

'decide,

# 2021 SALARY SURVEY

Attract and Retain Top Tech Talent



Released December 2020

'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

## MEDIUM

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

## HIGH

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

## 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.

# COVID'S IMPACT ON 2021 FOR IT AND TECH TALENT

COVID has impacted every area of the job market including IT, technology and software developers. While there were people in IT who lost their jobs, the unemployment rate for IT people never rose above 4.6%. During the COVID period, the unemployment rate for IT people averaged 3.6%. While that more than doubled from 2019, it was still always one of the lowest unemployment rates of any job sector in the US.

MONTHLY UNEMPLOYMENT FOR IT WORKERS - 2020		JUN	4.3%
JAN	3.0%	JUL	4.4%
FEB	2.4%	AUG	4.6%
MAR	2.4%	SEP	3.5%
APR	4.3%	OCT	2.8%
MAY	3.7%	NOV	2.4%



# HOT JOBS FOR 2021



- ▶ Cybersecurity Engineer
- ▶ .NET Full Stack
- ▶ Cloud Engineer
- ▶ Frontend Developer
- ▶ Scrum Master
- ▶ Low-Code/No-Code Developer
- ▶ DevOps Engineer
- ▶ Data Scientist
- ▶ SDET
- ▶ Python Developer





# 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

- ▶ Worldwide pandemics
- ▶ Vaccines developed in less than a year
- ▶ Personal Robots (Roomba, Jiro)
- ▶ Home Assistants (Google Home, Echo)
- ▶ Siri
- ▶ Virtuous Ice Cream (300 Calories a pint)
- ▶ Instagram / TikTok / SnapChat
- ▶ Massive Open Online Courses
- ▶ 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



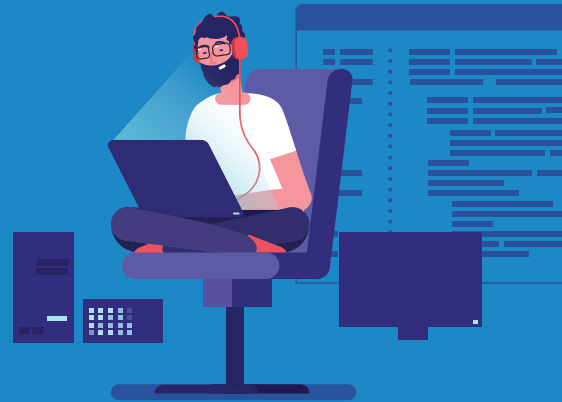


# WHAT YOUR COMPANY CAN DO TO ATTRACT MORE IT AND SOFTWARE PEOPLE

- ▶ 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 600,000 open IT and software job in the US
- ▶ There are just over 115,000 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 frameworks to choose from, many of these libraries differ significantly from one version to the next.

# Top Talent is Getting Swooped Up

A 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 2020, Houston employed over 115,000 people in Software and Information Technology

Here are other snippets about the Houston IT Market

- ▶ Houston IT - 19% Women / 81% Men
- ▶ IT & Business Analyst - 31% Female / 69% Male
- ▶ Computing Infrastructure - 10% Female / 90% Male

Experience Breakdown of the Houston IT Market:

- ▶ 16% 0 – 5 years
- ▶ 27% 6 – 10 years
- ▶ 32% 11- 15 years
- ▶ 17% 16 – 20 years
- ▶ 8% 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



# 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
<b>AGILE / DEVOPS</b>						
AGILE COACH	\$111,482	\$132,369	\$187,718	\$119,286	\$141,634	\$200,858
DEVOPS ARCHITECT	\$136,008	\$161,490	\$229,015	\$145,529	\$172,794	\$245,046
DEVOPS ENGINEER	\$123,767	\$146,956	\$208,404	\$132,431	\$157,243	\$222,992
PRODUCT OWNER	\$101,489	\$120,503	\$170,891	\$108,594	\$128,939	\$182,853
SCRUM MASTER	\$97,905	\$115,921	\$163,959	\$104,759	\$124,034	\$175,436
<b>ANALYSTS</b>						
BUSINESS ANALYST	\$80,283	\$95,055	\$134,447	\$85,903	\$101,708	\$143,857
BUSINESS SYSTEMS ANALYST	\$80,413	\$95,555	\$135,762	\$86,042	\$102,244	\$145,265
QUALITY ASSURANCE ANALYST	\$67,547	\$80,267	\$114,040	\$72,276	\$85,885	\$122,023
SERVICENOW BUSINESS ANALYST	\$60,792	\$72,239	\$102,636	\$65,048	\$77,296	\$109,820
SYSTEMS ANALYST	\$81,458	\$96,339	\$136,023	\$87,160	\$103,083	\$145,545
TECHNICAL BUSINESS ANALYST	\$83,087	\$98,266	\$138,744	\$88,903	\$105,144	\$148,456
<b>CLOUD</b>						
AWS/DEVOPS ENGINEER	\$122,708	\$145,683	\$206,254	\$131,298	\$155,881	\$220,692
CLOUD ARCHITECT	\$127,617	\$151,511	\$214,504	\$136,550	\$162,117	\$229,519
CLOUD COMPUTING ANALYST	\$79,107	\$97,905	\$164,481	\$84,645	\$104,759	\$175,995
CLOUD DEVOPS ENGINEER	\$82,272	\$101,821	\$171,060	\$88,031	\$108,950	\$183,034
CLOUD ENGINEER	\$85,562	\$105,894	\$177,902	\$91,552	\$113,308	\$190,356
CLOUD SOLUTIONS ARCHITECT	\$127,617	\$151,511	\$214,504	\$136,550	\$162,117	\$229,519



	NATIONWIDE			TEXAS		
	LOW	MEDIUM	HIGH	LOW	MEDIUM	HIGH
<b>CONSULTING AND SYSTEMS INTEGRATION</b>						
DIRECTOR	\$122,708	\$145,683	\$206,254	\$131,298	\$155,881	\$220,692
IT AUDITOR	\$95,817	\$114,092	\$161,871	\$102,524	\$122,079	\$173,202
PROJECT MANAGER/SENIOR CONSULTANT	\$101,300	\$120,098	\$170,224	\$108,390	\$128,504	\$182,140
SENIOR IT AUDITOR	\$111,482	\$132,369	\$187,718	\$119,286	\$141,634	\$200,858
STAFF CONSULTANT	\$64,226	\$79,629	\$133,674	\$68,721	\$85,205	\$143,030
<b>CX, UI AND UX</b>						
CMS ADMINISTRATOR / DEVELOPER	\$71,536	\$84,851	\$119,835	\$76,544	\$90,791	\$128,225
CX DESIGNER	\$91,117	\$105,216	\$142,812	\$97,496	\$112,581	\$152,808
CX LEAD	\$81,980	\$92,684	\$144,639	\$87,719	\$99,171	\$154,763
E-COMMERCE DEVELOPER	\$76,496	\$92,423	\$113,831	\$81,851	\$98,892	\$121,800
FRONT END DEVELOPER	\$66,315	\$77,020	\$128,974	\$70,957	\$82,410	\$138,002
SENIOR E-COMMERCE DEVELOPER	\$86,940	\$102,865	\$145,160	\$93,026	\$110,067	\$155,323
SENIOR FRONT END DEVELOPER	\$86,679	\$102,865	\$145,683	\$92,746	\$110,067	\$155,881
SENIOR UX DESIGNER	\$75,453	\$89,551	\$127,146	\$80,734	\$95,820	\$136,047
SENIOR UX RESEARCHER	\$78,847	\$89,551	\$141,506	\$84,365	\$95,820	\$151,411
SENIOR WEB DEVELOPER	\$104,171	\$123,492	\$174,402	\$111,464	\$132,136	\$186,610
UI DEVELOPER	\$66,315	\$77,020	\$128,974	\$70,957	\$82,410	\$138,002
UX DESIGNER	\$65,010	\$79,107	\$106,260	\$69,560	\$84,645	\$113,699
UX LEAD	\$66,315	\$77,020	\$128,974	\$70,957	\$82,410	\$138,002
UX RESEARCHER	\$87,984	\$102,082	\$139,679	\$94,143	\$109,228	\$149,456
WEB DESIGNER	\$91,117	\$105,216	\$142,812	\$97,496	\$112,581	\$152,808
WEB DEVELOPER	\$66,315	\$77,020	\$128,974	\$70,957	\$82,410	\$138,002

	NATIONWIDE			TEXAS		
	LOW	MEDIUM	HIGH	LOW	MEDIUM	HIGH
<b>DATA / DATABASE ADMINISTRATION</b>						
BUSINESS INTELLIGENCE ANALYST	\$88,768	\$109,915	\$184,845	\$94,981	\$117,609	\$197,784
DATA ANALYST/REPORT WRITER	\$83,546	\$99,211	\$140,984	\$89,395	\$106,156	\$150,853
DATA REPORTING ANALYST	\$60,832	\$76,496	\$113,048	\$65,090	\$81,852	\$120,962
DATA WAREHOUSE ANALYST	\$79,629	\$98,688	\$166,047	\$85,205	\$105,598	\$177,671
DATABASE ADMINISTRATOR	\$80,153	\$100,255	\$163,959	\$85,762	\$107,272	\$175,436
DATABASE DEVELOPER	\$102,605	\$121,665	\$172,314	\$109,788	\$130,181	\$184,374
<b>DATA SCIENCE</b>						
BIG DATA DEVELOPER	\$102,605	\$121,665	\$172,314	\$109,788	\$130,181	\$184,374
BIG DATA ENGINEER	\$132,890	\$157,693	\$222,963	\$142,193	\$168,732	\$238,570
BUSINESS INTELLIGENCE DEVELOPER	\$102,605	\$121,665	\$172,314	\$109,788	\$130,181	\$184,374
DATA ANALYST	\$79,629	\$98,688	\$166,047	\$85,205	\$105,598	\$177,671
DATA ARCHITECT	\$114,615	\$135,502	\$191,895	\$122,638	\$144,988	\$205,327
DATA MANAGER	\$115,761	\$136,857	\$193,814	\$123,864	\$146,438	\$207,380
DATA SCIENTIST	\$104,954	\$124,797	\$175,968	\$112,302	\$133,532	\$188,286
DATA SPECIALIST	\$79,629	\$98,688	\$166,047	\$85,205	\$105,598	\$177,671
DATABASE ENGINEER	\$132,890	\$157,693	\$222,963	\$142,193	\$168,732	\$238,570
HADOOP DEVELOPER	\$133,554	\$158,482	\$224,078	\$142,904	\$169,575	\$239,763
MACHINE LEARNING ENGINEER	\$140,231	\$166,406	\$235,282	\$150,049	\$178,054	\$251,751
MASTER DATA ANALYST	\$112,186	\$133,125	\$188,225	\$120,040	\$142,443	\$201,401
NOSQL DEVELOPER	\$113,048	\$133,935	\$189,284	\$120,962	\$143,311	\$202,534
SENIOR DATA ANALYST	\$99,483	\$117,863	\$166,570	\$106,446	\$126,114	\$178,231
SENIOR DATA SCIENTIST	\$115,761	\$136,857	\$193,814	\$123,864	\$146,438	\$207,380
<b>DATABASE ADMINISTRATION</b>						
ORACLE DBA	\$104,954	\$124,797	\$175,968	\$112,302	\$133,532	\$188,286
SQL SERVER DBA	\$94,459	\$112,317	\$158,371	\$101,072	\$120,179	\$169,458



	NATIONWIDE			TEXAS		
	LOW	MEDIUM	HIGH	LOW	MEDIUM	HIGH
<b>DIGITAL AND GRAPHIC DESIGN</b>						
ART DIRECTOR	\$44,384	\$55,088	\$83,285	\$47,490	\$58,945	\$89,115
CREATIVE DIRECTOR	\$97,905	\$115,921	\$163,959	\$104,759	\$124,034	\$175,436
DESIGN DIRECTOR	\$81,458	\$96,339	\$136,023	\$87,160	\$103,083	\$145,545
DIGITAL DESIGNER	\$44,384	\$55,088	\$83,285	\$47,490	\$58,945	\$89,115
GRAPHIC DESIGNER	\$42,295	\$53,000	\$81,196	\$45,256	\$56,709	\$86,880
SENIOR ART DIRECTOR	\$56,916	\$67,620	\$95,817	\$60,900	\$72,353	\$102,524
SENIOR DIGITAL DESIGNER	\$56,916	\$67,620	\$95,817	\$60,900	\$72,353	\$102,524
SENIOR GRAPHIC DESIGNER	\$49,605	\$60,309	\$88,506	\$53,078	\$64,531	\$94,702
TRAFFIC MANAGER	\$49,605	\$60,309	\$88,506	\$53,078	\$64,531	\$94,702
<b>DIRECTOR / MANAGEMENT</b>						
CHIEF INFORMATION OFFICER (CIO)	\$178,580	\$211,998	\$300,243	\$191,080	\$226,837	\$321,260
CHIEF SECURITY OFFICER	\$150,905	\$178,841	\$252,988	\$161,468	\$191,360	\$270,697
CHIEF TECHNOLOGY OFFICER (CTO)	\$152,471	\$183,801	\$260,037	\$163,144	\$196,667	\$278,239
DIRECTOR OF IT	\$123,492	\$146,727	\$208,081	\$132,136	\$156,998	\$222,647
DIRECTOR OF SOFTWARE ENGINEERING	\$117,318	\$139,390	\$197,677	\$125,530	\$149,149	\$211,515
DIRECTOR OF TECHNOLOGY	\$123,492	\$146,727	\$208,081	\$132,136	\$156,998	\$222,647
VICE PRESIDENT - IT	\$142,812	\$169,964	\$240,978	\$152,809	\$181,862	\$257,846
VP OF ENGINEERING	\$141,384	\$168,264	\$238,568	\$151,281	\$180,043	\$255,267
<b>ENTERPRISE RESOURCE PLANNING</b>						
ERP BUSINESS ANALYST	\$87,724	\$103,911	\$146,989	\$93,863	\$111,184	\$157,278
ERP TECHNICAL DEVELOPER	\$99,733	\$118,269	\$167,091	\$106,714	\$126,548	\$178,788
ERP TECHNICAL/FUNCTIONAL ANALYST	\$95,034	\$112,788	\$159,781	\$101,686	\$120,682	\$170,967
MID-TIER ERP BUSINESS ANALYST	\$84,591	\$100,255	\$141,767	\$90,511	\$107,272	\$151,691
MID-TIER ERP DEVELOPER	\$94,511	\$112,004	\$158,215	\$101,127	\$119,844	\$169,290

	NATIONWIDE			TEXAS		
	LOW	MEDIUM	HIGH	LOW	MEDIUM	HIGH
<b>INBOUND AND DIGITAL MARKETING</b>						
BRAND MANAGER	\$65,270	\$77,280	\$109,132	\$69,839	\$82,690	\$116,771
CAMPAIGN MANAGER	\$60,309	\$71,797	\$101,821	\$64,531	\$76,823	\$108,949
CRM MARKETING MANAGER	\$84,067	\$99,733	\$141,245	\$89,953	\$106,714	\$151,131
DIGITAL MARKETING MANAGER	\$84,067	\$99,733	\$141,245	\$89,953	\$106,714	\$151,131
DIGITAL MARKETING SPECIALIST	\$56,916	\$67,620	\$95,817	\$60,900	\$72,353	\$102,524
ECOMMERCE DIRECTOR	\$97,383	\$115,398	\$163,437	\$104,201	\$123,477	\$174,876
ECOMMERCE MANAGER	\$84,067	\$99,733	\$141,245	\$89,953	\$106,714	\$151,131
EMAIL MARKETING SPECIALIST	\$52,216	\$62,920	\$91,117	\$55,871	\$67,325	\$97,496
HEAD OF MARKETING	\$102,605	\$121,402	\$171,530	\$109,787	\$129,901	\$183,537
MARKETING DIRECTOR	\$120,098	\$142,812	\$202,599	\$128,504	\$152,808	\$216,781
MARKETING MANAGER	\$84,067	\$99,733	\$141,245	\$89,953	\$106,714	\$151,131
PAID SEARCH SPECIALIST	\$54,566	\$65,270	\$93,467	\$58,385	\$69,839	\$100,009
SEO/OPTIMIZATION MANAGER	\$62,920	\$74,669	\$105,998	\$67,325	\$79,896	\$113,419
<b>INFRASTRUCTURE</b>						
HELPDESK	\$34,984	\$41,512	\$59,005	\$37,435	\$44,418	\$63,135
NETWORK ADMINISTRATOR	\$76,236	\$90,595	\$128,452	\$81,572	\$96,937	\$137,444
NETWORK ARCHITECT	\$119,053	\$141,245	\$199,728	\$127,386	\$151,132	\$213,708
NETWORK ENGINEER	\$95,034	\$112,788	\$159,520	\$101,686	\$120,682	\$170,687
NETWORK MANAGER	\$98,167	\$116,442	\$164,742	\$105,038	\$124,593	\$176,274
NOC ENGINEER	\$54,566	\$62,659	\$101,821	\$58,386	\$67,046	\$108,949
SAN ADMIN	\$55,112	\$63,286	\$102,839	\$58,970	\$67,716	\$110,038
SENIOR NETWORK ENGINEER	\$106,782	\$127,669	\$183,018	\$114,257	\$136,606	\$195,829
SYSTEM ADMINISTRATOR	\$54,566	\$62,659	\$101,821	\$58,386	\$67,046	\$108,949
TELECOMMUNICATIONS ENGINEER	\$62,137	\$73,625	\$104,171	\$66,486	\$78,779	\$111,464
TELECOMMUNICATIONS MANAGER	\$81,980	\$97,644	\$138,373	\$87,719	\$104,479	\$148,059
WIRELESS NETWORK ENGINEER	\$105,738	\$125,579	\$177,535	\$113,139	\$134,371	\$189,963

	NATIONWIDE			TEXAS		
	LOW	MEDIUM	HIGH	LOW	MEDIUM	HIGH
<b>MOBILE</b>						
ANDROID DEVELOPER	\$123,231	\$146,466	\$207,820	\$131,857	\$156,720	\$222,368
IOS DEVELOPER	\$124,274	\$147,511	\$208,865	\$132,974	\$157,836	\$223,486
MOBILE ENGINEER	\$125,517	\$148,986	\$210,954	\$134,304	\$159,414	\$225,721
<b>PROGRAMMING</b>						
API BACK END DEVELOPER .NET	\$116,181	\$138,112	\$195,549	\$124,313	\$147,780	\$209,238
API BACK END DEVELOPER JAVA	\$117,226	\$139,156	\$196,594	\$125,431	\$148,897	\$210,355
APPLICATIONS ARCHITECT	\$115,659	\$137,589	\$195,028	\$123,754	\$147,222	\$208,680
DEVELOPER/PROGRAMMER ANALYST	\$90,334	\$107,304	\$152,210	\$96,658	\$114,816	\$162,865
FULL-STACK DEVELOPER .NET	\$105,738	\$126,625	\$181,974	\$113,139	\$135,487	\$194,712
FULL-STACK DEVELOPER JAVA	\$106,782	\$127,669	\$183,018	\$114,257	\$136,606	\$195,829
PYTHON DEVELOPER	\$105,715	\$126,392	\$181,188	\$113,115	\$135,239	\$193,871
SENIOR API BACK END DEVELOPER JAVA	\$117,226	\$139,156	\$196,594	\$125,431	\$148,897	\$210,355
SENIOR FULL-STACK DEVELOPER .NET	\$116,181	\$138,112	\$195,549	\$124,313	\$147,780	\$209,238
SENIOR SOFTWARE DEVELOPER	\$115,020	\$136,732	\$193,594	\$123,070	\$146,303	\$207,145
SENIOR SOFTWARE ENGINEER	\$117,320	\$139,466	\$197,465	\$125,531	\$149,229	\$211,288
SOFTWARE DEVELOPER	\$99,722	\$118,546	\$167,846	\$106,701	\$126,844	\$179,595
SOFTWARE ENGINEER	\$101,716	\$120,917	\$171,203	\$108,836	\$129,381	\$183,187
<b>PROJECT MANAGEMENT / TEAM LEADS</b>						
INFORMATION TECHNOLOGY MANAGER	\$110,437	\$131,063	\$185,367	\$118,168	\$140,237	\$198,344
IT APPLICATIONS MANAGER	\$112,646	\$133,684	\$189,075	\$120,531	\$143,042	\$202,311
IT AUDIT MANAGER	\$113,772	\$135,021	\$190,966	\$121,736	\$144,472	\$204,334
MANAGER	\$110,437	\$131,063	\$185,367	\$118,168	\$140,237	\$198,344
PROJECT MANAGER / SCRUM MASTER	\$97,905	\$115,921	\$163,959	\$104,759	\$124,034	\$175,436
SOFTWARE DEVELOPMENT MANAGER	\$102,801	\$121,717	\$172,158	\$109,997	\$130,235	\$184,208
TECHNICAL LEAD	\$81,458	\$96,339	\$136,023	\$87,160	\$103,083	\$145,545
TECHNICAL WRITER	\$56,916	\$67,620	\$95,817	\$60,900	\$72,353	\$102,524

	NATIONWIDE			TEXAS		
	LOW	MEDIUM	HIGH	LOW	MEDIUM	HIGH
<b>QUALITY ASSURANCE (QA) AND TESTING</b>						
AUTOMATION TEST LEAD	\$71,536	\$85,113	\$120,619	\$76,544	\$91,070	\$129,063
QA ARCHITECT	\$72,251	\$85,964	\$121,825	\$77,309	\$91,981	\$130,354
QA ENGINEER	\$60,309	\$71,797	\$101,821	\$64,531	\$76,823	\$108,949
QA ENGINEER - - AUTOMATED TOOLS	\$65,270	\$77,280	\$109,132	\$69,839	\$82,690	\$116,771
QA/TESTING MANAGER	\$84,067	\$99,733	\$141,245	\$89,953	\$106,714	\$151,131
QUALITY ASSURANCE AUTOMATION ENGINEER	\$71,536	\$85,113	\$120,619	\$76,544	\$91,070	\$129,063
QUALITY ASSURANCE ENGINEER	\$65,270	\$77,280	\$109,132	\$69,839	\$82,690	\$116,771
QUALITY ASSURANCE SPECIALIST	\$64,618	\$76,508	\$108,040	\$69,142	\$81,863	\$115,604
SDET	\$78,187	\$92,574	\$130,728	\$83,660	\$99,054	\$139,880
SOFTWARE QUALITY ASSURANCE ENGINEER	\$66,459	\$78,688	\$111,119	\$71,112	\$84,196	\$118,898
SOFTWARE TEST ENGINEER	\$65,794	\$77,901	\$110,008	\$70,400	\$83,354	\$117,709
TEST ENGINEER	\$66,453	\$78,680	\$111,108	\$71,104	\$84,188	\$118,886
<b>SECURITY</b>						
CISSP	\$97,122	\$115,137	\$162,914	\$103,921	\$123,197	\$174,319
CYBER SECURITY ANALYST	\$92,266	\$109,380	\$154,768	\$98,724	\$117,037	\$165,603
CYBER SECURITY ENGINEER	\$97,801	\$115,943	\$164,054	\$104,648	\$124,059	\$175,539
DATA SECURITY ANALYST	\$107,827	\$127,669	\$180,407	\$115,374	\$136,606	\$193,036
INFORMATION SECURITY ANALYST	\$97,122	\$115,137	\$162,914	\$103,921	\$123,197	\$174,319
INFORMATION SYSTEMS SECURITY MANAGER	\$120,098	\$142,812	\$202,599	\$128,504	\$152,809	\$216,781
IT SECURITY ANALYST	\$97,122	\$115,137	\$162,914	\$103,921	\$123,197	\$174,319
NETWORK SECURITY ENGINEER	\$102,605	\$121,402	\$171,530	\$109,788	\$129,901	\$183,538
SOC ENGINEER	\$103,631	\$122,616	\$173,245	\$110,886	\$131,200	\$185,373
SYSTEMS SECURITY ADMINISTRATOR	\$97,383	\$115,398	\$163,437	\$104,201	\$123,477	\$174,876
<b>SOCIAL MEDIA AND CONTENT</b>						
AEM DEVELOPER	\$98,357	\$116,552	\$165,071	\$105,243	\$124,712	\$176,625
CONTENT DIRECTOR	\$62,920	\$74,669	\$105,998	\$67,325	\$79,896	\$113,419

	NATIONWIDE			TEXAS		
	LOW	MEDIUM	HIGH	LOW	MEDIUM	HIGH
CONTENT MARKETING MANAGER	\$71,536	\$85,113	\$120,619	\$76,544	\$91,070	\$129,063
CONTENT PRODUCER	\$56,916	\$67,620	\$95,817	\$60,900	\$72,353	\$102,524
COPYWRITER	\$52,216	\$62,920	\$91,117	\$55,871	\$67,325	\$97,496
HEAD OF SOCIAL	\$84,067	\$99,733	\$141,245	\$89,953	\$106,714	\$151,131
SENIOR COPYWRITER	\$54,566	\$65,270	\$93,467	\$58,385	\$69,839	\$100,009
SOCIAL MEDIA MANAGER	\$65,270	\$77,280	\$109,132	\$69,839	\$82,690	\$116,771
SOLUTIONS						
ENTERPRISE ARCHITECT	\$120,098	\$142,812	\$202,599	\$128,504	\$152,809	\$216,781
IMPLEMENTATION SPECIALIST	\$120,098	\$142,812	\$202,599	\$128,504	\$152,809	\$216,781
PRINCIPAL ARCHITECT	\$127,617	\$151,511	\$214,504	\$136,550	\$162,117	\$229,519
SENIOR SOFTWARE CONSULTANT	\$99,541	\$118,179	\$167,313	\$106,509	\$126,451	\$179,026
SOFTWARE ARCHITECT	\$119,449	\$141,814	\$200,776	\$127,810	\$151,741	\$214,830
SOLUTION ARCHITECT	\$127,617	\$151,511	\$214,504	\$136,550	\$162,117	\$229,519
SYSTEM ARCHITECT	\$116,131	\$137,875	\$195,199	\$124,260	\$147,527	\$208,863
TECHNICAL ARCHITECT	\$127,617	\$151,511	\$214,504	\$136,550	\$162,117	\$229,519
TECHNOLOGY ANALYST	\$99,541	\$118,179	\$167,313	\$106,509	\$126,451	\$179,026
TECHNOLOGY LEAD	\$109,495	\$129,996	\$184,044	\$117,160	\$139,096	\$196,928
TECHNICAL SUPPORT						
CABLE/WIRING TECHNICIAN	\$34,202	\$42,818	\$57,439	\$36,596	\$45,815	\$61,459
DESKTOP SUPPORT ANALYST	\$54,043	\$63,965	\$90,073	\$57,827	\$68,443	\$96,378
HARDWARE ANALYST	\$62,920	\$74,669	\$105,998	\$67,325	\$79,896	\$113,419
HELP DESK TIER 1	\$34,724	\$40,989	\$57,699	\$37,155	\$43,859	\$61,738
HELP DESK TIER 2	\$40,728	\$48,039	\$67,620	\$43,579	\$51,402	\$72,353
HELP DESK TIER 3	\$51,172	\$60,571	\$85,634	\$54,754	\$64,811	\$91,628
IT SUPPORT SPECIALIST	\$55,265	\$65,417	\$92,485	\$59,134	\$69,996	\$98,959
MANAGER	\$85,373	\$101,300	\$143,073	\$91,349	\$108,390	\$153,088
PC TECHNICIAN	\$34,724	\$40,989	\$57,699	\$37,155	\$43,859	\$61,738
PRODUCT SUPPORT SPECIALIST	\$48,822	\$57,960	\$82,240	\$52,240	\$62,017	\$87,997
SYSTEMS ENGINEER	\$88,245	\$104,954	\$149,077	\$94,423	\$112,302	\$159,512



	NATIONWIDE			TEXAS		
	LOW	MEDIUM	HIGH	LOW	MEDIUM	HIGH
THIRD PARTY						
EMR CONSULTANT	\$97,122	\$115,137	\$162,914	\$103,921	\$123,197	\$174,319
EPIC CONSULTANT	\$104,892	\$124,348	\$175,947	\$112,234	\$133,052	\$188,264
EPIC CREDENTIALLED TRAINER	\$92,304	\$109,426	\$154,833	\$98,767	\$117,086	\$165,672
GIS ANALYST	\$88,245	\$104,954	\$149,077	\$94,423	\$112,302	\$159,512
GIS DEVELOPER	\$95,305	\$113,350	\$161,003	\$101,977	\$121,286	\$172,274
GIS SPECIALIST	\$89,586	\$106,550	\$151,343	\$95,858	\$114,009	\$161,937
MULESOFT DEVELOPER	\$88,245	\$104,954	\$149,077	\$94,423	\$112,302	\$159,512
SALESFORCE ADMINISTRATOR	\$82,950	\$98,657	\$140,132	\$88,758	\$105,564	\$149,942
SALESFORCE ARCHITECT	\$97,122	\$115,137	\$162,914	\$103,921	\$123,197	\$174,319
SALESFORCE CONSULTANT	\$104,892	\$124,348	\$175,947	\$112,234	\$133,052	\$188,264
SALESFORCE DEVELOPER	\$92,304	\$109,426	\$154,833	\$98,767	\$117,086	\$165,672
SCADA ANALYST	\$86,766	\$102,860	\$145,543	\$92,840	\$110,061	\$155,732
SCADA ENGINEER	\$89,369	\$105,946	\$149,910	\$95,626	\$113,362	\$160,404
SCADA SPECIALIST	\$88,475	\$104,886	\$148,410	\$94,669	\$112,229	\$158,800
SERVICENOW ARCHITECT	\$97,122	\$115,137	\$162,914	\$103,921	\$123,197	\$174,319
SERVICENOW DEVELOPER	\$85,467	\$101,320	\$143,364	\$91,450	\$108,413	\$153,401
SHAREPOINT ADMINISTRATOR	\$86,322	\$102,334	\$144,798	\$92,365	\$109,497	\$154,935
SHAREPOINT ARCHITECT	\$97,122	\$115,137	\$162,914	\$103,921	\$123,197	\$174,319
SHAREPOINT CONSULTANT	\$104,892	\$124,348	\$175,947	\$112,234	\$133,052	\$188,264
SHAREPOINT DEVELOPER	\$92,304	\$109,426	\$154,833	\$98,767	\$117,086	\$165,672

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