

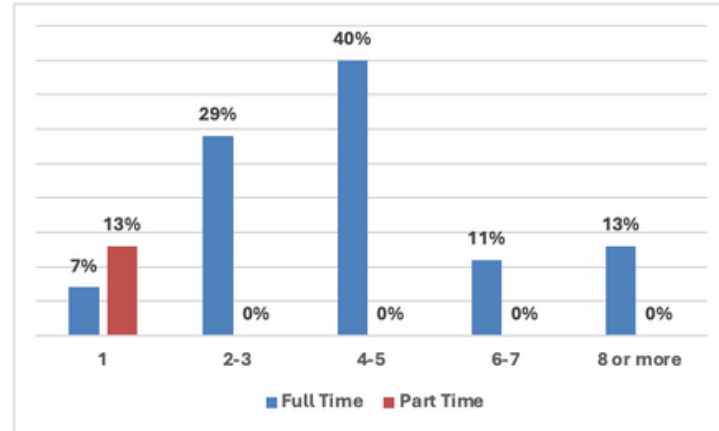
Survey Data by Population 50,001 to 100,000



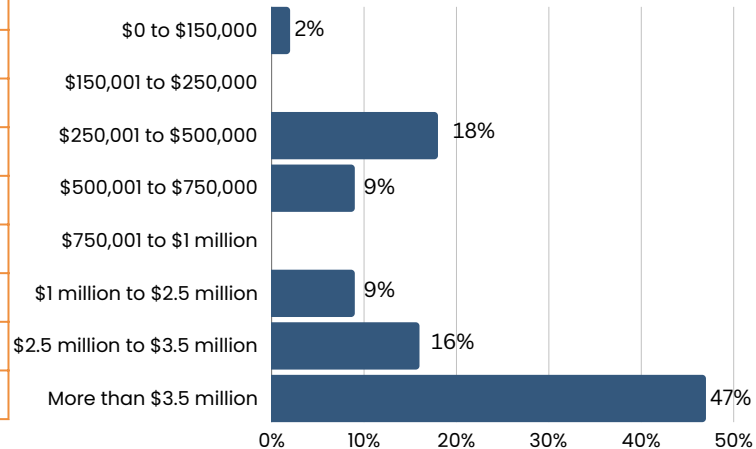
Annual Base Salary by Position

Annual Base Salary (Excluding Bonus)	CEO/Executive Director	VP/Deputy Director	Other Professional Staff	Administrative Staff
Below \$30,000	0%	0%	0%	6%
\$30,001-\$39,999	0%	0%	0%	0%
\$40,000-\$49,999	0%	0%	0%	29%
\$50,000-\$59,999	0%	9%	8%	19%
\$60,000-\$69,999	0%	0%	15%	42%
\$70,000-\$79,999	0%	0%	31%	0%
\$80,000-\$89,999	0%	17%	19%	4%
\$90,000-\$99,999	6%	17%	8%	0%
\$100,000-\$109,999	0%	17%	15%	0%
\$110,000-\$119,999	3%	4%	4%	0%
\$120,000-\$129,999	3%	0%	0%	0%
\$130,000-\$139,999	9%	22%	0%	0%
\$140,000-\$149,999	12%	10%	0%	0%
\$150,000-\$159,999	9%	4%	0%	0%
\$160,000-\$169,999	22%	0%	0%	0%
\$170,000-\$199,999	30%	0%	0%	0%
\$200,000 or above	6%	0%	0%	0%

Number of Staff Positions



Annual Operating Budget



Annual Bonus Compensation

Staff Position	Below \$1,000	\$1,000-2,999	\$3,000-\$4,999	\$5,000-\$9,999	\$10,000 or more
CEO/Executive Director	7%	0%	0%	40%	53%
VP/Deputy Director	17%	0%	0%	50%	33%
Other Professional Staff	50%	0%	25%	25%	0%
Administrative Staff	12%	0%	75%	13%	0%

Retirement Plan Match

Percentage of Match	Defined Benefit (Pension)	Defined Contribution Plan (401k/403b)	Keogh/IRA	Simplified Employee Pension (SEP)	City/Government Plan (TMRS)
No match	25%	50%	50%	0%	8%
1-4%	0%	17%	0%	0%	12%
5-7%	63%	33%	50%	0%	30%
8-10%	0%	0%	0%	50%	8%
11-15%	12%	0%	0%	0%	42%
16-20%	0%	0%	0%	50%	0%