



COMPUTERWORLD 14th Annual Salary Survey

SENIOR MANAGEMENT

CIO/vice president of IS/IT	Chief technology officer	Director of IS/MIS	Director of systems development	Director of networks	Director of IS operations	Internet technology strategist	Web architect
Average salary: \$132,798 Bonus: \$31,005 Total: \$163,803	Average salary: \$132,790 Bonus: \$32,491 Total: \$165,281	Average salary: \$91,789 Bonus: \$14,165 Total: \$105,954	Average salary: \$96,803 Bonus: \$15,826 Total: \$112,629	Average salary: \$86,789 Bonus: \$12,751 Total: \$99,540	Average salary: \$88,702 Bonus: \$13,590 Total: \$102,292	Average salary: \$87,368 Bonus: \$12,762 Total: \$100,130	Average salary: \$71,513 Bonus: \$9,846 Total: \$81,359

TOP 10 INDUSTRIES FOR IT PAY (BY TOTAL COMPENSATION)

Business services, consulting/sys. integ. \$351,905	Business services, consulting/sys. integ. \$271,263	Computer hardware/software/peripherals \$173,125	Computer hardware/software/peripherals \$154,300	Computer hardware/software/peripherals \$159,667	Computer hardware/software/peripherals \$138,600	Financial \$144,650	Business services, consulting/sys. integ. \$122,045
Business services, IT \$286,500	Computer hardware/software/peripherals \$260,000	Business services, consulting/sys. integ. \$163,480	Business services, consulting/sys. integ. \$150,333	Business services, consulting/sys. integ. \$139,205	Business services, consulting/sys. integ. \$136,727	Business services, consulting/sys. integ. \$137,143	Financial \$108,056
Computer hardware/software/peripherals \$281,000	Insurance \$210,333	Petroleum exploration/production/refining \$125,000	Financial \$147,036	Financial \$126,033	Financial \$136,059	Computer hardware/software/peripherals \$132,500	Computer hardware/software/peripherals \$105,667
Apparel/textile \$214,929	Business services, IT \$206,400	Financial \$124,806	Telcommunications \$122,000	Insurance \$113,750	Business services, IT \$111,500	Business services, IT \$119,000	Business services, IT \$92,000
Retail \$203,333	Financial \$189,600	Business services, IT \$124,250	Retail \$121,167	Business services, IT \$113,000	Aerospace/defense \$109,900	Insurance \$105,250	Transportation \$90,571
Health care \$182,043	Health care \$155,500	Telecommunications \$116,000	Transportation \$119,000	Health care \$105,219	Health care \$103,678	Health care \$95,444	Health care \$78,667
Industrial equipment \$177,200	Media \$146,667	Utilities \$112,800	Health care \$116,357	Retail \$104,667	Utilities \$102,500	Transportation \$86,750	Distribution/wholesale \$77,333
Financial \$177,063	Distributors/wholesale \$128,875	Insurance \$106,150	Media \$115,714	Media \$102,000	Distribution/wholesale \$99,808	Distribution/wholesale \$85,167	Government \$61,523
Food/beverage/tobacco \$171,800	Government \$94,633	Industrial equipment \$104,938	Insurance \$106,938	Transportation \$98,750	Insurance \$96,000	Media \$78,750	Nonprofit \$53,500
Insurance \$159,882	Education \$91,583	Food/beverage/tobacco \$104,111	Distribution/wholesale \$100,200	Electronics/electrical equipment \$85,667	Retail \$92,571	Government \$75,950	Education \$48,176

TOTAL COMPENSATION BY COMPANY SIZE (COMPANIES RANKED BY REVENUE)

Less than \$100M: \$130,825	Less than \$100M: \$137,500	Less than \$100M: \$86,568	Less than \$100M: \$108,036	Less than \$100M: \$83,406	Less than \$100M: \$117,794	Less than \$100M: \$130,000	Less than \$100M: \$73,714
\$110M to \$499.9M: \$115,767	\$110M to \$499.9M: \$110,800	\$110M to \$499.9M: \$84,123	\$110M to \$499.9M: \$83,257	\$110M to \$499.9M: \$71,808	\$110M to \$499.9M: \$74,603	\$110M to \$499.9M: \$70,500	\$110M to \$499.9M: \$71,879
\$500M or more: \$206,723	\$500M or more: \$203,296	\$500M or more: \$120,380	\$500M or more: \$120,938	\$500M or more: \$111,578	\$500M or more: \$106,628	\$500M or more: \$103,147	\$500M or more: \$83,970

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MIDDLE MANAGEMENT

Manager of voice and data communications	LAN manager	Manager of Internet/intranet technology	Project Manager, systems & programming	Database manager	Computer operations manager	Technical support manager
Average salary: \$70,723 Bonus: \$9,152 Total: \$79,875	Average salary: \$65,963 Bonus: \$7,106 Total: \$73,069	Average salary: \$73,716 Bonus: \$9,264 Total: \$82,980	Average salary: \$73,804 Bonus: \$8,684 Total: \$82,488	Average salary: \$71,178 Bonus: \$7,747 Total: \$78,925	Average salary: \$65,719 Bonus: \$7,891 Total: \$73,610	Average salary: \$61,109 Bonus: \$6,507 Total: \$67,616

TOP 10 INDUSTRIES FOR IT PAY (BY TOTAL COMPENSATION)

Computer hardware/software/peripherals \$137,000	Computer hardware/software/peripherals \$113,000	Business services, consulting/sys. integ. \$120,632	Apparel/textile \$109,000	Business services, consulting/sys. integ. \$107,413	Computer hardware/software/peripherals \$112,500	Business services, consulting/sys. integ. \$86,120
Business services, consulting/sys. integ. \$109,810	Business services, consulting/sys. integ. \$101,167	Computer hardware/software/peripherals \$102,200	Business services, consulting/sys. integ. \$108,758	Computer hardware/software/peripherals \$102,500	Business services, consulting/sys. integ. \$96,739	Computer hardware/software/peripherals \$82,750
Financial \$100,833	Business services, IT \$83,200	Insurance \$101,250	Computer hardware/software/peripherals \$99,000	Transportation \$95,400	Apparel/textile \$96,200	Financial \$77,559
Government \$73,032	Financial \$78,882	Financial \$99,250	Financial \$93,667	Financial \$90,700	Automotive \$84,800	Business services, IT \$73,167
Distribution/wholesale \$72,556	Health care \$76,700	Transportation \$78,700	Electronics/electrical equipment \$90,100	Insurance \$79,278	Transportation \$84,000	Transportation \$71,000
Health care \$70,657	Insurance \$70,654	Aerospace/defense \$76,375	Transportation \$88,571	Business services, IT \$78,740	Financial \$79,406	Health care \$65,924
Retail \$64,800	Government \$69,220	Health care \$74,722	Telecommunications \$84,500	Health care \$78,192	Food/beverage/tobacco \$78,800	Government \$65,013
Transportation \$62,667	Media \$66,900	Distribution/wholesale \$74,714	Media \$82,286	Government \$71,256	Utilities \$74,100	Retail \$64,045
Insurance \$60,625	Distribution/wholesale \$65,083	Government \$73,778	Insurance \$80,292	Distribution/wholesale \$66,444	Health care \$72,138	Media \$63,500
Education \$54,714	Nonprofit \$63,167	Education \$48,750	Nonprofit \$79,333	Education \$60,861	Government \$69,778	Insurance \$63,417

TOTAL COMPENSATION BY COMPANY SIZE (COMPANIES RANKED BY REVENUE)

Less than \$100M: \$68,808	Less than \$100M: \$63,167	Less than \$100M: \$70,600	Less than \$100M: \$75,975	Less than \$100M: \$69,000	Less than \$100M: \$64,853	Less than \$100M: \$59,750
\$110M to \$499.9M: \$64,411	\$110M to \$499.9M: \$61,298	\$110M to \$499.9M: \$66,500	\$110M to \$499.9M: \$70,625	\$110M to \$499.9M: \$65,515	\$110M to \$499.9M: \$62,095	\$110M to \$499.9M: \$54,291
\$500M or more: \$85,431	\$500M or more: \$79,774	\$500M or more: \$86,484	\$500M or more: \$87,766	\$500M or more: \$84,275	\$500M or more: \$77,750	\$500M or more: \$71,411

STAFF AND ENTRY LEVEL (PAGE 1)

Network administrator	E-commerce network administrator	Information security specialist	Senior systems analyst	Systems analyst/administrator	Senior systems programmer	Senior programmer	Senior programmer/analyst
Average salary: \$52,735	Average salary: \$58,741	Average salary: \$62,013	Average salary: \$63,711	Average salary: \$57,766	Average salary: \$63,732	Average salary: \$54,383	Average salary: \$61,803
Bonus: \$4,277	Bonus: \$5,446	Bonus: \$4,268	Bonus: \$5,362	Bonus: \$5,194	Bonus: \$5,293	Bonus: \$5,039	Bonus: \$5,049
Total: \$57,012	Total: \$64,187	Total: \$66,281	Total: \$69,073	Total: \$62,960	Total: \$69,025	Total: \$59,422	Total: \$66,852

TOP 10 INDUSTRIES FOR IT PAY (BY TOTAL COMPENSATION)

Computer hardware/software/peripherals \$81,111	Business services, consulting/sys. integ. \$76,250	Business services, consulting/sys. integ. \$84,548	Business services, consulting/sys. integ. \$83,833	Computer hardware/software/peripherals \$77,000	Computer hardware/software/peripherals \$90,000	Computer hardware/software/peripherals \$78,667	Computer hardware/software/peripherals \$82,143
Aerospace/defense \$69,429	Business services, IT \$75,375	Retail \$67,750	Computer hardware/software/peripherals \$80,571	Business services, consulting/sys. integ. \$73,273	Business services, IT \$83,000	Business services, consulting/sys. integ. \$71,544	Business services, consulting/sys. integ. \$78,896
Business services, consulting/sys. integ. \$66,614	Government \$66,600	Government \$67,563	Apparel/textile \$77,357	Insurance \$70,750	Aerospace/defense \$80,800	Financial \$63,167	Aerospace/defense \$78,667
Apparel/textile \$65,556	Health care \$58,400	Insurance \$62,600	Consumer products \$76,375	Electronics/electrical equipment \$69,500	Business services, consulting/sys. integ. \$79,609	Distribution/wholesale \$58,000	Apparel/textile \$76,889
Business services, IT \$64,583	Distribution/wholesale \$55,500	Health care \$62,500	Industrial equipment \$73,000	Health care \$65,407	Insurance \$74,313	Government \$57,513	Financial \$76,235
Construction \$61,071	Financial \$55,125	Financial \$60,625	Insurance \$73,000	Financial \$62,833	Transportation \$69,833	Health care \$56,848	Transportation \$72,667
Utilities \$59,600	Education \$45,000	Distribution/wholesale \$53,571	Electronics/electrical equipment \$72,400	Retail \$62,250	Financial \$68,788	Insurance \$54,700	Utilities \$68,333
Government \$59,426		Education \$44,133	Business services, IT \$69,100	Utilities \$61,125	Distribution/wholesale \$68,500	Transportation \$54,600	Health care \$66,310
Food/beverage/tobacco \$58,667			Aerospace/defense \$66,500	Government \$60,758	Health care \$67,279	Education \$47,167	Government \$64,569
Consumer products \$57,929			Retail \$66,429	Transportation \$60,250	Government \$61,736	Retail \$46,600	Insurance \$64,208

TOTAL COMPENSATION BY COMPANY SIZE (COMPANIES RANKED BY REVENUE)

Less than \$100M: \$55,537	Less than \$100M: \$58,500	Less than \$100M: \$69,227	Less than \$100M: \$69,893	Less than \$100M: \$68,692	Less than \$100M: \$64,085	Less than \$100M: \$60,944	Less than \$100M: \$69,194
\$110M to \$499.9M: \$51,528	\$110M to \$499.9M: \$57,444	\$110M to \$499.9M: \$52,543	\$110M to \$499.9M: \$62,219	\$110M to \$499.9M: \$56,593	\$110M to \$499.9M: \$66,082	\$110M to \$499.9M: \$58,462	\$110M to \$499.9M: \$61,489
\$500M or more: \$60,320	\$500M or more: \$65,543	\$500M or more: \$67,264	\$500M or more: \$69,952	\$500M or more: \$63,330	\$500M or more: \$70,205	\$500M or more: \$59,538	\$500M or more: \$67,997

STAFF AND ENTRY LEVEL (PAGE 2)

Programmer/ analyst	Database analyst	Lead computer operator	Computer operator	Technical specialist	Help desk operator	PC technical support specialist
Average salary: \$51,623 Bonus: \$4,663 Total: \$56,286	Average salary: \$60,919 Bonus: \$4,800 Total: \$65,719	Average salary: \$40,804 Bonus: \$2,487 Total: \$43,291	Average salary: \$33,917 Bonus: \$2,505 Total: \$36,422	Average salary: \$46,732 Bonus: \$3,336 Total: \$50,068	Average salary: \$36,421 Bonus: \$2,181 Total: \$38,602	Average salary: \$39,751 Bonus: \$2,525 Total: \$42,276

TOP 10 INDUSTRIES FOR IT PAY (BY TOTAL COMPENSATION)

Apparel/textile \$73,400	Aerospace/defense \$87,000	Business services, consulting/sys. integ. \$55,632	Business services, consulting/sys. integ. \$46,816	Computer hardware/ software/peripherals \$69,056	Computer hardware/ software/peripherals \$47,786	Computer hardware/ software/peripherals \$48,389
Business services, consulting/sys. integ. \$68,321	Media \$85,143	Business services, IT \$45,300	Government \$37,097	Business services, consulting/sys. integ. \$61,476	Business services, consulting/sys. integ. \$43,304	Business services, consulting/sys. integ. \$46,748
Computer hardware/ software/peripherals \$68,143	Computer hardware/ software/peripherals \$76,800	Distribution/ wholesale \$44,722	Education \$36,400	Business services, IT \$61,000	Apparel/textile \$41,000	Retail \$45,909
Financial \$67,304	Retail \$74,800	Government \$44,150	Retail \$36,000	Financial \$54,286	Government \$40,098	Insurance \$44,667
Consumer products \$60,750	Business services, consulting/sys. integ. \$72,923	Health care \$43,591	Insurance \$35,455	Food/beverage/ tobacco \$51,375	Business services, IT \$39,300	Government \$44,666
Transportation \$60,250	Health care \$67,182	Utilities \$42,900	Utilities \$34,917	Health care \$49,295	Construction \$38,600	Petroleum exploration/ production/refining \$44,200
Distribution/ wholesale \$59,444	Utilities \$65,900	Retail \$42,167	Business services, IT \$34,667	Government \$44,224	Plastics/rubber/ stone/glass \$37,800	Construction \$43,167
Utilities \$57,250	Government \$60,548	Plastic/rubber/ stone/glass \$38,333	Financial \$34,433	Distribution/ wholesale \$44,000	Financial \$37,406	Distribution/ wholesale \$42,400
Industrial equipment \$55,286	Financial \$60,188	Insurance \$37,500	Health care \$34,000	Education \$37,458	Distribution/ wholesale \$36,231	Financial \$41,475
Government \$54,329	Insurance \$59,778	Financial \$35,727	Distribution/ wholesale \$33,610	Retail \$35,400	Education \$35,056	Plastic/rubber/ stone/glass \$41,000

TOTAL COMPENSATION BY COMPANY SIZE (COMPANIES RANKED BY REVENUE)

Less than \$100M: \$60,791	Less than \$100M: \$59,143	Less than \$100M: \$45,592	Less than \$100M: \$34,050	Less than \$100M: \$48,417	Less than \$100M: \$36,688	Less than \$100M: \$44,000
\$110M to \$499.9M: \$51,819	\$110M to \$499.9M: \$59,333	\$110M to \$499.9M: \$41,179	\$110M to \$499.9M: \$34,268	\$110M to \$499.9M: \$45,258	\$110M to \$499.9M: \$36,281	\$110M to \$499.9M: \$38,303
\$500M or more: \$57,134	\$500M or more: \$67,978	\$500M or more: \$43,604	\$500M or more: \$37,991	\$500M or more: \$51,364	\$500M or more: \$40,034	\$500M or more: \$44,004

COMPUTERWORLD'S
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SURVEY

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TOTAL IT COMPENSATION (SALARY PLUS BONUSES) BY REGION

Job Title	New England	Middle Atlantic	East-North Central	West-North Central	South Atlantic	East-South Central	West-South Central	Mountain	Pacific
CIO	\$124,100	\$165,000	\$142,595	\$149,435	\$194,012	\$141,333	\$146,759	\$154,700	\$178,810
Director of IS/MIS	\$81,750	\$113,727	\$88,162	\$100,561	\$108,829	\$103,333	\$95,632	\$102,292	\$130,684
Director of networks	\$74,500	\$87,906	\$87,500	\$96,048	\$120,380	\$82,800	\$88,711	\$106,900	\$120,481
Project manager	\$65,563	\$77,417	\$75,768	\$77,908	\$91,710	\$92,600	\$75,813	\$90,313	\$94,779
Technology support manager	\$68,042	\$59,750	\$63,550	\$67,896	\$71,930	\$65,000	\$60,000	\$70,444	\$76,968
Senior systems administrator	\$59,133	\$66,609	\$66,848	\$69,236	\$77,930	\$63,786	\$60,267	\$65,167	\$74,763
Network administrator	\$50,557	\$51,548	\$56,026	\$55,965	\$57,929	\$50,000	\$52,075	\$53,444	\$63,462
Systems programmer	\$53,000	\$52,773	\$59,400	\$55,441	\$67,870	\$58,143	\$56,393	\$56,650	\$62,609
Programmer/analyst	\$45,625	\$53,977	\$55,241	\$49,433	\$61,400	\$55,875	\$49,987	\$60,936	\$63,402
Help desk operator	\$36,136	\$33,725	\$40,210	\$36,429	\$44,061	\$35,714	\$31,972	\$34,258	\$42,189

* REGIONS ARE AS FOLLOWS: NEW ENGLAND = MAINE, VERMONT, NEW HAMPSHIRE, MASSACHUSETTS, CONNECTICUT, RHODE ISLAND; MIDDLE ATLANTIC = NEW YORK, NEW JERSEY, PENNSYLVANIA; SOUTH ATLANTIC = DELAWARE, DISTRICT OF COLUMBIA, MARYLAND, VIRGINIA, WEST VIRGINIA, NORTH CAROLINA, SOUTH CAROLINA, GEORGIA, FLORIDA, PUERTO RICO, U.S. VIRGIN ISLANDS; EAST-NORTH CENTRAL = WISCONSIN, MICHIGAN, ILLINOIS, INDIANA, OHIO; EAST-SOUTH CENTRAL = KENTUCKY, TENNESSEE, MISSISSIPPI, ALABAMA; WEST-NORTH CENTRAL = NORTH DAKOTA, SOUTH DAKOTA, MINNESOTA, NEBRASKA, IOWA, KANSAS, MISSOURI; WEST-SOUTH CENTRAL = OKLAHOMA, ARKANSAS, LOUISIANA, TEXAS; MOUNTAIN = IDAHO, MONTANA, WYOMING, NEVADA, UTAH, COLORADO, ARIZONA, NEW MEXICO; PACIFIC = ALASKA, WASHINGTON, OREGON, CALIFORNIA, HAWAII, GUAM