

Member wage survey, June 2010

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 computed on a forty-hour week. Each category shows percentages responding, for unit rates (i.e. "piecework"), the number of responses are also shown.

Categories	Response	2010 WAGE SURVEY			2009 SURVEY		
		<u>Journey minimum</u> ⁵	<u>Minimum</u> ²	<u>Median</u> ³	<u>Maximum</u>	<u>Median</u> ³	<u>Change</u>
Writers (response: 14%) ¹							
Staff Story Editors ⁴		–	\$1,714.29	\$2,700.00	\$6,000.00	\$2,312.50 +	\$387.50
Staff Writers		\$1,596.64	\$1,700.00	\$2,500.00	\$6,100.00	\$2,572.50 –	\$72.50
<u>UNIT RATES:</u>							
Theatrical feature	4	\$10,565.17	\$112,500.00	\$245,000.00	\$650,000.00	\$75,000.00 +	\$170,000.00
D-T-V feature	3	\$10,565.17	\$30,000.00	\$40,000.00	\$70,000.00	\$38,000.00 +	\$2,000.00
First draft, theatrical	1	–	\$20,000.00	–	–	–	
Second draft, theatrical	1	–	\$70,000.00	–	–	–	
Polish, theatrical	2	–	\$32,000.00	–	\$35,000.00	–	
Outline, theatrical	2	–	\$10,000.00	–	\$10,000.00	–	
Bibles	7	–	\$5,000.00	\$10,000.00	\$15,500.00	\$10,000.00	0
Story editing, per ½-hour ⁴	8	–	\$2,500.00	\$7,000.00	\$9,000.00	–	
30-minute pilots	4	\$7,040.24	\$9,000.00	\$11,250.00	\$20,000.00	\$7,500.00 +	\$3,750.00
30-minute episodes	12	\$7,040.24	\$6,000.00	\$7,000.00	\$8,124.96	\$7,000.00	0
30-minute outline	1	\$1,559.57	\$3,600.00	–	–	–	
7- to 15-minute scripts	9	\$3,736.11	\$2,000.00	\$5,000.00	\$6,000.00	\$4,060.00 +	\$940.00
7- to 15-minute outline	1	–	\$1,000.00	–	–	–	
Producers (response: 17%) ^{1,4}			\$1,825.00	\$2,500.00	\$2,812.50	\$3,000.00 –	\$500.00
Directors/Timers (response: 24%) ¹							
Directors (Theatrical feature) ⁴		\$1,836.13	\$2,000.00	\$3,054.55	\$6,009.38	\$3,284.14 –	\$229.60
Directors (TV, etc.)		\$1,836.13	\$1,375.00	\$2,500.00	\$4,000.00	\$2,500.00	0
Sheet Timers		\$1,500.60	\$1,168.00	\$1,830.00	\$2,275.00	\$1,900.00 –	\$70.00
Assistant Directors		\$1,500.60	\$1,312.50	\$1,468.75	\$1,672.73	\$1,453.13 +	\$15.63
<u>UNIT RATES:</u>							
Sheet timing, per foot	7		\$3.00	\$3.00	\$3.50	\$3.00	0
Story Art (response: 37%) ¹							
Story Artists (Feature)		\$1,434.80	\$993.88	\$2,273.68	\$3,500.00	\$2,500.00 –	\$226.32
Production Boards (TV, etc.)		\$1,836.13	\$1,000.00	\$1,900.00	\$3,000.00	\$1,800.00 +	\$100.00
Revisionists		\$1,366.40	\$1,250.00	\$1,575.09	\$1,803.60	\$1,600.00 –	\$24.91
<u>UNIT RATES:</u>							
1-7 minutes, per board	2	–	\$800.00	–	\$2,200.00	–	
7-15 minutes, per board	7	–	\$1,500.00	\$2,500.00	\$9,000.00	\$6,000.00 –	\$3,500.00
Half hour, per page	7	–	\$300.00	\$600.00	\$600.00	\$300.00 +	\$300.00
Half hour, per board	11	–	\$800.00	\$1,800.00	\$7,500.00	\$2,000.00 –	\$200.00
Layout/Background (response: 27%) ¹							
Character Layout		\$1,596.64	\$1,143.60	\$1,677.00	\$2,911.89	\$1,811.00 –	\$134.00
Rough Layout		\$1,596.64	\$1,576.42	\$1,936.84	\$2,300.00	\$1,709.09 +	\$227.75
Previs Artists		\$1,596.64	\$1,538.18	\$1,772.73	\$2,189.47	–	
Background Layout/Design		\$1,596.64	\$1,309.09	\$1,900.00	\$2,400.00	\$1,750.00 +	\$150.00
Background Painters		\$1,596.64	\$1,347.37	\$1,850.00	\$2,200.00	\$1,800.00 +	\$50.00
Workbook		\$1,596.64	\$1,576.42	\$1,738.21	\$1,900.00	–	

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Categories	Response Journey minimum ⁵	2010 WAGE SURVEY			2009 SURVEY	
		Minimum ²	Median ³	Maximum	Median ³	Change
Design/Color (response: 33%) ¹						
Art Directors	\$1,836.13	\$1,625.00	\$2,340.00	\$4,750.00	\$2,763.64	- \$423.64
Visual Development	\$1,596.64	\$1,013.48	\$2,115.38	\$3,300.00	\$1,818.18	+ \$297.20
Model Designers	\$1,596.64	\$1,900.00	\$1,957.00	\$2,280.00	\$1,800.00	+ \$157.00
Character Designers	\$1,596.64	\$1,093.75	\$1,790.14	\$2,335.00	\$1,737.00	+ \$53.14
Prop Designers	\$1,596.64	\$1,568.18	\$1,700.00	\$1,906.33	\$1,575.00	+ \$125.00
Assistants/Clean-up	\$1,366.40	\$1,160.00	\$1,460.00	\$2,105.26	\$1,500.00	- \$40.00
Color Key/Color Stylists	\$1,366.40	\$1,125.00	\$1,446.00	\$2,500.00	\$1,550.00	- \$104.00
Tech Directors/Compositing (response: 19%) ¹						
Technical Directors	\$1,596.64	\$1,156.21	\$2,000.00	\$2,880.00	\$1,790.00	+ \$210.00
Character TDs	\$1,596.64	\$1,013.00	\$1,668.02	\$3,087.50	\$2,105.26	- \$437.25
Riggers	\$1,596.64	\$2,105.26	\$2,120.00	\$2,707.50	\$1,642.00	+ \$478.00
Lead Lighters	\$1,596.64	\$2,000.00	\$2,196.05	\$3,300.00	\$2,279.58	- \$83.53
Lighters	\$1,596.64	\$1,072.52	\$1,672.73	\$2,200.00	\$1,649.09	+ \$23.64
Assistant Lighters	\$1,366.40	\$1,143.60	\$1,349.85	\$1,590.85	-	
Look Development	\$1,596.64	\$1,699.19	\$1,978.95	\$3,000.00	\$2,325.00	- \$346.05
Surfacers	\$1,596.64	\$964.28	\$1,636.36	\$2,400.00	\$1,636.36	0
Cloth and Hair	\$1,596.64	\$1,633.56	\$2,071.58	\$2,480.00	\$2,000.00	+ \$71.58
Crowds/Massive	\$1,596.64	\$1,166.32	\$2,019.23	\$3,079.58	-	
Visual Effects	\$1,596.64	\$1,600.00	\$2,152.00	\$2,509.09	\$2,500.00	- \$348.00
Matte Painters	\$1,596.64	\$1,464.00	\$1,818.18	\$2,152.32	\$1,852.63	- \$34.45
3D Compositors	\$1,428.96	\$1,768.42	\$1,936.84	\$2,800.00	\$2,000.00	- \$63.16
2D Compositors	\$1,135.08	\$1,000.00	\$1,600.00	\$2,800.00	-	
Assistant/Apprentice TDs	\$1,166/\$1,366	\$1,054.16	\$1,309.47	\$1,514.83	-	
Animation/CG Modelling (response: 21%) ¹						
Supervising Animators	\$1,836.13	\$1,889.68	\$2,265.00	\$3,062.50	\$2,181.82	+ \$83.18
3D Animators	\$1,596.64	\$1,018.18	\$1,565.82	\$2,836.36	\$1,700.00	- \$134.18
3D Modellers	\$1,596.64	\$830.00	\$1,600.00	\$2,245.75	\$1,470.00	+ \$130.00
2D Animators	\$1,596.64	\$564.71	\$1,772.73	\$2,800.00	\$2,000.00	- \$227.27
Character Animators	\$1,596.64	\$1,018.18	\$2,068.84	\$4,378.95	-	
Effects Animators	\$1,596.64	\$1,309.09	\$1,818.18	\$2,884.00	\$1,640.05	+ \$178.13
Assistant Animators	\$1,366.40	\$1,072.32	\$1,339.65	\$1,799.58	\$1,313.35	+ \$26.30
Animation Checking	\$1,366.40	\$1,350.00	\$1,500.00	\$1,800.00	\$1,450.00	+ \$50.00

TOTAL RETURNS: 22.9% (2009: 25.4%)
(690 returned and tallied out of 3,010 sent)

¹ Of those members shown in our records as most recently employed in this category, the percentage that responded to the 2010 survey.

² Many of the minimums are for persons working at non-union shops, or those working 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 rate of response.

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

⁵ These minimums are for the period 8/1/2010 to 7/30/2011, which are three percent higher than the standard CBA minimums at the time the poll was taken. They are provided for the purpose of comparison with current conditions.