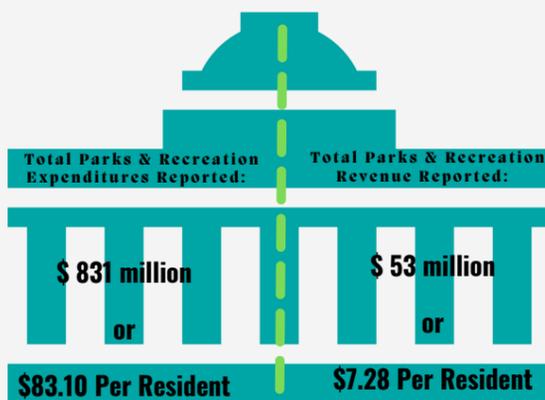
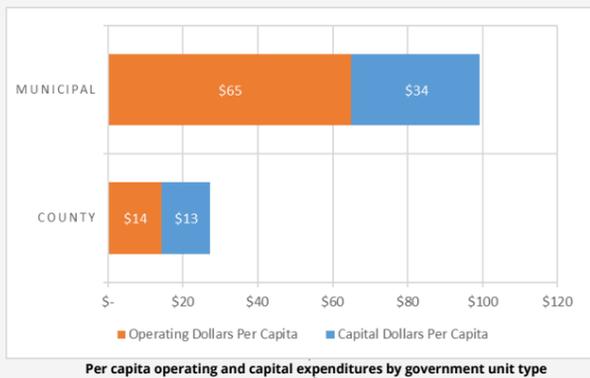


2020-2021 MUNICIPAL & COUNTY PARKS AND RECREATION SERVICES STUDY

Focus on Salaries

The goal of this initiative is to provide a resource for enhancing leisure delivery across our great state of North Carolina through the review of salaries of comparable population class.

Recreation in NC

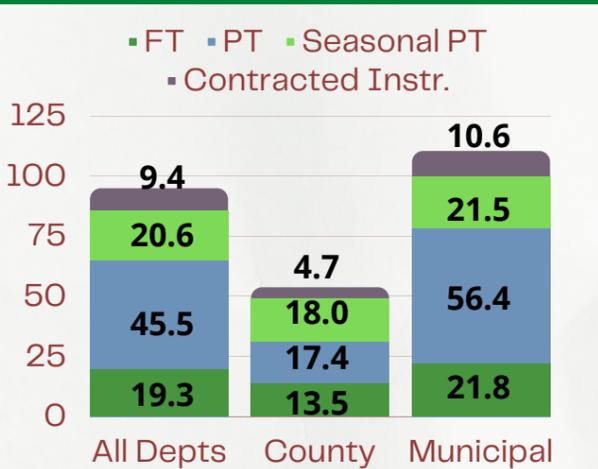
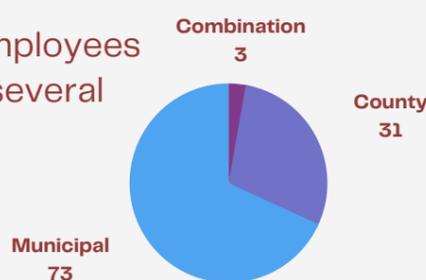


Source: North Carolina Department of State Treasurer's Annual Financial Information Report (AFIR)

Survey Response Overview

Survey reviewed five sections to gain insight on the salaries amongst parks and recreation employees including directors, managers, supervisors, and several other staff roles.

Survey distributed to 243 NC local government parks and recreation departments with 107 responses (42% response rate).



Mean for recreation department employees by department type in NC and MCRPSS

Data suggest that municipal departments, on average, have a greater number of employees than county departments.

Full report offers more details

Supervisor Salaries

Supervisor position titles include: Community Center, General Recreation, Specialized Recreation, Therapeutic Recreation, Special Events, Maintenance, and Aquatics which range from lowest salary average \$33,250 to highest salary average \$48,375. Survey responses indicated a large amount of community center supervisor employees.

Management Salary Data

On average as population size increase salary ranges increase, **Director** salary range is \$50,001-75,000; then a broader range for **Assistant Director, Parks Superintendent, Recreation Superintendent, Aquatics Superintendent** \$25,000-75,000; and a \$25,000-50,000 for **Athletics Superintendent** and **Park Maintenance Superintendent**.



Seasonal & Part-time Employees

Data indicated based on entry level hourly rates (lowest to highest range).



Across all positions, the average highest hourly rate for part time positions ranges between \$10 / hour to approximately \$17 / hour.

Notably, some departments reported minimum wage (\$7.25 / hour) or similarly low hourly rates as their highest rate for certain positions. Some positions reported higher highest hourly rates than others, such a scorekeeper (up to \$25 / hour) and summer day camp director (up to \$30 / hour).

National Salary Trends for Seasonal & Part-Time

Since 2020, minimum wages for seasonal and part-time staff have increased across all employers. Parks and recreation agencies are competing for workers against private companies offering wages at double the rate in some locales. Local departments are evaluating the need to increase wages at a higher percentage than the standard federal, local and/or state levels. Visit [NRPA](#) to view the 2021 Salary Survey.