DevOps Salary Report

puppet labs

The 2015 State of DevOps report continues Puppet Labs' commitment to helping IT professionals deliver greater value to their organizations. With responses from nearly 5,000 technology professionals around the world, this year's report delivers new and updated insights into the value of DevOps across industries.

This year's report shows some continuing key trends. Teams using DevOps practices such as continuous integration and automated testing tend to be high performers, and IT team performance strongly correlates with organizations' business performance. In addition to the higher-level insights included in the report, we have also analyzed distribution of salaries by job, region, industry, and work practices to provide insight into workforce trends. This year, we requested more detail about gender and hours worked, and we segmented Australia and New Zealand into a separate region to more clearly illustrate geographic differences. (Note that we display detailed results only for groups with at least 200 respondents.)

Since most respondents are based in the United States, much of our salary analysis is focused on this region. We also collected valuable data this year comparing women and men. In order to provide more accurate and meaningful insight around both geographic and gender demographics, we'd love to get increased participation in next year's survey.

We invite you to peruse our findings, see how your own salary stacks up to others in your region and field, and encourage your colleagues to discuss the findings in this report.

What the charts are telling you

We provided survey respondents with salary ranges and asked them to identify where they fell. To the right, you'll see a color-coded key for these salary bands, which we use for all the charts.

Salary ranges are expressed in U.S. dollars, including those for international respondents. We did not adjust for cost of living. Above each salary-range bar, you'll see a percentage figure; that's the percentage of respondents whose earnings fall within that salary range.

Chart Key

- <25K
- 25K-34K
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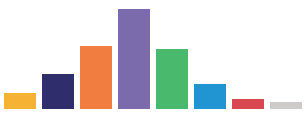
- 125K-150K
- 150K>



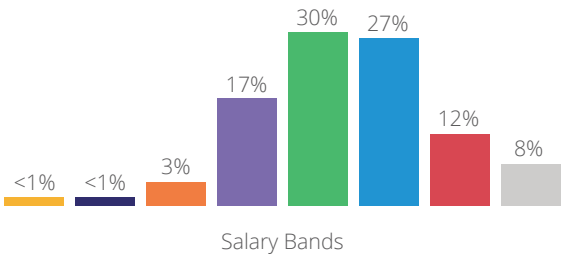
Salaries of IT practitioners in the United States, Western Europe, Eastern Europe and Asia

IT practitioners in the Australia/New Zealand region, the United States, and Canada earn the highest salaries compared to other regions, including Western Europe. What's really noticeable is the strong skewing to the lowest salary bands for respondents in Asia, and Eastern Europe. We wonder if this is due not only to different economic contexts, but also to a much higher concentration of DevOps adoption in Western Europe and the United States. This speculation is driven partly by our continuing observation that organizations with the most mature DevOps practices also paid their IT practitioners better than others.

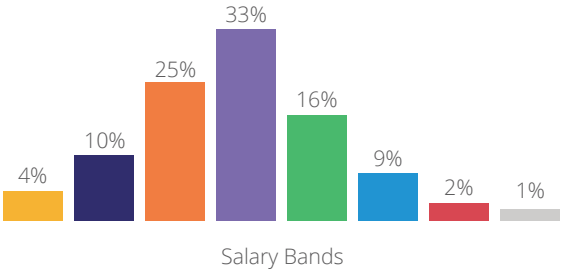
When examined as their own region, Australia and New Zealand further illustrate last year's reported disparity in regional salary distributions by claiming a larger percentage of practitioners in the $75,000–$100,000 range (86 percent) than the United States (77 percent), Canada (66 percent) or Western Europe (28 percent). Only 6 to 8 percent of practitioners in the rest of Asia, Eastern Europe, and South America earn salaries in this band. These findings are also broadly similar to last year's results.

While we collected useful data about regions outside of the United States, we still lack statistically comparable information to provide the same detailed insight for these regions. To help us report more about DevOps workers around the world, please send feedback and ideas for improving our data to devopssurvey@puppetlabs.com.

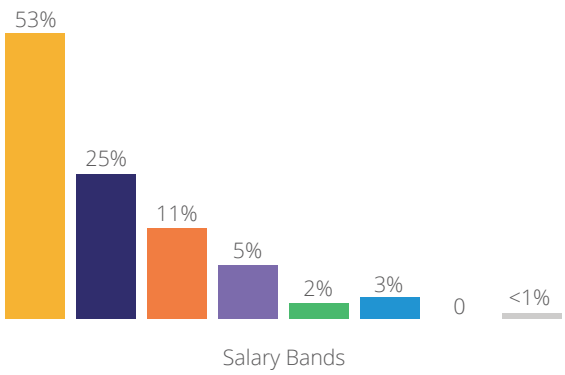
United States



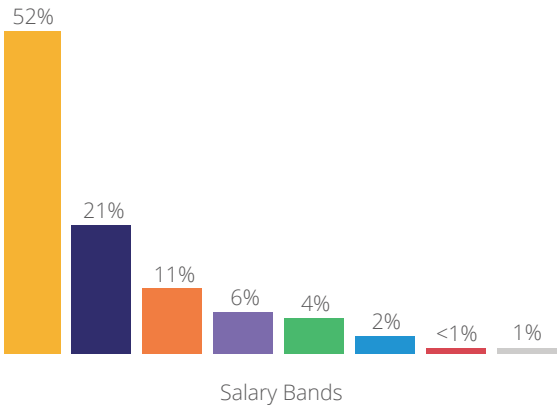
Western Europe



Eastern Europe



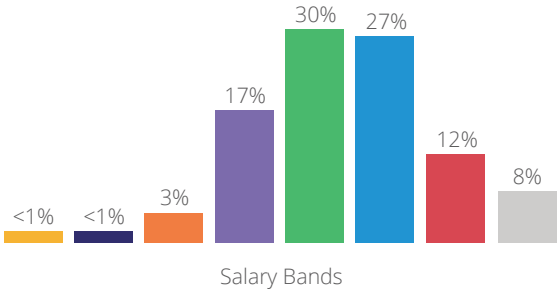
Asia



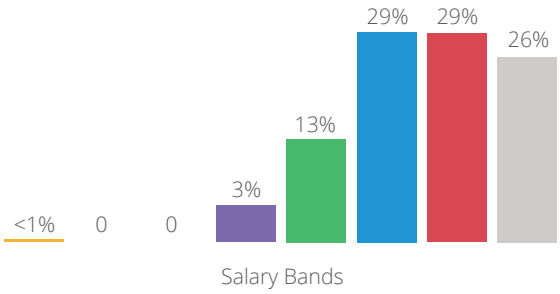
Salaries of practitioners and managers in the United States

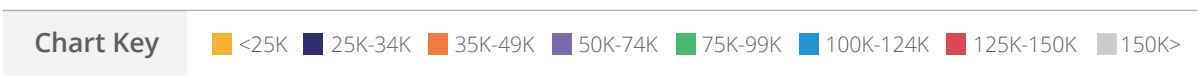
Practitioner salaries fall into a bell curve, with 47 percent earning $100,000 per year or more, the same percentage as last year. Manager salaries cluster at the top, with 84 percent of managers earning $100,000 or more, up from 78 percent last year. Where managers in the rest of the world typically make at least one salary step more than practitioners, most managers in the U.S. make at least two salary steps more. Most U.S. practitioners reported salaries of $75,000–$100,000, while most U.S. managers reported salaries of $125,000–$150,000. Along with the stable percentage of practitioner salaries and growth in manager salaries, this data suggests a widening wage gap between U.S. practitioners and managers.

Practictioner *United States*



Manager *United States*





The IT practitioner group includes respondents with these job titles:	Application developer or engineer Architect Automation or tooling engineer Cloud or infrastructure architect Database administrator DevOps engineer Infrastructure engineer Network administrator Network architect Network engineer Network operator Network security or security specialist Operations engineer QA engineer QA tester Release or build engineer Site reliability engineer Software developer or engineer System administrator Systems architect Systems engineer Web developer *The manager group does not include C-level executives.*

IT practitioner salaries in five industries, United States

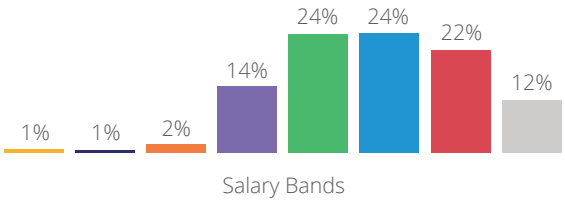
If you're in the U.S., our data show that you're more likely to make a better salary if you are a tech practitioner in technology, web software or education.

While both technology and web software showed similar bell-curve characteristics, the technology salaries trended higher; 58 percent of those in technology make more than $100,000 (up from 53 percent last year), while 43 percent of those in web software make that much (down from 45 percent).

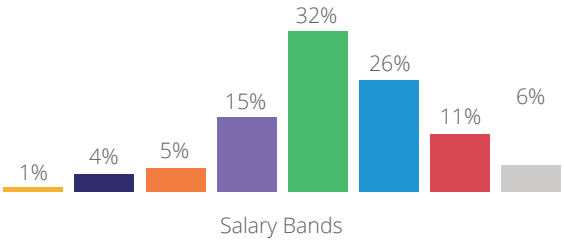
Though higher practitioner salaries are still significantly more prevalent in other sectors, we did see growth in the education sector, with 20 percent making more than $100,000 per year (up from 17 percent). However, salaries in this sector remain concentrated in the lower-middle salary bands, with 68 percent of practitioners making $50,000–$99,000 per year (down from 71 percent). This likely reflects the constrained budgets and structured salary ladders characteristic of educational institutions.

In finance, 54 percent of practitioners make $100,000 per year or more, holding nearly steady from last year. However, practitioner salaries in the entertainment sector stumbled, with 43 percent earning $100,000 or more (down from 58 percent). Entertainment-sector practitioners earning $50,000–$125,000 grew to 52 percent this year, displacing those earning more than $100,000 as the majority salary band for this industry.

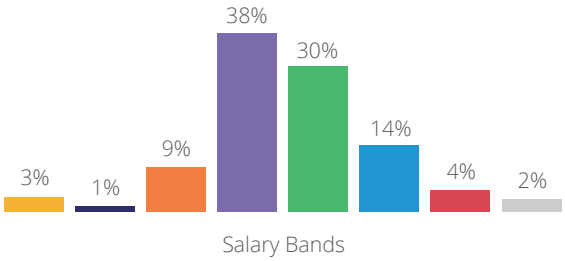
Technology *United States*



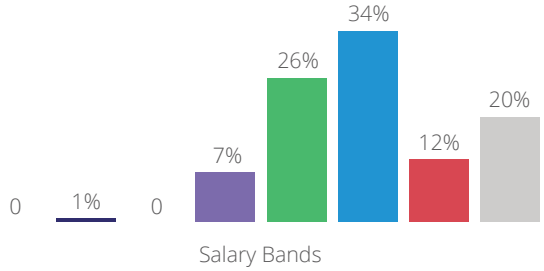
Web Software *United States*



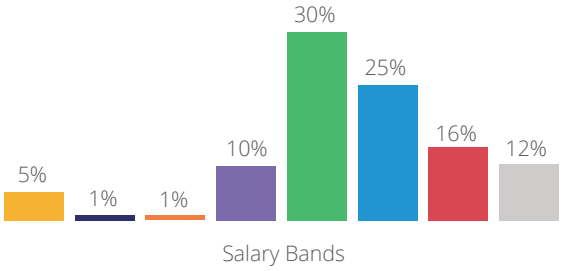
Education *United States*



Finance *United States*



Entertainment/Media *United States*



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IT practitioner salaries by job title, United States

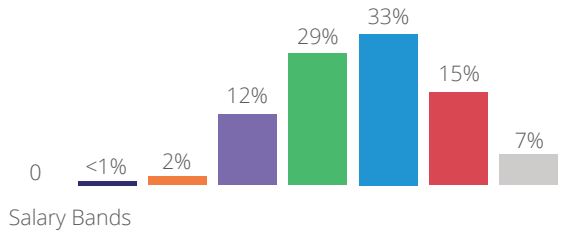
DevOps engineers make noticeably higher salaries than most other practitioner job titles in the 2015 survey and report. Fifty-five percent of U.S. DevOps engineers make $100,000 per year or more; this share is surpassed only by architects (75 percent make $100,000-plus), a group that includes the distinct job titles of architects, cloud or infrastructure architects, and systems architects. This finding aligns with our previous discovery that organizations with the most mature DevOps practices are more likely to pay IT operations employees $100,000 or more.

Software developers rank third for concentration in the top three salary bands: 46 percent of U.S. survey respondents with this job title make at least $100,000 per year.

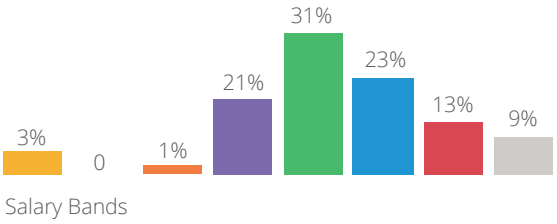
This narrows considerably in the $75,000–$100,000 salary band (31 percent of software developers, vs. 29 percent of DevOps engineers). In the $100,000–$125,000 salary band, the comparative gap between DevOps engineers and software developers increased — 33 percent of DevOps engineers (down from 36 percent) compared to 23 percent of software developers (down from 32 percent).

Of U.S. respondents working as system administrators, 18 percent earn between $100,000 and $125,000, and 24 percent earn $100,000 or more, both similar to 2014's results. Notably, U.S. DevOps engineers more frequently make more money ($100,000–$125,000) than system engineers ($75,000–$100,000). In Western Europe, however, most fall into the same $50,000–$75,000 salary band.

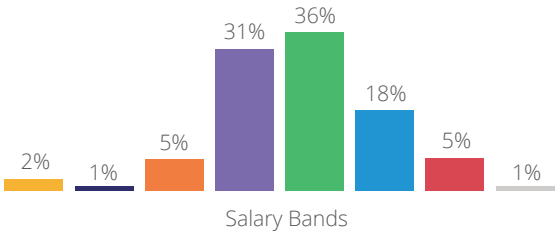
DevOps Engineers *United States*



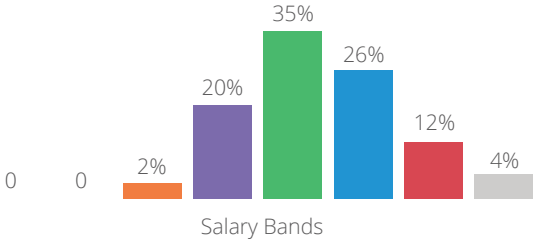
Software Engineers *United States*



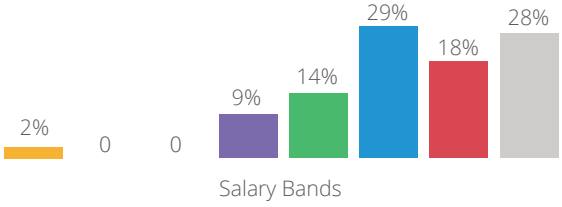
System Administrators *United States*



Systems Engineers *United States*



Architects *United States*



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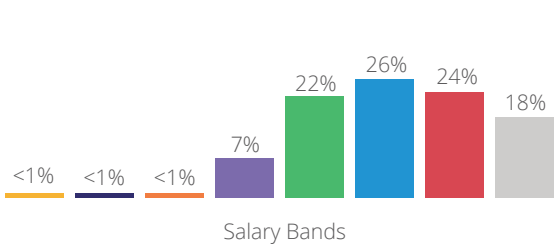
IT practitioner salaries in four U.S. states

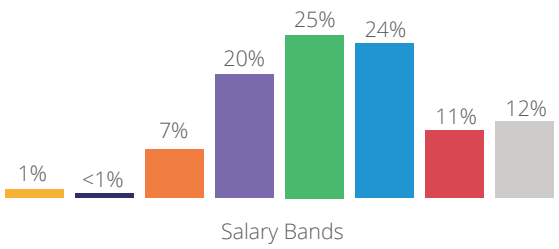
U.S. survey respondents represented most of the 50 states, but only California had more than 200 practitioner respondents, most of them DevOps Engineers. Practitioner salaries are notably high in this state: 68 percent of respondents earn $100,000 or more.

Practitioners in Massachusetts, New York, and the state of Washington have similar distributions to those in California. Massachusetts has a similar percentage of people earning $100,000 to $125,000 (23 percent, compared to California's 24 percent) and the highest percentage of practitioners making $100,000 to $150,000 out of any state (61 percent). But at $150,000 and higher, California again outpaces all other states, at 18 percent.

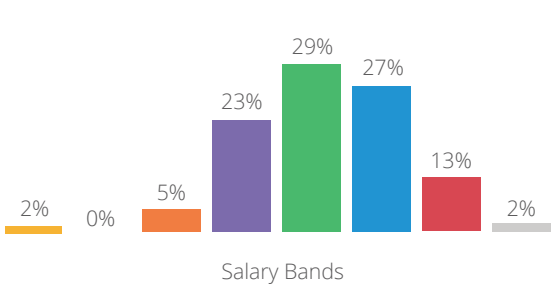
California *United States*



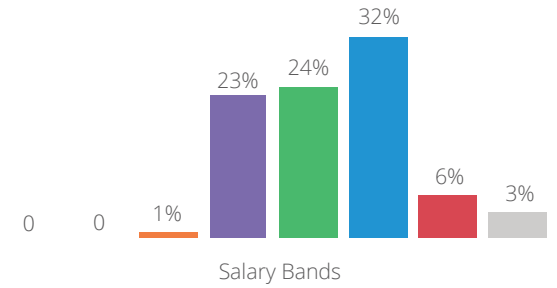
New York *United States*



Oregon *United States*



Texas *United States*



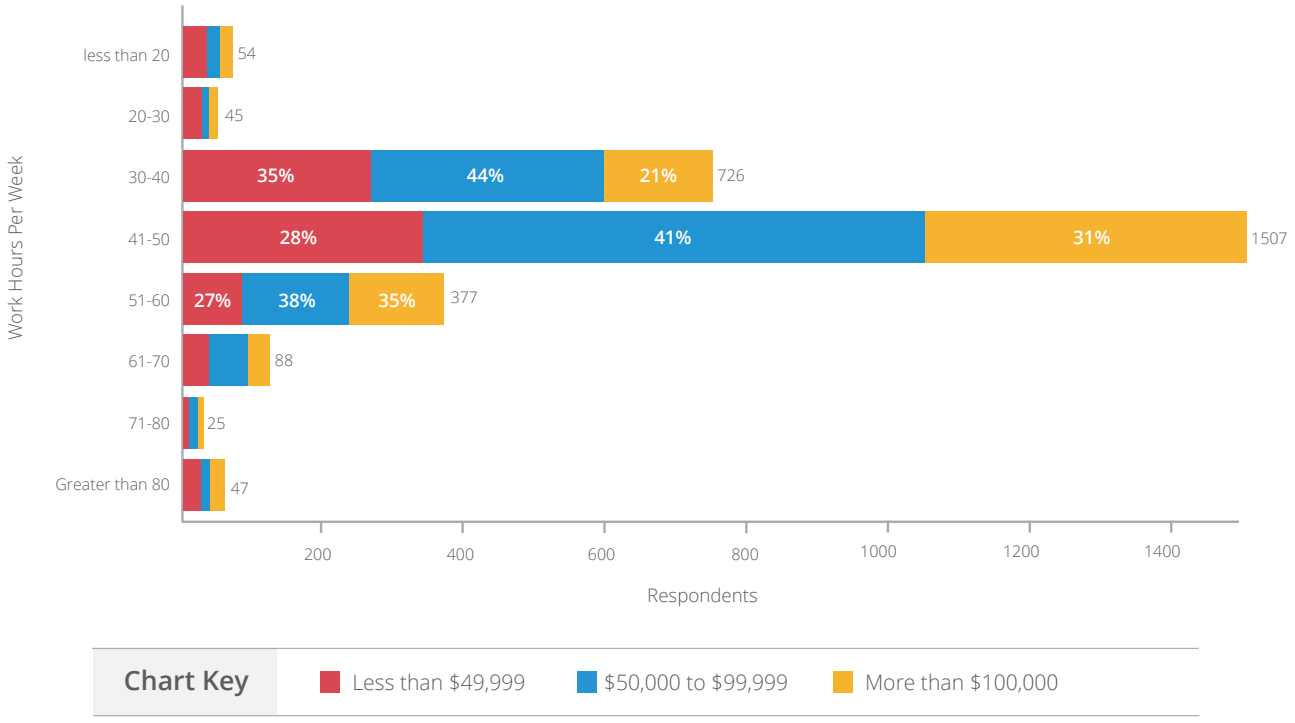
IT practitioner salaries by hours worked per week, United States

This year's survey requested data on hours worked per week. We found that 71 percent of practitioners report working 40 or more hours per week and 97 percent reported working at least 30 hours per week. Most respondents (53 percent) reported working 41-50 hours per week.

The highest earners reported working the most hours. Of those working more than 50 hours per week, 34 percent earned $100,000 or more, compared to 31 percent working 41-50 hours per week and 21 percent working 40 or fewer hours per week.

More DevOps engineers reported working in excess of 50 hours per week than any other job title. More systems engineers reported working 41-50 hours per week, and more system administrators reported working 40 or fewer hours per week.

Of note, the only hours-per-week group not dominated by U.S. respondents was practitioners working 30-40 hours per week, where Western Europe was the dominant region.



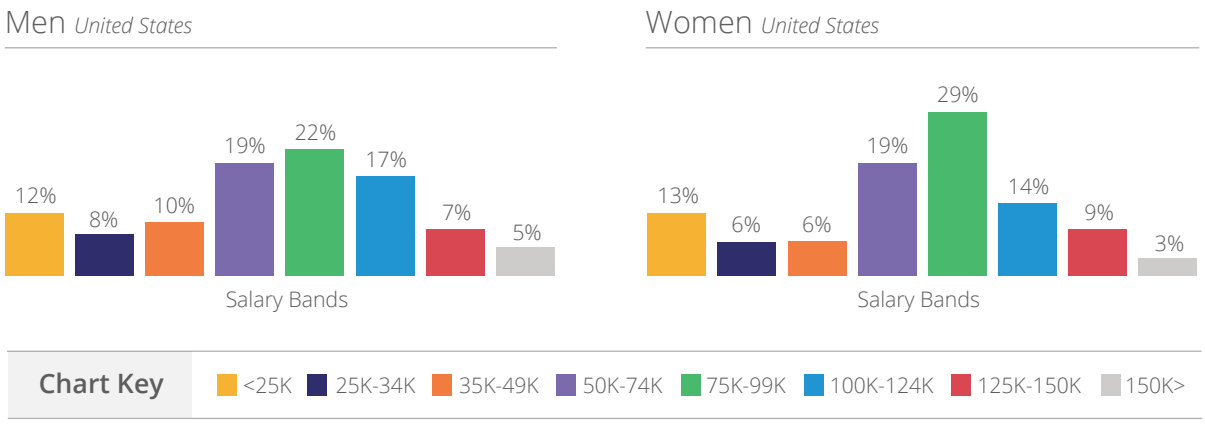
IT practitioner salaries by gender, United States

This year's survey was the first to ask respondents to report their gender. Of the survey's 2,881 practitioners, 98 percent reported their gender, and more than 95 percent of them identified as male — meaning that 23 times more respondents identified as male than female. A fraction of 1 percent reported a gender outside of this binary.

We received only 27 surveys from women in managerial and executive roles, 18 from women in the technology industry sector, and 17 from women in DevOps departments. In each of these groups, at least seven times as many men responded to the survey. Because of the low sample sizes beyond men, we sadly cannot confidently compare salaries by gender in detail.

From the data we are confident in reporting, we found that 95 percent of male and female practitioners alike made $50,000 or more per year. Most surveyed women reported making $50,000 to $100,000 (59 percent of women, compared to 47 percent of men), while more men reported making $100,000 or more (47 percent of men, compared to 36 percent of women).

We'd love to have enough data to make this section of the report fully representative. The state of wage equality in technology is a vital issue with wide-ranging ramifications for recruitment, retention, and workplace culture and diversity. Please encourage women in your company to contribute to next year's survey, and we're also happy to receive any ideas about improving our data: Email devopssurvey@puppetlabs.com.



Be part of the 2016 State of DevOps survey!

The 2015 State of DevOps survey and report revealed what it takes to have a high-performing IT team, and the powerful effect such a team can have on the performance of its organization. In 2016, we plan to dig deeper into salaries and other financial ramifications of DevOps. We invite you to take part in this upcoming survey, and we thank the many thousands of people who have participated over the last four years. If your industry or geographic area is not well represented in the 2015 results, you can help us create a more comprehensive and diverse data set in 2016 by inviting your friends and colleagues to participate, too.