

2010-11 Tech Salary Survey Results



Tech Workers Feel “Infinite Loop” as Wages Remain Flat

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Tech workers feel 'infinite loop' as wages remain flat

Technology professionals endured a second straight year of nearly flat salaries, according to Dice's 2010-11 Annual Salary Survey. Tech workers, on average, garnered salary increases of about one percent (0.7%) to \$79,384 from \$78,845 in 2009, after receiving a similar increase the previous year.

Despite the marginal increase, there are glimmers of the business recovery within the study. Nearly half of those surveyed (49%) received a salary increase in 2010 compared to just 36% who saw raises in the previous year. And more technology professionals received bonuses: 29% compared with 24% of respondents in 2009.

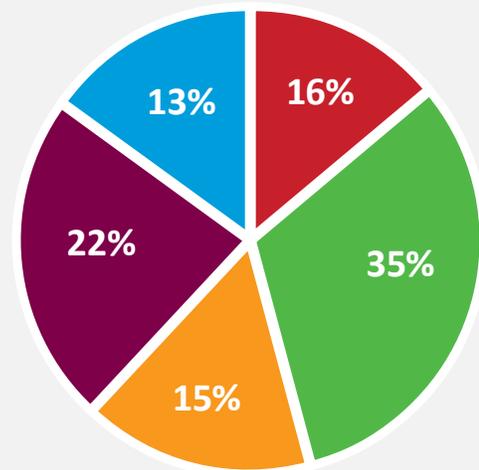
Tech professionals expressed slightly more satisfaction over pay than last year, with 50% "somewhat" or "very satisfied," an increase from 46% of respondents who felt that way last year. Still, nearly four out of ten technology professionals anticipate they could make more money if they change employers in 2011. Those professionals (24%) who felt switching employers would not increase their pay earned, on average, nearly \$13,000 more than those who anticipate finding higher salaries elsewhere.

"Companies can no longer get away with paltry salary increases for their technology staffs based on the demand we are seeing for talent," said Tom Silver, Senior Vice President, North America at Dice. "The moderate increases in satisfaction levels indicate that tech professionals' concerns are being heard by some companies, but certainly not all. Retention is the key to driving additional contributions to the business from technology staffs. Employers that are reluctant to increase compensation or step-up retention efforts will likely pay for their unsatisfactory ways."

Has your yearly income changed from one year ago?

	2009-10	2010-11
Increased	36%	49%
Decreased	27%	16%
No Change	38%	35%

Tech salary satisfaction 2010-11



Very Satisfied
Avg. Salary \$94,572

Somewhat Satisfied
Avg. Salary \$85,620

**Neither Satisfied
Nor Dissatisfied**
Avg. Salary \$77,169

Somewhat Dissatisfied
Avg. Salary \$71,977

Very Dissatisfied
Avg. Salary \$58,990

Notwithstanding the hopeful signs in the study, it appears wages have been reset lower for technology professionals who are entering the field. For the second straight year, the average salaries of technology professionals with less than two years' experience have declined, and are 6% below their peak average wages in 2008.

Average salary by experience

	2006-07	2007-08	2008-09	2009-10	2010-11	Previous Year % Change
Less than 1 year	\$42,414	\$41,457	\$44,645	\$43,371	\$41,996	-3.2%
1 - 2 years	\$46,935	\$47,648	\$49,802	\$49,284	\$46,720	-5.2%
3 - 5 years	\$55,922	\$58,037	\$58,651	\$56,462	\$57,313	1.5%
6 - 10 years	\$72,707	\$73,449	\$74,068	\$71,954	\$72,458	0.7%
11 - 14 years	\$83,907	\$86,426	\$87,279	\$85,473	\$86,211	0.9%
More than 15 years	\$90,125	\$93,107	\$96,467	\$94,048	\$95,399	1.4%

There are two clear cut paths for technology professionals to earn more money: working for a larger company and/or continuing to add expertise and skills. First, technology professionals on average earned \$88,075 working for companies in excess of 5,000 employees, while the smallest companies (50 or fewer employees) paid on average \$69,658 to their technology workers. As for skills, those with annual wages of \$100,000 or more were technology professionals with experience in ABAP – Advanced Business Application Programming (\$105,887), Informatica (\$101,898), ETL – Extract Transform and Load (\$100,983) and SOA – Service Oriented Architecture (\$101,827).

Average salary by company size

	2007-08	2008-09	2009-10	2010-11	Previous Year % Change
Less than 50 employees	\$62,853	\$68,234	\$68,560	\$69,658	1.6%
50 - 99 employees	\$67,176	\$70,192	\$71,936	\$71,264	-0.9%
100 - 499 employees	\$69,479	\$74,735	\$74,752	\$74,906	0.2%
500 - 999 employees	\$73,462	\$75,187	\$76,507	\$77,433	1.2%
1,000 - 4,999 employees	\$77,486	\$79,103	\$81,953	\$81,203	-0.9%
5,000 or more employees	\$83,053	\$86,777	\$87,489	\$88,075	0.7%

Most popular skills and average wages

By analyzing the frequency skills appear in job postings on Dice, a core set of skills emerges for technology professionals.

Currently, Oracle experience is requested in more than 15,000 job postings on any given day or nearly a quarter of all job postings on Dice. Demand for that top requested skill is up 57% year/year. The national average salary for technology professionals with experience in Oracle Database is \$90,914 and for Oracle Application Server is \$88,063.

Following Oracle, J2EE/Java (14,700 job postings, up 50% year/year) and C, C++, C# (14,100 job postings, up 46% year/year) are the most frequently requested skills. Technology professionals proficient in J2EE/Java earn on average \$91,060, while programmers specializing in the C languages earn between \$85,500 and \$90,350 on average.

The average salary for Project Managers is \$100,143, but companies request project management experience in wide variety of job postings (12,500, up 50% year/year) making solid project management skills a must.

Rounding out the top five is SQL (11,900, up 47% year/year), the programming language, with an average salary of \$84,375.



Average salary by employment type

	2006-07	2007-08	2008-09	2009-10	2010-11	Previous Year % Change
U.S. Average	\$73,308	\$74,570	\$78,035	\$78,845	\$79,384	0.7%
Full-Time Workers	\$70,777	\$72,003	\$75,916	\$76,784	\$77,361	0.8%
Consultant	\$89,718	\$93,017	\$97,992	\$98,964	\$98,266	-0.7%
Consultant (Base Rate Per Hour)	\$56.99	\$59.08	\$62.34	\$61.56	\$61.11	-0.7%

Raises return to Silicon Valley

After a slip in average salaries last year, paychecks for technology talent in Silicon Valley increased 3% to an average salary of \$99,028. In addition, 35% of Valley respondents received a bonus in 2010, as compared to just 26% in 2009.

The steps employers are taking on compensation are sparking higher levels of satisfaction. More than half (52%) of Silicon Valley tech pros reported they are satisfied with their salaries, as compared to 46% who were satisfied last year. That gain comes directly from previously dissatisfied technology professionals which fell from 37% in 2009 to 31% currently.

“The revival of employment demand for technology professionals started about this time last year in Silicon Valley. Very quickly, companies are facing higher compensation costs, retention troubles, and shortages in certain skill-sets,” said Alice Hill, Managing Director of Dice.com. “This experience provides a roadmap for employers outside of Silicon Valley, because demand is strengthening across the country for tech talent.”

Average salaries in New York (\$87,298) and the Washington D.C./Baltimore corridor (\$89,149) inched higher year/year, while average salaries in Atlanta (\$82,944) and Philadelphia (\$81,986) jumped 5% year/year – the strongest performance in any of the top 10 metropolitan markets. Two markets showed declines in average technology salaries, Los Angeles dropped 4% to \$84,551 and in Chicago average technology salaries declined 1% to \$79,933.

Average salary by metro area

	2006-07	2007-08	2008-09	2009-10	2010-11	Previous Year % Change
Silicon Valley	\$90,310	\$93,876	\$97,259	\$96,299	\$99,028	2.8%
Washington D.C./Baltimore	\$79,911	\$81,750	\$85,354	\$89,014	\$89,149	0.2%
New York	\$80,006	\$80,770	\$85,452	\$86,710	\$87,298	0.7%
Boston	\$80,308	\$83,465	\$84,627	\$85,121	\$86,782	2.0%
Seattle	\$79,787	\$79,636	\$82,514	\$84,114	\$86,168	2.4%
San Diego	\$79,416	\$75,994	\$82,302	\$81,819	\$85,617	4.6%
Los Angeles	\$79,583	\$81,039	\$86,766	\$88,141	\$84,551	-4.1%
Houston	\$71,526	\$72,733	\$75,199	\$82,499	\$83,625	1.4%
Denver	\$77,317	\$77,846	\$80,646	\$78,352	\$83,168	6.1%
Atlanta	\$72,323	\$74,822	\$78,036	\$78,914	\$82,944	5.1%
Charlotte	n/a	\$70,985	\$81,426	\$76,341	\$82,825	8.5%
Sacramento	\$75,197	\$83,410	\$81,193	\$82,851	\$82,237	-0.7%
Philadelphia	\$72,786	\$74,442	\$78,860	\$78,369	\$81,986	4.6%
Dallas/Ft. Worth	\$74,656	\$76,560	\$76,836	\$78,438	\$81,579	4.0%
Hartford	\$71,796	\$73,372	\$77,584	\$83,997	\$81,172	-3.4%
Chicago	\$75,154	\$76,407	\$79,320	\$80,933	\$79,933	-1.2%
Austin, TX	n/a	\$76,605	\$81,833	\$81,503	\$79,375	-2.6%
Raleigh	n/a	\$68,101	\$70,023	\$74,059	\$77,825	5.1%
Phoenix	\$74,976	\$71,246	\$77,303	\$78,792	\$77,141	-2.1%
Columbus, OH	n/a	\$64,045	\$69,260	\$76,571	\$74,615	-2.6%
Portland, OR	n/a	\$71,182	\$77,801	\$75,472	\$73,096	-3.1%
St. Louis	n/a	\$64,715	\$72,819	\$74,012	\$71,539	-3.3%
Detroit	\$67,080	\$67,271	\$73,327	\$69,853	\$71,445	2.3%

Average salary by region

	2006-07	2007-08	2008-09	2009-10	2010-11	Previous Year % Change
Pacific (AK, CA, HI, OR, WA)	\$82,247	\$83,569	\$87,415	\$87,957	\$88,208	0.3%
New England (CT, ME, MA, NH, RI, VT)	\$77,467	\$79,585	\$82,126	\$83,560	\$83,194	-0.4%
Mid. Atlantic (NJ, NY, PA)	\$74,199	\$76,236	\$80,321	\$80,314	\$82,003	2.1%
South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)	\$72,249	\$73,839	\$76,362	\$77,448	\$79,150	2.2%
Mountain (AZ, CO, ID, MT, NM, NV, UT, WY)	\$71,870	\$70,268	\$75,198	\$75,608	\$76,005	0.5%
South Central (AL, AR, KY, LA, MS, OK, TN, TX)	\$66,768	\$69,084	\$72,071	\$73,762	\$73,951	0.3%
North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)	\$66,472	\$68,013	\$71,096	\$72,779	\$72,578	-0.3%

Dice Salary Survey methodology

The Dice Salary Survey was administered online with 19,798 employed technology professionals from the Dice community responding between August 31 and November 15, 2010. Respondents were invited to participate in the survey through a notification on the Dice home page, and registered technology professionals 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 job title

	2006-07	2007-08	2008-09	2009-10	2010-11	Previous Year % Change
IT Mgmt. (CEO, CIO, CTO, VP, Dir., Strategist, Arch.)	\$106,272	\$107,830	\$111,998	\$114,874	\$112,386	-2.2%
Information Architecture	n/a	n/a	n/a	\$105,247	\$111,098	5.6%
Project Manager	\$96,475	\$101,292	\$103,424	\$103,437	\$100,143	-3.2%
Security Analyst/Architect/Engineer	\$79,411	\$80,052	\$86,778	\$86,499	\$89,620	3.6%
Software Engineer	\$83,524	\$84,122	\$90,031	\$91,342	\$89,419	-2.1%
MIS Manager	\$82,510	\$88,934	\$93,318	\$89,741	\$89,142	-0.7%
Database Administrator	\$85,441	\$85,092	\$89,742	\$91,283	\$88,443	-3.1%
Business Analyst	\$82,288	\$84,101	\$85,933	\$85,306	\$87,055	2.1%
Developer: Database	\$79,911	\$83,163	\$84,176	\$81,735	\$85,218	4.3%
Developer: Applications	\$78,037	\$79,421	\$84,672	\$86,663	\$85,075	-1.8%
Programmer/Analyst	\$69,757	\$71,623	\$74,851	\$74,333	\$75,427	1.5%
Quality Assurance (QA) Tester	\$68,280	\$68,952	\$69,128	\$72,911	\$72,542	-0.5%
Technical Writer	\$73,094	\$73,133	\$73,762	\$75,028	\$72,512	-3.4%
Network Engineer	\$67,202	\$68,391	\$72,496	\$72,609	\$70,681	-2.7%
Web Developer/Programmer	\$65,327	\$68,571	\$69,853	\$66,500	\$69,621	4.7%
Systems Administrator	\$64,917	\$66,388	\$70,307	\$71,576	\$69,311	-3.2%
Network Manager	\$62,225	\$64,638	\$67,820	\$60,791	\$60,134	-1.1%
Technical Support	\$49,347	\$49,384	\$49,967	\$51,193	\$50,318	-1.7%
Desktop Support Specialist	\$44,909	\$46,458	\$46,331	\$47,026	\$48,247	2.6%
Help Desk	\$39,430	\$41,154	\$41,959	\$39,774	\$40,102	0.8%
PC Technician	\$36,848	\$36,974	\$39,706	\$36,042	\$38,973	8.1%

Average salary by industry

	2006-07	2007-08	2008-09	2009-10	2010-11	Previous Year % Change
Bank/Financial/Insurance	\$82,504	\$82,961	\$87,257	\$88,819	\$88,553	-0.3%
Medical/Pharmaceutical	\$72,717	\$74,689	\$79,928	\$79,636	\$85,244	7.0%
Computer Software	\$77,582	\$79,756	\$84,094	\$84,392	\$83,724	-0.8%
Government/Defense	\$75,086	\$77,187	\$79,843	\$83,353	\$83,292	-0.1%
Telecommunications	\$78,003	\$77,312	\$81,006	\$80,825	\$82,420	2.0%
Internet Services	\$71,854	\$71,538	\$77,819	\$78,670	\$76,898	-2.3%
Computer Hardware	\$69,987	\$70,740	\$77,387	\$76,180	\$75,426	-1.0%
Retail/Mail Order/E-Commerce	\$63,830	\$66,782	\$68,394	\$65,651	\$75,047	14.3%
Manufacturing	\$71,878	\$73,470	\$77,864	\$77,669	\$74,900	-3.6%

Average salary for popular skills and experience

	2007-08	2008-09	2009-10	2010-11	Previous Year % Change
ABAP - Advanced Business Application Programming	n/a	\$106,975	\$115,916	\$105,887	-8.7%
Informatica	n/a	\$101,337	\$101,580	\$101,898	0.3%
SOA - Service Oriented Architecture	n/a	n/a	\$107,827	\$101,827	-5.6%
ETL - Extract Transform and Load	\$96,559	\$102,364	\$105,844	\$100,983	-4.6%
Weblogic	\$89,599	\$97,577	\$100,313	\$98,403	-1.9%
JDBC - Java Database Connectivity	\$89,645	\$96,710	\$100,134	\$98,100	-2.0%
SOAP - Simple Object Access Protocol	\$95,387	\$98,826	\$101,284	\$97,929	-3.3%
JBoss	\$92,518	\$98,111	\$101,869	\$96,916	-4.9%
Korn Shell	\$90,948	\$98,517	\$96,013	\$96,886	0.9%
Data Warehouse	\$93,200	\$99,323	\$97,484	\$96,613	-0.9%
UML - Unified Modeling Language	\$90,221	\$96,735	\$100,045	\$96,538	-3.5%
Business Intelligence	\$94,317	\$101,585	\$98,745	\$95,999	-2.8%
SOX - Sarbanes Oxley	\$91,542	\$96,594	\$97,534	\$95,439	-2.1%
ERP - Enterprise Resource Planning	\$95,589	\$99,332	\$101,393	\$95,286	-6.0%
Solaris	\$90,321	\$96,548	\$96,672	\$94,429	-2.3%
XSL - eXtensible Style Language	\$89,064	\$92,004	\$97,055	\$94,423	-2.7%
TOAD - Tool for Application Developers	\$88,111	\$95,120	\$94,576	\$94,400	-0.2%
Perl	\$86,398	\$90,604	\$90,295	\$94,210	4.3%
Software as a Service (SaaS)	n/a	n/a	\$99,162	\$94,188	-5.0%
Websphere	\$89,879	\$95,708	\$97,790	\$94,163	-3.7%
JSP - Java Server Pages	\$87,843	\$94,406	\$97,623	\$93,813	-3.9%
SDLC	\$87,709	\$96,784	\$99,127	\$93,757	-5.4%
AIX	\$89,236	\$94,990	\$95,464	\$93,684	-1.9%
ITIL - Information Technology Infrastructure Library	\$92,663	\$97,863	\$97,332	\$93,118	-4.3%
Sybase	\$88,174	\$94,479	\$94,994	\$92,855	-2.3%
HP-UX	\$89,982	\$96,638	\$95,302	\$92,662	-2.8%
FCoE - Fibre Channel over Ethernet	n/a	n/a	\$90,697	\$92,494	2.0%
JD Edwards	n/a	n/a	\$99,622	\$91,786	-7.9%
Change Management	\$89,252	\$94,186	\$94,259	\$91,263	-3.2%
EMC	n/a	\$93,744	\$93,112	\$91,079	-2.2%
Java/J2EE	\$84,126	\$89,628	\$92,354	\$91,060	-1.4%
Oracle DB	\$86,624	\$91,252	\$93,341	\$90,914	-2.6%
C	\$83,213	\$88,313	\$90,644	\$90,346	-0.3%
Python	n/a	\$85,825	\$84,195	\$90,208	7.1%
Tomcat	\$85,418	\$90,381	\$92,757	\$89,989	-3.0%
Ruby on Rails	n/a	\$94,054	\$90,527	\$89,973	-0.6%
Unified Communications	n/a	\$91,339	\$88,543	\$89,862	1.5%
Siebel	\$90,833	\$92,849	\$96,094	\$89,851	-6.5%
PL/SQL	\$84,490	\$88,903	\$90,742	\$89,742	-1.1%
MPLS - Multi Protocol Label Switching	n/a	\$88,849	\$91,932	\$89,476	-2.7%
Telepresence	n/a	\$86,507	\$88,285	\$89,217	1.1%
DB2	\$85,367	\$90,305	\$92,501	\$89,159	-3.6%
Cloud Computing	n/a	n/a	\$92,663	\$88,995	-4.0%
Shell	\$86,752	\$88,956	\$89,049	\$88,918	-0.1%
Microsoft Project	\$85,885	\$89,753	\$90,687	\$88,816	-2.1%
Visual C++	\$82,592	\$86,475	\$91,149	\$88,227	-3.2%
Red Hat	\$82,675	\$86,489	\$87,095	\$88,223	1.3%

Average salary for popular skills and experience (continued)

	2007-08	2008-09	2009-10	2010-11	Previous Year % Change
Oracle Application Server	\$84,816	\$89,411	\$89,879	\$88,063	-2.0%
NetApp	n/a	\$88,429	\$90,550	\$87,920	-2.9%
Cognos	n/a	\$95,736	\$95,659	\$87,383	-8.7%
SAP	\$86,922	\$91,667	\$93,986	\$87,350	-7.1%
Fibre Channel	n/a	\$88,127	\$87,013	\$87,161	0.2%
XML - eXtensible Markup Language	\$83,664	\$86,485	\$88,652	\$87,022	-1.8%
C++	\$81,736	\$85,707	\$89,400	\$86,648	-3.1%
QA / Quality Assurance	\$84,050	\$88,624	\$89,809	\$86,456	-3.7%
COBOL	\$82,686	\$87,579	\$86,355	\$85,847	-0.6%
JCL - Job Control Language	\$83,289	\$86,034	\$84,851	\$85,797	1.1%
CICS - Customer Information Control System	\$81,241	\$88,493	\$85,454	\$85,581	0.1%
C#	\$82,850	\$85,597	\$87,587	\$85,501	-2.4%
Disaster Recovery	\$83,881	\$87,881	\$88,934	\$85,460	-3.9%
SUSE	\$81,501	\$85,264	\$85,947	\$85,032	-1.1%
AJAX	\$83,132	\$85,049	\$88,791	\$85,016	-4.3%
DHTML	\$78,332	\$83,122	\$82,505	\$85,008	3.0%
SharePoint / Frontpage	\$70,797	\$82,435	\$84,776	\$84,747	0.0%
TSO/ISPF	\$80,611	\$87,809	\$86,113	\$84,503	-1.9%
SQL	\$81,505	\$84,709	\$86,157	\$84,375	-2.1%
Metro Ethernet	n/a	\$84,547	\$90,905	\$84,100	-7.5%
SAN - Storage Area Network	n/a	\$85,454	\$87,237	\$83,956	-3.8%
ColdFusion	n/a	n/a	\$84,200	\$83,346	-1.0%
.net	\$79,242	\$82,794	\$84,586	\$83,288	-1.5%
ASP.net	\$80,296	\$83,366	\$85,072	\$83,268	-2.1%
Apache	\$80,641	\$84,971	\$85,136	\$83,012	-2.5%
Mainframes	\$79,092	\$84,136	\$82,809	\$82,680	-0.2%
ASP - Active Server Page	\$79,074	\$82,890	\$81,284	\$82,670	1.7%
SAS	\$84,653	\$88,225	\$85,370	\$82,157	-3.8%
Application Delivery	n/a	\$80,003	\$81,112	\$81,952	1.0%
QoS - Quality of Service	n/a	\$83,490	\$85,268	\$81,813	-4.1%
Xen	n/a	\$87,195	\$85,924	\$81,713	-4.9%
IDS / IPS	n/a	\$82,362	\$85,259	\$81,686	-4.2%
Virtualization	n/a	\$84,942	\$84,777	\$81,611	-3.7%
JavaScript	\$77,480	\$81,646	\$82,532	\$81,576	-1.2%
Security Clearance	\$77,965	\$80,990	\$82,073	\$81,419	-0.8%
Peoplesoft	\$82,200	\$87,715	\$89,653	\$81,395	-9.2%
Juniper	n/a	\$84,160	\$84,112	\$81,373	-3.3%
Optical	n/a	\$79,109	\$82,611	\$81,312	-1.6%
SQL Server	\$77,722	\$82,046	\$82,123	\$80,773	-1.6%
SIP - Session Initiation Protocol	n/a	\$87,813	\$84,659	\$80,635	-4.8%
iSCSI - Internet SCSI	n/a	\$83,137	\$82,718	\$80,364	-2.8%
IIS - Internet Information Server	\$77,593	\$81,735	\$82,785	\$80,042	-3.3%
Crystal Reports	\$78,316	\$82,169	\$82,296	\$79,959	-2.8%
Visual Basic.net	\$77,366	\$80,764	\$81,049	\$79,646	-1.7%
MySQL	\$75,485	\$78,533	\$79,548	\$79,629	0.1%
VMware	n/a	\$80,590	\$82,273	\$79,199	-3.7%
Other Linux	\$74,631	\$77,752	\$78,974	\$78,728	-0.3%

Average salary by education level

	2006-07	2007-08	2008-09	2009-10	2010-11	Previous Year % Change
High School	\$61,243	\$60,912	\$66,222	\$65,127	\$66,940	2.8%
Military	\$64,476	\$63,495	\$68,011	\$65,398	\$68,192	4.3%
Vocational/Tech School	\$53,560	\$55,785	\$58,261	\$58,941	\$60,116	2.0%
Some College	\$64,148	\$65,138	\$69,947	\$69,802	\$69,927	0.2%
College Graduate (4-Year)	\$73,676	\$74,842	\$77,704	\$79,152	\$78,788	-0.5%
Master's Degree	\$85,137	\$87,507	\$92,445	\$91,940	\$93,465	1.7%
Doctoral Degree	\$93,480	\$94,763	\$105,766	\$103,286	\$100,120	-3.1%

Did you receive a bonus in 2010?

		Avg. Salary
Yes	29%	\$89,495
No	71%	\$75,261

For 2011, what's the biggest concern you have about your career?

Finding an Appropriate New Position for My Skill Set	19%
Position Elimination	16%
Keeping Skills Up-to-Date / Being Valuable to Employer	14%
Increased Workload	11%
Lower Salary Increases / Lower Billing Rates	11%
No Concerns at this Time	11%
Cancelled Projects / Fewer Projects	8%
Increased Outsourcing	5%
Position Relocation	2%
Other	3%

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