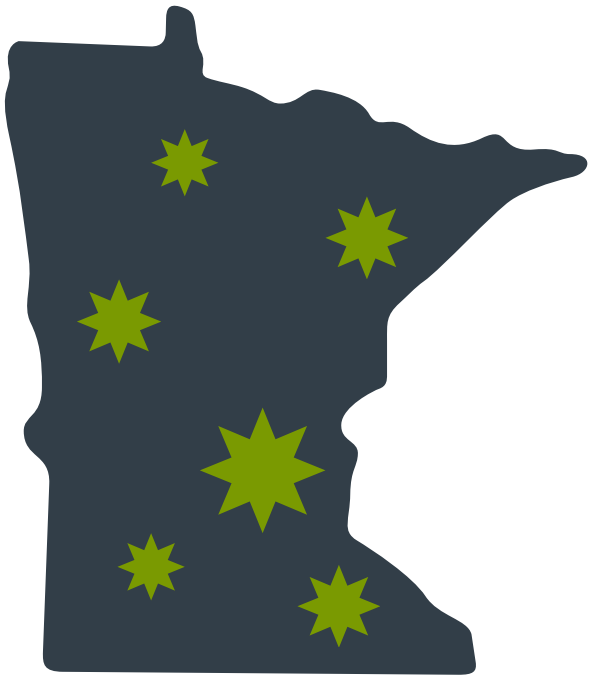
Minnesota Local History

SALARY SURVEY

2026 REPORT



PRODUCED IN PARTNERSHIP BY:

Minnesota Alliance of Local History Museums

MNHS Local History Services

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Introduction

Minnesota has a well-earned reputation for strong, independent history organizations. At last estimate, there are over 500 local history organizations operating throughout the state. Minnesota is one of the few states that hosts a county-level history organization for each of its 87 counties, not to mention numerous area and city-level groups. Together, they form a community that produces award-winning work through its common mission to collect, preserve, and share local history.

Within Minnesota's local history community, organizations operate with a wide range of resources—from budgets and monetary support, staffing, and more. The vast majority operate as 501(c)(3) nonprofits, but additional organizations are typically affiliated with local governments, higher education, and partnership combinations. Defining these differences in operations was part of the original impetus for this project.

The Minnesota Historical Society's Local History Services (MNHS) connects with and aids local history organizations in their work. The Minnesota Alliance of Local History Museums (MALHM) is a nonprofit organization formed by members of the local history community with the mission of mutual aid and support, or "peers helping peers." MALHM and MNHS Local History Services hold a long-standing partnership, part of which includes conducting regular research projects to compile data on the state of Minnesota's local history community.

This survey was inspired by a previous salary survey conducted by MALHM & MNHS in 2022. Many questions in this 2026 survey are the same or similar to those asked four years ago, allowing for data comparisons. Through the 2026 Salary Survey, MALHM & MNHS asked local history organizations about the compensation they offer to paid staff and volunteers. The survey also asked about details for the positions each organization uses to complete their work— job titles, hours, etc. Full details on the questions asked of survey respondents can be found in the appendix at the end of this report.

The 2026 Salary Survey was conducted in the Spring of 2026, with data collection concluding at the MALHM Annual Conference & Meeting in Mankato, MN, at the end of April. Throughout the collection period, survey links were shared via both organizations' social media pages and e-newsletters. In March & April, the MNHS State History Services Manager and MALHM Executive Director each sent out a series of direct email messages to county-level organizations encouraging them to respond to the survey.

This survey report provides an analysis and summary of the responses collected throughout Spring 2026 and provides additional context by examining the responses by various criteria, such as the size of responding organizations' annual budgets, the region of the state in which they operate, their staffing size, and more.

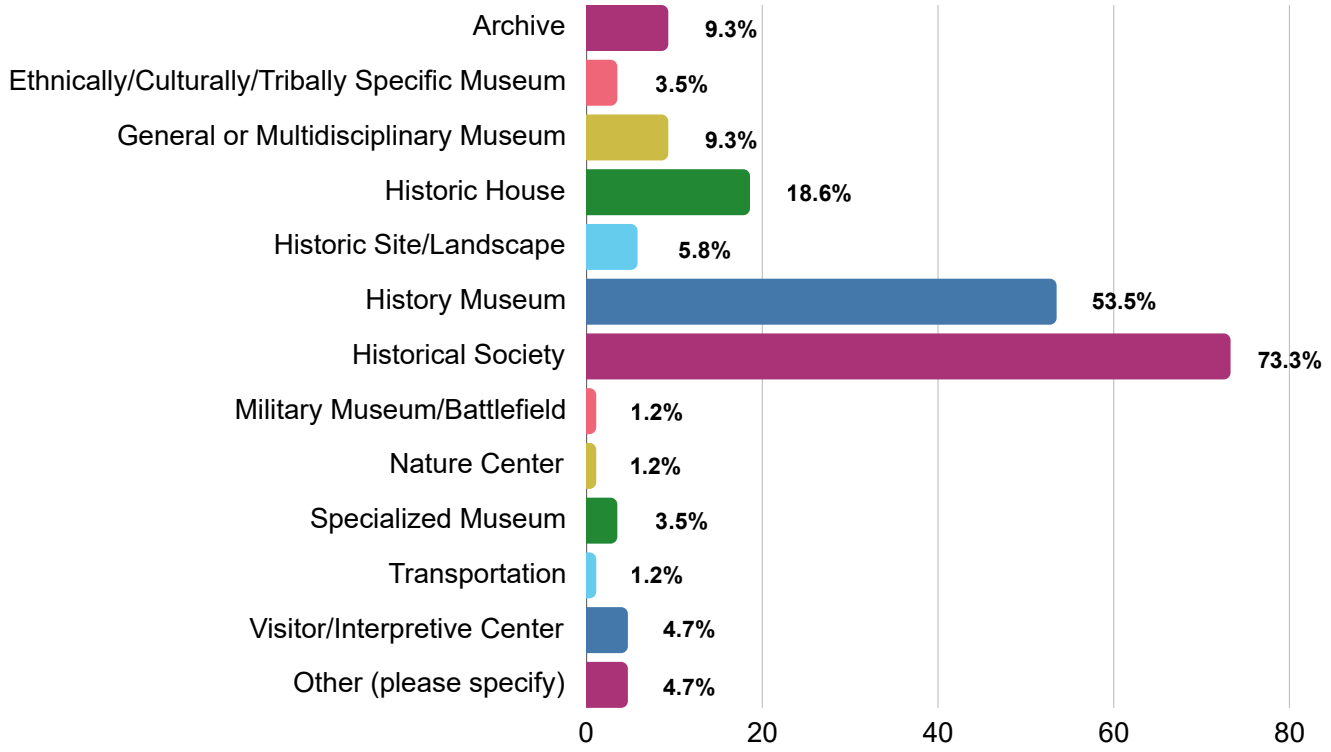
Who Responded

The survey collected responses from March 4, 2026 until April 30, 2026. During this time, **86 total responses** were received, **80** of which were included in the final results. Six were discarded after it was determined they were duplicates of previous responses or were submitted erroneously and corrected by later entries.

The following includes additional defining information collected during the survey. Several sections of data, such as a percentage of all responses by budget size, are shared later in the report in the introductions to the budget, region, and staffing sections.

What Best Describes the Organization?

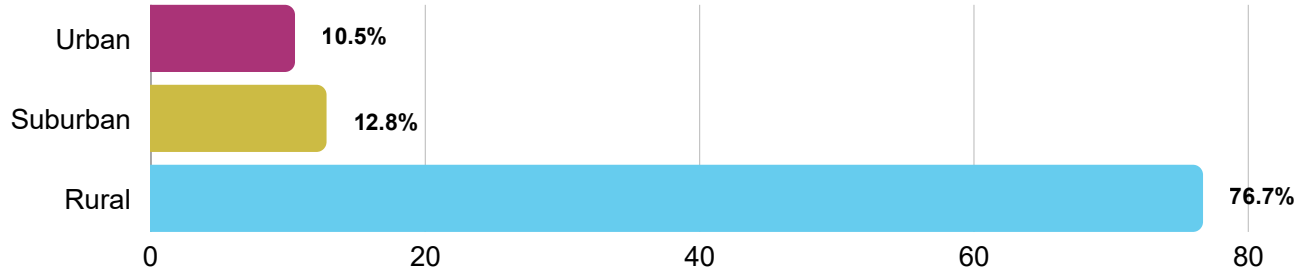
(Respondents were asked to check all that applied)



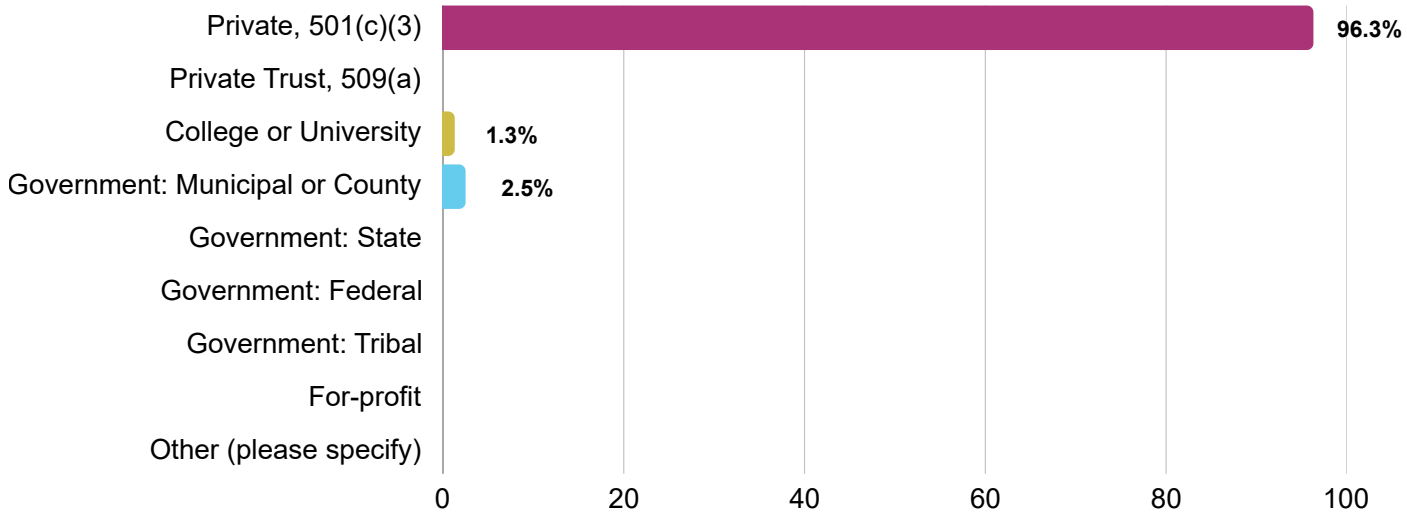
Other:

- Genealogy Research Library
- Community Center
- Historical Village
- Open Air Historical Museum

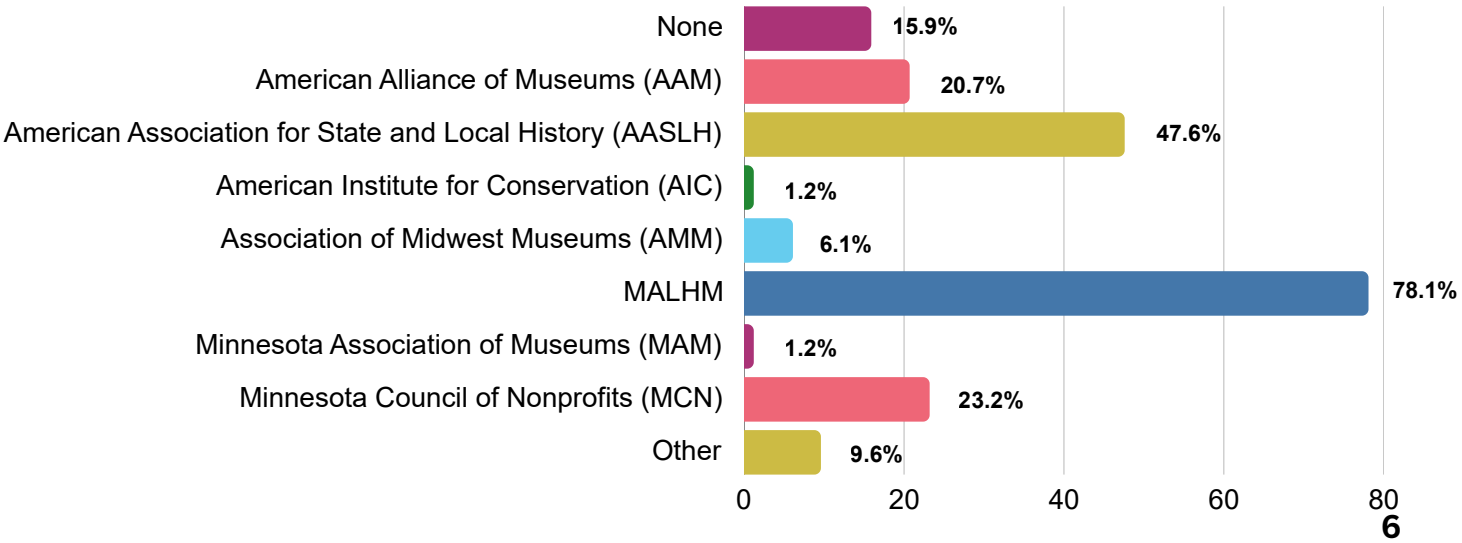
What Best Describes Your Location?



What Best Describes Your Governance Structure?



Professional Memberships



Additional Responses Received for Professional Memberships:

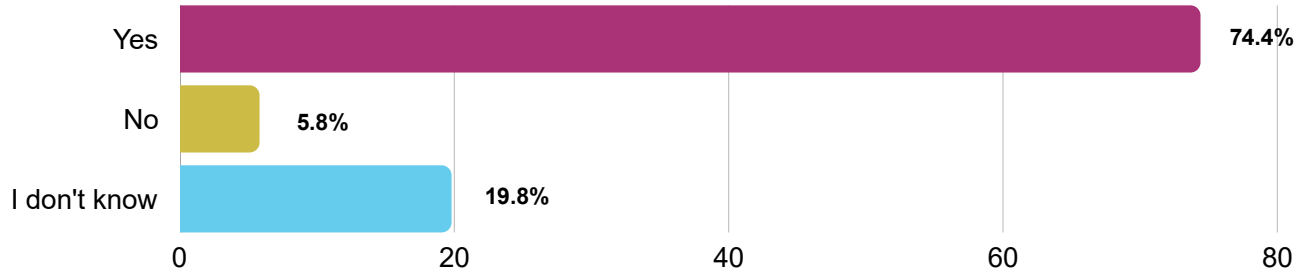
- Minnesota Historical Society/MN Historical Society/MNHS
- West Central Minnesota Historical Association
- Other local historical societies
- Midwest Art Conservation Center/MACC
- Minnesota's Historic Northwest
- Robbinsdale Chamber of Commerce
- Minnesota Historical Society
- ROAM (Reciprocal Organization of Associated Museums)

Compliance with Minnesota State Statute 138.053

Minnesota State Statute 138.053 refers to a pathway that allows counties, cities, and townships to provide financial support to their county and local historical societies. The statute says this is possible for organizations that are "affiliated and approved by the Minnesota Historical Society."

MNHS has used the following criteria to determine if an organization meets this definition:

1. The organization is a dues-paying institutional member of MNHS
2. MNHS Local History Services has a current copy of the organization's bylaws
3. The organization has had some form of contact with Local History Services in the last year (this can be phone calls, emails, newsletters, e-newsletters, site visits, etc.)



What Survey Responses Tell Us

Minnesota local history organizations have a significant impact on statewide & local economies.

Although most individual local history organizations have limited resources, their combined economic impact is much larger than many may realize, according to data collected through the 2026 Salary Survey. It's important to note that the survey collected responses from only 16% of the estimated 500 organizations in the state, further amplifying the potential impact of the local history community. This effect is directly illustrated through staffing, salary, and budget data.

In the 2026 survey, responding organizations reported **152** full-time employees and **275** part-time employees, or a **total of 427 staff**. Although unlikely to be completely accurate, if these staffing numbers were applied to the other 420 local history organizations in the state, it could be estimated that the Minnesota local history community employs somewhere **around 2,669 individuals**. For comparison, the 94 organizations which responded to the 2022 Salary Survey reported 166 full-time employees and 361 part-time employees, or a total of 527 staff.

In addition to the jobs created by the Minnesota local history community, their financial impact is clearly illustrated by the annual budget and personnel expense data collected in the 2026 survey. Totaling the responses, the responding local history organizations spent an estimated **$7,455,000 - $9,114,927** on their personnel in 2026. In total, they reported an estimated **$16,775,000 - $29,194,921** in 2026 operating budgets. With these figures, local history organizations currently spend an average of approximately **31.2% to 44.4%** of their operating budgets on personnel expenses.

Although no responses were collected to the 2022 survey question of "how much of your organization's annual expenses are related to personnel (salary & benefits)?," 94 responses were received to a question asking about current annual budgets. The data totals $15,670,000 to $25,869,907 in 2022 operating budgets, meaning that compared to 2026 responses, local history organization budgets have increased by **7.1% to 12.9%** in the past four years.

All Jobs

152 Full-Time

275 Part-Time

427 Total

Total Budget $

$16,775,000 - $29,194,921

Total Personnel Expenses

$7,455,000 - $9,114,927

Minnesota local history organizations are offering more benefits than in 2022, but many remain relatively rare.

Minnesota local history organizations are offering employees more benefits nearly across the board. As detailed in the chart below, the majority of surveyed benefits increased between 2022 and 2026. The top five benefit **gains** were:

- +30.8% - Paid Family Medical Leave
- +21.3% - Paid Holidays
- +20.4% - Paid Time Off
- +12.8% - Retirement Plan
- +11.7% - Maternity Leave

Only two benefits decreased—Unpaid Family Medical Leave (-1.7%) and Professional Memberships (-0.4%). The corresponding dramatic increase in Paid Family Medical Leave (PFML) and slight decrease in Unpaid Family Medical Leave can be directly tied to Minnesota's new PFML program, which took effect in January 2026.

Despite the increases, only two benefits are offered by over 50% of responding organizations—Paid Holidays (71.3%) and Paid Time Off (72.5%). Only two additional benefits are offered by more than one-third of organizations—PFML (35.0%) and Professional Development (42.5%).

	2026	2022
Paid Holidays	71.3% (57)	50.0% (48)
Paid Time Off	72.5% (58)	52.1% (50)
Maternity Leave	20.0% (16)	8.3% (8)
Paternity Leave	16.4% (13)	5.2% (5)
Health Insurance	31.3% (25)	22.9% (22)
Dental Insurance	17.5% (14)	15.6% (15)
Long-term Disability Insurance	12.5% (10)	11.5% (11)
Short-term Disability Insurance	13.8% (11)	10.4% (10)
Paid Family Medical Leave	35.0% (28)	4.2% (4)
Unpaid Family Medical Leave	15.0% (12)	16.7% (16)
Life Insurance	12.5% (10)	12.5% (12)
Retirement Plan	26.3% (21)	13.5% (13)
Retirement: Employer Contributions	31.3% (25)	25.0% (24)
Professional Development	42.5% (34)	32.3% (31)
Professional Memberships	22.5% (18)	22.9% (22)
Child Care Assistance	2.5% (2)	1.0% (1)
Internal Museum Discounts	27.5% (22)	22.9% (22)
Other	8.8% (7)	6.3% (6)

Wages are tricky to assess due to the number of positions working less than 40 hours per week, but appear to be mostly increasing.

Many Minnesota local history organizations are staffed by part-time employees, making any assessment of position salaries difficult. Director/CEO is the only position category where the majority (60%) of respondents indicated the position worked 40+ hours a week at their organization. The next closest were Exhibits (45.5%) and Collections Care (40.6%).

Despite the differences in hours worked, several position categories saw significant increases in wages between 2022 and 2026. Consider the three categories examined later in the report for their popularity in the staffing structures of local history organizations—Director/CEO, Collections Care, and Public Programs. Comparing 2022 and 2026 salary averages, the positions saw the following changes:

- +33.8% - Director/CEO
- +36.7% to +41.6% - Collections Care
- -2.4% to -2.7% - Public Programs

The difference between the gains experienced in the Director/CEO and Collections Care categories and the slight decrease in the Public Programs category is stark. It's difficult to determine the exact reason why Public Programs saw negative wage growth, although it likely can be attributed in part to number of unpaid responses received in 2026 (38.5%) versus in 2022 (26.3%). It's also worth noting that only 25% of Public Program positions were reported to work 40+ hours per week.

Salary Averages	2026	2022
Director/CEO	$45,717 - $50,749	$34,157 - $37,928
Collections Care	$27,606 - $31,666	$19,500 - $23,157
Public Programs	$19,706 - $22,646	$20,192 - $23,269

The vast majority of organizations now post salaries when hiring.

Over 80% of local history organizations are now posting salaries when hiring, an increase of almost 17% from 2022.

When hiring, do you post the salary range?

2026		2022	
82.4%	Yes	65.7%	Yes
17.6%	No	34.0%	No

Most organizations continue not to have interns.

When asked about interns, the majority of local history organizations still report they do not have them. Of those who do have interns, most are unpaid.

Do you have interns?

2026		2022	
57.8%	No	59.3%	No
25.0%	Yes, Unpaid	20.9%	Yes, Unpaid
17.2%	Yes, Paid	19.8%	Yes, Paid

Uses for this Report

This survey serves as a practical, data-driven reference for history organizations' leadership, job seekers, and advocacy groups within Minnesota's local history community. Potential uses include:

Compensation & Title Benchmarking - Allows organizational leadership to evaluate whether current salaries, hourly rates, and job titles align with regional and statewide practices.

Budgeting & Hiring Projections - Helps organizations plan realistic personnel costs, competitive wage ranges, and benefit packages for new hires and existing staff based on their annual operating budget and staff size.

Benefits Package Strategy - Shows small-to-midsize nonprofits what benefits (such as PTO, retirement contributions, or health stipends) are standard among peer institutions.

Advocacy & Funding Support - Provides statewide data to support grant proposals, funding requests, and advocacy efforts before local governments, foundations, and donors to justify increased operational support.

Job Seeker Evaluation - Enables job candidates in the history/museum sector to negotiate compensation and evaluate job offers relative to educational background and geographic location.

Statewide Staff Positions

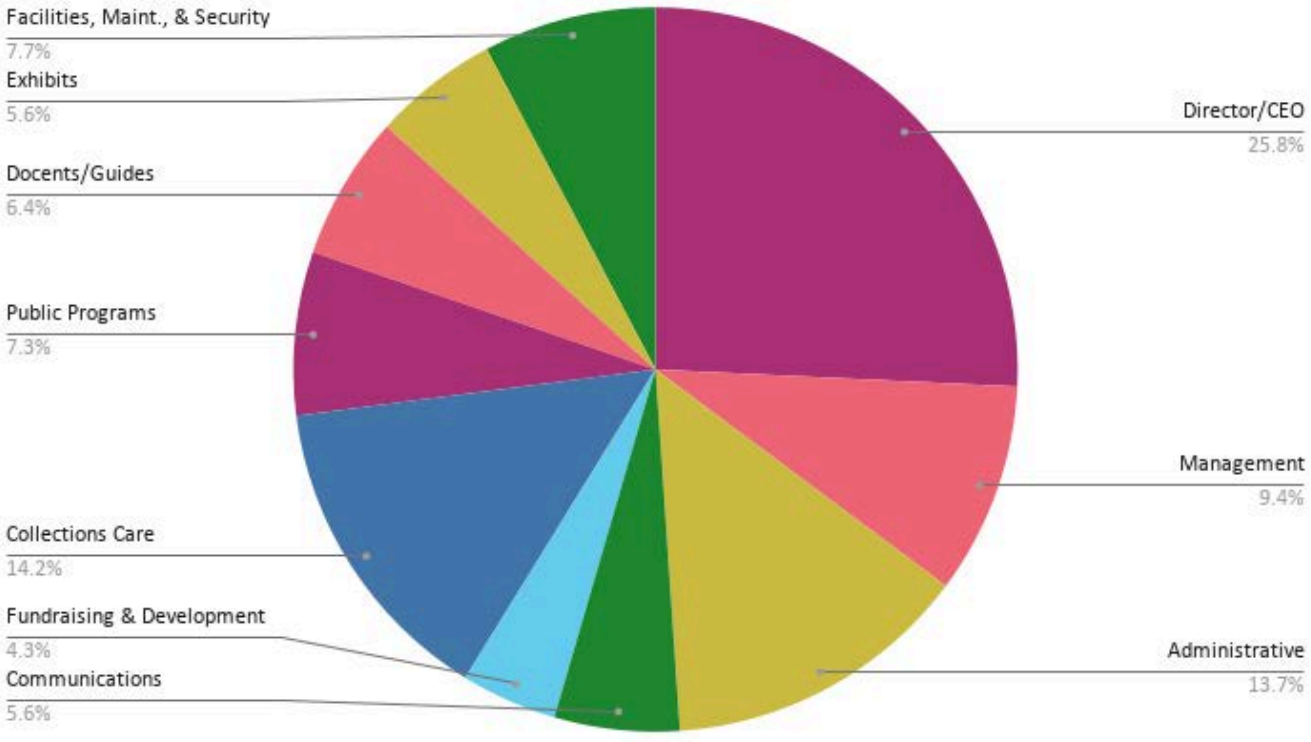
Respondents were asked about salary, status, benefits, education, time with organization, and time in current role in the following categories:

- Director/CEO
- Management
- Administrative
- Communications
- Fundraising & Development
- Collections Care
- Public Programs
- Docents/Guides
- Exhibits
- Facilities, Maintenance, & Security

Categories were determined following previous Minnesota local history and national field-wide salary surveys.

Due to limited resources & the common expectation to “wear many hats” in the field, some categories received more responses than others. The percentage of all responses across the categories is displayed in the chart below. This shows that smaller organizations often combine multiple roles into one position. For example, a Director/CEO at a smaller organization is also more likely to handle collections management duties.

Percentage of All Responses by Position Category



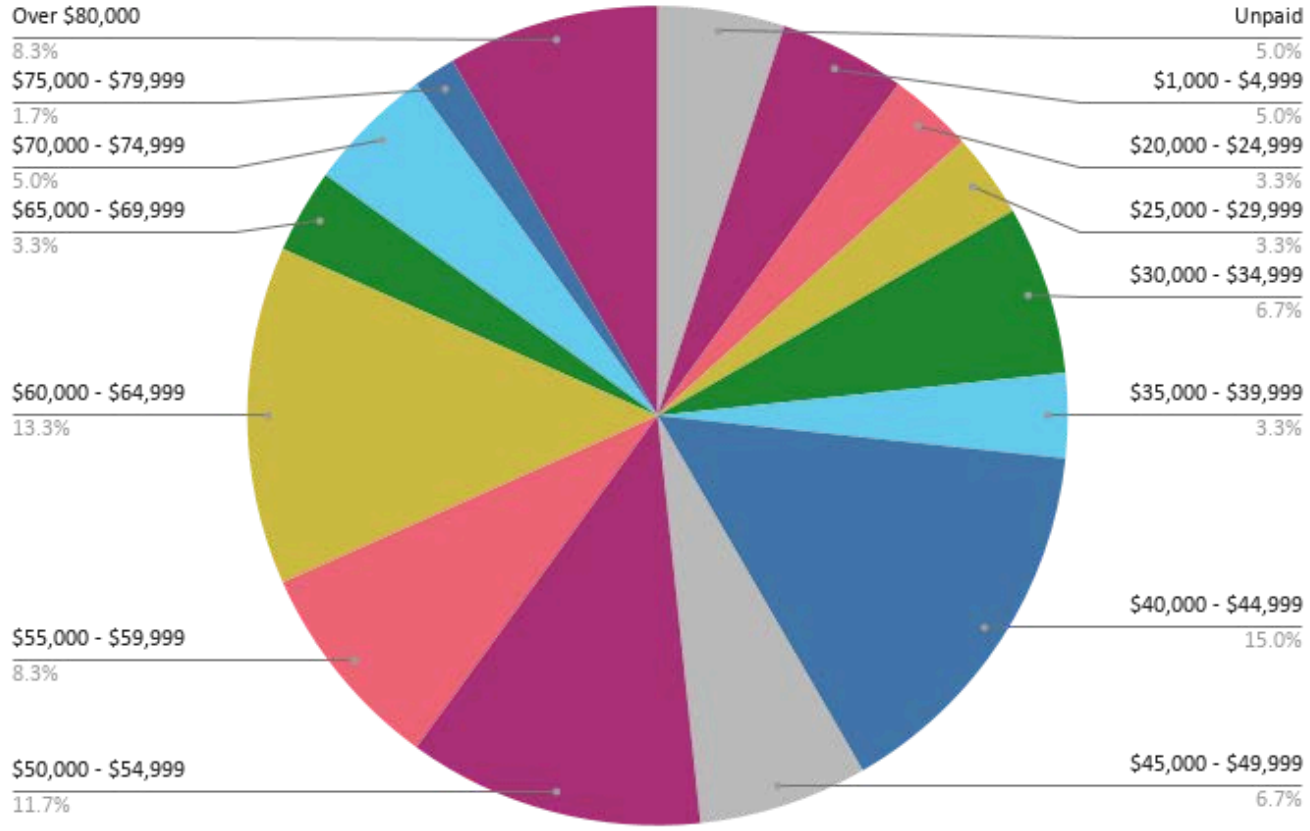
Director/CEO

Statewide

Serves as the lead for an organization. Responsible for its overall management and reports to the organization's governing authority.

✳60 Responses Received

Salary Responses



OVERALL AVERAGE
$45,717 - $50,749

MEDIAN
$50,000 - $59,999

AVERAGE (EXCLUDING UNPAID POSITIONS)
$48,123 - $53,420

Seasonal Status

5% Seasonal

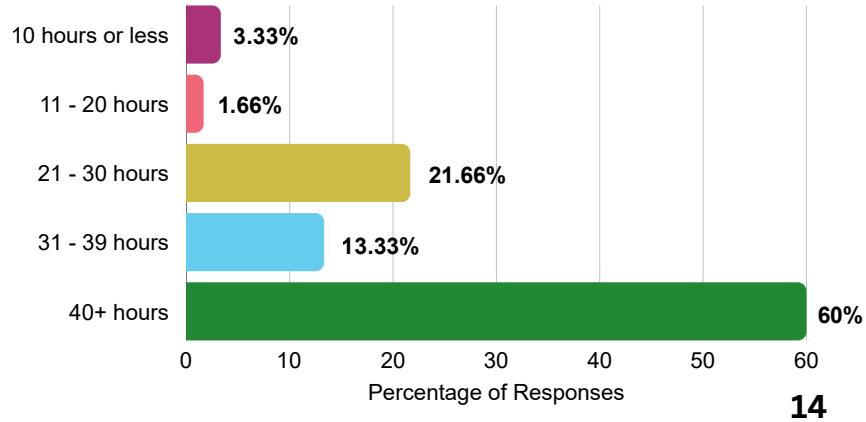
95% Year Round

Benefits Offered?

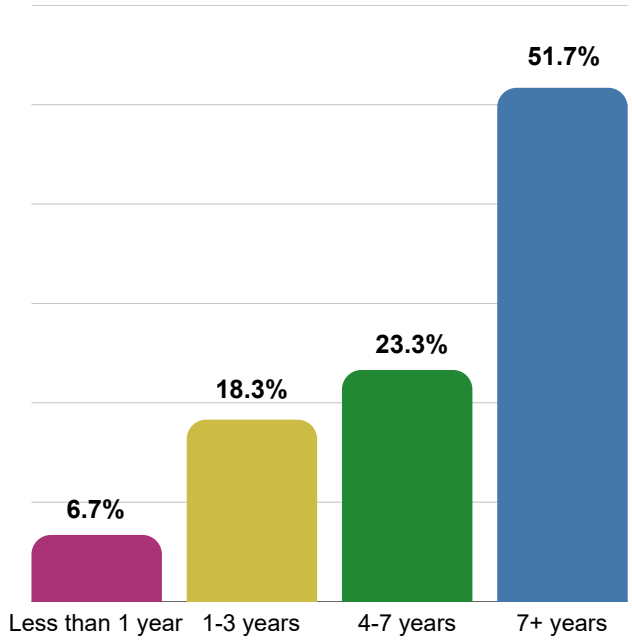
50.8% Yes

49.2% No

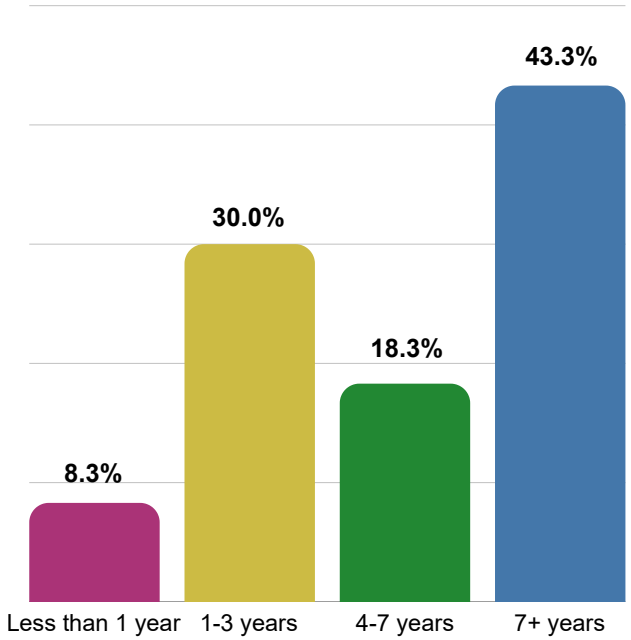
Hours Worked



Time with Organization



Time in Current Role



Job Titles for Position

60% Executive Director

8.3% Director

5% Museum Director

5% President/CEO

3.3% Administrator

1.7% Co-Director
Curator
Director/Curator
Historic Site Coordinator
Managing Director
Operations Manager

Highest Level of Education

1.7% High School/GED

11.7% Some College

5% Associate's Degree

35% Bachelor's Degree

40% Master's Degree

5% Doctoral Degree

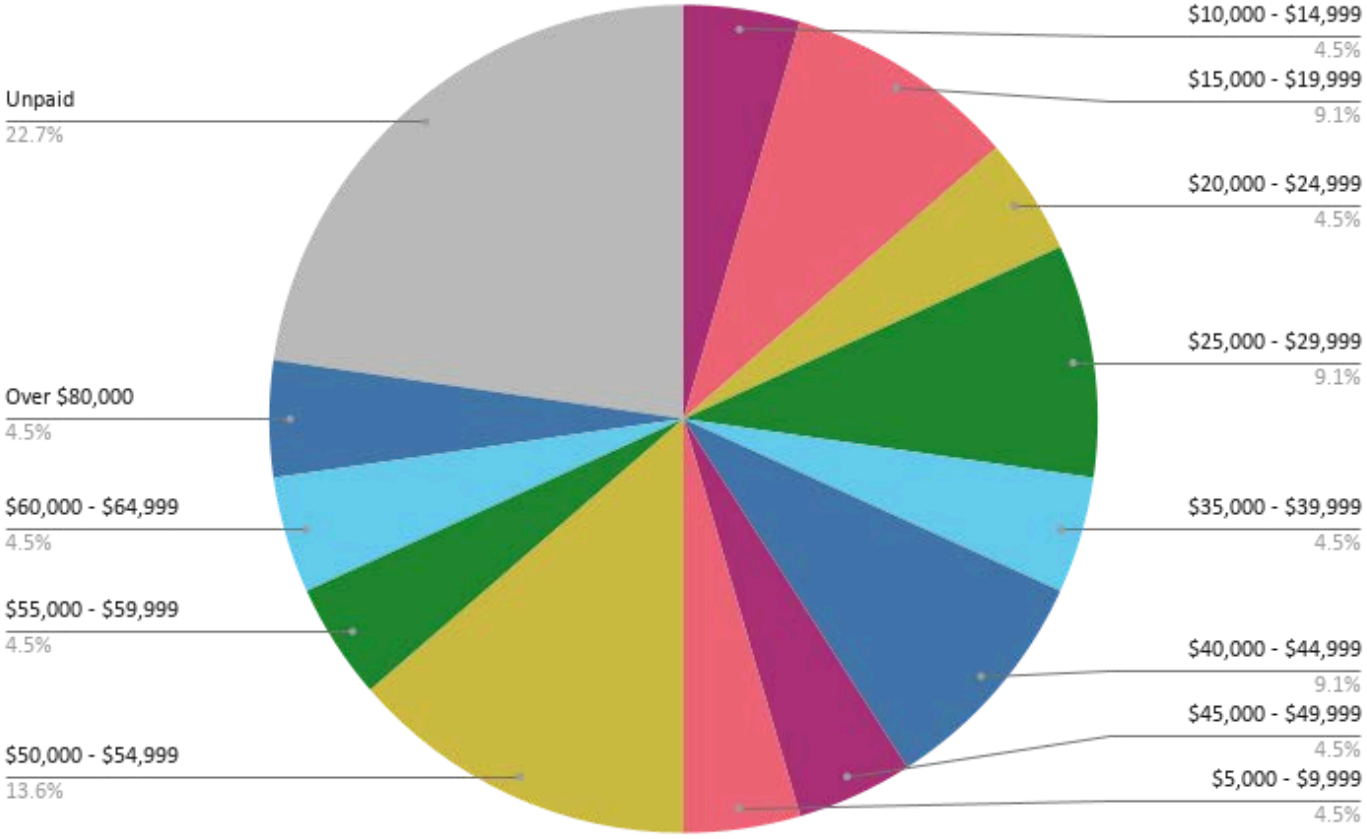
Management

Statewide

Manage other staff, historic sites and/or museum facilities.

✳22 Responses Received

Salary Responses



OVERALL AVERAGE
$28,182 - $31,817

MEDIAN
$25,000 - $29,999

AVERAGE (EXCLUDING UNPAID POSITIONS)
$36,471 - $41,176

Seasonal Status

18.2% Seasonal

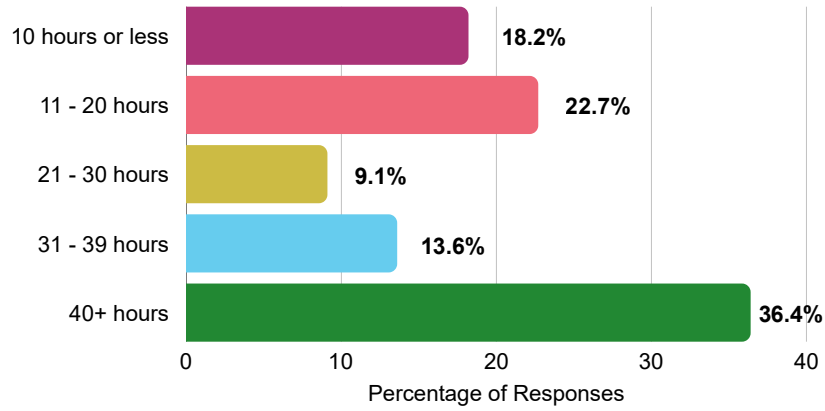
81.8% Year Round

Benefits Offered?

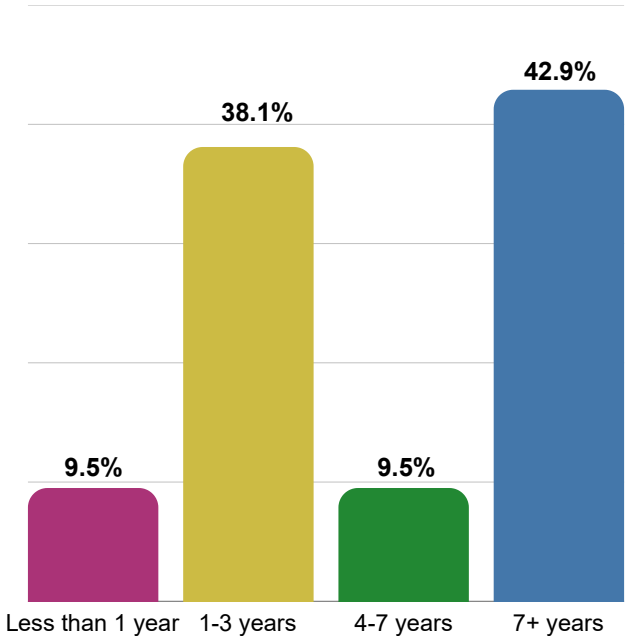
40.9% Yes

59.1% No

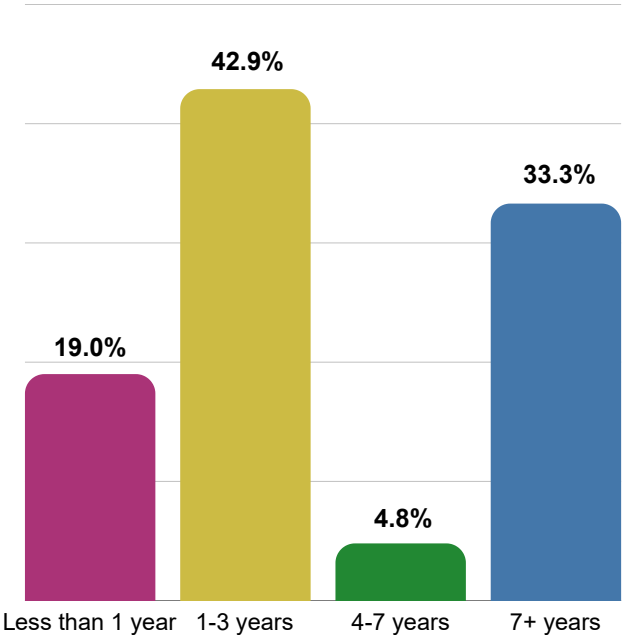
Hours Worked



Time with Organization



Time in Current Role



Job Titles for Position

18.2% Executive Director/Director

9.1% Administrator
Associate Director/Assistant Director & Curator
Museum/Gallery Manager
President
Site Supervisor/Historic Site Specialist

4.5% Chief Operating Officer (COO)
Curator
Finance Director
Gift Shop Manager
Research Library & Data Manager
Senior Manager of Guest Services
Sites & Store Manager
Visitor Services Manager

Highest Level of Education

14.3% High School/GED
14.3% Some College
0% Associate's Degree
38.1% Bachelor's Degree
28.6% Master's Degree
4.8% Doctoral Degree

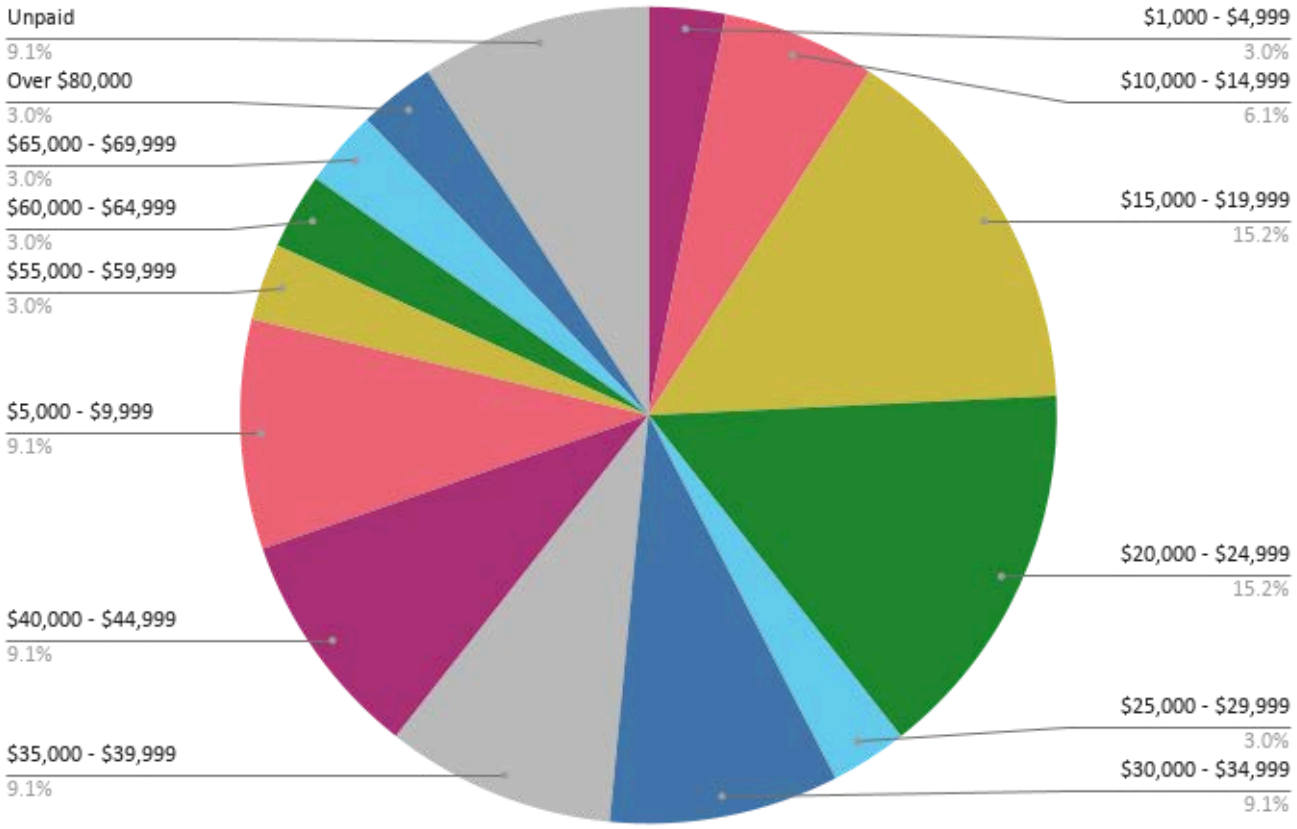
Administrative

Statewide

Financial tasks (bookkeeping, cash management, etc.), membership management, and/or general support for the organization's operations.

✳32 Responses Received

Salary Responses



OVERALL AVERAGE
$24,576 - $28,829

MEDIAN
$20,000 - $24,999

AVERAGE (EXCLUDING UNPAID POSITIONS)
$27,033 - $31,832

Seasonal Status

6.1% Seasonal

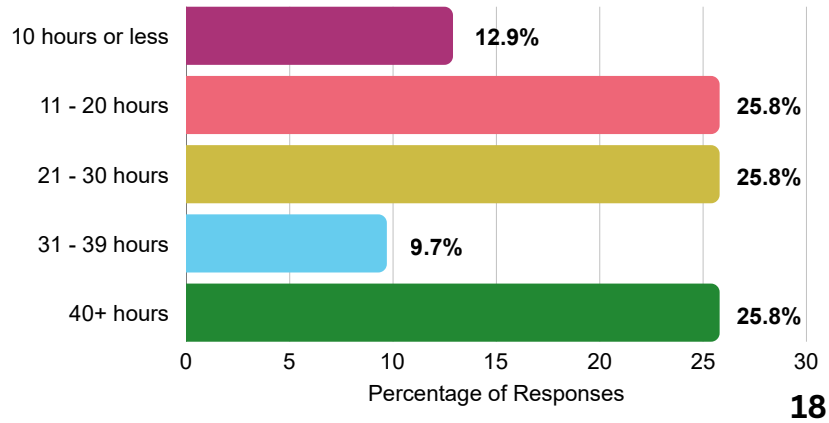
93.9% Year Round

Benefits Offered?

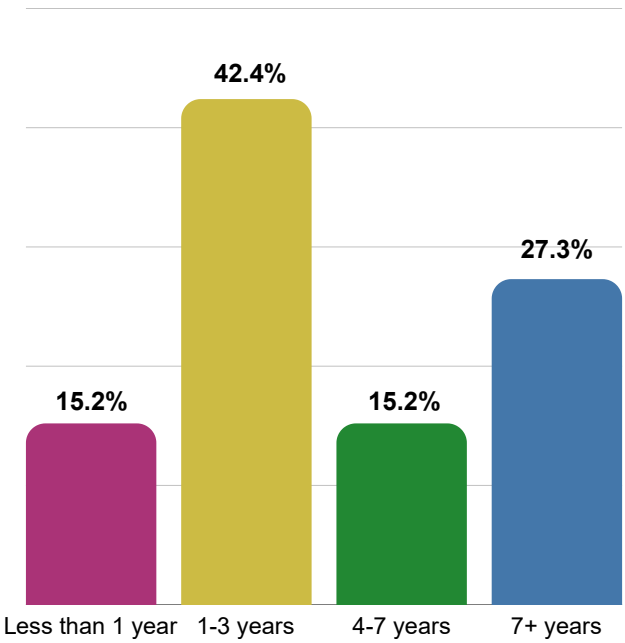
42.4% Yes

57.6% No

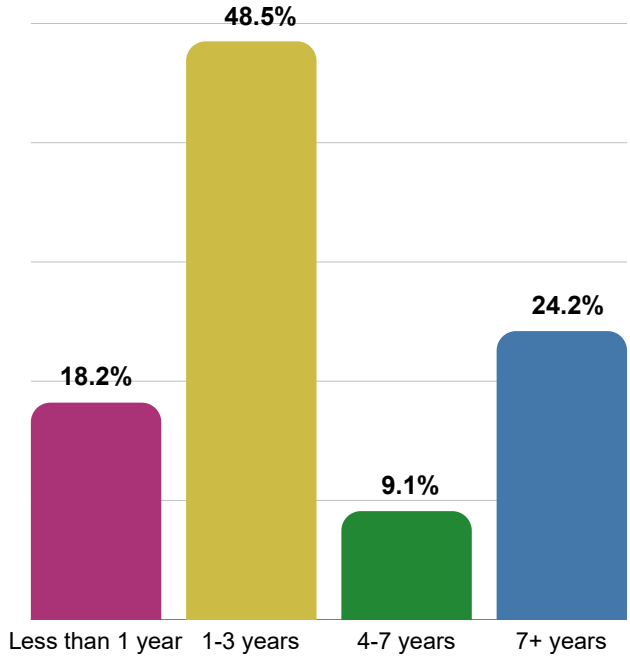
Hours Worked



Time with Organization



Time in Current Role



Job Titles for Position

22.2% Gallery/Research/ Museum Assistant

13.9% Admin. Assistant/Assistant Admin./Assistant to Director
Executive Director/Director

11.1% Associate Director
Bookkeeper
Office Manager/Office & Facilities Manager

8.3% Museum Manager

2.8% Administrator
Finance Manager
Museum Experience Coordinator
Office & Programs Coordinator
Secretary
Senior Manager of Operations
Treasurer
VP of Finances

Highest Level of Education

24.2% High School/GED

24.2% Some College

6.1% Associate's Degree

30.3% Bachelor's Degree

15.2% Master's Degree

0% Doctoral Degree

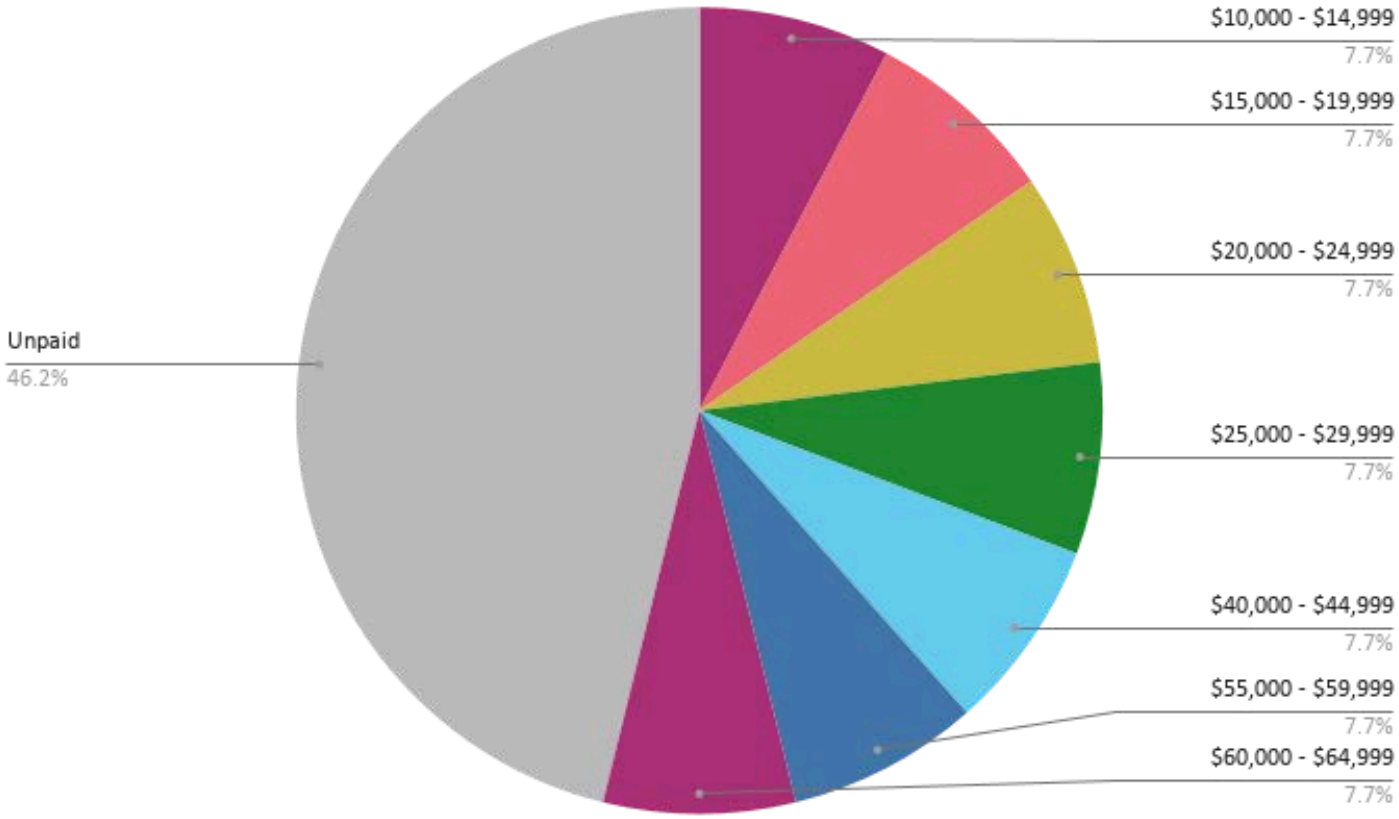
Communications

Statewide

Managing and editing organization communications such as newsletters, and social media management.

✳13 Responses Received

Salary Responses



OVERALL AVERAGE
$17,308 - $19,999

MEDIAN
$10,000 - $14,999

AVERAGE (EXCLUDING UNPAID POSITIONS)
$32,143 - $37,142

Seasonal Status

16.7% Seasonal

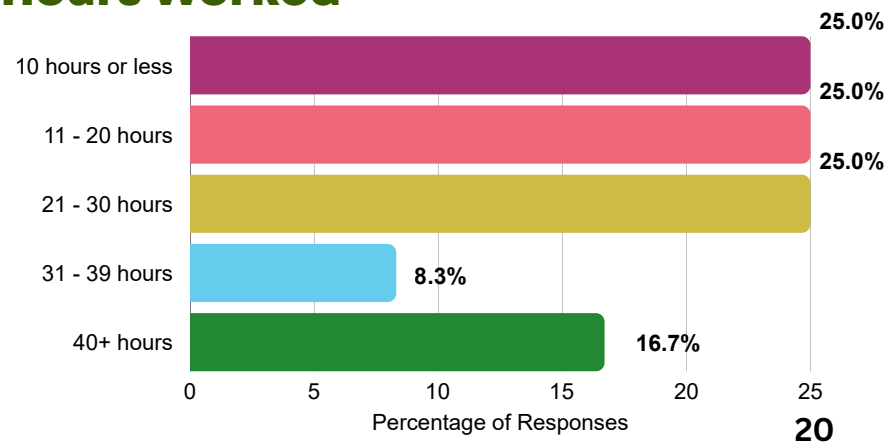
83.3% Year Round

Benefits Offered?

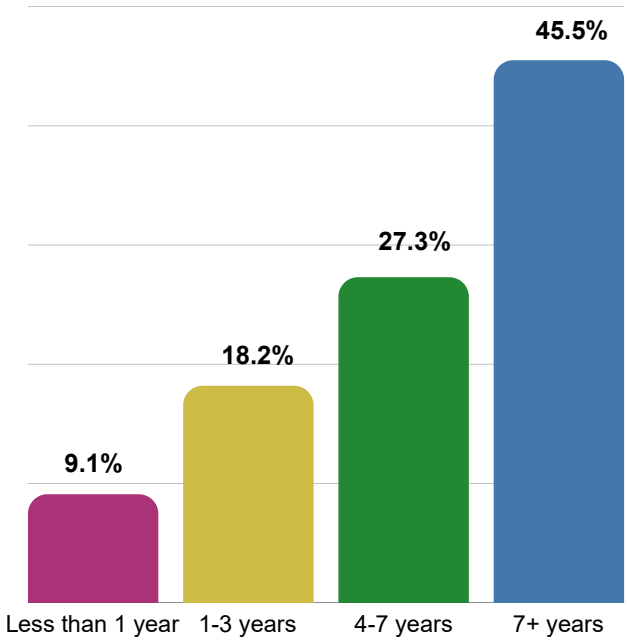
50.0% Yes

50.0% No

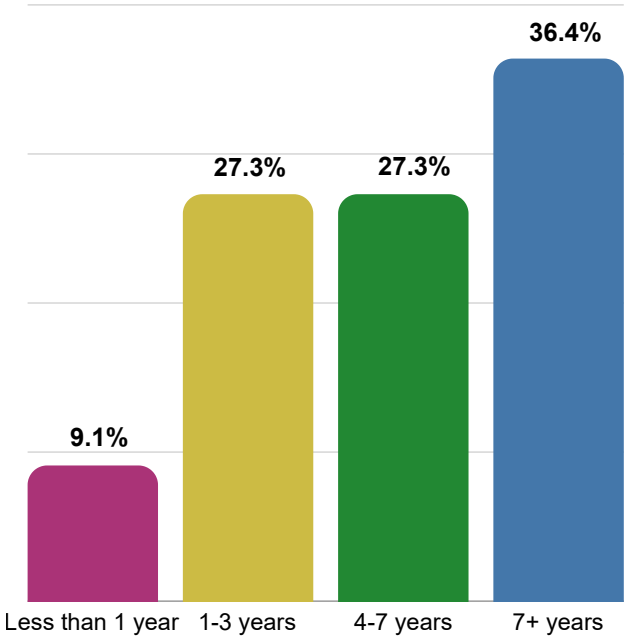
Hours Worked



Time with Organization



Time in Current Role



Job Titles for Position

14.3% Executive Director/Director

7.1% Administrator

Board Member

Committee Volunteers

Communications & Events Manager

Communications & PR Specialist

Communications Manager

Community Engagement Manager

Marketing & Comm. Specialist

Marketing & Membership Coordinator

Media Meister

Secretary

Social Media, Marketing, & PR Coord.

Highest Level of Education

0% High School/GED

9.1% Some College

0% Associate's Degree

72.7% Bachelor's Degree

18.2% Master's Degree

0% Doctoral Degree

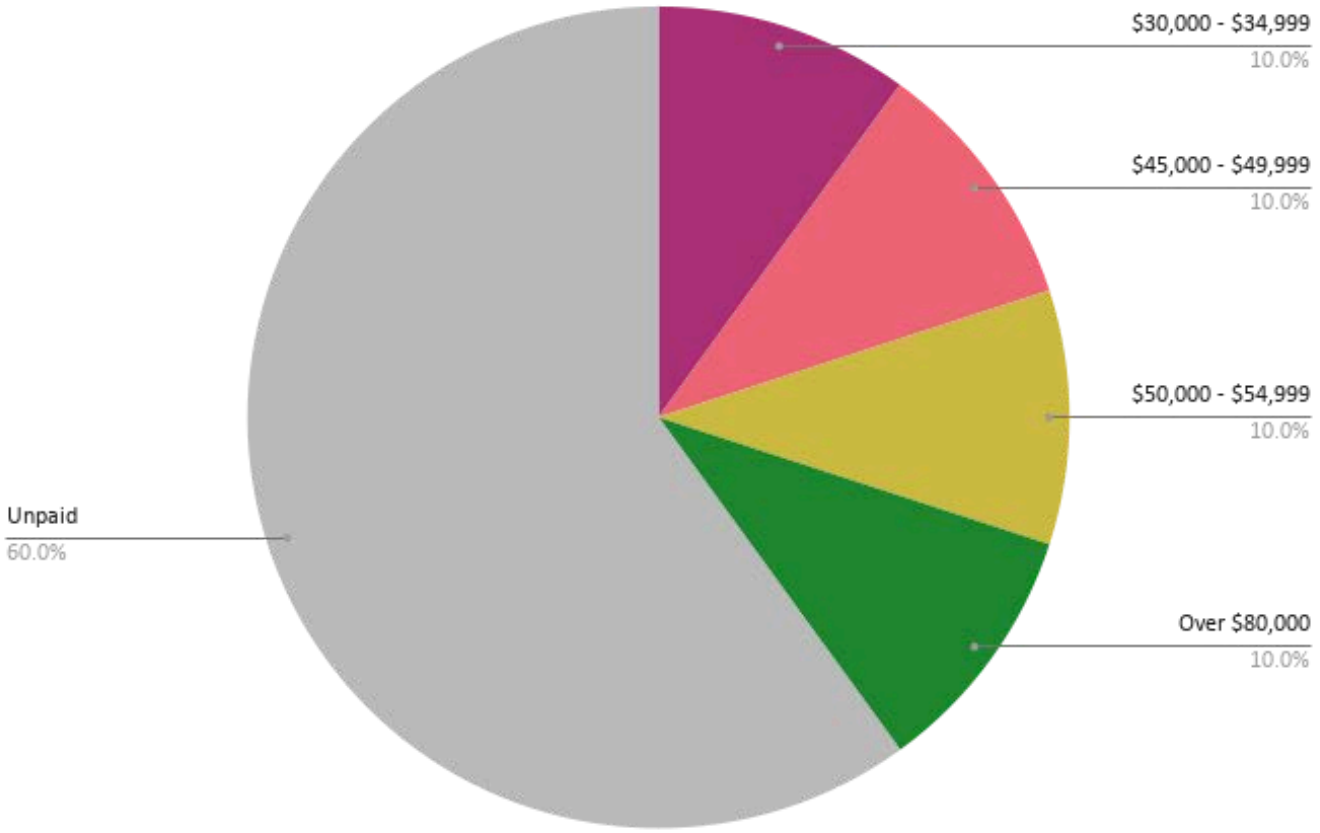
Fundraising & Development

Statewide

Grant writing, prospect identification, donor recruitment and management, and organizing fundraising events.

✳10 Responses Received

Salary Responses



OVERALL AVERAGE
$20,500 - $22,000

MEDIAN
$0 (Unpaid)

AVERAGE (EXCLUDING UNPAID POSITIONS)
$52,250 - $54,999

Seasonal Status

11.1% Seasonal

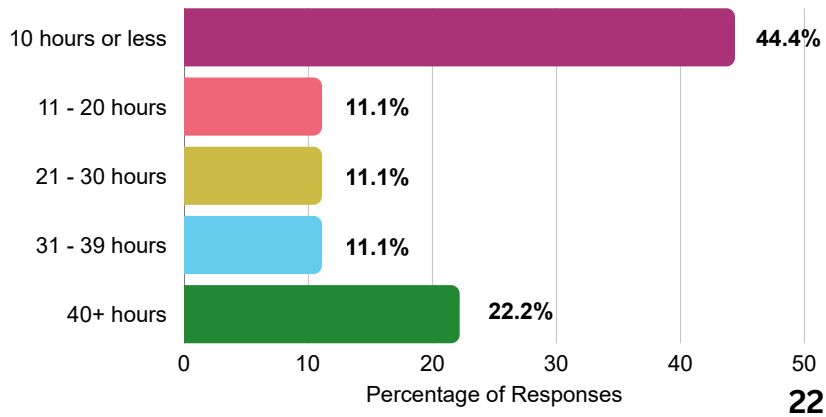
88.9% Year Round

Benefits Offered?

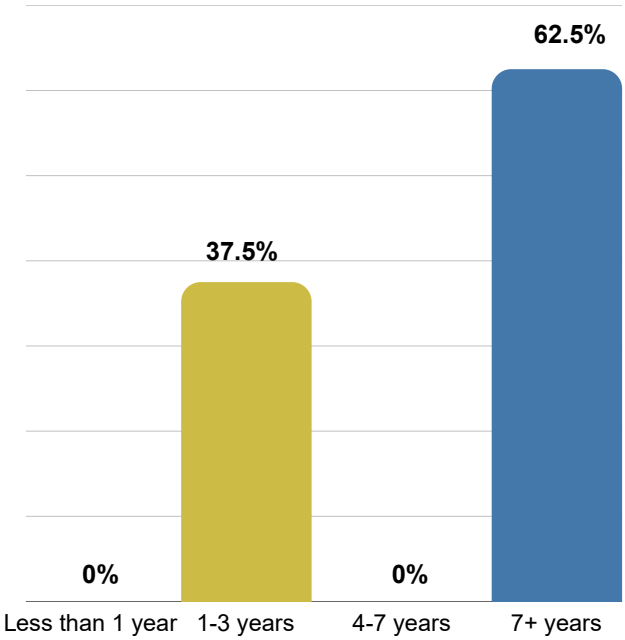
33.3% Yes

66.7% No

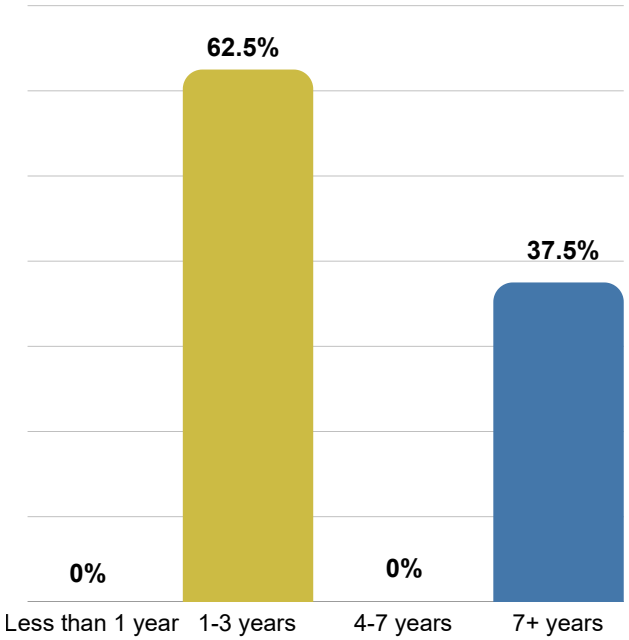
Hours Worked



Time with Organization



Time in Current Role



Job Titles for Position

21.4% Executive Director/Director

14.3% Development Director/Manager

7.1% Administrative & Development Manager

Administrator

Board Member

Cafe Manager

Committee Volunteers

Development Associate & Preservationist

President

Treasurer

VP of Engagement

Highest Level of Education

12.5% High School/GED

0% Some College

0% Associate's Degree

50.0% Bachelor's Degree

25.0% Master's Degree

12.5% Doctoral Degree

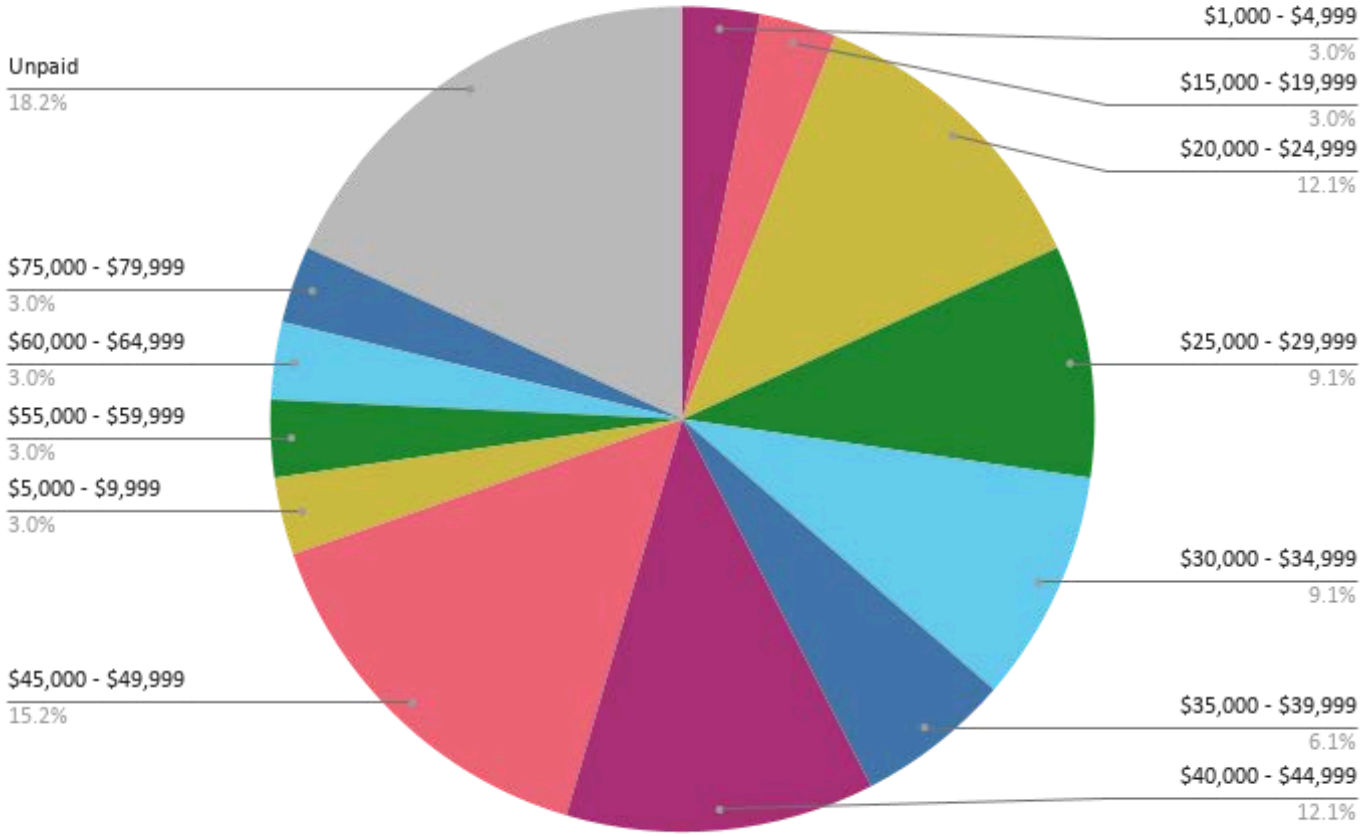
Collections Care

Statewide

The organization and care of collections, including three-dimensional objects, archival and library materials, and other ephemera.

✳33 Responses Received

Salary Responses



OVERALL AVERAGE
$27,606 - $31,666

MEDIAN
$30,000 - $34,999

AVERAGE (EXCLUDING UNPAID POSITIONS)
$33,741- $38,703

Seasonal Status

6.3% Seasonal

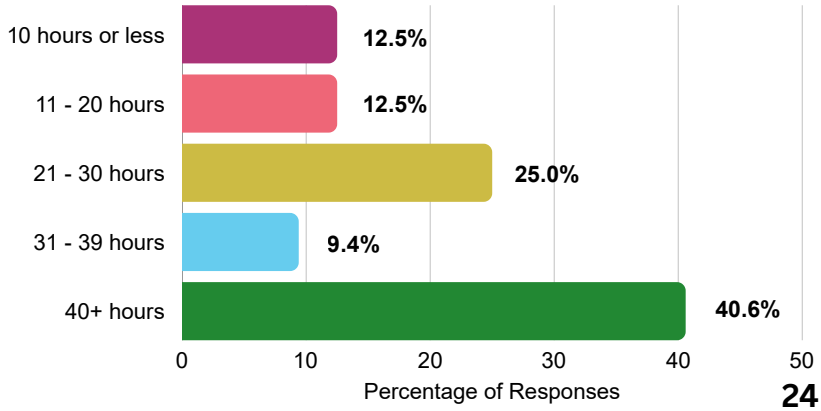
93.8% Year Round

Benefits Offered?

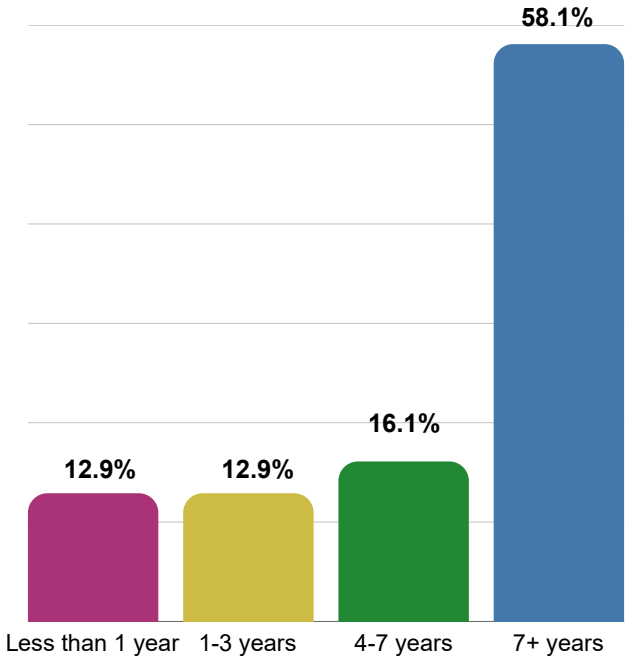
53.1% Yes

46.9% No

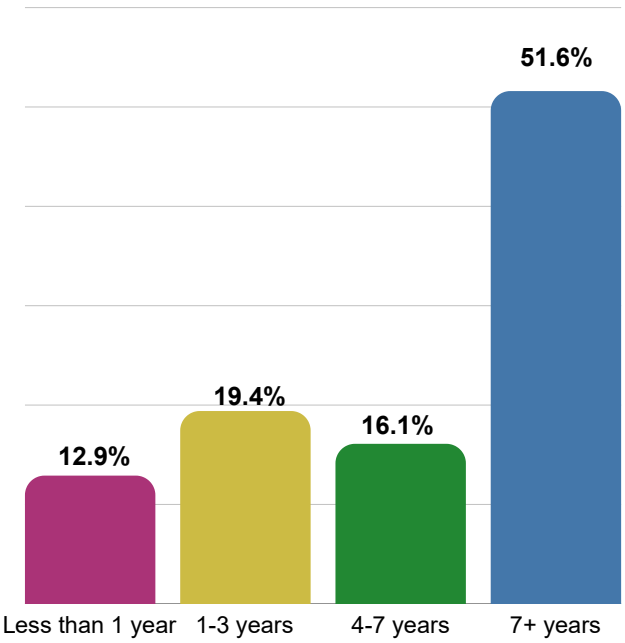
Hours Worked



Time with Organization



Time in Current Role



Job Titles for Position

22.9% Collections Manager

8.6% Archivist

Executive Director/Director

Research Librarian/Librarian

5.7% Curator

Collections/Museum Assistant

Collections Curator/Curator of Collections

2.9% Administrator

Committee Volunteers

Curator, Research, & Archives Manager

Curator/Archivist

Director of Collections

Head Curator

Assistant Curator

Manager of Collections & Visitor Experience

Museum & Collections Manager

Registrar

Research & Customer Service

Research Coordinator

Highest Level of Education

6.5% Unsure

9.7% High School/GED

3.2% Some College

3.2% Associate's Degree

38.7% Bachelor's Degree

38.7% Master's Degree

0% Doctoral Degree

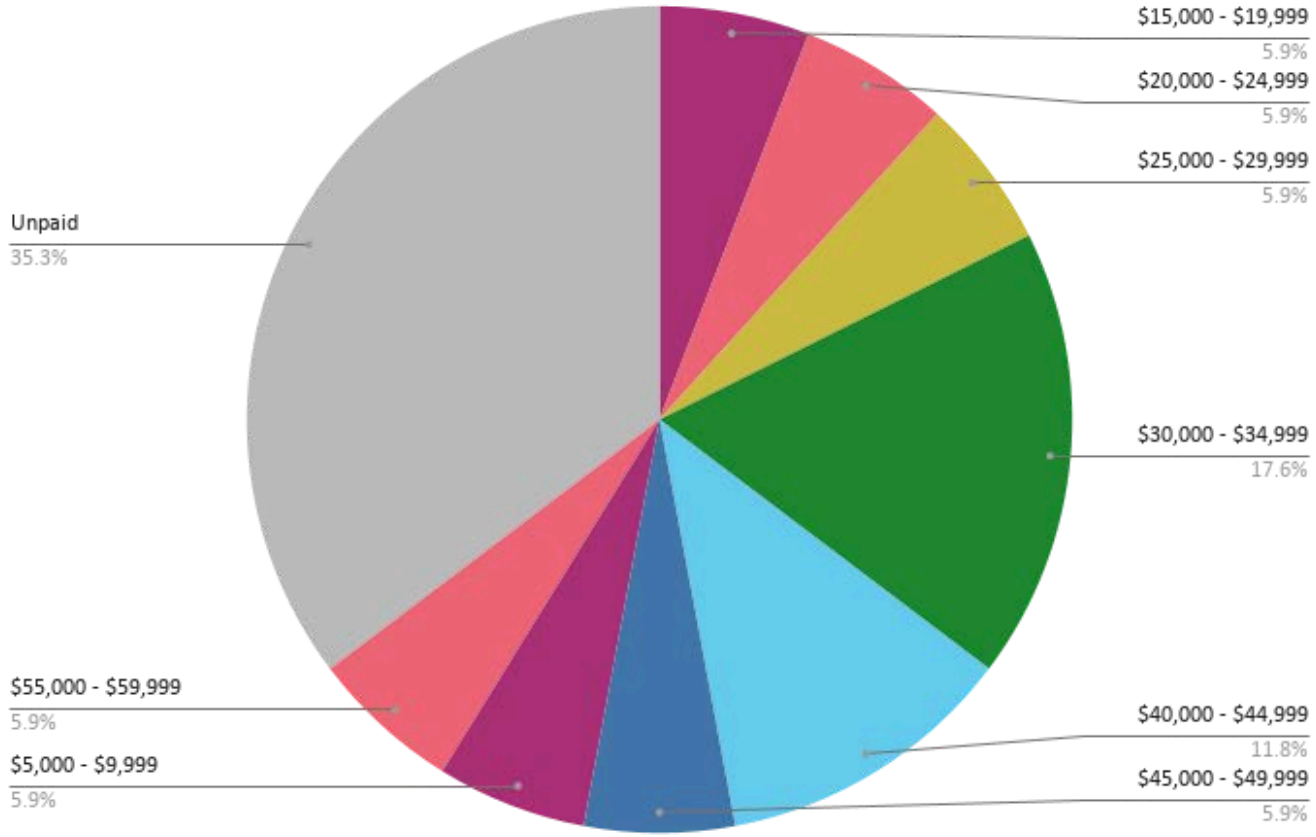
Public Programs

Statewide

Development and execution of public programs such as lectures, tours, interpretive publications, and more.

✳17 Responses Received

Salary Responses



OVERALL AVERAGE
$19,706 - $22,646

MEDIAN
$20,000 - $24,999

AVERAGE (EXCLUDING UNPAID POSITIONS)
$30,455- $34,999

Seasonal Status

12.5% Seasonal

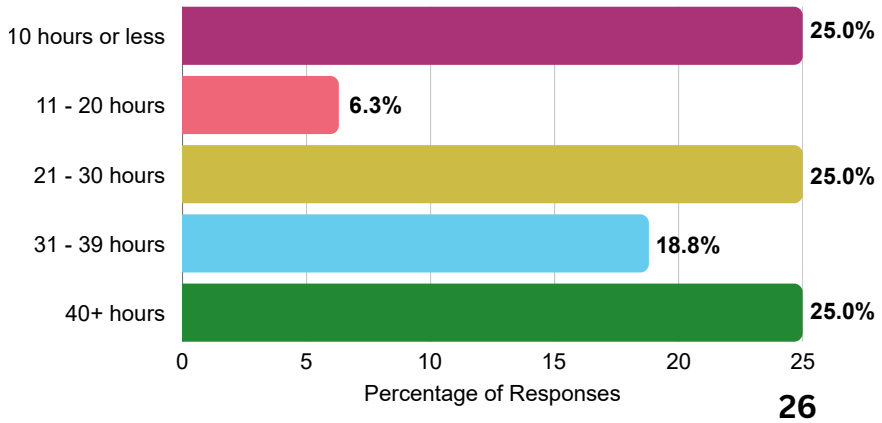
87.5% Year Round

Benefits Offered?

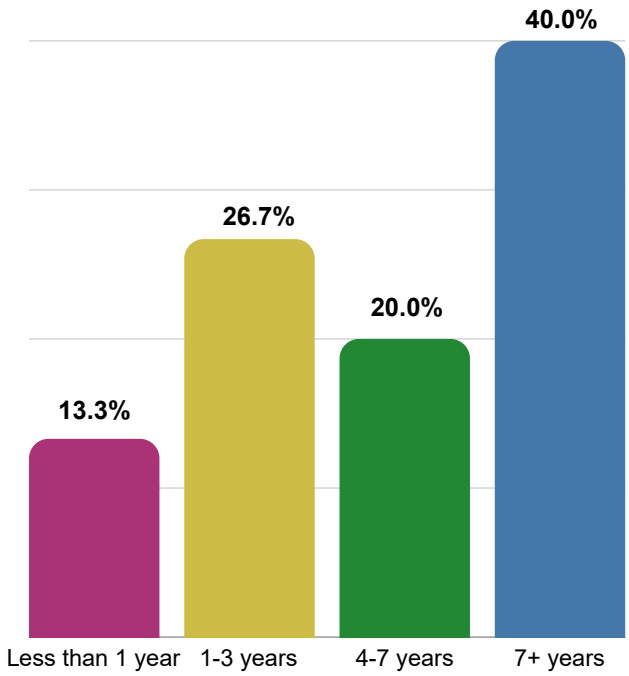
43.8% Yes

56.3% No

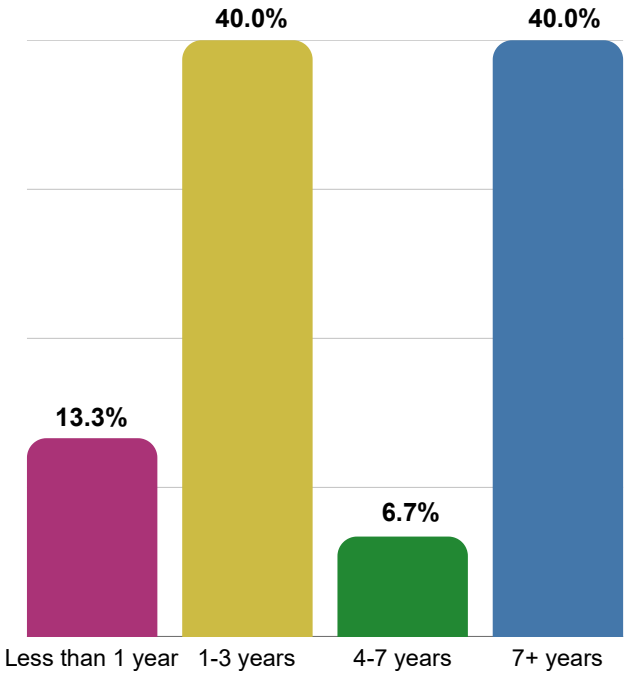
Hours Worked



Time with Organization



Time in Current Role



Job Titles for Position

11.8% Education Coordinator

Education & Outreach Coord.

Executive Director/Director

Program Director/Manager

5.6% Administrator

Archivist

Arts & Culture Program Coordinator

Board Member

Committee Volunteers

President

Programs Coordinator

Seasonal Event Coordinator

Visitor Services Assistant & Innkeeper

Highest Level of Education

13.3% High School/GED

13.3% Some College

13.3% Associate's Degree

40.0% Bachelor's Degree

20.0% Master's Degree

0% Doctoral Degree

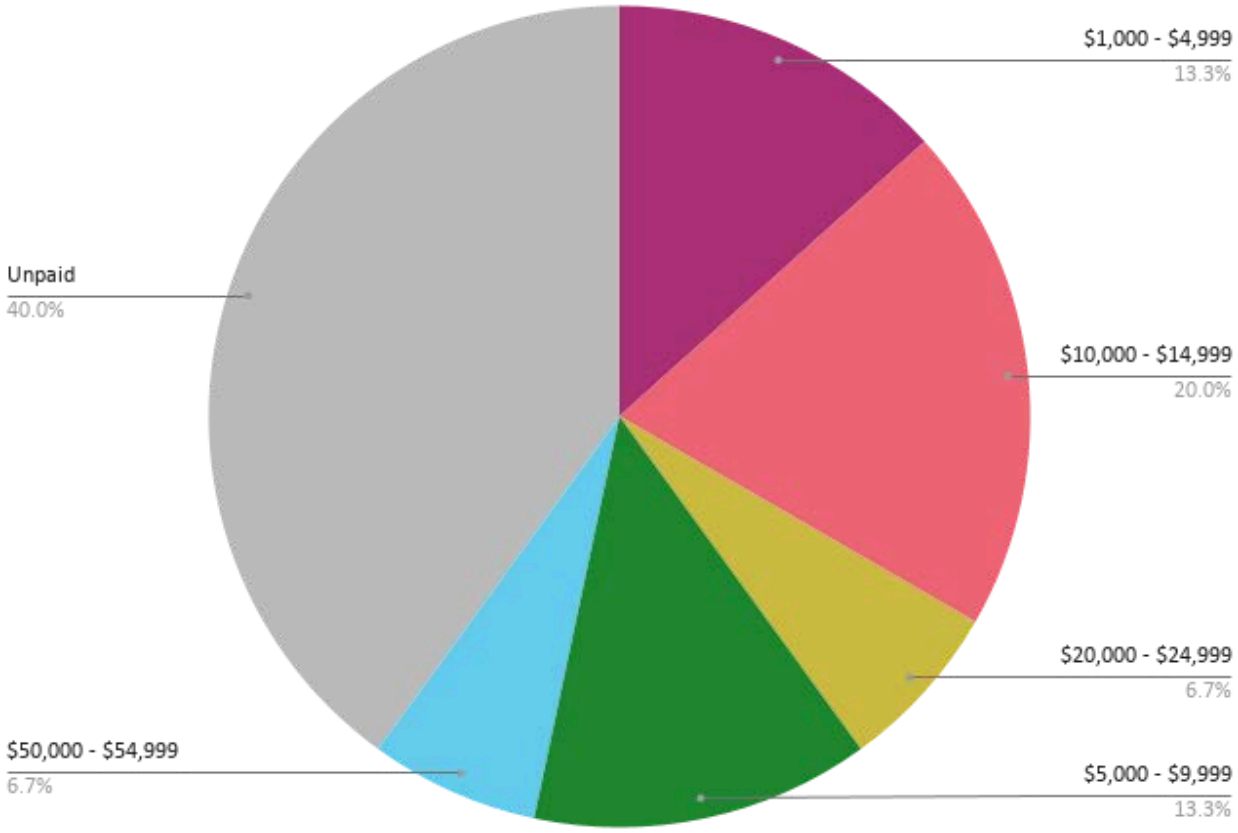
Docent/Guide

Statewide

Conduct tours of historic site and/or museum space as well as managing visitor experiences in these spaces.

✳15 Responses Received

Salary Responses



OVERALL AVERAGE
$7,467 - $10,333

MEDIAN
$10,000 - $14,999

AVERAGE (EXCLUDING UNPAID POSITIONS)
$12,444- $17,221

Seasonal Status

57.1% Seasonal

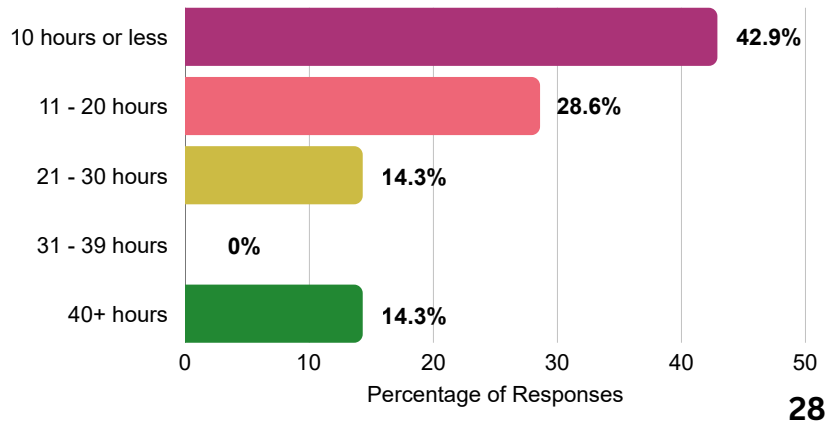
42.9% Year Round

Benefits Offered?

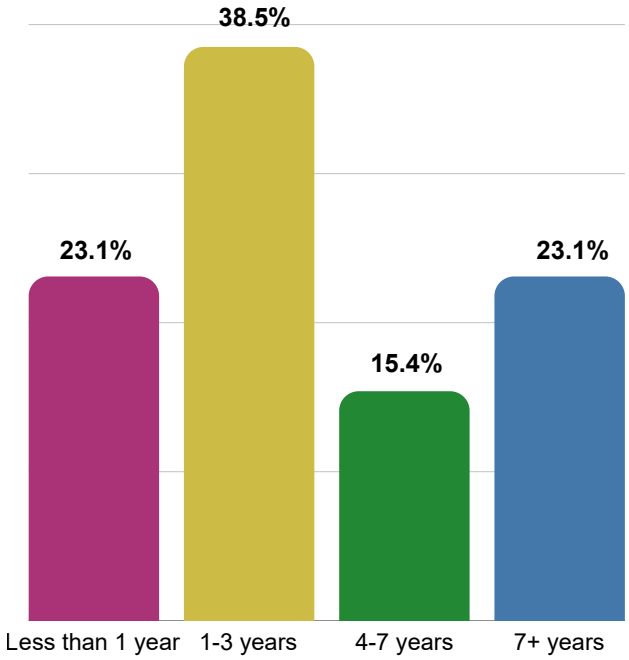
43.8% Yes

56.3% No

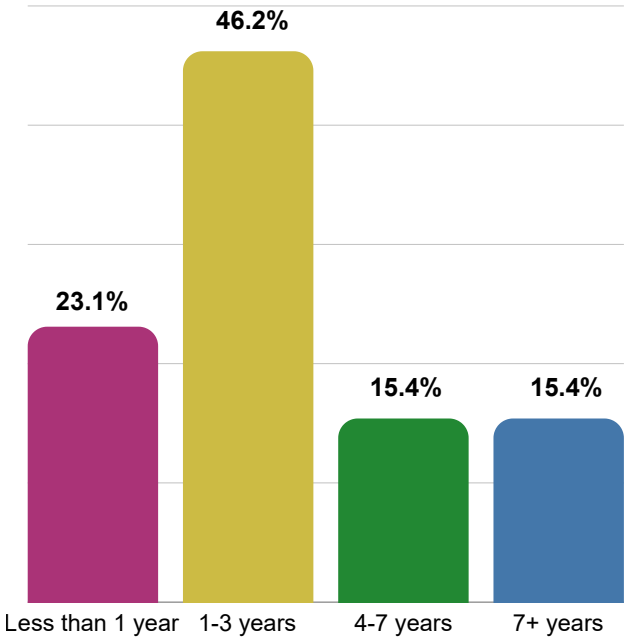
Hours Worked



Time with Organization



Time in Current Role



Job Titles for Position

12.5% Guides/Experience Guides

Volunteers

6.3% Administrator

Director's Assistant

Docent

Executive Director

House Assistant

Interpretive Specialist

Leader Interpreter

Museum Visitor Services Specialist

Manager of Guest Services & Administration

Museum Leads/Hosts

Site Educator

Visitor Services Representative

Highest Level of Education

7.7% Less Than High School

15.4% High School/GED

23.1% Some College

0% Associate's Degree

46.2% Bachelor's Degree

7.7% Master's Degree

0% Doctoral Degree

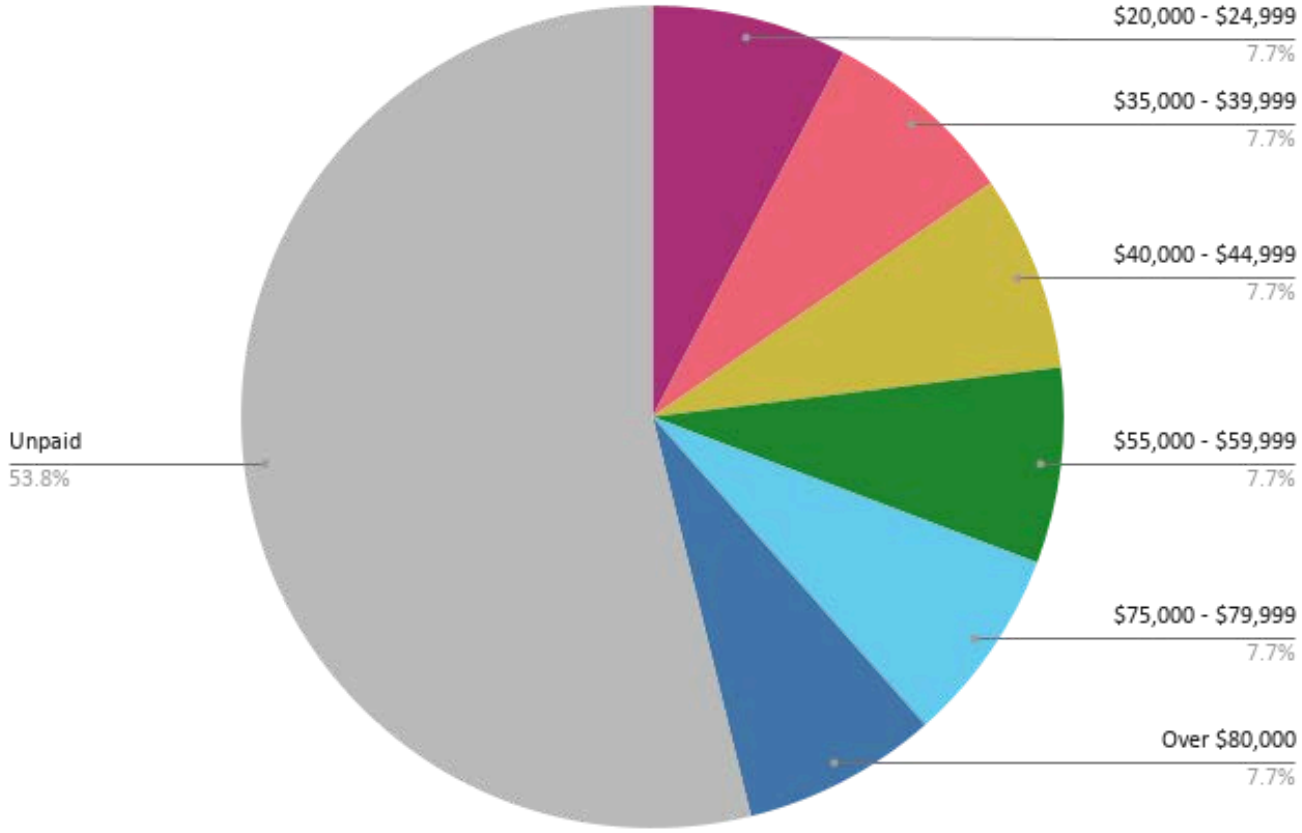
Exhibits

Statewide

Content creation of exhibits. It can include research, writing, object selection, and possibly fabrication.

✳13 Responses Received

Salary Responses



OVERALL AVERAGE
$23,462 - $25,384

MEDIAN
$0 (Unpaid)

AVERAGE (EXCLUDING UNPAID POSITIONS)
$50,833 - $54,999

Seasonal Status

9.1% Seasonal

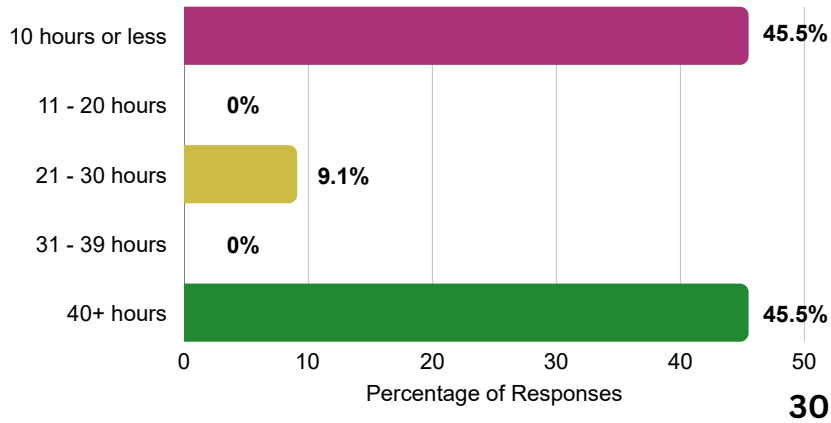
90.9% Year Round

Benefits Offered?

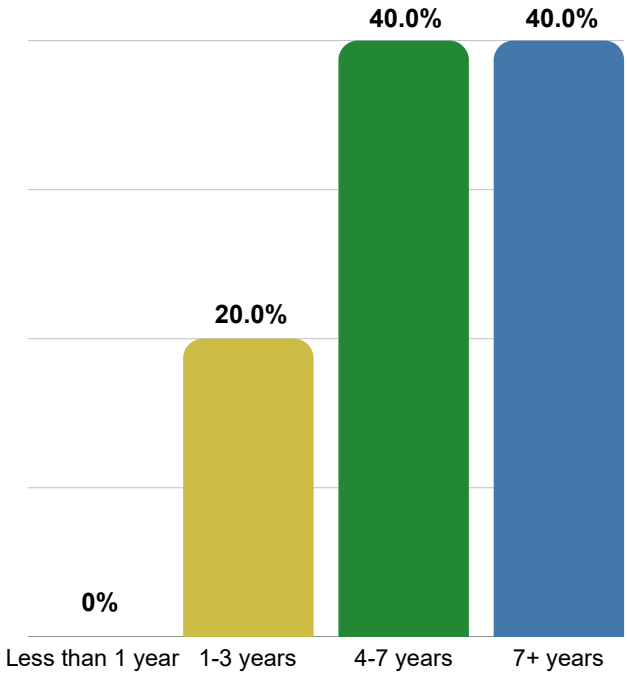
54.5% Yes

45.5% No

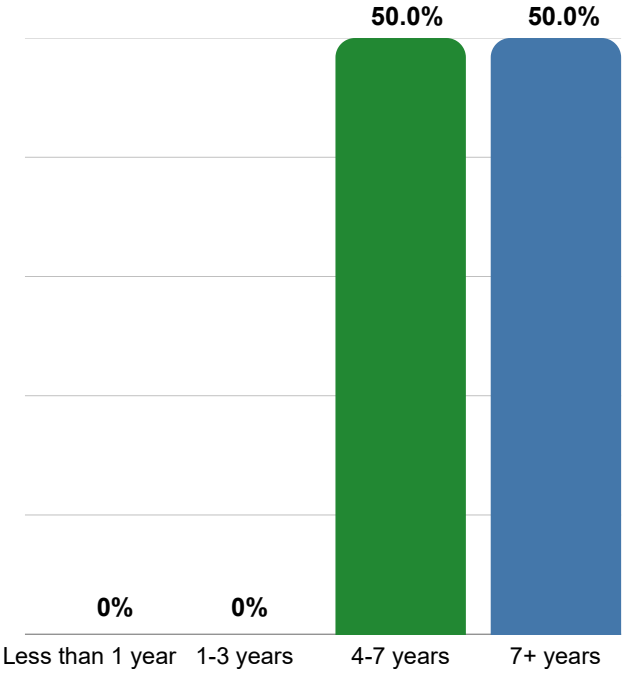
Hours Worked



Time with Organization



Time in Current Role



Job Titles for Position

12.5% Curator

Executive Director/Director

6.3% Administrator

Associate Director

Committee Volunteers

Curator & Facilities Director

Director of Exhibitions

Operations, Collections, & Engagement Coordinator

President

Highest Level of Education

20.0% High School/GED

0% Some College

10.0% Associate's Degree

40.0% Bachelor's Degree

30.0% Master's Degree

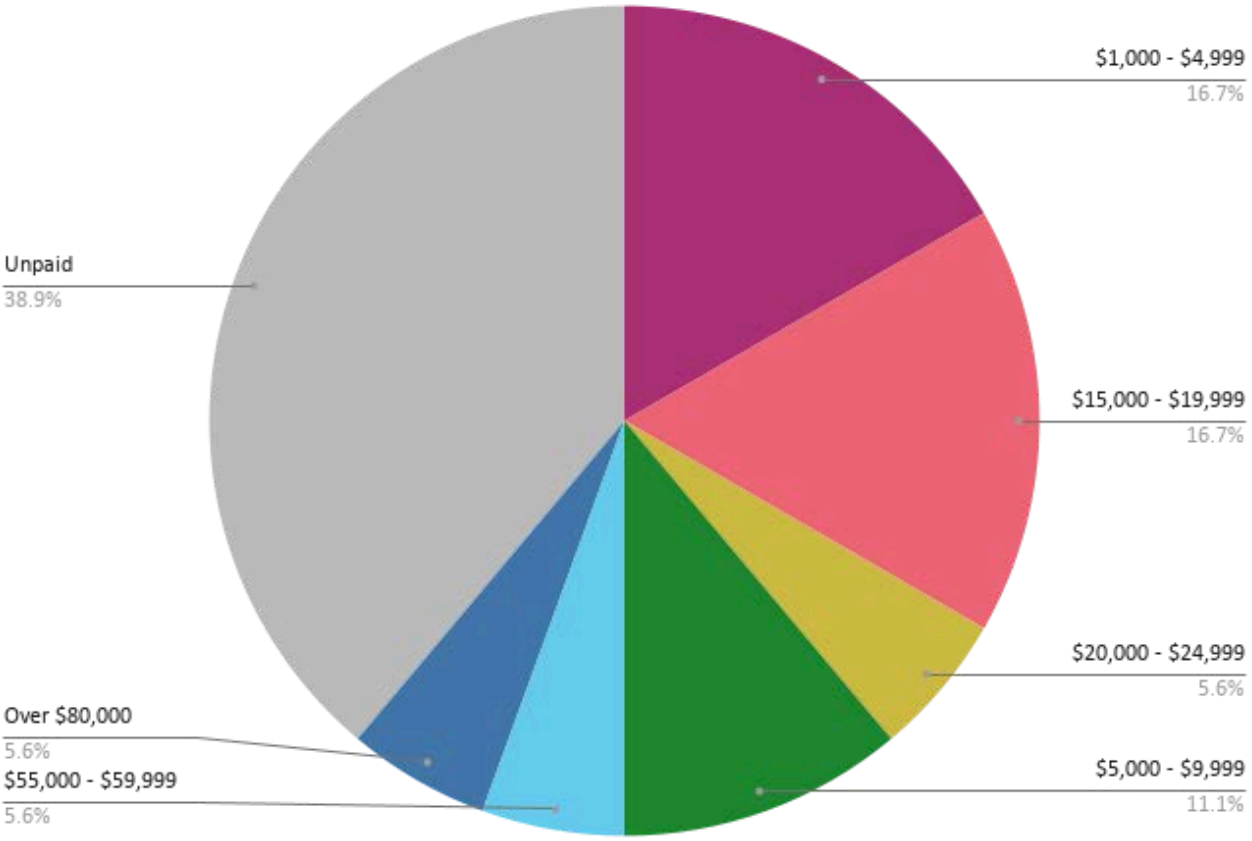
0% Doctoral Degree

Facilities, Maintenance, & Security — Statewide

Responsible for the maintenance and care of the facility. It may include responsibility to monitor the security of the historic sites and/or museum facilities.

✳18 Responses Received

Salary Responses



OVERALL AVERAGE
$11,833 - $14,444

MEDIAN
$1,000 - $4,999

AVERAGE (EXCLUDING UNPAID POSITIONS)
$19,364 - $23,635

Seasonal Status

31.3% Seasonal

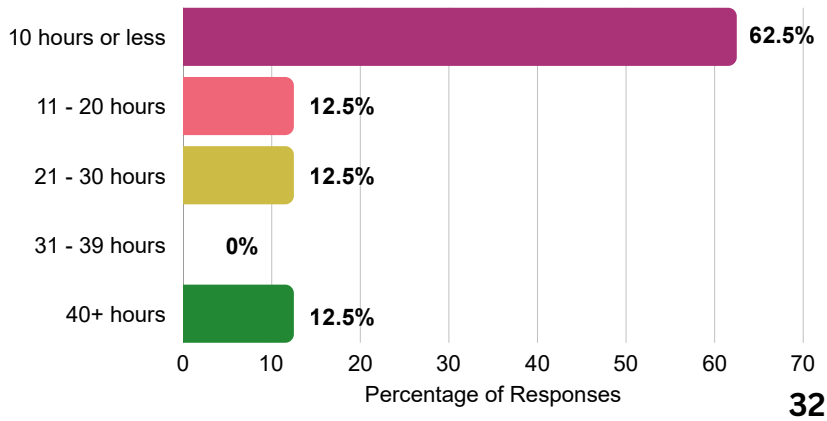
68.8% Year Round

Benefits Offered?

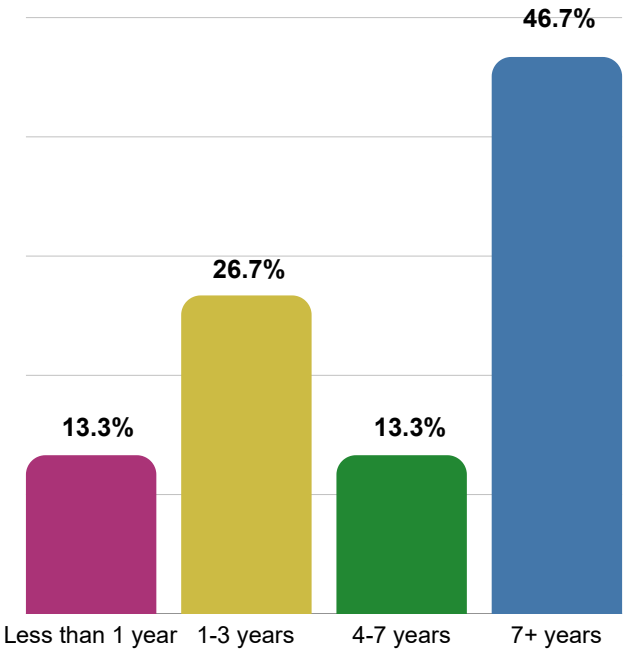
20.0% Yes

80.0% No

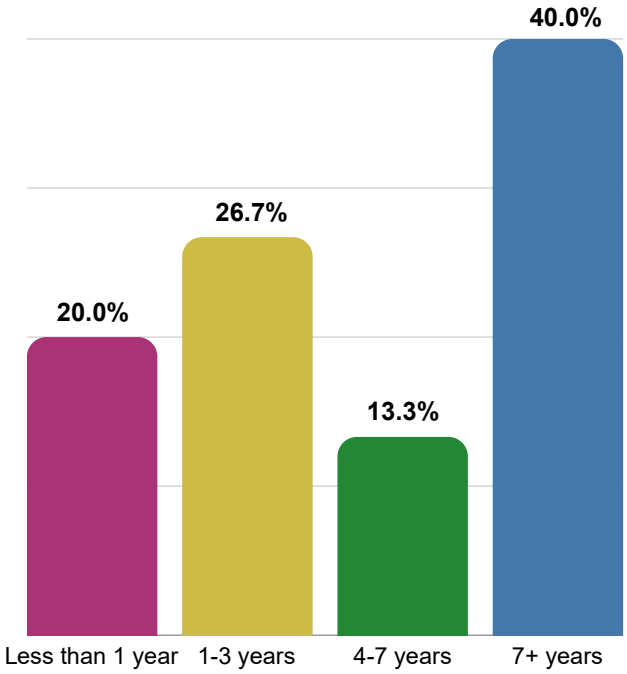
Hours Worked



Time with Organization



Time in Current Role



Job Titles for Position

20.0% Caretaker/Facilities Caretaker

13.3% Maintenance Custodian

6.7% Administrator
Board Member
Committee Volunteers
Director of Operations
Executive Director
Grounds & Maintenance
Head Gardener
Maintenance & Cleaning

Highest Level of Education

15.4% Unsure

46.2% High School/GED

23.1% Some College

0% Associate's Degree

15.4% Bachelor's Degree

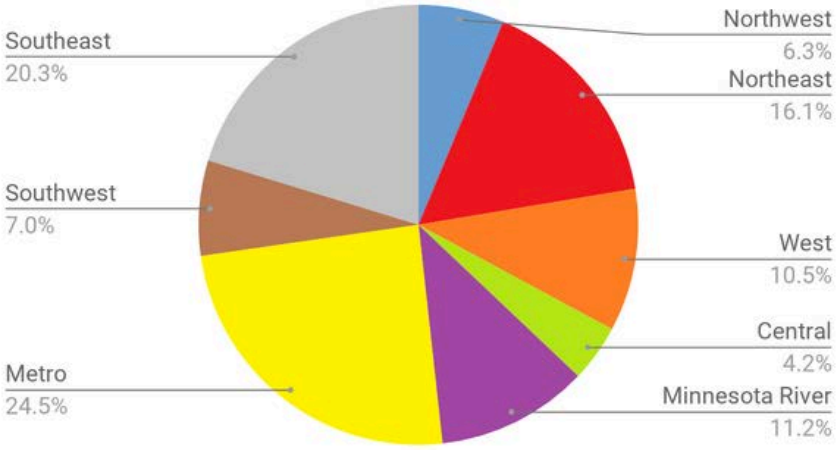
0% Master's Degree

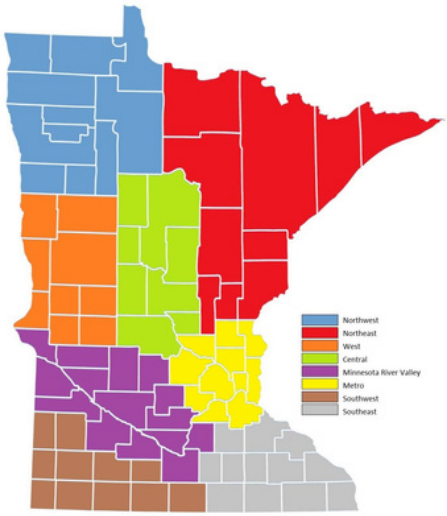
0% Doctoral Degree

State Regions

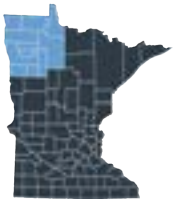
Regional categories follow previous Minnesota local history reporting and are divided as shown below:

Percentage of All Responses by Region

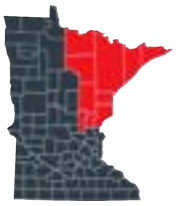




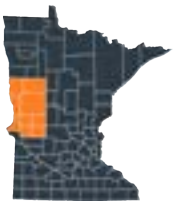
Minnesota Regions



Northwest
Beltrami
Clearwater
Kittson
Lake of the Woods
Mahnomen
Marshall
Norman
Pennington
Polk
Red Lake
Roseau



Northeast
Aitkin
Carlton
Cook
Itasca
Kanabec
Koochiching
Lake
Mille Lacs
Pine
St. Louis

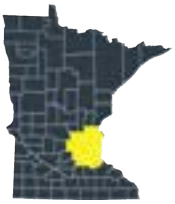


West
Becker
Clay
Douglas
Grant
Otter Tail
Pope
Stevens
Traverse
Wilkin



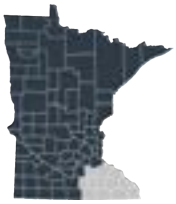
Central
Benton
Cass
Crow Wing
Hubbard
Morrison
Stearns
Todd
Wadena

Minnesota Regions (continued)



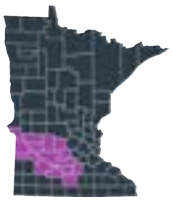
Metro

Anoka
Carver
Chisago
Dakota
Hennepin
Isanti
Ramsey
Scott
Sherburne
Washington
Wright



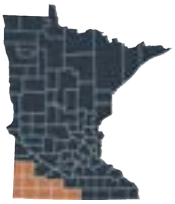
Southeast

Dodge
Fillmore
Freeborn
Goodhue
Houston
Mower
Olmsted
Rice
Steele
Wabasha
Waseca
Winona



Minnesota River Valley

Big Stone
Blue Earth
Brown
Chippewa
Kandiyohi
Lac qui Parle
Le Sueur
McLeod
Meeker
Nicollet
Redwood
Renville
Sibley
Swift
Yellow Medicine



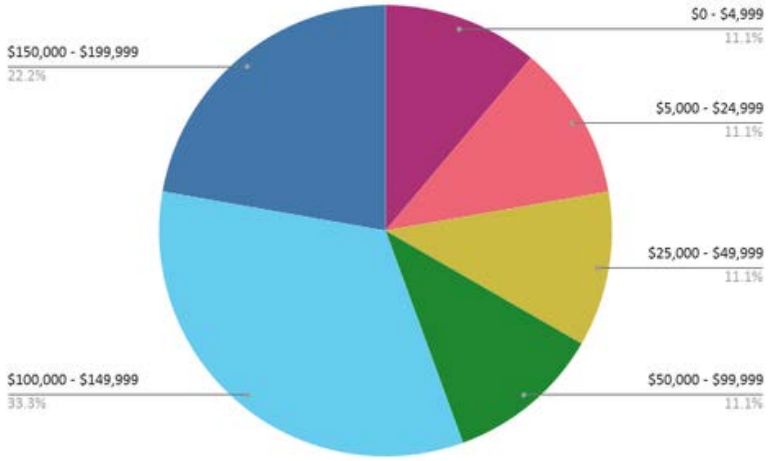
Southwest

Cottonwood
Faribault
Jackson
Lincoln
Lyon
Martin
Murray
Nobles
Pipestone
Rock
Watonwan

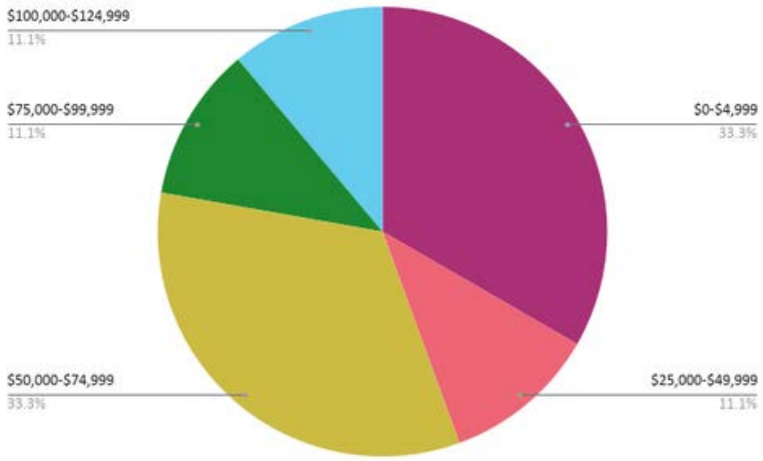
Northwest Regional

✳ 9 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Region

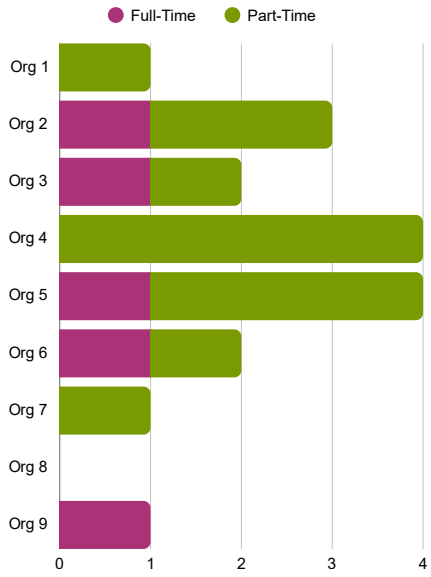
5 Full-Time

13 Part-Time

Average Per Org

0.7 Full-Time

1.4 Part-Time

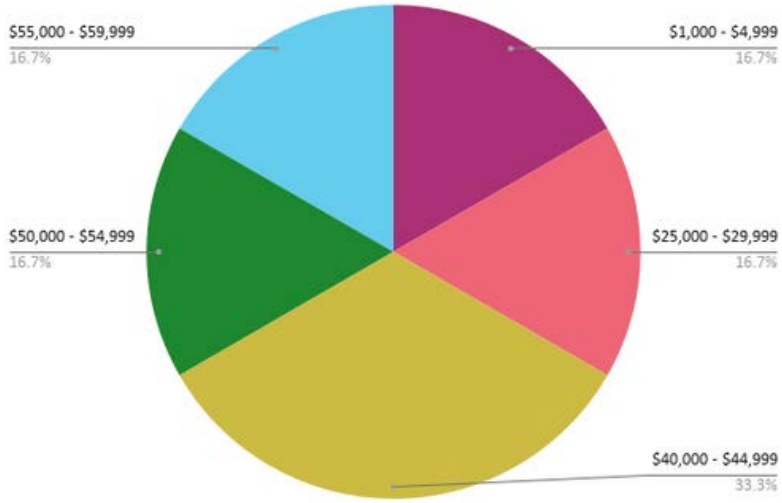


Benefits Offered

66.7% Paid Holidays
66.7% Paid Time Off
44.4% Retirement - Employer Contributions
33.3% Professional Development
33.3% Professional Memberships
22.2% Maternity Leave
22.2% Paternity Leave
22.2% Retirement Plan
11.1% Health Insurance
11.1% Paid Family & Medical Leave
11.1% Internal Museum Discounts
11.1% Other: Health Insurance Stipend
11.1% Other: Time off as needed
0% Dental Insurance
0% Life Insurance
0% Child Care Assistance
0% Long-term Disability Insurance
0% Short-term Disability Insurance
0% Unpaid Family & Medical Leave

Salary Responses

Director/CEO (6 responses)



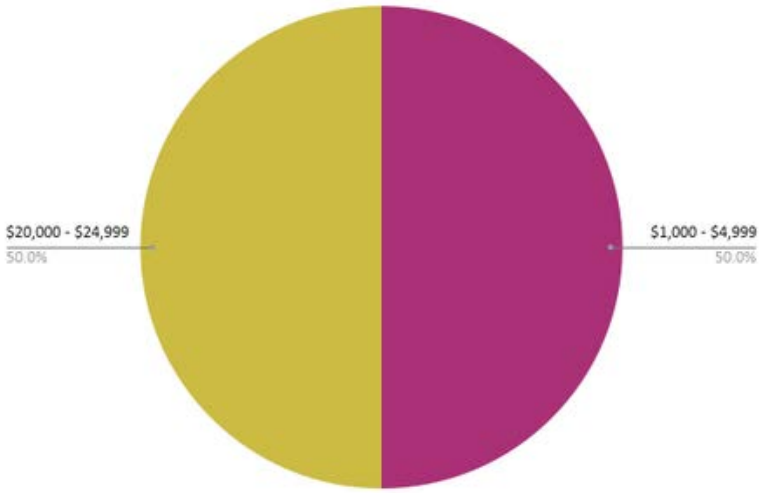
OVERALL AVERAGE

$35,167 - $39,999

MEDIAN

$40,000 - $44,999

Collections Care (2 responses)



OVERALL AVERAGE

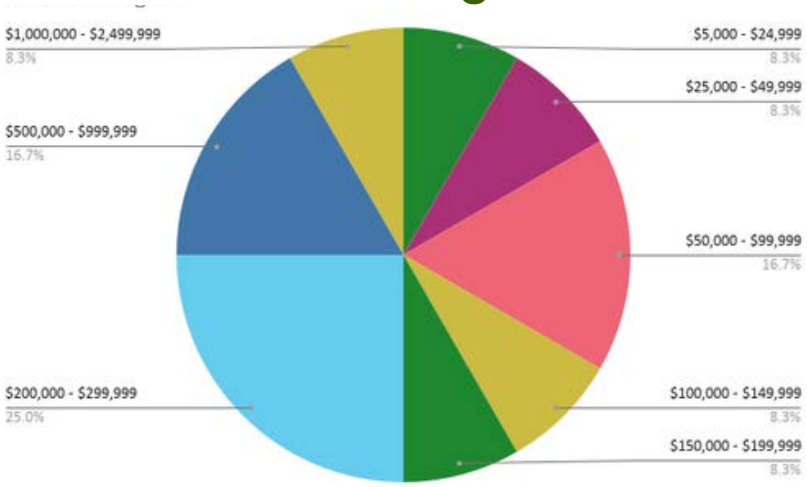
$10,500 - $14,999

Public Programs (0 responses)

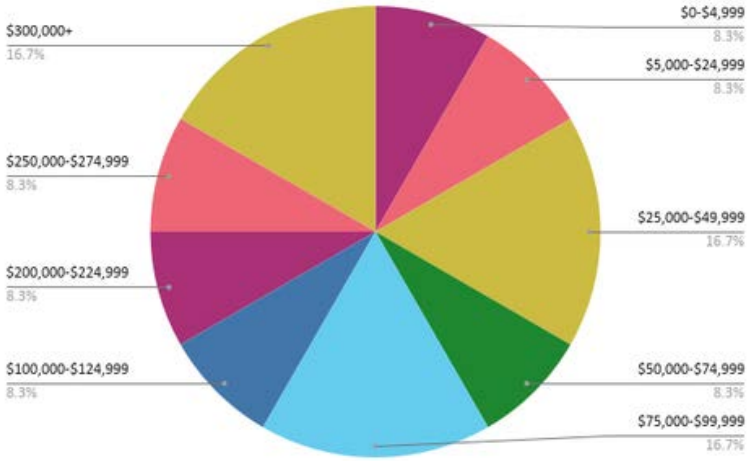
Northeast Regional

✳ 12 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Region

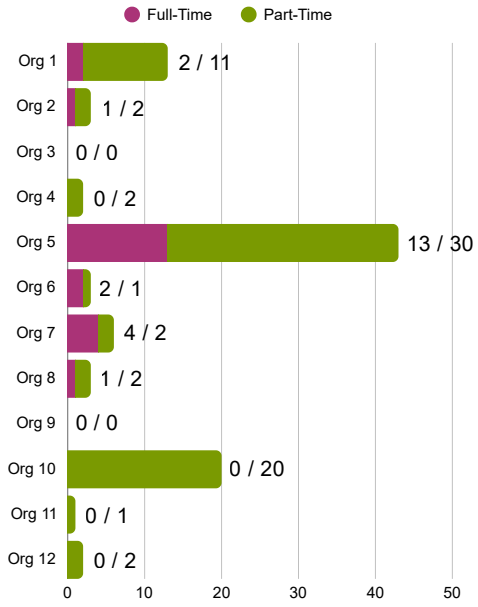
27 Full-Time

97 Part-Time

Average Per Org

2.5 Full-Time

8.1 Part-Time

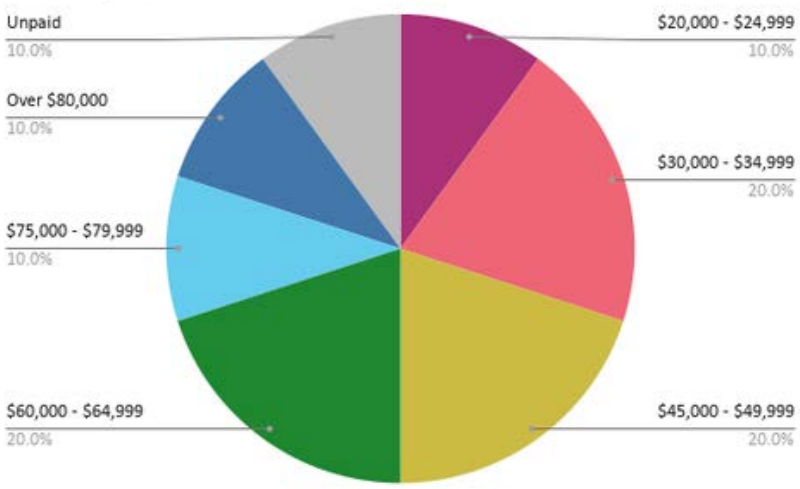


Benefits Offered

75.0%	Paid Time Off	**16.7%**	Unpaid Family & Medical Leave
66.7%	Paid Holidays	**16.7%**	Life Insurance
50.0%	Internal Museum Discounts	**16.7%**	Other: Earned Sick & Safe Time
41.7%	Health Insurance	**8.3%**	Maternity Leave
41.7%	Professional Development	**8.3%**	Paternity Leave
41.7%	Paid Family & Medical Leave	**8.3%**	Long-term Disability Insurance
33.3%	Retirement - Employer Contributions	**8.3%**	Short-term Disability Insurance
33.3%	Professional Memberships	**8.3%**	Other: Intern Housing
25.0%	Retirement Plan	**8.3%**	Other: None
16.7%	Dental Insurance	**0%**	Child Care Assistance

Salary Responses

Director/CEO (10 responses)

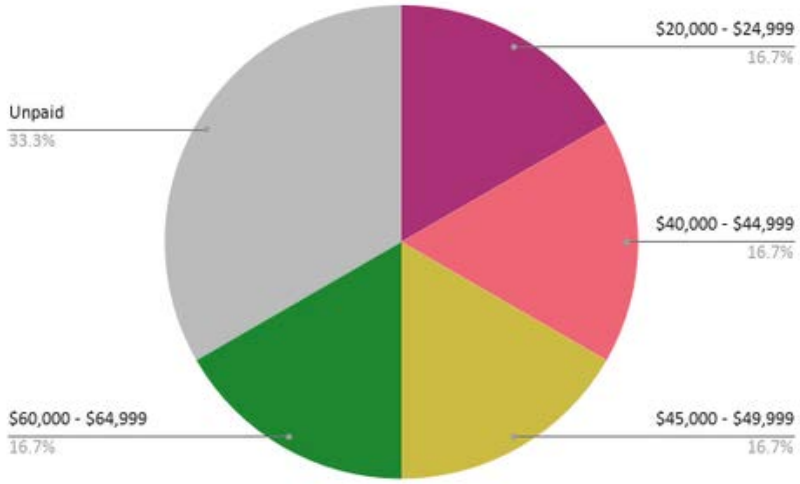


OVERALL AVERAGE
$44,500 - $48,499

MEDIAN
$45,000 - $49,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$49,444 - $53,888

Collections Care (6 responses)

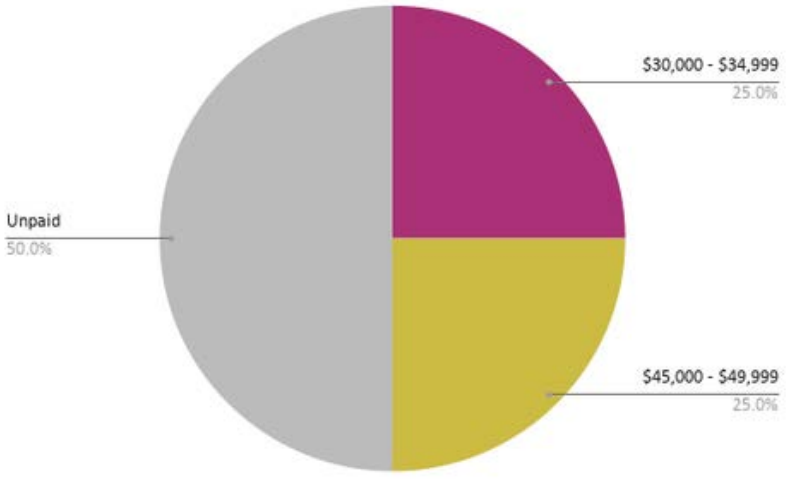


OVERALL AVERAGE
$27,500 - $30,833

MEDIAN
$30,000 - $34,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$41,250 - $46,249

Public Programs (4 responses)



OVERALL AVERAGE
$18,750 - $21,250

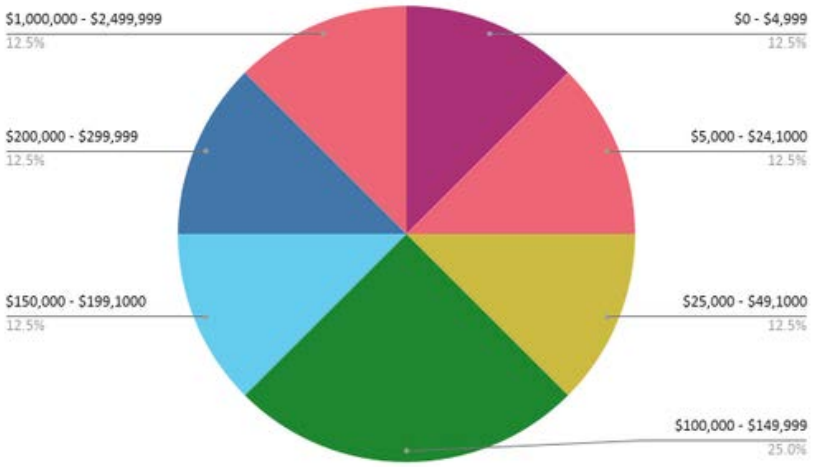
AVERAGE
(EXCLUDING UNPAID POSITIONS)
$37,500 - $42,499

West

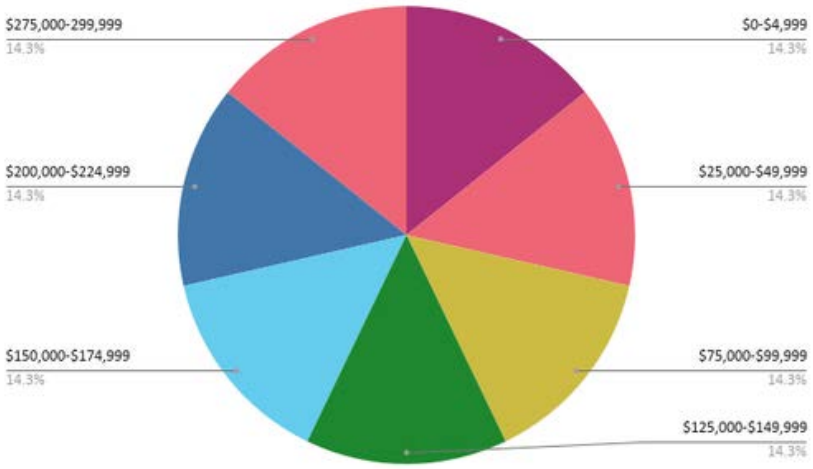
Regional

✳ 8 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Region

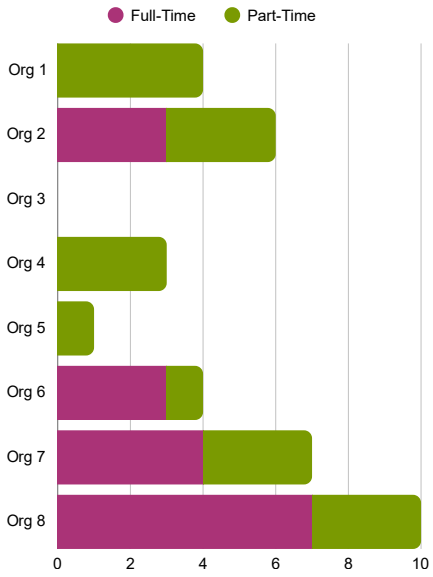
17 Full-Time

18 Part-Time

Average Per Org

2.1 Full-Time

2.3 Part-Time



Benefits Offered

87.5% Paid Time Off

75.0% Paid Holidays

50.0% Health Insurance

50.0% Professional Development

37.5% Retirement Plan

37.5% Retirement - Employer Contributions

25.0% Paid Family & Medical Leave

25.0% Professional Memberships

25.0% Internal Museum Discounts

12.5% Dental Insurance

12.5% Unpaid Family & Medical Leave

0% Maternity Leave

0% Paternity Leave

0% Long-term Disability Insurance

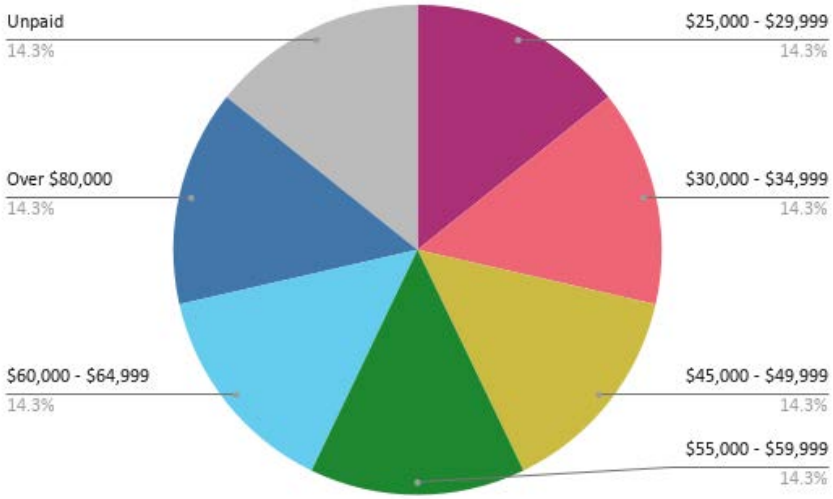
0% Short-term Disability Insurance

0% Life Insurance

0% Child Care Assistance

Salary Responses

Director/CEO (7 responses)

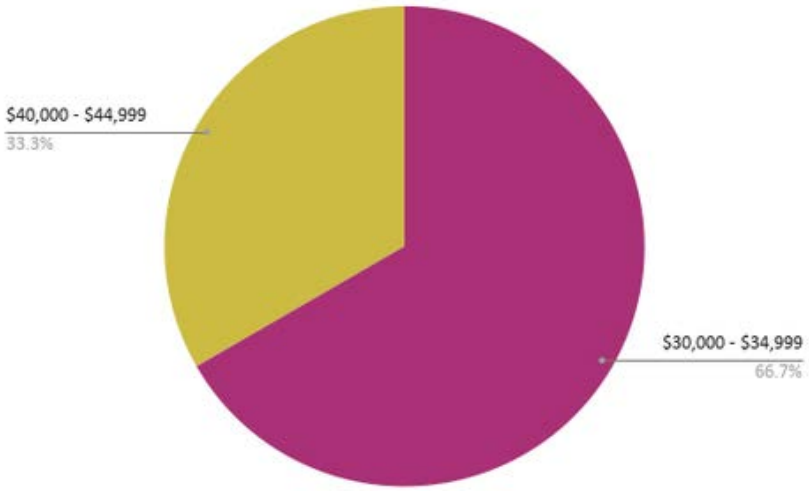


OVERALL AVERAGE
$42,143 - $45,714

MEDIAN
$45,000 - $49,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$49,167 - $53,333

Collections Care (4 responses)

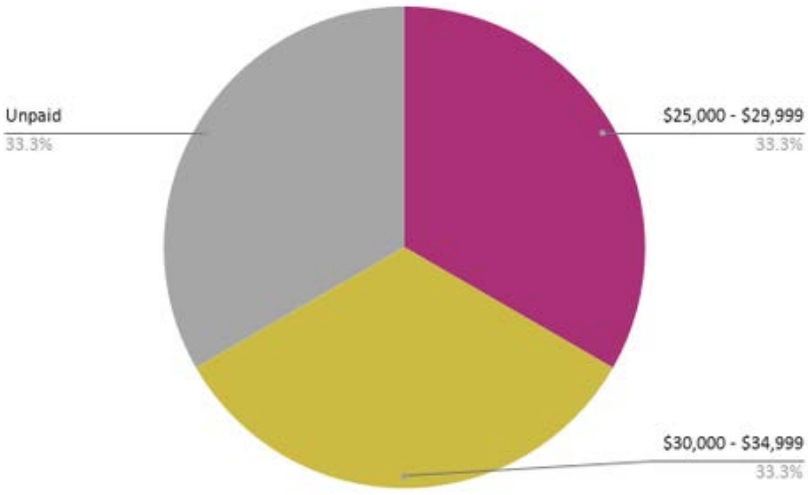


OVERALL AVERAGE
$25,000 - $28,749

MEDIAN
$30,000 - $34,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$33,333 - $38,332

Public Programs (3 responses)



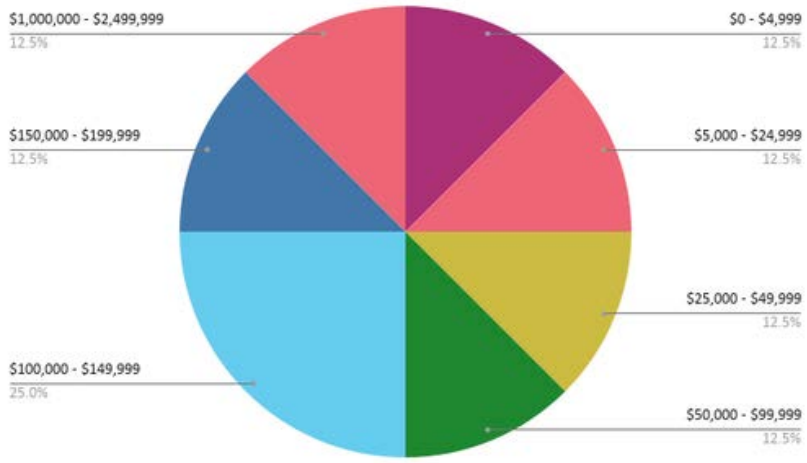
OVERALL AVERAGE
$18,333 - $21,666

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$27,500 - $32,499

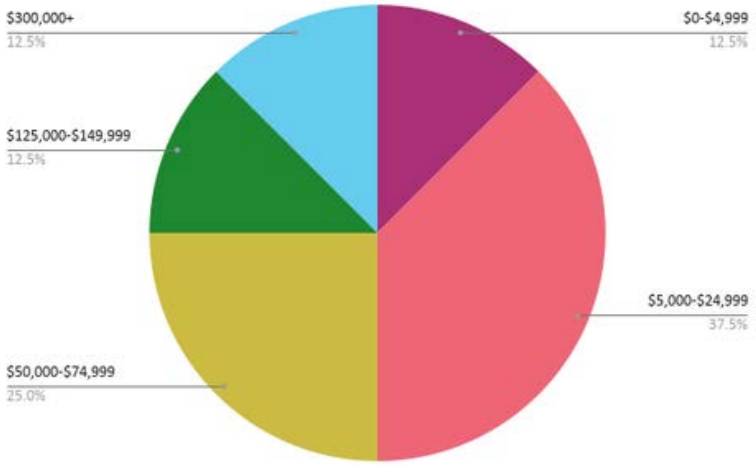
Central Regional

✳ 8 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Region

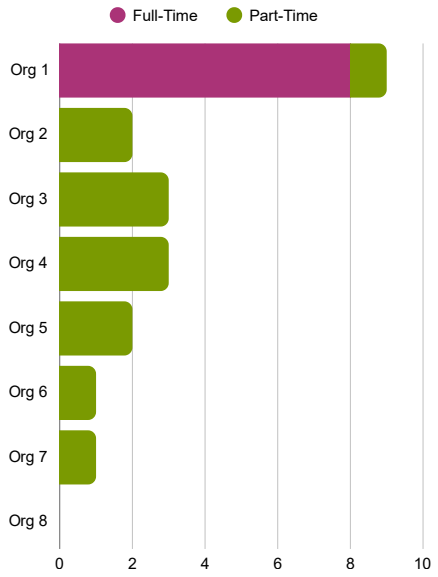
8 Full-Time

13 Part-Time

Average Per Org

1.0 Full-Time

1.6 Part-Time

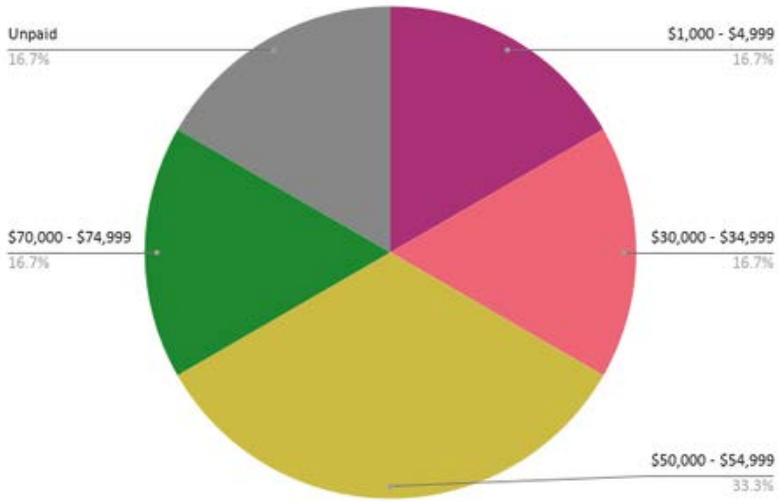


Benefits Offered

62.5% Paid Time Off
50.0% Paid Holidays
25.0% Maternity Leave
25.0% Paid Family & Medical Leave
25.0% Retirement - Employer Contributions
25.0% Professional Development
25.0% Other: None
12.5% Paternity Leave
12.5% Health Insurance
12.5% Dental Insurance
12.5% Short-term Disability Insurance
12.5% Unpaid Family & Medical Leave
12.5% Life Insurance
12.5% Retirement Plan
12.5% Professional Memberships
12.5% Internal Museum Discounts
0% Long-term Disability Insurance
0% Child Care Assistance

Salary Responses

Director/CEO (6 responses)

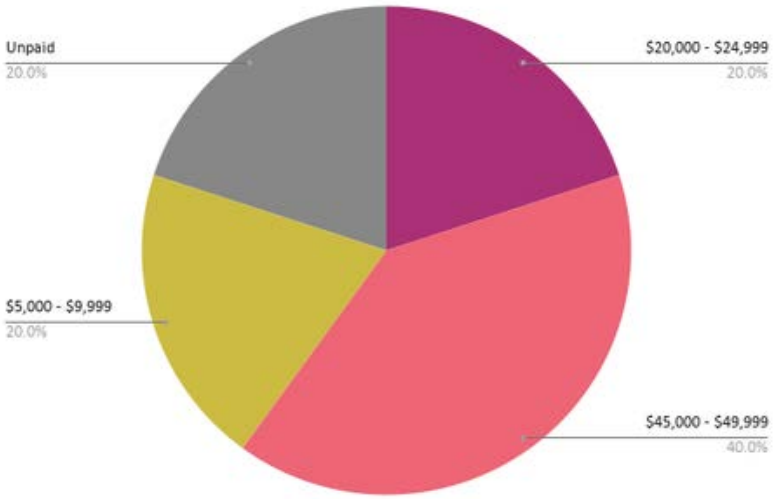


OVERALL AVERAGE
$33,500 - $37,499

MEDIAN
$40,000 - $44,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$40,200 - $44,999

Collections Care (5 responses)

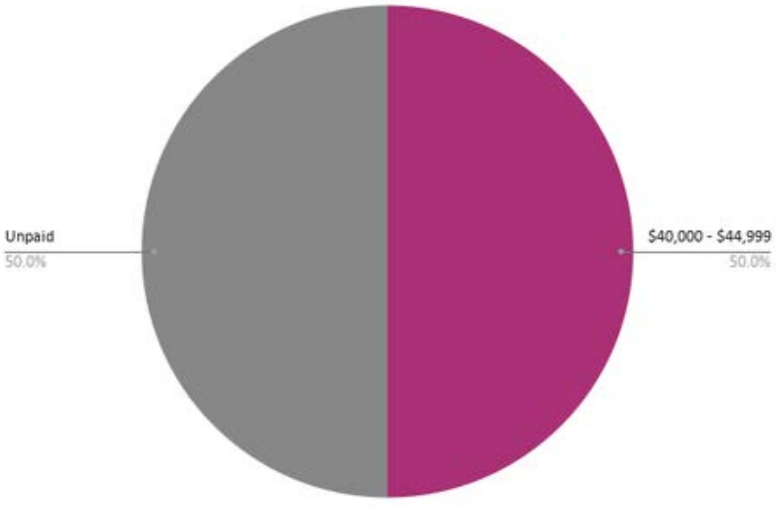


OVERALL AVERAGE
$23,000 - $26,999

MEDIAN
$20,000 - $24,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$28,750 - $33,749

Public Programs (2 responses)



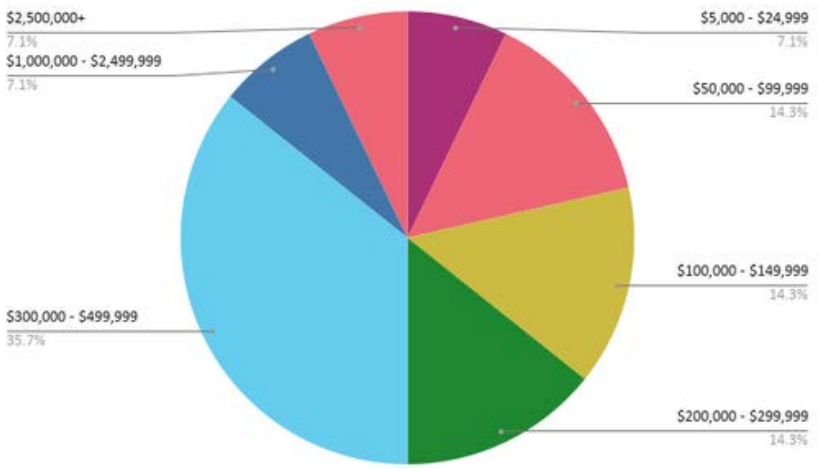
OVERALL AVERAGE
$20,000 - $22,500

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$40,000 - $44,999

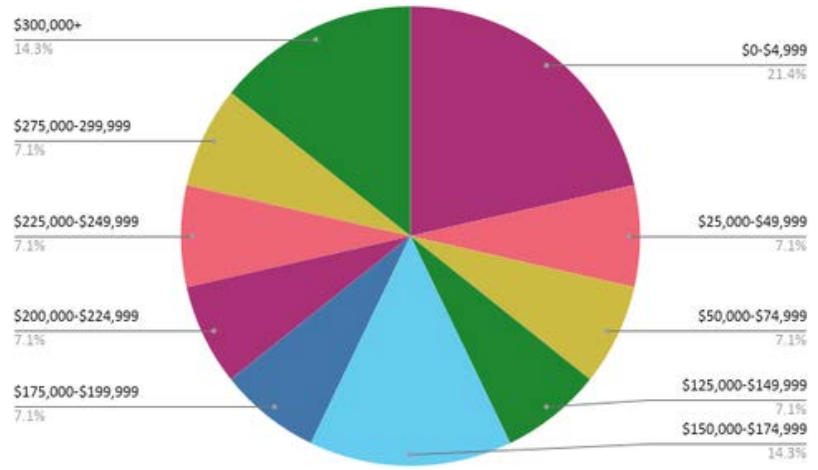
Metro Regional

✳ 14 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Region

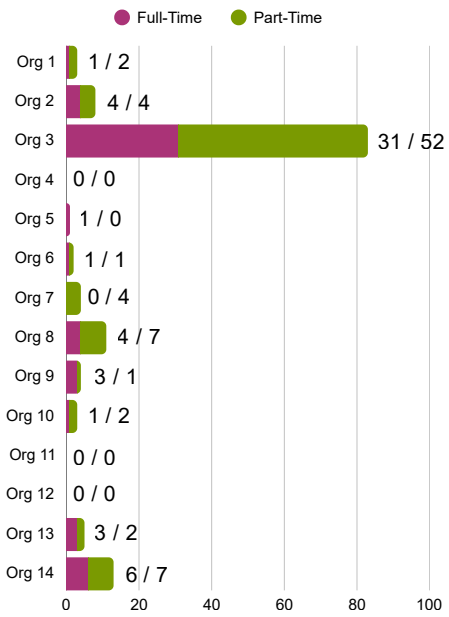
55 Full-Time

82 Part-Time

Average Per Org

3.9 Full-Time

5.8 Part-Time



Benefits Offered

78.6% Paid Holidays

64.3% Paid Time Off

57.1% Health Insurance

57.1% Retirement Plan

50.0% Dental Insurance

50.0% Retirement - Employer Contributions

50.0% Professional Memberships

42.9% Long-term Disability Insurance

42.9% Short-term Disability Insurance

42.9% Paid Family & Medical Leave

42.9% Life Insurance

42.9% Internal Museum Discounts

35.7% Maternity Leave

28.6% Paternity Leave

21.4% Unpaid Family & Medical Leave

12.5% Professional Memberships

12.5% Internal Museum Discounts

7.1% Cell phone

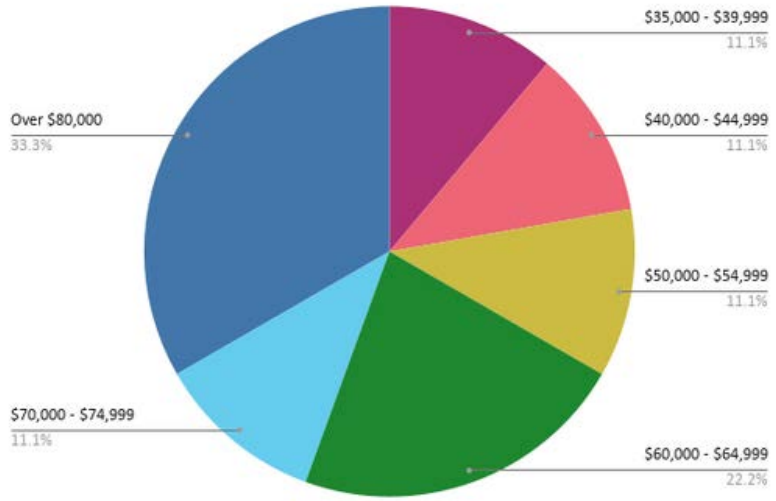
7.1% Periodic performance bonuses

7.1% HSA

0% Child Care Assistance

Salary Responses

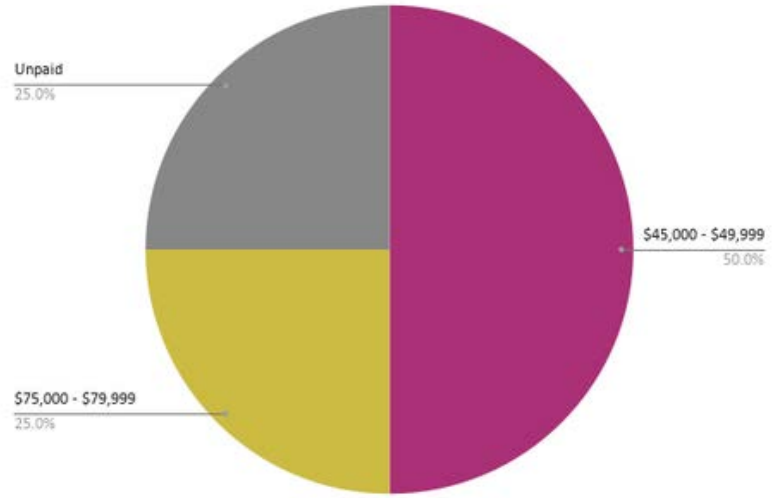
Director/CEO (9 responses)



OVERALL AVERAGE
$61,667 - $64,999

MEDIAN
$60,000 - $64,999

Collections Care (4 responses)

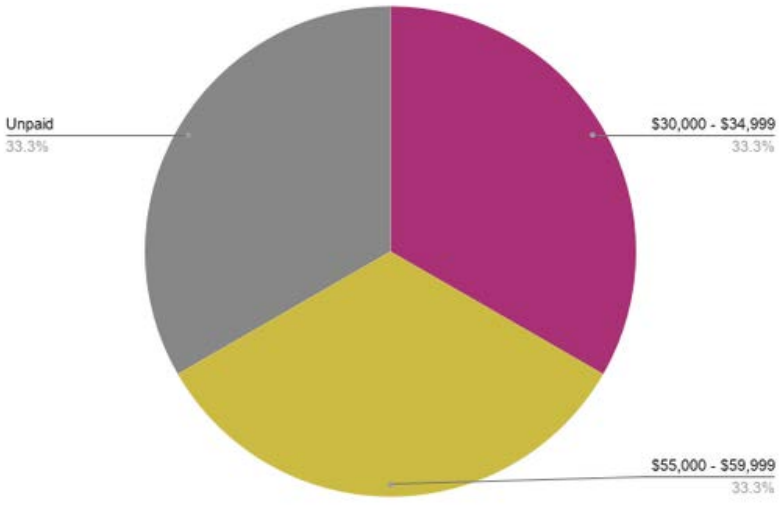


OVERALL AVERAGE
$41,250 - $44,999

MEDIAN
$45,000 - $49,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$55,000 - $59,999

Public Programs (3 responses)



OVERALL AVERAGE
$28,333 - $31,666

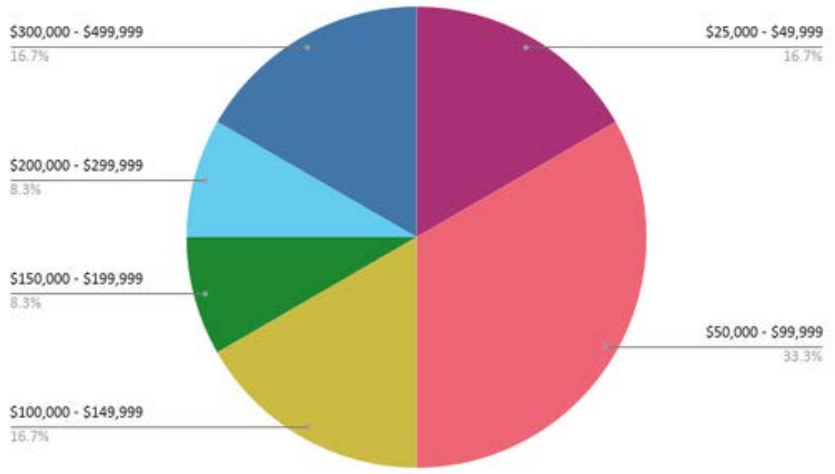
AVERAGE
(EXCLUDING UNPAID POSITIONS)
$42,500 - $47,499

MN River Valley

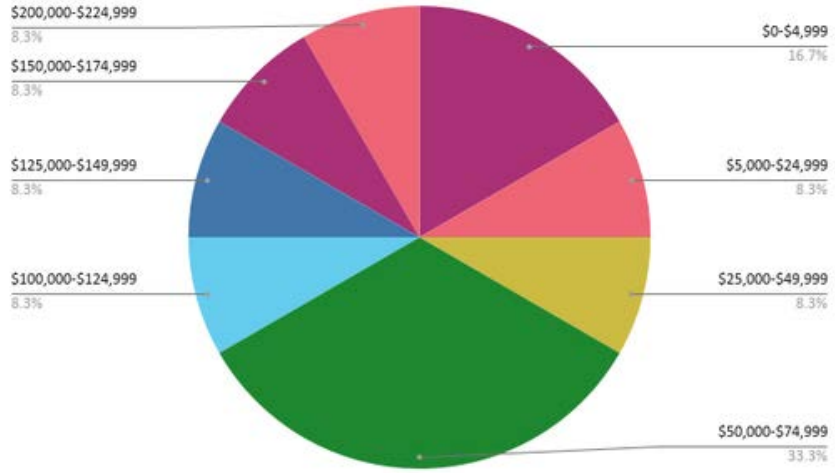
Regional

✳ 12 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Region

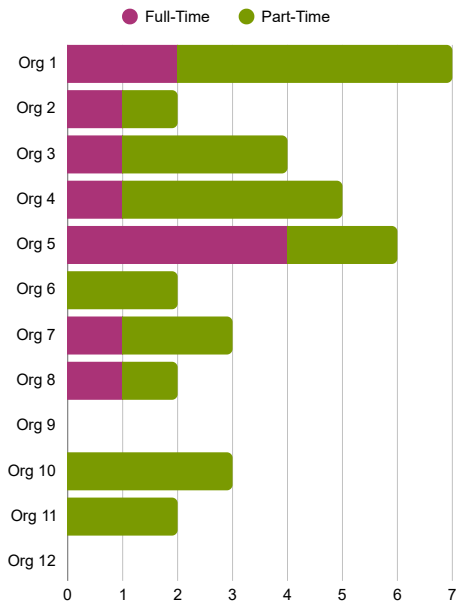
11 Full-Time

25 Part-Time

Average Per Org

0.9 Full-Time

2.1 Part-Time

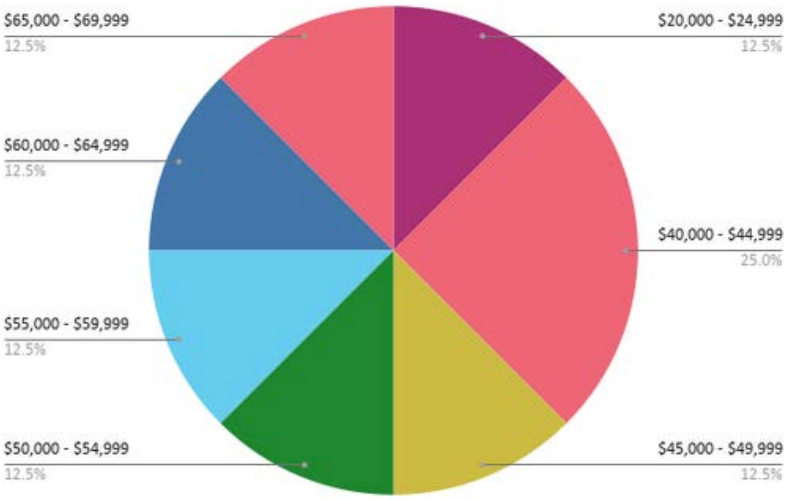


Benefits Offered

66.7%	Paid Time Off	**16.7%**	Professional Membership
66.7%	Paid Holidays	**16.7%**	Other: None
33.3%	Professional Memberships	**8.3%**	Health Insurance
25.0%	Paid Family & Medical Leave	**8.3%**	Dental Insurance
25.0%	Internal Museum Discounts	**8.3%**	Retirement Plan
16.7%	Maternity Leave	**8.3%**	Child Care Assistance
16.7%	Paternity Leave	**0%**	Short-term Disability Insurance
16.7%	Unpaid Family & Medical Leave	**0%**	Long-term Disability Insurance
16.7%	Retirement - Employer Contributions	**0%**	Life Insurance

Salary Responses

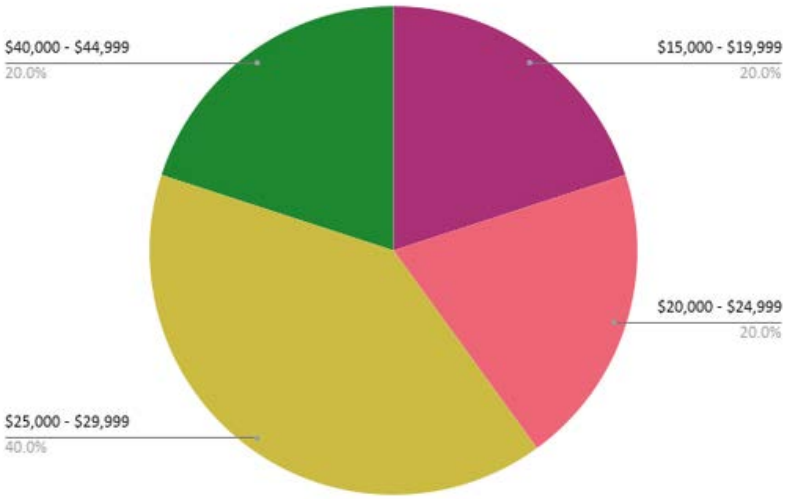
Director/CEO (8 responses)



OVERALL AVERAGE
$46,875 - $51,874

MEDIAN
$47,500 - $52,499

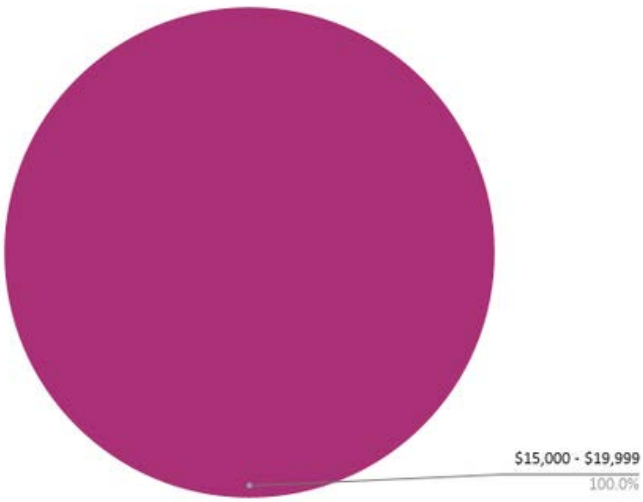
Collections Care (5 responses)



OVERALL AVERAGE
$25,500 - $29,999

MEDIAN
$25,000 - $29,999

Public Programs (1 response)

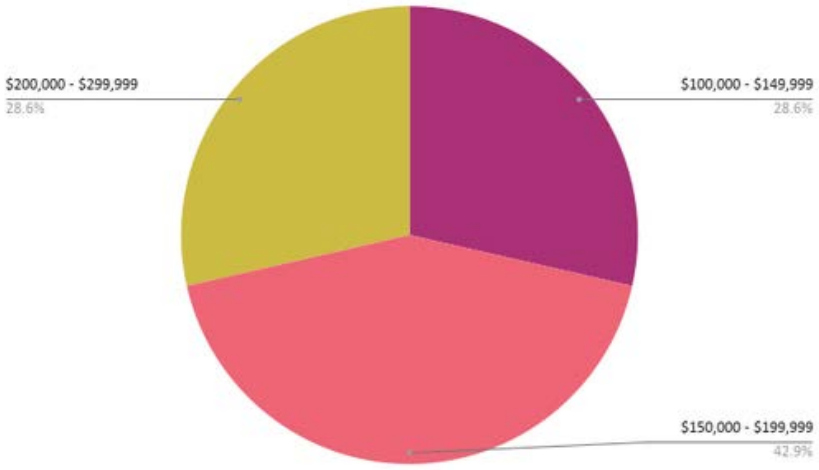


Southwest

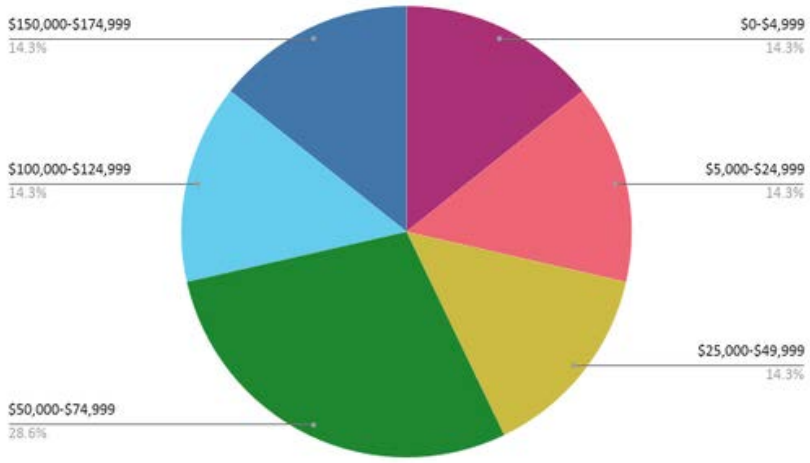
Regional

✳ 7 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Region

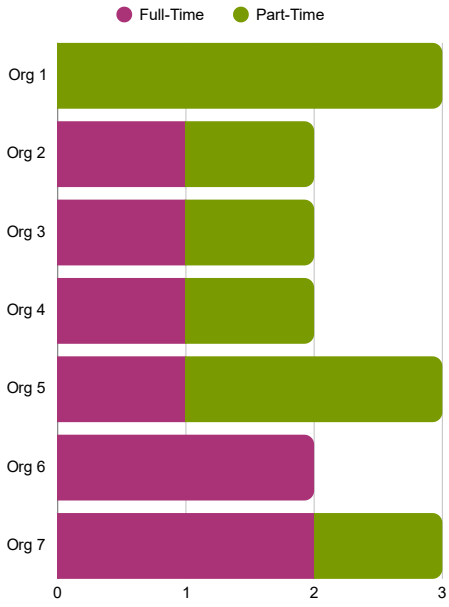
8 Full-Time

9 Part-Time

Average Per Org

1.1 Full-Time

1.3 Part-Time

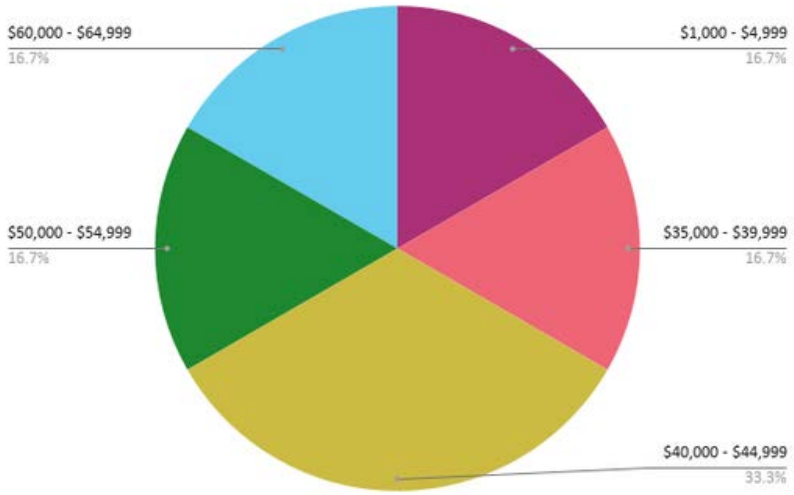


Benefits Offered

85.7%	Paid Time Off
85.7%	Paid Holidays
71.4%	Professional Development
42.9%	Health Insurance
28.6%	Maternity Leave
28.6%	Dental Insurance
28.6%	Long-term Disability Insurance
28.6%	Short-term Disability Insurance
28.6%	Paid Family & Medical Leave
28.6%	Professional Memberships
14.3%	Paternity Leave
14.3%	Unpaid Family & Medical Leave
14.3%	Life Insurance
14.3%	Retirement Plan
14.3%	Retirement - Employer Contributions
14.3%	Other: None
14.3%	Other: Pension
0%	Child Care Assistance
0%	Internal Museum Discounts

Salary Responses

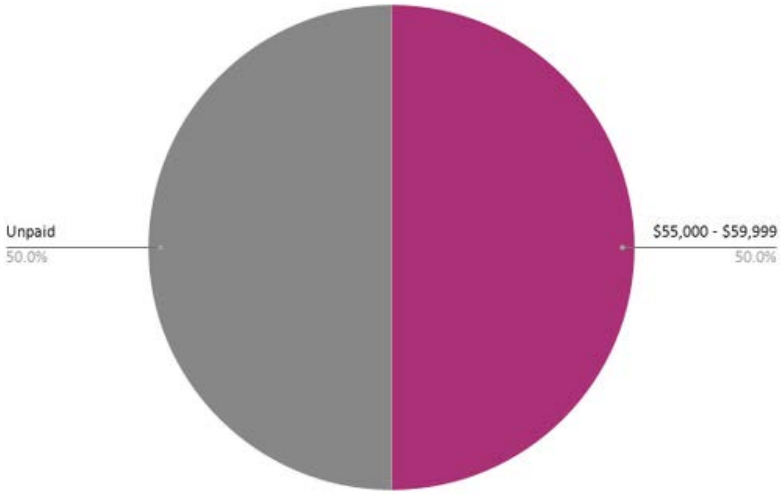
Director/CEO (7 responses)



OVERALL AVERAGE
$41,571 - $46,428

MEDIAN
$40,000 - $44,999

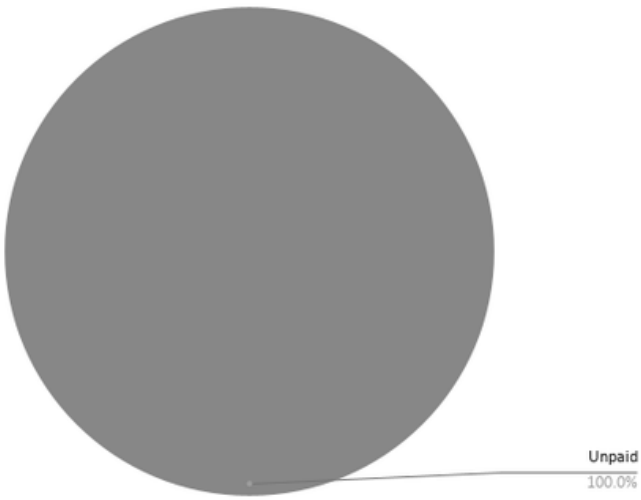
Collections Care (2 responses)



OVERALL AVERAGE
$27,500 - $29,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$55,000 - $59,999

Public Programs (1 response)

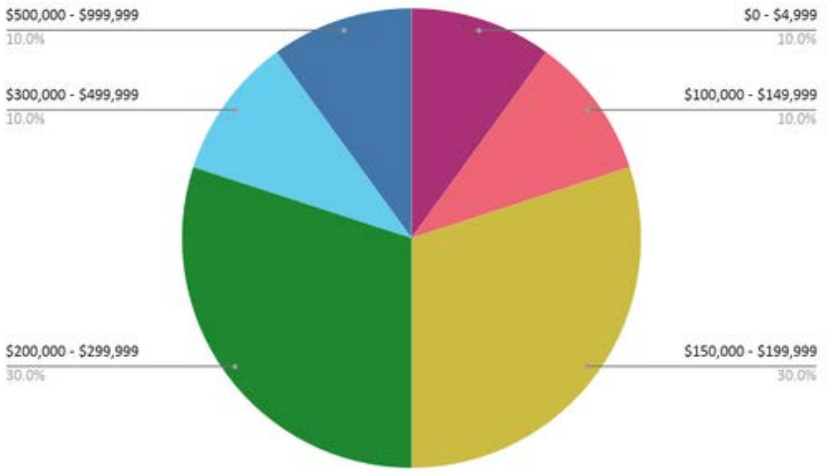


Southeast

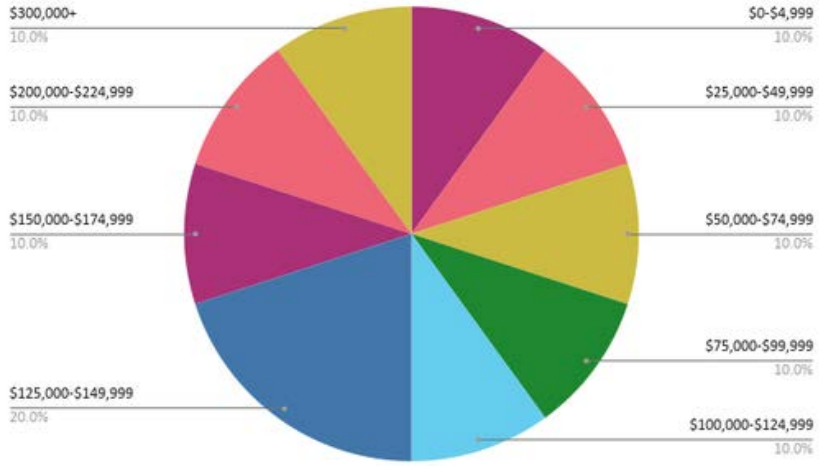
Regional

✳ 10 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Region

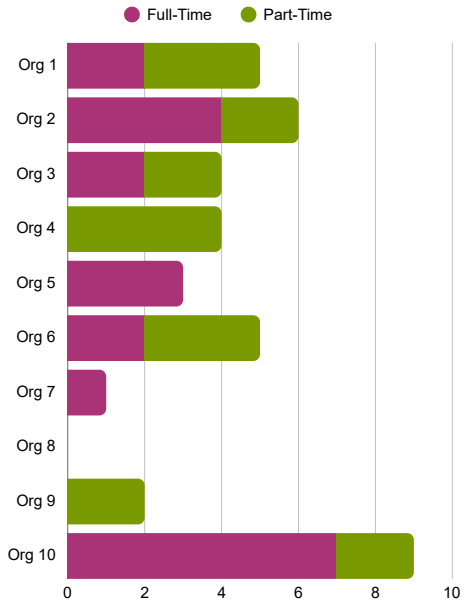
21 Full-Time

18 Part-Time

Average Per Org

2.1 Full-Time

1.8 Part-Time

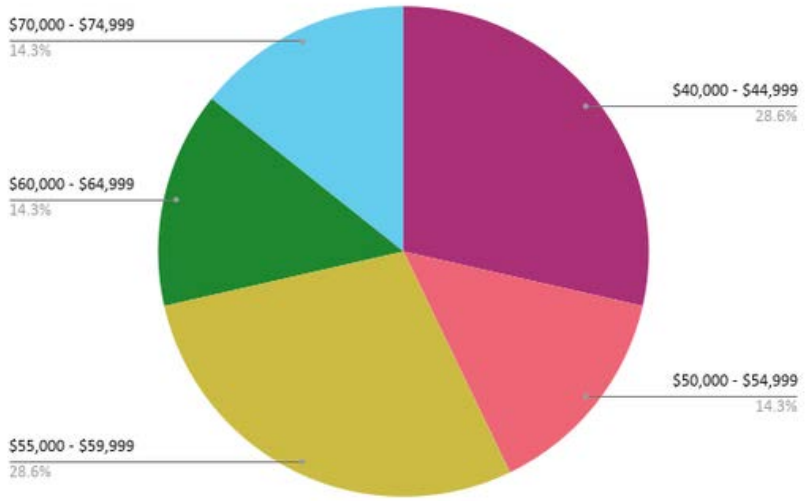


Benefits Offered

80.0%	Paid Time Off	**20.0%**	Retirement Plan
80.0%	Paid Holidays	**20.0%**	Retirement - Employer Contributions
60.0%	Paid Family & Medical Leave	**10.0%**	Long-term Disability Insurance
40.0%	Professional Development	**10.0%**	Short-term Disability Insurance
30.0%	Internal Museum Discounts	**10.0%**	Other: Health Stipend
20.0%	Maternity Leave	**0%**	Dental Insurance
20.0%	Paternity Leave	**0%**	Life Insurance
20.0%	Health Insurance	**0%**	Professional Memberships
20.0%	Unpaid Family & Medical Leave	**0%**	Child Care Assistance

Salary Responses

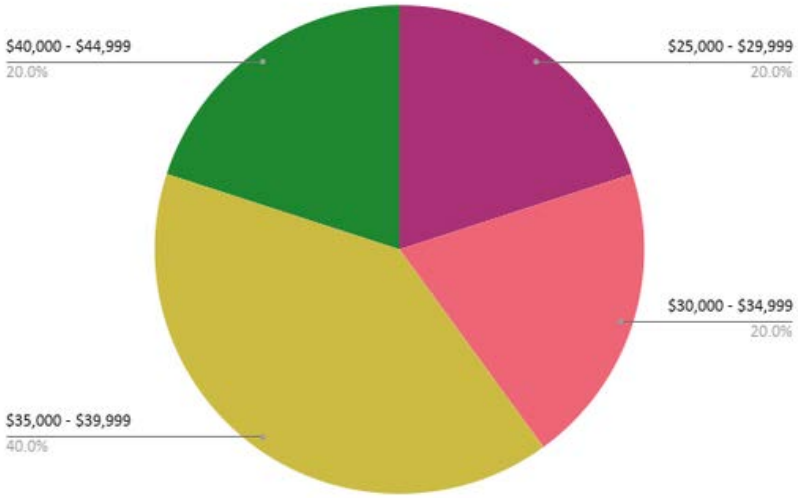
Director/CEO (6 responses)



OVERALL AVERAGE
$55,000 - $59,999

MEDIAN
$55,000 - $59,999

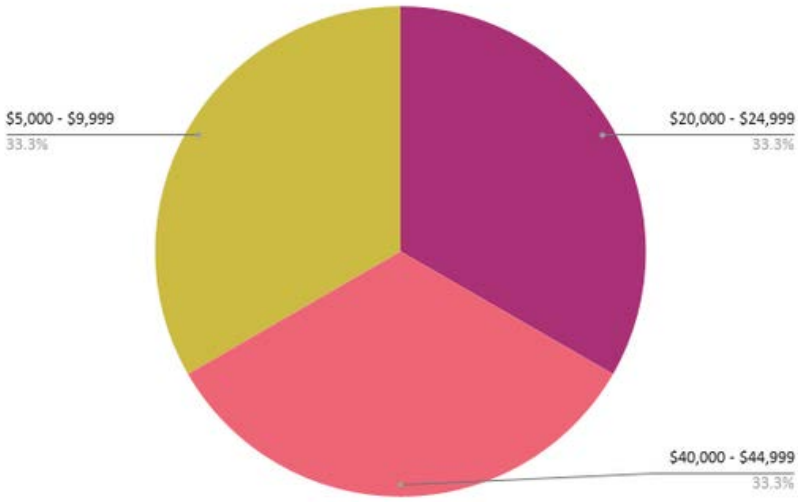
Collections Care (4 responses)



OVERALL AVERAGE
$35,000 - $39,999

MEDIAN
$35,000 - $39,999

Public Programs (3 responses)



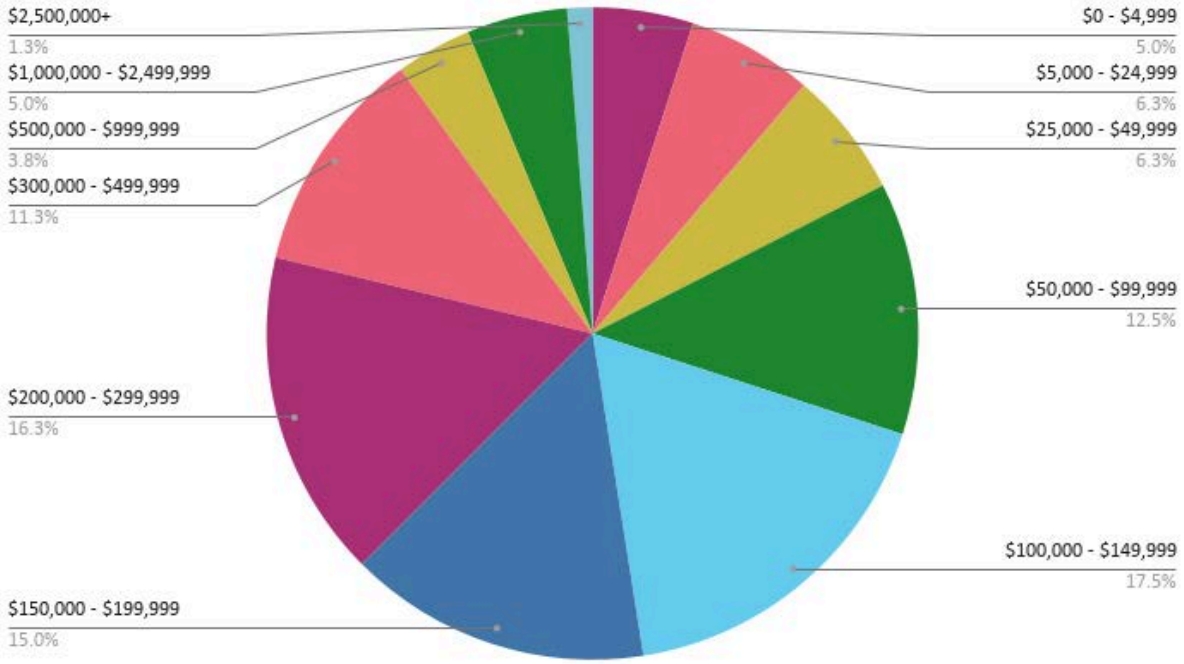
OVERALL AVERAGE
$21,667 - $26,666

MEDIAN
$20,000 - $24,999

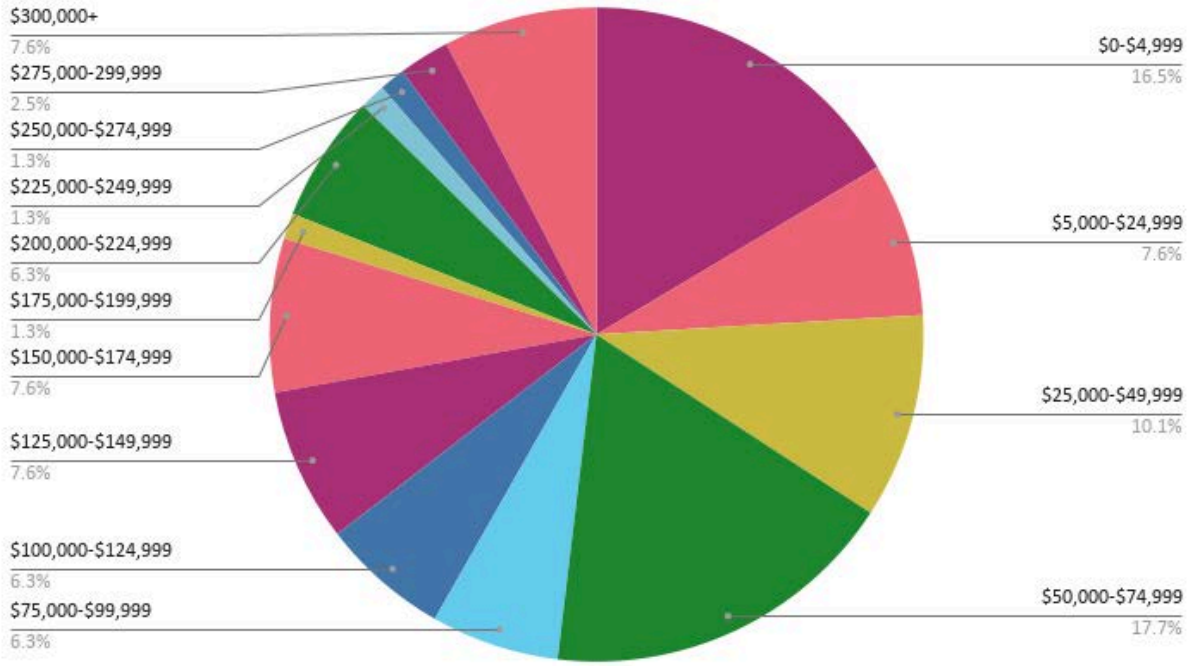
Budget Ranges

Budget & expense categories were modeled off of the 2022 Minnesota local history salary survey.

Percentage of All Responses by Budget Ranges



Percentage of All Responses by Expenses Related to Personnel

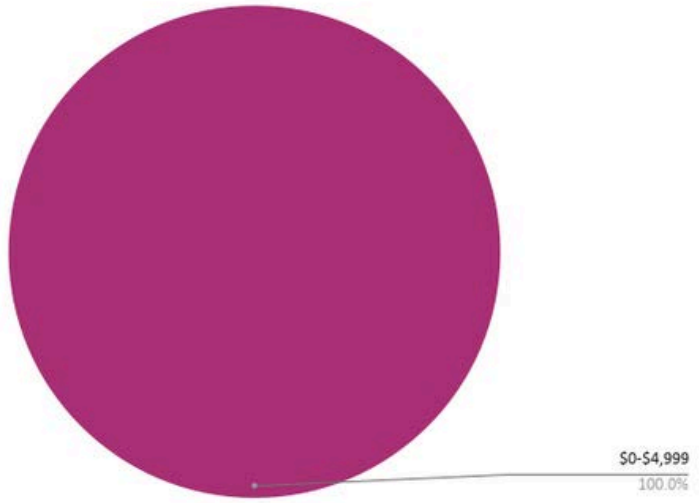


Annual Budget: $0 - $4,999

Budget

✳ 4 Responses Received

Expenses Related to Personnel



Staffing

Total for Budget Range

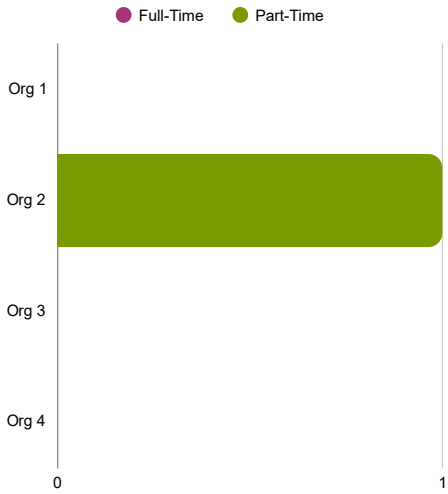
0 Full-Time

1 Part-Time

Average Per Org

0 Full-Time

0.25 Part-Time

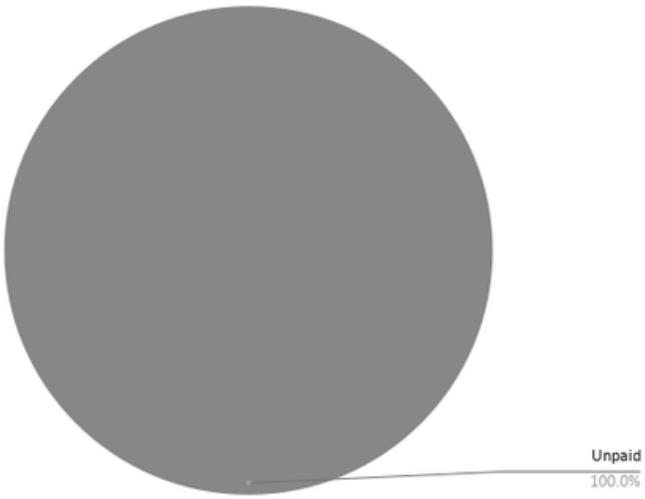


Benefits Offered

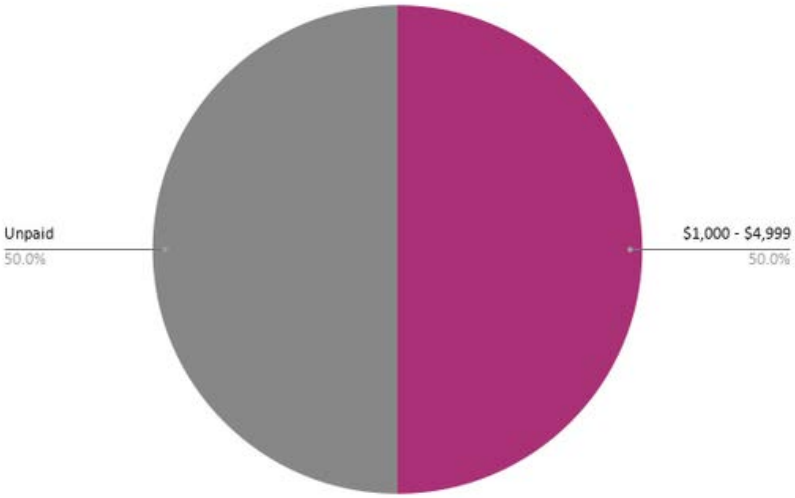
25%	Other: Time Off As Needed
0%	Paid Time Off
0%	Paid Holidays
0%	Paid Family & Medical Leave
0%	Professional Development
0%	Internal Museum Discounts
0%	Maternity Leave
0%	Paternity Leave
0%	Health Insurance
0%	Unpaid Family & Medical Leave
0%	Retirement Plan
0%	Retirement - Employer Contributions
0%	Long-term Disability Insurance
0%	Short-term Disability Insurance
0%	Dental Insurance
0%	Life Insurance
0%	Professional Memberships
0%	Child Care Assistance

Salary Responses

Director/CEO (1 response)



Collections Care (2 responses)



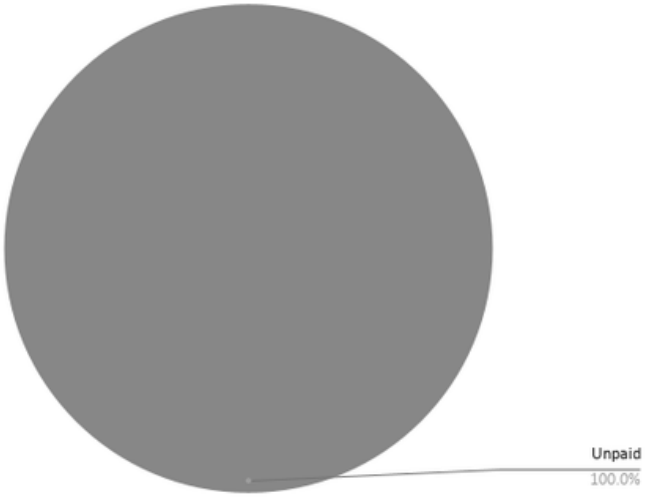
OVERALL AVERAGE

$500 - $2,499

AVERAGE
(EXCLUDING UNPAID POSITIONS)

$1,000 - $4,999

Public Programs (1 response)

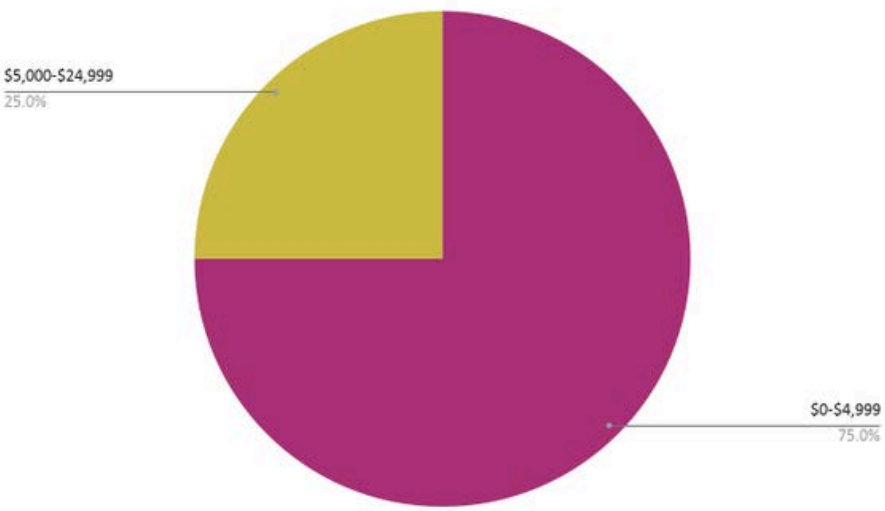


Annual Budget: $5,000 - $24,999

Budget

✳ 4 Responses Received

Expenses Related to Personnel



Staffing

Total for Budget Range

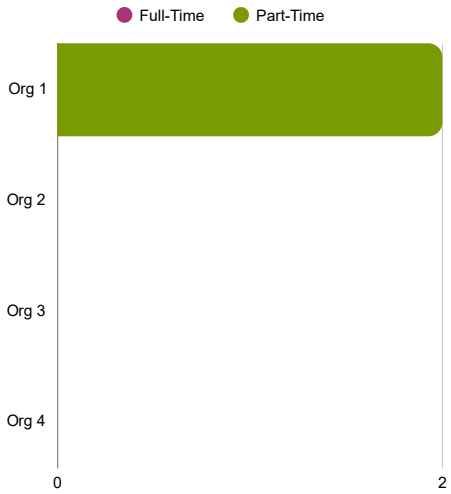
0 Full-Time

2 Part-Time

Average Per Org

0 Full-Time

0.5 Part-Time

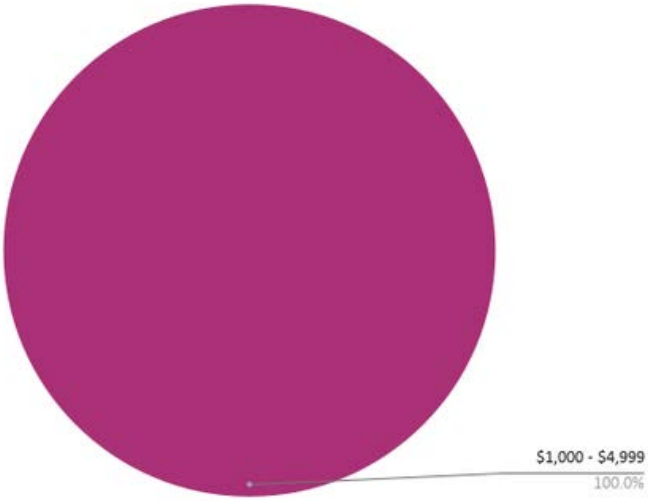


Benefits Offered

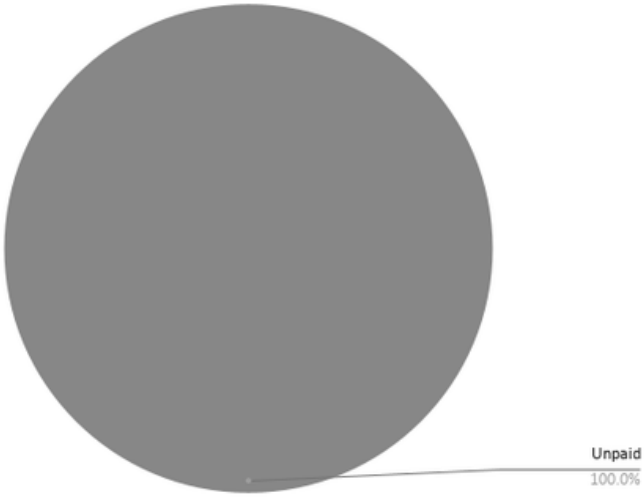
0%	Paid Time Off
0%	Paid Holidays
0%	Paid Family & Medical Leave
0%	Professional Development
0%	Internal Museum Discounts
0%	Maternity Leave
0%	Paternity Leave
0%	Health Insurance
0%	Unpaid Family & Medical Leave
0%	Retirement Plan
0%	Retirement - Employer Contributions
0%	Long-term Disability Insurance
0%	Short-term Disability Insurance
0%	Dental Insurance
0%	Life Insurance
0%	Professional Memberships
0%	Child Care Assistance

Salary Responses

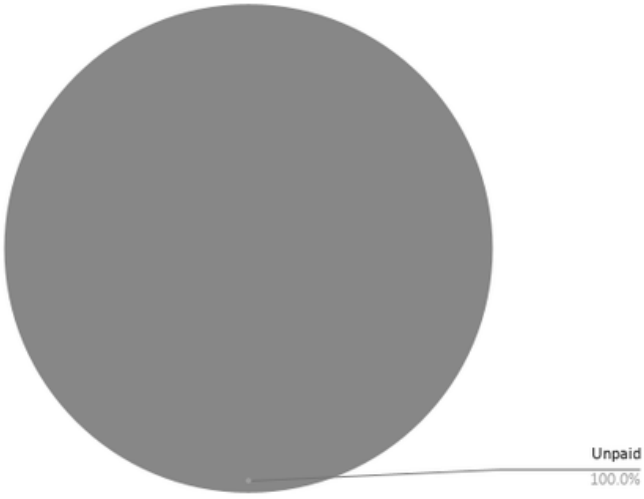
Director/CEO (1 response)



Collections Care (2 responses)



Public Programs (2 responses)

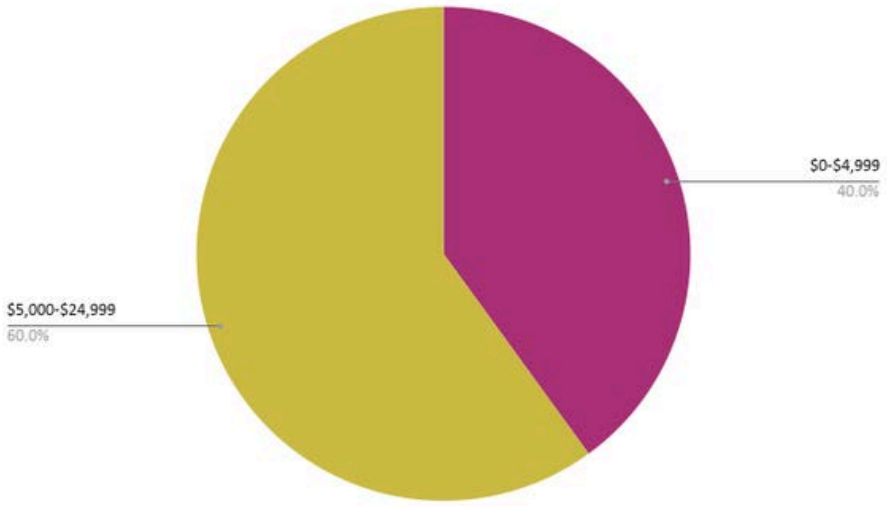


Annual Budget: $25,000 - $49,999

Budget

✳ 5 Responses Received

Expenses Related to Personnel



Staffing

Total for Budget Range

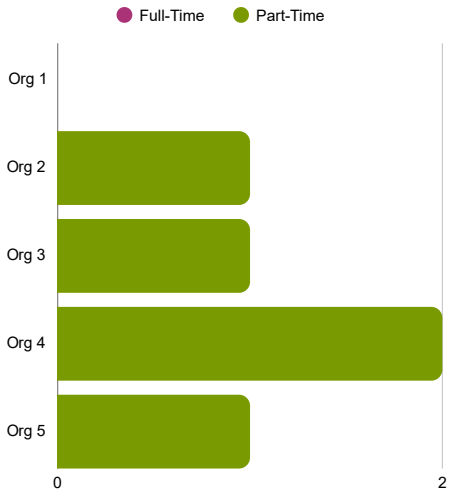
0 Full-Time

5 Part-Time

Average Per Org

0 Full-Time

1 Part-Time

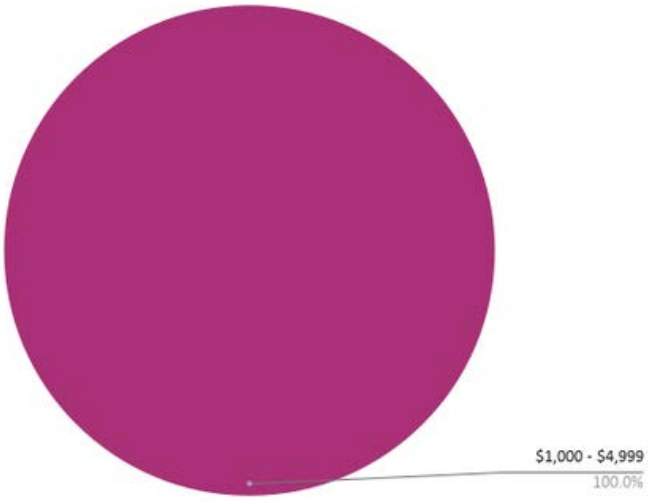


Benefits Offered

40%	Other: None
20%	Paid Time Off
20%	Paid Holidays
20%	Unpaid Family & Medical Leave
0%	Paid Family & Medical Leave
0%	Professional Development
0%	Internal Museum Discounts
0%	Maternity Leave
0%	Paternity Leave
0%	Health Insurance
0%	Retirement Plan
0%	Retirement - Employer Contributions
0%	Long-term Disability Insurance
0%	Short-term Disability Insurance
0%	Dental Insurance
0%	Life Insurance
0%	Professional Memberships
0%	Child Care Assistance

Salary Responses

Director/CEO (1 response)



Collections Care (0 responses)

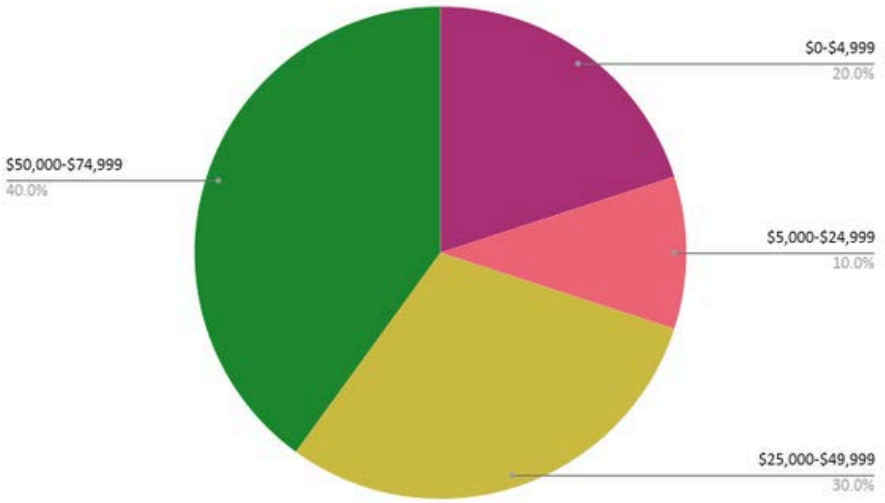
Public Programs (0 responses)

Annual Budget: $50,000 - $99,999

Budget

✳ 10 Responses Received

Expenses Related to Personnel



Staffing

Total for Budget Range

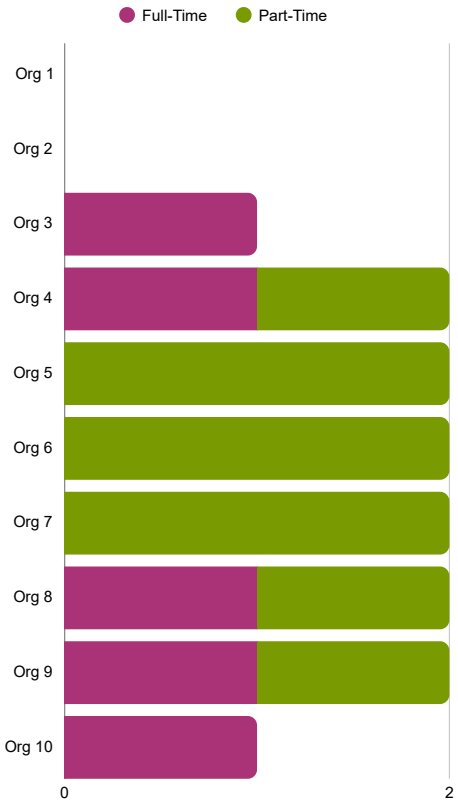
5 Full-Time

9 Part-Time

Average Per Org

0 Full-Time

0.25 Part-Time

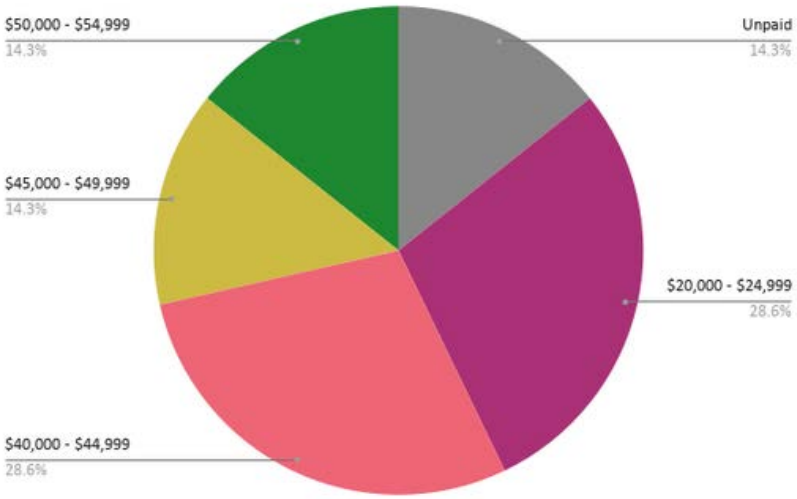


Benefits Offered

70%	Paid Time Off
70%	Paid Holidays
20%	Internal Museum Discounts
20%	Other: None
10%	Maternity Leave
10%	Paternity Leave
10%	Paid Family & Medical Leave
10%	Retirement - Employer Contributions
10%	Professional Development
10%	Other: Cell phone & periodic performance bonuses
0%	Health Insurance
0%	Unpaid Family & Medical Leave
0%	Retirement Plan
0%	Long-term Disability Insurance
0%	Short-term Disability Insurance
0%	Dental Insurance
0%	Life Insurance
0%	Professional Memberships
0%	Child Care Assistance

Salary Responses

Director/CEO (7 responses)

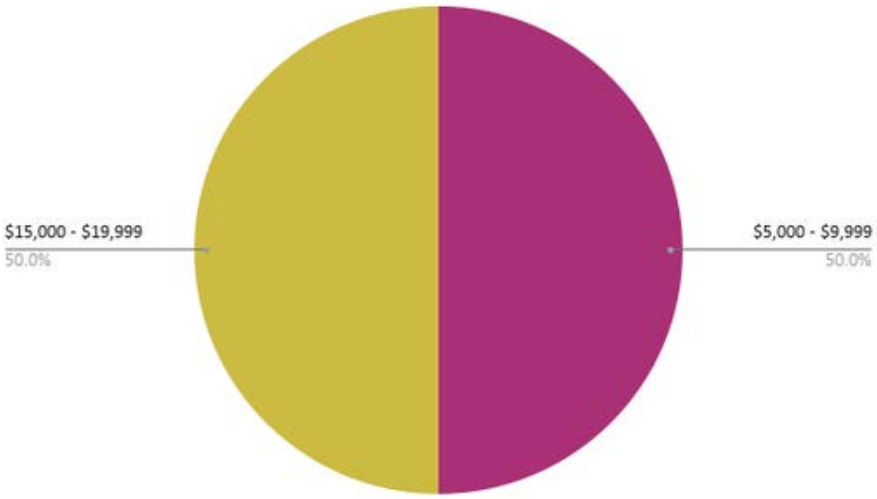


OVERALL AVERAGE
$30,714 - $34,999

MEDIAN
$40,000 - $44,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$35,833 - $40,832

Collections Care (2 responses)



OVERALL AVERAGE
$10,000 - $14,999

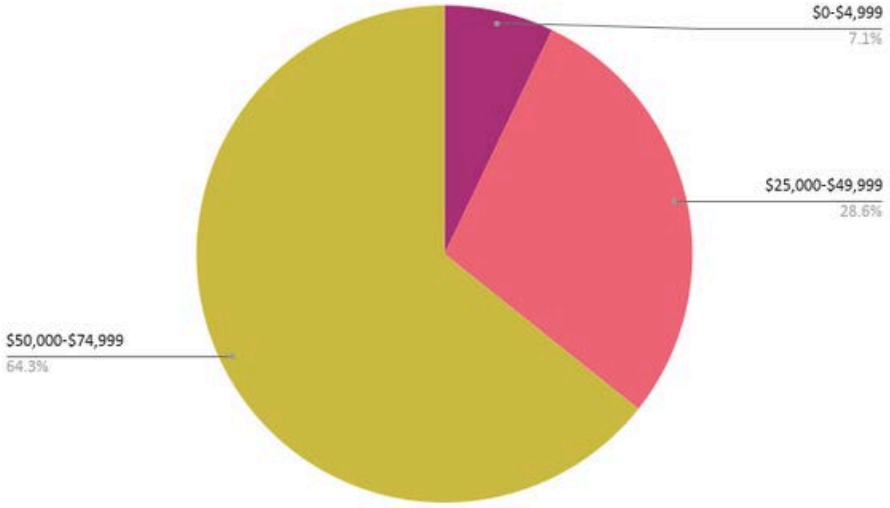
Public Programs (0 responses)

Annual Budget: $100,000 - $149,999

Budget

✳ 14 Responses Received

Expenses Related to Personnel



Staffing

Total for Budget Range

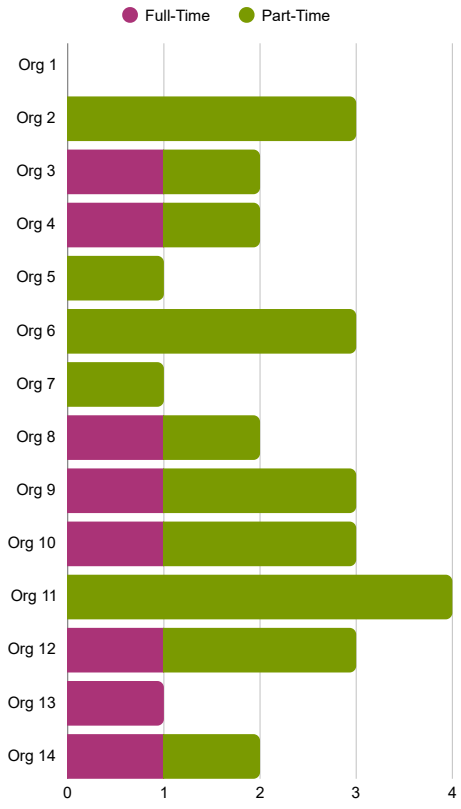
8 Full-Time

22 Part-Time

Average Per Org

0.57 Full-Time

1.57 Part-Time

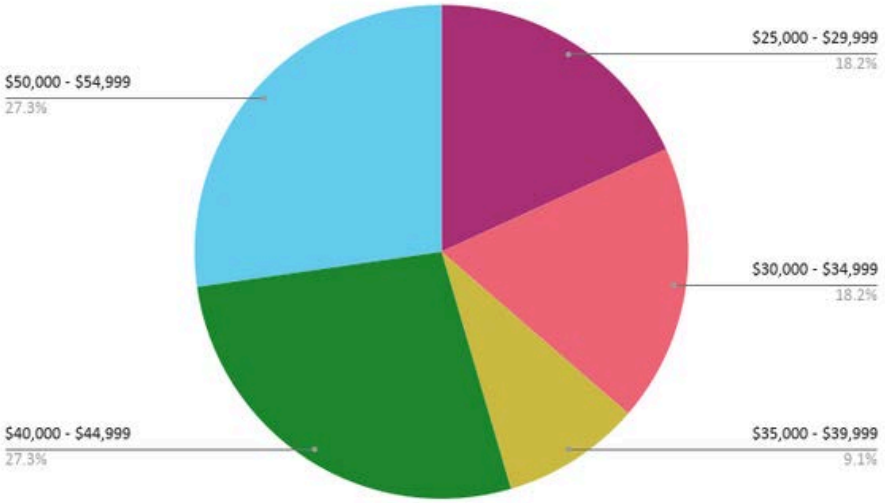


Benefits Offered

64.3%	Paid Time Off
64.3%	Paid Holidays
35.7%	Paid Family & Medical Leave
35.7%	Professional Development
30.8%	Retirement - Employer Contributions
21.4%	Professional Memberships
14.3%	Internal Museum Discounts
14.3%	Other: Health Insurance Stipend
7.1%	Maternity Leave
7.1%	Paternity Leave
7.1%	Health Insurance
7.1%	Retirement Plan
7.1%	Other: None
0%	Dental Insurance
0%	Long-term Disability Insurance
0%	Short-term Disability Insurance
0%	Unpaid Family & Medical Leave
0%	Life Insurance
0%	Child Care Assistance

Salary Responses

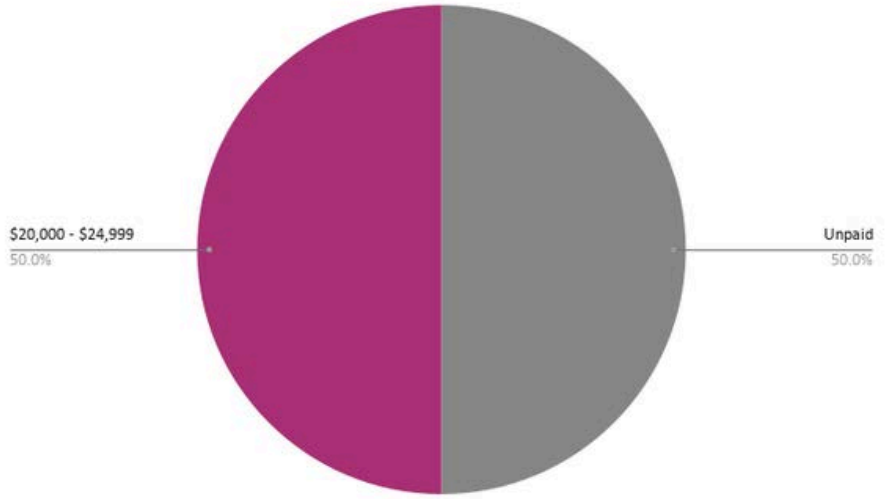
Director/CEO (11 responses)



OVERALL AVERAGE
$37,727 - $42,726

MEDIAN
$40,000 - $44,999

Collections Care (4 responses)

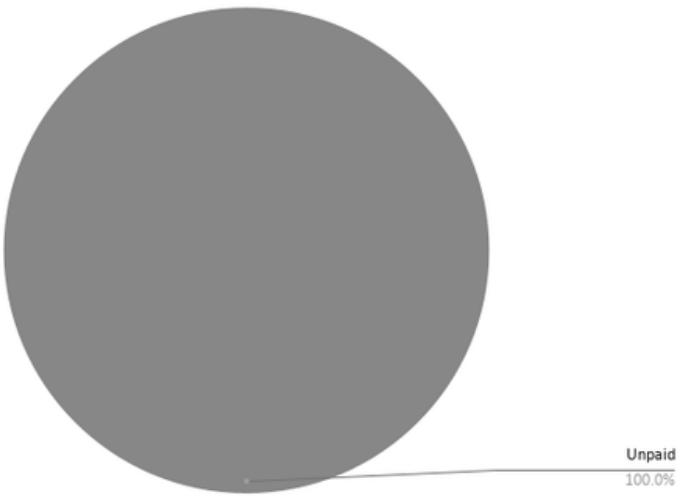


OVERALL AVERAGE
$10,000 - $12,499

MEDIAN
$10,000 - $14,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$20,000 - $24,999

Public Programs (2 responses)



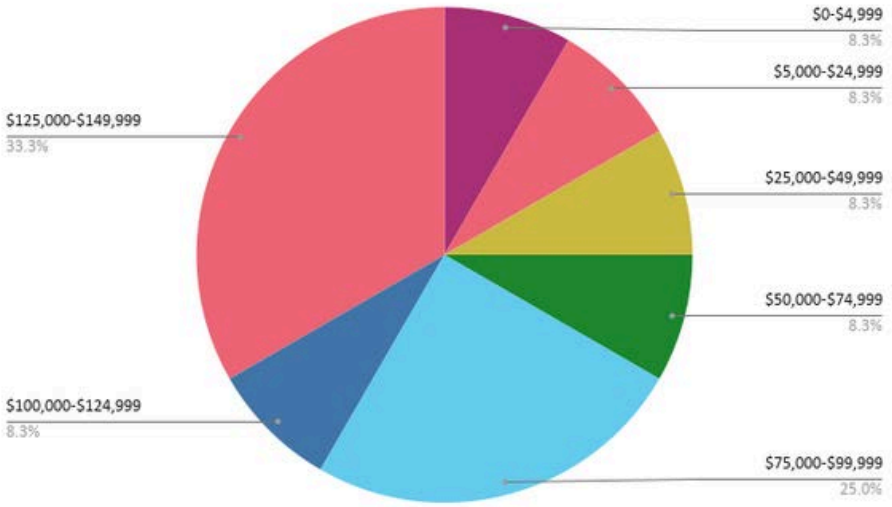
OVERALL AVERAGE
Unpaid

Annual Budget: $150,000 - $199,999

Budget

✳ 12 Responses Received

Expenses Related to Personnel



Staffing

Total for Budget Range

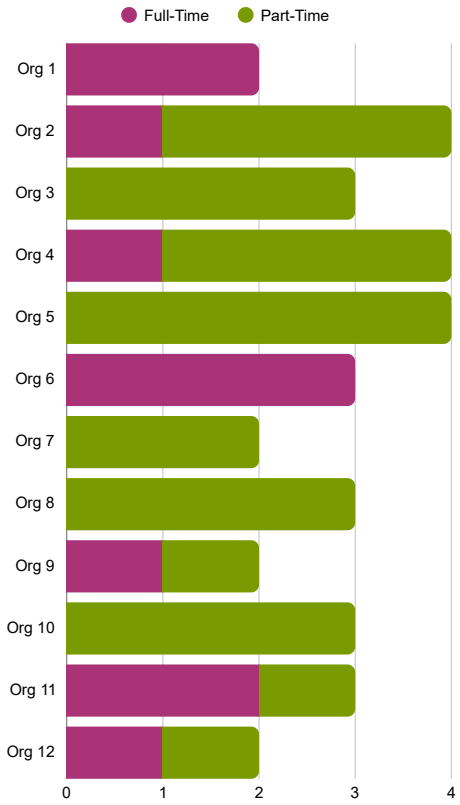
11 Full-Time

24 Part-Time

Average Per Org

0.92 Full-Time

2.0 Part-Time

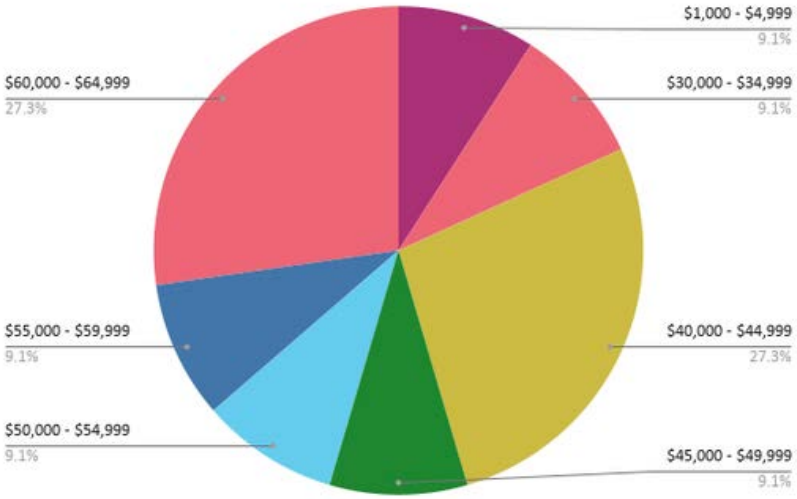


Benefits Offered

91.7% Paid Time Off
83.3% Paid Holidays
50.0% Professional Development
33.3% Maternity Leave
33.3% Paternity Leave
33.3% Paid Family & Medical Leave
33.3% Retirement - Employer Contributions
25.0% Health Insurance
25.0% Unpaid Family & Medical Leave
25.0% Retirement Plan
25.0% Professional Memberships
16.7% Internal Museum Discounts
8.3% Dental Insurance
8.3% Long-term Disability Insurance
8.3% Short-term Disability Insurance
8.3% Life Insurance
8.3% Other: None
0% Child Care Assistance

Salary Responses

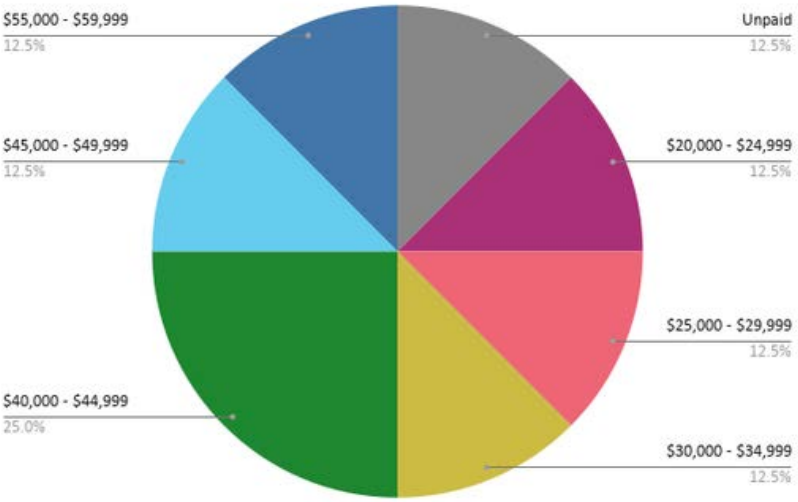
Director/CEO (11 responses)



OVERALL AVERAGE
$43,727 - $48,635

MEDIAN
$45,000 - $49,999

Collections Care (8 responses)

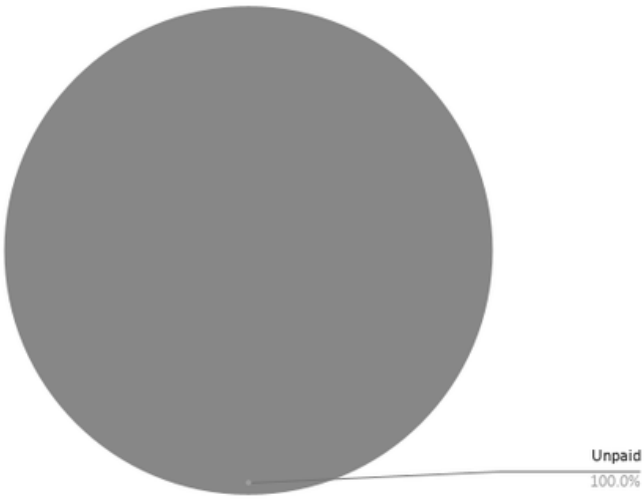


OVERALL AVERAGE
$31,875 - $36,249

MEDIAN
$35,000 - $39,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$36,429 - $41,428

Public Programs (1 response)



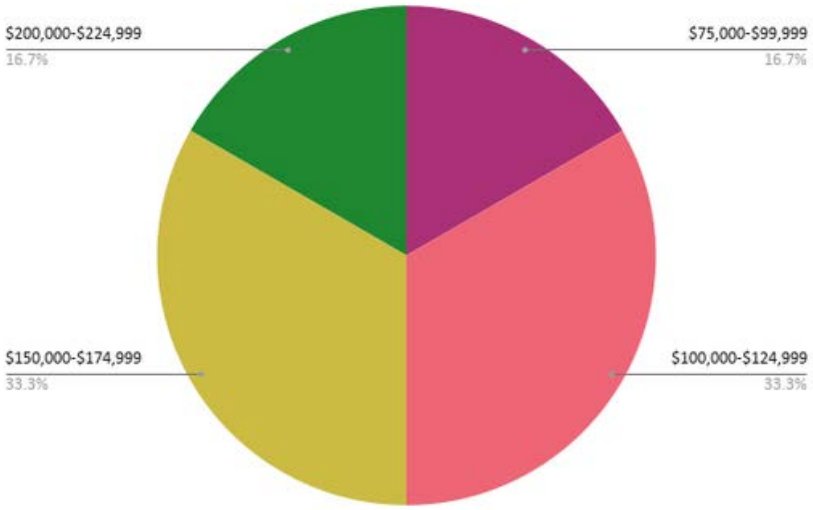
OVERALL AVERAGE
Unpaid

Annual Budget: $200,000 - $299,999

Budget

✳ 13 Responses Received

Expenses Related to Personnel



Staffing

Total for Budget Range

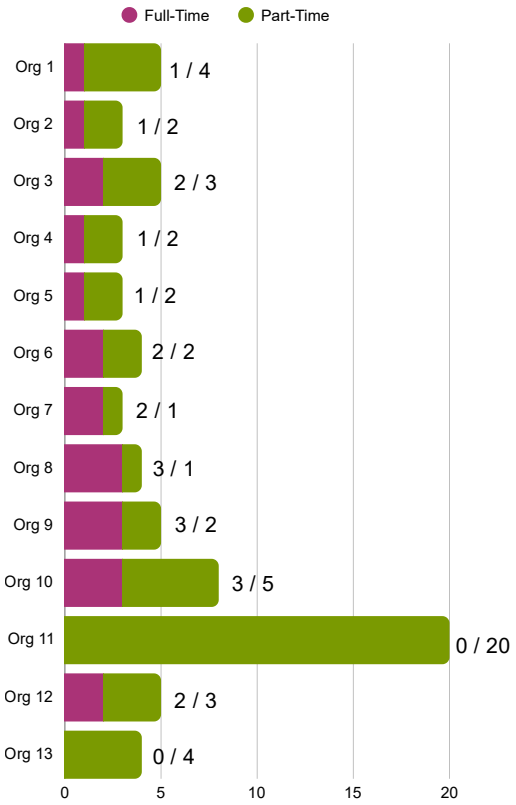
21 Full-Time

51 Part-Time

Average Per Org

1.62 Full-Time

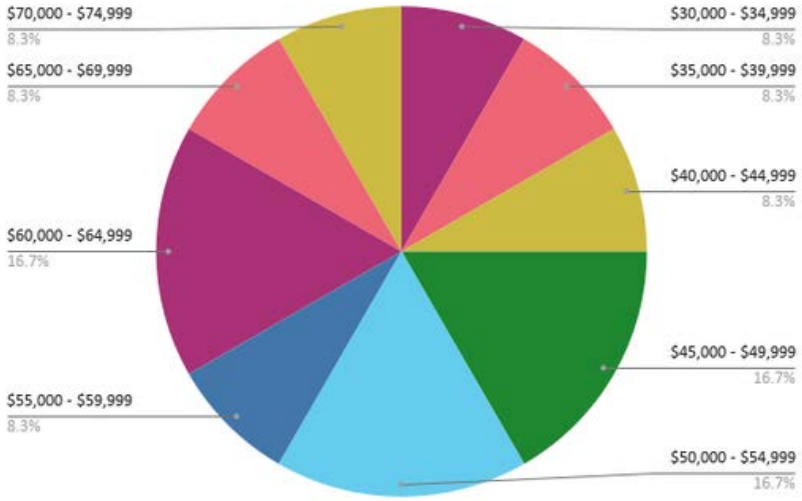
3.92 Part-Time



Benefits Offered

100%	Paid Time Off
92.3%	Paid Holidays
61.5%	Health Insurance
61.5%	Professional Development
61.5%	Professional Memberships
46.2%	Paid Family & Medical Leave
46.2%	Retirement Plan
46.2%	Internal Museum Discounts
38.5%	Retirement - Employer Contributions
23.1%	Maternity Leave
23.1%	Dental Insurance
23.1%	Long-term Disability Insurance
23.1%	Short-term Disability Insurance
23.1%	Unpaid Family & Medical Leave
15.4%	Life Insurance
7.7%	Paternity Leave
7.7%	Child Care Assistance
7.7%	Other: Intern Housing
7.7%	Other: Pension

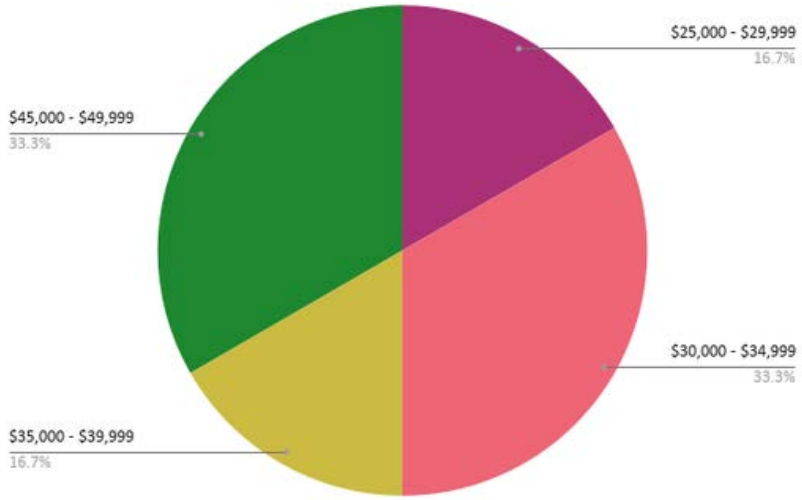
Director/CEO (12 responses)



OVERALL AVERAGE
$50,417 - $55,416

MEDIAN
$50,000 - $54,999

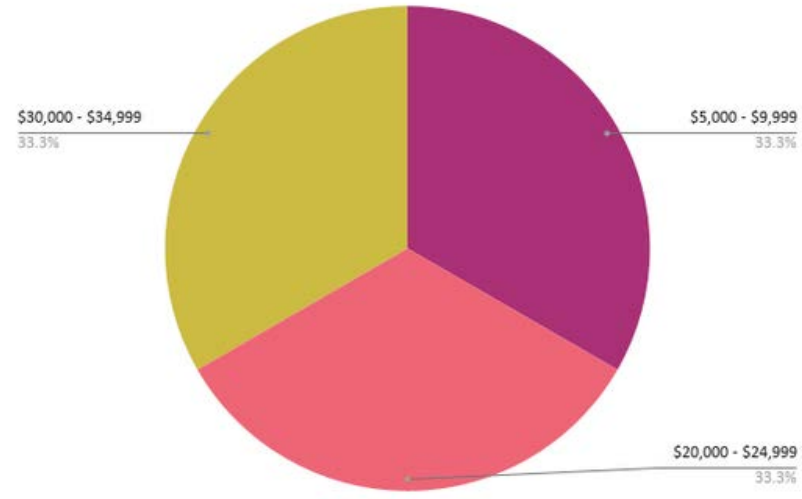
Collections Care (6 responses)



OVERALL AVERAGE
$35,000 - $39,999

MEDIAN
$32,500 - $37,499

Public Programs (3 responses)



OVERALL AVERAGE
$18,333 - $23,332

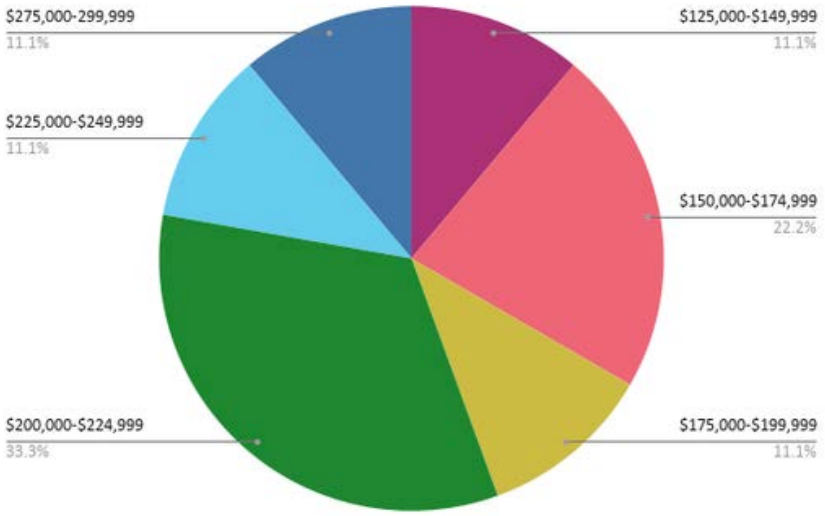
MEDIAN
$20,000 - $24,999

Annual Budget: $300,000 - $499,999

Budget

✳ 9 Responses Received

Expenses Related to Personnel



Staffing

Total for Budget Range

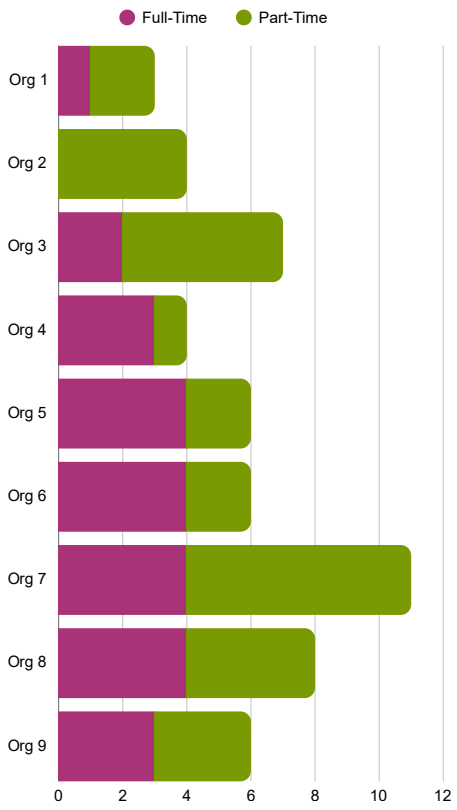
25 Full-Time

30 Part-Time

Average Per Org

2.78 Full-Time

3.33 Part-Time

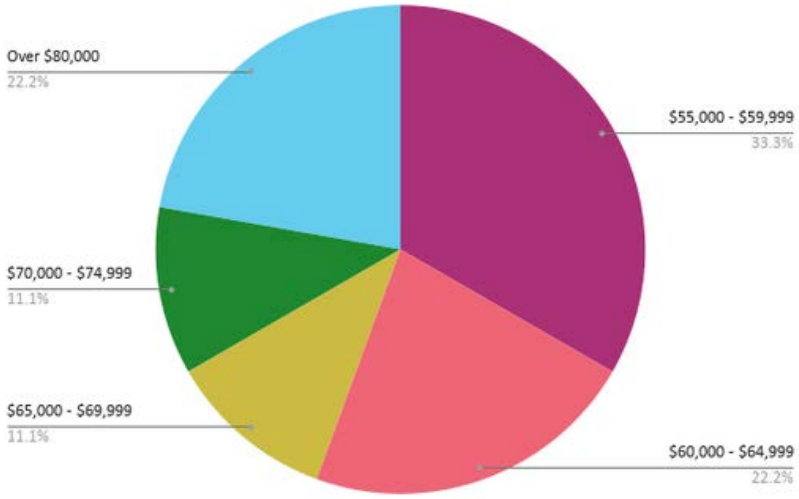


Benefits Offered

100%	Paid Holidays
88.9%	Paid Time Off
88.9%	Professional Memberships
55.6%	Health Insurance
55.6%	Dental Insurance
55.6%	Retirement Plan
55.6%	Retirement - Employer Contributions
44.4%	Long-term Disability Insurance
44.4%	Short-term Disability Insurance
44.4%	Paid Family & Medical Leave
44.4%	Internal Museum Discounts
33.3%	Maternity Leave
33.3%	Paternity Leave
33.3%	Unpaid Family & Medical Leave
33.3%	Professional Memberships
22.2%	Life Insurance
11.1%	Child Care Assistance
11.1%	Other: HSA for Executive Director

Salary Responses

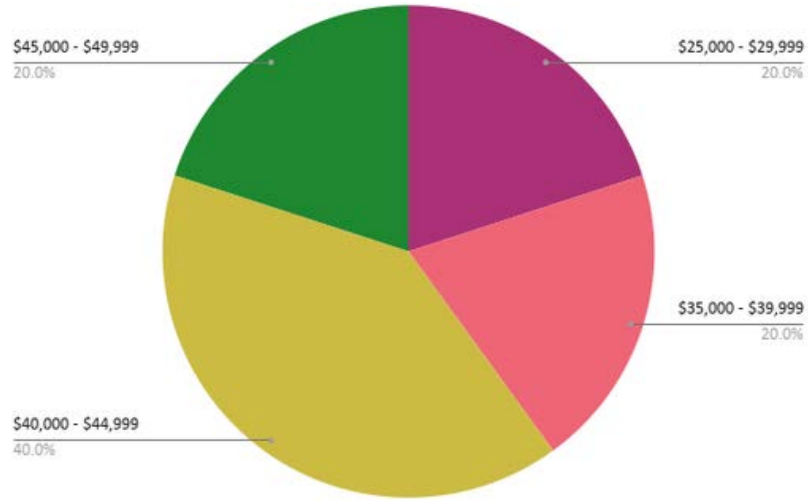
Director/CEO (9 responses)



OVERALL AVERAGE
$64,444 - $68,333

MEDIAN
$60,500 - $64,999

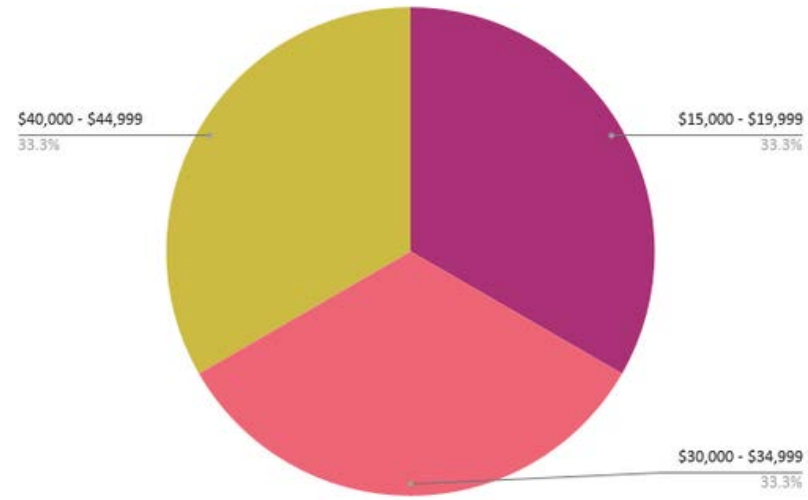
Collections Care (5 responses)



OVERALL AVERAGE
$37,000 - $41,999

MEDIAN
$40,000 - $44,999

Public Programs (3 responses)



OVERALL AVERAGE
$28,333 - $33,332

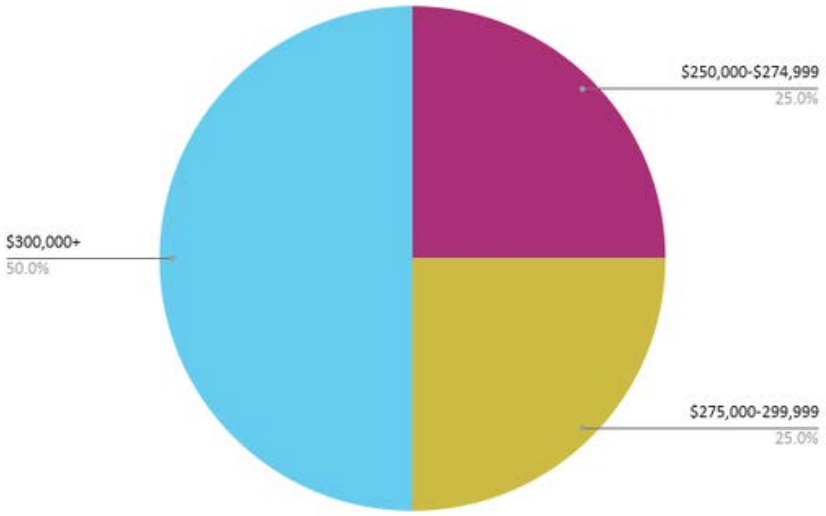
MEDIAN
$30,000 - $34,999

Annual Budget: $500,000 - $999,999

Budget

✳ 4 Responses Received

Expenses Related to Personnel



Staffing

Total for Budget Range

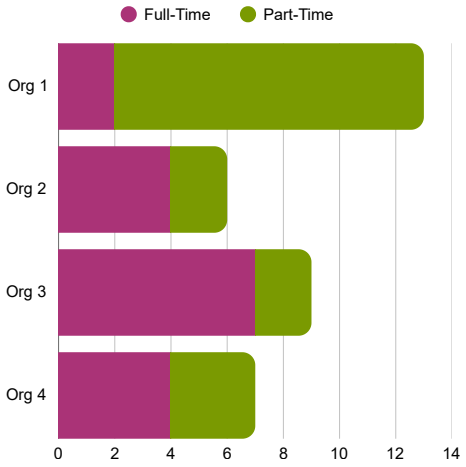
17 Full-Time

18 Part-Time

Average Per Org

4.25 Full-Time

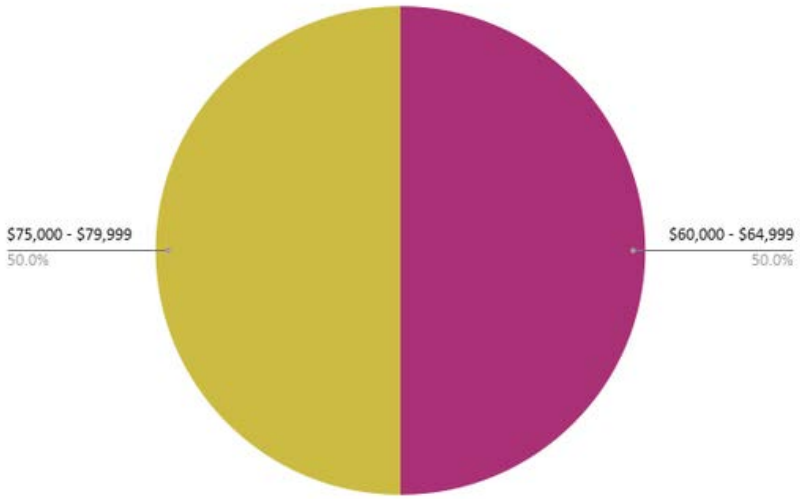
4.5 Part-Time



Benefits Offered

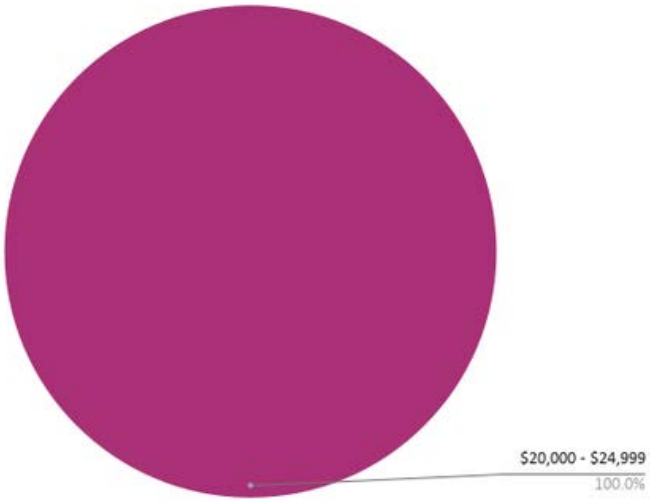
100%	Paid Holidays
100%	Paid Time Off
75.0%	Health Insurance
75.0%	Paid Family & Medical Leave
75.0%	Internal Museum Discounts
50.0%	Retirement - Employer Contributions
50.0%	Professional Development
50.0%	Professional Memberships
25.0%	Maternity Leave
25.0%	Paternity Leave
25.0%	Life Insurance
25.0%	Retirement Plan
25.0%	Other: Earned Sick & Safe Time
0%	Long-term Disability Insurance
0%	Short-term Disability Insurance
0%	Unpaid Family & Medical Leave
0%	Child Care Assistance

Director/CEO (2 responses)

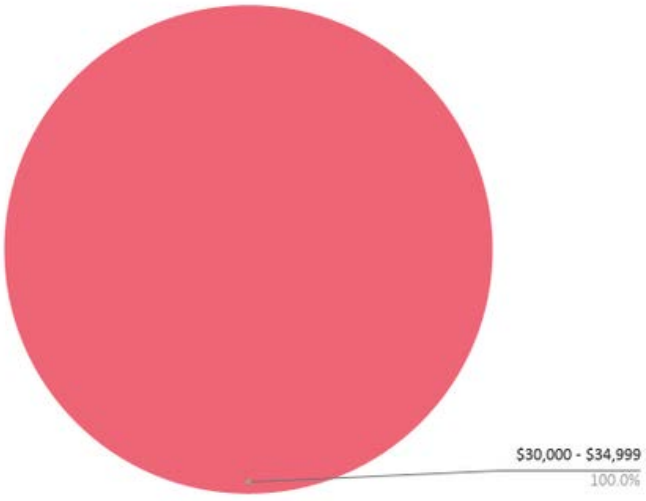


OVERALL AVERAGE
$67,500 - $72,499

Collections Care (1 response)



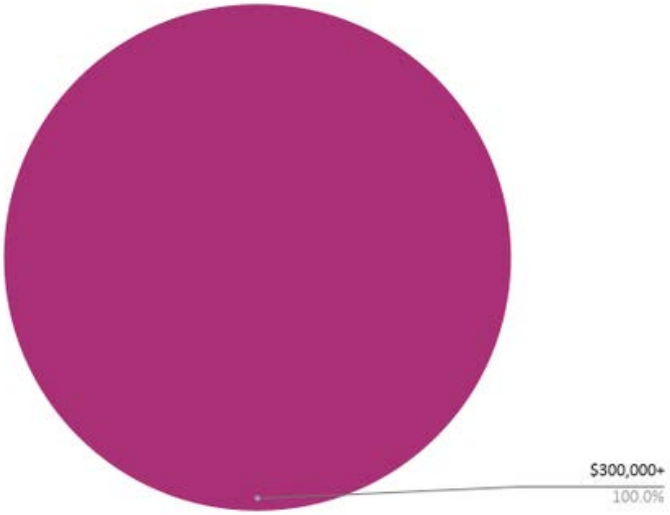
Public Programs (1 response)



Annual Budget: $1,000,000 - $2,499,999 Budget

✳ 4 Responses Received

Expenses Related to Personnel



Staffing

Total for Budget Range

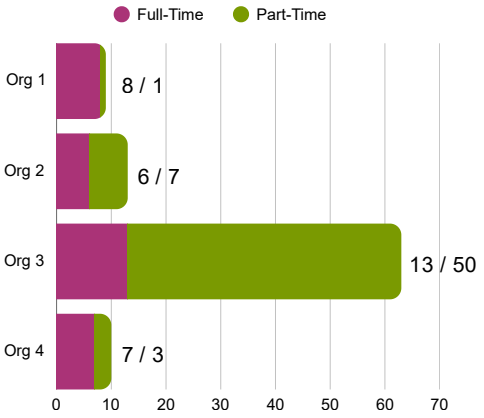
34 Full-Time

61 Part-Time

Average Per Org

8.5 Full-Time

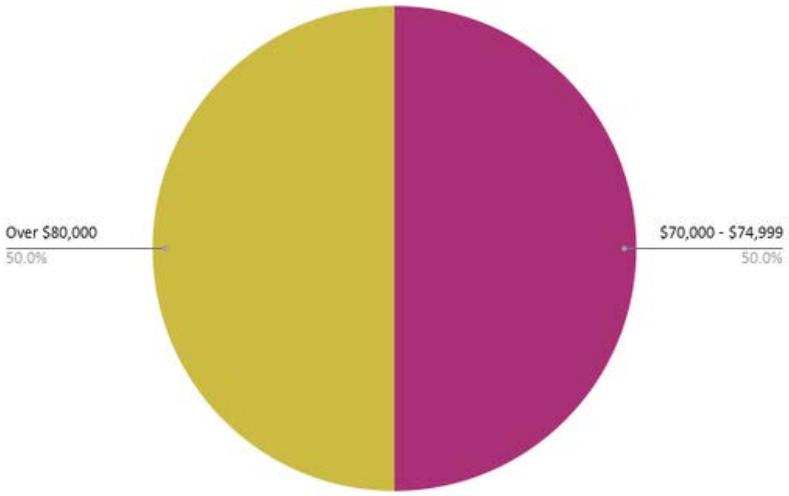
15.25 Part-Time



Benefits Offered

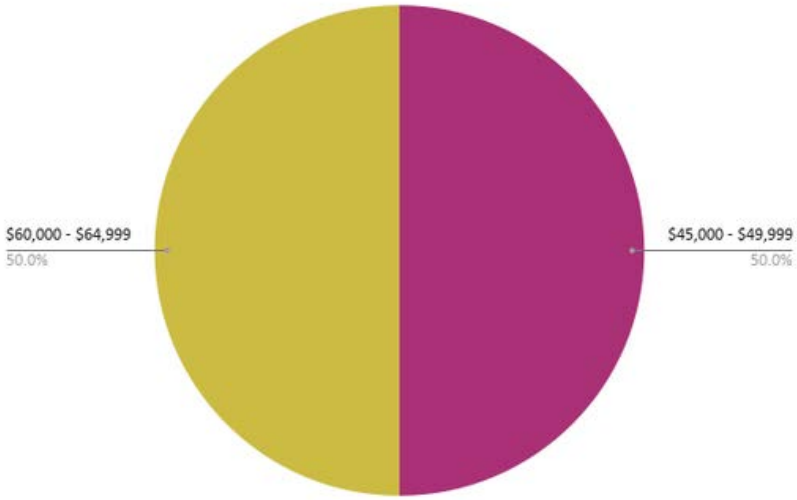
100%	Paid Holidays
100%	Paid Time Off
100%	Health Insurance
100%	Retirement Plan
75%	Dental Insurance
75%	Paid Family & Medical Leave
75%	Life Insurance
75%	Retirement - Employer Contributions
75%	Professional Development
50%	Maternity Leave
50%	Short-term Disability Insurance
50%	Professional Memberships
50%	Internal Museum Discounts
25%	Paternity Leave
25%	Long-term Disability Insurance
25%	Unpaid Family & Medical Leave
0%	Child Care Assistance

Director/CEO (2 responses)



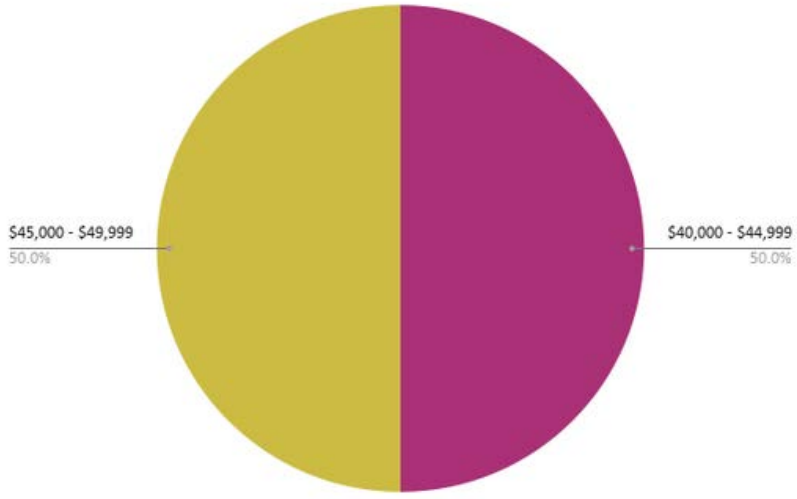
OVERALL AVERAGE
$75,000 - $77,499

Collections Care (2 responses)



OVERALL AVERAGE
$52,500 - $57,499

Public Programs (2 responses)



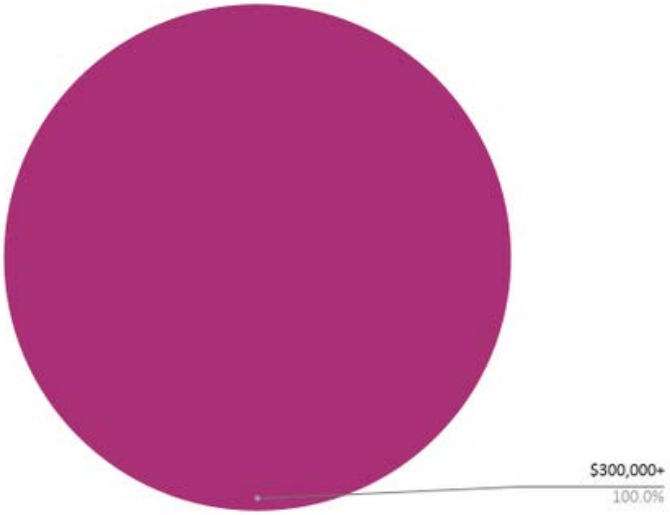
OVERALL AVERAGE
$42,500 - $47,499

Annual Budget: $2,500,000+

Budget

✳ 1 Responses Received

Expenses Related to Personnel



Staffing

Total for Budget Range

31 Full-Time

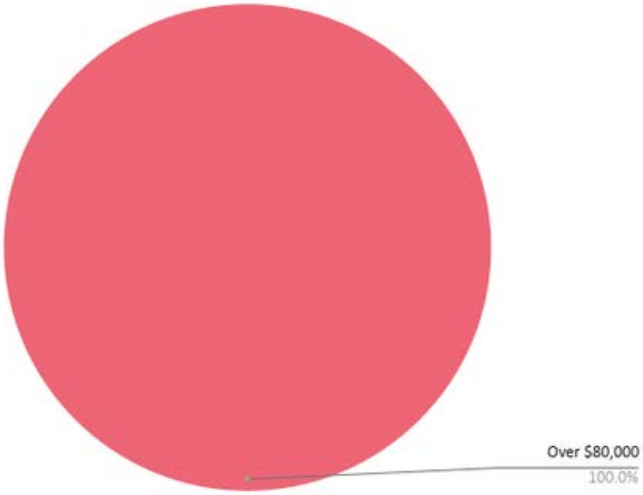
52 Part-Time

Benefits Offered

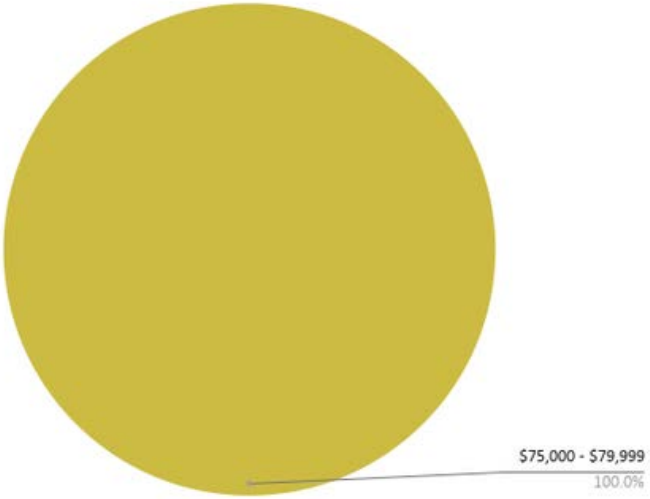
100%	Paid Holidays
100%	Paid Time Off
100%	Maternity Leave
100%	Paternity Leave
100%	Health Insurance
100%	Dental Insurance
100%	Long-term Disability Insurance
100%	Short-term Disability Insurance
100%	Paid Family & Medical Leave
100%	Unpaid Family & Medical Leave
100%	Life Insurance
100%	Retirement Plan
100%	Retirement - Employer Contributions
100%	Professional Development
100%	Professional Membership
100%	Internal Museum Discounts
0%	Child Care Assistance

Salary Responses

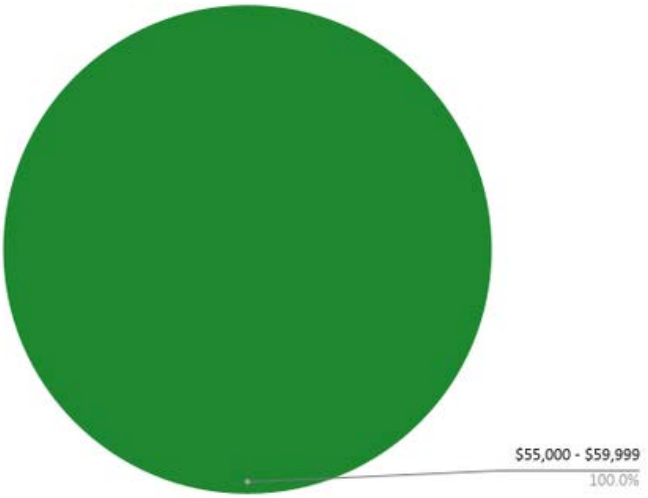
Director/CEO (1 response)



Collections Care (1 response)



Public Programs (1 response)



Staffing Size

Staffing size categories were determined after discussion on common divisions of labor at local history organizations. The data collected during the 2026 survey seems to indicate that future survey reports should consider further dividing the 3-9 Paid Staff category.

All Positions

152 Full-Time

275 Part-Time

378 Total

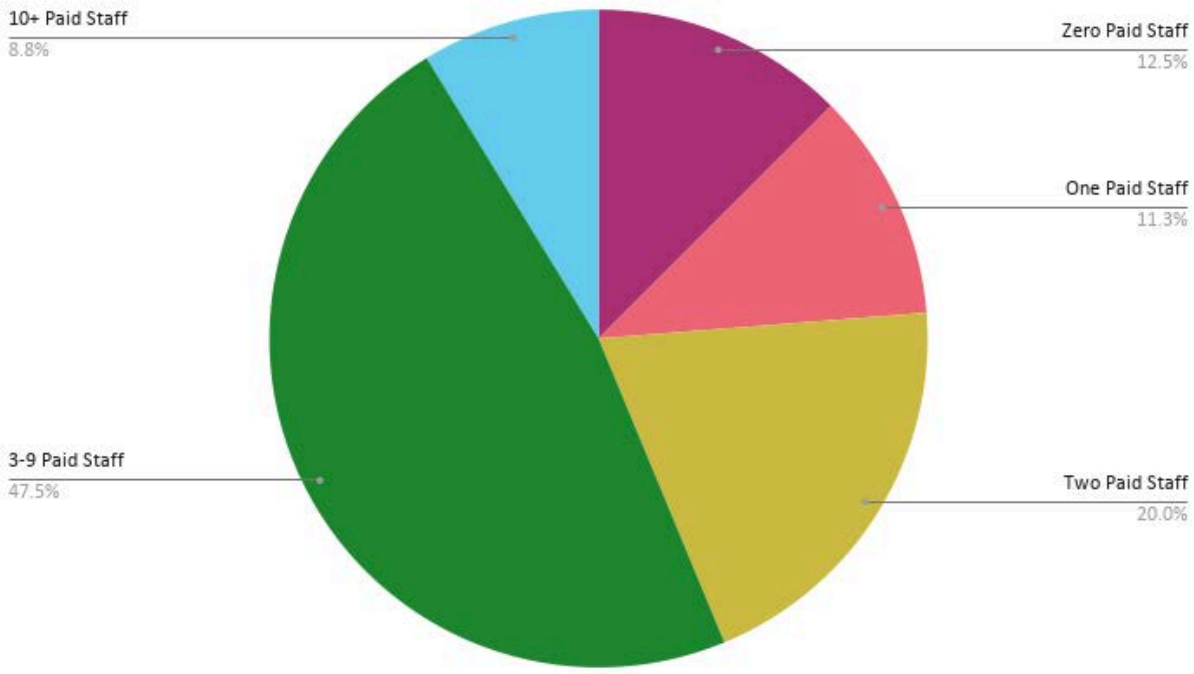
Overall Averages Per Org

1.9 Full-Time

3.4 Part-Time

5.3 Combined

Percentage of All Responses by Staffing Size

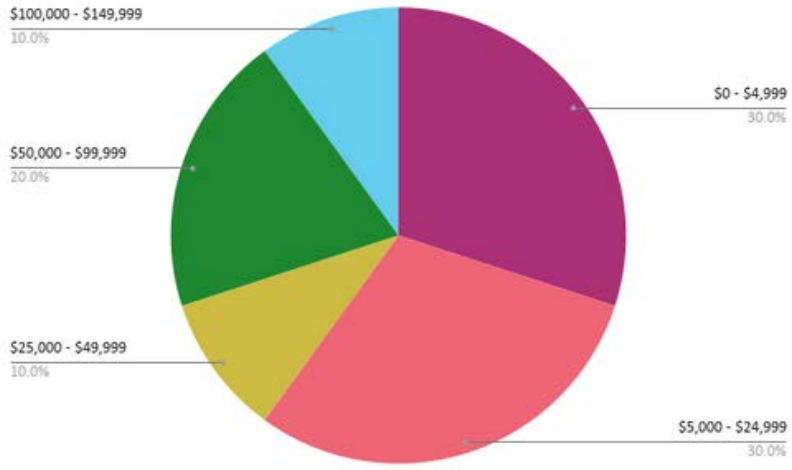


Zero Paid Staff

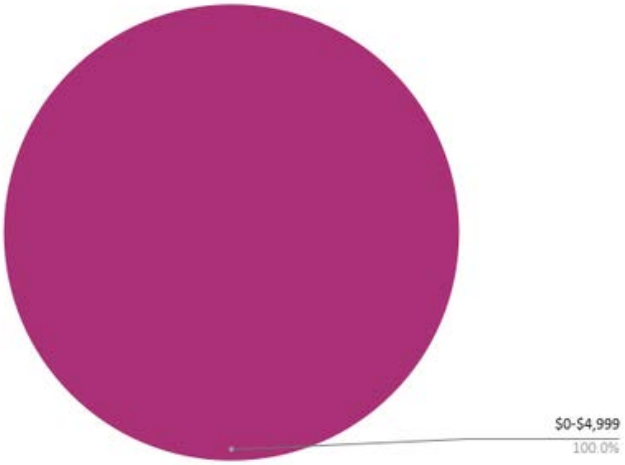
Staffing

✳ 10 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Response

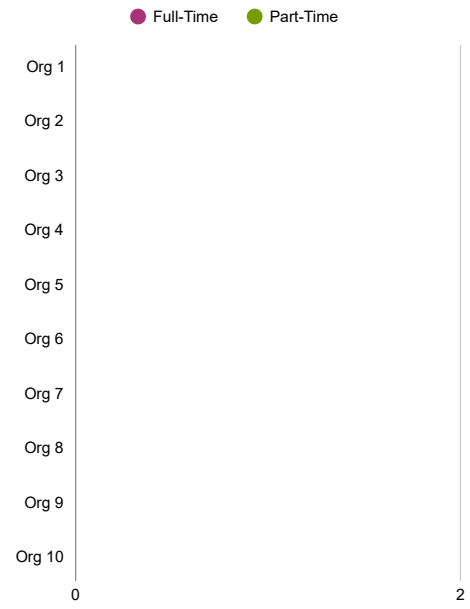
0 Full-Time

0 Part-Time

Average Per Org

0 Full-Time

0 Part-Time

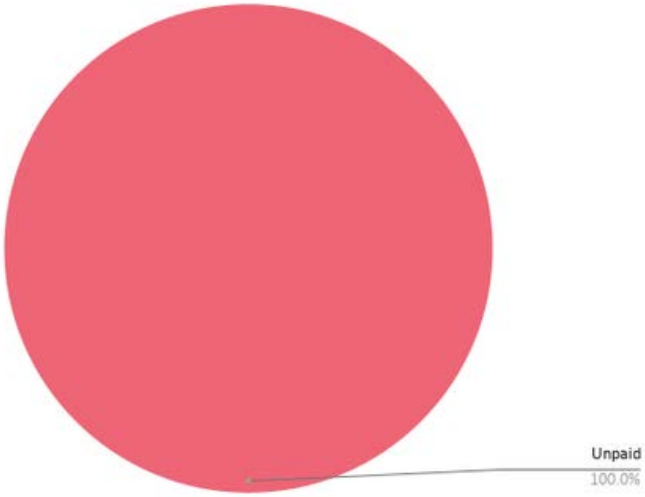


Benefits Offered

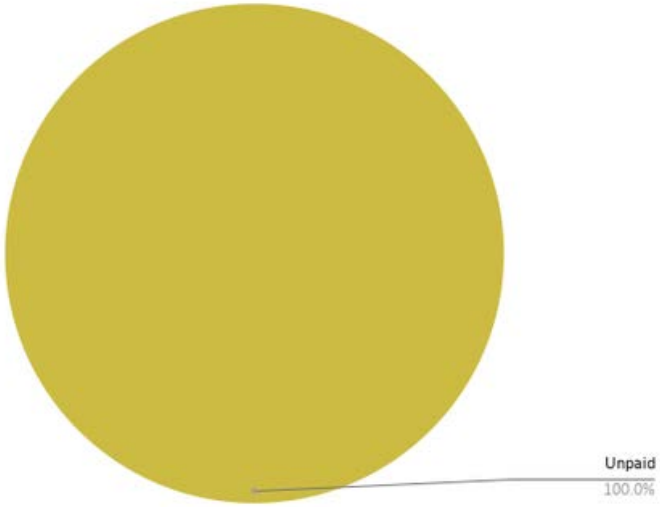
0% Paid Time Off
0% Paid Holidays
0% Paid Family & Medical Leave
0% Professional Development
0% Internal Museum Discounts
0% Maternity Leave
0% Paternity Leave
0% Health Insurance
0% Unpaid Family & Medical Leave
0% Retirement Plan
0% Retirement - Employer Contributions
0% Long-term Disability Insurance
0% Short-term Disability Insurance
0% Other: Health Stipend
0% Dental Insurance
0% Life Insurance
0% Professional Memberships
0% Child Care Assistance

Salary Responses

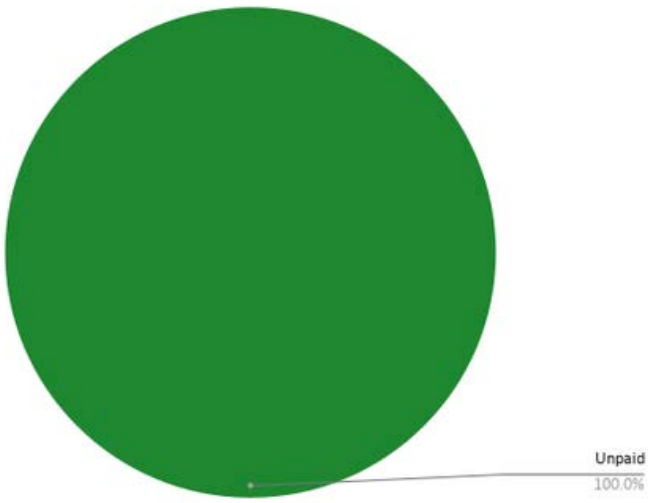
Director/CEO (2 responses)



Collections Care (3 responses)



Public Programs (1 response)

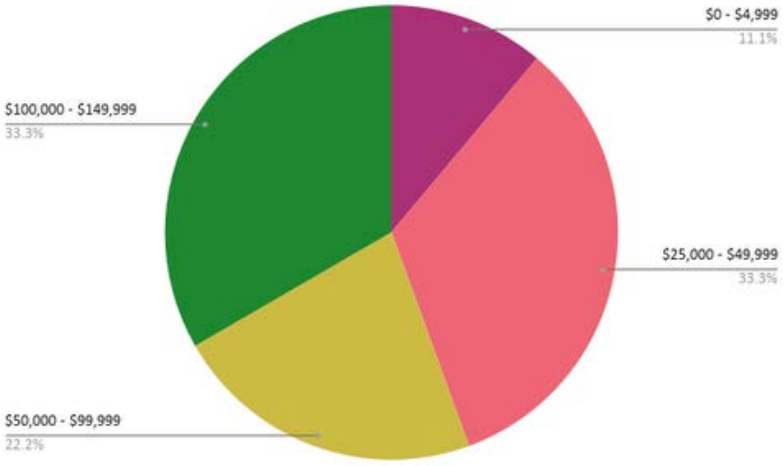


One Paid Staff

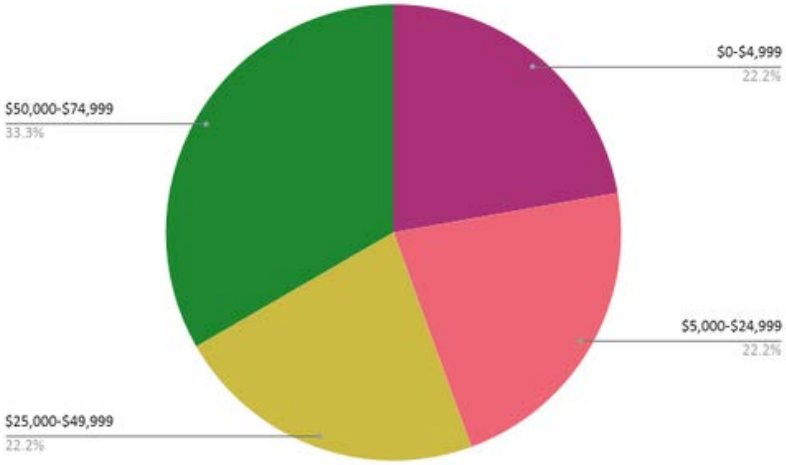
Staffing

✳ 9 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Response

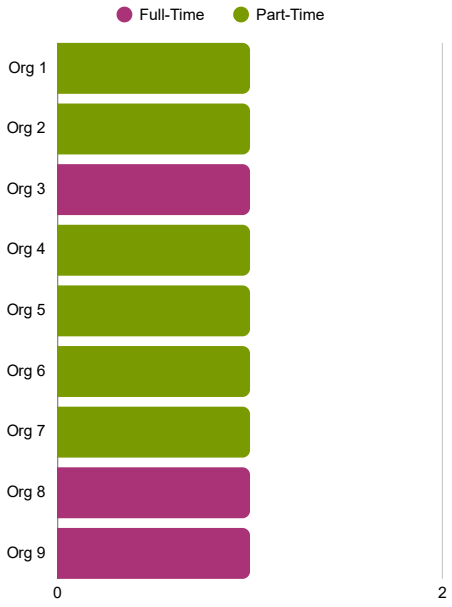
3 Full-Time

6 Part-Time

Average Per Org

0.33 Full-Time

0.67 Part-Time

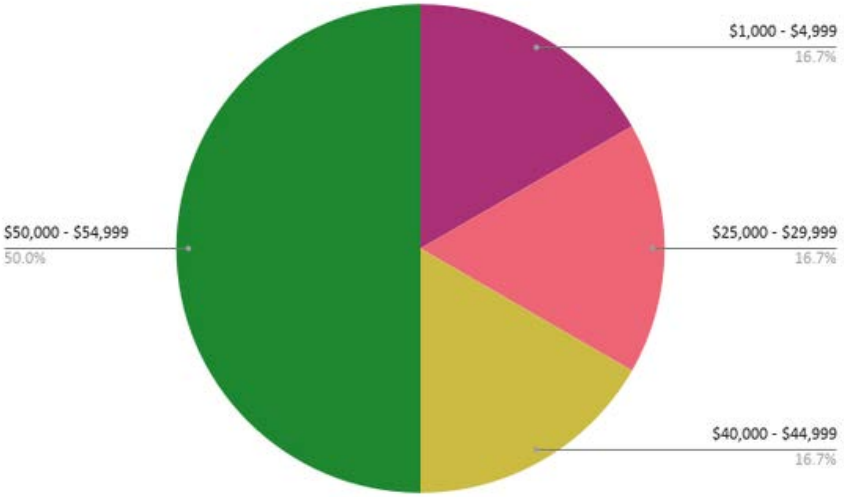


Benefits Offered

66.7%	Paid Time Off
55.6%	Paid Holidays
22.2%	Paid Family & Medical Leave
11.1%	Unpaid Family & Medical Leave
11.1%	Internal Museum Discounts
11.1%	Other: None
11.1%	Other: Cell phone & periodic performance bonuses
11.1%	Other: Health Insurance Stipend
0%	Maternity Leave
0%	Paternity Leave
0%	Health Insurance
0%	Dental Insurance
0%	Long-term Disability Insurance
0%	Short-term Disability Insurance
0%	Life Insurance
0%	Retirement
0%	Retirement - Employer Contributions
0%	Professional Development
0%	Professional Memberships
0%	Child Care Assistance

Salary Responses

Director/CEO (6 responses)



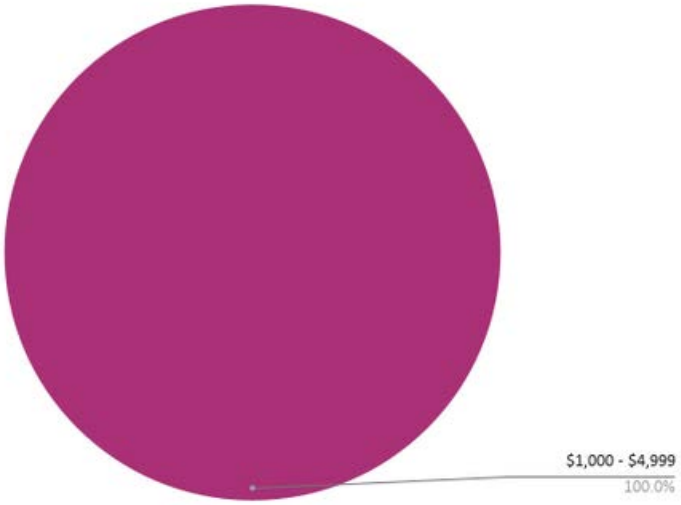
OVERALL AVERAGE

$36,000 - $40,832

MEDIAN

$45,000 - $49,999

Collections Care (1 response)



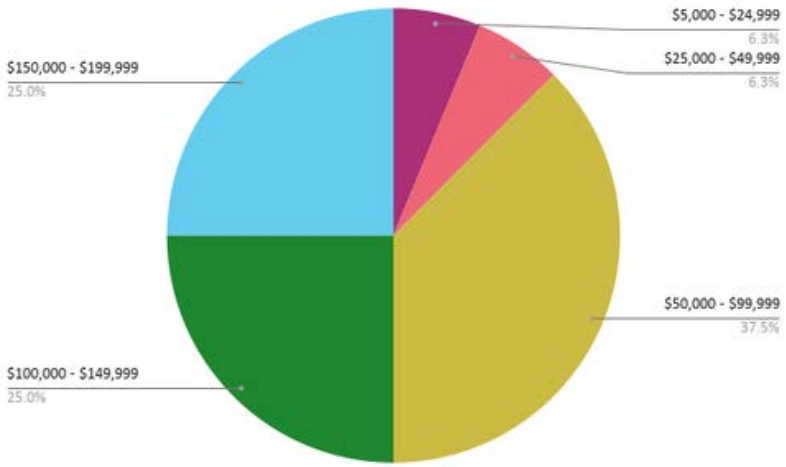
Public Programs (0 responses)

Two Paid Staff

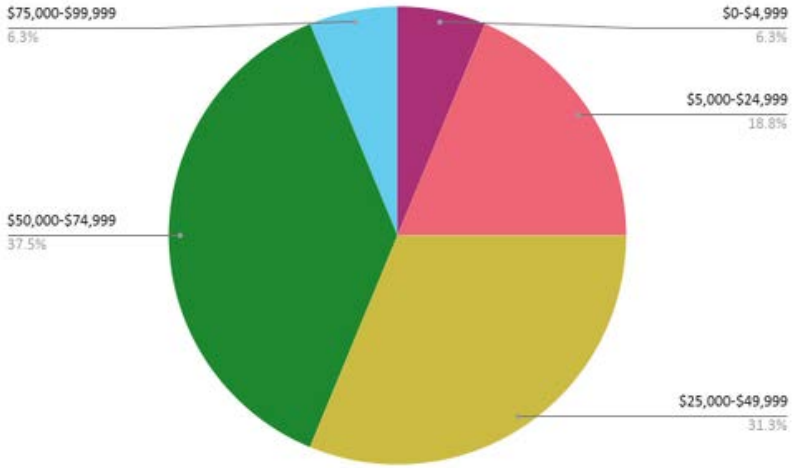
Staffing

✳ 16 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Response

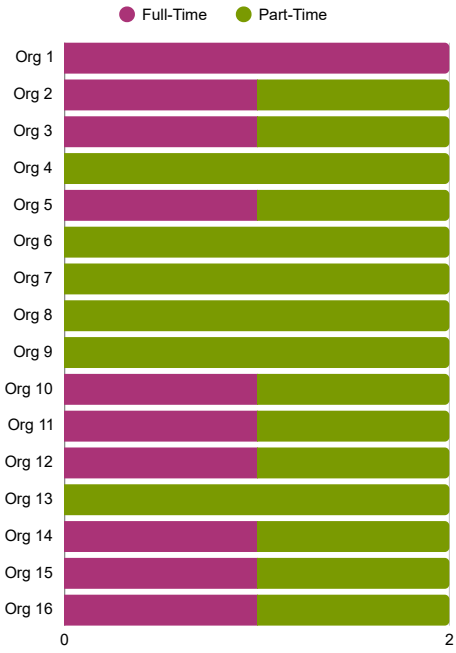
11 Full-Time

21 Part-Time

Average Per Org

0.69 Full-Time

1.31 Part-Time

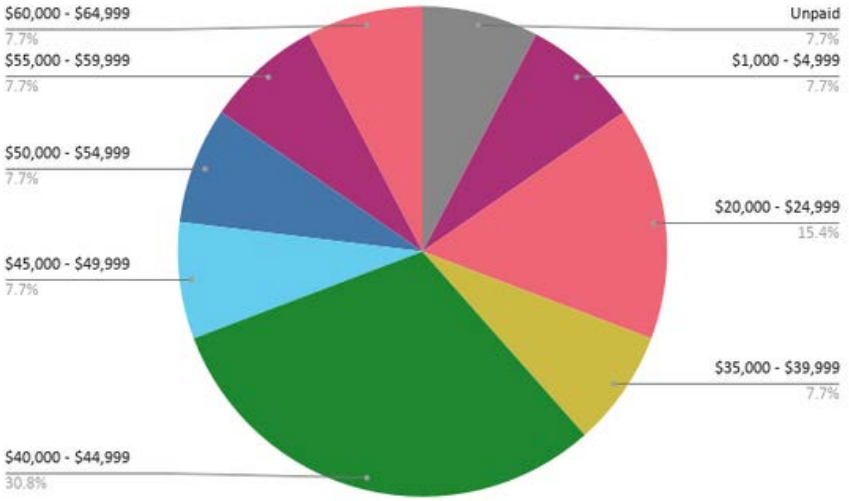


Benefits Offered

81.3%	Paid Holidays	**6.3%**	Health Insurance
75.0%	Paid Time Off	**6.3%**	Dental Insurance
31.3%	Professional Development	**6.3%**	Long-term Disability Insurance
18.8%	Maternity Leave	**6.3%**	Short-term Disability Insurance
18.8%	Paternity Leave	**6.3%**	Unpaid Family & Medical Leave
18.8%	Retirement - Employer Contributions	**6.3%**	Life Insurance
18.8%	Internal Museum Discounts	**6.3%**	Other: Safe & Sick Time
12.5%	Paid Family & Medical Leave	**6.3%**	Other: None
12.5%	Retirement Plan	**0%**	Child Care Assistance
12.5%	Professional Memberships		

Salary Responses

Director/CEO (13 responses)

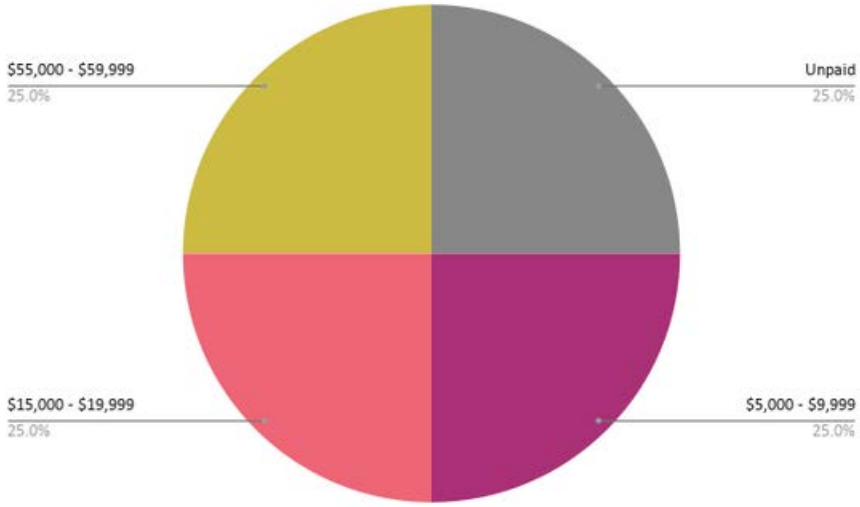


OVERALL AVERAGE
$34,308 - $38,845

MEDIAN
$40,000 - $44,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$37,167 - $42,083

Collections Care (4 responses)

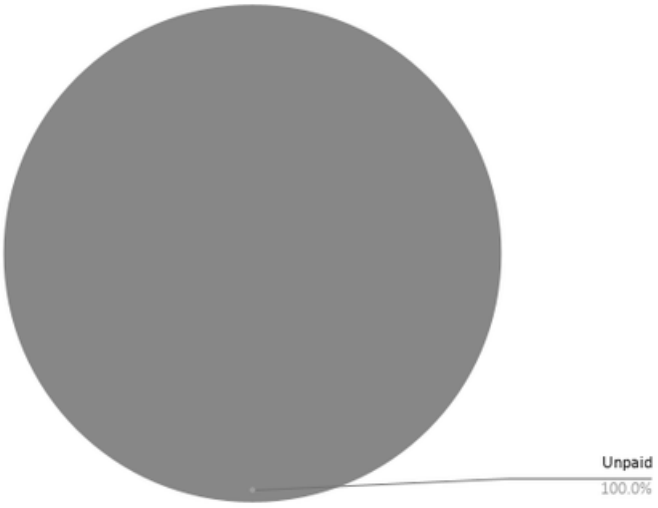


OVERALL AVERAGE
$18,750 - $22,499

MEDIAN
$10,000 - $14,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$25,000 - $29,999

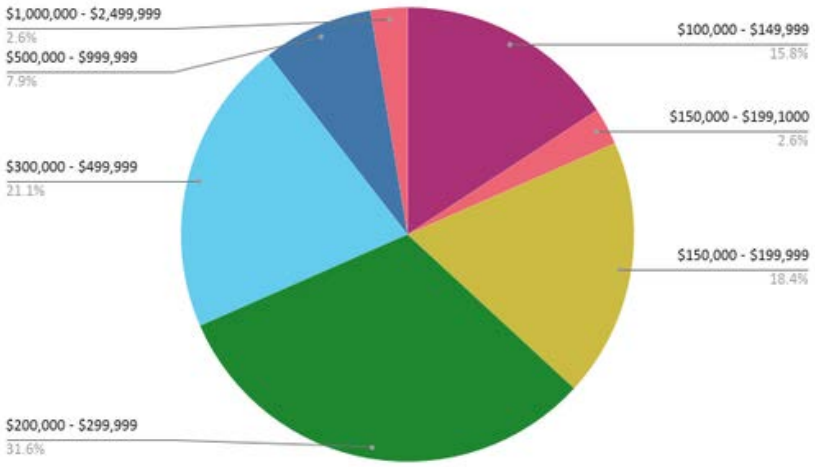
Public Programs (1 response)



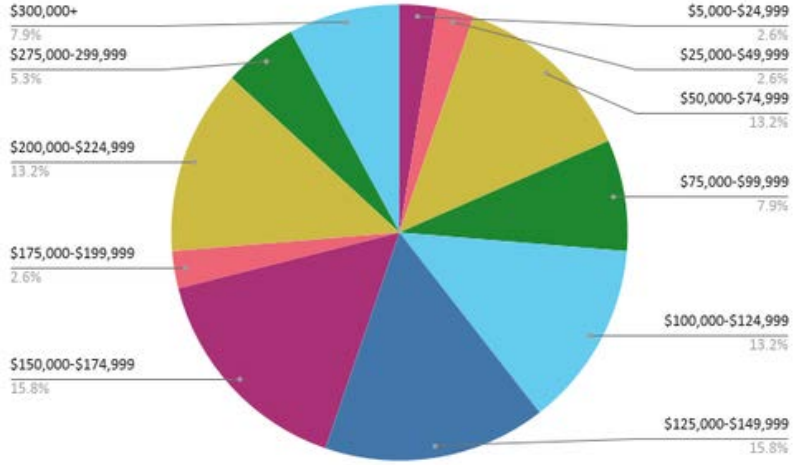
3-9 Paid Staff

✳ 38 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Response

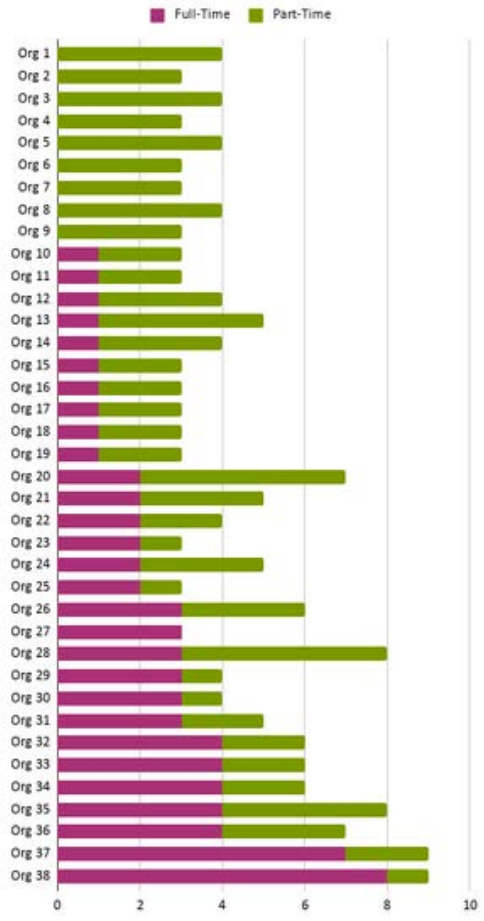
75 Full-Time

98 Part-Time

Average Per Org

1.97 Full-Time

2.58 Part-Time



Benefits Offered

89.5% Paid Time Off

86.8% Paid Holidays

63.2% Professional Development

50.0% Health Insurance

47.4% Paid Family & Medical Leave

47.4% Retirement - Employer Contributions

39.5% Internal Museum Discounts

36.8% Retirement Plan

31.6% Professional Memberships

26.3% Maternity Leave

23.7% Dental Insurance

18.7% Paternity Leave

18.4% Short-term Disability Insurance

18.4% Unpaid Family & Medical Leave

15.8% Long-term Disability Insurance

13.2% Life Insurance

5.3% Child Care Assistance

5.3% Other: None

2.6% Other: Intern Housing

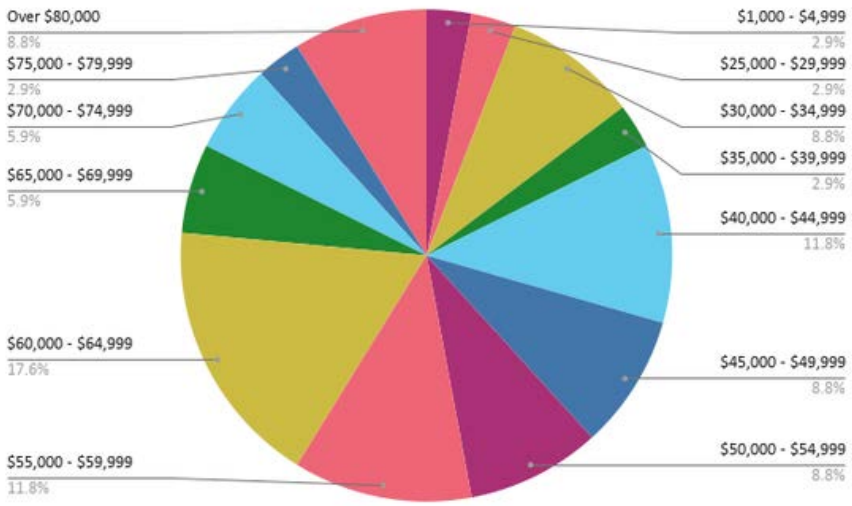
2.6% Other: Pension

2.6% Other: HSA

2.6% Other: Health Insurance Stipend

Salary Responses

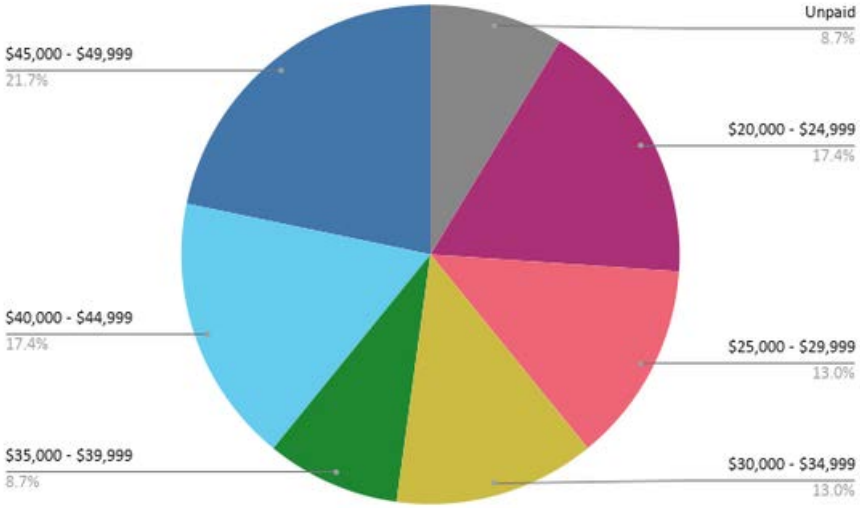
Director/CEO (34 responses)



OVERALL AVERAGE
$51,794 - $56,176

MEDIAN
$55,000 - $59,999

Collections Care (23 responses)

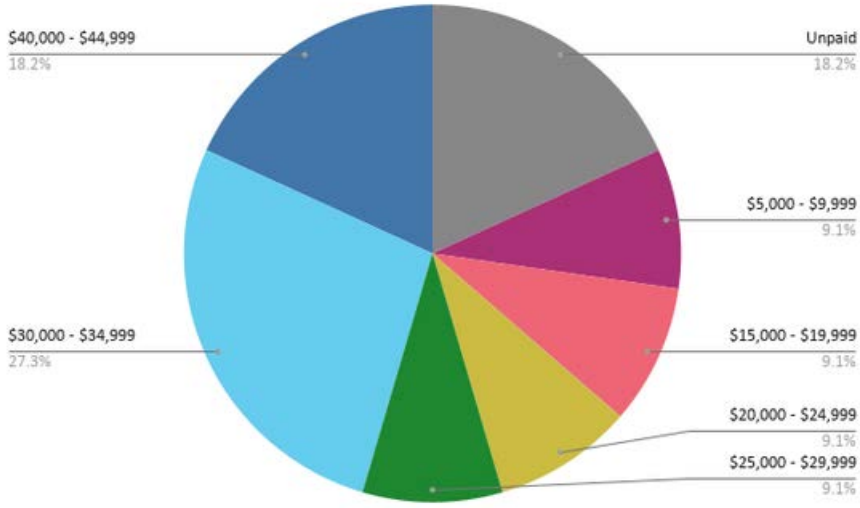


OVERALL AVERAGE
$30,435 - $34,999

MEDIAN
$30,000 - $34,999

AVERAGE
(EXCLUDING UNPAID POSITIONS)
$33,333 - $38,332

Public Programs (11 responses)



OVERALL AVERAGE
$21,364 - $25,454

MEDIAN
$25,000 - $29,999

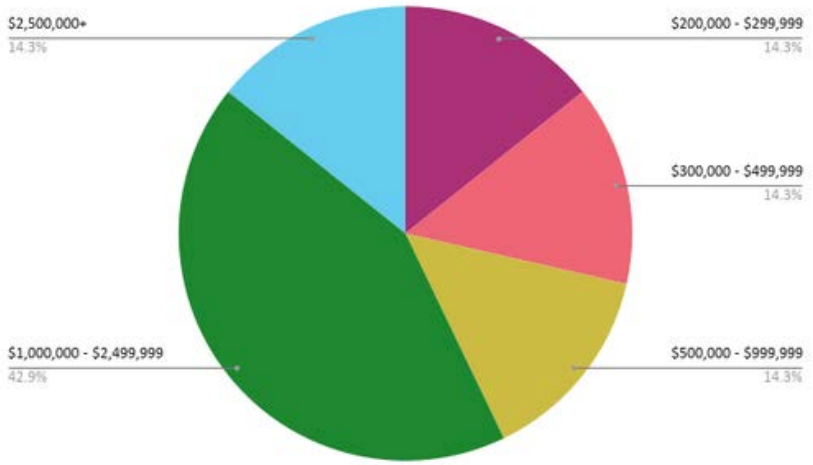
AVERAGE
(EXCLUDING UNPAID POSITIONS)
$26,111 - $31,110

10+ Paid Staff

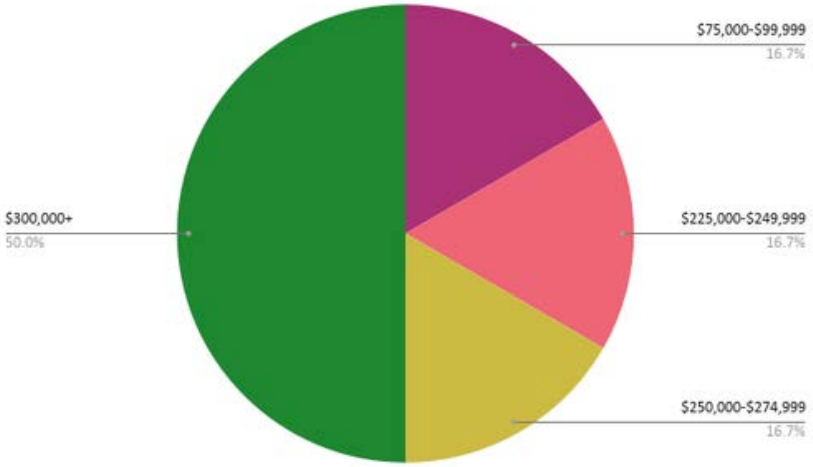
Staffing

✳ 7 Responses Received

Current Annual Budgets



Expenses Related to Personnel



Staffing

Total for Response

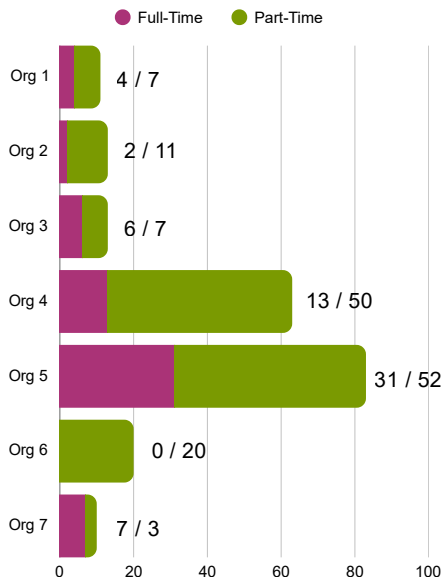
63 Full-Time

150 Part-Time

Average Per Org

9 Full-Time

21.4 Part-Time

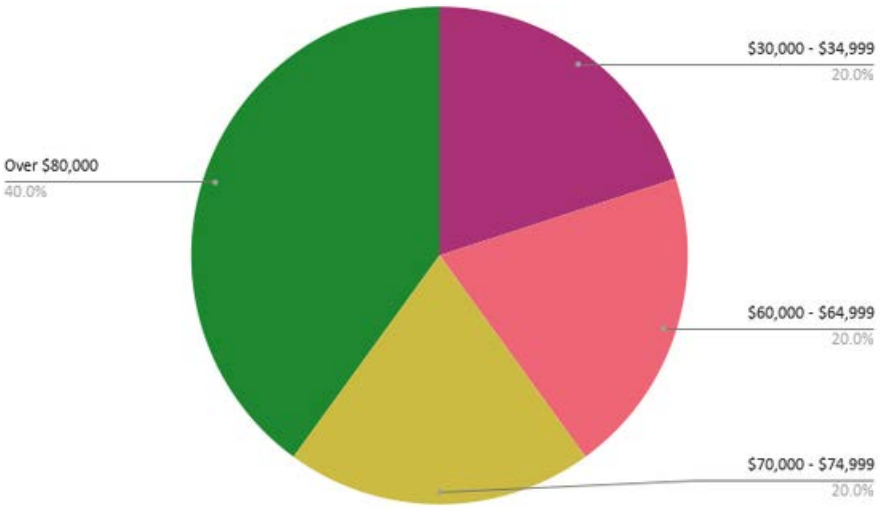


Benefits Offered

100%	Paid Time Off
85.7%	Paid Holidays
71.4%	Health Insurance
71.4%	Retirement Plan
71.4%	Professional Development
57.1%	Dental Insurance
57.1%	Paid Family & Medical Leave
57.1%	Life Insurance
57.1%	Retirement - Employer Contributions
57.1%	Professional Memberships
42.9%	Maternity Leave
42.9%	Paternity Leave
42.9%	Long-term Disability Insurance
42.9%	Short-term Disability Insurance
42.9%	Unpaid Family & Medical Leave
42.9%	Internal Museum Discounts
14.3%	Other: Earned Sick & Safe Time
0%	Child Care Assistance

Salary Responses

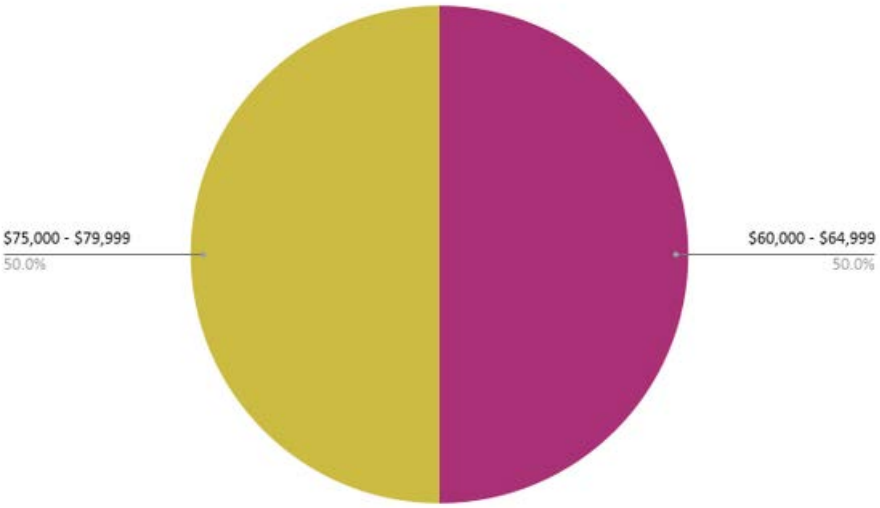
Director/CEO (5 responses)



OVERALL AVERAGE
$64,000 - $66,999

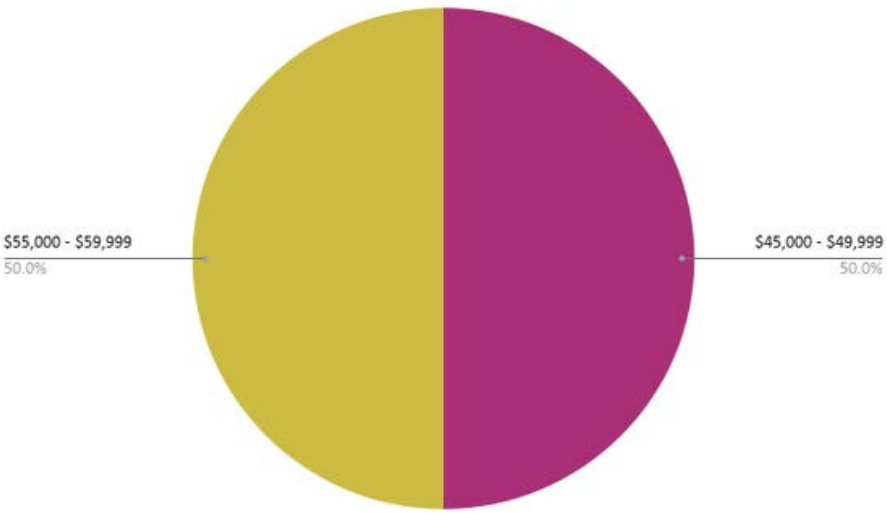
MEDIAN
$70,000 - $74,999

Collections Care (2 responses)



OVERALL AVERAGE
$67,500 - $72,499

Public Programs (2 responses)



OVERALL AVERAGE
$50,000 - $54,999

Appendix: Survey Questions

Section 1: Organization

This is an institutional survey. Each organization should only respond once. Please complete all 3 sections. Comments can be left at the end.

If you have questions, contact liz@mnhistoryalliance.org or todd.mahon@mnhs.org.

1. Person Completing the Survey (this information is kept confidential and will only be used if we have questions)
   Name, Title: _____
   Organization: _____
   Email address: _____

2. Total Number of Staff
   Full-Time: _____
   Part-Time: _____

3. What best describes your organization?

□ Archive
□ Ethnically/Culturally/Tribally Specific Museum
□ General or Multidisciplinary Museum
□ Historic House
□ Historic Site/Landscape
□ History Museum
□ Historical Society
□ Military Museum/Battlefield
□ Nature Center
□ Specialized Museum
□ Transportation
□ Visitr/Interpretive Center
□ Other (please specify): _____

4. Current Annual Budget: _____

5. How much of your organization's annual expenses are related to personnel (salary & benefits)?: _____

6. What best describes your location?
   □ Urban
   □ Suburban
   □ Rural

7. What best describes your governance structure?
   □ Private 501(c)3
   □ Private Trust, 509(a)
   □ College or University
   □ Government: Municipal or County
   □ Government: State
   □ Government: Federal
   □ Government: Tribal
   □ For-profit
   □ Other (please specify): _____

8. Is your organization a member of any of the following professional organizations? (Check all that apply)
   □ American Alliance of Museums (AAM)
   □ American Association for State and Local History (AASLH)
   □ American Institute for Conservation (AIC)
   □ Association of Midwest Museums (AMM)
   □ Minnesota Alliance of Local History Museums (MALHM)
   □ Minnesota Association of Museums (MAM)
   □ Minnesota Council of Nonprofits (MCN)
   □ None of the above
   □ Other (please specify): _____

Minnesota State Statute 138.053 refers to a pathway that allows counties, cities, and townships to provide financial support to their county and local historical societies. The statute says this is possible for organizations that are "affiliated with and approved by the Minnesota Historical Society."

MNHS has used the following criteria to determine if an organization meets this definition:

- *The organization is a dues-paying institutional member of MNHS*
- *MNHS Local History Services has a current copy of the organization's bylaws*
- *The organization has had some form of contact with Local History Services in the last year (this can be phone calls, emails, newsletters, e-newsletters, site visits, etc.)*

9. Does your organization meet the criteria for "affiliated with and approved by the Minnesota Historical Society" per Minnesota Statute 138.053?
   - □ Yes
   - □ No
   - □ I don't know

10. Benefits Offered (check all that apply)
   - □ Paid Holidays
   - □ Paid Time Off (Vacation/Sick)
   - □ Maternity Leave
   - □ Paternity Leave
   - □ Health Insurance
   - □ Dental Insurance
   - □ Long-term Disability Insurance
   - □ Short-term Disability Insurance
   - □ Paid Family Medical Leave
   - □ Unpaid Family Medical Leave
   - □ Life Insurance
   - □ Retirement Plan
   - □ Retirement: Employer Contributions
   - □ Professional Development (full or partially funded)
   - □ Professional Memberships (full or partially funded)
   - □ Child Care Assistance
   - □ Internal Museum Discounts (store, cafe, etc.)
   - □ Other (please list): _____

Section 2: Staff

Ten position descriptions have been selected for this survey. Answer as best you can to what most matches your situation.

If job duties include more than one position, match your job to the position of greater authority or, in the case of positions with equal weight, choose the job which occupies a larger percentage of the employees time. Match individuals to positions primarily by job responsibilities and function.

Positions with more than one employee, please use the data for the most senior employee.

Position descriptions for this survey:
Director/CEO - Serves as the lead for the organization. Responsible for its overall management and reports to the organization's governing authority.
Management - Manage other staff, historic sites and/or museum facilities.
Administrative - Financial tasks (bookkeeping, cash management, etc), membership management, and/or general support for the organization's operations.
Communications - Managing and editing organization communications such as newsletters, and social media management.
Fundraising & Development - Grant writing, prospect identification, donor recruitment and management, and organizing fundraising events.
Collections Care - The organization and care of collections, including three-dimensional objects, archival and library materials, and other ephemera.
Public Programs - Development and execution of public programs such as lectures, tours, interpretive publications, and more.
Docents/Guides - Conduct tours of a historic site and/or museum space as well as managing visitor experiences in those spaces.
Exhibits - Content creation of exhibits. It can include research, writing, object selection, and possibly fabrication.
Facilities, Maintenance, & Security - Responsible for the maintenance and care of the facility. It may include responsibility to monitor the security of the historic sites and/or museum facilities.

11. Positions

	Salary	Status	Seasonal?	Benefits?	Highest Education Completed	Time with Organization	Time in Current Role
Director/CEO							
Management							
Administrative							
Communications							
Fundraising & Development							
Collections Care							
Public Programs							
Docents/Guides							
Exhibits							
Facilities, Maintenance, & Security							

Your paragraph text

12. Provide job title(s) your organization uses for the positions completed above.
    Director/CEO _____
    Management _____
    Administrative _____
    Communications _____
    Fundraising & Development _____
    Collections Care _____
    Public Programs _____
    Docents/Guides _____
    Exhibits _____
    Facilities, Maintenance, & Security _____

Section 3: General

13. When hiring, do you post the salary range?
    □ Yes
    □ No
    □ N/A

14. Do you have interns?
    □ Yes, Paid
    □ Yes, Unpaid
    □ No

15. Is there anything else we should know? Is there anything else we should have asked?