

# 2018 Local Arts Agency Salary Report

## RESEARCH / EVALUATION / POLICY

Staff members who report that their primary role or responsibility most closely matches the **Research / Evaluation / Policy** category are typically involved in the management of the local arts agency's research and evaluation projects. The responsibilities of these positions can include designing and implementing research studies to evaluate the efficacy of the organization's programs and/or services as well as to evaluate the health and impact of the community's cultural policies and creative economy. **Titles** can include director of research; manager of program evaluation; research manager; policy analyst; manager of creative industries development; and research associate.

### ↓ 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
	<b>All Full-Time Positions</b>	<b>\$79,691</b>	<b>\$88,603</b>	<b>\$50,000</b>	<b>\$107,922</b>	<b>8</b>
	<u>For comparison purposes only:</u>					
	2013 Findings	\$56,500	\$50,500	\$30,000	\$95,000	4
	2001 Findings	**	**	**	**	0
	<b>Employment Level:</b>					
	Executive staff	**	\$88,000	**	**	1
	Management staff	\$98,961	**	\$90,000	\$107,922	2
	Program staff	\$57,133	\$59,000	\$50,000	\$62,400	3
	Administrative staff	\$90,103	**	\$89,206	\$91,000	2
	PUBLIC/GOVERNMENT LAAs ONLY	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	<b>All Full-Time Positions</b>	<b>\$79,691</b>	<b>\$88,603</b>	<b>\$50,000</b>	<b>\$107,922</b>	<b>8</b>
	Executive staff	**	\$88,000	**	**	1
	Management staff	\$98,961	**	\$90,000	\$107,922	2
	Program staff	\$57,133	\$59,000	\$50,000	\$62,400	3
	Administrative staff	\$90,103	**	\$89,206	\$91,000	2
	PRIVATE/NONPROFIT LAAs ONLY	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	<b>All Full-Time Positions</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>0</b>
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0

### ↓ 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
	<b>All Part-Time Positions</b>	<b>\$14,500</b>	<b>**</b>	<b>\$4,000</b>	<b>\$25,000</b>	<b>2</b>
	<u>For comparison purposes only:</u>					
	2013 Findings	**	\$13,260	**	**	1
	2001 Findings	**	**	**	**	0
	<b>Employment Level:</b>					
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	\$25,000	**	**	1
	Administrative staff	**	\$4,000	**	**	1
	Legal Status					
	Public/Government LAAs Only	**	\$4,000	**	**	1
	Private/Nonprofit LAAs Only	**	\$25,000	**	**	1

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
<b>Fewer than 30,000 (all)</b>	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>30,000 to 99,999 (all)</b>	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>100,000 to 249,999 (all)</b>	**	\$88,000	**	**	1
Executive staff	**	\$88,000	**	**	1
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>250,000 to 499,999 (all)</b>	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>500,000 to 999,999 (all)</b>	\$90,069	\$90,000	\$89,206	\$91,000	3
Executive staff	**	**	**	**	0
Management staff	**	\$90,000	**	**	1
Program staff	**	**	**	**	0
Administrative staff	\$90,103	**	\$89,206	\$91,000	2
<b>1,000,000 or more (all)</b>	\$69,831	\$60,700	\$50,000	\$107,922	4
Executive staff	**	**	**	**	0
Management staff	**	\$107,922	**	**	1
Program staff	\$57,133	\$59,000	\$50,000	\$62,400	3
Administrative staff	**	**	**	**	0
<b>Operating Budget</b>	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
<b>Less than \$100,000 (all)</b>	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>\$100,000 to \$249,999 (all)</b>	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>\$250,000 to \$499,999 (all)</b>	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>\$500,000 to \$999,999 (all)</b>	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>\$1,000,000 to \$4,999,999 (all)</b>	**	\$88,000	**	**	1
Executive staff	**	\$0	**	**	1
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>\$5,000,000 to \$9,999,999 (all)</b>	**	\$50,000	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	\$50,000	**	**	1
Administrative staff	**	**	**	**	0
<b>\$10,000,000 or more (all)</b>	\$83,255	\$89,603	\$59,000	\$107,922	6
Executive staff	**	**	**	**	0
Management staff	\$98,961	**	\$90,000	\$107,922	2
Program staff	\$60,700	**	\$59,000	\$62,400	2
Administrative staff	\$90,103	**	\$89,206	\$91,000	2

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 PRIVATE/NONPROFIT LAAs ONLY ↓

PRIVATE/NONPROFIT LAAs ONLY	Population of Service Area	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	<b>Fewer than 30,000 (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>30,000 to 99,999 (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>100,000 to 249,999 (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>250,000 to 499,999 (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>500,000 to 999,999 (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>1,000,000 or more (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>Operating Budget</b>	<b>AVERAGE 2018 Salary</b>	<b>MEDIAN 2018 Salary</b>	<b>MINIMUM 2018 Salary</b>	<b>MAXIMUM 2018 Salary</b>	<b>Number of Respondents</b>
	<b>Less than \$100,000 (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>\$100,000 to \$249,999 (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>\$250,000 to \$499,999 (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>\$500,000 to \$999,999 (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>\$1,000,000 to \$4,999,999 (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>\$5,000,000 to \$9,999,999 (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	<b>\$10,000,000 or more (all)</b>	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	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	**	**	**	**	0
	South Atlantic	**	**	**	**	0
	East South Central	**	**	**	**	0
	East North Central	**	**	**	**	0
	West South Central	**	\$50,000	**	**	1
	West North Central	**	**	**	**	0
	Mountain	**	\$88,000	**	**	1
	Pacific	\$83,255	\$89,603	\$59,000	\$107,922	6

REGION	Type of Service Area	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Single city or town	\$76,000	\$88,000	\$50,000	\$90,000	3
	Multiple cities	**	**	**	**	0
	Single county	\$81,906	\$89,206	\$59,000	\$107,922	5
	Multiple counties (and larger)	**	**	**	**	0

DENSITY	Population Density	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Rural	**	**	**	**	0
	Suburban	**	**	**	**	0
	Urban	\$79,691	\$88,603	\$50,000	\$107,922	8

STAFF SIZE	Number of Paid Staff	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	One employee	**	**	**	**	0
	Two employees	**	**	**	**	0
	Three to five employees	**	**	**	**	0
	Six to nine employees	**	\$88,000	**	**	1
	10 to 19 employees	**	\$50,000	**	**	1
	20 employees or more	\$83,255	\$89,603	\$59,000	\$107,922	6

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	**	\$89,206	**	**	1
	Two to four years	\$70,080	\$62,400	\$50,000	\$91,000	5
	Five to nine years	\$98,961	**	\$90,000	\$107,922	2
	10 to 19 years	**	**	**	**	0
	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)	\$81,421	\$88,603	\$50,000	\$107,922	6
	Male (cisgender)	\$74,500	**	\$59,000	\$90,000	2

EDUCATION	Educational Attainment	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	High school degree (or less)	**	**	**	**	0
	2-year college degree (Associate)	**	**	**	**	0
	4-year college degree (Bachelor's)	\$89,000	**	\$88,000	\$90,000	2
	Master's degree	\$76,532	\$74,103	\$50,000	\$107,922	4
	Doctoral or other terminal degree	\$76,700	**	\$62,400	\$91,000	2
	Type of Degree Attained	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Arts management or administration	**	**	**	**	0
	Other arts-related degree	\$70,500	**	\$50,000	\$91,000	2
	Non-arts degree	\$82,755	\$88,603	\$59,000	\$107,922	6

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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	62.5%	3.20%	0.0%	5.0%	5
	Cost of living adjustment	37.5%	2.33%	2.0%	3.0%	3
	Promotion/new responsibilities	0.0%	**	**	**	0
	Performance (not promotion)	0.0%	**	**	**	0
	Length of service/tenure	0.0%	**	**	**	0
	Government pay scale	25.0%	4.50%	4.0%	5.0%	2
	Pay remained the same	25.0%				2
	Received ANY decrease	12.5%				1
	Budget cuts	12.5%				1
	Change in title or responsibilities	0.0%				0

EMPLOYMENT BENEFITS	Type of Benefits Offered (paid respondents only)	LAA Budget Less than \$250,000 N = 1	LAA Budget \$250,000 to \$999,999 N = 1	LAA Budget \$1,000,000 or More N = 8	All Respondents N = 10
	Performance review and evaluation (past 12 months)	0.0%	0.0%	62.5%	50.0%
	Medical insurance	0.0%	100.0%	62.5%	60.0%
	Dental insurance	0.0%	0.0%	62.5%	50.0%
	Vision insurance	0.0%	0.0%	62.5%	50.0%
	Life insurance	0.0%	0.0%	62.5%	50.0%
	Disability insurance	0.0%	0.0%	50.0%	40.0%
	Cash bonus	0.0%	0.0%	0.0%	0.0%
	Retirement savings account	0.0%	100.0%	62.5%	60.0%
	Pre-tax flexible spending account	0.0%	0.0%	62.5%	50.0%
	Paid time off (e.g., paid vacation, sick, and/or personal days)	0.0%	100.0%	75.0%	70.0%
	Average number of days accrued in 2018	**	36.0	17.7	20.3
	Paid parental leave	0.0%	0.0%	62.5%	50.0%
	Flexible scheduling	0.0%	100.0%	87.5%	80.0%
	Telecommuting / working remotely	0.0%	100.0%	37.5%	40.0%
	Tuition reimbursement	0.0%	0.0%	37.5%	30.0%
	Professional development (e.g., conferences, workshops)	0.0%	100.0%	100.0%	90.0%
	Association/professional dues	0.0%	0.0%	25.0%	20.0%
	Health club membership/discount	0.0%	0.0%	12.5%	10.0%
	Free/discounted tickets for cultural activities	0.0%	0.0%	37.5%	30.0%
	None of the above	100.0%	0.0%	0.0%	10.0%

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?	70.0%	20.0%	10.0%	0.0%	0.0%
	How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency?	70.0%	0.0%	10.0%	20.0%	0.0%
	Level of Agreement (paid respondents only)	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
	I have a clear path for job advancement.	10.0%	30.0%	30.0%	30.0%	0.0%
	My job requirements are well defined.	50.0%	10.0%	10.0%	10.0%	20.0%
	I am proud to work for my local arts agency.	50.0%	30.0%	20.0%	0.0%	0.0%
	I feel fulfilled performing my work at my local arts agency.	60.0%	30.0%	0.0%	10.0%	0.0%
	I can see how my work affects and/or impacts my community.	70.0%	20.0%	10.0%	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?	50.0%		20.0%	30.0%	0.0%

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↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	Gender Identity	Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10
	Female (cisgender/identify with gender assigned at birth)	75.0%	100.0%	**	80.0%
	Male (cisgender)	25.0%	0.0%	**	20.0%
	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%
	Race/Ethnicity (respondents were allowed to check all that apply)	Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10
	African-American or Black	12.5%	0.0%	**	10.0%
	American Indian or Alaska Native or Indigenous or First Nations	0.0%	0.0%	**	0.0%
	Arab or Middle Eastern	12.5%	0.0%	**	10.0%
	Asian or Asian American	25.0%	0.0%	**	20.0%
	Hispanic or Latina/Latino/Latinx	0.0%	0.0%	**	0.0%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	**	0.0%
	White or Caucasian or European American	62.5%	100.0%	**	70.0%
	I prefer to self identify	12.5%	0.0%	**	10.0%
	White or Caucasian or European American only	50.0%	100.0%	**	60.0%
	All People of Color	50.0%	0.0%	**	40.0%
	Age	Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10
	18 to 24	0.0%	0.0%	**	0.0%
	25 to 34	37.5%	0.0%	**	30.0%
	35 to 44	37.5%	50.0%	**	40.0%
	45 to 54	25.0%	0.0%	**	20.0%
	55 to 64	0.0%	0.0%	**	0.0%
	65 to 74	0.0%	50.0%	**	10.0%
	75 or older	0.0%	0.0%	**	0.0%
	Sexual Orientation	Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10
	Heterosexual or straight	75.0%	100.0%	**	80.0%
	Gay or lesbian	12.5%	0.0%	**	10.0%
	Bisexual	12.5%	0.0%	**	10.0%
	Asexual	0.0%	0.0%	**	0.0%
	Pansexual	0.0%	0.0%	**	0.0%
	Queer	0.0%	0.0%	**	0.0%
	Questioning	0.0%	0.0%	**	0.0%
	Same sex attracted	0.0%	0.0%	**	0.0%
	I prefer to self identify	0.0%	0.0%	**	0.0%
	Educational Attainment	Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10
	High school or less	0.0%	0.0%	**	0.0%
	Associate degree (junior college) or vocational degree/license	0.0%	0.0%	**	0.0%
	Bachelor's degree	25.0%	50.0%	**	30.0%
	Master's degree	50.0%	50.0%	**	50.0%
	Doctoral or other terminal degree	25.0%	0.0%	**	20.0%
	Type of Degree Attained	Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10
	Arts management or administration	0.0%	0.0%	**	0.0%
	Other arts-related degree	25.0%	0.0%	**	20.0%
	Non-arts degree	75.0%	100.0%	**	80.0%

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↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	Disability	Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10
	Yes, I identify as a person with a disability	0.0%	0.0%	**	0.0%
	Visible/noticeable to others	0.0%	0.0%	**	0.0%
	Not visible/not noticeable to others	0.0%	0.0%	**	0.0%
	No, I do not identify as a person with a disability	100.0%	100.0%	**	100.0%
	Military Service	Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10
	Active Service	0.0%	0.0%	**	0.0%
	Veteran	0.0%	0.0%	**	0.0%
	None	100.0%	100.0%	**	100.0%
	Voter Registration	Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10
	Democrat	62.5%	50.0%	**	60.0%
	Republican	0.0%	50.0%	**	10.0%
	Libertarian	0.0%	0.0%	**	0.0%
	Green	0.0%	0.0%	**	0.0%
	Unaffiliated with a party, but registered	25.0%	0.0%	**	20.0%
	I am not registered to vote	12.5%	0.0%	**	10.0%
	I am unable to register to vote	0.0%	0.0%	**	0.0%
	I prefer to self-identify	0.0%	0.0%	**	0.0%

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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