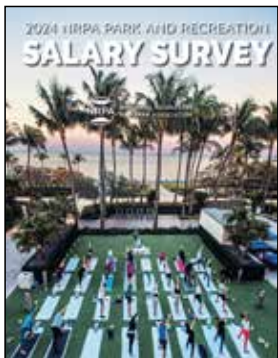


2024 NRPA PARK AND RECREATION SALARY SURVEY



NATIONAL RECREATION
AND PARK ASSOCIATION





Cover image: A group of people take a morning yoga class in Bal Harbour, Florida.

Photo courtesy of Bal Harbour Recreation, Arts and Culture, Bal Harbour, Florida.

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INTRODUCTION

The success of parks and recreation would not be possible without the dedicated, passionate, adaptable and versatile staff working tirelessly behind the scenes to create the vibrant, healthy communities in which we live. This group of inspirational professionals strives to ensure everyone has access to high-quality parks, trails and recreational opportunities that benefit both body and mind.

The more than 10,000 local park and recreation agencies in the United States employ more than 160,000 full-time staff and hundreds of thousands of part-time and seasonal workers. Their work has a ripple effect for positive change throughout their communities. Park and recreation professionals serve as mentors, advocates, teachers and coaches. From providing out-of-school time programming for children to offering activities and enrichment opportunities for older adults, local parks and recreation makes all communities stronger.

To succeed in that mission, park and recreation agencies must offer attractive compensation packages — including competitive salaries and robust benefits — to attract and retain the best and brightest for their teams. Comprehensive compensation data guide park and recreation agency leaders as they seek the best candidates for their staff. Such data also provide park and recreation professionals looking for employment opportunities with insights into salaries and benefits that agencies offer.

To amass that data, the National Recreation and Park Association (NRPA) Research team conducted a 43-question survey in April 2024 to elicit salary and other compensation data from 13 positions at park and recreation agencies, as well as general information about benefits and salary policies. The responses from leaders of 624 park and recreation agencies across the United States located in suburban (57 percent), rural (24 percent) and urban (19 percent) settings are the basis of this report. *(Note: Percentages shown in tables, charts and graphs throughout this report not total 100 due to rounding or because respondents selected more than one option per question.)*

The *2024 NRPA Park and Recreation Salary Survey* report features detailed base salary and bonus data for 13 typical park and recreation agency positions:

- Park and Recreation Agency Director (or Executive Director or Superintendent)
- Planning Director (or Superintendent)
- Director of Finance (or Administrative Director or Business Manager)
- Recreation Director (or Recreation Superintendent or Assistant Director – Recreation)
- Park Operations Director (or Maintenance Director or Maintenance Superintendent)
- Park Operations (or Maintenance Foreman)
- Facilities Manager
- Athletics Supervisor (or Athletics Manager)
- Aquatics Supervisor (or Aquatics Manager)
- Recreation Programs Coordinator (or Recreation Programs Manager)
- Marketing and Communications Director (or Marketing and Communications Manager)
- Fitness Center Manager
- Administrative Assistant

No two park and recreation agencies are exactly alike. Neither are the compensation packages they offer their teams. The *2024 NRPA Park and Recreation Salary Survey* report presents compensation data by agency size, agency type and specific demographic characteristics of incumbents in the positions tracked (e.g., education, certifications and years in the profession). The analysis also examines factors that agency professionals use when determining pay raises and bonuses (if offered), and highlights other benefits of park and recreation professionals' compensation packages.

2024 PARK AND RECREATION SALARY SURVEY KEY FINDINGS

2024 PARK AND RECREATION SALARY INCREASES

Fitness center managers garnered the highest median salary change (percent) from 2023 to 2024.

Park and Recreation Agency Director	+5.6%
Planning Director	+4.8%
Director of Finance	+6.2%
Recreation Director	+4.8%
Park Operations Director	+4.5%
Park Operations	+5.2%
Facilities Manager	+2.9%
Athletics Supervisor	+5.3%
Aquatics Supervisor	+5.0%
Recreation Programs Coordinator	+4.0%
Marketing and Communications Director	+5.2%
Fitness Center Manager	+9.0%
Administrative Assistant	+6.0%



MEDIAN ANNUAL VACATION DAYS:

- 10 days upon hire
- 20 days after 10 years of employment

PARK AND RECREATION AGENCIES TYPICALLY COVER

70%-89%

OF THEIR FULL-TIME EMPLOYEES' **HEALTH INSURANCE PREMIUMS**




99% of park and recreation agencies offer their full-time employees a **defined benefit or contribution retirement plan**

BENEFITS MOST LIKELY PAID FOR IN FULL BY PARK AND RECREATION AGENCIES:



Employee assistance/
counseling



Continuing
education



Life
insurance

KEY FINDINGS



A young girl hops through an agility ladder with the assistance of an activity leader in City of Sunny Isles, Florida.

PHOTO COURTESY OF CITY OF SUNNY ISLES (FLORIDA) CULTURAL AND COMMUNITY SERVICES

Base salaries are only one component of compensation. Employee benefits — such as paid vacation and sick leave, health and dental insurance, and retirement plans — not only put thousands of additional dollars into workers’ pockets and improve their standard of living, but also attract better candidates and allow park and recreation agencies to retain high-performing staff.

VACATION AND SICK LEAVE

One of the most valuable components of employee compensation after salary is the amount of vacation and sick leave provided to workers. Paid time off (PTO) is not a luxury but a necessity. This is certainly true for those in the park and recreation profession — a field that celebrates the importance of leisure as a part of a healthy lifestyle. Further, vacation benefits that increase over time are essential in retaining quality staff.

Most park and recreation agencies divide PTO into separate vacation and sick-leave accounts, while 11 percent of agencies provide PTO in a single account that combines vacation and sick leave. The number of vacation days and amount of PTO in a single account generally increase for full-time employees over time when they remain with the same agency; the number of sick days stays more consistent over time.

Ninety-one percent of agencies provide less than 15 days of vacation leave upon hire, while 66 percent offer 20 or more days of vacation after 10 years of service (including 15 percent of agencies that offer at least five weeks — or more than 24 days). Similar increases were observed for 64 agencies reporting PTO in a single account.

TABLE 1: PERCENT OF AGENCIES PROVIDING VACATION DAYS TO FULL-TIME STAFF BY YEARS OF SERVICE

Most agencies offer less than 15 vacation days upon hire, increasing to 20 or more with longer tenure.

Vacation Days	Upon Hire %	After 5 Years %	After 10 Years %
More than 24 days	1	1	15
20-24 days	1	12	51
15-19 days	7	67	31
Less than 15 days	91	21	3

For sick leave, 92 percent of agencies offer less than 15 days upon hire, with 54 percent of agencies staying consistent at 10 years of service.

TABLE 2: PERCENT OF AGENCIES PROVIDING SICK DAYS FOR FULL-TIME STAFF BY YEARS OF SERVICE

Most agencies offer less than 15 sick days across employees' years of service.

Sick Days	Upon Hire %	After 5 Years %	After 10 Years %
More than 19 days	2	5	14
15-19 days	6	15	24
10-14 days	52	69	54
Less than 10 days	40	11	8

THE FAMILY AND MEDICAL LEAVE ACT OF 1993

Under the Family and Medical Leave Act of 1993 (FMLA), qualified employees are guaranteed up to 12 weeks of unpaid leave each year with no threat of job loss. The FMLA also requires employers subject to the law to provide the same health benefits for eligible workers during this time off as those employees had while working. All public agencies — including state, federal and local employers — must follow FMLA rules. Employees are eligible for such benefits under the FMLA if they meet any of the following criteria:

- The employee cannot work due to a serious medical condition.
- The employee must care for an immediate family member with a serious medical condition.
- The birth, placement and/or subsequent care of the employee's child (including adoption or foster care).
- A "qualifying exigency" due to an employee's spouse, child or parent being on active duty or having been called to active duty by the National Guard or Reserve in support of a contingency operation.

FAMILY LEAVE

Whereas the FMLA guarantees up to 12 weeks of unpaid leave, workers can continue to receive paychecks by drawing from their vacation, sick leave and/or paid time off allotments. In addition, some employers choose to pay employees for a portion or all of the time employees are on leave. Parental leave benefits is an example of this.

Overall, agencies are split 50/50 between those offering any specific paid family leave benefits associated with the birth or adoption of a child and those that do not. Forty-nine percent of park and recreation agencies offer family leave benefits. Agencies with more than 100 full-time employees are most likely to offer family leave benefits (64 percent), while agencies with a staff size of 11 to 20 full-time employees and special park districts/regional authorities are less likely to offer this benefit (41 percent). Of those agencies offering family leave, most provide both paid maternity and paternity benefits, while 15 percent provide paid maternity benefits only. When considering agency size and type, at least 90 percent of agencies with more than 50 staff members and special park districts/regional authorities offer both benefits.

TABLE 3: PERCENT OF AGENCIES PROVIDING FAMILY LEAVE FOR FULL-TIME STAFF BY AGENCY SIZE AND TYPE

Of those providing family leave, most agencies offer both maternity and paternity benefits.

Family Leave	All	Agency Size (# of full-time staff)					Agency Type		
		1-10	11-20	21-50	51-100	> 100	City/Town/ Borough	County	Special Park District/ Regional Authority
	%	%	%	%	%	%	%	%	%
Maternity and paternity	85	74	78	85	98	96	83	88	90
Maternity only	15	26	22	15	3	4	17	12	10

Charts 1 and 2 below show the breakdown of agencies offering both maternity and paternity leave by weeks.

CHART 1: MOST AGENCIES PROVIDING MATERNITY LEAVE OFFER BETWEEN SIX AND 12 WEEKS

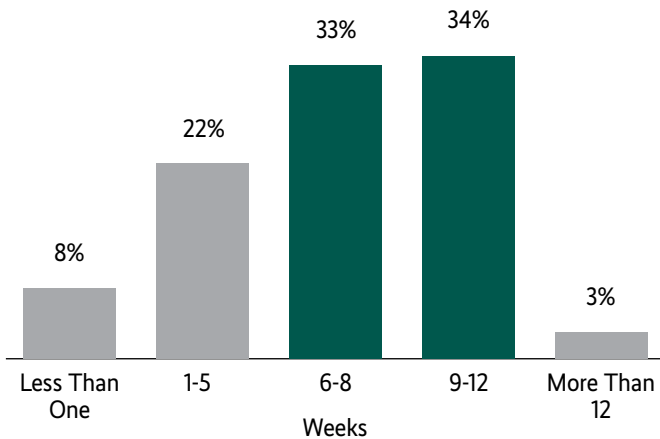
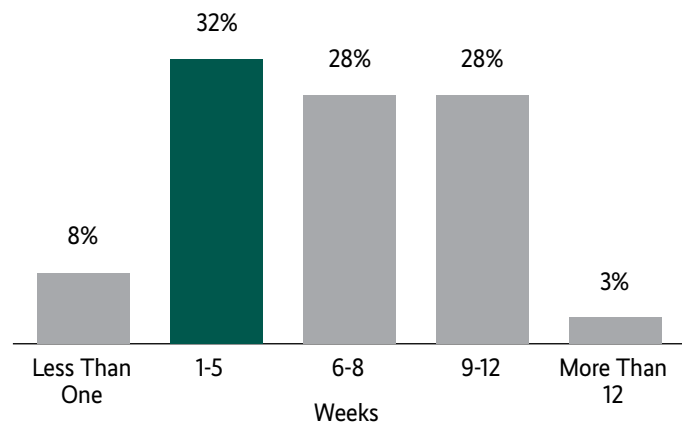


CHART 2: ONE-THIRD OF AGENCIES PROVIDING PATERNITY LEAVE OFFER ONE TO FIVE WEEKS



HEALTH INSURANCE

Access to quality healthcare options is another valuable component of employee compensation. Virtually all park and recreation agencies offer health insurance coverage to staff and their families. Most agencies (90 percent) offer benefits for both employees and their families, while 10 percent provide benefits to employees only. In addition, most agencies require employees to share in health insurance costs, including having staff contribute to insurance premiums. The share of premiums an agency pays and the share that an employee must cover may vary among agencies.

Forty-two percent of agencies cover 70 to 89 percent of employees' health insurance premiums. Some agencies pick up even more of the tab; 35 percent of agencies pay for at least 90 percent, including 21 percent of agencies that cover the entire amount (up two percentage points from 2023). Smaller agencies with one to 10 employees and special park district/regional authorities pay at this rate more than others. At the other end of the spectrum, 24 percent of agencies cover less than 70 percent of their employees' health insurance premiums.

TABLE 4: PERCENT OF AGENCIES COVERING A PROPORTION OF HEALTH INSURANCE PREMIUMS FOR FULL-TIME STAFF BY AGENCY SIZE AND TYPE

One-third of the smallest agencies and special park district/regional authorities cover 100 percent of employees' health insurance premiums.

Proportion of Covered Premium	All	Agency Size (# of full-time staff)					Agency Type		
		1-10 %	11-20 %	21-50 %	51-100 %	> 100 %	City/ Town/ Borough %	County %	Special Park District/ Regional Authority %
100	21	30	21	20	15	11	21	10	30
90-99	14	17	10	14	13	15	16	12	10
80-89	27	24	30	26	27	28	25	37	26
70-79	15	10	16	14	21	17	13	17	21
50-69	15	10	13	17	16	19	17	10	8
Less than 50%	9	9	10	9	8	10	9	14	8

In addition to health insurance and PTO, most agencies (more than 90 percent) offer other valuable benefits as a part of their compensation packages for full-time employees, including:

- Dental (offered by 99 percent of agencies)
- Continuing education (96 percent)
- Life insurance (95 percent)
- Vision (95 percent)
- Employee assistance/counseling (91 percent)

In some cases, the agency pays the total cost of the benefit; in other cases, the agency and employee share the costs.

TABLE 5: PERCENT OF AGENCIES FUNDING EMPLOYEE BENEFITS FOR FULL-TIME STAFF

Agencies are more likely to cover the total cost of employee assistance/counseling, continuing education and life insurance.

Employee Benefits	Funded Fully by Agency %	Funded in Part by Agency %	Not Currently Offered %
Employee assistance/counseling	79	12	8
Continuing education (i.e., courses, conferences)	76	20	4
Life insurance	53	42	5
Short-term disability insurance	34	51	15
Long-term disability insurance	32	52	16
Dental	30	69	1
Vision	26	69	5
Tuition reimbursement (college, trade school)	24	46	30

RETIREMENT PLANS

Employee compensation includes wages and benefits that often provide a foundation for financial security when employees retire. Virtually all (99 percent) park and recreation agencies' compensation packages include retirement benefits; such packages can help attract and retain high-performing employees.

Historically, government employees — including park and recreation professionals — have participated in defined benefit (DB) plans. Under these plans — often referred to as pension plans — the employer promises the employee specific retirement benefits (either a weekly/biweekly/monthly payment or a lump sum upon retirement) based on the employee's length of service and salary level. Typically, the employer contributes most, if not all, of the funds for these retirement benefits, and guarantees the payments when the employee retires and begins to draw on those benefits.

DB plans are valuable tools when recruiting and retaining high-quality employees. Still, the financial obligations associated with such plans have made them untenable for many local government employers that continue to offer them. In recent decades, private-sector employers have moved away from offering DB plans to new employees. While the shift away from pension plans has been less prevalent in the public sector, park and recreation agencies have been moving toward (or at least supplementing their DB plans with) another increasingly common retirement savings tool: defined contribution (DC) plans.

In DC plans, the employee — and frequently the employer — both make regular contributions to an employee-owned retirement account. Funds held in DC plans — such as 401(k), 457(b) or 403(b) accounts — may be withdrawn without penalty by the worker at a certain age, typically at 59.5 years.

Unlike DB plans, DC plans do not guarantee a specific payment amount at retirement. However, they usually give employees a choice in how to invest retirement savings based on employees' preferences. These plans also can be attractive to employees because they are portable: when employees change jobs, they may roll over the funds into their new employer's plan or investment products at a bank or investment company of their choice. On the other hand, DB plans have vesting schedules that require an employee to remain with the employer for a certain number of years before "earning" any retirement benefits.

Overall, 40 percent of park and recreation agencies offer their employees both defined benefit (DB) and defined contribution (DC) plans, followed by 36 percent that offer DB plans only and 24 percent that offer DC plans only.

TABLE 6: PERCENT OF AGENCIES PROVIDING RETIREMENT PLANS FOR FULL-TIME STAFF BY AGENCY SIZE AND TYPE

Larger agencies and those in counties are likely to offer both defined benefit and defined contribution plans.

Retirement Plans	All	Agency Size (# of full-time staff)					Agency Type		
		1-10 %	11-20 %	21-50 %	51-100 %	> 100 %	City/Town/ Borough	County	Special Park District/ Regional Authority
Both defined benefit and defined contribution plans	40	28	34	44	52	53	36	54	42
Defined benefit plan (e.g., pension plan) only	36	42	35	38	31	31	38	27	38
Defined contribution plan (e.g., 401(k)) only	24	30	32	18	17	16	26	20	21

Of those agencies offering DC benefit plans, 90 percent reported employee contributions into retirement accounts, with half indicating that employees contributed one to six percent of their income. One-third of all agencies reported that they do not match their employees' retirement plan contributions, but those that did typically contributed one to five percent.

PAY RAISES AND BONUSES

Regular salary adjustments are an essential part of a compensation system. With current inflation affecting every household, raises in pay are becoming increasingly necessary. Between 2023 and 2024, the 13 tracked job titles garnered median pay raises ranging from three percent to nine percent.

The determinants that park and recreation agencies use to set pay raises vary significantly. The two most common salary changes result from cost-of-living adjustments (COLAs) (cited by 77 percent of respondents) and individual performance (55 percent). Agencies also may increase employees' salaries because of increased employee duties, predetermined step raises, market adjustments, union contract requirements, jurisdiction-wide raises (as granted by mayors, county executives, council, etc.) or longevity increases.

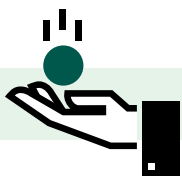
TABLE 7: PERCENT OF AGENCIES REPORTING KEY PAY RAISE DETERMINANTS FOR FULL-TIME STAFF BY AGENCY SIZE AND TYPE

Agencies are more likely to provide pay raises based on cost of living and individual staff performance.

Pay Raise Determinants	All	Agency Size (# of full-time staff)					Agency Type		
		1-10	11-20	21-50	51-100	> 100	City/ Town/ Borough	County	Special Park District/ Regional Authority
	%	%	%	%	%	%	%	%	%
Cost-of-living adjustments	77	78	81	76	75	75	78	76	78
Individual performance	55	48	58	65	53	52	50	48	88
Increased employee duties	42	36	44	40	49	46	37	42	69
Step raises	36	25	35	37	43	48	38	35	24
Market adjustments	35	23	25	41	49	48	32	38	49
Union/Contract requirements	23	12	23	21	32	37	24	19	20
Jurisdiction-wide raises	22	19	23	19	22	29	21	38	9
Longevity increases	20	23	15	22	22	16	21	17	15
Other	3	5	2	2	2	1	3	2	1

Note: Because survey respondents selected more than one pay determinant, totals do not equal 100%.

In addition to base salaries, half of park and recreation agencies offer bonuses to at least some of their employees as part of their compensation packages. The most common bonus plans — offered by 23 percent of agencies — are longevity-based, while 15 percent offer merit-based bonuses based on an individual employee's work performance. The least reported were plans in which employees in a specific department earn a bonus based on the success of their department stated goals (one percent). Respondents also indicated that bonuses were awarded based on employee leave and certifications/education.



Forty-six percent of park and recreation agencies pay a minimum wage of \$15.00 or more per hour.



TABLE 8: PERCENT OF AGENCIES REPORTING BONUS KEY DETERMINANTS FOR FULL-TIME STAFF BY AGENCY SIZE AND TYPE

Of the agencies offering bonuses, the most common determinant is longevity.

Bonus Determinants	All	Agency Size (# of full-time staff)					Agency Type		
		1-10 %	11-20 %	21-50 %	51-100 %	> 100 %	City/ Town/ Borough %	County %	Special Park District/ Regional Authority %
No bonuses offered	47	51	45	49	43	38	44	60	43
Longevity	23	27	21	19	26	23	26	10	23
Individual performance	15	10	14	17	18	21	14	12	23
Leave	15	8	14	16	23	21	16	10	17
Certification/Education	12	8	14	12	16	12	13	10	9
Holiday	10	15	12	5	7	8	10	9	11
Tenure based	7	5	7	10	8	4	7	2	14
Jurisdiction	2	1	1	4	1	5	2	4	1
Other	2	1	4	4	1	1	3	1	3
Department-based performance	1	1	2	4	*	1	1	1	3

*insufficient data

Note: Because survey respondents selected more than one bonus determinant, totals do not equal to 100%.

MINIMUM WAGE POLICY

As in the 2023 NRPA Salary Survey, most agencies (88 percent) reported paying minimum wages at or greater than the locality/state minimum, while 12 percent of agencies match the current federal minimum wage of \$7.25 per hour. Forty-six percent of park and recreation agencies pay a minimum wage of \$15.00 or more per hour.

TABLE 9: PERCENT OF AGENCIES REPORTING MINIMUM WAGE POLICY FOR FULL-TIME STAFF BY AGENCY SIZE AND TYPE

Across size and type, most agencies pay above the federal minimum hourly wage of \$7.25.

Minimum Wage Policy	All	Agency Size (# of full-time staff)					Agency Type		
		1-10 %	11-20 %	21-50 %	51-100 %	> 100 %	City/ Town/ Borough %	County %	Special Park District/ Regional Authority %
Greater than local, state and federal levels	44	41	44	47	43	47	44	45	46
Matches local and/or state and higher than federal levels	44	43	44	44	51	43	43	46	51
Matches the federal level	12	16	13	9	7	10	14	9	3

SALARY INFORMATION

Youth participate in a skateboarding clinic in Carlisle (Pennsylvania) Parks.



PHOTO COURTESY OF CARLISLE (PENNSYLVANIA) PARKS AND RECREATION

This section of the report presents detailed salary, bonus and demographic data for the 13 park and recreation agency positions covered in the survey:

- Park and Recreation Agency Director (or Executive Director or Superintendent)
- Planning Director (or Superintendent)
- Director of Finance (or Administrative Director or Business Manager)
- Recreation Director (or Recreation Superintendent or Assistant Director – Recreation)
- Park Operations Director (or Maintenance Director or Maintenance Superintendent)
- Park Operations (or Maintenance Foreman)
- Facilities Manager
- Athletics Supervisor (or Athletics Manager)
- Aquatics Supervisor (or Aquatics Manager)
- Recreation Programs Coordinator (or Recreation Programs Manager)
- Marketing and Communications Director (or Manager)
- Fitness Center Manager
- Administrative Assistant

TABLE 10: MEDIAN BASE SALARIES AND TYPICAL ANNUAL SALARY INCREASES FOR 13 PARK AND RECREATION PROFESSIONS

Fitness center managers saw the highest median year-to-year salary change from 2023 to 2024.

Park and Recreation Profession	January 1, 2024: Base Salary	Median Year-to-Year Percentage Change
Park and Recreation Agency Director	\$123,000	+5.6%
Planning Director	\$106,500	+4.8%
Director of Finance	\$100,245	+6.2%
Recreation Director	\$90,000	+4.8%
Park Operations Director	\$85,000	+4.5%
Park Operations	\$65,952	+5.2%
Facilities Manager	\$70,000	+2.9%
Athletics Supervisor	\$60,347	+5.3%
Aquatics Supervisor	\$64,500	+5.0%
Recreation Programs Coordinator	\$58,000	+4.0%
Marketing and Communications Director	\$70,000	+5.2%
Fitness Center Manager	\$60,181	+9.0%
Administrative Assistant	\$47,840	+6.0%

In the same way park and recreation agencies differ in size, programming and facility offerings, and the scope of their mission and funding, they also differ in the responsibilities and compensation of their professional teams. Therefore, this report presents a broad snapshot of compensation data, including a presentation of the median and average salaries for each of the 13 positions covered in the report, and salaries and bonuses at the 10th, 25th, 75th and 90th percentiles. Agencies with broader missions and offerings and those with greater funding resources may be more apt to pay their employees at the 75th or even 90th percentiles in order to recruit and retain professionals best suited for their agencies. Conversely, agencies with modest offerings or funding resources may offer compensation levels below the median.

Other factors can impact a park and recreation professional's compensation such as agency size, type, location and employee demographics (education, certification, etc.). This report also looks at the relationship between the characteristics of agencies and employees and their salaries.

- **Agency size:** Generally, base salaries and bonuses are higher at agencies with more full-time staff (as measured by the number of full-time staff employed).
- **Agency type:** Agency types include locations (cities, towns, counties), special park districts and regional authorities. While base salaries and bonuses vary significantly, both tend to be higher at special park districts and agencies in urban locales.
- **Region:** The four census regions are Northeast, South, Midwest and West, with significant regional differences. Agencies in the West tend to offer higher base salaries.
- **Highest level of education attained:** Generally, park and recreation professionals with a bachelor's degree tend to have higher base salaries than do their peers without a four-year college degree. Furthermore, professionals who have earned a graduate degree (e.g., master's, MBA, J.D., Ph.D.) have base salaries higher than those with only a four-year college degree.
- **Certification:** Many park and recreation professionals have professional certifications in addition to or instead of a degree. Employees holding a professional certification have more success in achieving upward career mobility, finding jobs or receiving promotions based on the employer's job requirements. Also, for certain job titles, park and

recreation professionals who have earned one or more professional certifications — including, but not limited to, the Certified Park and Recreation Professional (CPRP) and Certified Park and Recreation Executive (CPRE) — tend to earn more than their peers who do not hold these certifications. Certifications may also include:

- o Certified Playground Safety Inspector (CPSI)
- o Certified Pool Operator (CPO)
- o Aquatic Facility Operator (AFO)
- o First Aid, CPR, Emergency Cardiovascular Care (ECC) or similar
- o Certified Public Accountant (CPA)
- o Certified Youth Sports Administrator (CYSA)
- o American Society of Landscape Architects (ASLA)
- o International Society of Arboriculture (ISA)
- o Pesticide License
- o Commercial Driver's License (CDL)
- o Lifeguard Instructor (LGI), Lifeguard Trainer (LGIT), Water Safety Instructor (WSI) or similar
- o Certified Therapeutic Recreation Specialist (CTRS)
- o Professional Certified Marketer (PCM)
- o Personal trainer/group fitness or similar
- o Notary Public
- o Certified Athletic Administrator (CAA)
- o Certified Administrative Professional (CAP)
- o Professional Administrative Certification of Excellence (PACE)

- **Years of professional experience:** Experienced park and recreation professionals earn more than their peers who are relatively new to the field.

Following the salary data for each of the 13 jobs is a sample job description outlining the key responsibilities and typical job experience of incumbents in those positions. Park and recreation agencies can use these sample job descriptions as guides when creating or updating the list of key responsibilities at their organizations. Please note that incumbents with greater responsibilities than those listed in the sample job descriptions tend to earn more than those whose job responsibilities match those listed in the samples.

PHOTO COURTESY OF CITY OF MCCALL (IDAHO) PARKS AND RECREATION DEPARTMENT



A group participates in a mountain biking excursion in McCall, Idaho.

CONCLUSION

The success of park and recreation agencies would not be possible without the dedication of the more than 160,000 full-time professionals and the hundreds of thousands of part-time and seasonal workers who serve these agencies. The ability to make a real difference in the lives of members in their communities is what draws many park and recreation professionals to this work. At the same time, competitive compensation packages — including base salaries and benefits — are critical for attracting and retaining the best employees. Armed with information, such as the compensation data and sample job descriptions presented in this *2024 NRPA Park and Recreation Salary Survey* report, park and recreation agencies can recruit and retain highly qualified professionals to ensure those agencies best serve their communities.

ACKNOWLEDGMENTS

Thank you to all the park and recreation professionals and their agencies that completed the survey, the data from which served as the basis of this report. Thank you to Melissa May, Danielle Doll, Samantha Serrano, Dianne Palladino, Lindsay Collins, Alexandra Reynolds, Vitisia Paynich and Kate Anderson for making this report possible.

ABOUT NRPA

The National Recreation and Park Association (NRPA) is the leading not-for-profit organization dedicated to building strong, vibrant and resilient communities through the power of parks and recreation. With more than 60,000 members, NRPA advances this vision by investing in and championing the work of park and recreation professionals and advocates — the catalysts for positive change in service of equity, climate-readiness, and overall health and well-being.

NRPA brings strength to our message by partnering with like-minded organizations, including those in the federal government, nonprofits and commercial enterprises. Funded through dues, grants, registrations and charitable contributions, NRPA produces research, education and policy initiatives for our members that ultimately enrich the communities they serve.

NRPA places immense importance on research and data to raise the status of parks and recreation. We conduct research with two goals: First, NRPA creates and analyzes data to help park and recreation agencies make optimal decisions on operations, programming and spending. Second, NRPA develops data and insights that support park and recreation professionals making the case for greater and more stable funding to policymakers, key stakeholders, the media and the general public.

The NRPA Research team works closely with internal subject matter experts, respected industry consultants and the academic community to develop its reports and data resources. Learn more about NRPA research reports and resources at nrpa.org/Research.



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