



2024 PUBLIC RADIO STATION COMPENSATION SURVEY

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REPORT

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2024 Public Radio Station Compensation Survey

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Number of Participants: 27

Number of Survey Positions: 107

Number of Employees Reported: 1795

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I. Executive Summary

Introduction

This report helps station leaders, managers, and HR professionals understand how their station's salaries compare to those at other, similar stations. Data are included for all types and levels of staff, from board operators, reporters, producers/hosts, and technicians, to administrative, operations, and management staff, ranging from entry level through CEO-level leaders.

The survey results in Section II are broken down into mean, median, and quartile values. The mean is the average of all the responses. The median is the middlemost value of all the responses, meaning that half the responses are equal to or greater than the median and half are equal to or less than the median. Since the mean can be offset easily by outliers (extremely high or low values), we almost exclusively use medians when presenting numeric data.

The lower quartile marks the lower 25% of the values, meaning that one-quarter of the responses is equal to or less than the lower quartile and three-quarters are equal to or greater than the lower quartile. The upper quartile marks the upper 25% of the values, meaning that one-quarter of the responses is equal to or greater than the upper quartile and three quarters are equal to or less than the upper quartile.

For each position, a position description is provided that should help ensure the correct comparison between your station's staff and those in the survey.

In addition to percentiles, the data by position is reported for all participants and by participant demographics as described on pages 9 through 14. It should be noted that for some positions in the specific regions and/or station type/revenue size breakdowns, relatively small amounts of data were available. In other situations, stations fitting certain criteria did not employ those types of staff. For job titles/levels with less than 4 stations reporting data, only overall values were calculated.

A total of 27 stations provided salary data for the 2024 Public Radio Station Salary Survey Report.

Throughout the tables in Section II, *Survey Data by Position*, any blanks mean that the data provided comes from a small (3 or fewer) number of stations or that an insufficient amount of data was collected.

Participant List

WYPR	Baltimore Public Media	WESA	Pittsburgh Community Broadcasting
BPR	Blue Ridge Public Radio	WFDD	Public Radio for the Piedmont/Wake Forest University
WBUR	Boston University Public Radio	KUOW	Puget Sound Public Radio/Univ of Washington
WNED	Buffalo Toronto Public Media	TPR	The Public's Radio
WMFE	Community Communications Inc	VP	Vermont's Public
KUNC	Community Radio for Northern Colorado	WBEX	WBEZ Chicago
WGCU	Florida Gulf Coast University	WGBH	WGBH Educational Foundation
KHPR	Hawaii Public Radio	WGLT	WGLT/WCBU (Illinois State University)
IPR	Iowa Public Radio	WHYY	WHYY Inc.
KNKX	Pacific Public Media	WISC	Wisconsin Public Radio
WUOM	Michigan Public Radio	WJCT	WJCT Public Media Inc
WPLN	Nashville Public Radio	WSKG	Public Telecommunications Council
KNPR	Nevada Public Radio	WUMW	89.7 Milwaukee's NPR
NHPR	New Hampshire Public Radio		

Survey Data by Position

100-36: Broadcast Engineer/Transmission

Essential responsibilities; Install and maintain broadcast equipment, including satellite and transmission functions at all transmission sites. Install and maintain all Studio Transmitter Link (STL) equipment. Oversee and maintain all transmission sites. Purchase goods and services for transmission sites. Respond to service interruptions as needed. Qualifications: Demonstrated knowledge of FM RF transmission, digital STL microwave and satellite uplink and downlink systems. Knowledge of FCC Rules and Regulations for licensed broadcast facilities. At least 3 years of broadcast engineering experience and associate's degree in a related field or equivalent experience.

Survey Scope			Base Salary				Total Cash Compensation			
Category	No. Orgs	No. Inc.	25th	50th	75th	Average	25th	50th	75th	Average
All Organizations	12	17	\$59,280	\$70,000	\$86,467	\$72,187	\$60,008	\$70,000	\$86,467	\$72,715
Revenue										
<5 Million	1	1								
5 - 15 Million	7	10	\$54,116	\$59,644	\$68,723	\$62,634	\$54,116	\$62,184	\$68,723	\$63,142
15-40 Million	3	5								
> 40 Million	1	1								
Region										
Northeast	6	8	\$67,502	\$80,903	\$94,316	\$80,080	\$68,590	\$80,903	\$94,316	\$81,202
South	2	2								
Midwest/Southcentral	3	6								
West	1	1								
Ownership Structure										
Community	5	8	\$55,748	\$64,640	\$75,929	\$66,078	\$55,748	\$67,180	\$75,929	\$66,713
University	3	3								
Other	4	6	\$72,223	\$86,604	\$94,316	\$83,074	\$72,223	\$86,604	\$94,316	\$83,724
Organization Type										
Radio Only	7	10	\$58,646	\$70,000	\$80,586	\$69,303	\$58,646	\$70,000	\$80,586	\$69,303
Radio/TV	5	7	\$59,644	\$78,892	\$94,316	\$76,306	\$62,184	\$78,892	\$94,316	\$77,588
Other	0	0								
Programming										
News/Talk	2	2								
Music	0	0								
News/Talk and Music	10	15	\$57,922	\$70,000	\$84,691	\$71,566	\$58,286	\$70,000	\$84,691	\$72,164
Labor Market										
Urban	6	6	\$66,168	\$71,800	\$84,996	\$76,246	\$66,168	\$71,800	\$84,996	\$77,743
Suburban/Rural	6	11	\$54,932	\$70,000	\$84,691	\$69,972	\$54,932	\$70,000	\$84,691	\$69,972

500-10: Producer III (Senior Producer)

Essential responsibilities: Generate a wide range of show and guest ideas, ensuring diversity of topics and perspectives. Research topics, pre-interview guests and prepare notes and questions for the host with a high level of skill and ingenuity. Produce shows in a wide range of subject areas. Write and produce all elements of the show, including scripts, promos and digital content at an expert level of proficiency. Direct live show and help with call screening and other duties. Author post-show write-ups. Plan and execute promotion before and after the show to maximize audience and work with newsroom on coverage plans with an expert level of proficiency. Advise other producers on research, guest sourcing and show development. Edit the work of other producers as needed. Regularly initiate and lead planning and execution of special projects and events, including special series, debates and political candidate interviews. Contribute to developing and implementing the long term strategy of the show and may lead aspects of implementation. Qualifications: Typically requires 6-10 years of experience in production of live radio programming, preferably in public broadcasting, with outstanding writing skills and a record of producing stories with accuracy and a balance of views. Excellent editorial judgment and reporting/editing skills for radio and digital content. Bachelor's degree or equivalent work experience.

Survey Scope			Base Salary				Total Cash Compensation			
Category	No. Orgs	No. Inc.	25th	50th	75th	Average	25th	50th	75th	Average
All Organizations	14	42	\$67,740	\$77,000	\$94,665	\$81,486	\$67,740	\$77,000	\$97,192	\$81,860
Revenue										
<5 Million	0	0								
5 - 15 Million	8	18	\$65,681	\$67,240	\$71,549	\$67,264	\$65,681	\$67,240	\$71,549	\$67,264
15-40 Million	4	13	\$93,000	\$98,563	\$111,725	\$101,132	\$93,000	\$98,563	\$111,725	\$101,132
> 40 Million	2	11								
Region										
Northeast	6	28	\$71,933	\$85,337	\$99,291	\$86,304	\$74,713	\$85,337	\$99,291	\$86,865
South	4	4	\$69,388	\$70,994	\$71,992	\$70,385	\$69,388	\$70,994	\$71,992	\$70,385
Midwest/Southcentral	3	9								
West	1	1								
Ownership Structure										
Community	5	5	\$70,000	\$71,989	\$76,000	\$74,568	\$70,000	\$71,989	\$76,000	\$74,568
University	5	19	\$68,363	\$88,868	\$103,525	\$87,716	\$68,363	\$88,868	\$103,525	\$87,716
Other	4	18	\$66,733	\$78,803	\$88,954	\$76,830	\$66,733	\$78,803	\$90,013	\$77,703
Organization Type										
Radio Only	7	19	\$68,104	\$88,868	\$103,525	\$87,438	\$68,104	\$88,868	\$103,525	\$87,438
Radio/TV	7	23	\$67,930	\$72,000	\$80,903	\$76,569	\$67,930	\$73,100	\$80,903	\$77,252
Other	0	0								
Programming										
News/Talk	4	8	\$67,185	\$75,000	\$80,452	\$75,314	\$67,185	\$75,000	\$80,452	\$75,314
Music	0	0								
News/Talk and Music	10	34	\$68,111	\$77,000	\$97,493	\$82,938	\$68,111	\$77,000	\$98,025	\$83,400
Labor Market										
Urban	10	33	\$66,930	\$76,000	\$98,250	\$82,993	\$66,930	\$76,000	\$98,250	\$83,469
Suburban/Rural	4	9	\$68,310	\$79,606	\$80,000	\$75,959	\$68,310	\$79,606	\$80,000	\$75,959



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If you have any questions on this report or would like to comment on this survey or any future editions, please call our offices at 978.371.0476 or email your questions or comments to Rhonda Farrington rfarrington@wilsongroup.com or Lisa Nivison lnivison@wilsongroup.com.

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