

Member salary survey, January 2005

For unit rates, see other side

At the beginning of the year, we anonymously polled all members listed as having worked in the last 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. The figures in the right-hand column compare the 2005 results with those of the most recent previous survey, conducted in August 2003.

	%age responding ¹	journey minimum	2005 WAGE SURVEY			2003 SURVEY	
			minimum ²	median average ³	maximum	median average ³	difference
Writers							
Staff Story Editors ⁴	-	\$1,581.62	\$2,000.00	\$2,350.00	\$2,600.00	\$2,581.82	- \$231.82
Staff Writers	15%	\$1,375.32	\$1,500.00	\$2,200.00	\$8,593.75	\$2,700.00	- \$500.00
Producers⁴							
	19%	\$1,581.62	\$1,875.00	\$2,813.64	\$4,363.64	\$3,725.00	\$911.36
Directors/Timers:							
Directors (Theatrical feature) ⁴	30%	-	\$2,000.00	\$3,200.00	\$10,096.00	\$3,500.00	- \$300.00
Directors (TV, etc.)	-	\$1,581.62	\$1,527.27	\$2,350.00	\$4,000.00	\$2,200.00	+ \$150.00
Assistant Directors	28%	\$1,290.80	\$1,250.00	\$1,825.00	\$3,200.00	-	-
Sheet Timers	27%	\$1,290.80	\$1,312.50	\$1,830.00	\$2,500.00	\$1,250.00	+ \$580.00
Production Board (Storyboard):							
Story Artists (Feature)	31%	\$1,232.92	\$1,263.16	\$2,000.00	\$4,700.00	-	-
Production Board (TV, etc.)	24%	\$1,581.62	\$850.00	\$1,762.50	\$3,000.00	\$1,800.00	- \$37.50
Production Board Revisions	-	\$1,172.76	\$1,119.16	\$1,375.00	\$2,200.00	\$1,500.00	- \$125.00
Design:							
Art Directors	53%	\$1,581.62	\$1,431.25	\$2,000.00	\$4,700.00	-	-
Visual Development	36%	\$1,375.32	\$997.12	\$1,918.75	\$4,500.00	\$2,375.00	- \$456.25
Model Designers	13%	\$1,375.32	\$1,031.25	\$1,550.00	\$2,200.00	\$1,575.00	- \$25.00
Color Key/Color Stylists	23%	\$1,172.16	\$875.00	\$1,300.00	\$2,500.00	\$1,250.00	+ \$50.00
Layout:							
Character Layout	37%	\$1,375.32	\$1,047.83	\$1,764.00	\$3,600.00	\$2,000.00	- \$236.00
Background Layout/Design	-	\$1,375.32	\$1,000.00	\$1,700.00	\$2,000.00	\$1,900.00	- \$200.00
Workbook	-	\$1,375.32	\$1,250.00	\$1,625.00	\$2,000.00	-	-
CGI (3D):							
CGI Animator/Modellers	31%	\$1,375.32	\$986.86	\$2,011.32	\$3,300.00	\$2,000.00	+ \$11.32
Technical Directors I	21%	\$1,375.32	\$511.91	\$1,724.18	\$3,785.00	\$2,000.00	- \$275.82
Technical Directors II-III-IV-V	9%	\$1,316.76	\$900.00	\$1,329.00	\$1,612.55	\$1,759.09	- \$430.09
Lighting TDs	-	\$1,375.32	\$1,163.64	\$1,712.73	\$2,105.75	-	-
Texture Painters	-	\$1,375.32	\$1,379.30	\$1,860.58	\$2,564.00	-	-
Compositors	41%	\$1,172.16	\$1,400.00	\$1,961.54	\$2,900.00	\$1,760.00	+ \$201.54
Background:							
Background Painters	19%	\$1,375.32	\$1,187.50	\$1,800.00	\$2,500.00	\$1,750.00	+ \$50.00
Animation (2D):							
Supervising Animators	32%	\$1,581.62	\$1,545.00	\$2,700.00	\$12,000.00	\$3,256.82	- \$556.82
Character Animators	-	\$1,375.32	\$514.29	\$1,785.23	\$3,127.27	\$1,963.64	- \$178.41
Effects Animators	-	\$1,375.32	\$1,200.00	\$1,700.00	\$2,600.00	\$1,747.37	- \$47.37
Key Assistants/Assistants	13%	\$1,172.16	\$625.00	\$1,200.00	\$1,436.00	\$1,144.16	+ \$55.84
Animation Checking:							
Digital Animation Checkers	20%	\$1,172.16	\$1,100.00	\$1,300.00	\$2,000.00	\$1,285.00	+ \$15.00
TOTAL RETURNS:	25.7%	(2003: 17.4%)					

¹ Of those members listed in our records as most recently employed in the category, the percentage who responded to the 2005 survey.

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

³ The "median averages" 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 the Guild's jurisdiction; results should be judged accordingly. Categories not listed had no replies, or all replies were working at scale.

.....

This year's survey reflects a higher percentage of members working at a weekly guarantee of more than forty hours. In order to have a standard of comparison, all salary figures on the survey chart above were adjusted to a forty-hour-per-week standard.

What is a "weekly guarantee"? It's the number of hours per week on which your salary is computed. Let's say your guarantee is fifty hours. That means that your standard weekly paycheck includes ten hours of "prepaid overtime," which is due to you on the weekly check whether you've worked it or not.

Unfortunately, in negotiating their personal service contracts, some members haven't taken into account that this can significantly affect the comparative value of your paycheck.

How do you know if your weekly guarantee is more than forty hours? Simple: check your personal service contract. (If you don't have a personal service contract, it's a safe bet that your weekly rate is based on a forty-hour week.)

Once you've determined your weekly guarantee, you can use it to determine the forty-hour-per-week equivalent to your salary. Let's say you're a Technical Director I who makes \$2,200 per week. At first glance you might appear to be making more than the median above. But your personal service contract says you're on a fifty-hour-per-week guarantee.

To compute the forty-hour equivalent, do the following math:

Subtract 40 from your guarantee 50-40=10
 Multiply by 1.5 10*1.5=15
 Add to 40 40+15=55
 Divide your salary by this number to get your hourly wage \$2,200/55=\$40.00 per hour
 Multiply by 40 \$40.00*40 hours = \$1,600 per forty-hour week

Member unit-rate survey, January 2005

For salaries, see other side

	<u>responses</u>	<u>minimum</u>	<u>median average*</u>	<u>maximum</u>	<u>median change since 2003*</u>
Feature scripts:					
First and second draft	1	\$42,500.00			n/a
First draft and revision	2	\$21,000.00		\$50,000.00	n/a
Second draft	1	\$47,000.00			n/a
Outline	1	\$15,000.00			n/a
Polish	1	\$9,000.00			n/a
Television storyboards:					
4 to 7 minutes	2	\$3,200.00		\$3,500.00	n/a
6-minute pilot	1	\$2,000.00			n/a
7 to 11 mins.	10	\$3,000.00	\$4,750.00	\$10,000.00	+\$500.00
18 minutes	1	\$7,500.00			n/a
30 minutes					
Per page	5	\$290.00	\$300.00	\$325.00	-\$100.00
Per 30 minutes	9	\$7,000.00	\$15,000.00	\$20,000.00	0
Television writing:					
Story editing, per 1/2 hour	7	\$6,500.00	\$7,500.00	\$10,000.00	0
Bibles	7	\$4,000.00	\$6,000.00	\$10,000.00	+\$2,000.00
30-minute pilot	1	\$4,000.00			-\$8,000.00
7 to 11 minutes	5	\$1,200.00	\$3,250.00	\$5,000.00	+\$ 250.00
Direct-to-video	3	\$3,200.00	\$15,000.00	\$40,000.00	n/a
30-min. episode [network]	4	\$6,500.00	\$6,500.00	\$6,500.00	0
30-min. episode [syndicated]	8	\$3,000.00	\$6,150.00	\$6,500.00	+\$3,150.00
30-min. episode [network]	4	\$4,000.00	\$6,000.00	\$7,000.00	+\$3,500.00
30-min. special [d-t-v]	1	\$14,000.00			n/a

* 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.