2013 Salary Survey

Federal IT Pros Continue to Feel Budget Squeeze

Pressures on federal IT salaries keep building: **42%** of IT managers and **35%** of staff say their pay has been frozen because of the economy, our survey finds. Despite those findings, government IT workers are generally satisfied with their compensation, and **45%** of federal IT staffers and **47%** of managers say they're very secure in their jobs. But uncertainty lies ahead.

By J. Nicholas Hoover

Presented with **InformationWeek Government**

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J. Nicholas Hoover has been a technology writer for *InformationWeek* since 2005, covering networking, Microsoft, collaboration and cloud computing before moving to the government beat in 2009. While a graduate student in journalism at American University, Hoover was a general-assignment intern for the *Washington Examiner* and news editor of an online magazine at American. He found his reporting itch after blogging about the Iraq War in 2003.

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SYNOPSIS

RESEARCH

Survey Name   2013 *InformationWeek* U.S. IT Salary Survey: Federal Government

Survey Date   January 2013

Region   United States

Number of Respondents   755 federal government IT employees, composed of 479 IT staff and 276 IT managers

Purpose   To track IT salary and compensation trends from the perspective of those on the front lines, *InformationWeek* conducts an annual U.S. IT Salary Survey. Now in its 16th year, it's the largest employee-based IT salary survey in the country. Last year 13,880 full-time IT professionals completed the Web-based survey. This year 14,074 took part. The goal of this trendable study is to measure various aspects of compensation, benefits and job satisfaction. This report focuses on the 755 federal government IT professionals who participated in the survey.

Methodology   The survey was designed by *InformationWeek* and fielded online. The survey was promoted in *InformationWeek's* daily and weekly newsletters. In addition, email invitations with an embedded link to the survey were sent to qualified IT professionals from *InformationWeek* Business Technology Network print, newsletter and events databases. The survey was fielded from November 2012 to January 2013.

   The information in this report is based on responses from 755 federal government IT professionals. Unemployed and part-time workers were excluded from these results, as were respondents from outside the United States. This report uses median rather than mean or average figures for salary and percentage salary changes to eliminate distortions caused by extremes at the high or low ends of the responses.

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Salary Survey: Federal Government

The squeeze on federal IT salaries continues in 2013 thanks to budget cuts, salary freezes and now sequestration, according to the *InformationWeek* 2013 U.S. IT Salary Survey, but IT staff have it worse off than management. The survey indicates that federal IT staff have seen their total cash compensation decrease again in 2013, after a drop-off last year.

The survey of 479 IT staff and 276 IT managers, including both federal government employees and contractors, shows that federal IT staff saw no increases in salary and a decrease in median cash compensation in 2013, from $97,000 to $96,000. IT management did slightly better, with increases that took their salaries and total compensation up to near 2011 levels after decreases last year.

The flat IT staff compensation and slight increases for IT management come in the context of an uncertain time for the federal workforce. A 2010 salary freeze remains in effect until at least the end of March, budget cuts have hit numerous federal agencies, the

economy continues to grow at a weak clip and across-the-board cuts thanks to sequestration could exact even more pain from federal IT workers' checkbooks.

Even silver linings, however miniscule, are in question. President Obama issued in December an executive order that would increase federal employee salaries by an estimated 0.5% starting in April, and the White House said Obama's proposed 2014 budget would

increase salaries by an additional 1%. However, those raises are both tiny and in jeopardy.

The head of the largest federal employee union called the size of the increase "unconscionable" and "simply not enough." The proposed increase is less than the rate of inflation. Meanwhile, the House of Representatives has passed legislation in an attempt to block the 0.5% increase, and House Demo-

Figure 1

Salary Trend
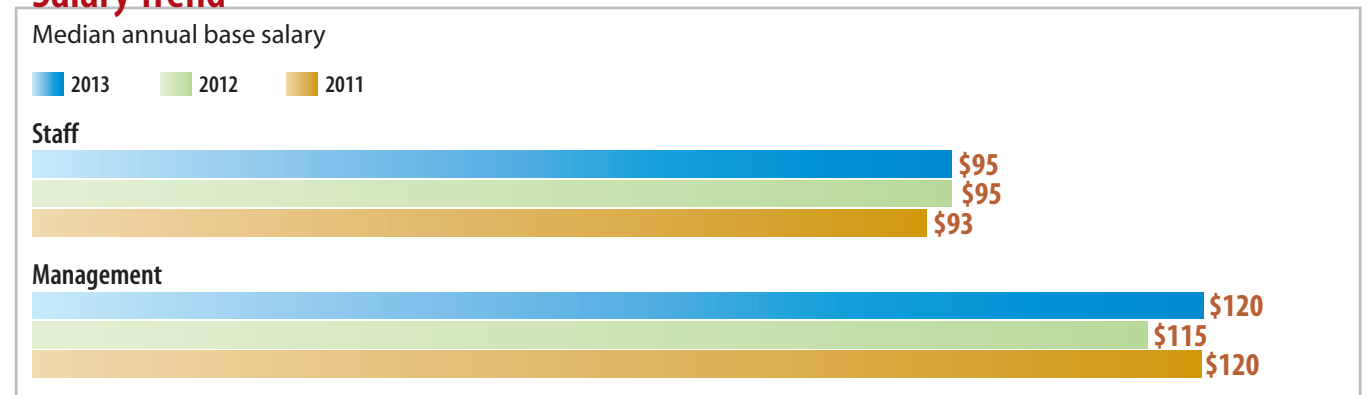
Median annual base salary

	2013	2012	2011
Staff	$95	$95	$93
Management	$120	$115	$120

Note: Median base salary in thousands of dollars
Base: 479 IT staff and 276 IT managers in 2013
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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cratic Whip Steny Hoyer of Maryland has admitted that scheduled raises may not, "as a practical matter," wind up being paid.

IT pros interviewed for this story recognize that there is a crunch. "At our lab and other labs in [the National Nuclear Security Administration], salary pressures are absolutely being considered as part of the budget process, not necessarily just for IT but across the board," says Allan Marcus, chief architect at Los Alamos National Laboratory. Layoffs, furloughs and salary cuts are all on the table as Los Alamos deals with the effects of sequestration and other budget woes, Marcus says.

While a broad deficit deal that would put a stop to sequestration is not out of the question, it's unclear when such a deal will be reached, and sequestration's effects are already beginning to be felt.

The White House, federal agencies and contractors alike have cautioned that sequestration will trigger salary freezes, furloughs and even layoffs. The Department of Defense, for example, has told its 800,000 civilian employees that they might be subject to 22 unpaid

days off between April and September, which would amount to a 20% pay cut for those months. The Army has frozen civilian employee hiring with limited exceptions. And the Transportation Security Administration has frozen hiring, plans to furlough its workers and has said it will reduce overtime spending.

Oak Ridge National Laboratory has said that sequestration could reduce its funding by $100 million, while the Department of Energy has estimated that the cuts could result in furloughs or layoffs of more than 1,400 con-

tractor employees in Oak Ridge's home state of Tennessee beginning in April. Oak Ridge staffers generally work for a contractor rather than directly for the federal government.

"I think it is highly likely that there will continue to be problems due to congressional inaction and conflicts between Congress and the executive branch that is virtually certain to result in further job losses at the national labs," Bruce Wilson, an enterprise architect at Oak Ridge, told *InformationWeek* in an interview.

Despite these numerous problems, a major-

FAST FACT

69%

of federal IT managers are either satisfied or very satisfied with their total compensation package.

Figure 2

Compensation Trend
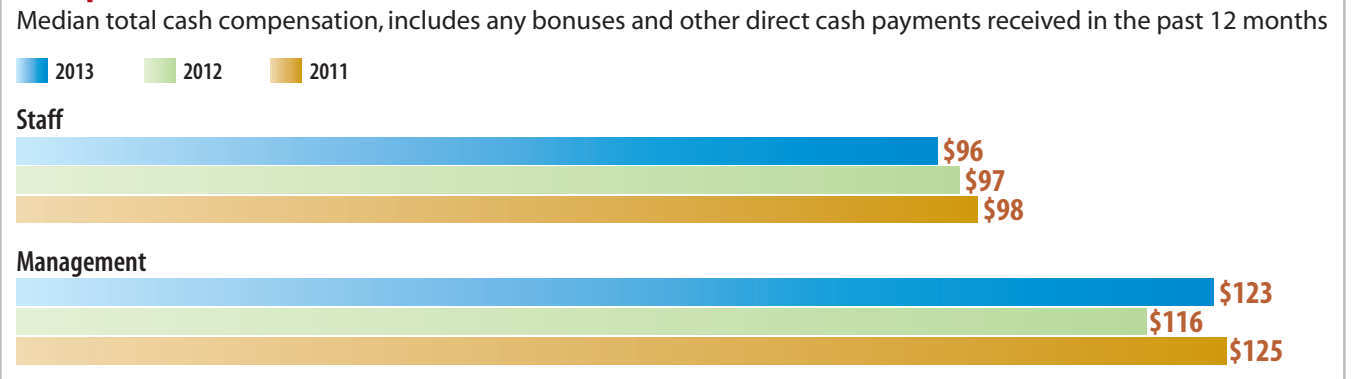
Median total cash compensation, includes any bonuses and other direct cash payments received in the past 12 months

■ 2013   ■ 2012   ■ 2011

Staff

2013 — $96
2012 — $97
2011 — $98

Management

2013 — $123
2012 — $116
2011 — $125

Note: Median compensation in thousands of dollars
Base: 479 IT staff and 276 IT managers in 2013
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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ity of federal IT workers are satisfied with their jobs and compensation, and a significant number of workers would rate their jobs as "very secure," according to the survey. However, in each of these categories, the numbers show a gradual decline over the last two years, perhaps brought about by budget and other pressures.

Wilson, for example, says that "the glass is very much more half full than half empty." He feels secure in his job, which he's also satisfied with. Wilson believes in the scientific mission of Oak Ridge National Lab, as well as the fact that as an employee of a national lab, he's able to be compensated with a bit more flexibility than civil service employees (national laboratories, while managed by the Department of Energy, are actually run and staffed by contractors). He also enjoys living in low-cost northeastern Tennessee. Still, he's seen no salary increase for three years and a decrease in benefits.

Los Alamos' Marcus, likewise, feels adequately compensated for a job he likes. He says that his Los Alamos salary is competitive, that the work

he does is challenging, that his co-workers are intelligent and dedicated, that the community he lives in is an educated one and that he believes his job — Los Alamos in part helps secure the nation's nuclear stockpiles — plays an important role in national security.

Overall, 65% of federal IT staff and 69% of

federal IT managers are either satisfied or very satisfied with their total compensation package. That's still a broad majority, but a decrease of five points from last year and six points from 2011 among federal IT staff, and a decrease of two points from last year and 13 points from 2011 among federal IT managers.

Figure 3

Satisfaction With Compensation
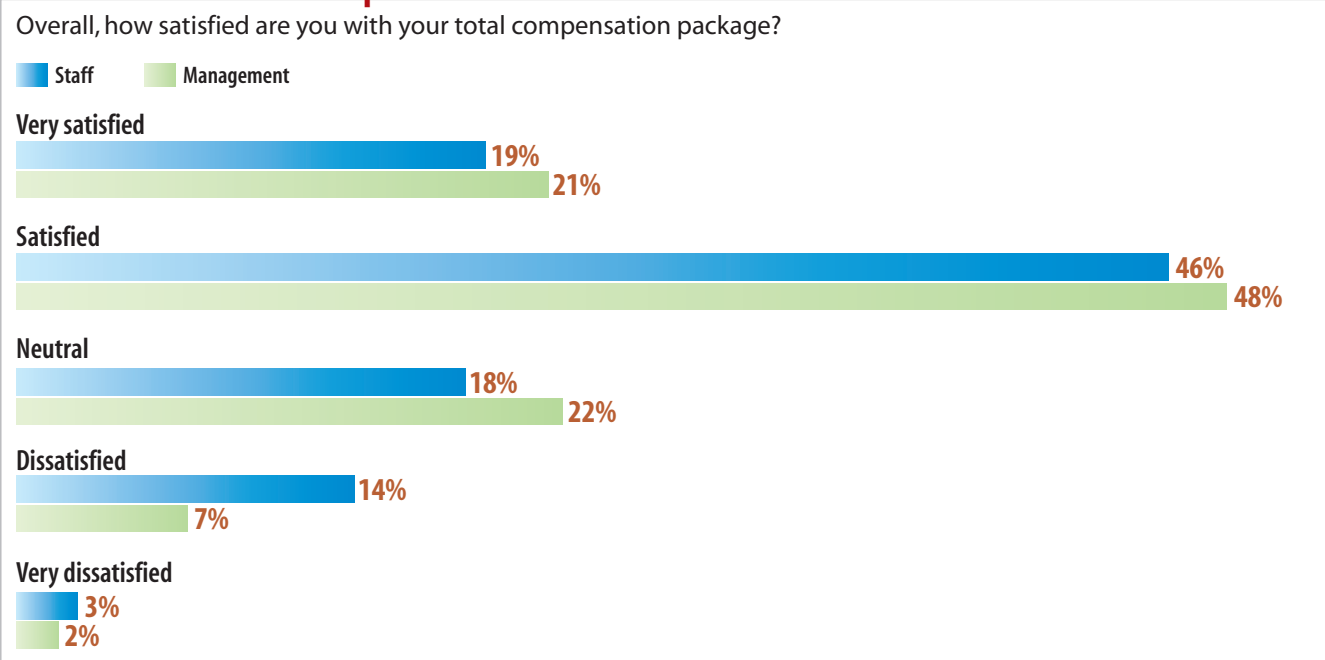
Overall, how satisfied are you with your total compensation package?

■ Staff   ■ Management

Very satisfied
Staff: 19%
Management: 21%

Satisfied
Staff: 46%
Management: 48%

Neutral
Staff: 18%
Management: 22%

Dissatisfied
Staff: 14%
Management: 7%

Very dissatisfied
Staff: 3%
Management: 2%

Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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Satisfaction and Security Levels Shrink

Job satisfaction is likewise above 50% but on the decline. In 2013, 66% of staff said they were very satisfied or satisfied with all aspects of their jobs, while 69% of IT managers agreed. These numbers are down in each of the last two years from a high of 70% for IT staff and 79% for IT managers.

Out of a long list of possible answers for what mattered most for these workers about their jobs, no one category stood out among others. However, the most common answers for staffers were the flexible work schedule that often comes with federal IT work, satisfactory base pay, job and agency stability, the challenge of the job, vacation time and benefits. IT managers had similar answers, though the fact that their opinion and knowledge is valued rated highly with them.

In terms of one of those items, job security, 45% of federal IT staffers say they're very secure in their jobs, the same percentage as those who think their jobs are only somewhat secure. Those results and the similar percentage of IT managers who feel secure in their

jobs are almost identical to last year's but represent a significant decline from 2011, when 49% of IT staff said their jobs were very secure and 58% of IT managers said their jobs were very secure.

One of those who appreciates his job largely

for its security is Jack Way, a senior IT manager in the Federal Emergency Management Agency's risk insurance division. While his job includes numerous bureaucratic and technological challenges, he says that "the stability is still there despite the sequester and the

Figure 4

Overall Satisfaction

Overall, how satisfied are you with all aspects of your job, including compensation, benefits and other aspects of your employment relationship?

■ Staff ■ Management

Very satisfied
Staff: 18%
Management: 22%

Satisfied
Staff: 48%
Management: 47%

Neutral
Staff: 19%
Management: 21%

Dissatisfied
Staff: 13%
Management: 9%

Very dissatisfied
Staff: 2%
Management: 1%

Base: 479 IT staff and 276 IT managers

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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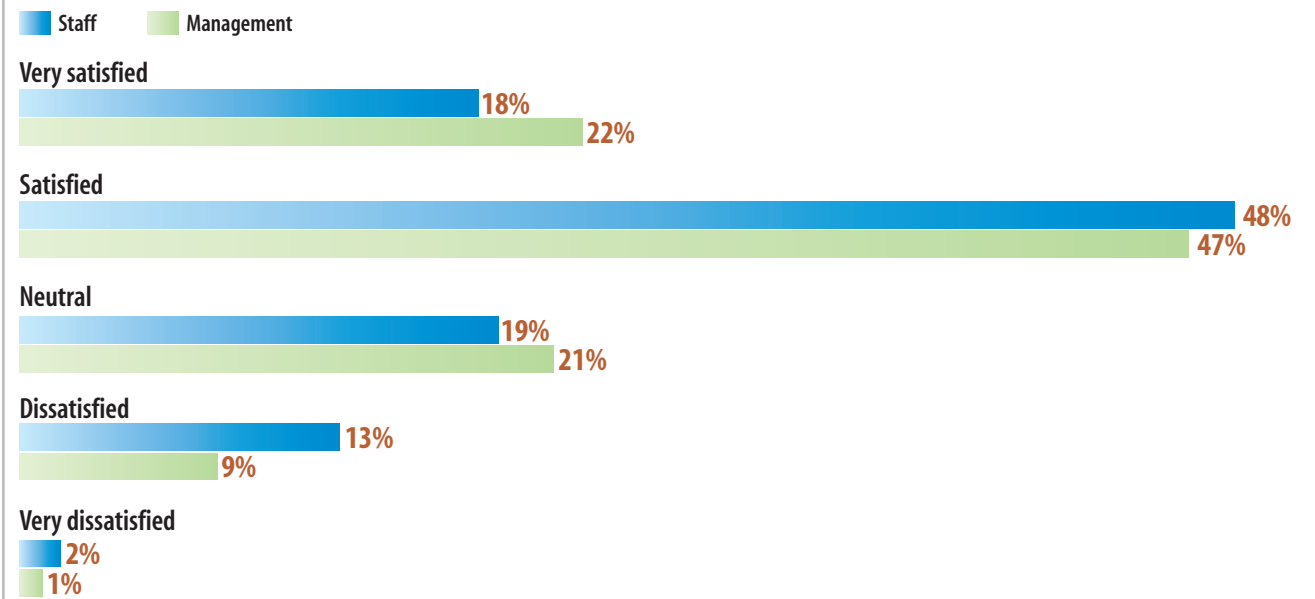
prospect of cuts and everything else." In fact, that stability is one thing keeping him in the job: Way says he's more confident of keeping his job now than if he were to move to the private sector. "Right now, there's uncertainty, and I think contracts are going to be one of the first things cut," he says.

Indeed, while companies typically would have to give 60-day notices in advance of big layoffs, the White House has issued a waiver on those notices in association with sequestration, making it possible that such layoffs could come without warning.

Sequestration only adds to the pain of earlier cutbacks. For example, military contractor BAE Systems recently cut 200 people from its electronic systems business in reductions that it attributed to presequestration federal budget cuts, but the company has also warned that sequestration could result in BAE laying off 10% of its U.S. workforce.

More broadly vis-à-vis contractors, while many federal IT jobs are outsourced to contractors (who were also part of *Information-Week's* survey), few workers in federal IT say

Figure 5

Impact of Outsourcing on Career

What impact has outsourcing had on your career path?

■ Staff   ■ Management

I've been retrained for new jobs/skills
8%
14%

I've taken a pay cut
6%
5%

I've gotten expanded/new responsibilities
5%
4%

I've relocated to new city/state/country
5%
3%

I've lost my job
4%
4%

I've been promoted
2%
3%

I've been demoted
1%
1%

Other
7%
6%

Outsourcing has had no impact on my career path
72%
69%

Note: Multiple responses allowed
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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outsourcing has negatively affected their careers. In all, 72% of federal IT staff and 69% of federal IT managers say outsourcing has had "no impact" on their career paths. Bare

majorities, however, think outsourcing is resulting in fewer IT jobs being available and employees being hired at reduced salaries.

The flat pay and federal budget woes have

also not resulted in federal IT pros being paid less than the overall population of IT workers. According to the survey, while the median cash compensation of federal IT staff is $96,000 and that of IT management is $123,000, IT pay across all industries amounts to $90,000 for staffers and $120,000 for IT managers. The gap here is decreasing, however: Just two years ago, federal IT staff made $11,000 more than IT staff and federal IT management $10,000 more than IT management across all industries.

While the numbers show that federal IT workers make more than others, some federal IT pros see discrepancies in the other direction. Oak Ridge's Wilson believes he could see a significant raise by returning to the private sector — particularly since his move to being enterprise architect — and admits that Oak Ridge has lost some employees to salary issues. Studies have not been consistent on whether federal or private-sector IT pay is higher, and *InformationWeek*'s survey did not garner enough data on the differences between employees on the federal civil ser-

Figure 6

Impact of Slower Economy

In the past 12 months, as a result of the slower economy, I have …
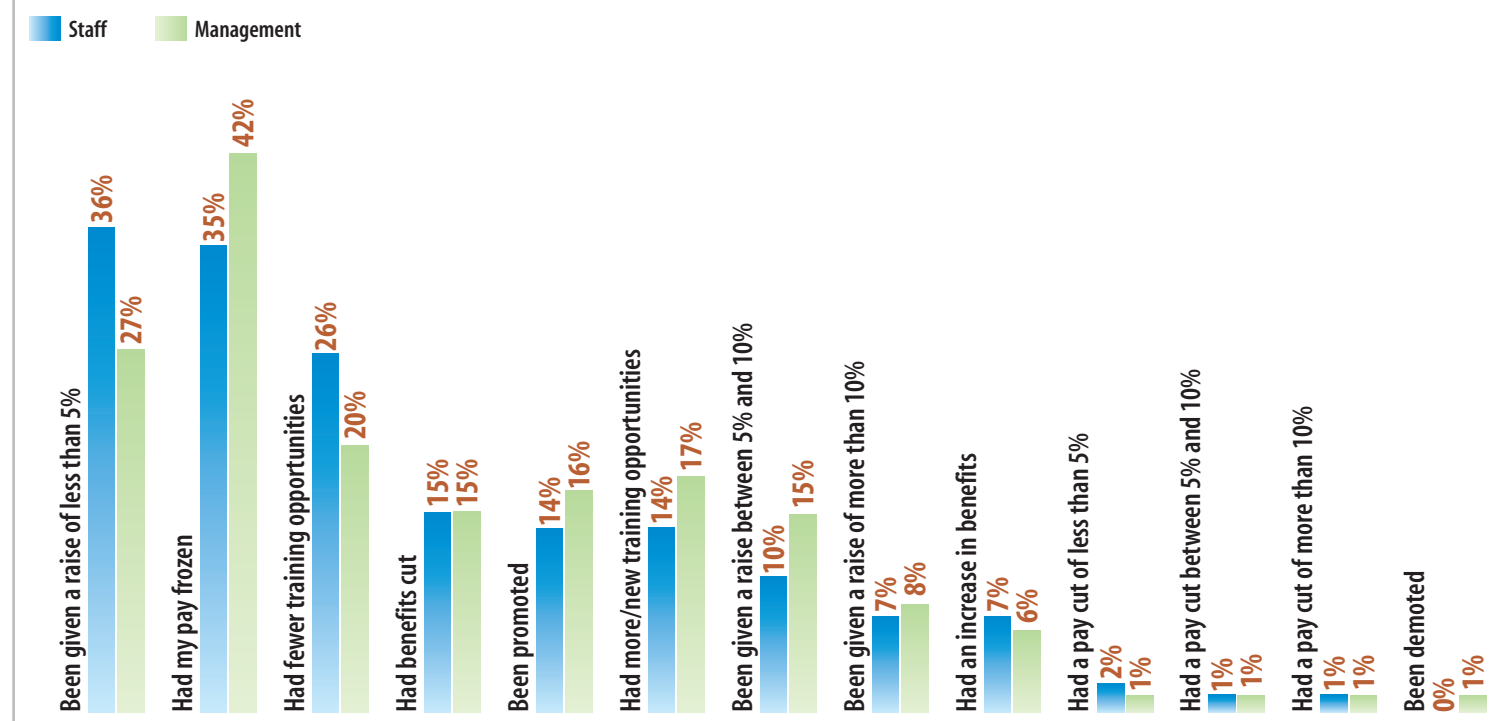
Note: Multiple responses allowed
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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vice pay scale and those employed directly by contractors to be included in the results.

Economic Impact

Overall, few federal IT pros say that, given the current economy, IT careers are less secure than other lines of work, but when asked, many federal IT workers attribute salary and other workplace troubles to slow economic growth. Among these data points, 42% of IT managers and 35% of IT staff say their pay has been frozen because of the economy, while 27% of managers and 36% of staff say the slow economy has resulted in a raise of less than 5%.

Another indication that federal IT workers are aware that they are working in uncertain times is a slight drop in the expectation of a bonus this year. However, most still expect a bonus of some sort. As compared to *InformationWeek*'s 2012 Salary Survey, the percentage of federal IT workers expecting a bonus dropped three points, with 53% of staff and 66% of management expecting a bonus in 2013. The primary reason for bonuses, by a

significant margin, at least among federal IT workers, is personal performance.

Budget concerns haven't cut into training. Similar to last year, only 30% of federal IT staff and 23% of federal IT management say they have received no additional training or certification in the last 12 months. Agency-paid training makes up a large portion of the training that federal IT pros have received.

According to the survey, 52% of federal IT staff and 59% of federal IT management attended agency-paid training within the last year, while 26% of staff and 30% of manage-

ment attended agency-paid certification courses. However, staff paying for their own training spent a median of $800 and IT management a median of $2,000 out of pocket on IT training within the last 12 months.

Most of the IT staffers and managers surveyed by *InformationWeek*, 72% and 51%, respectively, say technology-specific training is one of the two most valuable types of training for career development, followed by certification courses.

The pressures on federal IT salaries over the last few years continue to build, but overall,

Figure 7

Bonuses for 2013

Are you receiving, or do you expect to receive, a bonus in 2013?

■ Staff   ■ Management

Yes — Staff 53%, Management 66%
No — Staff 47%, Management 34%

Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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with regular training, more than a majority of federal IT staff expecting bonuses, and job and compensation satisfaction remaining high, those pressures have, for the most part, not dampened federal IT pros' spirits. However, with additional budget cuts and possible furloughs and layoffs on the horizon, satisfaction is slightly off. It remains to be seen whether and how much that uncertainty will creep in going forward.

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APPENDIX

Figure 8

Change in Base Salary

Median percentage change in base salary

	2011	2012	2013
Staff	0.9%	0%	0%
Management	2.0%	0%	0%

Base: 479 IT staff and 276 IT managers in 2013
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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Figure 9

Change in Compensation

Median percentage change in total cash compensation (includes any bonuses and other direct cash payments received in the past 12 months)

	2011	2012	2013
Staff	1.0%	0%	0.8%
Management	2.3%	0%	1.0%

Base: 479 IT staff and 276 IT managers in 2013
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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Figure 10

Gender Gap

What is your current annual base salary?

■ 2013 ■ 2012 ■ 2011

Female staff
$90
$90
$88

Male staff
$96
$95
$94

Female managers*
$126
$103
$116

Male managers
$119
$115
$120

*Low base, use with caution

Note: Median base salary in thousands of dollars

Base: 102 females and 653 males

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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Figure 11

Compensation by Gender

What is your total annual cash compensation, including salary and all cash bonuses?

■ 2013   ■ 2012   ■ 2011

Female staff
$92
$92
$93

Male staff
$98
$98
$99

Female managers*
$127
$106
$122

Male managers
$122
$117
$125

*Low base, use with caution

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Note: Median compensation in thousands of dollars

Base: 102 females and 653 males

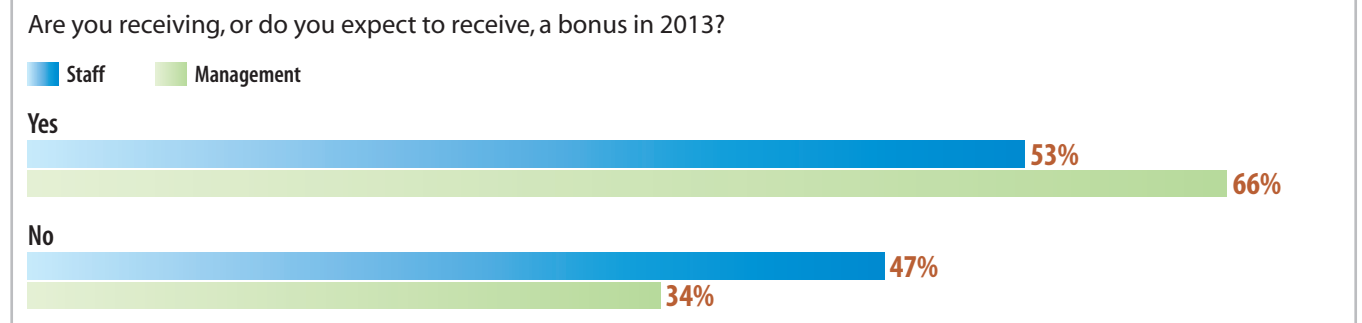Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

Figure 12

Salary by Age

What is your current annual base salary?

■ Staff   ■ Management

25 or less*
Staff $78
Management $118

26-35*
Staff $75
Management $109

36-45
Staff $93
Management $125

46-55
Staff $95
Management $118

Over 55
Staff $105
Management $120

*Low base, use with caution   R6460413-GOV/7
Note: Median base salary in thousands of dollars
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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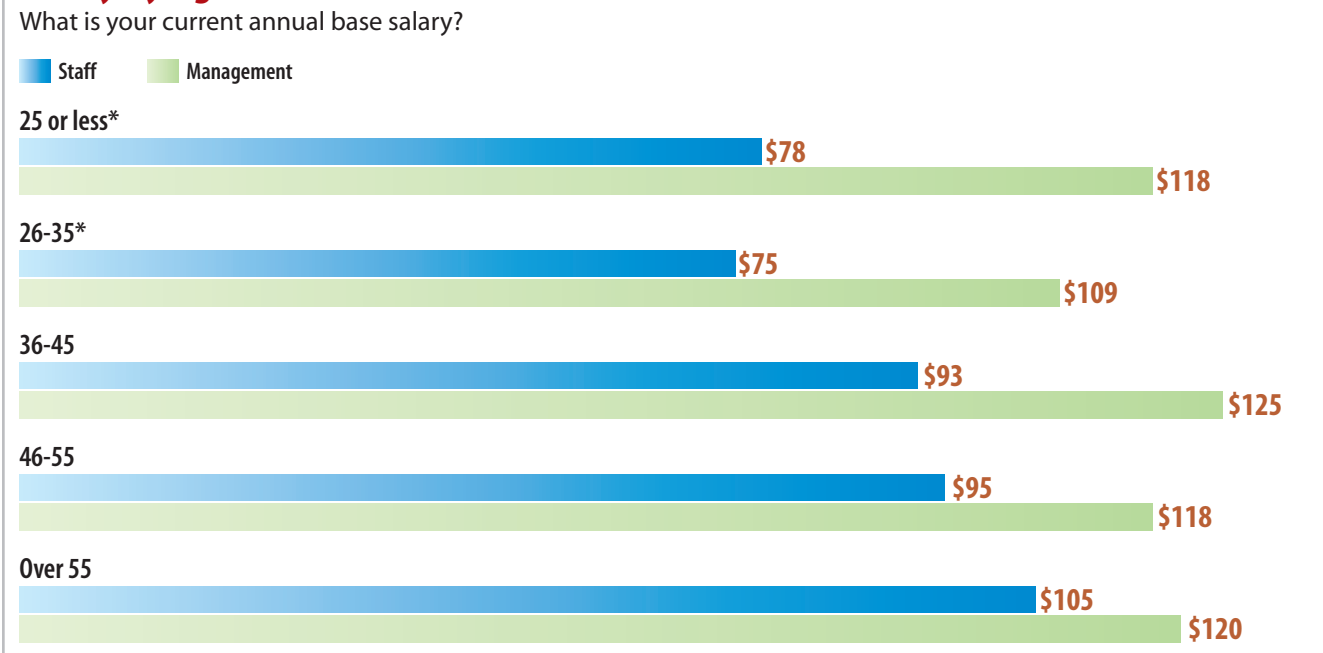
Figure 15

Non-IT Positions Held in Past Jobs

In which non-IT function(s) have you held a full-time position?

■ **Staff**   ■ **Management**

	Staff	Management
Non-IT support functions	17%	13%
Marketing/sales	16%	18%
Operations/supply chain/manufacturing	14%	15%
Research and development	12%	13%
Human resources	7%	5%
Line-of-business/division management	7%	11%
Finance	7%	8%
Business development	6%	10%
Facilities management	5%	8%
Logistics	3%	9%
Public relations	2%	3%
Other	44%	36%

Note: Multiple responses allowed
Base: 268 IT staff and 158 IT managers who have worked outside IT
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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Figure 13

Reasons for Bonuses

Of the bonuses and other direct cash payments you receive, please specify the primary reason(s) for them.

■ Staff   ■ Management

Personal performance
74%
82%

Project milestone completion
15%
18%

Certification or training
10%
8%

Hot skill premium
5%
5%

Retention bonus
4%
4%
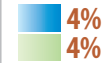
Signing bonus
3%
3%

Other
8%
5%
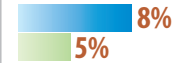
Note: Multiple responses allowed

Base: 253 IT staff and 182 IT managers who will, or expect to, receive bonuses in 2013

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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Figure 14

Experience Outside IT

Have you held a full-time position outside the IT function?

■ Staff   ■ Management

Yes
56%
57%

No
44%
43%

Base: 479 IT staff and 276 IT managers

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Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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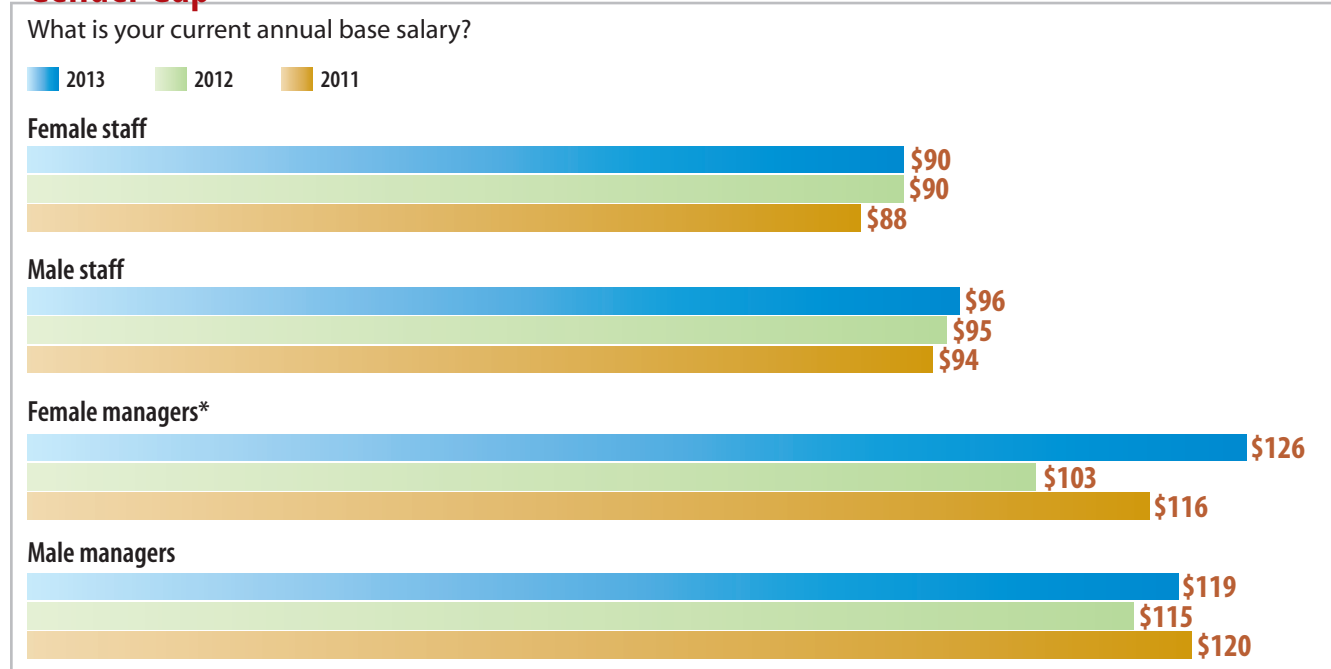
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Figure 16

Non-IT Responsibilities in Current Position

In your current role, does your work involve formal responsibilities outside the IT organization?

Legend: ■ Staff ■ Management

Research and development — 18% / 21%
Non-IT support functions — 9% / 13%
Business development — 8% / 25%
Logistics — 6% / 10%
Operations/supply chain/manufacturing — 5% / 9%
Marketing/sales — 5% / 14%
Line-of-business/division management — 4% / 16%
Public relations — 4% / 6%
Facilities management — 4% / 7%
Human resources — 4% / 18%
Finance — 3% / 14%
Other — 4% / 5%
My responsibilities are IT-focused only — 62% / 41%

Note: Multiple responses allowed
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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Figure 17
Staff: Role Outside of IT

To what extent do the following describe your role?

■ Applies to 50% or more of my job   ■ Applies to less than 50% of my job   ■ Does not apply

I spend time with peers in a business unit outside IT

| 28% | 23% | 49% |

I report to a manager outside IT

| 24% | 9% | 67% |

I'm physically located in a business unit outside IT

| 21% | 8% | 71% |

My salary is allocated to a business unit outside IT

| 21% | 7% | 72% |

I'm considered embedded in a business unit outside IT

| 20% | 10% | 70% |

Base: 479 IT staff   R6460413-GOV/13

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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Figure 18

Management: Role Outside of IT

To what extent do the following describe your role?

■ Applies to 50% or more of my job   ■ Applies to less than 50% of my job   ■ Does not apply

I spend time with peers in a business unit outside IT

| 33% | 29% | 38% |

I report to a manager outside IT

| 31% | 11% | 58% |

My salary is allocated to a business unit outside IT

| 25% | 9% | 66% |

I'm physically located in a business unit outside IT

| 24% | 12% | 64% |

I'm considered embedded in a business unit outside IT

| 22% | 16% | 62% |

Base: 276 IT managers   R6460413-GOV/14

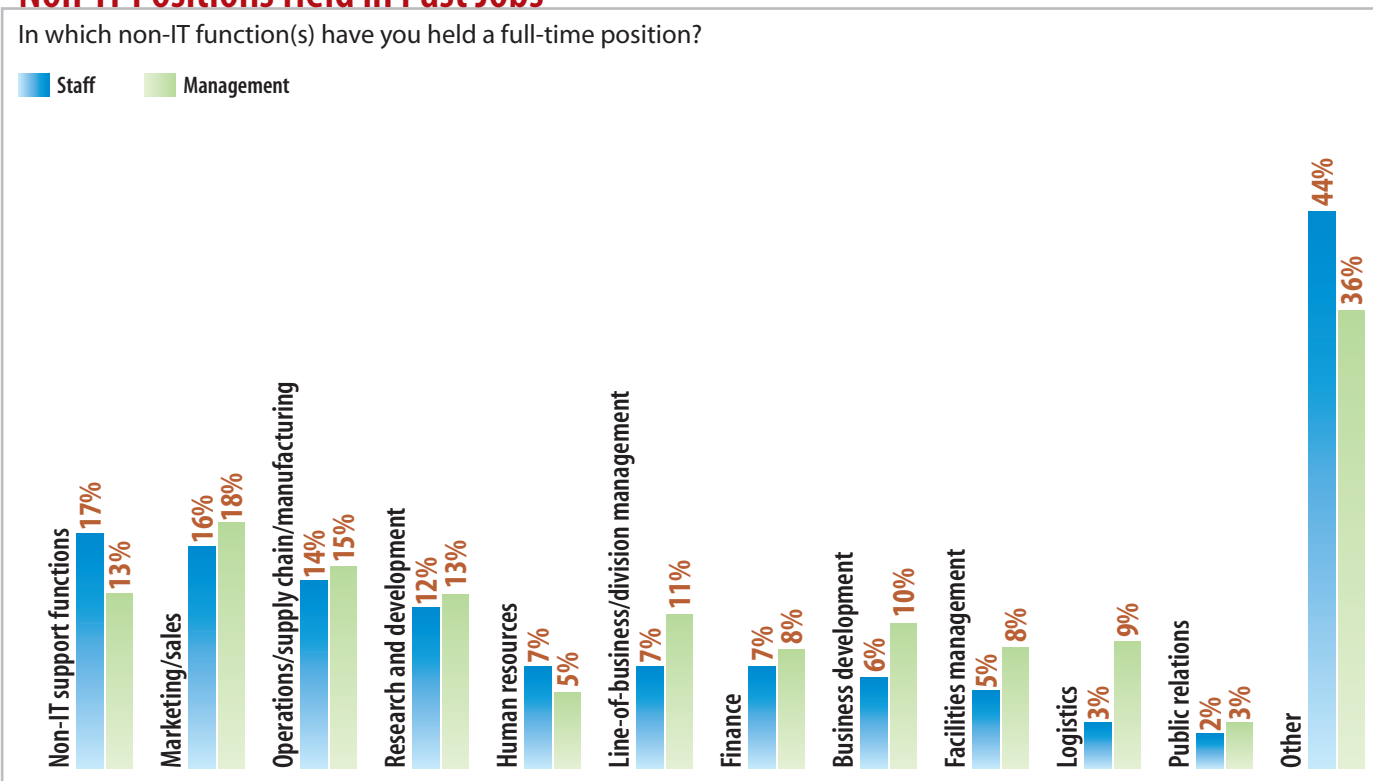Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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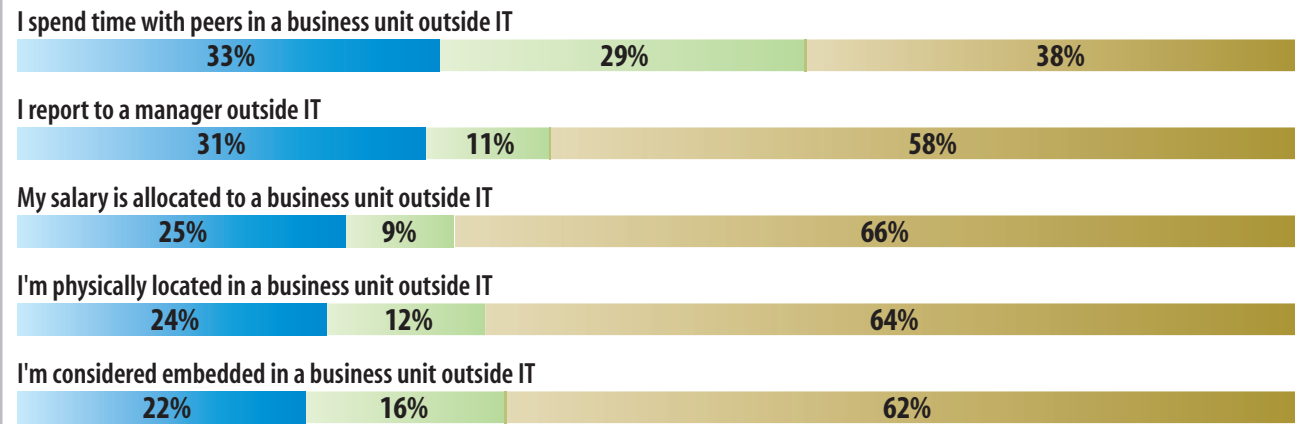
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Figure 19

Critical Business and Technical Skills

Which of the following business or technical skills are critical to your job?

■ Staff   ■ Management

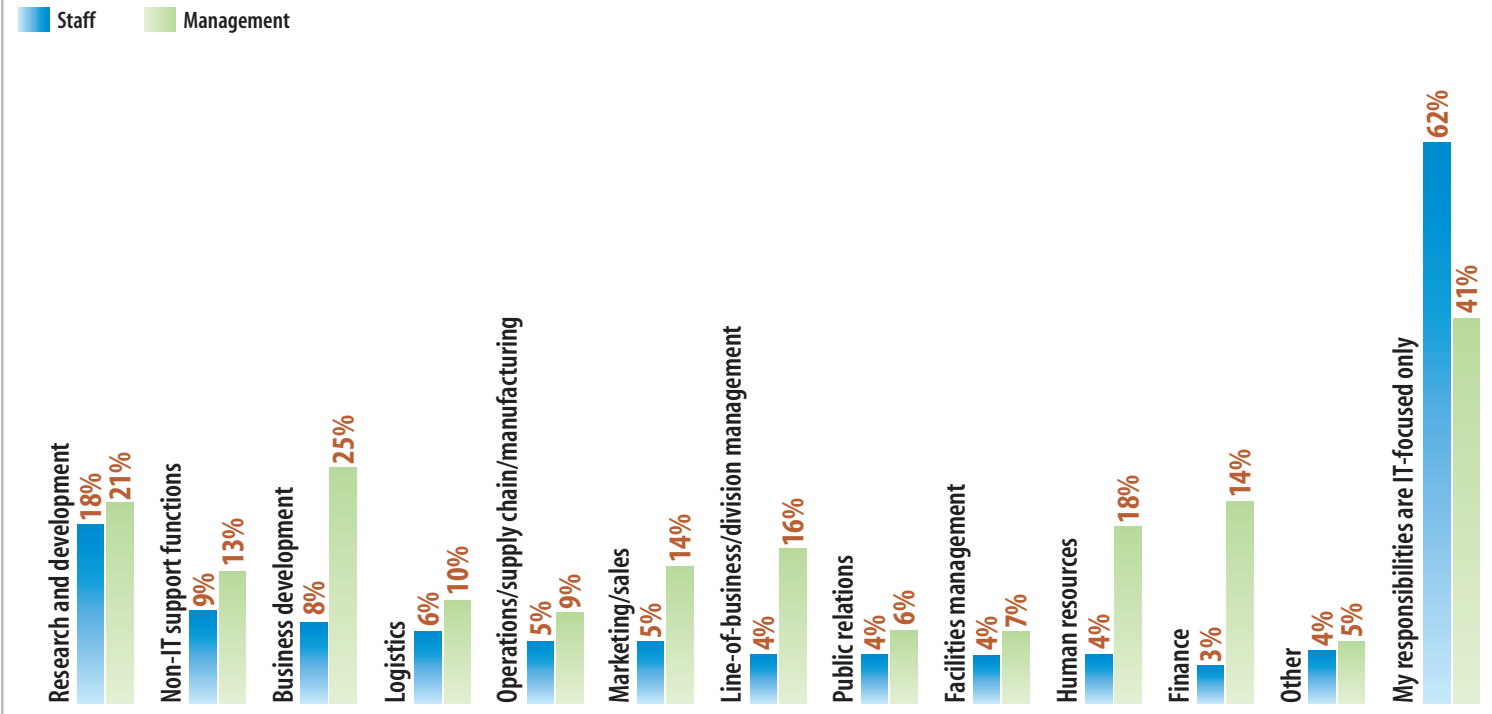| Skill	Staff	Management
Interacting with customers	68%	72%
Analyzing data	59%	58%
Collaborating with internal stakeholders	55%	67%
Aligning business and technology goals	50%	70%
Securing data and applications	47%	47%
Experimenting with cutting-edge technology	46%	42%
Preparing reports	46%	58%
Managing network and systems infrastructure	41%	38%
Developing applications	37%	28%
Integrating enterprise applications	32%	29%
Building project teams	30%	64%
Integrating, normalizing or cleansing data	28%	26%
Building vendor relationships	26%	43%
Managing vendors	18%	34%
Seeking out new business opportunities	14%	30%
Other	5%	7%

Note: Multiple responses allowed
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/15

Figure 20

Staff Base Salaries by Region

What is your current annual base salary?

	2011	2012	2013
Northeast*	$95	$102	$89
Midwest	$83	$80	$84
South Atlantic	$100	$106	$102
South Central	$85	$77	$82
Mountain*	$88	$95	$98
Pacific	$86	$91	$95

*Low base, use with caution   R6460413-GOV/16

Note: Median salaries in thousands of dollars

Base: 479 IT staff in 2013, 480 in 2012 and 586 in 2011

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

Figure 21

Staff Pay Changes by Region

By what percentage did your base salary change this year?

	2011	2012	2013
Northeast*	0%	1.7%	1.7%
Midwest	0%	0%	1.2%
South Atlantic	1.8%	0%	0%
South Central	1.0%	0%	0%
Mountain*	0.3%	0%	0%
Pacific	0%	0%	1.1%

*Low base, use with caution

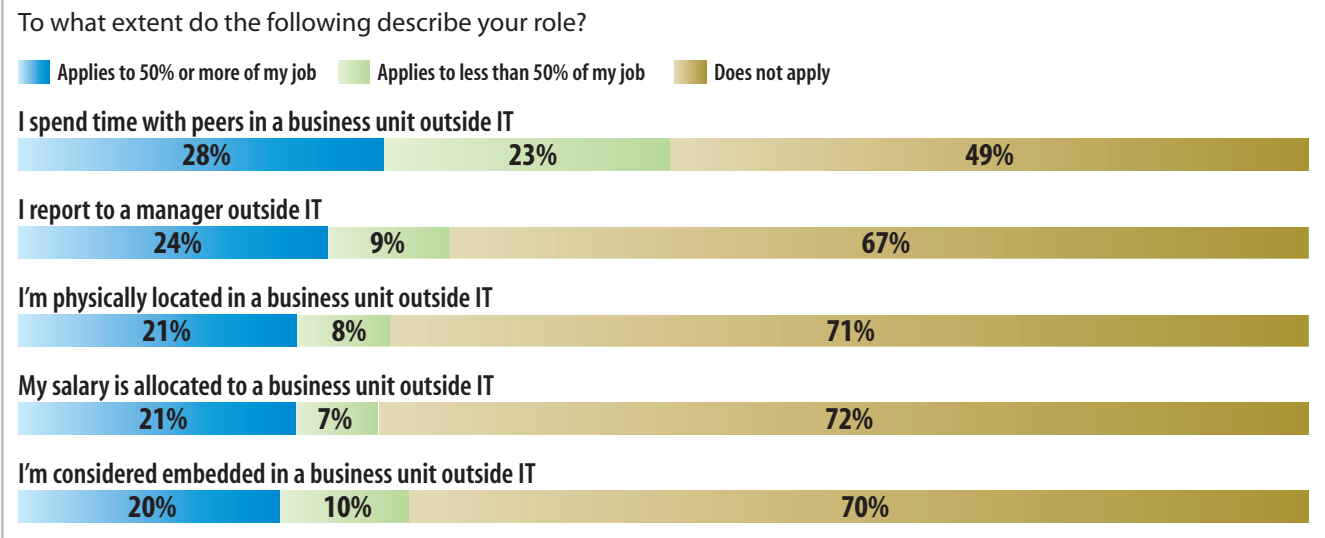Note: Median percentage change in annual base pay

Base: 479 IT staff in 2013, 480 in 2012 and 586 in 2011

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/17

Figure 22

## Manager Base Salaries by U.S. Region

What is your current annual base salary?

	2011	2012	2013
Northeast*	$120	$110	$120
Midwest*	$105	$108	$108
South Atlantic	$131	$122	$130
South Central*	$103	$105	$110
Mountain*	$102	$100	$108
Pacific*	$114	$115	$113

*Low base, use with caution

R6460413-GOV/18

Note: Median percentage change in annual base pay
Base: 276 IT managers in 2013, 253 in 2012 and 362 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

InformationWeek
:: reports

IW
Government

Figure 23

Management Pay Changes by Region

By what percentage did your base salary change this year?

	2011	2012	2013
Northeast*	2.4%	0.8%	0%
Midwest*	2.1%	0.4%	0.5%
South Atlantic	2.1%	1.8%	1.6%
South Central*	2.2%	0%	0%
Mountain*	0%	0.8%	1.4%
Pacific*	2.0%	0%	0%

*Low base, use with caution

R6460413-GOV/19

Note: Median percentage change in annual base pay

Base: 276 IT managers in 2013, 253 in 2012 and 362 in 2011

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

InformationWeek :: reports

IW Government

Figure 24

Rewards for Next 12 Months

Please specify the type(s) of noncash and indirect cash rewards you expect to receive in the next 12 months.

■ Staff   ■ Management

	Staff	Management
401(k) match	73%	70%
Health insurance	70%	72%
Further education/training	33%	37%
Tuition reimbursement	30%	32%
Certification reimbursement	29%	36%
Agency-paid smartphone/wireless email	19%	42%
Health club membership	9%	10%
Agency-paid phone/fax/cable modem/DSL lines	6%	12%
Agency-paid Internet access	6%	7%
Sabbatical/extended vacation	3%	5%
Agency car or car allowance	2%	4%
Day care or day care subsidy	2%	2%
Other	6%	8%

Note: Multiple responses allowed
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/20

Figure 25

Training Valued

What type of training would you find most valuable to you in developing your career?
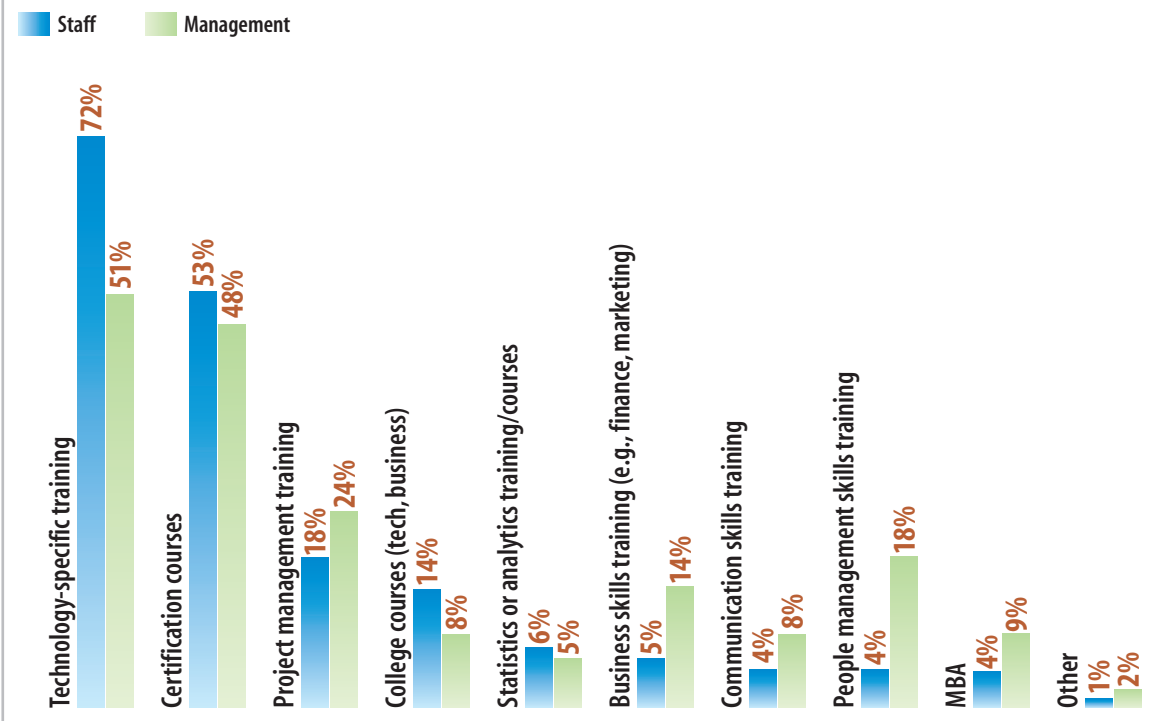
Note: Two responses allowed
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/21

Figure 26

Training Received

In the past 12 months, which of the following apply to you in terms of training?
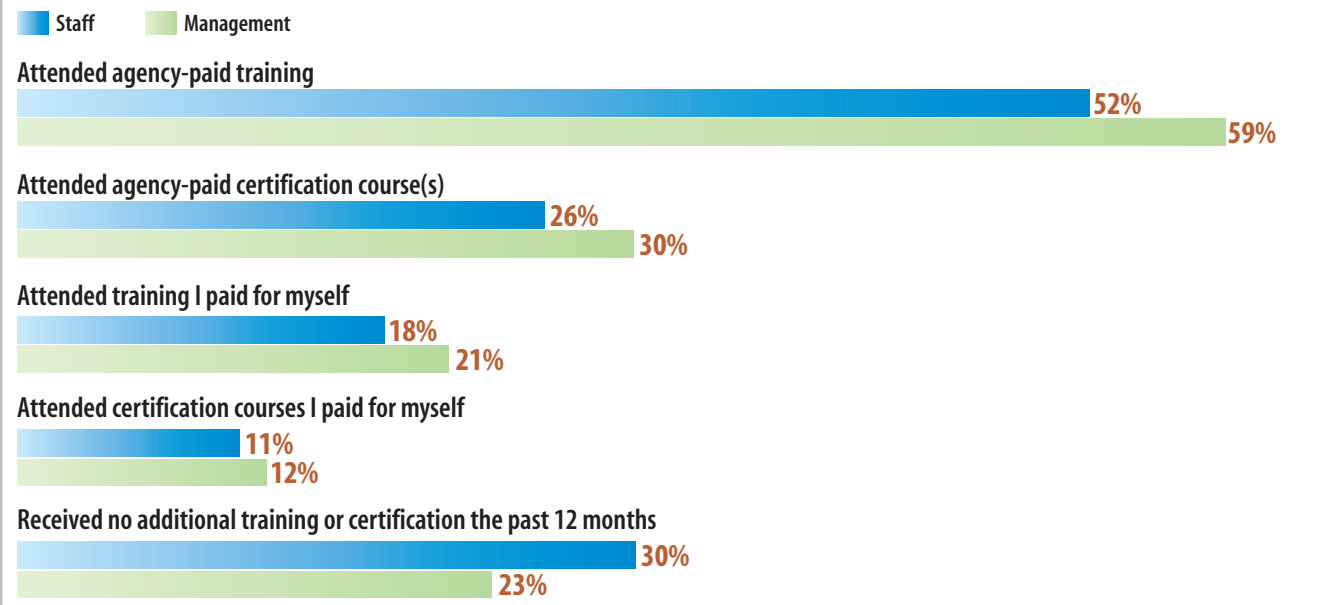
■ Staff   ■ Management

Attended agency-paid training
Staff: 52%
Management: 59%

Attended agency-paid certification course(s)
Staff: 26%
Management: 30%

Attended training I paid for myself
Staff: 18%
Management: 21%

Attended certification courses I paid for myself
Staff: 11%
Management: 12%

Received no additional training or certification the past 12 months
Staff: 30%
Management: 23%

Note: Multiple responses allowed
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/22

Figure 27

Out-of-Pocket Training Expenses

About how much did you spend on training in the past 12 months for which you were not reimbursed by your agency?

Staff	$800
Management	$2,000

Note: Median dollars   R6460413-GOV/23
Base: 111 IT staff and 70 IT managers who paid for their own training and/or certification course(s)
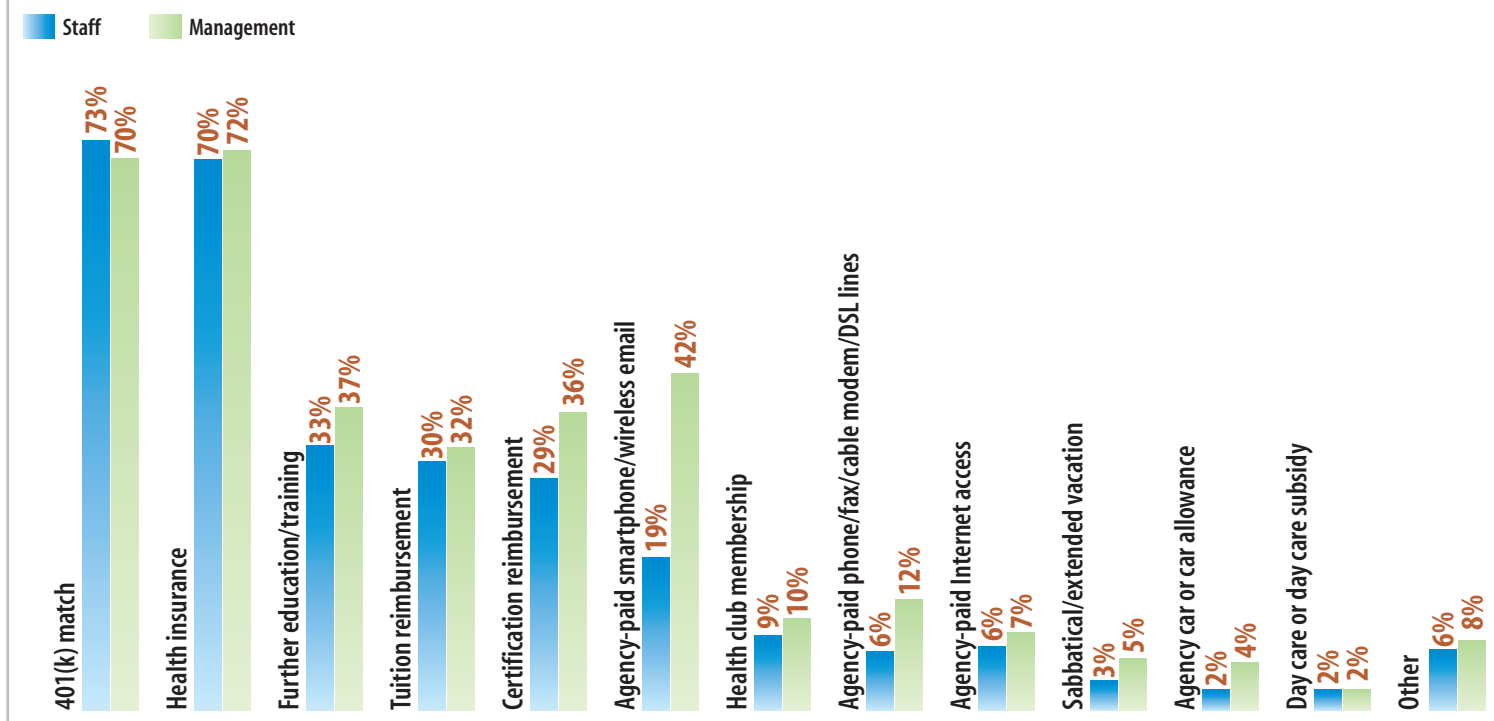Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

Figure 28

What Matters Most to Staffers

What matters most to you about your job?

	2011	2012	2013
Flexible work schedule	48%	47%	46%
Base pay	48%	47%	45%
Job/agency stability	45%	51%	44%
Challenge of job/responsibility	38%	41%	42%
Vacation time/paid time off	42%	43%	42%
Benefits	43%	47%	40%
My opinion and knowledge are valued	37%	36%	38%
Job atmosphere	38%	32%	37%
Recognition for work well done	31%	30%	30%
Having the tools and support to do my job well	30%	30%	28%
Working with highly talented peers	27%	24%	28%
Telecommuting/working at home	21%	23%	27%
Commute distance	29%	26%	25%
Ability to work with leading-edge technology	22%	19%	25%
Skill development/educational/training opportunity	28%	28%	24%
Geographic location of job	24%	23%	22%
Ability to work on creating "new" innovative IT solutions	19%	20%	20%
My work (job) is important to the agency's success	19%	21%	18%
Potential for promotion	21%	15%	18%
Agency culture and values	12%	11%	13%
Effectiveness of immediate supervision	14%	13%	11%
Bonus opportunities	9%	9%	9%
Prestige/reputation of the agency	5%	6%	9%
Involvement in setting agency strategy and determining goals	6%	4%	6%

Note: Seven responses allowed   R6460413-GOV/24
Base: 479 IT staff in 2013, 480 in 2012 and 586 IT in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

Figure 29

What Matters Most to Managers

What matters most to you about your job?

	2011	2012	2013
Challenge of job/responsibility	46%	48%	44%
Job/agency stability	45%	42%	41%
My opinion and knowledge are valued	42%	42%	41%
Flexible work schedule	36%	40%	39%
Base pay	42%	43%	37%
Benefits	38%	37%	37%
Vacation time/paid time off	28%	34%	34%
Working with highly talented peers	33%	27%	33%
Job atmosphere	42%	38%	32%
My work (job) is important to the agency's success	30%	23%	30%
Recognition for work well done	26%	29%	28%
Agency culture and values	23%	20%	27%
Having the tools and support to do my job well	24%	24%	27%
Geographic location of job	27%	24%	24%
Ability to work on creating "new" innovative IT solutions	21%	20%	21%
Ability to work with leading-edge technology	26%	21%	21%
Potential for promotion	18%	18%	20%
Skill development/educational/training opportunity	19%	22%	19%
Commute distance	22%	26%	18%
Telecommuting/working at home	17%	25%	17%
Involvement in setting agency strategy and determining goals	19%	17%	15%
Effectiveness of immediate supervision	16%	15%	13%
Prestige/reputation of the agency	8%	8%	9%
Bonus opportunities	9%	12%	8%

Note: Seven responses allowed
Base: 276 IT managers in 2013, 253 in 2012 and 362 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/25

Figure 30

What Matters Most

What matters most to you about your job?

	Staff	Management
Flexible work schedule	46%	39%
Base pay	45%	37%
Job/agency stability	44%	41%
Challenge of job/responsibility	42%	44%
Vacation time/paid time off	42%	34%
Benefits	40%	37%
My opinion and knowledge are valued	38%	41%
Job atmosphere	37%	32%
Recognition for work well done	30%	28%
Having the tools and support to do my job well	28%	27%
Working with highly talented peers	28%	33%
Telecommuting/working at home	27%	17%
Commute distance	25%	18%
Ability to work with leading-edge technology	25%	21%
Skill development/educational/training opportunity	24%	19%
Geographic location of job	22%	24%
Ability to work on creating "new" innovative IT solutions	20%	21%
My work (job) is important to the agency's success	18%	30%
Potential for promotion	18%	20%
Agency culture and values	13%	27%
Effectiveness of immediate supervision	11%	13%
Bonus opportunities	9%	8%
Prestige/reputation of the agency	9%	9%
Involvement in setting agency strategy and determining goals	6%	15%

Note: Seven responses allowed   R6460413-GOV/26

Base: 479 IT staff and 276 IT managers

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

InformationWeek :: reports

2013 Government IT Salary Survey

Figure 31

Years in IT

How many years have you been in the IT profession?

Staff

18

Management

21

Note: Median years spent working in IT
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/27

Figure 32

Years at Organization

How many years have you been at your present organization?

Staff

7

Management

7

Note: Median years spent at organization
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/28

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Figure 33

Number of Organizations in the Past 10 Years

How many organizations have you worked for in the past 10 years?

■ Staff   ■ Management

1 to 2
Staff: 64%
Management: 70%

3 to 4
Staff: 30%
Management: 26%

5 or more
Staff: 6%
Management: 4%

Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/29

Figure 34

Staff: Compensation Satisfaction Trend

Overall, how satisfied are you with your total compensation package?

■ 2013   ■ 2012   ■ 2011

Very satisfied
19%
22%
23%

Satisfied
46%
48%
48%

Neutral
18%
20%
20%

Dissatisfied
14%
9%
8%

Very dissatisfied
3%
1%
1%

Base: 479 IT staff in 2013, 480 in 2012 and 586 in 2011   R6460413-GOV/31
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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IW
Government
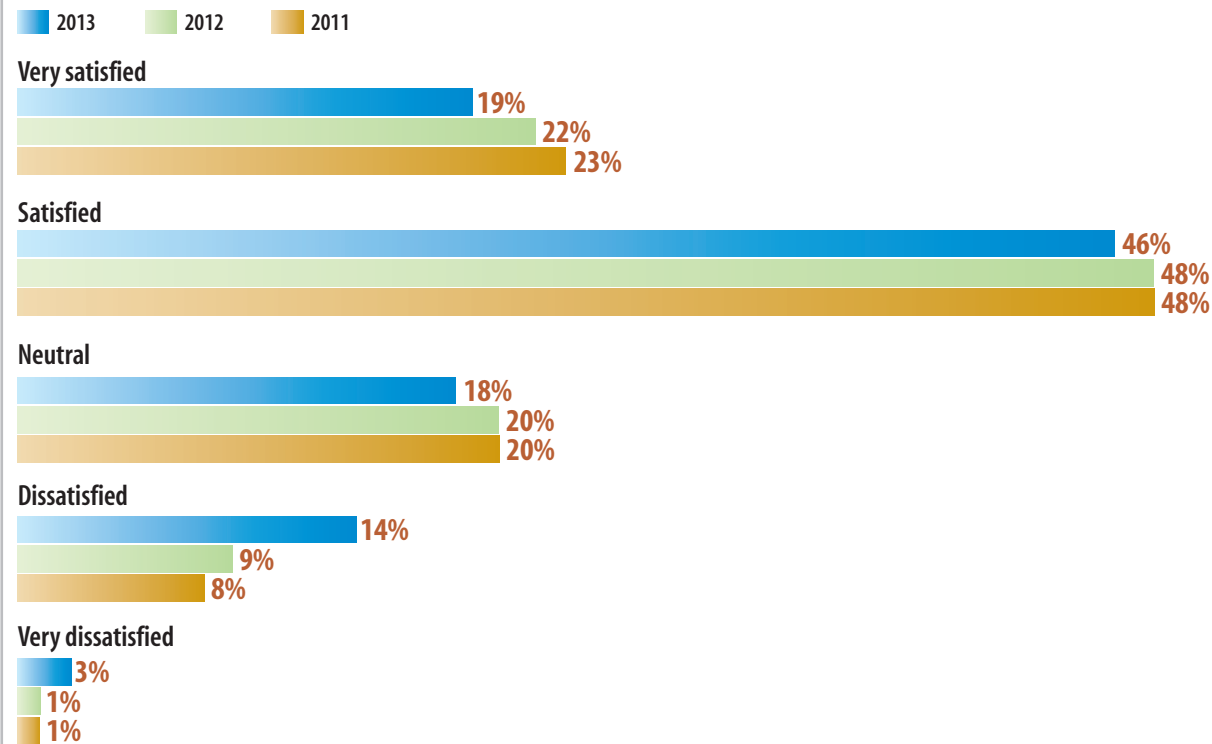
Figure 35

Management: Compensation Satisfaction Trend

Overall, how satisfied are you with your total compensation package?

■ 2013   ■ 2012   ■ 2011

Very satisfied
21%
23%
28%

Satisfied
48%
48%
54%

Neutral
22%
21%
11%

Dissatisfied
7%
7%
6%

Very dissatisfied
2%
1%
1%

Base: 276 IT managers in 2013, 253 in 2012 and 362 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013
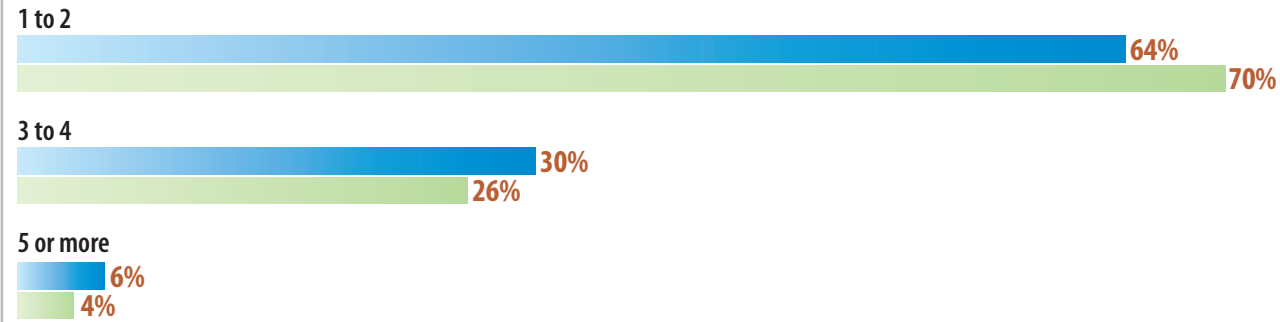
R6460413-GOV/32

InformationWeek
:: reports

IW
Government

Figure 36

Staff: Overall Satisfaction Trend

Overall, how satisfied are you with all aspects of your job, including compensation, benefits and other aspects of your employment relationship?

■ 2013   ■ 2012   ■ 2011

Very satisfied
18%
20%
24%

Satisfied
48%
50%
46%

Neutral
19%
20%
21%

Dissatisfied
13%
8%
8%

Very dissatisfied
2%
2%
1%

Base: 479 IT staff in 2013, 480 in 2012 and 586 IT in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013
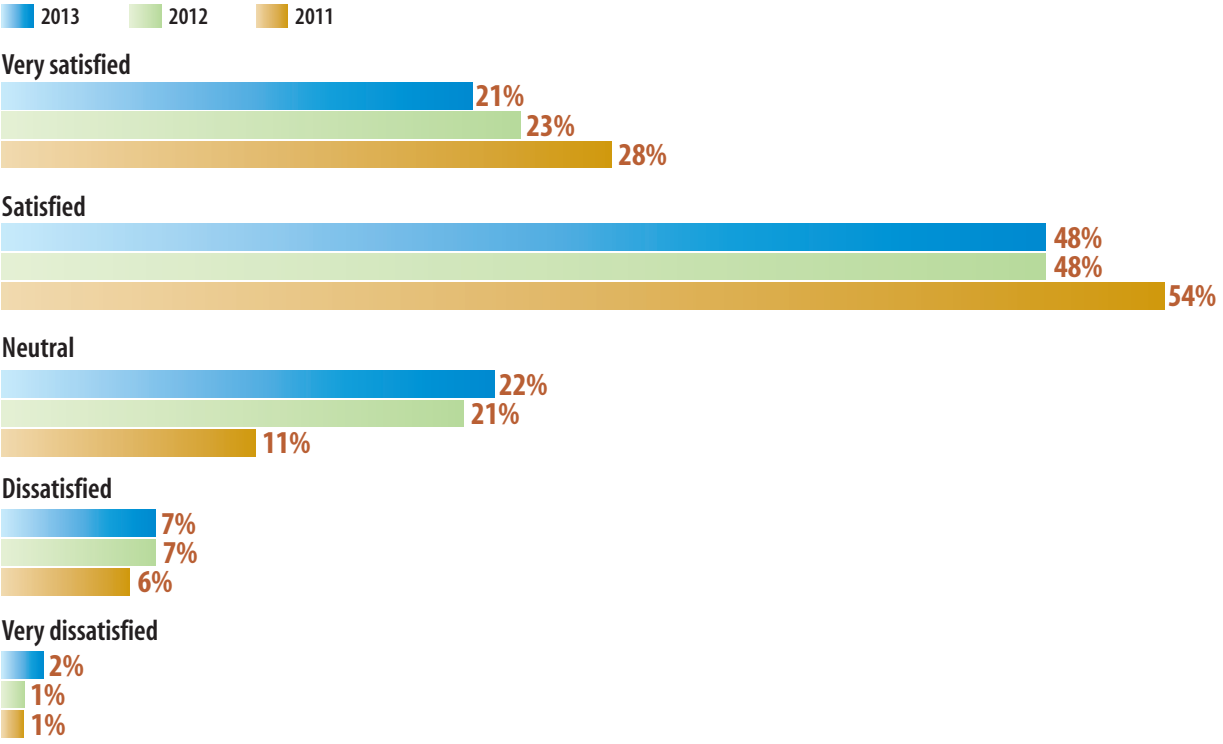
R6460413-GOV/34

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2013 Government IT Salary Survey

Figure 37

Management: Overall Satisfaction Trend

Overall, how satisfied are you with all aspects of your job, including compensation, benefits and other aspects of your employment relationship?

■ 2013   ■ 2012   ■ 2011

Very satisfied
- 22%
- 25%
- 29%

Satisfied
- 47%
- 50%
- 50%

Neutral
- 21%
- 18%
- 14%

Dissatisfied
- 9%
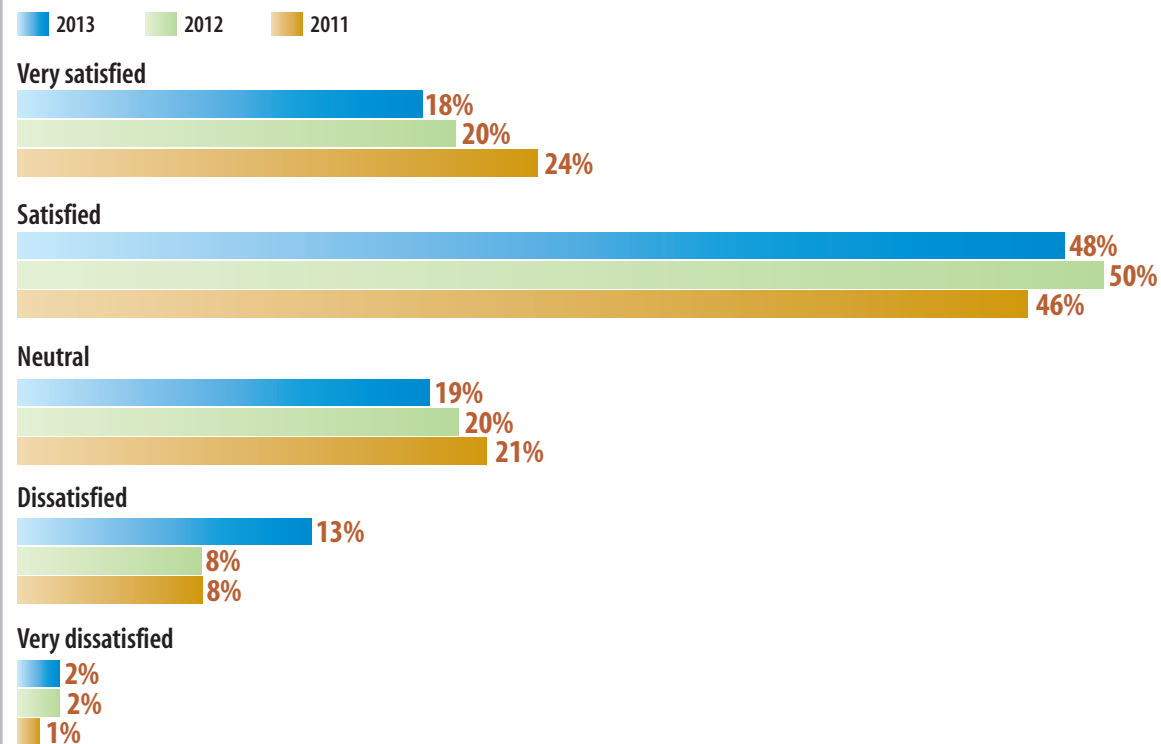- 6%
- 6%

Very dissatisfied
- 1%
- 1%
- 1%

Base: 276 IT managers in 2013, 253 in 2012 and 362 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/35

InformationWeek
:: reports

Figure 38

Intellectually Challenged

Are you being challenged intellectually with the IT projects you are currently working on?

■ Staff   ■ Management

Challenged
36%
44%

Somewhat challenged
50%
44%

Not at all challenged
14%
12%

Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

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2013 Government IT Salary Survey

Figure 39

Job Security

How would you rate your present job security?

◼ Staff   ◼ Management

I feel very secure

45%
47%

I feel somewhat secure

45%
43%

I feel insecure

10%
10%

Base: 479 IT staff and 276 IT managers

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/37

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Figure 40

Staff: Job Security Trend

How would you rate your present job security?

■ 2013   ■ 2012   ■ 2011

I feel very secure

45%
46%
49%

I feel somewhat secure

45%
44%
42%

I feel insecure

10%
10%
9%

Base: 479 IT staff in 2013, 480 in 2012 and 586 in 2011
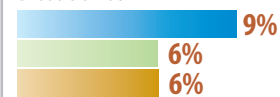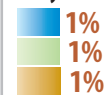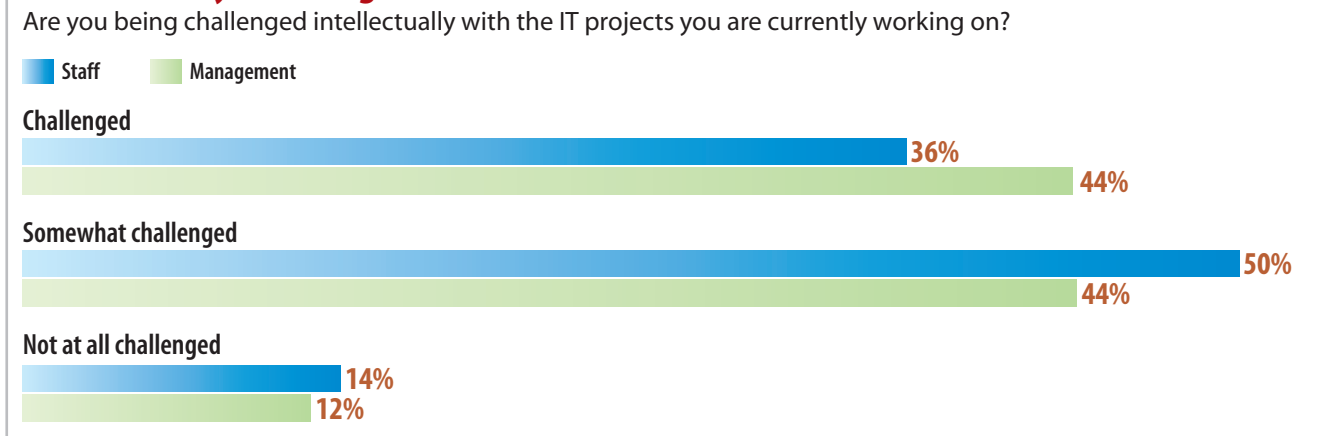Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/38

InformationWeek
:: reports

2013 Government IT Salary Survey

Figure 41

Management: Job Security Trend

How would you rate your present job security?

■ 2013   ■ 2012   ■ 2011

I feel very secure
- 2013: 47%
- 2012: 46%
- 2011: 58%

I feel somewhat secure
- 2013: 43%
- 2012: 45%
- 2011: 36%

I feel insecure
- 2013: 10%
- 2012: 9%
- 2011: 6%

Base: 276 IT managers in 2013, 253 in 2012 and 362 in 2011   R6460413-GOV/39
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

InformationWeek
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Figure 42

Promising Career Path

Do you believe a career path in IT and the potential for salary advancement are as promising today as they were five years ago?

■ Staff   ■ Management

As promising today

49%

44%

Not as promising

42%

49%

Unsure

9%

7%

Base: 479 IT staff and 276 IT managers

R6460413-GOV/40

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013
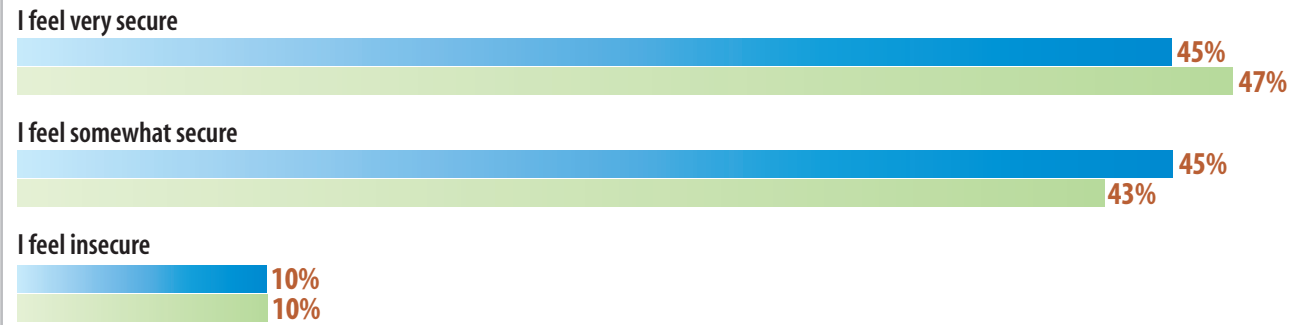
InformationWeek
:: reports

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Figure 43

Staff: IT Career Path Trend

Do you believe a career path in IT and the potential for salary advancement are as promising today as they were five years ago?

■ 2013   ■ 2012   ■ 2011

As promising today

49%
40%
43%

Not as promising

42%
48%
47%

Unsure

9%
12%
10%

Base: 479 IT staff in 2013, 480 in 2012 and 586 in 2011   R6460413-GOV/41
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013
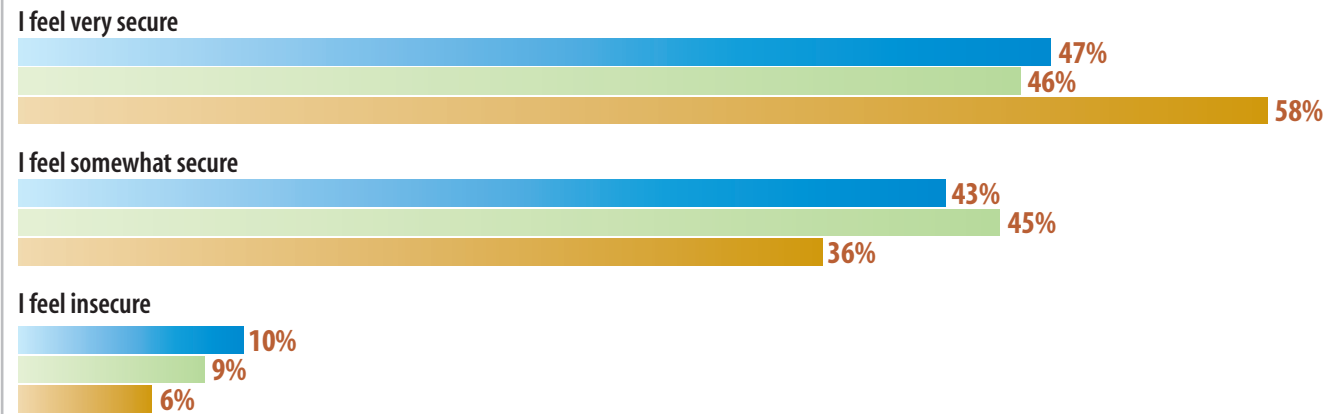
Figure 44

Management: IT Career Path Trend

Do you believe a career path in IT and the potential for salary advancement are as promising today as they were five years ago?

■ 2013   ■ 2012   ■ 2011

As promising today
44%
45%
49%

Not as promising
49%
48%
44%

Unsure
7%
7%
7%
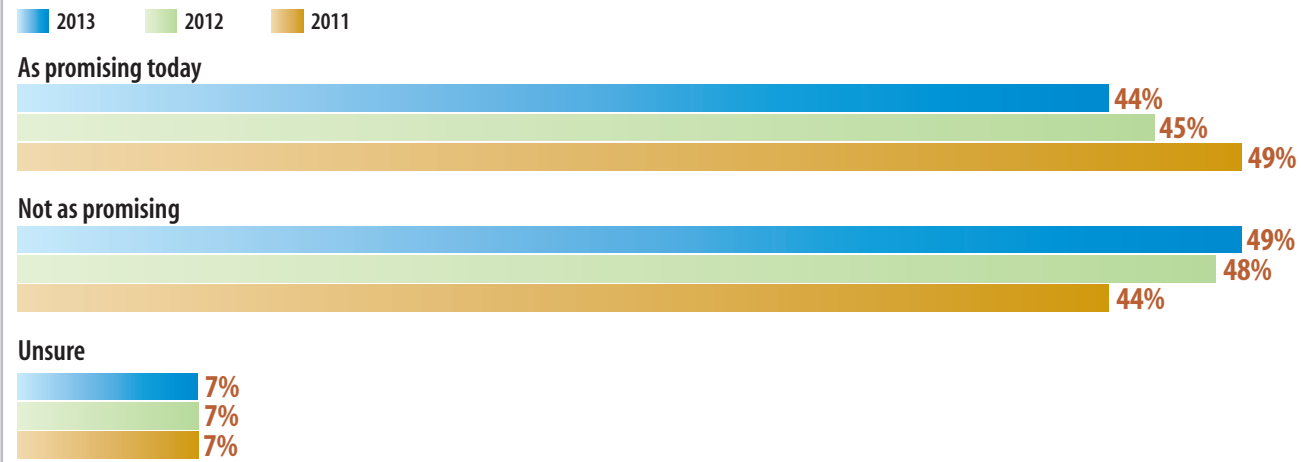
Base: 276 IT managers in 2013, 253 in 2012 and 362 in 2011   R6460413-GOV/42
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

Figure 45

Economy Impact on IT Career Security

Given the current economy, do you believe a career path in IT is …

■ Staff   ■ Management

More secure than most others

45%

42%

As secure as most others

46%
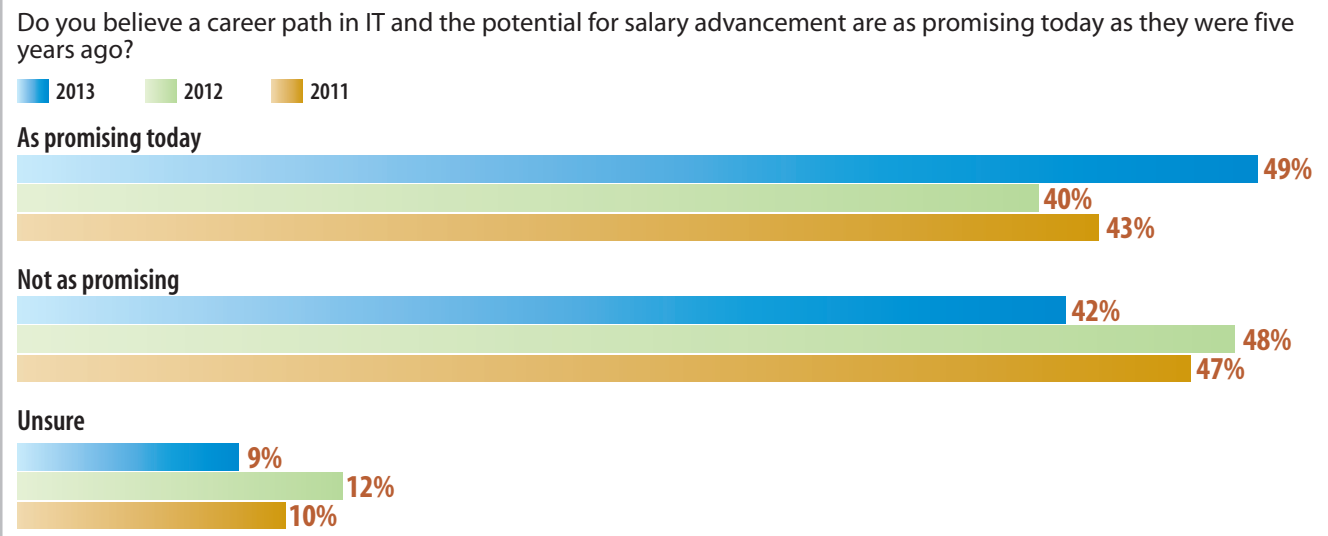
50%

Less secure than most others

9%

8%

Base: 479 IT staff and 276 IT managers

InformationWeek 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/43

InformationWeek
:: reports

IW Government

Figure 46

IT Outsourcing Practices

Is your organization outsourcing some of its IT jobs?

Don't know — 7%

Yes, outsourced to a company/companies in the U.S. — 30%

Yes, outsourced to a company/companies offshore — 1%

Yes, outsourced to companies in the U.S. and offshore — 4%

No — 58%

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013   R6460413-GOV/45

Figure 47

Impact of Outsourcing on IT Professionals

What impact do you think the current trend toward outsourcing is having on IT professionals?

■ **Staff**   ■ **Management**

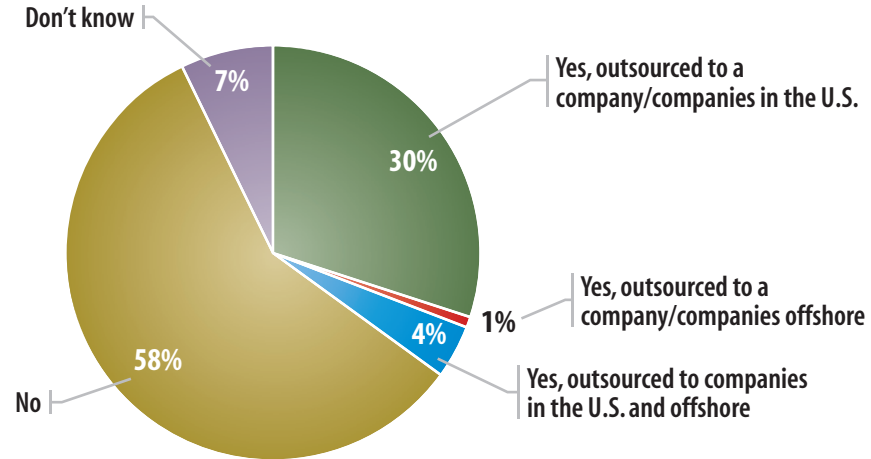| Category	Staff	Management
Fewer IT jobs available	56%	50%
Lower employee morale	53%	41%
New hires at reduced salaries	51%	50%
Fewer opportunities for advancement	39%	37%
Skills valued less	32%	27%
Salary reductions for employees	30%	24%
Opportunity to work on more innovative projects as menial tasks are moved out of organization	12%	14%
Skills valued more	10%	13%
It's an important aspect of global business growth	8%	15%
New hires to support outsourcing efforts	8%	8%
Other	4%	1%

Note: Multiple responses allowed
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/46

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Figure 48

Looking for a New Job?

Are you currently looking for a job at a different employer?

■ Staff   ■ Management

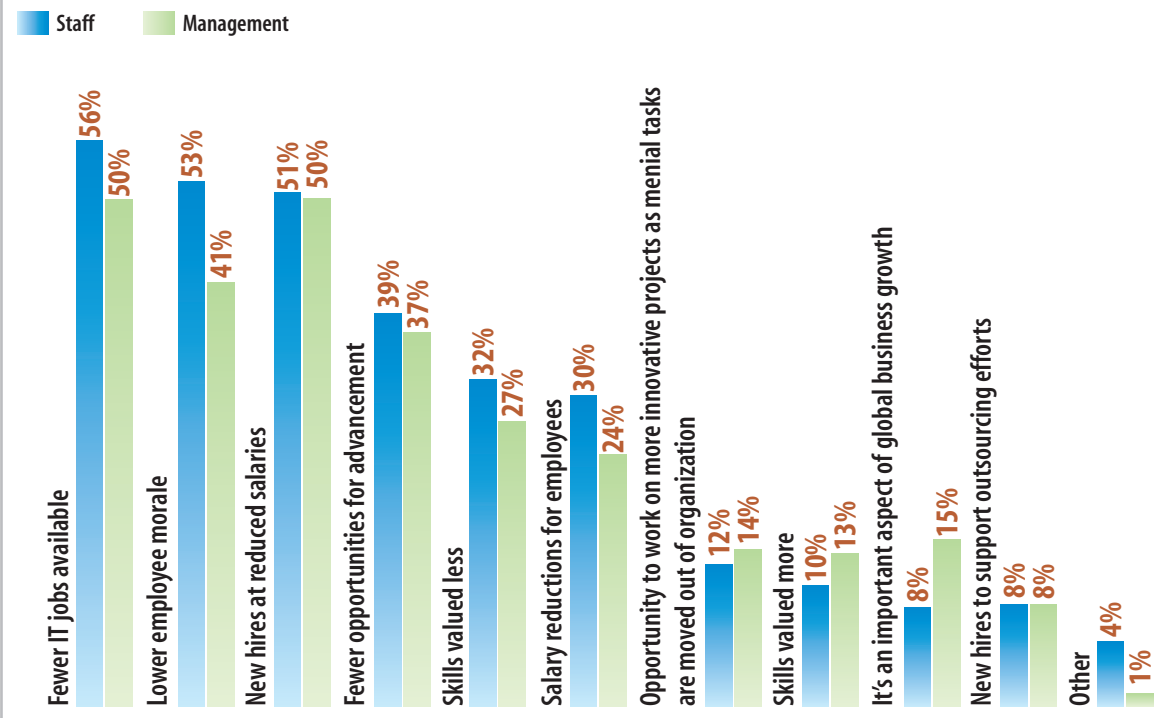**Yes, actively**
11%
12%

Yes, somewhat
30%
29%

No
59%
59%
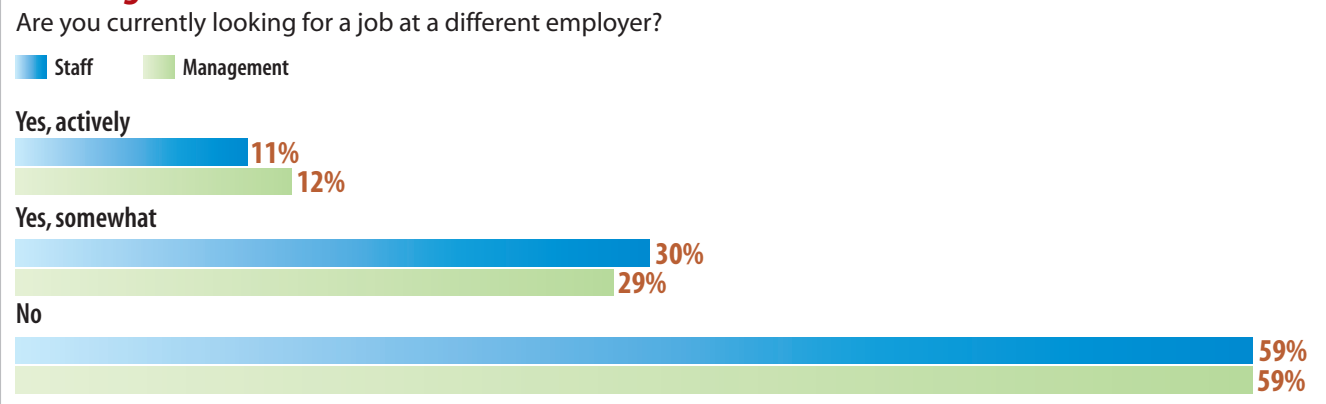
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013   R6460413-GOV/48

InformationWeek
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Figure 49

Reasons for Seeking a New Job

Why are you looking for a new job?

■ Staff ■ Management

	Staff	Management
Higher compensation	65%	58%
More interesting work	46%	38%
Seeking more personal fulfillment	39%	40%
Don't like present organization's management/culture	32%	42%
More job stability	26%	36%
More responsibility	26%	39%
Fear of being laid off	25%	16%
Personal/family needs	21%	27%
More dynamic organization	16%	21%
Seeking less stress	16%	21%
Move to a different geographical area	15%	23%
Job skills and requirements no longer match my skills or interests	12%	7%
Job market opportunities are too good to pass up	6%	4%
Stock options	5%	10%
Want to join a startup company	4%	6%
Laid off from previous job	3%	4%
Other	5%	4%

Note: Multiple responses allowed
Base: 195 IT staff and 114 IT managers looking for a new job
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/49
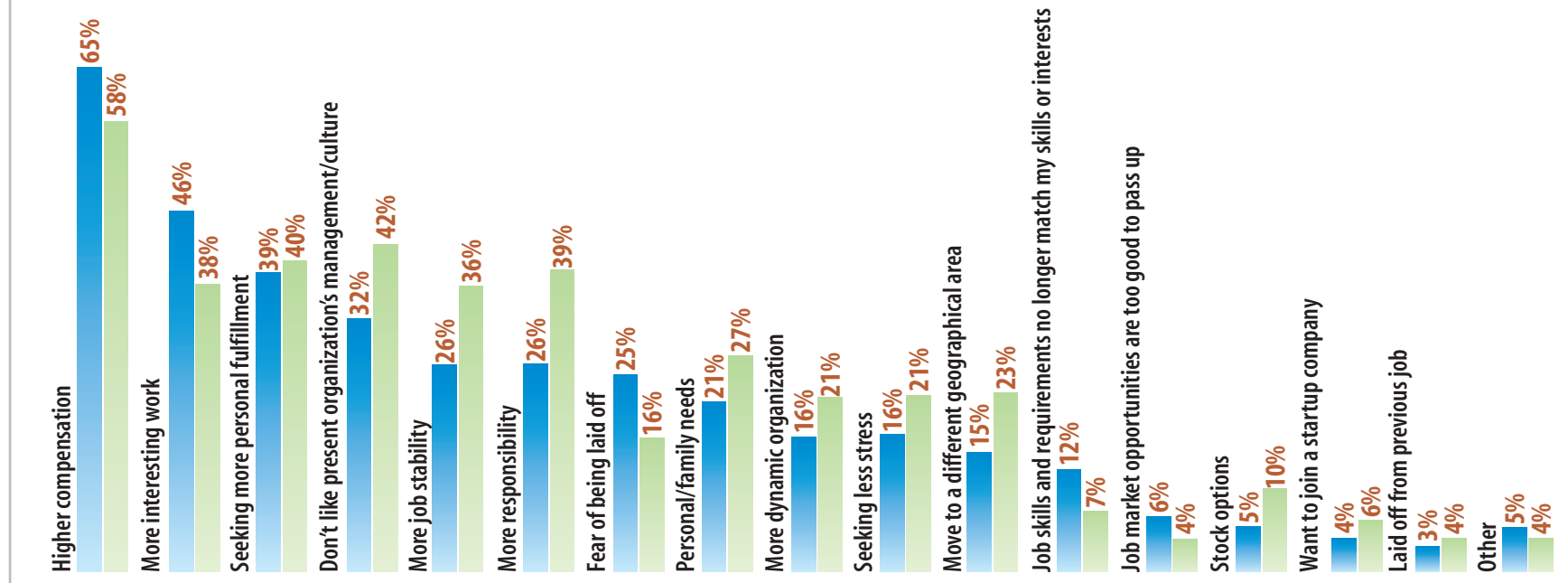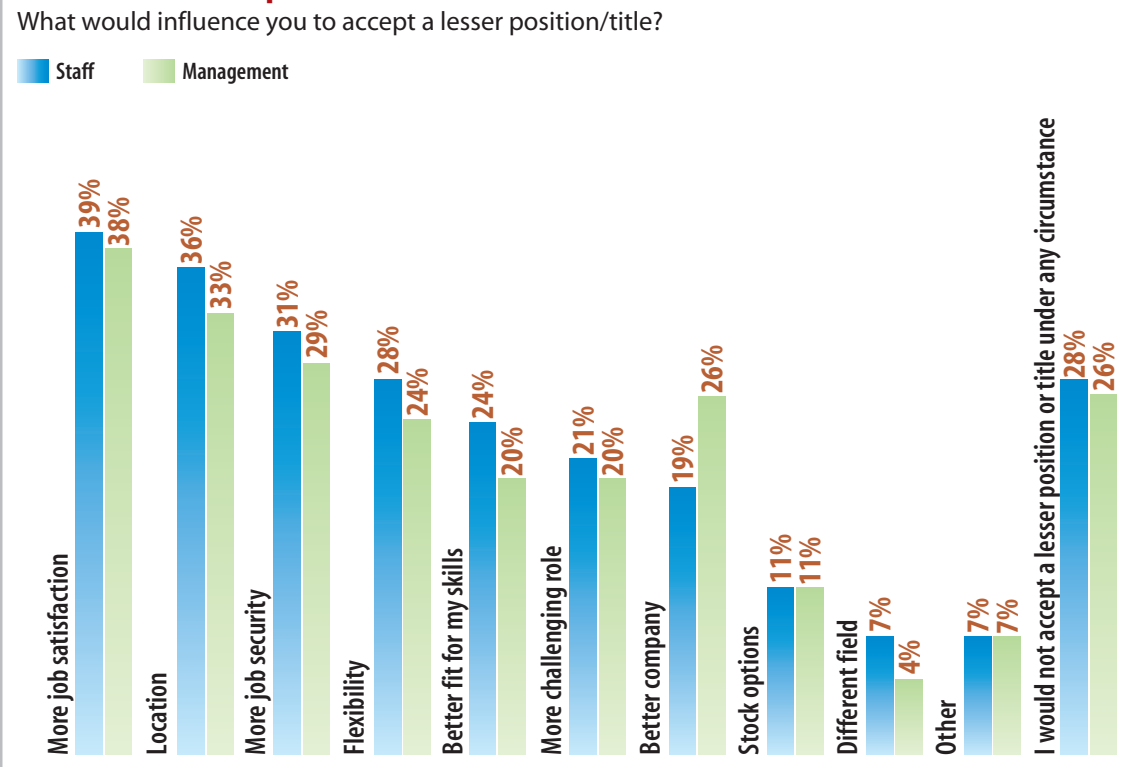
InformationWeek
:: reports

Figure 50

Reasons to Accept a Lower Position

What would influence you to accept a lesser position/title?

■ Staff   ■ Management

Reason	Staff	Management
More job satisfaction	39%	38%
Location	36%	33%
More job security	31%	29%
Flexibility	28%	24%
Better fit for my skills	24%	20%
More challenging role	21%	20%
Better company	19%	26%
Stock options	11%	11%
Different field	7%	4%
Other	7%	7%
I would not accept a lesser position or title under any circumstance	28%	26%

Note: Multiple responses allowed
Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/50

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IW Government

Figure 51

Education

What is your highest level of education?

■ Staff ■ Management

Ph.D.
Staff: 2%
Management: 5%

Master's degree/MBA
Staff: 33%
Management: 46%
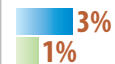
Bachelor's degree
Staff: 41%
Management: 34%

Associate's degree
Staff: 8%
Management: 7%

Some college
Staff: 11%
Management: 6%

Tech/IT trade school
Staff: 3%
Management: 1%

High school graduate
Staff: 2%
Management: 1%

Base: 479 IT staff and 276 IT managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/51

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Government

2013 Government IT Salary Survey

Figure 52

Gender

What is your gender?

■ Staff   ■ Management

Male

83%

92%

Female

17%

8%

Base: 479 IT staff and 276 IT managers

R6460413-GOV/52

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

Figure 53

Age

What is your age?

■ Staff   ■ Management

25 or less
1%
0%

26-35
11%
3%

36-45
25%
29%

46-55
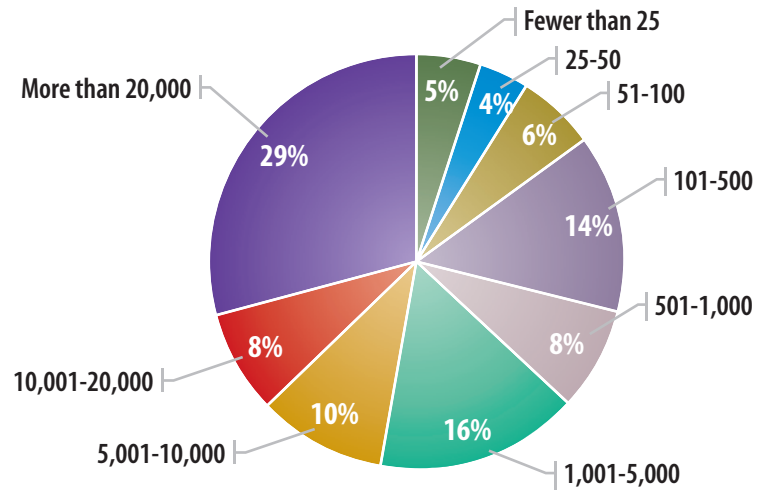39%
41%

Over 55
24%
27%

Base: 479 IT staff and 276 IT managers

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013

R6460413-GOV/53

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2013 Government IT Salary Survey

Figure 54

Size of Organization

How many employees does your organization have?

Fewer than 25 — 5%
25-50 — 4%
51-100 — 6%
101-500 — 14%
501-1,000 — 8%
1,001-5,000 — 16%
5,001-10,000 — 10%
10,001-20,000 — 8%
More than 20,000 — 29%

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 755 federal government IT professionals, January 2013   R6460413-GOV/54

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