LOCAL ARTS AGENCY
salary SURVEY

**Breakdown of Respondents**

- **Executive Director/CEO**: 44%
- **Operations/Administration**: 6%
- **Development/Fundraising**: 4%
- **Finance/Accounting**: 3%
- **Public Art**: 7%
- **Grants/Grantmaking**: 6%
- **Marketing/Communications**: 7%
- **Assistant Director/COO**: 7%
- **Programs/Services**: 8%
- **Artistic Programming/Curator**: 1%
- **Facilities Management**: 1%
- **Research/Evaluation/Analysis**: 1%
- **Technology**: 1%
- **Event Planning/Special Events**: 1%
- **Arts Education**: 7%
- **Technology**: 1%

**601 full-time employees who responded**

- **Average salary**: $66,027
- **Approximate average age**: 52.5 years
- **White**: 86%
- **Female**: 72%
- **Highest degree obtained**: College/Graduate (47/44%)
LOCAL ARTS AGENCY SALARY SURVEY

MOUNTAIN
- $55,642 average salary
- Executive Director/CEO
- $73,420
- Program/Services
- $48,000
- Assistant Director/COO
- $32,500
- Marketing/Communications
- $54,250
- Public Art
- Grants/Grantmaking
- $31,963
- Development/Fundraising
- $70,000
- Finance/Accounting
- $41,000
- Event Planning/Special Events
- *Arts Education
- *Facilities Management
- *Research/Evaluation/Analysis
- *Technology

NORTH CENTRAL
- $57,375 average salary
- Executive Director/CEO
- $74,888
- Program/Services
- $48,727
- Assistant Director/COO
- $38,751
- Marketing/Communications
- $39,900
- Public Art
- Grants/Grantmaking
- $50,056
- Operations/Administration
- $30,659
- Development/Fundraising
- $51,500
- Finance/Accounting
- $72,020
- *Art Education
- *Event Planning/Special Events
- *Arts Programming/Caratter
- *Facilities Management
- *Research/Evaluation/Analysis
- *Technology

NEW ENGLAND
- $54,785 average salary
- Executive Director/CEO
- $59,294
- Program/Services
- $48,275
- Assistant Director/COO
- $38,751
- Marketing/Communications
- $39,900
- Public Art
- Grants/Grantmaking
- $50,056
- Operations/Administration
- $30,659
- Development/Fundraising
- $51,500
- Finance/Accounting
- $72,020
- *Art Education
- *Event Planning/Special Events
- *Arts Programming/Caratter
- *Facilities Management
- *Research/Evaluation/Analysis
- *Technology

PACIFIC
- $70,522 average salary
- Executive Director/CEO
- $87,542
- Program/Services
- $66,615
- Assistant Director/COO
- $96,000
- Marketing/Communications
- $50,563
- Public Art
- Grants/Grantmaking
- $74,594
- Operations/Administration
- $62,453
- Development/Fundraising
- $49,539
- Finance/Accounting
- $82,000
- Event Planning/Special Events
- $66,483
- *Arts Education
- *Facilities Management
- *Research/Evaluation/Analysis
- *Technology

SOUTH CENTRAL
- $51,087 average salary
- Executive Director/CEO
- $78,884
- Program/Services
- $44,432
- Assistant Director/COO
- $63,555
- Marketing/Communications
- $39,330
- Public Art
- Grants/Grantmaking
- $52,743
- Operations/Administration
- $49,916
- Development/Fundraising
- $30,980
- Finance/Accounting
- $46,571
- Event Planning/Special Events
- $64,267
- *Arts Education
- *Facilities Management
- *Research/Evaluation/Analysis
- *Technology

SOUTH ATLANTIC
- $55,278 average salary
- Executive Director/CEO
- $83,003
- Program/Services
- $50,438
- Assistant Director/COO
- $80,416
- Marketing/Communications
- $40,118
- Public Art
- Grants/Grantmaking
- $56,429
- Operations/Administration
- $57,682
- Development/Fundraising
- $42,126
- Finance/Accounting
- $50,294
- Event Planning/Special Events
- $61,119
- *Arts Education
- *Facilities Management
- *Research/Evaluation/Analysis
- *Technology

MIDDLE ATLANTIC
- $46,680 average salary
- Executive Director/CEO
- $78,648
- Program/Services
- $46,333
- Assistant Director/COO
- $39,500
- Marketing/Communications
- $51,000
- Public Art
- Grants/Grantmaking
- $55,000
- Operations/Administration
- $36,000
- Development/Fundraising
- $40,000
- Finance/Accounting
- $57,500
- Event Planning/Special Events
- $31,000
- *Arts Education
- *Facilities Management
- *Research/Evaluation/Analysis
- *Technology
LOCAL ARTS AGENCY

salary SURVEY

WOMEN vs. MEN

Executive Director/CEO
- WOMEN: $73,459
- MEN: $89,145

Programs/Services
- WOMEN: $52,557
- MEN: $52,398

Assistant Director/COO
- WOMEN: $82,272
- MEN: $84,711

Marketing/Communications
- WOMEN: $40,879
- MEN: $43,550

Public Art
- WOMEN: $62,006
- MEN: $56,583

Grants/Grantmaking
- WOMEN: $55,665
- MEN: $49,448

Operations/Administration
- WOMEN: $37,502
- MEN: $43,000

Development/Fundraising
- WOMEN: $55,650
- MEN: $39,063

Finance/Accounting
- WOMEN: $68,624
- MEN: $64,783

Arts Education
- WOMEN: $51,821

Event Planning/Special Events
- WOMEN: $46,330
- MEN: $33,000

Artistic Programming/Curator
- WOMEN: $43,000
- MEN: $77,320

Facilities Management
- WOMEN: $47,750
- MEN: $72,646

Research/Evaluation/Analysis
- WOMEN: $43,667
- MEN: $95,000

Technology
- WOMEN: $44,000
- MEN: $34,700

**$6,542**
- Average discrepancy (in favor of men)

**$51,333**
- Largest discrepancy (Research/Evaluation/Analysis)

**$164**
- Smallest discrepancy (Programs/Services)

6 positions where men make more

8 positions where women make more
LOCAL ARTS AGENCY
salary
SURVEY

HOW salaries VARY
aggregate across all positions

BY TYPE OF SERVICE REGION

City or Town: $60,430
County: $55,138
Multiple Counties: $50,491

BY NUMBER OF PEOPLE IN REGION

Fewer than 30,000: $44,950
30,000 to 99,999: $56,509
100,000 to 249,999: $50,853
250,000 to 499,999: $44,884
500,000 to 999,999: $57,437
1,000,000 or more: $64,399

BY BUDGET SIZE

Less than $100,000: $54,923
$100,000 to $249,999: $41,637
$250,000 to $499,999: $55,816
$500,000 to $999,999: $50,562
$1,000,000 to $4,999,999: $56,196
$5,000,000 or more: $71,085

BY TENURE AT ORGANIZATION

Fewer than 2 years: $47,845
2 to 4 years: $54,893
5 to 9 years: $60,720
10 to 19 years: $70,209
20 years or more: $61,808

BY NUMBER OF EMPLOYEES

1 employee: $53,425
2 employees: $54,031
3 to 5 employees: $52,144
6 to 9 employees: $54,406
10 or more employees: $64,428