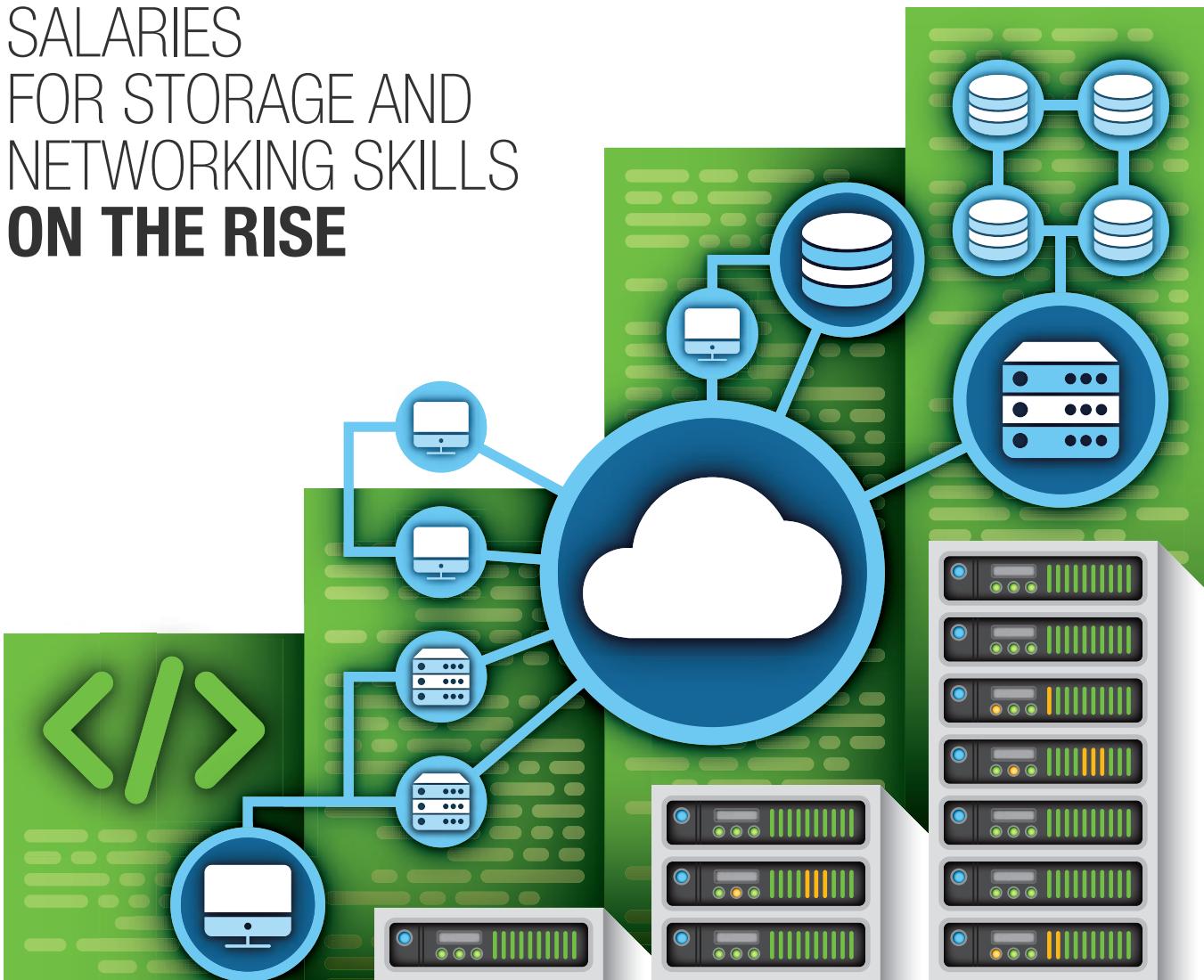


Dice Tech Salary Survey

Released March 28, 2017

SALARIES
FOR STORAGE AND
NETWORKING SKILLS
ON THE RISE



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Top Paying Skills and Experience

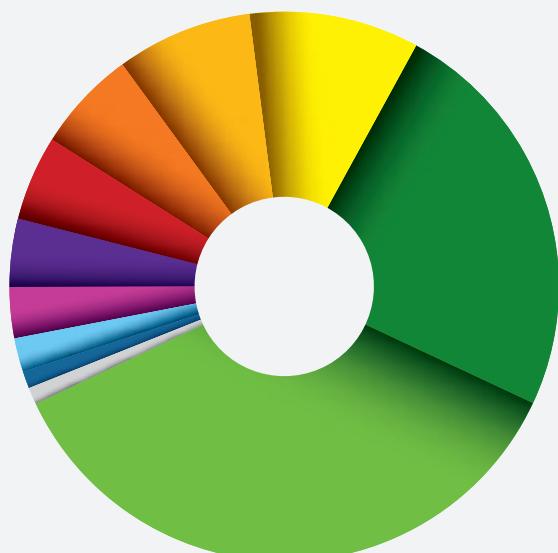
Salaries for Storage and Networking Skills on the Rise

Dice Salary Survey finds critical skills areas and programming language fluency warrant most increases, indicating where specific skills are in highest demand

Storage and networking skills warranted pay increases among technology professionals across the country with hospitality, Internet, manufacturing, consumer products and banking seeing the most industry-specific increases, according to the annual salary survey by Dice. Overall technology salaries in the U.S. were essentially flat year-over-year (-1%), at \$92,081 annually from \$93,328[^] in 2015, with some areas across the country and specific skills areas seeing increases.

Highly-skilled technology professionals remain in the most demand, especially those candidates proficient in the technologies needed to support industry transformation and growth. For example, both the storage and networking sectors, the categories where Dice has found the most salary increases overall,

REASONS FOR SALARY INCREASE*



* Percentages add up to more than 100% due to rounding.

AVERAGE U.S. TECH SALARY 10-YEAR TREND

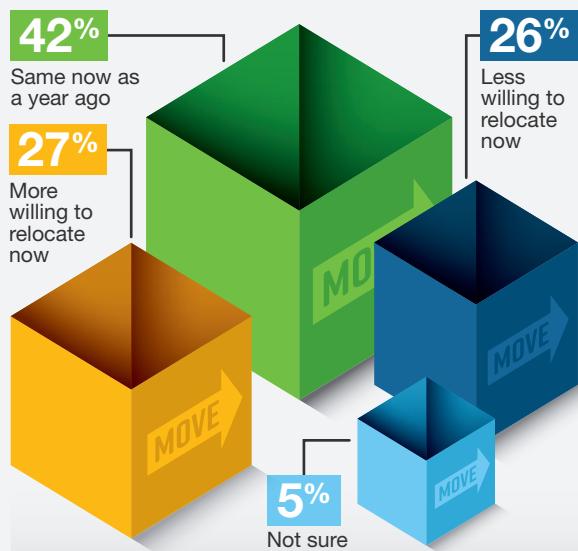


are undergoing major disruption. The migration from hardware-based storage to cloud storage¹ and the explosion of IoT technologies connecting billions of devices (Gartner) are creating a demand for skills to support these transitions and growth. When industries experience transformation at this level, it creates skills demand and increased salaries.

The top ten biggest salary increases over 2015 were associated with the following skills: 1) Compellent (11%); 2) Drupal (9%); 3) JCL (7%); 4) FCoE (7%); 5) Nimble (6%); 6) Hbase (6%); 7) MariaDB (5%); 8) Pure Storage (5%); 9) vCloud (5%); 10) T1 or T3 (5%).

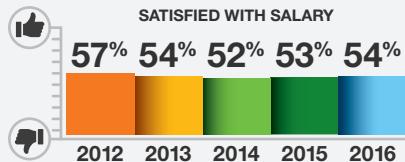
RELOCATING

ARE YOU MORE OR LESS WILLING TO RELOCATE TO A NEW CITY OR STATE FOR A JOB THAN ONE YEAR AGO?



SALARY SATISFACTION

SALARY SATISFACTION BEGINS TO REBOUND AFTER TWO YEARS OF DECLINE.



Overall, the highest-paid skills in 2016 were: 1) HANA \$128,958; 2) MapReduce \$125,009; 3) Cloud Foundry \$124,038; 4) Hbase \$123,934; 5) Omnipigraffle \$123,782; 6) Cassandra \$123,459; 7) Apache Kafka \$122,728; 8) SOA – Service Oriented Architecture \$122,094; 9) Ansible \$121,382; and 10) Jetty \$120,978. New in 2016 are Cloud Foundry, Apache Kafka and Ansible.

The biggest increases for programming languages include: Drupal (9%), JCL (7%), XSLT (4%) and Objective C (3%).

CHANGING EMPLOYERS



OF THE 40% OF TECH PROS THAT ANTICIPATE CHANGING EMPLOYERS IN 2017, HERE'S WHY.

63%

Higher compensation
AVERAGE SALARY \$77,801

43%

Better working conditions
AVERAGE SALARY \$86,416

31%

More responsibility
AVERAGE SALARY \$83,481

19%

Anticipate losing current position
AVERAGE SALARY \$101,803

16%

Shorter commute
AVERAGE SALARY \$87,324

15%

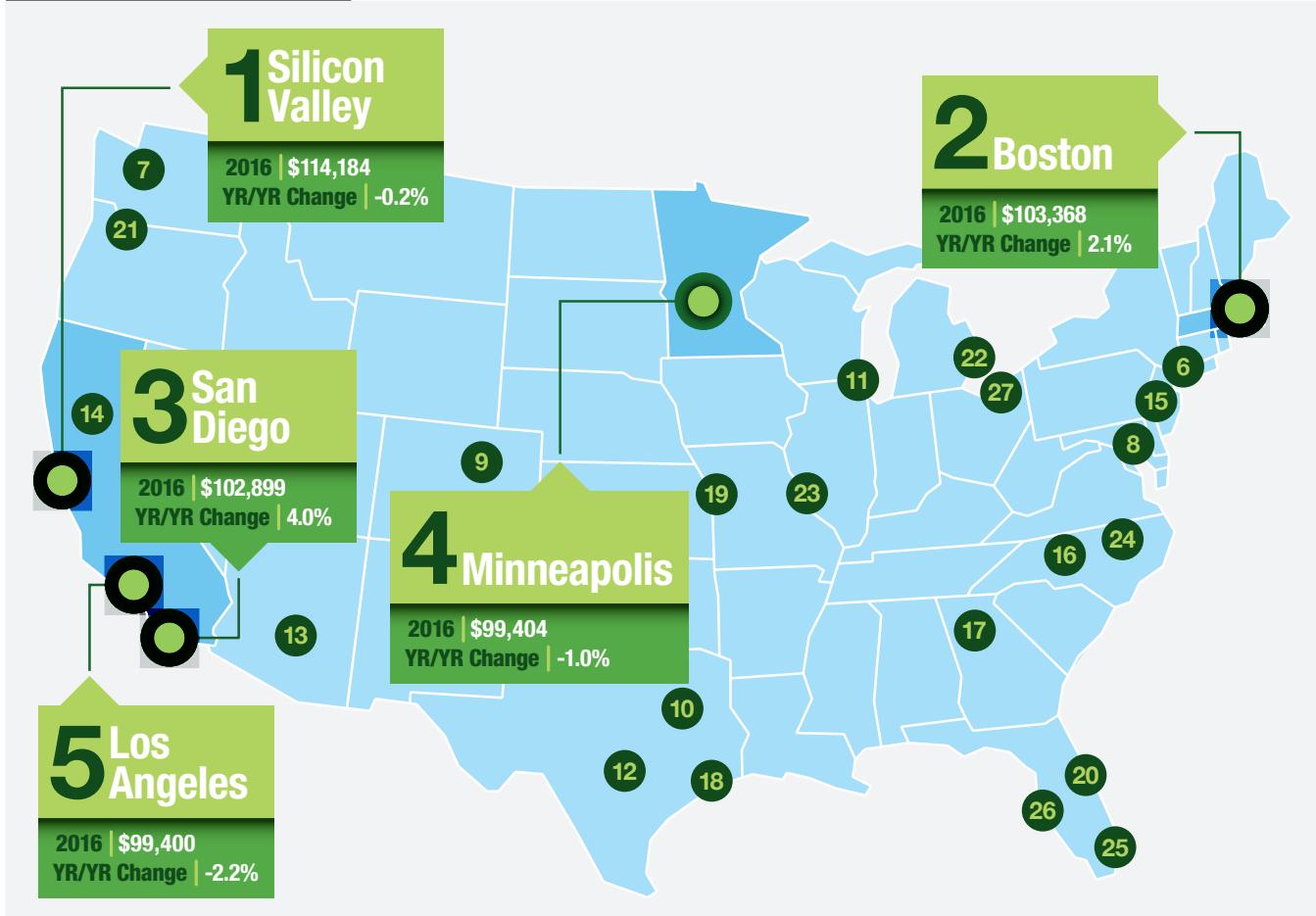
Relocation
AVERAGE SALARY \$80,987

12%

Other
AVERAGE SALARY \$91,171

1. 451 Research: "Voice of the Enterprise: Storage," 2016

TOP TECH METROS BY SALARY



	METRO	2016	YR/YR CHANGE
6	New York	\$99,345	-1.7%
7	Seattle	\$99,290	-2.3%
8	DC/Baltimore	\$97,958	-3.4%
9	Denver	\$96,530	0.2%
10	Dallas	\$95,130	2.1%
11	Chicago	\$94,610	0.7%
12	Austin	\$93,962	-4.8%
13	Phoenix	\$92,521	3.0%
14	Sacramento	\$90,567	-6.9%

	METRO	2016	YR/YR CHANGE
15	Philadelphia	\$90,414	-4.6%
16	Charlotte	\$89,215	-1.3%
17	Atlanta	\$88,214	-7.6%
18	Houston	\$88,166	-5.6%
19	Kansas City	\$87,452	-2.2%
20	Orlando	\$86,490	-0.2%
21	Portland	\$85,588	-7.2%
22	Detroit	\$85,400	-2.3%
23	St. Louis	\$83,717	3.1%

	METRO	2016	YR/YR CHANGE
24	Raleigh	\$83,504	-7.3%
25	Miami	\$82,478	-1.6%
26	Tampa	\$81,285	-7.6%
27	Cleveland	\$78,818	-4.2%

SEE MORE: For additional market information, an interactive map of average U.S. tech salaries by state and key metro area is provided at: dice.com/salarymap

"Skills that were used a year ago may not be as prominent today; skills that are relevant today will evolve tomorrow. This creates a marketplace where both tech professionals and employers must keep their fingers on the pulse of skills training and demand," said Bob Melk, President, Dice. The skills areas which garnered salary increases indicate where professionals and employers should focus their training and recruiting efforts."

Tech pros remain confident in their career choices and are willing to relocate for even more opportunity. Fifty-four percent of those surveyed say they are satisfied with their compensation, up one point from 2015, and 27 percent are more willing to relocate to a new city for a job, up two points from 2015.

While 67 percent of tech pros remain confident they could find a favorable new position, in 2017, finding

a relevant position for their skillsets is the biggest concern (15%), followed by keeping their skills up to date (14%) and position elimination (10%), all of which underscore the increasing need for professionals to continue skills development and training and to understand the value of each skills area.

Sixty-one percent of tech pros received a salary increase from a year ago and 9 percent reported a decrease. Increased compensation is the most common motivator employers provided to tech pros in 2016 (18%), followed by flexible work location and ability to telecommute (14%) and more interesting and challenging assignments (12%).

TOP SALARIES BY STATE

STATE	2016	YR/YR CHANGE
AL	\$ 79,672	0.5%
AK*	\$ 78,275	15.2%
AZ	\$ 91,006	1.6%
AR*	\$ 74,038	-4.5%
CA	\$ 104,706	-1.3%
CO	\$ 96,018	0.1%
CT	\$ 93,632	0.4%
DE*	\$ 73,275	-21.9%
DC	\$ 96,645	2.0%
FL	\$ 83,226	-2.0%
GA	\$ 85,995	-7.5%
HI*	\$ 81,047	-17.0%
ID*	\$ 68,342	-20.0%

STATE	2016	YR/YR CHANGE
IL	\$ 93,198	1.2%
IN	\$ 74,276	-4.5%
IA	\$ 78,960	-2.1%
KS*	\$ 89,132	2.2%
KY*	\$ 80,121	7.5%
LA*	\$ 74,824	-3.6%
ME*	\$ 71,172	5.1%
MD	\$ 93,551	-6.8%
MA	\$ 103,711	2.6%
MI	\$ 82,398	-2.7%
MN	\$ 99,062	0.5%
MS*	\$ 61,740	1.5%
MO	\$ 82,284	0.8%

STATE	2016	YR/YR CHANGE
MT*	\$ 75,229	12.2%
NE*	\$ 82,233	0.4%
NV*	\$ 85,800	8.1%
NH*	\$ 90,985	-4.7%
NJ	\$ 99,197	0.2%
NM*	\$ 80,098	2.2%
NY	\$ 96,801	-2.9%
NC	\$ 84,589	-3.6%
ND*	\$ 77,196	-4.9%
OH	\$ 83,268	0.9%
OK*	\$ 77,206	-4.8%
OR	\$ 84,073	-4.2%
PA	\$ 87,350	-1.1%

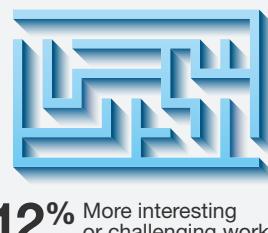
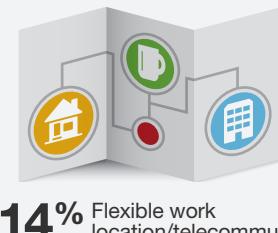
STATE	2016	YR/YR CHANGE
RI*	\$ 88,101	6.2%
SC	\$ 76,784	-5.5%
SD*	\$ 65,848	-5.8%
TN	\$ 82,749	4.8%
TX	\$ 90,869	-1.1%
UT	\$ 89,798	0.7%
VT*	\$ 77,267	-0.6%
VA	\$ 99,835	-0.7%
WA	\$ 96,521	-4.1%
WV*	\$ 93,951	40.6%
WI	\$ 79,006	-9.5%
WY*	\$ 68,850	-3.3%

SEE MORE: For additional market information, an interactive map of average U.S. tech salaries by state and key metro area is provided at: dice.com/salarymap

* Sample size less than 100 respondents, therefore, not statistically valid, but presented for continuity purposes only.

TOP MOTIVATORS

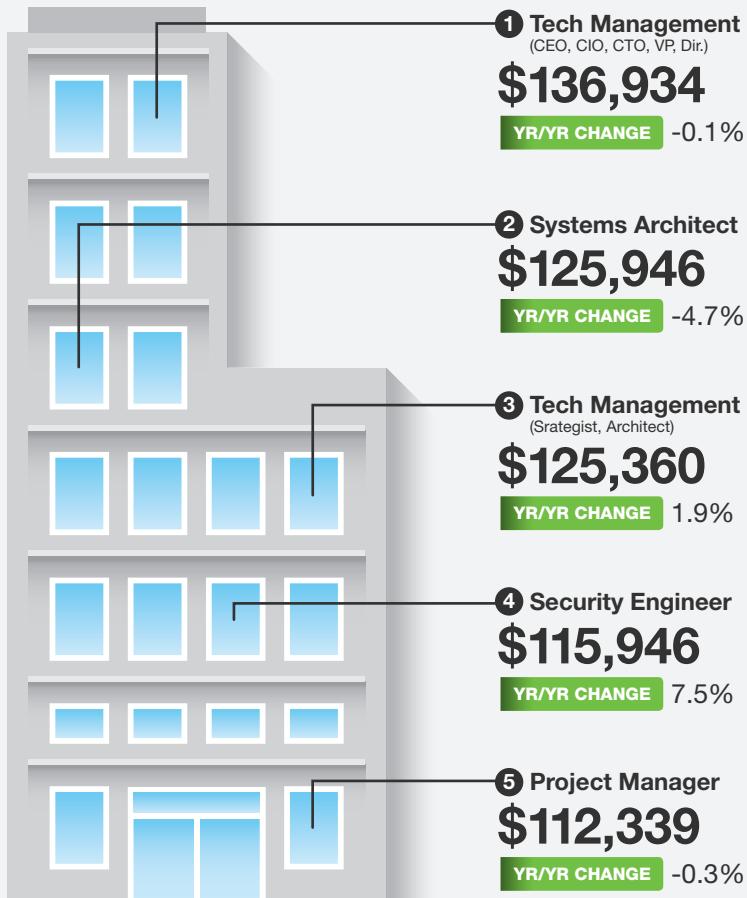
WHAT WAS THE PRIMARY MOTIVATOR YOUR EMPLOYER PROVIDED YOU IN 2016?



PERCENTAGE OF EMPLOYERS PROVIDING MOTIVATORS TO RETAIN TALENT.



TOP SALARY BY JOB TITLE



	JOB TITLE	2016	YR/YR CHANGE
6	MIS Manager	\$ 107,145	3.6%
7	Software Engineer	\$ 106,495	4.3%
8	Database Administrator	\$ 100,732	-2.7%
9	Developer: Database	\$ 99,127	8.6%
10	Developer: Applications	\$ 94,793	1.3%
11	Business Analyst	\$ 90,836	-2.3%
12	QA Engineer	\$ 88,089	n/a
13	Programmer/ Analyst	\$ 86,243	3.3%
14	Network Engineer	\$ 84,779	-3.5%
15	Security Analyst	\$ 84,612	3.4%
16	Web Developer/ Programmer	\$ 82,781	0.2%
17	Systems Administrator	\$ 79,583	-0.8%
18	QA Analyst	\$ 78,089	n/a
19	QA Tester	\$ 69,921	-14.6%
20	Technical Support	\$ 56,346	-1.0%
21	Desktop Support Specialist	\$ 50,508	-1.6%
22	Help Desk	\$ 45,693	4.8%
23	PC Technician	\$ 45,236	6.2%

AVERAGE SALARY BY EXPERIENCE



HOURLY RATES FOR CONTRACTORS

YEARS	BASE RATE PER HOUR	YR/YR CHANGE
2012	\$ 63.61	1.7%
2013	\$ 65.70	3.3%
2014	\$ 66.70	1.5%
2015	\$ 69.16	3.7%
2016	\$ 69.05	-0.2%

AVERAGE SALARY BY EMPLOYMENT TYPE

U.S. Average
\$92,081
YR/YR CHANGE -1.3%

Full-Time Workers
\$91,067
YR/YR CHANGE 0.0%

Consultant
\$114,473
YR/YR CHANGE -2.0%

Consultant
(Base Rate Per Hour)
\$69.05
YR/YR CHANGE -0.2%

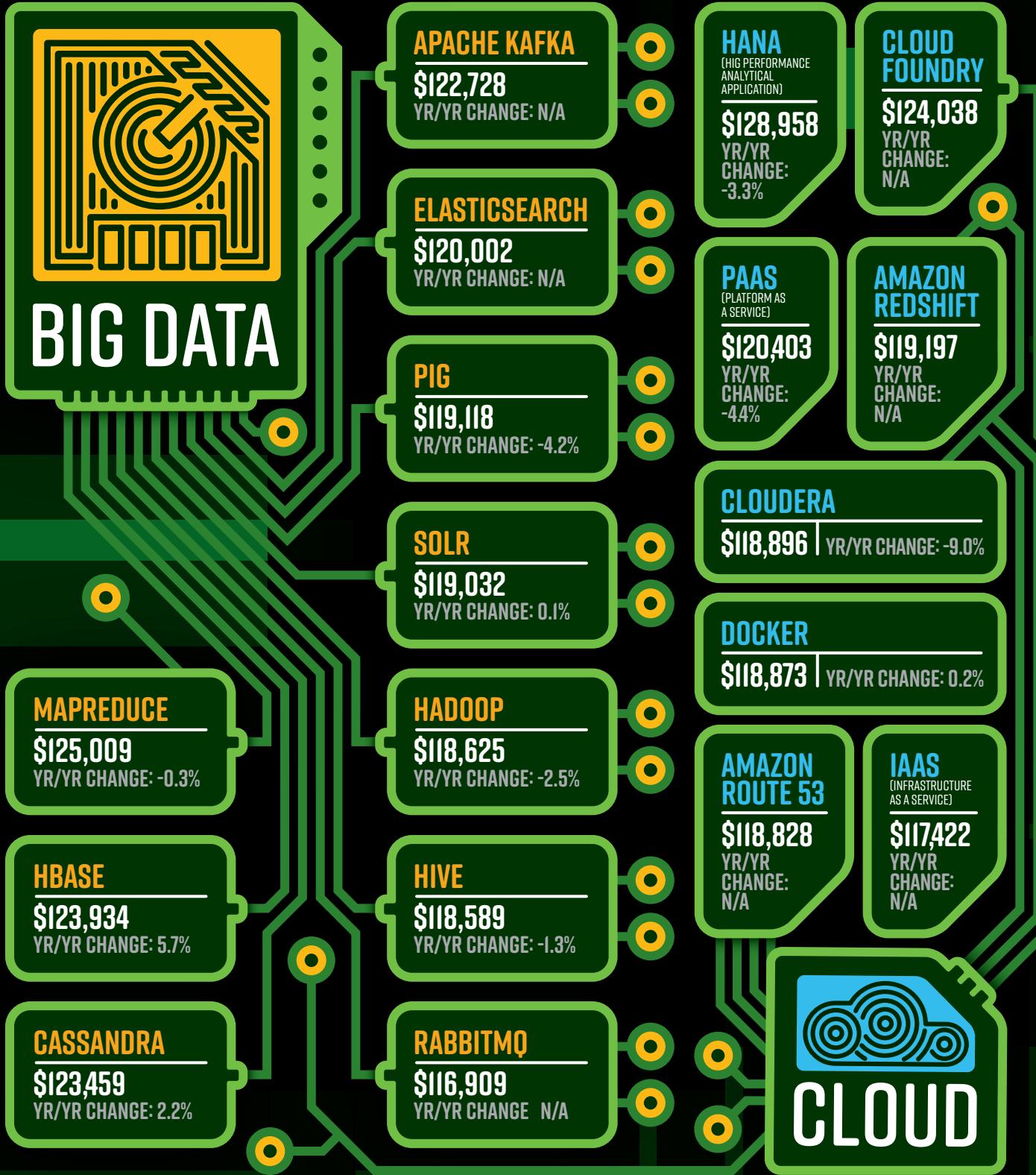
TOP-PAYING SKILLS

FOR SEVEN IN-DEMAND TECH ROLES

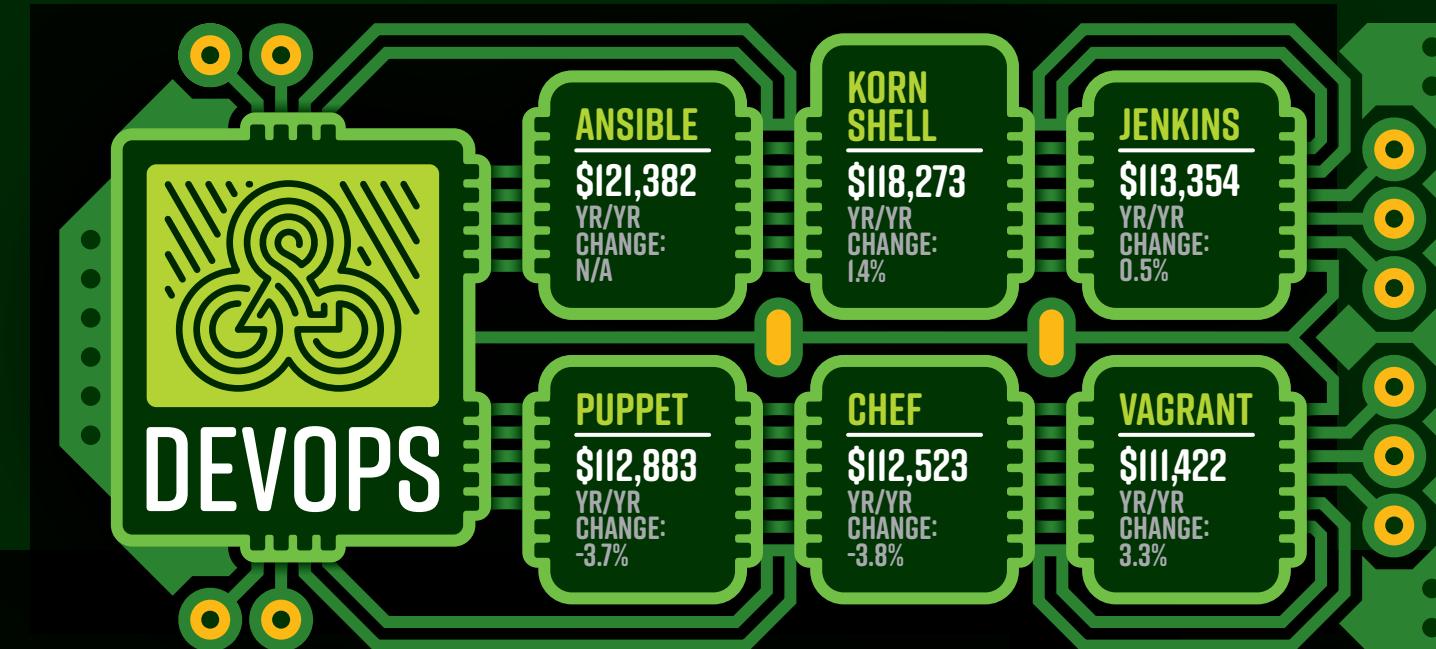
SEE MORE: For additional salary info on skills, see Top-Paying Skills and Experience on pages 12-13.



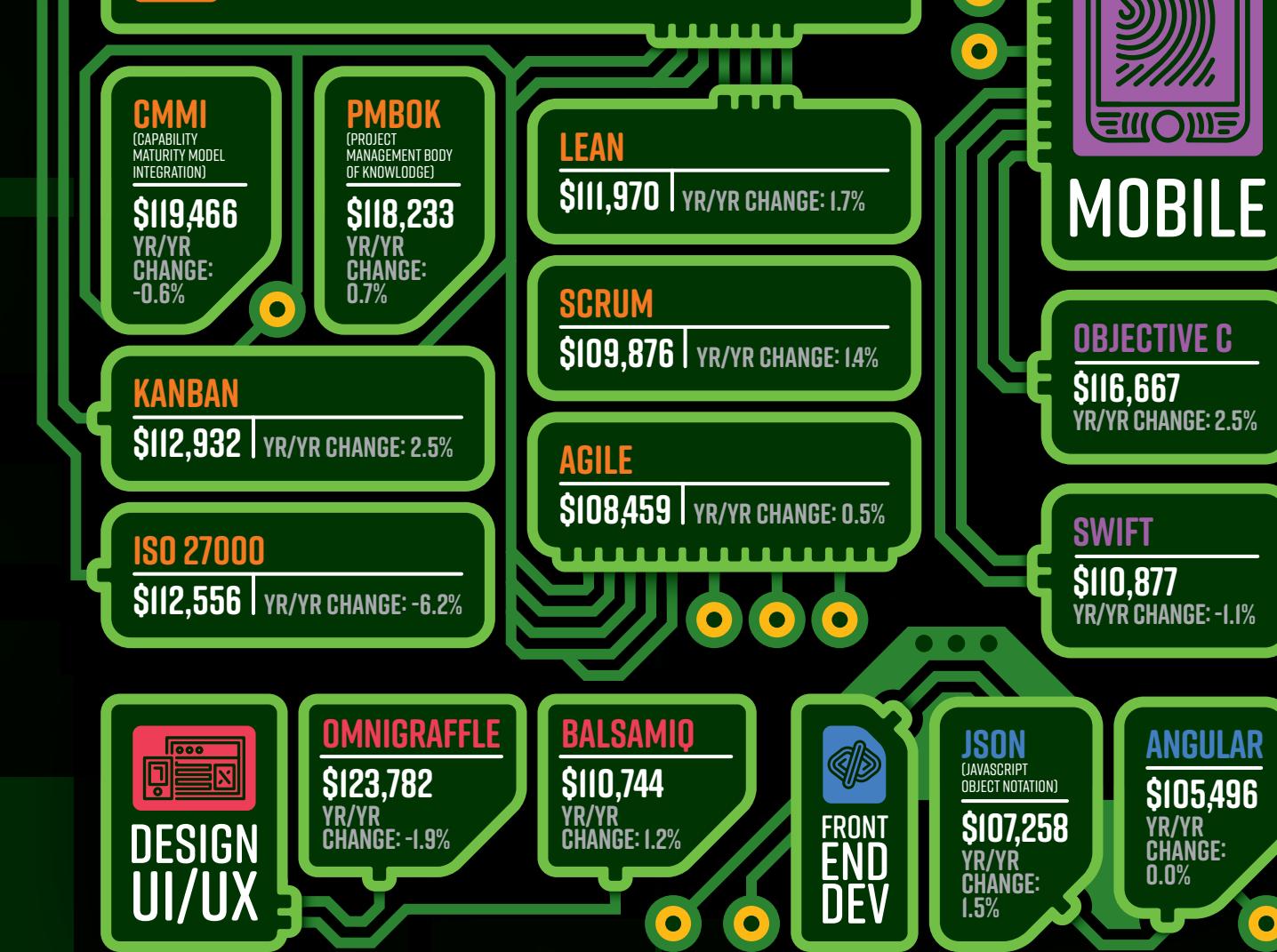
BIG DATA



CLOUD



PROJECT MANAGEMENT



KEEPING SKILLS CURRENT TO BOOST YOUR CAREER AND COMPENSATION

For technology professionals across the United States, certain skills are in high demand: Those tech professionals with backgrounds in database and networking technology, as well as a select group of programming languages, earned the biggest salary increases over the past 12 months.

For tech professionals with those skills, this data comes as good news. The database and networking sectors are undergoing major disruption, requiring workers with not only a high degree of specialization, but also the experience to wrangle huge, complex systems. Given how the technologies undergirding these sectors are evolving, professionals must rigorously keep their skills up-to-date in order to stay relevant—one of the key reasons why many employers are offering training and education as perks.

High-Paying Specialties

Topping the list of highest-paid skills and languages was HANA, the high-performance analytical database

TOP-PAYING SKILLS

1	HANA	6	Cassandra
2	MapReduce	7	Apache Kafka
3	Cloud Foundry	8	SOA
4	HBase	9	Ansible
5	Omnigraffle	10	Jetty

application, followed by MapReduce, Cloud Foundry, HBase, and (rounding out the top five) Omnigraffle. While HANA first appeared on last year's edition of this list, Cloud Foundry is making a first-time appearance, along with—outside of the top five—Apache Kafka and Ansible.

Skills that enjoyed the biggest salary increases over last year's report were (in descending order) Compellent, Drupal, JCL, FCoE, Nimble, HBase, and Pure Storage.

Despite the essential flatness in average technology salaries, some 61 percent of tech pros reported their salaries increasing from a year ago; by contrast, only 9 percent said their annual pay had decreased. Around 54 percent of tech pros also said they were satisfied with their compensation, virtually the same as the 2015 Salary Survey. Some 27 percent said they would consider relocating to a new city for a job, up two points from 2015.

Keeping Skills Up-to-Date

Although many tech pros are enjoying high pay and rising salaries, some 15 percent expressed concern over their ability to find an appropriate position for their skill-sets. Another 14 percent worried about keeping their skills up to date, while 10 percent expressed unease over potential job elimination.

A key step toward keeping skills up-to-date is **figuring out what you actually need to know**. While that sounds incredibly simple on the surface, it can actually take some time to sort out what knowledge is necessary to advance your career, and what's

15%

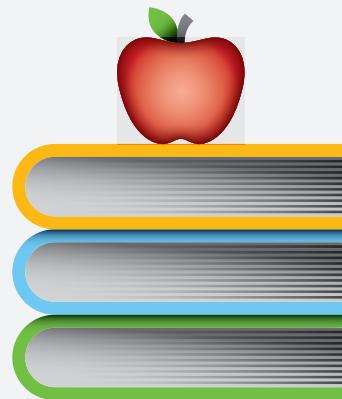
of tech pros expressed concern about keeping their skills up to date. In a high-paced industry where technology changes rapidly, this isn't surprising. Here are three strategies for staying on top of your skill-sets.



Know what you need to know



Find a mentor for advice and encouragement



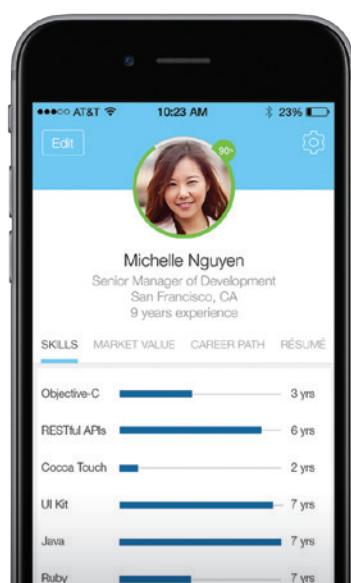
Take advantage of employer paid training opportunities

extraneous. Paying attention to your industry is a must; if you see an uptick in chatter around a new programming language or platform, that's a good indicator that you should learn as much as possible about it. Making a point of reading up on the topics presented at relevant conferences, even if you don't attend the events, is another solid way of determining what others in your industry are concerned about.

Mentors are equally important: seek one out, if you haven't already. An effective mentor encourages your career evolution and helps you through technical challenges. While such figures are easiest to find within the walls of your company, you can also seek out advice from people who are prominent in your particular field.

Employers also recognize the importance of employees learning new things, and many are more than willing to pay for professional development and training. Although a company may prove reluctant to pay out more in salaries or perks, they're often willing to devote the necessary funds to educate their employees on the

latest and greatest platforms. If you're locked in salary negotiations with a particular firm that seems reluctant to meet your goal number, **see if they're willing to pay you to learn;** the training path can quickly turn into a win-win for everyone.



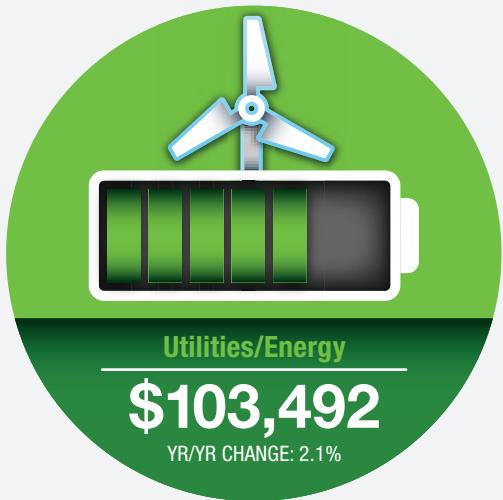
DISCOVER WHAT YOUR SKILLS ARE WORTH

Get a customized salary estimate based on your specific skillset with the Dice Careers App. You can also explore new skills to increase your earning potential.

Download the Dice Careers App today at dice.com/mobile

TOP SALARIES BY INDUSTRY

\$100,000+



\$90,000+



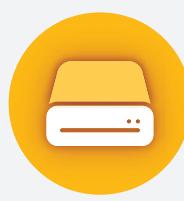
Aerospace & Defense
\$99,992
 YR/YR CHANGE:
 -4.7%



Professional Services
\$98,506
 YR/YR CHANGE:
 -1.2%



Computer Software
\$98,455
 YR/YR CHANGE:
 -0.7%



Computer Hardware
\$97,569
 YR/YR CHANGE:
 -0.9%



**Medical/
Pharmaceutical/
Biotechnology**
\$97,077
 YR/YR CHANGE:
 -0.6%



Entertainment Media
\$95,568
 YR/YR CHANGE:
 -5.0%



Consumer Products
\$95,051
 YR/YR CHANGE:
 2.8%



Telecommunications
\$92,549
 YR/YR CHANGE:
 -0.6%



Internet Services
\$92,079
 YR/YR CHANGE:
 2.6%



Manufacturing
\$90,488
 YR/YR CHANGE:
 3.9%

\$80,000+



**Distributor/
Wholesale**
\$89,081
 YR/YR CHANGE:
 -0.6%



**Retail/
ECommerce**
\$88,771
 YR/YR CHANGE:
 -1.7%



Government
\$88,555
 YR/YR CHANGE:
 -0.6%



**Healthcare
Providers**
\$88,270
 YR/YR CHANGE:
 1.3%



**Hospitality/
Travel**
\$86,805
 YR/YR CHANGE:
 5.0%



**Marketing/
Advertising**
\$86,669
 YR/YR CHANGE:
 -1.4%

TOP-PAYING TECH SKILLS AND EXPERIENCE

SKILL	2016	YR/YR CHANGE
HANA (High Performance Analytical Application)	\$ 128,958	-3.3%
MapReduce	\$ 125,009	-0.3%
Cloud Foundry	\$ 124,038	n/a
Hbase	\$ 123,934	5.7%
Omnigraffle	\$ 123,782	-1.9%
Cassandra	\$ 123,459	2.2%
Apache Kafka	\$ 122,728	n/a
SOA (Service Oriented Architecture)	\$ 122,094	-1.9%
Ansible	\$ 121,382	n/a
Jetty	\$ 120,978	1.3%
PaaS (Platform as a Service)	\$ 120,403	-4.4%
Elasticsearch	\$ 120,002	n/a
ABAP (Advanced Business Application Programming)	\$ 119,961	0.5%
NoSQL	\$ 119,498	1.3%
CMMI (Capability Maturity Model Integration)	\$ 119,466	-0.6%
Amazon Redshift	\$ 119,197	n/a
Pig	\$ 119,118	-4.2%
Solr	\$ 119,032	0.1%
Cloudera	\$ 118,896	-9.0%
Docker	\$ 118,873	0.2%
Amazon Route 53	\$ 118,828	n/a
Hadoop	\$ 118,625	-2.5%
Hive	\$ 118,589	-1.3%
Korn Shell	\$ 118,273	1.4%
PMBok (Project Management Body of Knowledge)	\$ 118,233	0.7%
Dynomoo DB	\$ 118,119	n/a
Groovy	\$ 117,897	-0.1%
IaaS (Infrastructure as a Service)	\$ 117,422	n/a
JAX-RS (Java API RestFUL Services)	\$ 116,997	n/a
RabbitMQ	\$ 116,909	n/a
JDBC (Java Database Connectivity)	\$ 116,833	2.0%
SOX (Sarbanes Oxley)	\$ 116,743	0.6%
Objective C	\$ 116,667	2.5%
FCoE (Fibre Channel over Ethernet)	\$ 116,145	7.2%
UML (Unified Modeling Language)	\$ 115,285	-3.6%
XSLT (Extensible Stylesheet Language Transformations)	\$ 115,089	3.5%
Redis	\$ 114,922	2.8%
ETL (Extract Transform and Load)	\$ 114,892	2.6%
SDN (Software Defined Network)	\$ 114,739	-2.3%
Informatica	\$ 114,143	1.1%
Jenkins	\$ 113,354	0.5%
Kanban	\$ 112,932	2.5%
Puppet	\$ 112,883	-3.7%
ISO 27000	\$ 112,556	-6.2%
Chef	\$ 112,523	-3.8%
Perl	\$ 112,284	0.0%
Splunk	\$ 112,181	2.4%
Lean	\$ 111,970	1.7%
Gradle	\$ 111,927	n/a
webMethods	\$ 111,892	-1.6%
Waterfall	\$ 111,804	1.7%
Weblogic	\$ 111,783	0.2%

NOTE: Several new tech skills were added to the 2016 survey and therefore yr/yr change is not available.

SKILL	2016	YR/YR CHANGE
RDBMS (Relational Database Management System)	\$ 111,729	0.3%
Spark	\$ 111,666	1.7%
Zookeeper	\$ 111,593	-2.5%
Compellent	\$ 111,457	11.4%
Vagrant	\$ 111,422	3.3%
JSP (JavaServer Pages)	\$ 111,290	2.8%
Load Balancers	\$ 111,163	1.5%
Solaris	\$ 111,151	-1.7%
Mongo DB	\$ 111,131	0.8%
Mokito	\$ 111,072	n/a
Swift	\$ 110,877	-1.1%
TOAD (Tool for Application Development)	\$ 110,858	1.8%
AIX	\$ 110,839	0.6%
JBoss	\$ 110,760	-1.7%
Balsamiq	\$ 110,744	1.2%
SOAP (Simple Object Access Protocol)	\$ 110,656	1.5%
Hibernate	\$ 110,520	-3.6%
Wan Opt	\$ 110,365	3.6%
Business Intelligence	\$ 110,364	2.4%
C	\$ 110,320	0.1%
EMC Documentum	\$ 110,313	-3.5%
OpenStack	\$ 110,142	-7.8%
Websphere	\$ 110,007	1.0%
Confluence	\$ 109,978	1.4%
Scrum	\$ 109,876	1.4%
SDLC (System Development Life Cycle)	\$ 109,762	-0.8%
Sybase	\$ 109,719	1.4%
3Par	\$ 109,654	2.8%
Fortran	\$ 109,386	-6.3%
Change Management	\$ 109,221	-0.3%
DOORS (Dynamic Object-Oriented Requirements System)	\$ 109,218	-1.8%
Teradata	\$ 109,119	0.8%
XAML (eXtensible Application Markup Language)	\$ 109,089	-0.5%
EMC	\$ 109,032	-0.2%
Tomcat	\$ 108,993	1.1%
Nginx	\$ 108,931	-0.8%
Rally	\$ 108,889	-1.2%
Fibre Channel	\$ 108,668	-0.9%
NumPy	\$ 108,594	n/a
EDI (Electronic Data Interchange)	\$ 108,531	-1.8%
Amazon S3/Amazon AWS	\$ 108,501	0.0%
RestFUL	\$ 108,486	n/a
Agile	\$ 108,459	0.5%
Cloud Computing	\$ 107,944	1.0%
Apache Accumulo	\$ 107,903	n/a
R	\$ 107,858	-6.9%
Data Warehouse	\$ 107,538	1.1%
Postgres	\$ 107,392	-2.3%
Tableau	\$ 107,375	n/a
Informix	\$ 107,327	-2.5%
Pure Storage	\$ 107,260	5.3%
Disaster Recovery	\$ 107,260	2.7%

Continued on pg. 13

TOP-PAYING TECH SKILLS AND EXPERIENCE

Continued from pg. 12

SKILL	2016	YR/YR CHANGE
JSON (JavaScript Object Notation)	\$ 107,258	1.5%
Glassfish	\$ 107,193	0.5%
Siebel	\$ 107,055	4.4%
Data Science	\$ 107,041	-6.0%
ITIL (Information Technology Infrastructure Library)	\$ 106,852	0.4%
Alfresco	\$ 106,784	-3.9%
JIRA	\$ 106,713	-1.0%
ERP (Enterprise Resource Planning)	\$ 106,650	-4.3%
Oracle eBusiness	\$ 106,473	-0.4%
Cognos	\$ 106,394	-0.5%
FreeBSD (Free Berkeley Software Distribution)	\$ 106,241	2.3%
vCloud	\$ 106,151	4.7%
Amazon CloudFront	\$ 106,102	n/a
Shell	\$ 105,818	-0.9%
SaaS (Software as a Service)	\$ 105,651	-2.6%
Python	\$ 105,612	0.7%
Workday	\$ 105,510	2.7%
Angular	\$ 105,496	0.0%
BASH (Bourne Again SHell)	\$ 105,434	0.4%
MariaDB	\$ 105,423	5.4%
MPLS (Multi Protocol Label Switching)	\$ 105,386	2.3%
Kendo UI	\$ 105,325	n/a
JDE (JD Edwards)	\$ 105,101	-4.8%
TCL (Translation Control Language)	\$ 105,022	-11.2%
Oracle DB	\$ 104,955	-0.7%
Azure	\$ 104,918	-0.2%
Nimble	\$ 104,854	6.1%
Java/J2EE	\$ 104,575	-0.7%
MicroStrategy	\$ 104,521	-4.4%
DHTML	\$ 104,345	1.4%
Six Sigma	\$ 104,256	-0.7%
Unix	\$ 104,078	-1.3%
Qlik Tech	\$ 104,047	-9.5%
PCI (Peripheral Component Interconnect)	\$ 103,982	-1.5%
HL7 (Health Level 7)	\$ 103,955	0.7%
Telepresence	\$ 103,819	-0.7%
Tivoli	\$ 103,603	0.8%
Hitachi	\$ 103,570	-3.2%
Node.js	\$ 103,482	-3.9%
Ajax	\$ 103,384	0.9%
JCL (Job Control Language)	\$ 103,302	7.2%
NetApp	\$ 103,289	-3.1%
Visio	\$ 103,217	0.3%
CloudStack	\$ 103,156	-8.2%
SAN (Storage Area Network)	\$ 103,015	0.9%
C++	\$ 102,918	-3.0%
XML	\$ 102,706	-0.2%
Ruby	\$ 102,637	-2.4%
Application Delivery	\$ 102,618	2.2%
DB2	\$ 102,603	0.4%
ISO 9000	\$ 102,397	0.2%
Metro Ethernet	\$ 102,233	1.4%

SKILL	2016	YR/YR CHANGE
Apache Web Server	\$ 102,196	-1.7%
HP Eva	\$ 102,079	-5.6%
Linux	\$ 101,977	-0.1%
Unified Communication	\$ 101,907	0.8%
PL/SQL	\$ 101,858	0.2%
T-SQL (Transact SQL)	\$ 101,836	1.1%
Salesforce.com	\$ 101,464	-2.3%
Visual C++	\$ 101,402	-5.7%
SUN	\$ 101,237	-5.3%
Rackspace	\$ 101,136	-5.4%
SAP	\$ 101,032	-3.0%
BABOK (Business Analysis Body of Knowledge)	\$ 100,914	-8.8%
ASP	\$ 100,890	1.4%
IIS	\$ 100,757	2.5%
Snagit	\$ 100,713	2.0%
Virtualization	\$ 100,653	0.8%
C#	\$ 100,439	-0.3%
iSCSI (Internet Small Computer System Interface)	\$ 100,406	1.1%
OS 390	\$ 100,395	-1.3%
IDS/IPS (Intrusion Detection /Prevention Systems)	\$ 100,330	-0.3%
CRM (Customer Relationship Management)	\$ 100,321	-1.3%
TypeScript	\$ 100,174	n/a
Knockout	\$ 100,132	-6.3%
Alcatel Lucent	\$ 99,942	1.2%
Lucidchart	\$ 99,930	-0.9%
ASP.net	\$ 99,925	-0.7%
Camtasia	\$ 99,768	3.9%
SAS	\$ 99,655	-2.6%
z/OS	\$ 99,587	-1.0%
MVS	\$ 99,568	-2.9%
Cucumber	\$ 99,477	n/a
Data Analysis	\$ 99,298	-18.9%
Open VMS	\$ 99,218	3.8%
Assembler/Assembly	\$ 99,132	-1.4%
VMWare ESXi (Elastic Sky X Integrated)	\$ 98,842	0.2%
Django	\$ 98,746	-3.0%
MS SQL	\$ 98,741	-0.2%
Xen	\$ 98,739	-0.7%
SASS (Systematically Awesome Style Sheets)	\$ 98,636	n/a
VSAM (Virtual Storage Access Method)	\$ 98,568	1.0%
Box	\$ 98,565	-0.7%
Backbone	\$ 98,508	-7.2%
WebGL	\$ 98,492	n/a
jQuery	\$ 98,441	n/a
Infosphere Data Stage	\$ 98,430	-7.9%
SQL	\$ 98,374	-0.4%
Matlab	\$ 98,370	-10.0%
Heroku	\$ 98,176	-4.2%
SQLite	\$ 97,828	-2.1%
Digital Ocean	\$ 97,812	-1.3%
.NET	\$ 97,703	-0.9%
Selenium	\$ 97,542	n/a

NOTE: Several new tech skills were added to the 2016 survey and therefore yr/yr change is not available.

Dice Salary Survey Methodology

The 2016 Dice Salary Survey was administered online by Dice.com, with 12,907 employed technology professionals responding between October 26, 2016 and January 24, 2017. Respondents were invited to participate in the survey in one of two ways: 1) via an email invitation to Dice.com's registered ("searchable") database members; 2) through a notification on the Dice.com home page and/or via "pop-up" invitations. The latter method was used only to improve response rates for a small number of respondent types. A cookie methodology was used to ensure that there was no duplication of responses between or within the various sample groups, and duplicate responses from a single email address were removed. The Dice Salary Survey was adjusted for inflation in 2013 for technology professionals earning salaries of \$350,000 and above were not automatically eliminated from the survey if they met other criteria.

[^]Due to a high number of outliers in the data, the 2015 salary number was revised to better reflect a change in outlier methodology and an adjusted number has been reported this year.

About Dice

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