Dice Tech Salary Survey

Check and Check:
U.S. Technology Salaries and Bonuses Rise

Satisfaction with Compensation Declines

Dice®

Contents

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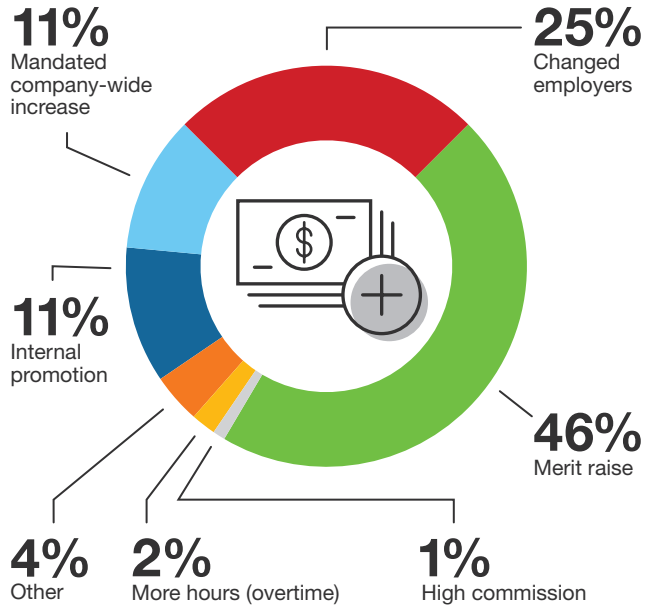
Satisfaction with Compensation Declines

Technology pay in the United States saw another year of hikes with technology professionals earning $89,450 on average annually, up two percent from 2013, according to Dice's annual salary survey.

More than half (61%) of technology professionals earned higher salaries in 2014, most frequently citing a merit raise as the reason for the increase. Another 25 percent say they received higher wages due to changing employers within the year.

Also, technical recruiters saw a significant jump (19%) in salaries in 2014, making $81,966 on average annually compared to $69,102 in 2013, a resounding verdict on the importance of recruiting tech professionals.

In addition to salaries rising, tech bonuses were both higher and more frequent as 37 percent of tech pros earned a $9,538 bonus on average as part of their compensation, up two percent year-over-year.

Reasons for Salary Increase

11% Mandated company-wide increase

11% Internal promotion

4% Other

2% More hours (overtime)

1% High commission

25% Changed employers

46% Merit raise

Bonuses

Did you receive a bonus?

Yes **37%**   No **63%**

2014 BONUS $9,538   YR/YR CHANGE 2.3%
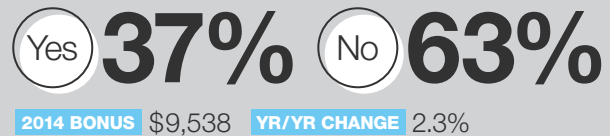
Average U.S. Tech Salary 5-Year Trend

2010
AVG. SALARY $79,384
YR/YR CHANGE 0.7%

2011
AVG. SALARY $81,327
YR/YR CHANGE 2.4%

2012
AVG. SALARY $85,619
YR/YR CHANGE 5.3%

2013
AVG. SALARY $87,811
YR/YR CHANGE 2.6%

2014
AVG. SALARY $89,450
YR/YR CHANGE 1.9%
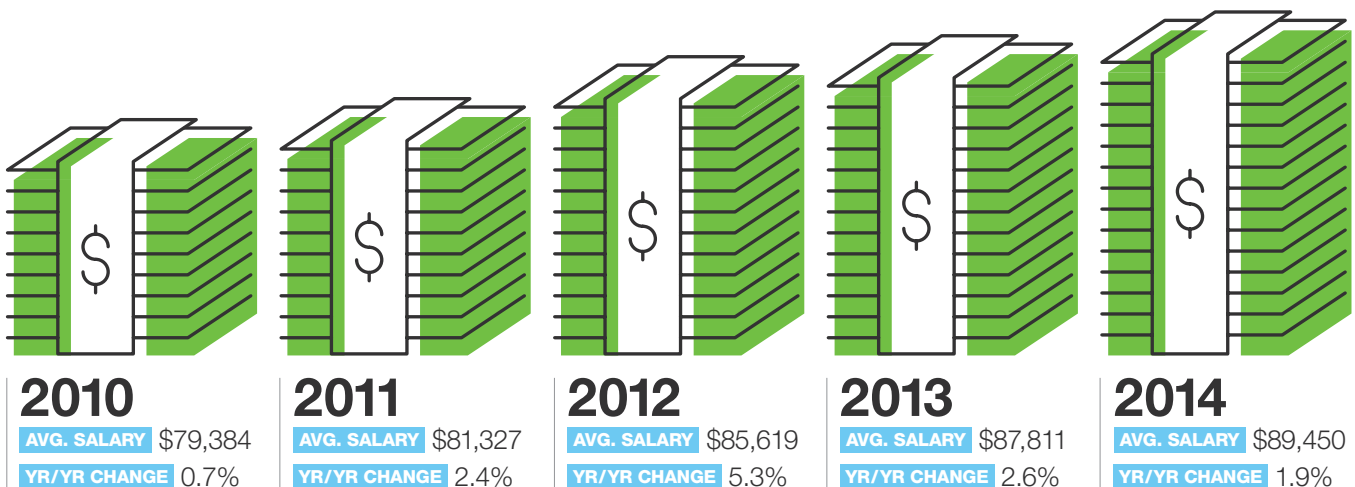
While salaries rose slightly, satisfaction with wages declined. Half (52%) of technology professionals were satisfied with their compensation in 2014, down from 54 percent in 2013. In fact, satisfaction with salaries has dipped every year since 2012, when it peaked at 57 percent and salaries saw the biggest year-over-year jump to 5.3 percent.

"As demand for technology professionals rises and highly-skilled talent is harder to find, the pressure is being reflected where it counts: paychecks," said Shravan Goli, President of Dice. "Still, tech pros are less happy with their earnings, signaling to companies that in order to recruit and retain the best candidates, offering more will be necessary."

Tech professionals are more confident than ever (67%) that they could find a favorable new position in the year ahead and 37 percent anticipate changing employers for better pay or better conditions.

With compensation rising, tech professionals are slightly less likely to relocate for a new job this year (30%) as compared to last year (28%).

Wages Rising in the West
The Pacific region as a whole saw the highest bump in salaries and tech professionals in Silicon Valley are again the highest paid in the country earning $112,610 on average, up four percent year/year. The second highest paid talent is in Seattle, where tech pros earned $99,423, up five percent, in 2014. Sacramento tech salaries rose 14 percent to $96,788, with more experienced professionals earning more from last year driving the growth. Professionals in Portland, Oregon earned

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Salary Satisfaction

Salary satisfaction slipping, while the majority feel confident about finding a new position.

57% 2012
54% 2013
52% 2014

67% Confidence in finding a new position in 2015
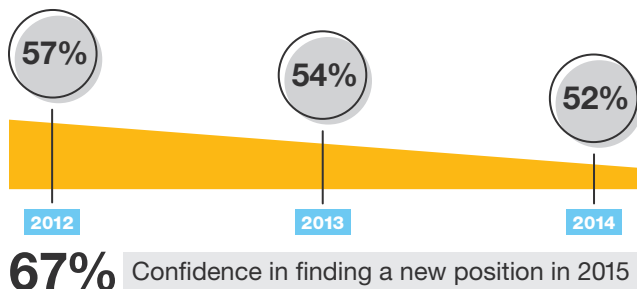
Relocating

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

41% Same now as a year ago

30% Less willing to relocate now

25% More willing to relocate now

4% Not sure
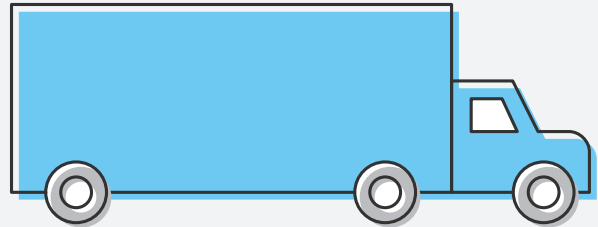
Changing Employers

Of the 37% of tech pros that anticipate changing employers in 2015, here's why.
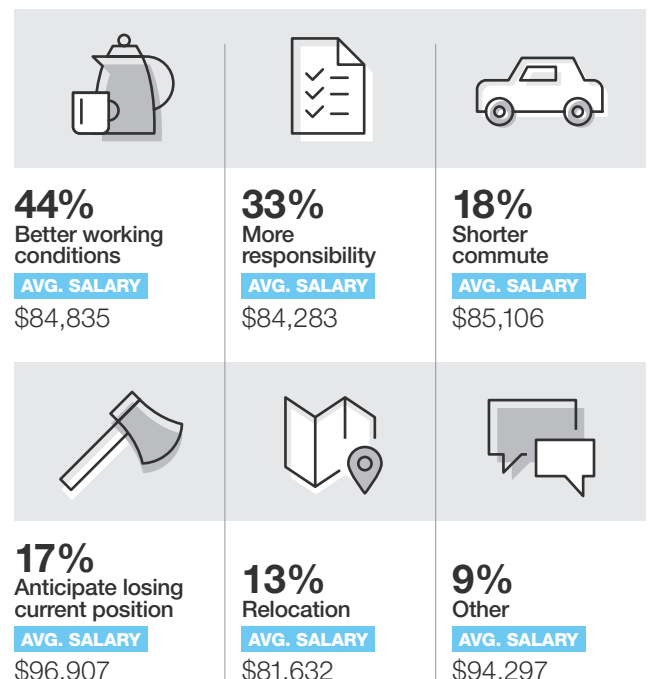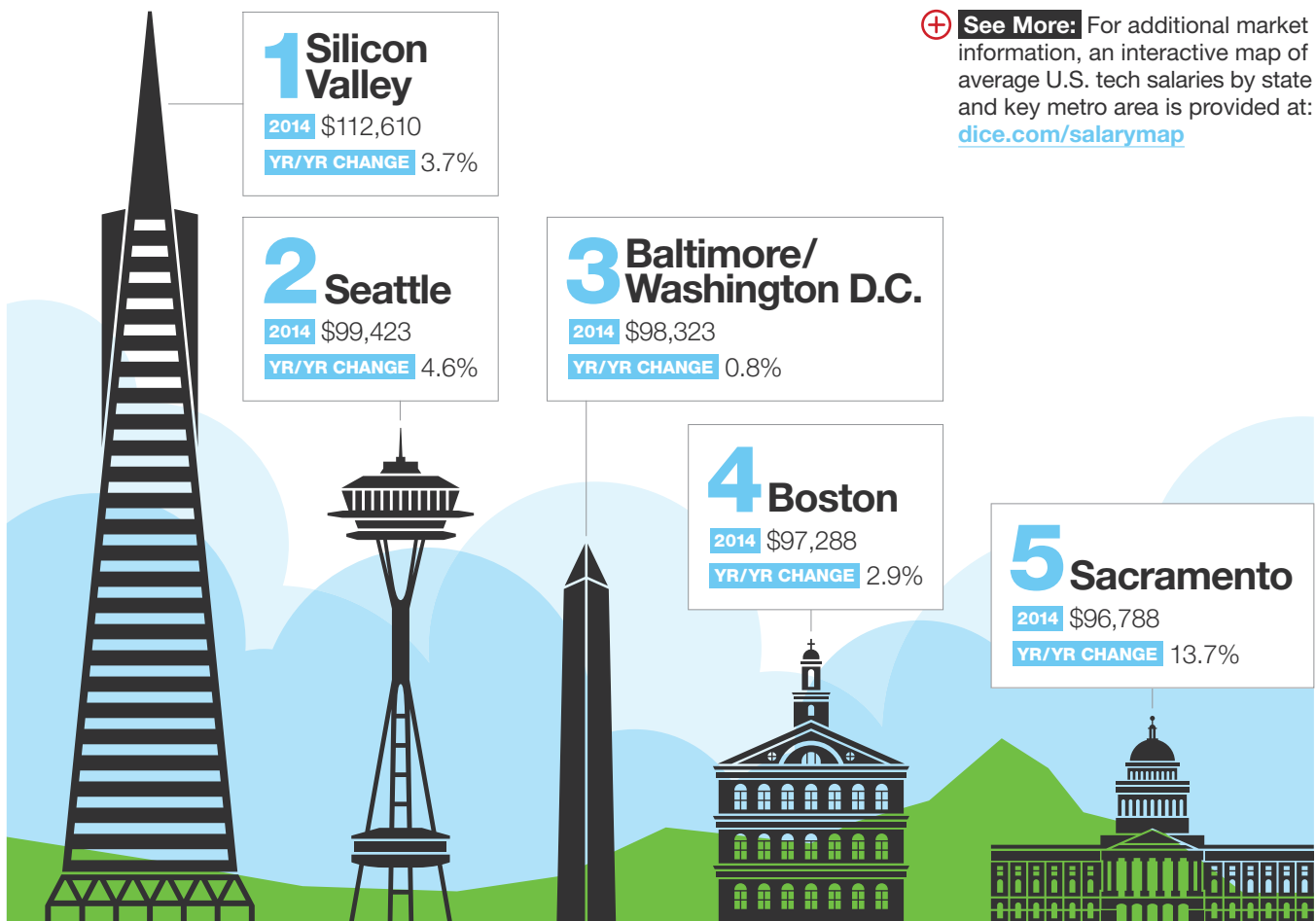
70%
Higher Compensation
AVG. SALARY
$78,797

44%
Better working conditions
AVG. SALARY
$84,835

33%
More responsibility
AVG. SALARY
$84,283

18%
Shorter commute
AVG. SALARY
$85,106

17%
Anticipate losing current position
AVG. SALARY
$96,907

13%
Relocation
AVG. SALARY
$81,632

9%
Other
AVG. SALARY
$94,297

1 Silicon Valley
2014 $112,610
YR/YR CHANGE 3.7%

2 Seattle
2014 $99,423
YR/YR CHANGE 4.6%

3 Baltimore/ Washington D.C.
2014 $98,323
YR/YR CHANGE 0.8%

4 Boston
2014 $97,288
YR/YR CHANGE 2.9%

5 Sacramento
2014 $96,788
YR/YR CHANGE 13.7%

	METRO	2014	YR/YR CHANGE
6	New York	$95,586	1.8%
7	Los Angeles	$95,345	-0.5%
8	Denver	$94,940	1.9%
9	San Diego	$94,121	3.6%
10	St. Louis	$93,829	23.1%
11	Austin	$93,135	1.2%
12	Minneapolis	$91,878	5.3%
13	Dallas/Fort Worth	$91,674	1.9%
14	Portland	$91,556	8.6%
15	Hartford	$91,025	4.3%

	METRO	2014	YR/YR CHANGE
16	Philadelphia	$90,571	-1.7%
17	Charlotte	$90,292	-0.1%
18	Houston	$89,838	-2.9%
19	Chicago	$88,866	2.6%
20	Raleigh	$87,532	2.3%
21	Detroit	$86,970	6.3%
22	Atlanta	$86,698	-4.2%
23	Milwaukee	$86,461	—
24	Phoenix	$84,404	-3.1%
25	Tampa	$82,932	3.3%

	METRO	2014	YR/YR CHANGE
26	San Antonio	$82,894	—
27	Miami	$82,060	4.0%
28	Orlando	$81,082	1.6%
29	Columbus	$80,196	5.5%
30	Pittsburgh	$79,575	16.8%
31	Cincinnati	$77,775	-6.9%
32	Cleveland	$73,642	-7.8%
33	Kansas City	$73,469	-5.0%

$91,556 on average, up nine percent year/year, and in San Diego, tech salaries rose four percent to $94,121.

Money Markets
Several key markets saw above-average pay increases including Boston and Chicago up three percent year/year to $97,288 and $88,866 respectively. Dallas ($91,674) and New York ($95,586) professionals earned a two percent increase. Washington, D.C. tech salaries rose one percent to $98,323 on average making them the third highest paid professionals behind Silicon Valley and Seattle.

What was the primary motivator your employer provided you in 2014?

17% Increased compensation

12% More interesting or challenging assignments

12% Flexible work location/ telecommuting

10% Flexible work hours

3% Promotion or New Title

Top five motivators based on the percentage of employers offering them.

Percentage of employers providing motivators to retain talent.

2009 **53%**   2014 **66%**
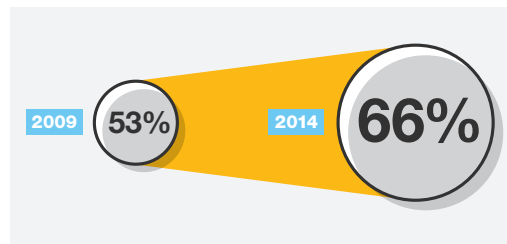
Skills to Pay the Bills

Big data and cloud dominate the skills which earn the highest paychecks in 2014.

"Cloud is not new to the tech world but as more companies — large and small — adopt the technology, tech professionals with this experience will enjoy opportunities," said Mr. Goli. "Big data made a big showing last year and we're seeing it this year too. Tech professionals who analyze and mine information in a way that makes an impact on overall business goals have proven to be incredibly valuable to companies. The proof is in the pay."

Top 10 Highest Paying Tech Skills

1 PaaS
(Platform as a Service)
2014 $130,081
YR/YR CHANGE n/a

2 Cassandra
2014 $128,646
YR/YR CHANGE 14.5%

3 MapReduce
2014 $127,315
YR/YR CHANGE 11.3%

4 Cloudera
2014 $126,816
YR/YR CHANGE 20.0%

5 HBase
2014 $126,369
YR/YR CHANGE 20.0%

6 Pig
2014 $124,563
YR/YR CHANGE 13.7%

7 ABAP
(Advanced Business Application Programming)
2014 $124,262
YR/YR CHANGE 24.2%

8 Chef*
2014 $123,458
YR/YR CHANGE n/a

9 Flume*
2014 $123,186
YR/YR CHANGE n/a

10 Hadoop
2014 $121,313
YR/YR CHANGE 11.6%

* New tech skills added to the 2014 survey and therefore yr/yr change is not available.

1 IT Management
(CEO, CIO, CTO, VP, Dir)
2014 $135,454
YR/YR CHANGE 1.9%

2 Systems Architect
2014 $126,886
YR/YR CHANGE 1.1%

3 Data Architect
2014 $119,360
YR/YR CHANGE 0.5%

4 IT Management
(Strategist, Architect)
2014 $118,655
YR/YR CHANGE 0.5%

5 Project Manager
2014 $106,460
YR/YR CHANGE -2.9%
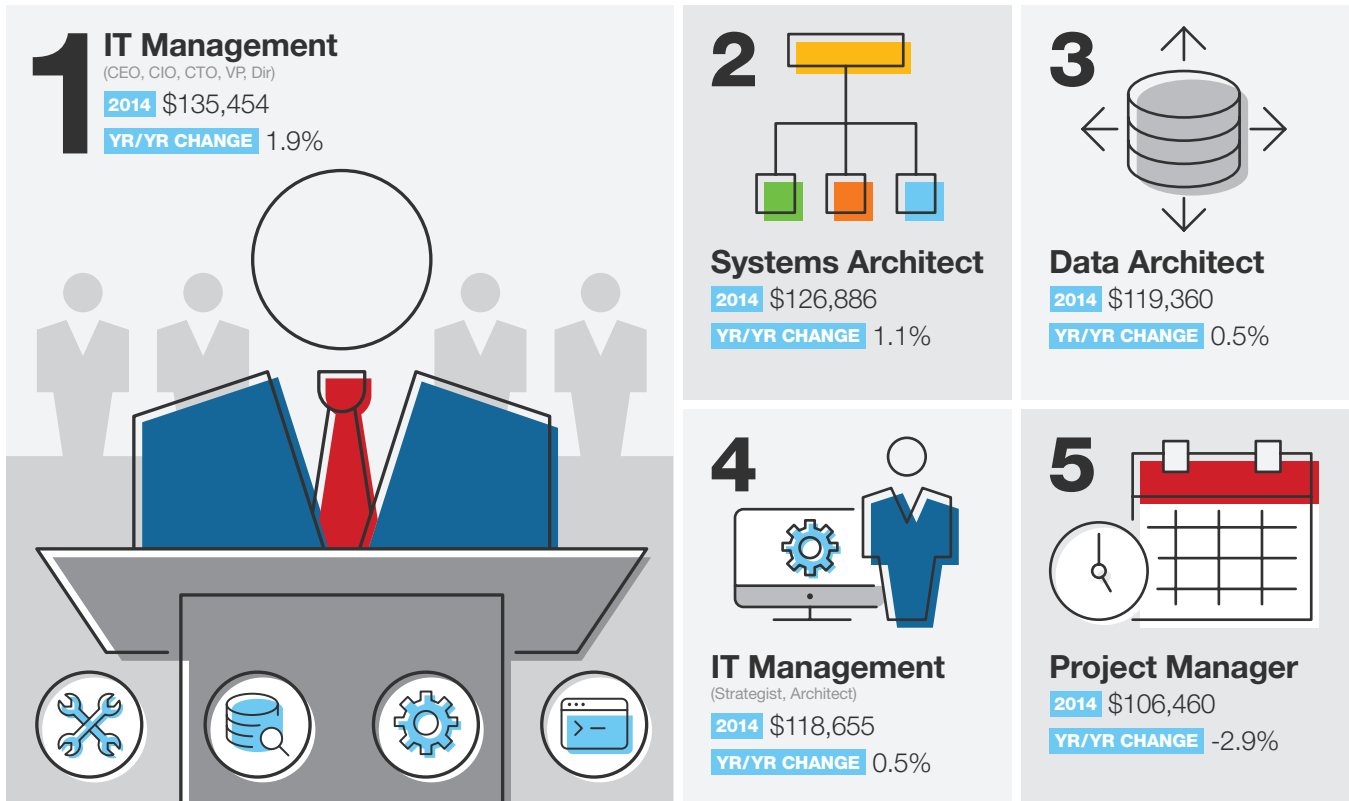
	JOB TITLE	2014	YR/YR CHANGE
6	Database Administrator	$ 102,446	1.3%
7	Software Engineer	$ 101,941	4.1%
8	MIS Manager	$ 99,607	-2.4%
9	Security Engineer	$ 99,367	-5.9%
10	UI/UX Engineer*	$ 95,498	—
11	Data Engineer*	$ 94,569	—
12	Developer: Systems	$ 94,427	-0.2%
13	Developer: Database	$ 91,410	-4.7%
14	Developer: Applications	$ 91,383	1.5%
15	Developer: Client/Server	$ 90,026	1.4%
16	Business Analyst	$ 89,957	-0.2%
17	Security Analyst	$ 83,821	7.5%
18	Programmer/Analyst	$ 82,206	-1.2%
19	Network Engineer	$ 82,081	0.2%

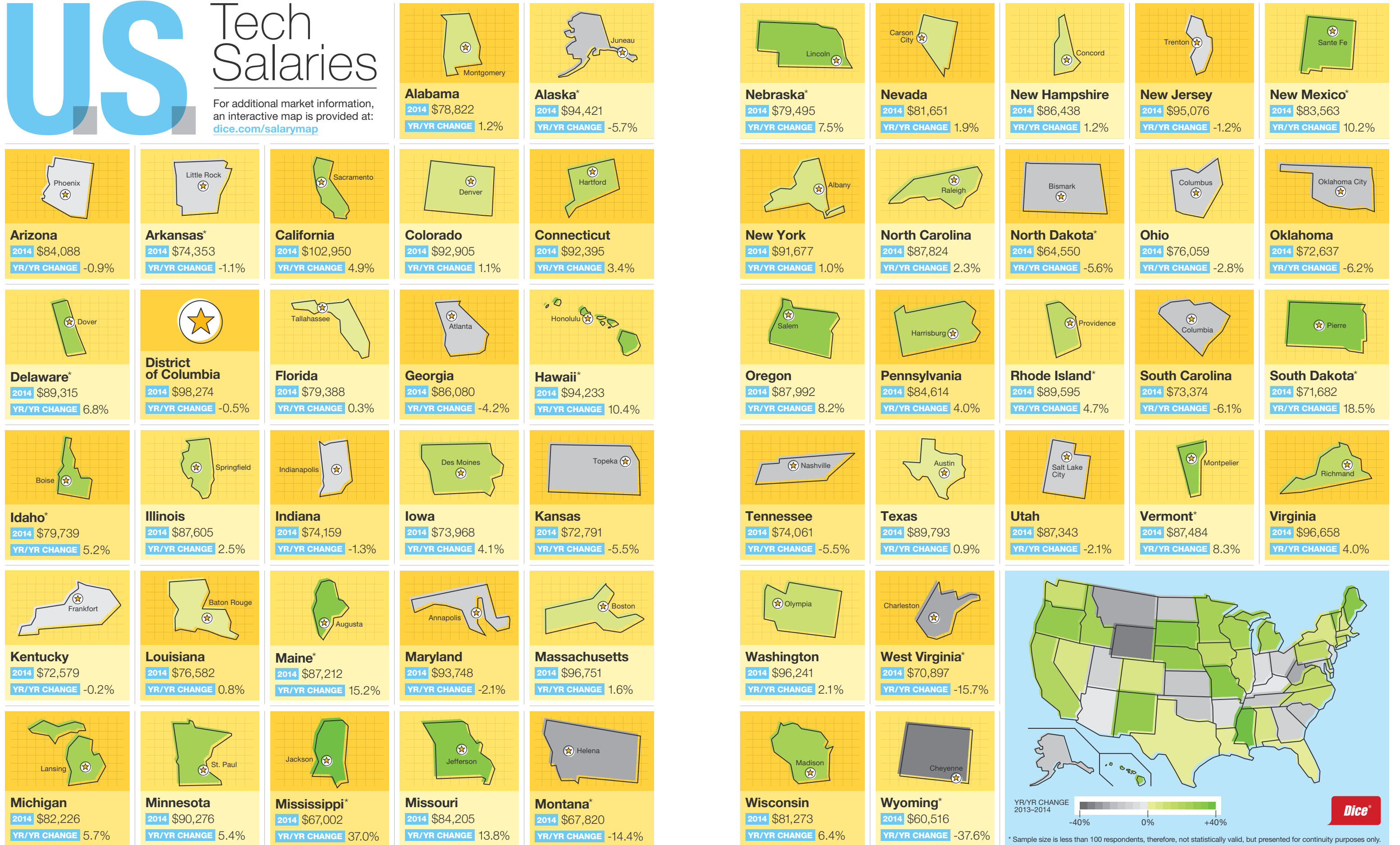|	JOB TITLE	2014	YR/YR CHANGE
20	Technical Writer	$ 81,322	9.0%
21	Technical Training	$ 79,066	-12.2%
22	Quality Assurance Tester (QA)	$ 76,854	1.9%
23	Web Developer/Programmer	$ 76,774	-2.0%
24	Systems Administrator	$ 73,690	-1.7%
25	Operations Engineer*	$ 72,841	—
26	Network Management	$ 72,209	-4.2%
27	Web Designer	$ 67,089	-0.8%
28	Technical Support	$ 53,946	0.3%
29	Graphic Designer	$ 52,448	7.6%
30	Desktop Support Specialist	$ 48,957	-0.2%
31	Help Desk	$ 43,210	1.6%
32	PC Technician	$ 41,236	5.9%

* New title added to the survey in 2014 and therefore, yr/yr change is not available.

Average Salary by Employment Type

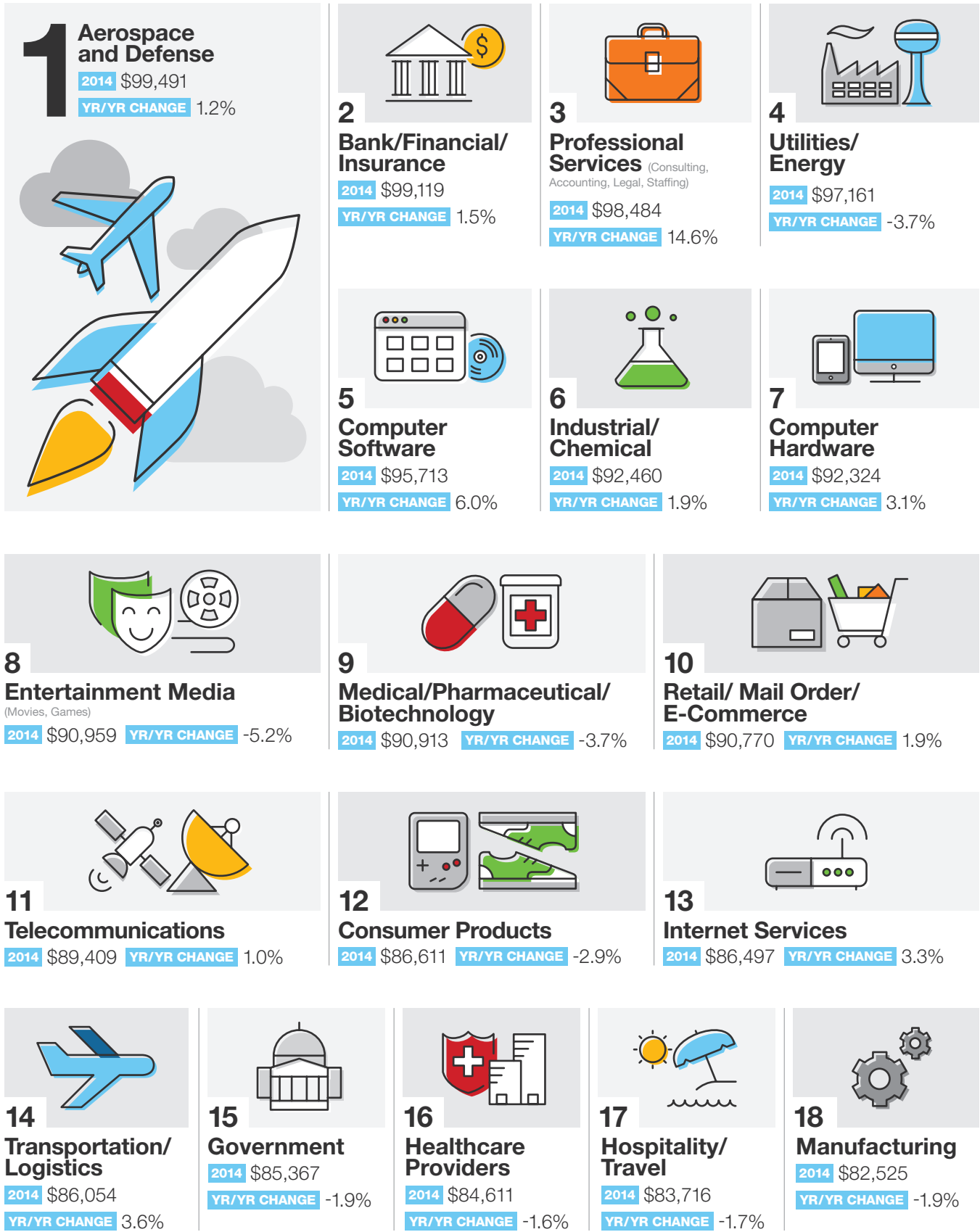**U.S. Average**
2014 $89,450
YR/YR CHANGE 1.9%

Full-Time Workers
2014 $87,762
YR/YR CHANGE 3.2%

Consultant
2014 $110,928
YR/YR CHANGE 0.9%

Consultant
(Base Rate Per Hour)
2014 $66.70
YR/YR CHANGE 1.3%

U.S. Tech Salaries

For additional market information, an interactive map is provided at:
dice.com/salarymap

Alabama
2014 $78,822
YR/YR CHANGE 1.2%

Alaska*
2014 $94,421
YR/YR CHANGE -5.7%

Nebraska*
2014 $79,495
YR/YR CHANGE 7.5%

Nevada
2014 $81,651
YR/YR CHANGE 1.9%

New Hampshire*
2014 $86,438
YR/YR CHANGE 1.2%

New Jersey
2014 $95,076
YR/YR CHANGE -1.2%

New Mexico*
2014 $83,563
YR/YR CHANGE 10.2%

Arizona
2014 $84,088
YR/YR CHANGE -0.9%

Arkansas*
2014 $74,353
YR/YR CHANGE -1.1%

California
2014 $102,950
YR/YR CHANGE 4.9%

Colorado
2014 $92,905
YR/YR CHANGE 1.1%

Connecticut
2014 $92,395
YR/YR CHANGE 3.4%

New York
2014 $91,677
YR/YR CHANGE 1.0%

North Carolina
2014 $87,824
YR/YR CHANGE 2.3%

North Dakota*
2014 $64,550
YR/YR CHANGE -5.6%

Ohio
2014 $76,059
YR/YR CHANGE -2.8%

Oklahoma
2014 $72,637
YR/YR CHANGE -6.2%

Delaware*
2014 $89,315
YR/YR CHANGE 6.8%

District of Columbia
2014 $98,274
YR/YR CHANGE -0.5%

Florida
2014 $79,388
YR/YR CHANGE 0.3%

Georgia
2014 $86,080
YR/YR CHANGE -4.2%

Hawaii*
2014 $94,233
YR/YR CHANGE 10.4%

Oregon
2014 $87,992
YR/YR CHANGE 8.2%

Pennsylvania
2014 $84,614
YR/YR CHANGE 4.0%

Rhode Island*
2014 $89,595
YR/YR CHANGE 4.7%

South Carolina
2014 $73,374
YR/YR CHANGE -6.1%

South Dakota*
2014 $71,682
YR/YR CHANGE 18.5%

Idaho*
2014 $79,739
YR/YR CHANGE 5.2%

Illinois
2014 $87,605
YR/YR CHANGE 2.5%

Indiana
2014 $74,159
YR/YR CHANGE -1.3%

Iowa
2014 $73,968
YR/YR CHANGE 4.1%

Kansas
2014 $72,791
YR/YR CHANGE -5.5%

Tennessee
2014 $74,061
YR/YR CHANGE -5.5%

Texas
2014 $89,793
YR/YR CHANGE 0.9%

Utah
2014 $87,343
YR/YR CHANGE -2.1%

Vermont*
2014 $87,484
YR/YR CHANGE 8.3%

Virginia
2014 $96,658
YR/YR CHANGE 4.0%

Kentucky
2014 $72,579
YR/YR CHANGE -0.2%

Louisiana
2014 $76,582
YR/YR CHANGE 0.8%

Maine*
2014 $87,212
YR/YR CHANGE 15.2%

Maryland
2014 $93,748
YR/YR CHANGE -2.1%

Massachusetts
2014 $96,751
YR/YR CHANGE 1.6%

Washington
2014 $96,241
YR/YR CHANGE 2.1%

West Virginia*
2014 $70,897
YR/YR CHANGE -15.7%

Michigan
2014 $82,226
YR/YR CHANGE 5.7%

Minnesota
2014 $90,276
YR/YR CHANGE 5.4%

Mississippi*
2014 $67,002
YR/YR CHANGE 37.0%

Missouri
2014 $84,205
YR/YR CHANGE 13.8%

Montana*
2014 $67,820
YR/YR CHANGE -14.4%

Wisconsin
2014 $81,273
YR/YR CHANGE 6.4%

Wyoming*
2014 $60,516
YR/YR CHANGE -37.6%

YR/YR CHANGE
2013−2014
-40%   0%   +40%

Dice

* Sample size is less than 100 respondents, therefore, not statistically valid, but presented for continuity purposes only.

1 Aerospace and Defense
2014 $99,491
YR/YR CHANGE 1.2%

2 Bank/Financial/Insurance
2014 $99,119
YR/YR CHANGE 1.5%

3 Professional Services (Consulting, Accounting, Legal, Staffing)
2014 $98,484
YR/YR CHANGE 14.6%

4 Utilities/Energy
2014 $97,161
YR/YR CHANGE -3.7%

5 Computer Software
2014 $95,713
YR/YR CHANGE 6.0%

6 Industrial/Chemical
2014 $92,460
YR/YR CHANGE 1.9%

7 Computer Hardware
2014 $92,324
YR/YR CHANGE 3.1%

8 Entertainment Media (Movies, Games)
2014 $90,959 **YR/YR CHANGE** -5.2%

9 Medical/Pharmaceutical/Biotechnology
2014 $90,913 **YR/YR CHANGE** -3.7%

10 Retail/ Mail Order/ E-Commerce
2014 $90,770 **YR/YR CHANGE** 1.9%

11 Telecommunications
2014 $89,409 **YR/YR CHANGE** 1.0%

12 Consumer Products
2014 $86,611 **YR/YR CHANGE** -2.9%

13 Internet Services
2014 $86,497 **YR/YR CHANGE** 3.3%

14 Transportation/Logistics
2014 $86,054
YR/YR CHANGE 3.6%

15 Government
2014 $85,367
YR/YR CHANGE -1.9%

16 Healthcare Providers
2014 $84,611
YR/YR CHANGE -1.6%

17 Hospitality/Travel
2014 $83,716
YR/YR CHANGE -1.7%

18 Manufacturing
2014 $82,525
YR/YR CHANGE -1.9%

How to Factor Skills Insights Into Salary Negotiations

In tech recruiting, there's a lot to consider in making the right hire. Successful recruiters and hiring managers are adept at aligning a candidate's skills, strengths and passions to the specific job opening. And when it comes to skills, don't underestimate their impact on a fair salary. Money isn't everything when it comes to securing the best candidate for a job opening. But it's still important.

Imagine you're in small to medium market and you have a need for a Big Data architect skilled in tools of the trade like Hadoop, Cloudera, Hive and MongoDB. Those skills are in short supply everywhere, maybe more so in your area. However, your hiring manager might not be taking that into account when talking to you about a title and salary range. This is true of any particular skill set that might not be easily sourced in your area, be it augmented reality developers or highly skilled front-end developers. So if your team absolutely has to have the skill set, you better be prepared to challenge the salary limits for that ideal candidate in your area.

Location, Location, Location

And how do you attract those skills when it may require enticing a talented tech professional to relocate hundreds of miles from their current home? Here's where your ability to sell the position and the company culture come into play. Understand them well enough to be able to break down the positives of joining the organization. Start with the job and explain the opportunities it presents to advance the candidate's career. Play up perks like training opportunities, paid conferences or the company's support of independent projects beyond the scope of regular work. Be clear about the importance of the work to the company. This is your opportunity to convince candidates that they will be appreciated while working among those who are passionate about their work.

At this point, they're taking you seriously, but there's still work to do. Relocating is a big deal for many people, so now you have to sell the idea of a new city. Do your homework and be prepared to leverage any quality of life benefits that might come into play like attractive housing costs, shorter work commutes and the willingness of the employer to allow telecommuting and/or flex hours.

Dig Deep into Skills Benchmarking

And then there's money. As noted earlier, it isn't enough to know the market value for the position in any given geographic area. Sure, be mindful of that when you consider an offer, but in a job market where tech unemployment remains roughly half that of the total national average, you better be prepared to sweeten the offer. When skills such as Ruby on Rails, Javascript, Ember.js, Node.js, jQuery, CSS and Bootstrap are gotta-haves, your offer should take these coveted skills into account — perhaps even to the point of pushing the salary range for the position in that geographical market.

The negotiation process will go smoothly when you do your homework and are open and upfront with your salary range. Keep in mind: candidates with in-demand skills are well aware of their market value and will likely want to negotiate if they feel they can do better. That shows confidence, which is another desirable trait in the best candidates. Bottom line: skills matter when negotiating salary.

> **Keep in mind: candidates with in-demand skills are well aware of their market value and will likely want to negotiate if they feel they can do better.**

SKILL	2014	YR/YR CHANGE
PaaS (Platform as a Service)	$ 130,081	n/a
Cassandra	$ 128,646	14.5%
MapReduce	$ 127,315	11.3%
Cloudera	$ 126,816	20.0%
Hbase	$ 126,369	20.0%
Pig	$ 124,563	13.7%
ABAP (Advanced Business Application Programming)	$ 124,262	24.2%
Chef	$ 123,458	n/a
Flume	$ 123,186	n/a
Hadoop	$ 121,313	11.6%
Hive	$ 120,873	17.6%
Puppet	$ 120,072	15.5%
NoSQL	$ 118,587	3.3%
Zookeeper	$ 118,567	21.7%
SOA (Service Oriented Architecture)	$ 118,518	8.7%
Data Architect	$ 118,104	n/a
Solr	$ 117,394	n/a
Data Scientist	$ 116,936	n/a
Big Data	$ 116,414	9.3%
OpenStack	$ 116,047	8.5%
CMMI (Capability Maturity Model Integration)	$ 115,467	8.4%
R	$ 115,121	-0.4%
CloudStack	$ 115,043	24.1%
Omnigraffle	$ 114,667	3.3%
Arista	$ 114,647	n/a
EMC Documentum	$ 114,494	n/a
UML (Unified Modeling Language)	$ 114,372	6.5%
Sqoop	$ 114,328	24.5%
JDBC (Java Database Connectivity)	$ 114,234	11.1%
RDBMS (Relational Database Management System)	$ 114,100	n/a
SDN (Software Defined Network)	$ 113,796	12.6%
Peoplecode	$ 113,690	23.7%
IDMS (Integrated Database Management System)	$ 113,471	21.6%
FCoE (Fibre Channel Over Ethernet)	$ 113,277	6.8%
Informatica	$ 113,260	18.7%
JSP (JavaServer Pages)	$ 113,207	14.7%
Jetty	$ 113,077	5.3%
ETL (Extract Transform and Load)	$ 112,834	8.7%
Alfreso	$ 112,798	22.6%
Weblogic	$ 112,698	10.9%
PMBok	$ 112,234	-0.1%
Korn Shell	$ 112,041	9.6%
Hibernate	$ 111,975	n/a
Netezza	$ 111,565	12.2%
TcL (Tool Command Language)	$ 111,388	10.2%
Redis	$ 110,813	n/a
Mongo DB	$ 110,609	2.6%
Jenkins	$ 110,365	5.7%
JBoss	$ 109,900	8.1%
webMethods	$ 109,729	n/a

SKILL	2014	YR/YR CHANGE
Objective C	$ 109,252	6.4%
MicroStrategy	$ 109,069	n/a
Qlik Tech	$ 108,736	n/a
VX Works	$ 108,548	16.2%
AIX	$ 108,267	8.3%
Splunk	$ 108,069	n/a
Websphere	$ 108,066	10.9%
XSLT (Extensible Stylesheet Language Transformations)	$ 108,038	n/a
3Par	$ 107,967	1.4%
Waterfall	$ 107,937	4.6%
SOX (Sarbanes-Oxley)	$ 107,880	0.2%
Perl	$ 107,807	7.1%
DOORS (Dynamic Object-Oriented Requirements System)	$ 107,491	8.6%
SDLC (System Development Life Cycle)	$ 107,276	4.8%
C	$ 107,182	7.0%
Groovy	$ 107,160	12.9%
HP-UX	$ 107,099	4.9%
Postgres	$ 106,867	3.6%
ERP (Enterprise Resource Planning)	$ 106,818	4.0%
Teradata	$ 106,559	9.4%
Solaris	$ 106,468	1.7%
Confluence	$ 106,466	n/a
Kanban	$ 106,122	2.7%
Django	$ 106,005	21.9%
Spark	$ 105,958	n/a
Natural Language Processing	$ 105,725	n/a
Ruby	$ 105,714	13.0%
VSAM (Virtual Storage Access Method)	$ 105,453	8.5%
Change Management	$ 105,436	2.5%
Azure	$ 105,395	2.5%
Load Balancers	$ 105,368	2.4%
NetApp	$ 105,287	7.2%
SOAP (Simple Object Access Protocol)	$ 105,255	3.1%
Lean	$ 105,237	-0.2%
Scrum	$ 105,189	2.2%
Nginx	$ 105,076	2.0%
EMC	$ 105,066	3.3%
MVS (Multiple Virtual Storage)	$ 104,932	10.1%
z/OS	$ 104,715	12.1%
Sybase	$ 104,644	3.7%
JDE (JD Edwards)	$ 104,586	12.2%
Agile	$ 104,472	3.0%
Fibre Channel	$ 104,438	5.8%
Cloud Computing	$ 104,372	6.5%
Amazon AWS	$ 104,331	1.7%
Lighttpd	$ 104,134	6.5%
SaaS (Software as a Service)	$ 104,076	2.9%
Business Intelligence	$ 103,871	5.2%
HP Eva	$ 103,868	6.2%
EDI (Electronic Data Interchange)	$ 103,847	6.8%

NOTE: Several new tech skills were added to the 2014 survey and therefore yr/yr change is not available.

SKILL	2014	YR/YR CHANGE
Infosphere Data Stage	$ 103,758	n/a
Cognos	$ 103,539	8.8%
Tomcat	$ 103,333	3.9%
Hitachi	$ 103,182	5.9%
DB2	$ 103,079	8.8%
ITIL (Information Technology Infrastructure Library)	$ 103,043	2.3%
HP Lefthand	$ 103,027	15.0%
Angular	$ 103,006	1.8%
Data Warehouse	$ 102,987	4.5%
Java/J2EE	$ 102,889	6.1%
Informix	$ 102,884	11.0%
Glassfish	$ 102,845	8.5%
TOAD (Tool for Application Development)	$ 102,622	2.1%
JIRA	$ 102,602	3.7%
Fortran	$ 102,592	1.0%
Visual C++	$ 102,490	13.2%
Shell	$ 102,265	4.5%
Knockout	$ 102,237	1.7%
Matlab	$ 102,054	6.0%
Siebel	$ 101,987	8.4%
MariaDB	$ 101,965	n/a
vCloud	$ 101,915	10.2%
Microsoft Project	$ 101,875	3.0%
Axure RP	$ 101,835	n/a
Balsamiq	$ 101,767	-1.0%
Oracle eBusiness	$ 101,587	2.6%
C++	$ 101,586	7.7%
Compellent	$ 101,387	7.3%
SAP	$ 101,326	5.1%
Python	$ 101,312	7.6%
Six Sigma	$ 101,258	3.5%
Disaster Recovery	$ 101,217	3.6%
Oracle DB	$ 101,189	2.0%
Bash	$ 100,850	1.1%
PCI (Peripheral Component Interconnect)	$ 100,445	2.5%
OS 390	$ 99,947	n/a
Wan Opt	$ 99,825	0.7%
HL7	$ 99,586	-0.1%
PL/SQL	$ 99,436	4.3%
CRM (Customer Relationship Management)	$ 99,422	4.1%
Salesforce.com	$ 99,410	6.7%
Powerbuilder	$ 99,377	15.7%
Ajax	$ 99,367	3.4%
Web App Firewall	$ 99,298	6.3%
MPLS (Multi Protocal Label Switching)	$ 99,276	1.3%
Unix	$ 99,203	1.4%
FreeBSD	$ 99,091	7.5%
IMS (Information Management System)	$ 99,052	9.0%
SAS (Statistical Analysis System)	$ 98,969	10.1%
JCL (Job Control Language)	$ 98,920	11.8%

SKILL	2014	YR/YR CHANGE
RPG (Report Program Generator)	$ 98,494	19.6%
Visio	$ 98,459	2.4%
Rexx	$ 98,397	2.4%
ISO 9000	$ 98,358	2.8%
Telepresence	$ 98,344	0.8%
CICS (Customer Information Control System)	$ 98,077	7.4%
TSO / ISPF	$ 98,020	5.7%
Rackspace	$ 97,856	-0.3%
Unified Communication	$ 97,815	2.3%
Nimble	$ 97,767	2.6%
DHTML	$ 97,677	2.7%
XML (Extensible Markup Language)	$ 97,618	2.0%
Tivoli	$ 97,597	4.1%
Labview	$ 97,471	0.4%
SUN	$ 97,468	n/a
SQLite	$ 97,229	1.7%
COBOL (Common Business-Oriented Language)	$ 97,181	10.5%
Virtualization	$ 97,170	2.6%
Apache Web Server	$ 97,169	2.5%
C#	$ 97,116	3.6%
ASP.net	$ 97,113	5.6%
Linux	$ 96,992	1.7%
SAN (Storage Area Network)	$ 96,950	2.1%
CPOE (Computerized Provider Order Entry)	$ 96,901	-0.9%
QA (Quality Assurance)	$ 96,751	3.0%
T-SQL (Transact-SQL)	$ 96,371	1.8%
ColdFusion	$ 96,322	9.9%
Easytrieve	$ 96,141	9.0%
Oracle Application Server	$ 96,104	3.9%
Apex	$ 96,077	7.2%
Assembler/Assembly	$ 95,931	1.8%
.Net	$ 95,906	5.2%
Metro Ethernet	$ 95,824	-0.4%
Cyber Security	$ 95,824	n/a
NetSuite	$ 95,686	9.2%
Xen	$ 95,379	1.6%
SQL	$ 95,141	1.9%
Application Delivery	$ 95,080	0.1%
Open VMS	$ 94,972	8.0%
VMWare ESX	$ 94,903	1.4%
Backbone	$ 94,861	2.8%
Lawson	$ 94,744	7.6%
IBM Mainframe	$ 94,497	8.2%
Applescript	$ 94,479	n/a
ASP	$ 94,412	5.5%
JavaScript/jQuery	$ 94,346	3.3%
SharePoint	$ 94,285	1.2%
FoxPro	$ 94,191	9.4%
IIS (Internet Information Services)	$ 94,098	1.2%
Equallogic	$ 94,063	4.5%

NOTE: Several new tech skills were added to the 2014 survey and therefore yr/yr change is not available.

Dice Salary Survey Methodology

The 2014 Dice Salary Survey was administered online, with 23,470 employed technology professionals responding between September 29 and November 17, 2014. 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 2014: technology professionals earning salaries of $250,000 and above were not automatically eliminated from the survey if they met other criteria.

About Dice

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