



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)
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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	(n=42)	(n=2)	(n=0)	
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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