

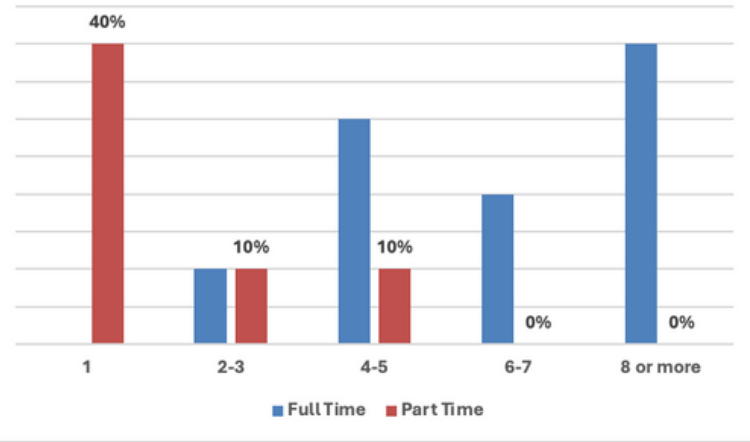
Survey Data by Population 250,001 to 500,000



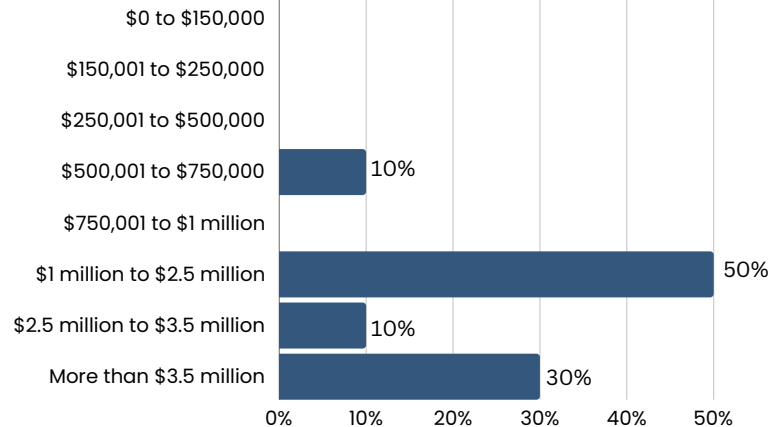
Annual Base Salary by Position

Annual Base Salary (Excluding Bonus)	CEO/Executive Director	VP/Deputy Director	Other Professional Staff	Administrative Staff
Below \$30,000	0%	0%	0%	0%
\$30,001-\$39,999	0%	0%	0%	16%
\$40,000-\$49,999	0%	0%	0%	17%
\$50,000-\$59,999	0%	0%	0%	0%
\$60,000-\$69,999	0%	0%	0%	67%
\$70,000-\$79,999	0%	0%	50%	0%
\$80,000-\$89,999	0%	0%	16%	0%
\$90,000-\$99,999	0%	17%	17%	0%
\$100,000-\$109,999	0%	0%	17%	0%
\$110,000-\$119,999	0%	0%	0%	0%
\$120,000-\$129,999	0%	0%	0%	0%
\$130,000-\$139,999	0%	33%	0%	0%
\$140,000-\$149,999	0%	0%	0%	0%
\$150,000-\$159,999	0%	0%	0%	0%
\$160,000-\$169,999	0%	0%	0%	0%
\$170,000-\$199,999	17%	17%	0%	0%
\$200,000 or above	83%	33%	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	0%	0%	0%	20%	80%
VP/Deputy Director	0%	17%	17%	33%	33%
Other Professional Staff	0%	17%	33%	33%	17%
Administrative Staff	33%	33%	17%	17%	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	100%	20%	50%	100%	0%
1-4%	0%	20%	50%	0%	100%
5-7%	0%	60%	0%	0%	0%
8-10%	0%	0%	0%	0%	0%
11-15%	0%	0%	0%	0%	0%
16-20%	0%	0%	0%	0%	0%