

## How to Use this Material

The salary information that follows is divided into two categories: Day Camps and Resident Camps. Included in the information is the data provided by all camps who reported all or part of their operation was a day or resident camp. In other words, the day camp salary information includes both camps that are solely day camps, and reported DAY camp salaries from camps that are both day and resident camps. The information was gathered to be specific to each type of camp.

The salary information displays the mean (average) salary, the median, and the first and third quartiles for all respondents indicating a salary was paid to that position. Salaries for year-round positions are provided as an annual figure, and salaries for seasonal positions are expressed per week. Since less than 10% of the survey respondents indicated seasons of less than 7 weeks, separate figures are not calculated for "short term" (1-4 week camps) as the cells would be too small to provide reliable information.

The salary pages for each position also breaks down salaries as reported from different regions of the country (existing ACA regions were utilized for this purpose), sponsorship, size of camp as categorized by the number of seasonal staff hired. Mean salaries for 1998 (actual) and 1999 (projected) are provided for each such category.

In addition, for year-round positions, we have indicated the percentage of camps reporting that housing was provided for employees in addition to their salary (cash compensation). The last chart in the year-round resident and year-round day camp categories also indicates the percentage of camps providing various benefits such as insurance, vacation days, retirement programs, and expenses for training seminars and continuing education.

The following definitions have been utilized for this study.

### **Region - Camps reporting their camp location to be:**

<b>New England</b>	Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island
<b>Mid-Atlantic</b>	New York, New Jersey, Pennsylvania, Delaware, Maryland, Virginia, West Virginia, Washington DC
<b>Mid-America</b>	Ohio, Michigan, Illinois, Indiana, Wisconsin, Minnesota, North and South Dakota, Iowa, Nebraska, Kansas, Missouri
<b>Southern</b>	North and South Carolina, Georgia, Alabama, Tennessee, Kentucky, Arkansas, Mississippi, Louisiana, Texas, Oklahoma, Florida
<b>Western</b>	Alaska, Washington, Oregon, Idaho, Montana, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada, California, Hawaii

### **SPONSORSHIP - Camps reporting their owning or sponsoring body to be:**

<b>Youth Agency</b>	Youth-serving, nonprofit, non-health-related agencies such as Y's, Scouts, JCC, Camp Fire).
<b>Religious</b>	Organizations with a religious purpose such as Lutheran, Jewish, Catholic, Salvation Army, United Methodist, and so forth.
<b>Independent For Profit</b>	Independently owned and operated

**Independent Not-For Profit** Independent nonprofit such as operation by a foundation or local nonprofit.

**Other** Health related agency, government or education unit, or other. (Includes sponsorship by Easter Seal Society, other organization focusing on a particular disease or disability, department of parks and recreation, college or university, or other governmental unit.)

### Cautions

1. We have indicated the number of camps responding to each salary category. Sometimes camps provided only information for 1998 and not for 1999. Some camps responded with information based on who was currently in the position. For instance, if they were hiring a new nurse for 1999, they listed only what the salary would be for a first year employee and did not provide information on what would have been provided for a veteran. Many positions in our study are seasonal in some camps and year-round in others. So while there was a 60% response rate to the survey, there are not 1200 responses to any single question.

ACA and the research firm we hired are satisfied that the group who responded fairly represents the total population of ACA camps.

2. Because of extremes in ranges and inconsistencies in the way people provided data even within the same survey or category, 1% of the highest and lowest responses were removed from the samples before the calculation of the mean and median. This resulted in survey data that appeared to have a more normal statistical distribution.

3. It is extremely important to look at the number of responses when evaluating the average salary paid. Where the number of responses is small, a salary that is very low or very high will skew the average. It is for this reason that we have provided data on each position looking at sponsorship, regional, and size factors in addition to the overall information.

### Characteristics of Respondents

**Total Respondents** 1203

#### Camp Type

Day	431	35% of respondents operate day camps
Resident	971	81% of respondents operate resident camps

#### Camp Sponsor

Youth Agency	395	33% of respondents operate youth agency camps
Religious	270	22% of respondents operate religious camps
Ind. For Profit	266	22% of respondents operate ind. for profit camps
Ind nonprofit	184	15% operate independent nonprofit camps
Other*	83	7%

### Geographic Region

New England	160	13%
Mid-Atlantic	301	25%
Mid-America	301	25%
Southern	180	15%
Western	254	21%

### **Types of Programs Operated by Respondents**

Respondents were asked to identify the types of programs operated by their camp(s).

Resident camp	81%	(971)
Day camp	36%	(431)
Outdoor Program Center	34%	(415)
Conference/Retreat Center	33%	(393)
Other	6%	