

# Member wage survey, June-July 2014

Once a year, we anonymously poll all members listed as having worked at union shops in the previous twelve months, asking them what they have most recently been 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.

	Responses	Journey	2014 WAGE SURVEY			2013 WAGE SURVEY		
Categories		minimum <sup>5</sup>	Minimum	Median <sup>3</sup>	Maximum	Median <sup>3</sup>	Change	
Writers (response: 15%) <sup>1, 4</sup>								
Staff story editors <sup>4</sup>		—	\$1,640.63	\$2,531.25	\$4,000.00	\$3,125.00	-	\$593.75
Staff writers (feature)		\$1,694.36	\$1,499.60	\$3,090.91	\$7,558.82	\$3,150.00	-	\$59.09
Staff writers (TV, etc.)		\$1,694.36	\$1,100.00	\$2,000.00	\$3,000.00	\$2,100.00	-	\$100.00
UNIT RATES								
Story editing, per 22 min. <sup>4</sup>	2	—	\$8,950.00	\$9,225.00	\$9,500.00	\$9,750.00	-	\$525.00
Features:								
Scripts	8	\$8,748.85	\$8,000.00	\$10,000.00	\$18,000.00	\$40,000.00	-	\$30,000.00
22 minute:								
Scripts	9	\$5,815.92	\$2,600.00	\$7,100.00	\$7,950.49	\$8,000.00	-	\$900.00
Outline	3	\$1,655.03	\$1,600.00	\$1,656.00	\$4,000.00	\$1,910.08	-	\$254.08
Pilot	8	\$7,470.95	\$7,324.46	\$9,000.00	\$23,000.00	\$10,000.00	-	\$1,000.00
11 Minute								
Scripts	3	\$3,034.45	\$3,200.00	\$3,964.00	\$4,000.00	new category		
Producers (response: 38%) <sup>1,4</sup>								
		—	\$1,875.00	\$3,000.00	\$6,572.00	\$3,000.00	no change	
Directors/Timers (response: 40%) <sup>1, 4</sup>								
Directors (features, D-T-V) <sup>4</sup>		\$1,948.48	\$1,973.19	\$3,800.00	\$9,615.39	\$3,350.00	+	\$450.00
Directors (TV, etc.)		\$1,948.48	\$1,406.25	\$2,500.00	\$4,600.00	\$2,593.75	-	\$93.75
Timing Directors		\$1,592.44	\$1,375.00	\$1,824.43	\$3,100.00	\$1,987.50	-	\$163.07
Assistant Directors		\$1,592.44	\$1,437.50	\$1,563.04	\$1,781.25	\$1,687.50	-	\$124.46
Retake Directors		—	\$1,707.38	\$2,593.75	\$3,100.00	\$2,396.25	+	\$197.50
UNIT RATES:								
Sheet timing, per foot	15	—	\$3.00	\$3.00	\$4.00	\$3.50	-	\$0.50
Story Art (response: 37%) <sup>1</sup>								
Story Artists (features, D-T-V)		\$1,694.36	\$1,400.00	\$2,100.00	\$3,789.00	\$2,200.00	-	\$100.00
Production Board (TV, etc.)		\$1,948.48	\$1,238.16	\$2,000.00	\$3,307.50	\$1,962.00	+	\$38.00
Revisionists		\$1,450.04	\$1,250.00	\$1,600.00	\$1,985.00	\$1,500.00	+	\$100.00
UNIT RATES <sup>4</sup> :								
11 min boards, per page	1	—	\$550.00					
11 minute boards, per ep.	1	\$1,548.27	\$1,500.00					
Half hour boards, per page	4	—	\$600.00		\$600.00	\$600.00	no change	
Feature storyboard	2	\$4,385.37	\$500.00	\$700.00	\$900.00			
Layout/Background (response: 48%) <sup>1, 4</sup>								
Character Layout		\$1,694.36	\$1,312.50	\$1,886.40	\$2,526.32	\$1,800.00	+	\$86.40
Rough Layout		\$1,694.36	\$1,270.00	\$1,905.60	\$2,600.00	\$2,222.40	-	\$316.80
Final Layout		\$1,694.36	\$1,480.00	\$2,077.58	\$2,522.11	\$1,722.00	+	\$355.58
Previs Artists		\$1,694.36	\$2,136.42	\$2,450.00	\$2,600.00	\$1,960.00	+	\$490.00
Background Layout/Design		\$1,694.36	\$1,175.00	\$1,909.40	\$4,200.00	\$1,800.00	-	\$109.40
Background Painters		\$1,694.36	\$1,150.00	\$1,900.00	\$4,665.00	\$1,900.00	no change	
Design/Color (response: 29%) <sup>1, 4</sup>								
Art Directors		\$1,948.48	\$1,187.50	\$2,363.64	\$2,909.09	\$2,472.73	-	\$109.09
Visual Development		\$1,694.36	\$1,280.00	\$2,100.00	\$3,000.00	\$2,150.00	-	\$50.00
Model Designers		\$1,694.36	\$1,450.00	\$1,962.50	\$2,227.00	\$1,900.00	+	\$62.50
Prop Designers		\$1,694.36	\$1,281.25	\$1,700.00	\$2,200.00	\$1,769.68	-	\$69.68
Assistants/Clean-Up		\$1,450.04	\$1,400.00	\$1,532.50	\$1,726.32	\$1,630.50	-	\$98.00
Color Key/Color Stylists		\$1,450.04	\$1,261.04	\$1,675.00	\$2,500.00	\$1,600.00	+	\$25.00
Look Development		\$1,694.36	\$1,450.10	\$1,904.84	\$3,023.16	\$2,200.00	-	\$295.16
Production Designer		—	\$2,125.00	\$2,330.47	\$5,250.00	new category		
Tech Directors/Compositors (response: 29%) <sup>1,4</sup>								
Supervising TDs		\$1,948.48	\$1,562.40	\$2,293.71	\$3,269.00	\$2,500.00	-	\$206.29
Tech Directors		\$1,694.36	\$1,183.60	\$1,672.50	\$2,850.00	\$1,800.00	-	\$127.50
Character TDs		\$1,694.36	\$1,075.00	\$1,784.41	\$2,846.15	\$1,708.95	+	\$75.46
Effects TDs		\$1,694.36	\$1,787.45	\$1,818.73	\$1,850.00	\$2,064.92	-	\$246.20
Crowds/Massive		\$1,694.36	\$1,183.60	\$1,496.40	\$2,346.00	\$1,334.93	+	\$161.47
Lead Lighters		\$1,948.48	\$1,600.00	\$1,882.11	\$2,550.00	\$2,282.02	-	\$399.91
Lighters		\$1,694.36	\$1,166.00	\$1,769.21	\$2,600.00	\$2,064.00	-	\$294.79
Surfacers/Cloth & Hair		\$1,694.36	\$1,325.00	\$1,992.00	\$2,541.47	\$2,150.00	-	\$158.00
Texture Artist		\$1,694.36	\$1,175.00	\$1,364.75	\$1,950.00	\$1,630.53	-	\$265.78
3D Compositors		\$1,694.36	\$1,175.00	\$1,903.01	\$2,532.00	\$1,774.80	+	\$128.21
2D Compositors		\$1,694.36	\$1,200.00	\$1,748.50	\$2,884.00	\$1,789.35	-	\$40.85
Animation et al. (response: 22%) <sup>1, 4</sup>								
3D Animators		\$1,694.36	\$1,236.00	\$2,000.00	\$3,100.00	\$2,100.00	-	\$100.00
3D Modelers		\$1,694.36	\$1,166.00	\$1,680.00	\$2,105.24	\$2,115.00	-	\$435.00
2D Animators		\$1,694.36	\$1,097.20	\$1,400.00	\$2,125.00	\$1,600.00	-	\$200.00
Effects Animators		\$1,694.36	\$1,346.15	\$2,018.10	\$2,850.00	\$2,088.81	-	\$70.71
Assistant Animation/Clean-Up		\$1,450.04	\$1,200.00	\$1,440.00	\$2,317.50	\$1,440.00	no change	
Animation Checking		\$1,450.04	\$1,410.53	\$1,500.00	\$1,800.00	\$1,476.73	+	\$23.27

TOTAL RETURNS: 33% (1,050 returned and tallied out of 3,180 sent (2012: 26.2%))

1 Of those members shown in our records as most recently employed in this category, the percentage that responded to the 2013 survey.

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

4 Not all persons working in this category are under the Guild's jurisdiction.

5 Minimums shown are from the second period of the 2012-2015 CBA. The minimums increased on August 3, 2014.