENCE

Bachelor's degree in parks and recreation, public administration or related field and eight years progressively responsible experience in recreation. Master's degree preferred. CPRP or CPRE certification preferred. A valid state driver's license is required.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to walk, stand, sit, and talk or hear. The employee is frequently required to use hands to finger, handle, feel or operate objects, tools such as a compute, or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch or crawl. Sufficient vision, hearing and stamina to perform the above functions are required. The employee must occasionally lift and/or move up to 25 pounds.

WORK ENVIRONMENT

While performing the duties of this job, the employee works indoors in an office environment but is frequently exposed to outside weather conditions. The employee occasionally works near moving mechanical parts. The employee is occasionally exposed to wet and/or humid conditions, fumes, toxic or caustic chemicals. The noise level in the work environment is usually quiet while in the office or moderately noisy when in the field.

Park Operations Director/Maintenance Director /Maintenance Superintendent

POSITION SUMMARY

The incumbent provides leadership for the department/district's parks division that includes several operational areas, such as park and athletic field maintenance, greenways and medians, open space, fleet management and urban forestry. The position provides strategic direction for these operations, while also providing input and guidance related to department capital development and implementation, as well as the development of replacement schedules for vehicles, equipment and structures. The position also includes ensuring efficient and effective delivery of maintenance services, including continuous improvement of processes, management of standards and adherence to standards, and providing leadership to maintenance personnel through and with direct reports.

BASE SALARY AND BONUS DATA

	January 1, 2018 Base Salary	Bonuses Paid During 2017*
Median (50th-percentile)	\$73,520	\$1,242
Average	75,561	2,683
10th-percentile	46,217	108
25th-percentile	58,000	500
75th-percentile	90,000	2,455
90th-percentile	112,784	4,171

* = of incumbents who received a bonus during 2017

MEDIAN ANNUAL BASE SALARY AND BONUS BY AGENCY CHARACTERISTICS

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban Agencies
January 1, 2018 Base Salary	\$73,520	\$53,300	\$61,418	\$78,749	\$85,623	\$95,098	\$71,290	\$72,481	\$76,360	\$90,000
Bonus	1,058	2,000	1,425	1,000	*	*	1,463	*	500	1,842

* = Insufficient Data

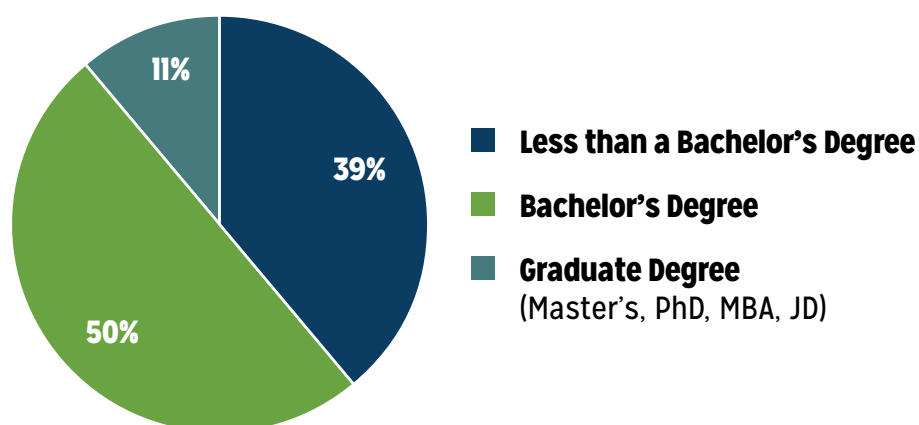
MEDIAN ANNUAL BASE SALARY BY REGION

	Northeast	Midwest	South	West
January 1, 2018 Base Salary	\$65,000	\$73,965	\$65,000	\$84,932
Bonus	*	625	1,425	*

* = Insufficient Data

HIGHEST LEVEL OF EDUCATION ATTAINED BY INCUMBENT

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY EDUCATION

	Less than Bachelor's Degree	Bachelor's Degree	Graduate Degree
January 1, 2018 Base Salary	\$61,000	\$80,000	\$78,711

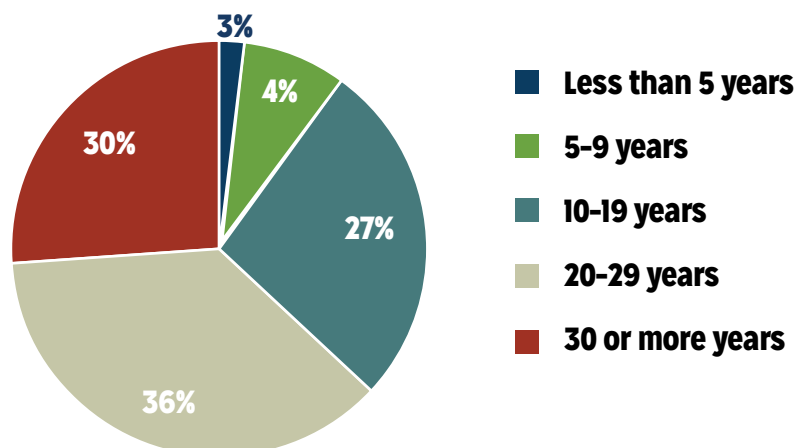
MEDIAN ANNUAL BASE SALARY BY CERTIFICATION

	CPRP	CRPE	Other	No Certification
January 1, 2018 Base Salary	\$82,000	*	\$66,477	\$72,000

* = Insufficient Data

YEARS OF PROFESSIONAL EXPERIENCE

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY YEARS OF PROFESSIONAL WORK EXPERIENCE

	Less than 5 Years	5-9 Years	10-19 Years	20-29 Years	30 or More Years
January 1, 2018 Base Salary	\$46,375	\$60,611	\$65,000	\$76,719	\$79,518

JOB DESCRIPTION

Park Operations Director/Maintenance Director/Maintenance Superintendent

POSITION SUMMARY

The Park Operations Director provides leadership for the department/district's parks division that includes several operational areas such as park and athletic field maintenance, greenways and medians, horticulture, open space, fleet management and urban forestry. The position provides strategic direction for these operations, while also providing input and guidance related to department capital development and implementation, as well as development of replacement schedules for vehicles, equipment and structures. The position also includes ensuring efficient and effective delivery of maintenance services including continuous improvement of processes, management of standards and adherence to standards, and providing leadership to maintenance personnel through and with direct reports.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provides strategic direction and leadership to the Parks Division and its individual operating units.
- Establishes divisional/departmental work plans and monitor progress toward goals and objectives, in line with agency mission, vision and strategic plan.
- Oversees and manages system wide park operations including functions such as park and facility maintenance, athletic field maintenance, horticultural and forestry.
- Builds and continuously improves the systems and processes of the operations division. Develops best practice approaches to maintenance management, work order systems, standards, inspections and conformance to standards.
- Provides support to other agency divisions in support of special events, programs and services.
- Provides leadership and direction to supporting staff through feedback, coaching and employee development.
- Provides oversight of financial management of department/division. This includes developing and managing budgets, revenue and expense projections, cost analysis and identifying ways to maximize resources.
- Contributes to preparation and refinement of capital improvement program budgets.
- Maintains effective relationships with other government agencies, user groups, partners and the general public.
- Coordinates with multiple agencies, departments and jurisdictions for maintenance related activities. Represents the agency on park projects and community initiatives.
- Analyzes performance of the department/division through the use of data and technology support. Develops and monitors key performance indicators to assess performance of the department/division.
- Ensures efforts in sustainable practices throughout the division/department/district.
- Participates in agency commitment to safe practices for the public and employees. Ensures departmental compliance with state and federal environmental regulations, OSHA laws, risk management policies and emergency operations.

MANAGEMENT RESPONSIBILITIES

Directly supervises X number of employees. Is responsible for the overall direction, coordination and evaluation of direct reports as well as the leadership of the overall park operations department/division. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring and training employees; planning, assigning and directing work; providing feedback and coaching, appraising performance; and resolving issues.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of maintenance management, work order and asset management systems.
- Skill in implementation of maintenance standards.

- Knowledge of turf management, horticulture, forestry and athletic field maintenance practices.
- Knowledge of sustainable practices including integrated pest management approaches.
- Ability to understand the development, monitoring and analysis of financial reports.
- Skills related to creating strategic direction and work plans for a business unit.
- Basic computer knowledge and understanding of business applications of various technological tools, systems and advances, including Microsoft Office.
- Demonstrated leadership experience.
- Skill in teaching, coaching and providing feedback to staff.
- Skill in creating team based approaches to work and development of a team approach from departments/divisions of the organization.
- Knowledge of customer service systems and delivery of park and recreation services.
- Ability to read, analyze and interpret technical journals, financial reports and legal documents.
- Ability to forge effective relationships with community organizations, businesses and individual community members.
- Ability to interpret and analyze data and use data for effective decision making.
- Skill in communicating with the public, elected officials, and staff.

PREFERRED EDUCATION AND EXPERIENCE

Bachelor's degree in park management, recreation or related field and eight years of progressive management experience. A thorough working knowledge of natural resource management, park operations and facility maintenance, horticulture and landscaping is an essential part of this job. CPRP or CPRE preferred. A valid state driver's license is required.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to walk, stand, sit, and talk or hear. The employee is frequently required to use hands to finger, handle, feel or operate objects, tools such as a computer or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch or crawl. Sufficient vision, hearing and stamina to perform the above functions are required. The employee must occasionally lift and/or move up to 50 pounds.

WORK ENVIRONMENT

While performing the duties of this job, the employee generally works indoors in an office environment but is frequently exposed to outside weather conditions. The employee occasionally works near moving mechanical parts. The employee is occasionally exposed to wet and/or humid conditions, fumes, toxic or caustic chemicals. The noise level in the work environment is usually quiet while in the office or moderately noisy when in the field.

Park Operations Foreman/Maintenance Foreman

POSITION SUMMARY

The Park Operations Foreman/Maintenance Foreman typically provides leadership for a geographical area of the city/district, or oversees a specific function within park maintenance such as athletic field maintenance. In smaller agencies, the Maintenance Foreman may be responsible for maintenance for the entire community. A majority of the time, the Foreman manages and supervises maintenance crews involved in a variety of activities such as park and athletic field maintenance, greenways and medians, open space, horticulture, fleet management, facility maintenance and urban forestry. The position provides input into divisional goals and objectives, capital improvement plans, and replacement schedules for vehicles, equipment and structures. The position also includes ensuring efficient and effective delivery of maintenance services including continuous improvement of processes, management and adherence to maintenance standards, management of a work order system and providing leadership to maintenance personnel through and with direct reports. Depending upon the size of the agency, the Park Foreman may be involved in doing actual park maintenance activities, but much of time, the Foreman oversees the work of supporting staff.

BASE SALARY AND BONUS DATA

	January 1, 2018 Base Salary	Bonuses Paid During 2017*
Median (50th-percentile)	\$54,618	\$1,003
Average	57,737	1,594
10th-percentile	35,020	200
25th-percentile	45,115	400
75th-percentile	67,525	2,000
90th-percentile	79,657	4,880

* = of incumbents who received a bonus during 2017

MEDIAN ANNUAL BASE SALARY AND BONUS BY AGENCY CHARACTERISTICS

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban Agencies
January 1, 2018 Base Salary	\$54,618	\$50,136	\$51,957	\$56,535	\$60,000	\$69,588	\$57,000	\$48,600	\$52,000	\$62,838
Bonus	1,003	450	1,212	1,212	*	*	1,347	*	250	*

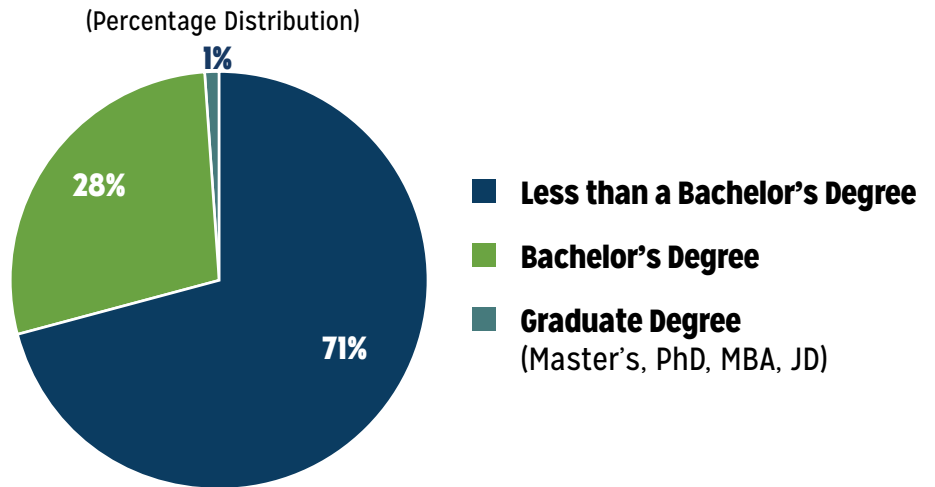
* = Insufficient Data

MEDIAN ANNUAL BASE SALARY BY REGION

	Northeast	Midwest	South	West
January 1, 2018 Base Salary	\$58,000	\$56,850	\$48,575	\$65,000
Bonus	*	805	1,000	*

* = Insufficient Data

HIGHEST LEVEL OF EDUCATION ATTAINED BY INCUMBENT



MEDIAN ANNUAL BASE SALARY BY EDUCATION

	Less than Bachelor's Degree	Bachelor's Degree	Graduate Degree
January 1, 2018 Base Salary	\$51,386	\$59,931	*

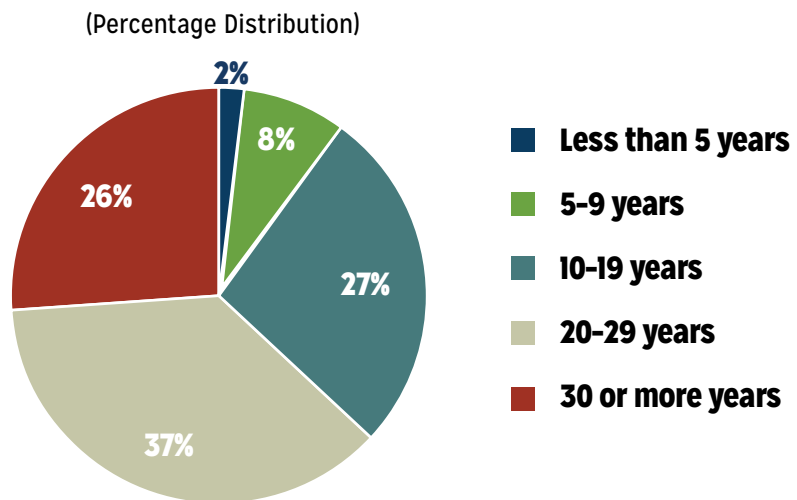
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MEDIAN ANNUAL BASE SALARY BY CERTIFICATION

	CPRP	CRPE	Other	No Certification
January 1, 2018 Base Salary	\$71,528	*	\$54,000	\$53,809

* = Insufficient Data

YEARS OF PROFESSIONAL EXPERIENCE



MEDIAN ANNUAL BASE SALARY BY YEARS OF PROFESSIONAL WORK EXPERIENCE

	Less than 5 Years	5-9 Years	10-19 Years	20-29 Years	30 or More Years
January 1, 2018 Base Salary	*	\$43,150	\$50,622	\$58,034	\$60,210

* = Insufficient Data

JOB DESCRIPTION

Park Operations Foreman/Maintenance Foreman

POSITION SUMMARY

This Park Operations Foreman/Maintenance Foreman typically provides leadership for a geographical area of the city/district, or oversees a specific function within park maintenance such as athletic field maintenance. In smaller agencies, the Maintenance Foreman may be responsible for maintenance for the entire community.

A majority of the time, the Foreman manages and supervises maintenance crews involved in a variety of activities such as park and athletic field maintenance, greenways and medians, open space, horticulture, fleet management, facility maintenance and urban forestry. The position provides input into divisional goals and objectives, capital improvement plans, and replacement schedules for vehicles, equipment and structures.

The position also includes ensuring efficient and effective delivery of maintenance services including continuous improvement of processes, management and adherence to maintenance standards, management of a work order system and providing leadership to maintenance personnel through and with direct reports.

Depending upon the size of the agency, the Park Foreman may be involved in doing actual park maintenance activities, but the majority of time, the Foreman oversees the work of supporting staff.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provides leadership and direction to supporting staff through feedback, coaching and employee development.
- Schedules the work of maintenance crews.
- Supports the parks superintendent in establishing divisional/departmental work plans and monitors progress toward goals and objectives, in line with agency mission, vision and strategic plan.
- Supports the parks superintendent in the preparation and management of asset replacement schedules including vehicles and equipment.
- Develops and manages budgets, expense projections and cost analysis, and identifies ways to maximize resources.
- Contributes to preparation and refinement of capital improvement program budgets.
- Works cooperatively with other areas of the department/district in providing maintenance support, including special events and recreation programming.
- Maintains effective relationships with other government agencies, user groups, partners and the general public.
- Coordinates with multiple agencies, departments and jurisdictions for project and program implementation. Represents the agency on park projects and community initiatives.
- Builds and continuously improves park operations. Develops best practice approaches to maintenance management, work order systems, standards, inspections and conformance to standards.
- Ensures efforts in sustainable practices throughout the division/department/district.
- Participates in agency commitment to safe practices for the public and employees. Ensures departmental compliance with state and federal environmental regulations, OSHA laws, risk management policies and emergency operations.

MANAGEMENT RESPONSIBILITIES

Directly supervises full- and part-time employees. Is responsible for the overall direction, coordination and evaluation of direct reports. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring and training employees; planning, assigning and directing work; providing feedback and coaching, appraising performance; and resolving employee issues.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of maintenance management, work order and asset management systems.
- Skill in the implementation of maintenance standards.
- Knowledge of turf management, forestry and horticultural practices.
- Knowledge of athletic field maintenance practices.
- Knowledge of sustainable practices, including integrated pest management approaches.
- Familiarity with park inspection processes, including playground inspections.
- Demonstrated leadership experience, including feedback and coaching.
- Skill in planning, assigning and directing work.
- Evaluates the performance of support staff and takes corrective action, when necessary.
- Set goals, objectives and priorities with staff.
- Creates an effective working environment for staff including ongoing communication, continuously improving processes to streamline work activities, provide continuous feedback and coaching to staff, and provide staff with opportunities for engagement in decision making related to athletics programming.
- Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws.
- Basic computer knowledge and understanding of business applications of various technological tools and systems, including Microsoft Office.
- Ability to understand the development, monitoring and analysis of financial reports.
- Ability to read, analyze and interpret technical journals, financial reports and legal documents.
- Ability to maintain effective relationships with community organizations, businesses, and individual community members.
- Ability to interpret and analyze data and use data for effective decision making.
- Skill in communicating with the public, elected officials and staff.

PREFERRED EDUCATION AND EXPERIENCE

A minimum of an associate's degree in park or resource management or related field and five years of progressive park operations experience. At least two years of supervisory experience. Certified Playground Safety Inspector and Applicator Pesticide Spray License or ability to obtain is preferred. A valid state driver's license is required.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to walk, stand, sit, and talk or hear. The employee is frequently required to use hands to finger, handle, feel or operate objects, tools such as a computer or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch or crawl. Sufficient vision, hearing and stamina to perform the above functions are required. The employee must occasionally lift and/or move up to 50 pounds. Requires occasional lifting of up to 50 pounds.

WORK ENVIRONMENT

The employee occasionally works near moving mechanical parts and may, on occasion, operate equipment or machinery. The employee is occasionally exposed to wet and/or humid conditions, fumes, toxic or caustic chemicals. The noise level in the work environment is usually quiet while in the office or moderately noisy when in the field.

Facility Manager

POSITION SUMMARY

The Facility Manager is responsible for the management of a specific facility such as a community center, senior center or indoor sports facility. This includes overseeing all aspects of facility operations, such as overseeing programs and service delivery of the building, supervision of facility staff, safety and security systems, technology systems, custodial support, and overseeing and managing the facility's budget. Typically, this position works with a separate facility maintenance department to ensure timely repairs, renovations and ongoing preventative maintenance.

BASE SALARY AND BONUS DATA

	January 1, 2018 Base Salary	Bonuses Paid During 2017*
Median (50th-percentile)	\$59,885	\$1,058
Average	61,145	1,276
10th-percentile	36,600	226
25th-percentile	45,250	550
75th-percentile	73,340	1,746
90th-percentile	89,000	3,000

* = of incumbents who received a bonus during 2017

MEDIAN ANNUAL BASE SALARY AND BONUS BY AGENCY CHARACTERISTICS

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban Agencies
January 1, 2018 Base Salary	\$59,885	\$44,392	\$54,568	\$65,000	\$64,000	\$72,186	\$59,801	\$49,600	\$62,000	\$68,900
Bonus	1,058	*	*	1,000	953	*	1,129	*	1,458	1,129

* = Insufficient Data

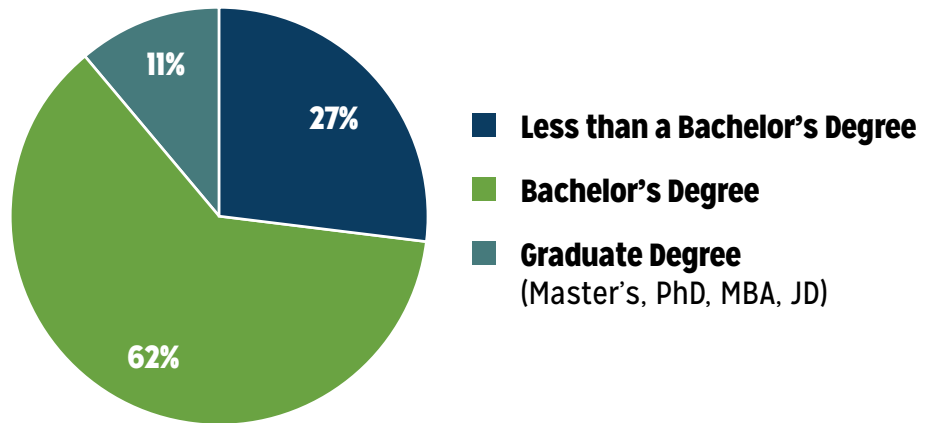
MEDIAN ANNUAL BASE SALARY BY REGION

	Northeast	Midwest	South	West
January 1, 2018 Base Salary	\$52,000	\$62,002	\$52,000	\$65,783
Bonus	*	847	1,129	*

* = Insufficient Data

HIGHEST LEVEL OF EDUCATION ATTAINED BY INCUMBENT

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY EDUCATION

	Less than Bachelor's Degree	Bachelor's Degree	Graduate Degree
January 1, 2018 Base Salary	\$50,000	\$62,860	\$64,064

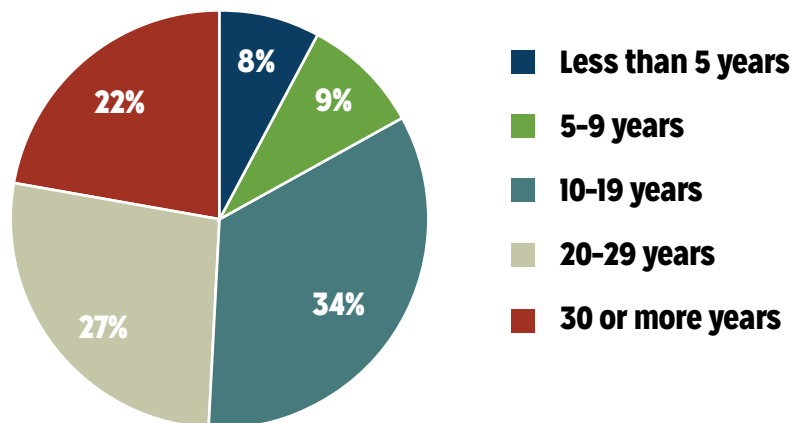
MEDIAN ANNUAL BASE SALARY BY CERTIFICATION

	CPRP	CRPE	Other	No Certification
January 1, 2018 Base Salary	\$64,272	*	\$66,869	\$52,000

* = Insufficient Data

YEARS OF PROFESSIONAL EXPERIENCE

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY YEARS OF PROFESSIONAL WORK EXPERIENCE

	Less than 5 Years	5-9 Years	10-19 Years	20-29 Years	30 or More Years
January 1, 2018 Base Salary	\$35,000	\$57,733	\$54,901	\$65,000	\$70,907

JOB DESCRIPTION

Facility Manager

POSITION SUMMARY

The Facility Manager is responsible for the management of a specific facility such as a community center, senior center or indoor sports facility. This includes overseeing all aspects of facility operations, such as overseeing programs and service delivery of the building, supervision of facility staff, safety and security systems, technology systems, custodial support, and overseeing and managing the facility's budget. Typically, this position works with a separate facility maintenance department to ensure timely repairs, renovations and ongoing preventative maintenance.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Manages facility operations including staff scheduling, facility scheduling, custodial support, program/membership registration systems, front desk operations and safety processes.
- Manages recreation programs and services and oversees program coordinators who directly oversee the programs. (This may or may not be the Facility Manager's responsibility; some agencies include programs as part of a separate recreation program division)
- Develops an operational audit system to ensure the facility operates according to established specifications. This includes areas such as building cleanliness, safety, cash control, registration processes, and opening and closing procedures.
- Completes, reviews and submits incident, injury, accident or other related reports.
- Works toward ensuring the safety and security of participants and staff.
- Reviews accident/incident reports, determines severity and follows up with parents/ participants/staff.
- Works with facility maintenance staff to ensure building repairs, renovations and ongoing preventative maintenance is performed.
- Prepares an annual budget, including pricing recommendations, and monitors revenue and expense on a continuous basis.
- Ensures the training of staff in building operations, customer service, safety procedures, cash control, etc.
- Develops an emergency response plan, aligned with agency protocol.
- Maintains accurate and current facility usage/membership/program participation information, and analyzes the data for the purposes of planning and evaluation.
- Develops key performance indicators that monitor building operations efficiency and effectiveness.
- Performs research on facility operation trends and adapts programs, services and operations accordingly.
- Works with marketing staff in developing an overall strategy for marketing the facility, including developing description of programs for the program guide.
- Recruits, hires, trains, supervises and evaluates part-time staff, seasonal staff and volunteers.
- Provides excellent customer service in the delivery of programs and works toward achieving excellent customer service from support staff.
- Manages a customer satisfaction measurement process for all programs and services.
- Facilitates ongoing coordination and cooperation with partner agencies and organizations.

MANAGEMENT RESPONSIBILITIES

- Directly responsible for the management of support staff, which can include both full-time and part-time staff.
- Plans, assigns, schedules and directs work.
- Evaluates the performance of support staff.

- Recruits and hires staff.
- Develops ongoing employee orientation and training programs.
- Sets goals, objectives and priorities with staff.
- Responsible for accuracy of staff timekeeping and associated reporting.
- Creates an effective working environment for staff including ongoing communication, continuously improving processes to streamline work activities, provide continuous feedback and coaching to staff, and provide staff with opportunities for engagement in decision making related to athletics programming.
- Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws.
- Addresses concerns and issues of staff, investigate and work toward resolution of the issue.

KNOWLEDGE, SKILLS AND ABILITIES

- Effective communication and presentation skills with staff, participants, other department members and the public. Ability to write reports, business correspondence and policy and procedure manuals.
- Knowledge of recreation facility operations.
- Demonstrated leadership experience.
- Experience with automated registration and membership systems.
- Ability to create, implement and evaluate recreation programs and services.
- Ability to read, analyze and interpret general business periodicals and technical procedures.
- Knowledge of principles of recreation programming.
- Knowledge of budget development and oversight, financial accounting, and cash handling and controls.
- Basic mathematic skills and the ability to compute rate, ratio, and percent and to draw and interpret graphs.
- Knowledge and skills with computers and Microsoft Office.
- Ability to work a varied schedule including weekends and weekday nights as required.

PREFERRED EDUCATION AND EXPERIENCE

Bachelor's degree in parks and recreation, sports management or related field. Minimum of four years' experience with recreation facility operations. A valid driver's license is required. CPR and First Aid certification is also required.

PHYSICAL DEMANDS

The employee will be required to lift 20 pounds with frequent lifting and carrying of objects. The job requires sitting, walking, and standing to a significant degree. The employee is regularly required to talk or hear. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

WORK ENVIRONMENT

The employee will work in an indoor office environment and may be subjected to noise, if located within the facility.

Athletic Supervisor/Manager

POSITION SUMMARY

The Athletics Supervisor/Manager is responsible for overseeing agency-wide athletic programs, including the development, implementation and evaluation of a wide range of athletic programs and services. The position also acts as the liaison to several athletic affiliate organizations. The position oversees part-time staff including umpires, referees, facility attendants, instructors, facility maintenance staff and others.

BASE SALARY AND BONUS DATA

	January 1, 2018 Base Salary	Bonuses Paid During 2017*
Median (50th-percentile)	\$52,425	\$1,000
Average	55,081	1,023
10th-percentile	34,800	140
25th-percentile	42,000	350
75th-percentile	66,493	1,200
90th-percentile	78,000	2,610

* = of incumbents who received a bonus during 2017

MEDIAN ANNUAL BASE SALARY AND BONUS BY AGENCY CHARACTERISTICS

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban Agencies
January 1, 2018 Base Salary	\$52,425	\$42,000	\$45,000	\$53,520	\$57,072	\$70,000	\$55,000	\$44,000	\$47,663	\$60,000
Bonus	1,000	*	1,000	1,200	*	*	1,000	*	263	*

* = Insufficient Data

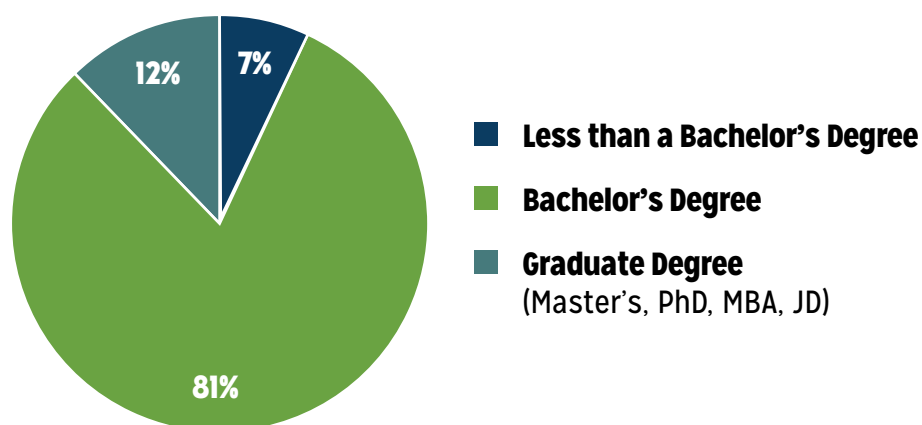
MEDIAN ANNUAL BASE SALARY BY REGION

	Northeast	Midwest	South	West
January 1, 2018 Base Salary	\$47,000	\$52,166	\$49,582	\$65,329
Bonus	*	413	1,029	*

* = Insufficient Data

HIGHEST LEVEL OF EDUCATION ATTAINED BY INCUMBENT

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY EDUCATION

	Less than Bachelor's Degree	Bachelor's Degree	Graduate Degree
January 1, 2018 Base Salary	\$36,000	\$54,359	\$51,500

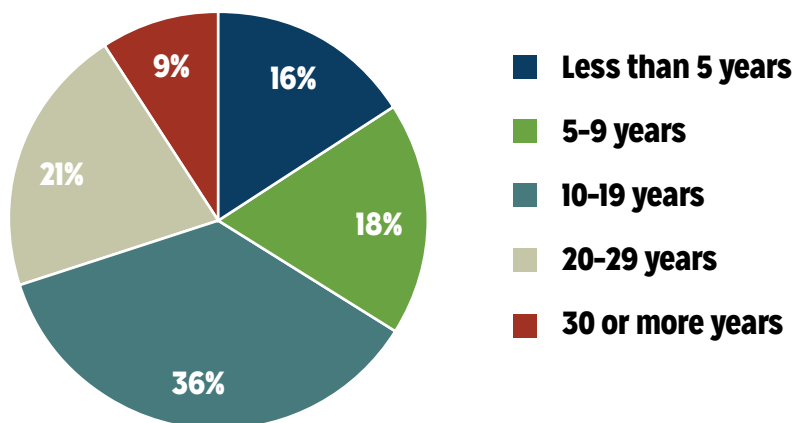
MEDIAN ANNUAL BASE SALARY BY CERTIFICATION

	CPRP	CRPE	Other	No Certification
January 1, 2018 Base Salary	\$57,035	*	\$50,600	\$49,902

* = Insufficient Data

YEARS OF PROFESSIONAL EXPERIENCE

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY YEARS OF PROFESSIONAL WORK EXPERIENCE

	Less than 5 Years	5-9 Years	10-19 Years	20-29 Years	30 or More Years
January 1, 2018 Base Salary	\$40,000	\$48,000	\$53,200	\$66,495	\$67,020

JOB DESCRIPTION

Athletics Supervisor/Manager

POSITION SUMMARY

The Athletics Supervisor/Manager is responsible for overseeing agency-wide athletic programs, including the development, implementation and evaluation of a wide range of athletic programs and services. The position also acts as the liaison to several athletic affiliate organizations. The position oversees part-time staff including umpires, referees, facility attendants, instructors, facility maintenance staff and others.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Develops direction for athletics program areas and determines the appropriate mix of recreation programs and services to offer, based on community need.
- Serves as the liaison with designated sports groups, including meeting attendance, continuous communication with sport group representatives, and working with park maintenance staff involved in field/facility maintenance.
- Coordinates field and facility scheduling.
- Develops and oversees athletic affiliate agreements.
- Prepares an annual budget, including pricing recommendations, and monitors revenue and expense on a continuous basis.
- Responsible for purchasing and coordinating program supplies and equipment.
- Maintains accurate and current personnel and program participation records, and analyzes the information for the purposes of planning and evaluation.
- Performs research on athletic programming trends and adapt programs accordingly.
- Works with marketing staff in developing an overall strategy for marketing athletics programs, including developing description of programs for the program guide.
- Hires and supervises support staff involved in athletics programming.
- Reviews accident/incident reports, determines severity and follows up with parents / participants.
- Provides excellent customer service in the delivery of programs and works toward achieving excellent customer service from support staff.
- Manages a customer satisfaction measurement process for all programs and services.
- Maintains effective relationships with partners, including school district personnel, athletic affiliates and other organizations.

MANAGEMENT RESPONSIBILITIES

- Directly responsible for the management of support staff, which can include both full-time and part-time staff.
- Plans, assign and directs work.
- Set goals, objectives and priorities with staff.
- Responsible for accuracy of staff timekeeping and associated reporting.
- Creates an effective working environment for staff including ongoing communication, continuously improving processes to streamline work activities, provides continuous feedback and coaching to staff, and provides staff with opportunities for engagement in decision making related to athletics programming.
- Evaluates the performance of support staff.
- Develops an orientation and ongoing training program for staff.

- Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws.
- Addresses concerns and issues of staff, investigate and work toward resolution of the issue.

KNOWLEDGE, SKILLS AND ABILITIES

- Effective communication and presentation skills with staff, participants, other department members and the public. Ability to write reports, business correspondence and policy and procedure manuals.
- Knowledge of athletic/facility design specifications.
- Knowledge of a variety of sports and tournaments.
- Knowledge of principles of recreation programming.
- Demonstrated leadership experience.
- Ability to read, analyze and interpret general business periodicals and technical procedures.
- Knowledge of budget development and oversight, financial accounting, and cash handling and controls.
- Knowledge of basic mathematic skills and the ability to compute rate, ratio, and percent and to draw and interpret graphs.
- Knowledge and skills with computers and software including Microsoft Office.
- Ability to work a varied schedule including weekends and weekday nights as required.

PREFERRED EDUCATION AND EXPERIENCE

Bachelor's degree in parks and recreation, sports management, physical education or related field. Minimum of four years' experience with athletic programming. A valid driver's license is required. CPR and First Aid certification must be obtained within six months of employment.

PHYSICAL DEMANDS

The employee will be required to lift 20 pounds with frequent lifting and carrying of objects. The job requires walking or standing to a significant degree and bending and reaching. Requires manual dexterity sufficient to operate standard office machines such as computers, printers, telephones and other office equipment. The job also involves driving to athletic facilities on a regular basis.

WORK ENVIRONMENT

The employee will work in both an indoor office environment as well as regularly working outdoors and will be exposed to a variety of weather conditions, including exposure to chemicals.

Aquatics Supervisor/Manager

POSITION SUMMARY

The Aquatics Supervisor/Manager is responsible for managing agency-wide aquatic operations and programs. This includes creating future direction for the aquatics area of responsibility, including the management of operations, the development of aquatic related programs and services, and overseeing all safety processes related to aquatics. In addition, the position is responsible for the management of multiple part-time and seasonal support staff, including pool managers and programming staff.

BASE SALARY AND BONUS DATA

	January 1, 2018 Base Salary	Bonuses Paid During 2017*
Median (50th-percentile)	\$53,091	\$1,029
Average	53,300	1,511
10th-percentile	25,000	432
25th-percentile	43,125	832
75th-percentile	64,983	1,598
90th-percentile	78,900	4,090

* = of incumbents who received a bonus during 2017

MEDIAN ANNUAL BASE SALARY AND BONUS BY AGENCY CHARACTERISTICS

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/Town/Borough	County	Special Park District/Regional Authority	Urban Agencies
January 1, 2018 Base Salary	\$53,091	\$36,000	\$53,000	\$52,303	\$55,000	\$65,998	\$54,270	\$55,500	\$52,053	\$60,000
Bonus	1,029	*	1,000	1,200	*	*	1,029	*	*	928

* = Insufficient Data

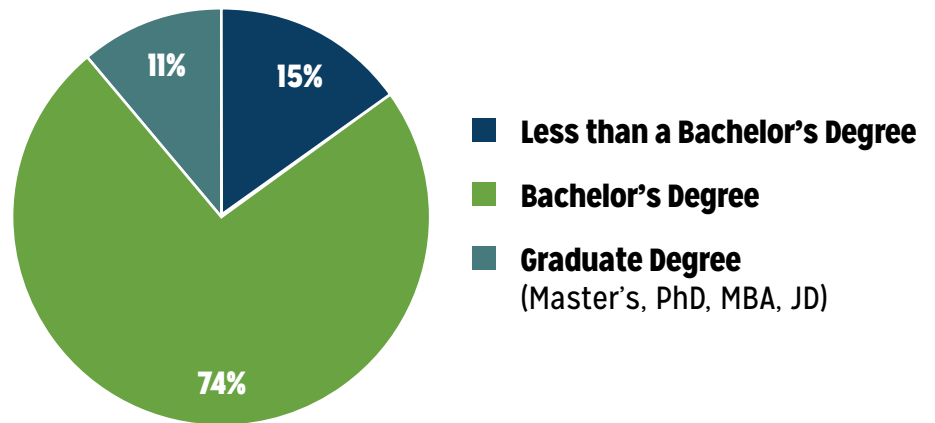
MEDIAN ANNUAL BASE SALARY BY REGION

	Northeast	Midwest	South	West
January 1, 2018 Base Salary	\$42,000	\$40,470	\$53,350	\$64,929
Bonus	*	1,075	1,029	*

* = Insufficient Data

HIGHEST LEVEL OF EDUCATION ATTAINED BY INCUMBENT

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY EDUCATION

	Less than Bachelor's Degree	Bachelor's Degree	Graduate Degree
January 1, 2018 Base Salary	\$47,486	\$52,296	\$61,680

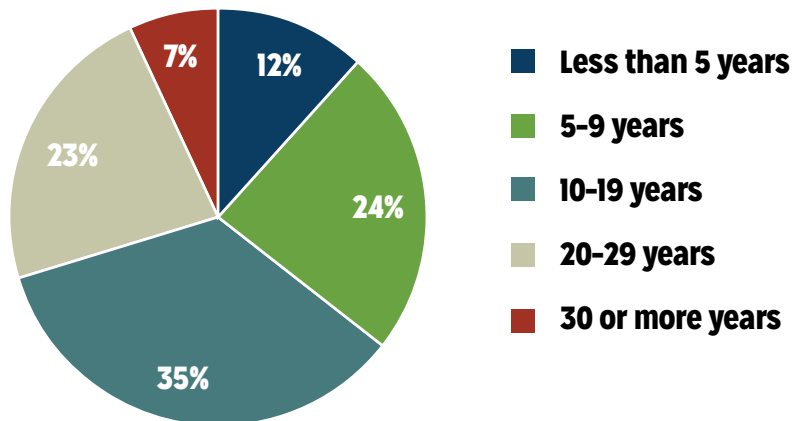
MEDIAN ANNUAL BASE SALARY BY CERTIFICATION

	CPRP	CRPE	Other	No Certification
January 1, 2018 Base Salary	\$59,793	*	\$54,635	\$45,000

* = Insufficient Data

YEARS OF PROFESSIONAL EXPERIENCE

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY YEARS OF PROFESSIONAL WORK EXPERIENCE

	Less than 5 Years	5-9 Years	10-19 Years	20-29 Years	30 or More Years
January 1, 2018 Base Salary	\$35,700	\$52,000	\$57,533	\$56,000	\$65,000

JOB DESCRIPTION

Aquatics Supervisor/Manager

POSITION SUMMARY

The Aquatics Supervisor/Manager is responsible for managing agency-wide aquatic operations and programs. This includes creating future direction for the aquatics area of responsibility, including the management of operations, the development of aquatic related programs and services, and overseeing all safety processes related to aquatics. In addition, the position is responsible for the management of multiple part-time and seasonal support staff, including pool managers and programming staff.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Develops direction for aquatic program areas and services and determines the appropriate mix of aquatic programs and services to offer, based on community need. Identifies aquatics related trends and incorporates changes to services, as appropriate.
- Serves as the liaison to the community swim team and other aquatic related partners.
- Prepares an annual budget, projects revenue and expense and monitors the aquatics related budget on a continuous basis.
- Manages food concession operations either in-house or oversees a food service vendor.
- Develops a schedule of pricing of services.
- Analyzes participation and financial results and makes adjustments to continuously improve programs and efficiency and effectiveness of operations.
- Creates an overall process to ensure public and staff safety, including the development of an ongoing facility inspection process and water chemistry inspections.
- Develops an overall orientation and training process and certification requirements for pool staff. Ensures compliance with lifeguard and swim instructor certification guidelines.
- Hires and supervises support staff involved in aquatics operations and programming.
- Creates pool time/pool use schedules that meet public need and other key stakeholders and group's needs.
- Oversees the investigation of critical safety incidents/accidents and develops appropriate response for assigned areas of responsibility. Develops an emergency response plan, aligned with agency guidelines.
- Responsible for purchasing and coordinating program supplies and equipment.
- Maintains accurate and current personnel and general swim/program participation records, and analyzes the information for the purposes of planning and evaluation.
- Works with marketing staff in developing an overall strategy for marketing aquatics programs, including developing description of programs for the program guide.
- Provides excellent customer service in the delivery of programs and works toward achieving excellent customer service from support staff.
- Manages a customer satisfaction measurement process for all programs and service.

MANAGEMENT RESPONSIBILITIES

- Recruits and hires staff.
- Manages support staff, which generally include part-time and seasonal staff.
- Plans, assigns and directs work.
- Evaluates the performance of support staff and takes corrective action, when necessary.

- Sets goals, objectives and priorities with staff.
- Responsible for accuracy of staff timekeeping and associated reporting.
- Creates an effective working environment for staff including ongoing communication, continuously improving processes to streamline work activities, provide continuous feedback and coaching to staff, and provide staff with opportunities for engagement in decision making related to athletics programming.
- Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws.
- Addresses concerns and issues of staff, investigate and work toward resolution of the issue.

KNOWLEDGE, SKILLS AND ABILITIES

- Working knowledge of pool management practices, including safety and safety requirements.
- Knowledge of aquatics facility design specifications.
- Knowledge of local and state health codes and inspection processes.
- Ability to obtain CPR and AED certifications.
- Ability to swim, to obtain lifeguarding certification, and to pass swim instructor certification.
- Effective communication and presentation skills with staff, participants, other department members, and the public. Ability to write reports, business correspondence and policy and procedure manuals.
- Demonstrated leadership experience.
- Ability to read, analyze and interpret general business periodicals and technical procedures.
- Knowledge of principles of recreation programming.
- Knowledge of budget development and oversight, financial accounting, and cash handling and controls.
- Knowledge and skills with computers, program registration software and Microsoft Office.
- Ability to work a varied schedule including weekends and weekday nights as required.

PREFERRED EDUCATION AND EXPERIENCE

Bachelor's degree in parks and recreation, physical education or related field. Minimum of four years' experience with aquatics operations and programming is required. Must be able to acquire lifeguard certification, swim instructor certification, Certified Pool Operator or Aquatics Facility Operator Certification, CPR and AED certifications. A valid driver's license is required.

PHYSICAL DEMANDS

The employee will be required to lift 20 pounds with frequent lifting and carrying of objects. The job requires walking or standing to a significant degree and bending and reaching. Requires manual dexterity sufficient to operate standard office machines such as computers, printers, telephones and other office equipment. The job also involves driving to aquatics facilities on a regular basis.

WORK ENVIRONMENT

The employee will work in normal indoor/outdoor swimming pool environments with expected exposure to noise, dust, chemicals, and variable weather conditions. The employee will work in both an indoor office environment as well as regularly work outdoors and will be exposed to a variety of weather conditions.

Recreation Program Coordinator /Recreation Program Manager

POSITION SUMMARY

The Recreation Program Coordinator position manages a variety of needs-based and mission-appropriate activities for the community. Reporting to the Recreation Director or Recreation Superintendent, the Coordinator administers prescribed programs, services, facilities, and/or events. This includes identifying appropriate programs to offer, hiring instructors/contractors, promoting programs, ensuring quality control, and measuring success.

BASE SALARY AND BONUS DATA

	January 1, 2018 Base Salary	Bonuses Paid During 2017*
Median (50th-percentile)	\$49,500	\$1,000
Average	51,041	1,202
10th-percentile	32,694	250
25th-percentile	40,000	500
75th-percentile	60,000	1,300
90th-percentile	72,000	2,769

* = of incumbents who received a bonus during 2017

MEDIAN ANNUAL BASE SALARY AND BONUS BY AGENCY CHARACTERISTICS

	All	1-10 FT Employees	11-20 FT Employees	21-50 FT Employees	51-100 FT Employees	More than 100 FT Employees	City/ Town/ Borough	County	Special Park District/ Regional Authority	Urban Agencies
January 1, 2018 Base Salary	\$49,500	\$45,000	\$50,500	\$52,000	\$52,676	\$60,000	\$50,000	\$46,277	\$48,000	\$58,388
Bonus	1,000	750	1,125	926	1,000	*	1,200	*	500	1,000

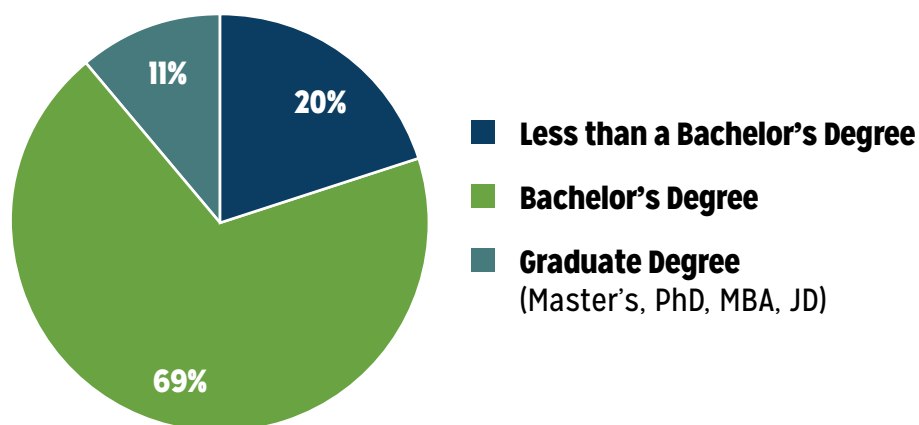
* = Insufficient Data

MEDIAN ANNUAL BASE SALARY BY REGION

	Northeast	Midwest	South	West
January 1, 2018 Base Salary	\$49,450	\$47,046	\$47,650	\$55,000
Bonus	1,125	500	1,000	1,200

HIGHEST LEVEL OF EDUCATION ATTAINED BY INCUMBENT

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY EDUCATION

	Less than Bachelor's Degree	Bachelor's Degree	Graduate Degree
January 1, 2018 Base Salary	\$42,250	\$48,500	\$50,757

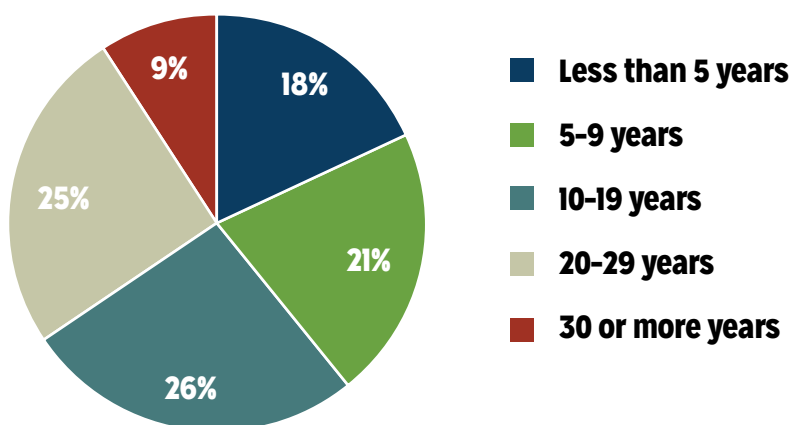
MEDIAN ANNUAL BASE SALARY BY CERTIFICATION

	CPRP	CRPE	Other	No Certification
January 1, 2018 Base Salary	\$55,600	*	\$46,800	\$43,687

* = Insufficient Data

YEARS OF PROFESSIONAL EXPERIENCE

(Percentage Distribution)



MEDIAN ANNUAL BASE SALARY BY YEARS OF PROFESSIONAL WORK EXPERIENCE

	Less than 5 Years	5-9 Years	10-19 Years	20-29 Years	30 or More Years
January 1, 2018 Base Salary	\$39,630	\$43,000	\$50,000	\$52,390	\$60,291

JOB DESCRIPTION

Recreation Program Coordinator/Recreation Program Manager

POSITION SUMMARY

The Recreation Program Coordinator position manages a variety of needs-based and mission-appropriate activities for the community. Reporting to the Recreation Director or Recreation Superintendent, the Coordinator administers prescribed programs, services, facilities, and/or events. This includes identifying appropriate programs to offer, hiring instructors/contractors, promoting programs, ensuring quality control and measuring success.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Plans, develops, implements, evaluates and analyzes a variety of programs, facilities and services associated with the department/district program portfolio, including but not limited to: special activities, recreation classes, community events, leagues, camps, trips, facilities and services.
- Recruits, hires, trains, supervises and evaluates part-time staff, seasonal staff and volunteers.
- Researches, selects, and evaluates contractual program providers.
- Develops and delivers human resource, safety and program-specific staff trainings to assure program delivery readiness.
- Prepares and monitors registration information through the recreation software system; manages waitlists, refunds, and program transfers.
- Initiates thorough communication of program information to participants. Promptly respond to and positively resolve inquiries and complaints.
- Ensures program equipment and supplies adhere to the department/district's quality standards; manage the inventory and complete purchasing/ordering processes.
- Develops and tracks budget revenue and expenditures.
- Prepares payroll, honorariums and contract payments as scheduled.
- Develops and submits written program descriptions and content for marketing pieces, i.e. brochures, webpage, flyers and news outlets.
- Prepares and manages independent contractor agreements with private recreation providers.
- Coordinates with other agency departments to provide outstanding customer service.
- Upholds the agency's internal and external customer service standards.
- Enforces program, park, and facility rules and regulations and complies with safety standards associated with risk management.
- Prepares accurate reports for management review.
- Creates a team-oriented work environment.
- Ensures prompt and timely communication with both internal and external customers; adheres to all internal procedures and systems in a complete and timely manner
- Engages systems that convey a favorable department/district image with the media, other community agencies and the public.
- Works openly with internal and external customers, recognizes diverse opinions and needs, and maintains positive working relationships.
- Fosters open and frequent lines of communication with local schools, timely schedule coordination, and strictly adheres to prescribed facility use agreements.
- Acts as a recreation liaison with different community groups as assigned.
- Stays abreast of industry trends through peer networking and continuous improvement opportunities.

KNOWLEDGE, SKILLS AND ABILITIES

- Bachelor's degree in recreation or related field. Minimum two years of progressive work experience in the park and recreation industry and two year's supervisory experience. CPRP or CTRS certification preferred.
- Valid [State] Driver's License.
- Certification in advanced Cardio Pulmonary Resuscitation (CPR), First Aid and Automated External Defibrillator (AED) within three months of employment.

SUPERVISORY RESPONSIBILITIES

Directly supervises [X] full-time, [X] part-time, and [X] seasonal employees in the department/district. Directly manages service contractors on a [quarterly/annual] basis. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring and training employees; planning, assigning and directing work; appraising performance; rewarding and disciplining employees; addressing issues and resolving problems.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

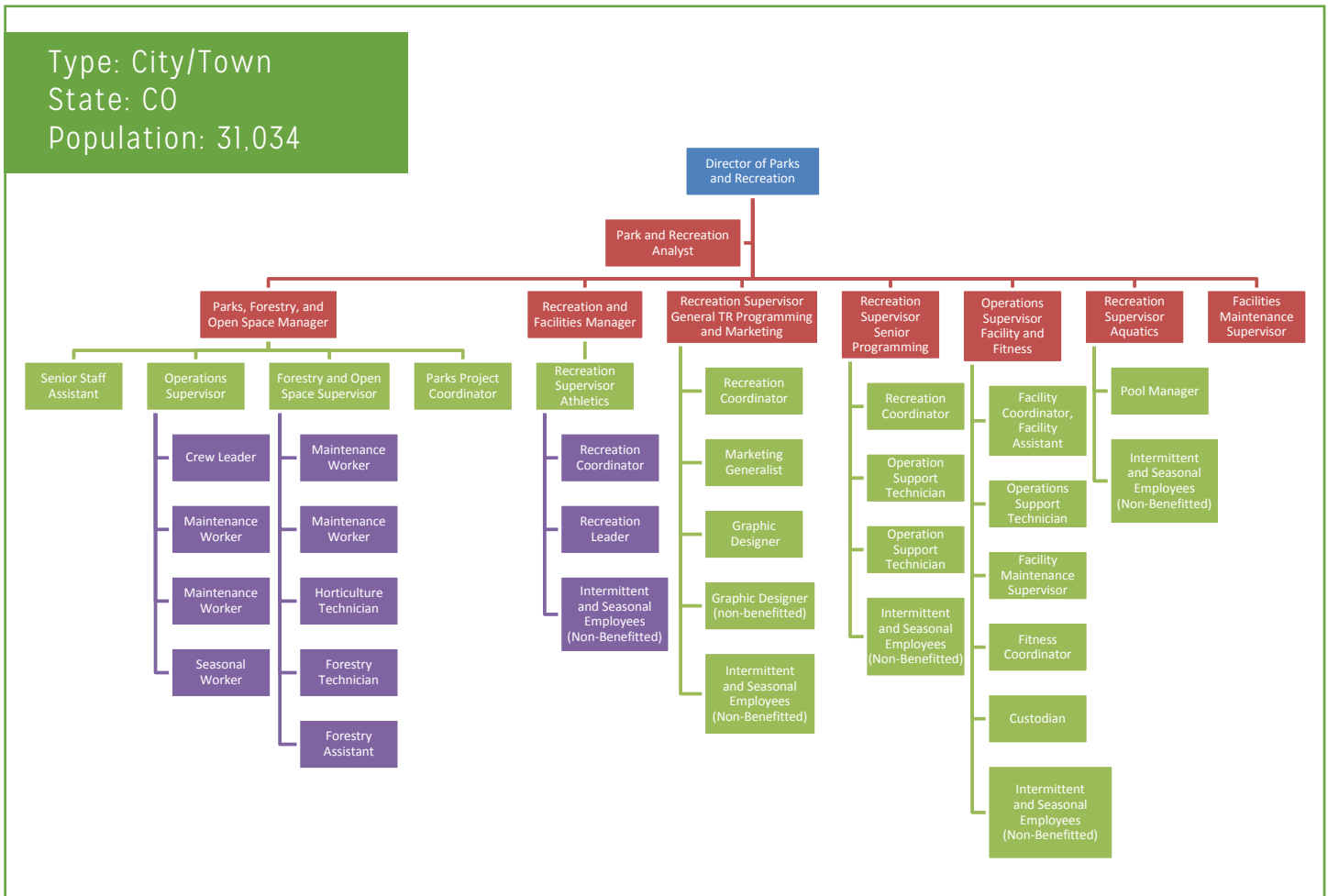
While performing the duties of this job, the employee is frequently required to walk, stand, sit, and talk or hear. The employee is occasionally required to use hands to finger, handle, feel or operate objects, tools such as a computer or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch or crawl. The employee must occasionally lift and/or move up to 25 pounds.

WORK ENVIRONMENT

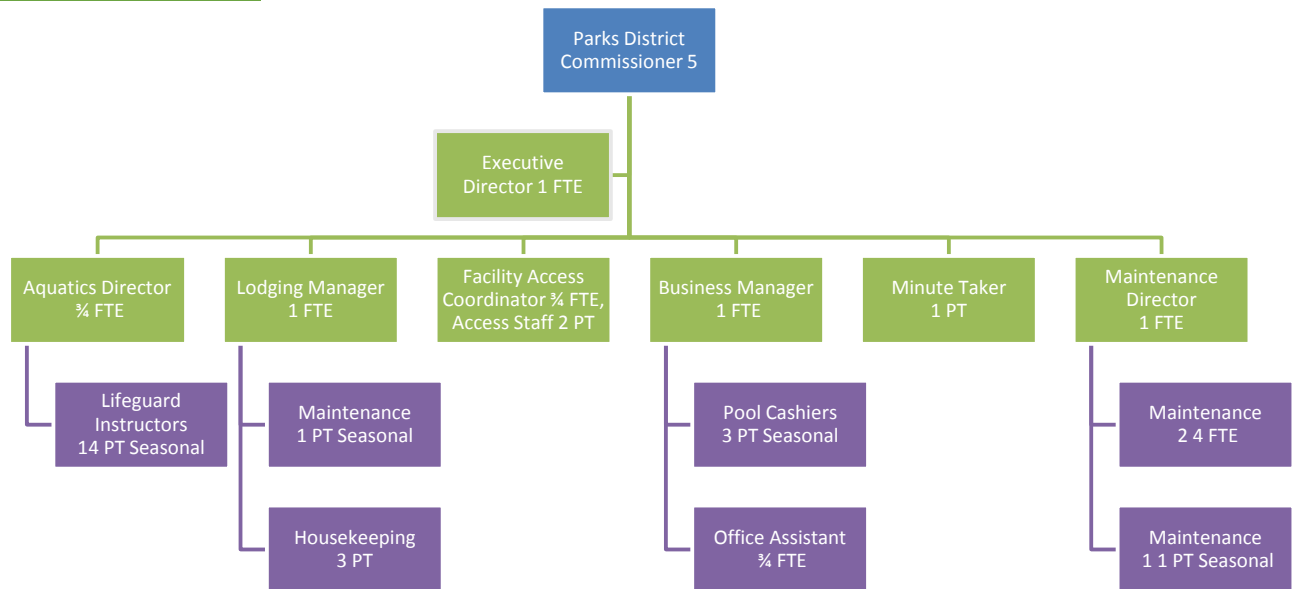
While performing the duties of this job, the employee works indoors in an office environment but is frequently exposed to outside weather conditions. The employee occasionally works near moving mechanical parts. The employee is occasionally exposed to wet and/or humid conditions, fumes, toxic or caustic chemicals. The noise level in the work environment is usually quiet while in the office, or moderately noisy when in the field.

SAMPLE ORGANIZATION CHARTS

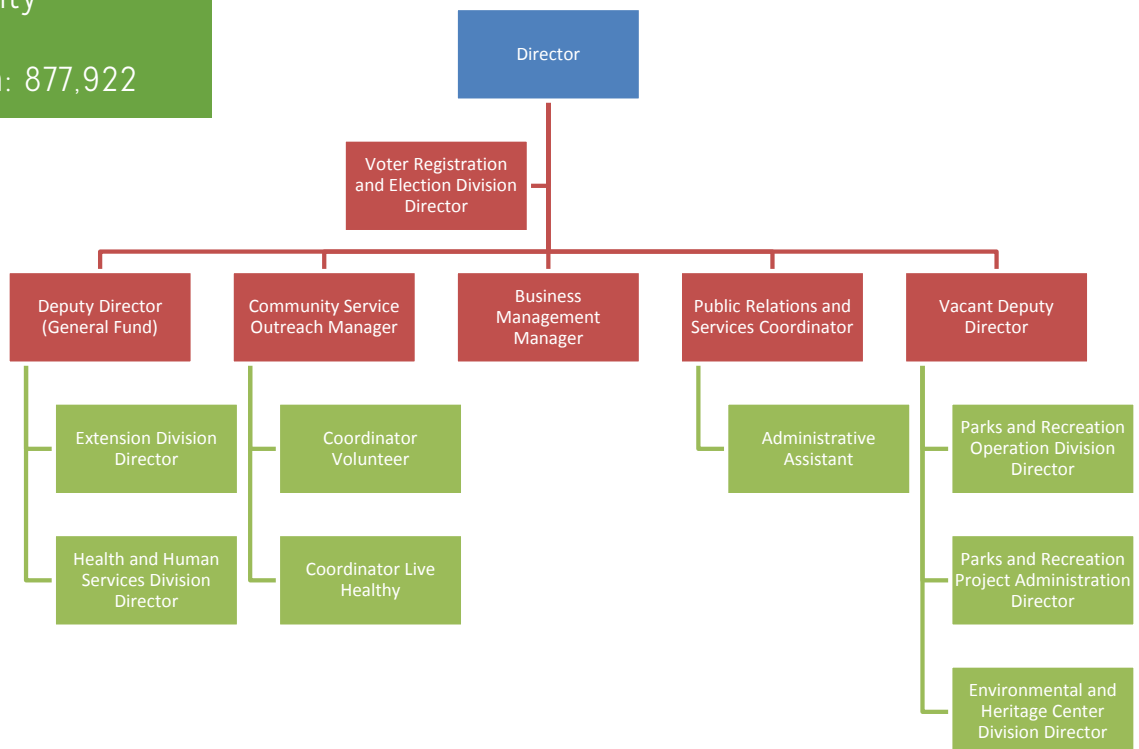
Over the following pages are organization charts of 20 park and recreation agencies. No two park and recreation agencies are the same – they have different facilities and offerings, different levels of funding and serve different populations. For that reason, there is no one “correct” organization structure. Rather, park and recreation agencies can review these sample job descriptions as they consider what would be the optimal staffing structure.



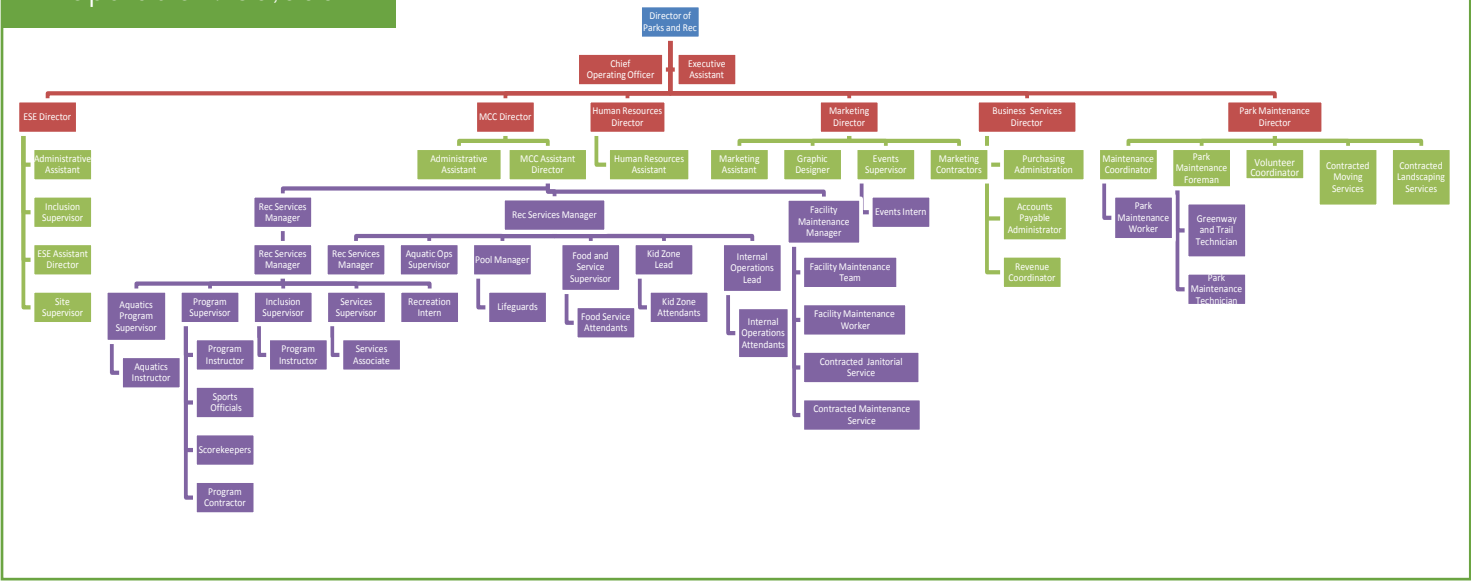
Type: Park District
State: WA
Population:



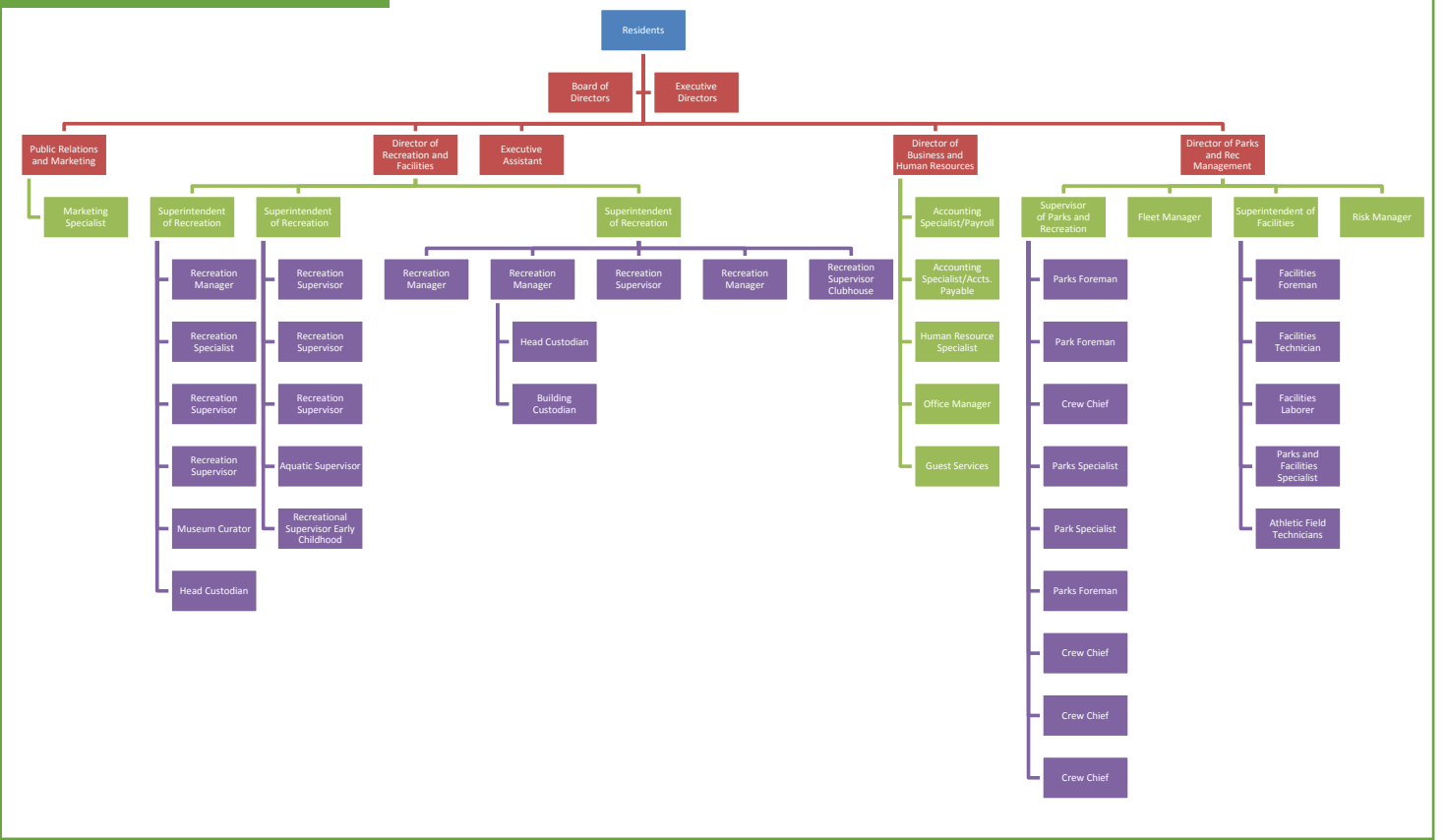
Type: County
State: GA
Population: 877,922



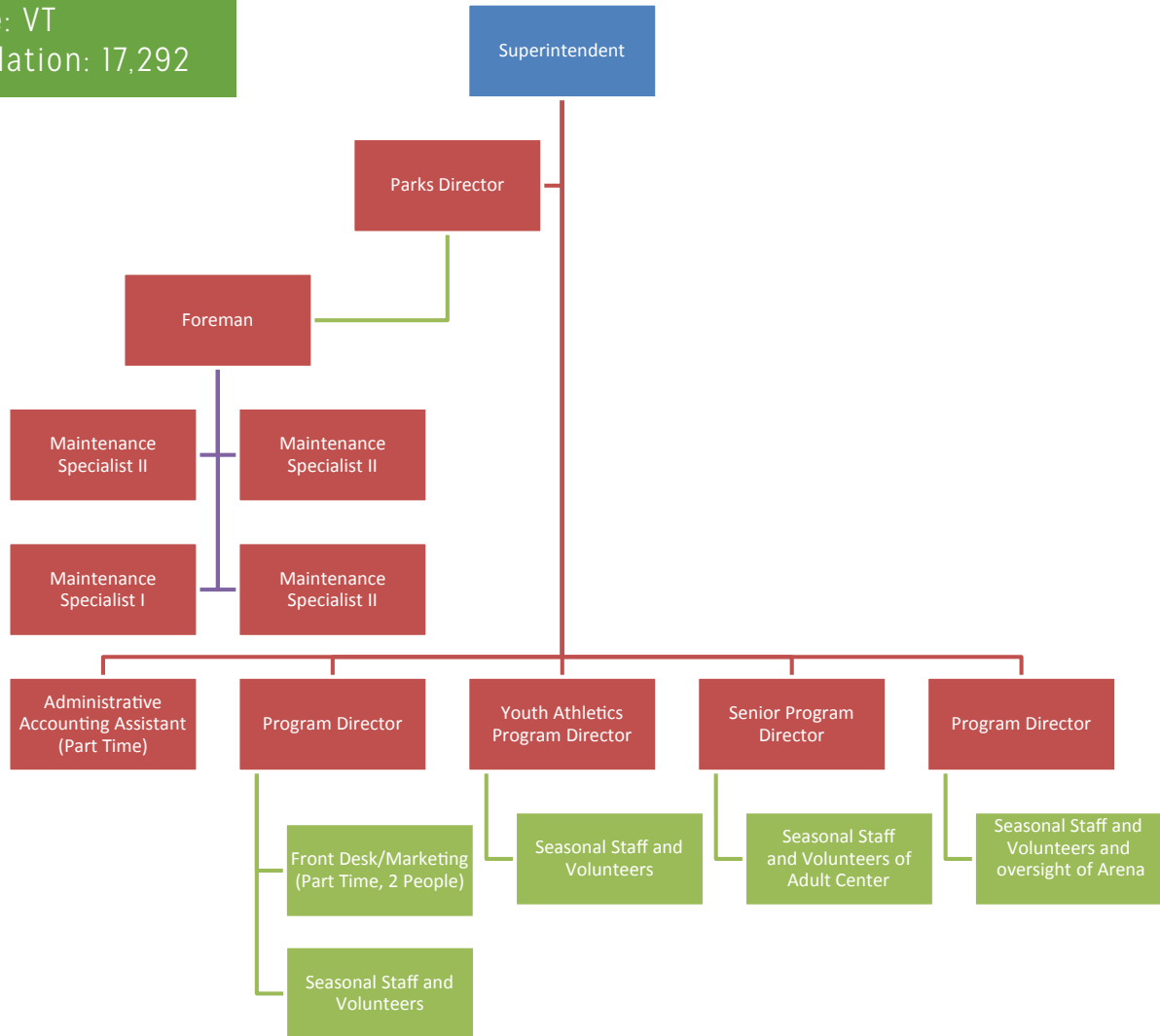
Type: City/Town
State: IN
Population: 86,600



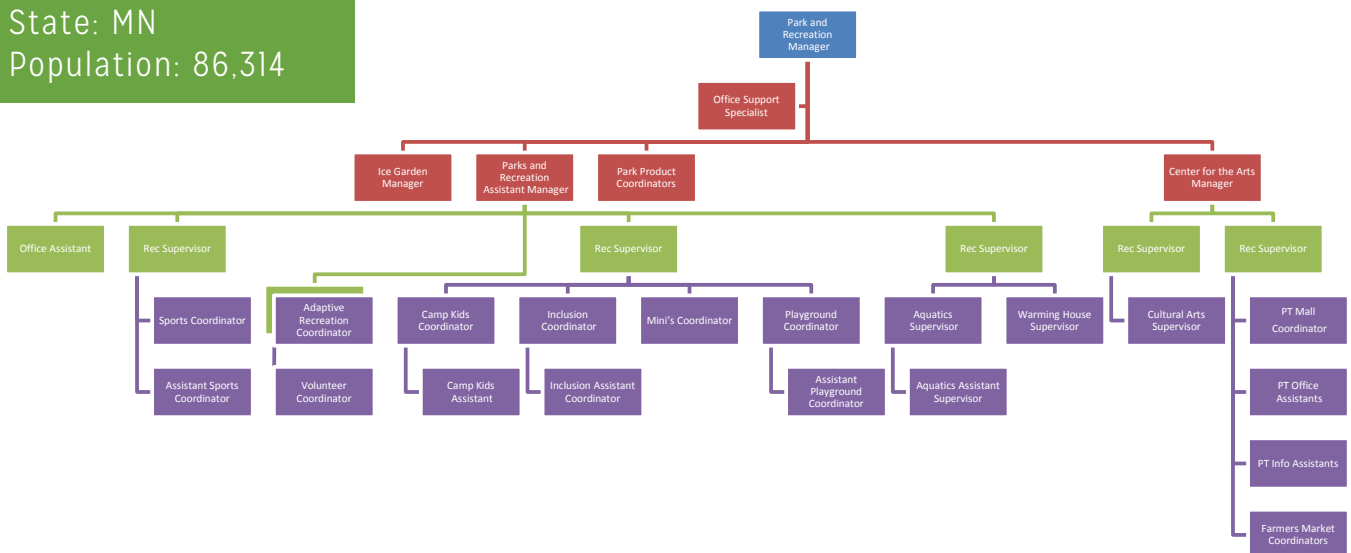
Type: Park District
State: IL



Type: City/Town
State: VT
Population: 17,292



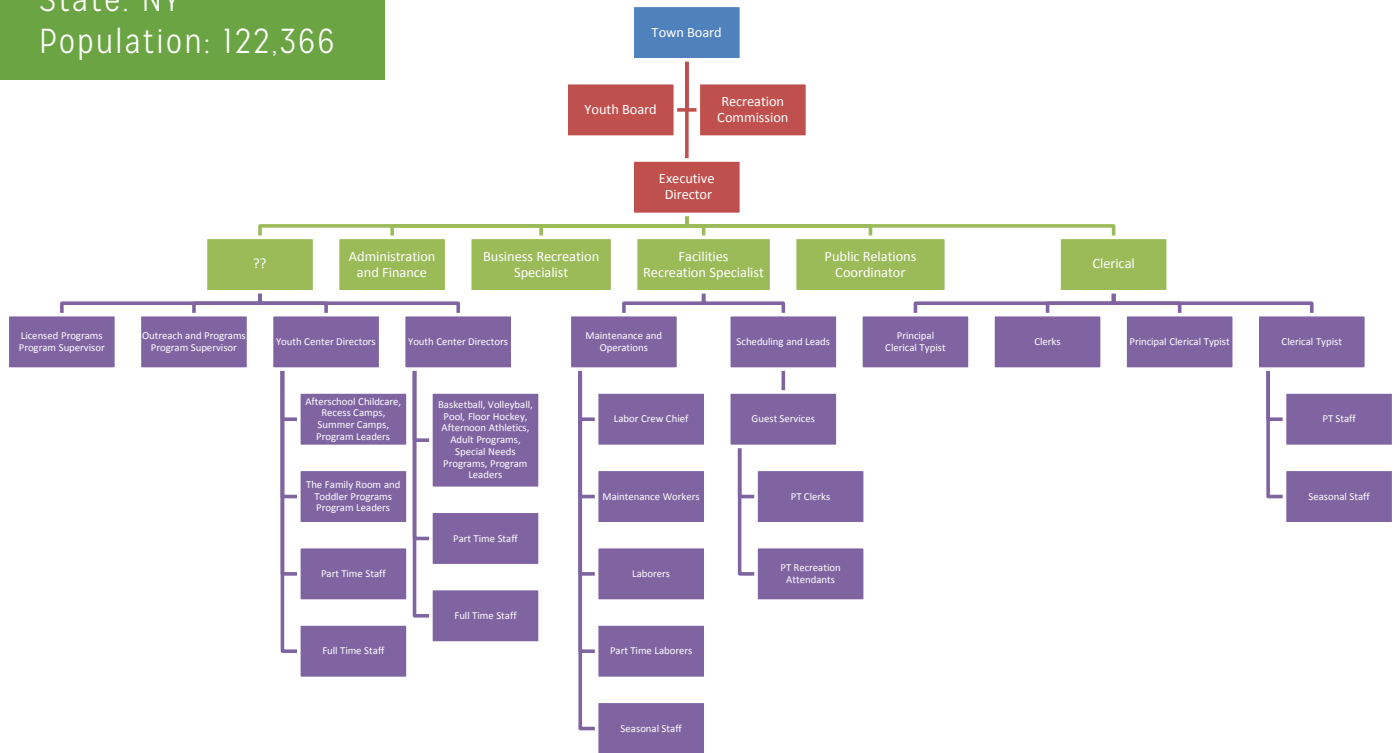
Type: City/Town
State: MN
Population: 86,314



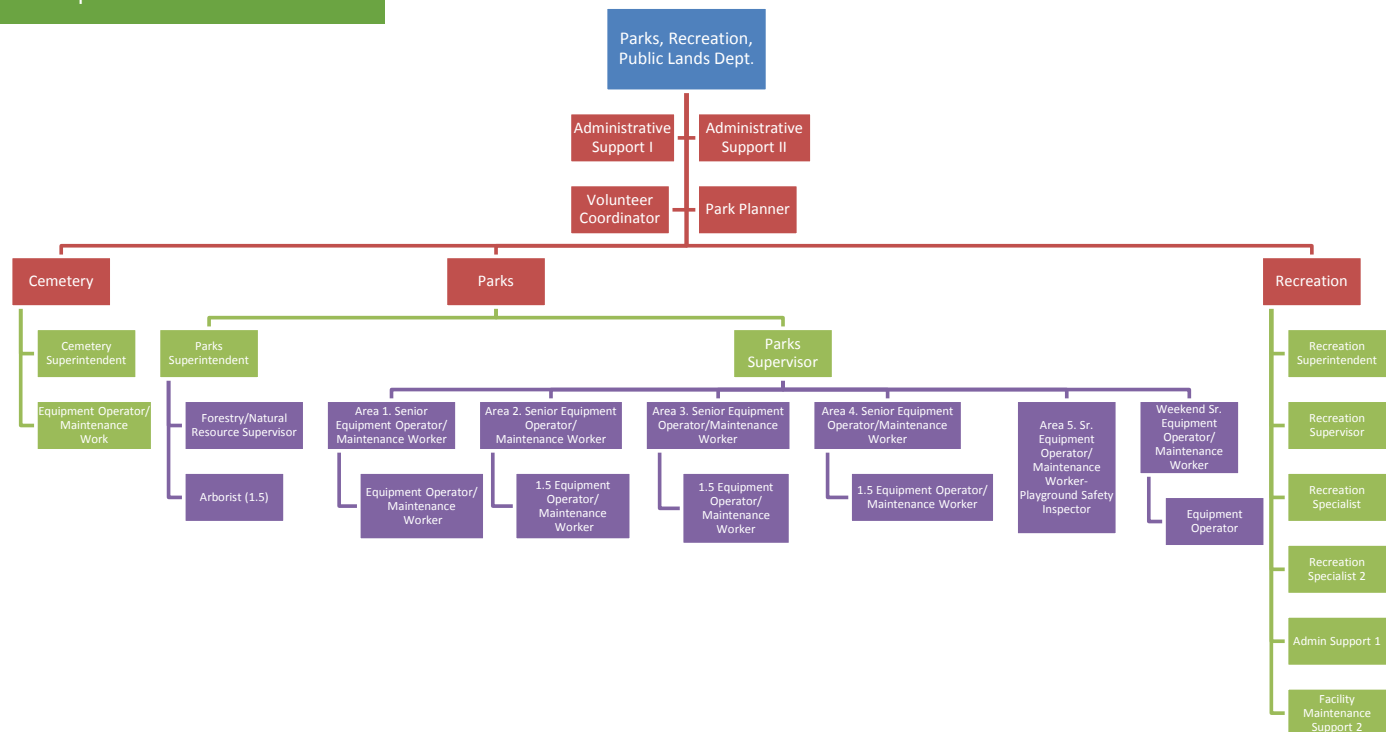
Type: Park District
State: IL



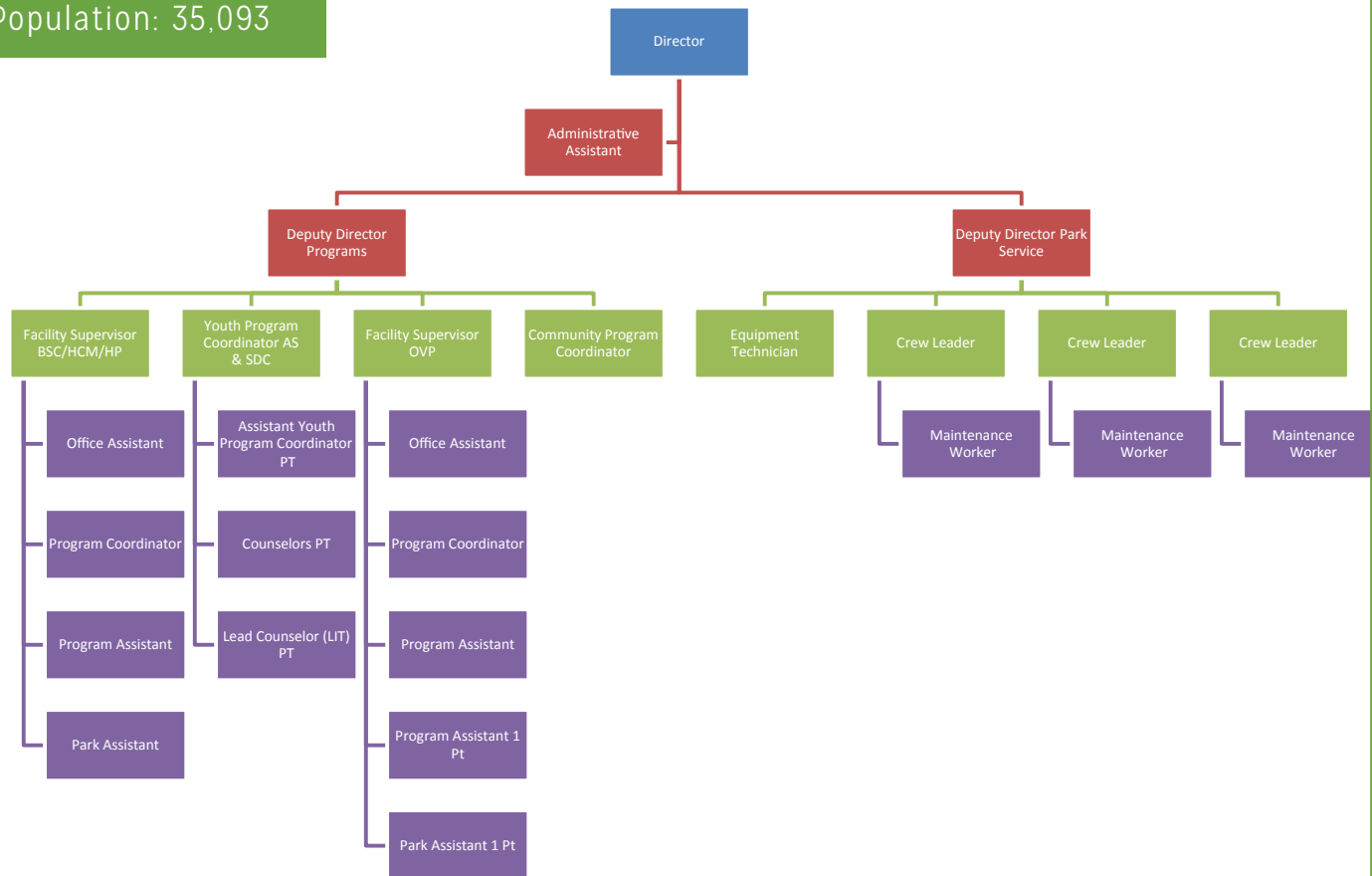
Type: City/Town
State: NY
Population: 122,366



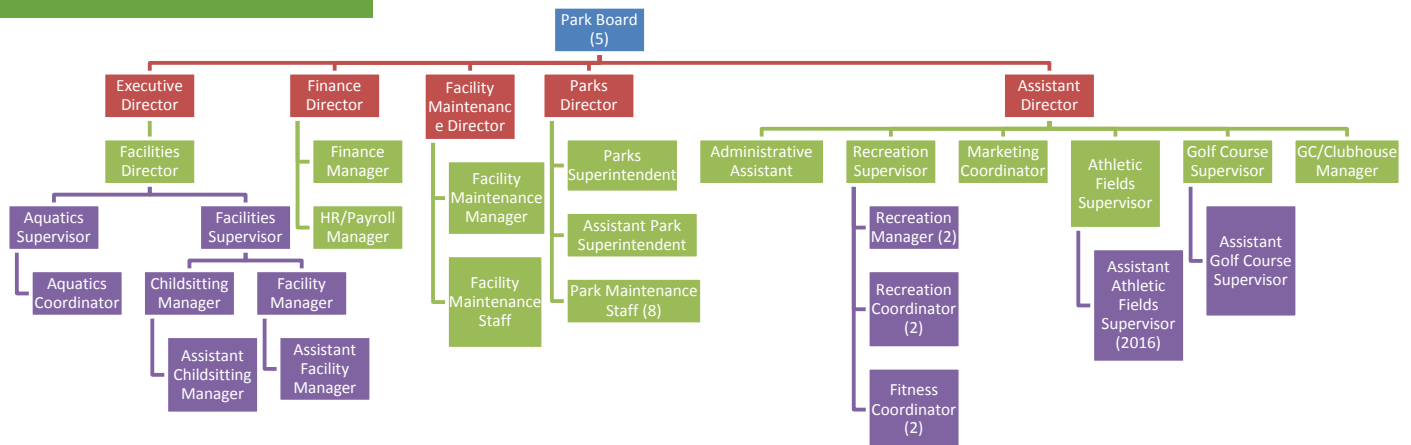
Type: City/Town
State: MT
Population: 108,869



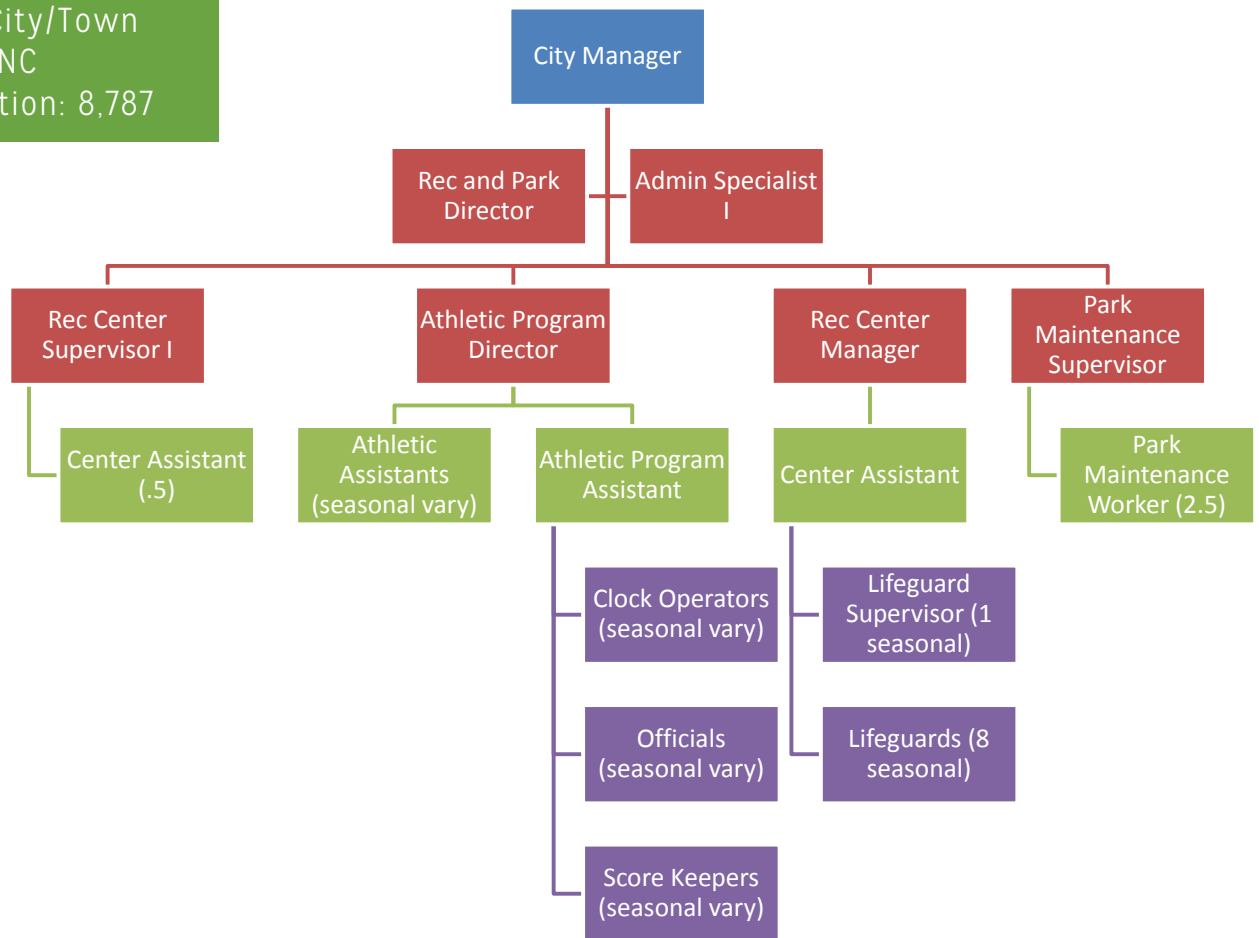
Type: County
State: GA
Population: 35,093



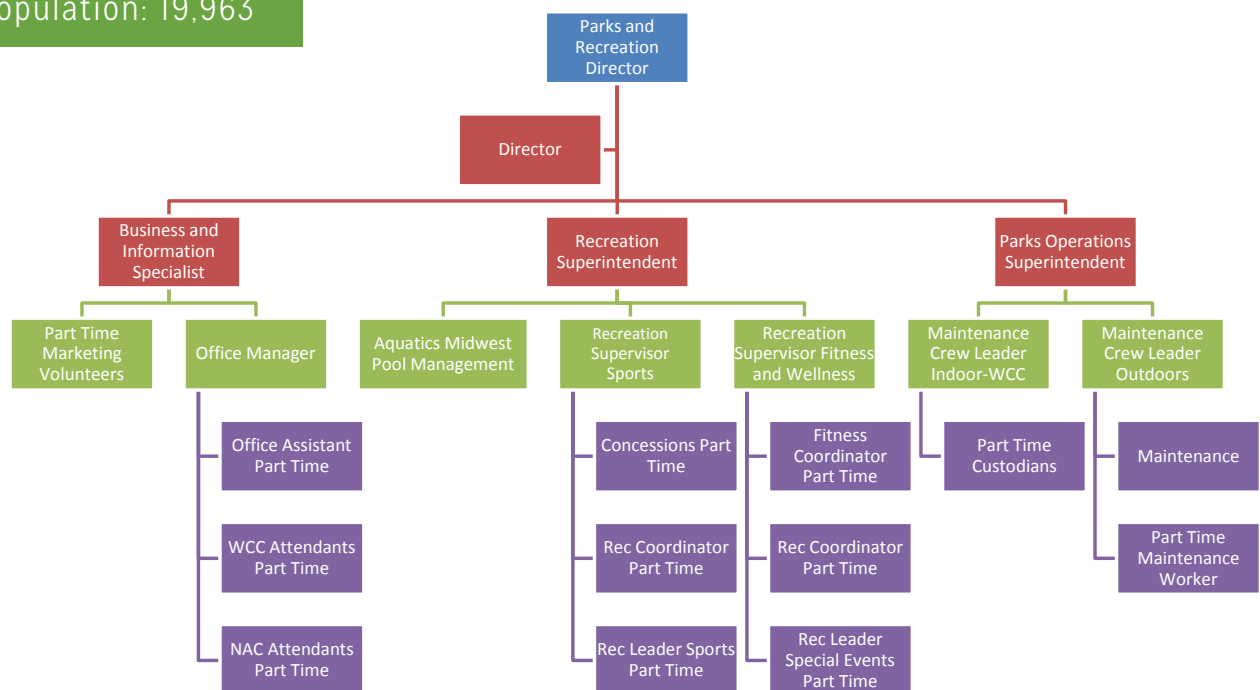
Type: City/Town
State: ND
Population: 24,562

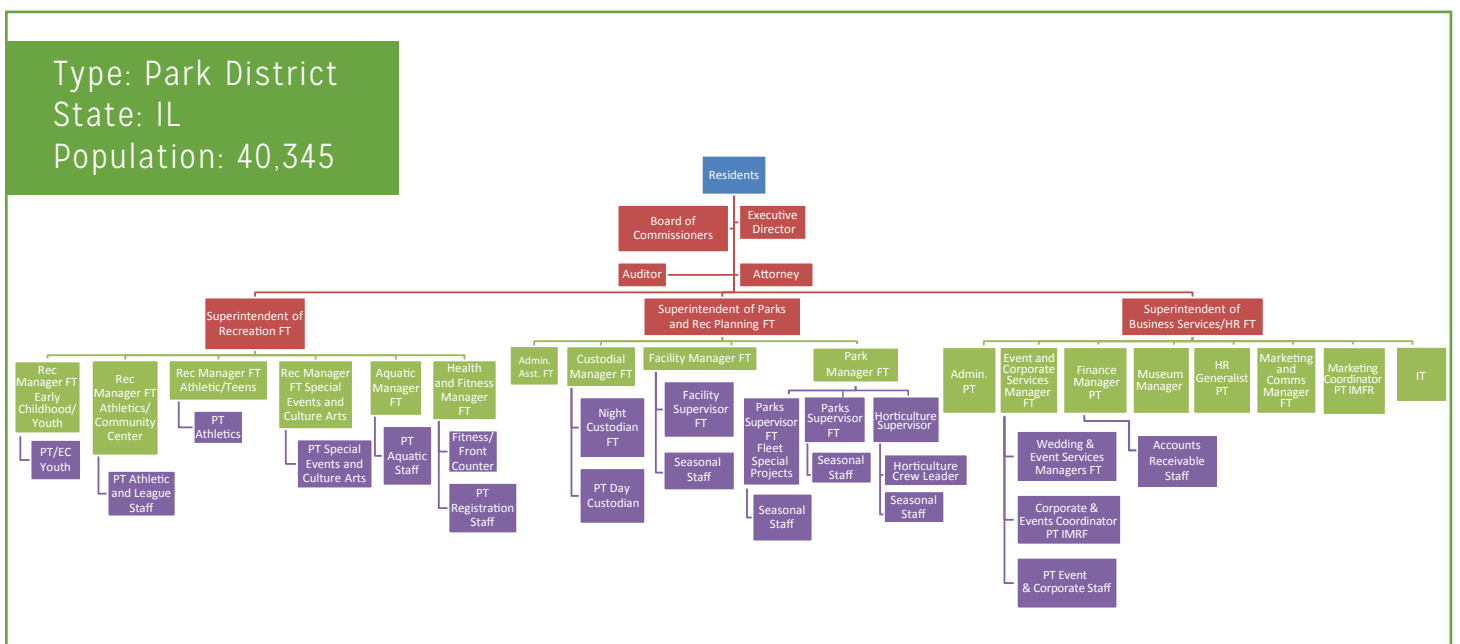
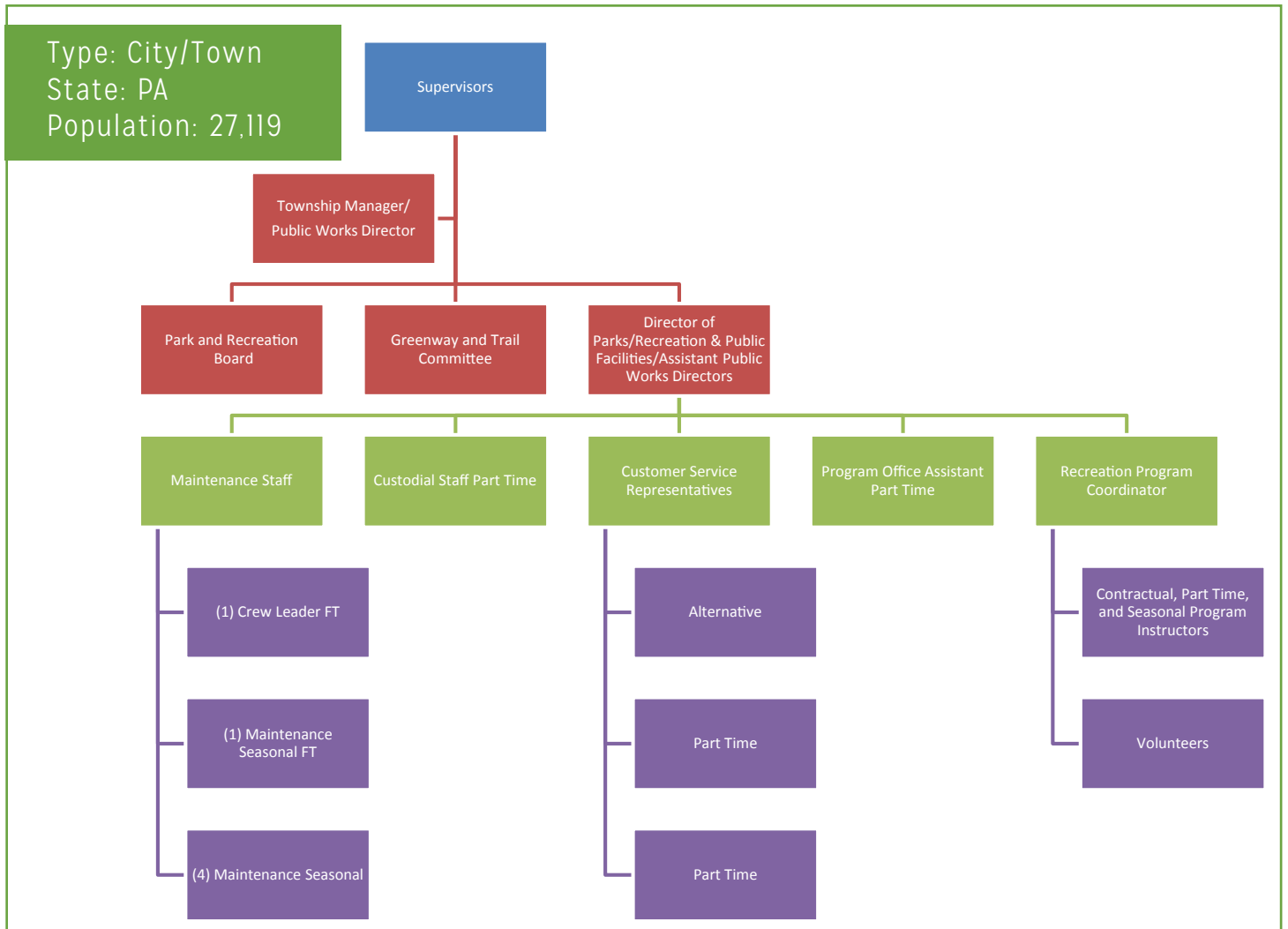


Type: City/Town
State: NC
Population: 8,787

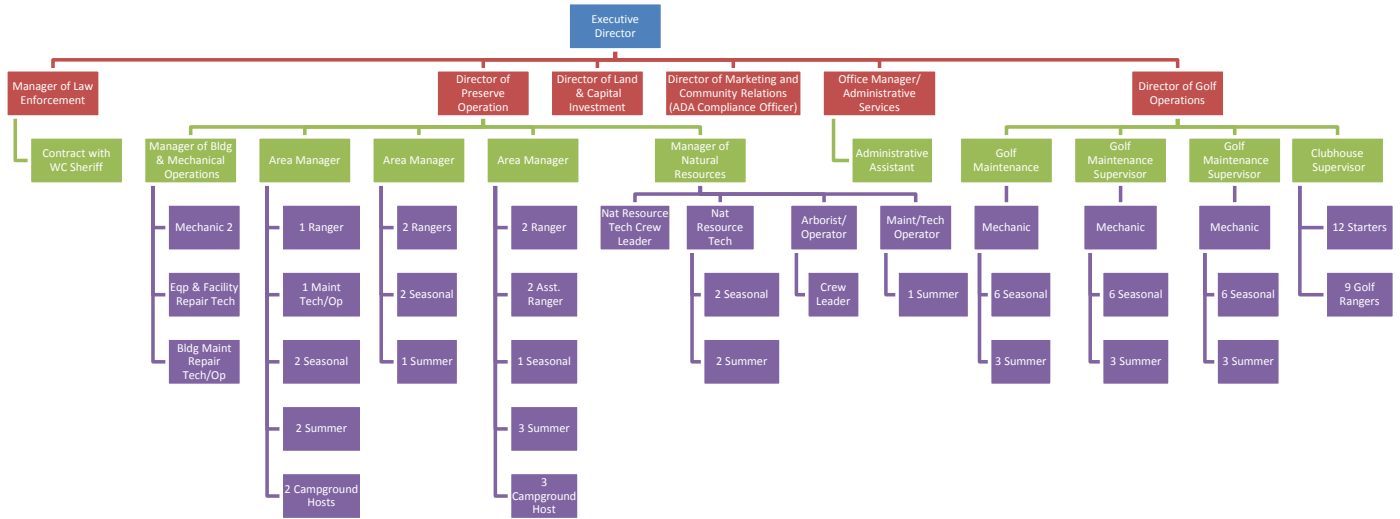


Type: Town
State: MO
Population: 19,963

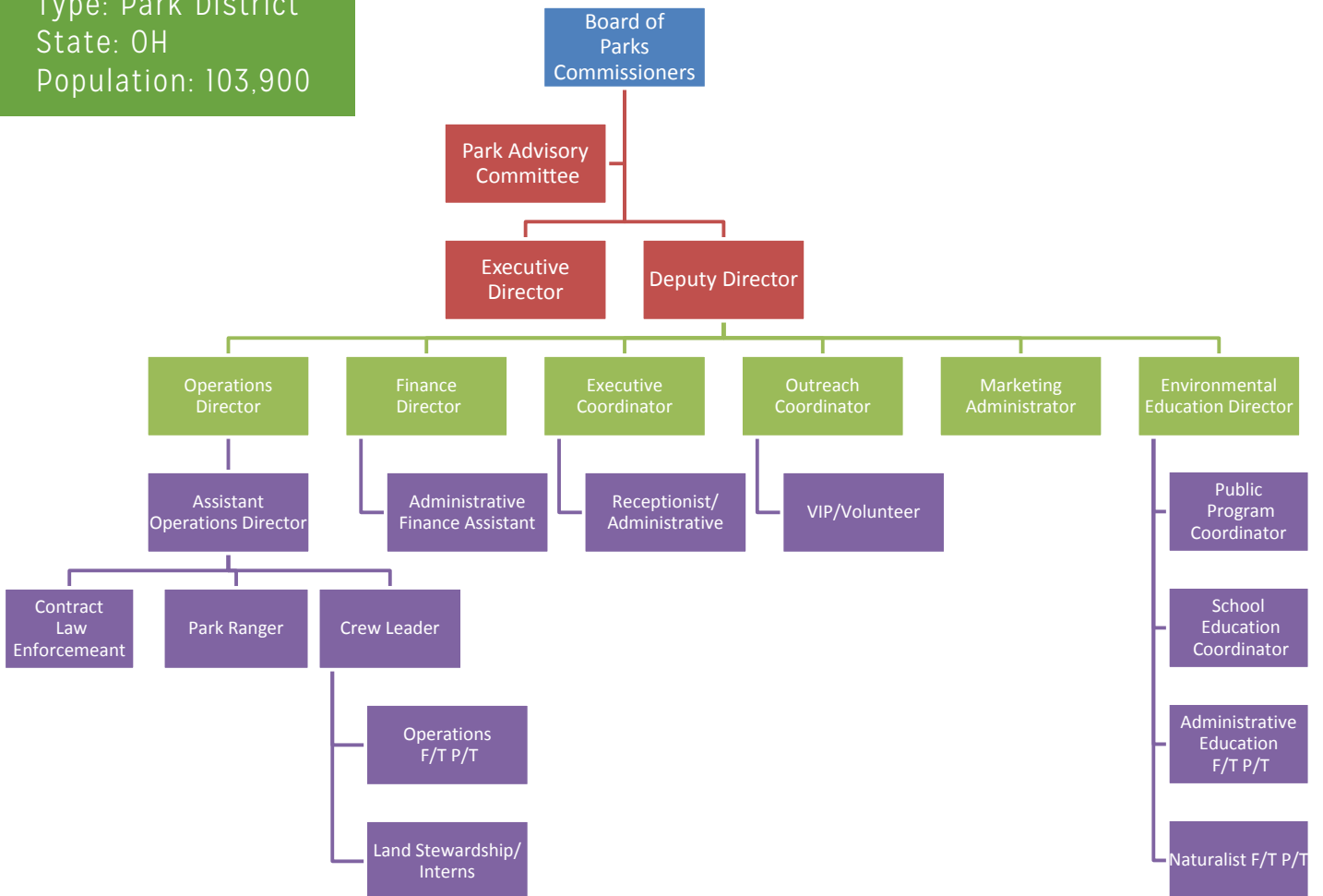




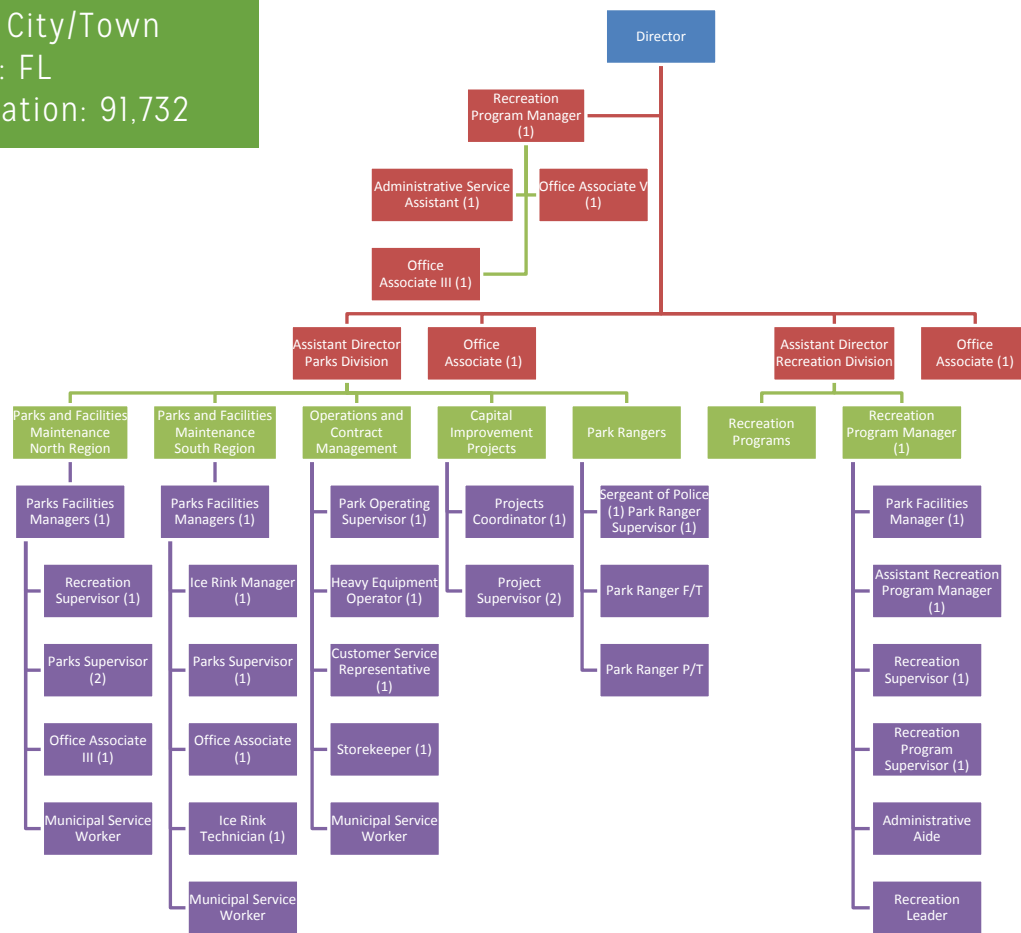
Type: Park District
State: IL
Population: 258,512



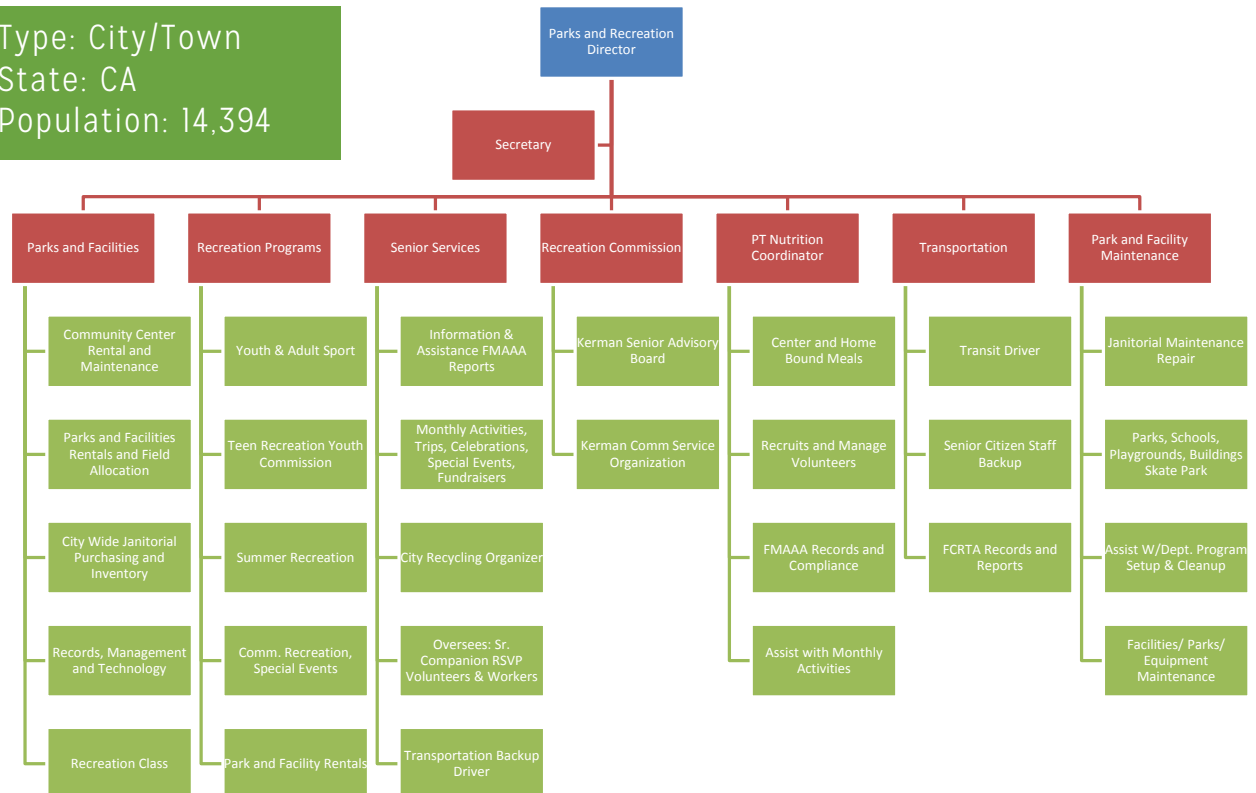
Type: Park District
State: OH
Population: 103,900



Type: City/Town
State: FL
Population: 91,732



Type: City/Town
State: CA
Population: 14,394



CONCLUSIONS

The success of park and recreation agencies would not be possible without the dedication of the more than 150,000 full-time professionals who serve these agencies. The ability to make a real difference in the lives of members in their communities is what draws many park and recreation professionals to this work.

At the same, competitive compensation packages—including base salaries and benefits—are critical to attracting and retaining the most highly qualified employees. Armed with information like the compensation data and sample job descriptions presented in the *2018 NRPA Park and Recreation Salary Survey* report, park and recreation agencies can recruit and retain highly qualified professionals to ensure those agencies best serve their communities.

ABOUT NRPA

The National Recreation and Park Association (NRPA) is a national not-for-profit organization dedicated to advancing parks, recreation and conservation efforts that enhance quality of life for all people. Through its network of 60,000 recreation and park professionals and advocates, NRPA encourages the promotion of healthy and active lifestyles, conservation initiatives and equitable access to parks and public space.

NRPA brings strength to our message by partnering with like-minded organizations including those in the federal government, nonprofits and commercial enterprises. Funded through dues, grants, registrations and charitable contributions, NRPA produces research, education and policy initiatives for our members that ultimately enrich the communities they serve.

NRPA places immense importance on research and data to raise the status of parks and recreation and conducts research with two goals. First, NRPA creates data to help park and recreation agencies make optimal decisions on operations, programming and spending. Second, NRPA generates data and insights that support park and recreation professionals making the case for greater and more stable funding to policymakers, key stakeholders, the media and the general public. The NRPA research team works closely with internal subject matter experts, respected industry consultants and the academic community to develop its reports and data resources. Learn more at www.nrpa.org/Research



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