



# 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	
	<b>All 2013 Full-Time Positions</b>	<b>\$61,958</b>	<b>\$62,000</b>	<b>\$32,000</b>	<b>\$110,000</b>	<b>40</b>	
	<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	
	<b>All 2013 Part-Time Positions</b>	<b>\$9,380</b>	<b>**</b>	<b>\$5,760</b>	<b>\$13,000</b>	<b>2</b>	
<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	
	<b>LAA Operating Budget</b>						
	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	
	<b>LAA Operating Budget</b>						
	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).

Copyright 2013 by Americans for the Arts (www.AmericansForTheArts.org).

**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.

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).

Copyright 2013 by Americans for the Arts (www.AmericansForTheArts.org).

## 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.

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).

Copyright 2013 by Americans for the Arts (www.AmericansForTheArts.org).