

SALARY SURVEY 2025 REPORT

TCG SALARY SURVEY 2025: AGGREGATE

Please see the report introduction for important information about the data that follow.

Number of Theatres: 150

Annual Operating Expenses Budget Range: \$199,650.00 - \$167,900,000.00 | Average Annual Operating Expenses: \$8,407,164.22

SECTION A, PART 1: Administrative Personnel, Salaried, Budget Group AGGREGATE

ADMINISTRATIVE PERSONNEL	WEEKLY SALARY/ MINIMUM	WEEKLY SALARY/ MAXIMUM	WEEKLY SALARY/ AVERAGE	WEEKLY SALARY/MEDIAN	AVG. YEARS IN POSITION	# OF RESPONSES
Managing/Executive Director	\$1,008.00	\$9,615.00	\$3,390.00	\$2,882.00	7.1	115
General Manager/Associate Managing Director	\$575.00	\$4,327.00	\$1,934.00	\$1,845.00	6	70
Company Manager	\$692.00	\$2,131.00	\$1,118.00	\$1,067.00	4	62
Management Associate	\$694.00	\$1,865.00	\$1,142.00	\$1,025.00	3	22
Management Assistant	\$500.00	\$1,615.00	\$1,058.00	\$915.00	5.4	10
Executive Assistant	\$453.00	\$2,754.00	\$1,230.00	\$1,154.00	4.1	41
Finance Director/Controller	\$962.00	\$6,476.00	\$2,363.00	\$2,068.00	5.3	65
Business Manager/Associate Finance Director	\$933.00	\$3,123.00	\$1,573.00	\$1,365.00	6.8	37
HR Director/Manager/Generalist	\$920.00	\$5,038.00	\$2,009.00	\$1,661.00	4.6	36
Business Associate	\$633.00	\$3,025.00	\$1,283.00	\$1,069.00	5.2	20
Business Assistant	\$680.00	\$1,539.00	\$919.00	\$853.00	2.5	12
Accounting Manager	\$1,061.00	\$2,841.00	\$1,625.00	\$1,465.00	9.9	15
Accountant	\$962.00	\$1,648.00	\$1,244.00	\$1,148.00	4.4	18
Bookkeeper	\$208.00	\$1,356.00	\$1,019.00	\$1,000.00	5.9	13
Director of Communications	\$1,388.00	\$4,353.00	\$2,572.00	\$2,864.00	6.2	15
Marketing Director/Communications Director	\$654.00	\$4,102.00	\$1,747.00	\$1,644.00	6.0	96
Press/PR Director	\$702.00	\$3,750.00	\$1,980.00	\$1,722.00	6.8	11
Associate Marketing Director/Manager	\$639.00	\$2,859.00	\$1,330.00	\$1,280.00	4.2	66
Marketing Associate	\$519.00	\$1,791.00	\$1,003.00	\$1000.00	3.0	45
Marketing Assistant	\$400.00	\$1,346.00	\$889.00	\$904.00	1.5	25
Digital Media/Web Manager	\$500.00	\$1,856.00	\$1,128.00	\$1030.00	3.4	47
Graphic Designer/Art Director	\$732.00	\$2,929.00	\$1,247.00	\$1060.00	6.1	43
Development Director	\$654.00	\$5,933.00	\$2,277.00	\$1976.00	5.1	104
Associate Development Director/Manager	\$629.00	\$3,077.00	\$1,499.00	\$1346.00	3.2	70
Development Associate	\$525.00	\$2,020.00	\$1,097.00	\$1039.00	3.2	74
Development Assistant	\$720.00	\$1,635.00	\$1,008.00	\$962.00	2.9	43
Education Director	\$765.00	\$3,576.00	\$1,480.00	\$1,382.00	7.1	87
Associate Education Director/Manager	\$711.00	\$2,692.00	\$1,209.00	\$1,188.00	3.8	49
Education Associate	\$684.00	\$1,691.00	\$1,044.00	\$1,017.00	3.4	39
Education Assistant	\$625.00	\$1,179.00	\$894.00	\$871.00	2.6	16
Director of Community Engagement/Connectivity	\$865.00	\$4,233.00	\$1,580.00	\$1,442.00	3.4	25
Assoc. Dir. of Community Engagement/Connectivity	\$800.00	\$1,842.00	\$1,187.00	\$1,193.00	2.2	16

Director of Equity, Diversity, and Inclusion	\$1,538.00	\$3,115.00	\$2,239.00	\$2,130.00	4.8	6
Assoc. Dir. of Equity, Diversity, and Inclusion	\$1,308.00	\$1,596.00	\$1,482.00	\$1,542.00	2	3
Director of Ticketing/Audience Services	\$519.00	\$2,875.00	\$1,318.00	\$1,235.00	8.3	52
Telemarketing Manager	\$888.00	\$1,945.00	\$1,299.00	\$1,169.00	17.1	8
Box Office Manager	\$650.00	\$2,401.00	\$1,074.00	\$1,005.00	4.1	86
Box Office/Aud. Services Associate	\$500.00	\$1,539.00	\$913.00	\$880.00	5.1	46
Box Office/Aud. Services Assistant	\$400.00	\$1,138.00	\$824.00	\$830.00	3.6	15
House Manager	\$580.00	\$2,131.00	\$1,052.00	\$1,054.00	3.9	48
Concessions / Food and Beverage Manager	\$568.00	\$3,324.00	\$1,185.00	\$1,153.00	5.6	25
Facilities Director/Manager	\$808.00	\$3,848.00	\$1,457.00	\$1,277.00	7.2	67
Facilities Associate	\$600.00	\$2,672.00	\$1,103.00	\$965.00	6.3	32
Facilities Assistant	\$600.00	\$1,671.00	\$967.00	\$888.00	4.2	16
Office Manager	\$819.00	\$1,721.00	\$1,224.00	\$1,208.00	6.1	9
Admin. Assistant/Receptionist	\$563.00	\$1,324.00	\$851.00	\$818.00	6.1	13
Information Systems/Technology Dir.	\$453.00	\$4,149.00	\$2,169.00	\$2,236.00	14.7	24
Inf. Systems/Technology Associate	\$1,029.00	\$2,584.00	\$1,586.00	\$1,429.00	5.8	19
Inf. Systems/Technology Assistant	\$936.00	\$1,558.00	\$1,225.00	\$1,211.00	8.0	5

SECTION A, PART 2: Artistic Personnel, Salaried, AGGREGATE

ARTISTIC PERSONNEL	WEEKLY SALARY/ MINIMUM	WEEKLY SALARY/ MAXIMUM	WEEKLY SALARY/ AVERAGE	WEEKLY SALARY/MEDIAN	AVG. YEARS IN POSITION	# OF RESPONSES
Producing Artistic Director	\$1,155.00	\$9,365.00	\$3,105.00	\$2,550.00	13.5	54
Artistic Director	\$896.00	\$10,498.00	\$3,605.00	\$2,946.00	11.1	87
Associate Artistic Director	\$816.00	\$8,320.00	\$1,899.00	\$1,584.00	6.11	49
Artistic Producer	\$848.00	\$3,367.00	\$1,699.00	\$1,456.00	6.1	37
Artistic Associate	\$673.00	\$1,981.00	\$1,123.00	\$1,070.00	4.1	40
Artistic Assistant	\$637.00	\$1,846.00	\$1,006.00	\$891.00	2.5	13
Literary Director	\$881.00	\$3,095.00	\$1,750.00	\$1,702.00	6.8	17
Literary Manager	\$1,038.00	\$2,304.00	\$1,365.00	\$1,162.00	4.6	9
Literary Associate/Assistant	\$640.00	\$1,058.00	\$891.00	\$926.00	2.5	6
Resident Dramaturg	\$1,242.00	\$3,548.00	\$2,046.00	\$1,347.00	14	3
Resident Director	\$1,099.00	\$3,161.00	\$1,919.00	\$1,708.00	19.3	4
Resident Casting Director	\$1,060.00	\$2,376.00	\$1,473.00	\$1,390.00	9.1	16
Resident Set Designer	\$1,346.00	\$2,810.00	\$1,950.00	\$1,682.00	18.3	6
Resident Lighting Designer	\$908.00	\$2,406.00	\$1,515.00	\$1,489.00	11.7	6
Resident Costume Designer	\$885.00	\$2,730.00	\$1,381.00	\$1,040.00	13.2	5
Resident Sound Designer	\$804.00	\$2,312.00	\$1,208.00	\$1,077.00	9	13
Resident Playwright	\$1,080.00	\$2,413.00	\$1,702.00	\$1,734.00	6.6	4
Production Manager	\$653.00	\$3,366.00	\$1,624.00	\$1,542.00	6.1	110
Associate Production Manager	\$550.00	\$2,092.00	\$1,191.00	\$1,154.00	3.5	54
Technical Director	\$519.00	\$3,077.00	\$1,376.00	\$1,291.00	6.7	95
Assistant Technical Director	\$650.00	\$1,962.00	\$1,105.00	\$1,060.00	4.2	53

Scene Shop Supervisor	\$600.00	\$1,702.00	\$1,166.00	\$1,098.00	7.3	25
Costume Shop Supervisor	\$577.00	\$2,122.00	\$1,212.00	\$1,145.00	7.1	83
Prop Construction Supervisor	\$650.00	\$2,211.00	\$1,274.00	\$1,247.00	8.6	45
Lighting Supervisor	\$650.00	\$1,960.00	\$1,168.00	\$1,123.00	7.14	58
Master Carpenter	\$600.00	\$2,211.00	\$1,058.00	\$962.00	6	45
Master Electrician	\$625.00	\$2,211.00	\$1,038.00	\$971.00	4.5	33
Prop Manager	\$600.00	\$1,786.00	\$1,102.00	\$1,036.00	7.3	42
Wardrobe Manager	\$400.00	\$1,765.00	\$1,025.00	\$1,010.00	5.1	48
Sound Engineer	\$400.00	\$1,765.00	\$1,116.00	\$1,020.00	6.2	55
Scenic Artist	\$600.00	\$2,181.00	\$1,117.00	\$1,106.00	9.1	45

SECTION B: Guest Artists, Production Fee, AGGREGATE

Guest Artist	Production Fee				AVG. # OF ARTIST SLOTS	# OF RESPONSES
	MINIMUM	MAXIMUM	AVERAGE	MEDIAN		
Directors (production)	\$4,40.00	\$46,433.00	\$9,211.00	\$7,000.00	4.2	139
Directors (other programs)	\$100.00	\$10,715.00	\$1,895.00	\$1,100.00	3.8	44
Set Designers	\$150.00	\$22,000.00	\$4,092.00	\$3,621.00	5.0	130
Lighting Designers	\$150.00	\$14,410.00	\$3,663.00	\$3,451.00	5.0	135
Costume Designers	\$200.00	\$16,420.00	\$3,966.00	\$3,500.00	4.9	135
Sound Designers	\$200.00	\$14,410.00	\$3,636.00	\$3,500.00	4.7	125
Properties Designers	\$80.00	\$7,500.00	\$1,907.00	\$1,500.00	4.0	47
Video/Production Designers	\$270.00	\$9,734.00	\$3,818.00	\$3,500.00	2.1	69
Music Directors	\$50.00	\$35,000.00	\$5,831.00	\$4,125.00	2.5	95
Choreographers	\$50.00	\$2,3610.00	\$5,862.00	\$4,240.00	2.4	101
Fight Directors/Choreographers	\$50.00	\$16,500.00	\$2,031.00	\$1,500.00	2.2	84
Intimacy Directors/Choreographers	\$50.00	\$10,000.00	\$1,397.00	\$1,000.00	2.3	74
Dramaturgs	\$150.00	\$8,250.00	\$2,352.00	\$2,000.00	2.4	45
Casting Directors	\$400.00	\$32,000.00	\$6,202.00	\$5,000.00	2.7	35
Dialect Coaches	\$50.00	\$10,500.00	\$1,925.00	\$1,500.00	2.7	69
Playwrights	\$100.00	\$99,260.00	\$6,336.00	\$3,884.00	4.5	38

SECTION C: Actors & Stage Managers, AGGREGATE

	WEEKLY SALARY			
	MINIMUM	MAXIMUM	AVERAGE	# OF RESPONSES
UNION: Actors and Stage Managers				
Actors (productions)	\$119.00	\$2,537.00	\$905.91	127
Actors (other programs)	\$100.00	\$2,000.00	\$746.72	39

Stage Managers (productions)	\$350.00	\$4,167.00	\$1,094.09	118
Stage Managers (other programs)	\$100.00	\$1,615.00	\$872.05	36
Assistant Stage Managers (productions)	\$351.00	\$3,291.00	\$984.80	91
NON-UNION: Actors and Stage Managers				
Actors (productions)	\$60.00	\$4,000.00	\$624.60	130
Actors (other programs)	\$50.00	\$1,500.00	\$564.21	42
Stage Managers (productions)	\$100.00	\$1,573.00	\$654.40	40
Stage Managers (other programs)	\$48.00	\$1,500.00	\$609.60	24
Assistant Stage Managers (productions)	\$42.00	\$1,480.00	\$576.59	62

SECTION D: Non-Jobbed/Non-Salaried Personnel (Production and Front of House), AGGREGATE

	HOURLY SALARY			# OF THEATRE RESPONSES
	MINIMUM	MAXIMUM	AVERAGE	
UNION: Personnel				
Wardrobe Supervisor	\$25.00	\$47.26	\$33.33	18
Workroom Supervisor	\$28.64	\$42.96	\$32.91	4
Dresser/Wardrobe Crew	\$19.00	\$42.75	\$27.38	24
First Hand/Assistant Cutter	\$17.50	\$41.93	\$29.69	13
Master Stitcher	\$24.91	\$32.70	\$28.64	5
Stitcher	\$22.00	\$35.99	\$27.08	14
Hair and Wig Supervisor	\$23.69	\$41.00	\$32.04	11
Hair and Wig Assistant	\$22.50	\$40.06	\$29.26	12
Costume Design Assistant	\$20.44	\$33.71	\$28.63	8
Costume Properties/Crafts Artisan	\$22.50	\$42.96	\$31.61	12
Dyer	\$25.75	\$41.99	\$29.77	5
Cutter	\$24.91	\$41.00	\$28.66	5
Draper	\$26.25	\$50.76	\$32.36	12
Master Carpenter	\$25.00	\$49.38	\$33.57	22
Scenic Carpenter	\$18.17	\$56.00	\$31.16	23
Scenic Artist	\$19.54	\$54.53	\$33.74	17
Welder	\$22.50	\$41.99	\$29.51	8
Construction Supervisor	\$28.64	\$42.96	\$34.21	6
Properties Artisan	\$22.50	\$41.99	\$31.47	17
Lighting Technician	\$15.00	\$47.74	\$30.12	23
Sound Technician	\$20.80	\$61.43	\$31.34	24
Design Associate	\$17.04	\$34.78	\$23.50	3
Scenic Design Assistant	\$19.54	\$30.59	\$23.52	3
Teaching Artist	\$21.30	\$93.50	\$53.86	3
Run Crew	\$13.26	\$61.43	\$27.71	27
Box Office Manager	\$23.82	\$42.96	\$37.04	3
Box Office Representative	\$17.00	\$33.46	\$20.96	7
House Manager	\$27.98	\$53.29	\$40.64	2

NON-UNION: Personnel	HOURLY SALARY			# OF THEATRE RESPONSES
	MINIMUM	MAXIMUM	AVERAGE	
Wardrobe Supervisor	\$11.00	\$37.50	\$22.33	49
Workroom Supervisor	\$20.00	\$38.17	\$27.53	6
Dresser/Wardrobe Crew	\$8.88	\$32.82	\$20.11	69
First Hand/Assistant Cutter	\$13.13	\$28.41	\$20.39	35
Master Stitcher	\$15.00	\$34.00	\$22.23	10
Stitcher	\$10.29	\$30.00	\$19.79	58
Hair and Wig Supervisor	\$15.00	\$35.00	\$23.15	36
Hair and Wig Assistant	\$12.00	\$30.00	\$20.68	27
Costume Design Assistant	\$15.00	\$34.59	\$23.28	26
Costume Properties/Crafts Artisan	\$13.32	\$31.00	\$20.79	30
Dyer	\$17.00	\$36.00	\$21.98	5
Cutter	\$13.13	\$28.41	\$20.15	12
Draper	\$15.00	\$34.89	\$23.22	25
Master Carpenter	\$15.00	\$65.00	\$26.16	32
Scenic Carpenter	\$13.13	\$36.00	\$21.32	83
Scenic Artist	\$12.50	\$50.00	\$23.64	72
Welder	\$16.00	\$32.00	\$22.41	8
Construction Supervisor	\$16.32	\$30.00	\$22.78	8
Properties Artisan	\$10.00	\$40.00	\$21.54	53
Lighting Technician	\$10.00	\$58.00	\$21.27	87
Sound Technician	\$10.42	\$42.00	\$20.99	86
Design Associate	\$25.00	\$39.00	\$28.94	4
Scenic Design Assistant	\$15.00	\$33.99	\$23.24	13
Teaching Artist	\$11.00	\$165.00	\$38.84	62
Run Crew	\$11.00	\$42.00	\$19.91	73
Box Office Manager	\$12.00	\$34.10	\$21.84	37
Box Office Representative	\$10.63	\$26.00	\$17.00	85
House Manager	\$11.88	\$37.00	\$19.45	80