

2018 Local Arts Agency Salary Report

ARTS EDUCATION

Staff members who report that their primary role or responsibility most closely matches the **Arts Education** category are typically involved in the development and administration of arts education programming for the local arts agency. The responsibilities of these positions can include identification of community outreach opportunities; implementation of arts-in-education policy and advocacy programs; and the creation of partnerships with local arts organizations and artists, businesses, and schools/school districts. **Titles** can include director of arts education; manager of arts-in-education programs; and arts education coordinator.

↓ FULL-TIME PAID POSITIONS ONLY ↓

ALL LOCAL ARTS AGENCIES	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	All Full-Time Positions	\$52,421	\$50,000	\$25,044	\$94,000	49
	<i>For comparison purposes only:</i>					
	2013 Findings	\$51,821	\$43,000	\$29,000	\$104,500	15
	2001 Findings	\$35,665	\$34,000	\$13,650	\$84,000	89
	Employment Level:					
	Executive staff	\$75,825	**	\$70,000	\$81,650	2
	Management staff	\$55,926	\$52,110	\$28,500	\$94,000	30
	Program staff	\$42,888	\$39,250	\$25,044	\$67,500	14
	Administrative staff	\$46,261	\$38,000	\$34,000	\$66,784	3
	PUBLIC/GOVERNMENT LAAs ONLY	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	All Full-Time Positions	\$57,677	\$60,544	\$33,000	\$89,000	18
	Executive staff	**	**	**	**	0
	Management staff	\$65,753	\$66,500	\$50,220	\$89,000	8
	Program staff	\$49,487	\$46,000	\$33,000	\$67,500	9
	Administrative staff	**	\$66,784	**	**	1
	PRIVATE/NONPROFIT LAAs ONLY	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	All Full-Time Positions	\$49,369	\$46,000	\$25,044	\$94,000	31
	Executive staff	\$75,825	**	\$70,000	\$81,650	2
	Management staff	\$52,353	\$50,000	\$28,500	\$94,000	22
	Program staff	\$31,009	\$31,000	\$25,044	\$41,000	5
	Administrative staff	\$36,000	**	\$34,000	\$38,000	2

↓ PART-TIME PAID POSITIONS ONLY ↓

ALL LOCAL ARTS AGENCIES	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	All Part-Time Positions	\$22,047	\$24,500	\$1,300	\$41,000	20
	<i>For comparison purposes only:</i>					
	2013 Findings	\$18,440	\$15,750	\$11,500	\$28,000	8
	2001 Findings	\$16,202	\$15,240	\$12,000	\$46,780	42
	Employment Level:					
	Executive staff	**	\$30,000	**	**	1
	Management staff	\$27,000	\$26,000	\$12,000	\$41,000	5
	Program staff	\$19,710	\$21,000	\$1,300	\$35,000	14
	Administrative staff	**	**	**	**	0
	Legal Status					
	Public/Government LAAs Only	\$18,440	\$16,320	\$15,000	\$24,000	3
	Private/Nonprofit LAAs Only	\$22,683	\$25,000	\$1,300	\$41,000	17

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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↓ FULL-TIME PAID POSITIONS at 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 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
30,000 to 99,999 (all)	**	\$68,000	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	\$68,000	**	**	1
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
100,000 to 249,999 (all)	\$49,078	\$45,791	\$33,000	\$69,200	5
Executive staff	**	**	**	**	0
Management staff	**	\$69,200	**	**	1
Program staff	\$44,048	\$41,646	\$33,000	\$59,900	4
Administrative staff	**	**	**	**	0
250,000 to 499,999 (all)	\$54,799	\$52,990	\$50,220	\$61,188	3
Executive staff	**	**	**	**	0
Management staff	\$55,704	**	\$50,220	\$61,188	2
Program staff	**	\$52,990	**	**	1
Administrative staff	**	**	**	**	0
500,000 to 999,999 (all)	\$77,892	**	\$66,784	\$89,000	2
Executive staff	**	**	**	**	0
Management staff	**	\$89,000	**	**	1
Program staff	**	**	**	**	0
Administrative staff	**	\$66,784	**	**	1
1,000,000 or more (all)	\$57,802	\$65,000	\$36,500	\$69,415	7
Executive staff	**	**	**	**	0
Management staff	\$62,805	\$65,000	\$54,000	\$69,415	3
Program staff	\$54,050	\$56,100	\$36,500	\$67,500	4
Administrative staff	**	**	**	**	0
Operating Budget	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Less than \$100,000 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$100,000 to \$249,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$250,000 to \$499,999 (all)	\$51,181	\$50,220	\$33,000	\$66,784	5
Executive staff	**	**	**	**	0
Management staff	**	\$50,220	**	**	1
Program staff	\$46,300	\$46,000	\$33,000	\$59,900	3
Administrative staff	**	\$66,784	**	**	1
\$500,000 to \$999,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$1,000,000 to \$4,999,999 (all)	\$59,584	\$57,594	\$36,500	\$89,000	8
Executive staff	**	**	**	**	0
Management staff	\$68,278	\$68,000	\$54,000	\$89,000	5
Program staff	\$45,094	\$45,791	\$36,500	\$52,990	3
Administrative staff	**	**	**	**	0
\$5,000,000 to \$9,999,999 (all)	**	\$37,500	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	\$37,500	**	**	1
Administrative staff	**	**	**	**	0
\$10,000,000 or more (all)	\$67,029	\$66,850	\$65,000	\$69,415	4
Executive staff	**	**	**	**	0
Management staff	\$67,208	**	\$65,000	\$69,415	2
Program staff	\$66,850	**	\$66,200	\$67,500	2
Administrative staff	**	**	**	**	0

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

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↓ FULL-TIME PAID POSITIONS at 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 (all)	**	\$55,500	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	\$55,500	**	**	1
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
30,000 to 99,999 (all)	\$39,616	\$39,500	\$25,044	\$55,000	9
Executive staff	**	**	**	**	0
Management staff	\$45,300	\$50,000	\$32,000	\$55,000	5
Program staff	\$30,681	\$26,000	\$25,044	\$41,000	3
Administrative staff	**	\$38,000	**	**	1
100,000 to 249,999 (all)	\$28,750	**	\$28,500	\$29,000	2
Executive staff	**	**	**	**	0
Management staff	\$28,750	**	\$28,500	\$29,000	2
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
250,000 to 499,999 (all)	\$51,571	\$50,000	\$36,000	\$80,000	7
Executive staff	**	**	**	**	0
Management staff	\$51,571	\$50,000	\$36,000	\$80,000	7
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
500,000 to 999,999 (all)	\$38,753	\$35,260	\$31,000	\$50,000	3
Executive staff	**	**	**	**	0
Management staff	\$42,630	**	\$35,260	\$50,000	2
Program staff	**	\$31,000	**	**	1
Administrative staff	**	**	**	**	0
1,000,000 or more (all)	\$64,850	\$72,000	\$32,000	\$94,000	9
Executive staff	\$75,825	**	\$70,000	\$81,650	2
Management staff	\$73,200	\$72,000	\$46,000	\$94,000	5
Program staff	**	\$32,000	**	**	1
Administrative staff	**	\$34,000	**	**	1
Operating Budget	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Less than \$100,000 (all)	**	\$26,000	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	\$26,000	**	**	1
Administrative staff	**	**	**	**	0
\$100,000 to \$249,999 (all)	\$31,500	**	\$31,000	\$32,000	2
Executive staff	**	**	**	**	0
Management staff	**	\$32,000	**	**	1
Program staff	**	\$31,000	**	**	1
Administrative staff	**	**	**	**	0
\$250,000 to \$499,999 (all)	**	\$28,500	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	\$28,500	**	**	1
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$500,000 to \$999,999 (all)	\$43,309	\$43,000	\$25,044	\$55,500	5
Executive staff	**	**	**	**	0
Management staff	\$51,167	\$55,000	\$43,000	\$55,500	3
Program staff	**	\$25,044	**	**	1
Administrative staff	**	\$38,000	**	**	1
\$1,000,000 to \$4,999,999 (all)	\$50,494	\$46,000	\$29,000	\$81,650	15
Executive staff	\$75,825	**	\$70,000	\$81,650	2
Management staff	\$49,069	\$46,000	\$29,000	\$80,000	11
Program staff	**	\$32,000	**	**	1
Administrative staff	**	\$34,000	**	**	1
\$5,000,000 to \$9,999,999 (all)	\$57,333	\$50,000	\$50,000	\$72,000	3
Executive staff	**	**	**	**	0
Management staff	\$57,333	\$50,000	\$50,000	\$72,000	3
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$10,000,000 or more (all)	\$66,750	\$66,000	\$41,000	\$94,000	4
Executive staff	**	**	**	**	0
Management staff	\$75,333	\$82,000	\$50,000	\$94,000	3
Program staff	**	\$41,000	**	**	1
Administrative staff	**	**	**	**	0

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↓ ALL FULL-TIME PAID POSITIONS ↓

GEOGRAPHY	Geographic Location	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	New England	**	**	**	**	0
	Middle Atlantic	\$42,506	\$36,000	\$25,044	\$72,000	7
	South Atlantic	\$50,233	\$45,791	\$33,000	\$81,650	11
	East South Central	**	**	**	**	0
	East North Central	\$46,065	\$42,630	\$34,000	\$65,000	4
	West South Central	\$44,875	\$48,000	\$32,000	\$50,000	8
	West North Central	\$34,000	**	\$28,500	\$39,500	2
	Mountain	\$61,168	\$61,188	\$29,000	\$82,000	7
	Pacific	\$67,910	\$68,350	\$26,000	\$94,000	10

REGION	Type of Service Area	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Single city or town	\$49,208	\$46,000	\$25,044	\$82,000	25
	Multiple cities	**	\$52,990	**	**	1
	Single county	\$53,773	\$59,000	\$26,000	\$81,650	13
	Multiple counties (and larger)	\$58,641	\$50,110	\$34,000	\$94,000	10

DENSITY	Population Density	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Rural	**	\$36,000	**	**	1
	Suburban	\$57,164	\$59,000	\$25,044	\$89,000	11
	Urban	\$51,455	\$50,000	\$26,000	\$94,000	37

STAFF SIZE	Number of Paid Staff	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	One employee	**	\$55,000	**	**	1
	Two employees	**	**	**	**	0
	Three to five employees	\$55,251	\$52,860	\$32,000	\$89,000	6
	Six to nine employees	\$44,560	\$46,000	\$25,044	\$68,000	9
	10 to 19 employees	\$48,711	\$45,896	\$26,000	\$81,650	16
	20 employees or more	\$58,924	\$65,000	\$31,000	\$94,000	17

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	\$46,608	\$42,000	\$25,044	\$70,000	18
	Two to four years	\$57,664	\$54,750	\$28,500	\$94,000	18
	Five to nine years	\$54,123	\$52,990	\$26,000	\$81,650	7
	10 to 19 years	\$52,149	\$50,000	\$38,000	\$69,200	6
	20 years or more	**	**	**	**	0

GENDER	Gender Identity	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Female (cisgender)	\$51,612	\$50,000	\$25,044	\$94,000	41
	Male (cisgender)	\$50,030	\$50,000	\$32,000	\$81,650	5

EDUCATION	Educational Attainment	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	High school degree (or less)	\$63,342	**	\$59,900	\$66,784	2
	2-year college degree (Associate)	**	\$37,500	**	**	1
	4-year college degree (Bachelor's)	\$47,053	\$44,396	\$25,044	\$94,000	24
	Master's degree	\$56,720	\$50,220	\$28,500	\$89,000	19
	Doctoral or other terminal degree	\$65,833	\$70,000	\$55,500	\$72,000	3
	Type of Degree Attained	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Arts management or administration	\$62,600	**	\$59,000	\$66,200	2
	Other arts-related degree	\$51,767	\$50,000	\$25,044	\$94,000	35
	Non-arts degree	\$50,491	\$50,000	\$33,000	\$70,000	10

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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	59.2%	4.68%	0.0%	17.0%	29
	Cost of living adjustment	22.4%	5.13%	2.0%	17.0%	11
	Promotion/new responsibilities	12.2%	5.95%	1.2%	13.0%	6
	Performance (not promotion)	12.2%	3.95%	2.0%	6.5%	6
	Length of service/tenure	4.1%	2.05%	1.1%	3.0%	2
	Government pay scale	8.2%	3.95%	1.5%	7.8%	4
	Pay remained the same	40.8%				20
	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 = 8	LAA Budget \$250,000 to \$999,999 N = 13	LAA Budget \$1,000,000 or More N = 48	All Respondents N = 69
	Performance review and evaluation (past 12 months)	62.5%	61.5%	68.8%	66.7%
	Medical insurance	25.0%	61.5%	75.0%	66.7%
	Dental insurance	12.5%	46.2%	68.8%	58.0%
	Vision insurance	12.5%	38.5%	56.3%	47.8%
	Life insurance	12.5%	15.4%	43.8%	34.8%
	Disability insurance	0.0%	7.7%	35.4%	26.1%
	Cash bonus	12.5%	0.0%	12.5%	10.1%
	Retirement savings account	12.5%	38.5%	56.3%	47.8%
	Pre-tax flexible spending account	0.0%	30.8%	52.1%	42.0%
	Paid time off (e.g., paid vacation, sick, and/or personal days)	50.0%	76.9%	75.0%	72.5%
	Average number of days accrued in 2018	20.5	27.2	25.7	25.6
	Paid parental leave	0.0%	7.7%	18.8%	14.5%
	Flexible scheduling	37.5%	76.9%	58.3%	59.4%
	Telecommuting / working remotely	0.0%	15.4%	18.8%	15.9%
	Tuition reimbursement	0.0%	15.4%	20.8%	17.4%
	Professional development (e.g., conferences, workshops)	50.0%	76.9%	66.7%	66.7%
	Association/professional dues	0.0%	15.4%	18.8%	15.9%
	Health club membership/discount	0.0%	7.7%	18.8%	14.5%
	Free/discounted tickets for cultural activities	37.5%	46.2%	52.1%	49.3%
	None of the above	37.5%	7.7%	6.3%	10.1%

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?	15.9%	52.2%	7.2%	18.8%	5.8%
	How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency?	30.4%	33.3%	20.3%	14.5%	1.4%
	Level of Agreement (paid respondents only)	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
	I have a clear path for job advancement.	10.1%	30.4%	26.1%	13.0%	20.3%
	My job requirements are well defined.	52.2%	20.3%	13.0%	11.6%	2.9%
	I am proud to work for my local arts agency.	72.5%	26.1%	1.4%	0.0%	0.0%
	I feel fulfilled performing my work at my local arts agency.	59.4%	30.4%	5.8%	4.3%	0.0%
	I can see how my work affects and/or impacts my community.	81.2%	18.8%	0.0%	0.0%	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?	55.1%	14.5%	30.4%	0.0%	

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↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	Gender Identity	Full-Time Paid N = 47	Part-Time Paid N = 20	Unpaid Volunteer N = 2	All Respondents N = 69
	Female (cisgender/identify with gender assigned at birth)	87.2%	85.0%	100.0%	87.0%
	Male (cisgender)	10.6%	15.0%	0.0%	11.6%
	Transgender	0.0%	0.0%	0.0%	0.0%
	Non-binary/third gender/gender fluid	2.1%	0.0%	0.0%	1.4%
	I prefer to self identify	0.0%	0.0%	0.0%	0.0%
	Race/Ethnicity (respondents were allowed to check all that apply)	Full-Time Paid N = 47	Part-Time Paid N = 20	Unpaid Volunteer N = 2	All Respondents N = 69
	African-American or Black	17.0%	5.0%	**	13.0%
	American Indian or Alaska Native or Indigenous or First Nations	2.1%	0.0%	**	1.4%
	Arab or Middle Eastern	0.0%	5.0%	**	1.4%
	Asian or Asian American	0.0%	0.0%	**	0.0%
	Hispanic or Latina/Latino/Latinx	12.8%	5.0%	**	10.1%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	**	0.0%
	White or Caucasian or European American	74.5%	95.0%	100.0%	81.2%
	I prefer to self identify	2.1%	0.0%	**	1.4%
	White or Caucasian or European American only	70.2%	90.0%	100.0%	76.8%
	All People of Color	29.8%	10.0%	0.0%	23.2%
	Age	Full-Time Paid N = 49	Part-Time Paid N = 20	Unpaid Volunteer N = 2	All Respondents N = 71
	18 to 24	2.0%	0.0%	0.0%	1.4%
	25 to 34	24.5%	10.0%	0.0%	19.7%
	35 to 44	28.6%	30.0%	0.0%	28.2%
	45 to 54	26.5%	20.0%	50.0%	25.4%
	55 to 64	14.3%	25.0%	0.0%	16.9%
	65 to 74	4.1%	15.0%	50.0%	8.5%
	75 or older	0.0%	0.0%	0.0%	0.0%
	Sexual Orientation	Full-Time Paid N = 46	Part-Time Paid N = 20	Unpaid Volunteer N = 2	All Respondents N = 68
	Heterosexual or straight	87.0%	85.0%	100.0%	86.8%
	Gay or lesbian	4.3%	0.0%	0.0%	2.9%
	Bisexual	6.5%	0.0%	0.0%	4.4%
	Asexual	0.0%	0.0%	0.0%	0.0%
	Pansexual	2.2%	5.0%	0.0%	2.9%
	Queer	0.0%	0.0%	0.0%	0.0%
	Questioning	0.0%	0.0%	0.0%	0.0%
	Same sex attracted	0.0%	10.0%	0.0%	2.9%
	I prefer to self identify	0.0%	0.0%	0.0%	0.0%
	Educational Attainment	Full-Time Paid N = 49	Part-Time Paid N = 20	Unpaid Volunteer N = 2	All Respondents N = 71
	High school or less	4.1%	0.0%	0.0%	2.8%
	Associate degree (junior college) or vocational degree/license	2.0%	0.0%	0.0%	1.4%
	Bachelor's degree	49.0%	40.0%	50.0%	46.5%
	Master's degree	38.8%	50.0%	0.0%	40.8%
	Doctoral or other terminal degree	6.1%	10.0%	50.0%	8.5%
	Type of Degree Attained	Full-Time Paid N = 47	Part-Time Paid N = 20	Unpaid Volunteer N = 2	All Respondents N = 69
	Arts management or administration	4.3%	0.0%	0.0%	2.9%
	Other arts-related degree	74.5%	75.0%	0.0%	72.5%
	Non-arts degree	21.3%	25.0%	100.0%	24.6%

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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↓ **DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS** ↓

DEMOGRAPHIC CHARACTERISTICS	Disability	Full-Time Paid N = 46	Part-Time Paid N = 20	Unpaid Volunteer N = 2	All Respondents N = 68
	Yes, I identify as a person with a disability	2.2%	5.0%	0.0%	2.9%
	Visible/noticeable to others	0.0%	0.0%	**	0.0%
	Not visible/not noticeable to others	2.2%	5.0%	**	2.9%
	No, I do not identify as a person with a disability	97.8%	95.0%	100.0%	97.1%
	Military Service	Full-Time Paid N = 47	Part-Time Paid N = 20	Unpaid Volunteer N = 2	All Respondents N = 69
	Active Service	0.0%	0.0%	0.0%	0.0%
	Veteran	0.0%	0.0%	0.0%	0.0%
	None	100.0%	100.0%	100.0%	100.0%
	Voter Registration	Full-Time Paid N = 47	Part-Time Paid N = 20	Unpaid Volunteer N = 2	All Respondents N = 69
	Democrat	72.3%	60.0%	0.0%	66.7%
	Republican	2.1%	5.0%	50.0%	4.3%
	Libertarian	4.3%	0.0%	0.0%	2.9%
	Green	0.0%	0.0%	0.0%	0.0%
	Unaffiliated with a party, but registered	19.1%	20.0%	50.0%	20.3%
	I am not registered to vote	0.0%	5.0%	0.0%	1.4%
	I am unable to register to vote	0.0%	0.0%	0.0%	0.0%
	I prefer to self-identify	2.1%	10.0%	0.0%	4.3%

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