



STC San Diego

Summary of Results for the 2004 Salary Survey

The first annual salary survey was sent to over 300 STC San Diego members. There were 128 respondents to this survey.

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Salary Averages

Average Annual Salary	\$65,782
Range, salaries	\$30,000 to \$130,000
Average hourly rate for hourly workers	\$39
Range, hourly rate	\$25 to \$67

Salary as Function of Experience

Experience	Percent of respondents	Annual Salary
Up to 2 years	5%	\$40,667
3 to 5 years	17%	\$51,275
6 to 10 years	28%	\$63,840
11 to 15 years	16%	\$67,124
16 to 20 years	17%	\$72,565
More than 20 years	17%	\$86,708

Salary as Function of Position

Level of Work	Percent of respondents	Annual Salary
Entry level	5%	\$40,667
Mid-level, non-supervisory	25%	\$51,073
Mid-level, supervisory	6%	\$81,036
Senior-level, non-supervisory	46%	\$65,933
Senior-level, supervisory	18%	\$84,616

Salary as Function of Job Function

Primary Job Function	Percent of respondents	Annual Salary
Manager	13%	\$88,718
Writer	63%	\$62,063
Editor	11%	\$54,574
Help Author	6%	\$66,325
Desktop publisher	3%	\$59,700
Illustrator	1%	\$55,000
Instructional Designer	2%	\$67,000
Webmaster	1%	(SE earnings of \$18,000)

Salary as Function of Employment Status

Employment Status	Percent	Annual Salary
Employee	71%	\$65,782
W-2 contractor (through agency)	12%	\$39 per hour
Independent contractor (self-employed)	14%	\$56,600
Unemployed	3%	

Salary as Function of Seniority

Years with Current Employer	Percent	Annual Salary
Less than one year	28%	\$57,032
1 to 3 years	34%	\$63,656
4 to 7 years	23%	\$65,343
8 to 14 years	7%	\$84,326
15 years or more	8%	\$90,714

Salary as Function of Sector/Industry

Sector/Industry	Percent	Annual Salary
Telecommunications	14%	\$79,753
Biotech/Medical equipment	10%	\$63,100
Computer/electronic hardware	14%	\$64,182
Computer software	30%	\$67,099
Consumer products	6%	\$56,150
Academia	1%	\$50,000 (SE)
Government/defense/aerospace	12%	\$65,954
Other	14%	\$54,299
Not-for-profit	0%	N/A

What Events Have Affected Your Working Conditions?

Affect	Percent of respondents affected
Permanent staff layoff	43% (37)
Contract staff layoff	19% (16)
Canceled project(s)	33% (28)
Increased workload due to staff cuts	50% (43)
Training and/or travel budget cuts	31% (27)
No (or less than normal) salary increase	50% (43)

What Employment-Related Benefits Are Available

Benefit	Percent of respondents with the benefit
Health insurance	79% (101)
Dental insurance	75% (96)
Life insurance	71% (91)
Disability insurance	68% (87)
Tuition reimbursement	53% (68)
Retirement/pension/401(k) plan	73% (93)
Bonus	35% (45)
Stock options	34% (43)
Seminar/conference reimbursement	34% (44)
Professional society dues	36% (46)

Demographics of Respondents

Gender	Percent (number)	Annual Salary
Female	68% (87)	\$63,135
Male	32% (41)	\$71,679

Age	Percent (number of responses)	Annual Salary
Under 30	7% (9)	\$46,329 (7 employee responses)
30 – 39	22% (28)	\$55,067 (22 employee responses) \$42,000 (2 self-employed responses)
40 – 49	34% (44)	\$75,530 (26 employee responses) \$58,571 (6 self-employed responses)
50 – 59	32% (41)	\$69,274 (30 employee responses) \$45,667 (7 self-employed responses)
Over 60	5% (6)	\$64,678 (5 employee responses)

Level of Education	Percent (number of respondents)	Annual Salary
Didn't complete high school	0% (0)	
High school/GED/associate degree	15% (19)	\$66,279 (19 employee responses)
Bachelors degree	50% (64)	\$63,364 (45 employee responses) \$18,600 (5 self-employed responses)
Masters degree	33% (42)	\$70,853 (24 employee responses) \$67,500 (10 self-employed responses)
Doctorate	2% (3)	\$58,333 (3 employee responses)

Field of Degree	Percent (Number)	Annual Salary
English, languages, other liberal arts	44% (55)	\$64,884 (41 employee responses) \$31,000 (6 self-employed responses)
Journalism	7% (9)	\$72,468 (7 employee responses) \$12,000 (1 self-employed response)
Technical communication	8% (10)	\$60,358 (9 employee responses)
Engineering, computer science, other	18% (23)	\$66,652 (17 employee responses) \$75,000 (2 self-employed responses)
Social science	9% (11)	\$60,303 (6 employee responses) \$74,000 (2 self-employed responses)
Education, instructional design	8% (10)	\$78,400 (5 employee responses) \$70,500 (4 self-employed responses)
Business	6% (8)	\$64,900 (5 employee responses)

What Subjects Are You Interested In?

Subject	Percent of respondents interested
Web design	42% (52)
Information design	62% (76)
Usability and human factors	64% (79)
Management	24% (29)
Single source documentation	45% (55)
Technical editing	33% (41)
Marketing communication	23% (28)
Online user assistance	39% (48)
Tools	34% (42)

What is Your Job Satisfaction?

Satisfaction with Job	Percent
Highly satisfied	32%
Satisfied	46%
Neutral	12%
Dissatisfied.....	9%
Very Dissatisfied.....	1%

Satisfaction with Profession	Percent
Highly satisfied	34%
Satisfied	56%
Neutral	8%
Dissatisfied.....	2%
Very Dissatisfied.....	1%