decide

2020
SALARY SURVEY
Attract and Retain Top Tech Talent

decide

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

200 DIFFERENT JOB TITLES

HIGH

IS THE AVERAGE OF SALARIES IN THE TOP 15% OF THE SALARIES.

MEDIUM

IS THE AVERAGE OF SALARIES IN THE 16%-85% OF THE SALARY BELL CURVE

LOW

IS THE AVERAGE OF SALARIES IN THE BOTTOM 15% OF SALARIES.

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.

INCREASED DEMAND FOR IT & TECH TALENT

Each year, the Bureau of Labor Statistics estimates the number of jobs to be added for the next few years. This includes software, IT, accounting and many other fields. Their forward-looking predictions are based on the actual jobs that exist today. In 2006, they had no estimates for how many mobile developers there would be in 2016. Those job did not exist yet. Think about all the technologies that are still far away from their tipping points – AI, Blockchain, IoT, Machine Learning, Deep Learning, cybersecurity and Data Science. The BLS does not have the data to estimate job growth for most of those fields. This is why we are seeing IT jobs as such a big component of the US Job growth.

FROM SEPT '17 THROUGH FEB '19, THE US ADDED 497,000 IT JOBS

SEPT '17
4,895,000

FEB '19
5,392,000

THE REST OF THE US ECONOMY ADDED 3,008,000 JOBS IN THE SAME PERIOD.

1 IN EVERY 7 JOBS ADDED IN THE US CAME FROM IT AND SOFTWARE

HOT JOBS FOR
2020

- Cybersecurity Engineer
- .NET Full Stack
- Cloud Engineer
- Frontend Developer
- Scrum Master
- .DevOps Engineer
- CMS Developer (PHP)
- Data Scientist
- Network Engineer
- SDET

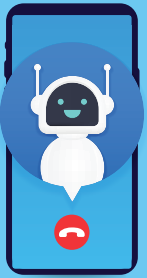"PROGRAMMING IS JUST WITCHCRAFT WITH TECHNOLOGY"
- UNKNOWN

JOBS WE CREATED IN THE LAST 10 YEARS

- Social Media Marketer / Manager
- Mobile App Developer
- Data Scientist
- Cloud Architect
- SEO Specialist V2
- Digital Marketer
- Drone Expert
- Professional Gamer
- Game Streamer
- Driverless Car engineer
- Cybersecurity / CISO
- Scrum Master
- Social Media Influencer
- UX Designer

THINGS WE DID NOT HAVE
10 YEARS AGO

- Personal Robots (Roomba, Jiro)
- Home Assistants (Google Home, Echo)
- Siri
- Virtuous Ice Cream (300 Calories a pint)
- Instagram / TikTok / SnapChat
- Massive Open Online Course (Coursera, Khan Academy)
- Social Media Influencers
- Kids Vaping
- Peer-to-Peer lending (Upstart, Prosper)
- Meal Kit Delivery (Blue Apron, Hello Fresh)
- Consumer Drones
- Augmented Reality Games (Pokémon GO)
- Gene Editing (CRISPR)

"We always overestimate the change that will occur in the next two years and underestimate the change that will occur in the next ten." – Bill Gates

JOBS WE WILL CREATE IN THE NEXT 10 YEARS

- ▶ Drone Logistics
- ▶ 3D Print Technician
- ▶ AI Data Miner
- ▶ AI Data Labelers
- ▶ Food Technologist
- ▶ Quantum Computing Engineers
- ▶ The 5G version of a SW Developer
- ▶ The 5G version of a Network Engineer

"I'd rather have someone all fired up to do something for the first time than someone who's done it before and isn't that excited to do it again."

- Marc Andreessen

INDUSTRIES FACING JOB LOSSES

- ▶ Textile
- ▶ Retail
- ▶ Tape & Wires
- ▶ Old Manufacturing
- ▶ LTL Trucking / Drivers
- ▶ Postal Workers
- ▶ Rancher / Agricultural
- ▶ Paper / Printers
- ▶ Dispatchers
- ▶ Surveyors

WHAT YOUR COMPANY CAN DO TO ATTRACT MORE IT AND SOFTWARE PEOPLE

▸ Hire Fast. IT people cannot go through a 3-week interview process like an accountant. Someone else will have hired them by then.

▸ Offer Training & Certifications

▸ Provide Interesting Work

▸ Experiment with Technology and Projects

▸ Sponsor H1Bs

▸ Offer Remote Work. This is the #1 request we heard in 2019.

▸ Don't say "We have a great Culture". Have a Great Culture!

▸ Don't ask "Why do you want to work here?". Tell them why they should want to work at your company.

▸ Be realistic about experience. Don't expect people to have 5 years of experience with technologies that have only been around for 3 years.

WHY IT'S HARDER TO RECRUIT IT AND SOFTWARE PEOPLE

Everyone in IT is arriving at the same conclusion – it is getting harder to find those high caliber IT and Software people to join your company.

Here are a few numbers to put things in perspective:

- According to Code.org, there are 500,000 open IT and software job in the US
- There are just over 96,000 people working in IT and Software in Houston
- According to the Bureau of Labor Statistics (BLS) data, during a recent 18-month period, 1 in every 7 jobs created in the US was in IT or Software

Unemployment Rate

In 2019, the unemployment rate has been hovering between 3.6% and 3.9%. The last time the unemployment rate stayed this far and this long under 4% was in the late 1960s. The unemployment rate for IT and software people is even lower, around 1.7% to 2.3%. The good developers do not need to look at a job posting. The jobs are coming to them. If they get unhappy with a boss, company or project, they can just start taking the phone calls or answer recruiter emails about new opportunities.

> "You hire the best people you can possibly find. Then it's up to you to create an environment where great people decide to stay and invest their time."
>
> **- Rich Lesser**

There are More Skills to Consider

In the very recent past, if a .NET developer had the following skills, they had plenty of options on jobs:

JavaScript / .NET / ASP.NET / C# / jQuery / SQL server

Today, if that is the same skill a developer features in their profile or resume, they have fewer job options. Why? Employers and projects demand additional skills with greater precision.

Here's an example. JavaScript alone is no longer enough. We need JavaScript with React OR angular OR Vue OR Ember OR Node OR..., you get the idea. If you are the developer and your current project is heavy Angular, you do not have the opportunity to work in a lot of Vue.js. On top of there being 500+ JavaScript libraries and framework to choose from, many of these libraries differ significantly from one version to the next.

Top Talent is Getting Swooped Up

IA Recent New York Times articles talked about the shortage of talent that understands Artificial Intelligence and Machine Learning. The story had many examples of newly minted Master's and Doctorate grads receiving offers of $300K – $500K with all the perks you could dream up. Yes, people with no experience and only a degree getting a $500K starting salary.

There is more competition and new jobs grabbing the new talent and the top talent. Who is going to say 'No' to a $500K payday? Silicon Valley is doing more to bring in talent from around the country, leaving more jobs to fill.

More Recruiters

With over 500,000 open IT jobs, the technologists are not the only ones being drawn to Information Technology and software. More and more recruiters are shifting their focus or entering the IT space. This means the technology worker is going to get more calls about potential opportunities and jobs.

HOUSTON IT MARKET FACTS

In 2019, Houston employed over 96,000 people in Software and Information Technology

Here are other snippets about the Houston IT Market
- Houston IT - 18% Women / 82% Men
- IT & Business Analyst - 29% Female / 71% Male
- Computing Infrastructure - 10% Female / 90% Male

Experience Breakdown of the Houston IT Market:
- 15% 0 – 5 years
- 26% 6 – 10 years
- 31% 11- 15 years
- 18% 16 – 20 years
- 10% 21+

Education
- Graduate Degree – 30%
- Undergrad – 58%
- No Degree – 12%

62,796 – have a Degree from a US university

34,019 – have a Degree from a Texas University

10,576 – have a Degree from a Non-US University

21,578 – have post graduate degrees.

Average Tenures
- Data Science – 42 Months
- Testing & QA – 42 Months
- Software Developers – 43 months
- Business Analysts – 46 months
- IT and Software Managers – 47 months
- Executives – 54 Months
- Helpdesk and Support – 48 months
- Infrastructure – 49 Months

> "You rarely go wrong giving someone who is high potential the shot."
> – Marc Andreessen

PHP
C++
Js
CSS

SECRETS TO MANAGING AND HIRING GEN Z

Gen Z is making up a larger portion of the Information Technology and Software space. Here are some things the Gen Z market expects from future employers:

▶ They will take less money for more meaningful work
▶ Expect they will need to work harder than their parents
▶ Want flexible hours
▶ Want to work for someone they can learn from
▶ Expect to be in small collaborative teams
▶ Want to be part of something – A member of a tribe
▶ Want flexible work locations

NATIONWIDE
WE HAVE USED DATA IN OVER
200+ Different Job Titles
AND HAVE CREATED THESE NATIONAL AVERAGES.

	NATIONWIDE			TEXAS		
	LOW	MEDIUM	HIGH	LOW	MEDIUM	HIGH
AGILE / DEVOPS						
AGILE COACH	$110,378	$131,058	$185,859	$118,105	$140,232	$198,869
DEVOPS ARCHITECT	$134,661	$159,891	$226,748	$144,088	$171,083	$242,620
DEVOPS ENGINEER	$122,542	$145,501	$206,341	$131,120	$155,686	$220,784
PRODUCT OWNER	$100,484	$119,310	$169,199	$107,519	$127,662	$181,043
SCRUM MASTER	$96,936	$114,773	$162,336	$103,722	$122,806	$173,699
ANALYSTS						
BUSINESS ANALYST	$79,488	$94,114	$133,116	$85,052	$100,701	$142,433
BUSINESS SYSTEMS ANALYST	$79,617	$94,609	$134,418	$85,190	$101,232	$143,827
QUALITY ASSURANCE ANALYST	$66,878	$79,472	$112,911	$71,560	$85,035	$120,815
SERVICENOW BUSINESS ANALYST	$60,190	$71,524	$101,620	$64,404	$76,531	$108,733
SYSTEMS ANALYST	$80,651	$95,385	$134,676	$86,297	$102,062	$144,104
TECHNICAL BUSINESS ANALYST	$82,264	$97,293	$137,370	$88,023	$104,103	$146,986
CLOUD						
AWS/DEVOPS ENGINEER	$121,493	$144,241	$204,212	$129,998	$154,338	$218,507
CLOUD ARCHITECT	$126,353	$150,011	$212,380	$135,198	$160,512	$227,247
CLOUD COMPUTING ANALYST	$78,324	$96,936	$162,852	$83,807	$103,722	$174,252
CLOUD DEVOPS ENGINEER	$81,457	$100,813	$169,366	$87,159	$107,871	$181,222
CLOUD ENGINEER	$84,715	$104,846	$176,141	$90,646	$112,186	$188,471
CLOUD SOLUTIONS ARCHITECT	$126,353	$150,011	$212,380	$135,198	$160,512	$227,247

	NATIONWIDE			TEXAS		
	LOW	**MEDIUM**	**HIGH**	**LOW**	**MEDIUM**	**HIGH**
CONSULTING AND SYSTEMS INTEGRATION						
DIRECTOR	$121,493	$144,241	$204,212	$129,998	$154,338	$218,507
IT AUDITOR	$94,868	$112,962	$160,268	$101,509	$120,870	$171,487
PROJECT MANAGER/SENIOR CONSULTANT	$100,297	$118,909	$168,539	$107,317	$127,232	$180,337
SENIOR IT AUDITOR	$110,378	$131,058	$185,859	$118,105	$140,232	$198,869
STAFF CONSULTANT	$63,590	$78,841	$132,350	$68,041	$84,361	$141,614
CX, UI AND UX						
CMS ADMINISTRATOR / DEVELOPER	$70,828	$84,011	$118,649	$75,786	$89,892	$126,955
CX DESIGNER	$90,215	$104,174	$141,398	$96,531	$111,466	$151,295
CX LEAD	$81,168	$91,766	$143,207	$86,850	$98,189	$153,231
E-COMMERCE DEVELOPER	$75,739	$91,508	$112,704	$81,041	$97,913	$120,594
FRONT END DEVELOPER	$65,658	$76,257	$127,697	$70,254	$81,594	$136,636
SENIOR E-COMMERCE DEVELOPER	$86,079	$101,847	$143,723	$92,105	$108,977	$153,785
SENIOR FRONT END DEVELOPER	$85,821	$101,847	$144,241	$91,828	$108,977	$154,338
SENIOR UX DESIGNER	$74,706	$88,664	$125,887	$79,935	$94,871	$134,700
SENIOR UX RESEARCHER	$78,066	$88,664	$140,105	$83,530	$94,871	$149,912
SENIOR WEB DEVELOPER	$103,140	$122,269	$172,675	$110,360	$130,828	$184,762
UI DEVELOPER	$65,658	$76,257	$127,697	$70,254	$81,594	$136,636
UX DESIGNER	$64,366	$78,324	$105,208	$68,871	$83,807	$112,573
UX LEAD	$65,658	$76,257	$127,697	$70,254	$81,594	$136,636
UX RESEARCHER	$87,113	$101,071	$138,296	$93,211	$108,147	$147,976
WEB DESIGNER	$90,215	$104,174	$141,398	$96,531	$111,466	$151,295
WEB DEVELOPER	$65,658	$76,257	$127,697	$70,254	$81,594	$136,636

	NATIONWIDE			TEXAS		
	LOW	**MEDIUM**	**HIGH**	**LOW**	**MEDIUM**	**HIGH**
DATA / DATABASE ADMINISTRATION						
BUSINESS INTELLIGENCE ANALYST	$87,889	$108,827	$183,015	$94,041	$116,445	$195,826
DATA ANALYST/REPORT WRITER	$82,719	$98,229	$139,588	$88,510	$105,105	$149,359
DATA REPORTING ANALYST	$60,230	$75,739	$111,929	$64,446	$81,042	$119,764
DATA WAREHOUSE ANALYST	$78,841	$97,711	$164,403	$84,361	$104,552	$175,912
DATABASE ADMINISTRATOR	$79,359	$99,262	$162,336	$84,913	$106,210	$173,699
DATABASE DEVELOPER	$101,589	$120,460	$170,608	$108,701	$128,892	$182,549
DATA SCIENCE						
BIG DATA DEVELOPER	$101,589	$120,460	$170,608	$108,701	$128,892	$182,549
BIG DATA ENGINEER	$131,574	$156,132	$220,755	$140,785	$167,061	$236,208
BUSINESS INTELLIGENCE DEVELOPER	$101,589	$120,460	$170,608	$108,701	$128,892	$182,549
DATA ANALYST	$78,841	$97,711	$164,403	$84,361	$104,552	$175,912
DATA ARCHITECT	$113,480	$134,160	$189,995	$121,424	$143,552	$203,294
DATA MANAGER	$114,615	$135,502	$191,895	$122,638	$144,988	$205,327
DATA SCIENTIST	$103,915	$123,561	$174,226	$111,190	$132,210	$186,422
DATA SPECIALIST	$78,841	$97,711	$164,403	$84,361	$104,552	$175,912
DATABASE ENGINEER	$131,574	$156,132	$220,755	$140,785	$167,061	$236,208
HADOOP DEVELOPER	$132,232	$156,913	$221,859	$141,489	$167,896	$237,389
MACHINE LEARNING ENGINEER	$138,843	$164,758	$232,952	$148,563	$176,291	$249,258
MASTER DATA ANALYST	$111,075	$131,807	$186,361	$118,851	$141,033	$199,407
NOSQL DEVELOPER	$111,929	$132,609	$187,410	$119,764	$141,892	$200,529
SENIOR DATA ANALYST	$98,498	$116,696	$164,921	$105,392	$124,865	$176,466
SENIOR DATA SCIENTIST	$114,615	$135,502	$191,895	$122,638	$144,988	$205,327
DATABASE ADMINISTRATION						
ORACLE DBA	$103,915	$123,561	$174,226	$111,190	$132,210	$186,422
SQL SERVER DBA	$93,524	$111,205	$156,803	$100,071	$118,989	$167,780

	NATIONWIDE			TEXAS		
	LOW	**MEDIUM**	**HIGH**	**LOW**	**MEDIUM**	**HIGH**
DIGITAL AND GRAPHIC DESIGN						
ART DIRECTOR	$43,945	$54,543	$82,460	$47,020	$58,361	$88,233
CREATIVE DIRECTOR	$96,936	$114,773	$162,336	$103,722	$122,806	$173,699
DESIGN DIRECTOR	$80,651	$95,385	$134,676	$86,297	$102,062	$144,104
DIGITAL DESIGNER	$43,945	$54,543	$82,460	$47,020	$58,361	$88,233
GRAPHIC DESIGNER	$41,876	$52,475	$80,392	$44,808	$56,148	$86,020
SENIOR ART DIRECTOR	$56,352	$66,950	$94,868	$60,297	$71,637	$101,509
SENIOR DIGITAL DESIGNER	$56,352	$66,950	$94,868	$60,297	$71,637	$101,509
SENIOR GRAPHIC DESIGNER	$49,114	$59,712	$87,630	$52,552	$63,892	$93,764
TRAFFIC MANAGER	$49,114	$59,712	$87,630	$52,552	$63,892	$93,764
DIRECTOR / MANAGEMENT						
CHIEF INFORMATION OFFICER (CIO)	$176,812	$209,899	$297,270	$189,188	$224,591	$318,079
CHIEF SECURITY OFFICER	$149,411	$177,070	$250,483	$159,869	$189,465	$268,017
CHIEF TECHNOLOGY OFFICER (CTO)	$150,961	$181,981	$257,462	$161,529	$194,720	$275,484
DIRECTOR OF IT	$122,269	$145,274	$206,021	$130,828	$155,444	$220,443
DIRECTOR OF SOFTWARE ENGINEERING	$116,156	$138,010	$195,720	$124,287	$147,672	$209,421
DIRECTOR OF TECHNOLOGY	$122,269	$145,274	$206,021	$130,828	$155,444	$220,443
VICE PRESIDENT - IT	$141,398	$168,281	$238,592	$151,296	$180,061	$255,293
VP OF ENGINEERING	$139,984	$166,598	$236,206	$149,783	$178,260	$252,740
ENTERPRISE RESOURCE PLANNING						
ERP BUSINESS ANALYST	$86,855	$102,882	$145,534	$92,934	$110,083	$155,721
ERP TECHNICAL DEVELOPER	$98,746	$117,098	$165,437	$105,657	$125,295	$177,018
ERP TECHNICAL/FUNCTIONAL ANALYST	$94,093	$111,671	$158,199	$100,679	$119,487	$169,274
MID-TIER ERP BUSINESS ANALYST	$83,753	$99,262	$140,363	$89,615	$106,210	$150,189
MID-TIER ERP DEVELOPER	$93,575	$110,895	$156,649	$100,126	$118,657	$167,614

	NATIONWIDE			TEXAS		
	LOW	**MEDIUM**	**HIGH**	**LOW**	**MEDIUM**	**HIGH**
INBOUND AND DIGITAL MARKETING						
BRAND MANAGER	$64,624	$76,515	$108,051	$69,148	$81,871	$115,615
CAMPAIGN MANAGER	$59,712	$71,086	$100,813	$63,892	$76,062	$107,870
CRM MARKETING MANAGER	$83,235	$98,746	$139,847	$89,062	$105,657	$149,635
DIGITAL MARKETING MANAGER	$83,235	$98,746	$139,847	$89,062	$105,657	$149,635
DIGITAL MARKETING SPECIALIST	$56,352	$66,950	$94,868	$60,297	$71,637	$101,509
ECOMMERCE DIRECTOR	$96,419	$114,255	$161,819	$103,169	$122,254	$173,145
ECOMMERCE MANAGER	$83,235	$98,746	$139,847	$89,062	$105,657	$149,635
EMAIL MARKETING SPECIALIST	$51,699	$62,297	$90,215	$55,318	$66,658	$96,531
HEAD OF MARKETING	$101,589	$120,200	$169,832	$108,700	$128,615	$181,720
MARKETING DIRECTOR	$118,909	$141,398	$200,593	$127,232	$151,295	$214,635
MARKETING MANAGER	$83,235	$98,746	$139,847	$89,062	$105,657	$149,635
PAID SEARCH SPECIALIST	$54,026	$64,624	$92,542	$57,807	$69,148	$99,019
SEO/OPTIMIZATION MANAGER	$62,297	$73,930	$104,949	$66,658	$79,105	$112,296
INFRASTRUCTURE						
HELPDESK	$34,638	$41,101	$58,421	$37,064	$43,978	$62,510
NETWORK ADMINISTRATOR	$75,481	$89,698	$127,180	$80,764	$95,977	$136,083
NETWORK ARCHITECT	$117,874	$139,847	$197,750	$126,125	$149,636	$211,592
NETWORK ENGINEER	$94,093	$111,671	$157,941	$100,679	$119,487	$168,997
NETWORK MANAGER	$97,195	$115,289	$163,111	$103,998	$123,359	$174,529
NOC ENGINEER	$54,026	$62,039	$100,813	$57,808	$66,382	$107,870
SAN ADMIN	$54,566	$62,659	$101,821	$58,386	$67,046	$108,949
SENIOR NETWORK ENGINEER	$105,725	$126,405	$181,206	$113,126	$135,253	$193,890
SYSTEM ADMINISTRATOR	$54,026	$62,039	$100,813	$57,808	$66,382	$107,870
TELECOMMUNICATIONS ENGINEER	$61,522	$72,896	$103,140	$65,828	$77,999	$110,360
TELECOMMUNICATIONS MANAGER	$81,168	$96,677	$137,003	$86,850	$103,445	$146,593
WIRELESS NETWORK ENGINEER	$104,691	$124,336	$175,777	$112,019	$133,041	$188,082

	NATIONWIDE			TEXAS		
	LOW	**MEDIUM**	**HIGH**	**LOW**	**MEDIUM**	**HIGH**
MOBILE						
ANDROID DEVELOPER	$122,011	$145,016	$205,762	$130,551	$155,168	$220,166
IOS DEVELOPER	$123,044	$146,050	$206,797	$131,657	$156,273	$221,273
MOBILE ENGINEER	$124,274	$147,511	$208,865	$132,974	$157,836	$223,486
PROGRAMMING						
API BACK END DEVELOPER .NET	$115,031	$136,745	$193,613	$123,082	$146,317	$207,166
API BACK END DEVELOPER JAVA	$116,065	$137,778	$194,648	$124,189	$147,423	$208,272
APPLICATIONS ARCHITECT	$114,514	$136,227	$193,097	$122,529	$145,764	$206,614
DEVELOPER/PROGRAMMER ANALYST	$89,440	$106,242	$150,703	$95,701	$113,679	$161,252
FULL-STACK DEVELOPER .NET	$104,691	$125,371	$180,172	$112,019	$134,146	$192,784
FULL-STACK DEVELOPER JAVA	$105,725	$126,405	$181,206	$113,126	$135,253	$193,890
PYTHON DEVELOPER	$104,668	$125,141	$179,394	$111,995	$133,900	$191,951
SENIOR API BACK END DEVELOPER JAVA	$116,065	$137,778	$194,648	$124,189	$147,423	$208,272
SENIOR FULL-STACK DEVELOPER .NET	$115,031	$136,745	$193,613	$123,082	$146,317	$207,166
SENIOR SOFTWARE DEVELOPER	$113,881	$135,378	$191,677	$121,851	$144,854	$205,094
SENIOR SOFTWARE ENGINEER	$116,158	$138,085	$195,510	$124,288	$147,751	$209,196
SOFTWARE DEVELOPER	$98,735	$117,372	$166,184	$105,645	$125,588	$177,817
SOFTWARE ENGINEER	$100,709	$119,720	$169,508	$107,758	$128,100	$181,373
PROJECT MANAGEMENT / TEAM LEADS						
INFORMATION TECHNOLOGY MANAGER	$109,344	$129,765	$183,532	$116,998	$138,849	$196,380
IT APPLICATIONS MANAGER	$111,531	$132,360	$187,203	$119,338	$141,626	$200,308
IT AUDIT MANAGER	$112,646	$133,684	$189,075	$120,531	$143,042	$202,311
MANAGER	$109,344	$129,765	$183,532	$116,998	$138,849	$196,380
PROJECT MANAGER / SCRUM MASTER	$96,936	$114,773	$162,336	$103,722	$122,806	$173,699
SOFTWARE DEVELOPMENT MANAGER	$101,783	$120,512	$170,453	$108,908	$128,946	$182,384
TECHNICAL LEAD	$80,651	$95,385	$134,676	$86,297	$102,062	$144,104
TECHNICAL WRITER	$56,352	$66,950	$94,868	$60,297	$71,637	$101,509

	NATIONWIDE			TEXAS		
	LOW	MEDIUM	HIGH	LOW	MEDIUM	HIGH
QUALITY ASSURANCE (QA) AND TESTING						
AUTOMATION TEST LEAD	$70,828	$84,270	$119,425	$75,786	$90,168	$127,785
QA ARCHITECT	$71,536	$85,113	$120,619	$76,544	$91,070	$129,063
QA ENGINEER	$59,712	$71,086	$100,813	$63,892	$76,062	$107,870
QA ENGINEER - - AUTOMATED TOOLS	$64,624	$76,515	$108,051	$69,148	$81,871	$115,615
QA/TESTING MANAGER	$83,235	$98,746	$139,847	$89,062	$105,657	$149,635
QUALITY ASSURANCE AUTOMATION ENGINEER	$70,828	$84,270	$119,425	$75,786	$90,168	$127,785
QUALITY ASSURANCE ENGINEER	$64,624	$76,515	$108,051	$69,148	$81,871	$115,615
QUALITY ASSURANCE SPECIALIST	$63,978	$75,750	$106,970	$68,457	$81,052	$114,459
SDET	$77,413	$91,657	$129,434	$82,832	$98,073	$138,495
SOFTWARE QUALITY ASSURANCE ENGINEER	$65,801	$77,909	$110,019	$70,408	$83,362	$117,721
SOFTWARE TEST ENGINEER	$65,143	$77,130	$108,919	$69,703	$82,529	$116,544
TEST ENGINEER	$65,795	$77,901	$110,008	$70,400	$83,354	$117,709
SECURITY						
CISSP	$96,160	$113,997	$161,301	$102,892	$121,977	$172,593
CYBER SECURITY ANALYST	$91,352	$108,297	$153,236	$97,747	$115,878	$163,963
CYBER SECURITY ENGINEER	$96,833	$114,795	$162,430	$103,612	$122,831	$173,801
DATA SECURITY ANALYST	$106,759	$126,405	$178,621	$114,232	$135,253	$191,125
INFORMATION SECURITY ANALYST	$96,160	$113,997	$161,301	$102,892	$121,977	$172,593
INFORMATION SYSTEMS SECURITY MANAGER	$118,909	$141,398	$200,593	$127,232	$151,296	$214,635
IT SECURITY ANALYST	$96,160	$113,997	$161,301	$102,892	$121,977	$172,593
NETWORK SECURITY ENGINEER	$101,589	$120,200	$169,832	$108,701	$128,615	$181,721
SOC ENGINEER	$102,605	$121,402	$171,530	$109,788	$129,901	$183,538
SYSTEMS SECURITY ADMINISTRATOR	$96,419	$114,255	$161,819	$103,169	$122,254	$173,145

decide

	NATIONWIDE			TEXAS		
	LOW	**MEDIUM**	**HIGH**	**LOW**	**MEDIUM**	**HIGH**
SOCIAL MEDIA AND CONTENT						
AEM DEVELOPER	$97,383	$115,398	$163,437	$104,201	$123,477	$174,876
CONTENT DIRECTOR	$62,297	$73,930	$104,949	$66,658	$79,105	$112,296
CONTENT MARKETING MANAGER	$70,828	$84,270	$119,425	$75,786	$90,168	$127,785
CONTENT PRODUCER	$56,352	$66,950	$94,868	$60,297	$71,637	$101,509
COPYWRITER	$51,699	$62,297	$90,215	$55,318	$66,658	$96,531
HEAD OF SOCIAL	$83,235	$98,746	$139,847	$89,062	$105,657	$149,635
SENIOR COPYWRITER	$54,026	$64,624	$92,542	$57,807	$69,148	$99,019
SOCIAL MEDIA MANAGER	$64,624	$76,515	$108,051	$69,148	$81,871	$115,615
SOLUTIONS						
ENTERPRISE ARCHITECT	$118,909	$141,398	$200,593	$127,232	$151,296	$214,635
IMPLEMENTATION SPECIALIST	$118,909	$141,398	$200,593	$127,232	$151,296	$214,635
PRINCIPAL ARCHITECT	$126,353	$150,011	$212,380	$135,198	$160,512	$227,247
SENIOR SOFTWARE CONSULTANT	$98,555	$117,009	$165,656	$105,454	$125,199	$177,253
SOFTWARE ARCHITECT	$118,266	$140,410	$198,788	$126,545	$150,239	$212,703
SOLUTION ARCHITECT	$126,353	$150,011	$212,380	$135,198	$160,512	$227,247
SYSTEM ARCHITECT	$114,981	$136,510	$193,266	$123,030	$146,066	$206,795
TECHNICAL ARCHITECT	$126,353	$150,011	$212,380	$135,198	$160,512	$227,247
TECHNOLOGY ANALYST	$98,555	$117,009	$165,656	$105,454	$125,199	$177,253
TECHNOLOGY LEAD	$108,411	$128,709	$182,222	$116,000	$137,719	$194,978
TECHNICAL SUPPORT						
CABLE/WIRING TECHNICIAN	$33,863	$42,394	$56,870	$36,234	$45,361	$60,850
DESKTOP SUPPORT ANALYST	$53,508	$63,332	$89,181	$57,254	$67,765	$95,424
HARDWARE ANALYST	$62,297	$73,930	$104,949	$66,658	$79,105	$112,296
HELP DESK TIER 1	$34,380	$40,583	$57,128	$36,787	$43,425	$61,127
HELP DESK TIER 2	$40,325	$47,563	$66,950	$43,148	$50,893	$71,637

	NATIONWIDE			TEXAS		
	LOW	**MEDIUM**	**HIGH**	**LOW**	**MEDIUM**	**HIGH**
TECHNICAL SUPPORT						
HELP DESK TIER 3	$50,665	$59,971	$84,786	$54,212	$64,169	$90,721
IT SUPPORT SPECIALIST	$54,718	$64,769	$91,569	$58,549	$69,303	$97,979
MANAGER	$84,528	$100,297	$141,656	$90,445	$107,317	$151,572
PC TECHNICIAN	$34,380	$40,583	$57,128	$36,787	$43,425	$61,127
PRODUCT SUPPORT SPECIALIST	$48,339	$57,386	$81,426	$51,723	$61,403	$87,126
SYSTEMS ENGINEER	$87,371	$103,915	$147,601	$93,488	$111,190	$157,933
THIRD PARTY						
EMR CONSULTANT	$96,160	$113,997	$161,301	$102,892	$121,977	$172,593
EPIC CONSULTANT	$103,853	$123,117	$174,205	$111,123	$131,735	$186,400
EPIC CREDENTIALED TRAINER	$91,390	$108,343	$153,300	$97,789	$115,927	$164,032
GIS ANALYST	$87,371	$103,915	$147,601	$93,488	$111,190	$157,933
GIS DEVELOPER	$94,361	$112,228	$159,409	$100,967	$120,085	$170,568
GIS SPECIALIST	$88,699	$105,495	$149,845	$94,909	$112,880	$160,334
MULESOFT DEVELOPER	$87,371	$103,915	$147,601	$93,488	$111,190	$157,933
SALESFORCE ADMINISTRATOR	$82,129	$97,680	$138,745	$87,879	$104,519	$148,457
SALESFORCE ARCHITECT	$96,160	$113,997	$161,301	$102,892	$121,977	$172,593
SALESFORCE CONSULTANT	$103,853	$123,117	$174,205	$111,123	$131,735	$186,400
SALESFORCE DEVELOPER	$91,390	$108,343	$153,300	$97,789	$115,927	$164,032
SCADA ANALYST	$85,907	$101,842	$144,102	$91,921	$108,971	$154,190
SCADA ENGINEER	$88,484	$104,897	$148,426	$94,679	$112,240	$158,816
SCADA SPECIALIST	$87,599	$103,848	$146,941	$93,732	$111,118	$157,228
SERVICENOW ARCHITECT	$96,160	$113,997	$161,301	$102,892	$121,977	$172,593
SERVICENOW DEVELOPER	$84,621	$100,317	$141,945	$90,545	$107,340	$151,882
SHAREPOINT ADMINISTRATOR	$85,467	$101,321	$143,364	$91,450	$108,413	$153,401
SHAREPOINT ARCHITECT	$96,160	$113,997	$161,301	$102,892	$121,977	$172,593
SHAREPOINT CONSULTANT	$103,853	$123,117	$174,205	$111,123	$131,735	$186,400
SHAREPOINT DEVELOPER	$91,390	$108,343	$153,300	$97,789	$115,927	$164,032

CONTACT US

DECIDE CONSULTING
11211 KATY FREEWAY
SUITE 680
HOUSTON, TX 77079

WWW.DECIDECONSULTING.COM
SALES@DECIDECONSULTING.COM
RECRUITING@DECIDECONSULTING.COM

281.596.0123