

2018 Local Arts Agency Salary Report

EMPLOYMENT BENEFITS AND JOB SATISFACTION

The table below provides a detailed snapshot of the salary adjustments received by local arts agency employees within the 12 months preceding October 2018. This question was answered only by the 922 survey respondents who identified themselves as full-time paid employees.

↓ PAY ADJUSTMENTS TO FULL-TIME, PAID STAFF DURING PAST 12 MONTHS ↓

PAY ADJUSTMENTS	PERCENTAGE	AVERAGE	MINIMUM	MAXIMUM	Number of
	Who Received Pay Increase	Most Recent Pay Increase	Most Recent Pay Increase	Most Recent Pay Increase	Respondents N = 922
Full-Time Paid Respondents					
Received ANY increase	62.1%	5.62%	1.0%	50.0%	573
Cost of living adjustment	15.9%	3.11%	1.0%	17.0%	147
Promotion/new responsibilities	11.4%	12.16%	1.0%	50.0%	105
Performance (not promotion)	26.6%	4.87%	1.0%	30.0%	245
Length of service/tenure	1.5%	3.96%	1.0%	13.9%	14
Government pay scale	6.5%	3.86%	1.0%	20.0%	60
Pay remained the same	36.7%				338
Received ANY decrease	1.2%				11
Budget cuts	1.1%				10
Change in title or responsibilities	0.1%				1

The table below provides a detailed snapshot of the of the employment benefits that were offered/available to paid staff by local arts agencies in October 2018. This question was answered only by the 922 survey respondents who identified themselves as full-time paid employees. (The question asked for benefits that were offered to or available to employees, not if they employee utilized or enrolled in the benefit; some respondents may have interpreted the question differently and reported only the benefits that they actually use, rather than all of the benefits that are available to them.)

↓ EMPLOYMENT BENEFITS OFFERED BY LAAs TO FULL-TIME, PAID STAFF ↓

EMPLOYMENT BENEFITS	Type of Benefits Offered to Local Arts Agency Employees	LAA Budget Less than \$250,000 N = 95	LAA Budget \$250,000 to \$999,999 N = 284	LAA Budget \$1,000,000 or More N = 543	All Respondents N = 922
		Performance review and evaluation (past 12 months)	52.6%	60.9%	70.9%
	Medical insurance	54.7%	66.2%	91.9%	80.2%
	Dental insurance	36.8%	44.0%	86.4%	68.2%
	Vision insurance	32.6%	35.2%	73.3%	57.4%
	Life insurance	30.5%	29.2%	66.5%	51.3%
	Disability insurance	24.2%	25.0%	49.7%	39.5%
	Cash bonus	8.4%	14.1%	15.1%	14.1%
	Retirement savings account	37.9%	48.2%	78.8%	65.2%
	Pre-tax flexible spending account	23.2%	25.7%	58.4%	44.7%
	Paid time off (e.g., paid vacation, sick, and/or personal days)	84.2%	90.5%	95.9%	93.1%
	Average number of days accrued in 2018	24.2	24.1	25.1	24.7
	Paid parental leave	17.9%	17.3%	34.3%	27.3%
	Flexible scheduling	45.3%	53.9%	53.4%	52.7%
	Telecommuting / working remotely	17.9%	26.1%	30.9%	28.1%
	Tuition reimbursement	14.7%	11.3%	22.3%	18.1%
	Professional development (e.g., conferences, workshops)	54.7%	71.1%	78.6%	73.9%
	Association/professional dues	28.4%	31.0%	37.8%	34.7%
	Health club membership/discount	15.8%	9.5%	19.5%	16.1%
	Free/discounted tickets for cultural activities	12.6%	31.0%	47.9%	39.0%
	None of the above	7.4%	2.1%	0.4%	1.6%

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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EMPLOYMENT BENEFITS AND JOB SATISFACTION *(continued)*

The tables that follow provide local arts agency employees' level of satisfaction with their compensation and benefits, their likelihood of remaining employed with the arts field in the future, and their level of agreement with a list of job characteristics. These questions were answered only by the 1,077 survey respondents who identified themselves as either full-time or part-time local arts agency employees

↓ **LEVEL OF SATISFACTION WITH COMPENSATION AND BENEFITS** ↓

SATISFACTION	Level of Satisfaction	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied
	QUESTION: "How satisfied are you with your total cash compensation at your local arts agency?"					
	ALL RESPONDENTS	23.2%	42.2%	12.2%	16.2%	6.3%
	By Race/Ethnicity					
	White or Caucasian only	23.4%	43.2%	12.0%	15.6%	5.8%
	All People of Color	23.0%	37.2%	12.8%	18.9%	8.2%
	By Gender Identity					
	Female (cisgender)	22.6%	42.1%	11.4%	17.4%	6.4%
	Male (cisgender)	25.7%	44.2%	13.7%	10.2%	6.2%
	By Age					
	Younger than 45	19.3%	41.1%	10.5%	21.7%	7.5%
	45 to 64	25.8%	44.1%	13.2%	11.2%	5.7%
	65 or Older	34.1%	38.6%	17.0%	8.0%	2.3%
QUESTION: "How satisfied are you with your employment benefits package (e.g., health insurance, paid time off)?"						
	ALL RESPONDENTS	39.7%	27.0%	14.3%	11.7%	7.2%
	By Race/Ethnicity					
	White or Caucasian only	38.9%	27.5%	14.9%	11.2%	7.4%
	All People of Color	42.9%	25.0%	12.2%	13.3%	6.6%
	By Gender Identity					
	Female (cisgender)	38.4%	26.0%	14.9%	13.4%	7.3%
	Male (cisgender)	44.2%	29.6%	12.8%	6.2%	7.1%
	By Age					
	Younger than 45	36.6%	27.7%	13.1%	13.6%	9.0%
	45 to 64	41.4%	28.4%	12.8%	11.0%	6.4%
	65 or Older	50.0%	15.9%	29.5%	3.4%	1.1%

↓ **LIKELIHOOD OF REMAINING EMPLOYED IN THE ARTS INDUSTRY** ↓

CAREER	Future in the Arts Industry	Yes	No	I have no idea, but I hope so	I have no idea, but I hope not
	QUESTION: "Do you anticipate that you will still be working in the arts industry five years from today?"				
	ALL RESPONDENTS	55.2%	16.4%	26.1%	2.2%
	By Race/Ethnicity				
	White or Caucasian or European American only	55.2%	17.2%	25.7%	1.9%
	All People of Color	56.1%	12.2%	28.1%	3.6%
	By Gender Identity				
	Female (cisgender)	53.9%	16.5%	27.3%	2.3%
	Male (cisgender)	62.4%	14.2%	21.2%	2.2%
	By Age				
	Younger than 45	57.6%	11.0%	28.4%	3.0%
	45 to 64	57.5%	16.7%	24.0%	1.8%
	65 or Older	29.5%	47.7%	22.7%	0.0%

↓ **LEVEL OF AGREEMENT WITH JOB CHARACTERISTICS** ↓

LEVEL OF AGREEMENT	Level of Agreement	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
	STATEMENT: "I have a clear path for job advancement."					
	ALL RESPONDENTS	11.6%	25.9%	32.2%	16.8%	13.5%
	By Race/Ethnicity					
	White or Caucasian only	11.2%	25.8%	33.3%	16.7%	12.9%
	All People of Color	13.8%	26.5%	27.6%	17.9%	14.3%
	By Gender Identity					
	Female (cisgender)	10.3%	26.6%	31.3%	17.7%	14.1%
	Male (cisgender)	15.9%	23.5%	35.8%	14.2%	10.6%
	By Age					
	Younger than 45	11.4%	32.1%	22.6%	20.4%	13.5%
	45 to 64	11.0%	21.4%	38.5%	14.3%	14.8%
	65 or Older	15.9%	11.4%	58.0%	8.0%	6.8%
STATEMENT: "My job requirements are well defined."						
	ALL RESPONDENTS	35.1%	36.6%	11.3%	11.8%	5.2%
	By Race/Ethnicity					
	White or Caucasian only	35.4%	37.7%	10.7%	11.7%	4.6%
	All People of Color	33.7%	33.2%	14.3%	11.2%	7.7%
	By Gender Identity					
	Female (cisgender)	34.3%	36.1%	12.2%	12.2%	5.3%
	Male (cisgender)	37.6%	38.1%	8.8%	10.2%	5.3%
	By Age					
	Younger than 45	29.9%	36.3%	11.8%	15.5%	6.5%
	45 to 64	37.2%	39.4%	10.6%	8.6%	4.2%
	65 or Older	55.7%	23.9%	12.5%	5.7%	2.3%
STATEMENT: "I am proud to work for my local arts agency."						
	ALL RESPONDENTS	77.4%	16.7%	3.4%	1.6%	0.8%
	By Race/Ethnicity					
	White or Caucasian only	79.2%	15.7%	3.0%	1.4%	0.8%
	All People of Color	70.4%	20.4%	5.6%	2.6%	1.0%
	By Gender Identity					
	Female (cisgender)	76.9%	16.8%	3.5%	1.8%	1.0%
	Male (cisgender)	80.5%	14.6%	3.5%	0.9%	0.4%
	By Age					
	Younger than 45	74.0%	17.4%	5.0%	2.4%	1.1%
	45 to 64	78.6%	17.8%	2.0%	0.9%	0.7%
	65 or Older	92.0%	6.8%	1.1%	0.0%	0.0%
STATEMENT: "I feel fulfilled performing my work at my local arts agency."						
	ALL RESPONDENTS	55.0%	31.9%	7.1%	4.1%	1.9%
	By Race/Ethnicity					
	White or Caucasian only	56.5%	31.6%	6.2%	3.9%	1.8%
	All People of Color	48.0%	34.2%	10.7%	5.1%	2.0%
	By Gender Identity					
	Female (cisgender)	52.9%	33.8%	7.0%	4.2%	2.0%
	Male (cisgender)	62.4%	24.8%	7.5%	4.0%	1.3%
	By Age					
	Younger than 45	49.7%	33.1%	9.0%	5.6%	2.6%
	45 to 64	56.6%	33.0%	5.9%	3.1%	1.3%
	65 or Older	78.4%	19.3%	2.3%	0.0%	0.0%

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↓ **LEVEL OF AGREEMENT WITH JOB CHARACTERISTICS** ↓

LEVEL OF AGREEMENT	Level of Agreement	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
	STATEMENT: "I can see how my work affects and/or impacts my community."					
	ALL RESPONDENTS	73.4%	21.4%	2.7%	1.7%	0.8%
	By Race/Ethnicity					
	White or Caucasian only	74.2%	21.1%	2.4%	1.4%	0.9%
	All People of Color	69.9%	22.4%	4.1%	3.1%	0.5%
	By Gender Identity					
	Female (cisgender)	72.6%	22.3%	2.6%	1.6%	1.0%
	Male (cisgender)	75.7%	19.0%	3.1%	1.8%	0.4%
	By Age					
	Younger than 45	69.9%	23.6%	3.2%	2.1%	1.3%
	45 to 64	74.0%	21.6%	2.4%	1.5%	0.4%
	65 or Older	90.9%	8.0%	1.1%	0.0%	0.0%