

2005 Salary Survey Highlights

- The rule of the day is to keep IT staffs lean and hungry. Salaries and bonuses have risen in some app dev slots, but the increases vary by industry sector and level of involvement in e-business implementations.
- Application development managers who head development for business-to-consumer systems average about \$98,000, giving them the highest pay among all ADMs.
- App programmers have seen the largest jump in salaries across the IT staff positions covered in the survey for the second year in a row and now average about \$56,500—a rise of 6.6 percent over last year's survey.
- Systems programmers are earning base salaries of about \$67,150, down almost 5 percent from \$70,400 since last year's survey. Salaries for this position have remained relatively stagnant since the 2002 survey.
- Application programmer/analysts working in companies with e-business initiatives under way have seen the highest payoffs in this position. Those with companies with business-to-consumer implementations earn average base salaries of \$66,700, while employees at business-to-business sites make \$66,100.
- Although average annual bonuses for system analysts are the highest of the IT line positions measured in this survey, bonuses have fallen by more than 2 percent from last year (bonuses are down more than 4 percent from the beginning of the decade). System analysts look to earn \$4,100 on top of their base salaries for this year.

—Enterprise Systems

APPLICATION DEVELOPMENT MANAGER SALARIES

YEAR-TO-YEAR CHANGE

2005	2004	2002	2001	1-yr chg	Change 01-05
\$86,500	\$87,500	\$85,600	\$79,500	-1.1%	+8.8%

AVERAGE ANNUAL BONUS

2005	2004	2002	2001	1-yr chg	Change 01-05
\$6,920	\$7,100	\$6,160	\$8,000	-2.5%	-13.5%

BY EXPERIENCE LEVEL

< 10 years	10-19 years	>20 years:	Differential
\$74,300	\$91,200	\$98,400	+32.4%

BY OPERATING SYSTEM ENVIRONMENT

Mainframe	Midrange	AIX/Unix	Windows*	Linux*
\$93,300	\$90,500	\$91,400	\$81,900	\$82,200

*Distributed sites (non-mainframe) only

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

REGIONAL IT SALARIES

	NE	SE	MW	WST
AD Mgr.	87.8	83.5	83.8	97.2
DC Mgr.	82.2	76.1	74.0	86.9
Sys. Analyst	70.6	66.6	68.0	69.3
P/A	66.6	63.0	66.7	69.0
Apps. Prog.	56.8	53.8	56.1	64.6
Sys. Prog.	69.5	67.2	65.3	72.8

Source: Enterprise Systems survey of 1,170 companies

IT SALARIES BY INDUSTRY

	IT/Tech	Mfg.	Gov't/Educ.	Finance/Ins.
AD Mgr.	102.0	81.8	79.3	98.3
Sys. Analyst	72.6	70.0	64.7	69.6
P/A	70.8	64.5	61.9	68.5
Progr.	66.8	60.9	54.2	54.5
Sys. Progr.	63.5	66.4	62.6	75.2
	Retail/Dist.	Health	Uts//Trans.	Services
AD Mgr.	85.4	77.3	84.3	93.0
DC Mgr.	83.0	66.7	79.5	84.1
Sys. Analyst	72.9	66.1	69.7	75.2
P/A	62.0	74.0	65.4	67.8
Progr.	47.5	59.1	53.1	58.7
Sys. Progr.	81.2	77.7	68.0	72.3

Source: Enterprise Systems survey of 1,170 companies

IT SALARIES BY COMPANY SIZE

Employees	1-50	51-500	501-1k	1-5k	5-10k	10-50k	50k+
AD Mgr.	72.2	79.7	75.2	85.3	92.0	89.3	106.1
Sys. Analyst	66.5	62.2	67.3	68.4	69.5	69.9	74.7
P/A	62.4	60.4	60.0	66.6	68.2	67.9	73.9
Progr.	57.4	52.0	47.8	54.0	56.4	56.7	70.6
Sys. Progr.	64.0	57.9	66.1	69.8	62.9	72.3	73.8

Source: Enterprise Systems survey of 1,170 companies