



2008 LAA Salary & Benefits Summary

PRESIDENT/CEO/EXECUTIVE DIRECTOR

POSITION DESCRIPTION:

The President/CEO/Executive Director position is the chief staff executive of an organization. Responsibilities typically include the overall management of the organization, strategic and fiscal planning, advocating for the organization's mission and goals, and overseeing fundraising activities. This position typically reports to a board of directors or another governing committee. Other titles can include managing director, director, general manager, and commissioner.

2008 BASE SALARIES *(full-time, paid positions only)*:

ALL LAAs	by Legal Status of Organization	AVERAGE 2008 Salary	MEDIAN 2008 Salary	MINIMUM 2008 Salary	MAXIMUM 2008 Salary	Number of Respondents*
	Public/Municipal/Government LAAs	\$86,185	\$87,000	\$33,600	\$178,236	39
Private, Nonprofit, 501c3 LAAs	\$63,532	\$54,000	\$20,000	\$236,000	118	
All Respondents	\$69,159	\$61,741	\$20,000	\$236,000	157	
2001 Findings (for comparison)	\$54,309	\$45,397	\$7,500	\$193,000	322	

POPULATION	by Population of Service Area	AVERAGE 2008 Salary	MEDIAN 2008 Salary	MINIMUM 2008 Salary	MAXIMUM 2008 Salary	Number of Respondents*
	Fewer than 30,000	\$43,013	\$43,750	\$20,000	\$70,000	8
30,000 to 99,999	\$50,208	\$45,500	\$35,000	\$92,000	18	
100,000 to 249,999	\$54,984	\$49,500	\$20,000	\$134,000	39	
250,000 to 499,999	\$60,663	\$59,000	\$25,000	\$118,000	33	
500,000 to 999,999	\$80,461	\$75,291	\$37,000	\$236,000	19	
1,000,000 or More	\$98,378	\$94,895	\$27,500	\$178,236	40	

OPERATING BUDGET	by LAA Operating Budget	AVERAGE 2008 Salary	MEDIAN 2008 Salary	MINIMUM 2008 Salary	MAXIMUM 2008 Salary	Number of Respondents*
	\$0 (zero)	n/a	n/a	n/a	n/a	1
Less than \$100,000	\$38,510	\$35,050	\$20,000	\$70,000	10	
\$100,000 to \$499,999	\$49,288	\$47,000	\$20,000	\$100,000	71	
\$500,000 to \$999,999	\$74,730	\$65,000	\$35,000	\$150,000	31	
\$1,000,000 to \$4,999,999	\$94,488	\$91,250	\$55,000	\$152,100	34	
\$5,000,000 to \$9,999,999	\$119,571	\$115,000	\$93,000	\$150,000	7	
\$10,000,000 or More	\$187,745	\$178,236	\$149,000	\$236,000	3	

* Some sample sizes are extremely small and should be used with caution.
 Source: Americans for the Arts' 2008 Local Arts Agency Salary & Benefits Survey.
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2008 Local Arts Agency Executive Director Salary Report (continued)

GEOGRAPHY	by Geographic Region	AVERAGE 2008 Salary	MEDIAN 2008 Salary	MINIMUM 2008 Salary	MAXIMUM 2008 Salary	Number of Respondents*
	New England	\$59,475	\$56,750	\$42,400	\$82,000	4
	Middle Atlantic	\$60,104	\$52,888	\$25,000	\$150,000	20
	South Atlantic	\$71,855	\$71,300	\$20,000	\$150,000	47
	South Central	\$76,279	\$59,010	\$31,000	\$236,000	31
	North Central	\$63,175	\$57,000	\$20,000	\$150,000	31
	Mountain	\$72,948	\$80,000	\$37,000	\$117,187	9
	Pacific	\$70,749	\$54,000	\$25,000	\$178,236	15

TENURE	by Length of Tenure in Position	AVERAGE 2008 Salary	MEDIAN 2008 Salary	MINIMUM 2008 Salary	MAXIMUM 2008 Salary	Number of Respondents*
	Fewer than Two Years	\$76,845	\$65,000	\$20,000	\$178,236	23
	Two to Four Years	\$59,464	\$52,000	\$20,000	\$145,000	38
	Five to Ten Years	\$66,180	\$59,000	\$29,000	\$152,100	47
	11 to 20 Years	\$70,152	\$65,000	\$30,900	\$150,000	33
	More than 20 Years	\$87,840	\$85,000	\$25,000	\$236,000	16

EXPERIENCE	by CEO Experience	AVERAGE 2008 Salary	MEDIAN 2008 Salary	MINIMUM 2008 Salary	MAXIMUM 2008 Salary	Number of Respondents*
	First Job at CEO/President/ED Level	\$61,222	\$54,000	\$20,000	\$236,000	96
	Held Similar Position Previously	\$81,650	\$80,000	\$25,000	\$178,236	61

GENDER	by Gender	AVERAGE 2008 Salary	MEDIAN 2008 Salary	MINIMUM 2008 Salary	MAXIMUM 2008 Salary	Number of Respondents*
	Men (32 percent)	\$76,772	\$71,300	\$25,000	\$236,000	51
	Women (68 percent)	\$65,496	\$55,388	\$20,000	\$178,236	106

RAISE	by Respondents Who Received a <u>Pay Raise</u> During Past 12 Months	AVERAGE Raise	MEDIAN Raise	MINIMUM Raise	MAXIMUM Raise	Number of Respondents*
	Received Pay Raise (32 percent)	5.1 percent	4.0 percent	1.5 percent	25.0 percent	51

CASH BONUS	by Respondents Who Received a <u>Bonus</u> During Past 12 Months	AVERAGE Bonus	MEDIAN Bonus	MINIMUM Bonus	MAXIMUM Bonus	Number of Respondents*
	Annual Cash Bonus (20 percent)	\$5,123	\$2,500	\$100	\$35,400	32
	Spot / Incentive Bonus (8 percent)	\$2,523	\$2,400	\$100	\$6,500	12
	Signing / Hiring Bonus (2 percent)	\$11,500	\$11,500	\$8,000	\$15,000	3
	Other Bonus (5 percent)	\$1,037	\$1,275	\$100	\$2,500	8

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DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS:

ETHNICITY	By Ethnicity	Percent of Respondents
	White / Caucasian American	92.8%
	American Indian or Alaskan Native	3.3%
	Black / African American	2.6%
	Hispanic / Latin / Spanish	2.0%
	Native Hawaiian / Other Pacific Islander	0.7%
	Other	1.3%

EDUCATIONAL	By Highest Level of Education Completed	Percent of Respondents
	High school degree or less	5.1%
	2-year college / Technical or Assoc. degree	1.9%
	4-year college / Bachelors degree	42.7%
	Master's degree	42.7%
	Doctoral degree	2.5%
	Other	5.1%

AGE	By Age	Percent of Respondents
	25 to 44	16.9%
	45 to 54	35.7%
	55 to 64	41.6%
	65 or Older	5.8%

GENDER	By Gender	Percent of Respondents
	Male	32.5%
	Female	67.5%

RESPONDENT OPINIONS:

OPINIONS	Level of agreement with the following statements:	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
	My job requirements are clear.	44.5%	39.4%	9.0%	5.8%	1.3%
	I am interested in the work that I do.	93.5%	5.8%	0.6%	0.0%	0.0%
	I feel stress in my job.	58.1%	33.5%	7.1%	1.3%	0.0%
	I have a clear path for career advancement.	17.5%	22.1%	36.4%	13.6%	10.4%
	I have the freedom to take independent action in my job.	61.9%	31.6%	2.6%	3.9%	0.0%
	I am proud to work for my arts organization or program.	90.3%	8.4%	1.3%	0.0%	0.0%
	If I do a good job, I will be rewarded.	27.7%	37.4%	18.7%	12.3%	3.9%

SATISFACTION	Level of Satisfaction with:	Extremely Satisfied	Very Satisfied	Satisfied	Somewhat Unsatisfied	Not Satisfied At All
	Your <u>total compensation</u> (salary, wages, bonuses, overtime pay) at your arts organization or program	6.4%	25.6%	40.4%	23.7%	3.8%
	The <u>employee benefits</u> (health insurance, paid time off from work, etc.) that you receive from your arts organization or program	11.1%	31.4%	24.2%	22.2%	11.1%

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