



2009-10 Tech Salary Survey Results

National Edition

“ERROR” Say Tech Professionals To Salary Stagnation, Reports Dice Salary Survey

Average Salaries Nearly Flat With Bright Spots In Government & Defense

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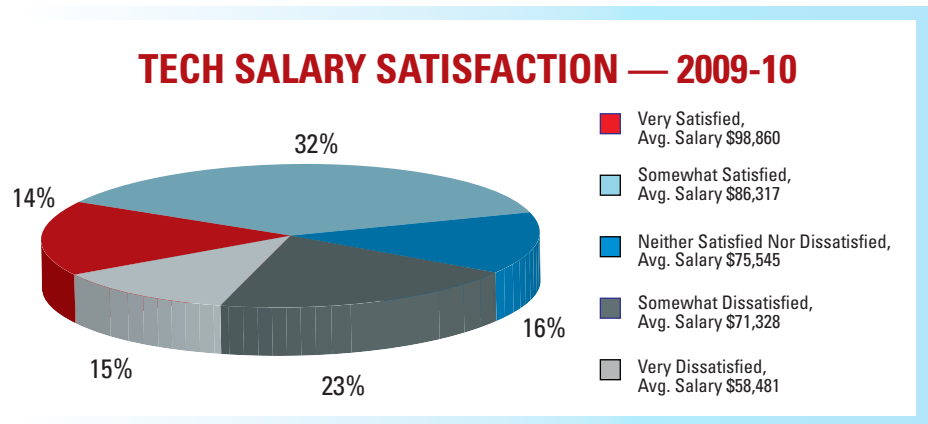
In the face of nearly flat salaries for tech professionals – a one percent increase in average pay to \$78,845 – technology professionals cited an increase in salary dissatisfaction, according to the 2009-10 Annual Salary Survey from Dice. Further, technology professionals were disappointed with efforts by employers to keep them motivated via non-compensation related incentives during the recession.

Close to half (47%) say their employers are doing nothing to keep them motivated; just 19 percent are being offered more interesting or challenging assignments, and 14 percent are benefitting from more flexible work hours. Nearly a quarter (24%) of surveyed tech professionals said that they received a bonus last year. But those who didn't receive bonuses reported higher levels – at 42 percent – of dissatisfaction with their compensation, than their rewarded colleagues of which just a quarter (27%) were displeased.

WHAT WAS THE PRIMARY MOTIVATOR YOUR EMPLOYER PROVIDED YOU IN 2009?	
None	47%
More interesting or challenging assignments	19%
Flexible work hours	14%
Increased compensation	10%
Training and certification courses	4%
Promotion or new title	4%
High level recognition	2%

“The new war for technology talent is coming and the battle is retention,” said Tom Silver, Senior Vice President, North America at Dice. “With job and salary dissatisfaction at its highest levels in years, technology professionals should be willing to go fight for career advancement. HR and technology managers can win by identifying new motivators to keep staff on board including compensation, training and career growth.”

Technology salaries are up four percent in Washington, D.C. to \$89,014. In fact, technology pros in the Government and Defense sector enjoyed a 4.4 percent average increase – nearly equal to last year's overall 4.6 percent surge in salaries. Silicon Valley still reigns as one of the top metro areas to work in, with a reported average IT salary of \$96,299. New York City reported a 1.5 percent increase in average salaries to \$86,710, similar to the wage increase reported nationally in financial services.



Continuing to lead the pack in top paid skills is ABAP – Advanced Business Application Programming (\$115,916), followed by SOA – Service Oriented Architecture (\$107,827), and ETL – Extract Transform and Load (\$105,844).

Additional Findings of the Survey Include:

- Seattle technology professionals earned \$84,144 on average, an increase of nearly two percent. Dallas tech pros gained on their counterparts in Austin, with a two percent gain to \$78,438. However, Austin-based pros still have fatter paychecks, on average earning \$81,503, a slight decline year-over-year.
- Applications server skills JBoss and Weblogic joined the \$100,000 salary ranks with annual salaries topping \$101,869 and \$100,313, respectively. Individuals with Solaris (\$96,672) and AIX (\$95,464) skills were the highest paid operating system skills.
- The highest paid titles include IT Management (\$114,874), Information Architecture (\$105,247), Project Manager (\$103,437), Software Engineer (\$91,342), and Database Administrator (\$91,283).

Dice Salary Survey: Methodology

The Dice Salary Survey was administered online with 16,908 registered Dice job seekers and visitors responding between August 24 and November 12, 2009. Respondents were invited to participate in the survey through a notification on the Dice home page, and registered job seekers were sent an email invitation. 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.

AVERAGE SALARY BY EMPLOYMENT TYPE

	2005-06	2006-07	2007-08	2008-09	2009-10	Previous Year % Change
U.S. Average	\$69,700	\$73,308	\$74,570	\$78,035	\$78,845	1.0%
Full-time Workers	\$67,919	\$70,777	\$72,003	\$75,916	\$76,784	1.1%
Consultants	\$82,355	\$89,718	\$93,017	\$97,992	\$98,964	1.0%
Consultants (Base Rate Per Hour)	\$50.93	\$56.99	\$59.08	\$62.34	\$61.56	-1.3%

DID YOU RECEIVE A BONUS IN 2009?

		AVG. SALARY
Yes	24%	\$90,521
No	76%	\$75,157

FOR 2010, WHAT'S THE BIGGEST CONCERN YOU HAVE ABOUT YOUR CAREER?

Position Elimination	24%
Keeping Skills Up-to-Date / Being Valuable to Employer	17%
Lower Salary Increases / Lower Billing Rates	15%
Cancelled Projects / Fewer Projects	15%
Increased Workload	11%
Increased Outsourcing	5%
Position Relocation	3%
No Concerns at this Time	10%

AVERAGE SALARY BY METRO AREA

	2005-06	2006-07	2007-08	2008-09	2009-10	Previous Year % Change
Silicon Valley	\$85,430	\$90,310	\$93,876	\$97,259	\$96,299	-1.0%
Baltimore/Washington D.C.	\$75,593	\$79,911	\$81,750	\$85,354	\$89,014	4.3%
Los Angeles	\$73,911	\$79,583	\$81,039	\$86,766	\$88,141	1.6%
New York	\$76,382	\$80,006	\$80,770	\$85,452	\$86,710	1.5%
Boston	\$79,211	\$80,308	\$83,465	\$84,627	\$85,121	0.6%
Seattle	\$73,105	\$79,787	\$79,636	\$82,514	\$84,114	1.9%
Sacramento	\$72,355	\$75,197	\$83,410	\$81,193	\$82,851	2.0%
San Diego	\$72,163	\$79,416	\$75,994	\$82,302	\$81,819	-0.6%
Austin, TX	n/a	n/a	\$76,605	\$81,833	\$81,503	-0.4%
Chicago	\$71,496	\$75,154	\$76,407	\$79,320	\$80,933	2.0%
Atlanta	\$73,684	\$72,323	\$74,822	\$78,036	\$78,914	1.1%
Phoenix	\$70,023	\$74,976	\$71,246	\$77,303	\$78,792	1.9%
Dallas/Ft. Worth	\$71,494	\$74,656	\$76,560	\$76,836	\$78,438	2.1%
Philadelphia	\$71,881	\$72,786	\$74,442	\$78,860	\$78,369	-0.6%
Denver	\$74,823	\$77,317	\$77,846	\$80,646	\$78,352	-2.8%
Portland, OR	n/a	n/a	\$71,182	\$77,801	\$75,472	-3.0%
St. Louis	n/a	n/a	\$64,715	\$72,819	\$74,012	1.6%
Detroit	\$64,154	\$67,080	\$67,271	\$73,327	\$69,853	-4.7%
Pittsburgh	n/a	n/a	\$58,221	\$65,135	\$65,560	0.7%

AVERAGE SALARY BY REGION

	2005-06	2006-07	2007-08	2008-09	2009-10	Previous Year % Change
Pacific (AK, CA, HI, OR, WA)	\$77,314	\$82,247	\$83,569	\$87,415	\$87,957	0.6%
New England (CT, ME, MA, NH, RI, VT)	\$75,514	\$77,467	\$79,585	\$82,126	\$83,560	1.7%
Mid. Atlantic (NJ, NY, PA)	\$71,393	\$74,199	\$76,236	\$80,321	\$80,314	0.0%
South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)	\$68,579	\$72,249	\$73,839	\$76,362	\$77,448	1.4%
Mountain (AZ, CO, ID, NM, MO, UT, NV, WY)	\$67,255	\$71,870	\$70,268	\$75,198	\$75,608	0.5%
South Central (AL, AR, KY, LA, MS, OK, TN, TX)	\$63,751	\$66,768	\$69,084	\$72,071	\$73,762	2.3%
North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)	\$63,240	\$66,472	\$68,013	\$71,096	\$72,779	2.4%

AVERAGE SALARY BY JOB TITLE

	2005-06	2006-07	2007-08	2008-09	2009-10	Previous Year % Change
IT Management (CEO, CIO, CTO, VP, Dir., Strategist, Architect)	\$102,326	\$106,272	\$107,830	\$111,998	\$114,874	2.6%
Information Architecture	n/a	n/a	n/a	n/a	\$105,247	n/a
Project Manager	\$93,009	\$96,475	\$101,292	\$103,424	\$103,437	0.0%
Software Engineer	\$78,807	\$83,524	\$84,122	\$90,031	\$91,342	1.5%
Database Administrator	\$81,301	\$85,441	\$85,092	\$89,742	\$91,283	1.7%
MIS Manager	\$82,824	\$82,510	\$88,934	\$93,318	\$89,741	-3.8%
Developer: Applications	\$73,636	\$78,037	\$79,421	\$84,672	\$86,663	2.4%
Security Analyst/Architect/Engineer	\$74,837	\$79,411	\$80,052	\$86,778	\$86,499	-0.3%
Business Analyst	\$77,158	\$82,288	\$84,101	\$85,933	\$85,306	-0.7%
Developer: Database	\$73,768	\$79,911	\$83,163	\$84,176	\$81,735	-2.9%
Technical Writer	\$68,125	\$73,094	\$73,133	\$73,762	\$75,028	1.7%
Programmer/Analyst	\$65,174	\$69,757	\$71,623	\$74,851	\$74,333	-0.7%
Quality Assurance (QA) Tester	\$64,486	\$68,280	\$68,952	\$69,128	\$72,911	5.5%
Network Engineer	\$65,122	\$67,202	\$68,391	\$72,496	\$72,609	0.2%
Systems Administrator	\$63,698	\$64,917	\$66,388	\$70,307	\$71,576	1.8%
Web Developer/Programmer	\$61,261	\$65,327	\$68,571	\$69,853	\$66,500	-4.8%
Technical Support	\$47,259	\$49,347	\$49,384	\$49,967	\$51,193	2.5%
Desktop Support Specialist	\$42,204	\$44,909	\$46,458	\$46,331	\$47,026	1.5%
Help Desk	\$37,397	\$39,430	\$41,154	\$41,959	\$39,774	-5.2%

AVERAGE SALARY FOR POPULAR SKILLS AND EXPERIENCE				
	2007-08	2008-09	2009-10	Previous Year % Change
ABAP - Advanced Business Application Programming	n/a	\$106,975	\$115,916	8.4%
SOA - Service Oriented Architecture	n/a	n/a	\$107,827	n/a
ETL - Extract, Transform and Load	\$96,559	\$102,364	\$105,844	3.4%
JBoss	\$92,518	\$98,111	\$101,869	3.8%
Informatica	n/a	\$101,337	\$101,580	0.2%
ERP - Enterprise Resource Planning	\$95,589	\$99,332	\$101,393	2.1%
SOAP - Simple Object Access Protocol	\$95,387	\$98,826	\$101,284	2.5%
Weblogic	\$89,599	\$97,577	\$100,313	2.8%
JDBC - Java Database Connectivity	\$89,645	\$96,710	\$100,134	3.5%
UML - Unified Modeling Language	\$90,221	\$96,735	\$100,045	3.4%
JD Edwards	n/a	n/a	\$99,622	n/a
SaaS - Software as a Service	n/a	n/a	\$99,162	n/a
SDLC	\$87,709	\$96,784	\$99,127	2.4%
Business Intelligence	\$94,317	\$101,585	\$98,745	-2.8%
Websphere	\$89,879	\$95,708	\$97,790	2.2%
JSP - Java Server Pages	\$87,843	\$94,406	\$97,623	3.4%
Sarbanes Oxley (SOX)	\$91,542	\$96,594	\$97,534	1.0%
Data Warehouse	\$93,200	\$99,323	\$97,484	-1.9%
ITIL - Information Technology Infrastructure Library	\$92,663	\$97,863	\$97,332	-0.5%
XSL - eXtensible Syle Language	\$89,064	\$92,004	\$97,055	5.5%
Solaris	\$90,321	\$96,548	\$96,672	0.1%
Siebel	\$90,833	\$92,849	\$96,094	3.5%
Korn Shell	\$90,948	\$98,517	\$96,013	-2.5%
Cognos	n/a	\$95,736	\$95,659	-0.1%
AIX	\$89,236	\$94,990	\$95,464	0.5%
HP-UX	\$89,982	\$96,638	\$95,302	-1.4%
Sybase	\$88,174	\$94,479	\$94,994	0.5%
TOAD - Tool for Application Developers	\$88,111	\$95,120	\$94,576	-0.6%
Change Management	\$89,252	\$94,186	\$94,259	0.1%
SAP	\$86,922	\$91,667	\$93,986	2.5%
CRM - Customer Relationship Management	\$88,921	\$92,291	\$93,552	1.4%
Oracle DB	\$86,624	\$91,252	\$93,341	2.3%
EMC	n/a	\$93,744	\$93,112	-0.7%
Tomcat	\$85,418	\$90,381	\$92,757	2.6%
Cloud Computing	n/a	n/a	\$92,663	n/a
DB2	\$85,367	\$90,305	\$92,501	2.4%
Java/J2EE	\$84,126	\$89,628	\$92,354	3.0%
MPLS - Multi Protocol Label Switching	n/a	\$88,849	\$91,932	3.5%
Visual C++	\$82,592	\$86,475	\$91,149	5.4%
Metro Ethernet	n/a	\$84,547	\$90,905	7.5%
PL/SQL	\$84,490	\$88,903	\$90,742	2.1%
Microsoft Project	\$85,885	\$89,753	\$90,687	1.0%
C	\$83,213	\$88,313	\$90,644	2.6%
NetApp	n/a	\$88,429	\$90,550	2.4%
Ruby on Rails	n/a	\$94,054	\$90,527	-3.8%
Perl	\$86,398	\$90,604	\$90,295	-0.3%
Oracle Application Server	\$84,816	\$89,411	\$89,879	0.5%
QA / Quality Assurance	\$84,050	\$88,624	\$89,809	1.3%
Peoplesoft	\$82,200	\$87,715	\$89,653	2.2%
C++	\$81,736	\$85,707	\$89,400	4.3%
Shell	\$86,752	\$88,956	\$89,049	0.1%
Disaster Recovery	\$83,881	\$87,881	\$88,934	1.2%
Ajax	\$83,132	\$85,049	\$88,791	4.4%
XML	\$83,664	\$86,485	\$88,652	2.5%

AVERAGE SALARY BY INDUSTRY

	2005-06	2006-07	2007-08	2008-09	2009-10	Previous Year % Change
Bank / Financial / Insurance	\$76,092	\$82,504	\$82,961	\$87,257	\$88,819	1.8%
Computer Software	\$74,730	\$77,582	\$79,756	\$84,094	\$84,392	0.4%
Government / Defense	\$69,078	\$75,086	\$77,187	\$79,843	\$83,353	4.4%
Telecommunications	\$72,430	\$78,003	\$77,312	\$81,006	\$80,825	-0.2%
Medical / Pharmaceutical	\$71,714	\$72,717	\$74,689	\$79,928	\$79,636	-0.4%
Internet Services	\$65,426	\$71,854	\$71,538	\$77,819	\$78,670	1.1%
Manufacturing	\$66,732	\$71,878	\$73,470	\$77,864	\$77,669	-0.3%
Computer Hardware	\$66,462	\$69,987	\$70,740	\$77,387	\$76,180	-1.6%
Retail / Mail Order / E-Commerce	\$55,909	\$63,830	\$66,782	\$68,394	\$65,651	-4.0%

AVERAGE SALARY BY EXPERIENCE

	2005-06	2006-07	2007-08	2008-09	2009-10	Previous Year % Change
Less than 1 year	\$37,471	\$42,414	\$41,457	\$44,645	\$43,371	-2.9%
1 - 2 years	\$41,229	\$46,935	\$47,648	\$49,802	\$49,284	-1.0%
3 - 5 years	\$52,363	\$55,922	\$58,037	\$58,651	\$56,462	-3.7%
6 - 10 years	\$68,355	\$72,707	\$73,449	\$74,068	\$71,954	-2.9%
11 - 14 years	\$80,933	\$83,907	\$86,426	\$87,279	\$85,473	-2.1%
More than 15 years	\$86,332	\$90,125	\$93,107	\$96,467	\$94,048	-2.5%

AVERAGE SALARY BY COMPANY SIZE

	2007-08	2008-09	2009-10	Previous Year % Change
Less than 50 employees	\$62,853	\$68,234	\$68,560	0.5%
50 - 99 employees	\$67,176	\$70,192	\$71,936	2.5%
100 - 499 employees	\$69,479	\$74,735	\$74,752	0.0%
500 - 999 employees	\$73,462	\$75,187	\$76,507	1.8%
1,000 - 4,999 employees	\$77,486	\$79,103	\$81,953	3.6%
5,000 or more employees	\$83,053	\$86,777	\$87,489	0.8%

AVERAGE SALARY BY EDUCATION LEVEL

	2005-06	2006-07	2007-08	2008-09	2009-10	Previous Year % Change
High School	\$58,499	\$61,243	\$60,912	\$66,222	\$65,127	-1.7%
Military	\$55,508	\$64,476	\$63,495	\$68,011	\$65,398	-3.8%
Vocational/Tech School	\$50,231	\$53,560	\$55,785	\$58,261	\$58,941	1.2%
Some College	\$61,141	\$64,148	\$65,138	\$69,947	\$69,802	-0.2%
College Graduate (4-Year)	\$69,887	\$73,676	\$74,842	\$77,704	\$79,152	1.9%
Master's Degree	\$81,699	\$85,137	\$87,507	\$92,445	\$91,940	-0.5%
Doctoral Degree	\$88,693	\$93,480	\$94,763	\$105,766	\$103,286	-2.3%

About Dice

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