

# 2018 Local Arts Agency Salary Report

## PUBLIC ART

Staff members who report that their primary role or responsibility most closely matches the **Public Art** category are typically involved in the administration of the local arts agencies public art program or public art projects. The responsibilities of these positions can include the development, curation preservation, and maintenance of the public art collection. Other tasks include hosting technical assistance workshops, presenting to civic groups and government agencies, and preparing ordinances and grant proposals/reports. **Titles** can include public art director; manager of public art and design; arts-in-public-places coordinator; curator of public art; and public art assistant.

### ↓ FULL-TIME PAID POSITIONS ONLY ↓

ALL LOCAL ARTS AGENCIES	ALL LOCAL ARTS AGENCIES	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of	
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents	
	<b>All Full-Time Positions</b>	<b>\$67,380</b>	<b>\$65,000</b>	<b>\$30,000</b>	<b>\$132,678</b>	<b>85</b>	
	<i>For comparison purposes only:</i>						
	2013 Findings	\$61,958	\$62,000	\$32,000	\$110,000	40	
	2001 Findings	\$51,928	\$50,000	\$17,000	\$92,000	36	
	<b>Employment Level:</b>						
	Executive staff	**	\$102,000	**	**	1	
	Management staff	\$73,937	\$70,000	\$34,250	\$132,678	52	
	Program staff	\$56,085	\$57,458	\$30,000	\$108,460	30	
Administrative staff	\$49,000	**	\$35,000	\$63,000	2		
ALL LOCAL ARTS AGENCIES	PUBLIC/GOVERNMENT LAAs ONLY	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of	
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents	
	<b>All Full-Time Positions</b>	<b>\$70,604</b>	<b>\$67,000</b>	<b>\$35,000</b>	<b>\$132,678</b>	<b>63</b>	
	Executive staff	**	\$102,000	**	**	1	
	Management staff	\$77,438	\$72,575	\$40,000	\$132,678	38	
	Program staff	\$59,337	\$59,391	\$37,566	\$108,460	22	
	Administrative staff	\$49,000	**	\$35,000	\$63,000	2	
	ALL LOCAL ARTS AGENCIES	PRIVATE/NONPROFIT LAAs ONLY	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
			2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
		<b>All Full-Time Positions</b>	<b>\$58,146</b>	<b>\$55,000</b>	<b>\$30,000</b>	<b>\$95,000</b>	<b>22</b>
Executive staff		**	**	**	**	0	
Management staff		\$64,435	\$68,000	\$34,250	\$95,000	14	
Program staff		\$47,141	\$47,000	\$30,000	\$65,000	8	
Administrative staff	**	**	**	**	0		

### ↓ PART-TIME PAID POSITIONS ONLY ↓

ALL LOCAL ARTS AGENCIES	ALL LOCAL ARTS AGENCIES	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of	
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents	
	<b>All Part-Time Positions</b>	<b>\$21,554</b>	<b>\$20,408</b>	<b>\$2,900</b>	<b>\$42,000</b>	<b>10</b>	
	<i>For comparison purposes only:</i>						
	2013 Findings	\$9,380	**	\$5,760	\$13,000	2	
	2001 Findings	\$22,811	\$26,000	\$10,000	\$35,000	7	
	<b>Employment Level:</b>						
	Executive staff	**	\$30,000	**	**	1	
	Management staff	**	\$2,900	**	**	1	
	Program staff	\$15,327	\$19,000	\$6,500	\$20,815	5	
Administrative staff	\$35,333	\$32,000	\$32,000	\$42,000	3		
<b>Legal Status</b>							
Public/Government LAAs Only	\$21,519	\$20,000	\$6,500	\$42,000	7		
Private/Nonprofit LAAs Only	\$21,633	\$30,000	\$2,900	\$32,000	3		

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

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

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↓ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY ↓

Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	
<b>Fewer than 30,000 (all)</b>	**	**	**	**	<b>0</b>
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>30,000 to 99,999 (all)</b>	<b>\$77,117</b>	<b>\$82,000</b>	<b>\$43,000</b>	<b>\$108,460</b>	<b>9</b>
Executive staff	**	**	**	**	0
Management staff	\$85,318	\$86,000	\$61,000	\$105,000	5
Program staff	\$66,865	\$58,000	\$43,000	\$108,460	4
Administrative staff	**	**	**	**	0
<b>100,000 to 249,999 (all)</b>	<b>\$76,802</b>	<b>\$73,150</b>	<b>\$51,000</b>	<b>\$117,000</b>	<b>13</b>
Executive staff	**	**	**	**	0
Management staff	\$79,981	\$79,075	\$51,000	\$117,000	10
Program staff	\$66,203	\$62,250	\$62,000	\$74,360	3
Administrative staff	**	**	**	**	0
<b>250,000 to 499,999 (all)</b>	<b>\$57,224</b>	<b>\$50,000</b>	<b>\$37,566</b>	<b>\$98,000</b>	<b>7</b>
Executive staff	**	**	**	**	0
Management staff	\$65,000	\$65,000	\$42,000	\$98,000	5
Program staff	\$37,783	**	\$37,566	\$38,000	2
Administrative staff	**	**	**	**	0
<b>500,000 to 999,999 (all)</b>	<b>\$68,145</b>	<b>\$62,358</b>	<b>\$38,890</b>	<b>\$132,678</b>	<b>15</b>
Executive staff	**	**	**	**	0
Management staff	\$83,643	\$70,000	\$40,000	\$132,678	7
Program staff	\$54,584	\$54,958	\$38,890	\$65,000	8
Administrative staff	**	**	**	**	0
<b>1,000,000 or more (all)</b>	<b>\$70,150</b>	<b>\$67,321</b>	<b>\$35,000</b>	<b>\$102,000</b>	<b>19</b>
Executive staff	**	\$102,000	**	**	1
Management staff	\$73,250	\$72,000	\$48,125	\$95,000	11
Program staff	\$65,420	\$63,000	\$52,000	\$85,000	5
Administrative staff	\$49,000	**	\$35,000	\$63,000	2
Operating Budget	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	
<b>Less than \$100,000 (all)</b>	<b>\$64,500</b>	<b>**</b>	<b>\$59,000</b>	<b>\$70,000</b>	<b>2</b>
Executive staff	**	**	**	**	0
Management staff	**	\$70,000	**	**	1
Program staff	**	\$59,000	**	**	1
Administrative staff	**	**	**	**	0
<b>\$100,000 to \$249,999 (all)</b>	<b>\$76,500</b>	<b>\$86,000</b>	<b>\$52,000</b>	<b>\$91,500</b>	<b>3</b>
Executive staff	**	**	**	**	0
Management staff	\$88,750	**	\$86,000	\$91,500	2
Program staff	**	\$52,000	**	**	1
Administrative staff	**	**	**	**	0
<b>\$250,000 to \$499,999 (all)</b>	<b>\$55,850</b>	<b>\$57,000</b>	<b>\$37,566</b>	<b>\$74,360</b>	<b>5</b>
Executive staff	**	**	**	**	0
Management staff	\$55,162	**	\$53,000	\$57,324	2
Program staff	\$56,309	\$57,000	\$37,566	\$74,360	3
Administrative staff	**	**	**	**	0
<b>\$500,000 to \$999,999 (all)</b>	<b>\$71,738</b>	<b>\$69,530</b>	<b>\$40,000</b>	<b>\$105,000</b>	<b>14</b>
Executive staff	**	**	**	**	0
Management staff	\$72,651	\$70,000	\$40,000	\$105,000	11
Program staff	\$68,388	\$62,250	\$57,915	\$85,000	3
Administrative staff	**	**	**	**	0
<b>\$1,000,000 to \$4,999,999 (all)</b>	<b>\$66,156</b>	<b>\$62,000</b>	<b>\$35,000</b>	<b>\$117,000</b>	<b>25</b>
Executive staff	**	\$0	**	**	1
Management staff	\$73,132	\$71,575	\$42,000	\$117,000	12
Program staff	\$58,120	\$59,781	\$38,000	\$108,460	11
Administrative staff	**	\$35,000	**	**	1
<b>\$5,000,000 to \$9,999,999 (all)</b>	<b>\$73,000</b>	<b>\$65,000</b>	<b>\$64,000</b>	<b>\$90,000</b>	<b>3</b>
Executive staff	**	**	**	**	0
Management staff	\$77,500	**	\$65,000	\$90,000	2
Program staff	**	\$64,000	**	**	1
Administrative staff	**	**	**	**	0
<b>\$10,000,000 or more (all)</b>	<b>\$84,826</b>	<b>\$85,000</b>	<b>\$52,000</b>	<b>\$132,678</b>	<b>11</b>
Executive staff	**	**	**	**	0
Management staff	\$94,136	\$88,982	\$66,942	\$132,678	8
Program staff	\$58,500	**	\$52,000	\$65,000	2
Administrative staff	**	\$63,000	**	**	1

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

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↓ FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY ↓

Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	
<b>Fewer than 30,000 (all)</b>	**	**	**	**	<b>0</b>
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>30,000 to 99,999 (all)</b>	**	**	**	**	<b>0</b>
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>100,000 to 249,999 (all)</b>	<b>\$44,050</b>	<b>\$42,000</b>	<b>\$34,250</b>	<b>\$55,000</b>	<b>5</b>
Executive staff	**	**	**	**	0
Management staff	\$45,813	\$47,000	\$34,250	\$55,000	4
Program staff	**	\$37,000	**	**	1
Administrative staff	**	**	**	**	0
<b>250,000 to 499,999 (all)</b>	<b>\$60,838</b>	<b>\$55,000</b>	<b>\$37,515</b>	<b>\$90,000</b>	<b>3</b>
Executive staff	**	**	**	**	0
Management staff	\$63,758	**	\$37,515	\$90,000	2
Program staff	**	\$55,000	**	**	1
Administrative staff	**	**	**	**	0
<b>500,000 to 999,999 (all)</b>	<b>\$60,546</b>	<b>\$58,500</b>	<b>\$30,000</b>	<b>\$95,000</b>	<b>7</b>
Executive staff	**	**	**	**	0
Management staff	\$70,331	\$68,000	\$50,322	\$95,000	4
Program staff	\$47,500	\$54,000	\$30,000	\$58,500	3
Administrative staff	**	**	**	**	0
<b>1,000,000 or more (all)</b>	<b>\$64,661</b>	<b>\$68,000</b>	<b>\$37,628</b>	<b>\$95,000</b>	<b>7</b>
Executive staff	**	**	**	**	0
Management staff	\$77,500	\$73,500	\$68,000	\$95,000	4
Program staff	\$47,543	\$40,000	\$37,628	\$65,000	3
Administrative staff	**	**	**	**	0
<b>Operating Budget</b>	<b>AVERAGE</b>	<b>MEDIAN</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>Number of</b>
	<b>2018 Salary</b>	<b>2018 Salary</b>	<b>2018 Salary</b>	<b>2018 Salary</b>	<b>Respondents</b>
<b>Less than \$100,000 (all)</b>	**	**	**	**	<b>0</b>
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>\$100,000 to \$249,999 (all)</b>	**	**	**	**	<b>0</b>
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>\$250,000 to \$499,999 (all)</b>	**	**	**	**	<b>0</b>
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>\$500,000 to \$999,999 (all)</b>	<b>\$46,688</b>	<b>\$47,000</b>	<b>\$34,250</b>	<b>\$58,500</b>	<b>4</b>
Executive staff	**	**	**	**	0
Management staff	\$42,750	\$42,000	\$34,250	\$52,000	3
Program staff	**	\$58,500	**	**	1
Administrative staff	**	**	**	**	0
<b>\$1,000,000 to \$4,999,999 (all)</b>	<b>\$49,347</b>	<b>\$52,161</b>	<b>\$30,000</b>	<b>\$69,000</b>	<b>10</b>
Executive staff	**	**	**	**	0
Management staff	\$55,967	\$55,000	\$37,515	\$69,000	5
Program staff	\$42,726	\$37,628	\$30,000	\$55,000	5
Administrative staff	**	**	**	**	0
<b>\$5,000,000 to \$9,999,999 (all)</b>	<b>\$69,000</b>	<b>\$73,000</b>	<b>\$40,000</b>	<b>\$90,000</b>	<b>4</b>
Executive staff	**	**	**	**	0
Management staff	\$78,667	\$78,000	\$68,000	\$90,000	3
Program staff	**	\$40,000	**	**	1
Administrative staff	**	**	**	**	0
<b>\$10,000,000 or more (all)</b>	<b>\$80,750</b>	<b>\$81,500</b>	<b>\$65,000</b>	<b>\$95,000</b>	<b>4</b>
Executive staff	**	**	**	**	0
Management staff	\$86,000	\$95,000	\$68,000	\$95,000	3
Program staff	**	\$65,000	**	**	1
Administrative staff	**	**	**	**	0

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↓ ALL FULL-TIME PAID POSITIONS ↓

GEOGRAPHY	Geographic Location	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	New England	\$63,583	\$62,250	\$58,500	\$70,000	3
	Middle Atlantic	\$61,000	**	\$53,000	\$69,000	2
	South Atlantic	\$59,845	\$53,661	\$30,000	\$117,000	18
	East South Central	**	**	**	**	0
	East North Central	\$54,103	\$55,000	\$37,515	\$70,000	5
	West South Central	\$65,107	\$63,000	\$42,000	\$95,000	9
	West North Central	\$47,500	**	\$43,000	\$52,000	2
	Mountain	\$57,459	\$55,000	\$37,000	\$90,000	17
	Pacific	\$83,070	\$85,000	\$52,000	\$132,678	29

REGION	Type of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Single city or town	\$67,095	\$64,000	\$30,000	\$132,678	65
	Multiple cities	**	\$85,000	**	**	1
	Single county	\$70,808	\$68,000	\$35,000	\$117,000	13
	Multiple counties (and larger)	\$60,105	\$60,000	\$37,628	\$85,000	6

DENSITY	Population Density	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Rural	**	\$86,000	**	**	1
	Suburban	\$70,871	\$68,530	\$58,807	\$90,000	6
	Urban	\$66,872	\$63,500	\$30,000	\$132,678	78

STAFF SIZE	Number of Paid Staff	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	One employee	\$76,878	\$78,180	\$58,807	\$90,103	6
	Two employees	\$63,153	\$57,458	\$51,000	\$102,000	6
	Three to five employees	\$66,269	\$67,000	\$34,250	\$108,460	19
	Six to nine employees	\$64,454	\$65,679	\$30,000	\$95,000	12
	10 to 19 employees	\$54,077	\$50,000	\$35,000	\$117,000	17
	20 employees or more	\$76,822	\$70,000	\$38,000	\$132,678	24

TENURE	Number of Years in Position	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Fewer than two years	\$63,939	\$59,781	\$35,000	\$105,000	25
	Two to four years	\$65,529	\$64,500	\$30,000	\$108,460	28
	Five to nine years	\$65,765	\$64,650	\$37,515	\$132,678	16
	10 to 19 years	\$73,483	\$70,000	\$45,000	\$123,965	13
	20 years or more	\$95,500	\$91,500	\$78,000	\$117,000	3

GENDER	Gender Identity	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Female (cisgender)	\$68,878	\$68,000	\$30,000	\$132,678	59
	Male (cisgender)	\$65,019	\$61,000	\$35,000	\$105,000	25

EDUCATION	Educational Attainment	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	High school degree (or less)	**	**	**	**	0
	2-year college degree (Associate)	**	**	**	**	0
	4-year college degree (Bachelor's)	\$58,318	\$57,000	\$34,250	\$95,000	35
	Master's degree	\$74,420	\$69,030	\$30,000	\$132,678	48
	Doctoral or other terminal degree	\$57,000	**	\$51,000	\$63,000	2
EDUCATION	Type of Degree Attained	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Arts management or administration	\$84,764	\$88,250	\$59,000	\$108,460	8
	Other arts-related degree	\$65,285	\$63,000	\$30,000	\$132,678	65
	Non-arts degree	\$67,138	\$65,000	\$37,628	\$105,000	12

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↓ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS ↓

PAY ADJUSTMENTS	Full-Time, Paid Respondents who received a pay adjustment during the past 12 months	PERCENTAGE Who Received Pay Increase	AVERAGE Most Recent Pay Increase	MINIMUM Most Recent Pay Increase	MAXIMUM Most Recent Pay Increase	Number of Respondents
	Received ANY increase	64.7%	4.58%	0.0%	45.0%	55
	Cost of living adjustment	20.0%	2.79%	2.0%	4.0%	17
	Promotion/new responsibilities	10.6%	10.33%	3.0%	45.0%	9
	Performance (not promotion)	17.6%	3.60%	2.0%	9.0%	15
	Length of service/tenure	0.0%	**	**	**	0
	Government pay scale	15.3%	4.20%	1.3%	10.0%	13
	Pay remained the same	34.1%				29
	Received ANY decrease	1.2%				1
	Budget cuts	1.2%				1
Change in title or responsibilities	0.0%				0	

EMPLOYMENT BENEFITS	Type of Benefits Offered (paid respondents only)	LAA Budget Less than \$250,000 N = 8	LAA Budget \$250,000 to \$999,999 N = 26	LAA Budget \$1,000,000 or More N = 61	All Respondents N = 95
	Performance review and evaluation (past 12 months)	87.5%	61.5%	62.3%	64.2%
	Medical insurance	62.5%	80.8%	91.8%	86.3%
	Dental insurance	62.5%	76.9%	93.4%	86.3%
	Vision insurance	62.5%	69.2%	85.2%	78.9%
	Life insurance	50.0%	53.8%	62.3%	58.9%
	Disability insurance	50.0%	30.8%	50.8%	45.3%
	Cash bonus	0.0%	3.8%	16.4%	11.6%
	Retirement savings account	62.5%	65.4%	86.9%	78.9%
	Pre-tax flexible spending account	37.5%	50.0%	59.0%	54.7%
Paid time off (e.g., paid vacation, sick, and/or personal days)	75.0%	80.8%	93.4%	88.4%	
Average number of days accrued in 2018	35.3	53.2	21.6	30.5	
Paid parental leave	12.5%	19.2%	36.1%	29.5%	
Flexible scheduling	50.0%	42.3%	49.2%	47.4%	
Telecommuting / working remotely	37.5%	11.5%	27.9%	24.2%	
Tuition reimbursement	37.5%	26.9%	26.2%	27.4%	
Professional development (e.g., conferences, workshops)	62.5%	73.1%	77.0%	74.7%	
Association/professional dues	50.0%	38.5%	37.7%	38.9%	
Health club membership/discount	12.5%	15.4%	26.2%	22.1%	
Free/discounted tickets for cultural activities	0.0%	30.8%	39.3%	33.7%	
None of the above	0.0%	3.8%	0.0%	1.1%	

JOB SATISFACTION	Level of Satisfaction (paid respondents only)	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied
	How satisfied are you with your total cash compensation at your local arts agency?	15.8%	50.5%	13.7%	13.7%	6.3%
	How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency?	51.6%	29.5%	8.4%	6.3%	4.2%
	Level of Agreement (paid respondents only)	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
	I have a clear path for job advancement.	8.4%	30.5%	34.7%	14.7%	11.6%
	My job requirements are well defined.	27.4%	38.9%	9.5%	16.8%	7.4%
	I am proud to work for my local arts agency.	70.5%	15.8%	7.4%	4.2%	2.1%
	I feel fulfilled performing my work at my local arts agency.	52.6%	32.6%	3.2%	6.3%	5.3%
	I can see how my work affects and/or impacts my community.	72.6%	21.1%	2.1%	2.1%	2.1%
	Likelihood of Remaining Employed in Arts Industry (paid respondents only)	Yes	No	I have no idea, but I hope so	I have no idea, but I hope not	
Do you anticipate that you will still be working in the arts industry five years from today?	69.5%	7.4%	20.0%	3.2%		

↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	Gender Identity	Full-Time Paid N = 84	Part-Time Paid N = 10	Unpaid Volunteer N = 0	All Respondents N = 94
	Female (cisgender/identify with gender assigned at birth)	70.2%	100.0%	**	73.4%
	Male (cisgender)	29.8%	0.0%	**	26.6%
	Transgender	0.0%	0.0%	**	0.0%
	Non-binary/third gender/gender fluid	0.0%	0.0%	**	0.0%
	I prefer to self identify	0.0%	0.0%	**	0.0%
	Race/Ethnicity (respondents were allowed to check all that apply)	Full-Time Paid N = 85	Part-Time Paid N = 10	Unpaid Volunteer N = 0	All Respondents N = 95
	African-American or Black	5.9%	0.0%	**	5.3%
	American Indian or Alaska Native or Indigenous or First Nations	1.2%	0.0%	**	1.1%
	Arab or Middle Eastern	1.2%	0.0%	**	1.1%
Asian or Asian American	5.9%	0.0%	**	5.3%	
Hispanic or Latina/Latino/Latinx	10.6%	20.0%	**	11.6%	
Native Hawaiian or Pacific Islander	1.2%	0.0%	**	1.1%	
White or Caucasian or European American	80.0%	80.0%	**	80.0%	
I prefer to self identify	2.4%	0.0%	**	2.1%	
<i>White or Caucasian or European American only</i>	72.9%	80.0%	**	73.7%	
<i>All People of Color</i>	27.1%	20.0%	**	26.3%	
Age	Full-Time Paid N = 85	Part-Time Paid N = 10	Unpaid Volunteer N = 0	All Respondents N = 95	
18 to 24	0.0%	20.0%	**	2.1%	
25 to 34	17.6%	40.0%	**	20.0%	
35 to 44	28.2%	30.0%	**	28.4%	
45 to 54	29.4%	0.0%	**	26.3%	
55 to 64	15.3%	10.0%	**	14.7%	
65 to 74	9.4%	0.0%	**	8.4%	
75 or older	0.0%	0.0%	**	0.0%	
Sexual Orientation	Full-Time Paid N = 79	Part-Time Paid N = 9	Unpaid Volunteer N = 0	All Respondents N = 88	
Heterosexual or straight	88.6%	77.8%	**	87.5%	
Gay or lesbian	2.5%	11.1%	**	3.4%	
Bisexual	5.1%	0.0%	**	4.5%	
Asexual	2.5%	0.0%	**	2.3%	
Pansexual	0.0%	0.0%	**	0.0%	
Queer	0.0%	11.1%	**	1.1%	
Questioning	0.0%	0.0%	**	0.0%	
Same sex attracted	1.3%	0.0%	**	1.1%	
I prefer to self identify	0.0%	0.0%	**	0.0%	
Educational Attainment	Full-Time Paid N = 85	Part-Time Paid N = 10	Unpaid Volunteer N = 0	All Respondents N = 95	
High school or less	0.0%	0.0%	**	0.0%	
Associate degree (junior college) or vocational degree/license	0.0%	0.0%	**	0.0%	
Bachelor's degree	41.2%	90.0%	**	46.3%	
Master's degree	56.5%	10.0%	**	51.6%	
Doctoral or other terminal degree	2.4%	0.0%	**	2.1%	
Type of Degree Attained	Full-Time Paid N = 85	Part-Time Paid N = 10	Unpaid Volunteer N = 0	All Respondents N = 95	
Arts management or administration	9.4%	0.0%	**	8.4%	
Other arts-related degree	76.5%	100.0%	**	78.9%	
Non-arts degree	14.1%	0.0%	**	12.6%	

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

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

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↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS					Full-Time	Part-Time	Unpaid	All
	<b>Disability</b>				Paid	Paid	Volunteer	Respondents
					N = 84	N = 10	N = 0	N = 94
	Yes, I identify as a person with a disability				8.3%	10.0%	**	8.5%
	Visible/noticeable to others				1.2%	0.0%	**	1.1%
	Not visible/not noticeable to others				7.1%	10.0%	**	7.4%
	No, I do not identify as a person with a disability				91.7%	90.0%	**	91.5%
					Full-Time	Part-Time	Unpaid	All
	<b>Military Service</b>				Paid	Paid	Volunteer	Respondents
					N = 85	N = 10	N = 0	N = 95
Active Service				0.0%	0.0%	**	0.0%	
Veteran				2.4%	0.0%	**	2.1%	
None				97.6%	100.0%	**	97.9%	
				Full-Time	Part-Time	Unpaid	All	
<b>Voter Registration</b>				Paid	Paid	Volunteer	Respondents	
				N = 85	N = 10	N = 0	N = 95	
Democrat				78.8%	80.0%	**	78.9%	
Republican				4.7%	0.0%	**	4.2%	
Libertarian				0.0%	0.0%	**	0.0%	
Green				0.0%	10.0%	**	1.1%	
Unaffiliated with a party, but registered				12.9%	10.0%	**	12.6%	
I am not registered to vote				0.0%	0.0%	**	0.0%	
I am unable to register to vote				0.0%	0.0%	**	0.0%	
I prefer to self-identify				3.5%	0.0%	**	3.2%	

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