

# Member wage survey, March 2009

version 1.0; results subject to correction and fine-tuning

Once a year, we anonymously poll all members listed as having worked at union shops in the previous twelve months, to ask them what they have been most recently paid. The results are a barometer of the “going rates”, as opposed to the CBA minimums. For comparison purposes, all salaries are computer on a forty-hour week. Each category shows percentages responding, for unit rates (i.e. “piecework”), the number of responses are also shown.

Categories	Responses	Journey minimum	2009 WAGE SURVEY			2008 SURVEY	
			Minimum <sup>2</sup>	Median <sup>3</sup>	Maximum	Median <sup>3</sup>	Change
Writers (response: 16%) <sup>1</sup>							
Staff Story Editors <sup>4</sup>		\$1,764.84	\$2,062.50	\$2,312.50	\$5,250.00	\$3,225.00	– \$912.50
Staff Writers		\$1,534.64	\$1,446.48	\$2,572.50	\$9,600.00	\$2,300.00	+ \$272.50
<u>UNIT RATES:</u>							
Theatrical feature	3	\$10,154.91	\$64,000.00	\$75,000.00	\$650,000.00	–	–
D-T-V feature	1	\$10,154.91	\$38,000.00	–	–	–	–
First draft, theatrical	1	–	\$95,000.00	–	–	–	–
First draft, d-t-v	1	–	\$12,000.00	–	–	–	–
Theatrical polish	1	–	\$4,000.00	–	–	–	–
Bibles	4	–	\$5,000.00	\$10,000.00	\$12,500.00	\$9,000.00	+ \$1,000.00
One-hour special	1	\$10,154.91	\$39,000.00	–	–	–	–
30-minute pilots	3	\$6,766.67	\$7,000.00	\$7,500.00	\$10,000.00	\$7,500.00	0
30-minute eps [network]	1	\$6,766.67	\$6,500.00	–	–	\$6,500.00	0
30-minute eps [cable]	4	\$6,766.67	\$6,500.00	\$7,000.00	\$7,000.00	\$6,500.00	+ \$500.00
30-minute eps [synd]	1	\$6,766.67	\$6,500.00	–	–	\$6,000.00	+ \$500.00
30-minute outline	1	\$6,766.67	\$1,759.00	–	–	\$1,455.00	+ \$304.00
7- to 15-minute scripts	6	\$3,591.03	\$2,000.00	\$4,060.00	\$7,200.00	–	–
4- to 7-minute scripts	2	\$2,829.97	\$2,400.00	–	\$3,000.00	–	–
Producers (response: 24%) <sup>1,4</sup>		\$1,764.84	\$2,750.00	\$3,000.00	\$4,000.00	\$2,625.00	+ \$375.00
Directors/Timers (response: 34%) <sup>1</sup>							
Directors (Theatrical feature) <sup>4</sup>		–	\$2,300.00	\$3,284.14	\$9,600.00	\$3,004.81	+ \$279.33
Directors (TV, etc.)		\$1,793.84	\$1,600.00	\$2,500.00	\$3,800.00	\$2,400.00	+ \$100.00
Sheet Timers		\$1,442.32	\$1,062.50	\$1,900.00	\$2,369.00	\$2,000.00	– \$100.00
Assistant Directors		\$1,442.32	\$1,312.50	\$1,453.13	\$2,350.00	\$1,396.88	+ \$56.24
<u>UNIT RATES:</u>							
Sheet timing, per foot	4		\$2.50	\$3.00	\$4.50	\$3.00	0
Story Art (response: 39%) <sup>1</sup>							
Story Supervisors		\$1,764.84	\$1,562.50	\$2,542.50	\$6,000.00	\$2,900.00	– \$357.50
Story Development		\$1,534.64	\$1,718.75	\$2,000.00	\$2,600.00	–	–
Story Artists (Feature)		\$1,379.08	\$1,534.79	\$2,500.00	\$3,368.42	\$2,250.00	+ \$250.00
Production Boards (TV, etc.)		\$1,764.84	\$857.14	\$1,800.00	\$3,000.00	\$1,900.00	– \$100.00
Revisionists		\$1,313.32	\$1,057.38	\$1,600.00	\$1,957.00	\$1,500.00	+ \$100.00
<u>UNIT RATES:</u>							
7-15 minutes, per board	5		\$2,200.00	\$6,000.00	\$7,000.00	\$6,000.00	0
Half hour, per page	3		\$300.00	\$300.00	\$625.00	\$300.00	0
Half hour, per board	5		\$1,800.00	\$15,000.00	\$18,000.00	\$15,000.00	0

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		<u>Journey minimum</u>	<u>Minimum</u> <sup>2</sup>	<u>Median</u> <sup>3</sup>	<u>Maximum</u>	<u>Median</u> <sup>3</sup>
Layout/Background (response: 26%) <sup>1</sup>						
Character Layout		\$1,534.64	\$1,143.62	\$1,811.00	\$2,909.09	\$1,587.00 + \$224.00
Rough Layout		\$1,534.64	\$1,466.40	\$1,709.09	\$2,315.79	- -
Background Layout/Design		\$1,534.64	\$1,090.91	\$1,750.00	\$2,270.00	\$1,800.00 - \$50.00
Background Painters		\$1,534.64	\$1,200.00	\$1,800.00	\$2,875.00	\$1,800.00 - \$0.00
Design/Color (response: 38%) <sup>1</sup>						
Art Directors		\$1,764.84	\$1,200.00	\$2,763.64	\$4,210.53	\$2,522.73 + \$240.91
Visual Development		\$1,534.64	\$1,000.00	\$1,818.18	\$3,000.00	\$2,125.00 - \$306.82
Model Designers		\$1,534.64	\$1,150.00	\$1,800.00	\$2,517.50	\$1,700.00 + \$100.00
Character Designers		\$1,534.64	\$1,187.50	\$1,737.00	\$2,100.00	- -
Prop Designers		\$1,534.64	\$1,088.00	\$1,575.00	\$1,872.00	- -
Assistants/Clean-up		\$1,313.32	\$1,500.00	\$1,500.00	\$1,545.00	\$1,335.00 + \$165.00
Color Key/Color Stylists		\$1,313.32	\$1,125.00	\$1,550.00	\$2,925.00	\$1,490.00 + \$60.00
Tech Directors/Compositing (response: 21%) <sup>1</sup>						
Technical Directors		\$1,534.64	\$807.27	\$1,790.00	\$2,600.00	\$1,884.67 - \$94.67
Character TDs		\$1,534.64	\$1,461.05	\$2,105.26	\$3,200.00	- -
Riggers		\$1,534.64	\$1,201.45	\$1,642.00	\$1,900.00	\$1,650.00 - \$8.00
Lead Lighters		\$1,534.64	\$1,735.38	\$2,279.58	\$3,300.00	- -
Lighters		\$1,534.64	\$1,159.56	\$1,649.09	\$2,180.00	\$1,619.47 + \$29.62
Look Development		\$1,534.64	\$1,535.00	\$2,325.00	\$2,500.00	\$2,690.65 - \$365.65
Surfacers		\$1,534.64	\$1,283.52	\$1,636.36	\$2,400.00	\$1,760.73 - \$124.37
Cloth and Hair		\$1,534.64	\$1,600.00	\$2,000.00	\$2,820.00	\$1,760.73 + \$239.27
Texture Painters		\$1,534.64	\$1,110.28	\$1,657.26	\$2,500.00	\$1,890.91 - \$233.65
Visual Effects		\$1,534.64	\$1,109.82	\$2,500.00	\$2,937.50	- -
Matte Painters		\$1,534.64	\$1,672.73	\$1,852.63	\$2,181.82	- -
Compositors		\$1,373.48	\$1,313.20	\$2,000.00	\$2,925.00	\$2,400.00 - \$400.00
Animation/CG Modelling (response: 23%) <sup>1</sup>						
Supervising Animators		\$1,764.84	\$1,852.63	\$2,181.82	\$3,244.80	\$2,480.73 - \$298.91
3D Animators		\$1,534.64	\$948.44	\$1,700.00	\$3,700.00	\$1,745.45 - \$45.45
3D Modellers		\$1,534.64	\$1,122.64	\$1,470.00	\$2,947.37	\$1,570.91 - \$100.91
2D Animators		\$1,534.64	\$1,150.00	\$2,000.00	\$5,000.00	\$2,080.00 - \$80.00
Effects Animators		\$1,534.64	\$1,110.28	\$1,640.05	\$3,250.00	\$1,745.45 - \$105.40
Assistant Animators		\$1,313.32	\$1,264.00	\$1,313.35	\$2,090.00	- -
Flash Animators/Processors		\$1,110.28	\$1,078.00	\$1,350.00	\$1,600.00	\$1,300.00 + \$50.00
Animation Checking		\$1,313.32	\$1,313.00	\$1,450.00	\$1,850.00	\$1,450.00 - \$0.00
Apprentices/Trainees (response: 17%) <sup>1</sup>						
		\$1,121.44/\$1,088.92	\$737.36	\$1,000.00	\$1,275.00	\$964.92 + \$35.08

**TOTAL RETURNS: 25.4% (2008: 27.1%)**

**(740 tallied out of 2,914 sent, not including blanks and hand turkeys)**

<sup>1</sup> Of those members shown in our records as most recently employed in this category, the percentage that responded to the 2009 survey.

<sup>2</sup> Many of the minimums are for persons working at non-union shops, or those working at less than journey level.

<sup>3</sup> The "median average" is the middle rate when the results are listed from lowest to highest. These numbers should be viewed in the context of the minimums and maximums reported, and the rate of response.

<sup>4</sup> Not all persons working in this category are under the Guild's jurisdiction; results should be judged accordingly.