



## Pay Philosophy

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American Alliance of Museums (“AAM”) is a non-profit association that has been bringing museums together since its founding in 1906, helping develop standards and best practices, gathering and sharing knowledge, and advocating on issues of concern to the museum community. AAM’s vision is a world informed and enriched by thriving museums.

We value the unique skills, talents and contributions of our employees. We recognize that an engaged and motivated staff is critical to our ability to fulfill our mission to champion museums and nurture excellence, provide exemplary service and high-quality offerings to our growing membership, and evolve to meet the ever-changing needs of our museum field and society. AAM will offer staff a comprehensive and competitive total rewards package that pairs compensation and benefits with impactful and meaningful work in a collaborative, inclusive, and flexible work environment.

The goals of the compensation program are to:

- Attract, retain, and develop high-performing staff who embrace AAM’s mission and to empower staff to create their unique role in achieving it.
- Facilitate an environment of continuous learning (e.g., deepening skill in area of expertise and formal career development, where possible), continuous improvement, and high-quality results.
- Support a culture of a collaboration, teamwork, and shared values while maintaining individual accountability and rewards.

To achieve these goals, AAM will:

- Maintain a total rewards compensation program that is consistent with the appropriate external marketplaces and equitable within the organization, while recognizing that external economic factors, organizational performance, and AAM’s operational budget may result in some variation;
- Offer competitive salaries and benefits with impactful and meaningful work content and opportunities for continuous learning; and
- Target the organization’s salary ranges to the 50th percentile of the external labor market, while recognizing that compensation may also be based on the required skills sets, prior experiences, and levels of responsibility and complexity for each position, and individual performance.

The compensation program is intended to be fair, transparent, and clear so that all employees and managers understand the goals and the outcomes of the program.

AAM is committed to administering the compensation program in an objective and non-discriminatory manner compliant with federal and jurisdictional laws and will not tolerate discrimination in pay.

Adjustments to individual pay will be based on job performance, achievement of goals and objectives, and available financial resources. Individual compensation will be reviewed annually. Adjustments to the organization’s salary ranges will be informed by changes in the job market and according to available financial resources.