

2023 Manager's
SALARY SURVEY



The following salary and benefits report is based upon information collected beginning at the statewide Manager’s Meeting and throughout 2023. 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. PDC also realizes that the decision concerning salary level lies entirely with the board of the local revitalization organization. While we at PDC continue to advocate for higher manager’s salaries, managers must also realize that they may need to advocate on their own behalf to earn a competitive salary. We strongly believe that a board that is willing to invest in the professional development of the manager will see a significant return on investment.

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 **#** **%**
34 **100%**

RESPONDENTS BY TYPE

MS Manager	17	50%
ES Manager	3	8.8%
KC Manager-MS Focus	0	0.0%
KC Manager-ES Focus	0	0.0%
KC Manager - Combined	1	2.9%
Reg. Main Street Coord.	2	5.9%
Combined MS/BID	1	2.9%
BID Manager	1	2.9%
Other	7	20.6%
No Response	2	5.9%

EMPLOYMENT CATEGORY

Full Time	29	85.1%
Part Time	4	12.8%
No response	1	0.0%

HOURS WORKED PER WEEK

Less Than 35	4	11.8%
35-40	5	14.7%
40-50	19	55.9%
50-60	4	11.8%
60+	1	2.9%
No Response	0	2.9%

TIME IN CURRENT POSITION YEARS

Average	7.65
Median	7.00

TOTAL TIME IN THE FIELD YEARS

Average	10.79
Median	9.00

ADMINISTRATIVE SUPPORT

Yes	19	55.88%
No	15	44.12%
No Response	0	0.0%
Avg. Hour /Week	31	

EXECUTIVE DIRECTOR ?

YES	21	61.8%
NO	11	32.4%
Uncertain	1	2.9%
No Response	1	2.9%

EDUCATIONAL LEVEL

High School	4	11.8%
Some College	2	5.9%
College Degree	21	61.8%
Post-Grad. Degree	6	17.6%
No Response	1	2.9%

SALARY

Average	\$59,002.94
Median	\$58,500.00

TOTAL BUDGET

Average	\$419,035
Median	\$212,500

MUNICIPAL SUPPORT

Average	\$52,605.00
Median	\$30,000.00
Average %	12.55%
Median %	14.12%

PROVIDING \$

MUNICIPAL POPULATION

Average	52,605
Median	30,000

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	2.82
Design	2.65
Econ./Neigh. Vitality	2.82
Marketing	2.79
Safe-Clean-Green	2.71

Main Street

TOTAL RESPONDENTS # %
18 **100%**

RESPONDENTS BY TYPE

MS Manager	15	83.3%
ES Manager	0	0.0%
KC Manager-MS Focus	0	0.0%
KC Manager-ES Focus	0	0.0%
KC Manager - Combined	0	3.0%
Reg. Main Street Coord.	2	11.1%
Combined MS/BID	1	5.6%
BID Manager	0	0.0%
Other	0	0.0%
No Response	0	0.0%

EMPLOYMENT CATEGORY

Full Time	16	88.9%
Part Time	2	11.1%
No response	0	0.0%

HOURS WORKED PER WEEK

Less Than 35	2	11.1%
35-40	4	22.2%
40-50	11	61.1%
50-60	1	5.6%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	5.72
Median		5.00

TOTAL TIME IN THE FIELD

Average	YEARS	7.72
Median		5.50

ADMINISTRATIVE SUPPORT

Yes	13	72.22%
No	5	27.78%
No Response	0	0.0%
Avg. Hour /Week	28	

EXECUTIVE DIRECTOR ?

YES	12	66.7%
NO	5	27.8%
Uncertain	1	5.6%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	0	6.1%
Some College	0	0.0%
College Degree	15	83.3%
Post-Grad. Degree	3	16.7%
No Response	0	0.0%

SALARY

Average	\$55,344
Median	\$54,000

TOTAL BUDGET

Average	\$466,868
Median	\$150,640

MUNICIPAL SUPPORT

Average	15	PROVIDING \$
Median		\$47,475.00
Average %		\$27,500.00
Median %		10.17%
		18.26%

MUNICIPAL POPULATION

Average	44,508
Median	27,500

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	3.28
Design		2.76
Econ./Neigh. Vitality		3.11
Marketing		3.22
Safe-Clean-Green		

Elm Street

TOTAL RESPONDENTS # %
3 **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	3	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	3	100.0%
Part Time	0	20.0%
No response	0	0.0%

HOURS WORKED PER WEEK

Less Than 35	0	0.0%
35-40	1	33.3%
40-50	2	66.7%
50-60	0	20.0%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	3.00
Median		2.00

TOTAL TIME IN THE FIELD

Average	YEARS	4.67
Median		2.00

ADMINISTRATIVE SUPPORT

Yes	1	33.3%
No	2	60.67%
No Response	0	0.0%
Avg. Hour /Week	38	

EXECUTIVE DIRECTOR ?

YES	0	0.0%
NO	3	100.0%
Uncertain	0	0.0%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	1	33.3%
Some College	0	0.0%
College Degree	1	33.3%
Post-Grad. Degree	1	33.3%
No Response	0	0.0%

SALARY

Average	\$50,667
Median	\$50,000

TOTAL BUDGET

Average	\$400,000
Median	\$300,000

MUNICIPAL SUPPORT

Average	1	PROVIDING \$
Median		\$250,000
Average %		\$250,000
Median %		62.50%
		83.33%

MUNICIPAL POPULATION

Average	250,000
Median	250,000

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	5 = HIGH	2.67
Design		2.33
Econ./Neigh. Vitality		2.67
Marketing		2.00
Safe-Clean-Green		1.00

Other Programs

TOTAL RESPONDENTS # %
7 **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	0	0.0%
BID Manager	0	0.0%
Other	7	100%
No Response	0	0.0%

EMPLOYMENT CATEGORY

Full Time	5	71.4%
Part Time	2	28.6%
No response	0	0.0%

HOURS WORKED PER WEEK

Less Than 35	2	28.6%
35-40	0	0.0%
40-50	3	42.9%
50-60	2	28.6%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	11.43
Median		14.00

TOTAL TIME IN THE FIELD

Average	YEARS	15.50
Median		15.00

ADMINISTRATIVE SUPPORT

Yes	1	14.29%
No	6	85.71%
No Response	0	0.0%
Avg. Hour /Week	24	

EXECUTIVE DIRECTOR ?

YES	3	42.9%
NO	4	57.1%
Uncertain	0	0.0%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	3	42.9%
Some College	1	14.3%
College Degree	2	28.6%
Post-Grad. Degree	1	14.3%
No Response	0	0.0%

SALARY

Average	\$58,914
Median	\$66,700

TOTAL BUDGET

Average	\$292,124
Median	\$132,500

MUNICIPAL SUPPORT

Average	5	PROVIDING \$	\$27,600.00
Median			\$15,000.00
Average %			9.45%
Median %			11.32%

MUNICIPAL POPULATION

Average	27,600
Median	15,000

POPULATION VS. SALARY

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

MANAGER'S CAPABILITY

Organization	2.14
Design	2.71
Econ./Neigh. Vitality	2.57
Marketing	3.00
Safe-Clean-Green	2.71

Executive Director

TOTAL RESPONDENTS # %
21 **100%**

RESPONDENTS BY TYPE

MS Manager	11	55.0%
ES Manager	2	10.0%
KC Manager-MS Focus	0	0.0%
KC Manager-ES Focus	0	0.0%
KC Manager - Combined	1	5.0%
Reg. Main Street Coord.	1	5.0%
Combined MS/BID	1	5.0%
BID Manager	1	5.0%
Other	3	15.0%
No Response	0	0.0%

EMPLOYMENT CATEGORY

Full Time	18	85.7%
Part Time	3	14.3%
No response	0	0.0%

HOURS WORKED PER WEEK

Less Than 35	3	14.3%
35-40	2	9.5%
40-50	14	66.7%
50-60	1	4.8%
60+	1	4.8%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	7.76
Median		7.00

TOTAL TIME IN THE FIELD

Average	YEARS	11.62
Median		10.00

ADMINISTRATIVE SUPPORT

Yes	14	66.67%
No	7	33.33%
No Response	0	0.0%
Avg. Hour /Week	30	

EXECUTIVE DIRECTOR ?

YES	21	100.0%
NO	0	0.0%
Uncertain	0	0.0%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	2	9.5%
Some College	1	4.8%
College Degree	13	61.9%
Post-Grad. Degree	5	23.8%
No Response	0	0.0%

SALARY

Average	\$59,824
Median	\$62,000

TOTAL BUDGET

Average	\$324,867
Median	\$265,000

MUNICIPAL SUPPORT

Average	10	PROVIDING \$	\$47,412.50
Median			\$30,000.00
Average %			14.59%
Median %			11.32%

MUNICIPAL POPULATION

Average	31,608
Median	30,000

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	2.95
Design		2.71
Econ./Neigh. Vitality		2.95
Marketing		2.76
Safe-Clean-Green		2.90

Non-Executive Director

TOTAL RESPONDENTS # %
11 **100%**

RESPONDENTS BY TYPE

MS Manager	3	27.3%
ES Manager	3	27.3%
KC Manager-MS Focus	0	0.0%
KC Manager-ES Focus	0	0.0%
KC Manager - Combined	0	0.0%
Reg. Main Street Coord.	1	9.1%
Combined MS/BID	0	0.0%
BID Manager	0	0.0%
Other	4	36.4%
No Response	0	0.0%

EMPLOYMENT CATEGORY

Full Time	10	90.9%
Part Time	1	9.1%
No response	0	0.0%

HOURS WORKED PER WEEK

Less Than 35	1	9.1%
35-40	3	27.3%
40-50	5	45.5%
50-60	2	18.2%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	6.45
Median		3.00

TOTAL TIME IN THE FIELD

Average	YEARS	6.90
Median		5.00

ADMINISTRATIVE SUPPORT

Yes	4	36.36%
No	7	63.64%
No Response	0	0.0%
Avg. Hour /Week	29	

EXECUTIVE DIRECTOR ?

YES	0	0.0%
NO	11	100.0%
Uncertain	0	0.0%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	2	18.2%
Some College	1	9.1%
College Degree	7	63.6%
Post-Grad. Degree	1	9.1%
No Response	0	0.0%

SALARY

Average	\$49,436
Median	\$48,000

TOTAL BUDGET

Average	\$610,596
Median	\$121,000

MUNICIPAL SUPPORT

Average	7	PROVIDING \$
Median		\$104,428.57
Average %		\$35,000.00
Median %		17.10%
		28.93%

MUNICIPAL POPULATION

Average	51,476
Median	21,532

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	2.45
Design		2.45
Econ./Neigh. Vitality		2.55
Marketing		2.82
Safe-Clean-Green		2.36

BID Managers

TOTAL RESPONDENTS # %
1 **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	0	0.0%
BID Manager	1	100.0%
Other	0	0.0%
No Response	0	0.0%

EXECUTIVE DIRECTOR ?

YES	1	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	0	0.0%
Post-Grad. Degree	1	0.0%
No Response	0	0.0%

EMPLOYMENT CATEGORY

Full Time	1	100.0%
Part Time	0	0.0%
No response	0	0.0%

SALARY

Average	\$95,000
Median	\$95,000

HOURS WORKED PER WEEK

Less Than 35	0	0.0%
35-40	0	0.0%
40-50	1	100.0%
50-60	0	0.0%
60+	0	0.0%
No Response	0	0.0%

TOTAL BUDGET

Average	\$720,000
Median	\$720,000

MUNICIPAL SUPPORT

Average	0	PROVIDING \$
Median		\$0
Average %		0.0%
Median %		0.0%

TIME IN CURRENT POSITION

Average	YEARS	15
Median		15

MUNICIPAL POPULATION

Average	50,000
Median	50,000

TOTAL TIME IN THE FIELD

Average	YEARS	15
Median		15

POPULATION VS. SALARY

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

ADMINISTRATIVE SUPPORT

Yes	1	100%
No	0	0.00%
No Response	0	0.0%
Avg. Hour /Week	40	

MANAGER'S CAPABILITY

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

Gender - Male

TOTAL RESPONDENTS # %
12 **100%**

RESPONDENTS BY TYPE

MS Manager	4	33.3%
ES Manager	5	41.7%
KC Manager-MS Focus	0	0.0%
KC Manager-ES Focus	0	0.0%
KC Manager - Combined	1	8.3%
Reg. Main Street Coord.	0	0.0%
Combined MS/BID	0	0.0%
BID Manager	1	8.3%
Other	1	8.3%
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	1	8.3%
40-50	6	50.0%
50-60	2	16.7%
60+	1	8.3%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	9.17
Median		7.50

TOTAL TIME IN THE FIELD

Average	YEARS	14.08
Median		14.50

ADMINISTRATIVE SUPPORT

Yes	7	58.33%
No	5	41.67%
No Response	0	0.0%
Avg. Hour /Week	35	

EXECUTIVE DIRECTOR ?

YES	8	66.7%
NO	3	25.0%
Uncertain	1	8.3%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	2	16.7%
Some College	0	0.0%
College Degree	6	50.0%
Post-Grad. Degree	4	33.3%
No Response	0	0.0%

SALARY

Average	\$59,933
Median	\$60,500

TOTAL BUDGET

Average	\$321,816
Median	\$282,500

MUNICIPAL SUPPORT

Average	5	PROVIDING \$	\$79,400.00
Median			\$32,500.00
Average %			24.67%
Median %			11.50%

MUNICIPAL POPULATION

Average	26,997
Median	22,266

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	2.67
Design	2.42
Econ./Neigh. Vitality	2.367
Marketing	2.17
Safe-Clean-Green	2.08

Gender - Male + Full Time

TOTAL RESPONDENTS # %
10 **100%**

RESPONDENTS BY TYPE

MS Manager	3	30.0%
ES Manager	5	50.0%
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	0	0.0%
BID Manager	1	10.0%
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	6	60.0%
50-60	2	20.0%
60+	1	10.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	8.80
Median		6.50

TOTAL TIME IN THE FIELD

Average	YEARS	13.80
Median		12.50

ADMINISTRATIVE SUPPORT

Yes	7	70.00%
No	3	30.00%
No Response	0	0.0%
Avg. Hour /Week	35	

EXECUTIVE DIRECTOR ?

YES	6	60.0%
NO	3	30.0%
Uncertain	1	10.0%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	1	10.0%
Some College	0	0.0%
College Degree	6	60.0%
Post-Grad. Degree	3	30.0%
No Response	0	0.0%

SALARY

Average	\$63,820
Median	\$60,500

TOTAL BUDGET

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

MUNICIPAL SUPPORT

Average	4	PROVIDING \$
Median		\$90,500.00
Average %		\$30,000.00
Median %		23.59%
		9.68%

MUNICIPAL POPULATION

Average	72,400
Median	30,000

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	2.60
Design	2.50
Econ./Neigh. Vitality	2.60
Marketing	2.10
Safe-Clean-Green	1.90

Gender - Male + Full Time + Executive Director

TOTAL RESPONDENTS # %
6 **100%**

RESPONDENTS BY TYPE

MS Manager	2	33.3%
ES Manager	2	33.3%
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	0	0.0%
BID Manager	1	16.7%
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	4	66.7%
Post-Grad. Degree	2	33.3%
No Response	0	0.0%

EMPLOYMENT CATEGORY

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

SALARY

Average	\$64,367
Median	\$60,500

HOURS WORKED PER WEEK

Less Than 35	0	0.0%
35-40	0	0.0%
40-50	4	66.7%
50-60	1	16.7%
60+	1	16.7%
No Response	0	0.0%

TOTAL BUDGET

Average	\$424,466
Median	\$335,000

MUNICIPAL SUPPORT

Average	2	PROVIDING \$ \$51,000.00
Median		\$30,000
Average %		12.02%
Median %		8.96%

TIME IN CURRENT POSITION

Average	YEARS 9.14
Median	8.00

MUNICIPAL POPULATION

Average	34,000
Median	30,000

TOTAL TIME IN THE FIELD

Average	YEARS 14.43
Median	15.00

POPULATION VS. SALARY

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

ADMINISTRATIVE SUPPORT

Yes	5	71.43%
No	2	28.57%
No Response	0	0.0%
Avg. Hour /Week	24	

MANAGER'S CAPABILITY

Organization	5 = HIGH 2.33
Design	2.17
Econ./Neigh. Vitality	2.17
Marketing	2.00
Safe-Clean-Green	2.17

Gender - Female

TOTAL RESPONDENTS # %
21 **100%**

RESPONDENTS BY TYPE

MS Manager	11	52.4%
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	9.5%
Combined MS/BID	1	4.8%
BID Manager	0	0.0%
Other	6	28.6%
No Response	1	4.8%

EMPLOYMENT CATEGORY

Full Time	19	90.5%
Part Time	2	9.5%
No response	0	0.0%

HOURS WORKED PER WEEK

Less Than 35	2	9.5%
35-40	4	19.0%
40-50	13	61.9%
50-60	2	9.5%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	6.62
Median		5.00

TOTAL TIME IN THE FIELD

Average	YEARS	8.35
Median		7.00

ADMINISTRATIVE SUPPORT

Yes	12	57.14%
No	9	42.86%
No Response	1	4.76%
Avg. Hour /Week	28	

EXECUTIVE DIRECTOR ?

YES	12	57.1%
NO	9	42.9%
Uncertain	0	0.0%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	2	9.5%
Some College	2	9.5%
College Degree	15	71.4%
Post-Grad. Degree	2	9.5%
No Response	0	0.0%

SALARY

Average	\$56,233
Median	\$55,000

TOTAL BUDGET

Average	\$457,819
Median	\$171,334

MUNICIPAL SUPPORT

Average	17	PROVIDING \$	\$48,125.00
Median			\$25,000.00
Average %			10.51%
Median %			14.59%

MUNICIPAL POPULATION

Average	45,451
Median	25,000

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	2.90
Design		2.86
Econ./Neigh. Vitality		3.00
Marketing		3.14
Safe-Clean-Green		3.10

Gender - Female + Full Time

TOTAL RESPONDENTS # %
19 **100%**

RESPONDENTS BY TYPE

MS Manager	11	57.9%
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	10.5%
Combined MS/BID	1	5.3%
BID Manager	0	0.0%
Other	5	26.3%
No Response	0	0.0%

EMPLOYMENT CATEGORY

Full Time	19	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	21.1%
40-50	13	68.4%
50-60	2	10.5%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	6.10
Median		5

TOTAL TIME IN THE FIELD

Average	YEARS	8.21
Median		7

ADMINISTRATIVE SUPPORT

Yes	12	63.16%
No	7	35.48%
No Response	0	0.0%
Avg. Hour /Week	30	

EXECUTIVE DIRECTOR ?

YES	11	57.9%
NO	8	42.1%
Uncertain	0	0.0%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	1	5.3%
Some College	2	10.5%
College Degree	14	73.7%
Post-Grad. Degree	2	10.5%
No Response	0	0.0%

SALARY

Average	\$56,045
Median	\$60,000

TOTAL BUDGET

Average	\$475,125
Median	\$188,894

MUNICIPAL SUPPORT

Average	17	PROVIDING \$
Median		\$46,654.41
Average %		\$25,000.00
Median %		9.82%
		13.23%

MUNICIPAL POPULATION

Average	44,063
Median	25,000

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	5 = HIGH
Design	2.70
Econ./Neigh. Vitality	2.65
Marketing	4.44
Safe-Clean-Green	3.00
	2.85

Gender - Female + Full Time + Executive Director

TOTAL RESPONDENTS # %
12 **100%**

RESPONDENTS BY TYPE

MS Manager 8 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. 1 8.3%
 Combined MS/BID 1 8.3%
 BID Manager 0 0.0%
 Other 2 16.7.0%
 No Response 0 0.0%

EMPLOYMENT CATEGORY

Full Time 12 100.0%
 Part Time 0 0.0%
 No response 0 0.0%

HOURS WORKED PER WEEK

Less Than 35 0 0.0%
 35-40 2 16.7%
 40-50 10 83.3%
 50-60 0 20.0%
 60+ 0 0.0%
 No Response 0 0.0%

TIME IN CURRENT POSITION

YEARS
 Average 6.25
 Median 6.00

TOTAL TIME IN THE FIELD

YEARS
 Average 9.17
 Median 7.50

ADMINISTRATIVE SUPPORT

Yes 8 66.67%
 No 4 33.33%
 No Response 0 0.0%
 Avg. Hour /Week 30

EXECUTIVE DIRECTOR ?

YES 12 100.0%
 NO 0 0.0%
 Uncertain 0 0.0%
 No Response 0 0.0%

EDUCATIONAL LEVEL

High School 1 8.3%
 Some College 1 8.3%
 College Degree 8 66.67%
 Post-Grad. Degree 2 16.7%
 No Response 0 0.0%

SALARY

Average \$62,425
 Median \$62,750

TOTAL BUDGET

Average \$346,784
 Median \$247,500

MUNICIPAL SUPPORT

9 **PROVIDING \$**
 Average \$34,680.56
 Median \$27,500.00
 Average % 10.00%
 Median % 11.11%

MUNICIPAL POPULATION

Average 31,213
 Median 27,500

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

5 = HIGH
 Organization 3.25
 Design 3.08
 Econ./Neigh. Vitality 3.42
 Marketing 3.25
 Safe-Clean-Green 3.17

Less than 3 Years Experience

TOTAL RESPONDENTS # %
8 **100%**

RESPONDENTS BY TYPE

MS Manager	5	62.5%
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	0	11.8%
BID Manager	0	5.9%
Other	0	11.8%
No Response	0	0.0%

EMPLOYMENT CATEGORY

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

HOURS WORKED PER WEEK

Less Than 35	1	12.5%
35-40	2	25.0%
40-50	5	62.5%
50-60	0	17.6%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	1.63
Median		2.00

Total Time in the Field

Average	YEARS	1.63
Median		2

ADMINISTRATIVE SUPPORT

Yes	9	50.0%
No	8	50.0%
No Response	0	0.0%
Avg. Hour /Week	29	

EXECUTIVE DIRECTOR ?

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

EDUCATIONAL LEVEL

High School	1	12.5%
Some College	0	0.0%
College Degree	5	62.5%
Post-Grad. Degree	2	25.0%
No Response	0	0.0%

SALARY

Average	\$47,713
Median	\$40,000

TOTAL BUDGET

Average	\$203,723
Median	\$113,300

MUNICIPAL SUPPORT

Average	4	PROVIDING \$
Median		\$87,750.00
Average %		\$25,000.00
Median %		43.07%
		22.07%

MUNICIPAL POPULATION

Average	70,200
Median	25,000

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	2.50
Design		2.50
Econ./Neigh. Vitality		3.00
Marketing		2.75
Safe-Clean-Green		2.63

3-5 Years Experience

TOTAL RESPONDENTS # %
4 **100%**

RESPONDENTS BY TYPE

MS Manager 3 75.0%
 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 25.0%
 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 1 25.0%
 40-50 2 50.0%
 50-60 1 25.0%
 60+ 0 0.0%
 No Response 0 0.0%

TIME IN CURRENT POSITION

YEARS
 Average 3.50
 Median 4.00

TOTAL TIME IN THE FIELD

YEARS
 Average 4.25
 Median 4.50

ADMINISTRATIVE SUPPORT

Yes 2 50.0%
 No 2 50.0%
 No Response 0 0.0%
 Avg. Hour /Week 26

EXECUTIVE DIRECTOR ?

YES 3 75.0%
 NO 1 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 4 100.0%
 Post-Grad. Degree 0 0.0%
 No Response 0 0.0%

SALARY

Average \$61,500
 Median \$60,250

TOTAL BUDGET

Average \$219,970
 Median \$252,440

MUNICIPAL SUPPORT

3 PROVIDING \$
 Average \$41,000.00
 Median \$27,500.00
 Average % 18.64%
 Median % 10.89%

MUNICIPAL POPULATION

Average 30,750
 Median 27,500

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 3.33
 Design 4.50
 Econ./Neigh. Vitality 3.50
 Marketing 3.25
 Safe-Clean-Green 4.25

6-10 Years Experience

TOTAL RESPONDENTS # %
8 **100%**

RESPONDENTS BY TYPE

MS Manager	5	62.5%
ES Manager	1	12.5%
KC Manager-MS Focus	0	0.0%
KC Manager-ES Focus	0	0.0%
KC Manager - Combined	0	0.0%
Reg. Main Street Coord.	0	0.0%
Combined MS/BID	0	0.0%
BID Manager	0	0.0%
Other	2	25.0%
No Response	0	0.0%

EMPLOYMENT CATEGORY

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

HOURS WORKED PER WEEK

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

Time in Current Position **YEARS**
Average 8.25
Median 7.50

TOTAL TIME IN THE FIELD **YEARS**
Average 8.38
Median 8.50

ADMINISTRATIVE SUPPORT

Yes	3	37.50%
No	5	62.50%
No Response	0	0.0%
Avg. Hour /Week	24	

EXECUTIVE DIRECTOR ?

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

EDUCATIONAL LEVEL

High School	1	12.5%
Some College	1	12.5%
College Degree	6	75.0%
Post-Grad. Degree	0	0.0%
No Response	0	0.0%

SALARY

Average	\$51,938
Median	\$54,000

TOTAL BUDGET

Average	\$301,875
Median	\$250,000

MUNICIPAL SUPPORT 4 **PROVIDING \$**

Average	\$55,781.25
Median	\$41,000.00
Average %	18.48%
Median %	16.40%

MUNICIPAL POPULATION

Average	37,188
Median	41,000

POPULATION VS. SALARY

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

MANAGER'S CAPABILITY **5 = HIGH**

Organization	3.50
Design	2.88
Econ./Neigh. Vitality	4.80
Marketing	3.38
Safe-Clean-Green	2.88

10+ Years Experience

TOTAL RESPONDENTS # %
13 **100%**

RESPONDENTS BY TYPE

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

EMPLOYMENT CATEGORY

Full Time	10	76.9%
Part Time	2	15.4%
No response	1	7.7%

HOURS WORKED PER WEEK

Less Than 35	2	15.4%
35-40	0	0.0%
40-50	7	53.8%
50-60	2	15.4%
60+	1	7.7%
No Response	1	7.7%

TIME IN CURRENT POSITION

Average	YEARS	12.77
Median		14.00

TOTAL TIME IN THE FIELD

Average	YEARS	19.92
Median		17.00

ADMINISTRATIVE SUPPORT

Yes	8	61.54%
No	5	38.46%
No Response	0	0.0%
Avg. Hour /Week	33	

EXECUTIVE DIRECTOR ?

YES	9	69.2%
NO	2	15.4%
Uncertain	1	7.7%
No Response	1	7.7%

EDUCATIONAL LEVEL

High School	2	15.4%
Some College	0	0.0%
College Degree	6	46.2%
Post-Grad. Degree	4	30.8%
No Response	1	7.7%

SALARY

Average	\$70,608
Median	\$72,300

TOTAL BUDGET

Average	\$736,542
Median	\$288,873

MUNICIPAL SUPPORT

Average	5	PROVIDING \$
Median		\$120,600.00
Average %		\$35,000
Median %		16.37%
		12.12%

MUNICIPAL POPULATION

Average	67,000
Median	35,000

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	2.38
Design		2.15
Econ./Neigh. Vitality		2.46
Marketing		2.23
Safe-Clean-Green		2.38

High School + Some College

TOTAL RESPONDENTS # %
6 **100%**

RESPONDENTS BY TYPE

MS Manager	0	0.0%
ES Manager	1	16.7%
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	4	66.7%
No Response	1	16.7%

EMPLOYMENT CATEGORY

Full Time	4	66%
Part Time	2	33.3%
No response	0	0.0%

HOURS WORKED PER WEEK

Less Than 35	2	33.3%
35-40	0	0.0%
40-50	4	66.7%
50-60	0	0.0%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	10.00
Median		11.00

TOTAL TIME IN THE FIELD

Average	YEARS	11.00
Median		10.00

ADMINISTRATIVE SUPPORT

Yes	1	16.67%
No	5	83.33%
No Response	0	0.0%
Avg. Hour /Week	25	

EXECUTIVE DIRECTOR ?

YES	3	50.0%
NO	3	50.0%
Uncertain	0	0.0%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	4	66.7%
Some College	2	33.3%
College Degree	0	0.0%
Post-Grad. Degree	0	0.0%
No Response	0	0.0%

SALARY

Average	\$52,867
Median	\$55,850

TOTAL BUDGET

Average	133,791
Median	\$82,500

MUNICIPAL SUPPORT

Average	3	PROVIDING \$
Median		\$38,333.33
Average %		\$15,000.00
Median %		28.65%
		18.18%

MUNICIPAL POPULATION

Average	28,750
Median	15,000

POPULATION VS. SALARY

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

MANAGER'S CAPABILITY 5 = HIGH

Organization	2.50
Design	3.17
Econ./Neigh. Vitality	2.83
Marketing	3.17
Safe-Clean-Green	2.33

College Degree

TOTAL RESPONDENTS # **21** % **100%**

RESPONDENTS BY TYPE

MS Manager	12	57.1%
ES Manager	3	14.3%
KC Manager-MS Focus	0	0.0%
KC Manager-ES Focus	0	0.0%
KC Manager - Combined	1	4.8%
Reg. Main Street Coord.	2	9.5%
Combined MS/BID	1	4.8%
BID Manager	0	0.0%
Other	2	9.5%
No Response	0	0.0%

EMPLOYMENT CATEGORY

Full Time	20	95.2%
Part Time	1	4.8%
No response	0	0.0%

HOURS WORKED PER WEEK

Less Than 35	1	4.8%
35-40	5	23.8%
40-50	10	47.6%
50-60	4	19.0%
60+	1	4.8%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	6.95
Median		5.00

TOTAL TIME IN THE FIELD

Average	YEARS	9.67
Median		6.50

ADMINISTRATIVE SUPPORT

Yes	13	61.90%
No	8	38.10%
No Response	0	0.0%
Avg. Hour /Week	30	

EXECUTIVE DIRECTOR ?

YES	13	61.9%
NO	7	33.3%
Uncertain	1	4.8%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	0	0.0%
Some College	0	0.0%
College Degree	21	100.0%
Post-Grad. Degree	0	0.0%
No Response	0	0.0%

SALARY

Average	\$57,095
Median	\$55,000

TOTAL BUDGET

Average	\$427,132
Median	\$90,000

MUNICIPAL SUPPORT

Average	12	PROVIDING \$
Median		\$45,445.31
Average %		\$10,000.00
Median %		10.64%
		11.11%

MUNICIPAL POPULATION

Average	45,445
Median	10,000

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	3.19
Design		2.76
Econ./Neigh. Vitality		2.86
Marketing		2.76
Safe-Clean-Green		2.90

Post Graduate

TOTAL RESPONDENTS # 6 % 100%

RESPONDENTS BY TYPE

MS Manager	3	50.0%
ES Manager	1	16.7%
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	16.7%
Other	1	16.7%
No Response	0	0.0%

EMPLOYMENT CATEGORY

Full Time	5	83.3%
Part Time	1	16.7%
No response	0	0.0%

HOURS WORKED PER WEEK

Less Than 35	1	16.7%
35-40	0	0.0%
40-50	5	83.3%
50-60	0	0.0%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	6.14
Median	7.50

TOTAL TIME IN THE FIELD

Average	11.14
Median	15.00

ADMINISTRATIVE SUPPORT

Yes	5	83.33%
No	1	16.67%
No Response	0	0.0%
Avg. Hour /Week	38	

EXECUTIVE DIRECTOR ?

YES	4	66.7%
NO	2	33.3%
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	6	100.0%
No Response	0	0.0%

SALARY

Average	\$54,843
Median	\$70,600

TOTAL BUDGET

Average	\$524,684
Median	\$760,000

MUNICIPAL SUPPORT

Average	5	PROVIDING \$
Median		\$74,600.00
Average %		\$35,000.00
Median %		14.22
		4.61%

MUNICIPAL POPULATION

Average	62,167
Median	35,000

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	5 = HIGH	1.57
Design		1.71
Econ./Neigh. Vitality		2.57
Marketing		2.14
Safe-Clean-Green		2.14

Pennsylvania Downtown Center GROUPS DESCRIPTION

SALARY REPORTS BY PDC GROUPS AND REGIONS

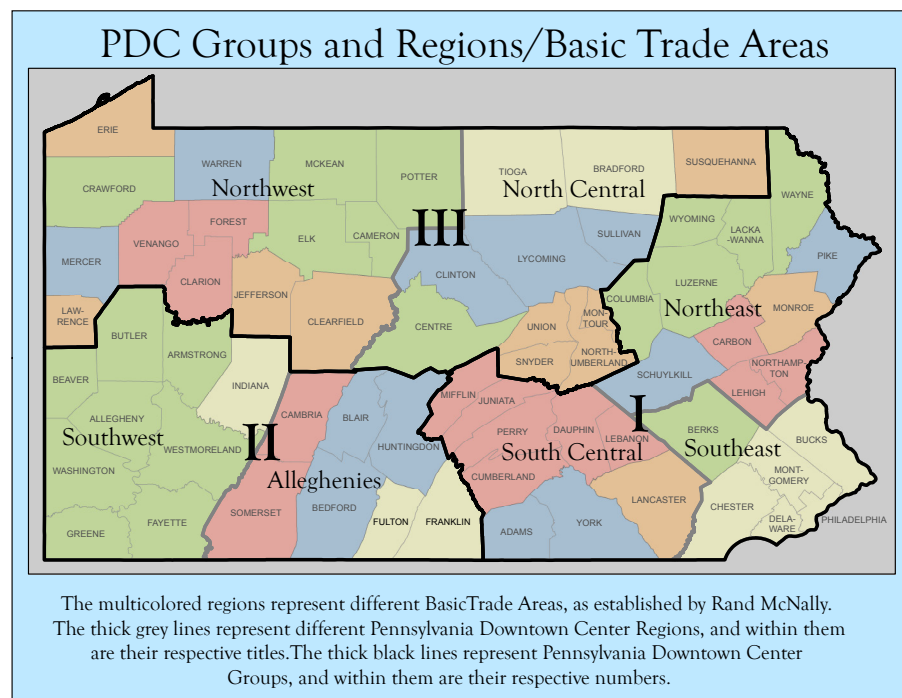
Pennsylvania is a large state. It is a mix of urban and rural landscapes. It contains communities with both big city and small town values. And it is home to substantially different trade areas, with different lifestyle preferences and different costs of living. It is impossible, in addressing the issue 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 # %
5 **100%**

RESPONDENTS BY TYPE

MS Manager	2	40.0%
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	0	0.0%
Other	1	20.0%
No Response	1	20.0%

EMPLOYMENT CATEGORY

Full Time	3	60.0%
Part Time	1	20.0%
No response	1	20.0%

HOURS WORKED PER WEEK

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

TIME IN CURRENT POSITION

Average	7.80
Median	7.00

TOTAL TIME IN THE FIELD

Average	9.60
Median	7.00

ADMINISTRATIVE SUPPORT

Yes	2	40.00%
No	3	60.00%
No Response	0	0.0%
Avg. Hour /Week	39	

EXECUTIVE DIRECTOR ?

YES	1	20.0%
NO	3	60.0%
Uncertain	0	0.0%
No Response	1	20.0%

EDUCATIONAL LEVEL

High School	0	0.0%
Some College	0	0.0%
College Degree	3	60.0%
Post-Grad. Degree	1	20.0%
No Response	1	20.0%

SALARY

Average	\$67,460
Median	\$64,000

TOTAL BUDGET

Average	\$1,246,592
Median	\$800,000

MUNICIPAL SUPPORT

Average	4	PROVIDING \$
Median		\$185,000
Average %		\$100,000.00
Median %		14.84%
		12.50%

MUNICIPAL POPULATION

Average	148,000
Median	100,000

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	5 = HIGH	2.60
Design		2.00
Econ./Neigh. Vitality		2.40
Marketing		2.60
Safe-Clean-Green		2.60

Group 1: South Central

TOTAL RESPONDENTS # %
9 **100%**

RESPONDENTS BY TYPE

MS Manager	4	44.4%
ES Manager	1	11.1%
KC Manager-MS Focus	0	0.0%
KC Manager-ES Focus	0	0.0%
KC Manager - Combined	1	11.1%
Reg. Main Street Coord.	0	0.0%
Combined MS/BID	0	0.0%
BID Manager	1	11.1%
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	2	22.2%
40-50	6	66.7%
50-60	1	11.1%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	7.89
Median		5.00

TOTAL TIME IN THE FIELD

Average	YEARS	11.38
Median		9.00

ADMINISTRATIVE SUPPORT

Yes	4	44.44%
No	5	55.56%
No Response	0	0.0%
Avg. Hour /Week	40	

EXECUTIVE DIRECTOR ?

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

EDUCATIONAL LEVEL

High School	0	0.0%
Some College	1	11.1%
College Degree	6	66.7%
Post-Grad. Degree	2	22.2%
No Response	0	0.0%

SALARY

Average	\$60,278
Median	\$53,000

TOTAL BUDGET

Average	\$230,108
Median	\$171,334

MUNICIPAL SUPPORT

Average	5	PROVIDING \$	\$43,600.00
Median			\$42,500.00
Average %			18.95%
Median %			24.81%

MUNICIPAL POPULATION

Average	36,333
Median	42,500

POPULATION VS. SALARY

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

MANAGER'S CAPABILITY 5 = HIGH

Organization	2.22
Design	2.56
Econ./Neigh. Vitality	2.44
Marketing	2.67
Safe-Clean-Green	2.33

Group 1: Southeast

TOTAL RESPONDENTS # %
4 **100%**

RESPONDENTS BY TYPE

MS Manager	1	25.0%
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	25.0%
BID Manager	0	0.0%
Other	1	25.0%
No Response	1	25.0%

EMPLOYMENT CATEGORY

Full Time	4	10.0%
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	4	100.0%
50-60	0	0.0%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	9.75
Median		7.00

TOTAL TIME IN THE FIELD

Average	YEARS	10.25
Median		8.00

ADMINISTRATIVE SUPPORT

Yes	3	75.00%
No	1	25.00%
No Response	0	0.0%
Avg. Hour /Week	15	

EXECUTIVE DIRECTOR ?

YES	4	100.0%
NO	0	0.0%
Uncertain	0	0.0%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	1	25.0%
Some College	1	25.0%
College Degree	2	50.0%
Post-Grad. Degree	0	0.0%
No Response	0	0.0%

SALARY

Average	\$66,675
Median	\$69,600

TOTAL BUDGET

Average	\$310,686
Median	\$313,873

MUNICIPAL SUPPORT

Average	3	PROVIDING \$
Median		\$50,666.67
Average %		\$28,500.00
Median %		16.31%
		9.08%

MUNICIPAL POPULATION

Average	38,000
Median	28,500

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	2.75
Design	2.50
Econ./Neigh. Vitality	3.00
Marketing	3.00
Safe-Clean-Green	2.75

Group 2: Southwest

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.	0	0.0%
Combined MS/BID	0	0.0%
BID Manager	0	0.0%
Other	2	33.3%
No Response	0	0.0%

EMPLOYMENT CATEGORY

Full Time	3	50.0%
Part Time	3	50.0%
No response	0	0.0%

HOURS WORKED PER WEEK

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

TIME IN CURRENT POSITION

Average	YEARS	10.67
Median		11.50

TOTAL TIME IN THE FIELD

Average	YEARS	13.50
Median		14.50

ADMINISTRATIVE SUPPORT

Yes	2	33.33%
No	4	66.67%
No Response	0	0.0%
Avg. Hour /Week	17	

EXECUTIVE DIRECTOR ?

YES	3	50.0%
NO	2	33.3%
Uncertain	1	16.7%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	2	33.3%
Some College	0	0.0%
College Degree	2	33.3%
Post-Grad. Degree	2	33.3%
No Response	0	0.0%

SALARY

Average	\$53,033
Median	\$58,600

TOTAL BUDGET

Average	\$170,000
Median	\$32,500

MUNICIPAL SUPPORT

Average	3	PROVIDING \$
Median		\$33,333.33
Average %		\$27,500.00
Median %		19.61%
		84.62%

MUNICIPAL POPULATION

Average	25,000
Median	27,500

POPULATION VS. SALARY

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

MANAGER'S CAPABILITY

Organization	5 = HIGH
Design	3.50
Econ./Neigh. Vitality	3.17
Marketing	3.33
Safe-Clean-Green	3.17
	3.50

Group 2: Southern Alleghenies

TOTAL RESPONDENTS # %
5 **100%**

RESPONDENTS BY TYPE

MS Manager	3	60.0%
ES Manager	2	40.0%
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	0	0.0%
Other	0	0.0%
No Response	0	0.0%

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	5	100.0%
Post-Grad. Degree	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%

SALARY

Average	\$57,800
Median	\$57,000

HOURS WORKED PER WEEK

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

TOTAL BUDGET

Average	\$358,200
Median	\$265,000

MUNICIPAL SUPPORT

Average	\$18,062.50
Median	\$6,000.00
Average %	5.04%
Median %	2.26%

TIME IN CURRENT POSITION

Average	6.00
Median	7.00

MUNICIPAL POPULATION

Average	12,042
Median	6,000

TOTAL TIME IN THE FIELD

Average	9.60
Median	7.00

POPULATION VS. SALARY

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

ADMINISTRATIVE SUPPORT

Yes	5	100.0%
No	0	0.0%
No Response	0	0.0%
Avg. Hour /Week	31	

MANAGER'S CAPABILITY

Organization	5 = HIGH
Design	3.40
Econ./Neigh. Vitality	3.20
Marketing	3.20
Safe-Clean-Green	2.80

Group 3: North Central

TOTAL RESPONDENTS # %
2 **100%**

RESPONDENTS BY TYPE

MS Manager	0	00.0%
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	100.0%
Combined MS/BID	0	0.0%
BID Manager	0	0.0%
Other	0	0.0%
No Response	0	0.0%

EMPLOYMENT CATEGORY

Full Time	2	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	2	100.0%
50-60	0	0.0%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

YEARS	
Average	3.50
Median	3.50

TOTAL TIME IN THE FIELD

YEARS	
Average	8.50
Median	8.50

ADMINISTRATIVE SUPPORT

Yes	2	100.00%
No	0	0.0%
No Response	0	0.0%
Avg. Hour /Week	23	

EXECUTIVE DIRECTOR ?

YES	1	50.0%
NO	1	5.0%
Uncertain	0	0.0%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	0	0.0%
Some College	0	0.0%
College Degree	2	100.0%
Post-Grad. Degree	0	20.0%
No Response	0	0.0%

SALARY

Average	\$50,250
Median	\$50,250

TOTAL BUDGET

Average	\$187,800
Median	\$187,800

MUNICIPAL SUPPORT

1	PROVIDING \$
Average	\$56,000.00
Median	\$28,000.00
Average %	29.82%
Median %	14.91%

MUNICIPAL POPULATION

Average	28,000
Median	28,000

POPULATION VS. SALARY

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

MANAGER'S CAPABILITY

5 = HIGH	
Organization	3.00
Design	2.00
Econ./Neigh. Vitality	3.00
Marketing	2.50
Safe-Clean-Green	3.50

Group 3: Northwest

TOTAL RESPONDENTS # %
3 **100%**

RESPONDENTS BY TYPE

MS Manager	1	33.3%
ES Manager	1	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	1	33.3%
No Response	0	0.0%

EMPLOYMENT CATEGORY

Full Time	3	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	33.3%
40-50	2	66.7%
50-60	0	20.0%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	YEARS	3.33
Median		2.00

Total Time in the Field

Average	YEARS	10.00
Median		2.00

ADMINISTRATIVE SUPPORT

Yes	1	33.3%
No	2	66.7%
No Response	0	0.0%
Avg. Hour /Week	24	

EXECUTIVE DIRECTOR ?

YES	2	66.7%
NO	1	33.3%
Uncertain	0	0.0%
No Response	0	0.0%

EDUCATIONAL LEVEL

High School	1	33.3%
Some College	0	0.0%
College Degree	1	33.3%
Post-Grad. Degree	1	33.3%
No Response	0	0.0%

SALARY

Average	\$50,633
Median	\$38,000

TOTAL BUDGET

Average	\$441,667
Median	\$100,000

MUNICIPAL SUPPORT

Average	0	PROVIDING \$
Median		\$-
Average %		0.0%
Median %		0.0%

MUNICIPAL POPULATION

Average	13,000
Median	13,000

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	2.67
Design	2.67
Econ./Neigh. Vitality	2.67
Marketing	2.00
Safe-Clean-Green	1.67

Population Less than 10k

TOTAL RESPONDENTS # %
16 **100%**

RESPONDENTS BY TYPE

MS Manager 11 68.8%
 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 12.5%
 Combined MS/BID 0 0.0%
 BID Manager 0 0.0%
 Other 3 18.8%
 No Response 0 0.0%

EMPLOYMENT CATEGORY

Full Time 12 75.0%
 Part Time 4 25.0%
 No response 0 0.0%

HOURS WORKED PER WEEK

Less Than 35 4 25.0%
 35-40 4 25.0%
 40-50 8 50.0%
 50-60 0 0.0%
 60+ 0 0.0%
 No Response 0 0.0%

TIME IN CURRENT POSITION

Average 6.63
 Median 5.50

TOTAL TIME IN THE FIELD

Average 7.81
 Median 6.50

ADMINISTRATIVE SUPPORT

Yes 10 62.50%
 No 6 37.50%
 No Response 0 0.0%
 Avg. Hour /Week 23

EXECUTIVE DIRECTOR ?

YES 11 68.8%
 NO 5 31.3%
 Uncertain 0 0.0%
 No Response 0 0.0%

EDUCATIONAL LEVEL

High School 3 18.8%
 Some College 0 0.0%
 College Degree 10 62.5%
 Post-Grad. Degree 3 18.8%
 No Response 0 0.0%

SALARY

Average \$49,475
 Median \$51,500

TOTAL BUDGET

Average \$225,783
 Median \$125,500

MUNICIPAL SUPPORT

11 **PROVIDING \$**
 Average \$26,738.64
 Median \$25,000.00
 Average % 11.84%
 Median % 19.92%

MUNICIPAL POPULATION

Average 24,510
 Median 25,000

POPULATION VS. SALARY

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

MANAGER'S CAPABILITY

5 = HIGH
 Organization 3.00
 Design 2.56
 Econ./Neigh. Vitality 3.00
 Marketing 2.94
 Safe-Clean-Green 3.25

Population 10-50k

TOTAL RESPONDENTS # %
13 **100%**

RESPONDENTS BY TYPE

MS Manager	4	30.8%
ES Manager	3	23.1%
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	1	7.7%
Other	1	7.7%
No Response	2	15.4%

EMPLOYMENT CATEGORY

Full Time	12	92.3%
Part Time	0	0.0%
No response	1	7.7%

HOURS WORKED PER WEEK

Less Than 35	0	0.0%
35-40	0	0.0%
40-50	9	69.2%
50-60	2	15.4%
60+	1	7.7%
No Response	1	7.7%

TIME IN CURRENT POSITION

Average	YEARS	9.00
Median		8.00

TOTAL TIME IN THE FIELD

Average	YEARS	14.08
Median		12.50

ADMINISTRATIVE SUPPORT

Yes	7	53.85%
No	6	46.15%
No Response	0	0.0%
Avg. Hour /Week	40	

EXECUTIVE DIRECTOR ?

YES	8	61.5%
NO	3	23.1%
Uncertain	1	7.7%
No Response	1	7.7%

EDUCATIONAL LEVEL

High School	1	7.7%
Some College	2	15.4%
College Degree	8	61.5%
Post-Grad. Degree	1	7.7%
No Response	1	7.7%

SALARY

Average	\$68,837
Median	\$64,000

TOTAL BUDGET

Average	\$599,280
Median	\$265,000

MUNICIPAL SUPPORT

Average	8	PROVIDING \$
Median		\$82,875.00
Average %		\$40,000.00
Median %		13.83%
		15.09%

MUNICIPAL POPULATION

Average	73,667
Median	40,000

POPULATION VS. SALARY

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

MANAGER'S CAPABILITY

Organization	5 = HIGH	2.85
Design		2.92
Econ./Neigh. Vitality		2.62
Marketing		2.77
Safe-Clean-Green		2.31

Population Over 50k

TOTAL RESPONDENTS # %
5 **100%**

RESPONDENTS BY TYPE

MS Manager	0	0.0%
ES Manager	2	40.0%
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	0	0.0%
Other	3	60.0%
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	1	20.0%
40-50	2	40.0%
50-60	2	40.0%
60+	0	0.0%
No Response	0	0.0%

TIME IN CURRENT POSITION

Average	7.40
Median	7.00

TOTAL TIME IN THE FIELD

Average	12.40
Median	10.00

ADMINISTRATIVE SUPPORT

Yes	2	40.00%
No	3	60.00%
No Response	0	0.0%
Avg. Hour /Week	31	

EXECUTIVE DIRECTOR ?

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

EDUCATIONAL LEVEL

High School	0	0.0%
Some College	0	0.0%
College Degree	3	66.0%
Post-Grad. Degree	2	40.0%
No Response	0	0.0%

SALARY

Average	\$63,940
Median	\$64,000

TOTAL BUDGET

Average	\$606,250
Median	\$550,000

MUNICIPAL SUPPORT

Average	3	PROVIDING \$
Median		\$119,333.33
Average %		\$47,500.00
Median %		19.68%
		8.64%

MUNICIPAL POPULATION

Average	89,500
Median	47,500

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	2.20
Design		2.20
Econ./Neigh. Vitality		2.60
Marketing		2.40
Safe-Clean-Green		2.00

Additional Benefits & Assistance

BENEFITS REPORT

HEALTH INSURANCE PROVIDED

No. Responding YES or Other	14	41.18%
Not Offered	15	44.12%
Available But Other Provided	5	14.71%

DENTAL INSURANCE PROVIDED

No. Responding YES or Other	13	38.24%
Not Offered	15	44.12%
Available But Other Provided	6	17.65%

VISION INSURANCE PROVIDED

No. Responding YES or Other	11	32.34%
Not Offered	16	47.06%
Available But Other Provided	7	20.59%

RETIREMENT PLAN PROVIDED

No. Responding YES	21	55.88%
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TIME OFF BENEFITS

PAID VACATION

No. Responding YES	19	55.88%
Avg. Number of Days	17.00	
Median No. of Days	15	

PAID HOLIDAYS

No. Responding YES	17	50.00%
Avg. Number of Days	10.65	
Median No. of Days	10	

PAID SICK DAYS

No. Responding YES	10	29.41%
Avg. Number of Days	8.30	
Median No. of Days	5.5	

OTHER STAFF

ADMIN ASSISTANT

No. With AA	19
Avg. Hrs wk.	28.6
Median Hrs Wk.	31.0

ADDITIONAL STAFF

No. W/ Add. Staff	16
Avg. Hrs wk.	23.8
Median Hrs Wk.	37.5

ADDITIONAL STAFF TITLES

MakerSpace Manager	1
Farmer's Market Manager	2
Elm Street Manager	1
Neighborhood Coordinator	1
Marketing Manager	1
Assistant Executive Director	1
Event Coordinator	3
Design Architect	1
Merchant Coordinator	1
Graphic Designer	1
Community Garden Manager	1
Development Professional	1
Merchant Coordinator	1
Operations Manager	1
Economic Development Specialist	1

Organizational Sustainability

ORGANIZATION FINANCES

FINANCIAL CONTRIBUTIONS FROM MUNICIPALITY

No. Responding YES	22	64.07%
Average	\$45,595.24	
Median	\$30,000.00	

FINANCIAL CONTRIBUTIONS FROM COUNTY

No. Responding YES	9	26.47%
Average	\$20,611.11	
Median	\$10,000.00	

EVENT REVENUE

No. Responding YES	23	67.65%
Average	\$69,546.76	
Median	\$41,000	

MEMBERSHIP DUES

No. Responding YES	6	17.65%
Average	\$4,786.67	
Median	\$1,310.00	

GIFTS/DONATIONS

No. Responding YES	18	52.94%
Average	\$44,291.67	
Median	\$5,500.00	

SPECIAL ASSESSMENTS

No. Responding YES	3	8.82%
Average	\$306,666.67	
Median	\$280,000.00	

NEIGHBORHOOD ASSISTANCE PROGRAM

No. Responding YES	8	23.53%
Average	\$54,037.50	
Median	\$27,650.00	

BUSINESS CONTRIBUTIONS

No. Responding YES	12	35.29%
Average	34,303.18	
Median	20,000.00	

BANK/UTILITY REVENUE

No. Responding YES	5	14.71%
Average	\$34,400	
Median	\$4,000	

STATE GOV. GRANTS

No. Responding YES	3	8.80%
Average	\$75,000.00	
Median	\$75,000.00	

FEDERAL GOV. GRANTS

No. Responding YES	3	8.82%
Average	\$53,333.33	
Median	\$60,000.00	

FOUNDATION GRANTS

No. Responding YES	14	41.18%
Average	\$37,985.71	
Median	\$18,900.00	

INVESTMENT REVENUE

No. Responding YES	4	11.76%
Average	\$3,917.48	
Median	\$1,252.45	

RENTAL REVENUE

No. Responding YES	6	17.65%
Average	\$28,750.00	
Median	\$19,500.00	

SERVICE PAYMENTS REVENUE

No. Responding YES	4	11.76%
Average	\$14,612.50	
Median	\$14,475.00	

OTHER FUNDS

No. Responding YES	5	14.71%
Average	12,250.00	
Median	10,000.00	

OPERATING BUDGET

Average	\$355,587.90	
Median	\$174,710.00	

PERSONNEL COSTS

Average	\$145,667.34	
Median	\$109,200.00	

TOTAL STAFF

No. Responding YES	16	47.06%
Average	9.20	
Median	2	



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.



Helping you make your town a better place.

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