TECHNOLOGY SALARIES: UNITED STATES

Title	2016	2017	% Change
ADMINISTRATION			
Chief Information Officer (CIO)	$172,000 - $268,250	$175,000 - $279,000	3.1%
Chief Technology Officer (CTO)	$147,500 - $229,000	$149,000 - $240,000	3.3%
Chief Security Officer	$140,250 - $222,500	$145,250 - $236,750	5.3%
Vice President of Information Technology	$141,000 - $225,000	$143,250 - $234,250	3.1%
Director of Technology	$122,750 - $185,000	$124,500 - $193,500	3.3%
Information Technology Manager	$105,750 - $159,000	$108,000 - $164,750	3.0%
APPLICATIONS DEVELOPMENT (A)			
Manager	$105,750 - $160,500	$107,750 - $167,250	3.3%
Project Manager	$ 95,250 - $146,500	$ 97,250 - $151,750	3.0%
Systems Analyst	$ 81,750 - $121,000	$ 84,500 - $125,000	3.3%
Applications Architect	$121,250 - $171,750	$124,500 - $178,750	3.5%
Business Systems Analyst	$ 84,000 - $122,000	$ 86,250 - $127,000	3.5%
CRM Business Analyst	$ 87,500 - $126,000	$ 89,500 - $132,250	3.9%
CRM Technical Developer	$ 98,500 - $137,750	$100,000 - $146,000	4.1%
Developer/Programmer Analyst	$ 80,000 - $137,000	$ 83,000 - $143,250	4.3%
ERP Business Analyst	$ 92,500 - $132,000	$ 95,000 - $137,750	3.7%
ERP Technical/Functional Analyst	$ 98,000 - $140,750	$100,000 - $146,250	3.1%
ERP Technical Developer	$100,750 - $148,500	$102,750 - $154,250	3.1%
Lead Applications Developer	$110,750 - $160,750	$115,000 - $167,000	3.9%
Mobile Applications Developer	$115,250 - $175,750	$118,750 - $182,250	3.4%
Technical Writer	$ 55,500 - $ 87,250	$ 56,500 - $ 89,250	2.1%

(A) Add the percentage below, based on national averages, to IT salaries for the following skills:

AJAX (Asynchronous JavaScript and XML) development skills........................... 5%
Business Objects skills............................. 5%
C# development skills 7%
C++ development skills 4%
Hyperion skills.. 5%
Java development skills................................ 8%
Java EE/J2EE development skills 8%
LAMP (Linux, Apache, MySQL and Perl/PHP/Python) skills 7%
.NET development skills 7%
PHP development skills 7%
SAP development skills................................ 5%
SharePoint skills.. 8%

Title	2016	2017	% Change
CONSULTING & SYSTEMS INTEGRATION			
Director	$123,750 - $190,250	$126,750 - $198,000	3.4%
Practice Manager	$125,000 - $173,500	$127,750 - $180,000	3.1%
Project Manager/Senior Consultant	$100,750 - $154,250	$103,750 - $160,500	3.6%
Staff Consultant	$ 79,250 - $116,250	$ 81,250 - $121,500	3.7%
Senior IT Auditor	$116,000 - $164,250	$121,000 - $173,500	5.1%
IT Auditor	$ 95,000 - $144,750	$ 98,500 - $153,000	4.9%
DATA/DATABASE ADMINISTRATION (B)			
Big Data Engineer	$129,500 - $183,500	$135,000 - $196,000	5.8%
Database Manager	$118,000 - $170,500	$122,250 - $177,000	3.7%
Database Developer	$103,250 - $153,250	$108,000 - $161,500	5.1%
Database Administrator	$ 95,750 - $142,750	$ 98,500 - $148,500	3.6%
Data Analyst/Report Writer	$ 74,500 - $114,500	$ 77,500 - $118,750	3.8%
Data Architect	$127,250 - $175,500	$131,250 - $184,000	4.1%
Data Modeler	$106,750 - $155,500	$111,000 - $161,500	3.9%
Data Scientist	$109,000 - $153,750	$116,000 - $163,500	6.4%
Data Warehouse Manager	$123,750 - $172,000	$129,000 - $179,000	4.1%
Data Warehouse Analyst	$105,000 - $152,000	$107,500 - $155,750	2.4%
Business Intelligence Analyst	$113,750 - $164,000	$118,000 - $171,750	4.3%
Electronic Data Interchange (EDI) Specialist	$ 76,500 - $115,500	$ 77,500 - $118,750	2.2%
Portal Administrator	$ 94,000 - $134,250	$ 96,000 - $138,750	2.8%
QUALITY ASSURANCE (QA) & TESTING (C)			
QA Engineer – Manual	$ 64,750 - $ 91,500	$ 66,250 - $ 94,500	2.9%
QA Engineer – Automated	$ 74,750 - $109,000	$ 76,750 - $112,750	3.1%
QA/Testing Manager	$ 93,750 - $127,500	$ 95,750 - $132,000	2.9%
QA Associate/Analyst	$ 65,000 - $100,250	$ 67,000 - $102,750	2.7%

(B) Add the percentage below, based on national averages, to IT salaries for the following skills:

ETL skills 6%
Hadoop.. 7%
Microsoft SQL Server database skills 8%
Oracle database skills 6%

(C) Add the percentage below, based on national averages, to IT salaries for the following skills:

Performance testing (e.g., Mercury
   Interactive Tools) skills................................ 5%

Title	2016	2017	% Change
WEB DEVELOPMENT (D)			
Senior Web Developer	$111,250 - $154,000	$116,250 - $161,500	4.7%
Web Developer	$ 78,500 - $129,500	$ 82,750 - $135,500	4.9%
Front-End Web Developer	$ 79,750 - $111,250	$ 83,250 - $119,500	6.2%
Web Administrator	$ 68,750 - $106,250	$ 70,750 - $111,500	4.1%
Web Designer	$ 67,000 - $112,250	$ 70,500 - $118,000	5.2%
E-Commerce Analyst	$ 88,000 - $129,500	$ 92,000 - $135,000	4.4%
NETWORKING/TELECOMMUNICATIONS (E)			
Network Architect	$120,000 - $175,000	$125,000 - $183,000	4.4%
Network Manager	$100,000 - $146,750	$102,250 - $153,000	3.4%
Network Engineer	$ 96,000 - $138,750	$ 99,000 - $146,250	4.5%
Wireless Network Engineer	$108,750 - $150,750	$113,250 - $158,000	4.5%
Network Administrator	$ 76,250 - $112,000	$ 78,000 - $117,750	4.0%
Pre-Sales Engineer/Technical Engineer	$ 90,750 - $132,750	$ 92,250 - $140,000	3.9%
Telecommunications Manager	$ 88,500 - $125,000	$ 90,000 - $130,000	3.0%
Telecommunications Specialist	$ 61,000 - $ 95,500	$ 63,000 - $ 98,000	2.9%
OPERATIONS			
Manager	$ 66,250 - $ 96,250	$ 68,000 - $ 99,000	2.8%
Computer Operator	$ 35,000 - $ 48,750	$ 36,000 - $ 50,000	2.7%
Mainframe Systems Programmer	$ 62,750 - $ 86,500	$ 64,000 - $ 89,500	2.8%

(D) Add the percentage below, based on national averages, to IT salaries for the following skills:

AJAX (Asynchronous JavaScript and XML)
  development skills 5%
ASP development skills 4%
C# development skills 7%
ColdFusion development skills 4%
Content management system (CMS) skills 4%
DCOM/COM/ActiveX development skills 4%
Java development skills 8%
Java EE/J2EE development skills 8%
LAMP (Linux, Apache, MySQL and
  Perl/PHP/Python) skills 7%
.NET development skills 7%

PHP development skills 7%
Python skills 6%
Ruby on Rails skills...................................... 6%
SharePoint skills... 8%
Virtualization skills 7%
Web services development skills.................... 7%

(E) Add the percentage below, based on national averages, to IT salaries for the following skills:

Cisco network administration skills 7%
LINUX/UNIX administration skills................... 7%
Voice over Internet Protocol (VoIP)
  administration skills 5%
Windows 10 skills 4%

Title	2016	2017	% Change
SECURITY (F)			
Data Security Analyst	$113,500 - $160,000	$118,250 - $169,000	5.0%
Systems Security Administrator	$105,500 - $149,500	$110,500 - $157,500	5.1%
Network Security Administrator	$103,250 - $147,000	$107,750 - $155,250	5.1%
Network Security Engineer	$110,250 - $152,750	$115,500 - $162,500	5.7%
Information Systems Security Manager	$129,750 - $182,000	$136,000 - $191,750	5.1%
SOFTWARE DEVELOPMENT (G)			
Product Manager	$105,750 - $152,750	$107,750 - $159,000	3.2%
Software Engineer	$103,000 - $156,250	$108,250 - $164,500	5.2%
Software Developer	$ 91,000 - $145,250	$ 93,000 - $155,000	5.0%
TECHNICAL SERVICES, HELP DESK & TECHNICAL SUPPORT (H)			
Manager	$ 84,500 - $121,000	$ 86,000 - $125,500	2.9%
Desktop Support Analyst	$ 54,250 - $ 80,500	$ 55,250 - $ 82,500	2.2%
Systems Administrator	$ 67,500 - $107,500	$ 69,000 - $112,000	3.4%
Systems Engineer	$ 85,000 - $124,000	$ 86,500 - $130,000	3.6%
Messaging Administrator	$ 74,000 - $111,750	$ 76,000 - $116,000	3.4%
Help Desk Tier 3	$ 59,500 - $ 77,750	$ 61,000 - $ 80,500	3.1%
Help Desk Tier 2	$ 45,250 - $ 61,750	$ 46,250 - $ 64,000	3.0%
Help Desk Tier 1	$ 35,000 - $ 50,250	$ 36,000 - $ 51,750	2.9%
Instructor/Trainer	$ 56,250 - $ 90,000	$ 57,250 - $ 92,250	2.2%
PC Technician	$ 36,000 - $ 51,750	$ 37,000 - $ 53,500	3.1%
Business Continuity Analyst	$ 97,250 - $140,000	$ 99,000 - $148,000	4.1%

(F) Add the percentage below, based on national averages, to IT salaries for the following skills:

Certified Information Systems Security
Professional (CISSP)....................................... 6%
Check Point Firewall administration skills 6%
Cisco network administration skills 7%
LINUX/UNIX administration skills 7%

(G) Add the percentage below, based on national averages, to IT salaries for the following skills:

ASP development skills 4%
C# development skills 7%
C++ development skills 4%
DCOM/COM/ActiveX development skills 4%

Hadoop skills 7%
Java development skills 8%
Java EE/J2EE development skills 8%
.NET development skills 7%
PHP development skills 7%
Web services development skills.................... 7%

(H) Add the percentage below, based on national averages, to IT salaries for the following skills:

Basis administration skills 4%
Cisco network administration skills 7%
HDI certifications 4%
LINUX/UNIX administration skills................... 7%
Virtualization skills 7%
Windows 10 skills 4%