



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	**	**	**	**	**
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	

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)
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.

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