

OVERNIGHT CAMP TOP MANAGEMENT COMPENSATION 2014

One of the most common questions in the camp world concerns executive compensation. In response, JData added a section on compensation in 2013-14, covering two positions: top professional in charge of camp (#1 person at camp) and assistant or associate director (#2 person at camp). Fields include: job title or position, years in current position, all other years of top-level experience, and annual base salary (not including benefits, housing, or other perquisites). Data on base salary was collected using six categories of response from less than \$60,000 to over \$150,000 per year.

To date, 93 camps have provided information on executive compensation. Data reported below were retrieved from JData on February 26, 2014.

TOP POSITION

The top professional's salary is largely determined by the size of the camp. As seen in Table 1, 42% of the small camps pay their top executive \$60,000 a year or less; 14% of the medium-sized camps and none of the large camps pay in that range. The other end of the salary scale shows the reverse, with 43% of the large camps paying \$150,000 or more and almost none of the medium or small camps offering compensation in this range.

Table 1: Top Position Compensation

	<\$60k	\$61-\$80k	\$81-100k	\$101-\$125k	\$126-\$150k	>\$150k
Camp Size						
Small (n=33)	45%	30%	15%	3%	3%	3%
Medium (n=36)	14%	17%	31%	25%	6%	8%
Large (n=21)	0%	5%	10%	29%	14%	43%
Years' Experience						
0-5 (n=47)	28%	21%	19%	15%	2%	15%
6-10 (n=20)	35%	15%	25%	15%	5%	5%
11-20 (n=14)	14%	21%	21%	29%	14%	0%
21+ (n=12)	8%	8%	8%	17%	17%	42%
Region						
Eastern Canada (n=11)	36%	9%	18%	27%	0%	9%
Midwest (n=11)	27%	0%	45%	27%	0%	0%
Northeast (n=38)	16%	16%	18%	21%	13%	16%
South (n=11)	27%	27%	0%	9%	9%	27%
Western US & Canada (n=22)	32%	32%	18%	5%	0%	14%

Note: Numbers do not total 100% due to rounding.
Small: 0-250 campers, Medium: 251-500. campers, Large: >500 campers.

#2 POSITION (Assistant or Associate Director)

The range of salaries for assistant/associate directors is smaller than that for the top position. Within this range, a director's salary is largely dependent on his/her years of experience (rather than camp size). Almost all of those who have been on the job three years or less earn an annual salary of \$60,000 or less. Almost none of those with nine years' experience receive a salary this low.

Table 2: Assistant or Associate Director Compensation

	<\$60k	\$61-\$80k	\$81-100k	\$101-\$125k	\$126-\$150k	>\$150k
Camp Size						
Small (n=13)	69%	31%	0%	0%	0%	0%
Medium (n=28)	64%	25%	7%	4%	0%	0%
Large (n=22)	50%	18%	18%	9%	5%	0%
Years' Experience						
0-3 (n=30)	90%	7%	0%	3%	0%	0%
4-8 (n=22)	45%	36%	14%	0%	5%	0%
9+ (n=10)	10%	50%	20%	20%	0%	0%
Region						
Eastern Canada (n=6)	66%	17%	17%	0%	0%	0%
Midwest (n=10)	80%	10%	10%	0%	0%	0%
Northeast (n=25)	48%	32%	8%	8%	4%	0%
South (n=7)	57%	43%	0%	0%	0%	0%
Western US and Canada (n=15)	67%	13%	13%	7%	0%	0%

Note: Small: 0-250 campers, Medium: 251-500 campers, Large: >500 campers.