

# 2018 Local Arts Agency Salary Report

## ASSISTANT DIRECTOR / DEPUTY DIRECTOR / COO

The **Assistant Director / Deputy Director / Chief Operating Officer (COO)** is the second-in-command staff executive of the local arts agency. This person reports to, and directly supports, the chief staff executive. The responsibilities of this position typically include the administration of multiple aspects of the organization as well as supervision of the program management staff. **Other titles** can include executive vice president; vice president of operations; deputy commissioner; and senior manager.

ALL LOCAL ARTS AGENCIES	DEPUTY DIRECTOR	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	<b>All Full-Time Positions</b>	<b>\$84,241</b>	<b>\$81,200</b>	<b>\$35,000</b>	<b>\$180,000</b>	<b>54</b>
	<u>For comparison purposes only:</u>					
	2013 Findings	\$83,293	\$89,000	\$33,000	\$164,381	43
	2001 Findings	\$48,783	\$44,500	\$13,000	\$116,000	85
	Public/Government LAAs only	\$98,565	\$96,500	\$51,500	\$134,000	20
	Private/Nonprofit LAAs only	\$75,815	\$60,736	\$35,000	\$180,000	34
	<b>All Part-Time Positions</b>	<b>**</b>	<b>\$87,000</b>	<b>**</b>	<b>**</b>	<b>1</b>
	<u>For comparison purposes only:</u>					
	2013 Findings	**	\$51,500	\$48,000	\$55,000	2
	2001 Findings	\$15,980	\$12,000	\$4,000	\$45,000	17
	Public/Government LAAs only	**	**	**	**	0
	Private/Nonprofit LAAs only	**	\$87,000	**	**	1

### ↓ FULL-TIME PAID POSITIONS ONLY ↓

PUBLIC/GOVERNMENT LAAs ONLY	Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Fewer than 30,000	**	**	**	**	0
	30,000 to 99,999	**	\$85,000	\$70,000	\$100,000	2
	100,000 to 249,999	\$81,000	\$80,000	\$68,000	\$95,000	3
	250,000 to 499,999	**	\$120,000	**	**	1
	500,000 to 999,999	\$98,000	\$105,500	\$56,000	\$125,000	4
	1,000,000 or more	\$104,629	\$111,000	\$51,500	\$134,000	10
	<b>Operating Budget</b>	<b>AVERAGE</b>	<b>MEDIAN</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>Number of</b>
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Less than \$100,000	**	**	**	**	0
	\$100,000 to \$249,999	**	\$84,000	\$68,000	\$100,000	2
	\$250,000 to \$499,999	**	**	**	**	0
	\$500,000 to \$999,999	**	\$70,000	**	**	1
	\$1,000,000 to \$4,999,999	\$77,228	\$83,435	\$51,500	\$95,000	6
	\$5,000,000 to \$9,999,999	**	\$125,000	**	**	1
	\$10,000,000 or more	\$114,493	\$122,000	\$84,000	\$134,000	10

PRIVATE/NONPROFIT LAAs ONLY	Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Fewer than 30,000	**	\$54,750	\$35,000	\$74,500	2
	30,000 to 99,999	\$47,050	\$43,100	\$42,000	\$60,000	4
	100,000 to 249,999	\$44,733	\$46,000	\$35,000	\$53,265	5
	250,000 to 499,999	\$64,423	\$61,000	\$50,000	\$84,560	7
	500,000 to 999,999	\$53,634	\$55,000	\$43,700	\$64,000	5
	1,000,000 or more	\$121,564	\$127,000	\$61,500	\$180,000	11
	<b>Operating Budget</b>	<b>AVERAGE</b>	<b>MEDIAN</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>Number of</b>
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Less than \$100,000	**	**	**	**	0
	\$100,000 to \$249,999	**	**	**	**	0
	\$250,000 to \$499,999	\$43,617	\$44,600	\$35,000	\$52,500	6
	\$500,000 to \$999,999	\$47,683	\$44,850	\$39,400	\$60,000	6
	\$1,000,000 to \$4,999,999	\$73,980	\$64,000	\$42,000	\$150,000	15
	\$5,000,000 to \$9,999,999	\$115,300	\$124,850	\$61,500	\$150,000	4
	\$10,000,000 or more	\$153,000	\$152,000	\$127,000	\$180,000	3

Some sample sizes are small and should be used with caution.

Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018)

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2018 Local Arts Agency Salary Report  
Assistant Director / Deputy Director / Chief Operating Officer *(continued)*

↓ FULL-TIME PAID POSITIONS ONLY ↓

GEOGRAPHY	Geographic Location	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	New England	\$71,000	\$69,000	\$56,000	\$90,000	4
	Middle Atlantic	\$76,213	\$61,250	\$35,000	\$180,000	8
	South Atlantic	\$75,851	\$58,000	\$35,000	\$152,000	13
	East South Central	**	\$135,000	**	**	1
	East North Central	\$70,294	\$60,471	\$45,000	\$127,000	5
	West South Central	\$83,533	\$72,750	\$46,000	\$134,000	6
	West North Central	**	\$43,100	\$42,000	\$44,200	2
	Mountain	\$115,830	\$122,160	\$94,000	\$125,000	4
	Pacific	\$102,912	\$98,000	\$50,000	\$150,000	11

REGION	Type of Service Area	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Single city or town	\$81,629	\$70,000	\$44,200	\$135,000	21
	Multiple cities	**	\$110,000	\$90,000	\$130,000	2
	Single county	\$95,249	\$87,737	\$42,000	\$152,000	16
	Multiple counties (and larger)	\$72,720	\$61,000	\$35,000	\$180,000	15

DENSITY	Population Density	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Rural	\$46,625	\$38,500	\$35,000	\$74,500	4
	Suburban	\$67,389	\$60,236	\$39,400	\$120,000	16
	Urban	\$96,596	\$89,500	\$42,000	\$180,000	34

STAFF SIZE	Number of Paid Staff	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	One employee	**	\$50,000	**	**	1
	Two employees	\$62,755	\$53,265	\$35,000	\$100,000	3
	Three to five employees	\$58,676	\$57,000	\$35,000	\$95,000	14
	Six to nine employees	\$61,057	\$50,000	\$39,400	\$150,000	7
	10 to 19 employees	\$96,713	\$88,000	\$62,500	\$150,000	13
	20 employees or more	\$112,787	\$118,500	\$60,471	\$180,000	16

TENURE	Number of Years in Position	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Fewer than two years	\$82,064	\$73,935	\$39,400	\$152,000	12
	Two to four years	\$86,421	\$84,280	\$35,000	\$150,000	16
	Five to nine years	\$81,428	\$80,000	\$35,000	\$150,000	13
	10 to 19 years	\$78,947	\$62,500	\$42,000	\$134,000	11
	20 years or more	**	\$127,250	\$74,500	\$180,000	2

GENDER	Gender Identity	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Female (cisgender)	\$78,142	\$62,000	\$35,000	\$180,000	40
	Male (cisgender)	\$101,666	\$94,500	\$46,000	\$135,000	14

EDUCATION	Educational Attainment	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	High school degree (or less)	\$72,025	\$75,200	\$43,700	\$94,000	4
	2-year college degree (Associate)	\$63,566	\$47,633	\$35,000	\$124,000	4
	4-year college degree (Bachelor's)	\$85,363	\$86,869	\$39,400	\$150,000	15
	Master's degree	\$84,351	\$80,000	\$35,000	\$152,000	29
	Doctoral or other terminal degree	**	\$140,000	\$100,000	\$180,000	2
	Type of Degree Attained	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Arts management or administration	\$74,189	\$56,000	\$51,500	\$124,320	7
	Other arts-related degree	\$85,777	\$80,000	\$42,000	\$180,000	17
	Non-arts degree	\$87,822	\$86,280	\$35,000	\$152,000	26

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↓ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS ↓

PAY ADJUSTMENTS	Full-Time, Paid Respondents who received a pay adjustment during the past 12 months	PERCENTAGE Who Received Pay Increase	AVERAGE Most Recent Pay Increase	MINIMUM Most Recent Pay Increase	MAXIMUM Most Recent Pay Increase	Number of Respondents
	Received ANY increase	68.5%	4.82%	0.0%	20.0%	37
	Cost of living adjustment	18.5%	3.25%	2.0%	8.0%	10
	Promotion/new responsibilities	14.8%	9.93%	1.5%	20.0%	8
	Performance (not promotion)	27.8%	3.35%	1.0%	5.0%	15
	Length of service/tenure	1.9%	5.90%	5.9%	5.9%	1
	Government pay scale	5.6%	3.42%	2.5%	4.8%	3
	Pay remained the same	31.5%				17
	Received ANY decrease	0.0%				0
	Budget cuts	0.0%				0
	Change in title or responsibilities	0.0%				0

EMPLOYMENT BENEFITS	Type of Benefits Offered (paid respondents only)	LAA Budget Less than \$250,000 N = 2	LAA Budget \$250,000 to \$999,999 N = 13	LAA Budget \$1,000,000 or More N = 40	All Respondents N = 55
	Performance review and evaluation (past 12 months)	50.0%	84.6%	80.0%	80.0%
	Medical insurance	100.0%	61.5%	87.5%	81.8%
	Dental insurance	100.0%	38.5%	75.0%	67.3%
	Vision insurance	100.0%	15.4%	60.0%	50.9%
	Life insurance	50.0%	15.4%	75.0%	60.0%
	Disability insurance	100.0%	23.1%	57.5%	50.9%
	Cash bonus	0.0%	15.4%	12.5%	12.7%
	Retirement savings account	100.0%	38.5%	72.5%	65.5%
	Pre-tax flexible spending account	100.0%	15.4%	62.5%	52.7%
	Paid time off (e.g., paid vacation, sick, and/or personal days)	100.0%	76.9%	95.0%	90.9%
	Average number of days accrued in 2018	20.5	23.3	28.4	27.1
	Paid parental leave	100.0%	15.4%	22.5%	23.6%
	Flexible scheduling	50.0%	46.2%	60.0%	56.4%
	Telecommuting / working remotely	0.0%	23.1%	32.5%	29.1%
	Tuition reimbursement	0.0%	7.7%	22.5%	18.2%
	Professional development (e.g., conferences, workshops)	100.0%	46.2%	75.0%	69.1%
	Association/professional dues	100.0%	15.4%	45.0%	40.0%
	Health club membership/discount	50.0%	0.0%	17.5%	14.5%
	Free/discounted tickets for cultural activities	0.0%	61.5%	45.0%	47.3%
	None of the above	0.0%	0.0%	2.5%	1.8%

JOB SATISFACTION	Level of Satisfaction (paid respondents only)	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied
	How satisfied are you with your total cash compensation at your local arts agency?	30.9%	45.5%	5.5%	14.5%	3.6%
	How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency?	41.8%	29.1%	10.9%	14.5%	3.6%
	Level of Agreement (paid respondents only)	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
	I have a clear path for job advancement.	14.5%	27.3%	30.9%	14.5%	12.7%
	My job requirements are well defined.	36.4%	36.4%	16.4%	10.9%	0.0%
	I am proud to work for my local arts agency.	78.2%	18.2%	3.6%	0.0%	0.0%
	I feel fulfilled performing my work at my local arts agency.	54.5%	34.5%	9.1%	1.8%	0.0%
	I can see how my work affects and/or impacts my community.	78.2%	20.0%	0.0%	1.8%	0.0%
	Likelihood of Remaining Employed in Arts Industry (paid respondents only)	Yes	No	I have no idea, but I hope so	I have no idea, but I hope not	
	Do you anticipate that you will still be working in the arts industry five years from today?	61.8%	16.4%	18.2%	3.6%	

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↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	<b>Gender Identity</b>	<b>Full-Time Paid N = 54</b>	<b>Part-Time Paid N = 1</b>	<b>Unpaid Volunteer N = 1</b>	<b>All Respondents N = 56</b>
	Female (cisgender/identify with gender assigned at birth)	74.1%	100.0%	0.0%	73.2%
	Male	25.9%	0.0%	100.0%	26.8%
	Transgender	0.0%	0.0%	0.0%	0.0%
	Non-binary/third gender/gender fluid	0.0%	0.0%	0.0%	0.0%
	I prefer to self identify	0.0%	0.0%	0.0%	0.0%
	<b>Race/Ethnicity</b> (respondents were allowed to check all that apply)	<b>Full-Time Paid N = 53</b>	<b>Part-Time Paid N = 1</b>	<b>Unpaid Volunteer N = 1</b>	<b>All Respondents N = 55</b>
	African-American or Black	5.7%	0.0%	0.0%	5.5%
	American Indian or Alaska Native or Indigenous or First Nations	0.0%	0.0%	0.0%	0.0%
	Arab or Middle Eastern	0.0%	0.0%	0.0%	0.0%
	Asian or Asian American	3.8%	0.0%	0.0%	3.6%
	Hispanic or Latina/Latino/Latinx	3.8%	0.0%	0.0%	3.6%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%	0.0%
	White or Caucasian or European American	90.6%	100.0%	100.0%	90.9%
	I prefer to self identify	1.9%	0.0%	0.0%	1.8%
	White or Caucasian or European American only	88.7%	100.0%	100.0%	89.1%
	All People of Color	11.3%	0.0%	0.0%	10.9%
	<b>Age</b>	<b>Full-Time Paid N = 54</b>	<b>Part-Time Paid N = 1</b>	<b>Unpaid Volunteer N = 1</b>	<b>All Respondents N = 56</b>
	18 to 24	0.0%	0.0%	0.0%	0.0%
	25 to 34	11.1%	0.0%	0.0%	10.7%
	35 to 44	20.4%	0.0%	100.0%	21.4%
	45 to 54	27.8%	0.0%	0.0%	26.8%
	55 to 64	35.2%	100.0%	0.0%	35.7%
	65 to 74	5.6%	0.0%	0.0%	5.4%
	75 or older	0.0%	0.0%	0.0%	0.0%
	<b>Sexual Orientation</b>	<b>Full-Time Paid N = 52</b>	<b>Part-Time Paid N = 1</b>	<b>Unpaid Volunteer N = 1</b>	<b>All Respondents N = 54</b>
	Heterosexual or straight	75.0%	100.0%	100.0%	75.9%
	Gay or lesbian	17.3%	0.0%	0.0%	16.7%
	Bisexual	7.7%	0.0%	0.0%	7.4%
	Asexual	0.0%	0.0%	0.0%	0.0%
	Pansexual	0.0%	0.0%	0.0%	0.0%
	Queer	0.0%	0.0%	0.0%	0.0%
	Questioning	0.0%	0.0%	0.0%	0.0%
	Same sex attracted	0.0%	0.0%	0.0%	0.0%
	I prefer to self identify	0.0%	0.0%	0.0%	0.0%
	<b>Educational Attainment</b>	<b>Full-Time Paid N = 54</b>	<b>Part-Time Paid N = 1</b>	<b>Unpaid Volunteer N = 1</b>	<b>All Respondents N = 56</b>
	High school or less	7.4%	0.0%	0.0%	7.1%
	Associate degree (junior college) or vocational degree/license	7.4%	0.0%	100.0%	8.9%
	Bachelor's degree	27.8%	100.0%	0.0%	28.6%
	Master's degree	53.7%	0.0%	0.0%	51.8%
	Doctoral or other terminal degree	3.7%	0.0%	0.0%	3.6%
	<b>Type of Degree Attained</b>	<b>Full-Time Paid N = 50</b>	<b>Part-Time Paid N = 1</b>	<b>Unpaid Volunteer N = 1</b>	<b>All Respondents N = 52</b>
	Arts management or administration	14.0%	0.0%	0.0%	13.5%
	Other arts-related degree	34.0%	0.0%	100.0%	34.6%
	Non-arts degree	52.0%	100.0%	0.0%	51.9%

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↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	Disability	Full-Time Paid N = 53	Part-Time Paid N = 1	Unpaid Volunteer N = 1	All Respondents N = 55
	Yes, I identify as a person with a disability	3.8%	0.0%	0.0%	3.6%
	Visible/noticeable to others	1.9%	0.0%	0.0%	1.8%
	Not visible/not noticeable to others	1.9%	0.0%	0.0%	1.8%
	No, I do not identify as a person with a disability	96.2%	100.0%	100.0%	96.4%
	Military Service	Full-Time Paid N = 53	Part-Time Paid N = 1	Unpaid Volunteer N = 1	All Respondents N = 55
	Active Service	0.0%	0.0%	0.0%	0.0%
	Veteran	1.9%	0.0%	0.0%	1.8%
	None	98.1%	100.0%	100.0%	98.2%
	Voter Registration	Full-Time Paid N = 53	Part-Time Paid N = 1	Unpaid Volunteer N = 1	All Respondents N = 55
	Democrat	67.9%	0.0%	100.0%	67.3%
	Republican	1.9%	100.0%	0.0%	3.6%
	Libertarian	0.0%	0.0%	0.0%	0.0%
	Green	1.9%	0.0%	0.0%	1.8%
	Unaffiliated with a party, but registered	26.4%	0.0%	0.0%	25.5%
	I am not registered to vote	0.0%	0.0%	0.0%	0.0%
	I am unable to register to vote	1.9%	0.0%	0.0%	1.8%
	I prefer to self-identify	0.0%	0.0%	0.0%	0.0%

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