

Member Wage Survey, 2018

Once a year, we anonymously poll all members about the work they have done (union or non-union) 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.

Categories	Responses	Journey Minimum ⁵	2018 Wage Survey			2017 Wage Survey	
			Minimum ²	Median ³	Maximum	Median ³	Change
Writers (response: 8%) ^{1,4}							
Staff Story Editors ⁴		—	\$1,187.50	\$2,618.18	\$5,312.50	\$3,500.00	-\$881.82
Staff Writers		\$1,945.60	\$1,187.50	\$2,200.00	\$4,000.00	\$2,250.00	-\$50.00
<u>UNIT RATES:</u>							
Features							\$0.00
Scripts	8	\$10,043.85	\$18,000.00	\$137,500.00	\$350,000.00	\$200,000.00	-\$62,500.00
22 min							\$0.00
Scripts	16	\$6,676.80	\$1,000.00	\$8,500.00	\$10,000.00	\$8,750.00	-\$250.00
Outline	3	\$1,900.00	\$1,036.93	\$3,000.00	\$7,000.00	\$2,340.00	\$660.00
Pilot	3	\$8,576.80	\$9,000.00	\$10,000.00	\$15,000.00	\$25,000.00	-\$16,000.00
11 min							\$0.00
Scripts	16	\$3,382.14	\$950.00	\$3,483.30	\$6,750.00	\$3,500.00	-\$16.70
Producers (responses: 3%) ^{1,4}		—	\$1,562.50	\$3,125.00	\$7,500.00	\$3,214.29	-\$89.29
Directors/Timers (responses: 11%) ^{1,4}							
Directors		\$2,237.44	\$937.50	\$2,375.00	\$9,014.44	\$2,461.00	-\$86.00
Timing Directors		\$2,180.00	\$1,875.00	\$2,300.00	\$4,656.00	\$2,250.00	\$50.00
Assistant Directors		\$1,828.00	\$1,500.00	\$2,273.68	\$6,000.00	\$2,444.44	-\$170.76
<u>UNIT RATES:</u>							
Sheet Timing, per foot	7	\$3.75	\$3.45	\$3.75	\$4.00	\$3.35	\$0.40
Story Art (responses: 26%) ^{1,4}							
Story Person (features, D-T-V)		\$1,945.60	\$1,018.18	\$2,389.05	\$5,500.00	\$2,161.00	\$228.05
Production Board		\$2,237.20	\$1,000.00	\$2,200.00	\$3,200.00	\$2,117.50	\$82.50
Story Artist/Writer		\$1,945.60	\$1,437.50	\$2,237.00	\$7,480.00	\$2,172.00	\$65.00
Revisionists		\$1,664.80	\$1,000.00	\$1,650.00	\$4,067.00	\$1,600.00	\$50.00
<u>UNIT RATES:</u> ⁴							
2 min. Song Sequence (non-union) ⁶	0	—				\$6,050.00	-\$6,050.00
Boards, per page (non-union) ⁶	4	—	\$600.00	\$600.00	\$1,000.00	\$600.00	\$0.00
11 min boards, per episode	2	\$1,725.68	\$8,000.00	\$10,600.00	\$13,200.00	\$8,000.00	\$2,600.00
Layout/Background (responses: 14%) ^{1,4}							
Character Layout		\$1,945.60	\$1,347.37	\$2,023.42	\$2,884.38	\$2,100.00	-\$76.58
Rough Layout		\$1,945.60	\$1,010.53	\$2,132.00	\$2,442.11	\$2,133.33	-\$1.33
Final Layout		\$1,945.60	\$1,226.62	\$2,075.79	\$2,618.18	\$2,016.89	\$58.90
Previs Artists		—	\$1,140.00	\$2,132.63	\$3,115.79	\$2,088.89	\$43.74
Background Layout/Design		\$1,945.60	\$1,210.00	\$2,000.00	\$3,500.00	\$1,955.56	\$44.44
Background Painters		\$1,945.60	\$1,000.00	\$1,950.00	\$2,500.00	\$1,960.00	-\$10.00
<u>Unit Rates:</u> ⁴							
BG Design - per piece (non-union) ⁶	3	—	\$100.00	\$150.00	\$150.00	\$380.00	-\$230.00
Design/Color (response: 16%) ^{1,4}							
Art Directors		\$2,237.20	\$1,312.50	\$2,200.00	\$5,044.00	\$2,275.00	-\$75.00
Visual Development		\$1,945.60	\$1,096.83	\$2,010.53	\$3,500.00	\$1,888.00	\$122.53
Model Designers		\$1,945.60	\$1,300.00	\$2,000.00	\$2,947.37	\$1,943.11	\$56.89
Prop Designers		\$1,945.60	\$1,289.00	\$1,950.00	\$4,000.00	\$1,888.80	\$61.20
Assistants/Clean Up		\$1,664.80	\$1,468.75	\$1,700.00	\$1,953.60	\$1,700.00	\$0.00
Color Key/Color Stylists		\$1,664.80	\$1,175.56	\$1,700.00	\$2,400.00	\$1,660.00	\$40.00
Look Development		\$1,945.60	\$1,936.84	\$2,106.25	\$3,250.00	\$2,092.80	\$13.45
Production Designer		\$2,237.20	\$1,945.00	\$3,221.05	\$4,800.00	\$3,440.00	-\$218.95
<u>Unit Rates:</u> ⁴							
Prop/Model Design - Per piece (non-union) ⁶	1	—	\$50.00	\$50.00	\$50.00	\$0.00	\$50.00
Tech Directors/Compositors (responses: 13%) ^{1,4}							
Tech Directors (level 1 / category 1)		\$1,945.60	\$926.32	\$1,915.79	\$3,115.79	\$1,944.76	-\$28.97
Character TDs (level 1 / category 1)		\$1,945.60	\$1,010.53	\$2,021.05	\$3,012.50	\$2,051.47	-\$30.42
Effects TD (level 1 / category 1)		\$1,945.60	\$1,216.00	\$2,191.16	\$3,621.05	\$2,311.11	-\$119.95
Crowds/Massive (level 1 / category 1)		\$1,945.60	\$1,366.82	\$1,850.98	\$2,418.18	\$1,973.33	-\$122.35
Lighters (level 1 / category 1)		\$1,945.60	\$1,093.75	\$1,955.05	\$3,368.42	\$2,222.22	-\$267.17
Surface/Texture Artist (level 1 / category 1)		\$1,945.60	\$1,100.00	\$2,000.00	\$2,500.00	\$1,797.78	\$202.22
3D Compositors (level 1 / category 1)		\$1,740.80	\$1,320.00	\$1,812.50	\$3,548.00	\$1,943.78	-\$131.28
2D Compositors		\$1,383.20	\$1,550.00	\$2,100.00	\$2,500.00	\$2,145.00	-\$45.00
Animation et al. (responses: 9%) ^{1,4}							
3D Animators (level 1 / category 1)		\$1,945.60	\$920.00	\$2,000.00	\$6,315.79	\$2,052.29	-\$52.29
3D Modelers (level 1 / category 1)		\$1,945.60	\$1,400.00	\$2,164.74	\$2,526.32	\$1,938.57	\$226.17
2D Animators (level 1 / category 1)		\$1,945.60	\$1,333.00	\$1,800.00	\$2,947.37	\$1,745.00	\$55.00
Effects Animators (level 1 / category 1)		\$1,945.60	\$1,141.96	\$1,924.34	\$3,000.00	\$2,336.36	-\$412.02
Animation Checking		\$1,664.80	\$1,600.00	\$1,750.00	\$2,000.00	\$1,635.56	\$114.44
Asset Finaler		\$757.67	\$850.00	\$1,200.00	\$1,404.00	\$1,320.00	-\$120.00

TOTAL RETURNS: 31% (2155 returned and tallied out of 7142 sent (2017: 30%))

1 Percentage reflects the total number of responses for the category against the total responses for the survey.

2 Many of the minimums 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 first period of the 2018-2021 CBA.

6 Per-piece compensation for this category is not permitted at union studios per the 2015-2018 CBA.