Dice Tech Salary Survey

Tech professionals enjoy **biggest pay raise in a decade**

2012 ▲ 5.3%

2007 ▲ 1.7%
2006 ▲ 5.2%
2005 ▲ 2.8%
2004 ▼ 2.3%

2011 ▲ 2.4%
2010 ▲ 0.7%
2009 ▲ 1.0%
2008 ▲ 4.6%

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Contents

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It's a real number:
Tech professionals enjoy biggest pay raise in a decade

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
	$69,400	$67,800	$69,700	$73,308	$74,570	$78,035	$78,845	$79,384	$81,327	$85,619
YR/YR CHANGE		-2.3%	2.8%	5.2%	1.7%	4.6%	1.0%	0.7%	2.4%	5.3%
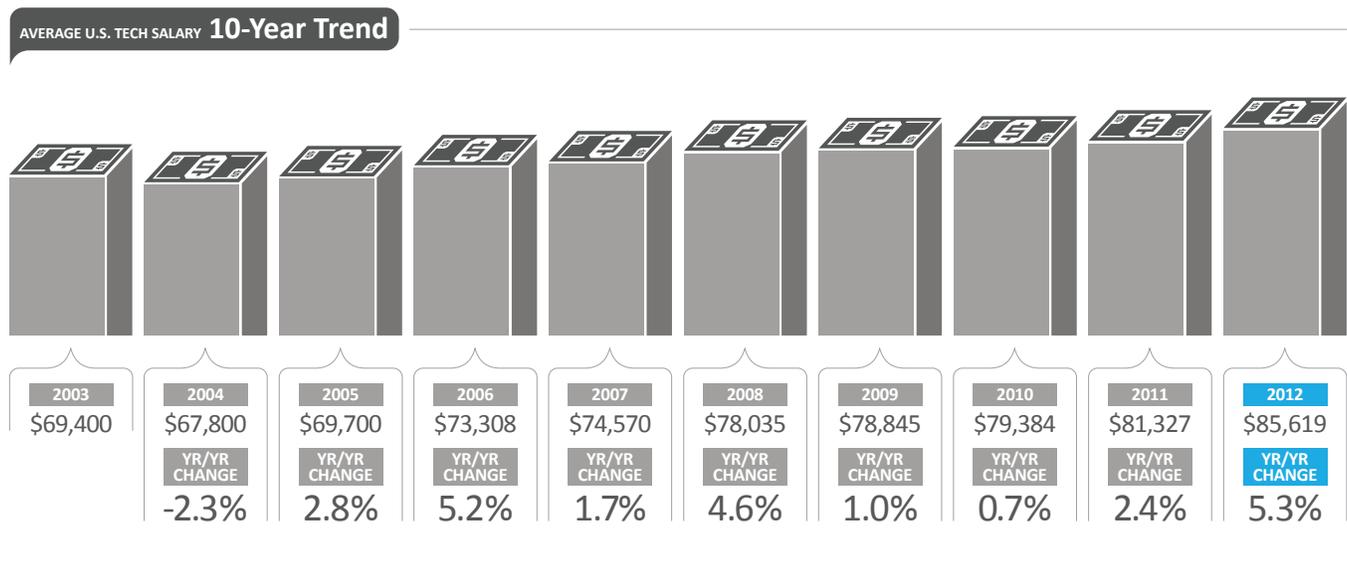
Technology salaries in the U.S. saw the biggest jump in more than a decade, according to the latest Dice Salary Survey. Tech professionals earned a greater than 5% increase in average annual wages to $85,619, up from $81,327 in 2011.

The increase in wages comes at a time when the vast majority of tech professionals (64%) are confident they could find a favorable new position in 2013 and when employers are stepping up to the plate to retain and motivate staff with more interesting or challenging assignments, increased compensation and the ability to telecommute, according to respondents.

"Employers are recognizing and adjusting to the reality of a tight market," said Scot Melland, Chairman, President and CEO of Dice Holdings, Inc. "The fact is you either pay to recruit or pay to retain and these days, at least for technology teams, companies are doing both."

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> — **Scot Melland,**
> Chairman, President & CEO
> Dice Holdings, Inc.

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U.S. Average
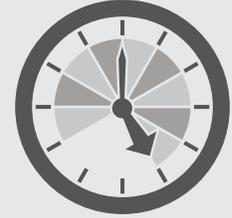2012 $85,619
YR/YR CHANGE 5.3%

Full-Time Workers
2012 $83,370
YR/YR CHANGE 5.1%

Consultant
2012 $103,977
YR/YR CHANGE 2.2%

Consultant (Base Rate Per Hour)
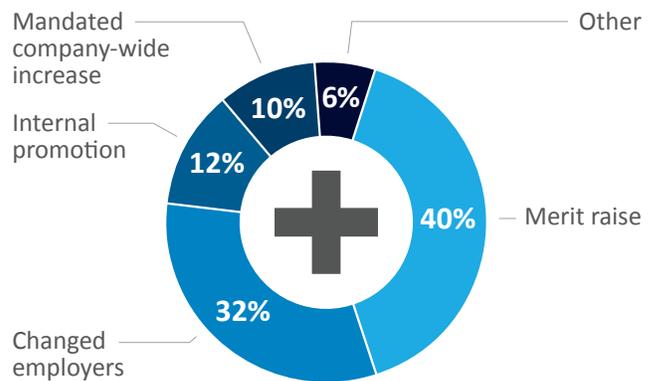2012 $62.61
YR/YR CHANGE 0.1%

An increase in compensation was reported by 59% of survey respondents, while 31% reported no change, and 10% reported a salary decrease. Among those with an increase in pay, merit raise was cited as the most common reason at 40%. The majority of tech professionals (57%) who experienced a salary decline said it was due to changing employers.

After a considerable jump last year in both size and frequency, average bonuses were down a touch to $8,636 from $8,769 in the previous year; however, slightly more tech professionals 33% vs. 32% received the extra payout in 2012.

"In the early stages of the recovery, companies were staying flexible by using performance pay to reward their top performers," added Melland. "Now, companies are writing the checks that will stick. With a 3.8% tech unemployment rate, no one wants to lose talent."

In fact, tech professionals just starting out, those with two years or less experience, earned their first year/year increase (8%) to $46,315 in three years. And, there was a milestone at the other end of the spectrum. Average salaries for tech professionals with at least 15 years of experience topped six-figures for the first time, growing 4% year/year to $103,012.

REASONS FOR **Salary Increases**

Mandated company-wide increase — 10%
Internal promotion — 12%
Other — 6%
Merit raise — 40%
Changed employers — 32%

REASONS FOR **Salary Decreases**

Changed jobs within same company — 4%
Mandated company-wide decrease — 12%
Changed employers — 57%
Other — 27%

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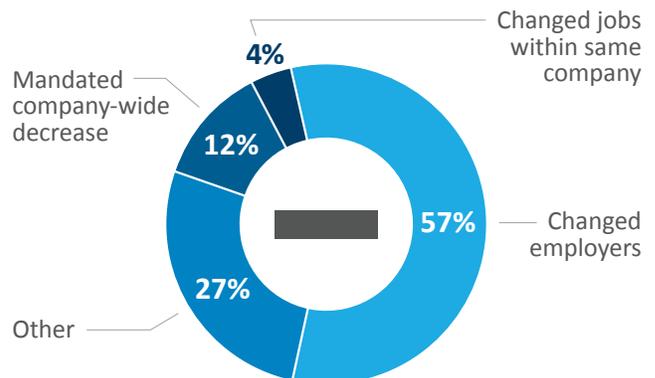
Bonuses

Did You Receive a Bonus?

YES 33%

2012 BONUS $8,636

YR/YR CHANGE -2.0%

NO 67%

Top 10 Bonus Earning Titles

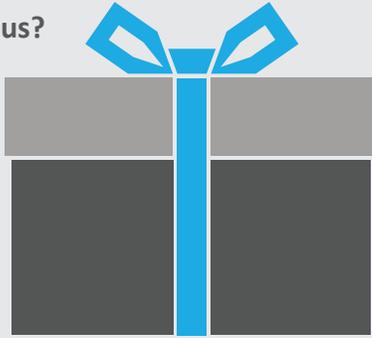|	TITLE	AVG. BONUS
1	IT Management (CEO, CIO, CTO, VP, Di)	$ 17,666
2	Database Administrator	$ 12,186
3	Systems Architect	$ 11,060
4	IT Management (Strategist or Architect)	$ 11,019
5	Technical Recruiter	$ 9,725
6	Project Manager	$ 9,328
7	MIS Manager	$ 8,835
8	Software Engineer	$ 7,333
9	Developer: Applications	$ 7,275
10	Business Analyst	$ 6,872

Double-Digit Debuts

While Silicon Valley is still the only market where tech professionals average six-figure salaries ($101,278), seven markets saw double-digit increases in average tech salaries year/year – the most ever registered by the Dice Salary Survey.
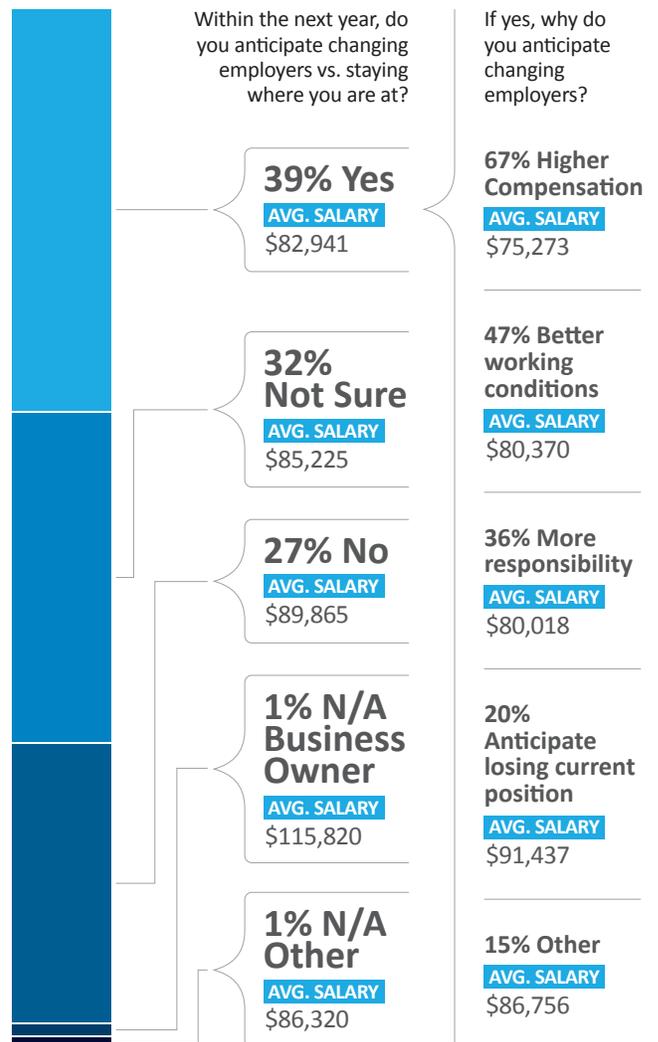
Leading the surge with an 18% year/year increase to $76,207 are Pittsburgh-based tech professionals, followed by San Diego ($97,328) and St. Louis ($81,245) each garnering 13% year/year increases. Phoenix ($83,607) and Cleveland ($75,773) had strong gains, up 12% and 11% year/year, respectively. Rounding out the double-digit debuts is Orlando ($81,583) and Milwaukee ($81,670), both up roughly 10% year/year.

"This recovery has been particularly hard for employers in non-traditional tech markets if they want to grow their staff," said Melland. "With mobility down, the pool of available talent isn't as deep which pushes salaries up and makes companies scramble to come up with creative solutions."

The top 10 market with the greatest year/year increase: Boston, up 7% to $94,742. That just edged out Atlanta where tech salaries average $87,556 and Los Angeles with a 6% gain to $92,498.

➕ For additional market information, an interactive map of average U.S. tech salaries for the 48 continuous states and key metropolitan areas is provided on Dice at: **dice.com/salarymap**

Changing Employers

Within the next year, do you anticipate changing employers vs. staying where you are at?

39% Yes
AVG. SALARY
$82,941

32% Not Sure
AVG. SALARY
$85,225

27% No
AVG. SALARY
$89,865

1% N/A Business Owner
AVG. SALARY
$115,820

1% N/A Other
AVG. SALARY
$86,320

If yes, why do you anticipate changing employers?

67% Higher Compensation
AVG. SALARY
$75,273

47% Better working conditions
AVG. SALARY
$80,370

36% More responsibility
AVG. SALARY
$80,018

20% Anticipate losing current position
AVG. SALARY
$91,437

15% Other
AVG. SALARY
$86,756

1 Silicon Valley

2012 $101,278
YR/YR CHANGE -2.8%

2 Baltimore/ Washington D.C.

2012 $97,895
YR/YR CHANGE 3.8%

3 San Diego

2012 $97,328
YR/YR CHANGE 13.4%

4 Boston

2012 $94,742
YR/YR CHANGE 6.9%

5 Seattle

2012 $94,335
YR/YR CHANGE 4.4%

AVERAGE SALARY BY Metro

	METRO	2012	YR/YR CHANGE		METRO	2012	YR/YR CHANGE		METRO	2012	YR/YR CHANGE
6	Houston	$94,186	5.5%	15	Charlotte	$86,314	1.8%	24	Orlando	$81,583	10.1%
7	Los Angeles	$92,498	6.1%	16	Dallas/Ft. Worth	$86,136	1.8%	25	St. Louis	$81,245	13.3%
8	Denver	$90,430	4.4%	17	Philadelphia	$85,672	5.7%	26	Miami	$80,655	3.5%
9	Sacramento	$90,127	3.5%	18	Hartford	$85,130	-3.9%	27	Tampa	$78,104	7.3%
10	Austin, TX	$89,680	0.3%	19	Chicago	$85,098	1.3%	28	Kansas City	$77,249	2.5%
11	New York	$89,669	-0.4%	20	Raleigh	$83,613	4.7%	29	Detroit	$76,515	7.1%
12	Portland, OR	$89,291	8.8%	21	Phoenix	$83,607	11.5%	30	Pittsburgh	$76,207	18.1%
13	Minneapolis	$88,375	9.4%	22	Columbus	$82,831	8.2%	31	Cincinnati	$75,841	5.9%
14	Atlanta	$87,556	6.5%	23	Milwaukee	$81,670	9.7%	32	Cleveland	$75,773	10.6%

AVERAGE SALARY BY Region

	REGION	2012	YR/YR CHANGE
1	**Pacific** (AK, CA, HI, OR, WA)	$94,596	3.8%
2	**New England** (CT, ME, MA, NH, RI, VT)	$90,409	4.7%
3	**Mid. Atlantic** (NJ, NY, PA)	$85,168	3.9%
4	**South Atlantic** (DC, DE, FL, GA, MD, NC, SC, VA, WV)	$87,597	6.9%
5	**Mountain** (AZ, CO, ID, NM, MO, UT, NV, WY)	$84,085	7.4%
6	**South Central** (AL, AR, KY, LA, MS, OK, TN, TX)	$80,381	3.4%
7	**North Central** (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)	$79,221	7.4%
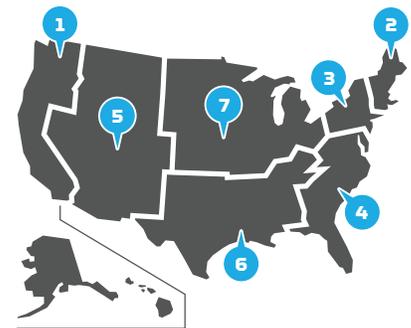
See our interactive salary map at: **dice.com/salarymap**

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Motivation

What was the primary motivator your employer provided you in 2012?

- **33%** None - No motivator provided
- **17%** More interesting or challenging assignments
- **16%** Increased compensation
- **2%** High-level recognition
- **3%** N/A
- **3%** Training and certification courses
- **4%** Other
- **4%** Promotion or new title
- **8%** Flexible work hours
- **10%** Flexible work location/Telecommuting

AVERAGE SALARY BY Company Size

<50 Employees	50-99 Employees	100-499 Employees	500-999 Employees	1,000-4,999 Employees	5,000+ Employees
2012 $73,990	**2012** $77,925	**2012** $81,483	**2012** $81,706	**2012** $87,769	**2012** $94,453
YR/YR CHANGE 6.6%	**YR/YR CHANGE** 6.4%	**YR/YR CHANGE** 6.2%	**YR/YR CHANGE** 5.3%	**YR/YR CHANGE** 5.9%	**YR/YR CHANGE** 4.3%

Relocating

Are you more or less willing to relocate to a new city or state for a job than one year ago?

26% More willing to relocate now

28% Less willing to relocate now

43% Same now as a year ago

4% Not sure

Career Concerns

For 2013, what's the biggest concern you have about your career?

18% Finding an appropriate new position for my skill set

17% Keeping skills up-to-date/Being valuable to employer

14% No concerns at this time

12% Increased workload

12% Position elimination

9% Cancelled projects/Fewer projects

9% Lower salary increases/Lower billing rates

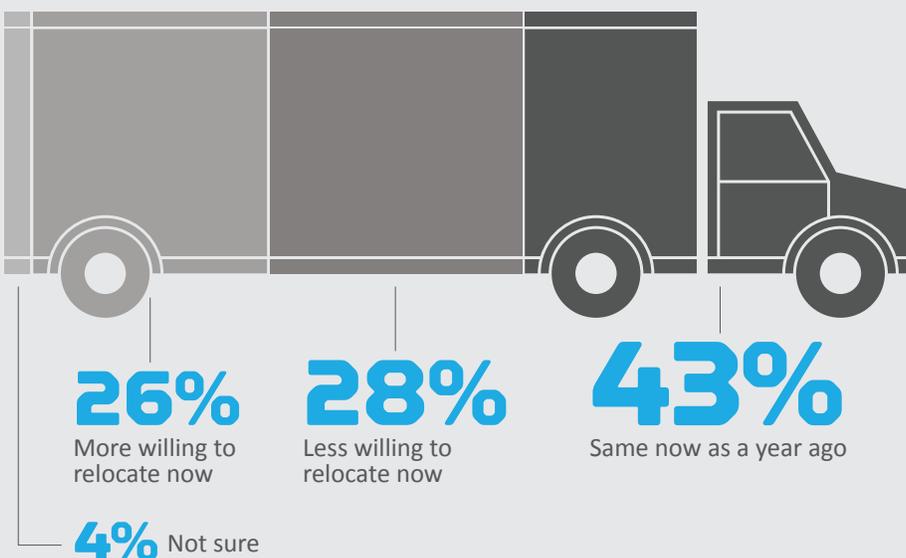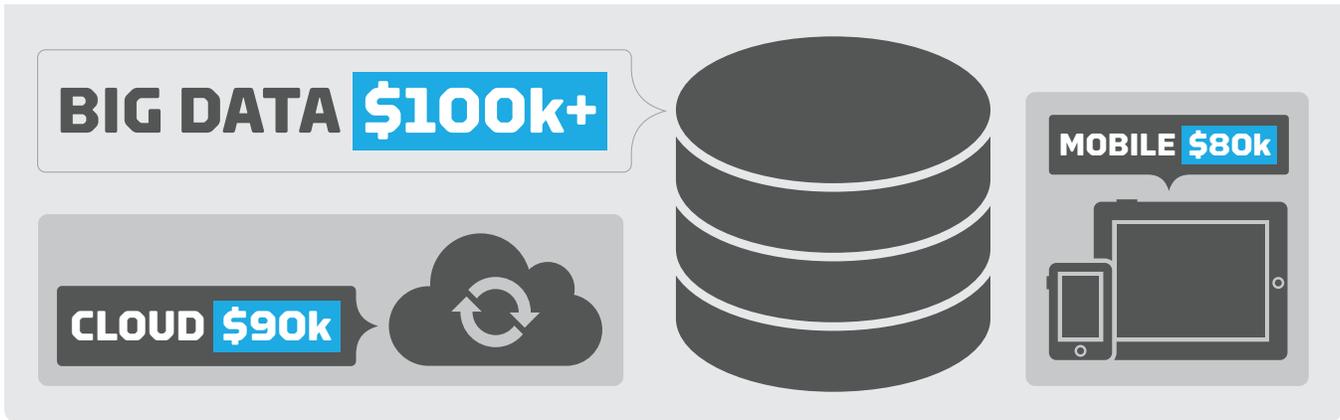**5%** Increased outsourcing

2% Position relocation

3% Other

BIG DATA $100k+

CLOUD $90k

MOBILE $80k

"Mad Skills, More Money"

Out of the big three, mobile, cloud and big data, there's one that is having a disproportionate impact on salaries – it's big data. Salaries reported by those who regularly use Hadoop, NoSQL, and Mongo DB are all north of $100,000. By comparison, average salaries for technologies closely associated with cloud and virtualization are just under $90,000 and mobile salaries are closer to $80,000.

"We've heard it's a fad, heard it's hyped and heard it's fleeting, yet it's clear that data professionals are in demand and well paid," said Alice Hill, Managing Director of Dice. "Tech professionals who analyze large data streams and strategically impact the overall business goals of a firm have an opportunity to write their own ticket. The message to employers? If you have a talented data team, hold on tight or learn the consequences of a lift-out."
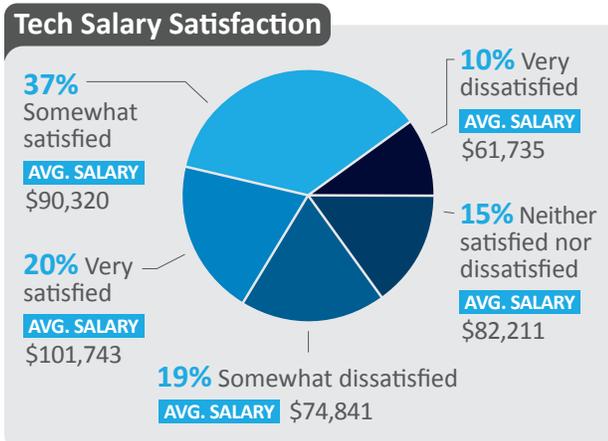
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—**Alice Hill,** Managing Director of Dice

Tech Salary Satisfaction

37% Somewhat satisfied
AVG. SALARY $90,320

20% Very satisfied
AVG. SALARY $101,743

19% Somewhat dissatisfied
AVG. SALARY $74,841

10% Very dissatisfied
AVG. SALARY $61,735

15% Neither satisfied nor dissatisfied
AVG. SALARY $82,211

AVERAGE SALARY BY Job Title

JOB TITLE	2012	YR/YR CHANGE
IT Management (CEO, CIO, CTO, VP, Dir.)	$123,081	6.2%
Systems Architect	$121,248	8.3%
Data Architect	$114,380	5.0%
IT Management (Strategist/Architect)	$112,062	3.0%
Project Manager	$106,130	1.7%
Security Engineer	$ 97,994	0.2%
Software Engineer	$ 97,742	4.9%
Database Administrator	$ 94,430	2.9%
Developer: Systems	$ 93,484	-2.3%
MIS Manager	$ 92,806	-1.5%
Developer: Applications	$ 90,020	3.9%
Developer: Database	$ 89,131	-3.8%
Business Analyst	$ 88,887	3.4%
Security Analyst	$ 83,410	6.4%
Web Developer/Programmer	$ 78,848	9.6%
Programmer/Analyst	$ 78,624	2.2%
Network Engineer	$ 78,389	5.0%
Technical Writer	$ 77,656	2.0%
Quality Assurance (QA) Tester	$ 74,504	-1.3%
Systems Administrator	$ 72,904	5.8%
Network Manager	$ 68,347	11.2%
Technical Support	$ 51,791	1.7%
Desktop Support Specialist	$ 49,093	5.0%
Help Desk	$ 44,211	9.9%
PC Technician	$ 38,700	3.9%

1

Aerospace & Defense

2012 $97,622

YR/YR CHANGE 10.6%

2
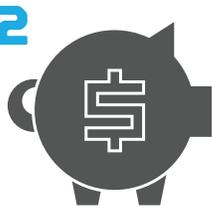
Bank/Financial/ Insurance

2012 $93,599

YR/YR CHANGE 2.6%

3
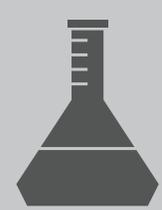
Medical/ Pharmaceutical/ Biotechnology

2012 $92,232

YR/YR CHANGE 9.3%

4

Telecommunications

2012 $89,295

YR/YR CHANGE **6.6%**

5

Computer Hardware

2012 $88,981

YR/YR CHANGE **12.9%**

6

Computer Software

2012 $86,780

YR/YR CHANGE 0.1%

7

Government

2012 $86,192

YR/YR CHANGE 8.3%

8

Healthcare Providers

2012 $84,603

YR/YR CHANGE 6.8%

9

Manufacturing

2012 $84,143

YR/YR CHANGE 7.8%

10

Retail/Mail Order/E-Commerce

2012 $83,499   YR/YR CHANGE 10.6%

11

Internet Services

2012 **$81,802**

YR/YR CHANGE **8.4%**

JOB TITLE	2012	YR/YR CHANGE
Hadoop	$ 115,062	n/a
Big Data	$ 113,739	n/a
NoSQL	$ 113,031	n/a
PMBok	$ 110,885	n/a
Omnigraffle	$ 110,758	n/a
SOA (Service Oriented Architecture)	$ 109,504	1.2%
Mongo DB	$ 108,304	n/a
Jetty	$ 106,936	n/a
Objective C	$ 104,989	9.9%
ETL (Extract Transform and Load)	$ 104,777	-1.6%
CMMI (Capability Maturity Model Integration)	$ 104,331	-3.0%
JDBC (Java Database Connectivity)	$ 103,887	1.2%
Fortran	$ 103,695	2.5%
Korn Shell	$ 103,686	5.8%
Lean	$ 103,625	n/a
FCoE (Fibre Channel over Ethernet)	$ 103,280	4.4%
Scrum	$ 103,262	2.4%
Waterfall	$ 103,230	n/a
Peoplecode	$ 102,818	n/a
SOX (Sarbanes Oxley)	$ 102,771	3.2%
Kanban	$ 102,627	n/a
UML (Unified Modeling Language)	$ 102,545	-0.0%
Weblogic	$ 102,311	-1.3%
HP-UX	$ 102,270	5.8%
Business Intelligence	$ 101,854	2.1%
Nginx	$ 101,278	17.7%
Azure	$ 101,237	-1.2%
Change Management	$ 101,117	4.5%
Data Warehouse	$ 101,061	6.1%
SaaS (Software as a Service)	$ 100,971	5.2%
Solaris	$ 100,936	1.5%
Groovy	$ 100,894	n/a
Load Balancers	$ 100,593	6.6%
SDLC (System Development Life Cycle)	$ 100,590	0.8%
JBoss	$ 100,558	-1.6%
AIX	$ 100,467	2.9%
ERP (Enterprise Resource Planning)	$ 100,380	0.7%
EDI (Electronic Data Interchange)	$ 99,961	n/a
ITIL (Information Technology Infrastructure Library)	$ 99,948	1.8%
Agile	$ 99,822	0.5%
Amazon S-3/AWS	$ 99,622	5.0%
Teradata	$ 99,356	0.6%
Websphere	$ 99,348	-1.0%
DOORS	$ 99,341	n/a
SOAP (Simple Object Access Protocol)	$ 99,150	0.9%
TCL (Tool Command Language)	$ 99,112	n/a
EMC	$ 99,073	3.7%
3Par	$ 99,057	n/a
JIRA	$ 98,876	n/a
TOAD (Tool for Application Developers)	$ 98,305	2.6%

JOB TITLE	2012	YR/YR CHANGE
JSP (Java Server Pages)	$ 98,255	-1.4%
Ruby	$ 98,072	6.6%
Tomcat	$ 97,748	2.2%
Glassfish	$ 97,620	-2.6%
Perl	$ 97,437	3.6%
Informatica	$ 97,387	-8.5%
Microsoft Project	$ 97,286	5.6%
Rexx	$ 97,257	-0.4%
C	$ 97,070	4.0%
Postgres	$ 96,913	6.2%
Informix	$ 96,868	3.4%
Cognos	$ 96,830	3.1%
ABAP (Advanced Business Application Programming)	$ 96,771	-11.3%
Wan Opt	$ 96,695	5.3%
Oracle DB	$ 96,637	1.8%
Lighttpd	$ 96,541	n/a
Oracle eBusiness	$ 96,349	n/a
Six Sigma	$ 96,123	2.7%
Cloud Computing	$ 96,117	3.5%
ISO 9000	$ 96,055	n/a
Disaster Recovery	$ 95,802	7.6%
Fibre Channel	$ 95,523	4.3%
Salesforce.com	$ 95,391	3.9%
NetApp	$ 95,173	2.7%
vCloud	$ 95,150	7.1%
Sybase	$ 95,130	-0.6%
Telepresence	$ 95,019	7.7%
Unix	$ 94,956	6.6%
CRM (Customer Relationship Management)	$ 94,922	5.2%
Python	$ 94,895	6.1%
Assembler/Assembly	$ 94,642	n/a
MPLS (Multi Protocol Label Switching)	$ 94,625	5.5%
Visio	$ 94,507	5.2%
Shell	$ 94,386	5.6%
JDE/JD Edwards	$ 94,139	-0.9%
Java/J2EE	$ 94,085	2.6%
SAP	$ 93,995	4.0%
Unified Communication	$ 93,882	4.1%
DB2	$ 93,730	-0.8%
BASH	$ 93,510	n/a
Tivoli	$ 93,495	3.9%
z/OS	$ 93,278	-0.5%
PCI (Peripheral Component Interconnect)	$ 93,179	2.7%
QA / Quality Assurance	$ 92,955	3.0%
XML (eXtensible Markup Language)	$ 92,731	5.3%
VSAM (Virtual Storage Access Method)	$ 92,494	n/a
Xen	$ 92,330	7.9%
Hitachi	$ 92,314	-2.8%
C++	$ 92,248	2.7%
PL/SQL	$ 92,203	1.5%

NOTE: Several new tech skills were added to the 2012 survey and therefore yr/yr change is not available.

0-2 YEARS
2012 $46,315
YR/YR CHANGE 7.6%

3-5 YEARS
2012 $61,671
YR/YR CHANGE 10.2%

6-10 YEARS
2012 $76,231
YR/YR CHANGE 9.9%

11-14 YEARS
2012 $91,857
YR/YR CHANGE 5.5%

>15 YEARS
2012 $103,012
YR/YR CHANGE 3.8%

AVERAGE SALARY BY **Education Level**

	Vocational/ Tech School	Some College	High School	Military	Bachelor's Degree	Master's Degree	MBA	Doctoral Degree
2012	$65,408	$75,701	$79,370	$84,131	$85,815	$97,811	$107,016	$113,600
YR/YR CHANGE	9.5%	4.9%	5.7%	13.8%	5.2%	n/a	n/a	0.7%
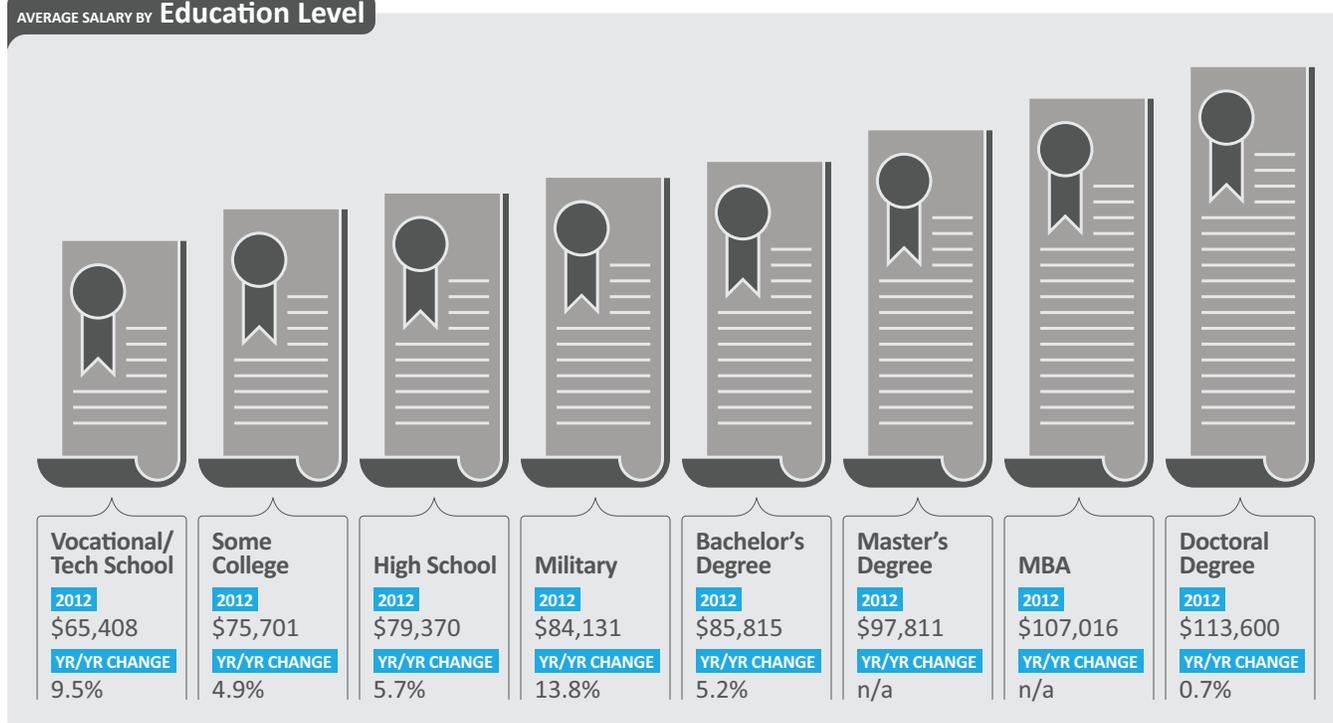
Dice Salary Survey Methodology

The Dice Salary Survey was administered online with 15,049 employed technology professionals responding between September 24 and November 16, 2012. Respondents were invited to participate in the survey through a notification on the Dice site, 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.

About Dice

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