

APPLICATIONS PROGRAMMER SALARIES

YEAR-TO-YEAR CHANGE

2005	2004	2002	2001	1-yr. chg	Change 01-05
\$56,500	\$53,000	\$49,400	\$49,200	+6.6%	+14.8%

AVERAGE ANNUAL BONUS

2005	2004	2002	2001	1-yr chg	Change 01-05
\$2,665	\$2,400	\$2,460	\$3,150	+11%	-15.4%

BY EXPERIENCE LEVEL

< 5 years	5-9 years	10+ years	Differential
\$47,900	\$60,300	\$65,800	+37.4%

BY OPERATING SYSTEM ENVIRONMENT

Mainframe	Midrange	AD/Unix	Windows*	Linux*
\$59,400	\$57,700	\$58,800	\$54,500	\$53,800

*Distributed sites (non-mainframe) only

BY PROGRAMMING ENVIRONMENT

CICS	C/C++	COBOL	VB	Java
\$61,600	\$66,000	\$63,800	\$64,800	\$65,800

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

Survey Methodology

The survey tracked salaries of IT managers and professionals across a broad spectrum of organizations. Along with a range of management positions, the survey covered seven IT line positions, including applications systems analysts, programmer/analysts, application programmers, system programmers, network administrators, system administrators and database administrators. All figures are reported in U.S. dollars.

Respondents come from a wide array of industries, including government/education (24 percent), high-tech/software development (12 percent), finance/insurance (10 percent), manufacturing (10 percent), services (8 percent), utilities/transportation (8 percent), healthcare (5 percent) and retail (5 percent).

A majority of respondents (78 percent) support Windows Server 2003, 2000 or NT systems within their companies, the same number as last year's survey. Just over a quarter of the respondents (28 percent) reported having mainframe systems, while 45 percent support at least one version of commercial Unix. Another 23 percent run a midrange-class system, mainly IBM iSeries. About 30 percent run Linux, up from 24 percent last year.

SYSTEMS PROGRAMMER SALARIES

YEAR-TO-YEAR CHANGE

2005	2004	2002	2001	1-yr chg	Change 02-05
\$67,150	\$70,400	\$68,500	N/A	-4.6%	-2.0%

AVERAGE ANNUAL BONUS

2005	2004	2002	2001	1-yr chg	Change 02-05
\$2,665	\$3,000	\$3,360	N/A	-11.2%	-20.7%

BY EXPERIENCE LEVEL

< 5 years	5-9 years	10+ years	Differential
\$48,800	\$63,000	\$76,600	+57.0%

BY OPERATING SYSTEM ENVIRONMENT

Mainframe	Midrange	AD/Unix	Windows*	Linux*
\$71,100	\$68,200	\$69,200	\$61,400	\$57,700

*Distributed sites (non-mainframe) only

BY PROGRAMMING ENVIRONMENT

CICS	C/C++	COBOL	VB	Java	JCL	Perl
\$72,100	\$65,900	\$70,200	\$65,100	\$63,500	\$69,800	\$67,900

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