



## 2001 Computer Industry Salary Survey

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### Northeast (\*)

Job Title	Median Low	Region Median	Median High
CIO/Vice President	\$176,900	\$218,000	\$281,500
IS Director	126,200	145,900	200,200
Manager, Sys. Analysis & Prog.	101,600	114,800	137,900
Manager, Sys. Prog./Tech. Support	88,300	111,400	135,600
Network Manager LAN/WAN	83,800	98,300	128,200
Sys. Analyst/Prog./Proj. Leader	74,500	91,900	113,400
Database Admin. Manager	97,000	112,200	129,000
Manager Telecommunications	86,300	101,900	117,700
Internet Architect	96,300	107,900	124,600
Data Center Manager	84,700	99,000	115,600
PC Work Station Manager	60,400	77,800	93,100
Sr. Database Analyst/Admin.	78,100	87,200	105,900
Object-Oriented/GUI Developer	72,600	84,000	106,700
Web Developer (Java/ASP)	79,500	92,500	105,500
Network Administrator LAN/WAN	69,500	80,400	98,900
Sr. Systems Analyst/Programmer	69,100	75,800	95,900
Sr. Systems Admin./UNIX	72,000	83,500	101,600
Sr. Client Server Prog./Analyst	69,100	81,700	99,200
Client Server Prog./Analyst	62,200	75,000	89,700
Telecommunications Specialist	51,100	63,000	82,200
Quality Assurance Analyst	59,700	73,500	88,900
Security Specialist	75,400	88,500	117,100

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### Southeast

Job Title	Median Low	Region Median	Median High
CIO/Vice President	\$116,000	\$169,000	\$194,500
IS Director	88,900	120,700	147,500
Manager, Sys. Analysis & Prog.	81,700	102,800	118,900
Manager, Sys. Prog./Tech. Support	78,800	101,100	125,700
Network Manager LAN/WAN	75,900	98,600	110,000
Sys. Analyst/Prog./Proj. Leader	65,400	83,000	99,200
Database Admin. Manager	83,900	102,800	119,300
Manager Telecommunications	69,000	91,400	108,500
Internet Architect	76,800	86,400	101,100
Data Center Manager	59,800	81,300	111,300

PC Work Station Manager	51,100	66,400	79,900
Sr. Database Analyst/Admin.	66,600	82,300	95,500
Object-Oriented/GUI Developer	60,800	76,300	96,500
Web Developer (Java/ASP)	72,900	83,200	94,700
Network Administrator LAN/WAN	56,100	70,700	85,000
Sr. Systems Analyst/Programmer	57,700	75,800	83,100
Sr. Systems Admin./UNIX	61,200	74,100	85,000
Sr. Client Server Prog./Analyst	63,400	72,500	87,500
Client Server Prog./Analyst	57,100	68,400	80,800
Telecommunications Specialist	51,200	69,500	79,800
Quality Assurance Analyst	55,800	66,400	78,100
Security Specialist	70,700	83,500	108,300

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## Midwest

Job Title	Median Low	Region Median	Median High
CIO/Vice President	\$132,800	\$168,900	\$194,500
IS Director	104,900	115,000	146,500
Manager, Sys. Analysis & Prog.	87,600	100,200	120,000
Manager, Sys. Prog./Tech. Support	86,200	95,800	116,700
Network Manager LAN/WAN	78,300	90,900	113,200
Sys. Analyst/Prog./Proj. Leader	73,300	82,500	95,500
Database Admin. Manager	89,700	100,200	121,600
Manager Telecommunications	86,300	102,800	118,900
Internet Architect	81,200	91,100	105,800
Data Center Manager	63,000	75,100	100,000
PC Work Station Manager	55,800	67,500	85,100
Sr. Database Analyst/Admin.	70,000	86,200	104,700
Object-Oriented/GUI Developer	63,100	77,900	93,500
Web Developer (Java/ASP)	76,500	86,700	99,200
Network Administrator LAN/WAN	64,200	74,300	84,900
Sr. Systems Analyst Programmer	66,100	72,000	80,600
Sr. Systems Admin./Unix	64,700	71,800	83,300
Sr. Client Server Prog./Analyst	68,300	76,100	88,000
Client Server Prog./Analyst	61,900	69,100	80,000
Telecommunications Specialist	44,400	63,000	78,500
Quality Assurance Analyst	57,100	70,200	84,000
Security Specialist	73,100	86,000	110,600

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## Southwest

Job Title	Median Low	Region Median	Median High
CIO/Vice President	\$103,700	\$157,100	\$184,500
IS Director	84,300	113,400	134,000
Manager, Sys. Analysis & Prog.	76,100	96,700	189,600
Manager, Sys. Prog./Tech. Support	73,600	88,800	104,300
Network Manager LAN/WAN	64,400	82,100	106,900
Sys. Analyst/Prog./Proj. Leader	58,900	71,700	87,100
Database Admin. Manager	80,700	94,400	120,200

Manager Telecommunications	78,000	96,000	108,900
Internet Architect	79,800	89,400	103,900
Data Center Manager	77,900	92,100	112,600
PC Work Station Manager	46,600	60,200	73,700
Sr. Database Analyst/Admin.	70,200	80,500	99,000
Object-Oriented/GUI Developer	57,000	68,400	95,200
Web Developer (Java/ASP)	75,500	85,900	96,400
Network Administrator LAN/WAN	53,100	65,200	84,800
Sr. Systems Analyst Programmer	59,400	68,900	79,500
Sr. Systems Admin./UNIX	61,100	73,300	89,900
Sr. Client Server Prog./Analyst	59,600	72,700	88,100
Client Server Prog./Analyst	55,800	66,300	82,900
Telecommunications Specialist	40,500	56,200	66,500
Quality Assurance Analyst	54,500	68,700	93,400
Security Specialist	69,300	82,600	106,100

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## West Coast

Job Title	Median Low	Region Median	Median High
CIO/Vice President	\$170,200	\$203,300	\$236,400
IS Director	114,500	129,200	177,100
Manager, Sys. Analysis & Prog.	94,600	112,000	132,700
Manager, Sys. Prog./Tech. Support	88,700	103,600	119,900
Network Manager LAN/WAN	79,000	94,400	121,200
Sys. Analyst/Prog./Proj. Leader	75,700	90,400	101,200
Database Admin. Manager	86,200	103,700	115,100
Manager Telecommunications	83,600	100,700	122,100
Internet Architect	94,300	106,500	122,900
Data Center Manager	83,100	98,400	111,600
PC Work Station Manager	61,600	85,500	94,400
Sr. Database Analyst/Admin.	72,500	85,300	100,600
Object-Oriented/GUI Developer	65,900	84,000	97,500
Web Developer (Java/ASP)	78,700	92,000	105,600
Network Administrator LAN/WAN	60,300	79,000	83,700
Sr. Systems Analyst Programmer	64,400	80,000	92,100
Sr. Systems Admin./Unix	72,000	84,600	99,800
Sr. Client Server Prog./Analyst	63,900	78,500	98,900
Client Server Prog./Analyst	58,900	72,100	90,300
Telecommunications Specialist	59,300	68,500	82,100
Quality Assurance Analyst	59,500	73,300	87,000
Security Specialist	82,300	97,000	123,300

*(\*)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 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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## 2001 Bonuses

Bonuses based on individual and/or organization performance, an established benefit for corporate executives, will continue in 2001 as a means for rewarding staff professionals. The projected averages:

<b>Title</b>	<b>Bonus as a Percent of Base Salary</b>	<b>Percent of Group Receiving Bonus</b>
CI0/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 2001

Among the estimated 2,000,000 executives and professionals at work in the \$300 billion information systems industry, compensation is a rapidly-changing 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 2001 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?**

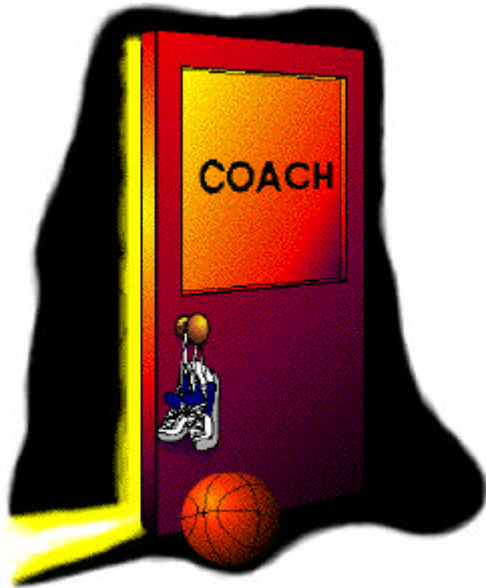
Titles represent common job descriptions that are typical of the nomenclature and functional responsibilities in Fortune 1000 IS departments. The range of salaries within titles represents differentiated talent, experience, motivation and to a lesser degree, size of the employer.

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# Coach's Corner

## *What You Sell at an Interview*

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Your résumé 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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