

Member salary survey, August 2003

Last fall, we anonymously polled our members to ask them what they are being paid. The results are a barometer of the "going rates", as opposed to the union minimums (which are also listed below). For comparison purposes, all salaries are computed on a forty-hour week.

	%age responding ¹	journey minimum ²	2003 WAGE SURVEY			2001 SURVEY	
			minimum	median average ³	maximum	median average ³	difference
<i>Writers</i>							
Staff Story Editors ⁴	--	\$1,543.02	\$5,750.00	\$2,581.82	\$2,242.50	\$3,150.00	-\$ 568.18
Staff Writers	--	\$1,341.76	\$4,400.00	\$2,700.00	\$1,091.91	\$3,200.00	-\$ 500.00
<i>Producers⁴</i>							
	21%	\$1,543.02	\$1,200.00	\$3,725.00	\$5,000.00	\$4,093.75	-\$ 368.75
<i>Directors/Timers:</i>							
Directors - Theatrical feature ^{4,5}	-	-	\$1,714.29	\$3,500.00	\$6,923.00	\$5,600.00	-\$2,100.00
Directors - TV/Interactive	-	\$1,573.20	\$2,200.00	\$2,200.00	\$2,308.00	\$2,254.55	-\$ 54.55
Sheet Timers	12%	\$1,259.32	\$1,500.00	\$1,700.00	\$2,000.00	\$1,900.00	-\$ 200.00
<i>Production Board (Storyboard):</i>							
Staff Production Board	21%	\$1,543.02	\$571.43	\$1,800.00	\$2,500.00	\$1,830.00	-\$ 30.00
Production Board Revisions	-	\$1,144.16	\$1,400.00	\$1,500.00	\$1,500.00	--	--
<i>Design:</i>							
Visual Development	31%	\$1,341.76	\$1,900.00	\$2,375.00	\$3,750.00	\$2,500.00	-\$ 125.00
Model Designers	10%	\$1,341.76	\$1,125.00	\$1,575.00	\$1,700.00	\$1,625.00	-\$ 50.00
Color Key/Color Stylists	45%	\$1,144.16	\$1,200.00	\$1,250.00	\$1,400.00	\$1,450.00	-\$ 200.00
<i>Layout:</i>							
Character Layout	19%	\$1,341.76	\$1,350.00	\$2,000.00	\$2,200.00	\$2,300.00	-\$ 300.00
Background Layout	-	\$1,341.76	\$1,850.00	\$1,900.00	\$2,000.00	\$1,905.50	-\$ 5.50
<i>CGI:</i>							
CGI Animator/Modellers	23%	\$1,341.76	\$1,363.64	\$2,000.00	\$4,615.00	\$1,882.11	+\$ 117.89
Technical Directors I	17%	\$1,341.76	\$1,236.36	\$2,000.00	\$2,600.00	\$2,000.00	0
Technical Directors II-III-IV-V	27%	\$1,284	\$1,123.64	\$1,759.09	\$1,950.00	\$1,400.00	+\$ 359.09
Compositors	29%	\$1,192.04	\$1,163.64	\$1,760.00	\$2,560.00	\$2,025.00	-\$ 265.00
Opaquers/Digital Painters	19%	\$945.68	\$925.68	\$925.68	\$1,250.00	\$898.72	+\$ 26.96
<i>Background:</i>							
Background Painters	21%	\$1,341.76	\$1,125.00	\$1,750.00	\$3,700.00	\$1,968.42	-\$ 218.42
<i>Animation:</i>							
Supervising Animators	15%	\$1,543.02	\$2,400.00	\$3,256.82	\$5,900.00	\$2,653.63	+\$ 603.19
Character Animators	-	\$1,341.76	\$1,185.45	\$1,963.64	\$3,000.00	\$2,200.00	-\$ 236.36
Effects Animators	-	\$1,341.76	\$1,243.04	\$1,747.37	\$4,000.00	\$1,768.42	-\$ 21.05
<i>Assistant Animation:</i>							
Key Assistant Animators	13%	\$1,284.64	\$1,454.55	\$1,604.55	\$2,100.00	\$1,756.94	-\$ 152.39
Assistant Animators	-	\$1,144.16	\$571.60	\$1,144.16	\$1,400.00	\$1,500.00	-\$ 355.84
Breakdown	21%	\$1,001.64	\$875.00	\$1,001.64	\$1,001.64	\$1,029.60	-\$ 27.96
Inbetweeners	25%	\$962.88	\$942.88	\$962.88	\$1,000.00	\$915.40	-\$ 47.48
<i>Animation Checking:</i>							
Digital Animation Checkers	20%	\$1,144.16	\$1,100.00	\$1,285.00	\$2,000.00	\$1,318.75	-\$ 3.75

TOTAL RETURNS: 17.4% (2001: 29.9%)

- ¹ Of those members listed in our records as most recently employed in the category, the percentage who responded to the 2003 survey.
- ² Some of the minimums listed may be for persons working at union shops at less than journey level. Note that during the period the surveys were collected, the Guild minimums increased by \$20.00 per week on 8/1/2003.
- ³ The "median averages" listed for the 2001 and 2003 surveys represent the middle rates when the results were listed in order from lowest to highest. These numbers should be viewed in the context of the minimums and maximums reported, and the percentage of response.
- ⁴ Not all persons working in this category are under Local 839 jurisdiction; results should be judged accordingly.

Categories not listed had no replies, or all replies were working at scale.

Member unit-rate survey, August 2003

	responses	minimum	median average*	maximum	median change since 2001*
Direct-to-video scripts	1	\$60,000.00			+5,000.00
11-min. theatrical short	1	\$7,500.00			n/a
Television Storyboards:					
7 to 11 mins.	4	\$1,000.00	\$4,250.00	\$10,000.00	-\$750.00
18 mins.	1	\$7,500.00			n/a
30 minutes, per page	2	\$450.00		\$700.00	0
Per act	2	\$4,500.00		\$7,500.00	+\$600.00
Per 30 minutes	3	\$15,000.00	\$15,000.00	\$22,000.00	n/a
Television Writing:					
Story editing, per 1/2 hour	3	\$4,000.00	\$7,500.00	\$9,000.00	0
Bibles	3	\$1,000.00	\$4,000.00	\$7,000.00	-\$1,000.00
30-min. pilot	1	\$12,000.00			+\$2,000.00
7 to 11 minutes	2	\$3,000.00		\$3,000.00	0
30-min. episode [network]	7	\$4,000.00	\$6,500.00	\$6,500.00	0
30-min. episode [synd.]	4	\$6,500.00	\$6,500.00	\$6,500.00	0

* The "median average" represents the middle figure when the survey results are ranked from lowest to highest. These numbers should be viewed in the context of the minimums and maximums reported, and the number of responses. Categories not listed had no replies.

About the wage survey

This year's results show the effects of industry-wide employment downturns compared with the 2001 results. It should be noted, though, that the effect of layoffs on the salaries of those still employed is at best indirect and delayed.

However, some respondents noted that although their rates of pay had not significantly decreased, they had worked significantly less than in previous years.

This year's overall percentage of returned questionnaires is over ten percent lower than that of the last survey. The results should be read in light of the low returns in some categories.

In comparing your salary to the figures on pages 6 and 7, it's important to note that the survey figures are based on a forty-hour week. Those persons working on a so-called "on-call" basis (that is, with a guaranteed workweek of more than forty hours) should adjust their numbers accordingly.

For example, let's say you receive a salary of **\$2,000** for a **fifty-six-hour** week:

Subtract 40 from your workweek..... $56-40 = 16$

Multiply by 1.5..... $16*1.5 = 24$

Add to 40 $40+24 = 64$

Divide salary by this number to get the hourly wage
..... $\$2,000/64 = \31.25

Multiple by 40 for the forty-hour weekly rate
..... $\$31.25*40 = \$1,250$ per forty-hour week