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2018 Salary Survey

Attract and Retain Top Tech Talent

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About This Survey

Our Clients at Decide Consulting are always requesting current salary information for different technology skill sets. We have put together this salary survey to satisfy that need.

Decide Consulting has conducted **a survey** with our vendors and combined the results with data from the U.S. Bureau of Labor Statistics to produce this data.

We have used data in over

70 different job titles.

Low the is the average of salaries in the bottom 15% of salaries.

Medium the is the average of salaries in the 16%-85% of the salary bell curve.

High the is the average of salaries in the top 15% of the salaries.

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How to use this guide

For IT Workers, you must understand where your technological skills currently are and where your future interests may be. Then ask yourself "Does my current company value these skills? Do they offer training for where I want to go? Does this company offer an environment to get there?" This guide may help you answer these questions.

For IT employers, you must understand the value of the technology. How important is this technology to the company revenue? Can better use of the technology increase revenues? There are many companies that answer "yes" to both. They use guides like this one to make sure they attract and keep the top talent.

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Increased Demand
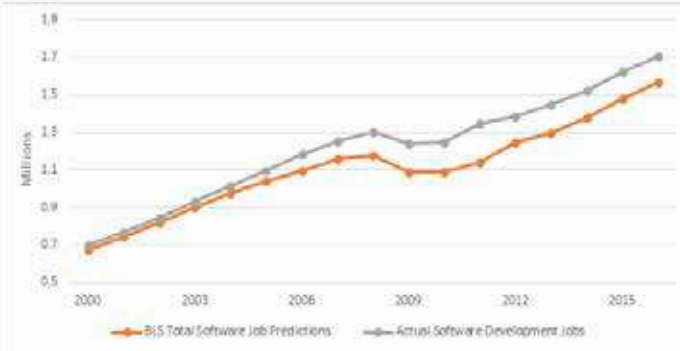
In the

Year 2000

there were

697,000

software development and related jobs

Each year, the Bureau of Labor Statistics estimates the number software, and many other, jobs for the next few years. Their forward-looking predictions are typically under the actual jobs when we look at the actual data. Granted it is very difficult to predict any industry. It is even more difficult in technology. When smart phones firsts came out, not even the smart phone manufacturers could predict the number of applications developed for them. Think about all the technologies that are still far away from their tipping points – Blockchain, IoT, Machine Learning, Deep Learning, mobilizing web based software.

In 2017

there were over

1,700,000

software development and related jobs

Software Development and related technology jobs can double by **2027**

What is going to make Software Developer Jobs Grow?

Here are several factors that may cause the number of software developer jobs to double in ten years:

- Manufacturing devices and sensors with embedded code. Think the Internet-of-Things for a smart manufacturing line.

- Legacy web-based software is just now becoming available en-masse as mobile applications.

- Home assistants are in version 1.0. Echo, Google Home and Jibo are very early in their life cycle. Think about what the first iPhone had available for it. Wait until the software developers start building apps for the home assistants.

- Big Data is still in its infancy. Companies are early in their adoption of Big Data and MBA programs are just now beginning to offer degrees in data analytics.

- For every device included in the IoT, there is code running behind the scenes.

- Everything previously mentioned has to have security encoded. The people who specialize in writing software for business functionality are not the same ones who write software for security needs.

- The BLS does their forecast based on past data. Many of the jobs created in the next 10 years will be based on hardware and technology devices currently in its infancy or does not exist yet. For example, we have not found data about Blockchain jobs from the Bureau of Labor Statistics.

- In the next ten years, we can easily have 3.4M software developers with another 5M other IT jobs surrounding them. 2018 will see big jumps in software and related IT jobs.

It is a very good time to be a Software Developer.

Attract and Retain
Top Tech Talent

Create a Tribe

Make people want to be part of something. If people buy into your company at an emotional level, you will have potential employees lining up at the door. If people feel like they make a difference and can do interesting work, you will have a waiting list of employee referrals wanting to work there.

Have a technology vision for the company. State how the current technology platform fits and what it's lifespan is. Look into new technology and have your good tech people participate in that.

You Must Have PTO

Sick days are a thing of the past. All a sick day ever did was force the employee to eventually lie to the employer. That's not good for anyone. You are either at work or not - does it really matter why? Get rid of the rigid HR rules and embrace packages that allow flexibility in your employees lives.

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Be flexible

If there is not some flexibility in your company's HR package, your competitor will have some in theirs. Companies with the more flexible and employee-centric packages will attract the top talent.

At Decide Consulting, our key employees do not track their time off. They are judged by their ultimate performance. If they are selling, recruiting or making clients happy, all while helping make the company profitable, we do not care how many Fridays you take off.
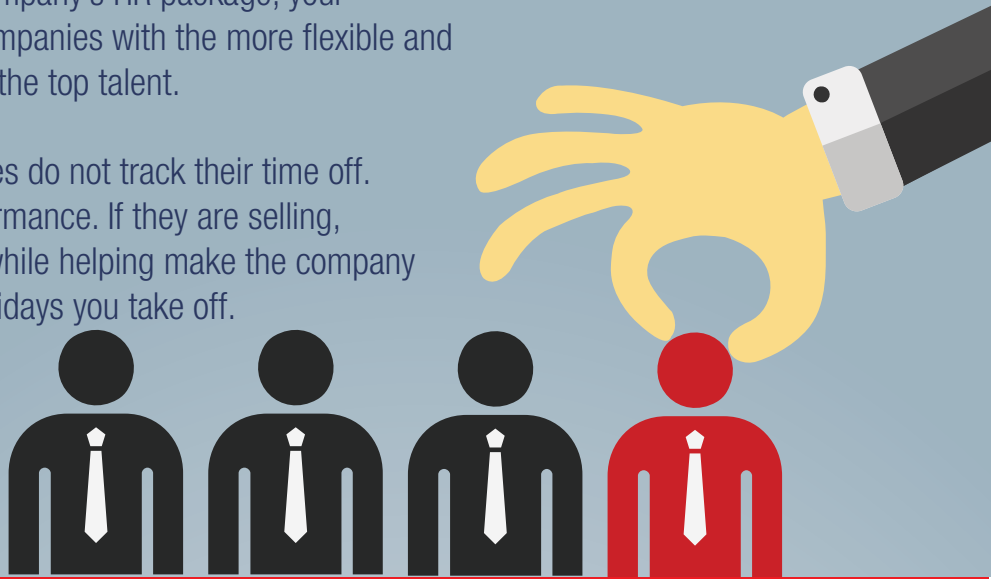
"The competition to hire the best will increase in the years ahead. Companies that give extra flexibility to their employees will have the edge in this area."

Bill Gates, Former CEO of Microsoft

Talk it out

Regardless of what your company is doing, if you are not communicating to the top talent you have, someone else will. Find out what their goals are, what they want to do. Perhaps even modify some of your company or department goals or priorities when you can find overlap.

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You need to Hire Quickly

Quality tech talent will not around at the end of a long interview process. They took another offer.

While companies need to accurately evaluate technical skills and emulate work, they cannot take forever to do so. There is too much demand for good tech talent. Having an interview process that takes longer than 15 calendar days from resume review to offer-made, means you will have offers declined because the candidates took something else. The companies that react quickly to identify and retain quality tech talent, will be the winners in the battle for tech skills.

Freelance Talent on the Rise.

Research from The Plato Group reveals that 33% of Americans, about 42 million, are freelancing. Experts' forecasts predict that freelancers will make up nearly 50% of the full-time workforce by the end of 2027. Hiring IT freelancers has become a norm because it offers some distinct and unique benefits.
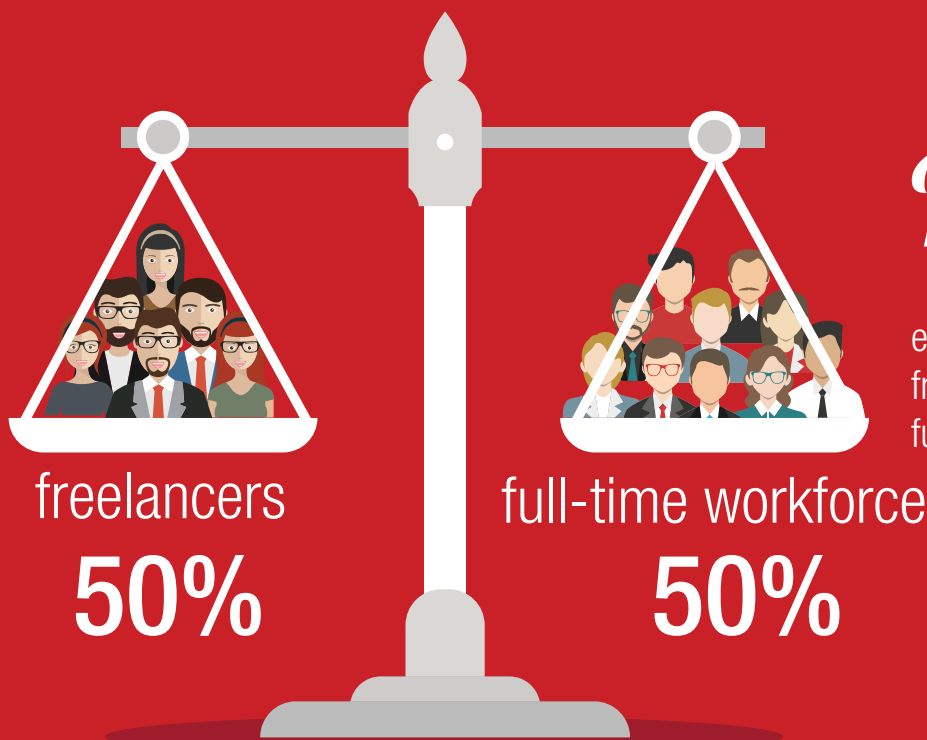
> The growth of the freelance workforce is three times faster than the traditional workforce
>
> **Stephane Kasriel,** *CEO of Upwork*

freelancers
50%

full-time workforce
50%

In 2027

experts' forecasts predict that freelancers will make up nearly 50% of the full-time workforce by the end of 2027.

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These are a couple of situations **when you are better off hiring an IT freelancer** instead of a permanent employee:

Overhead Reduction

Full Time employees real cost can often be 1.5x their salary. When you factor in PTO, training, career planning and the potential unemployment cost, FTEs can get expensive. Freelancers you pay to do something very specific and nothing else.

Specialty Skills

If you need to use a new skill set (e.g. developing a mobile application when you have previously only been web-based), use freelance talent to help you architect quickly based on their past projects and not have your own team start at ground zero.

In 2017, **33%** of Americans about 42 million, are freelancing

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HOT INDUSTRIES
FOR TECH IN
2018

Expect these sectors to lead IT hiring activity in the year ahead:

Healthcare

Healthcare has been lagging behind in IT for years. Walmart has better predictors about when you will buy a lawnmower than Healthcare has about when people get cancer. Big Data analysis is beginning to creep into Healthcare. EMR / EHR companies will continue to mobilize their products.

Oil & Gas

After several years of lackluster oil prices, Oil & Gas will begin to stabilize and see renewed IT investment. Many IT initiatives that have been shelved since 2014, will see the light and be updated in 2018.

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Financial Services

Big data and information security concerns are creating need for technology professionals in this vertical. Security Developers who understand oWASP principles are in big demand.

Manufacturing

No sector can benefit from the IoT more than manufacturing. Manufacturing jobs may have gone down, but manufacturing output has increased and will continue to do so. Plants that used to employ 500 people now create more output with 50 people. Behind the efficiency are robotics, software and IoT enabled sensors.
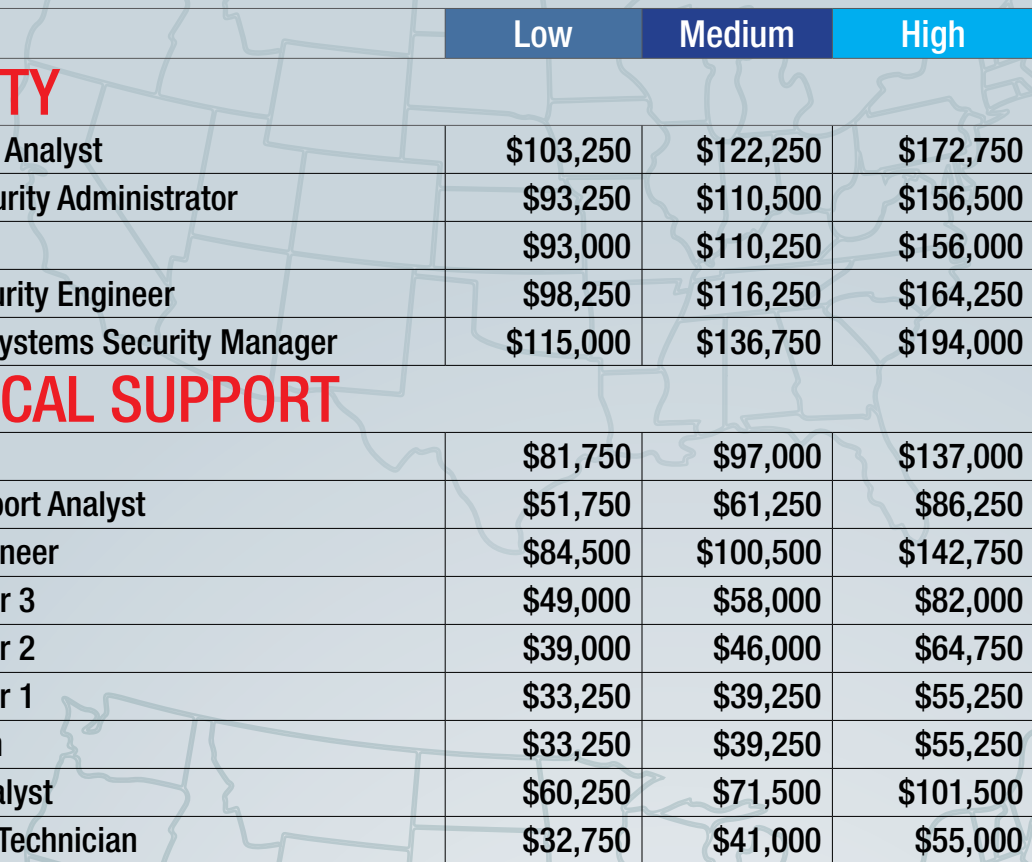
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NationWide

We have used data in over

70 different job titles

and have created these national averages.

	Low	Medium	High
ADMINISTRATION			
Chief Information Officer (CIO)	$171,000	$203,000	$287,500
Chief Technology Officer (CTO)	$146,000	$176,000	$249,000
Chief Security Officer	$144,500	$171,250	$242,250
Vice President - IT	$136,750	$162,750	$230,750
Director of Technology	$118,250	$140,500	$199,250
SOFTWARE DEVELOPMENT			
Manager	$105,750	$125,500	$177,500
Project Manager / SCRUM Master	$93,750	$111,000	$157,000
Systems Analyst	$78,000	$92,250	$130,250
Full Stack Developer	$111,250	$132,250	$187,250
Applications Architect	$110,750	$131,750	$186,750
Business Systems Analyst	$77,000	$91,500	$130,000
Cloud Computing Analyst	$75,750	$93,750	$157,500
Mid-Tier ERP Business Analyst	$81,000	$96,000	$135,750
Mid-Tier ERP Developer	$90,500	$107,250	$151,500
Developer/Programmer Analyst	$86,500	$102,750	$145,750
ERP Business Analyst	$84,000	$99,500	$140,750
ERP Technical/Functional Analyst	$91,000	$108,000	$153,000
ERP Technical Developer	$95,500	$113,250	$160,000
Lead Applications Developer	$102,750	$122,000	$173,000
Mobile Applications Developer	$119,000	$141,250	$200,000

	Low	Medium	High
CONSULTING & SYSTEMS INTEGRATION			
Director	$117,500	$139,500	$197,500
Project Manager/Senior Consultant	$97,000	$115,000	$163,000
Staff Consultant	$61,500	$76,250	$128,000
Senior IT Auditor	$106,750	$126,750	$179,750
IT Auditor	$91,750	$109,250	$155,000
DATA/DATABASE ADMINISTRATION			
Big Data Engineer	$127,250	$151,000	$213,500
NOSQL Developer	$108,250	$128,250	$181,250
Database Developer	$98,250	$116,500	$165,000
Database Administrator	$76,750	$96,000	$157,000
Data Analyst/Report Writer	$80,000	$95,000	$135,000
Data Architect	$109,750	$129,750	$183,750
Data Scientist	$100,500	$119,500	$168,500
Data Warehouse Analyst	$76,250	$94,500	$159,000
Business Intelligence Analyst	$85,000	$105,250	$177,000
Data Reporting Analyst	$58,250	$73,250	$108,250
QUALITY ASSURANCE (QA) & TESTING			
QA Engineer	$57,750	$68,750	$97,500
QA Architect	$68,500	$81,500	$115,500
QA/Testing Manager	$80,500	$95,500	$135,250
QA Engineer - – Automated Tools	$62,500	$74,000	$104,500
WEB DEVELOPMENT			
Senior Web Developer	$99,750	$118,250	$167,000
Web Developer	$83,000	$98,500	$139,500
Graphic Designer	$63,250	$73,500	$117,750
Front-End Web Developer	$63,500	$73,750	$123,500
CMS Administrator / Developer	$68,500	$81,250	$114,750
Web Designer	$72,250	$85,750	$121,750
E-Commerce Developer	$83,250	$98,500	$139,000
INFRASTRUCTURE			
Network Architect	$114,000	$135,250	$191,250
Network Manager	$94,000	$111,500	$157,750
Network Engineer	$91,000	$108,000	$152,750
Wireless Network Engineer	$101,250	$120,250	$170,000

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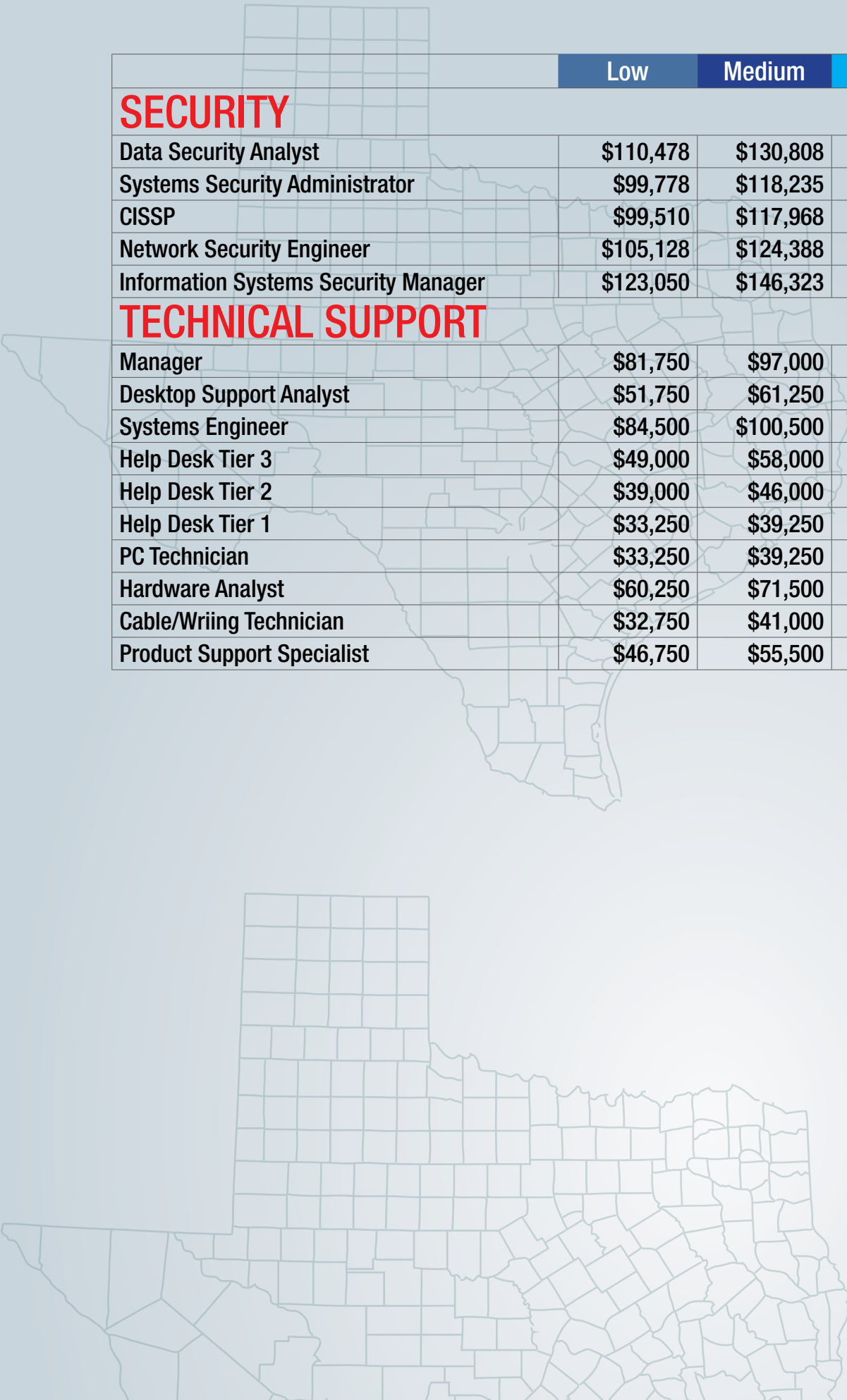|	Low	Medium	High
SECURITY			
Data Security Analyst	$103,250	$122,250	$172,750
Systems Security Administrator	$93,250	$110,500	$156,500
CISSP	$93,000	$110,250	$156,000
Network Security Engineer	$98,250	$116,250	$164,250
Information Systems Security Manager	$115,000	$136,750	$194,000
TECHNICAL SUPPORT			
Manager	$81,750	$97,000	$137,000
Desktop Support Analyst	$51,750	$61,250	$86,250
Systems Engineer	$84,500	$100,500	$142,750
Help Desk Tier 3	$49,000	$58,000	$82,000
Help Desk Tier 2	$39,000	$46,000	$64,750
Help Desk Tier 1	$33,250	$39,250	$55,250
PC Technician	$33,250	$39,250	$55,250
Hardware Analyst	$60,250	$71,500	$101,500
Cable/Wriing Technician	$32,750	$41,000	$55,000

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We have used data in over
70 different job titles.

Since we are based in Texas, we have included a Texas-based adjustment for the data

	Low	Medium	High
ADMINISTRATION			
Chief Information Officer (CIO)	$182,970	$217,210	$307,625
Chief Technology Officer (CTO)	$156,220	$188,320	$266,430
Chief Security Officer	$154,615	$183,238	$259,208
Vice President - IT	$146,323	$174,143	$246,903
Director of Technology	$126,528	$150,335	$213,198
SOFTWARE DEVELOPMENT			
Manager	$113,153	$134,285	$189,925
Project Manager / SCRUM Master	$100,313	$118,770	$167,990
Systems Analyst	$83,460	$98,708	$139,368
Full Stack Developer	$119,038	$141,508	$200,358
Applications Architect	$118,503	$140,973	$199,823
Business Systems Analyst	$82,390	$97,905	$139,100
Cloud Computing Analyst	$81,053	$100,313	$168,525
Mid-Tier ERP Business Analyst	$86,670	$102,720	$145,253
Mid-Tier ERP Developer	$96,835	$114,758	$162,105
Developer/Programmer Analyst	$92,555	$109,943	$155,953
ERP Business Analyst	$89,880	$106,465	$150,603
ERP Technical/Functional Analyst	$97,370	$115,560	$163,710
ERP Technical Developer	$102,185	$121,178	$171,200
Lead Applications Developer	$109,943	$130,540	$185,110
Mobile Applications Developer	$127,330	$151,138	$214,000

	Low	Medium	High

CONSULTING & SYSTEMS INTEGRATION

	Low	Medium	High
Director	$125,725	$149,265	$211,325
Project Manager/Senior Consultant	$103,790	$123,050	$174,410
Staff Consultant	$65,805	$81,588	$136,960
Senior IT Auditor	$114,223	$135,623	$192,333
IT Auditor	$98,173	$116,898	$165,850

DATA/DATABASE ADMINISTRATION

	Low	Medium	High
Big Data Engineer	$136,158	$161,570	$228,445
NOSQL Developer	$115,828	$137,228	$193,938
Database Developer	$105,128	$124,655	$176,550
Database Administrator	$82,123	$102,720	$167,990
Data Analyst/Report Writer	$85,600	$101,650	$144,450
Data Architect	$117,433	$138,833	$196,613
Data Scientist	$107,535	$127,865	$180,295
Data Warehouse Analyst	$81,588	$101,115	$170,130
Business Intelligence Analyst	$90,950	$112,618	$189,390
Data Reporting Analyst	$62,328	$78,378	$115,828

QUALITY ASSURANCE (QA) & TESTING

	Low	Medium	High
QA Engineer	$61,793	$73,563	$104,325
QA Architect	$73,295	$87,205	$123,585
QA/Testing Manager	$86,135	$102,185	$144,718
QA Engineer - – Automated Tools	$66,875	$79,180	$111,815

WEB DEVELOPMENT

	Low	Medium	High
Senior Web Developer	$106,733	$126,528	$178,690
Web Developer	$88,810	$105,395	$149,265
Graphic Designer	$67,678	$78,645	$125,993
Front-End Web Developer	$67,945	$78,913	$132,145
CMS Administrator / Developer	$73,295	$86,938	$122,783
Web Designer	$77,308	$91,753	$130,273
E-Commerce Developer	$89,078	$105,395	$148,730

INFRASTRUCTURE

	Low	Medium	High
Network Architect	$121,980	$144,718	$204,638
Network Manager	$100,580	$119,305	$168,793
Network Engineer	$97,370	$115,560	$163,443
Wireless Network Engineer	$108,338	$128,668	$181,900
Network Administrator	$78,110	$92,823	$131,610

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	Low	Medium	High
SECURITY			
Data Security Analyst	$110,478	$130,808	$184,843
Systems Security Administrator	$99,778	$118,235	$167,455
CISSP	$99,510	$117,968	$166,920
Network Security Engineer	$105,128	$124,388	$175,748
Information Systems Security Manager	$123,050	$146,323	$207,580
TECHNICAL SUPPORT			
Manager	$81,750	$97,000	$137,000
Desktop Support Analyst	$51,750	$61,250	$86,250
Systems Engineer	$84,500	$100,500	$142,750
Help Desk Tier 3	$49,000	$58,000	$82,000
Help Desk Tier 2	$39,000	$46,000	$64,750
Help Desk Tier 1	$33,250	$39,250	$55,250
PC Technician	$33,250	$39,250	$55,250
Hardware Analyst	$60,250	$71,500	$101,500
Cable/Wriing Technician	$32,750	$41,000	$55,000
Product Support Specialist	$46,750	$55,500	$78,750

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HOT SKILLS IN 2018

SOFTWARE DEVELOPMENT

- .NET / C#
- Agile and Scrum certifications
- Javascript Libraries and Frameworks – Angular, React, Bootstrap
- Full Stack Developers
- Java
- Microsoft SQL Server
- oWASP Development
- PHP / LAMP
- Content Management Systems (CMS)
- Front End Developers
- Java EE/J2EE

SECURITY AND INFRASTUCTURE

- CISSP (Certified Information Systems Security Professional)
- CCNA (Cisco Certified Network Associate)
- CCNP (Cisco Certified Network Professional)
- CompTIA A+
- VMware
- Firewall Administration

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PROJECTS AND INTEGRATION

- PMP (Project Management Professional)
- DevOps engineers
- Agile / SCRUM

BIG DATA AND BUSINESS INTELLIGENCE (BI)

- Data scientists
- Database developers
- Data Architects
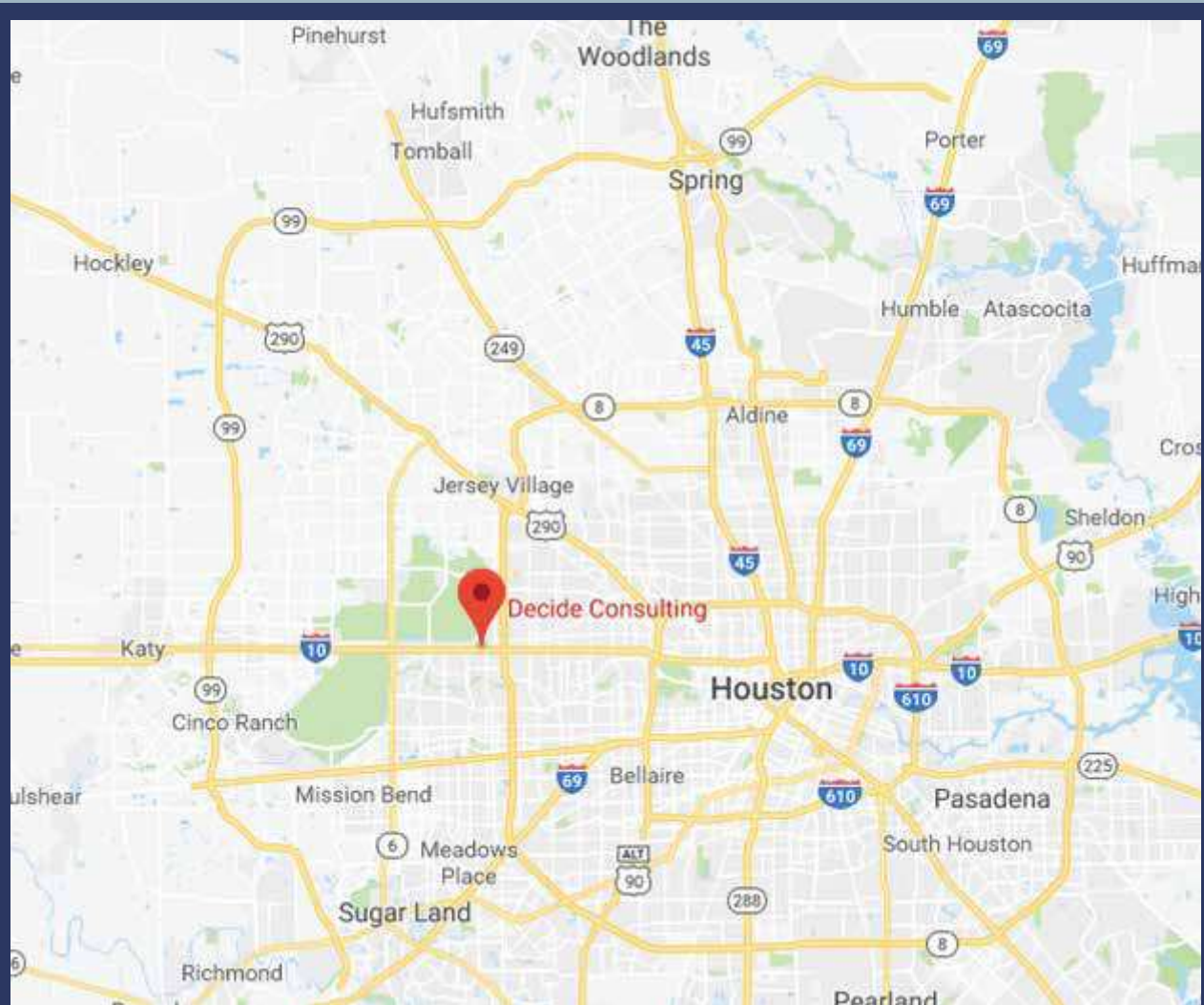- Anyone with a Masters in Data Science

QUALITY ASSURANCE (QA) & TESTING

- Performance testing
- Testing architects
- Testing engineers with scripting

Contact us

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