

## SYSTEM ANALYST SALARIES

### YEAR-TO-YEAR CHANGE

2005	2004	2002	2001	1-yr chg	Change 01-05
\$67,900	\$70,900	\$66,500	\$66,000	-4.2%	+2.9%

### AVERAGE ANNUAL BONUS

2005	2004	2002	2001	1-yr chg	Change 01-05
\$4,100	\$4,200	\$2,920	\$4,290	-2.4%	-4.4%

### BY EXPERIENCE LEVEL

< 5 years	5-9 years	10+ years	Differential
\$53,000	\$67,400	\$73,700	+39.1%

### BY OPERATING SYSTEM ENVIRONMENT

Mainframe	Midrange	ADX/Unix	Windows*	Linux*
\$68,800	\$66,800	\$69,100	\$67,500	\$65,300

\*Distributed sites (non-mainframe) only

Source: Enterprise Systems survey of 1,170 enterprise IT sites

## PROGRAMMER/ANALYST SALARIES

### YEAR-TO-YEAR CHANGE

2005	2004	2002	2001	1-yr. chg.	Change 01-05
\$65,200	\$63,800	\$61,700	\$57,700	+2.2%	+13.0%

### AVERAGE ANNUAL BONUS

2005	2004	2002	2001	1-yr chg	Change 01-05
\$3,400	\$3,375	\$2,460	\$2,300	+0.74%	+47.8%

### BY EXPERIENCE LEVEL

< 5 years	5-9 years	10+ years	Differential
\$57,500	\$63,500	\$72,600	+26.3%

### BY OPERATING SYSTEM ENVIRONMENT

Mainframe	Midrange	ADX/Unix	Windows	Linux*
\$68,600	\$63,500	\$67,600	\$63,700	\$61,700

\*Distributed sites (non-mainframe) only

### BY PROGRAMMING ENVIRONMENT

CICS	C/C++	COBOL	VB	Java
\$67,100	\$66,000	\$63,800	\$64,800	\$65,800

Source: Enterprise Systems survey of 1,170 enterprise IT sites