



SOCIETY FOR TECHNICAL COMMUNICATION

2004 TECHNICAL
COMMUNICATOR

SALARY SURVEY



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2004 TECHNICAL COMMUNICATOR SALARY SURVEY

The Society for Technical Communication recently surveyed its members regarding their current salaries and benefits. The questionnaire was Web-based, and STC sent invitations to more than 12,500 technical communicators. More than 2,000 questionnaires were completed, for a response rate of 16 percent.

The 2004 Salary Survey includes information from STC members living in the United States, Canada, and—for the first time—selected countries overseas. Only those countries from which there was a statistically significant response are included.

SALARY PERCENTILES

The tables on the following pages show the salary data for technical writers/editors residing in the United States or Canada. The salary data is presented by selected groupings and shown in percentiles. All figures are in U.S. or Canadian dollars as indicated.

The following definitions pertain:

- Base** The total responses in a given category.
- Mean** The value computed by averaging the tabulated responses.
- 10%** Ten percent of the responses were below this value; ninety percent were above this value.
- 25%** Twenty-five percent of the responses were below this value; seventy-five percent were above this value.
- 50%** Fifty percent of the responses were below this value; fifty percent were above this value. (This is also called the *median*.)
- 75%** Seventy-five percent of the responses were below this value; twenty-five percent were above this value.
- 90%** Ninety percent of the responses were below this value; ten percent were above this value.

2004 UNITED STATES SALARY SURVEY *(By selected)*

Grouping	Base	Mean
Total	1,835	\$65,200
Employment Level		
Entry	57	41,630
Mid-Level, Non-Supervisory	461	55,600
Mid-Level, Supervisory	216	67,330
Senior-Level, Non-Supervisory	808	68,100
Senior-Level, Supervisory	269	80,630
Other	24	72,930
Education Level		
High School	92	61,320
Associates	100	61,390
Bachelor's Degree	999	63,510
Master's Degree	558	69,140
Doctorate	86	67,750
Sex		
Female	1,214	64,010
Male	621	67,340
Age		
20-29	176	50,180
30-39	529	61,480
40-49	561	67,990
50 years and over	567	70,570
Years of Experience (in technical communication field)		
Less than 2 years	32	41,690
2-5 years	341	52,290
6-10 years	546	62,950
11 years or more	916	72,160
Job Title		
Documentation Manager	322	76,870
Information Developer	200	66,670
Online Help Developer	40	61,640
Teacher of Technical Communication	47	59,870
Technical Editor	122	58,340
Technical Writer	799	61,530
Usability Specialist	18	67,450
Web Designer	11	55,810
Other	269	66,220

ated groupings. Figures in U.S. dollars)

10%	25%	50%	75%	90%
\$43,500	\$52,000	\$63,000	\$75,000	\$89,000
31,410	35,000	42,500	45,780	50,000
38,000	43,900	51,500	59,100	68,680
45,390	53,000	65,000	80,000	90,500
50,100	58,000	66,000	77,000	88,000
55,800	66,900	78,000	92,000	105,400
—	53,630	69,750	87,250	—
47,060	51,920	60,570	68,100	76,900
41,900	45,000	55,500	69,870	88,200
42,000	50,500	62,000	74,000	86,000
46,000	55,220	67,100	80,000	93,400
43,830	51,250	65,400	81,750	92,220
43,000	51,000	62,000	75,000	87,000
45,670	52,500	65,000	78,000	92,230
36,000	41,450	48,750	56,910	67,000
43,000	50,000	59,970	71,500	82,500
45,000	54,470	66,000	79,000	91,000
49,390	58,000	68,000	82,000	95,000
—	35,000	40,000	45,000	—
37,230	43,000	50,000	59,920	71,000
44,500	52,000	61,100	72,000	82,600
50,350	60,000	70,000	82,500	96,430
51,070	60,250	75,000	90,000	103,000
47,940	55,000	65,000	76,960	87,000
—	49,630	61,000	70,930	—
—	45,390	54,000	73,500	—
40,000	45,850	55,500	69,230	79,710
42,300	50,000	60,140	71,450	82,000
—	—	67,250	—	—
—	—	50,000	—	—
45,080	53,000	64,500	74,560	88,550

2004 CANADIAN SALARY SURVEY *(By selected grouping)*

Grouping	Base	Mean
Total	192	\$60,130
Employment Level		
Entry	10	38,700
Mid-Level, Non-Supervisory	58	51,010
Mid-Level, Supervisory	17	62,750
Senior-Level, Non-Supervisory	70	60,990
Senior-Level, Supervisory	35	76,460
Education Level		
High School	14	61,570
Associates	23	56,250
Bachelor's Degree	116	58,270
Master's Degree	38	67,690
Sex		
Female	132	58,020
Male	60	64,770
Age		
20-29	22	46,930
30-39	72	57,760
40-49	56	63,010
50 years and over	42	67,260
Years of Experience (in technical communication field)		
2-5 years	52	51,440
6-10 years	70	60,410
11 years or more	64	69,080
Job Title		
Documentation Manager	43	67,320
Information Developer	16	61,290
Technical Editor	10	54,360
Technical Writer	86	56,230
Other	26	65,730

arnings. Figures in Canadian dollars)

10%	25%	50%	75%	90%
\$44,020	\$50,000	\$57,815	\$69,000	\$80,000
—	—	38,750	—	—
42,000	46,000	50,000	52,900	63,584
—	—	60,000	—	—
51,000	55,000	60,000	66,940	74,000
—	66,820	74,000	83,000	—
—	—	55,500	—	—
—	48,000	55,000	60,500	—
42,000	48,880	56,990	67,130	77,270
—	56,000	63,750	72,250	—
42,030	49,500	55,000	65,970	77,120
46,900	52,250	65,000	72,500	82,600
—	39,120	48,000	51,340	—
45,040	49,250	55,000	67,130	70,360
46,500	51,880	62,000	72,500	81,000
—	55,000	62,000	77,500	—
39,540	44,800	49,000	55,000	67,700
47,880	52,700	60,000	67,500	73,100
51,300	56,000	64,500	80,000	91,400
—	57,500	67,000	80,000	—
—	—	60,000	—	—
—	—	52,180	—	—
42,000	48,000	53,360	65,000	71,500
—	52,000	58,000	74,750	—

MEDIAN CANADIAN SALARY BY PROVINCE

Figures in Canadian dollars.

Province*	Salary
Alberta	\$55,000
British Columbia	\$54,050
Ontario	\$62,000
Quebec	\$59,000

* This list only includes results from provinces that provided a statistically significant number of responses.

MEDIAN SALARY BY COUNTRY

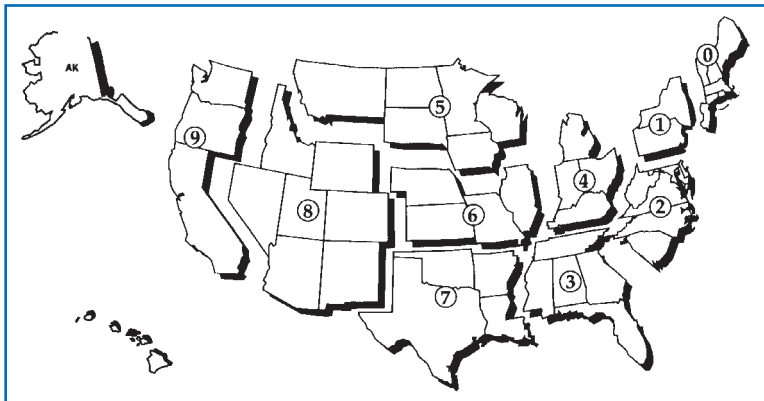
Figures in Rupees (INR) or New Shekels (ILS).

Country*	Salary
India	INR 550,000
Israel	ILS 144,000

* This list only includes results from countries that provided a statistically significant number of responses.

MEDIAN U.S. SALARY BY ONE-DIGIT ZIP CODES

Figures in U.S. dollars.



ZIP Code	Salary	ZIP Code	Salary
0****	\$72,000	5****	\$56,000
1****	\$60,000	6****	\$59,050
2****	\$64,000	7****	\$65,000
3****	\$58,000	8****	\$62,549
4****	\$54,000	9****	\$72,000

MEDIAN U.S. SALARY BY TWO-, THREE-, AND FOUR-DIGIT ZIP CODES

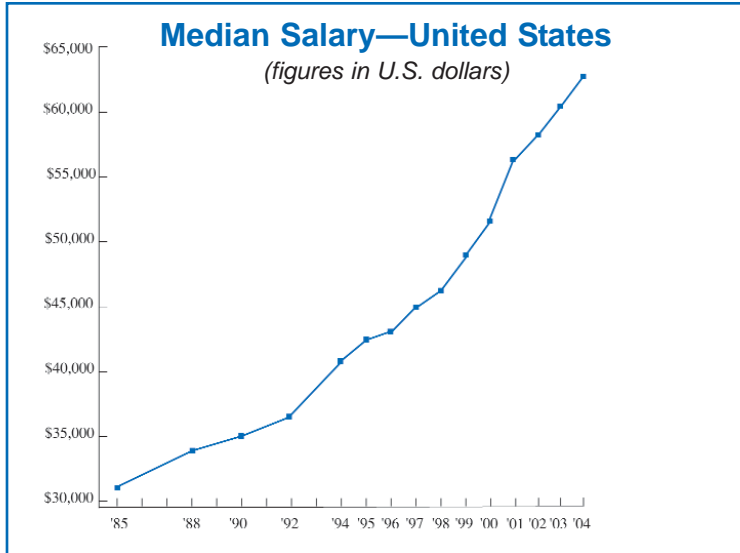
Figures in U.S. dollars.

ZIP	State	Salary	ZIP	State	Salary	ZIP	State	Salary
01...	MA...	\$80,000	432..	OH...	54,000	802..	CO...	66,950
017..	MA...	76,500	44...	OH...	55,000	83...	ID...	48,000
018..	MA...	81,000	441..	OH...	50,500	837..	ID...	49,900
02...	MA...	75,000	45...	OH...	58,000	84...	UT...	57,000
021..	MA...	77,500	452..	OH...	60,000	85...	AZ...	65,000
024..	MA...	82,000	46...	IN...	53,000	852..	AZ...	68,344
06...	CT...	65,500	48...	MI...	59,440	90...	CA...	63,500
07...	NJ...	68,842	481..	MI...	59,970	91...	CA...	68,000
08...	NJ...	62,000	49...	MI...	49,400	92...	CA...	67,900
10...	NY...	78,000	50...	IA...	53,000	921..	CA...	65,000
100..	NY...	78,000	52...	IA...	50,000	9212.	CA...	66,140
12...	NY...	55,000	53...	WI...	56,250	926..	CA...	73,120
14...	NY...	43,000	532..	WI...	61,490	9261.	CA...	72,500
15...	PA...	56,000	55...	MN...	60,500	928..	CA...	62,150
16...	PA...	44,000	551..	MN...	60,000	93...	CA...	71,000
19...	PA...	68,500	5511.	MN...	53,450	94...	CA...	85,500
194..	PA...	68,500	553..	MN...	61,130	940..	CA...	82,000
20DC/MD/VA		67,500	554..	MN...	59,750	9408.	CA...	81,000
201..	VA...	60,500	60...	IL...	62,000	941..	CA...	90,000
207..	MD...	57,000	600..	IL...	60,000	945..	CA...	81,600
208..	MD...	75,000	601..	IL...	65,000	946..	CA...	97,250
2085.	MD...	71,800	605..	IL...	63,360	95...	CA...	80,000
21...	MD...	59,000	606..	IL...	60,000	950..	CA...	84,000
22...	VA...	64,000	61...	IL...	51,090	951..	CA...	88,000
27...	NC...	65,710	68...	NE...	53,000	97...	OR...	57,940
275..	NC...	71,500	75...	TX...	63,000	970..	OR...	65,380
276..	NC...	64,750	750..	TX...	62,500	972..	OR...	56,390
30...	GA...	65,000	752..	TX...	66,500	98...	WA...	67,500
300..	GA...	68,000	76...	TX...	65,250	980..	WA...	67,600
3009.	GA...	60,500	761..	TX...	65,250	9805.	WA...	77,000
303..	GA...	62,000	77...	TX...	70,000	981..	WA...	67,500
32...	FL...	56,500	770..	TX...	70,000	9810.	WA...	62,500
33...	FL...	59,000	7704.	TX...	74,250			
35...	AL...	52,000	78...	TX...	66,500			
37...	TN...	55,000	787..	TX...	68,000			
43...	OH...	56,250	80...	CO...	64,950			
430..	OH...	59,000	801..	CO...	58,000			

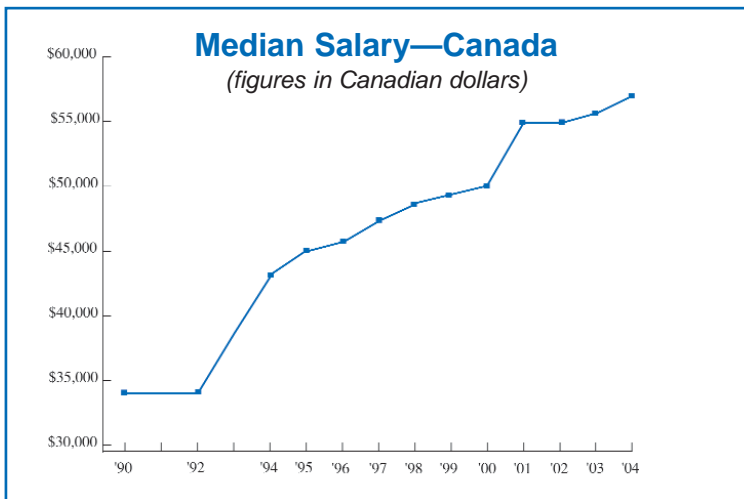
(This list only includes results from ZIP codes that provided a statistically significant number of responses.)

MEDIAN SALARY

United States This is the fifteenth in a series of surveys conducted by the STC office showing the median salary for U.S. members. This graph shows the change in the actual median salaries from 1985 to 2004.



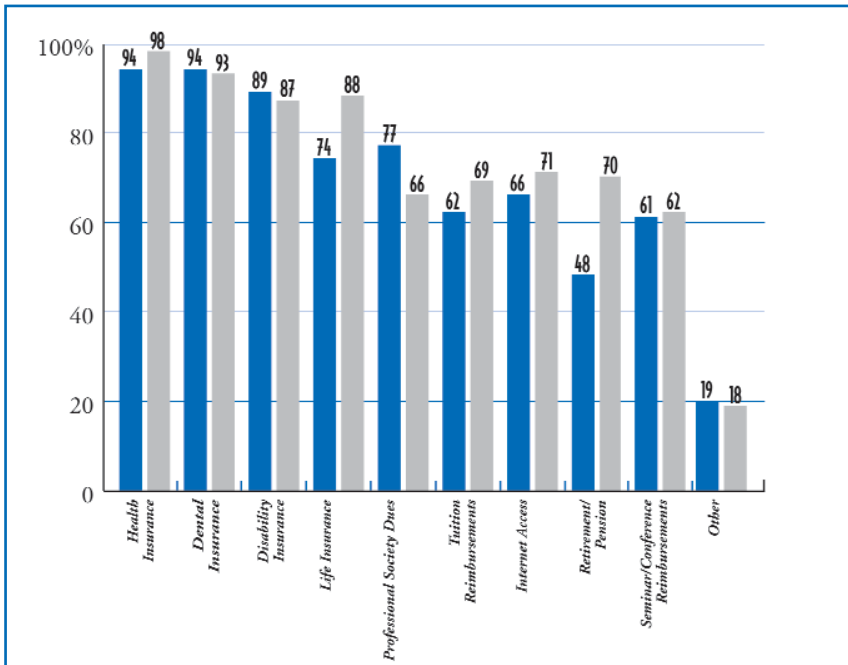
Canada This is the thirteenth in a series of surveys conducted by the STC office showing the median salary for Canadian members. This graph shows the change in the actual median salaries from 1990 to 2004.





ADDITIONAL COMPENSATION

The chart below lists some of the most common employee benefits and compares benefits offered by U.S. and Canadian employers of technical communicators. For each benefit listed, the bars indicate the percentage of respondents who received that benefit.

Benefits: United States and Canada



 Canadian technical communicators
 U.S. technical communicators

Note: For Canadians, “Health Insurance” refers to supplemental health insurance.

ABOUT THE SOCIETY FOR TECHNICAL COMMUNICATION

STC is an individual membership organization dedicated to advancing the arts and sciences of technical communication—the largest organization of its type in the world. Its more than 17,000 members include technical writers and editors, graphic designers and technical illustrators, information architects and developers, photographers and audiovisual specialists, Web and intranet page designers, multimedia artists, and others whose work involves making technical information available to those who need it.

STC promotes the public welfare by educating its members and industry about issues concerning technical communication.



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