



2000 Computer Industry Salary Survey

Northeast Salary Compilation	Southeast Salary Compilation	Southwest Salary Compilation
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Northeast (*)

Job Title	Median Low	Region Median	Median High
CIO/Vice President	\$165,100	\$204,000	\$261,900
IS Director	118,100	136,900	187,500
Manager, Sys. Analysis & Prog.	95,900	109,000	130,200
Manager, Sys. Prog./Tech. Support	83,600	106,100	128,500
Network Manager LAN/WAN	78,300	91,800	119,900
Sys. Analyst/Prog./Proj. Leader	70,000	86,500	107,200
Database Admin. Manager	90,700	105,500	120,100
Manager Telecommunications	80,000	94,300	109,900
e-Commerce Director	91,700	103,200	119,100
Data Center Manager	80,600	94,000	110,300
PC Work Station Manager	57,400	73,900	88,100
Senior Software Engineer	67,400	82,100	96,800
Software Engineer	57,800	70,700	85,300
Sr. Database Analyst/Admin.	73,500	81,900	100,100
Post Year 2000 Analyst	68,200	85,100	98,500
Object-Oriented/GUI Developer	68,500	79,400	101,300
WWW/Internet Developer	70,800	83,100	97,400
Network Administrator LAN/WAN	65,100	75,500	93,300
Sr. Systems Analyst/Programmer	65,100	71,400	90,500
Systems Analyst Programmer	56,400	64,200	80,500
Sr. Systems Admin./UNIX	68,100	79,300	96,100
Sr. Client Server Prog./Analyst	64,900	77,100	93,500
Client Server Prog./Analyst	58,700	70,500	85,100
Sr. Mid/MF Programmer Analyst	56,200	67,200	81,700
Mid/MF Programmer Analyst	44,700	54,800	68,100
Telecommunications Specialist	47,900	58,900	77,100
PC Applications Specialist	44,600	50,700	70,500
Quality Assurance Analyst	56,900	70,000	84,700
Security Specialist	71,000	83,300	110,500

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Southeast

Job Title	Median Low	Region Median	Median High
CIO/Vice President	\$107,900	\$158,000	\$181,800
IS Director	83,200	113,700	138,000
Manager, Sys. Analysis & Prog.	76,800	97,100	118,800
Manager, Sys. Prog./Tech. Support	74,500	95,800	119,200
Network Manager LAN/WAN	70,900	92,100	102,500
Sys. Analyst/Prog./Proj. Leader	61,400	77,900	93,100
Database Admin. Manager	78,500	96,500	111,000

Manager Telecommunications	63,900	84,800	100,900
e-Commerce Director	73,100	82,100	94,900
Data Center Manager	56,900	77,400	105,700
PC Work Station Manager	48,500	63,100	75,900
Senior Software Engineer	67,300	78,200	94,400
Software Engineer	53,800	68,700	77,100
Sr. Database Analyst/Admin.	62,500	77,300	89,500
Post Year 2000 Analyst	64,000	78,600	91,700
Object-Oriented/GUI Developer	57,500	72,100	91,100
WWW/Internet Developer	57,400	67,500	79,100
Network Administrator LAN/WAN	52,600	66,500	79,900
Sr. Systems Analyst/Programmer	54,200	71,300	78,200
Systems Analyst Programmer	52,200	63,600	73,400
Sr. Systems Admin./UNIX	57,900	70,100	80,400
Sr. Client Server Prog./Analyst	59,600	68,100	82,500
Client Server Prog./Analyst	53,700	64,300	76,000
Sr. Mid/MF Programmer Analyst	51,400	65,900	71,700
Mid/MF Programmer Analyst	45,800	57,700	64,900
Telecommunications Specialist	47,900	65,000	74,200
PC Applications Specialist	39,600	52,200	68,600
Quality Assurance Analyst	53,100	63,300	74,400
Security Specialist	66,500	78,500	102,800

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Midwest

Job Title	Median Low	Region Median	Median High
CIO/Vice President	\$123,900	\$157,100	\$190,500
IS Director	99,100	108,000	137,900
Manager, Sys. Analysis & Prog.	82,400	94,500	113,000
Manager, Sys. Prog./Tech. Support	81,500	90,600	110,300
Network Manager LAN/WAN	73,100	85,100	105,700
Sys. Analyst/Prog./Proj. Leader	68,900	77,500	89,000
Database Admin. Manager	83,900	93,800	114,500
Manager Telecommunications	80,200	95,300	111,100
e-Commerce Director	77,600	87,300	100,800
Data Center Manager	60,000	71,400	99,400
PC Work Station Manager	53,200	64,100	80,800
Senior Software Engineer	66,500	78,700	92,900
Software Engineer	52,700	64,900	76,500
Sr. Database Analyst/Admin.	66,300	80,900	99,900
Post Year 2000 Analyst	64,700	78,700	93,900
Object-Oriented/GUI Developer	60,000	73,600	89,500
WWW/Internet Developer	60,300	70,700	83,000
Network Administrator LAN/WAN	60,400	69,800	80,100
Sr. Systems Analyst Programmer	62,400	67,800	76,400
Systems Analyst Programmer	55,900	61,300	73,400
Sr. Systems Admin./Unix	61,500	67,900	79,100
Sr. Client Server Prog./Analyst	64,200	71,700	82,900
Client Server Prog./Analyst	58,300	65,000	75,300
Sr. Mid/MF Programmer Analyst	57,000	67,100	74,800
Mid/MF Programmer Analyst	45,900	58,100	64,900
Telecommunications Specialist	41,300	59,100	73,400
PC Applications Specialist	38,500	48,700	57,200
Quality Assurance Analyst	54,600	66,900	80,300
Security Specialist	68,800	80,900	104,700

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Southwest

Job Title	Median Low	Region Median	Median High
CIO/Vice President	\$96,200	\$146,200	\$171,500
IS Director	78,900	105,800	125,100
Manager, Sys. Analysis & Prog.	71,600	90,900	107,800
Manager, Sys. Prog./Tech. Support	69,700	83,900	99,100
Network Manager LAN/WAN	60,100	76,500	100,200
Sys. Analyst/Prog./Proj. Leader	55,300	67,000	81,800
Database Admin. Manager	75,500	88,300	112,800
Manager Telecommunications	72,300	89,900	100,900
e-Commerce Director	75,700	85,100	98,700
Data Center Manager	74,200	87,500	107,100
PC Work Station Manager	44,300	57,200	70,000
Senior Software Engineer	64,300	75,100	93,500
Software Engineer	48,400	57,500	69,900
Sr. Database Analyst/Admin.	65,900	75,600	93,300
Post Year 2000 Analyst	66,000	81,400	96,300
Object-Oriented/GUI Developer	53,900	64,700	89,900
WWW/Internet Developer	59,800	70,200	82,300
Network Administrator LAN/WAN	49,900	61,300	79,600
Sr. Systems Analyst Programmer	55,900	65,100	74,800
Systems Analyst Programmer	44,900	54,800	63,900
Sr. Systems Admin./UNIX	57,800	69,300	85,100
Sr. Client Server Prog./Analyst	56,000	68,100	82,900
Client Server Prog./Analyst	52,400	62,300	77,700
Sr. Mid/MF Programmer Analyst	51,600	64,900	72,800
Mid/MF Programmer Analyst	42,300	54,200	61,700
Telecommunications Specialist	37,900	52,800	62,200
PC Applications Specialist	39,400	47,100	57,900
Quality Assurance Analyst	51,900	65,100	89,100
Security Specialist	65,300	77,500	99,700

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West Coast

Job Title	Median Low	Region Median	Median High
CIO/Vice President	\$158,300	\$189,100	\$219,800
IS Director	107,100	120,100	165,800
Manager, Sys. Analysis & Prog.	88,900	105,300	124,700
Manager, Sys. Prog./Tech. Support	83,900	98,000	113,400
Network Manager LAN/WAN	73,800	88,100	113,100
Sys. Analyst/Prog./Proj. Leader	71,100	84,900	95,000
Database Admin. Manager	80,600	96,900	107,500
Manager Telecommunications	77,500	93,300	113,100
e-Commerce Director	89,800	101,000	116,800
Data Center Manager	79,100	93,600	105,900
PC Work Station Manager	58,500	81,200	89,700
Senior Software Engineer	68,600	82,900	93,500
Software Engineer	61,200	71,700	79,200
Sr. Database Analyst/Admin.	68,100	80,400	94,500
Post Year 2000 Analyst	66,800	84,200	97,600
Object-Oriented/GUI Developer	62,300	79,200	92,200
WWW/Internet Developer	69,900	82,000	96,800
Network Administrator LAN/WAN	56,700	74,300	78,700
Sr. Systems Analyst Programmer	60,600	75,400	86,900
Systems Analyst Programmer	52,700	62,000	73,200
Sr. Systems Admin./Unix	68,100	80,000	94,700
Sr. Client Server Prog./Analyst	60,100	73,800	93,200

Client Server Prog./Analyst	55,400	67,800	84,900
Sr. Mid/MF Programmer Analyst	52,500	72,800	80,000
Mid/MF Programmer Analyst	44,400	60,700	65,700
Telecommunications Specialist	55,500	64,100	76,700
PC Applications Specialist	41,700	53,900	65,800
Quality Assurance Analyst	56,700	69,800	83,100
Security Specialist	70,800	83,500	107,100

(*)Reflects increases to retain IS professionals as a result of an accelerated rate of employee turnover within Information Systems.

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About the Survey

The 2000 Computer Industry Salary Survey is provided for Information Systems Professionals courtesy of EDP Staffing Services, Inc. We update this report covering all regions of the United States annually.

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2000 Bonuses

Bonuses based on individual and/or organization performance, an established benefit for corporate executives, will continue in 2000 as a means for rewarding staff professionals. The projected averages:

Title	Bonus as a Percent of Base Salary	Percent of Group Receiving Bonus
CIO/V. Pres.	25%	65.0%
IS Director	25%	38.0%
Middle Mgmt.	10%	9-11%
Tech. Staff	4-20%	20-25%

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Computer/Information Systems Industry Compensation '99

Among the estimated 1,450,000+ executives and professionals at work in the \$290 billion computer/information systems industry, compensation is a subject of paramount importance. Meanwhile, for the nation's thousands of employers of these high-tech specialists, compensation is an equally vital element in attracting, hiring, and retaining key professionals. As a service to the profession . . . to enable employers and candidates to evaluate their own compensation situations . . . the member firms of National Computer Associates have participated in this 2000 salary survey.

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Frequently Asked Questions

1. When you say MEDIAN HIGH, I assume you mean the median of the top salary paid (as opposed to the high end of the median).

Yes, our midpoints are based on the 75th percentile.

2. What states are included in this survey?

All contiguous states were included in this survey.

3. Are there job descriptions to coincide with the titles used in the survey?

Titles represent common job descriptions that are typical of the nomenclature and functional responsibilities in Fortune 1000 IS departments. The range of salaries within titles represents differentiated talent, experience, motivation and to a lesser degree, size of the employer.

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EDP Staffing Services WestCoast I. T. Positions

ORACLE Database Administrator	ORACLE Developer	Oracle Developer/Integrator
Java Developer	PeopleSoft Developer	Lotus Notes Developer
Client Server Developer/C++/OO	Object Oriented Architect	VB Developer
Object Oriented Developer	PERL UNIX Developer	Client-Server Developer
Web Master	Web Developer	UNIX Systems Administrator
Systems Designer/PowerBuilder	Data Warehousing Analyst	DATA Warehouse Project Leader
Data Modeler	Sr. Sys. Designer/PowerBuilder	Internet/Intranet Developers
Visual Basic Programmer	IS Engineer-Internet/ Intranet	Information Systems Project Manager
C++/VB Developer	Applications Developer VB SQL	CISCO/BAY Network Field Engineer

To apply, please refer to the specific job title and send the following by [e-mail](#):

1. A copy of your résumé, MS Word preferred - any version is acceptable.
2. A completed [EDP Staffing Skill Sheet](#).
3. Your current salary and future permanent salary requirements.
4. When you are available to start.
5. US Citizenship, YES or PENDING (Date Expected). *F1, H1, J1 Sponsorship or Transfer is unavailable.*
6. Daytime & evening number where you can be reached to setup interviews.

We are an equal opportunity employer. A valid US Citizenship or Green Card is required unless otherwise noted.

If your career objectives do not match this "short list", please go to [Your Search Agent](#) or [contact us](#). Tell us what types of opportunities you would like to know more about. Someone will be back to you sooner than you anticipate!

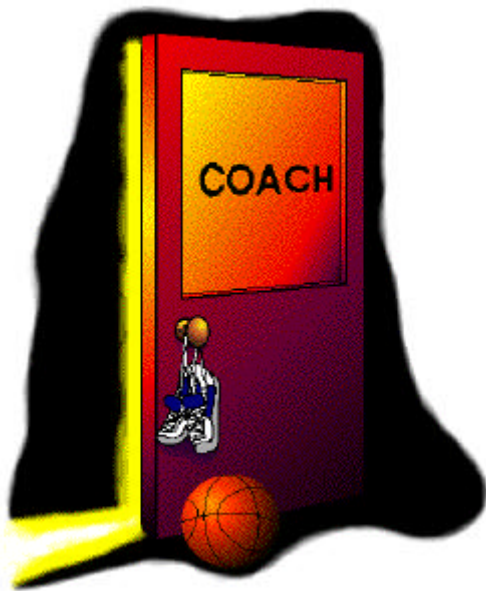


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Coach's Corner

What You Sell at an Interview

Your résumés credentials and your recruiters' client contacts have gotten you to the interview. Now it's up to you to 'show' the prospective employer how it will benefit them to hire you --- 'SELL, your skill set!'. DON'T assume that because your skill set matches the hiring company's needs that you will be hired. Your competition may have an equal or better skill set than yours.

The 'soft' skills are the keys that make the difference. In order to win an opportunity in today's marketplace, you have to out-present and out-communicate your competition. Hiring authorities will assess how well your personality and presence fit into their organization.

Talk to someone who knows the hiring company's culture. Assess how you fit in and clearly explain why to the hiring authority. Provide examples of your drive. Tell why you want the job and why you are so motivated to work for their company (i.e. you seek a challenging environment and you're not just another career coaster on your way to the bagel truck).

The candidate who shows extra drive, extra desire, and a strong presentation is the candidate who will most likely get the offer. If the hiring company has only one opportunity available, and you come in second place, guess what . . .

Word of caution, don't over sell or misrepresent yourself. It will only lead to disaster.



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