



Research Report:
**Local Arts Agency Salaries
2013**

A Detailed Statistical Report
about the Salaries and Demographics
of the Nation's Local Arts Agency Employees

(Data collected in March 2013)

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INTRODUCTION

There are more than 5,000 local arts agencies (LAAs)—arts councils, arts commissions, service organizations, arts funds, and myriad other variations—operating in the United States today. These organizations, situated at the intersection of service, grantmaking, research, and advocacy, are as diverse in form as the approximately 115,000 arts organizations that they exist to support. At their core, they are the vanguard of a long-standing local movement to develop and perpetuate strong American communities through art.

The success of these local arts agencies is, as was noted in the introduction to the last salary report that Americans for the Arts published in 2001, “dependent upon the skill sets and perspectives brought by the people who operate them.” This statement and its crucial underpinnings in professionalism, diversity, equal access, and tenacious participation, rings as true today as it did 12 years ago. Finding and keeping top candidates who represent the quickly changing demographic reality of our country and who can serve as strong leaders to the arts field is of critical importance.

That is why we commissioned this report.

The *Local Arts Agencies Salaries 2013* research report benchmarks the vast and varied compensation levels of the most senior positions within the local arts agency field in America today. As the previous iteration of this report did when it was published in 2001, the 2013 report will assist LAA executives and employees in evaluating staffing and salary levels, setting pay rates, determining incremental compensation adjustments, and better understanding the varied benefit options and structures currently at play in the field.

According to this data, full-time employees earn an average annual salary of just over \$66,000. Eighty-six percent of the full-time respondents were white, and 72 percent were female. Full-time employees had an average approximate age of 52.5 years, and 91 percent of them had a college degree. Salaries of staff at city agencies averaged about \$5,000 more than at county agencies and about \$10,000 more than at multi-county agencies. Salaries increased by budget size, number of people in the service region, and number of employees.

Beyond being a comprehensive compendium of salary and benefits information, *Local Arts Agencies Salaries 2013* provides critical, data-based insight into two important issues that must be addressed if our field is to prosper in the coming decades: (1) extreme underrepresentation of all non-white racial/ethnic minorities across all positions, and (2) relatively high inequality in terms of both upper-level representation and salary of women in the LAA field.

From 1980 to 2010, the population of the United States shifted from 76 percent white to 63 percent white, according to the United States Census—a drop of 13 percent in 30 years. The next 30 years, if Census projections are accurate, will yield an acceleration of that trend, and whites will no longer be the majority of the population by 2043. In comparison, the overall respondents in this report are 86 percent white—a decrease of only one percent from 2001. Ninety-two percent of those that identified as Executive Directors or CEOs are white. Local arts agencies play a central role in shifting the demographics of their communities’ arts organizations and encouraging ongoing conversations about the relevance of the arts and their place in community development and ongoing sustainability.

Sheer numbers are not the problem regarding women in the local arts field. In fact, nearly three out of four of the people who answered the survey were women. Those women, however, are about six percent less likely to hold the top office in an LAA than men; and when they do hold the top office,

they are more likely to do so at smaller organizations. Overall, women in the study earn an average \$6,500 less than their male counterparts. Female executive directors earn an average of \$18,000 less per year than their male counterparts—in part because women are underrepresented in the lead role at the largest (and best-compensating) LAAs.

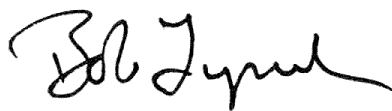
And yet, there are signs of positive change. Twelve out of the 14 non-CEO roles examined in this research have higher rates of racial/ethnic diversity than the CEO role—indicating a possible shift to come as leadership turns over. Women outnumber men in 12 out of the 15 roles examined in the research, and make more money than men in 8 of the 15. The local arts field continues to draw highly educated people (more than 44 percent with a graduate degree), regardless of demographics. Systemic change is a long process, but we are seeing indicators of success to come, at least in the more junior positions inside local arts agencies.

At Americans for the Arts, we are moving to amplify that forward momentum. Through both our private and public sector partnerships, we will continue our long-standing commitment to equity and diversity in many forms—race, economic status, gender, age, political affiliation, disability, sexual orientation, belief systems, and more. Through our programs—including the Business Volunteers in the Arts, the Arts & Business Council of New York, the Emerging Leaders Network, our Annual Convention, and our many other professional development programs—we will build upon more than 10 years of fostering a diverse next generation of leaders with mentorship, placement, and ongoing support. Through expanded field education and leadership training efforts and local and national gatherings, we will empower exemplary administrators within our field of all backgrounds, colors, and creeds.

We continue to provide high-quality field education, advocacy, and research with the hope that by providing both data and context we can spark conversation and make change. The world is moving fast, and the brightest emerging talents do not look the same as they did yesterday, do not exist in the same place as yesterday, and must be engaged in a new, inclusive way. We have much to learn, and much to give, if we can figure out how to make our hallways more inclusive.

Special thanks to Ben Davidson, Amanda Alef, and Randy Cohen in our research department who fielded this report, as well as the more than 700 individuals who took the time to respond to this survey, and the many people inside our office who helped edit and disseminate it. As always, Americans for the Arts is grateful to our members for your continued support of our shared mission and to the many businesses, foundations and individuals whose grants and donations help us help the arts sector move ever forward.

Sincerely,



Robert L. Lynch
President & CEO
Americans for the Arts



Clayton Lord
Vice President of Local Arts Advancement
Americans for the Arts

June 10, 2013

ABOUT THIS REPORT

This statistical report of the findings from our *2013 Local Arts Agency Salaries 2013* provides detailed information on the salaries paid to, the benefits provided to, and the demographic characteristics of local arts agency employees. As the national service organization for America's local arts agency (LAA) field, Americans for the Arts regularly collects detailed budget and programming information for the purpose of measuring and benchmarking the status and condition of the nation's LAAs. In fact, each year we receive hundreds of requests for information about LAA compensation practices. Surveys such as this one are our primary method of fulfilling those requests.

Americans for the Arts defines a local arts agency as a private organization or an agency of local government that presents programming to the public, provides services to artists and arts organizations, manages cultural facilities, awards grants to artists or arts organizations, participates in community cultural planning, and/or promotes good public policy. They include private arts councils, cultural affairs departments, hybrid profit/nonprofit organizations, and programs under the umbrella of larger agencies. They typically define their geographic service area as a city or town, an entire county, or a multi-county region. The names of LAAs differ as much as their structures, programs, services, budgets, and the communities they serve. Below is a broad cross-section of LAA names from the membership of Americans for the Arts:

- 4Culture (Seattle, WA)
- Arts Council of New Orleans (LA)
- Arts and Humanities Council of Tuscaloosa County (AL)
- ArtWave (Cincinnati, OH)
- City of Ashland Public Arts Commission (OR)
- City of Baltimore Office of Promotion & the Arts (MD)
- City of Philadelphia Office of Arts, Culture, and the Creative Economy (PA)
- Community Partnership for Arts and Culture (Cleveland, OH)
- Cultural Alliance of Greater Washington (DC)
- Cultural Council of Greater Jacksonville (FL)
- Cultural Enrichment Fund (Harrisburg, PA)
- Houston Arts Alliance (TX)
- Middlesex County Cultural & Heritage Commission (NJ)
- Providence Department of Art, Culture + Tourism (RI)
- The Arts & Science Council of Charlotte-Mecklenburg (NC)

THE SURVEY AT A GLANCE

Total number of local arts agencies currently operating in the U.S. (<i>estimated</i>)	5,000
Total number of local arts agencies with paid staff (<i>estimated</i>)	1,500
Number of full-time LAA employees who participated in this survey	601
Number of part-time LAA employees who participated in this survey	91
Number of unpaid, volunteer LAA employees who participated in this survey	61
Total number of staff positions/roles for which data are reported	15

The report begins with an executive summary of the findings, followed by detailed salary calculations and demographic characteristics for the 15 different staff positions that were analyzed. Appendices to this report include a description of the survey methodology and the survey instrument.

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EXECUTIVE SUMMARY OF THE SURVEY FINDINGS

In March 2013 Americans for the Arts e-mailed the 2013 LAA Salary Survey to a single primary contact person at 2,199 local arts agencies (LAAs). We asked each recipient to complete the survey and then to forward the survey to all of their executive/senior/program lead colleagues and request that they complete it as well. The findings in this report are based on 753 total responses.

LOCAL ARTS AGENCY SALARIES

Generally, while public LAAs (part of the city or county government) have the highest average salaries, private nonprofit LAAs tend to have the highest individual salaries.

Salary is commensurate with the responsibilities of each position. Not surprisingly, the chief staff executive (e.g., executive director, president, CEO) typically has the highest salary within the local arts agency. This position reports to a board of directors, appointed commissioners, or another government body and is responsible for the overall management and vision of the organization. However, some LAAs—mostly in smaller communities—are overseen by unpaid, volunteer executives yet are operated on a daily basis by paid administrative staff.

AVERAGE SALARIES OF LOCAL ARTS AGENCY STAFF (MARCH 2013)

MOST SENIOR POSITION in charge of the following primary roles and responsibilities	2013 Average FULL-TIME Salaries			Survey Sample Size (N)*	2013 Average PART-TIME Salary	Survey Sample Size (N)*
	ALL LAAs	PUBLIC LAAs	PRIVATE LAAs			
Executive Director / CEO	\$78,394	\$93,579	\$71,544	267	\$26,120	28
Assistant Director / COO	\$83,293	\$93,446	\$72,656	43	\$51,500	2
Finance / Accounting	\$67,527	\$74,284	\$62,458	21	\$32,120	10
Artistic Prog. / Curator / Design	\$62,571	\$70,200	\$43,500	7	**	0
Public Art	\$61,958	\$63,766	\$49,300	40	\$9,380	2
Facilities / Facility Management	\$58,420	\$64,387	\$43,500	7	**	0
Research / Evaluation / Analysis	\$56,500	**	\$43,667	4	**	1
Grants / Grantmaking	\$53,829	\$58,903	\$46,387	37	\$20,833	3
Development / Fundraising / UAF	\$53,035	\$68,950	\$50,762	24	\$35,600	5
Programs / Services	\$52,511	\$58,178	\$41,512	50	\$15,935	13
Arts Education	\$51,821	\$65,483	\$42,712	15	\$18,440	8
Event Planning / Special Events	\$44,664	\$50,385	\$27,500	8	\$21,750	2
Marketing / Communications	\$41,547	\$48,030	\$38,425	40	\$21,620	5
Operations / Administration	\$39,973	\$42,025	\$32,572	35	\$12,860	11
Technology	\$37,800	**	\$35,500	3	**	1

**Some sample sizes are extremely small; in these cases, the data should be used with caution.*

Salaries vary widely depending on a variety of factors such as the size of the local arts agency's budget and the size of the community it serves. For example, looking at the table above, the average salary for responding assistant directors is higher than the average salary for responding executive directors. To put this finding in context, however, it is important to remember that while LAAs of all shapes and sizes have a chief staff executive (i.e., executive director or CEO), only larger LAAs tend to have a formal assistant or deputy director (COO).

DEMOGRAPHIC CHARACTERISTICS OF LOCAL ARTS AGENCY STAFF

Local arts agencies are predominantly staffed by well-educated women who often hold a degree in an arts-related field and have been in their current position for about seven years.

- The vast majority of full-time survey respondents categorized their race/ethnicity as “White/Caucasian” (86 percent).
- Nearly three in four full-time survey respondents reported that they are women (72 percent).
- Fully nine in 10 full-time survey respondents (91 percent) reported that they have a four-year college degree. Nearly half of them also have a graduate degree (44 percent). More than half report that they have at least one arts-related college degree (55 percent).
- The vast majority of full-time survey respondents are between the ages of 35 and 64 (74 percent). One in five is younger than 35 years of age (19 percent), and very few are 65 years of age or older (7 percent).
- The average tenure in their current position for full-time survey respondents is seven years. One third of the respondents have been in their current position for fewer than three years (34 percent), while one quarter have been in their current position for more than 10 years (24 percent).

EMPLOYEE BENEFITS PROVIDED BY LOCAL ARTS AGENCIES

Most local arts agency employees receive an annual formal review of their performance in addition to basic employment benefits.

- More than three in four full-time survey respondents reported that they receive an annual performance review (78 percent).
- Only four in 10 full-time respondents, however, reported that they receive an annual salary increase such as a performance reward or cost-of-living adjustment (41 percent). Among the respondents that do receive an annual pay increase, their most recent increases averaged 3.4 percent.
- The vast majority of full-time survey respondents receive health insurance from their local arts agency (85 percent).
- Three in four full-time survey respondents (75 percent) reported that they receive access to a retirement savings plan through their local arts agency.
- Most full-time survey respondents report that they are allowed to work remotely/telecommute (72 percent). In fact, nearly one quarter of full-time LAA staff are allowed to work remotely “as often as they want to” (22 percent).

DETAILED LAA SALARY AND DEMOGRAPHIC DATA

The following section of the report describes the salaries and demographic characteristics of the people who are staffing the nation's local arts agencies. Fifteen common LAA job positions—from executive director to facility manager to arts education manager—are analyzed. The average, median, minimum, and maximum salaries (as of March 2013) are provided for each position. All salary data are analyzed by the following cohort groups:

- Full-time vs. part-time positions
- Legal status (i.e., public vs. private LAAs)
- Size of Fiscal Year 2013 operating budget
- Location (by U.S. Census Bureau region)¹
- Type of geographic region served
- Population of geographic region served
- Funders/grantmakers vs. non-funders/non-grantmakers
- Overall staff size
- Length of tenure in years
- Sex (gender)
- Educational attainment

RESEARCH NOTES

Below are a couple of important notes regarding the analyses in this report:

- ***In some instances, samples sizes are extremely small.*** Since a small number of cases cannot represent the characteristics of the population, these results should not be taken as general statements about the salaries and demographic characteristics of local arts agency employees. However, the results are suggestive of these characteristics, which may help to indicate courses of management action or future research.
- The average, median, and maximum salaries are reported for a position only where there are two or more responses.
- Where only one response exists, it is reported as the median response. In these situations, the average, minimum, and maximum salaries are excluded from the data.
- The number of cases (i.e., sample size) is reported on every table and for every subset of the data.
- Two asterisks are displayed where there are insufficient data to report the results for a given calculation or variable.
- Except where mentioned specifically, all salary data are based upon full-time positions only.
- No analysis was completed to determine if significant differences exist between survey participants and non-participants.

¹ New England includes Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

The Middle Atlantic region includes New Jersey, New York, and Pennsylvania.

The South Atlantic region includes Delaware, the District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia.

The South Central region includes Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

The North Central region includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

The Mountain region includes Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

The Pacific region includes Alaska, California, Hawaii, Oregon, and Washington.

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2013 Local Arts Agency Salary & Benefits Summary

EXECUTIVE DIRECTOR / PRESIDENT / CEO

The **Executive Director / President / Chief Executive Officer (CEO)** is the chief staff executive of a local arts agency. The responsibilities of this position typically include the overall management of the organization, strategic and fiscal planning, advocating for the organization's mission and goals, and overseeing fundraising activities. This position typically reports to a board of directors, appointed commissioners, or another governing committee. **Other titles** can include managing director, director, general manager, and commissioner.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	All 2013 Full-Time Positions	\$78,394	\$70,000	\$18,000	\$227,000	267	
	<i>For comparison purposes only:</i>						
	2008 Findings (actual dollars)	\$69,159	\$61,741	\$20,000	\$236,000	157	
	2008 Findings (2013 inflation-adj. avg.)	\$90,663					
	2001 Findings (actual dollars)	\$54,309	\$45,397	\$7,500	\$193,000	322	
	2001 Findings (2013 inflation-adj. avg.)	\$71,195					
	Public LAAs only (2013)	\$93,579	\$85,176	\$38,000	\$211,359	83	
	Private LAAs only (2013)	\$71,544	\$61,500	\$18,000	\$227,000	184	
	All 2013 Part-Time Positions	\$26,120	\$24,000	\$2,000	\$64,000	28	
<i>For comparison purposes only:</i>							
2001 Findings (actual dollars)	\$17,671	\$15,570	\$3,600	\$56,000	49		
2001 Findings (2013 inflation-adj. avg.)	\$23,165						
Public LAAs only (2013)	\$21,167	\$14,500	\$2,000	\$47,000	3		
Private LAAs only (2013)	\$26,714	\$24,000	\$4,350	\$64,000	25		

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	\$80,200	\$88,000	\$60,000	\$102,000	5	
	30,000 to 99,999	\$88,626	\$79,000	\$46,000	\$194,000	21	
	100,000 to 249,999	\$80,337	\$82,000	\$42,850	\$130,000	18	
	250,000 to 499,999	\$85,257	\$83,000	\$65,556	\$111,800	7	
	500,000 to 999,999	\$92,713	\$88,000	\$38,000	\$147,000	15	
	1,000,000 or More	\$121,844	\$115,000	\$65,000	\$211,359	17	
	LAA Operating Budget						
	Less than \$100,000	\$77,333	\$82,000	\$59,000	\$91,000	4	
	\$100,000 to \$249,999	\$65,964	\$62,000	\$38,000	\$102,000	15	
\$250,000 to \$499,999	\$63,554	\$60,000	\$49,600	\$90,000	11		
\$500,000 to \$999,999	\$91,266	\$80,000	\$58,000	\$194,000	16		
\$1,000,000 to \$4,999,999	\$96,230	\$92,000	\$65,000	\$147,000	23		
\$5,000,000 or More	\$143,067	\$142,386	\$102,813	\$211,359	14		

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	\$55,528	\$48,500	\$28,080	\$140,000	22	
	30,000 to 99,999	\$51,729	\$53,500	\$18,500	\$109,000	32	
	100,000 to 249,999	\$54,397	\$50,500	\$18,000	\$109,000	40	
	250,000 to 499,999	\$77,391	\$70,000	\$35,000	\$150,000	39	
	500,000 to 999,999	\$77,254	\$71,000	\$50,000	\$142,000	19	
	1,000,000 or More	\$113,289	\$94,500	\$50,000	\$227,000	32	
	LAA Operating Budget						
	Less than \$100,000	\$34,448	\$32,500	\$27,000	\$52,000	9	
	\$100,000 to \$249,999	\$43,053	\$41,329	\$18,000	\$72,000	39	
\$250,000 to \$499,999	\$58,615	\$55,000	\$37,000	\$115,000	48		
\$500,000 to \$999,999	\$69,966	\$67,500	\$44,000	\$132,000	41		
\$1,000,000 to \$4,999,999	\$110,185	\$109,000	\$62,000	\$180,000	43		
\$5,000,000 or More	\$188,750	\$193,000	\$142,000	\$227,000	4		

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

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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2013 Local Arts Agency Salary and Benefits Report (continued)
Executive Director / President / CEO

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	\$59,294	\$60,000	\$30,000	\$92,000	18
Middle Atlantic	\$78,648	\$70,000	\$28,000	\$180,000	43	
South Atlantic	\$83,003	\$77,250	\$32,130	\$227,000	58	
South Central	\$78,884	\$70,000	\$18,500	\$181,000	34	
North Central	\$74,888	\$65,500	\$21,000	\$180,000	54	
Mountain	\$73,420	\$66,250	\$37,000	\$117,000	22	
Pacific	\$87,542	\$83,000	\$18,000	\$211,359	38	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$82,326	\$74,000	\$27,000	\$211,359	101
County	\$79,258	\$70,000	\$18,000	\$227,000	92	
Multi-County Region	\$71,953	\$62,000	\$18,500	\$205,000	74	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$83,179	\$73,000	\$28,000	\$227,000	203
LAA Does Not Provide Funding	\$63,216	\$60,000	\$18,000	\$140,000	64	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$66,723	\$60,000	\$18,000	\$144,772	30
Two to Four Years	\$79,244	\$70,000	\$21,000	\$227,000	59	
Five to Nine Years	\$81,537	\$74,000	\$27,000	\$211,359	76	
10 to 19 Years	\$75,526	\$69,311	\$18,500	\$180,000	72	
20 Years or More	\$87,312	\$80,000	\$33,000	\$187,000	30	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	One Employee	\$53,425	\$50,000	\$18,000	\$170,000	67
Two Employees	\$66,675	\$61,500	\$18,500	\$124,000	60	
Three through Five Employees	\$73,689	\$68,500	\$37,000	\$140,000	70	
Six through Nine Employees	\$99,015	\$90,442	\$51,000	\$180,000	30	
10 or More Employees	\$130,565	\$126,000	\$58,000	\$227,000	40	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (69 percent of respondents)	\$73,459	\$64,000	\$18,000	\$211,359	183
Male (31 percent)	\$89,145	\$80,000	\$30,000	\$227,000	84	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	\$44,215	\$38,500	\$35,000	\$64,859	4
2-Year College (Associates) Degree	\$59,036	\$58,500	\$21,000	\$99,000	14	
4-Year College (Bachelor's) Degree	\$74,655	\$60,000	\$27,000	\$227,000	115	
Master's Degree	\$84,916	\$76,000	\$18,000	\$211,359	119	
Doctoral Degree	\$82,501	\$75,000	\$34,500	\$205,000	15	
Type of College Degree Attained						
Has Arts-Related Degree	\$80,217	\$72,000	\$18,000	\$227,000	143	
No Arts-Related Degree	\$76,292	\$64,430	\$21,000	\$211,359	120	

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

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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2013 Local Arts Agency Salary and Benefits Report (continued)
Executive Director / President / CEO

LAA Operating Budget	AVERAGE 2013 SALARY -- By BUDGET SIZE as well as GENDER and AGE of the Respondent					
	Younger than 35	35 to 44	45 to 54	55 to 64	65 or Older	ALL WOMEN
Less than \$100,000	** 0 0%	\$32,500 1 8% 4%	\$52,616 5 42% 10%	\$38,440 3 25% 4%	\$43,710 3 25% 14%	\$45,169 N=12 100% 7%
\$100,000 to \$249,999	\$42,387 5 13% 33%	\$54,875 8 20% 32%	\$50,317 12 30% 24%	\$48,419 13 32% 18%	\$45,422 2 5% 10%	\$49,375 N=40 100% 22%
\$250,000 to \$499,999	\$44,800 5 11% 33%	\$52,640 5 11% 20%	\$67,727 11 24% 22%	\$56,542 19 41% 26%	\$68,667 6 13% 29%	\$59,098 N=46 100% 25%
\$500,000 to \$999,999	\$65,400 5 13% 33%	\$70,333 6 16% 24%	\$73,778 9 24% 18%	\$70,637 15 39% 22%	\$73,000 3 8% 14%	\$71,936 N=38 100% 21%
\$1,000,000 to \$4,999,999	** 0 0%	\$84,625 4 11% 16%	\$104,770 10 27% 20%	\$103,399 19 51% 26%	\$136,700 4 11% 19%	\$105,340 N=37 100% 20%
\$5,000,000 or More	** 0 0%	\$145,000 1 10% 4%	\$141,000 3 30% 6%	\$171,786 3 30% 4%	\$164,333 3 30% 14%	\$157,636 N=10 100% 5%
ALL WOMEN	\$50,861 15 8% 100%	\$65,608 25 14% 100%	\$74,392 50 27% 100%	\$74,424 72 39% 100%	\$92,132 21 12% 100%	\$73,459 N=183 100% 100%

LAA Operating Budget	AVERAGE 2013 SALARY -- By BUDGET SIZE as well as GENDER and AGE of the Respondent					
	Younger than 35	35 to 44	45 to 54	55 to 64	65 or Older	ALL MEN
Less than \$100,000	** 0 0%	** 0 0%	** 0 0%	\$70,000 1 100% 3%	** 0 0%	\$70,000 N=1 100% 1%
\$100,000 to \$249,999	\$48,500 2 14% 50%	\$49,750 2 14% 20%	\$52,833 6 43% 23%	\$45,000 4 29% 12%	** 0 0%	\$49,536 N=14 100% 17%
\$250,000 to \$499,999	\$42,000 1 8% 25%	\$49,333 3 23% 30%	\$69,622 5 38% 19%	\$64,003 4 31% 12%	** 0 0%	\$61,086 N=13 100% 15%
\$500,000 to \$999,999	\$78,000 1 5% 25%	\$66,620 3 16% 30%	\$77,440 5 26% 19%	\$85,177 7 37% 21%	\$111,333 3 16% 30%	\$83,963 N=19 100% 23%
\$1,000,000 to \$4,999,999	** 0 0%	** 0 0%	\$108,431 9 31% 35%	\$101,675 13 45% 37%	\$108,000 7 24% 70%	\$105,299 N=29 100% 35%
\$5,000,000 or More	** 0 0%	\$185,886 2 25% 20%	\$181,000 1 13% 4%	\$125,763 5 62% 15%	** 0 0%	\$147,698 N=8 100% 9%
ALL MEN	\$54,250 4 5% 100%	\$81,913 10 12% 100%	\$84,969 26 31% 100%	\$90,389 34 40% 100%	\$109,000 10 12% 100%	\$89,145 N=84 100% 100%

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

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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2013 Local Arts Agency Salary and Benefits Report (continued)
Executive Director / President / CEO

	AVERAGE 2013 SALARY -- By BUDGET SIZE as well as RACIAL/ETHNIC DIVERSITY of the Respondent			
	LAA Operating Budget	White/Caucasian Respondents ONLY	Non-White Respondents ONLY	ALL RESPONDENTS
ALL EXECUTIVE DIRECTOR RESPONDENTS	Less than \$100,000	\$56,419 12 92% 5%	\$35,000 1 8% 3%	\$54,772 N=13 100% 5%
	\$100,000 to \$249,999	\$49,002 51 94% 21%	\$56,472 3 6% 11%	\$49,417 N=54 100% 20%
	\$250,000 to \$499,999	\$59,771 54 92% 23%	\$57,000 5 8% 19%	\$59,536 N=59 100% 22%
	\$500,000 to \$999,999	\$76,449 49 86% 20%	\$72,857 8 14% 29%	\$75,945 N=57 100% 21%
	\$1,000,000 to \$4,999,999	\$105,272 61 92% 26%	\$105,933 5 8% 19%	\$105,322 N=66 100% 25%
	\$5,000,000 or More	\$155,521 13 72% 5%	\$147,234 5 28% 19%	\$153,219 N=18 100% 7%
	ALL RESPONDENTS	\$77,471 240 90% 100%	\$86,597 27 10% 100%	\$78,394 N=267 100% 100%

* Survey respondents were allowed to select multiple ethnicity categories when completing the survey instrument. Six of the 267 total Executive Director / President / CEO respondents identified themselves by selecting the “Caucasian/White” ethnicity category as well as at least one other ethnicity category. Additionally, three of the 267 total Executive Director / President / CEO respondents selected only the “I prefer not to self-identify” ethnicity category. These nine survey responses have been included in the “Non-White Respondents Only” column in the table above. **It is difficult to extrapolate conclusions about the general populations from the very small sample of “Non-White” respondents to this survey.**

NOTES ABOUT THE TABLES ON PAGES 11 AND 12:

The data tables on Pages 11 and 12 are designed to be read both horizontally as well as vertically. The first number listed in each subsection is the average salary reported by the responding executive directors who meet the multiple criteria of that subsection. For example, the first subsection at the top of table on this page (Page 12) provides the average salary for the 12 responding executive directors who reported that their LAA has an operating budget of less than \$100,000 and who characterized their ethnicity as “White/Caucasian.” In each subsection:

- The first number listed is the average salary of the survey respondents who match those specific characteristics.
- The second number listed is the sample size (the number of survey respondents who match those specific characteristics).
- The third number (the percentage in **bold**) is the percentage of all survey respondents who meet the horizontal characteristic (in both tables, this is the category of budget size). For example, in the table above, 92 percent of the respondents who reported that their LAA has a budget of less than \$100,000 characterized their ethnicity as “White/Caucasian.” The remaining eight percent of the respondents who reported that their LAA has a budget of less than \$100,000 characterized their ethnicity as non-white. These percentages add horizontally to 100 percent.
- The fourth number (the percentage that is not in bold) is the percentage of all survey respondents who meet the vertical characteristic (*i.e.*, category of the respondents’ age on Page 11, and the category of the respondents’ ethnicity on Page 12). For example, in the table above, five percent of the respondents who characterized their ethnicity as “White/Caucasian” reported that their LAA has a budget of less than \$100,000. These percentages add vertically to 100 percent.

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

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Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (37 percent)	3.45%	3.00%	1.00%	15.00%	99
No Annual Raise (63 percent)	**	**	**	**	168	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=267)	Part-Time Paid Employees (N=28)	Unpaid Volunteers (N=51)
	Annual Performance Review	71.9%	42.9%	3.9%
Access to Health Insurance	74.5%	21.4%	0.0%	
Access to Retirement Plan	62.9%	14.3%	0.0%	
Telecommuting / Working Remotely (any at all)	84.6%	89.3%	70.6%	
Telecommuting "as often as I want"	36.3%	57.1%	68.6%	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=267)	Part-Time Paid Employees (N=28)	Unpaid Volunteers (N=51)
	Female	68.5%	92.9%	72.5%
Male	31.5%	7.1%	27.5%	
Age of Respondent	18 to 24	0.4%	0.0%	0.0%
25 to 34	6.7%	7.1%	2.0%	
35 to 44	13.1%	28.6%	3.9%	
45 to 54	28.5%	28.6%	15.7%	
55 to 64	39.7%	21.4%	33.3%	
65 to 74	11.6%	14.3%	35.3%	
75 or Older	0.0%	0.0%	9.8%	
Race/Ethnicity of Respondent*	White / Caucasian	92.1%	89.3%	94.1%
Black / African American	2.6%	7.1%	2.0%	
American Indian or Alaska Native	1.9%	7.1%	3.9%	
Asian	2.2%	0.0%	0.0%	
Hispanic, Latino, or Spanish origin	2.6%	7.1%	0.0%	
Other(s) not listed above	0.0%	0.0%	2.0%	
I prefer not to self-identify	1.5%	3.6%	0.0%	
Highest Level of Educational Attainment	High School Degree (or less)	1.5%	10.7%	3.9%
2-Year College (Associates) Degree	5.2%	7.1%	15.7%	
4-Year College (Bachelor's) Degree	43.1%	53.6%	39.2%	
Master's Degree	44.6%	28.6%	35.3%	
Doctoral Degree	5.6%	0.0%	5.9%	
Has an Arts-Related College Degree	(n=263)	(n=25)	(n=49)	
Yes	54.4%	60.0%	38.8%	
No	45.6%	40.0%	61.2%	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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2013 Local Arts Agency Salary & Benefits Summary

ASSISTANT DIRECTOR / DEPUTY DIRECTOR / COO

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

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	All 2013 Full-Time Positions	\$83,293	\$89,000	\$33,000	\$164,381	43
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$48,783	\$44,500	\$13,000	\$116,000	85	
2001 Findings (2013 inflation-adj. avg.)	\$64,118					
Public LAAs only (2013)	\$93,446	\$96,634	\$52,000	\$164,381	22	
Private LAAs only (2013)	\$72,656	\$69,000	\$33,000	\$128,900	21	
All 2013 Part-Time Positions	**	\$51,500	\$48,000	\$55,000	2	
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$15,980	\$12,000	\$4,000	\$45,000	17	
2001 Findings (2013 inflation-adj. avg.)	\$21,003					
Public LAAs only (2013)	**	\$55,000	**	**	1	
Private LAAs only (2013)	**	\$48,000	**	**	1	

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	\$62,000	**	**	1
30,000 to 99,999	**	\$94,500	\$89,000	\$100,000	2	
100,000 to 249,999	\$84,922	\$93,267	\$52,000	\$112,500	3	
250,000 to 499,999	**	\$88,000	**	**	1	
500,000 to 999,999	\$77,667	\$66,000	\$55,000	\$112,000	3	
1,000,000 or More	\$102,171	\$104,000	\$55,665	\$164,381	12	
LAA Operating Budget						
Less than \$100,000	**	\$62,000	**	**	1	
\$100,000 to \$249,999	**	\$55,665	**	**	1	
\$250,000 to \$499,999	**	**	**	**	0	
\$500,000 to \$999,999	\$92,833	\$100,000	\$66,000	\$112,500	3	
\$1,000,000 to \$4,999,999	\$80,545	\$88,500	\$52,000	\$106,000	6	
\$5,000,000 or More	\$106,944	\$106,000	\$60,000	\$164,381	11	

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	0
30,000 to 99,999	**	\$33,000	**	**	1	
100,000 to 249,999	**	\$78,500	\$67,000	\$90,000	2	
250,000 to 499,999	\$59,187	\$62,560	\$40,000	\$75,000	3	
500,000 to 999,999	\$76,780	\$69,000	\$39,000	\$128,900	7	
1,000,000 or More	\$77,594	\$80,025	\$40,000	\$110,000	8	
LAA Operating Budget						
Less than \$100,000	**	**	**	**	0	
\$100,000 to \$249,999	**	**	**	**	0	
\$250,000 to \$499,999	**	\$90,000	**	**	1	
\$500,000 to \$999,999	\$49,520	\$40,000	\$33,000	\$90,000	5	
\$1,000,000 to \$4,999,999	\$71,926	\$68,600	\$40,000	\$110,000	10	
\$5,000,000 or More	\$93,782	\$95,000	\$60,000	\$128,900	5	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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2013 Local Arts Agency Salary and Benefits Report (continued)
Assistant Director / Deputy Director / COO

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	\$92,500	\$90,000	\$95,000	2
Middle Atlantic	**	\$39,500	\$39,000	\$40,000	2	
South Atlantic	\$80,416	\$72,000	\$33,000	\$164,381	16	
South Central	\$63,555	\$60,000	\$55,665	\$75,000	3	
North Central	\$88,751	\$92,500	\$60,000	\$115,000	11	
Mountain	**	**	**	**	**	
Pacific	\$96,000	\$90,000	\$60,000	\$125,000	9	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$93,359	\$99,960	\$52,000	\$125,000	15
County	\$81,758	\$75,000	\$33,000	\$164,381	17	
Multi-County Region	\$71,937	\$67,000	\$40,000	\$106,000	11	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$84,098	\$89,500	\$33,000	\$164,381	40
LAA Does Not Provide Funding	\$72,555	\$62,000	\$55,665	\$100,000	3	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$82,315	\$89,000	\$40,000	\$125,000	15
Two to Four Years	\$71,857	\$60,000	\$39,000	\$112,000	7	
Five to Nine Years	\$80,694	\$86,525	\$62,000	\$92,500	8	
10 to 19 Years	\$92,146	\$97,500	\$33,000	\$128,900	8	
20 Years or More	\$92,228	\$68,200	\$62,560	\$164,381	5	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	\$73,500	\$62,000	\$33,000	\$112,500	5
Three through Five Employees	\$65,052	\$68,200	\$39,000	\$90,000	9	
Six through Nine Employees	\$82,833	\$89,000	\$40,000	\$110,000	9	
10 or More Employees	\$94,156	\$97,480	\$52,000	\$164,381	20	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (58 percent of respondents)	\$82,272	\$89,000	\$33,000	\$164,381	25
Male (42 percent)	\$84,711	\$90,634	\$39,000	\$128,900	18	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	\$75,000	**	**	1
2-Year College (Associates) Degree	\$82,520	\$90,000	\$62,560	\$95,000	3	
4-Year College (Bachelor's) Degree	\$82,976	\$89,000	\$33,000	\$164,381	15	
Master's Degree	\$83,932	\$89,000	\$39,000	\$128,900	24	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$74,617	\$68,600	\$39,000	\$112,500	16	
No Arts-Related Degree	\$88,951	\$92,634	\$33,000	\$164,381	26	

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (47 percent)	3.1%	3.0%	1.0%	6.0%	20
No Annual Raise (53 percent)	**	**	**	**	23	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=43)	Part-Time Paid Employees (N=2)	Unpaid Volunteers (N=1)
	Annual Performance Review	88%	**	**
Access to Health Insurance	100.0%	**	**	
Access to Retirement Plan	95%	**	**	
Telecommuting / Working Remotely (any at all)	63%	**	**	
Telecommuting "as often as I want"	14%	**	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=43)	Part-Time Paid Employees (N=2)	Unpaid Volunteers (N=1)
	Female	58%	**	**
Male	42%	**	**	
Age of Respondent	18 to 24	0%	**	**
25 to 34	16%	**	**	
35 to 44	26%	**	**	
45 to 54	37%	**	**	
55 to 64	19%	**	**	
65 to 74	0%	**	**	
75 or Older	2%	**	**	
Race/Ethnicity of Respondent*	White / Caucasian	81%	**	**
Black / African American	2%	**	**	
American Indian or Alaska Native	2%	**	**	
Asian	5%	**	**	
Hispanic, Latino, or Spanish origin	7%	**	**	
Other(s) not listed above	0%	**	**	
I prefer not to self-identify	7%	**	**	
Highest Level of Educational Attainment	High School Degree (or less)	2%	**	**
2-Year College (Associates) Degree	7%	**	**	
4-Year College (Bachelor's) Degree	35%	**	**	
Master's Degree	56%	**	**	
Doctoral Degree	0%	**	**	
Has an Arts-Related College Degree	<i>(n=42)</i>	<i>(n=2)</i>	<i>(n=0)</i>	
Yes	38%	**	**	
No	62%	**	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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2013 Local Arts Agency Salary & Benefits Summary

FINANCE / ACCOUNTING

The most senior position in charge of **Finance / Accounting** is the staff member who manages the organization's financial affairs. The responsibilities of this position typically include preparation and maintenance of financial records, management of the annual budgeting process, oversight of daily accounting, and serving as the liaison to the board finance committee. **Titles** can include chief financial officer, vice president of finance and administration, finance director, business manager, senior accountant, and controller.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	All 2013 Full-Time Positions	\$67,527	\$61,000	\$31,000	\$161,000	21	
	<i>For comparison purposes only:</i>						
	2001 Findings (actual dollars)	\$41,556	\$37,778	\$24,056	\$86,000	85	
	2001 Findings (2013 inflation-adj. avg.)	\$54,620					
	Public LAAs only (2013)	\$74,284	\$70,000	\$48,600	\$104,000	9	
	Private LAAs only (2013)	\$62,458	\$48,250	\$31,000	\$161,000	12	
	All 2013 Part-Time Positions	\$32,120	\$28,656	\$10,000	\$60,000	10	
	<i>For comparison purposes only:</i>						
	2001 Findings (actual dollars)	\$13,251	\$10,506	\$2,000	\$56,000	29	
2001 Findings (2013 inflation-adj. avg.)	\$17,417						
Public LAAs only (2013)	\$48,333	\$45,000	\$40,000	\$60,000	3		
Private LAAs only (2013)	\$25,171	\$25,000	\$10,000	\$43,000	7		

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	**	**	**	**	0	
	30,000 to 99,999	*93,800	**	\$83,600	\$104,000	2	
	100,000 to 249,999	\$81,333	\$87,000	\$61,000	\$96,000	3	
	250,000 to 499,999	**	**	**	**	0	
	500,000 to 999,999	**	\$83,600	**	**	1	
	1,000,000 or More	\$56,653	\$51,358	\$48,600	\$70,000	3	
	LAA Operating Budget						
	Less than \$100,000	**	**	**	**	0	
	\$100,000 to \$249,999	**	**	**	**	0	
\$250,000 to \$499,999	**	\$87,000	**	**	1		
\$500,000 to \$999,999	\$80,200	\$83,600	\$61,000	\$96,000	3		
\$1,000,000 to \$4,999,999	\$67,740	\$59,179	\$48,600	\$104,000	4		
\$5,000,000 or More	**	\$70,000	**	**	1		

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	**	\$40,000	**	**	1	
	30,000 to 99,999	\$55,500	**	\$33,000	\$78,000	2	
	100,000 to 249,999	**	\$35,000	**	**	1	
	250,000 to 499,999	\$37,833	\$40,000	\$31,000	\$42,500	3	
	500,000 to 999,999	\$57,000	**	\$54,000	\$60,000	2	
	1,000,000 or More	\$112,000	\$95,000	\$80,000	\$161,000	3	
	LAA Operating Budget						
	Less than \$100,000	**	**	**	**	0	
	\$100,000 to \$249,999	**	\$35,000	**	**	1	
\$250,000 to \$499,999	**	\$40,000	**	**	1		
\$500,000 to \$999,999	\$34,667	\$33,000	\$31,000	\$40,000	3		
\$1,000,000 to \$4,999,999	\$65,833	\$60,000	\$42,500	\$95,000	3		
\$5,000,000 or More	\$93,250	\$79,000	\$54,000	\$161,000	4		

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary and Benefits Report (continued)
Finance / Accounting

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	**	**	**	0
Middle Atlantic	**	\$31,000	**	**	1	
South Atlantic	\$61,119	\$54,000	\$51,358	\$78,000	3	
South Central	\$64,267	\$63,500	\$35,000	\$95,000	6	
North Central	\$72,020	\$42,500	\$33,000	\$161,000	5	
Mountain	\$74,000	**	\$61,000	\$87,000	2	
Pacific	\$77,500	\$83,000	\$40,000	\$104,000	4	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$67,647	\$67,000	\$33,000	\$104,000	15
County	\$40,786	\$40,000	\$31,000	\$51,358	3	
Multi-County Region	\$93,667	\$80,000	\$40,000	\$161,000	3	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$68,424	\$61,000	\$31,000	\$161,000	19
LAA Does Not Provide Funding	\$59,000	**	\$40,000	\$78,000	2	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$48,900	\$42,500	\$35,000	\$67,000	5
Two to Four Years	\$73,000	\$61,000	\$54,000	\$104,000	3	
Five to Nine Years	\$62,493	\$60,679	\$40,000	\$87,000	6	
10 to 19 Years	\$93,320	\$95,000	\$31,000	\$161,000	5	
20 Years or More	\$56,500	**	\$33,000	\$80,000	2	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	\$65,500	**	\$35,000	\$96,000	2
Three through Five Employees	\$43,500	\$40,000	\$33,000	\$61,000	4	
Six through Nine Employees	\$57,850	\$54,300	\$31,000	\$95,000	6	
10 or More Employees	\$85,106	\$80,000	\$51,358	\$161,000	9	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (71 percent of respondents)	\$68,624	\$61,000	\$31,000	\$161,000	15
Male (29 percent)	\$64,783	\$59,300	\$40,000	\$104,000	6	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	\$35,000	**	**	1
2-Year College (Associates) Degree	**	**	**	**	0	
4-Year College (Bachelor's) Degree	\$75,244	\$78,000	\$31,000	\$161,000	9	
Master's Degree	\$64,169	\$60,000	\$40,000	\$104,000	11	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$81,525	\$89,800	\$42,500	\$104,000	4	
No Arts-Related Degree	\$66,060	\$60,500	\$31,000	\$161,000	16	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (57 percent)	3.2%	3.0%	1.5%	5.0%	12
No Annual Raise (43 percent)	**	**	**	**	9	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=21)	Part-Time Paid Employees (N=10)	Unpaid Volunteers (N=2)
	Annual Performance Review	76%	90%	**
Access to Health Insurance	90%	30%	**	
Access to Retirement Plan	81%	60%	**	
Telecommuting / Working Remotely (any at all)	71%	70%	**	
Telecommuting "as often as I want"	10%	30%	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=21)	Part-Time Paid Employees (N=10)	Unpaid Volunteers (N=2)
	Female	71%	80%	**
Male	29%	20%	**	
Age of Respondent	18 to 24	5%	0%	**
25 to 34	14%	0%	**	
35 to 44	24%	20%	**	
45 to 54	29%	20%	**	
55 to 64	19%	60%	**	
65 to 74	9%	0%	**	
75 or Older	0%	0%	**	
Race/Ethnicity of Respondent*	White / Caucasian	71%	100%	**
Black / African American	5%	0%	**	
American Indian or Alaska Native	0%	0%	**	
Asian	0%	0%	**	
Hispanic, Latino, or Spanish origin	10%	0%	**	
Other(s) not listed above	0%	0%	**	
I prefer not to self-identify	14%	0%	**	
Highest Level of Educational Attainment	High School Degree (or less)	5%	30%	**
2-Year College (Associates) Degree	0%	10%	**	
4-Year College (Bachelor's) Degree	43%	50%	**	
Master's Degree	52%	10%	**	
Doctoral Degree	0%	0%	**	
Has an Arts-Related College Degree	(n=20)	(n=7)	(n=2)	
Yes	20%	14%	**	
No	80%	86%	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary & Benefits Summary PROGRAMS / SERVICES / CULTURAL ACTIVITIES

The most senior position in charge of **Programs / Services / Cultural Activities** is the staff member who implements the programs and services delivered to the community. The responsibilities of this position typically include the development, production, and promotion of cultural programming as well as the delivery of technical assistance to the arts field and to the general public. **Titles** can include director of programs and services, community outreach manager, cultural activities specialist, and community arts manager.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	All 2013 Full-Time Positions	\$52,511	\$52,000	\$21,000	\$92,000	50
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$40,924	\$39,500	\$10,000	\$92,000	61	
2001 Findings (2013 inflation-adj. avg.)	\$53,789					
Public LAAs only (2013)	\$58,178	\$53,100	\$31,000	\$92,000	33	
Private LAAs only (2013)	\$41,512	\$41,200	\$21,000	\$75,000	17	
All 2013 Part-Time Positions	\$15,935	\$16,000	\$3,000	\$29,000	13	
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$17,987	\$15,990	\$8,300	\$30,000	6	
2001 Findings (2013 inflation-adj. avg.)	\$23,641					
Public LAAs only (2013)	\$21,287	\$21,860	\$10,000	\$29,000	6	
Private LAAs only (2013)	\$11,347	\$13,000	\$3,000	\$17,032	7	

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	\$72,000	**	**	**
30,000 to 99,999	\$66,148	\$64,000	\$40,000	\$92,000	6	
100,000 to 249,999	\$56,400	\$52,000	\$40,000	\$80,000	5	
250,000 to 499,999	**	\$52,000	**	**	1	
500,000 to 999,999	\$57,213	\$53,000	\$33,500	\$75,589	10	
1,000,000 or More	\$54,485	\$53,050	\$31,000	\$73,000	10	
LAA Operating Budget						
Less than \$100,000	\$60,250	\$62,000	\$50,000	\$68,750	3	
\$100,000 to \$249,999	\$68,000	\$72,000	\$40,000	\$92,000	3	
\$250,000 to \$499,999	\$49,275	\$52,000	\$40,000	\$53,100	4	
\$500,000 to \$999,999	\$59,438	\$56,000	\$45,750	\$80,000	4	
\$1,000,000 to \$4,999,999	\$56,288	\$52,000	\$31,000	\$83,786	10	
\$5,000,000 or More	\$59,710	\$58,000	\$42,000	\$75,000	9	

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	\$28,333	\$26,000	\$24,000	\$35,000	3	
100,000 to 249,999	\$45,250	\$40,000	\$26,000	\$75,000	4	
250,000 to 499,999	**	\$29,500	\$21,000	\$38,000	2	
500,000 to 999,999	\$42,333	\$45,000	\$34,000	\$48,000	3	
1,000,000 or More	\$50,740	\$50,000	\$41,200	\$60,000	5	
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	\$40,500	\$30,500	\$26,000	\$75,000	4	
\$250,000 to \$499,999	\$40,200	\$45,000	\$21,000	\$55,000	5	
\$500,000 to \$999,999	**	\$41,200	**	**	1	
\$1,000,000 to \$4,999,999	\$43,071	\$47,500	\$24,000	\$60,000	7	
\$5,000,000 or More	**	**	**	**	0	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary and Benefits Report (continued)
Programs / Services/ Cultural Activities

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	\$48,275	\$50,000	\$40,000	\$53,100	4
Middle Atlantic	\$46,333	\$45,000	\$42,000	\$52,000	3	
South Atlantic	\$50,438	\$49,000	\$24,000	\$80,000	8	
South Central	\$44,432	\$42,750	\$21,000	\$75,589	6	
North Central	\$48,727	\$50,000	\$26,000	\$70,000	11	
Mountain	\$48,000	\$48,500	\$26,000	\$72,000	6	
Pacific	\$66,615	\$70,000	\$41,200	\$92,000	12	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$56,153	\$52,550	\$26,000	\$92,000	26
County	\$52,933	\$52,000	\$31,000	\$75,000	15	
Multi-County Region	\$41,289	\$47,500	\$21,000	\$55,000	9	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$52,783	\$52,000	\$21,000	\$92,000	48
LAA Does Not Provide Funding	**	\$46,000	\$42,000	\$50,000	2	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$42,462	\$45,750	\$21,000	\$68,750	13
Two to Four Years	\$54,027	\$52,000	\$24,000	\$83,786	14	
Five to Nine Years	\$58,639	\$53,000	\$35,000	\$92,000	15	
10 to 19 Years	\$53,767	\$51,550	\$40,000	\$72,000	6	
20 Years or More	**	\$57,500	\$35,000	\$80,000	2	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	\$54,829	\$53,100	\$26,000	\$92,000	12
Three through Five Employees	\$47,332	\$47,500	\$21,000	\$83,786	12	
Six through Nine Employees	\$52,179	\$47,500	\$35,000	\$80,000	7	
10 or More Employees	\$54,441	\$52,000	\$24,000	\$78,589	19	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (72 percent of respondents)	\$52,557	\$52,000	\$21,000	\$83,786	36
Male (28 percent)	\$52,393	\$47,750	\$26,000	\$92,000	14	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	\$26,667	\$24,000	\$21,000	\$35,000	3
2-Year College (Associates) Degree	**	\$48,500	\$35,000	\$62,000	2	
4-Year College (Bachelor's) Degree	\$52,614	\$49,000	\$26,000	\$92,000	26	
Master's Degree	\$57,144	\$53,550	\$31,000	\$80,000	18	
Doctoral Degree	**	\$52,000	**	**	1	
Type of College Degree Attained						
Has Arts-Related Degree	\$53,452	\$52,000	\$26,000	\$92,000	38	
No Arts-Related Degree	\$49,532	\$50,000	\$21,000	\$83,786	12	

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Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (44 percent)	3.1%	3.0%	1.5%	5.0%	22
No Annual Raise (56 percent)	**	**	**	**	28	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=50)	Part-Time Paid Employees (N=13)	Unpaid Volunteers (N=0)
	Annual Performance Review	78%	31%	**
Access to Health Insurance	94%	15%	**	
Access to Retirement Plan	82%	31%	**	
Telecommuting / Working Remotely (any at all)	56%	69%	**	
Telecommuting "as often as I want"	10%	39%	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=50)	Part-Time Paid Employees (N=13)	Unpaid Volunteers (N=0)
	Female	72%	85%	**
Male	28%	15%	**	
Age of Respondent				
18 to 24	0%	15%	**	
25 to 34	22%	31%	**	
35 to 44	36%	15%	**	
45 to 54	18%	31%	**	
55 to 64	24%	8%	**	
65 to 74	0%	0%	**	
75 or Older	0%	0%	**	
Race/Ethnicity of Respondent*				
White / Caucasian	80%	84%	**	
Black / African American	8%	0%	**	
American Indian or Alaska Native	2%	0%	**	
Asian	2%	8%	**	
Hispanic, Latino, or Spanish origin	8%	8%	**	
Other(s) not listed above	0%	0%	**	
I prefer not to self-identify	2%	0%	**	
Highest Level of Educational Attainment				
High School Degree (or less)	6%	15%	**	
2-Year College (Associates) Degree	4%	0%	**	
4-Year College (Bachelor's) Degree	52%	54%	**	
Master's Degree	36%	31%	**	
Doctoral Degree	2%	0%	**	
Has an Arts-Related College Degree	(n=47)	(n=11)	(n=0)	
Yes	81%	45%	**	
No	19%	55%	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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2013 Local Arts Agency Salary & Benefits Summary

OPERATIONS / ADMINISTRATION

The most senior position in charge of **Operations / Administration** is the staff member who provides day-to-day management of the organization. The responsibilities of this position typically include oversight of human resources and management of facilities, allocation of staff, maintenance of office systems and databases, and purchasing office supplies. **Titles** can include vice president of operations, director of operations and administration, business manager, office manager, executive assistant, and administrative coordinator.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	All 2013 Full-Time Positions	\$37,973	\$34,000	\$18,720	\$74,000	35	
	<i>For comparison purposes only:</i>						
	2001 Findings (actual dollars)	\$26,341	\$25,500	\$17,000	\$42,500	16	
	2001 Findings (2013 inflation-adj. avg.)	\$34,622					
	Public LAAs only (2013)	\$42,025	\$39,000	\$24,000	\$74,000	20	
	Private LAAs only (2013)	\$32,572	\$32,000	\$18,720	\$45,000	15	
	All 2013 Part-Time Positions	\$12,860	\$13,000	\$4,160	\$20,800	11	
	<i>For comparison purposes only:</i>						
	2001 Findings (actual dollars)	\$13,651	\$12,480	\$35,000	\$25,000	5	
2001 Findings (2013 inflation-adj. avg.)	\$17,942						
Public LAAs only (2013)	\$14,000	\$14,000	\$8,000	\$20,000	3		
Private LAAs only (2013)	\$12,433	\$12,500	\$4,160	\$20,800	8		

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	**	**	**	**	0	
	30,000 to 99,999	\$33,887	\$29,773	\$24,000	\$52,000	4	
	100,000 to 249,999	\$50,000	**	\$39,000	\$61,000	2	
	250,000 to 499,999	\$35,136	**	\$24,000	\$46,271	2	
	500,000 to 999,999	\$40,776	\$39,000	\$26,880	\$66,000	5	
	1,000,000 or More	\$47,256	\$43,450	\$31,400	\$74,000	7	
	LAA Operating Budget						
	Less than \$100,000	**	**	**	**	0	
	\$100,000 to \$249,999	\$38,333	\$39,000	\$24,000	\$52,000	3	
\$250,000 to \$499,999	**	\$37,000	**	**	1		
\$500,000 to \$999,999	\$29,163	**	\$26,926	\$31,400	2		
\$1,000,000 to \$4,999,999	\$35,917	\$32,310	\$24,000	\$61,000	6		
\$5,000,000 or More	\$51,833	\$46,886	\$32,445	\$74,000	8		

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	\$31,500	**	\$26,000	\$37,000	2	
	30,000 to 99,999	**	\$34,000	**	**	1	
	100,000 to 249,999	\$27,680	\$29,000	\$18,720	\$34,000	4	
	250,000 to 499,999	\$34,840	\$33,180	\$28,000	\$45,000	4	
	500,000 to 999,999	**	\$27,000	**	**	1	
	1,000,000 or More	\$38,167	\$42,000	\$30,000	\$42,500	3	
	LAA Operating Budget						
	Less than \$100,000	**	\$18,720	**	**	1	
	\$100,000 to \$249,999	\$28,500	**	\$26,000	\$31,000	2	
\$250,000 to \$499,999	\$34,167	\$34,000	\$26,000	\$42,000	6		
\$500,000 to \$999,999	**	**	**	**	0		
\$1,000,000 to \$4,999,999	\$35,972	\$35,360	\$27,000	\$45,000	5		
\$5,000,000 or More	**	\$28,000	**	**	1		

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2013 Local Arts Agency Salary and Benefits Report (continued)
Operations / Administration

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	\$28,310	**	\$24,000	\$32,620	2
Middle Atlantic	**	\$40,000	**	**	1	
South Atlantic	\$42,126	\$38,680	\$31,000	\$65,000	10	
South Central	\$30,980	\$31,000	\$26,000	\$39,000	6	
North Central	\$30,659	\$28,000	\$18,720	\$43,450	7	
Mountain	\$31,963	**	\$26,926	\$37,000	2	
Pacific	\$49,539	\$47,500	\$24,000	\$74,000	7	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$37,024	\$32,310	\$24,000	\$66,000	18
County	\$43,403	\$38,930	\$24,000	\$74,000	10	
Multi-County Region	\$32,659	\$32,445	\$18,720	\$43,450	7	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$39,002	\$35,360	\$18,720	\$74,000	31
LAA Does Not Provide Funding	\$30,000	\$27,000	\$26,000	\$40,000	4	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$34,098	\$31,700	\$24,000	\$52,000	8
Two to Four Years	\$28,246	\$27,000	\$18,720	\$37,000	11	
Five to Nine Years	\$46,681	\$45,000	\$35,360	\$66,000	9	
10 to 19 Years	\$46,500	\$39,000	\$34,000	\$74,000	4	
20 Years or More	\$46,483	\$43,450	\$31,000	\$65,000	3	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	\$28,309	\$26,926	\$24,000	\$34,000	3
Three through Five Employees	\$38,357	\$34,000	\$26,000	\$66,000	7	
Six through Nine Employees	\$35,680	\$39,500	\$18,720	\$45,000	4	
10 or More Employees	\$39,663	\$35,360	\$24,000	\$74,000	21	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (91 percent of respondents)	\$37,502	\$34,000	\$18,720	\$74,000	32
Male (9 percent)	\$43,000	\$39,000	\$24,000	\$66,000	3	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	\$35,147	\$34,500	\$24,000	\$52,000	6
2-Year College (Associates) Degree	\$34,741	\$34,680	\$18,720	\$45,000	8	
4-Year College (Bachelor's) Degree	\$40,088	\$34,000	\$24,000	\$74,000	15	
Master's Degree	\$39,824	\$36,223	\$28,000	\$66,000	6	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$41,111	\$38,500	\$26,000	\$74,000	12	
No Arts-Related Degree	\$36,756	\$34,000	\$18,720	\$66,000	17	

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (43 percent)	4.7%	3.0%	1.0%	20.0%	15
No Annual Raise (57 percent)	**	**	**	**	20	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=35)	Part-Time Paid Employees (N=11)	Unpaid Volunteers (N=0)
	Annual Performance Review	83%	64%	**
Access to Health Insurance	91%	27%	**	
Access to Retirement Plan	80%	36%	**	
Telecommuting / Working Remotely (any at all)	40%	73%	**	
Telecommuting "as often as I want"	9%	27%	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=35)	Part-Time Paid Employees (N=11)	Unpaid Volunteers (N=0)
	Female	91%	91%	**
Male	9%	9%	**	
Age of Respondent	18 to 24	0%	18%	**
25 to 34	34%	9%	**	
35 to 44	23%	18%	**	
45 to 54	20%	18%	**	
55 to 64	17%	27%	**	
65 to 74	6%	9%	**	
75 or Older	0%	0%	**	
Race/Ethnicity of Respondent*	White / Caucasian	66%	91%	**
Black / African American	20%	0%	**	
American Indian or Alaska Native	6%	0%	**	
Asian	6%	0%	**	
Hispanic, Latino, or Spanish origin	26%	9%	**	
Other(s) not listed above	0%	0%	**	
I prefer not to self-identify	6%	0%	**	
Highest Level of Educational Attainment	High School Degree (or less)	17%	9%	**
2-Year College (Associates) Degree	23%	9%	**	
4-Year College (Bachelor's) Degree	43%	46%	**	
Master's Degree	17%	36%	**	
Doctoral Degree	0%	0%	**	
Has an Arts-Related College Degree	(n=29)	(n=10)	(n=0)	
Yes	41%	50%	**	
No	59%	50%	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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2013 Local Arts Agency Salary & Benefits Summary

GRANTS / GRANTMAKING

The most senior position in charge of **Grants / Grantmaking** is the staff member who manages the process through which grants (or contracts) are awarded to eligible organizations and/or individual artists in the community. The responsibilities of this position typically include oversight of allocations and distribution, delivery of technical assistance to the applicants, and organization of panel reviews and reporting. **Titles** can include director of grants, grants manager, contract administrator, and community investment manager.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	All 2013 Full-Time Positions	\$53,829	\$54,704	\$24,000	\$90,000	37
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$41,257	\$36,000	\$17,640	\$92,000	61	
2001 Findings (2013 inflation-adj. avg.)	\$54,227					
Public LAAs only (2013)	\$58,903	\$57,545	\$32,500	\$90,000	22	
Private LAAs only (2013)	\$46,387	\$45,000	\$24,000	\$73,000	15	
All 2013 Part-Time Positions	\$20,833	\$23,000	\$11,500	\$28,000	3	
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$16,067	\$	\$	\$	14	
2001 Findings (2013 inflation-adj. avg.)	\$21,118					
Public LAAs only (2013)	\$20,833	\$23,000	\$11,500	\$28,000	3	
Private LAAs only (2013)	**	**	**	**	0	

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	**	**	**	**	**	0
100,000 to 249,999	**	**	**	**	**	0
250,000 to 499,999	**	**	\$60,000	**	**	1
500,000 to 999,999	\$55,010	\$53,000	\$38,000	\$85,375	7	
1,000,000 or More	\$60,771	\$58,000	\$32,500	\$90,000	14	
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	**	\$45,000	**	**	**	1
\$250,000 to \$499,999	**	**	**	**	**	0
\$500,000 to \$999,999	**	\$60,000	**	**	**	1
\$1,000,000 to \$4,999,999	\$51,718	\$53,000	\$38,000	\$65,500	5	
\$5,000,000 or More	\$62,151	\$58,000	\$32,500	\$90,000	15	

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	**	**	**	**	**	0
100,000 to 249,999	**	**	\$24,000	**	**	1
250,000 to 499,999	\$39,333	\$35,000	\$25,000	\$58,000	3	
500,000 to 999,999	\$49,929	\$50,000	\$30,500	\$73,000	7	
1,000,000 or More	\$51,075	\$53,500	\$28,000	\$69,300	4	
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	**	**	**	**	**	0
\$250,000 to \$499,999	**	**	**	**	**	0
\$500,000 to \$999,999	\$29,500	**	\$24,000	\$35,000	2	
\$1,000,000 to \$4,999,999	\$48,163	\$47,500	\$28,000	\$69,300	8	
\$5,000,000 or More	\$50,300	\$53,500	\$25,000	\$73,000	5	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary and Benefits Report (continued)
Grants / Grantmaking

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	\$62,000	**	**	1
Middle Atlantic	\$36,000	\$35,000	\$28,000	\$45,000	3	
South Atlantic	\$57,682	\$58,000	\$30,500	\$90,000	11	
South Central	\$49,916	\$48,247	\$38,000	\$65,500	6	
North Central	\$50,056	\$52,000	\$24,000	\$85,000	9	
Mountain	**	**	**	**	0	
Pacific	\$62,453	\$58,000	\$45,000	\$85,375	7	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$52,807	\$54,102	\$25,000	\$85,375	10
County	\$56,740	\$56,045	\$30,500	\$90,000	20	
Multi-County Region	\$46,971	\$45,000	\$24,000	\$69,300	7	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$53,829	\$54,704	\$24,000	\$90,000	37
LAA Does Not Provide Funding	**	**	**	**	0	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$46,993	\$47,500	\$25,000	\$73,000	14
Two to Four Years	\$57,250	\$56,500	\$30,500	\$85,000	8	
Five to Nine Years	\$60,826	\$60,000	\$38,000	\$85,375	10	
10 to 19 Years	\$56,250	\$55,500	\$24,000	\$90,000	4	
20 Years or More	**	\$42,500	**	**	1	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	**	\$45,000	**	**	1
Three through Five Employees	\$53,352	\$57,090	\$28,000	\$85,375	7	
Six through Nine Employees	\$48,522	\$51,200	\$24,000	\$85,000	9	
10 or More Employees	\$56,825	\$57,500	\$25,000	\$90,000	10	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (70 percent of respondents)	\$55,665	\$57,045	\$25,000	\$90,000	26
Male (30 percent)	\$49,488	\$50,000	\$24,000	\$85,375	11	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	**	**	**	0
2-Year College (Associates) Degree	**	\$53,500	**	**	1	
4-Year College (Bachelor's) Degree	\$52,158	\$54,852	\$24,000	\$90,000	22	
Master's Degree	\$56,478	\$54,100	\$38,000	\$85,000	14	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$51,786	\$53,100	\$24,000	\$90,000	24	
No Arts-Related Degree	\$57,600	\$54,704	\$42,500	\$85,000	13	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (57 percent)	3.4%	3.0%	1.0%	15.0%	21
No Annual Raise (43 percent)	**	**	**	**	16	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=37)	Part-Time Paid Employees (N=3)	Unpaid Volunteers (N=0)
	Annual Performance Review	81%	**	**
Access to Health Insurance	95%	**	**	
Access to Retirement Plan	89%	**	**	
Telecommuting / Working Remotely (any at all)	73%	**	**	
Telecommuting "as often as I want"	11%	**	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=37)	Part-Time Paid Employees (N=3)	Unpaid Volunteers (N=0)
	Female	70%	**	**
Male	30%	**	**	
Age of Respondent				
18 to 24	8%	**	**	
25 to 34	27%	**	**	
35 to 44	41%	**	**	
45 to 54	11%	**	**	
55 to 64	13%	**	**	
65 to 74	0%	**	**	
75 or Older	0%	**	**	
Race/Ethnicity of Respondent*				
White / Caucasian	78%	**	**	
Black / African American	5%	**	**	
American Indian or Alaska Native	0%	**	**	
Asian	3%	**	**	
Hispanic, Latino, or Spanish origin	19%	**	**	
Other(s) not listed above	0%	**	**	
I prefer not to self-identify	0%	**	**	
Highest Level of Educational Attainment				
High School Degree (or less)	0%	**	**	
2-Year College (Associates) Degree	3%	**	**	
4-Year College (Bachelor's) Degree	59%	**	**	
Master's Degree	38%	**	**	
Doctoral Degree	0%	**	**	
Has an Arts-Related College Degree	(n=37)	(n=1)	(n=0)	
Yes	65%	**	**	
No	35%	**	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary & Benefits Summary DEVELOPMENT / FUNDRAISING / UAF CAMPAIGN

The most senior position in charge of **Development / Fundraising / United Arts Fund Campaign Management** is the staff member who administers the organization's fundraising activities. The responsibilities of this position typically include preparation of grant applications, donor identification and management, coordination of annual campaigns and special fundraising events, solicitation of major gifts, and facilitation of planned giving. **Titles** can include development director, UAF campaign director, and annual giving manager.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	All 2013 Full-Time Positions	\$53,035	\$48,750	\$30,000	\$96,500	24
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$46,079	\$43,750	\$21,000	\$95,000	56	
2001 Findings (2013 inflation-adj. avg.)	\$60,564					
Public LAAs only (2013)	\$68,950	\$82,000	\$34,850	\$90,000	3	
Private LAAs only (2013)	\$50,762	\$48,500	\$30,000	\$96,500	21	
All 2013 Part-Time Positions	\$35,600	\$30,000	\$12,000	\$80,000	5	
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$16,980	\$15,704	\$5,000	\$30,000	15	
2001 Findings (2013 inflation-adj. avg.)	\$22,318					
Public LAAs only (2013)	**	**	**	**	0	
Private LAAs only (2013)	\$35,600	\$30,000	\$12,000	\$80,000	5	

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	**	**	**	**	**	0
100,000 to 249,999	**	**	**	**	**	0
250,000 to 499,999	**	**	**	**	**	0
500,000 to 999,999	\$86,000	**	\$82,000	\$90,000	2	
1,000,000 or More	**	\$34,850	**	**	1	
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	**	**	**	**	**	0
\$250,000 to \$499,999	**	**	**	**	**	0
\$500,000 to \$999,999	**	**	**	**	**	0
\$1,000,000 to \$4,999,999	**	**	**	**	**	0
\$5,000,000 or More	\$68,950	\$82,000	\$34,850	\$90,000	3	

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	**	\$43,000	**	**	**	1
100,000 to 249,999	**	\$30,000	**	**	**	1
250,000 to 499,999	\$50,000	\$50,000	\$45,000	\$55,000	4	
500,000 to 999,999	\$45,333	\$45,000	\$41,000	\$50,000	3	
1,000,000 or More	\$54,750	\$50,500	\$31,000	\$96,500	12	
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	\$40,000	**	\$37,000	\$43,000	2	
\$250,000 to \$499,999	\$52,500	**	\$50,000	\$55,000	2	
\$500,000 to \$999,999	\$64,333	\$60,000	\$55,000	\$78,000	3	
\$1,000,000 to \$4,999,999	\$45,450	\$45,000	\$30,000	\$73,000	10	
\$5,000,000 or More	\$58,375	\$48,500	\$40,000	\$96,500	4	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary and Benefits Report (continued)
Development / Fundraising / UAF Campaign Management

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	**	**	**	0
Middle Atlantic	\$57,500	**	\$55,000	\$60,000	2	
South Atlantic	\$50,294	\$45,000	\$34,850	\$96,500	8	
South Central	\$46,571	\$45,000	\$30,000	\$73,000	7	
North Central	\$51,500	\$48,500	\$31,000	\$78,000	5	
Mountain	**	\$90,000	**	**	1	
Pacific	**	\$82,000	**	**	1	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$63,333	\$55,000	\$45,000	\$90,000	3
County	\$50,983	\$49,000	\$30,000	\$82,000	9	
Multi-County Region	\$52,000	\$46,750	\$31,000	\$96,500	12	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$52,630	\$48,750	\$30,000	\$96,500	22
LAA Does Not Provide Funding	\$57,500	**	\$37,000	\$78,000	2	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$45,357	\$45,000	\$30,000	\$73,000	15
Two to Four Years	\$60,625	\$52,500	\$41,000	\$96,500	4	
Five to Nine Years	\$70,000	\$78,000	\$45,000	\$90,000	5	
10 to 19 Years	**	**	**	**	0	
20 Years or More	**	**	**	**	0	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	\$66,750	**	\$37,000	\$96,500	2
Three through Five Employees	\$57,400	\$55,000	\$49,000	\$78,000	5	
Six through Nine Employees	\$45,286	\$43,000	\$30,000	\$73,000	7	
10 or More Employees	\$53,535	\$46,750	\$34,850	\$90,000	10	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (83 percent of respondents)	\$55,650	\$50,500	\$31,000	\$96,500	20
Male (17 percent)	\$39,963	\$39,925	\$30,000	\$50,000	4	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	\$45,000	**	**	1
2-Year College (Associates) Degree	\$63,250	**	\$48,500	\$78,000	2	
4-Year College (Bachelor's) Degree	\$52,759	\$49,000	\$31,000	\$96,500	11	
Master's Degree	\$52,100	\$47,500	\$30,000	\$90,000	10	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$51,889	\$50,000	\$31,000	\$90,000	9	
No Arts-Related Degree	\$54,346	\$48,750	\$30,000	\$96,500	14	

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

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (46 percent)	3.1%	3.0%	1.0%	5.0%	11
No Annual Raise (54 percent)	**	**	**	**	13	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=24)	Part-Time Paid Employees (N=5)	Unpaid Volunteers (N=0)
	Annual Performance Review	92%	80%	**
Access to Health Insurance	96%	20%	**	
Access to Retirement Plan	88%	40%	**	
Telecommuting / Working Remotely (any at all)	75%	80%	**	
Telecommuting "as often as I want"	13%	20%	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=24)	Part-Time Paid Employees (N=5)	Unpaid Volunteers (N=0)
	Female	83%	80%	**
Male	17%	20%	**	
Age of Respondent	18 to 24	4%	0%	**
25 to 34	42%	60%	**	
35 to 44	21%	0%	**	
45 to 54	17%	20%	**	
55 to 64	12%	20%	**	
65 to 74	4%	0%	**	
75 or Older	0%	0%	**	
Race/Ethnicity of Respondent*	White / Caucasian	88%	60%	**
Black / African American	4%	20%	**	
American Indian or Alaska Native	4%	0%	**	
Asian	0%	0%	**	
Hispanic, Latino, or Spanish origin	0%	0%	**	
Other(s) not listed above	0%	0%	**	
I prefer not to self-identify	8%	20%	**	
Highest Level of Educational Attainment	High School Degree (or less)	4%	0%	**
2-Year College (Associates) Degree	8%	0%	**	
4-Year College (Bachelor's) Degree	46%	80%	**	
Master's Degree	42%	20%	**	
Doctoral Degree	0%	0%	**	
Has an Arts-Related College Degree	(n=23)	(n=5)	(n=0)	
Yes	39%	60%	**	
No	61%	40%	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary & Benefits Summary

MARKETING / SALES / COMMUNICATIONS / PR

The most senior position in charge of **Marketing / Sales / Communications / PR** is the staff member who designs and implements marketing strategies and communications plans. The responsibilities of this position typically include management of relationships with the press as well as oversight of external communications such as promotional materials. **Titles** can include marketing director, director of communications, vice president of external affairs, marketing and media director, director of community outreach, and gallery director.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	All 2013 Full-Time Positions	\$41,547	\$37,000	\$25,000	\$85,000	40
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$40,260	\$35,000	\$11,842	\$101,000	66	
2001 Findings (2013 inflation-adj. avg.)	\$52,916					
Public LAAs only (2013)	\$48,030	\$39,520	\$30,911	\$85,000	13	
Private LAAs only (2013)	\$38,425	\$36,000	\$25,000	\$65,000	27	
All 2013 Part-Time Positions	\$21,620	\$14,000	\$6,100	\$48,000	5	
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$17,500	\$17,684	\$2,000	\$56,000	18	
2001 Findings (2013 inflation-adj. avg.)	\$23,001					
Public LAAs only (2013)	\$30,000	**	\$12,000	\$48,000	2	
Private LAAs only (2013)	\$16,033	\$14,000	\$6,100	\$28,000	3	

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	0
30,000 to 99,999	**	**	**	**	0	
100,000 to 249,999	\$35,137	\$37,000	\$30,911	\$37,500	3	
250,000 to 499,999	**	**	**	**	0	
500,000 to 999,999	\$43,996	\$39,520	\$34,000	\$66,000	5	
1,000,000 or More	\$59,800	\$55,000	\$32,000	\$85,000	5	
LAA Operating Budget						
Less than \$100,000	**	**	**	**	0	
\$100,000 to \$249,999	\$33,956	**	\$30,911	\$37,000	2	
\$250,000 to \$499,999	\$50,000	**	\$34,000	\$66,000	2	
\$500,000 to \$999,999	**	\$42,000	**	**	1	
\$1,000,000 to \$4,999,999	\$46,080	\$38,990	\$32,000	\$74,000	6	
\$5,000,000 or More	\$69,000	**	\$53,000	\$85,000	2	

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	\$31,000	**	\$29,000	\$33,000	2
30,000 to 99,999	\$34,730	\$32,190	\$25,000	\$56,000	6	
100,000 to 249,999	\$32,000	\$33,000	\$25,000	\$37,000	4	
250,000 to 499,999	\$41,125	\$41,750	\$33,000	\$48,000	4	
500,000 to 999,999	\$36,000	\$36,000	\$35,000	\$37,000	3	
1,000,000 or More	\$45,825	\$43,500	\$35,000	\$65,000	8	
LAA Operating Budget						
Less than \$100,000	**	**	**	**	0	
\$100,000 to \$249,999	**	\$33,000	**	**	1	
\$250,000 to \$499,999	\$35,000	\$35,500	\$25,000	\$48,000	10	
\$500,000 to \$999,999	\$35,667	\$33,500	\$25,000	\$56,000	6	
\$1,000,000 to \$4,999,999	\$42,354	\$36,000	\$33,000	\$65,000	7	
\$5,000,000 or More	\$48,000	\$45,000	\$38,000	\$61,000	3	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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2013 Local Arts Agency Salary and Benefits Report (continued)
Marketing / Sales / Communications / Public Relations

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	\$38,333	\$37,000	\$36,000	\$42,000	3
Middle Atlantic	\$51,000	**	\$36,000	\$66,000	2	
South Atlantic	\$40,118	\$36,000	\$25,000	\$74,000	12	
South Central	\$39,330	\$38,230	\$29,000	\$55,000	6	
North Central	\$39,900	\$35,600	\$25,000	\$56,000	9	
Mountain	\$32,500	**	\$32,000	\$33,000	2	
Pacific	\$50,563	\$43,500	\$32,000	\$85,000	6	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$40,385	\$37,500	\$25,000	\$66,000	15
County	\$43,500	\$35,000	\$25,000	\$85,000	10	
Multi-County Region	\$41,407	\$37,000	\$29,000	\$65,000	15	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$42,532	\$37,500	\$25,000	\$85,000	31
LAA Does Not Provide Funding	\$38,153	\$35,000	\$29,000	\$61,000	9	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$39,768	\$34,690	\$25,000	\$85,000	20
Two to Four Years	\$37,751	\$36,500	\$27,000	\$48,000	12	
Five to Nine Years	\$54,100	\$56,000	\$37,500	\$74,000	5	
10 to 19 Years	\$47,667	\$45,000	\$32,000	\$66,000	3	
20 Years or More	**	**	**	**	0	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	\$37,000	\$36,500	\$33,000	\$42,000	4
Three through Five Employees	\$37,884	\$34,690	\$25,000	\$66,000	14	
Six through Nine Employees	\$38,500	\$34,500	\$32,000	\$53,000	4	
10 or More Employees	\$46,083	\$38,990	\$27,000	\$85,000	18	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (75 percent of respondents)	\$40,879	\$36,500	\$25,000	\$85,000	30
Male (25 percent)	\$43,550	\$39,500	\$33,000	\$66,000	10	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	\$36,000	**	**	1
2-Year College (Associates) Degree	**	\$32,000	**	**	1	
4-Year College (Bachelor's) Degree	\$43,316	\$38,230	\$25,000	\$85,000	30	
Master's Degree	\$37,340	\$34,380	\$27,000	\$61,000	7	
Doctoral Degree	**	\$32,000	**	**	1	
Type of College Degree Attained						
Has Arts-Related Degree	\$37,756	\$37,000	\$25,000	\$55,000	17	
No Arts-Related Degree	\$44,728	\$37,250	\$25,000	\$85,000	22	

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (38 percent)	3.6%	3.0%	2.0%	5.0%	15
No Annual Raise (62 percent)	**	**	**	**	25	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=40)	Part-Time Paid Employees (N=5)	Unpaid Volunteers (N=1)
	Annual Performance Review	80%	40%	**
Access to Health Insurance	85%	40%	**	
Access to Retirement Plan	62%	20%	**	
Telecommuting / Working Remotely (any at all)	65%	40%	**	
Telecommuting "as often as I want"	5%	0%	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=40)	Part-Time Paid Employees (N=5)	Unpaid Volunteers (N=1)
	Female	75%	100%	**
Male	25%	0%	**	
Age of Respondent	18 to 24	5%	0%	**
25 to 34	30%	40%	**	
35 to 44	28%	0%	**	
45 to 54	25%	40%	**	
55 to 64	10%	20%	**	
65 to 74	2%	0%	**	
75 or Older	0%	0%	**	
Race/Ethnicity of Respondent*	White / Caucasian	88%	80%	**
Black / African American	2%	0%	**	
American Indian or Alaska Native	2%	0%	**	
Asian	2%	0%	**	
Hispanic, Latino, or Spanish origin	2%	20%	**	
Other(s) not listed above	2%	0%	**	
I prefer not to self-identify	5%	0%	**	
Highest Level of Educational Attainment	High School Degree (or less)	2%	0%	**
2-Year College (Associates) Degree	2%	0%	**	
4-Year College (Bachelor's) Degree	76%	20%	**	
Master's Degree	18%	80%	**	
Doctoral Degree	2%	0%	**	
Has an Arts-Related College Degree	(n=39)	(n=5)	(n=1)	
Yes	44%	60%	**	
No	56%	40%	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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2013 Local Arts Agency Salary & Benefits Summary

PUBLIC ART

The most senior position in charge of **Public Art** is the staff member who administers public art programs and activities. The responsibilities of this position typically include curation, preservation, and maintenance of the public art collection. Other tasks include hosting technical assistance workshops; making presentations to civic groups and government agencies; and preparing ordinances, grant proposals, and reports. **Titles** can include public art director, manager of public art and design, arts in public places coordinator, and curator of public art.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	All 2013 Full-Time Positions	\$61,958	\$62,000	\$32,000	\$110,000	40	
	<i>For comparison purposes only:</i>						
	2009 Findings (actual dollars)	\$63,816					
	2009 Findings (2013 inflation-adj. avg.)	\$69,168					
	2001 Findings (actual dollars)	\$51,928	\$50,000	\$17,000	\$92,000	36	
	2001 Findings (2013 inflation-adj. avg.)	\$68,252					
	Public LAAs only (2013)	\$63,766	\$63,000	\$32,000	\$110,000	35	
	Private LAAs only (2013)	\$49,300	\$50,000	\$42,500	\$55,000	5	
	All 2013 Part-Time Positions	\$9,380	**	\$5,760	\$13,000	2	
<i>For comparison purposes only:</i>							
2001 Findings (actual dollars)	\$22,811	\$26,000	\$10,000	\$35,000	7		
2001 Findings (2013 inflation-adj. avg.)	\$29,982						
Public LAAs only (2013)	\$9,380	**	\$5,760	\$13,000	2		
Private LAAs only (2013)	**	**	**	**	0		

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAS ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	**	**	**	**	0	
	30,000 to 99,999	\$59,912	\$53,000	\$40,000	\$86,736	3	
	100,000 to 249,999	\$67,571	\$53,000	\$55,000	\$86,000	7	
	250,000 to 499,999	\$60,000	**	\$58,000	\$62,000	2	
	500,000 to 999,999	\$60,600	\$64,000	\$32,000	\$82,394	12	
	1,000,000 or More	\$66,535	\$65,000	\$37,390	\$110,000	11	
	LAA Operating Budget						
	Less than \$100,000	**	\$86,000	**	**	1	
	\$100,000 to \$249,999	\$57,600	\$55,000	\$40,000	\$80,000	5	
\$250,000 to \$499,999	\$60,500	**	\$58,000	\$63,000	2		
\$500,000 to \$999,999	\$53,500	**	\$32,000	\$75,000	2		
\$1,000,000 to \$4,999,999	\$62,467	\$62,000	\$40,000	\$86,736	14		
\$5,000,000 or More	\$68,662	\$68,000	\$37,390	\$110,000	11		

PRIVATE LAAS ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	**	**	**	**	0	
	30,000 to 99,999	**	**	**	**	0	
	100,000 to 249,999	**	**	**	**	0	
	250,000 to 499,999	**	**	**	**	0	
	500,000 to 999,999	\$48,125	\$47,500	\$42,500	\$55,000	4	
	1,000,000 or More	**	\$54,000	**	**	1	
	LAA Operating Budget						
	Less than \$100,000	**	**	**	**	0	
	\$100,000 to \$249,999	**	**	**	**	0	
\$250,000 to \$499,999	**	**	**	**	0		
\$500,000 to \$999,999	**	**	**	**	0		
\$1,000,000 to \$4,999,999	\$45,833	\$45,000	\$42,500	\$50,000	3		
\$5,000,000 or More	\$54,500	**	\$54,000	\$55,000	2		

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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2013 Local Arts Agency Salary and Benefits Report (continued)
Public Art

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	**	**	**	0
Middle Atlantic	\$55,000	**	\$45,000	\$65,000	2	
South Atlantic	\$56,429	\$55,000	\$45,000	\$74,000	7	
South Central	\$52,743	\$50,000	\$37,390	\$72,800	9	
North Central	\$62,500	\$55,000	\$40,000	\$88,500	5	
Mountain	\$54,250	\$61,000	\$32,000	\$63,000	4	
Pacific	\$74,548	\$70,000	\$55,000	\$110,000	13	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$61,015	\$62,000	\$32,000	\$88,500	28
County	\$72,299	\$70,000	\$49,000	\$110,000	8	
Multi-County Region	\$47,875	\$47,500	\$42,500	\$54,000	4	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$61,624	\$62,000	\$32,000	\$110,000	39
LAA Does Not Provide Funding	**	\$75,000	**	**	1	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$58,586	\$52,500	\$37,390	\$88,500	8
Two to Four Years	\$59,223	\$55,000	\$32,000	\$110,000	13	
Five to Nine Years	\$63,728	\$63,500	\$45,000	\$86,736	12	
10 to 19 Years	\$68,667	\$70,000	\$49,000	\$86,000	6	
20 Years or More	**	\$63,000	**	**	1	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	One or Two Employees	\$63,778	\$62,000	\$40,000	\$86,000	9
Three through Five Employees	\$65,842	\$63,500	\$32,000	\$110,000	8	
Six through Nine Employees	\$56,325	\$55,000	\$42,500	\$72,800	4	
10 or More Employees	\$60,647	\$61,000	\$37,390	\$88,500	19	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (85 percent of respondents)	\$62,906	\$62,000	\$37,390	\$110,000	34
Male (15 percent)	\$56,583	\$49,500	\$32,000	\$88,500	6	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	**	**	**	0
2-Year College (Associates) Degree	**	**	**	**	0	
4-Year College (Bachelor's) Degree	\$55,620	\$54,000	\$40,000	\$72,800	15	
Master's Degree	\$65,761	\$63,000	\$32,000	\$110,000	25	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$61,403	\$61,500	\$32,000	\$110,000	38	
No Arts-Related Degree	\$72,500	**	\$65,000	\$80,000	2	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (35 percent)	3.4%	3.0%	1.0%	6.0%	14
No Annual Raise (65 percent)	**	**	**	**	26	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=40)	Part-Time Paid Employees (N=2)	Unpaid Volunteers (N=0)
	Annual Performance Review	78%	**	**
Access to Health Insurance	98%	**	**	
Access to Retirement Plan	92%	**	**	
Telecommuting / Working Remotely (any at all)	50%	**	**	
Telecommuting "as often as I want"	5%	**	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=40)	Part-Time Paid Employees (N=2)	Unpaid Volunteers (N=0)
	Female	85%	**	**
Male	15%	**	**	
Age of Respondent				
18 to 24	0%	**	**	
25 to 34	22%	**	**	
35 to 44	28%	**	**	
45 to 54	30%	**	**	
55 to 64	15%	**	**	
65 to 74	5%	**	**	
75 or Older	0%	**	**	
Race/Ethnicity of Respondent*				
White / Caucasian	88%	**	**	
Black / African American	8%	**	**	
American Indian or Alaska Native	2%	**	**	
Asian	5%	**	**	
Hispanic, Latino, or Spanish origin	5%	**	**	
Other(s) not listed above	0%	**	**	
I prefer not to self-identify	0%	**	**	
Highest Level of Educational Attainment				
High School Degree (or less)	0%	**	**	
2-Year College (Associates) Degree	0%	**	**	
4-Year College (Bachelor's) Degree	38%	**	**	
Master's Degree	62%	**	**	
Doctoral Degree	0%	**	**	
Has an Arts-Related College Degree	(n=40)	(n=2)	(n=0)	
Yes	95%	**	**	
No	5%	**	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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2013 Local Arts Agency Salary & Benefits Summary

ARTISTIC PROGRAMMING / CURATOR/ DESIGN

The most senior position in charge of **Artistic Programming / Choreography / Design** is the staff member who coordinates visual and performing arts events. The responsibilities of this position typically include program oversight; choreography; graphic design; and management of stage operations, equipment, and production staff. **Titles** can include artistic director, performing arts director, music director, production manager, architect, curator, and design coordinator.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	All 2013 Full-Time Positions	\$62,571	\$65,000	\$22,000	\$94,000	7
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$42,949	\$41,800	\$25,000	\$90,351	26	
2001 Findings (2013 inflation-adj. avg.)	\$56,450					
Public LAAs only (2013)	\$70,200	\$65,000	\$51,000	\$94,000	5	
Private LAAs only (2013)	\$43,500	**	\$22,000	\$65,000	2	
All 2013 Part-Time Positions	**	**	**	**	0	
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$18,545	\$13,800	\$6,000	\$36,000	5	
2001 Findings (2013 inflation-adj. avg.)	\$24,375					
Public LAAs only (2013)	**	**	**	**	0	
Private LAAs only (2013)	**	**	**	**	0	

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	**	**	**	**	**	0
100,000 to 249,999	**	**	**	**	**	0
250,000 to 499,999	**	**	**	**	**	0
500,000 to 999,999	**	**	\$51,000	**	**	1
1,000,000 or More	\$75,000	\$75,000	\$56,000	\$94,000	4	
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	**	**	**	**	**	0
\$250,000 to \$499,999	**	**	**	**	**	0
\$500,000 to \$999,999	**	**	**	**	**	0
\$1,000,000 to \$4,999,999	**	**	\$51,000	**	**	1
\$5,000,000 or More	\$75,000	\$75,000	\$56,000	\$94,000	4	

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	\$22,000	**	**
30,000 to 99,999	**	**	\$65,000	**	**	1
100,000 to 249,999	**	**	**	**	**	0
250,000 to 499,999	**	**	**	**	**	0
500,000 to 999,999	**	**	**	**	**	0
1,000,000 or More	**	**	**	**	**	0
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	**	**	\$22,000	**	**	1
\$250,000 to \$499,999	**	**	**	**	**	0
\$500,000 to \$999,999	**	**	**	**	**	0
\$1,000,000 to \$4,999,999	**	**	\$65,000	**	**	1
\$5,000,000 or More	**	**	**	**	**	0

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

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2013 Local Arts Agency Salary and Benefits Report (continued)
Artistic Programming / Curator/ Design

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	**	**	**	0
Middle Atlantic	**	\$22,000	**	**	1	
South Atlantic	**	\$65,000	**	**	1	
South Central	**	**	**	**	0	
North Central	**	\$85,000	**	**	1	
Mountain	**	**	**	**	0	
Pacific	\$66,500	\$60,500	\$51,000	\$94,000	4	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$75,000	\$75,000	\$56,000	\$94,000	4
County	**	**	**	**	0	
Multi-County Region	\$46,000	\$51,000	\$22,000	\$65,000	3	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$65,571	\$65,000	\$22,000	\$94,000	7
LAA Does Not Provide Funding	**	**	**	**	0	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	**	**	**	**	0
Two to Four Years	**	\$65,000	**	**	1	
Five to Nine Years	**	\$51,000	**	**	1	
10 to 19 Years	**	\$85,000	**	**	1	
20 Years or More	\$59,250	\$60,500	\$22,000	\$94,000	4	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	\$36,500	**	\$22,000	\$51,000	2
Three through Five Employees	**	\$65,000	**	**	1	
Six through Nine Employees	**	**	**	**	0	
10 or More Employees	\$75,000	\$75,000	\$56,000	\$94,000	4	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (43 percent of respondents)	\$43,000	\$51,000	\$22,000	\$56,000	3
Male (57 percent)	\$77,250	\$75,000	\$65,000	\$94,000	4	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	**	**	**	0
2-Year College (Associates) Degree	**	**	**	**	0	
4-Year College (Bachelor's) Degree	\$63,000	\$68,000	\$22,000	\$94,000	4	
Master's Degree	\$62,000	\$65,000	\$56,000	\$65,000	3	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$67,750	\$65,000	\$56,000	\$85,000	4	
No Arts-Related Degree	\$55,667	\$51,000	\$22,000	\$94,000	3	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (29 percent)	2.0%	**	1.0%	3.0%	2
No Annual Raise (71 percent)	**	**	**	**	5	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=7)	Part-Time Paid Employees (N=0)	Unpaid Volunteers (N=5)
	Annual Performance Review	71%	**	20%
Access to Health Insurance	86%	**	0%	
Access to Retirement Plan	86%	**	0%	
Telecommuting / Working Remotely (any at all)	57%	**	80%	
Telecommuting "as often as I want"	14%	**	60%	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=7)	Part-Time Paid Employees (N=0)	Unpaid Volunteers (N=5)
	Female	43%	**	80%
Male	57%	**	20%	
Age of Respondent	18 to 24	0%	**	0%
25 to 34	0%	**	20%	
35 to 44	14%	**	0%	
45 to 54	14%	**	0%	
55 to 64	58%	**	40%	
65 to 74	14%	**	40%	
75 or Older	0%	**	0%	
Race/Ethnicity of Respondent*	White / Caucasian	86%	**	80%
Black / African American	0%	**	0%	
American Indian or Alaska Native	0%	**	20%	
Asian	14%	**	0%	
Hispanic, Latino, or Spanish origin	0%	**	0%	
Other(s) not listed above	29%	**	0%	
I prefer not to self-identify	0%	**	20%	
Highest Level of Educational Attainment	High School Degree (or less)	0%	**	40%
2-Year College (Associates) Degree	0%	**	0%	
4-Year College (Bachelor's) Degree	57%	**	40%	
Master's Degree	43%	**	20%	
Doctoral Degree	0%	**	0%	
Has an Arts-Related College Degree	(n=7)	(n=0)	(n=3)	
Yes	57%	**	33%	
No	43%	**	67%	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary & Benefits Summary

ARTS EDUCATION

The most senior position in charge of **Arts Education** is the staff member who develops and administers arts education programming for the local arts agency. The responsibilities of this position typically include identification of community outreach opportunities; implementation of arts in education advocacy programs; and the creation of partnerships with local arts organizations, businesses, and schools/school districts. **Titles** can include director of arts education, manager or arts in education programs, and education coordinator.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	All 2013 Full-Time Positions	\$51,821	\$43,000	\$29,000	\$104,500	15	
	<i>For comparison purposes only:</i>						
	2001 Findings (actual dollars)	\$35,665	\$34,000	\$13,650	\$84,000	89	
	2001 Findings (2013 inflation-adj. avg.)	\$46,877					
	Public LAAs only (2013)	\$65,483	\$63,500	\$40,400	\$104,500	6	
	Private LAAs only (2013)	\$42,712	\$41,000	\$29,000	\$60,000	9	
	All 2013 Part-Time Positions	\$18,440	\$15,750	\$11,500	\$28,000	8	
	<i>For comparison purposes only:</i>						
	2001 Findings (actual dollars)	\$16,202	\$15,240	\$12,000	\$46,780	42	
2001 Findings (2013 inflation-adj. avg.)	\$21,295						
Public LAAs only (2013)	\$19,500	**	\$14,000	\$25,000	2		
Private LAAs only (2013)	\$18,087	\$15,250	\$11,500	\$28,000	6		

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	**	**	**	**	0	
	30,000 to 99,999	**	**	**	**	0	
	100,000 to 249,999	**	**	**	**	0	
	250,000 to 499,999	**	**	**	**	0	
	500,000 to 999,999	**	**	**	**	0	
	1,000,000 or More	\$65,483	\$63,500	\$40,400	\$104,500	6	
	LAA Operating Budget						
	Less than \$100,000	**	**	**	**	0	
	\$100,000 to \$249,999	**	**	**	**	0	
\$250,000 to \$499,999	**	**	**	**	0		
\$500,000 to \$999,999	**	\$60,000	**	**	1		
\$1,000,000 to \$4,999,999	\$55,200	**	\$40,400	\$70,000	2		
\$5,000,000 or More	\$74,167	\$67,000	\$51,000	\$104,500	3		

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	**	\$41,000	**	**	1	
	30,000 to 99,999	**	\$60,000	**	**	1	
	100,000 to 249,999	**	**	**	**	0	
	250,000 to 499,999	\$39,470	\$37,750	\$37,659	\$43,000	3	
	500,000 to 999,999	\$41,000	**	\$29,000	\$53,000	2	
	1,000,000 or More	\$41,500	**	\$41,000	\$42,000	2	
	LAA Operating Budget						
	Less than \$100,000	**	**	**	**	0	
	\$100,000 to \$249,999	**	**	**	**	0	
\$250,000 to \$499,999	**	\$60,000	**	**	1		
\$500,000 to \$999,999	\$36,352	\$37,705	\$29,000	\$41,000	4		
\$1,000,000 to \$4,999,999	\$46,000	\$43,000	\$42,000	\$53,000	3		
\$5,000,000 or More	**	\$41,000	**	**	1		

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary and Benefits Report (continued)
Arts Education

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	**	**	**	0
Middle Atlantic	\$56,500	**	\$53,000	\$60,000	2	
South Atlantic	\$43,250	\$42,000	\$29,000	\$60,000	4	
South Central	**	\$37,659	**	**	1	
North Central	**	\$37,750	**	**	1	
Mountain	**	\$41,000	**	**	1	
Pacific	\$62,483	\$59,000	\$40,400	\$104,500	6	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$44,500	**	\$29,000	\$60,000	2
County	\$57,544	\$51,000	\$40,400	\$104,500	9	
Multi-County Region	\$42,602	\$39,875	\$37,659	\$53,000	4	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$51,947	\$43,000	\$29,000	\$104,500	13
LAA Does Not Provide Funding	\$51,000	**	\$42,000	\$60,000	2	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$59,625	\$46,500	\$41,000	\$104,500	4
Two to Four Years	\$41,082	\$37,750	\$29,000	\$60,000	5	
Five to Nine Years	\$59,133	\$67,000	\$40,400	\$70,000	3	
10 to 19 Years	**	\$53,000	**	**	1	
20 Years or More	\$51,500	**	\$43,000	\$60,000	2	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	\$56,500	**	\$53,000	\$60,000	2
Three through Five Employees	\$42,962	\$37,750	\$29,000	\$70,000	5	
Six through Nine Employees	\$51,500	**	\$43,000	\$60,000	2	
10 or More Employees	\$57,750	\$46,500	\$41,000	\$104,500	6	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (100 percent of respondents)	\$51,821	\$43,000	\$29,000	\$104,500	15
Male (0 percent)	**	**	**	**	0	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	**	**	**	0
2-Year College (Associates) Degree	**	\$43,000	**	**	1	
4-Year College (Bachelor's) Degree	\$51,044	\$40,400	\$29,000	\$104,500	7	
Master's Degree	\$53,857	\$53,000	\$41,000	\$70,000	7	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$52,531	\$46,500	\$29,000	\$104,500	10	
No Arts-Related Degree	\$50,400	\$43,000	\$41,000	\$67,000	5	

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Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (40 percent)	2.9%	2.7%	2.0%	4.0%	6
No Annual Raise (60 percent)	**	**	**	**	9	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=15)	Part-Time Paid Employees (N=8)	Unpaid Volunteers (N=0)
	Annual Performance Review	93%	25%	**
Access to Health Insurance	87%	63%	**	
Access to Retirement Plan	73%	38%	**	
Telecommuting / Working Remotely (any at all)	80%	88%	**	
Telecommuting "as often as I want"	20%	25%	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=15)	Part-Time Paid Employees (N=8)	Unpaid Volunteers (N=0)
	Female	100%	100%	**
Male	0%	0%	**	
Age of Respondent				
18 to 24	0%	13%	**	
25 to 34	40%	50%	**	
35 to 44	13%	0%	**	
45 to 54	13%	0%	**	
55 to 64	34%	25%	**	
65 to 74	0%	12%	**	
75 or Older	0%	0%	**	
Race/Ethnicity of Respondent*				
White / Caucasian	100%	100%	**	
Black / African American	0%	0%	**	
American Indian or Alaska Native	0%	0%	**	
Asian	0%	0%	**	
Hispanic, Latino, or Spanish origin	0%	0%	**	
Other(s) not listed above	0%	0%	**	
I prefer not to self-identify	0%	0%	**	
Highest Level of Educational Attainment				
High School Degree (or less)	0%	12%	**	
2-Year College (Associates) Degree	6%	0%	**	
4-Year College (Bachelor's) Degree	47%	25%	**	
Master's Degree	47%	63%	**	
Doctoral Degree	0%	0%	**	
Has an Arts-Related College Degree	(n=40)	(n=7)	(n=0)	
Yes	67%	57%	**	
No	33%	43%	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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2013 Local Arts Agency Salary & Benefits Summary

EVENT PLANNING / SPECIAL EVENTS

The most senior position in charge of **Event Planning / Special Events** is the staff member who coordinates conferences, meetings, and special events. The responsibilities of this position typically include negotiating with hotels and transportation vendors, promoting the events through marketing and signage, and managing all event logistics. **Titles** can include director of meetings and events, special event manager, community events manager, festival coordinator, and event coordinator.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	All 2013 Full-Time Positions	\$44,664	\$43,000	\$26,000	\$66,809	8	
	<i>For comparison purposes only:</i>						
	2001 Findings (actual dollars)	**	**	**	**	0	
	2001 Findings (2013 inflation-adj. avg.)	**					
	Public LAAs only (2013)	\$50,385	\$52,250	\$33,000	\$66,809	6	
	Private LAAs only (2013)	\$27,500	**	\$26,000	\$29,000	2	
	All 2013 Part-Time Positions	\$21,750	**	\$19,500	\$24,000	2	
	<i>For comparison purposes only:</i>						
	2001 Findings (actual dollars)	**	**	**	**	0	
2001 Findings (2013 inflation-adj. avg.)	**						
Public LAAs only (2013)	**	**	**	**	0		
Private LAAs only (2013)	\$21,750	**	\$19,500	\$24,000	2		

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	**	**	**	**	0	
	30,000 to 99,999	**	**	**	**	0	
	100,000 to 249,999	**	\$66,809	**	**	1	
	250,000 to 499,999	**	**	**	**	0	
	500,000 to 999,999	\$35,500	**	\$33,000	\$38,000	2	
	1,000,000 or More	\$54,833	\$56,500	\$48,000	\$60,000	3	
	LAA Operating Budget						
	Less than \$100,000	**	**	**	**	0	
	\$100,000 to \$249,999	**	\$33,000	**	**	1	
\$250,000 to \$499,999	**	**	**	**	0		
\$500,000 to \$999,999	**	**	**	**	0		
\$1,000,000 to \$4,999,999	\$52,250	**	\$48,000	\$56,520	2		
\$5,000,000 or More	\$54,936	\$60,000	\$38,000	\$66,809	3		

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	**	**	**	**	0	
	30,000 to 99,999	**	**	**	**	0	
	100,000 to 249,999	**	**	**	**	0	
	250,000 to 499,999	**	\$26,000	**	**	1	
	500,000 to 999,999	**	\$29,000	**	**	1	
	1,000,000 or More	**	**	**	**	0	
	LAA Operating Budget						
	Less than \$100,000	**	**	**	**	0	
	\$100,000 to \$249,999	**	**	**	**	0	
\$250,000 to \$499,999	**	**	**	**	0		
\$500,000 to \$999,999	\$27,500	**	\$26,000	\$29,000	2		
\$1,000,000 to \$4,999,999	**	**	**	**	0		
\$5,000,000 or More	**	**	**	**	0		

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary and Benefits Report (continued)
Event Planning / Special Events

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	**	**	**	0
Middle Atlantic	**	**	**	**	0	
South Atlantic	\$47,905	**	\$29,000	\$66,809	2	
South Central	\$38,375	\$35,500	\$26,000	\$56,500	4	
North Central	\$54,000	**	\$48,000	\$60,000	2	
Mountain	**	**	**	**	0	
Pacific	**	**	**	**	0	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$49,162	\$48,000	\$33,000	\$66,809	5
County	\$42,750	**	\$29,000	\$56,500	2	
Multi-County Region	**	\$26,000	**	**	1	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$46,901	\$48,000	\$26,000	\$66,809	7
LAA Does Not Provide Funding	**	\$29,000	**	**	1	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$38,500	\$33,000	\$26,000	\$56,500	3
Two to Four Years	**	\$38,000	**	**	1	
Five to Nine Years	**	\$60,000	**	**	1	
10 to 19 Years	\$47,936	\$48,000	\$29,000	\$66,809	3	
20 Years or More	**	**	**	**	0	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	**	**	**	**	0
Three through Five Employees	\$27,500	**	\$26,000	\$29,000	2	
Six through Nine Employees	**	\$56,500	**	**	1	
10 or More Employees	\$49,162	\$48,000	\$33,000	\$66,809	5	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (88 percent of respondents)	\$46,330	\$48,000	\$26,000	\$66,809	7
Male (12 percent)	**	\$33,000	**	**	1	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	\$29,000	**	**	1
2-Year College (Associates) Degree	**	**	**	**	0	
4-Year College (Bachelor's) Degree	\$44,718	\$43,000	\$26,000	\$66,809	6	
Master's Degree	**	\$60,000	**	**	1	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$32,000	**	\$26,000	\$38,000	2	
No Arts-Related Degree	\$52,862	\$56,500	\$33,000	\$66,809	5	

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (25 percent)	2.0%	**	1.0%	3.0%	2
No Annual Raise (75 percent)	**	**	**	**	6	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=8)	Part-Time Paid Employees (N=2)	Unpaid Volunteers (N=0)
	Annual Performance Review	75%	**	**
Access to Health Insurance	75%	**	**	
Access to Retirement Plan	88%	**	**	
Telecommuting / Working Remotely (any at all)	63%	**	**	
Telecommuting "as often as I want"	12%	**	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=8)	Part-Time Paid Employees (N=2)	Unpaid Volunteers (N=0)
	Female	88%	**	**
Male	12%	**	**	
Age of Respondent	18 to 24	0%	**	**
25 to 34	38%	**	**	
35 to 44	38%	**	**	
45 to 54	12%	**	**	
55 to 64	12%	**	**	
65 to 74	0%	**	**	
75 or Older	0%	**	**	
Race/Ethnicity of Respondent*	White / Caucasian	75%	**	**
Black / African American	0%	**	**	
American Indian or Alaska Native	0%	**	**	
Asian	0%	**	**	
Hispanic, Latino, or Spanish origin	12%	**	**	
Other(s) not listed above	0%	**	**	
I prefer not to self-identify	12%	**	**	
Highest Level of Educational Attainment	High School Degree (or less)	12%	**	**
2-Year College (Associates) Degree	0%	**	**	
4-Year College (Bachelor's) Degree	75%	**	**	
Master's Degree	12%	**	**	
Doctoral Degree	0%	**	**	
Has an Arts-Related College Degree	(n=7)	(n=2)	(n=0)	
Yes	29%	**	**	
No	71%	**	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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2013 Local Arts Agency Salary & Benefits Summary

FACILITIES / FACILITY MANAGEMENT

The most senior position in charge of **Facilities / Facility Management** is the staff member who oversees the day-to-day operation of cultural facilities that are managed by the local arts agency. The responsibilities of this position typically include oversight and operation of all buildings and facilities that are under the umbrella of the organization. **Titles** can include director of facilities, director of facility operations, facilities manager, manager of building services, theater operations manager, and facilities supervisor.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	All 2013 Full-Time Positions	\$58,420	\$60,000	\$35,000	\$97,937	7
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$42,275	\$36,200	\$12,000	\$104,981	45	
2001 Findings (2013 inflation-adj. avg.)	\$55,565					
Public LAAs only (2013)	\$64,387	\$60,000	\$38,000	\$97,937	5	
Private LAAs only (2013)	\$43,500	**	\$35,000	\$52,000	2	
All 2013 Part-Time Positions	**	**	**	**	0	
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$17,305	\$15,500	\$12,500	\$30,000	6	
2001 Findings (2013 inflation-adj. avg.)	\$22,745					
Public LAAs only (2013)	**	**	**	**	0	
Private LAAs only (2013)	**	**	**	**	0	

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	**	**	**	**	**	0
100,000 to 249,999	**	**	\$38,000	**	**	1
250,000 to 499,999	**	**	**	**	**	0
500,000 to 999,999	**	**	**	**	**	0
1,000,000 or More	\$70,984	\$63,000	\$60,000	\$97,937	4	
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	**	**	**	**	**	0
\$250,000 to \$499,999	**	**	**	**	**	0
\$500,000 to \$999,999	**	**	\$60,000	**	**	1
\$1,000,000 to \$4,999,999	\$54,667	\$60,000	\$38,000	\$66,000	3	
\$5,000,000 or More	**	\$97,937	**	**	**	1

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	**	**	**	**	**	0
100,000 to 249,999	**	**	\$52,000	**	**	1
250,000 to 499,999	**	**	\$35,000	**	**	1
500,000 to 999,999	**	**	**	**	**	0
1,000,000 or More	**	**	**	**	**	0
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	**	**	**	**	**	0
\$250,000 to \$499,999	**	**	**	**	**	0
\$500,000 to \$999,999	**	**	**	**	**	0
\$1,000,000 to \$4,999,999	\$43,500	**	\$35,000	\$52,000	2	
\$5,000,000 or More	**	**	**	**	**	0

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

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2013 Local Arts Agency Salary and Benefits Report (continued)
Facilities / Facility Management

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	**	**	**	0
Middle Atlantic	**	**	**	**	0	
South Atlantic	\$60,987	\$60,000	\$35,000	\$97,937	5	
South Central	**	\$38,000	**	**	1	
North Central	**	\$66,000	**	**	1	
Mountain	**	**	**	**	0	
Pacific	**	**	**	**	0	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$46,333	\$38,000	\$35,000	\$66,000	3
County	\$69,979	\$60,000	\$52,000	\$97,937	3	
Multi-County Region	**	\$60,000	**	**	1	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$58,420	\$60,000	\$35,000	\$97,937	7
LAA Does Not Provide Funding	**	**	**	**	0	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	**	\$38,000	**	**	1
Two to Four Years	**	\$60,000	**	**	1	
Five to Nine Years	\$53,250	\$56,000	\$35,000	\$66,000	4	
10 to 19 Years	**	\$97,937	**	**	1	
20 Years or More	**	**	**	**	0	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	**	**	**	**	0
Three through Five Employees	**	\$60,000	**	**	1	
Six through Nine Employees	**	\$60,000	**	**	1	
10 or More Employees	\$57,787	\$52,000	\$35,000	\$97,937	5	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (43 percent of respondents)	\$72,646	\$60,000	\$60,000	\$97,937	3
Male (57 percent)	\$47,750	\$45,000	\$35,000	\$66,000	4	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	\$53,667	\$60,000	\$35,000	\$66,000	3
2-Year College (Associates) Degree	**	\$38,000	**	**	1	
4-Year College (Bachelor's) Degree	\$69,979	\$60,000	\$52,000	\$97,937	3	
Master's Degree	**	**	**	**	0	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$78,969	**	\$60,000	\$97,937	2	
No Arts-Related Degree	\$45,000	**	\$38,000	\$52,000	2	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (14 percent)	**	1.6%	**	**	**
No Annual Raise (86 percent)	**	**	**	**	**	6

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=7)	Part-Time Paid Employees (N=0)	Unpaid Volunteers (N=0)
	Annual Performance Review	86%	**	**
Access to Health Insurance	100%	**	**	
Access to Retirement Plan	100%	**	**	
Telecommuting / Working Remotely (any at all)	43%	**	**	
Telecommuting "as often as I want"	14%	**	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=7)	Part-Time Paid Employees (N=0)	Unpaid Volunteers (N=0)
	Female	43%	**	**
Male	57%	**	**	
Age of Respondent	18 to 24	0%	**	**
25 to 34	0%	**	**	
35 to 44	57%	**	**	
45 to 54	29%	**	**	
55 to 64	14%	**	**	
65 to 74	0%	**	**	
75 or Older	0%	**	**	
Race/Ethnicity of Respondent*	White / Caucasian	57%	**	**
Black / African American	14%	**	**	
American Indian or Alaska Native	0%	**	**	
Asian	0%	**	**	
Hispanic, Latino, or Spanish origin	14%	**	**	
Other(s) not listed above	0%	**	**	
I prefer not to self-identify	14%	**	**	
Highest Level of Educational Attainment	High School Degree (or less)	43%	**	**
2-Year College (Associates) Degree	14%	**	**	
4-Year College (Bachelor's) Degree	43%	**	**	
Master's Degree	0%	**	**	
Doctoral Degree	0%	**	**	
Has an Arts-Related College Degree	(n=4)	(n=0)	(n=0)	
Yes	50%	**	**	
No	50%	**	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary & Benefits Summary

RESEARCH / EVALUATION / ANALYSIS

The most senior position in charge of **Research / Evaluation / Analysis** is the staff member who manages the local arts agency's research projects. The responsibilities of this position typically include designing and implementing research studies both to evaluate the efficacy of the organization's programming and services, as well as to evaluate the health and impact of the community's creative economy. **Titles** can include director of research, program evaluation manager, research manager, and manager of creative industries development.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	All 2013 Full-Time Positions	\$56,500	\$50,500	\$30,000	\$95,000	4	
	<i>For comparison purposes only:</i>						
	2001 Findings (actual dollars)	**	**	**	**	0	
	2001 Findings (2013 inflation-adj. avg.)	**					
	Public LAAs only (2013)	**	\$95,000	**	**	1	
	Private LAAs only (2013)	\$43,667	\$48,000	\$30,000	\$53,000	3	
	All 2013 Part-Time Positions	**	\$13,260	**	**	1	
	<i>For comparison purposes only:</i>						
	2001 Findings (actual dollars)	**	**	**	**	0	
2001 Findings (2013 inflation-adj. avg.)	**						
Public LAAs only (2013)	**	\$13,260	**	**	1		
Private LAAs only (2013)	**	**	**	**	0		

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	**	**	**	**	0	
	30,000 to 99,999	**	**	**	**	0	
	100,000 to 249,999	**	**	**	**	0	
	250,000 to 499,999	**	**	**	**	0	
	500,000 to 999,999	**	\$95,000	**	**	1	
	1,000,000 or More	**	**	**	**	0	
	LAA Operating Budget						
	Less than \$100,000	**	**	**	**	0	
	\$100,000 to \$249,999	**	**	**	**	0	
\$250,000 to \$499,999	**	**	**	**	0		
\$500,000 to \$999,999	**	**	**	**	0		
\$1,000,000 to \$4,999,999	**	\$95,000	**	**	1		
\$5,000,000 or More	**	**	**	**	0		

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents	
	Fewer than 30,000	**	**	**	**	0	
	30,000 to 99,999	**	**	**	**	0	
	100,000 to 249,999	**	**	**	**	0	
	250,000 to 499,999	**	\$48,000	**	**	1	
	500,000 to 999,999	**	**	**	**	0	
	1,000,000 or More	\$41,500	**	\$30,000	\$53,000	2	
	LAA Operating Budget						
	Less than \$100,000	**	**	**	**	0	
	\$100,000 to \$249,999	**	**	**	**	0	
\$250,000 to \$499,999	**	**	**	**	0		
\$500,000 to \$999,999	**	**	**	**	0		
\$1,000,000 to \$4,999,999	\$50,500	**	\$48,000	\$53,000	2		
\$5,000,000 or More	**	\$30,000	**	**	1		

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary and Benefits Report (continued)
Research / Evaluation / Analysis

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	**	**	**	0
Middle Atlantic	**	**	**	**	0	
South Atlantic	**	\$48,000	**	**	1	
South Central	**	\$95,000	**	**	1	
North Central	\$41,500	**	\$30,000	\$53,000	2	
Mountain	**	**	**	**	0	
Pacific	**	**	**	**	0	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	**	\$95,000	**	**	1
County	**	\$53,000	**	**	1	
Multi-County Region	\$39,000	**	\$30,000	\$48,000	2	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$56,500	\$50,500	\$30,000	\$95,000	4
LAA Does Not Provide Funding	**	**	**	**	0	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$41,500	**	\$30,000	\$53,000	2
Two to Four Years	**	**	**	**	0	
Five to Nine Years	**	\$48,000	**	**	1	
10 to 19 Years	**	\$95,000	**	**	1	
20 Years or More	**	**	**	**	0	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	**	**	**	**	0
Three through Five Employees	**	**	**	**	0	
Six through Nine Employees	\$50,500	**	\$48,000	\$53,000	2	
10 or More Employees	\$62,500	**	\$30,000	\$95,000	2	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (75 percent of respondents)	\$43,667	\$48,000	\$30,000	\$53,000	3
Male (25 percent)	**	\$95,000	**	**	1	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	**	**	**	0
2-Year College (Associates) Degree	**	**	**	**	0	
4-Year College (Bachelor's) Degree	**	\$48,000	**	**	1	
Master's Degree	\$59,333	\$53,000	\$30,000	\$95,000	3	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	**	\$30,000	**	**	1	
No Arts-Related Degree	\$65,333	\$53,000	\$48,000	\$95,000	3	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (50 percent)	4.0%	**	3.0%	5.0%	2
No Annual Raise (50 percent)	**	**	**	**	2	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=4)	Part-Time Paid Employees (N=1)	Unpaid Volunteers (N=0)
	Annual Performance Review	100%	**	**
Access to Health Insurance	100%	**	**	
Access to Retirement Plan	100%	**	**	
Telecommuting / Working Remotely (any at all)	50%	**	**	
Telecommuting "as often as I want"	25%	**	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=4)	Part-Time Paid Employees (N=1)	Unpaid Volunteers (N=0)
	Female	75%	**	**
Male	25%	**	**	
Age of Respondent	18 to 24	0%	**	**
25 to 34	50%	**	**	
35 to 44	0%	**	**	
45 to 54	25%	**	**	
55 to 64	25%	**	**	
65 to 74	0%	**	**	
75 or Older	0%	**	**	
Race/Ethnicity of Respondent*	White / Caucasian	75%	**	**
Black / African American	0%	**	**	
American Indian or Alaska Native	0%	**	**	
Asian	0%	**	**	
Hispanic, Latino, or Spanish origin	25%	**	**	
Other(s) not listed above	0%	**	**	
I prefer not to self-identify	0%	**	**	
Highest Level of Educational Attainment	High School Degree (or less)	0%	**	**
2-Year College (Associates) Degree	0%	**	**	
4-Year College (Bachelor's) Degree	25%	**	**	
Master's Degree	75%	**	**	
Doctoral Degree	0%	**	**	
Has an Arts-Related College Degree	(n=4)	(n=0)	(n=0)	
Yes	25%	**	**	
No	75%	**	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary & Benefits Summary

TECHNOLOGY

The most senior position in charge of **Technology** is the staff member who manages the technological assets of the local arts agency. The responsibilities of this position typically include oversight of computer networks, maintenance of hardware/software, troubleshooting technological issues, completing system upgrades and integration, and website development. **Titles** can include director of technology, information technology (IT) director, manager of data integrity and eCommerce, database manager, and technology coordinator.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	All 2013 Full-Time Positions	\$37,800	\$42,400	\$27,000	\$44,000	3
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$36,111	\$31,500	\$22,000	\$61,519	16	
2001 Findings (2013 inflation-adj. avg.)	\$47,463					
Public LAAs only (2013)	**	\$42,400	**	**	1	
Private LAAs only (2013)	\$35,500	**	\$27,000	\$44,000	2	
All 2013 Part-Time Positions	**	\$28,000	**	**	1	
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$17,798	\$14,696	\$6,630	\$30,000	5	
2001 Findings (2013 inflation-adj. avg.)	\$23,393					
Public LAAs only (2013)	**	**	**	**	0	
Private LAAs only (2013)	**	\$28,000	**	**	1	

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	**	**	**	**	**	0
100,000 to 249,999	**	**	\$42,400	**	**	1
250,000 to 499,999	**	**	**	**	**	0
500,000 to 999,999	**	**	**	**	**	0
1,000,000 or More	**	**	**	**	**	0
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	**	**	**	**	**	0
\$250,000 to \$499,999	**	**	**	**	**	0
\$500,000 to \$999,999	**	**	**	**	**	0
\$1,000,000 to \$4,999,999	**	**	\$42,400	**	**	1
\$5,000,000 or More	**	**	**	**	**	0

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	**	**	**	**	**	0
100,000 to 249,999	**	**	**	**	**	0
250,000 to 499,999	**	**	\$27,000	**	**	1
500,000 to 999,999	**	**	**	**	**	0
1,000,000 or More	**	**	\$44,000	**	**	1
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	**	**	**	**	**	0
\$250,000 to \$499,999	**	**	**	**	**	0
\$500,000 to \$999,999	**	**	**	**	**	0
\$1,000,000 to \$4,999,999	**	**	\$27,000	**	**	1
\$5,000,000 or More	**	**	\$44,000	**	**	1

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

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2013 Local Arts Agency Salary and Benefits Report (continued)
Technology

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	**	**	**	0
Middle Atlantic	**	**	**	**	0	
South Atlantic	**	\$42,400	**	**	1	
South Central	\$35,500	**	\$27,000	\$44,000	2	
North Central	**	**	**	**	0	
Mountain	**	**	**	**	0	
Pacific	**	**	**	**	0	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	**	\$42,400	**	**	1
County	**	\$27,000	**	**	1	
Multi-County Region	**	\$44,000	**	**	1	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$37,800	\$42,400	\$27,000	\$44,000	3
LAA Does Not Provide Funding	**	**	**	**	0	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	**	\$27,000	**	**	1
Two to Four Years	\$43,200	**	\$42,400	\$44,000	2	
Five to Nine Years	**	**	**	**	0	
10 to 19 Years	**	**	**	**	0	
20 Years or More	**	**	**	**	0	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	**	**	**	**	0
Three through Five Employees	**	**	**	**	0	
Six through Nine Employees	**	\$27,000	**	**	1	
10 or More Employees	\$43,200	**	\$42,400	\$44,000	2	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (33 percent of respondents)	**	\$44,000	**	**	1
Male (67 percent)	\$34,700	**	\$27,000	\$42,400	2	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	**	**	**	0
2-Year College (Associates) Degree	**	**	**	**	0	
4-Year College (Bachelor's) Degree	\$34,700	**	\$27,000	\$42,400	2	
Master's Degree	**	\$44,000	**	**	1	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$37,400	**	\$27,000	\$42,400	2	
No Arts-Related Degree	**	\$44,000	**	**	1	

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (67 percent)	6.5%	**	3.0%	10.0%	2
No Annual Raise (33 percent)	**	**	**	**	1	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=3)	Part-Time Paid Employees (N=1)	Unpaid Volunteers (N=0)
	Annual Performance Review	67%	**	**
Access to Health Insurance	100%	**	**	
Access to Retirement Plan	100%	**	**	
Telecommuting / Working Remotely (any at all)	67%	**	**	
Telecommuting "as often as I want"	0%	**	**	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=3)	Part-Time Paid Employees (N=1)	Unpaid Volunteers (N=0)
	Female	33%	**	**
Male	67%	**	**	
Age of Respondent				
18 to 24	0%	**	**	
25 to 34	100%	**	**	
35 to 44	0%	**	**	
45 to 54	0%	**	**	
55 to 64	0%	**	**	
65 to 74	0%	**	**	
75 or Older	0%	**	**	
Race/Ethnicity of Respondent*				
White / Caucasian	100%	**	**	
Black / African American	0%	**	**	
American Indian or Alaska Native	0%	**	**	
Asian	0%	**	**	
Hispanic, Latino, or Spanish origin	0%	**	**	
Other(s) not listed above	0%	**	**	
I prefer not to self-identify	0%	**	**	
Highest Level of Educational Attainment				
High School Degree (or less)	0%	**	**	
2-Year College (Associates) Degree	0%	**	**	
4-Year College (Bachelor's) Degree	67%	**	**	
Master's Degree	33%	**	**	
Doctoral Degree	0%	**	**	
Has an Arts-Related College Degree				
Yes	(n=3) 67%	(n=0) **	(n=0) **	
No	33%	**	**	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

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APPENDIX A: THE RESEARCH METHODOLOGY

On March 5, 2013 Americans for the Arts distributed an e-mail invitation to a single primary contact person at 2,199 unique local arts agencies throughout the country. The invitation included a link to open and complete the web-based *2013 Local Arts Agency Salary Survey*. The short survey (Appendix B in this report) took about three minutes to complete.

The 2,199 people to whom the survey invitation was sent were the only people associated with their particular LAA to receive it. They were asked to take two specific and immediate actions.

1. First, they were asked to click on the survey link and to fill out and submit the survey based on themselves.
2. Second, they were asked to forward the survey link to all executive-level staff, senior staff, and program lead staff at their local arts agency and request that they complete the survey as well.

The deadline for individuals to participate in the survey was March 15, 2013. Prior to the deadline, an e-mail reminder was distributed to all 2,199 LAA primary contact people. In addition, participation in the survey was promoted to the local arts agency field via e-mail through Americans for the Arts' constituent networks including the United States Urban Arts Federation, the Private Sector Network, and the Local Arts Network (LAN) listserv. The survey was promoted using electronic media only, and could only be completed via the web-based questionnaire. There was no hardcopy version of the survey.

The survey was completely anonymous. It is not possible to trace any single response back to the individual who completed it (or to his/her local arts agency).

A total of 753 complete survey responses were submitted (including 601 full-time LAA staff, 91 part-time LAA staff, and 61 unpaid/volunteer LAA staff). Throughout this report, the findings are analyzed separately for full-time staff, part-time staff, and unpaid/volunteer staff.

No analysis was completed to determine if significant differences exist between survey participants and non-participants.

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APPENDIX B: THE SURVEY INSTRUMENT



*** Required Information**

page 1

2013 Local Arts Agency Salary Survey
Page 1 of 3 --Your responses are COMPLETELY ANONYMOUS.

The questions on this page are for data analysis purposes only. For example, the first question will allow us to analyze the salary information separately for public LAAs vs. private LAAs.

Question 1:
What is the legal status of your local arts agency?
(Select one option)

- Private / Nonprofit (e.g., private arts council)
- Public / Agency of city or county government (e.g., department of cultural affairs)
- Other (not listed above) -- please provide a short description in the box below: _____

Question 2:
In what state is your local arts agency located?
(Select one option)

- Choose One from Dropdown List Below

Question 3:
Which of the following community types best describes your organization's geographic service area?
(Select one option)

- City or town
- County
- Multi-county region
- State
- Other (not listed above) -- please provide a short description in the box below: _____

Question 4:
Which of the following categories includes the population of the geographic service area that you identified above?

(Select one option)

- Fewer than 30,000
- 30,000 to 99,999
- 100,000 to 249,999
- 250,000 to 499,999
- 500,000 to 999,999
- 1,000,000 or more

Question 5:
Does your local arts agency provide funding to arts organizations and/or individual artists (e.g., grants, contracts, or other financial support)? (Select one option)

- Yes
- No

Question 6:
Which of the following categories includes your organization's total organizational expenditures (including administration, programs, and grants/re-grants) for its most recently completed fiscal year?

(Select one option)

- Less than \$100,000
- \$100,000 to \$249,999
- \$250,000 to \$499,999
- \$500,000 to \$999,999
- \$1,000,000 to \$4,999,999
- \$5,000,000 or more

Question 7:
How many full-time, paid staff are employed by your local arts agency?
(Select one option)

- 0
- 1
- 2
- 3-5
- 6-9
- 10 or more

Question 8 (OPTIONAL):
To help us get a better understanding of the demographics in the LAA field, approximately what percentage of the staff you counted is racially/ethnically diverse (i.e., non-Caucasian, non-white)? If you are not able to provide an estimate, please skip this question and click the NEXT PAGE button below. (Enter a value between 0 and 100)

2013 Local Arts Agency Salary Survey
Page 2 of 3 --Your responses are COMPLETELY ANONYMOUS.

Answer the questions on this page based on YOU and YOUR POSITION within this local arts agency only. Remember, this survey is 100 percent anonymous and confidential.

Question 9:
Which of the following categories most closely matches YOUR primary role or responsibility?
(Select one option)

- Executive Director / President / Chief Executive Officer (Organizational #1)
- Deputy Director / Assistant Director / Chief Operating Officer (Organizational #2)
- Development / Fundraising / United Arts Fund Campaign
- Operations / Administration
- Finance / Accounting
- Marketing / Sales
- Communications / Public Relations
- Programs / Programming and/or Production
- Grants / Grantmaking
- Public Art
- Government Affairs / Advocacy
- Research / Evaluation
- Arts Education
- Artistic / Choreography / Design
- Event Planning
- Technology
- Membership
- Facilities
- Other (not listed above)

Question 10:
Which of the following categories most closely matches the level of your employment?

(Select one option)

[Answer this question only if your answer to Q#9 is NOT "Executive Director" or "Deputy Director"]

- Senior Staff (within my specific area of responsibility, I am the most senior staff person)
- Program Director / Supervisor
- Administrative staff / Support staff
- Other (not listed above) -- please provide a short description in the box below: _____

Question 11:
What is your full job title?

Question 12:
For how many years have you held your current position? If you've been in your current position for less than one year, enter "0".

Question 13:
Is yours a full-time position, or a part-time position?

(Select one option)

- Full-time
- Part-time

Question 14:
Is your position paid, or are you an unpaid volunteer employee?

(Select one option)

- Paid
- Volunteer

Question 15:
Which of the following best describes the category of your employment?

(Select one option)

[Answer this question only if answer to Q#14 is "Paid"]

- Employee
- Independent contractor
- Other (not listed above) -- please provide a short description in the box below: _____

Question 16:

What is your current annual salary (or annualized wages) for this position? Enter whole numbers only. Salary is the total income documented on your W2 or 1099 tax statement -- including bonuses in addition to any other cash compensation. Remember, this survey is 100 percent anonymous! We don't know who you are. Your answers are confidential and cannot be linked back to you or your organization.

[Answer this question only if answer to Q#14 is "Paid"]

Question 17:

Do you typically receive an annual raise (i.e., pay increase)?

(Select one option)

[Answer this question only if answer to Q#14 is "Paid"]

- No
- Yes -- Enter the PERCENTAGE of your most recent pay increase (for your current position) below: _____

Question 18:

Do you receive a formal annual performance review?

(Select one option)

- Yes
- No

Question 19:
Does your local arts agency provide you with access to health insurance?
(Select one option)

Yes

No

Question 20:
How often does your local arts agency allow you to telecommute or otherwise work remotely?
(Select one option)

Once in a while

As often as I want

Never

Question 21:
Does your local arts agency provide you with access to a retirement plan?
(Select one option)

Yes

No

2013 Local Arts Agency Salary Survey
Page 3 of 3 --Your responses are COMPLETELY ANONYMOUS.

The remaining questions are for demographic purposes only. Where possible, we have used standard language provided by the U.S. Census Bureau.

Question 22:
What is your sex?
(Select one option)

Female

Male

Question 23:
Which of the following categories includes your current age?
(Select one option)

Younger than 18

18 to 24

25 to 34

35 to 44

45 to 54

55 to 64

65 to 74

75 or older

Question 24:
Which of the following categories include your race/ethnicity?
CHOOSE ALL THAT APPLY.

- White / Caucasian
- Black / African American
- American Indian or Alaska Native
- Asian
- Hispanic, Latino or Spanish origin
- Hawaiian Native or Pacific Islander
- Other(s) not listed above
- I prefer not to self-identify
- Or, I prefer to self-identify in the space below: _____

Question 25:
Which of the following categories includes the highest level of education that you completed?
(Select one option)

- Less than high school
- High school degree
- 2-year college / technical / Associate's degree
- 4-year college degree / Bachelor's degree
- Master's degree
- Doctoral degree

Question 26:

Do you have a degree in an arts-related subject (e.g., arts management, arts policy, art history, dance, theater, design)?

(Select one option)

[Answer this question only if answer to Q#25 is "2-year college / technical / Associate's degree" OR "4-year college degree / Bachelor's degree" OR "Master's degree" OR "Doctoral degree"]

Yes

No

All responses to this survey are completely anonymous. There is no way for your answers to be linked back to you or to your local arts agency.

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ACKNOWLEDGMENTS

Americans for the Arts is grateful for the 753 local arts agency staff and volunteer employees who took the time to participate in the *2013 Local Arts Agency Salaries 2013*. Because this survey was 100 percent anonymous, we are not able to specifically acknowledge their participation. We hope any LAA staff who had the opportunity to participate in the survey process yet chose not to do so will find these results valuable enough to warrant their participation in our future research projects.

The survey was designed and implemented, and the report compiled and written, by the policy and research department of Americans for the Arts.

ABOUT AMERICANS FOR THE ARTS

Americans for the Arts' mission is to serve, advance, and lead the network of organizations and individuals who cultivate, promote, sustain, and support the arts in America.

Founded in 1960, Americans for the Arts is the nation's leading nonprofit organization for advancing the arts and arts education. From offices in Washington, DC and New York City, we provide a rich array of programs that meet the needs of over 150,000 members and stakeholders. We are dedicated to representing and serving local communities and to creating opportunities for every American to participate in and appreciate all forms of the arts.

For general information about Americans for the Arts' history, programs, and services, visit our website at www.AmericansForTheArts.org.

To request specific information regarding this report (or our other research initiatives), contact the research team at our national headquarters in Washington, DC.

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