

2022 *Manager's*
SALARY SURVEY



PENNSYLVANIA
Downtown Center
• Since 1987 •



The following salary and benefits report is based upon information collected beginning in June 2022 and ending in September 2022. 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. 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.

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All Respondents

TOTAL RESPONDENTS **#** **%**
47 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|----|-------|
| MS Manager | 25 | 53.2% |
| ES Manager | 5 | 10.6% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 1 | 2.1% |
| Reg. Main Street Coord. | 5 | 10.6% |
| Combined MS/BID | 7 | 14.9% |
| BID Manager | 1 | 2.1% |
| Other | 3 | 6.4% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|-------|
| Full Time | 41 | 87.2% |
| Part Time | 6 | 12.8% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|----|-------|
| Less Than 35 | 5 | 10.6% |
| 35-40 | 7 | 14.9% |
| 40-50 | 24 | 51.1% |
| 50-60 | 10 | 21.3% |
| 60+ | 1 | 2.1% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION YEARS

| | |
|---------|------|
| Average | 5.24 |
| Median | 4.00 |

TOTAL TIME IN THE FIELD YEARS

| | |
|---------|------|
| Average | 8.51 |
| Median | 4.50 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|----|--------|
| Yes | 25 | 50.00% |
| No | 22 | 6.00% |
| No Response | 47 | 44.00% |
| Avg. Hour /Week | | 30.46 |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|----|-------|
| YES | 35 | 74.5% |
| NO | 11 | 23.4% |
| Uncertain | 1 | 2.1% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|----|-------|
| High School | 2 | 4.3% |
| Some College | 2 | 4.3% |
| College Degree | 35 | 74.5% |
| Post-Grad. Degree | 8 | 17.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|-------------|
| Average | \$54,227.13 |
| Median | \$52,000.00 |

TOTAL BUDGET

| | |
|---------|-----------|
| Average | \$285,502 |
| Median | \$185,000 |

MUNICIPAL SUPPORT

| | |
|-----------|-------------|
| Average | \$53,100.45 |
| Median | \$20,000.00 |
| Average % | 18.60% |
| Median % | 10.81% |

PROVIDING \$

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 53,100 |
| Median | 20,000 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$54,227 |
| 51,000-300,000 | \$55,381 |
| 301,000-500,000 | \$40,000 |
| 501,000+ | \$75,000 |

MANAGER'S CAPABILITY

| | | |
|-----------------------|----------|------|
| Organization | 5 = HIGH | 2.57 |
| Design | | 2.74 |
| Econ./Neigh. Vitality | | 2.57 |
| Marketing | | 2.91 |
| Safe-Clean-Green | | 2.66 |

Main Street

TOTAL RESPONDENTS # %
33 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|----|-------|
| MS Manager | 25 | 75.8% |
| ES Manager | 0 | 0.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 1 | 3.0% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 7 | 21.2% |
| BID Manager | 0 | 0.0% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|-------|
| Full Time | 31 | 93.9% |
| Part Time | 2 | 6.1% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|----|-------|
| Less Than 35 | 2 | 6.1% |
| 35-40 | 3 | 9.1% |
| 40-50 | 18 | 54.5% |
| 50-60 | 9 | 27.3% |
| 60+ | 1 | 3.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|--------|
| Average | YEARS | 3.96 |
| Median | | 192.00 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|--------|
| Average | YEARS | 48.00 |
| Median | | 192.00 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 18 | 27.27% |
| No | 15 | 22.73% |
| No Response | 33 | 50.00% |
| Avg. Hour /Week | 29.78 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|----|-------|
| YES | 27 | 81.8% |
| NO | 5 | 15.2% |
| Uncertain | 1 | 3.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|----|-------|
| High School | 2 | 6.1% |
| Some College | 0 | 0.0% |
| College Degree | 28 | 84.8% |
| Post-Grad. Degree | 3 | 9.1% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$54,375 |
| Median | \$50,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$252,854.00 |
| Median | \$165,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|---------------------|-------------|
| Average | 0 | PROVIDING \$ | \$37,563.52 |
| Median | | | \$20,000.00 |
| Average % | | | 14.86% |
| Median % | | | 12.12% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 18,241 |
| Median | 8,600 |

POPULATION VS. SALARY

| | |
|----------------|----------|
| 0-50,000 | \$54,375 |
| 51,000-300,000 | \$56,500 |
| 501,000+ | \$40,000 |
| 0 | \$- |

MANAGER'S CAPABILITY

| | | |
|-----------------------|-----------------|------|
| Organization | 5 = HIGH | 2.73 |
| Design | | 2.76 |
| Econ./Neigh. Vitality | | 2.73 |
| Marketing | | 3.12 |
| Safe-Clean-Green | | 3.03 |

Elm Street

TOTAL RESPONDENTS # %
5 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|--------|
| MS Manager | 0 | 0.0% |
| ES Manager | 0 | 0.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 5 | 100.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 0 | 0.0% |
| BID Manager | 0 | 0.0% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|-------|
| Full Time | 4 | 80.0% |
| Part Time | 1 | 20.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 1 | 20.0% |
| 35-40 | 2 | 40.0% |
| 40-50 | 1 | 20.0% |
| 50-60 | 1 | 20.0% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | YEARS |
|---------|-------|
| Average | 1.00 |
| Median | 2.00 |

TOTAL TIME IN THE FIELD

| | YEARS |
|---------|-------|
| Average | 1.00 |
| Median | 2.00 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|---|--------|
| Yes | 2 | 40.00% |
| No | 3 | 60.00% |
| No Response | 3 | 25.00% |
| Avg. Hour /Week | | 40.00 |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 1 | 20.0% |
| NO | 4 | 80.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 1 | 20.0% |
| Some College | 0 | 0.0% |
| College Degree | 2 | 40.0% |
| Post-Grad. Degree | 2 | 40.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$43,400 |
| Median | \$40,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$230,000.00 |
| Median | \$100,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|--------------|-------------|
| Average | 3 | PROVIDING \$ | \$86,000.00 |
| Median | | | \$- |
| Average % | | | 37.39% |
| Median % | | | 0.00% |

MUNICIPAL POPULATION

| | |
|---------|---------|
| Average | 106,525 |
| Median | 55,000 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$30,500 |
| 51,000-300,000 | \$58,000 |
| 301,000-500,000 | \$40,000 |
| 501,000+ | \$- |

MANAGER'S CAPABILITY

| | |
|-----------------------|------|
| Organization | 2.00 |
| Design | 2.00 |
| Econ./Neigh. Vitality | 3.00 |
| Marketing | 3.00 |
| Safe-Clean-Green | 1.00 |

Other Programs

TOTAL RESPONDENTS # %
9 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 0 | 0.0% |
| ES Manager | 0 | 0.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 5 | 55.6% |
| Combined MS/BID | 0 | 0.0% |
| BID Manager | 1 | 11.1% |
| Other | 3 | 33.3% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|-------|
| Full Time | 6 | 66.7% |
| Part Time | 3 | 33.3% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 2 | 22.2% |
| 35-40 | 2 | 22.2% |
| 40-50 | 5 | 55.6% |
| 50-60 | 0 | 0.0% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|------|
| Average | YEARS | 1.50 |
| Median | | 0.00 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|------|
| Average | YEARS | 1.50 |
| Median | | 0.00 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|------|--------|
| Yes | 5 | 55.56% |
| No | 4.00 | 44.44% |
| No Response | 4 | 50.00% |
| Avg. Hour /Week | | 20.00 |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 7 | 77.8% |
| NO | 2 | 22.2% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 1 | 11.1% |
| Some College | 0 | 0.0% |
| College Degree | 5 | 55.6% |
| Post-Grad. Degree | 3 | 33.3% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$59,700 |
| Median | \$60,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$436,045.00 |
| Median | \$350,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|---------------------|--------------|
| Average | 3 | PROVIDING \$ | \$105,666.67 |
| Median | | | \$75,000.00 |
| Average % | | | 24.23% |
| Median % | | | 21.43% |

MUNICIPAL POPULATION

| | |
|---------|---------|
| Average | 821,577 |
| Median | 25,000 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$59,700 |
| 51,000-300,000 | \$- |
| 301,000-500,000 | \$- |
| 501,000+ | \$75,000 |

MANAGER'S CAPABILITY

| | | |
|-----------------------|-----------------|------|
| Organization | 5 = HIGH | 2.00 |
| Design | | 3.00 |
| Econ./Neigh. Vitality | | 2.00 |
| Marketing | | 1.00 |
| Safe-Clean-Green | | 2.00 |

Executive Director

TOTAL RESPONDENTS # %
35 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|----|-------|
| MS Manager | 19 | 54.3% |
| ES Manager | 1 | 2.9% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 1 | 2.9% |
| Reg. Main Street Coord. | 5 | 14.3% |
| Combined MS/BID | 7 | 20.0% |
| BID Manager | 1 | 2.9% |
| Other | 1 | 2.9% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|-------|
| Full Time | 31 | 88.6% |
| Part Time | 4 | 11.4% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|----|-------|
| Less Than 35 | 3 | 8.6% |
| 35-40 | 3 | 8.6% |
| 40-50 | 20 | 57.1% |
| 50-60 | 8 | 22.9% |
| 60+ | 1 | 2.9% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|-------|------|
| Average | YEARS | 5.19 |
| Median | | 4 |

TOTAL TIME IN THE FIELD

| | | |
|---------|-------|------|
| Average | YEARS | 9.43 |
| Median | | 5 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 19 | 54.29% |
| No | 16.00 | 45.71% |
| No Response | 16.00 | 45.71% |
| Avg. Hour /Week | 27.42 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|----|--------|
| YES | 35 | 100.0% |
| NO | 0 | 0.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|----|-------|
| High School | 1 | 2.9% |
| Some College | 2 | 5.7% |
| College Degree | 26 | 74.3% |
| Post-Grad. Degree | 6 | 17.1% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$55,431 |
| Median | \$57,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$286,391.77 |
| Median | \$197,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|--------------|-------------|
| Average | 6 | PROVIDING \$ | \$40,377.74 |
| Median | | | \$30,000.00 |
| Average % | | | 14.10% |
| Median % | | | 15.23% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 61,443 |
| Median | 8,600 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$55,431 |
| 51,000-300,000 | \$54,215 |
| 301,000-500,000 | \$- |
| 501,000+ | \$70,000 |

MANAGER'S CAPABILITY

| | | |
|-----------------------|----------|------|
| Organization | 5 = HIGH | 2.60 |
| Design | | 2.89 |
| Econ./Neigh. Vitality | | 2.60 |
| Marketing | | 3.00 |
| Safe-Clean-Green | | 2.83 |

Non-Executive Director

TOTAL RESPONDENTS # %
12 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 6 | 50.0% |
| ES Manager | 4 | 33.3% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 0 | 0.0% |
| BID Manager | 0 | 0.0% |
| Other | 2 | 16.7% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|-------|
| Full Time | 10 | 83.3% |
| Part Time | 2 | 16.7% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 2 | 16.7% |
| 35-40 | 4 | 33.3% |
| 40-50 | 4 | 33.3% |
| 50-60 | 2 | 16.7% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|------|
| Average | YEARS | 5.38 |
| Median | | 1.75 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|------|
| Average | YEARS | 5.84 |
| Median | | 2 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|------|--------|
| Yes | 6 | 17.14% |
| No | 6.00 | 17.14% |
| No Response | 6.00 | 50.00% |
| Avg. Hour /Week | | 39.58 |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|----|-------|
| YES | 0 | 0.0% |
| NO | 11 | 91.7% |
| Uncertain | 1 | 8.3% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 1 | 8.3% |
| Some College | 0 | 0.0% |
| College Degree | 9 | 75.0% |
| Post-Grad. Degree | 2 | 16.7% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$50,717 |
| Median | \$49,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$308,625.00 |
| Median | \$150,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|---------------------|-------------|
| Average | 5 | PROVIDING \$ | \$90,208.33 |
| Median | | | \$8,750.00 |
| Average % | | | 29.23% |
| Median % | | | 5.83% |

MUNICIPAL POPULATION

| | |
|---------|---------|
| Average | 531,520 |
| Median | 24,963 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$50,717 |
| 51,000-300,000 | \$61,833 |
| 301,000-500,000 | \$40,000 |
| 501,000+ | \$80,000 |

MANAGER'S CAPABILITY

| | | |
|-----------------------|-----------------|------|
| Organization | 5 = HIGH | 2.50 |
| Design | | 2.33 |
| Econ./Neigh. Vitality | | 2.50 |
| Marketing | | 2.67 |
| Safe-Clean-Green | | 2.17 |

BID Managers

TOTAL RESPONDENTS # %
8 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 0 | 0.0% |
| ES Manager | 0 | 0.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 7 | 87.5% |
| BID Manager | 1 | 12.5% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|--------|
| Full Time | 8 | 100.0% |
| Part Time | 0 | 0.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 0 | 0.0% |
| 35-40 | 1 | 12.5% |
| 40-50 | 4 | 50.0% |
| 50-60 | 3 | 37.5% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|------|--------------|
| Average | 5.15 | YEARS |
| Median | 4 | |

TOTAL TIME IN THE FIELD

| | | |
|---------|------|--------------|
| Average | 5.15 | YEARS |
| Median | 4 | |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 4 | 50.00% |
| No | 4.00 | 50.00% |
| No Response | 4.00 | 50.00% |
| Avg. Hour /Week | 25.00 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|--------|
| YES | 8 | 100.0% |
| NO | 0 | 0.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 0 | 0.0% |
| Some College | 0 | 0.0% |
| College Degree | 6 | 75.0% |
| Post-Grad. Degree | 2 | 25.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$70,688 |
| Median | \$67,650 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$633,987.50 |
| Median | \$583,450 |

MUNICIPAL SUPPORT

| | | |
|-----------|---|---------------------|
| Average | 0 | PROVIDING \$ |
| Median | | \$79,918.25 |
| Average % | | \$87,500.00 |
| Median % | | 12.61% |
| | | 15.00% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 49,412 |
| Median | 51,749 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$70,688 |
| 51,000-300,000 | \$69,083 |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

MANAGER'S CAPABILITY

| | | |
|-----------------------|----------|------|
| Organization | 5 = HIGH | 3.00 |
| Design | | 2.38 |
| Econ./Neigh. Vitality | | 3.13 |
| Marketing | | 3.00 |
| Safe-Clean-Green | | 3.38 |

Gender - Male

TOTAL RESPONDENTS # %
13 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 7 | 53.8% |
| ES Manager | 4 | 30.8% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 1 | 7.7% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 1 | 7.7% |
| BID Manager | 0 | 0.0% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|-------|
| Full Time | 10 | 76.9% |
| Part Time | 3 | 23.1% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 3 | 23.1% |
| 35-40 | 1 | 7.7% |
| 40-50 | 3 | 23.1% |
| 50-60 | 5 | 38.5% |
| 60+ | 1 | 7.7% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|------|
| Average | YEARS | 7.23 |
| Median | | 5 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|------|
| Average | YEARS | 9.85 |
| Median | | 5 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 4 | 10.53% |
| No | 9.00 | 69.23% |
| No Response | 9.00 | 69.23% |
| Avg. Hour /Week | 33.75 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 8 | 61.5% |
| NO | 5 | 38.5% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 1 | 7.7% |
| Some College | 0 | 0.0% |
| College Degree | 9 | 69.2% |
| Post-Grad. Degree | 3 | 23.1% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$49,523 |
| Median | \$50,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$228,092.31 |
| Median | \$150,000 |

MUNICIPAL SUPPORT

| | | |
|-----------|---|---------------------|
| Average | 5 | PROVIDING \$ |
| Median | | \$52,115.38 |
| Average % | | \$12,500.00 |
| Median % | | 22.85% |
| | | 8.33% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 23,032 |
| Median | 11,000 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$47,982 |
| 51,000-300,000 | \$58,000 |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

MANAGER'S CAPABILITY 5 = HIGH

| | |
|-----------------------|------|
| Organization | 2.38 |
| Design | 2.77 |
| Econ./Neigh. Vitality | 2.31 |
| Marketing | 3.23 |
| Safe-Clean-Green | 2.15 |

Gender - Male + Full Time

TOTAL RESPONDENTS # %
10 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 5 | 50.0% |
| ES Manager | 3 | 30.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 1 | 10.0% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 1 | 10.0% |
| BID Manager | 0 | 0.0% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|--------|
| Full Time | 10 | 100.0% |
| Part Time | 0 | 0.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 0 | 0.0% |
| 35-40 | 1 | 10.0% |
| 40-50 | 3 | 30.0% |
| 50-60 | 5 | 50.0% |
| 60+ | 1 | 10.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | |
|---------|------|
| Average | 7.50 |
| Median | 5 |

TOTAL TIME IN THE FIELD

| | |
|---------|-------|
| Average | 10.10 |
| Median | 5 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 4 | 40.00% |
| No | 6.00 | 60.00% |
| No Response | 6.00 | 60.00% |
| Avg. Hour /Week | 33.75 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 6 | 60.0% |
| NO | 4 | 40.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 1 | 10.0% |
| Some College | 0 | 0.0% |
| College Degree | 7 | 70.0% |
| Post-Grad. Degree | 2 | 20.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$59,520 |
| Median | \$56,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$287,520.00 |
| Median | \$225,000 |

MUNICIPAL SUPPORT

| | | |
|-----------|---|------------------------------------|
| Average | 3 | PROVIDING \$ \$64,750.00 |
| Median | | \$21,250.00 |
| Average % | | 22.52% |
| Median % | | 9.44% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 28,555 |
| Median | 21,963 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$59,900 |
| 51,000-300,000 | \$58,000 |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

MANAGER'S CAPABILITY 5 = HIGH

| | |
|-----------------------|------|
| Organization | 2.30 |
| Design | 2.50 |
| Econ./Neigh. Vitality | 2.40 |
| Marketing | 3.20 |
| Safe-Clean-Green | 2.10 |

Gender - Male + Full Time + Education

TOTAL RESPONDENTS # %
6 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 4 | 66.7% |
| ES Manager | 0 | 0.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 1 | 16.7% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 1 | 16.7% |
| BID Manager | 0 | 0.0% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|--------|
| YES | 6 | 100.0% |
| NO | 0 | 0.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 0 | 0.0% |
| Some College | 0 | 0.0% |
| College Degree | 5 | 83.3% |
| Post-Grad. Degree | 1 | 16.7% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|--------|
| Full Time | 6 | 100.0% |
| Part Time | 0 | 0.0% |
| No response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$58,700 |
| Median | \$53,500 |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 0 | 0.0% |
| 35-40 | 0 | 0.0% |
| 40-50 | 2 | 33.3% |
| 50-60 | 3 | 50.0% |
| 60+ | 1 | 16.7% |
| No Response | 0 | 0.0% |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$270,866.67 |
| Median | \$282,500 |

MUNICIPAL SUPPORT

| | | |
|-----------|---|------------------------------------|
| Average | 1 | PROVIDING \$ \$39,583.33 |
| Median | | \$37,500.00 |
| Average % | | 14.61% |
| Median % | | 13.27% |

TIME IN CURRENT POSITION

| | |
|---------|----------------------|
| Average | YEARS 8.75 |
| Median | 5.5 |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 16,438 |
| Median | 9,800 |

TOTAL TIME IN THE FIELD

| | |
|---------|-----------------------|
| Average | YEARS 12.42 |
| Median | 7.5 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$58,700 |
| 51,000-300,000 | \$- |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 2 | 33.33% |
| No | 4.00 | 66.67% |
| No Response | 4.00 | 66.67% |
| Avg. Hour /Week | 27.50 | |

MANAGER'S CAPABILITY

| | |
|-----------------------|-------------------------|
| Organization | 5 = HIGH 2.33 |
| Design | 2.67 |
| Econ./Neigh. Vitality | 2.33 |
| Marketing | 3.17 |
| Safe-Clean-Green | 2.67 |

Gender - Female

TOTAL RESPONDENTS # %
34 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|----|-------|
| MS Manager | 18 | 52.9% |
| ES Manager | 1 | 2.9% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 5 | 14.7% |
| Combined MS/BID | 6 | 17.6% |
| BID Manager | 1 | 2.9% |
| Other | 3 | 8.8% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|-------|
| Full Time | 31 | 91.2% |
| Part Time | 3 | 8.8% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|----|-------|
| Less Than 35 | 2 | 5.9% |
| 35-40 | 6 | 17.6% |
| 40-50 | 21 | 61.8% |
| 50-60 | 5 | 14.7% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|-------|------|
| Average | YEARS | 4.48 |
| Median | | 2 |

TOTAL TIME IN THE FIELD

| | | |
|---------|-------|------|
| Average | YEARS | 8.01 |
| Median | | 4 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 21 | 61.76% |
| No | 13.00 | 38.24% |
| No Response | 13.00 | 38.24% |
| Avg. Hour /Week | 29.80 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|----|-------|
| YES | 27 | 79.4% |
| NO | 6 | 17.6% |
| Uncertain | 1 | 2.9% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|----|-------|
| High School | 1 | 2.9% |
| Some College | 2 | 5.9% |
| College Degree | 26 | 76.5% |
| Post-Grad. Degree | 5 | 14.7% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$56,026 |
| Median | \$56,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$307,452.56 |
| Median | \$185,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|--------------|-------------|
| Average | 6 | PROVIDING \$ | \$53,477.09 |
| Median | | | \$20,000.00 |
| Average % | | | 17.39% |
| Median % | | | 10.81% |

MUNICIPAL POPULATION

| | |
|---------|---------|
| Average | 242,040 |
| Median | 9,775 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$60,209 |
| 51,000-300,000 | \$60,125 |
| 301,000-500,000 | \$40,000 |
| 501,000+ | \$75,000 |

MANAGER'S CAPABILITY

| | | |
|-----------------------|----------|------|
| Organization | 5 = HIGH | 2.65 |
| Design | | 2.74 |
| Econ./Neigh. Vitality | | 2.68 |
| Marketing | | 2.79 |
| Safe-Clean-Green | | 2.85 |

Gender - Female + Full Time

TOTAL RESPONDENTS # %
31 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|----|-------|
| MS Manager | 18 | 58.1% |
| ES Manager | 1 | 3.2% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 3 | 9.7% |
| Combined MS/BID | 6 | 19.4% |
| BID Manager | 1 | 3.2% |
| Other | 2 | 6.5% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|--------|
| Full Time | 31 | 100.0% |
| Part Time | 0 | 0.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|----|-------|
| Less Than 35 | 0 | 0.0% |
| 35-40 | 5 | 16.1% |
| 40-50 | 21 | 67.7% |
| 50-60 | 5 | 16.1% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|------|
| Average | YEARS | 4.67 |
| Median | | 2 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|------|
| Average | YEARS | 5.83 |
| Median | | 4 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 20 | 64.52% |
| No | 11.00 | 35.48% |
| No Response | 11.00 | 35.48% |
| Avg. Hour /Week | 30.42 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|----|-------|
| YES | 25 | 80.6% |
| NO | 5 | 16.1% |
| Uncertain | 1 | 3.2% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|----|-------|
| High School | 1 | 3.2% |
| Some College | 2 | 6.5% |
| College Degree | 24 | 77.4% |
| Post-Grad. Degree | 4 | 12.9% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$57,560 |
| Median | \$60,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$339,220.24 |
| Median | \$197,000 |

MUNICIPAL SUPPORT

| | | |
|-----------|---|---------------------|
| Average | 4 | PROVIDING \$ |
| Median | | \$58,033.48 |
| Average % | | \$20,000.00 |
| Median % | | 17.11% |
| | | 10.15% |

MUNICIPAL POPULATION

| | |
|---------|---------|
| Average | 262,882 |
| Median | 9,750 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$55,161 |
| 51,000-300,000 | \$67,625 |
| 301,000-500,000 | \$40,000 |
| 501,000+ | \$75,000 |

MANAGER'S CAPABILITY

| | | |
|-----------------------|------|-----------------|
| Organization | 2.61 | 5 = HIGH |
| Design | 2.81 | |
| Econ./Neigh. Vitality | 2.77 | |
| Marketing | 2.74 | |
| Safe-Clean-Green | 2.94 | |

Gender - Female + Full Time + Education

TOTAL RESPONDENTS # %
25 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|----|-------|
| MS Manager | 14 | 56.0% |
| ES Manager | 0 | 0.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 3 | 12.0% |
| Combined MS/BID | 6 | 24.0% |
| BID Manager | 1 | 4.0% |
| Other | 1 | 4.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|--------|
| Full Time | 25 | 100.0% |
| Part Time | 0 | 0.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|----|-------|
| Less Than 35 | 0 | 0.0% |
| 35-40 | 2 | 8.0% |
| 40-50 | 18 | 72.0% |
| 50-60 | 5 | 20.0% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|------|
| Average | YEARS | 4.59 |
| Median | | 3 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|------|
| Average | YEARS | 5.97 |
| Median | | 4 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 16 | 64.00% |
| No | 9.00 | 36.00% |
| No Response | 9.00 | 36.00% |
| Avg. Hour /Week | 28.03 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|----|--------|
| YES | 25 | 100.0% |
| NO | 0 | 0.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|----|-------|
| High School | 1 | 4.0% |
| Some College | 2 | 8.0% |
| College Degree | 19 | 76.0% |
| Post-Grad. Degree | 3 | 12.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$58,455 |
| Median | \$62,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$324,340.48 |
| Median | \$230,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|---------------------|-------------|
| Average | 3 | PROVIDING \$ | \$41,828.84 |
| Median | | | \$20,000.00 |
| Average % | | | 12.90% |
| Median % | | | 8.70% |

MUNICIPAL POPULATION

| | |
|---------|---------|
| Average | 151,464 |
| Median | 8,000 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$56,044 |
| 51,000-300,000 | \$67,625 |
| 301,000-500,000 | \$- |
| 501,000+ | \$70,000 |

MANAGER'S CAPABILITY

| | | |
|-----------------------|------|-----------------|
| Organization | 2.60 | 5 = HIGH |
| Design | 2.88 | |
| Econ./Neigh. Vitality | 2.76 | |
| Marketing | 2.84 | |
| Safe-Clean-Green | 2.96 | |

Less than 3 Years Experience

TOTAL RESPONDENTS # %
17 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 7 | 41.2% |
| ES Manager | 4 | 23.5% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 1 | 5.9% |
| Combined MS/BID | 2 | 11.8% |
| BID Manager | 1 | 5.9% |
| Other | 2 | 11.8% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|-------|
| Full Time | 14 | 82.4% |
| Part Time | 3 | 17.6% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 2 | 11.8% |
| 35-40 | 4 | 23.5% |
| 40-50 | 8 | 47.1% |
| 50-60 | 3 | 17.6% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|------|
| Average | YEARS | 0.98 |
| Median | | 1 |

Total Time in the Field

| | | |
|---------|--------------|------|
| Average | YEARS | 1.07 |
| Median | | 1 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 9 | 52.94% |
| No | 8.00 | 47.06% |
| No Response | 8.00 | 47.06% |
| Avg. Hour /Week | 32.61 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|----|-------|
| YES | 10 | 58.8% |
| NO | 6 | 35.3% |
| Uncertain | 1 | 5.9% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|----|-------|
| High School | 1 | 5.9% |
| Some College | 0 | 0.0% |
| College Degree | 11 | 64.7% |
| Post-Grad. Degree | 5 | 29.4% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$50,294 |
| Median | \$50,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$299,131.69 |
| Median | \$112,500 |

MUNICIPAL SUPPORT

| | | |
|-----------|---|---------------------|
| Average | 6 | PROVIDING \$ |
| Median | | \$81,299.76 |
| Average % | | \$10,000.00 |
| Median % | | 27.18% |
| | | 8.89% |

MUNICIPAL POPULATION

| | |
|---------|---------|
| Average | 375,582 |
| Median | 10,000 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$48,143 |
| 51,000-300,000 | \$- |
| 301,000-500,000 | \$40,000 |
| 501,000+ | \$80,000 |

MANAGER'S CAPABILITY

| | | |
|-----------------------|----------|------|
| Organization | 5 = HIGH | 2.35 |
| Design | | 2.41 |
| Econ./Neigh. Vitality | | 2.59 |
| Marketing | | 3.00 |
| Safe-Clean-Green | | 2.59 |

3-5 Years Experience

TOTAL RESPONDENTS # %
11 **100%**

RESPONDENTS BY TYPE

MS Manager 6 54.5%
 ES Manager 1 9.1%
 KC Manager-MS Focus 0 0.0%
 KC Manager-ES Focus 0 0.0%
 KC Manager - Combined 0 0.0%
 Reg. Main Street Coord. 0 0.0%
 Combined MS/BID 3 27.3%
 BID Manager 0 0.0%
 Other 1 9.1%
 No Response 0 0.0%

EMPLOYMENT CATEGORY

Full Time 11 100.0%
 Part Time 0 0.0%
 No response 0 0.0%

HOURS WORKED PER WEEK

Less Than 35 0 0.0%
 35-40 2 18.2%
 40-50 4 36.4%
 50-60 4 36.4%
 60+ 1 9.1%
 No Response 0 0.0%

TIME IN CURRENT POSITION

YEARS
 Average 3.26
 Median 4

TOTAL TIME IN THE FIELD

YEARS
 Average 4.32
 Median 4

ADMINISTRATIVE SUPPORT

Yes 4 36.36%
 No 7.00 63.64%
 No Response 7.00 63.64%
 Avg. Hour /Week 25.00

EXECUTIVE DIRECTOR ?

YES 10 90.9%
 NO 1 9.1%
 Uncertain 0 0.0%
 No Response 0 0.0%

EDUCATIONAL LEVEL

High School 0 0.0%
 Some College 0 0.0%
 College Degree 10 90.9%
 Post-Grad. Degree 1 9.1%
 No Response 0 0.0%

SALARY

Average \$55,864
 Median \$55,000

TOTAL BUDGET

Average \$302,818.18
 Median \$300,000

MUNICIPAL SUPPORT

1 PROVIDING \$
 Average \$33,000.00
 Median \$15,000.00
 Average % 10.90%
 Median % 5.00%

MUNICIPAL POPULATION

Average 165,059
 Median 22,000

POPULATION VS. SALARY

0-50,000 \$48,167
 51,000-300,000 \$63,875
 301,000-500,000 \$-
 501,000+ \$70,000

MANAGER'S CAPABILITY

5 = HIGH
 Organization 3.27
 Design 3.55
 Econ./Neigh. Vitality 3.00
 Marketing 3.45
 Safe-Clean-Green 2.91

6-10 Years Experience

TOTAL RESPONDENTS # %
7 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 4 | 57.1% |
| ES Manager | 0 | 0.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 2 | 28.6% |
| Combined MS/BID | 1 | 14.3% |
| BID Manager | 0 | 0.0% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|--------|
| YES | 7 | 100.0% |
| NO | 0 | 0.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 0 | 0.0% |
| Some College | 1 | 14.3% |
| College Degree | 5 | 71.4% |
| Post-Grad. Degree | 1 | 14.3% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|--------|
| Full Time | 7 | 100.0% |
| Part Time | 0 | 0.0% |
| No response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$61,539 |
| Median | \$60,000 |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 0 | 0.0% |
| 35-40 | 1 | 14.3% |
| 40-50 | 5 | 71.4% |
| 50-60 | 1 | 14.3% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$290,772.14 |
| Median | \$230,000 |

MUNICIPAL SUPPORT 1 PROVIDING \$

| | |
|-----------|-------------|
| Average | \$32,589.29 |
| Median | \$30,000.00 |
| Average % | 11.21% |
| Median % | 13.04% |

Time in Current Position **YEARS**
Average 6.68
Median 7

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 12,741 |
| Median | 5,992 |

TOTAL TIME IN THE FIELD YEARS
Average 7.79
Median 8

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$61,539 |
| 51,000-300,000 | \$- |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 5 | 71.43% |
| No | 2.00 | 28.57% |
| No Response | 2.00 | 28.57% |
| Avg. Hour /Week | 31.88 | |

MANAGER'S CAPABILITY 5 = HIGH

| | |
|-----------------------|------|
| Organization | 3.14 |
| Design | 3.14 |
| Econ./Neigh. Vitality | 2.29 |
| Marketing | 3.14 |
| Safe-Clean-Green | 2.71 |

10+ Years Experience

TOTAL RESPONDENTS # **11** % **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 8 | 72.7% |
| ES Manager | 0 | 0.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 1 | 9.1% |
| Reg. Main Street Coord. | 1 | 9.1% |
| Combined MS/BID | 1 | 9.1% |
| BID Manager | 0 | 0.0% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|-------|
| Full Time | 9 | 81.8% |
| Part Time | 2 | 18.2% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 2 | 18.2% |
| 35-40 | 0 | 0.0% |
| 40-50 | 7 | 63.6% |
| 50-60 | 2 | 18.2% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | |
|---------|-------|
| Average | 12.82 |
| Median | 14 |

TOTAL TIME IN THE FIELD

| | |
|---------|-------|
| Average | 17.27 |
| Median | 16 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 6 | 54.55% |
| No | 5.00 | 45.45% |
| No Response | 5.00 | 45.45% |
| Avg. Hour /Week | 32.00 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 7 | 63.6% |
| NO | 4 | 36.4% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 1 | 9.1% |
| Some College | 1 | 9.1% |
| College Degree | 9 | 81.8% |
| Post-Grad. Degree | 0 | 0.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$54,900 |
| Median | \$63,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$285,097.73 |
| Median | \$190,000 |

MUNICIPAL SUPPORT

| | | |
|-----------|---|--------------|
| Average | 3 | PROVIDING \$ |
| Median | | \$38,409.09 |
| Average % | | \$20,000.00 |
| Median % | | 13.47% |
| | | 10.53% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 17,367 |
| Median | 9,750 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$53,390 |
| 51,000-300,000 | \$70,000 |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

MANAGER'S CAPABILITY

| | | |
|-----------------------|----------|------|
| Organization | 5 = HIGH | 2.00 |
| Design | | 2.36 |
| Econ./Neigh. Vitality | | 2.36 |
| Marketing | | 2.27 |
| Safe-Clean-Green | | 2.64 |

High School + Some College

TOTAL RESPONDENTS # %
4 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 2 | 50.0% |
| ES Manager | 1 | 25.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 1 | 25.0% |
| Combined MS/BID | 0 | 0.0% |
| BID Manager | 0 | 0.0% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|--------|
| Full Time | 4 | 100.0% |
| Part Time | 0 | 0.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 0 | 0.0% |
| 35-40 | 0 | 0.0% |
| 40-50 | 3 | 75.0% |
| 50-60 | 1 | 25.0% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|-------|
| Average | YEARS | 10.75 |
| Median | | 11.25 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|-------|
| Average | YEARS | 10.75 |
| Median | | 11.25 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|---------|
| Yes | 4 | 100.00% |
| No | 0.00 | 0.00% |
| No Response | 0.00 | 0.00% |
| Avg. Hour /Week | 32.38 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 3 | 75.0% |
| NO | 1 | 25.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 2 | 50.0% |
| Some College | 2 | 50.0% |
| College Degree | 0 | 0.0% |
| Post-Grad. Degree | 0 | 0.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$60,775 |
| Median | \$67,550 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$220,500.00 |
| Median | \$235,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|---------------------|-------------|
| Average | 1 | PROVIDING \$ | \$58,000.00 |
| Median | | | \$35,000.00 |
| Average % | | | 26.30% |
| Median % | | | 14.89% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 11,632 |
| Median | 10,150 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$60,775 |
| 51,000-300,000 | \$- |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

MANAGER'S CAPABILITY 5 = HIGH

| | |
|-----------------------|------|
| Organization | 2.00 |
| Design | 3.25 |
| Econ./Neigh. Vitality | 4.00 |
| Marketing | 2.75 |
| Safe-Clean-Green | 2.50 |

College Degree

TOTAL RESPONDENTS # %
35 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|----|-------|
| MS Manager | 22 | 62.9% |
| ES Manager | 2 | 5.7% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 1 | 2.9% |
| Reg. Main Street Coord. | 3 | 8.6% |
| Combined MS/BID | 5 | 14.3% |
| BID Manager | 1 | 2.9% |
| Other | 1 | 2.9% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|-------|
| Full Time | 31 | 88.6% |
| Part Time | 4 | 11.4% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|----|-------|
| Less Than 35 | 3 | 8.6% |
| 35-40 | 6 | 17.1% |
| 40-50 | 17 | 48.6% |
| 50-60 | 8 | 22.9% |
| 60+ | 1 | 2.9% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|------|
| Average | YEARS | 5.19 |
| Median | | 4 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|------|
| Average | YEARS | 7.06 |
| Median | | 5 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 19 | 54.29% |
| No | 16.00 | 45.71% |
| No Response | 16.00 | 45.71% |
| Avg. Hour /Week | 30.19 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|----|-------|
| YES | 26 | 74.3% |
| NO | 8 | 22.9% |
| Uncertain | 1 | 2.9% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|----|--------|
| High School | 0 | 0.0% |
| Some College | 0 | 0.0% |
| College Degree | 35 | 100.0% |
| Post-Grad. Degree | 0 | 0.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$51,574 |
| Median | \$50,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$256,755.29 |
| Median | \$172,500 |

MUNICIPAL SUPPORT

| | | | |
|-----------|----|---------------------|-------------|
| Average | 10 | PROVIDING \$ | \$26,420.60 |
| Median | | | \$10,000.00 |
| Average % | | | 10.29% |
| Median % | | | 5.80% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 29,444 |
| Median | 8,500 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$49,641 |
| 51,000-300,000 | \$60,917 |
| 301,000-500,000 | \$40,000 |
| 501,000+ | \$- |

MANAGER'S CAPABILITY

| | | |
|-----------------------|-----------------|------|
| Organization | 5 = HIGH | 2.83 |
| Design | | 2.77 |
| Econ./Neigh. Vitality | | 2.49 |
| Marketing | | 2.91 |
| Safe-Clean-Green | | 2.77 |

Post Graduate

TOTAL RESPONDENTS # %
8 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 1 | 12.5% |
| ES Manager | 2 | 25.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 1 | 12.5% |
| Combined MS/BID | 2 | 25.0% |
| BID Manager | 0 | 0.0% |
| Other | 2 | 25.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|-------|
| Full Time | 6 | 75.0% |
| Part Time | 2 | 25.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 2 | 25.0% |
| 35-40 | 1 | 12.5% |
| 40-50 | 4 | 50.0% |
| 50-60 | 1 | 12.5% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | |
|---------|------|
| Average | 2.70 |
| Median | 1 |

TOTAL TIME IN THE FIELD

| | |
|---------|-------|
| Average | 13.76 |
| Median | 1.54 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 2 | 25.00% |
| No | 6.00 | 75.00% |
| No Response | 6.00 | 75.00% |
| Avg. Hour /Week | 29.00 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 6 | 75.0% |
| NO | 2 | 25.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|--------|
| High School | 0 | 0.0% |
| Some College | 0 | 0.0% |
| College Degree | 0 | 0.0% |
| Post-Grad. Degree | 8 | 100.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$62,563 |
| Median | \$65,500 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$475,863.38 |
| Median | \$300,954 |

MUNICIPAL SUPPORT

| | | |
|-----------|---|--------------|
| Average | 0 | PROVIDING \$ |
| Median | | \$178,250.00 |
| Average % | | \$112,500.00 |
| Median % | | 37.46% |
| | | 37.38% |

MUNICIPAL POPULATION

| | |
|---------|---------|
| Average | 931,462 |
| Median | 46,249 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$58,417 |
| 51,000-300,000 | \$61,000 |
| 301,000-500,000 | \$75,000 |
| 501,000+ | \$- |

MANAGER'S CAPABILITY

| | |
|-----------------------|------|
| Organization | 1.75 |
| Design | 2.38 |
| Econ./Neigh. Vitality | 2.25 |
| Marketing | 3.00 |
| Safe-Clean-Green | 2.25 |

Pennsylvania Downtown Center GROUPS DESCRIPTION

SALARY REPORTS BY PDC GROUPS AND REGIONS

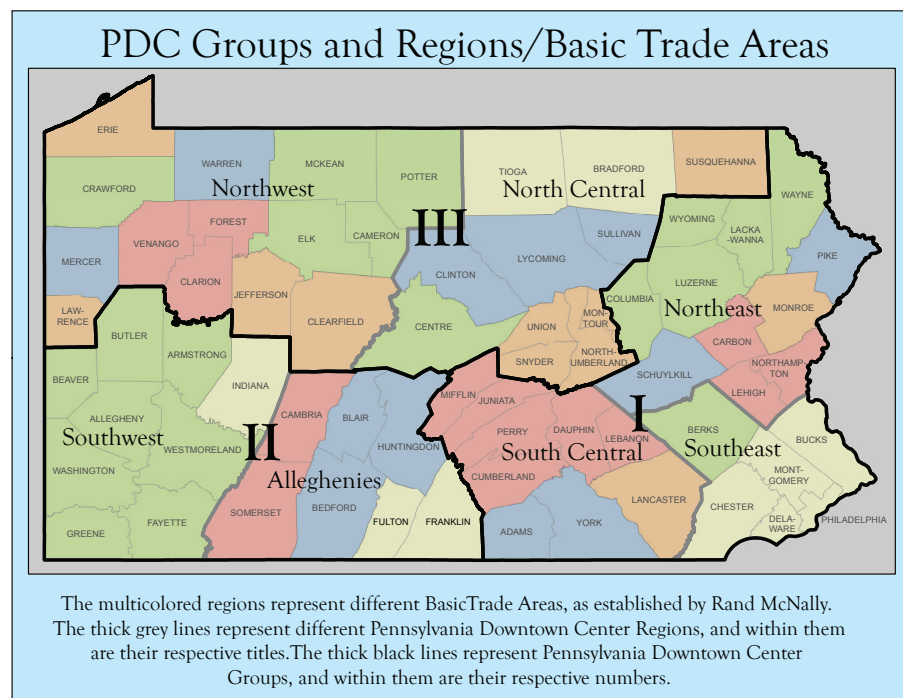
Pennsylvania is a large state. It is a mix of urban and rural landscapes. It contains communities with both big city and small town values. And it is home to substantially different trade areas, with different lifestyle preferences and different costs of living. It is impossible, in addressing the issue 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 Commonwealth 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.



Group 1: Northeast

TOTAL RESPONDENTS # %
8 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 4 | 50.0% |
| ES Manager | 2 | 25.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 2 | 25.0% |
| BID Manager | 0 | 0.0% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|--------|
| Full Time | 8 | 100.0% |
| Part Time | 0 | 0.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 0 | 0.0% |
| 35-40 | 1 | 12.5% |
| 40-50 | 5 | 62.5% |
| 50-60 | 2 | 25.0% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | |
|---------|------|
| Average | 6.26 |
| Median | 2.5 |

TOTAL TIME IN THE FIELD

| | |
|---------|------|
| Average | 6.88 |
| Median | 4 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 3 | 37.50% |
| No | 5 | 62.50% |
| No Response | 5 | 62.50% |
| Avg. Hour /Week | 32.00 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 5 | 62.5% |
| NO | 3 | 37.5% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 0 | 0.0% |
| Some College | 0 | 0.0% |
| College Degree | 6 | 75.0% |
| Post-Grad. Degree | 2 | 25.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$60,438 |
| Median | \$55,500 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$419,812.50 |
| Median | \$145,000 |

MUNICIPAL SUPPORT

| | |
|-----------|-------------|
| Average | \$93,375.00 |
| Median | \$57,500.00 |
| Average % | 22.24% |
| Median % | 39.66% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 76,680 |
| Median | 36,249 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$62,500 |
| 51,000-300,000 | \$65,500 |
| 301,000-500,000 | \$40,000 |
| 501,000+ | \$- |

MANAGER'S CAPABILITY

| | |
|-----------------------|------|
| Organization | 2.63 |
| Design | 2.75 |
| Econ./Neigh. Vitality | 2.75 |
| Marketing | 3.25 |
| Safe-Clean-Green | 3.00 |

5 = HIGH

Group 1: South Central

TOTAL RESPONDENTS # 8 % 100%

RESPONDENTS BY TYPE

MS Manager 4 50.0%
 ES Manager 1 12.5%
 KC Manager-MS Focus 0 0.0%
 KC Manager-ES Focus 0 0.0%
 KC Manager - Combined 1 12.5%
 Reg. Main Street Coord. 1 12.5%
 Combined MS/BID 1 12.5%
 BID Manager 0 0.0%
 Other 0 0.0%
 No Response 0 0.0%

EXECUTIVE DIRECTOR ?

YES 7 87.5%
 NO 1 12.5%
 Uncertain 0 0.0%
 No Response 0 0.0%

EDUCATIONAL LEVEL

High School 0 0.0%
 Some College 0 0.0%
 College Degree 7 87.5%
 Post-Grad. Degree 1 12.5%
 No Response 0 0.0%

EMPLOYMENT CATEGORY

Full Time 7 87.5%
 Part Time 1 12.5%
 No response 0 0.0%

SALARY

Average \$53,838
 Median \$53,500

HOURS WORKED PER WEEK

Less Than 35 0 0.0%
 35-40 2 25.0%
 40-50 4 50.0%
 50-60 2 25.0%
 60+ 0 0.0%
 No Response 0 0.0%

TOTAL BUDGET

Average \$174,500.88
 Median \$125,000

MUNICIPAL SUPPORT 2 PROVIDING \$

Average \$41,480.75
 Median \$30,000.00
 Average % 23.77%
 Median % 24.00%

TIME IN CURRENT POSITION

Average 5.26
 Median 3.04

MUNICIPAL POPULATION

Average 18,016
 Median 11,900

TOTAL TIME IN THE FIELD

Average 6.26
 Median 3.04

POPULATION VS. SALARY

0-50,000 \$53,671
 51,000-300,000 \$55,000
 301,000-500,000 \$-
 501,000+ \$-

ADMINISTRATIVE SUPPORT

Yes 2 25.00%
 No 6.00 75.00%
 No Response 6.00 75.00%
 Avg. Hour /Week 40.00

MANAGER'S CAPABILITY 5 = HIGH

Organization 2.50
 Design 2.38
 Econ./Neigh. Vitality 2.25
 Marketing 3.13
 Safe-Clean-Green 3.00

Group 1: Southeast

TOTAL RESPONDENTS # %
10 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 4 | 40.0% |
| ES Manager | 0 | 0.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 2 | 20.0% |
| Combined MS/BID | 2 | 20.0% |
| BID Manager | 0 | 0.0% |
| Other | 2 | 20.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|-------|
| Full Time | 9 | 90.0% |
| Part Time | 1 | 10.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 1 | 10.0% |
| 35-40 | 1 | 10.0% |
| 40-50 | 6 | 60.0% |
| 50-60 | 1 | 10.0% |
| 60+ | 1 | 10.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|------|
| Average | YEARS | 6.20 |
| Median | | 4.5 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|-------|
| Average | YEARS | 15.05 |
| Median | | 4.5 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 8 | 80.00% |
| No | 2.00 | 20.00% |
| No Response | 2.00 | 20.00% |
| Avg. Hour /Week | 25.94 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 8 | 80.0% |
| NO | 1 | 10.0% |
| Uncertain | 1 | 10.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 1 | 10.0% |
| Some College | 2 | 20.0% |
| College Degree | 4 | 40.0% |
| Post-Grad. Degree | 3 | 30.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$63,110 |
| Median | \$66,050 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$402,700.00 |
| Median | \$300,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|---------------------|-------------|
| Average | 0 | PROVIDING \$ | \$94,850.00 |
| Median | | | \$47,500.00 |
| Average % | | | 23.55% |
| Median % | | | 15.83% |

MUNICIPAL POPULATION

| | |
|---------|---------|
| Average | 745,596 |
| Median | 29,250 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$58,433 |
| 51,000-300,000 | \$43,500 |
| 301,000-500,000 | \$- |
| 501,000+ | \$75,000 |

MANAGER'S CAPABILITY 5 = HIGH

| | |
|-----------------------|------|
| Organization | 2.50 |
| Design | 2.90 |
| Econ./Neigh. Vitality | 3.00 |
| Marketing | 2.50 |
| Safe-Clean-Green | 2.80 |

Group 2: Southwest

TOTAL RESPONDENTS # %
5 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 3 | 60.0% |
| ES Manager | 0 | 0.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 1 | 20.0% |
| BID Manager | 0 | 0.0% |
| Other | 1 | 20.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|-------|
| Full Time | 2 | 40.0% |
| Part Time | 3 | 60.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 3 | 60.0% |
| 35-40 | 0 | 0.0% |
| 40-50 | 1 | 20.0% |
| 50-60 | 1 | 20.0% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|------|
| Average | YEARS | 7.00 |
| Median | | 7 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|------|
| Average | YEARS | 9.40 |
| Median | | 11 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 1 | 20.00% |
| No | 4.00 | 80.00% |
| No Response | 4.00 | 80.00% |
| Avg. Hour /Week | 40.00 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 2 | 40.0% |
| NO | 3 | 60.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 0 | 0.0% |
| Some College | 0 | 0.0% |
| College Degree | 4 | 80.0% |
| Post-Grad. Degree | 1 | 20.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$37,720 |
| Median | \$24,000 |

TOTAL BUDGET

| | |
|---------|-------------|
| Average | \$67,800.00 |
| Median | \$30,000 |

MUNICIPAL SUPPORT

| | | |
|-----------|---|---------------------|
| Average | 3 | PROVIDING \$ |
| Median | | \$27,000.00 |
| Average % | | \$67,500.00 |
| Median % | | 39.82% |
| | | 225.00% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 12,632 |
| Median | 7,000 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$37,720 |
| 51,000-300,000 | \$- |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

MANAGER'S CAPABILITY

| | | |
|-----------------------|-----------------|------|
| Organization | 5 = HIGH | 2.20 |
| Design | | 2.40 |
| Econ./Neigh. Vitality | | 2.00 |
| Marketing | | 2.80 |
| Safe-Clean-Green | | 2.80 |

Group 2: Southern Alleghenies

TOTAL RESPONDENTS # 6 % 100%

RESPONDENTS BY TYPE

MS Manager 4 66.7%
 ES Manager 0 0.0%
 KC Manager-MS Focus 0 0.0%
 KC Manager-ES Focus 0 0.0%
 KC Manager - Combined 0 0.0%
 Reg. Main Street Coord. 2 33.3%
 Combined MS/BID 0 0.0%
 BID Manager 0 0.0%
 Other 0 0.0%
 No Response 0 0.0%

EMPLOYMENT CATEGORY

Full Time 6 100.0%
 Part Time 0 0.0%
 No response 0 0.0%

HOURS WORKED PER WEEK

Less Than 35 3 37.5%
 35-40 1 12.5%
 40-50 2 25.0%
 50-60 2 25.0%
 60+ 0 0.0%
 No Response 0 0.0%

TIME IN CURRENT POSITION

Average 5.29 **YEARS**
 Median 6

TOTAL TIME IN THE FIELD

Average 8.92 **YEARS**
 Median 7

ADMINISTRATIVE SUPPORT

Yes 5 83.33%
 No 1.00 16.67%
 No Response 1.00 16.67%
 Avg. Hour /Week 31.25

EXECUTIVE DIRECTOR ?

YES 6 100.0%
 NO 0 0.0%
 Uncertain 0 0.0%
 No Response 0 0.0%

EDUCATIONAL LEVEL

High School 0 0.0%
 Some College 0 0.0%
 College Degree 6 100.0%
 Post-Grad. Degree 0 0.0%
 No Response 0 0.0%

SALARY

Average \$55,629
 Median \$58,500

TOTAL BUDGET

Average \$271,400.83
 Median \$286,500

MUNICIPAL SUPPORT 2 PROVIDING \$

Average \$11,354.17
 Median \$4,062.50
 Average % 4.18%
 Median % 1.42%

MUNICIPAL POPULATION

Average 8,532
 Median 5,946

POPULATION VS. SALARY

0-50,000 \$55,629
 51,000-300,000 \$-
 301,000-500,000 \$-
 501,000+ \$-

MANAGER'S CAPABILITY 5 = HIGH

Organization 3.17
 Design 3.50
 Econ./Neigh. Vitality 2.17
 Marketing 2.83
 Safe-Clean-Green 2.00

Group 3: North Central

TOTAL RESPONDENTS # %
5 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 3 | 60.0% |
| ES Manager | 1 | 20.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 0 | 0.0% |
| BID Manager | 1 | 20.0% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|-------|
| Full Time | 4 | 80.0% |
| Part Time | 1 | 20.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 1 | 20.0% |
| 35-40 | 0 | 0.0% |
| 40-50 | 3 | 60.0% |
| 50-60 | 1 | 20.0% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|------|
| Average | YEARS | 1.67 |
| Median | | 1.5 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|------|
| Average | YEARS | 5.40 |
| Median | | 1.5 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 4 | 80.00% |
| No | 1.00 | 20.00% |
| No Response | 1.00 | 20.00% |
| Avg. Hour /Week | 26.25 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|--------|
| YES | 5 | 100.0% |
| NO | 0 | 0.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 0 | 0.0% |
| Some College | 0 | 0.0% |
| College Degree | 4 | 80.0% |
| Post-Grad. Degree | 1 | 20.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$51,200 |
| Median | \$50,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$273,800.00 |
| Median | \$180,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|---------------------|-------------|
| Average | 0 | PROVIDING \$ | \$34,050.00 |
| Median | | | \$30,000.00 |
| Average % | | | 12.44% |
| Median % | | | 16.67% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 12,920 |
| Median | 5,800 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$51,200 |
| 51,000-300,000 | \$- |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

MANAGER'S CAPABILITY

| | | |
|-----------------------|-----------------|------|
| Organization | 5 = HIGH | 2.00 |
| Design | | 2.00 |
| Econ./Neigh. Vitality | | 2.20 |
| Marketing | | 2.60 |
| Safe-Clean-Green | | 2.20 |

Group 3: Northwest

TOTAL RESPONDENTS # 5 % 100%

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 3 | 60.0% |
| ES Manager | 1 | 20.0% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 1 | 20.0% |
| BID Manager | 0 | 0.0% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|--------|
| Full Time | 5 | 100.0% |
| Part Time | 0 | 0.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 0 | 0.0% |
| 35-40 | 2 | 40.0% |
| 40-50 | 2 | 40.0% |
| 50-60 | 1 | 20.0% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|-------|------|
| Average | YEARS | 3.42 |
| Median | | 1.5 |

Total Time in the Field

| | | |
|---------|-------|------|
| Average | YEARS | 3.42 |
| Median | | 1.5 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 2 | 40.00% |
| No | 3.00 | 60.00% |
| No Response | 3.00 | 60.00% |
| Avg. Hour /Week | 38.75 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 2 | 40.0% |
| NO | 3 | 60.0% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 1 | 20.0% |
| Some College | 0 | 0.0% |
| College Degree | 4 | 80.0% |
| Post-Grad. Degree | 0 | 0.0% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$45,000 |
| Median | \$37,000 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$260,135.00 |
| Median | \$100,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|--------------|-------------|
| Average | 2 | PROVIDING \$ | \$19,000.00 |
| Median | | | \$10,000.00 |
| Average % | | | 7.30% |
| Median % | | | 10.00% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 27,255 |
| Median | 9,750 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$38,750 |
| 51,000-300,000 | \$70,000 |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

MANAGER'S CAPABILITY 5 = HIGH

| | |
|-----------------------|------|
| Organization | 3.00 |
| Design | 3.20 |
| Econ./Neigh. Vitality | 3.40 |
| Marketing | 3.40 |
| Safe-Clean-Green | 2.40 |

Population Less than 10k

%
TOTAL RESPONDENTS 24 100%

RESPONDENTS BY TYPE

| | | |
|-------------------------|----|-------|
| MS Manager | 18 | 75.0% |
| ES Manager | 1 | 4.2% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 1 | 4.2% |
| Reg. Main Street Coord. | 3 | 12.5% |
| Combined MS/BID | 0 | 0.0% |
| BID Manager | 0 | 0.0% |
| Other | 1 | 4.2% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|-------|
| Full Time | 20 | 83.3% |
| Part Time | 4 | 16.7% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|----|-------|
| Less Than 35 | 4 | 16.7% |
| 35-40 | 2 | 8.3% |
| 40-50 | 15 | 62.5% |
| 50-60 | 2 | 8.3% |
| 60+ | 1 | 4.2% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|-------|------|
| Average | YEARS | 5.41 |
| Median | | 3.5 |

TOTAL TIME IN THE FIELD

| | | |
|---------|-------|------|
| Average | YEARS | 7.38 |
| Median | | 5 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 14 | 58.33% |
| No | 10.00 | 41.67% |
| No Response | 10.00 | 41.67% |
| Avg. Hour /Week | 29.27 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|----|-------|
| YES | 19 | 79.2% |
| NO | 4 | 16.7% |
| Uncertain | 1 | 4.2% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|----|-------|
| High School | 1 | 4.2% |
| Some College | 1 | 4.2% |
| College Degree | 20 | 83.3% |
| Post-Grad. Degree | 2 | 8.3% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$45,174 |
| Median | \$47,500 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$154,320.29 |
| Median | \$110,438 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|--------------|-------------|
| Average | 6 | PROVIDING \$ | \$18,973.96 |
| Median | | | \$11,000.00 |
| Average % | | | 12.30% |
| Median % | | | 9.96% |

MUNICIPAL POPULATION

| | |
|---------|-------|
| Average | 6,085 |
| Median | 5,946 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$45,174 |
| 51,000-300,000 | \$- |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

MANAGER'S CAPABILITY

| | | |
|-----------------------|----------|------|
| Organization | 5 = HIGH | 2.50 |
| Design | | 2.79 |
| Econ./Neigh. Vitality | | 2.42 |
| Marketing | | 3.00 |
| Safe-Clean-Green | | 2.71 |

Population 10-50k

TOTAL RESPONDENTS # 14 % 100%

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 7 | 50.0% |
| ES Manager | 1 | 7.1% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 2 | 14.3% |
| Combined MS/BID | 3 | 21.4% |
| BID Manager | 1 | 7.1% |
| Other | 0 | 0.0% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|----|-------|
| Full Time | 12 | 85.7% |
| Part Time | 2 | 14.3% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 1 | 7.1% |
| 35-40 | 1 | 7.1% |
| 40-50 | 5 | 35.7% |
| 50-60 | 7 | 50.0% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|-------|------|
| Average | YEARS | 5.64 |
| Median | YEARS | 5.25 |

TOTAL TIME IN THE FIELD

| | | |
|---------|-------|-------|
| Average | YEARS | 12.93 |
| Median | YEARS | 5.75 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 8 | 57.14% |
| No | 6.00 | 42.86% |
| No Response | 6.00 | 42.86% |
| Avg. Hour /Week | 33.81 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|----|-------|
| YES | 11 | 78.6% |
| NO | 3 | 21.4% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 1 | 7.1% |
| Some College | 1 | 7.1% |
| College Degree | 9 | 64.3% |
| Post-Grad. Degree | 3 | 21.4% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$63,429 |
| Median | \$63,250 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$262,492.86 |
| Median | \$170,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|--------------|-------------|
| Average | 3 | PROVIDING \$ | \$59,953.29 |
| Median | | | \$45,000.00 |
| Average % | | | 22.84% |
| Median % | | | 26.47% |

MUNICIPAL POPULATION

| | |
|---------|--------|
| Average | 24,337 |
| Median | 21,963 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$63,429 |
| 51,000-300,000 | \$- |
| 301,000-500,000 | \$- |
| 501,000+ | \$- |

MANAGER'S CAPABILITY

| | | |
|-----------------------|----------|------|
| Organization | 5 = HIGH | 2.57 |
| Design | | 2.64 |
| Econ./Neigh. Vitality | | 2.79 |
| Marketing | | 2.93 |
| Safe-Clean-Green | | 2.71 |

Population Over 50k

TOTAL RESPONDENTS # %
9 **100%**

RESPONDENTS BY TYPE

| | | |
|-------------------------|---|-------|
| MS Manager | 0 | 0.0% |
| ES Manager | 3 | 33.3% |
| KC Manager-MS Focus | 0 | 0.0% |
| KC Manager-ES Focus | 0 | 0.0% |
| KC Manager - Combined | 0 | 0.0% |
| Reg. Main Street Coord. | 0 | 0.0% |
| Combined MS/BID | 4 | 44.4% |
| BID Manager | 0 | 0.0% |
| Other | 2 | 22.2% |
| No Response | 0 | 0.0% |

EMPLOYMENT CATEGORY

| | | |
|-------------|---|--------|
| Full Time | 9 | 100.0% |
| Part Time | 0 | 0.0% |
| No response | 0 | 0.0% |

HOURS WORKED PER WEEK

| | | |
|--------------|---|-------|
| Less Than 35 | 0 | 0.0% |
| 35-40 | 4 | 44.4% |
| 40-50 | 4 | 44.4% |
| 50-60 | 1 | 11.1% |
| 60+ | 0 | 0.0% |
| No Response | 0 | 0.0% |

TIME IN CURRENT POSITION

| | | |
|---------|--------------|------|
| Average | YEARS | 4.17 |
| Median | | 4 |

TOTAL TIME IN THE FIELD

| | | |
|---------|--------------|------|
| Average | YEARS | 4.67 |
| Median | | 4 |

ADMINISTRATIVE SUPPORT

| | | |
|-----------------|-------|--------|
| Yes | 3 | 33.33% |
| No | 6.00 | 66.67% |
| No Response | 6.00 | 66.67% |
| Avg. Hour /Week | 26.67 | |

EXECUTIVE DIRECTOR ?

| | | |
|-------------|---|-------|
| YES | 5 | 55.6% |
| NO | 4 | 44.4% |
| Uncertain | 0 | 0.0% |
| No Response | 0 | 0.0% |

EDUCATIONAL LEVEL

| | | |
|-------------------|---|-------|
| High School | 0 | 0.0% |
| Some College | 0 | 0.0% |
| College Degree | 6 | 66.7% |
| Post-Grad. Degree | 3 | 33.3% |
| No Response | 0 | 0.0% |

SALARY

| | |
|---------|----------|
| Average | \$64,056 |
| Median | \$65,300 |

TOTAL BUDGET

| | |
|---------|--------------|
| Average | \$755,000.00 |
| Median | \$620,000 |

MUNICIPAL SUPPORT

| | | | |
|-----------|---|---------------------|--------------|
| Average | 2 | PROVIDING \$ | \$133,444.44 |
| Median | | | \$50,000.00 |
| Average % | | | 17.67% |
| Median % | | | 8.06% |

MUNICIPAL POPULATION

| | |
|---------|---------|
| Average | 893,556 |
| Median | 76,000 |

POPULATION VS. SALARY

| | |
|-----------------|----------|
| 0-50,000 | \$- |
| 51,000-300,000 | \$64,417 |
| 301,000-500,000 | \$40,000 |
| 501,000+ | \$75,000 |

MANAGER'S CAPABILITY

| | | |
|-----------------------|-----------------|------|
| Organization | 5 = HIGH | 2.78 |
| Design | | 2.78 |
| Econ./Neigh. Vitality | | 2.67 |
| Marketing | | 2.67 |
| Safe-Clean-Green | | 2.44 |

Additional Benefits & Assistance

BENEFITS REPORT

HEALTH INSURANCE PROVIDED

| | | |
|------------------------------|----|--------|
| No. Responding YES or Other | 22 | 40.00% |
| No. Provided Directly | 12 | 54.55% |
| Available But Other Provided | 10 | 45.45% |

DENTAL INSURANCE PROVIDED

| | | |
|------------------------------|----|--------|
| No. Responding YES or Other | 17 | 30.91% |
| No. Provided Directly | 8 | 47.06% |
| Available But Other Provided | 9 | 52.94% |

VISION INSURANCE PROVIDED

| | | |
|------------------------------|----|--------|
| No. Responding YES or Other | 16 | 29.09% |
| No. Provided Directly | 8 | 50.00% |
| Available But Other Provided | 8 | 50.00% |

RETIREMENT PLAN PROVIDED

| | | |
|--------------------|----|--------|
| No. Responding YES | 20 | 36.36% |
|--------------------|----|--------|

TIME OFF BENEFITS

PAID VACATION

| | | |
|---------------------|-------|--------|
| No. Responding YES | 39 | 70.91% |
| Avg. Number of Days | 13.72 | |
| Median No. of Days | 15 | |

PAID HOLIDAYS

| | | |
|---------------------|------|--------|
| No. Responding YES | 32 | 58.18% |
| Avg. Number of Days | 8.78 | |
| Median No. of Days | 8.5 | |

PAID SICK DAYS

| | | |
|---------------------|-------|--------|
| No. Responding YES | 25 | 45.45% |
| Avg. Number of Days | 8.80 | |
| Median No. of Days | 10.00 | |

OTHER STAFF

ADMIN ASSISTANT

| | |
|----------------|-------|
| No. With AA | 25 |
| Avg. Hrs wk. | 29.2 |
| Median Hrs Wk. | 36.25 |

ADDITIONAL STAFF

| | |
|-------------------|-----|
| No. W/ Add. Staff | 23 |
| Avg. Hrs wk. | 0.0 |
| Median Hrs Wk. | 0 |

ADDITIONAL STAFF TITLES

| | |
|-----------------------------|---|
| Development Professional | 1 |
| Arts Director | 1 |
| Bookkeeper | 2 |
| Assistant Executive Dir. | 1 |
| Events Coord. & Admin. | 1 |
| Director | 1 |
| Marketing, Com*. & Outreach | 2 |
| Communications Specialist | 1 |

* Communications





PENNSYLVANIA
Downtown Center
• Since 1987 •

Since 1987, PDC has provided affordable services and benefits to communities across the Commonwealth in order to help them address their unique economic and social conditions.

PDC is the only statewide nonprofit dedicated solely to the revitalization of the Commonwealth's core communities. Primarily through utilization of the National Main Street Center's Refreshed Main Street Approach®, PDC provides outreach, technical assistance, and educational services in order to assist communities in revitalizing their central business districts and surrounding residential neighborhoods. Over the years, we have formed strategic partnerships with local and statewide organizations in order to further our mission of promoting community revitalization and reinvestment. Additionally, our centralized Harrisburg location allows us to interact with members of the PA legislature, advocating on behalf of downtown and neighborhood initiatives in the Commonwealth.



PENNSYLVANIA
Downtown Center
• Since 1987 •

Helping you make your town a better place.



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