# **MARKETING / SALES**

Staff members who report that their primary role or responsibility most closely matches the Marketing / Sales category are typically involved in the design and implementation of the local arts agencies sales, marketing, and branding campaigns. The responsibilities of these positions can include development and distribution of marketing campaigns and materials for print, media, and social media as well as the curation of sponsorships and brand partners. Titles can include vice president of marketing; director of sales; director of marketing, development, and design strategy; manager of marketing and graphic design; and sales associate.

#### $\downarrow$ FULL-TIME PAID POSITIONS ONLY $\downarrow$

	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	All Full-Time Positions	\$57,307	\$46,500	\$23,423	\$148,000	30
	For comparison purposes only:					
	2013 Findings	\$41,547	\$37,000	\$25,000	\$85,000	40
	2001 Findings	\$40,260	\$35,000	\$11,842	\$101,000	66
	Employment Level:					
S	Executive staff	\$112,500	**	\$95,000	\$130,000	2
3	Management staff	\$58,220	\$53,500	\$23,423	\$148,000	20
Ž	Program staff	\$40,300	\$38,000	\$28,800	\$59,000	6
AGENCIES	Administrative staff	\$44,000	**	\$42,000	\$46,000	2
LS	PUBLIC/GOVERNMENT LAAS ONLY	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
LOCAL ARTS	FODLIC/GOVERNIVIENT LAAS ONET	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
<b>L</b> /	All Full-Time Positions	\$76,850	\$69,000	\$36,000	\$148,000	10
5	Executive staff	**	\$130,000	**	**	1
9	Management staff	\$77,643	\$71,000	\$39,000	\$148,000	7
ALL	Program staff	\$47,500	**	\$36,000	\$59,000	2
AI	Administrative staff	**	**	**	**	0
	PRIVATE/NONPROFIT LAAs ONLY	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	TRIVATE/ROW ROTT LAAS ONE	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	All Full-Time Positions	\$47,535	\$42,381	\$23,423	\$105,000	20
	Executive staff	**	\$0	**	**	1
	Management staff	\$47,761	\$42,762	\$23,423	\$105,000	13
	Program staff	\$36,700	\$35,500	\$28,800	\$47,000	4
	Administrative staff	\$44,000	**	\$42,000	\$46,000	2

#### igspace PART-TIME PAID POSITIONS ONLY igspace

	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
IES	All Part-Time Positions	\$22,365	\$18,000	\$12,480	\$41,000	8
$\geq$	For comparison purposes only:					
É	2013 Findings	\$21,620	\$14,000	\$6,100	\$48,000	5
ΑĞ	2001 Findings	\$17,500	\$17,684	\$2,000	\$56,000	18
ARTS AGENCIES	Employment Level:					
AR	Executive staff	**	**	**	**	0
7	Management staff	\$25,479	\$25,044	\$18,000	\$33,392	3
LOCAL	Program staff	\$16,500	**	\$15,000	\$18,000	2
2	Administrative staff	**	\$41,000	**	**	1
ALL	Legal Status					
	Public/Government LAAs Only	\$15,500	**	\$15,000	\$16,000	2
	Private/Nonprofit LAAs Only	\$24,653	\$21,522	\$12,480	\$41,000	6

# igspace FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY igspace

	Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Fewer than 30,000 (all)	**	\$36,000	**	**	1
	Executive staff	**	**	**	**	0
	Management staff Program staff	**	\$36,000	**	**	0
	Administrative staff	**	**	**	**	0
	30,000 to 99,999 (all)	\$55,500	\$53,000	\$39,000	\$74,500	3
	Executive staff	**	**	**	**	0
	Management staff Program staff	\$55,500 **	\$53,000 **	\$39,000	\$74,500 **	3 0
	Administrative staff	**	**	**	**	0
	100,000 to 249,999 (all)	**	\$59,000	**	**	1
	Executive staff	**	**	**	**	0
	Management staff	**	** ¢50.000	**	**	0
	Program staff Administrative staff	**	\$59,000 **	**	**	1 0
	250,000 to 499,999 (all)	**	**	**	**	ŏ
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff 500,000 to 999,999 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
>-	Program staff	**	**	**	**	0
뒫	Administrative staff  1,000,000 or more (all)	\$101,400	\$91,000	\$67,000	\$148,000	<u>0</u>
O	Executive staff	\$101,400 **	\$130,000	\$67,000 **	\$140,000 **	1
As	Management staff	\$94,250	\$81,000	\$67,000	\$148,000	4
4	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	Operating Budget	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Σ	- k	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Less than \$100,000 (all)	**	**	**	**	0
回	Executive staff  Management staff	**	**	**	**	0
6						
G	Program staff	**	**	**	**	0
	Program staff Administrative staff	**	**	**	**	0 0
2	Administrative staff \$100,000 to \$249,999 (all)	**	**	**	**	0 0 <b>0</b>
BLIC/	Administrative staff \$100,000 to \$249,999 (all) Executive staff	** **	** **	** **	** **	0 0 <b>0</b> 0
PUBLIC/	Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff	**	**	**	**	0 0 0 0
PUBLIC/GOVERNMENT LAAS ONLY	Administrative staff \$100,000 to \$249,999 (all) Executive staff	** ** **	** ** **	** ** **	** ** **	0 0 <b>0</b> 0
PUBLIC/	Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff	** ** **	** ** **	** ** **	** ** ** **	0 0 0 0 0
PUBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff	**  **  **  **  **  **  **  **  **	** ** ** ** ** \$36,000 **	**  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **	0 0 0 0 0 0 0
PUBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff	**  **  **  **  **  **  **	**  **  **  **  **  **  **  \$36,000  **  **	**  **  **  **  **  **  **  **	**  **  **  **  **  **  **	0 0 0 0 0 0 0 0
DUBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Program staff	**  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  \$36,000  **	**  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 1
/DITBUG	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  \$36,000  **  **  \$36,000	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0
DOBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  \$36,000  **  **  \$36,000  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 1 0 0 0
/DITRING	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  \$36,000  **  \$36,000  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 1 0 0 0
PUBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Administrative staff  \$700,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Program staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  \$36,000  **  **  \$36,000  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 1 0 0 0 0
/>DIBLIC/	Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff Administrative staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  \$36,000  **  \$36,000  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 1 0 0 0
/>DIBLIC/	Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$49,999,999 (all) Executive staff Executive staff Executive staff Executive staff S1,000,000 to \$4,999,999 (all) Executive staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  \$36,000  **  **  \$36,000  **  **  \$\$56,000  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0
/>DIBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Management staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  \$36,000  **  **  \$36,000  **  **  \$56,000  **  **  \$55,000  **  \$53,000	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0
/>DIBUIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  \$36,000  **  **  \$36,000  **  **  \$\$56,000  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 0 1 1 0 0 0 0 0 4 0 0
/> /OITBING	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  Management staff  Program staff  Administrative staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  \$36,000  **  **  \$36,000  **  **  \$56,000  **  \$55,000  **  \$59,000	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 0 1 1 0 0 0 0 0 4 0 0
PUBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  \$5,000,000 to \$9,999,999 (all)  Executive staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  \$36,000  **  **  \$36,000  **  **  **  \$56,000  **  **  **  **  **  \$55,000  \$59,000  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$49,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  Management staff  Program staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Management staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  \$36,000  **  **  \$36,000  **  **  **  **  **  **  **  \$56,000  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0
PUBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$49,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  Management staff  Program staff  Administrative staff  S5,000,000 to \$9,999,999 (all)  Executive staff  Management staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Management staff  Program staff  Management staff  Program staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  \$36,000  **  **  \$36,000  **  **  **  \$56,000  **  **  **  **  **  \$55,000  \$59,000  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0
PUBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$5,000,000 to \$4,999,999 (all)  Executive staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  \$36,000  **  \$36,000  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0
PUBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$49,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  Management staff  Program staff  Administrative staff  S5,000,000 to \$9,999,999 (all)  Executive staff  Management staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Management staff  Program staff  Management staff  Program staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  \$36,000  **  \$36,000  **  **  \$36,000  **  **  **  **  **  **  **  \$56,000  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0
PUBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  S1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  Management staff  Program staff  Administrative staff  S5,000,000 to \$9,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  S10,000,000 or more (all)  Executive staff  Management staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  \$36,000  **  **  \$36,000  **  **  **  **  **  **  **  **  \$56,000  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0
DUBLIC/	Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$10,000,000 or more (all)  Executive staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  \$36,000  **  **  \$36,000  **  **  **  **  **  **  **  \$56,000  **  \$53,000  \$59,000  **  \$53,000  \$59,000  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0

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

# igspace FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY igspace

	Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	Population of Service Area	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Fewer than 30,000 (all)	**	\$40,000	**	**	1
	Executive staff	**	**	**	**	0
	Management staff Program staff	**	\$40,000 **	**	**	1 0
	Administrative staff	**	**	**	**	0
	30,000 to 99,999 (all)	\$39,912	\$42,000	\$28,800	\$56,000	5
	Executive staff	** ¢42.021	** \$42,762	**	**	0
	Management staff Program staff	\$42,921 **	\$42,762	\$30,000 **	\$56,000 **	3
	Administrative staff	**	\$42,000	**	**	1
	100,000 to 249,999 (all)	\$52,379 **	\$38,714	\$23,423 **	\$95,000 **	3
	Executive staff Management staff	\$31,069	\$95,000 **	\$23,423	\$38,714	1 2
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	250,000 to 499,999 (all)	\$43,250 **	\$43,500 **	\$31,000 **	\$55,000 **	0
	Executive staff Management staff	**	\$55,000	**	**	1
	Program staff	\$39,333	\$40,000	\$31,000	\$47,000	3
	Administrative staff	**	**	**	**	0
	500,000 to 999,999 (all)  Executive staff	**	**	**	**	<b>0</b> 0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	<u>0</u>
	1,000,000 or more (all)  Executive staff	\$54,429 **	\$46,000 **	\$34,000 **	\$105,000 **	7
S (	Management staff	\$55,833	\$49,500	\$34,000	\$105,000	6
A	Program staff	**	**	**	**	0
	Administrative staff	**	\$46,000	**	**	1
山山	Operating Budget	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
80		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
<b>₽</b>	Less than \$100,000 (all)  Executive staff	**	**	**	**	0
Ō	Management staff	**	**	**	**	0
2	Program staff	**	**	**	**	0
	Administrative staff		**	**	**	
		**		400.000	4-0-000	0
	\$100,000 to \$249,999 (all)	** \$35,400 **	**	\$28,800 **	\$42,000 **	2
RIVA		\$35,400	**			
PRIVATE/NONPROFIT LAAS ONLY	\$100,000 to \$249,999 (all) Executive staff Management staff Program staff	\$35,400 **	** ** ** \$28,800	**	**	2 0 0 1
PRIVA	\$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff	\$35,400 ** ** ** **	** ** \$28,800 \$42,000	**  **  **	** ** **	2 0 0 1
PRIVA	\$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all)	\$35,400 ** **	** ** ** \$28,800	**	**	2 0 0 1 1 2
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff	\$35,400 ** ** ** \$33,093 ** \$33,093	** ** \$28,800 \$42,000 ** **	** ** ** \$23,423 ** \$23,423	** ** ** \$42,762 ** \$42,762	2 0 0 1
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff	\$35,400 ** ** ** \$33,093 ** \$33,093 **	**  **  \$28,800  \$42,000  **  **  **  **	** ** ** \$23,423 ** \$23,423 **	** ** ** \$42,762 ** \$42,762 **	2 0 0 1 1 2 0 2
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  Administrative staff	\$35,400 ** ** ** \$33,093 ** \$33,093 **	**  **  \$28,800  \$42,000  **  **  **  **  **  **	**  **  **  \$23,423  **  \$23,423  **  \$23,423	** ** ** \$42,762 ** \$42,762 **	2 0 0 1 1 2 0 2 0
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff	\$35,400 ** ** ** \$33,093 ** \$33,093 **	**  **  \$28,800  \$42,000  **  **  **  **	** ** ** \$23,423 ** \$23,423 **	** ** ** \$42,762 ** \$42,762 **	2 0 0 1 1 2 0 2
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff	\$35,400  **  **  **  \$33,093  **  \$33,093  **  \$33,093  **  \$33,093  **  \$33,093	**  **  \$28,800 \$42,000  **  **  **  **  **  \$35,500  **  \$34,000	**  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000	**  **  \$42,762  **  \$42,762  **  \$447,000  **  \$37,000	2 0 0 1 1 2 0 2 0 0 0 4 0 3
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Program staff	\$35,400 ** ** ** \$33,093 ** \$33,093 ** \$33,093 ** **	**  **  \$28,800 \$42,000  **  **  **  **  **  \$35,500  **	**  **  \$23,423  **  \$23,423  **  \$23,000  **	** ** \$42,762 ** \$42,762 ** \$47,000 **	2 0 0 1 1 2 0 2 0 0 0 4 0 3
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Administrative staff  Management staff  Administrative staff  Administrative staff  Administrative staff	\$35,400  **  **  **  \$33,093  **  \$33,093  **  \$33,093  **  \$33,093  **  **  \$37,000  **  \$33,667  **	**  **  \$28,800 \$42,000  **  **  **  **  \$35,500  **  \$34,000 \$47,000  **	**  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000  **	**  **  \$42,762  **  \$42,762  **  \$447,000  **  \$37,000  **  **	2 0 0 1 1 2 0 2 0 0 0 4 0 3 1
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  \$1,000,000 to \$4,999,999 (all)  Executive staff	\$35,400  **  **  **  \$33,093  **  \$33,093  **  \$33,093  **  **  \$33,667  **  **  \$53,714  **	**  **  \$28,800 \$42,000  **  **  **  **  \$35,500 \$47,000 \$47,000 \$50,000	**  **  \$23,423  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000  **  \$38,714  **	**  **  \$42,762  **  \$42,762  **  \$47,000  **  \$37,000  **  \$95,000  **	2 0 0 1 1 2 0 2 0 0 0 0 3 1 1 0 8
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Management staff	\$35,400  **  **  **  \$33,093  **  \$33,093  **  \$33,093  **  \$33,667  **  **  \$53,714  **  \$49,119	**  **  \$28,800 \$42,000  **  **  **  **  \$35,500 \$47,000 \$47,000 \$50,000	**  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000  **  \$38,714  **  \$38,714	**  **  \$42,762  **  \$42,762  **  \$47,000  **  \$37,000  **  \$95,000  **  \$60,000	2 0 0 1 1 2 0 2 0 0 0 0 4 0 0 3 1 1 0 8 1 1
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Management staff  Program staff	\$35,400  **  **  **  \$33,093  **  \$33,093  **  \$33,093  **  **  \$33,667  **  **  \$53,714  **	**  **  \$28,800 \$42,000  **  **  **  **  **  \$35,500  **  \$34,000 \$47,000 \$47,000 \$50,000 \$0 \$50,000 \$40,000  **	**  **  \$23,423  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000  **  \$38,714  **	**  **  \$42,762  **  \$42,762  **  \$47,000  **  \$37,000  **  \$95,000  **	2 0 0 1 1 2 0 2 0 0 0 4 0 0 3 1 1 0 8 1 1
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Management staff	\$35,400  **  **  **  **  \$33,093  **  \$33,093  **  \$33,093  **  **  \$537,000  **  \$537,000  **  \$49,119  **  \$49,119  **  \$59,000	**  **  \$28,800 \$42,000  **  **  **  **  \$35,500  **  \$34,000 \$47,000  **  \$50,000 \$40,000  **  \$50,000 \$40,000  **	**  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000  **  \$38,714  **  \$38,714  **  \$38,714  **  \$31,000	**  **  \$42,762  **  \$447,000  **  \$37,000  **  \$60,000  **  \$105,000	2 0 0 1 1 2 0 2 0 0 0 0 4 0 0 3 1 1 0 8 1 1
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$49,999,999 (all)  Executive staff  Management staff  Administrative staff  Management staff  Program staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  \$5,000,000 to \$9,999,999 (all)  Executive staff	\$35,400  **  **  **  **  \$33,093  **  \$33,093  **  \$33,093  **  **  \$33,667  **  **  \$53,714  **  \$49,119  **  **  \$59,000  **	**  **  \$28,800 \$42,000  **  **  **  **  \$35,500  **  \$34,000 \$47,000 \$47,000 \$50,000 \$40,000 \$40,000 **  \$50,000 \$40,000 **	**  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000  **  \$30,000  **  \$31,000  **	**  **  \$42,762  **  \$447,000  **  \$37,000  **  \$60,000  **  \$105,000  **	2 0 0 1 1 2 0 2 0 0 0 4 0 3 1 0 8 1 1 6 1
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$49,99,999 (all)  Executive staff  Management staff  Administrative staff  Management staff  Program staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Management staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Management staff	\$35,400  **  **  **  **  \$33,093  **  \$33,093  **  \$33,093  **  **  \$537,000  **  \$537,000  **  \$49,119  **  \$49,119  **  \$59,000	**  **  \$28,800 \$42,000  **  **  **  **  \$35,500  **  \$34,000 \$47,000 \$47,000 \$0 \$50,000 \$40,000 \$40,000  **  \$50,000  **  **  **	**  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000  **  \$38,714  **  \$38,714  **  \$38,714  **  \$31,000	**  **  \$42,762  **  \$447,000  **  \$37,000  **  \$60,000  **  \$105,000	2 0 0 1 1 2 0 2 0 0 0 3 1 0 8 1 0 4 0 4 0 4 0 4 0 4 0 0 4 0 0 1 0 0 0 0
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$49,999,999 (all)  Executive staff  Management staff  Administrative staff  Management staff  Program staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  \$5,000,000 to \$9,999,999 (all)  Executive staff	\$35,400  **  **  **  **  \$33,093  **  \$33,093  **  \$33,093  **  \$37,000  **  \$33,667  **  **  \$49,119  **  \$49,119  **  \$49,119  **  \$49,119  **  \$79,500	**  **  \$28,800 \$42,000  **  **  **  **  \$35,500  **  \$34,000 \$47,000 \$47,000 \$50,000 \$40,000 \$40,000 **  \$50,000 \$40,000 **	**  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000  **  \$30,000  **  \$31,000  **  \$31,000  **  \$54,000	**  **  \$42,762  **  \$42,762  **  \$47,000  **  \$37,000  **  \$95,000  **  \$105,000  **  \$105,000	2 0 0 0 1 1 2 0 2 0 0 0 0 3 1 1 0 8 1 1 0 4 0 3 4 0 4 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  S1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Management staff  Administrative staff  Program staff  Administrative staff  \$10,000,000 or more (all)	\$35,400  **  **  **  **  \$33,093  **  \$33,093  **  \$33,667  **  **  \$53,714  **  \$49,119  **  \$49,119  **  \$59,000  **  \$79,500  **  **  **	**  **  \$28,800 \$42,000  **  **  **  **  \$35,500  **  \$34,000 \$47,000  \$0 \$50,000 \$40,000 \$40,000  **  \$51,000 \$40,000  **  \$51,000 \$40,000  **  **  **  **  **  **  **  **  *	**  **  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000  **  \$38,714  **  \$38,714  **  \$38,714  **  \$31,000  **  **  \$54,000  **  **  **	**  **  **  \$42,762  **  \$42,762  **  \$47,000  **  \$37,000  **  \$505,000  **  \$105,000  **  **  \$105,000  **  **  **	2 0 0 0 1 1 2 0 2 0 0 0 3 1 0 0 8 1 0 0 4 0 0 3 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$5,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$10,000,000 or more (all)  Executive staff	\$35,400  **  **  **  **  \$33,093  **  \$33,093  **  \$33,093  **  **  \$33,667  **  **  \$49,119  **  \$49,119  **  \$59,000  **  \$79,500  **  **  **  **  **  **  **  **  **	**  **  \$28,800 \$42,000  **  **  **  **  **  \$35,500  \$47,000  \$47,000  \$40,000  \$40,000  \$40,000  **  **  \$31,000 \$46,000  **  **  **  **  **  **  **  **  **	**  **  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000  **  \$38,714  **  \$38,714  **  \$38,714  **  \$31,000  **  **  **  \$34,000  **  **  **  **  **  **  **  **  **	**  **  **  \$42,762  **  \$42,762  **  \$47,000  **  \$37,000  **  \$95,000  **  \$105,000  **  \$105,000  **  **  **  **  **	2 0 0 0 1 1 2 0 2 0 0 0 3 1 1 0 8 8 1 6 1 0 0 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVA	\$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$500,000 to \$999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  S1,000,000 to \$4,999,999 (all)  Executive staff  Management staff  Program staff  Administrative staff  \$5,000,000 to \$9,999,999 (all)  Executive staff  Management staff  Administrative staff  Program staff  Administrative staff  \$10,000,000 or more (all)	\$35,400  **  **  **  **  \$33,093  **  \$33,093  **  \$33,667  **  **  \$53,714  **  \$49,119  **  \$49,119  **  \$59,000  **  \$79,500  **  **  **	**  **  \$28,800 \$42,000  **  **  **  **  \$35,500  **  \$34,000 \$47,000  \$0 \$50,000 \$40,000 \$40,000  **  \$51,000 \$40,000  **  \$51,000 \$40,000  **  **  **  **  **  **  **  **  *	**  **  **  \$23,423  **  \$23,423  **  \$30,000  **  \$30,000  **  \$38,714  **  \$38,714  **  \$38,714  **  \$31,000  **  **  \$54,000  **  **  **	**  **  **  \$42,762  **  \$42,762  **  \$47,000  **  \$37,000  **  \$505,000  **  \$105,000  **  **  \$105,000  **  **  **	2 0 0 0 1 1 2 0 2 0 0 0 3 1 0 0 8 1 0 0 4 0 0 3 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

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

### $\downarrow$ ALL FULL-TIME PAID POSITIONS $\downarrow$

	Geographic Location	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
НУ	New England	**	**	**	**	0
<u> </u>	Middle Atlantic	\$46,333	\$45,000	\$34,000	\$60,000	3
RAP	South Atlantic	\$49,190	\$54,000	\$36,000	\$67,000	9
(5 8	East South Central	**	**	**	**	0
EOG	East North Central	\$60,285	\$47,000	\$23,423	\$105,000	5
Ä	West South Central	\$58,500	**	\$46,000	\$71,000	2
9	West North Central	**	\$39,000	**	**	1
	Mountain	\$78,252	\$74,500	\$42,762	\$130,000	5
	Pacific	\$57,760	\$40,000	\$28,800	\$148,000	5

	Type of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Z		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
ä	Single city or town	\$65,629	\$56,000	\$28,800	\$148,000	14
EG	Multiple cities	\$69,125	\$58,250	\$30,000	\$130,000	4
<u>∝</u>	Single county	\$50,354	\$54,000	\$38,714	\$67,000	7
	Multiple counties (and larger)	\$34,285	\$34,000	\$23,423	\$46,000	5

<b>&gt;</b>	Population Density	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
느	r opulation beliefty	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
NS	Rural	\$48,000	**	\$40,000	\$56,000	2
DE	Suburban	\$51,502	\$54,000	\$28,800	\$74,500	6
	Urban	\$59,736	\$45,500	\$23,423	\$148,000	22

Æ	Number of Paid Staff	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
SIZ	One employee	**	**	**	**	0
Ŧ	Two employees	**	**	**	**	0
¥	Three to five employees	\$36,831	\$35,000	\$23,423	\$56,000	6
1	Six to nine employees	\$43,619	\$40,000	\$37,000	\$59,000	6
S	10 to 19 employees	\$56,042	\$54,000	\$30,000	\$105,000	12
	20 employees or more	\$94,000	\$93,000	\$46,000	\$148,000	6

	Number of Years in Position	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
m,	rumber of rears in residen	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
UR	Fewer than two years	\$43,633	\$40,000	\$23,423	\$91,000	13
ž	Two to four years	\$52,673	\$56,000	\$31,000	\$71,000	7
	Five to nine years	\$67,533	\$53,500	\$39,000	\$130,000	8
	10 to 19 years	**	\$148,000	**	**	1
	20 years or more	**	\$95,000	**	**	1

ER	Gender Identity	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Ω	-	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Female (cisgender)	\$49,159	\$45,000	\$28,800	\$105,000	19
פ	Male (cisgender)	\$71,380	\$54,000	\$23,423	\$148,000	11

	Educational Attainment	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	Luucational Attailment	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	High school degree (or less)	**	\$95,000	**	**	1
Z	2-year college degree (Associate)	**	\$23,423	**	**	1
<u>o</u>	4-year college degree (Bachelor's)	\$50,738	\$42,381	\$28,800	\$105,000	18
	Master's degree	\$70,278	\$56,000	\$34,000	\$148,000	9
UCA	Doctoral or other terminal degree	**	\$55,000	**	**	1
	Type of Degree Attained	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
ED	Type of Degree Attailled	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Arts management or administration	\$57,500	**	\$55,000	\$60,000	2
	Other arts-related degree	\$54,570	\$39,500	\$28,800	\$148,000	8
	Non-arts degree	\$56,455	\$47,000	\$23,423	\$130,000	19

# igspace EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS igspace

	Full-Time, Paid Respondents	PERCENTAGE	AVERAGE	MINIMUM	MAXIMUM	
S	who received a pay adjustment	Who Received	Most Recent	Most Recent	Most Recent	Number of
ADJUSTMENTS	during the past 12 months	Pay Increase	Pay Increase	Pay Increase	Pay Increase	Respondents
鱼	Received ANY increase	63.3%	3.81%	0.0%	10.0%	19
≥	Cost of living adjustment	10.0%	2.67%	2.0%	3.0%	3
S	Promotion/new responsibilities	13.3%	3.88%	3.0%	5.0%	4
$\supseteq$	Performance (not promotion)	33.3%	4.35%	2.0%	10.0%	10
$\Box$	Length of service/tenure	0.0%	**	**	**	0
	Government pay scale	6.7%	2.65%	2.3%	3.0%	2
>	Pay remained the same	36.7%				11
PAY	Received ANY decrease	0.0%				0
	Budget cuts	0.0%				0
	Change in title or responsibilities	0.0%				0

		LAA Budget	LAA Budget	LAA Budget	
	Type of Benefits Offered (paid respondents only)	Less than	\$250,000 to	\$1,000,000	All
		\$250,000	\$999,999	or More	Respondents
		N = 7	N = 7	N = 24	N = 38
	Performance review and evaluation (past 12 months)	57.1%	57.1%	75.0%	68.4%
S	Medical insurance	14.3%	71.4%	83.3%	68.4%
BENEFIT	Dental insurance	14.3%	42.9%	75.0%	57.9%
<u> </u>	Vision insurance	14.3%	28.6%	79.2%	57.9%
	Life insurance	0.0%	0.0%	66.7%	42.1%
<u> </u>	Disability insurance	14.3%	28.6%	45.8%	36.8%
	Cash bonus	0.0%	0.0%	12.5%	7.9%
EMPLOYMENT	Retirement savings account	14.3%	42.9%	66.7%	52.6%
₹ .	Pre-tax flexible spending account	14.3%	57.1%	58.3%	50.0%
5	Paid time off (e.g., paid vacation, sick, and/or personal days)	57.1%	71.4%	95.8%	84.2%
O.	Average number of days accrued in 2018	6.3	18.4	23.2	20.3
굽	Paid parental leave	14.3%	14.3%	20.8%	18.4%
Ī	Flexible scheduling	0.0%	42.9%	54.2%	42.1%
-	Telecommuting / working remotely	14.3%	14.3%	37.5%	28.9%
	Tuition reimbursement	14.3%	0.0%	25.0%	18.4%
	Professional development (e.g., conferences, workshops)	14.3%	42.9%	83.3%	63.2%
	Association/professional dues	0.0%	14.3%	12.5%	10.5%
	Health club membership/discount	14.3%	14.3%	16.7%	15.8%
	Free/discounted tickets for cultural activities	0.0%	42.9%	62.5%	47.4%
	None of the above	42.9%	0.0%	4.2%	10.5%

	Level of Satisfaction	Very	Somewhat		Somewhat	Very
NO	(paid respondents only)	Satisfied	Satisfied	Neutral	Dissatisfied	Dissatisfied
	How satisfied are you with your total cash compensation at your local arts agency?	5.3%	55.3%	7.9%	13.2%	18.4%
	How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency?	39.5%	23.7%	10.5%	15.8%	10.5%
5	Level of Agreement	Strongly	Somewhat		Somewhat	Strongly
Ă	(paid respondents only)	Agree	Agree	Neutral	Disagree	Disagree
B SATISFACTION	I have a clear path for job advancement.	2.6%	36.8%	34.2%	15.8%	10.5%
	My job requirements are well defined.	18.4%	55.3%	2.6%	18.4%	5.3%
	I am proud to work for my local arts agency.	65.8%	28.9%	2.6%	2.6%	0.0%
JOB	I feel fulfilled performing my work at my local arts agency.	57.9%	21.1%	10.5%	10.5%	0.0%
	I can see how my work affects and/or impacts my community.	68.4%	21.1%	5.3%	5.3%	0.0%
	Likelihood of Remaining Employed in	Arts Industry			I have no idea,	I have no idea,
	(paid respondents only)	-	Yes	No	but I hope so	but I hope not
	Do you anticipate that you will still be working industry five years from today?	g in the arts	50.0%	21.1%	28.9%	0.0%

#### **↓** DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS **↓**

	Full-Time	Part-Time	Unnaid	All
Gender Identity	Paid	Part-Tille	Unpaid Volunteer	
			N = 0	Respondents
	N = 30	N = 8	IN = U	N = 38
Female (cisgender/identify with gender assigned at birth)  Male (cisgender)	63.3% 36.7%	75.0% 25.0%	**	65.8% 34.2%
Transgender	0.0%	0.0%	**	0.0%
Non-binary/third gender/gender fluid	0.0%	0.0%	**	0.0%
I prefer to self identify	0.0%	0.0%	**	0.0%
	Full-Time	Part-Time	Unpaid	All
Race/Ethnicity	Paid	Paid	Volunteer	Respondents
(respondents were allowed to check all that apply)	N = 30	N = 8	N = 0	N = 38
African-American or Black	6.7%	0.0%	**	5.3%
American Indian or Alaska Native or Indigenous or First Nations	3.3%	0.0%	**	2.6%
Arab or Middle Eastern	0.0%	0.0%	**	0.0%
Asian or Asian American	0.0%	0.0%	**	0.0%
Hispanic or Latina/Latino/Latinx	13.3%	12.5%	**	13.2%
Native Hawaiian or Pacific Islander	0.0%	0.0%	**	0.0%
White or Caucasian or European American	83.3%	87.5%	**	84.2%
I prefer to self identify	0.0%	0.0%	**	0.0%
White or Caucasian or European American only	80.0%	87.5%	**	81.6%
All People of Color	20.0%	12.5%	**	18.4%
	Full-Time	Part-Time	Unpaid	All
Age	Paid	Paid	Volunteer	Respondents
	N = 30	N = 8	N = 0	N = 38
18 to 24	0.0%	37.5%	**	7.9%
25 to 34	33.3%	0.0%	**	26.3%
35 to 44	33.3%	62.5%	**	39.5%
45 to 54	26.7%	0.0%	**	21.1%
55 to 64	3.3%	0.0%	**	2.6%
65 to 74	3.3%	0.0%	**	2.6%
75 or older	0.0%	0.0%	**	0.0%
	Full Times	Part-Time	Unpaid	All
	Full-Time	· a. c · · · · · ·	•	A
Sexual Orientation	Paid	Paid	Volunteer	Respondents
Sexual Orientation				
Sexual Orientation  Heterosexual or straight	Paid	Paid	Volunteer	Respondents
	<b>Paid</b> N = 29	<b>Paid</b> N = 8	Volunteer N = 0	Respondents N = 37
Heterosexual or straight Gay or lesbian Bisexual	Paid N = 29 69.0% 17.2% 10.3%	Paid N = 8 75.0% 0.0% 12.5%	Volunteer N = 0 ** **	Respondents N = 37 70.3% 13.5% 10.8%
Heterosexual or straight Gay or lesbian Bisexual Asexual	Paid N = 29 69.0% 17.2% 10.3% 0.0%	Paid N = 8 75.0% 0.0% 12.5% 0.0%	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0%
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0%	Paid N = 8 75.0% 0.0% 12.5% 0.0% 0.0%	Volunteer N = 0 ** ** ** ** **	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0%
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 3.4%	Paid N = 8 75.0% 0.0% 12.5% 0.0% 0.0% 12.5%	Volunteer N = 0 ** ** ** ** ** **	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0% 5.4%
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 3.4% 0.0%	Paid N = 8 75.0% 0.0% 12.5% 0.0% 0.0% 12.5% 0.0%	Volunteer N = 0 ** ** ** ** **	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0% 5.4% 0.0%
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 3.4%	Paid N = 8 75.0% 0.0% 12.5% 0.0% 0.0% 12.5%	Volunteer N = 0 ** ** ** ** ** ** **	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 5.4% 0.0% 0.0%
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 3.4% 0.0% 0.0% 0.0%	Paid N = 8  75.0% 0.0% 12.5% 0.0% 0.0% 12.5% 0.0% 0.0% 0.0%	Volunteer N = 0  **  **  **  **  **  **  **  **  **	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0% 5.4% 0.0% 0.0% 0.0%
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 0.0% 0.0% Full-Time	Paid N = 8 75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% 12.5% 0.0% 0.0% Part-Time	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0% 5.4% 0.0% 0.0% 0.0%
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 3.4% 0.0% 0.0% Full-Time Paid	Paid N = 8 75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% Part-Time Paid	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 5.4% 0.0% 0.0% 0.0% All Respondents
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 3.4% 0.0% 0.0% Full-Time Paid N = 30	Paid N = 8 75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% Part-Time Paid N = 8	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 5.4% 0.0% 0.0% 4II Respondents N = 38
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 30 3.3%	Paid N = 8 75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% Part-Time Paid N = 8 37.5%	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0% 5.4% 0.0% 0.0% 0.0% All Respondents N = 38
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 30 3.3% 3.3%	Paid N = 8 75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% Part-Time Paid N = 8 37.5% 0.0%	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 5.4% 0.0% 0.0% 0.0% All Respondents N = 38 10.5% 2.6%
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 0.0% 0.0%  Full-Time Paid N = 30 3.3% 3.3% 60.0%	Paid N = 8 75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% Part-Time Paid N = 8 37.5% 0.0% 25.0%	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0% 5.4% 0.0% 0.0% 0.0% All Respondents N = 38 10.5% 2.6% 52.6%
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 30 3.3% 3.3%	Paid N = 8 75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% Part-Time Paid N = 8 37.5% 0.0%	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 5.4% 0.0% 0.0% 0.0% All Respondents N = 38 10.5% 2.6%
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 0.0% 0.0%  Full-Time Paid N = 30 3.3% 3.3% 60.0% 30.0% 3.3%	Paid N = 8  75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0%  Part-Time Paid N = 8  37.5% 0.0% 25.0% 12.5% 25.0%	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0% 5.4% 0.0% 0.0% 0.0% All Respondents N = 38 10.5% 2.6% 52.6% 52.6% 26.3% 7.9%
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 3.4% 0.0% 0.0% 0.0% Full-Time Paid N = 30 3.3% 3.3% 60.0% 30.0% 3.3% Full-Time	Paid N = 8 75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% 0.0% Part-Time Paid N = 8 37.5% 0.0% 25.0% Part-Time	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 5.4% 0.0% 0.0% 0.0% 0.0% 1.0% 0.0% 0.0% 0.0
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 0.0% 0.0% 0.0%  Full-Time Paid N = 30 3.3% 60.0% 30.0% 3.3% Full-Time Paid	Paid N = 8  75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% 0.0%  Part-Time Paid N = 8  37.5% 0.0% 25.0% 12.5% 25.0%  Part-Time Paid	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0% 5.4% 0.0% 0.0% 0.0%  All Respondents N = 38 10.5% 2.6% 52.6% 26.3% 7.9% All Respondents
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree  Type of Degree Attained	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 30 3.3% 3.3% 60.0% 30.0% 3.3% Full-Time Paid N = 29	Paid N = 8 75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% 0.0% Part-Time Paid N = 8 37.5% 0.0% 25.0% 12.5% 25.0% Part-Time Paid N = 8	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%  All Respondents N = 38 10.5% 2.6% 26.3% 7.9%  All Respondents N = 34
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree  Type of Degree Attained  Arts management or administration	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 30 3.3% 60.0% 30.0% 3.3% Full-Time Paid N = 29 6.9%	Paid N = 8 75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% 0.0% Part-Time Paid N = 8 37.5% 0.0% 25.0% 12.5% 25.0% Part-Time Paid N = 5 0.0%	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0% 5.4% 0.0% 0.0% 0.0%  All Respondents N = 38 10.5% 2.6% 26.3% 7.9%  All Respondents N = 34
Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree  Type of Degree Attained	Paid N = 29 69.0% 17.2% 10.3% 0.0% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 30 3.3% 3.3% 60.0% 30.0% 3.3% Full-Time Paid N = 29	Paid N = 8 75.0% 0.0% 12.5% 0.0% 12.5% 0.0% 0.0% 0.0% Part-Time Paid N = 8 37.5% 0.0% 25.0% 12.5% 25.0% Part-Time Paid N = 8	Volunteer	Respondents N = 37 70.3% 13.5% 10.8% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%  All Respondents N = 38 10.5% 2.6% 26.3% 7.9%  All Respondents N = 34

### **↓** DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS **↓**

	Disabilita	Full-Time	Part-Time	Unpaid	All
	Disability	Paid	Paid	Volunteer	Respondents
		N = 30	N = 8	N = 0	N = 38
-	Yes, I identify as a person with a disability	10.0%	0.0%	**	7.9%
S	Visible/noticeable to others	3.3%	0.0%	**	2.6%
Ĕ	Not visible/not noticeable to others	6.7%	0.0%	**	5.3%
<u>S</u>	No, I do not identify as a person with a disability	90.0%	100.0%	**	92.1%
ER		Full-Time	Part-Time	Unpaid	All
5	Military Service	Paid	Paid	Volunteer	Respondents
₽		N = 30	N = 8	N = 0	N = 38
⋖	Active Service	0.0%	0.0%	**	0.0%
C CHARACTERISTICS	Veteran	0.0%	0.0%	**	0.0%
	None	100.0%	100.0%	**	100.0%
DEMOGRAPHIC		Full-Time	Part-Time	Unpaid	All
AP	Voter Registration	Paid	Paid	Volunteer	Respondents
3R		N = 30	N = 8	N = 0	N = 38
ŏ	Democrat	56.7%	50.0%	**	55.3%
Σ	Republican	3.3%	12.5%	**	5.3%
Æ	Libertarian	3.3%	0.0%	**	2.6%
	Green	0.0%	0.0%	**	0.0%
	Unaffiliated with a party, but registered	36.7%	37.5%	**	36.8%
	I am not registered to vote	0.0%	0.0%	**	0.0%
	I am unable to register to vote	0.0%	0.0%	**	0.0%
	I prefer to self-identify	0.0%	0.0%	**	0.0%

THIS PAGE HAS BEEN LEFT BLANK INTENTIONALLY