

URPA

SALARY REPORT

2019



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COLLEGE of EDUCATION
and HUMAN SERVICES

UtahStateUniversity



ABOUT

RESULTS IN THIS REPORT REPRESENT SALARY DATA FOR PARKS AND RECREATION PROFESSIONALS IN UTAH. DATA WAS PROVIDED BY PARKS AND RECREATION DIRECTORS AND MANAGERS THROUGHOUT THE STATE OF UTAH. SURVEYS WERE DISTRIBUTED THROUGH URPA IN THE FALL OF 2019.

Data was collected from a total of 62 agencies. Responses were received from all four of the URPA Regions (North 19, Wasatch 17, Central 19, South 7).

Because different agencies use different position titles for different levels of employees (e.g.-Program Coordinator may be entry level in one agency and Mid- or Upper-level management in another), respondents were asked to provide average salary ranges based on the average tenure of full-time employees across 6 categories:

- Executive-level/Director
- Upper-level management
- Mid-level management
- Entry-level
- Entry-level maintenance
- Skilled laborer (HVAC, Master Carpenter, etc.)

Report prepared by Dr. Nate Trauntvein at Utah State University



TABLE OF CONTENTS

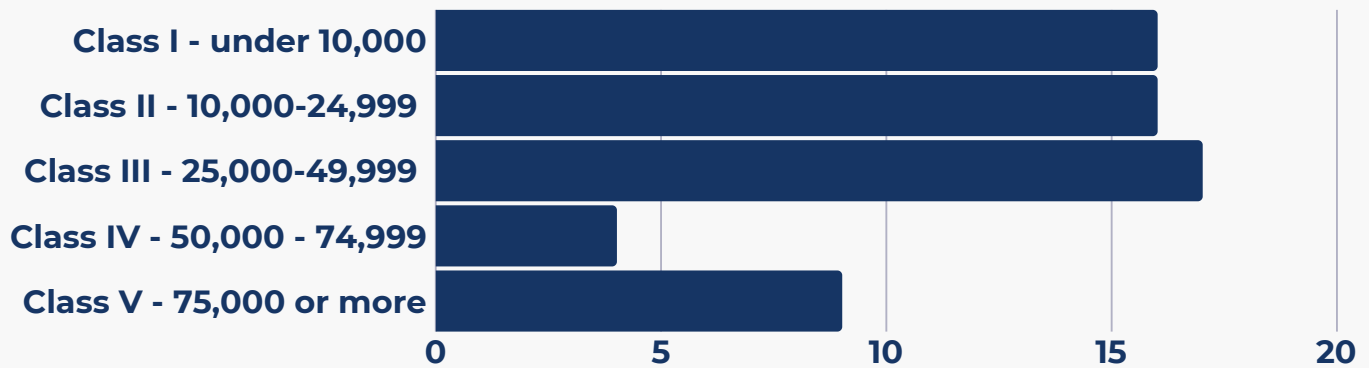
4	ABOUT THE COMMUNITIES
5	OVERALL STAFFING AND REMUNERATION
6	EDUCATION/CERTIFICATION/EXPERIENCE
7	CLASS I STAFFING & REMUNERATION
8	CLASS II STAFFING & REMUNERATION
9	CLASS III STAFFING & REMUNERATION
10	CLASS IV STAFFING & REMUNERATION
11	CLASS V STAFFING & REMUNERATION
12	DETAILS OF EMPLOYEE CATEGORIES



ABOUT THE COMMUNITIES

Most respondents represented communities with populations under 50,000 with fairly even distribution between Class I, II & III.

More than 74% of agencies managed parks and greenspace. Nearly 70% manage trails, a majority manage recreation centers (62%) and almost half manage outdoor pools.



Type of Facility	#	%
Recreation Centers	38	62.3%
Outdoor Pools	30	48.4%
Park Lands and Greenspace	46	74.2%
Trails	37	69.8%

Staffing and Remuneration

The data on this page includes all respondents. Subsequent sections will parse the data by community size to all for population comparisons. Relatively few agencies contract out part-time staffing services. With one exception, all agencies pay all part-time staff more than \$8

Full-time Staff Categories	Mean	Mean # of years in service	Median Annual Salary	Low Annual Salary	High Annual Salary
Executive-level/Director	1.14	7.1	\$80-99K	\$40-49K	\$100K +
Upper-level Management	3.18	5.1	\$60-69K	\$30-39K	\$100K +
Mid-level Management	6.05	3.3	\$50-59K	< \$25K	\$80-99K
Entry-level	6.26	1	\$30-39K	< \$25K	\$60-69K
Entry-level Maintenance	7.68	1	\$30-39K	< \$25K	\$40-49K
Skilled Laborer	6.51	1.6	\$30-39K	< \$25K	\$60-69K

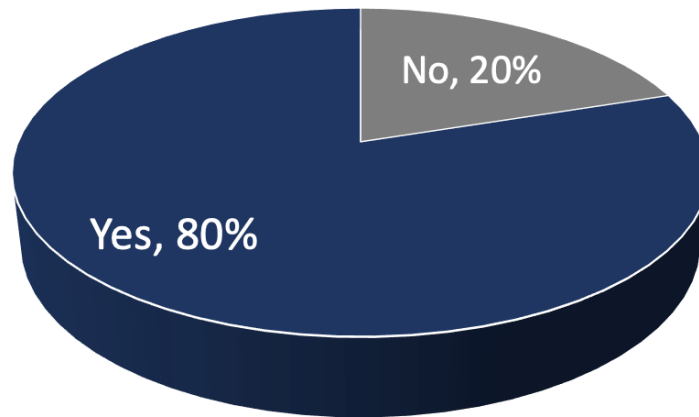
Part-time Staff	Mean In-House Staff	Mean Hourly Rate	Low Hourly Rate	High Hourly Rate
Lifeguards	48	\$9-9.99	\$8-8.99	\$12-12.99
Maintenance	26	\$10-10.99	< \$8	\$15+
Programming/Camps	16	\$10-10.99	< \$8	\$15+
Athletics	60	\$10-10.99	< \$8	\$15+
Front Desk	16	\$9-9.99	\$8-8.99	\$15+

Education Level by Position	HS Grad or less	Associate's Degree	Bachelor's Degree	Master's or Higher
Executive-level/Director	7%	7%	70%	16%
Upper-level Management	10%	8%	81%	2%
Mid-level Management	30%	17%	53%	-
Entry-level	62%	8%	30%	-
Entry-level Maintenance	91%	9%	-	-
Skilled Laborer	93%	7%	-	-

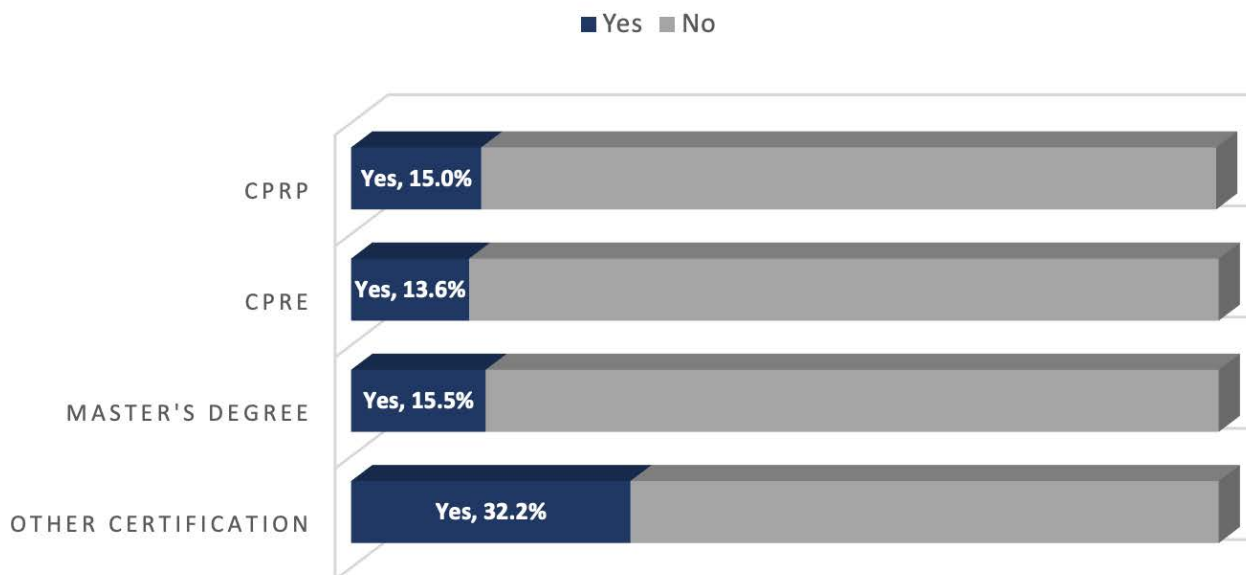
*Respondents were asked to provide average salary ranges based on the average tenure of full-time employees across 6 categories: 1)Executive-level/Director, 2)Upper-level management, 3)Mid-level management, 4)Entry-level, 5)Entry-level maintenance, 6)Skilled laborer (HVAC, Master Carpenter, etc.)

EDUCATION & CERTIFICATIONS

More than 80% of agencies give preference to candidates with Parks and Recreation degrees when hiring full-time staff.



INCENTIVES FOR THE FOLLOWING:



Incentives varied significantly by organization. All of the following were listed as incentives for advance degrees or certifications.

- Increase of \$1 per hour
- Increase of \$200 to annual salary
- Increase of 5% to annual salary
- Increase in pay step
- Reimbursement

Class I Staffing, Remuneration & Education

Data represents cities, county, or special park district with a full-time resident population under 10,000.

Class I Full-time Staff Categories	Mean	Mean # of years in service	Median Annual Salary	Low Annual Salary	High Annual Salary
Executive-level/Director	1	6	\$60-69K	\$40-49K	\$80-99K
Upper-level Management	1	7	\$40-49K	\$30-39K	\$80-99K
Mid-level Management	1	3	\$40-49K	< \$25K	\$70-79K
Entry-level	2	<1	\$30-39K	< \$25K	\$60-69K
Entry-level Maintenance	1	1	\$25-29K	< \$25K	\$30-39K
Skilled Laborer	1	1	\$25-29K	< \$25K	\$40-49K

Class I Part-time Staff	Mean In-House Staff	Mean Hourly Rate	Low Hourly Rate	High Hourly Rate
Lifeguards	12	\$9-9.99	\$8-8.99	\$10-10.99
Maintenance	5	\$11-11.99	\$8-8.99	\$15+
Programming/Camps	4	\$11-11.99	< \$8	\$15+
Athletics	17	\$11-11.99	< \$8	\$15+
Front Desk	4	\$10-10.99	\$8-8.99	\$13-14.99

Class I Education Level by Position	HS Grad or less	Associate's Degree	Bachelor's Degree	Master's or Higher
Executive-level/Director	-	8%	85%%	8%
Upper-level Management	11%	11%	78%	-
Mid-level Management	36%	9%	55%	-
Entry-level	33%	11%	56%	-
Entry-level Maintenance	83%	17%	-	-
Skilled Laborer	83%	17%	-	-

*Respondents were asked to provide average salary ranges based on the average tenure of full-time employees across 6 categories: 1)Executive-level/Director, 2)Upper-level management, 3)Mid-level management, 4)Entry-level, 5)Entry-level maintenance, 6)Skilled laborer (HVAC, Master Carpenter, etc.)

Class II Staffing, Remuneration & Education

Data represents cities, county, or special park district with a full-time resident population between 10,000 and 24,999.

Class II Full-time Staff Categories	Mean	Mean # of years in service	Median Annual Salary	Low Annual Salary	High Annual Salary
Executive-level/Director	1	6	\$70-79K	\$50-59K	\$100K +
Upper-level Management	3	4	\$60-69K	\$30-39K	\$80-99K
Mid-level Management	3	3	\$50-59K	\$25K-29K	\$70-79K
Entry-level	4	1	\$40-49K	\$25K-29K	\$50-59K
Entry-level Maintenance	1	1	\$30-39K	\$30-39K	\$40-49K
Skilled Laborer	2	1	\$25-29K	< \$25K	\$40-49K

Class II Part-time Staff	Mean In-House Staff	Mean Hourly Rate	Low Hourly Rate	High Hourly Rate
Lifeguards	40	\$9-9.99	\$8-8.99	\$12-12.99
Maintenance	9	\$10-10.99	\$8-8.99	\$13-14.99
Programming/Camps	10	\$11-11.99	\$8-8.99	\$13-14.99
Athletics	24	\$11-11.99	\$8-8.99	\$15+
Front Desk	8	\$10-10.99	\$8-8.99	\$12-12.99

Class II Education Level by Position	HS Grad or less	Associate's Degree	Bachelor's Degree	Master's or Higher
Executive-level/Director	-	7%	80%	13%
Upper-level Management	-	7%	93%	-
Mid-level Management	21%	36%	43%	-
Entry-level	62%	8%	31%	-
Entry-level Maintenance	92%	8%	-	-
Skilled Laborer	100%	-	-	-

*Respondents were asked to provide average salary ranges based on the average tenure of full-time employees across 6 categories: 1)Executive-level/Director, 2)Upper-level management, 3)Mid-level management, 4)Entry-level, 5)Entry-level maintenance, 6)Skilled laborer (HVAC, Master Carpenter, etc.)

Class III Staffing, Remuneration & Education

Data represents cities, county, or special park district with a full-time resident population between 25,000 and 49,999.

Class III Full-time Staff Categories	Mean	Mean # of years in service	Median Annual Salary	Low Annual Salary	High Annual Salary
Executive-level/Director	1	8	\$80-99K	\$60-69K	\$100K +
Upper-level Management	3	5	\$70-79K	\$50-59K	\$80-99K
Mid-level Management	5	4	\$50-59K	\$40K-49K	\$80-99K
Entry-level	3	1	\$30-39K	\$25K-29K	\$40-49K
Entry-level Maintenance	13	1	\$30-39K	< \$25K	\$40-49K
Skilled Laborer	3	1	\$30-39K	< \$25K	\$60-69K

Class III Part-time Staff	Mean In-House Staff	Mean Hourly Rate	Low Hourly Rate	High Hourly Rate
Lifeguards	51	\$9-9.99	\$8-8.99	\$11-11.99
Maintenance	24	\$9-9.99	\$8-8.99	\$12-12.99
Programming/Camps	19	\$10-10.99	\$8-8.99	\$12-12.99
Athletics	41	\$9-9.99	\$8-8.99	\$11-11.99
Front Desk	16	\$10-10.99	\$8-8.99	\$11-11.99

Class III Education Level by Position	HS Grad or less	Associate's Degree	Bachelor's Degree	Master's or Higher
Executive-level/Director	19%	6%	56%	19%
Upper-level Management	19%	13%	63%	6%
Mid-level Management	44%	19%	38%	-
Entry-level	81%	19%	-	-
Entry-level Maintenance	93%	7%	-	-
Skilled Laborer	100%	-	-	-

*Respondents were asked to provide average salary ranges based on the average tenure of full-time employees across 6 categories: 1)Executive-level/Director, 2)Upper-level management, 3)Mid-level management, 4)Entry-level, 5)Entry-level maintenance, 6)Skilled laborer (HVAC, Master Carpenter, etc.)

Class IV Staffing, Remuneration & Education

Data represents cities, county, or special park district with a full-time resident population between 50,000 and 74,999.

Class IV Full-time Staff Categories	Mean	Mean # of years in service	Median Annual Salary	Low Annual Salary	High Annual Salary
Executive-level/Director	3	9	\$100K +	\$80-99K	\$100K +
Upper-level Management	7	5	\$60-69K	\$50-59K	\$70-79K
Mid-level Management	8	4	\$50-59K	\$40K-49K	\$50-59K
Entry-level	6	1	\$30-39K	\$30K-39K	\$40-49K
Entry-level Maintenance	6	1	\$30-39K	\$30-39K	\$40-49K
Skilled Laborer	10	3	\$40-49K	\$30-39K	\$50-59K

Class IV Part-time Staff	Mean In-House Staff	Mean Hourly Rate	Low Hourly Rate	High Hourly Rate
Lifeguards	58	\$9-9.99	\$9-9.99	\$10-10.99
Maintenance	17	\$11-11.99	\$10-10.99	\$12-12.99
Programming/Camps	16	\$11-11.99	\$10-10.99	\$13-14.99
Athletics	19	\$11-11.99	\$10-10.99	\$13-14.99
Front Desk	19	\$10-10.99	\$9-9.99	\$13-14.99

Class IV Education Level by Position	HS Grad or less	Associate's Degree	Bachelor's Degree	Master's or Higher
Executive-level/Director	25%	-	75%	-
Upper-level Management	25%	-	75%	-
Mid-level Management	25%	-	75%	-
Entry-level	75%	25%	-	-
Entry-level Maintenance	100%	-	-	-
Skilled Laborer	75%	25%	-	-

*Respondents were asked to provide average salary ranges based on the average tenure of full-time employees across 6 categories: 1)Executive-level/Director, 2)Upper-level management, 3)Mid-level management, 4)Entry-level, 5)Entry-level maintenance, 6)Skilled laborer (HVAC, Master Carpenter, etc.)

Class V Staffing, Remuneration & Education

Data represents cities, county, or special park district with a full-time resident population between 75,000 or more. —

Class V Full-time Staff Categories	Mean	Mean # of years in service	Median Annual Salary	Low Annual Salary	High Annual Salary
Executive-level/Director	1	8	\$100K +	\$80-89K	\$100K +
Upper-level Management	4	6	\$70-79K	\$40-49K	\$100K +
Mid-level Management	18	3	\$50-59K	\$30-39K	\$70-79K
Entry-level	18	1	\$40-49K	\$25-29K	\$60-69K
Entry-level Maintenance	11	1	\$30-39K	\$25-29K	\$40-49K
Skilled Laborer	25	3	\$40-49K	\$30-39K	\$50-59K

Class V Part-time Staff	Mean In-House Staff	Median Hourly Rate	Low Hourly Rate	High Hourly Rate
Lifeguards	112	\$10-10.99	\$9-9.99	\$11-11.99
Maintenance	87	\$11-11.99	\$9-9.99	\$13-14.99
Programming/Camps	31	\$10-10.99	\$9-9.99	\$15 +
Athletics	244	\$9-9.99	\$9-9.99	\$10-10.99
Front Desk	41	\$10-10.99	\$8-8.99	\$15 +

Class V Education Level by Position	HS Grad or less	Associate's Degree	Bachelor's Degree	Master's or Higher
Executive-level/Director	-	11%	56%	33%
Upper-level Management	-	-	100%	-
Mid-level Management	13%	-	87%	-
Entry-level	50%	13%	38%	-
Entry-level Maintenance	88%	13%	-	-
Skilled Laborer	86%	14%	-	-

*Respondents were asked to provide average salary ranges based on the average tenure of full-time employees across 6 categories: 1)Executive-level/Director, 2)Upper-level management, 3)Mid-level management, 4)Entry-level, 5)Entry-level maintenance, 6)Skilled laborer (HVAC, Master Carpenter, etc.)

CATEGORIES OF EMPLOYEES USED IN THIS REPORT

Because different agencies use different position titles for different levels of employees (e.g.-Program Coordinator may be entry level in one agency and Mid- or Upper-level management in another), you will be asked to provide average salary ranges based on the average tenure of full-time employees across 6 categories:

- Executive-level/Director (Director/Executive Director); and
- Upper-level management (oversee a complex division/multiple divisions, extensive supervisory responsibilities, budgetary responsibilities);
- Mid-level management (responsible for a program or other operational component with some supervisory responsibilities);
- Entry-level (front line positions that individuals with little to no experience may be qualified for);
- Entry-level maintenance (entry-level, full-time maintenance responsibilities - managers/supervisors in maintenance/operations should be included in mid- or upper-level management categories depending on level of responsibility).
- Skilled laborer (HVAC, Master Carpenter, etc.)