

2014-2013

Dice Tech Salary Survey

Released January 29, 2014



Dice

**Salaries and Confidence Rise
for U.S. Tech Professionals**

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Salaries and confidence rise for U.S. tech professionals

Tech powered companies on edge as compensation satisfaction slips

More technology professionals in the U.S. enjoyed merit raises over the last year, driving average salaries up in 2013. Average U.S. tech salaries increased nearly three percent to \$87,811 in 2013, up from \$85,619 the previous year.

Technology professionals understand they can easily find ways to grow their career in 2014, with two-thirds of respondents (65%) confident in finding a new, better position. That overwhelming confidence matched with declining salary satisfaction (54%, down from 57%) will keep tech-powered companies on edge about their retention strategies.

Employers are using selective and strategic increases in compensation to hold onto experienced tech talent. While the overall average salary increase was smaller than the previous year's historic jump of more than five percent, employers offered more frequent merit increases.

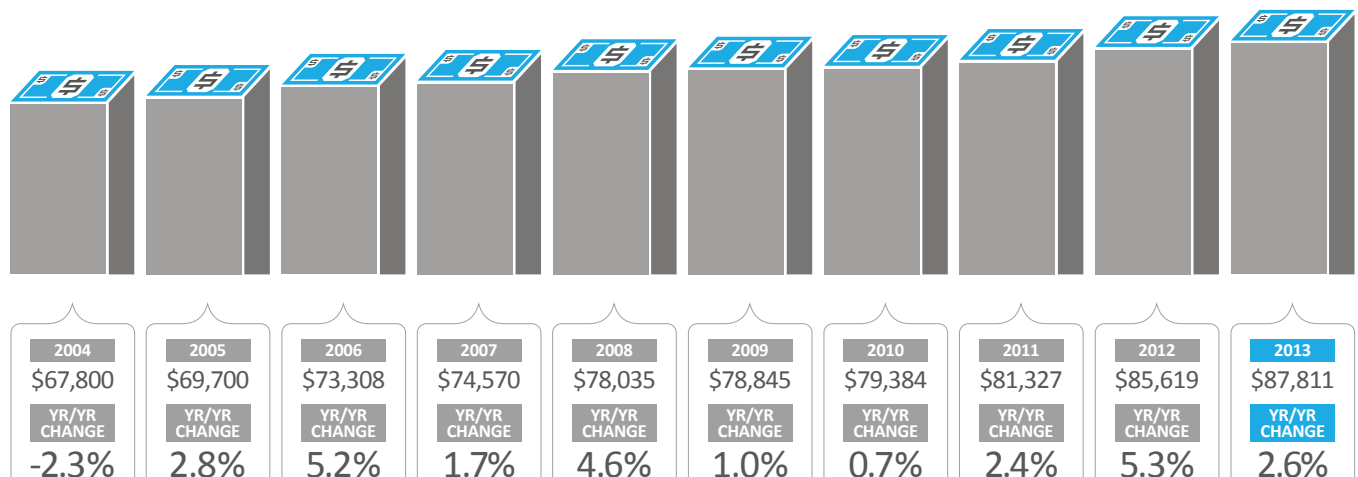
Increasingly Competitive Market for Tech Pros Boosts Merit Pay Increases

For those technology professionals whose salary increased in 2013, 45 percent say the increase was sparked by a merit raise, compared to 40 percent the previous year. Salary increases were more likely for tech professionals early in their career or with one to five years of experience, while bonuses are being used for more experienced tech professionals.

Tech Salary Satisfaction Slipping; Majority Confident They Can Find New Positions



AVERAGE U.S. TECH SALARY 10-Year Trend



Thirty-four percent of respondents received a bonus as part of their 2013 compensation, with average bonuses totaling \$9,323.

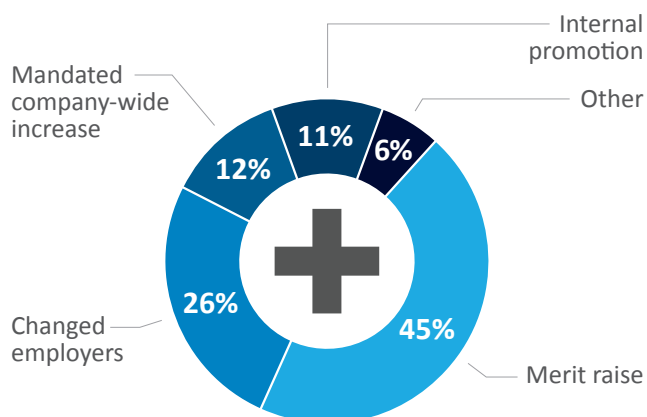
“With the tech unemployment rate low, technology professionals know they can take control of their careers.”

—Shravan Goli, President of Dice

Tech professionals are recognizing employers' efforts, with just 34 percent of respondents saying their company offered no motivators last year, down from 47 percent who felt that way in 2009. Likewise, the motivator with the most dramatic rise over that timeframe: increased compensation.

“With the tech unemployment rate low, technology professionals know they can take control of their careers,” said Shravan Goli, President of Dice. “Tech hiring managers tell me they are stretching budgets where they can to keep their technology work forces focused and satisfied.”

REASONS FOR Salary Increase



Bonuses

Did You Receive a Bonus?

YES 34%

2013 BONUS \$9,323

NO 66%



Motivation

% of employers providing motivators to retain talent

2013

66%

2009

53%

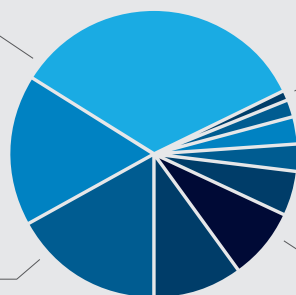
What was the primary motivator your employer provided you in 2013?

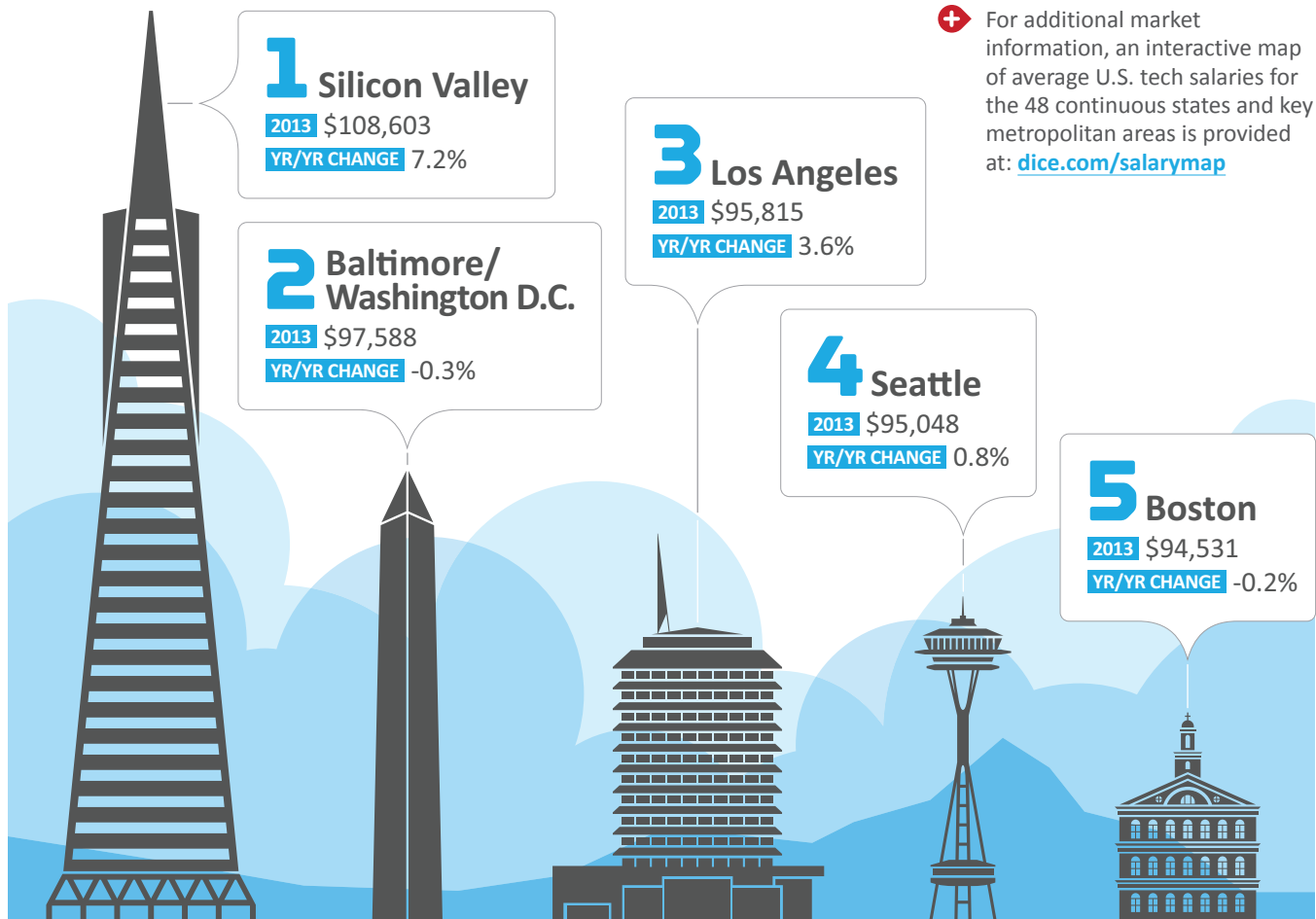
34% None - No motivator provided

17% More interesting or challenging assignments

17% Increased compensation

Percentages add up to more than 100% due to rounding.





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

AVERAGE SALARY BY Metro

	METRO	2013	YR/YR CHANGE		METRO	2013	YR/YR CHANGE		METRO	2013	YR/YR CHANGE
6	New York	\$93,915	4.7%	15	Hartford	\$87,265	2.5%	24	Tampa	\$80,273	2.8%
7	Denver	\$93,195	3.1%	16	Minneapolis	\$87,227	-1.3%	25	Cleveland	\$79,840	5.4%
8	Houston	\$92,475	-1.8%	17	Phoenix	\$87,114	4.2%	26	Orlando	\$79,805	-2.2%
9	Philadelphia	\$92,138	7.5%	18	Chicago	\$86,574	1.7%	27	Miami	\$78,872	-2.2%
10	Austin	\$91,994	2.6%	19	Raleigh	\$85,559	2.3%	28	Kansas City	\$77,329	0.1%
11	San Diego	\$90,849	-6.7%	20	Sacramento	\$85,100	-5.6%	29	St. Louis	\$76,220	-6.2%
12	Atlanta	\$90,474	3.3%	21	Portland	\$84,295	-5.6%	30	Columbus	\$76,035	-8.2%
13	Charlotte	\$90,352	4.7%	22	Cincinnati	\$83,537	10.1%	31	Pittsburgh	\$68,100	-10.6%
14	Dallas/Ft. Worth	\$89,952	4.4%	23	Detroit	\$81,832	6.9%				

Still More Bounce in California

Silicon Valley tops the list of highest paid metropolitan areas when it comes to tech talent, with an average annual salary of \$108,603 and an average annual bonus of \$12,458. The seven percent year-over-year increase in salary was partially driven by those tech professionals earning more than \$250,000 being included in this year's results. Excluding those highly paid professionals, Silicon Valley salaries still increased

at a greater rate than the national average or five percent year-over-year.

Most of the top ten markets enjoyed year-over-year salary increases at or above the national average, including Los Angeles (\$95,815, up 4%), New York (\$93,915, up 5%), Denver (\$93,195, up 3%), Philadelphia (\$92,138, up 8%), and Austin (\$91,994, up 3%).

The notable exception in the top markets is number two: Baltimore/Washington, D.C. whose average salary of \$97,588 was essentially unchanged year-over-year. Salaries in and around the nation's capital are boosted by the aerospace and defense industry whose average technology salaries rank second-highest among industries.

Salary milestones were captured in Atlanta and Charlotte, joining Philadelphia and Austin with average salaries for tech professionals above \$90,000 for the first time.

Big Data Dominates Top Paying Skills

Professionals with big data oriented languages, databases and skills garnered the highest pay checks, with nine of the top ten salaries related to big data. Get more details on top-paying skills on pages 8, 9 and 10.

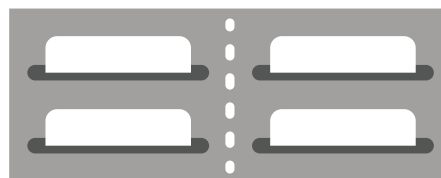
"Companies are betting big that harnessing data can play a major role in their competitive plans and that is leading to high pay for critical skills," said Mr. Goli. "Technology professionals should be volunteering for big data projects, which makes them more valuable to their current employer and more marketable to other employers."

Changing Employers

Of tech pros that anticipate changing employers, here's why.



68%
Higher
Compensation
AVG. SALARY
\$77,550



**48% Better
working
conditions**
AVG. SALARY
\$83,978



**35% More
responsibility**
AVG. SALARY
\$80,746



**20% Anticipate
losing current
position**
AVG. SALARY
\$91,557



13% Other AVG. SALARY \$89,652

Relocating

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

27%

More willing to
relocate now

28%

Less willing to
relocate now

41%

Same now as a year ago

5%

Not sure



Percentages add up to more than 100% due to rounding.

AVERAGE SALARY BY Job Title

1

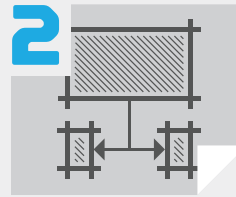
Tech Management (CEO, CIO, CTO, VP, Dir.)

2013 \$132,974

YR/YR CHANGE 8.0%



2



Systems Architect

2013 \$125,467

YR/YR CHANGE 3.5%

3



Data Architect

2013 \$118,756

YR/YR CHANGE 3.8%

4



Tech Management (Strategist, Architect)

2013 \$118,060

YR/YR CHANGE 5.4%

5



Project Manager

2013 \$109,598

YR/YR CHANGE 3.3%

	JOB TITLE	2013	YR/YR CHANGE
6	MIS Manager	\$ 102,076	10.0%
7	Database Administrator	\$ 101,166	7.1%
8	Software Engineer	\$ 97,920	0.2%
9	Security Analyst/Architect/Engineer	\$ 96,513	1.9%
10	Developer: Database	\$ 95,879	7.6%
11	Developer: Systems	\$ 94,656	1.3%
12	Business Analyst	\$ 90,180	1.5%
13	Technical Training	\$ 90,005	18.0%
14	Developer: Applications	\$ 90,004	0.0%
15	Programmer/Analyst	\$ 83,211	5.8%

	JOB TITLE	2013	YR/YR CHANGE
16	Network Engineer	\$ 81,944	4.5%
17	Web Developer/Programmer	\$ 78,306	-0.7%
18	Security Analyst	\$ 78,004	-6.5%
19	Quality Assurance (QA) Tester	\$ 75,444	1.3%
20	Systems Administrator	\$ 74,967	2.8%
21	Technical Writer	\$ 74,640	-3.9%
22	Technical Support	\$ 53,761	3.8%
23	Desktop Support Specialist	\$ 49,033	-0.1%
24	Help Desk	\$ 42,512	-3.8%
25	PC Technician	\$ 38,932	0.6%

AVERAGE SALARY BY Employment Type

U.S. Average

2013 \$87,811

YR/YR CHANGE 2.6%



Full-Time Workers

2013 \$85,060

YR/YR CHANGE 2.0%



Consultant

2013 \$109,884

YR/YR CHANGE 5.7%



Consultant (Base Rate Per Hour)

2013 \$65.87

YR/YR CHANGE 3.6%

THE BIG FISH

TECH SKILLS THAT
NET SIX-FIGURE
SALARIES

BIG DATA & DATA SCIENCE

Cloudera
\$105,677

Hadoop
\$108,669

MongoDB
\$107,825

MapReduce
\$114,396

R
\$115,531

NoSQL
\$114,796

Hive
\$102,812

Cassandra
\$112,382

Pig
\$109,561

Hbase
\$105,295

Amazon AWS
\$102,573

Azure
\$102,787

OpenStack
\$106,957

CLOUD

PROJECT MANAGEMENT

Agile
\$101,450

Project Manager
\$109,598

Lean
\$105,448

FRONT END DEVELOPMENT

Angular
\$101,208

Knockout
\$100,566

MOBILE

Objective C
\$102,652

DESIGN UI / UX

Omnigraffle
\$111,039

Balsamiq
\$102,747

DEV OPS

Jenkins
\$104,461

Puppet
\$103,925

AVERAGE SALARY FOR High Paying Skills and Experience

SKILL	2013	YR/YR CHANGE
R	\$ 115,531	n/a
NoSQL	\$ 114,796	1.6%
MapReduce	\$ 114,396	n/a
PMBok	\$ 112,382	1.3%
Cassandra	\$ 112,382	n/a
Omnigraffle	\$ 111,039	0.3%
Pig	\$ 109,561	n/a
SOA (Service Oriented Architecture)	\$ 108,997	-0.5%
Hadoop	\$ 108,669	-5.6%
Mongo DB	\$ 107,825	-0.4%
SOX (Sarbanes-Oxley)	\$ 107,697	4.8%
Jetty	\$ 107,406	0.4%
UML (Unified Modeling Language)	\$ 107,387	4.7%
OpenStack	\$ 106,957	n/a
Big Data	\$ 106,542	-6.3%
CMMI (Capability Maturity Model Integration)	\$ 106,508	2.1%
3Par	\$ 106,432	7.4%
FCoE (Fibre Channel Over Ethernet)	\$ 106,062	2.7%
Cloudera	\$ 105,677	n/a
Lean	\$ 105,448	1.8%
Hbase	\$ 105,295	n/a
Solaris	\$ 104,710	3.7%
Jenkins	\$ 104,461	n/a
Puppet	\$ 103,925	n/a
ETL (Extract Transform and Load)	\$ 103,830	-0.9%
Kanban	\$ 103,381	0.7%
Waterfall	\$ 103,160	-0.1%
Postgres	\$ 103,146	6.4%
Nginx	\$ 103,062	1.8%
Scrum	\$ 102,955	-0.3%
Change Management	\$ 102,889	1.8%
Load Balancers	\$ 102,861	2.3%
Hive	\$ 102,812	n/a
JDBC (Java Database Connectivity)	\$ 102,803	-1.0%
Azure	\$ 102,787	1.5%
ERP (Enterprise Resource Planning)	\$ 102,757	2.4%
Balsamiq	\$ 102,747	n/a
Objective C	\$ 102,652	-2.2%
Amazon AWS	\$ 102,573	3.0%
SDLC (System Development Life Cycle)	\$ 102,361	1.8%
Korn Shell	\$ 102,182	-1.5%
SOAP (Simple Object Access Protocol)	\$ 102,131	3.0%
HP-UX	\$ 102,066	-0.2%
EMC	\$ 101,673	2.6%
JBoss	\$ 101,646	1.1%
Weblogic	\$ 101,643	-0.7%
Fortran	\$ 101,553	-2.1%
Agile	\$ 101,450	1.6%
Angular	\$ 101,208	n/a
SaaS (Software as a Service)	\$ 101,127	0.2%
TCL (Tool Command Language)	\$ 101,102	2.0%

SKILL	2013	YR/YR CHANGE
SDN (Software-Defined Networking)	\$ 101,026	n/a
Sybase	\$ 100,868	6.0%
ITIL (Information Technology Infrastructure Library)	\$ 100,746	0.8%
Perl	\$ 100,656	3.3%
Knockout	\$ 100,566	n/a
TOAD (Tool for Application Development)	\$ 100,486	2.2%
C	\$ 100,134	3.2%
ABAP (Advanced Business Application Development)	\$ 100,024	3.4%
AIX	\$ 99,995	-0.5%
iRise	\$ 99,934	n/a
Bash	\$ 99,783	6.7%
HL7 (Health Level 7)	\$ 99,642	n/a
Tomcat	\$ 99,435	1.7%
Netezza	\$ 99,401	n/a
Oracle DB	\$ 99,158	2.6%
Wan Opt	\$ 99,111	2.5%
JIRA	\$ 98,971	0.1%
Oracle eBusiness Suite	\$ 98,967	2.7%
Microsoft Project	\$ 98,950	1.7%
DOORS (Dynamic Object Oriented Requirements Management System)	\$ 98,940	-0.4%
Business Intelligence	\$ 98,691	-3.1%
Fibre Channel	\$ 98,687	3.3%
JSP (Java Server Pages)	\$ 98,657	0.4%
Data Warehouse	\$ 98,536	-2.5%
NetApp	\$ 98,209	3.2%
Rackspace	\$ 98,145	n/a
Cloud Computing	\$ 98,032	2.0%
PCI (Peripheral Component Interconnect)	\$ 98,013	5.2%
MPLS (Multi Protocol Label Switching)	\$ 97,989	3.6%
Shell	\$ 97,883	3.7%
Six Sigma	\$ 97,833	1.8%
Unix	\$ 97,806	3.0%
Lighttpd	\$ 97,792	1.3%
HP Eva	\$ 97,767	n/a
CPOE (Computerized Physician Order Entry)	\$ 97,757	7.7%
Disaster Recovery	\$ 97,732	2.0%
Telepresence	\$ 97,543	2.7%
Hitachi	\$ 97,468	5.6%
Websphere	\$ 97,453	-1.9%
Zookeeper	\$ 97,405	n/a
Teradata	\$ 97,359	-2.0%
EDI (Electronic Data Exchange)	\$ 97,248	-2.7%
VSAM (Virtual Storage Access Method)	\$ 97,232	5.1%
Labview	\$ 97,118	n/a
Java/J2EE	\$ 96,955	3.1%
SAP	\$ 96,438	2.6%
Matlab	\$ 96,248	5.0%
Metro Ethernet	\$ 96,191	5.3%
Visio	\$ 96,172	1.8%

NOTE: Several new tech skills were added to the 2013 survey and therefore yr/yr change is not available.

AVERAGE SALARY FOR High Paying Skills and Experience

SKILL	2013	YR/YR CHANGE
Ajax	\$ 96,115	4.3%
Rexx	\$ 96,076	-1.2%
XML (eXtensible Markup Language)	\$ 95,751	3.3%
ISO 9000	\$ 95,638	-0.4%
SQLite	\$ 95,627	5.7%
Unified Communication	\$ 95,619	1.9%
CRM (Customer Relationship Management)	\$ 95,478	0.6%
Informatica	\$ 95,454	-2.0%
Linux	\$ 95,379	5.0%
PL/SQL	\$ 95,354	3.4%
MVS (Multiple Virtual Storage)	\$ 95,283	4.8%
Nimble	\$ 95,272	n/a
Cognos	\$ 95,123	-1.8%
DHTML	\$ 95,091	3.4%
Application Delivery	\$ 94,943	3.9%
SAN (Storage Area Network)	\$ 94,936	3.5%
Groovy	\$ 94,929	-5.9%
Apache Web Server	\$ 94,842	3.3%
Glassfish	\$ 94,819	-2.9%
DB2	\$ 94,740	1.1%
T-SQL (Transact-SQL)	\$ 94,712	n/a
Virtualization	\$ 94,667	2.8%
Compellent	\$ 94,496	3.0%
C++	\$ 94,338	2.3%
Assembler/Assembly	\$ 94,201	-0.5%
Snagit	\$ 94,182	3.1%
Python	\$ 94,139	-0.8%
Siebel	\$ 94,074	2.6%
Optical	\$ 93,977	4.1%
QA / Quality Assurance	\$ 93,909	1.0%
Xen	\$ 93,883	1.7%
Tivoli	\$ 93,752	0.3%
C#	\$ 93,717	3.3%
VMware ESX	\$ 93,587	8.0%
Ruby	\$ 93,585	-4.6%
VX Works	\$ 93,451	n/a
z/OS	\$ 93,380	0.1%
Web App Firewall	\$ 93,378	4.1%
IDMS (Integrated Database Management System)	\$ 93,354	n/a
SQL	\$ 93,340	2.9%
JDE/JD Edwards	\$ 93,183	-1.0%
SharePoint	\$ 93,160	2.0%
QoS (Quality of Service)	\$ 93,143	3.6%
Salesforce.com	\$ 93,134	-2.4%
IIS (Internet Information Services)	\$ 92,967	4.1%
HIPAA (Health Insurance Portability and Accountability Act)	\$ 92,773	2.5%
Informix	\$ 92,725	-4.3%
TSO / ISPF (Time Sharing Option / Interactive System Productivity Facility)	\$ 92,721	5.1%
CloudStack	\$ 92,719	n/a
Oracle Application Server	\$ 92,462	0.5%

SKILL	2013	YR/YR CHANGE
vCloud	\$ 92,441	-2.8%
Backbone	\$ 92,287	n/a
FreeBSD	\$ 92,164	n/a
Epic	\$ 92,120	6.3%
SIP (Session Initiation Protocol)	\$ 92,035	2.8%
ASP.net	\$ 92,003	4.3%
Alfresco	\$ 91,991	n/a
Peoplecode	\$ 91,919	-10.6%
NAS (Network-Attached Storage)	\$ 91,869	4.7%
Camtasia	\$ 91,855	4.2%
Sqoop	\$ 91,800	n/a
iSCSI (Internet Small Computer System Interface)	\$ 91,652	5.6%
JavaScript/jQuery	\$ 91,370	4.7%
CICS (Customer Information Control System)	\$ 91,281	1.4%
SQL Server	\$ 91,259	3.9%
IDS/IPS (Intrusion Defense Systems / Intrusion Prevention Systems)	\$ 91,254	1.3%
.NET	\$ 91,150	2.4%
VMware	\$ 90,948	3.2%
IMS (IP Multimedia Subsystem)	\$ 90,867	-1.4%
MySQL	\$ 90,643	4.1%
Visual C++	\$ 90,528	3.5%
Security Clearance	\$ 90,296	1.5%
Juniper	\$ 90,187	1.2%
VBA (Visual Basic for Applications)	\$ 90,104	2.3%
Equallogic	\$ 90,003	0.0%
SAS	\$ 89,909	4.0%
HTML5	\$ 89,902	2.0%
Apex	\$ 89,640	6.0%
HP Lefthand	\$ 89,560	1.8%
ASP	\$ 89,531	5.9%
Parallels	\$ 89,224	0.9%
Cerner	\$ 88,963	6.6%
VB Script	\$ 88,933	5.7%
EMR/EHR (Electronic Medical / Health Records)	\$ 88,769	4.4%
Crystal Reports	\$ 88,744	3.5%
JCL (Job Control Language)	\$ 88,481	4.2%
KVM (Kernal-based Virtual Machine)	\$ 88,470	3.0%
Easytrieve	\$ 88,212	-3.7%
Lawson	\$ 88,071	-2.3%
Open VMS	\$ 87,933	-1.3%
COBOL	\$ 87,921	-0.8%
MS Dynamics	\$ 87,914	-1.3%
Peoplesoft	\$ 87,834	0.5%
NetSuite	\$ 87,640	2.6%
ColdFusion	\$ 87,628	4.9%
Visual Fox Pro	\$ 87,553	13.0%
Actionscript	\$ 87,324	-0.4%
IBM Mainframe	\$ 87,318	1.0%
iPad	\$ 87,297	4.1%
Visual Basic .NET	\$ 87,288	2.9%

NOTE: Several new tech skills were added to the 2013 survey and therefore yr/yr change is not available.

Dice Salary Survey Methodology

The 2013 Dice Salary Survey was administered online, with 17,236 employed technology professionals responding between October 14, 2013 and November 29, 2013. Respondents were invited to participate in the survey through a notification on the Dice site and registered technology professionals were sent an email invitation. A cookie methodology was used to ensure that there was no duplication of responses between or within the various sample groups and duplicate responses from a single email address were removed. The Dice Salary Survey was adjusted for inflation in 2013: technology professionals earning salaries of \$250,000 and above were not automatically eliminated from the survey if they met other criteria.

About Dice

Technology powers companies. Professionals power technology. Dice quickly delivers the opportunities, insights and connections technology professionals and employers need to move forward. Learn how to effectively move forward at www.dice.com