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The following salary and benefits report is based upon information collected beginning in February at the statewide Manager's Meeting held virtually and ending in June of 2021. The data provided in the survey results reflects the information as it was provided by the individual manager and does not include a review of primary source information such as pay stubs, contracts, employee handbooks, etc. PDC therefore cannot vouch for the 100% accuracy of this information. PDC provides this information solely for the purpose of assisting revitalization programs with setting up salary structures and human resource policies and procedures appropriate to their particular program.

It is our hope that this information will facilitate an open discussion as to the salary and benefits offered by individual programs. Attention is called to the fact that there is a clear connection between both educational level and years of experience in terms of salary.

There is very little doubt that compared to other professionals in the field of community and economic development, that Main Street and Elm Street Managers are somewhat underpaid. This is not just a Pennsylvania issue, but one that is of concern to the "field" nationally. That being said, PDC also realizes that the decision concerning salary level lies entirely with the board of the local revitalization organization. While we at PDC do and will continue to, advocate for higher manager's salaries, managers must also realize that they must "earn" the privilege of the higher salary level. We strongly believe that a board is willing to invest in the professional development of the manager will see a significant return on investment. Managers must realize that they must put in the time necessary to attain higher salary levels.

We know that there are few events more debilitating to a local revitalization program than the loss of a well-qualified and experienced manager. The loss of time, the need for duplicative training and a host of other administrative issues makes this a critical matter for boards to consider. PDC stands ready to assist any board dealing with this issue and to help find an appropriate level of service, salary, and benefits for your organization.

We trust that both boards and managers will find this information helpful in crafting a stronger and more lasting professional relationship.

All Respondents

	#	%		F	M
Total Respondents	51	100%	Respondents Gender %	69%	31%
Respondents by Type			Executive Director ?		
MS Manager	34	66.7%	YES	33	64.7%
ES Manager	4	7.8%	NO	16	31.4%
KC Manager-MS Focus	2	3.9%	Uncertain	2	3.9%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	2	3.9%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	2	3.9%	High School	2	3.9%
BID Manager	3	5.9%	Some College	6	11.8%
Other	4	7.8%	College Degree	35	68.6%
No Response	0	0.0%	Post-Grad. Degree	8	15.7%
			No Response	0	0.0%
Employment Category					
Full Time	44	86.3%	Salary		
Part Time	7	13.7%	Average	\$	49,487.20
No response	0	0.0%	Median	\$	47,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	202,856
35-40	9	17.6%	Median	\$	175,000
40-50	23	45.1%			
50-60	10	19.6%	Municipal Support	27	Providing \$
60+	3	5.9%	Average	\$	24,962.96
No Response	0	0.0%	Median	\$	13,750.00
			Average %		12.31%
Time in Current Position		Years	Median %		7.86%
Average		5.22			
Median		3.50	Municipal Population		
			Average		21,063
Total Time in the Field		Years	Median		13,750
Average		8.58			
Median		5.00	Manager's Capability		5 = High
			Organization		2.83
Administrative Support			Design		2.90
Yes	16	29.09%	Econ./Neigh. Vitality		3.30
No	34	61.82%	Marketing		2.97
No Response	5	9.09%	Safe-Clean-Green		3.20
Avg. Hour /Week		32.5			

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	#	%		F	M
Total Respondents	40	100%	Respondents Gender %	70%	30%
Respondents by Type			Executive Director?		
MS Manager	34	85.0%	YES	27	67.5%
ES Manager	0	0.0%	NO	11	27.5%
KC Manager-MS Focus	2	5.0%	Uncertain	2	5.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	2	5.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	2	5.0%	High School	1	2.5%
BID Manager	0	0.0%	Some College	5	12.5%
Other	0	0.0%	College Degree	28	70.0%
No Response	0	0.0%	Post-Grad. Degree	6	15.0%
			No Response	0	0.0%
Employment Category					
Full Time	35	87.5%	Salary		
Part Time	5	12.5%	Average	\$	49,961.50
No response	0	0.0%	Median	\$	47,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	181,808
35-40	7	17.5%	Median	\$	169,500
40-50	17	42.5%			
50-60	9	22.5%	Municipal Support	23	Providing \$
60+	2	5.0%	Average	\$	23,217.39
No Response	0	0.0%	Median	\$	13,750.00
			Average %		12.77%
Time in Current Position		Years	Median %		8.11%
Average		5.64			
Median		3.50	Municipal Population		
			Average		20,538
Total Time in the Field		Years	Median		13,750
Average		8.54			
Median		6.00	Manager's Capability		5 = High
			Organization		2.77
Administrative Support			Design		2.85
Yes	14	25.45%	Econ./Neigh. Vitality		3.35
No		45 450/	3.6.1		2.92
	25	45.45%	Marketing		2.92
No Response	25 16	45.45% 29.09%	Marketing Safe-Clean-Green		3.08

Any Elm Street Respondents

	#	0/0	-	F	M
Total Respondents	6	100%	Respondents Gender %	33.3%	66.7%
Respondents by Type			Executive Director?		
MS Manager	0	0.0%	YES	2	33.3%
ES Manager	4	66.7%	NO	4	67.7%
KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	2	33.3%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	0	0.0%	High School	1	16.7%
BID Manager	0	0.0%	Some College	0	0.0%
Other	0	0.0%	College Degree	4	66.7%
No Response	0	0.0%	Post-Grad. Degree	1	16.7%
			No Response	0	0.0%
Employment Category					
Full Time	5	83.3%	Salary		
Part Time	1	16.7%	Average	\$	51,516.67
No response	0	0.0%	Median	\$	42,000.00
-					
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	128,849
35-40	1	16.7%	Median	\$	129,697
40-50	3	50.0%			
50-60	1	16.7%	Municipal Support	2	Providing \$
60+	0	0.0%	Average	\$	6,250.00
No Response	0	0.0%	Median	\$	0.00
			Average %		4.85%
Time in Current Position		Years	Median %		0.00%
Average		6.14			
Median		3.50	Municipal Population		
			Average		29,734
Total Time in the Field		Years	Median		14,978
Average		12.81			
Median		5.88	Manager's Capability		5 = High
			Organization		3.25
Administrative Support			Design		3.00
Yes	1	16.67%	Econ./Neigh. Vitality		2.50
No	5	83.33%	Marketing		3.00
No Response	0	0.00%	Safe-Clean-Green		4.00
Avg. Hour /Week	ŭ	40	&		
11.8. 110di / Week		10			

		Othe	r Position Respondents		
	#	%		F	M
Total Respondents	4	100%	Respondents Gender %	100%	0%
Respondents by Type			Executive Director?		
MS Manager	0	0.0%	YES	2	50.0%
ES Manager	0	0.0%	NO	2	50.0%
KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	0	0.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	0	0.0%	High School	0	0.0%
BID Manager	0	0.0%	Some College	1	25.0%
Other	4	100.0%	College Degree	3	75.0%
No Response	0	0.0%	Post-Grad. Degree	0	0.0%
			No Response	0	0.0%
Employment Category			-		
Full Time	3	75.0%	Salary		
Part Time	1	25.0%	Average	<u> </u>	38,200.00
No response	0	0.0%	Median	\$	37,000.00
•					
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	185,000
35-40	1	25.0%	Median	\$	185,000
40-50	2	50.0%			
50-60	1	25.0%	Municipal Support	1	Providing \$
60+	0	0.0%	Average	\$	15,000.00
No Response	0	0.0%	Median	\$	15,000.00
1			Average %		8.11%
Time in Current Position		Years	Median %		8.11%
Average		3.75			0.227.5
Median		4.00	Municipal Population		
Tredition .		1.00	Average		28,704
T , 1T' ' ,1 E' 11		Years	Median		15,938
Total Time in the Field Average		7.00	1/1Culati		13,730
Median		5.00	M 1.C . 12		5 = High
IVICUIAII		5.00	Manager's Capability		$\frac{3 - \text{Figh}}{2.00}$
			Organization		
Administrative Support		25 000/	Design		3.00
Yes	1	25.00%	Econ./Neigh. Vitality		4.00
No	3	75.00%	Marketing		4.00

Safe-Clean-Green

4.00

0.00%

30

No Response

Executive Director Respondents

	#	0/0		F	M
Total Respondents	33	100%	Respondents Gender %	66.7%	33.3%
Respondents by Type			Executive Director ?		
MS Manager	22	66.7%	YES	33	100.0%
ES Manager	1	3.0%	NO	0	0.0%
KC Manager-MS Focus	2	6.1%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	1	3.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	2	6.1%	High School	1	3.0%
BID Manager	3	9.1%	Some College	5	15.2%
Other	2	6.1%	College Degree	22	66.7%
No Response	0	0.0%	Post-Grad. Degree	5	15.2%
_			No Response	0	0.0%
Employment Category					
Full Time	29	87.9%	Salary		
Part Time	4	12.1%	Average	\$	51,226.88
No response	0	0.0%	Median	\$	53,500.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	216,602
35-40	4	12.1%	Median	\$	180,000
40-50	15	45.5%			
50-60	8	24.2%	Municipal Support	22	Providing \$
60+	3	9.1%	Average	\$	27,750.00
No Response	0	0.0%	Median	\$	15,000.00
•			Average %		12.81%
Time in Current Position		Years	Median %		8.33%
Average		5.58			
Median		4.00	Municipal Population		
			Average		15,694
Total Time in the Field		Years	Median		8,338
Average		8.51			
Median		5.00	Manager's Capability		5 = High
			Organization		2.76
Administrative Support			Design		3.14
Yes	11	34.38%	Econ./Neigh. Vitality		3.57
No	21	65.63%	Marketing		3.14
No Response	0	0.00%	Safe-Clean-Green		3.24
Avg. Hour /Week		27.5			

		Non-Exec	cutive Director Respondents		
	#	0/0		F	M
Total Respondents	18	100%	Respondents Gender %	72.2%	27.8%
Respondents by Type			Executive Director?		
MS Manager	12	66.7%	YES	0	0.0%
ES Manager	3	16.7%	NO	16	88.9%
KC Manager-MS Focus	0	0.0%	Uncertain	2	11.1%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	1	5.6%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	0	0.0%	High School	1	5.6%
BID Manager	0	0.0%	Some College	1	5.6%
Other	2	11.1%	College Degree	13	72.2%
No Response	0	0.0%	Post-Grad. Degree	3	16.7%
			No Response	0	0.0%
Employment Category					
Full Time	15	83.3%	Salary		
Part Time	3	16.7%	Average	\$	46,394.44
No response	0	0.0%	Median	\$	42,100.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	161,619
35-40	5	27.8%	Median	* *	129,697
40-50	8	44.4%			,
50-60	2	11.1%	Municipal Support	1	Providing \$
60+	0	0.0%	Average	\$	12,700.00
No Response	0	0.0%	Median	* \$	12,700.00
1			Average %	"	7.86%
Time in Current Position		Years	Median %		0.00%
Average		4.58			
Median		2.50	Municipal Population		
			Average		26,927
Total Time in the Field		Years	Median		12,423

Average		8.69	!
Median		5.50	Manager's Capability
			Organization
Administrative Support			Design
Yes	5	27.78%	Econ./Neigh. Vitality
No	13	72.22%	Marketing
No Response	0	0.00%	Safe-Clean-Green
Avg. Hour /Week		40	

Improvement .	District Re	spondents
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	#	%	1	\mathbf{F}	M
Total Respondents	5	100%	Respondents Gender %	40%	60%
Respondents by Type			Executive Director?		
MS Manager	0	0.0%	YES	5	100.0%
ES Manager	0	0.0%	NO	0	0.0%
KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	0	0.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	2	40.0%	High School	0	0.0%
BID Manager	3	60.0%	Some College	0	0.0%
Other	0	0.0%	College Degree	3	60.0%
No Response	0	0.0%	Post-Grad. Degree	2	40.0%
			No Response	0	0.0%
Employment Category					
Full Time	5	100.0%	Salary		
Part Time	0	0.0%	Average	\$	74,900.00
No response	0	0.0%	Median	\$	80,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	412,250
35-40	0	0.0%	Median	\$	451,000
40-50	3	60.0%			
50-60	0	0.0%	Municipal Support	4	Providing \$
60+	2	40.0%	Average	\$	31,250.00
No Response	0	0.0%	Median	\$	25,000.00
			Average %		7.58%
Time in Current Position		Years	Median %		5.54%
Average		4.47			
Median		2.50	Municipal Population		
			Average		42,566
Total Time in the Field		Years	Median		40,000
Average		9.27			
Median		2.50	Manager's Capability		5 = High
			Organization		4.00
Administrative Support			Design		5.00
Yes	0	0.00%	Econ./Neigh. Vitality		5.00
No	5	100.0%	Marketing		2.00
No Response	0	0.00%	Safe-Clean-Green		5.00

Male Respondents

Total Respondents Respondents by Type MS Manager ES Manager KC Manager-MS Focus KC Manager-ES Focus KC Manager - Combined Reg. Main Street Coord.	16 9 2 0 0 2 0 1	100% 56.3% 12.5% 0.0% 0.0% 12.5% 0.0%	Respondents Gender % Executive Director? YES NO Uncertain No Response	0% 11 5 0	68.8% 31.3% 0.0%
MS Manager ES Manager KC Manager-MS Focus KC Manager-ES Focus KC Manager - Combined	2 0 0 2 0	12.5% 0.0% 0.0% 12.5%	YES NO Uncertain	5 0	31.3%
ES Manager KC Manager-MS Focus KC Manager-ES Focus KC Manager - Combined	2 0 0 2 0	12.5% 0.0% 0.0% 12.5%	NO Uncertain	5 0	31.3%
KC Manager-MS Focus KC Manager-ES Focus KC Manager - Combined	0 0 2 0	0.0% 0.0% 12.5%	Uncertain	0	
KC Manager-ES Focus KC Manager - Combined	0 2 0	0.0% 12.5%			0.0%
KC Manager - Combined	2 0	12.5%	No Response	0	
e	0				0.0%
Reg. Main Street Coord.		0.0%			
8	1		Educational Level		
Combined MS/BID		6.3%	High School	1	6.3%
BID Manager	2	12.5%	Some College	1	6.3%
Other	0	0.0%	College Degree	10	62.5%
No Response	0	0.0%	Post-Grad. Degree	4	25.0%
			No Response	0	0.0%
Employment Category					
Full Time	14	87.5%	Salary		
Part Time	2	12.5%	Average	\$	56,046.67
No response	0	0.0%	Median	\$	56,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	182,845
35-40	1	6.3%	Median	\$	159,697
40-50	4	25.0%			
50-60	7	43.8%	Municipal Support	9	Providing \$
60+	2	12.5%	Average	\$	24,722.22
No Response	0	0.0%	Median	\$	6,250.00
			Average %		13.52%
Time in Current Position		Years	Median %		3.91%
Average		6.79			
Median		5.50	Municipal Population		
			Average		22,880
Total Time in the Field		Years	Median		15,007
Average		13.29			
Median		11.00	Manager's Capability		5 = High
			Organization		3.33
Administrative Support			Design		3.56
Yes	3	20.0%	Econ./Neigh. Vitality		3.44
No	12	80.0%	Marketing		3.11
No Response	0	0.00%	Safe-Clean-Green		3.78
Avg. Hour /Week		40			

Full-Time, Male Responden

	#	%		F	M
Total Respondents	14	100%	Respondents Gender %	0%	100%
Respondents by Type			Executive Director ?		
MS Manager	7	50.0%	YES	10	71.4%
ES Manager	2	14.3%	NO	4	28.6%
KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	2	14.3%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	1	7.1%	High School	1	7.1%
BID Manager	2	14.3%	Some College	1	7.1%
Other	0	0.0%	College Degree	9	64.3%
No Response	0	0.0%	Post-Grad. Degree	3	21.4%
			No Response	0	0.0%
Employment Category					
Full Time	14	100.0%	Salary		
Part Time	0	0.0%	Average	\$	63,238.46
No response	0	0.0%	Median	\$	56,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	213,239
35-40	1	7.1%	Median	\$	180,000
40-50	4	28.6%			
50-60	7	50.0%	Municipal Support	8	Providing \$
60+	2	14.3%	Average	<u> </u>	27,812.50
No Response	0	0.0%	Median	\$	16,250.00
1			Average %		13.04%
Time in Current Position		Years	Median %		9.03%
Average		6.57			
Median		4.50	Municipal Population		
			Average		25,613
Total Time in the Field		Years	Median		19,594
Average		13.41			,
Median		11.00	Manager's Capability		5 = High
		~ ~	Organization		3.25
Administrative Cuppent			Design		3.38
Administrative Support Yes	3	21.43%	Econ./Neigh. Vitality		3.50
No	10	71.43%	Marketing		3.13
No Response	10	7.14%	Safe-Clean-Green		3.88
•	,	40	Saic Sicail-Officia		J.00
Avg. Hour /Week		40			

	#	%		F	N
Total Respondents	10	100%	Respondents Gender %	0%	100%
Respondents by Type			Executive Director?		
MS Manager	6	60.0%	YES	10	100.0%
ES Manager	0	0.0%	NO	0	0.0%
KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	1	10.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	1	10.0%	High School	0	0.0%
BID Manager	2	20.0%	Some College	1	10.0%
Other	0	0.0%	College Degree	6	60.0%
No Response	0	0.0%	Post-Grad. Degree	3	30.0%
			No Response	0	0.0%
Employment Category					
Full Time	10	100.0%	Salary		
Part Time	0	0.0%	Average	\$	59,011.1
No response	0	0.0%	Median	\$	56,000.0
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	246,14
35-40	0	0.0%	Median	\$	225,00
40-50	3	30.0%			
50-60	5	50.0%	Municipal Support	7	Providing
60+	2	20.0%	Average	\$	28,928.5
No Response	0	0.0%	Median	\$	30,000.0
			Average %		11.75%
Time in Current Position		Years	Median %		13.33 %
Average		7.53			
Median		6.00	Municipal Population		
			Average		28,85
Total Time in the Field		Years	Median		15,00
Average		13.36			
Median		11.00	Manager's Capability		5 = Hightarrows
			Organization		2.8
Administrative Support			Design		3.4
Yes	1	10.00%	Econ./Neigh. Vitality		3.6
No	8	80.00%	Marketing		3.2
			_		

25

Female Respondents

	#	0/0	*	${f F}$	M
Total Respondents	35	100%	Respondents Gender %	100%	0%
Respondents by Type			Executive Director?		
MS Manager	25	71.4%	YES	22	62.9%
ES Manager	2	5.7%	NO	11	31.4%
KC Manager-MS Focus	2	5.7%	Uncertain	2	5.7%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	0	0.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	1	2.9%	High School	1	2.9%
BID Manager	1	2.9%	Some College	5	14.3%
Other	4	11.4%	College Degree	25	71.4%
No Response	0	0.0%	Post-Grad. Degree	4	11.4%
			No Response	0	0.0%
Employment Category					
Full Time	30	85.7%	Salary		
Part Time	5	14.3%	Average	\$	46,676.00
No response	0	0.0%	Median	\$	45,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	214,862
35-40	8	22.9%	Median	\$	180,000
40-50	19	54.3%			
50-60	3	8.6%	Municipal Support	18	Providing \$
60+	1	2.9%	Average	\$	25,083.33
No Response	0	0.0%	Median	\$	15,000.00
			Average %		11.67%
Time in Current Position		Years	Median %		8.33%
Average		4.54			
Median		3.00	Municipal Population		
			Average		18,185
Total Time in the Field		Years	Median		8,000
Average		6.55			
Median		4.00	Manager's Capability		5 = High
			Organization		2.62
Administrative Support			Design		2.62
Yes	13	37.14%	Econ./Neigh. Vitality		3.24
No	22	62.86%	Marketing		2.90
No Response	0	0.00%	Safe-Clean-Green		2.95
Avg. Hour /Week		30			

T UII- I IIIIC. I CIIIAIC NESIXVIIUCIIIS	Full-Time.	Female	Respondents
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Total Respondents		#	%		F	M
MS Manager 22 73.3% YES 19 63.3% ES Manager 1 3.3% NO 10 33.3% KC Manager-MS Focus 2 6.7% Uncertain 1 3.3% KC Manager-ES Focus 0 0.0% No Response 0 0.0% KC Manager-Combined 0 0.0% Educational Level 1 3.3% Combined MS/BID 1 3.3% High School 1 3.3% BID Manager 1 3.3% Some College 4 13.3% Other 3 10.0% College Degree 23 76.7% No Response 0 0.0% Post-Grad. Degree 2 6.7% No Response 3 10.0% Salary \$ 1.0% Employment Category Post-Grad. Degree 2 6.7% No Response 3 10.0% Average \$ 51,572.0 No Response 9 0.0% Average \$ 18,000.0 Average \$ 214,862 <th>Total Respondents</th> <th>30</th> <th>100%</th> <th>Respondents Gender %</th> <th>100%</th> <th>0%</th>	Total Respondents	30	100%	Respondents Gender %	100%	0%
R. Manager	Respondents by Type			Executive Director?		
KC Manager-KS Focus 2 6.7% Uncertain 1 3.3% KC Manager-ES Focus 0 0.0% No Response 0 0.0% KC Manager - Combined 0 0.0% Focus of the combined of the combined of the combined MS/BID 1 3.3% Some College Use of the combined MS/BID 1 3.3% Some College Degree 4 13.3% Some College Degree 23 76.7% <th< td=""><td>MS Manager</td><td>22</td><td>73.3%</td><td>YES</td><td>19</td><td>63.3%</td></th<>	MS Manager	22	73.3%	YES	19	63.3%
KC Manager-ES Focus 0 0.0% No Response 0 0.0% KC Manager - Combined 0 0.0% Edmational Level Combined MS/BID 1 3.3% High School 1 3.3% BID Manager 1 3.3% Some College 4 13.3% Other 3 10.0% College Degree 23 76.7% No Response 0 0.0% Post-Grad. Degree 23 76.7% No Response 0 0.0% Regence 23 76.7% Part Time 30 100.0% Solary Solary Part Time 0 0.0% Average \$ 51,572.0 No response 0 0.0% Average \$ 214,862 15-57-200 Average \$ 214,862 \$ 24,862 2-5-60 3 10.0% Median \$ 180,000 40-50 19 63.3% Average \$ 25,083,33 No Response 0 0.0% Median \$ 15,000.0 <td>ES Manager</td> <td>1</td> <td>3.3%</td> <td>NO</td> <td>10</td> <td>33.3%</td>	ES Manager	1	3.3%	NO	10	33.3%
KC Manager - Combined Reg, Main Street Coord. 0 0.0% Educational Level Combined MS/BID 1 3.3% High School 1 3.3% BID Manager 1 3.3% Some College 4 13.3% Other 3 10.0% College Degree 23 76.7% No Response 0 0.0% Post-Grad. Degree 2 6.7% No Response 30 10.0% Salary 10.0% 10.0% Employment Category Full Time 30 10.0% Average \$ 51,572.00 No response 0 0.0% Average \$ 214,862 No response 0 0.0% Average \$ 214,862 35-40 7 23.3% Median \$ 180,000 40-50 19 63.3% \$ 20,000 \$ 25,083,33 No Response 0 0.0% Median \$ 15,000,00 Average 4,79 Average \$ 25,083,33 No Response <td>KC Manager-MS Focus</td> <td>2</td> <td>6.7%</td> <td>Uncertain</td> <td>1</td> <td>3.3%</td>	KC Manager-MS Focus	2	6.7%	Uncertain	1	3.3%
Reg. Main Street Coord. 0 0.0% Educational Level Combined MS/BID 1 3.3% High School 1 3.3% BID Manager 1 3.3% Some College 4 13.3% Other 3 10.0% College Degree 23 76.7% No Response 0 0.0% Post-Grad. Degree 2 6.7% No Response 0 0.0% Average 2 6.7% Part Time 0 0.0% Average \$ 51,572.00 No response 0 0.0% Median \$ 147,000.00 Ilours Worked Per week Less Than 35 0 0.0% Average \$ 214,862 35-40 7 23.3% Median \$ 180,000 40-50 19 65.3% Median \$ 180,000 50-60 3 10.0% Median \$ 15,000.00 No Response 0 0.0% Median \$ 13,000 Median	KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
No Response 1	KC Manager - Combined	0	0.0%			
BID Manager	Reg. Main Street Coord.	0	0.0%	Educational Level		
Other 3 10.0% College Degree 23 76.7% No Response 0 0.0% Post-Grad. Degree 2 6.7% No Response 0 0.0% No Response 0 0.0% Part Time 0 0.0% Average \$ 51,572.00 No response 0 0.0% Median \$ 47,000.00 Hours Worked Per week Total Budget Less Than 35 0 0.0% Average \$ 214,862 35-40 7 23.3% Median \$ 180,000 40-50 19 63.3% Average \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average 4.7 Average \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average 4.79 Average % \$ 11.67% Median \$ 3.3% Average 20,259 Total Time in the Field Years Median \$ 5	Combined MS/BID	1	3.3%	High School	1	3.3%
No Response 0 0.0% Post-Grad. Degree 2 6.7% Employment Category Full Time 30 100.0% Salary Part Time 0 0.0% Average \$ 51,572.00 No response 0 0.0% Median \$ 47,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 214,862 35-40 7 23.3% Median \$ 180,000 40-50 19 63.3% *** 50-60 3 10.0% Average \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average 4.7 Average \$ 25,083.33 No Response 0 0.0% Median % \$ 8.33% Average 4.79 Median % \$ 8.33% Average 4.79 Average 20.259 Total Time in the Field Years Median 9.252 Average 6.47	BID Manager	1	3.3%	Some College	4	13.3%
No Response 0 0.0%	Other	3	10.0%	College Degree	23	76.7%
Full Time 30 100.0% Average \$ 51,572.00 No response 0 0.0% Median \$ 47,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 214,862 35-40 7 23.3% Median \$ 180,000 40-50 19 63.3% 50-60 3 10.0% Average \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average % 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average % 25,083.33 Average % 20,259 Average % 20,259 Average % 20,259 Average 6.47 Median 9,523 Average 6.47 Median 9,523 Average 6.47 Median 9,523 Average 6.47 Administrative Support Design 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83	No Response	0	0.0%	Post-Grad. Degree	2	6.7%
Full Time 30 100.0% Salary Part Time 0 0.0% Average \$ 51,572.00 No response 0 0.0% Median \$ 47,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 214,862 35-40 7 23.3% Median \$ 180,000 40-50 19 63.3% 18 Providing \$ 50-60 3 10.0% Median \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average \$ 25,083.33 Median \$ 15,000.00 Average \$ 25,083.33 Median \$ 15,000.00 Average \$ 20,000 Median \$ 25,083.33 Average 4.79 Median \$ 25,083.33 Median \$ 20,000 \$ 20,000 \$ 20,000 Time in Current Position Years Median \$ 20,259 Median \$ 20,259 Median \$ 20,259 <t< td=""><td></td><td></td><td></td><td>No Response</td><td>0</td><td>0.0%</td></t<>				No Response	0	0.0%
No response 0 0.0% Average \$ 51,572.00 No response 0 0.0% Median \$ 47,000.00 Hours Worked Per neck	Employment Category					
No response 0 0.0% Median \$ 47,000.00 Hours Worked Per week Total Budget Less Than 35 0 0.0% Average \$ 214,862 35-40 7 23.3% Median \$ 180,000 40-50 19 63.3% *** 50-60 3 10.0% Municipal Support 18 Providing \$ 60+ 1 3.3% Average \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average 4.79 Median % 8.33% Average 4.79 Median % 8.33% Median \$ 20,259 Average 20,259 Total Time in the Vield Years Median 9,523 Average 6.47 Median 9,523 Median 90,523 5 = High Organization 2.44 Average 6.47 Median 9,523 Total Time in the Vield Years Manager's Capability	Full Time	30	100.0%	Salary		
Hours Worked Per week Less Than 35	Part Time	0	0.0%	Average	\$	51,572.00
Less Than 35 0 0.0% Average \$ 214,862 35-40 7 23.3% Median \$ 180,000 40-50 19 63.3% *** 50-60 3 10.0% Municipal Support 18 Providing \$ 60+ 1 3.3% Average \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average % 11.67% ** Median \$ 3.3% ** ** Average 4.79 ** Median % \$ 8.33% Average 4.79 ** Median % \$ 20,259 Total Time in the Field Years Median 9,523 Average 6.47 ** Median 9,523 Average 6.47 ** ** ** Median 3.75 ** ** ** ** ** Average 6.47 ** ** ** ** ** ** **	No response	0	0.0%	Median	\$	47,000.00
Less Than 35 0 0.0% Average \$ 214,862 35-40 7 23.3% Median \$ 180,000 40-50 19 63.3% *** 50-60 3 10.0% Municipal Support 18 Providing \$ 60+ 1 3.3% Average \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average % 11.67% ** Median \$ 3.3% ** ** Average 4.79 ** Median % \$ 8.33% Average 4.79 ** Median % \$ 20,259 Total Time in the Field Years Median 9,523 Average 6.47 ** Median 9,523 Average 6.47 ** ** ** Median 3.75 ** ** ** ** ** Average 6.47 ** ** ** ** ** ** **	Hours Worked Per week			Total Budget		
40-50 19 63.3% Municipal Support 18 Providing \$ 60+ 1 3.3% Average \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average 4.79 Median % 8.33% Average 4.79 Median % 8.33% Median 3.00 Municipal Population Verage 20,259 Average 6.47 Median 9,523 Median 3.75 Median 9,523 Average Design 5 = High Organization 2.44 Administrative Support Design 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83		0	0.0%		\$	214,862
50-60 3 10.0% Municipal Support 18 Providing \$ 60+ 1 3.3% Average \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average % 11.67% Average 4.79 Median 4.79 Median Average 20,259 Average 20,259 Average Median 9,523 Average 6.47 Median 9,523 Average 5 = High Average 0.44 Design 5 = High Organization 2.44 Administrative Support Design 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83	35-40	7	23.3%	Median	\$	180,000
60+ 1 3.3% Average \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average % 11.67% Average 4.79 Median % 8.33% Median 3.00 Municipal Population Vears Median 9,523 Average 6.47 Median 9,523 10.00<	40-50	19	63.3%			
60+ 1 3.3% Average \$ 25,083.33 No Response 0 0.0% Median \$ 15,000.00 Average % 11.67% Average 4.79 Median % 8.33% Median 3.00 Municipal Population Vears Median 9,523 Average 6.47 Median 9,523 10.00<	50-60	3	10.0%	Municipal Support	18	Providing \$
No Response 0 0.0% Median Average % Average % 115,000.00 Time in Current Position Years Average Median % 8.33% Average 4.79 Median % 20,259 Median Years Average Median 9,523 Average 6.47 Median 9,523 Median 3.75 Manager's Capability Organization 5 = High Organization Administrative Support Design 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83	60+	1	3.3%	* **	\$	
Average % 11.67% Time in Current Position Years Median % 8.33% Average 4.79 4.79 4.79 Median 3.00 Municipal Population 20,259 Total Time in the Field Years Median 9,523 Average 6.47 Median 9,523 Median 3.75 Manager's Capability 5 = High Organization 2.44 Administrative Support Design 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83	No Response	0	0.0%		\$	15,000.00
Time in Current Position Years Median % 8.33% Average 4.79 Municipal Population Verage 20,259 Total Time in the Field Years Median 9,523 Average 6.47 Median 5 = High Median 0rganization 2.44 Organization 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83				Average %		11.67%
Average 4.79 Median 3.00 Municipal Population Average 20,259 Total Time in the Field Years Median 9,523 Average 6.47 Median 5 = High Median Organization 2.44 Organization 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83	Time in Current Position		Years			8.33%
Manager of plants Total Time in the Field Years Median 9,523 Average 6.47 5 = High Median 0 granization 2.44 Administrative Support Design 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83			4.79			
Average Average Average Median 9,523 Average 6.47 *** Median 5 = High Median 0 organization 2.44 Administrative Support Design 2.61 Yes 13 organization 43.33% Econ./Neigh. Vitality 3.22 No 17 organization 2.83 No Response 0 organization 2.83	Median		3.00	Municipal Population		
Total Time in the FieldYears 6.47MedianMedian9,523Median 3.75 Manager's Capability $5 = \text{High}$ Organization 2.44 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83						20,259
Average 6.47 Median 3.75 $Manager's Capability$ $5 = High$ Organization 2.44 Administrative SupportDesign 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83	Total Time in the Field		Years	Median		9,523
Manager's Capability Organization 2.44 Administrative Support Design 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83			6.47			
Organization 2.44 Administrative Support Design 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83	0		3.75	Manager's Catrability		5 = High
Administrative Support Design 2.61 Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83						
Yes 13 43.33% Econ./Neigh. Vitality 3.22 No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83	Administrative Support					
No 17 56.67% Marketing 2.83 No Response 0 0.00% Safe-Clean-Green 2.83		13	43.33%	<u> </u>		
No Response 0 0.00% Safe-Clean-Green 2.83						
				Č .		
	Avg. Hour /Week	-	32.5			

Full-Time, Female, Executive Director Respondents

Total Respondents		#	%		F	M
MS Manager 14 73.7% YES 19 1000% ES Manager 0 0.0% NO 0 0.0% KC Manager-MS Focus 2 10.5% Uncertain 0 0.0% KC Manager-ES Focus 0 0.0% Von Response 0 0.0% KC Manager-Combined 0 0.0% Laterational Level Under Total State	Total Respondents	19	100%	Respondents Gender %	100%	0%
Region R	Respondents by Type			Executive Director?		
KC Manager-KS Focus 2 10.5% Uncertain 0 0.0% KC Manager-ES Focus 0 0.0% No Response 0 0.0% KC Manager - Combined 0 0.0% Filiacational Level Combined MS/BID 1 5.3% Some College 1 5.3% Some College 4 21.1% 5.3% Some College Degree 13 6.84% 6.84% 6.9% No Response 0 0.0% Post-Grad. Degree 1 5.3% 6.84% 7.0% </td <td>MS Manager</td> <td>14</td> <td>73.7%</td> <td>YES</td> <td>19</td> <td>100.0%</td>	MS Manager	14	73.7%	YES	19	100.0%
KC Manager-ES Focus KC Manager - Combined KC Manager - Combined MS MBID 0 No Response 0 0.0% MS	ES Manager	0	0.0%	NO	0	0.0%
KC Manager - Combined Reg, Main Street Coord. 0 0.0% Feducational Level Combined MS/BID 1 5.3% High School 1 5.3% BID Manager 1 5.5% Some College 4 21.1% Other 1 5.3% College Degree 13 68.4% No Response 0 0.0% Post-Grad. Degree 1 5.3% No Response 0 0.0% No Response 0 0.0% Full Time 19 10.0% Average \$ 55,140.00 No response 0 0.0% Average \$ 51,400.00 Funry Worked Per week Total Budge Total Budge Total Budge \$ 216,840 Less Than 35 0 0.0% Average \$ 216,840 35-40 3 15.8% Median \$ 180,000 40-50 12 63.2% Total Budge \$ 27,200.00 No Response 0 0.0% Median \$ 15,000.00 No	KC Manager-MS Focus	2	10.5%	Uncertain	0	0.0%
Reg. Main Street Coord. 0 0.0% Educational Level Combined MS/BID 1 5.3% High School 1 5.3% BID Manager 1 5.3% Some College 4 21.1% Other 1 5.3% College Degree 13 68.4% No Response 0 0.0% Post-Grad. Degree 1 5.3% Full Time 19 100.0% Average \$ 55,140.00 No response 0 0.0% Average \$ 55,4000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 216,840 35-40 3 15.8% Median \$ 180,000 40-50 12 63.2% Median \$ 180,000 50-60 3 15.8% Municipal Support 15 Providing \$ 60+ 1 5.3% Median \$ 12,200 No Response 0 0.0% <t< td=""><td>KC Manager-ES Focus</td><td>0</td><td>0.0%</td><td>No Response</td><td>0</td><td>0.0%</td></t<>	KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
Combined MS/BID	KC Manager - Combined	0	0.0%			
BID Manager	Reg. Main Street Coord.	0	0.0%	Educational Level		
Other 1 5.3% 0 College Degree 13 68.4% No Response 0 0.0% Post-Grad. Degree 1 5.3% No Response 0 0.0% No Response 0 0.0% Part Time 0 0.0% Average \$ 55,140.00 No response 0 0.0% Median \$ 54,000.00 Hours Worked Per week Total Budge Less Than 35 0 0.0% Average \$ 216,840 35-40 3 15.8% Median \$ 180,000 40-50 12 63.2% Average \$ 27,200.00 No Response 0 0.0% Average \$ 27,200.00 No Response 0 0.0% Median \$ 15,000.00 Time in Current Position Years Average % \$ 23,000 Time in Current Position Years Average \$ 13,439 Average 4.84 Median \$ 7,600 Total Time in the Field Years	Combined MS/BID	1	5.3%	High School	1	5.3%
No Response 0 0.0% Post-Grad. Degree 1 5.3% Employment Category Full Time 19 100.0% Average \$ 55,140.00 No response 0 0.0% Average \$ 55,140.00 No response 0 0.0% Median \$ 54,000.00 Hours Worked Per week Total Budget Less Than 35 0 0.0% Average \$ 216,840 35-40 3 15.8% Median \$ 180,000 40-50 12 63.2% *** 50-60 3 15.8% Municipal Support 15 Providing \$ 60+ 1 5.3% Average \$ 27,200.00 No Response 0 0.0% Median % \$ 15,000.00 Average 4.84 *** Median % 8.33% Time in Current Position Years Median % *** *** Average 6.57 Median *** *** ***	BID Manager	1	5.3%	Some College	4	21.1%
No Response 0 0.0%	Other	1	5.3%	College Degree	13	68.4%
Full Time	No Response	0	0.0%	Post-Grad. Degree	1	5.3%
Full Time 19 100.0% Salary Part Time 0 0.0% Average \$ 55,140.00 No response 0 0.0% Median \$ 54,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 216,840 35-40 3 15.8% Median \$ 180,000 40-50 12 63.2% 50-60 3 15.8% Municipal Support 15 Providing \$ 60+ 1 5.3% Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 315,000.00 Average \$ 315,000.00 Average \$ 3.3% Average \$ 3.4% Average \$ 3.4% <td></td> <td></td> <td></td> <td>No Response</td> <td>0</td> <td>0.0%</td>				No Response	0	0.0%
Full Time 19 100.0% Salary Part Time 0 0.0% Average \$ 55,140.00 No response 0 0.0% Median \$ 54,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 216,840 35-40 3 15.8% Median \$ 180,000 40-50 12 63.2% 50-60 3 15.8% Municipal Support 15 Providing \$ 60+ 1 5.3% Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 27,200.00 Average \$ 315,000.00 Average \$ 315,000.00 Average \$ 3.3% Average \$ 3.4% Average \$ 3.4% <td>Employment Category</td> <td></td> <td></td> <td></td> <td></td> <td></td>	Employment Category					
Part Time 0 0.0% Average \$ 55,140.00 No response 0 0.0% Median \$ 54,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 216,840 35-40 3 15.8% Median \$ 180,000 40-50 12 63.2% 50-60 3 15.8% Municipal Support 15 Providing \$ 60+ 1 5.3% Average \$ 27,200.00 No Response 0 0.0% Median \$ 15,000.00 Average % 12.54% Time in Current Position Years Median % 8.33% 8.33% Average 4.84 Median % 8.33% 8.33% Total Time in the Field Years Median 7,600 Average 6.57 Median 7,600 Average 0.57 Median 5 = High Organization 2.62 Administrative Support Design 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.08	1 0 0 0	19	100.0%	Salary		
Plants Worked Per week Less Than 35	Part Time	0	0.0%	Average	\$	55,140.00
Less Than 35 0 0.0% Average \$ 216,840 35-40 3 15.8% Median \$ 180,000 40-50 12 63.2% *** 50-60 3 15.8% Municipal Support 15 Providing \$ 60+ 1 5.3% Average \$ 27,200.00 No Response 0 0.0% Median \$ 15,000.00 Average 4.84 ** ** Median \$ 3.00 Municipal Population ** Average 4.84 ** ** Total Time in the Field Years Median 7,600 Average 6.57 ** Median 7,600 Average 6.57 ** ** ** Median \$ 3.00 ** ** ** ** Average 6.57 ** ** ** ** ** Median \$ 3.00 ** ** ** ** ** **	No response	0	0.0%	Median	\$	54,000.00
Less Than 35 0 0.0% Average \$ 216,840 35-40 3 15.8% Median \$ 180,000 40-50 12 63.2% *** 50-60 3 15.8% Municipal Support 15 Providing \$ 60+ 1 5.3% Average \$ 27,200.00 No Response 0 0.0% Median \$ 15,000.00 Average 4.84 ** ** Median \$ 3.00 Municipal Population ** Average 4.84 ** ** Total Time in the Field Years Median 7,600 Average 6.57 ** Median 7,600 Average 6.57 ** ** ** Median \$ 3.00 ** ** ** ** Average 6.57 ** ** ** ** ** Median \$ 3.00 ** ** ** ** ** **	Hours Worked Per week			Total Budget		
40-50 12 63.2% 50-60 3 15.8% Municipal Support 15 Providing \$ 60+ 1 5.3% Average \$ 27,20.00 No Response 0 0.0% Median \$ 15,000.00 Time in Current Position Years Median % 8.33% Average 4.84 Median % 8.33% Median 3.00 Municipal Population Years Average 13,439 Average 13,439 Median Years Median 7,600 Average 0.52 Median 5 = High Organization 2.62 Administrative Support Design 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.08 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92		0	0.0%	<u> </u>	\$	216,840
50-60 3 15.8% Municipal Support 15 Providing \$ 60+ 1 5.3% Average \$ 27,200.00 No Response 0 0.0% Median \$ 15,000.00 Average % 12.54% Median **Nerage **Nerage **Nerage **13,439 Median **Years Median **7,600 Average 6.57 **Median **7,600 Average 6.57 **Manager's Capability* **5 = High Median **Design **2.62 Administrative Support **Design 2.85 Yes 10 **52.63% Econ./Neigh. Vitality 3.02 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92	35-40	3	15.8%	Median	\$	180,000
60+ 1 5.3% Average \$ 27,200.00 No Response 0 0.0% Median \$ 15,000.00 Average % 12.54% Median % 8.33% Average 4.84 Median 3.00 Municipal Population Average 13,439 Average 13,439 Average 6.57 Median 7,600 Organization 2.62 Administrative Support Design 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.02 No 9 47.37% Marketing 3.08 No Response 0 0.00%	40-50	12	63.2%			
60+ 1 5.3% Average \$ 27,200.00 No Response 0 0.0% Median \$ 15,000.00 Average % 12.54% Median % 8.33% Average 4.84 Median 3.00 Municipal Population Average 13,439 Average 13,439 Average 6.57 Median 7,600 Average 6.57 Median 7,600 Administrative Support Design 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.08 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92	50-60	3	15.8%	Municipal Support	15	Providing \$
No Response 0 0.0% Median Average % \$ 15,000.00 Time in Current Position Years Median % 8.33% Average 4.84 Wedian % 8.33% Median 3.00 Municipal Population Average 13,439 Average 6.57 Median 7,600 Median 3.00 Manager's Capability Organization 5 = High Organization Organization 2.62 Administrative Support Design 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.62 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92	60+	1	5.3%	1 11	<u> </u>	
Average % 12.54% Time in Current Position Years Median % 8.33% Average 4.84 ————————————————————————————————————	No Response	0	0.0%		\$	-
Time in Current Position Years Median % 8.33% Average 4.84 4.84 4.84 Median 3.00 Municipal Population 4.84 4.84 Total Time in the Field Years Median 7,600 Average 6.57 Median 7,600 Median 3.00 Manager's Capability 5 = High Organization 2.62 Administrative Support Design 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.62 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92	1					•
Average 4.84 Median 3.00 Municipal Population Average 13,439 Average 6.57 Median 7,600 Median 3.00 Manager's Capability 5 = High Organization 2.62 Administrative Support Design 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.62 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92	Time in Current Position		Years			
Average13,439Total Time in the FieldYearsMedian7,600Average 6.57 Median $5 = \text{High}$ Median3.00Manager's Capability $5 = \text{High}$ Organization 2.62 Administrative SupportDesign 2.85 Yes10 52.63% Econ./Neigh. Vitality 3.62 No9 47.37% Marketing 3.08 No Response0 0.00% Safe-Clean-Green 2.92			4.84			
Average Average 13,439 Average 6.57 Median 7,600 Median 3.00 Manager's Capability 5 = High Organization 2.62 Administrative Support Design 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.62 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92	Median		3.00	Municipal Population		
Average 6.57 Median 3.00 Manager's Capability $5 = \text{High}$ Organization 2.62 Administrative SupportDesign 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.62 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92				* *		13,439
Average 6.57 Median 3.00 Manager's Capability $5 = \text{High}$ Organization 2.62 Administrative SupportDesign 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.62 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92	Total Time in the Field		Years	Median		7,600
Manager's Capability Organization 2.62 Administrative Support Design 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.62 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92			6.57			
Organization 2.62 Administrative Support Design 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.62 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92	Median		3.00	Manaver's Capability		5 = High
Administrative Support Design 2.85 Yes 10 52.63% Econ./Neigh. Vitality 3.62 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92				U 1 U		
Yes 10 52.63% Econ./Neigh. Vitality 3.62 No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92	Administrative Support					2.85
No 9 47.37% Marketing 3.08 No Response 0 0.00% Safe-Clean-Green 2.92		10	52.63%			3.62
No Response 0 0.00% Safe-Clean-Green 2.92						
1				<u> </u>		
	Avg. Hour /Week					

			e Years of Experience Respondents	_	
W 15 1	#	9/0	D 1 0 1 0/	F	M
Total Respondents	19	100%	Respondents Gender %	71%	29%
Respondents by Type	4.2	60.40/	Executive Director?	4.0	(2.20)/
MS Manager	13	68.4%	YES	12	63.2%
ES Manager	1	5.3%	NO	5	26.3%
KC Manager-MS Focus	0	0.0%	Uncertain	2	10.5%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	1	5.3%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	1	5.3%	High School	1	5.3%
BID Manager	2	10.5%	Some College	2	10.5%
Other	1	5.3%	College Degree	13	68.4%
No Response	0	0.0%	Post-Grad. Degree	3	15.8%
			No Response	0	0.0%
Employment Category			•		
Full Time	17	89.5%	Salary		
Part Time	2	10.5%	Average	\$	47,194.44
No response	0	0.0%	Median	\$	45,000.00
1 to response		0.070	- Tourist	₩	13,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	207,739
35-40	5	26.3%	Median	\$	159,697
40-50	8	42.1%			
50-60	3	15.8%	Municipal Support	8	Providing \$
60+	1	5.3%	Average	\$	18,562.50
No Response	0	0.0%	Median	\$	9,250.00
1 to Response		0.070	Average %	#	8.94%
T:		Years	Median %		5.79%
Time in Current Position Average		1.36	ricciaii /0		3.7770
Median					
Median		1.25	Municipal Population		10.620
			Average		18,628
Total Time in the Field		Years	Median		7,883
Average		1.36			
Median		1.25	Manager's Capability		5 = High
			Organization		3.33
Administrative Support			Design		3.44
Yes	5	26.32%	Econ./Neigh. Vitality		3.33
No	13	68.42%	Marketing		3.33
	1)	00.1270	THAT RECHIS		
No Response	1	5.26%	Safe-Clean-Green		2.89

	Thre	ee to Five	Years of Experience Respondents		
	#	%		F	M
Total Respondents	8	100%	Respondents Gender %	75%	25%
Respondents by Type			Executive Director ?		
MS Manager	4	50.0%	YES	6	75.0%
ES Manager	1	12.5%	NO	2	25.0%
KC Manager-MS Focus	1	12.5%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	0	0.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	0	0.0%	High School	0	0.0%
BID Manager	0	0.0%	Some College	1	12.5%
Other	2	25.0%	College Degree	7	87.5%
No Response	0	0.0%	Post-Grad. Degree	0	0.0%
			No Response	0	0.0%
Employment Category					
Full Time	7	87.5%	Salary		
Part Time	1	12.5%	Average	\$	44,562.50
No response	0	0.0%	Median	\$	44,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	163,000
35-40	1	12.5%	Median	\$	150,000
40-50	6	75.0%			
50-60	1	12.5%	Municipal Support	5	Providing \$
60+	0	0.0%	Average	\$	33,000.00
No Response	0	0.0%	Median	\$	40,000.00
			Average %		20.25%
Time in Current Position		Years	Median %		26.67%
Average		4.00			
Median		3.75	Municipal Population		
			Average		16,576
Total Time in the Field		Years	Median		7,600
Average		4.00			
Median		3.75	Manager's Capability		5 = High
			Organization		3.33
Administrative Support			Design		2.67
Yes	1	12.50%	Econ./Neigh. Vitality		4.67
No	7	87.50%	Marketing		3.33

3.33

Safe-Clean-Green

0.0%

20

0

No Response

Total Respondents		Six #	x to Ten Ye	ears of Experience Respondents	F	M
	Total Respondents			Respondents Gender %		
MS Manager	_			*		
ES Manager	1 5 51	6	85.7%		4	57.1%
KC Manager-BS Focus 0 0.0% Uncertain 0 0.0% KC Manager-ES Focus 0 0.0% No Response 0 0.0% KC Manager - Combined 0 0.0% Edicational Level Combined MS/BID 0 0.0% Combined MS/BID 0 0.0% Edicational Level Combined MS/BID 0 0.0% Other 0 0.0% College Degree 0 0.0% Other 0 0.0% Post-Grad. Degree 5 71.4% No Response 0 0.0% Post-Grad. Degree 2 2.86% No Response 0 0.0% Median \$ 45,771.43 No response 0 0.0% Median \$ 45,771.43 More Sponse 0 0.0% Average \$ 142,500 Hours Worked Per week 1 14.3% Average \$ 142,500 Less Than 35 0 0.0% Average \$ 142,500 40-50 3 42,9% Median	<u> </u>	1	14.3%	NO	3	42.9%
KC Manager-ES Focus 0 0.0% No Response 0 0.0% KC Manager - Combined 0 0.0% Educational Level Combined MS/BID 0 0.0% Educational Level Combined MS/BID 0 0.0% High School 0 0.0% 0.0% O.0%	<u> </u>	0	0.0%	Uncertain	0	0.0%
Reg. Main Street Coord. 0 0.0% Educational Level	C .	0	0.0%	No Response	0	0.0%
Combined MS/BID	KC Manager - Combined	0	0.0%	•		
Combined MS/BID	Reg. Main Street Coord.	0	0.0%	Educational I evel		
Other 0 0.0% College Degree 5 71.4% No Response 0 0.0% Post-Grad. Degree 2 2.8.6% No Response 0 0.0% No Response 0 0.0% Full Time 6 85.7% Salary Salary Part Time 1 14.3% Average \$ 45,771.43 No response 0 0.0% Median \$ 44,000.00 Hours Worked Per neek Less Than 35 0 0.0% Average \$ 142,500 40-50 3 42.9% Median \$ 142,500 40-50 3 42.9% * 142,500 50-60 2 28.6% Municipal Support 2 Providing \$ 60+ 0 0.0% Average \$ 24,000.00 No Response 0 0.0% Median \$ 24,000.00 Average 7.04 Median \$ 220,	Combined MS/BID	0	0.0%		0	0.0%
No Response 0 0.0% Post-Grad. Degree 2 2.8.6% Employment Category Full Time 6 85.7% Salary Part Time 1 14.3% Average \$ 45,771.43 No response 0 0.0% Median \$ 44,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 142,500 35-40 1 14.3% Median \$ 142,500 40-50 3 42.9% * 142,500 50-60 2 28.6% Municipal Support 2 Providing \$ 60+ 0 0.0% Average \$ 24,000.00 No Response 0 0.0% Median \$ 24,000.00 No Response 7.04 Median % 16.84% Median \$ 24,000.00 No Median % 16.84% Median \$ 24,000.00 No Median % 16.84% Median \$ 24,000.00 No Median % 16.84% Median \$ 24,000.00	BID Manager	0	0.0%		0	0.0%
No Response 0 0.0% Post-Grad. Degree 2 2.8.6% Employment Category Full Time 6 85.7% Salary Part Time 1 14.3% Average \$ 45,771.43 No response 0 0.0% Median \$ 44,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 142,500 35-40 1 14.3% Median \$ 142,500 40-50 3 42.9% * 142,500 50-60 2 28.6% Municipal Support 2 Providing \$ 60+ 0 0.0% Average \$ 24,000.00 No Response 0 0.0% Median \$ 24,000.00 No Response 7.04 Median % 16.84% Median \$ 24,000.00 No Median % 16.84% Median \$ 24,000.00 No Median % 16.84% Median \$ 24,000.00 No Median % 16.84% Median \$ 24,000.00	<u> </u>	0	0.0%	<u> </u>	5	71.4%
No Response 0 0.0%	No Response	0	0.0%		2	28.6%
Full Time	1			9	0	0.0%
Full Time 6 85.7% Salary Part Time 1 14.3% Average \$ 45,771.43 No response 0 0.0% Median \$ 44,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 142,500 35-40 1 14.3% Median \$ 142,500 40-50 3 42.9% 42.90 50-60 2 28.6% Municipal Support 2 Providing \$ 60+ 0 0.0% Average \$ 24,000.00 No Response 0 0.0% Median \$ 24,000.00 Average 7.04 Median \$ 16.84% Time in Current Position Years Median % 16.84% Average 7.04 Median 8,500 Total Time in the Field Years Median 8,500 Average 7.61 Municipal Population 5 = High Organization 1.80 Corganization 1.80 <td< td=""><td>Employment Category</td><td></td><td></td><td>1</td><td></td><td></td></td<>	Employment Category			1		
Part Time 1 14.3% Average \$ 45,771.43 No response 0 0.0% Median \$ 44,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 142,500 35-40 1 14.3% Median \$ 142,500 40-50 3 42.9% * * * * * * * * * * * * * * * * * * *		6	85.7%	Salam		
No response 0 0.0% Median \$ 44,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 142,500 35-40 1 14.3% Median \$ 142,500 40-50 3 42.9% 50-60 2 28.6% Municipal Support 2 Providing \$ 50-60 2 28.6% Municipal Support 2 Providing \$ 60+ 0 0.0% Average \$ 24,000.00 No Response 0 0.0% Median \$ 24,000.00 Average 7.04 Median % 16.84% Median \$ 24,000.00 16.84% Median \$ 21,736 16.84% <td>Part Time</td> <td>1</td> <td>14.3%</td> <td>, and the second second</td> <td>\$</td> <td>45,771.43</td>	Part Time	1	14.3%	, and the second	\$	45,771.43
Hours Worked Per week Less Than 35		0		<u> </u>		•
Less Than 35 0 0.0% Average \$ 142,500 35-40 1 14.3% Median \$ 142,500 40-50 3 42.9% *** 50-60 2 28.6% Municipal Support 2 Providing \$ 60+ 0 0.0% Average \$ 24,000.00 No Response 0 0.0% Median \$ 24,000.00 Average % 16.84% Median \$ 16.84% Average 7.04 Median *** 4,000.00 Average 7.04 Median % 16.84% Average 21,736 Average 7.61 Median 8,500 Average 7.61 Median 5 = High Organization 1.80 Organization 1.80 Posign 2.20 Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing	1				"	,
Less Than 35 0 0.0% Average \$ 142,500 35-40 1 14.3% Median \$ 142,500 40-50 3 42.9% *** 50-60 2 28.6% Municipal Support 2 Providing \$ 60+ 0 0.0% Average \$ 24,000.00 No Response 0 0.0% Median \$ 24,000.00 Average % 16.84% Median \$ 16.84% Average 7.04 Median *** 4,000.00 Average 7.04 Median % 16.84% Average 21,736 Average 7.61 Median 8,500 Average 7.61 Median 5 = High Organization 1.80 Organization 1.80 Posign 2.20 Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing	Hours Worked Per week			Total Rudget		
1		0	0.0%	<u> </u>	\$	142,500
40-50 3 42.9% 50-60 2 28.6% Municipal Support 2 Providing \$ 60+ 0 0.0% Average \$ 24,000.00 No Response 0 0.0% Median \$ 24,000.00 Average % 16.84% Average 7.04 Median % 16.84% Median 6.00 Municipal Population Verage 21,736 Average 7.61 Median 8,500 Average 7.61 Organization 1.80 Administrative Support Design 2.20 Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing 2.40 No Response 0 0.0% Safe-Clean-Green 3.00	35-40	1	14.3%	<u> </u>	\$	
60+ 0 0.0% Average \$ 24,000.00 No Response 0 0.0% Median \$ 24,000.00 Average % 16.84% Time in Current Position Years Median % 16.84% Average 7.04 Municipal Population Vears Average 21,736 Median Years Median 8,500 Average 7.61 Median 5 = High Median Organization 1.80 Administrative Support Design 2.20 Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing 2.40 No Response 0 0.0% Safe-Clean-Green 3.00	40-50	3	42.9%			ŕ
60+ 0 0.0% Average \$ 24,000.00 No Response 0 0.0% Median \$ 24,000.00 Average % 16.84% Time in Current Position Years Median % 16.84% Average 7.04 Municipal Population Years Average 21,736 Median Years Median 8,500 Average 7.61 Median 5 = High Median Organization 1.80 Administrative Support Design 2.20 Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing 2.40 No Response 0 0.0% Safe-Clean-Green 3.00	50-60	2	28.6%	Municipal Support	2	Providing \$
No Response 0 0.0% Median Average % Average % 16.84% Time in Current Position Years Average Median % 16.84% Average 7.04 Median % 16.84% Median Average 21,736 Average 7.61 Median 8,500 Average 7.75 Manager's Capability Organization 5 = High Organization Administrative Support Design 2.20 Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing 2.40 No Response 0 0.0% Safe-Clean-Green 3.00	60+	0	0.0%	1 11	\$	<u> </u>
Average % 16.84% Time in Current Position Years Median % 16.84% Average 7.04 Municipal Population Average 21,736 Total Time in the Field Years Median 8,500 Average 7.61 Manager's Capability 5 = High Organization 1.80 Administrative Support Design 2.20 Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing 2.40 No Response 0 0.0% Safe-Clean-Green 3.00	No Response	0				•
Time in Current Position Years Median % 16.84% Average 7.04 Municipal Population	1				"	•
Average 7.04 Median 6.00 Municipal Population	Time in Current Position		Years	<u> </u>		
Median 6.00 Municipal Population Average 21,736 Total Time in the Field Years Median 8,500 Average 7.61 Total Time in the Field Median 8,500 Median 7.75 Manager's Capability 5 = High Organization 1.80 Administrative Support Design 2.20 Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing 2.40 No Response 0 0.0% Safe-Clean-Green 3.00						
AverageAverage21,736Total Time in the FieldYearsMedian8,500Average7.61 $IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII$	<u>e</u>		6.00	Municipal Papulation		
Total Time in the FieldYears AverageMedianMedian8,500Median7.75 $Manager's Capability$ $5 = High$ Organization1.80Administrative SupportDesign2.20Yes3 42.86%Econ./Neigh. Vitality2.20No4 57.14%Marketing2.40No Response0 0.0%Safe-Clean-Green3.00				* *		21,736
Average 7.61 Median 7.75 Manager's Capability 5 = High Organization 1.80 Administrative Support Design 2.20 Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing 2.40 No Response 0 0.0% Safe-Clean-Green 3.00	Total Time in the Field		Years	· ·		
Median 7.75 Manager's Capability $5 = \text{High}$ Organization 1.80 Administrative SupportDesign 2.20 Yes 3 42.86%Econ./Neigh. Vitality 2.20 No 4 57.14%Marketing 2.40 No Response 0 0.0%Safe-Clean-Green 3.00						<i>j</i>
Naturage's Capability Organization 1.80 Administrative Support Design 2.20 Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing 2.40 No Response 0 0.0% Safe-Clean-Green 3.00	<u>e</u>			Managar's Catability		5 = High
Administrative Support Design 2.20 Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing 2.40 No Response 0 0.0% Safe-Clean-Green 3.00				U 1 U		
Yes 3 42.86% Econ./Neigh. Vitality 2.20 No 4 57.14% Marketing 2.40 No Response 0 0.0% Safe-Clean-Green 3.00	Administrative Support			Č		
No 4 57.14% Marketing 2.40 No Response 0 0.0% Safe-Clean-Green 3.00	**	3	42.86%			
No Response 0 0.0% Safe-Clean-Green 3.00						
1				•		
	Avg. Hour /Week	ŭ	40			2.00

			Years of Experience Responder		
	#	%		F	M
Total Respondents	17	100%	Respondents Gender %	47.1%	52.9%
Respondents by Type	- 11	64.50/	Executive Director?	11	6 1 5 0 /
MS Manager	11	64.7%	YES	11	64.7%
ES Manager	1	5.9%	NO	6	35.3%
KC Manager-MS Focus	1	5.9%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	1	5.9%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	1	5.9%	High School	1	5.9%
BID Manager	1	5.9%	Some College	3	17.6%
Other	1	5.9%	College Degree	10	58.8%
No Response	0	0.0%	Post-Grad. Degree	3	17.6%
			No Response	0	0.0%
Employment Category					
Full Time	14	82.4%	Salary		
Part Time	3	17.6%	Average	\$	55,762.35
No response	0	0.0%	Median	\$	58,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	220,933
35-40	2	11.8%	Median	\$	200,000
40-50	6	35.3%			
50-60	4	23.5%	Municipal Support	12	Providing \$
60+	2	11.8%	Average	\$	26,041.67
No Response	0	0.0%	Median	\$	15,000.00
1			Average %		11.79%
Time in Current Position		Years	Median %		7.50%
Average		9.12			
Median		10.00	Municipal Population		
rical		10.00	Average		21,321
T : 1T' : :1 E' 11		Years	Median		10,000
Total Time in the Field Average		18.76	Managari		10,000
Median		17.00	M 1.6-19		5 = High
iviculati		1 / .00	Manager's Capability		2.77
			Organization		
Administrative Support		44.4007	Design		2.85
Yes	7	41.18%	Econ./Neigh. Vitality		3.38
No	10	58.82%	Marketing		2.85
No Response	0	0.0%	Safe-Clean-Green		3.46

32.5

			Year College Degree Responden		
/T . I D	#	9/0	D 1 . C 1 0/	F	M
Total Respondents	11	100%	Respondents Gender %	81.8%	18.2%
Respondents by Type	0	04.007	Executive Director?	7	(2.60/
MS Manager	9	81.8%	YES	7	63.6%
ES Manager	1	9.1%	NO	3	27.3%
KC Manager-MS Focus	0	0.0%	Uncertain	1	9.1%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	0	0.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	0	0.0%	High School	2	18.2%
BID Manager	0	0.0%	Some College	6	54.5%
Other	1	9.1%	College Degree	3	27.3%
No Response	0	0.0%	Post-Grad. Degree	0	0.0%
			No Response	0	0.0%
Employment Category					
Full Time	10	90.9%	Salary		
Part Time	1	9.1%	Average	\$	48,363.64
No response	0	0.0%	Median	\$	50,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	241,010
35-40	2	18.2%	Median	\$	218,720
40-50	5	45.5%			
50-60	3	27.3%	Municipal Support	7	Providing \$
60+	0	0.0%	Average	\$	37,857.14
No Response	0	0.0%	Median	\$	27,500.00
1			Average %		15.71%
Time in Current Position		Years	Median %		12.57%
Average		5.15			
Median		3.00	Munisity al Detailation		
Median		3.00	Municipal Population Average		23,284
		Years	Median		10,000
Total Time in the Field Average		9.37	McChair		10,000
Median		6.00			5 – Wah
IMEGIAH		0.00	Manager's Capability		5 = High
			Organization		2.29
Administrative Support		E 4 E 50 /	Design		2.43
Yes	6	54.55%	Econ./Neigh. Vitality		3.29
No	5	45.45%	Marketing		3.14
No Response	0	0.0%	Safe-Clean-Green		3.14
Avg. Hour /Week		32.5			

Four	Year	College	Degree	Res	pondents

	#	%	Conege Degree Respondents	F	M
Total Respondents	35	100%	Respondents Gender %	71.4%	28.6%
Respondents by Type			Executive Director?		
MS Manager	23	65.7%	YES	22	62.9%
ES Manager	2	5.7%	NO	12	34.4%
KC Manager-MS Focus	2	5.7%	Uncertain	1	2.9%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	2	5.7%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	1	2.9%	High School	0	0.0%
BID Manager	2	5.7%	Some College	0	0.0%
Other	3	8.6%	College Degree	35	100.0%
No Response	0	0.0%	Post-Grad. Degree	0	0.0%
•			No Response	0	0.0%
Employment Category			•		
Full Time	32	91.4%	Salary		
Part Time	3	8.6%	Average	\$	51,158.86
No response	0	0.0%	Median	\$	47,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	186,992
35-40	7	20.0%	Median	\$	160,000
40-50	18	51.4%			
50-60	7	20.0%	Municipal Support	19	Providing \$
60+	1	2.9%	Average	\$	23,105.26
No Response	0	0.0%	Median	\$	10,000.00
			Average %		12.36%
Time in Current Position		Years	Median %		6.25%
Average		5.23			
Median		3.75	Municipal Population		
			Average		22,852
Total Time in the Field		Years	Median		8,500
Average		8.34			
Median		5.00	Manager's Capability		5 = High
			Organization		2.75
Administrative Support			Design		2.90
Yes	10	29.41%	Econ./Neigh. Vitality		3.25
No	24	70.59%	Marketing		2.80
No Response	0	0.0%	Safe-Clean-Green		2.95
Avg. Hour /Week	V	30			2.,,
11.8. 110df / WOOR		50			

Post	Graduate	Degree	Respondents
T USL	Graduale	Degree	NesDomaems

Respondents		#	%		F	M
MS Manager	Total Respondents	8	100%	Respondents Gender %	50%	50%
FS Manager	Respondents by Type			Executive Director?		
KC Manager-BS Focus 0 0.0% Uncertain 0 0.0% KC Manager-ES Focus 0 0.0% No Response 0 0.0% KC Manager-Combined RS/BID 0 0.0% Educational Level Combined MS/BID 0 0.0% Combined MS/BID 0 0.0% High School 0 0.0% 0.0% BID Manager 1 12.5% College Degree 0 0.0% Other 1 12.5% College Degree 0 0.0% No Response 0 0.0% Post-Grad. Degree 8 100.0% No Response 0 0.0% Mecian \$ 43,114.29 Part Time 3 37.5% Average \$ 43,114.29 No response 0 0.0% Median \$ 250,00 Hours Worked Per week 1 12.5% Average \$ 250,00 Less Than 35 0 0.0% Median \$ 250,00 No Response 0 0.0% Median <	MS Manager	5	62.5%	YES	5	62.5%
KC Manager - Sorus 0 0.0% No Response 0 0.0% KC Manager - Combined 0 0.0% Educational Lavel	ES Manager	1	12.5%	NO	3	37.5%
KC Manager - Combined Reg. Main Street Coord. 0 0.0% O.0% Educational Level Combined MS/BID 0 0.0% High School 0 0.0% O.0% O.0% O.0% O.0% O.0% O.0% O.0%	KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%
Reg. Main Street Coord.	KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
Combined MS/BID	KC Manager - Combined	0	0.0%			
BID Manager	Reg. Main Street Coord.	0	0.0%	Educational Level		
Other 1 12.5% College Degree 0 0.0% No Response 0 0.0% Post-Grad. Degree 8 100.0% Employment Category Full Time 5 62.5% Salary Part Time 3 37.5% Average \$ 43,114.29 No response 0 0.0% Median \$ 250,250 1 12.5% Median \$ 250,250 35-40 1 12.5% Median \$ 295,000 40-50 1 12.5% Median \$ 5,000.00 No Response 0 0.0% Average \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 No Response 0 0.0% Median \$ 200% No Response 0 0.0% Median \$ 2,00% No Response 0 0.0% Median \$ 2,00% No Response 4.58 Median \$ 2,00% No Response 8.19	Combined MS/BID	0	0.0%	High School	0	0.0%
No Response 0 0.0% Post-Grad. Degree 8 100.0% Employment Category Full Time 5 62.5% Salary Part Time 3 3.75% Average \$ 43,114.29 No response 0 0.0% Median \$ 40,000.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 250,250 35-40 1 12.5% Median \$ 295,000 40-50 1 12.5% Median \$ 700,000 No Response 0 0.0% Median \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 No Response 0 0.0% Median \$ 200% Median \$ 5,000.00 No Response \$ 200% No Response \$ 200% Median \$ 5,000.00 No Response \$ 200% Median \$ 200% Median \$ 5,000.00 No Response \$ 200,00% No Response \$ 20	BID Manager	1	12.5%	Some College	0	0.0%
No Response 0 0.0%	Other	1	12.5%	College Degree	0	0.0%
Full Time	No Response	0	0.0%	Post-Grad. Degree	8	100.0%
Full Time 5 62.5% Salary Part Time 3 37.5% Average \$ 43,114.29 No response 0 0.0% Median \$ 40,000.00 Horseponse 0 0.0% Median \$ 250,250 35-40 1 12.5% Median \$ 295,000 40-50 1 12.5% Municipal Support 3 Providing \$ 60+ 2 25.0% Average \$ 5,000.00 \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 No Response 4.58 Median \$ 2,00% 2.00%				No Response	0	0.0%
No response 3 37.5% Average \$ 43,114.29 No response 0 0.0% Median \$ 40,000.00 Hours Worked Per week	Employment Category					
No response 0 0.0% Median \$ 40,000.00 Hours Worked Per week Total Budget Less Than 35 0 0.0% Average \$ 250,250 35-40 1 12.5% Median \$ 295,000 40-50 1 12.5% Municipal Support 3 Providing \$ 5,000.00 50-60 1 12.5% Average \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 Average 4.58 Median % 2.00% Nedian 3.50 Municipal Population Years Average 13,684 Median 8,019 Median 6.88 Manager's Capability 5 = High Organization 3.20 Administrative Support Design 3.00 Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green	Full Time	5	62.5%	Salary		
Honrs Worked Per week Less Than 35	Part Time	3	37.5%	Average	\$	43,114.29
Less Than 35 0 0.0% Average \$ 250,250 35-40 1 12.5% Median \$ 295,000 40-50 1 12.5% Municipal Support 3 Providing \$ 50-60 1 12.5% Average \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 No Response 0 0.0% Median \$ 2,00% Time in Current Position Years Median % 2.00% Average 4.58 Municipal Population 2.00% Average 13,684 Median 8,019 Average 8.19 Median 8,019 Median 6.88 Manager's Capability 5 = High Organization 3.20 Posign 3.00 Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green 4.00	No response	0	0.0%	Median	\$	40,000.00
Less Than 35 0 0.0% Average \$ 250,250 35-40 1 12.5% Median \$ 295,000 40-50 1 12.5% Municipal Support 3 Providing \$ 50-60 1 12.5% Average \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 No Response 0 0.0% Median \$ 2,00% Time in Current Position Years Median % 2.00% Average 4.58 Municipal Population 2.00% Average 13,684 Median 8,019 Average 8.19 Median 8,019 Median 6.88 Manager's Capability 5 = High Organization 3.20 Posign 3.00 Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green 4.00						
Median \$ 295,000 1 12.5% 12.5% 50-60 1 12.5%	Hours Worked Per week			Total Budget		
40-50 1 12.5% 50-60 1 12.5% Municipal Support 3 Providing \$ 60+ 2 25.0% Average \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 Time in Current Position Years Median % 2.00% Average 4.58 Median % 2.00% Median Years Median % 2.00% Average 13,684 Median 8,019 Average 8.19 Median 8,019 Median Seligh Organization 3.20 Administrative Support Design 3.00 Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green 4.00	Less Than 35	0	0.0%	Average	\$	250,250
50-60 1 12.5% Municipal Support 3 Providing % 60+ 2 25.0% Average \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 Average % 2.00% Average % 2.00% Median % 2.00% Median % 2.00% Average 4.58 Median Average 13,684 Average 8.19 Median 8,019 Average 8.19 Median 5 = High Average 3.20 Average 8.19 Median 5 = High Organization 3.20 Administrative Support Design 3.00 Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green 4.00	35-40	1	12.5%	Median	\$	295,000
60+ 2 25.0% Average \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 Average % 2.00% Time in Current Position Years Median % 2.00% Average 4.58 Median % 2.00% Median Average 13,684 Total Time in the Field Years Median 8,019 Average 8.19 Median 5 = High Organization 3.20 3.20 Administrative Support Design 3.00 Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green 4.00	40-50	1	12.5%			
No Response 0 0.0% Median Average % Average % 2.00% Time in Current Position Average Years Average Median % 2.00% Median 3.50 Municipal Population Average 13,684 Total Time in the Field Average Years Average Median 8,019 Median 6.88 Manager's Capability Organization 5 = High Organization 3.20 Administrative Support Yes 2 25.00% Econ./Neigh. Vitality 3.20 No Response 0 0.0% Safe-Clean-Green 4.00	50-60	1	12.5%	Municipal Support	3	Providing \$
Average % 2.00% Time in Current Position Years Median % 2.00% Average 4.58 Median 3.50 Municipal Population Average 13,684 Total Time in the Field Years Median 8,019 Average 8.19 Median 6.88 Manager's Capability Organization 5 = High Organization 3.20 Administrative Support Design 3.00 Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green 4.00	60+	2	25.0%	Average	\$	5,000.00
Time in Current Position Years Median % 2.00% Average 4.58 Municipal Population	No Response	0	0.0%	Median	\$	5,000.00
Average 4.58 Median 3.50 Municipal Population Average 13,684 Total Time in the Field Years Median 8,019 Average 8.19 Median 5 = High Median Organization 3.20 Organization 3.00 Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green 4.00				Average %		2.00%
Median 3.50 Municipal Population	Time in Current Position		Years	Median %		2.00%
Average13,684Total Time in the FieldYears 8.19Median8,019Median 6.88 Manager's Capability $5 = \text{High}$ Organization 3.20 Administrative SupportDesign 3.00 Yes 2 25.00%Econ./Neigh. Vitality 3.20 No 6 75.00%Marketing 2.80 No Response 0 0.0%Safe-Clean-Green 4.00	Average		4.58			
Total Time in the FieldYears 8,019MedianMedian8,019Median 6.88 Manager's Capability $5 = \text{High}$ Organization 3.20 Administrative SupportDesign 3.00 Yes 2 25.00%Econ./Neigh. Vitality 3.20 No 6 75.00%Marketing 2.80 No Response 0 0.0%Safe-Clean-Green 4.00	Median		3.50	Municipal Population		
Average 8.19 Median 6.88 Manager's Capability $5 = High$ Organization 3.20 Administrative SupportDesign 3.00 Yes 2 25.00%Econ./Neigh. Vitality 3.20 No 6 75.00%Marketing 2.80 No Response 0 0.0%Safe-Clean-Green 4.00				Average		13,684
Median 6.88 Manager's Capability $5 = \text{High}$ Organization 3.20 Administrative SupportDesign 3.00 Yes 2 25.00%Econ./Neigh. Vitality 3.20 No 6 75.00%Marketing 2.80 No Response 0 0.0%Safe-Clean-Green 4.00	Total Time in the Field		Years	Median		8,019
Name of Scapacital Scapacity Organization 3.20 Administrative Support Design 3.00 Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green 4.00	Average		8.19			
Administrative Support Design 3.00 Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green 4.00	Median		6.88	Manager's Capability		5 = High
Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green 4.00				Organization		3.20
Yes 2 25.00% Econ./Neigh. Vitality 3.20 No 6 75.00% Marketing 2.80 No Response 0 0.0% Safe-Clean-Green 4.00	Administrative Support			Design		3.00
No Response $\theta = 0.0\%$ Safe-Clean-Green 4.00	* *	2	25.00%	Econ./Neigh. Vitality		3.20
•	No	6	75.00%	Marketing		2.80
Avg. Hour /Week 40	No Response	0	0.0%	Safe-Clean-Green		4.00
	Avg. Hour /Week		40			

PDC Groups Description

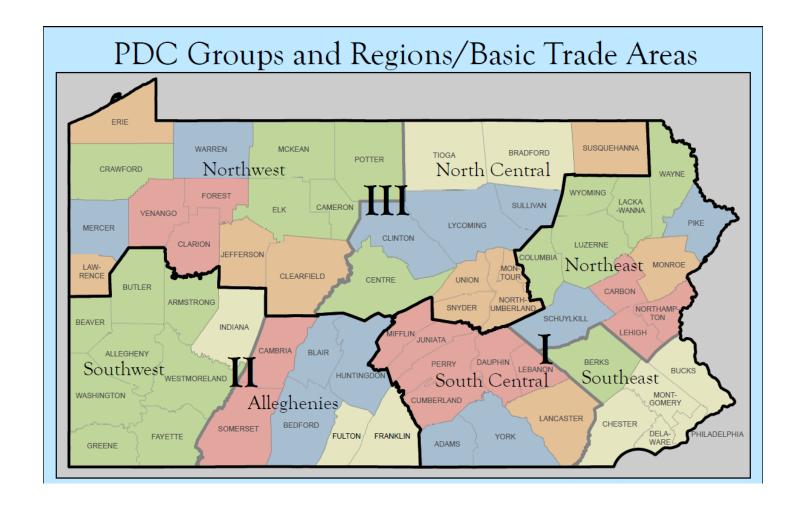
Salary Reports by PDC Groups and Regions

Pennsylvania is a large state. It is a mix of urban and rural landscapes. It contains communities with both big city and small town values. And it is home to substantially different trade areas, with different lifestyle preferences and different costs of living. It is impossible, in addressing the issue of managers' salaries and benefits, to create a one-size-fits-all report that captures the realities of these regional differences.

In order to provide a more specific and nuanced document that is relevant to all Pennsylvania communities, PDC has generated a series of reports that reflect the unique characteristics of each region. The reports on the following pages are keyed to the "named regions," and the counties within them, on the map below. This map, which delineates PDC's membership regions, is a hybrid of both the Rand McNally Commercial Atlas' Primary Trade Areas and the Commonwealths Partnership for Regional

Economic Performance (PREP) areas. The fact that this map represents a rational market area definition further allows for both managers and boards to fine tune their salary and benefit negotiations as appropriate to their region and community.

A word of caution is in order here. The cost of living differences within these regions may be significant. To simply compare the salary and other provided information in Southeast PA (Philadelphia) where housing and some other costs are substantially higher, with a town in the North Central part of the state, without taking these cost of living differences into account, may lead both the manager and the board to make erroneous comparisons and decisions.



PDC No	rth Fact	Region	Respond	onte
PDC NO	riii Easi	Λευιοπ	Kesbona	ems

	#	%		F	M
Total Respondents	9	100%	Respondents Gender %	77.8%	22.2%
Respondents by Type			Executive Director?		
MS Manager	5	55.6%	YES	3	33.3%
ES Manager	1	11.1%	NO	6	66.7%
KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	1	11.1%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	1	11.1%	High School	0	0.0%
BID Manager	0	0.0%	Some College	0	0.0%
Other	1	11.1%	College Degree	8	88.9%
No Response	0	0.0%	Post-Grad. Degree	1	11.1%
			No Response	0	0.0%
Employment Category					
Full Time	9	100.0%	Salary		
Part Time	0	0.0%	Average	\$	57,888.89
No response	0	0.0%	Median	\$	47,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	230,512
35-40	1	11.1%	Median	\$	112,000
40-50	6	66.7%			
50-60	1	11.1%	Municipal Support	0	Providing \$
60+	1	11.1%	Average		\$ 0.00
No Response	0	0.0%	Median		\$ 0.00
			Average %		0.0%
Time in Current Position		Years	Median %		0.0%
Average		4.73			
Median		2.30	Municipal Population		
			Average		38,246
Total Time in the Field		Years	Median		27,000
Average		5.73			
Median		2.30	Manager's Capability		5 = High
			Organization		2.80
Administrative Support			Design		3.40
Yes	1	11.11%	Econ./Neigh. Vitality		3.00
No	8	88.89%	Marketing		2.60
No Response	0	0.0%	Safe-Clean-Green		3.00

PDC South Central Region Res	pondents
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Respondents by Type MS Manager 5 55.6% YES 8 88.98.9		#	0/0	community on the position of	F	M
MS Manager 5 5.5.6% YES 8 88.9 ES Manager 1 11.1% NO 1 11.1.1 KC Manager-MS Focus 1 11.1% Uncertain 0 0.0 KC Manager - Combined 1 11.1% No Response 0 0.0 KC Manager - Combined 1 11.1% Reg. Main Street Coord. 0 0.0% Level Image: Combined MS/BID 0 0.0% Level Image: Combined MS/BID 0 0.0% Some College 2 22.2 2 22.2 2 2 22.2 2 2 22.2 2 0 0.0	Total Respondents	9	100%	Respondents Gender %	55.6%	44.4%
FS Manager	Respondents by Type			Executive Director?		
KC Manager-MS Focus I 11.1% Uncertain 0 0.00 KC Manager - ES Focus 0 0.0% No Response 0 0.00 KC Manager - Combined I 11.1% Figure 11.1%	MS Manager	5	55.6%	YES	8	88.9%
KC Manager-ES Focus 0 0.0% No Response 0 0.0 KC Manager - Combined 1 11.1% Incident Manager 0 0.0% Educational Level Image: Combined Manager 0 0.0% Educational Level Image: Combined Manager 0 0.0% Some College 2 22.22 22.22 Other 1 11.1% College Degree 7 7.78 No Response 0 0.0 Post-Grad. Degree 0 0.0 <t< td=""><td>ES Manager</td><td>1</td><td>11.1%</td><td>NO</td><td>1</td><td>11.1%</td></t<>	ES Manager	1	11.1%	NO	1	11.1%
KC Manager - Combined Reg, Main Street Coord. Incompose the composition of the composit	KC Manager-MS Focus	1	11.1%	Uncertain	0	0.0%
Reg. Main Street Coord. 0 0.0% Educational Level Combined MS/BID 0 0.0% High School 0 0.0 BID Manager 0 0.0% Some College 2 22.22 Other 1 11.1% College Degree 7 77.8 No Response 0 0.0% Post-Grad. Degree 0 0.0 No Response 0 0.0% No Response 0 0.0 Part Time 0 0.0% Average \$ 53,706,4 No response 0 0.0% Median \$ 55,000,0 Hours Worked Per week Less Than 35 0 0.0% Average \$ 144,20 35-40 2 22.2% Median \$ 164,00 40-50 4 44.4% * * * * * * * * * * * * * * * * * * *	KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
Combined MS/BID	KC Manager - Combined	1	11.1%			
BID Manager	Reg. Main Street Coord.	0	0.0%	Educational Level		
Other 1 11.1% College Degree 7 77.8 No Response 0 0.0% Post-Grad. Degree 0 0.00 No Response 0 0.00 No Response 0 0.00 Employment Category Full Time 9 100.0% Average \$ 53,706,6 Part Time 0 0.0% Average \$ 53,706,6 No response 0 0.0% Median \$ 55,000,0 Hours Worked Per week Total Budget Less Than 35 0 0.0% Average \$ 144,20 35-40 2 22.2.2% Median \$ 164,00 40-50 4 44.4% \$ 164,00 50-60 3 33.3.3% Municipal Support 6 Providing 60+ 0 0.0% Average \$ 27,916.0 No Response 0 0.0% Median \$ 15,000.0 Average 7.17 Median \$ 9.15 Median </td <td>Combined MS/BID</td> <td>0</td> <td>0.0%</td> <td>High School</td> <td>0</td> <td>0.0%</td>	Combined MS/BID	0	0.0%	High School	0	0.0%
No Response 0 0.0% Post-Grad. Degree No Response 0 0.00 Employment Category Full Time 9 100.0% Salary Salary Part Time 0 0.0% Average \$ 53,706,4 No response 0 0.0% Median \$ 55,000,0 Hours Worked Per week Total Budget Less Than 35 0 0.0% Average \$ 144,20 35-40 2 22.22% Median \$ 164,00 40-50 4 44.4% * * * * * * * * * * * * * * * * * * *	BID Manager	0	0.0%	Some College	2	22.2%
No Response 0 0.00	Other	1	11.1%	College Degree	7	77.8%
Employment Category Full Time 9 100.0% Average \$ 53,706,6 No response 0 0.0% Median \$ 55,000.0 Hours Worked Per week Less Than 35 0 0.0% Average \$ 144,28 35-40 2 22.2% Median \$ 164,00 40-50 4 44.4% \$ 164,00 50-60 3 33.3% Municipal Support 6 Providing 60+ 0 0.0% Average \$ 27,916.0 No Response 0 0.0% Median \$ 15,000.0 Average % 19.35 Time in Current Position Years Median % 9.15 Average 7.17 Median % 9.15 Median 3.50 Municipal Population Average 18,88 Total Time in the Field Years Median 15,60	No Response	0	0.0%	Post-Grad. Degree	0	0.0%
Full Time 9 100.0% Salary Part Time 0 0.0% Average \$ 53,706,6 No response 0 0.0% Median \$ 55,000.0 Hours Worked Per week Less Than 35 0 0.0% Average \$ 144,22 35-40 2 22.2% Median \$ 164,00 40-50 4 44.4% *** 50-60 3 33.3% Municipal Support 6 Providing 60+ 0 0.0% Average \$ 27,916.0 No Response 0 0.0% Median \$ 15,000.0 Average % 19.35 Time in Current Position Years Median % 9.15 Average 7.17 Median 48,80 Total Time in the Field Years Median 15,60				No Response	0	0.0%
Full Time 9 100.0% Salary Part Time 0 0.0% Average \$ 53,706,6 No response 0 0.0% Median \$ 55,000.0 Hours Worked Per week Less Than 35 0 0.0% Average \$ 144,22 35-40 2 22.2% Median \$ 164,00 40-50 4 44.4% *** 50-60 3 33.3% Municipal Support 6 Providing 60+ 0 0.0% Average \$ 27,916.0 No Response 0 0.0% Median \$ 15,000.0 Average % 19.35 Time in Current Position Years Median % 9.15 Average 7.17 Median 48,80 Total Time in the Field Years Median 15,60	Employment Category			•		
No response 0 0.0% Median \$ 55,000.0 Hours Worked Per week Total Budget Less Than 35 0 0.0% Average \$ 144,28 35-40 2 22.2% Median \$ 164,00 40-50 4 44.4% *** 50-60 3 33.3% Municipal Support 6 Providing 60+ 0 0.0% Average \$ 27,916.0 No Response 0 0.0% Median \$ 15,000.0 Average % 19.35 Time in Current Position Years Median % 9.15 Average 7.17 Median % 9.15 Median 3.50 Municipal Population Average 18,88 Total Time in the Field Years Median 15,60	1 0	9	100.0%	Salary		
Hours Worked Per week Less Than 35	Part Time	0	0.0%	Average	\$	53,706,67
Less Than 35 0 0.0% Average \$ 144,28 35-40 2 22.2% Median \$ 164,00 40-50 4 44.4% 44.4% 50-60 3 33.3% Municipal Support 6 Providing 60+ 0 0.0% Average \$ 27,916.0 No Response 0 0.0% Median \$ 15,000.0 Average % 19.35 Time in Current Position Years Median % 9.15 Median 3.50 Municipal Population Average 18,88 Total Time in the Field Years Median 15,60	No response	0	0.0%	Median	\$	55,000.00
Less Than 35 0 0.0% Average \$ 144,28 35-40 2 22.2% Median \$ 164,00 40-50 4 44.4% 44.4% 50-60 3 33.3% Municipal Support 6 Providing 60+ 0 0.0% Average \$ 27,916.0 No Response 0 0.0% Median \$ 15,000.0 Average % 19.35 Time in Current Position Years Median % 9.15 Average 7.17 Median 40.00 Average 18,88 Total Time in the Field Years Median 15,60						
35-40 2 22.2% Median \$ 164,00 40-50 4 44.4% 50-60 6 Providing 60+ 0 0.0% Average \$ 27,916.0 No Response 0 0.0% Median \$ 15,000.0 Average % 19.35 Time in Current Position Years Median % 9.15 Average 7.17 Wedian % 9.15 Median 3.50 Municipal Population Average 18,88 Total Time in the Field Years Median 15,60	Hours Worked Per week			Total Budget		
40-50 4 44.4% 50-60 3 33.3% Municipal Support 6 Providing 60+ 0 0.0% Average \$ 27,916.6 No Response 0 0.0% Median \$ 15,000.6 Average % 19.35 Time in Current Position Years Median % 9.15 Average 7.17 Median 3.50 Municipal Population Average 18,88 Total Time in the Field Years Median	Less Than 35	0	0.0%	Average	\$	144,286
50-60 3 33.3% Municipal Support 6 Providing 60+ 0 0.0% Average \$ 27,916.0 No Response 0 0.0% Median \$ 15,000.0 Average % 19.35 Median % 9.15 Average 7.17 Median Average 18,88 Average Median 15,60	35-40	2	22.2%	Median	\$	164,000
60+ 0 0.0% Average \$ 27,916.6 No Response 0 0.0% Median \$ 15,000.6 Average % 19.35 Average 7.17 Median % 9.15 Median 3.50 Municipal Population Average 18,88 Total Time in the Field Years Median 15,60	40-50	4	44.4%			
No Response 0 0.0% Median \$ 15,000.0 Average % 19.35 Time in Current Position Years Median % 9.15 Average 7.17 *** *** Median 3.50 **Municipal Population *** Average 18,88 *** Total Time in the Field Years Median 15,60	50-60	3	33.3%	Municipal Support	6	Providing \$
Average % 19.35 Time in Current Position Years Median % 9.15 Average 7.17 Median 4 Median 3.50 Municipal Population 4 Average 18,88 15,60 Total Time in the Field Years Median 15,60	60+	0	0.0%	Average	\$	27,916.67
Time in Current PositionYearsMedian %9.15Average7.17***Median3.50**Municipal Population*****Average18,88Total Time in the FieldYearsMedian15,60	No Response	0	0.0%	Median	\$	15,000.00
Average 7.17 Median 3.50 Average 7.17 Median 4.50 Average 18,88 Total Time in the Field Years Median 15,60				Average %		19.35%
Median3.50Municipal PopulationAverage18,88Total Time in the FieldYearsMedian15,60	Time in Current Position		Years	Median %		9.15%
Average 18,88 Total Time in the Field Years Median 15,60	Average		7.17			
Total Time in the Field Years Median 15,60	Median		3.50	Municipal Population		
10th 1th th tot 1 th				Average		18,886
Average 13.06	Total Time in the Field		Years	Median		15,609
	Average		13.06			
Median 11.00 $Manager's Capability$ 5 = Hig	Median		11.00	Manager's Capability		5 = High
						2.83
Administrative Support Design 3.0	Administrative Support			Design		3.00
1 Immunual Support	**	2	22.22%			3.17
· ·	No	7	77.78%			3.50
O		0		<u> </u>		3.67
Avg. Hour /Week 30	•					

	#	%		F	M
Total Respondents	10	100%	Respondents Gender %	80%	20%
Respondents by Type			Executive Director?		
MS Manager	8	80.0%	YES	8	80.0%
ES Manager	0	0.0%	NO	2	20.0%
KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	0	0.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	0	0.0%	High School	1	10.0%
BID Manager	1	10.0%	Some College	3	30.0%
Other	1	10.0%	College Degree	3	30.0%
No Response	0	0.0%	Post-Grad. Degree	3	30.0%
			No Response	0	0.0%
Employment Category					
Full Time	10	100.0%	Salary		
Part Time	0	0.0%	Average	\$	54,333.33
No response	0	0.0%	Median	\$	44,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	281,740
35-40	2	20.0%	Median	\$	297,500
40-50	5	50.0%			
50-60	2	20.0%	Municipal Support	6	Providing \$
60+	1	10.0%	Average	\$	38,333.33
No Response	0	0.0%	Median	\$	35,000.00
•			Average %		13.61%
Time in Current Position		Years	Median %		11.76%
Average		5.05			
Median		3.00	Municipal Population		
			Average		15,322
Total Time in the Field		Years	Median		10,000
Average		7.05			
Median		3.00	Manager's Capability		5 = High
			Organization		2.00
Administrative Support			Design		2.33
Yes	5	50.00%	Econ./Neigh. Vitality		3.67
No	5	50.00%	Marketing		2.67
No Response	0	0.0%	Safe-Clean-Green		2.33
Avg. Hour /Week		35			

PDC South West Region Respondents

	#	0/0		F	M
Total Respondents	6	100%	Respondents Gender %	33.3%	66.7%
Respondents by Type			Executive Director?		
MS Manager	5	83.3%	YES	3	50.0%
ES Manager	0	0.0%	NO	3	50.0%
KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	0	0.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	1	16.7%	High School	0	0.0%
BID Manager	0	0.0%	Some College	0	0.0%
Other	0	0.0%	College Degree	3	50.0%
No Response	0	0.0%	Post-Grad. Degree	3	50.0%
			No Response	0	0.0%
Employment Category					
Full Time	3	50.0%	Salary		
Part Time	3	50.0%	Average	\$	41,516.67
No response	0	0.0%	Median	\$	39,500.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	 \$	60,188
35-40	0	0.0%	Median	\$	
40-50	1	16.7%			
50-60	2	33.3%	Municipal Support	1	Providing \$
60+	0	0.0%	Average	\$	6,667.67
No Response	3	50.0%	Median	"	\$ 0.00
- 10 - 140 p = 110 p		001071	Average %		11.08%
Time in Current Position		Years	Median %		0.0%
Average		6.27			
Median		5.75	Municipal Population		
			Average		11,673
Total Time in the Field		Years	Median		8,019
Average		12.58			
Median		12.50	Manager's Capability		5 = High
			Organization		3.75
Administrative Support			Design		3.00
Yes	2	33.33%	Econ./Neigh. Vitality		3.25
No	4	66.67%	Marketing		3.25
No Response	0	0.0%	Safe-Clean-Green		3.50
Avg. Hour /Week		30			

	<i>PD</i> (Soutnern %	Alleghenies Region Respondent	s F	M
Total Respondents	6	100%	Respondents Gender %	66.7%	33.3%
		10070	Executive Director?	00.770	33.37
Respondents by Type MS Manager	5	83.3%	YES	4	66.7%
ES Manager	0	0.0%	NO	1	16.7%
KC Manager-MS Focus	0	0.0%	Uncertain	1	16.7%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	0	0.0%	110 response	v	0.07
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	0	0.0%	High School	0	0.0%
BID Manager	0	0.0%	Some College	1	16.7%
Other	1	16.7%	College Degree	5	83.3%
No Response	0	0.0%	Post-Grad. Degree	0	0.0%
140 Response	V	0.070	No Response	0	0.0%
Et-1			rvo response	v	0.070
Employment Category Full Time	4	66.7%	C -1		
Part Time	2	33.3%	Salary Average	\$	36,733.33
No response	0	0.0%	Median	\$	43,800.00
140 lesponse	V	0.070	Hedian	₩	13,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	173,561
35-40	2	33.3%	Median	\$	174,123
40-50	1	16.7%			
50-60	2	33.3%	Municipal Support	4	Providing \$
60+	0	0.0%	Average	\$	18,250.00
No Response	0	0.0%	Median	\$	19,000.00
			Average %		10.52%
Time in Current Position		Years	Median %		10.91%
Average		4.20			
Median		4.50	Municipal Population		
			Average		7,762
Total Time in the Field		Years	Median		4,871
Average		10.00			
Median		8.00	Manager's Capability		5 = High
			Organization		2.00
Administrative Support			Design		3.00
Yes	2	33.33%	Econ./Neigh. Vitality		3.75
No	3	50.00%	Marketing		2.50
INO	,	30.0070	Manchie		

35

PDC North Central Region Respondents

	#	%		\mathbf{F}	M
Total Respondents	5	100%	Respondents Gender %	100%	0%
Respondents by Type			Executive Director?		
MS Manager	2	40.0%	YES	4	80.0%
ES Manager	1	20.0%	NO	0	0.0%
KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	1	20.0%
KC Manager - Combined	0	0.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	0	0.0%	High School	0	0.0%
BID Manager	1	20.0%	Some College	0	0.0%
Other	0	0.0%	College Degree	3	60.0%
No Response	1	20.0%	Post-Grad. Degree	1	20.0%
			No Response	1	20.0%
Employment Category					
Full Time	3	60.0%	Salary		
Part Time	1	20.0%	Average	\$	51,775.00
No response	1	20.0%	Median	\$	51,500.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	326,000
35-40	0	0.0%	Median	\$	185,000
40-50	3	60.0%			
50-60	0	0.0%	Municipal Support	3	Providing \$
60+	0	0.0%	Average	\$	41,666.67
No Response	2	40.0%	Median	\$	40,000.00
-			Average %		12.78%
Time in Current Position		Years	Median %		21.62%
Average		3.34			
Median		2.75	Municipal Population		
			Average		41,667
Total Time in the Field		Years	Median		40,000
Average		3.34			
Median		2.75	Manager's Capability		5 = High
			Organization		3.67
Administrative Support			Design		3.00
Yes	2	40.0%	Econ./Neigh. Vitality		3.33
No	2	40.0%	Marketing		3.33
No Response	1	20.0%	Safe-Clean-Green		3.33
Avg. Hour /Week		20			

	#	<i>PDC Nort</i> %	th West Region Respondents	F	М
Total Respondents	6	100%	Respondents Gender %	66.7%	33.3%
Respondents by Type		10070	Executive Director?	00.770	33.370
MS Manager	3	50.0%	YES	3	50.0%
ES Manager	1	16.7%	NO	3	50.0%
KC Manager-MS Focus	1	16.7%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	0	0.0%	rvo response	0	0.070
Reg. Main Street Coord.	0	0.0%			
Combined MS/BID	0	0.0%	Educational Level High School	1	16.7%
· ·		16.7%	~	0	0.0%
BID Manager Other	1		Some College		83.3%
	0	0.0%	College Degree	5	
No Response	0	0.0%	Post-Grad. Degree	0	0.0%
			No Response	0	0.0%
Employment Category		02.207			
Full Time	5	83.3%	Salary	-	
Part Time	1	16.7%	Average	\$	44,916.67
No response	0	0.0%	Median	\$	39,100.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	330,697
35-40	1	16.7%	Median	\$	330,697
40-50	3	50.0%			
50-60	0	0.0%	Municipal Support	1	Providing \$
60+	1	16.7%	Average	\$	50,000.00
No Response	0	0.0%	Median	\$	25,000.00
			Average %		15.12%
Time in Current Position		Years	Median %		7.56%
Average		5.18			
Median		5.50	Municipal Population		
			Average		25,371
Total Time in the Field		Years	Median		9,173
Average		8.35			•
Median		7.25	Manager's Capability		5 = High
			Organization		2.50
Administrative Support			Design		2.00
Ziaministrative Support			- 20-8		2.00

Marketing

Econ./Neigh. Vitality

Safe-Clean-Green

3.25

2.50

2.75

33.33%

66.67%

0.0%

40

2

4

0

Yes

No

No Response

	#	%		F	M
Total Respondents	28	100%	Respondents Gender %	75%	25%
Respondents by Type			Executive Director?		
MS Manager	22	78.6%	YES	19	67.9%
ES Manager	1	3.6%	NO	7	25.0%
KC Manager-MS Focus	2	7.1%	Uncertain	2	7.1%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	2	7.1%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	0	0.0%	High School	1	3.6%
BID Manager	0	0.0%	Some College	2	7.1%
Other	1	3.6%	College Degree	20	71.4%
No Response	0	0.0%	Post-Grad. Degree	5	17.9%
			No Response	0	0.0%
Employment Category					
Full Time	21	75.0%	Salary		
Part Time	7	25.0%	Average	\$	42,405.71
No response	0	0.0%	Median	\$	41,500.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	149,125
35-40	6	21.4%	Median	\$	135,500
40-50	12	42.9%			
50-60	3	10.7%	Municipal Support	14	Providing \$
60+	1	3.6%	Average	\$	22,071.43
No Response	0	0.0%	Median	\$	13,750.00
			Average %		14.80%
Time in Current Position		Years	Median %		10.15%
Average		5.07			
Median		3.25	Municipal Population		
			Average		6,058
Total Time in the Field		Years	Median		5,971
Average		7.17			
Median		4.25	Manager's Capability		5 = High
			Organization		2.68
Administrative Support			Design		2.63
Yes	10	35.71%	Econ./Neigh. Vitality		3.21
No	18	64.29%	Marketing		2.89
No Response	0	0.0%	Safe-Clean-Green		3.11
Avg. Hour /Week		30			

10.000 -	50.000	Population	Respondents
10.000 -	20.000	1 ODManon	MUSDOMUCINS

	#	%		F	M
Total Respondents	17	100%	Respondents Gender %	58.8%	41.2%
Respondents by Type			Executive Director?		
MS Manager	10	58.8%	YES	12	70.6%
ES Manager	1	5.9%	NO	5	29.4%
KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%
KC Manager-ES Focus	0	0.0%	No Response	0	0.0%
KC Manager - Combined	0	0.0%			
Reg. Main Street Coord.	0	0.0%	Educational Level		
Combined MS/BID	2	11.8%	High School	1	5.9%
BID Manager	2	11.8%	Some College	4	23.5%
Other	2	11.8%	College Degree	9	52.9%
No Response	0	0.0%	Post-Grad. Degree	3	17.6%
			No Response	0	0.0%
Employment Category					
Full Time	17	100.0%	Salary		
Part Time	0	0.0%	Average	\$	60,062.50
No response	0	0.0%	Median	\$	57,000.00
Hours Worked Per week			Total Budget		
Less Than 35	0	0.0%	Average	\$	250,283
35-40	2	11.8%	Median	\$	192,500
40-50	8	47.1%			
50-60	6	35.3%	Municipal Support	10	Providing \$
60+	1	5.9%	Average	\$	30,500.00
No Response	0	0.0%	Median	\$	17,500.00
•			Average %		12.19%
Time in Current Position		Years	Median %		9.09%
Average		5.72			
Median		4.75	Municipal Population		
			Average		21,275
Total Time in the Field		Years	Median		20,000
Average		9.90			
Median		8.50	Manager's Capability		5 = High
			Organization		3.22
Administrative Support			Design		3.67
Yes	5	29.41%	Econ./Neigh. Vitality		3.78
No			- · ·		
110	11	64.71%	Marketing		3.44
No Response	11 1	64.71% 5.88%	Marketing Safe-Clean-Green		3.44 3.67

Population Over 50,000 Respondents	Popul	ation	Over	50,000	Res	pondents
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Respondents		#	%	c , c : c : c : c : c : c : c : c : c :	F	M	
MS Manager 2 33.3% YES 2 33.3% ES Manager 2 33.3% NO 4 66.7% KC Manager-KS Focus 0 0.0% Uncertain 0 0.0% KC Manager-Combined 0 0.0% No Response 0 0.0% KC Manager - Combined 0 0.0% High School 0 0.0% Reg. Main Street Coord. 0 0.0% High School 0 0.0% BID Manager 1 16.7% Some College 0 0.0% Other 1 16.7% Some College 0 0.0% No Response 0 0.0% Post-Grad. Degree 0 0.0% No Response 0 0.0% Average \$ 54,333,33 No response 0 0.0% Part Time 0 0.0% Average \$ 54,333,33 No response 0 0.0% Average \$ 275,500 Less Than 35 0 0.0% Average	Total Respondents	6	100%	Respondents Gender %	66.7%	33.3%	
Se Manager	Respondents by Type			Executive Director?			
KC Manager-BS Focus	MS Manager	2	33.3%	YES	2	33.3%	
KC Manager - ES rocus 0 0.0% No Response 0 0.0% KC Manager - Combined NS/BID 0 0.0% Educational Livel Combined MS/BID 0 0.0% BID Manager 1 1.6.7% Some College 0 0.0% Other 1 16.7% College Degree 0 10.00% No Response 0 0.0% Post-Grad. Degree 0 0.0% No Response 0 0.0% Average 54,333,33 No response 0 0.0% Average \$ 54,333,33 No response 0 0.0% Average \$ 275,500 1-burs Worked Per week Image: W	ES Manager	2	33.3%	NO	4	66.7%	
KC Manager - Combined 0 0.0% Educational Livel Combined MS/BID 0 0.0% High School 0 0.0% BID Manager 1 16.7% Some College 0 0.0% Other 1 16.7% College Degree 6 100.0% No Response 0 0.0% Post-Grad. Degree 0 0.0% No Response 0 0.0% Average \$ 54,333.33 No response 0 0.0% Average \$ 54,333.33 No response 0 0.0% Median \$ 51,500.00 Hors Worked Per week Less Than 35 0 0.0% Average \$ 275,500 35-40 1 16.7% Median \$ 250,000 40-50 3 50.0% Median \$ 20,000.00 No Response 0 0.0% Median \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 No Response 0	KC Manager-MS Focus	0	0.0%	Uncertain	0	0.0%	
Reg. Main Street Coord. O 0.0% Edicational Livel	KC Manager-ES Focus	0	0.0%	No Response	0	0.0%	
Combined MS/BID 0 0.0% High School 0 0.0%	KC Manager - Combined	0	0.0%				
BID Manager	Reg. Main Street Coord.	0	0.0%	Educational Level			
Other 1 16.7% College Degree 6 100.0% No Response 0 0.0% Post-Grad. Degree 0 0.0% No Response 0 0.0% No Response 0 0.0% Full Time 6 100.0% Salary Salary Part Time 0 0.0% Average \$ 54,333,33 No response 0 0.0% Median \$ 51,500.00 Posted Per week ** Total Budget ** Total Budget <td cols<="" td=""><td>Combined MS/BID</td><td>0</td><td>0.0%</td><td>High School</td><td>0</td><td>0.0%</td></td>	<td>Combined MS/BID</td> <td>0</td> <td>0.0%</td> <td>High School</td> <td>0</td> <td>0.0%</td>	Combined MS/BID	0	0.0%	High School	0	0.0%
No Response 0 0.0% Employment Category Full Time 6 100.0% Average \$ 54,333.33 No response 0 0.0% Median \$ 54,333.33 No response 0 0.0% Median \$ 275,500 Hours Worked Per neck Less Than 35 0 0.0% Average \$ 275,500 35-40 1 16.7% Median \$ 250,000 40-50 3 50.0% 50-60 1 16.7% Average \$ 20,000.00 No Response 0 0.0% Median \$ 5,000.00 No Response 0 0.0% Median \$ 20,000.00 No Response 4 16.7% Average \$ 20,000.00 No Response 4 5.0% Median % 2.00% Time in Current Position Years Average % 7.26% Median 5.00 Median % 2.00% Total Time in the Field Years	BID Manager	1	16.7%	Some College	0	0.0%	
No Response 0 0.0%	Other	1	16.7%	College Degree	6	100.0%	
Full Time	No Response	0	0.0%	Post-Grad. Degree	0	0.0%	
Full Time 6 100.0% Salary Part Time 0 0.0% Average \$ 54,333.33 No response 0 0.0% Median \$ 51,500.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 275,500 35-40 1 16.7% Median \$ 250,000 40-50 3 50.0% Municipal Support 3 Providing \$ 50-60 1 16.7% Average \$ 20,000.00 No Response 0 0.0% Median \$ 5,000.00 Average % 7.26% Time in Current Position Years Median % 2.00% Average 4.58 Median 3.50 Municipal Population Average 11.58 Median 77,000 Average 11.58 Median 77,000 Average 10.0% Median 5 = High Organization 2.50 Auministrative Support Design <t< td=""><td></td><td></td><td></td><td>No Response</td><td>0</td><td>0.0%</td></t<>				No Response	0	0.0%	
Full Time 6 100.0% Salary Part Time 0 0.0% Average \$ 54,333.33 No response 0 0.0% Median \$ 51,500.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 275,500 35-40 1 16.7% Median \$ 250,000 40-50 3 50.0% Municipal Support 3 Providing \$ 50-60 1 16.7% Average \$ 20,000.00 No Response 0 0.0% Median \$ 5,000.00 Average % 7.26% Time in Current Position Years Median % 2.00% Average 4.58 Median 3.50 Municipal Population Average 11.58 Median 77,000 Average 11.58 Median 77,000 Average 10.0% Median 5 = High Organization 2.50 Auministrative Support Design <t< td=""><td>Employment Category</td><td></td><td></td><td></td><td></td><td></td></t<>	Employment Category						
Part Time 0 0.0% Average \$ 54,333.33 No response 0 0.0% Median \$ 51,500.00 Hours Worked Per week Less Than 35 0 0.0% Average \$ 275,500 35-40 1 16.7% Median \$ 250,000 40-50 3 50.0% 50-60 1 16.7% Average \$ 20,000.00 No Response 0 0.0% Median \$ 5,000.00 No Response 0 0.0% Median \$ 5,000.00 Average 4.58 Median % 2.00% Median 3.50 Municipal Papulation Average 78,544 Total Time in the Field Years Median 77,000 Average 11.58 Median 5 = High Organization 2.50 Administrative Support Design 2.00 Yes 1 16.67% Econ./Neigh. Vitality 2.00 No 5 83.33% Marketing	1 0 0 0	6	100.0%	Salary			
Honrs Worked Per week Less Than 35	Part Time	0	0.0%		\$	54,333.33	
Less Than 35	No response	0	0.0%	Median	\$	51,500.00	
Less Than 35	_						
Median \$ 250,000	Hours Worked Per week			Total Budget			
40-50 3 50.0% 50-60 1 16.7% Average \$ 20,000.00 No Response 0 0.0% Median \$ 5,000.00 Time in Current Position Years Median % 2.00% Average 4.58 Median % 2.00% Median Years Median % 2.00% Average 78,544 Median 77,000 Average 11.58 Median 77,000 Administrative Support Design 5 = High Yes 1 16.67% Econ./Neigh. Vitality 2.00 No 5 83.33% Marketing 1.50 No Response 0 0.0% Safe-Clean-Green 2.00	Less Than 35	0	0.0%	Average	\$	275,500	
50-60 1 16.7% Municipal Support 3 Providing \$ 60+ 1 16.7% Average \$ 20,000.00 No Response 0 0.0% Median \$ 5,000.00 Average % 7.26% Median Years Median % 2.00% Median 3.50 Municipal Population Average 78,544 Average 11.58 Median 77,000 Average 11.58 Median 5 = High Median 5.00 Manager's Capability 5 = High Organization 2.50 2.50 Administrative Support Design 2.00 Yes 1 16.67% Econ./Neigh. Vitality 2.00 No 5 83.33% Marketing 1.50 No Response 0 0.0% Safe-Clean-Green 2.00	35-40	1	16.7%	Median	\$	250,000	
60+ 1 16.7% Average \$ 20,000.00 No Response 0 0.0% Median \$ 5,000.00 Average % 7.26% Time in Current Position Years Median % 2.00% Average 4.58 Municipal Population Years 78,544 Median Years Median 77,000 Average 11.58 Median 77,000 Median 5.00 Manager's Capability 5 = High Organization 2.50 Administrative Support Design 2.00 Yes 1 16.67% Econ./Neigh. Vitality 2.00 No 5 83.33% Marketing 1.50 No Response 0 0.0% Safe-Clean-Green 2.00	40-50	3	50.0%				
60+ 1 16.7% Average \$ 20,000.00 No Response 0 0.0% Median \$ 5,000.00 Average % 7.26% Time in Current Position Years Median % 2.00% Average 4.58 Municipal Population	50-60	1	16.7%	Municipal Support	3	Providing \$	
Average % 7.26% Time in Current Position Years Median % 2.00% Average 4.58 ————————————————————————————————————	60+	1	16.7%		\$	20,000.00	
Time in Current Position Years Median % 2.00% Average 4.58 Municipal Population 78,544 Median Years Median 77,000 Average 11.58 Median 5 = High Median Organization 2.50 Administrative Support Design 2.00 Yes 1 16.67% Econ./Neigh. Vitality 2.00 No 5 83.33% Marketing 1.50 No Response 0 0.0% Safe-Clean-Green 2.00	No Response	0	0.0%	Median	\$	5,000.00	
Average 4.58 Median 3.50 Municipal Population Average 78,544 Average 11.58 Median 5.00 Median 5 = High Organization 2.50 Administrative Support Design 2.00 Yes 1 16.67% Econ./Neigh. Vitality 2.00 No 5 83.33% Marketing 1.50 No Response 0 0.0% Safe-Clean-Green 2.00				Average %		7.26%	
Average 4.58 Median 3.50 Municipal Population Average 78,544 Total Time in the Field Years Median 77,000 Average 11.58 Median 5 = High Median Organization 2.50 Administrative Support Design 2.00 Yes 1 16.67% Econ./Neigh. Vitality 2.00 No 5 83.33% Marketing 1.50 No Response 0 0.0% Safe-Clean-Green 2.00	Time in Current Position		Years	Median %		2.00%	
Average78,544Total Time in the FieldYears AverageMedian77,000Average11.58 5.00 Manager's Capability $5 = \text{High}$ Median0 Organization2.50Administrative SupportDesign2.00Yes1 16.67%Econ./Neigh. Vitality2.00No5 83.33%Marketing1.50No Response0 0.0%Safe-Clean-Green2.00			4.58				
AverageAverage78,544Total Time in the FieldYearsMedian77,000Average11.58	Median		3.50	Municipal Population			
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