

## Member wage survey, January 2008

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 contract minimums. For comparison purposes, all salaries are computed on a forty-hour week. Percentages responding are shown in each category; for unit rates (i.e. "piecework"), the number of responses are also shown.

	resp- onses	journey minimum	2008 WAGE SURVEY			2007 WAGE SURVEY	
			minimum [2]	median [3]	maximum	median [3]	difference
<b>Writers (response: 20%) [1]</b>							
Staff Story Editors [4]		\$1,713.45	\$1,500.00	<b>\$3,150.00</b>	\$8,500.00	\$3,225.00	- \$75.00
Staff Writers		\$1,489.96	\$1,750.00	<b>\$2,343.75</b>	\$3,272.73	\$2,300.00	+ \$43.75
<i>Unit rates:</i>							
Theatrical feature	1	\$9,041.05	\$450,000.00	-	-	-	-
Treatment	1	\$1,986.11	\$50,000.00	-	-	-	-
First drafts	2	-	\$30,000.00	-	\$175,000.00	-	-
Polishes	2	-	\$10,000.00	-	\$100,000.00	-	-
Direct-to-video script	1	\$9,041.05	\$20,000.00	-	-	-	-
Direct-to-video outline	1	\$1,986.11	\$3,500.00	-	-	-	-
Story editing, per ½ hour [4]	5	-	\$6,500.00	<b>\$8,500.00</b>	\$14,000.00	\$8,450.00	+ \$50.00
Bibles	6	-	\$3,000.00	<b>\$9,000.00</b>	\$15,000.00	\$9,500.00	- \$500.00
30-minute outline	1	\$1,455.35	\$1,800.00	-	-	-	-
7 to 11-minute pilots	2	\$3,486.44	\$10,000.00	-	\$20,000.00	-	-
30-minute pilots	2	\$6,569.58	\$2,000.00	-	\$7,000.00	-	-
4 to 7 minute scripts	3	\$2,747.55	\$1,400.00	<b>\$2,740.00</b>	\$2,740.00	\$2,750.00	- \$10.00
7 to 11 minute scripts	9	\$3,486.44	\$1,000.00	<b>\$3,384.00</b>	\$3,500.00	\$3,500.00	- \$116.00
30 minute episodes [network]	4	\$6,569.58	\$6,000.00	<b>\$6,500.00</b>	\$6,500.00	\$6,500.00	0
30 minute episodes [cable]	10	\$6,569.58	\$2,591.00	<b>\$6,500.00</b>	\$6,500.00	\$6,500.00	0
30 minute episodes [prime time]	1	\$6,569.58	\$6,500.00	-	-	-	-
30 minute episodes [syndicated]	4	\$6,569.58	\$3,500.00	<b>\$6,000.00</b>	\$6,500.00	\$6,500.00	- \$500.00
<b>Producers* (response: 21%) [1][4]</b>		\$1,713.45	\$1,500.00	<b>\$2,625.00</b>	\$3,605.00	\$2,825.00	- \$200.00
<b>Directors/Timers (response: 41%) [1]</b>							
Directors (Theatrical feature) [4]		-	\$2,200.00	<b>\$3,004.81</b>	\$6,545.45	\$2,951.38	+ \$53.43
Directors (TV, etc.)		\$1,741.60	\$1,625.00	<b>\$2,400.00</b>	\$3,600.00	\$2,200.00	+ \$200.00
Sheet Timers		\$1,400.32	\$1,400.32	<b>\$2,000.00</b>	\$2,606.00	\$1,900.00	+ \$100.00
Retake Directors		\$1,741.60	\$1,562.50	<b>\$1,799.43</b>	\$2,036.36	-	-
Assistant Directors		\$1,400.32	\$1,126.56	<b>\$1,396.88</b>	\$2,250.00	\$1,745.45	- \$348.58
<i>Unit rates:</i>							
Sheet timing, per foot	7	-	\$2.50	<b>\$3.00</b>	\$3.25	\$3.00	0
<b>Story Art (response: 31%) [1]</b>							
Story Supervisors		\$1,713.45	\$1,375.00	<b>\$2,900.00</b>	\$5,000.00	\$2,910.44	- \$10.44
Story Artists (Feature)		\$1,338.92	\$1,489.95	<b>\$2,250.00</b>	\$4,400.00	\$2,020.00	+ \$230.00
Production Board (TV, etc.)		\$1,713.45	\$1,070.91	<b>\$1,900.00</b>	\$2,868.00	\$1,900.00	0
Production Board Revisions		\$1,275.08	\$1,347.37	<b>\$1,500.00</b>	\$1,800.00	\$1,500.00	0
<i>Unit rates:</i>							
7-15 minutes, per board	9	\$1,361.47	\$2,000.00	<b>\$5,750.00</b>	\$9,000.00	\$6,000.00	- \$250.00
30 minutes, per page	1	-	\$300.00	-	-	-	-
30 minutes, per board	4	\$2,585.38	\$1,400.00	<b>\$15,000.00</b>	\$16,000.00	\$15,000.00	0
<b>Design (response: 35%) [1]</b>							
Art Directors		\$1,713.45	\$1,375.00	<b>\$2,522.73</b>	\$4,056.00	\$2,500.00	+ \$22.73
Visual Development		\$1,489.96	\$1,236.36	<b>\$2,125.00</b>	\$3,450.00	\$2,100.00	+ \$25.00
Model Designers		\$1,489.96	\$1,163.64	<b>\$1,700.00</b>	\$3,450.00	\$1,522.89	+ \$177.11
Assistants/Clean-Up		\$1,275.08	\$1,048.32	<b>\$1,335.00</b>	\$1,500.00	\$1,400.00	- \$65.00
Color Key/Color Stylists		\$1,275.08	\$1,068.00	<b>\$1,490.00</b>	\$2,500.00	\$1,500.00	- \$10.00
<b>Layout (response: 27%) [1]</b>							
Character Layout		\$1,489.96	\$1,236.36	<b>\$1,587.00</b>	\$2,909.09	\$1,515.00	+ \$72.00
Background Layout/Design		\$1,489.96	\$1,090.91	<b>\$1,800.00</b>	\$2,250.00	\$1,700.00	+ \$100.00
Background Painters		\$1,489.96	\$1,450.00	<b>\$1,800.00</b>	\$2,369.00	\$1,800.00	0
Workbook		\$1,489.96	\$1,800.00	<b>\$2,000.00</b>	\$2,000.00	\$2,000.00	0
<b>Technical Directors/Compositing (response: 19%) [1]</b>							
Generalists		\$1,489.96	\$1,100.00	<b>\$1,884.67</b>	\$4,800.00	\$2,000.00	- \$115.34
Lighters		\$1,489.96	\$964.92	<b>\$1,619.47</b>	\$2,974.00	\$1,666.44	- \$46.97
Riggers		\$1,489.96	\$1,583.16	<b>\$1,650.00</b>	\$1,900.00	-	-
Look Development		\$1,489.96	\$1,600.00	<b>\$2,690.65</b>	\$4,086.00	\$2,368.84	+ \$321.81
Surfacing/Cloth and Hair		\$1,489.96	\$1,089.96	<b>\$1,760.73</b>	\$3,055.00	\$1,563.84	+ \$196.89
Texture Painters		\$1,489.96	\$1,489.96	<b>\$1,890.91</b>	\$2,774.00	\$2,093.50	- \$202.59
3D Compositors		\$1,333.48	\$1,454.55	<b>\$2,400.00</b>	\$2,596.00	\$2,060.00	+ \$340.00
2D Compositors		\$1,059.24	\$1,600.00	<b>\$2,000.00</b>	\$2,280.00	\$1,900.00	+ \$100.00
<b>Animation/Modeling (response: 21%) [1]</b>							
Supervising Animators		\$1,713.45	\$2,300.00	<b>\$2,480.73</b>	\$5,818.18	\$3,122.50	- \$641.77
3D Animators		\$1,489.96	\$992.00	<b>\$1,745.45</b>	\$3,127.27	\$1,672.73	+ \$72.72
3D Modellers		\$1,489.96	\$872.73	<b>\$1,570.91</b>	\$2,430.00	\$1,976.00	- \$405.09
2D Animators		\$1,489.96	\$1,489.95	<b>\$2,080.00</b>	\$3,000.00	\$1,530.00	+ \$550.00
Effects Animators		\$1,489.96	\$1,010.96	<b>\$1,745.45</b>	\$2,808.00	\$1,550.00	+ \$195.45
Flash Animators		\$1,077.96	\$1,077.96	<b>\$1,300.00</b>	\$1,550.00	\$1,219.00	+ \$81.00
Animation Checking		\$1,275.08	\$1,275.00	<b>\$1,450.00</b>	\$1,600.00	\$1,384.50	+ \$65.50
<b>Apprentices/Trainees (response: 21%) [1]</b>		\$1,088.76/\$964.92	\$630.06	<b>\$964.92</b>	\$1,250.00	-	-

TOTAL RETURNS: 27.1% (2007: 29.6%)

[1] Of those members shown in our records as most recently employed in this category, the percentage that responded to the 2007 survey.

[2] Many of the minimums are for persons working at non-union shops at less than journey level.

[3] 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 percentage (or number) of responses.

[4] Not all persons working in this category are under the Guild's jurisdiction; results should be judged accordingly.