2015–2014

Dice Tech Salary Survey

Released January 22, 2015

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

Satisfaction with Compensation Declines

Dice®

Contents

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Satisfaction with Compensation Declines

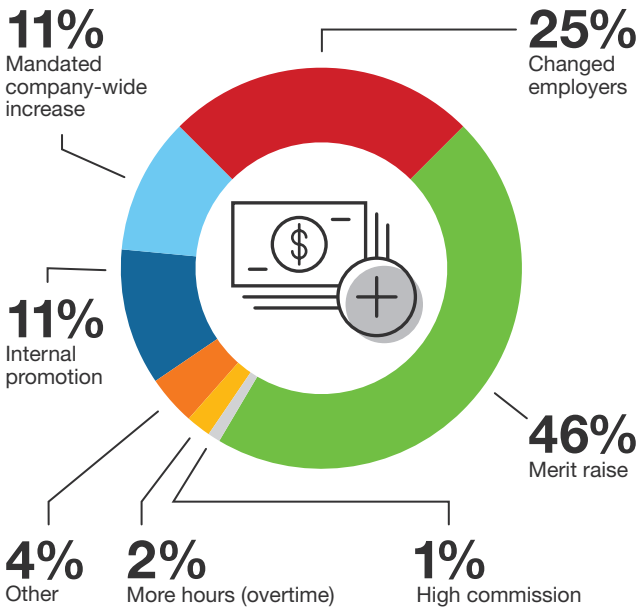
Technology pay in the United States saw another year of hikes with technology professionals earning $89,450 on average annually, up two percent from 2013, according to Dice's annual salary survey.

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



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	2011	2012	2013	2014
AVG. SALARY $79,384	AVG. SALARY $81,327	AVG. SALARY $85,619	AVG. SALARY $87,811	AVG. SALARY $89,450
YR/YR CHANGE 0.7%	YR/YR CHANGE 2.4%	YR/YR CHANGE 5.3%	YR/YR CHANGE 2.6%	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.

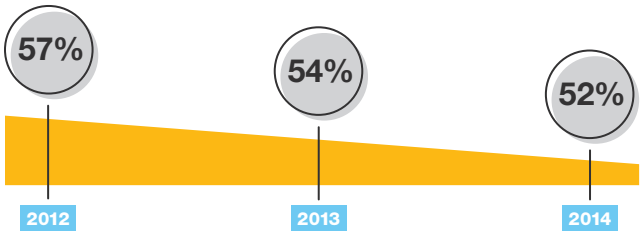
With compensation rising, tech professionals are slightly less likely to relocate for a new job this year (30%) as compared to last year (28%).

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

Salary Satisfaction

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



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%	30%	25%	4%
Same now as a year ago	Less willing to relocate now	More willing to relocate now	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

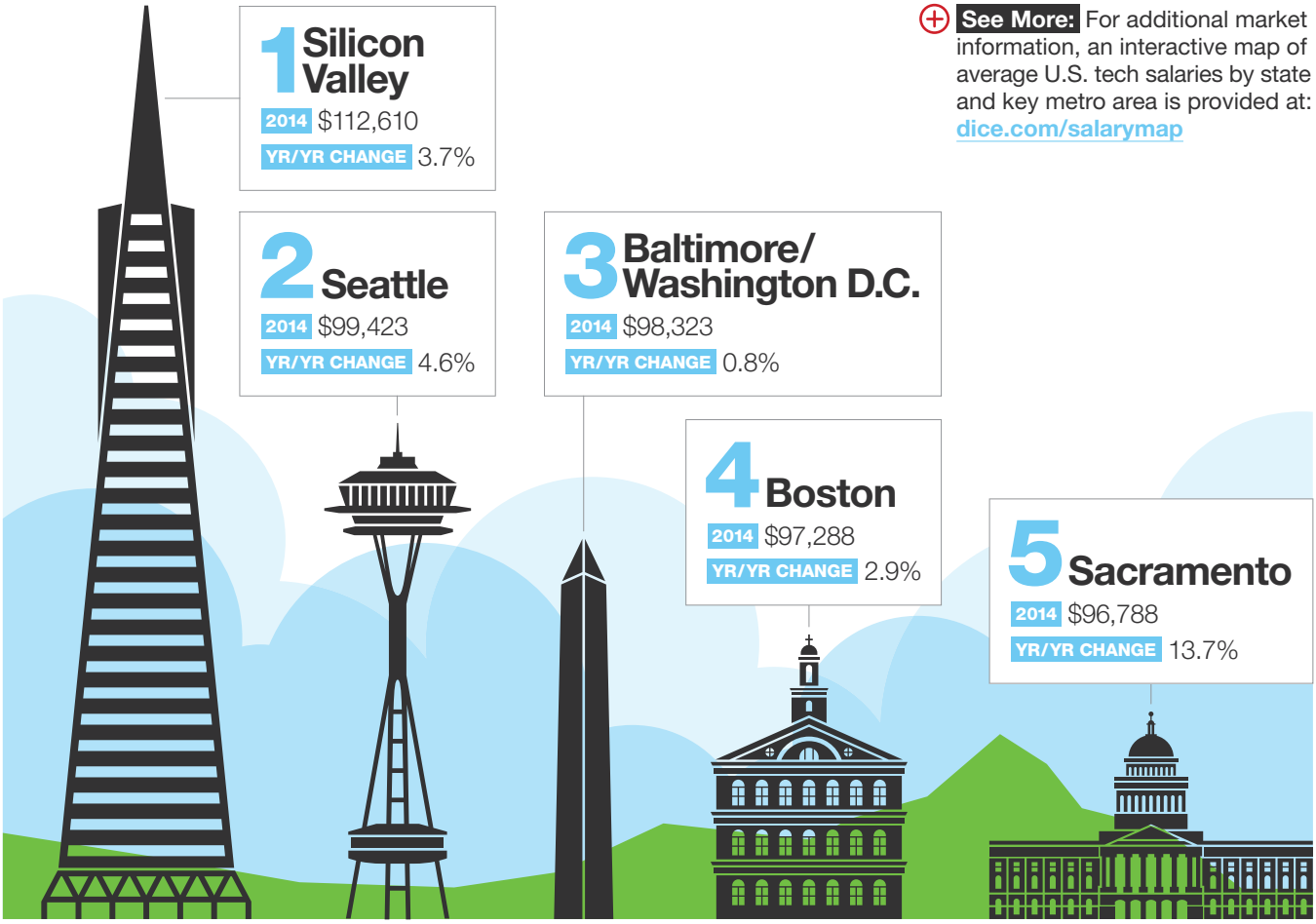
18% Shorter commute
AVG. SALARY
$85,106

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

13% Relocation
AVG. SALARY
$81,632

9% Other
AVG. SALARY
$94,297

Top Tech Metros by Salary



See More: For additional market information, an interactive map of average U.S. tech salaries by state and key metro area is provided at: dice.com/salarymap

	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.

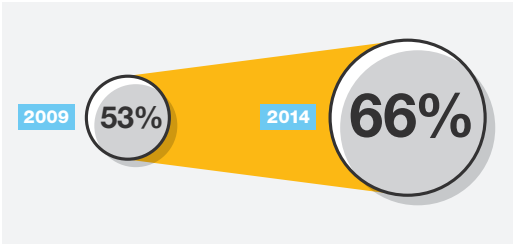
Money Markets

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.

Top 5 Motivators

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

Percentage of employers providing motivators to retain talent.



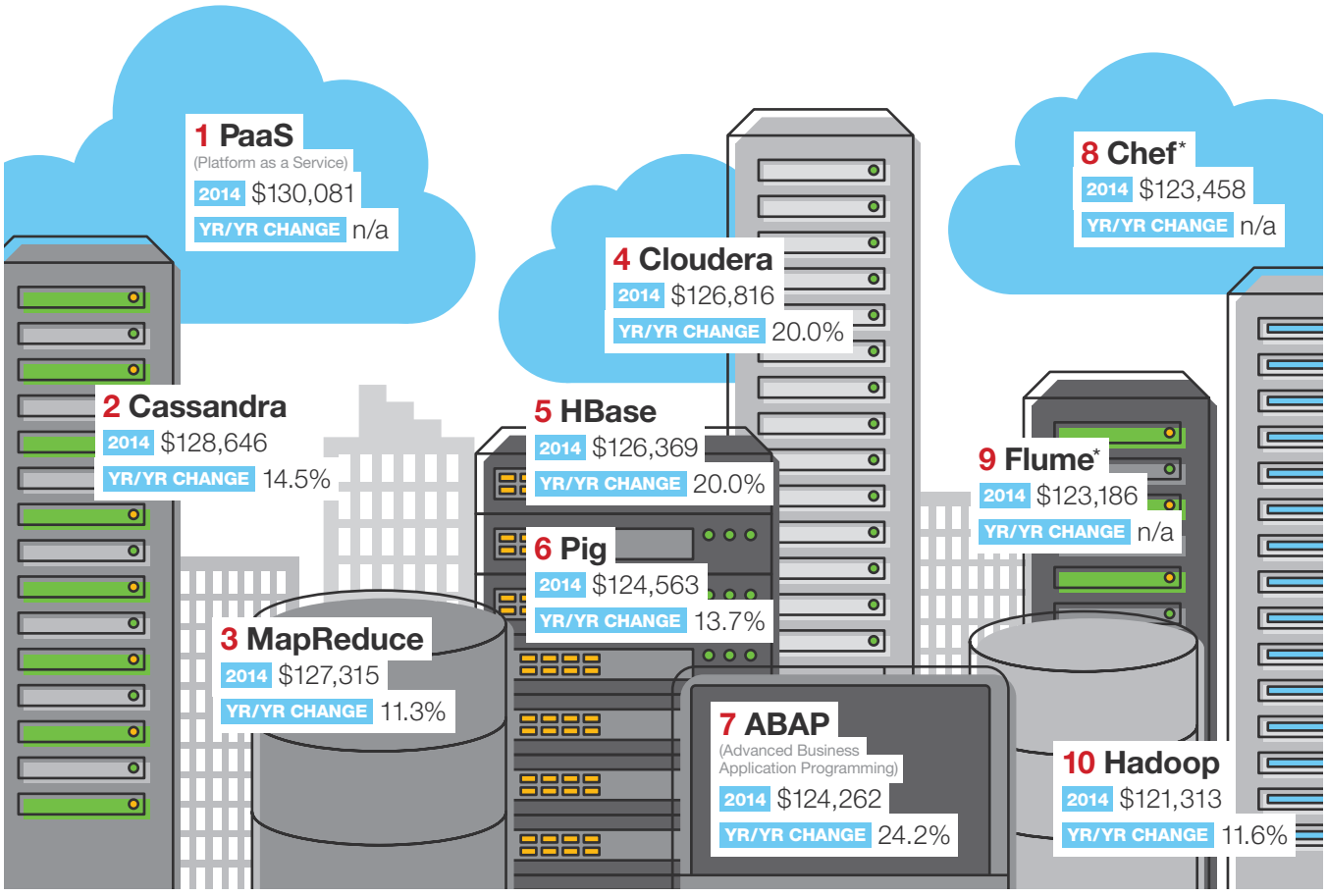
Top five motivators based on the percentage of employers offering them.

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



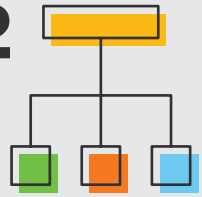
* New tech skills added to the 2014 survey and therefore yr/yr change is not available.

Top Salaries by Job Title

1 IT Management
(CEO, CIO, CTO, VP, Dir)

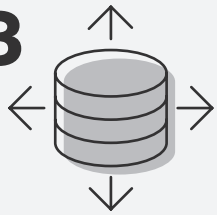
2014 $135,454

YR/YR CHANGE 1.9%

2 Systems Architect


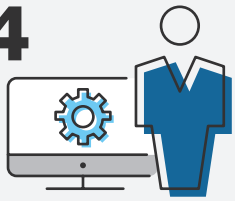
2014 $126,886

YR/YR CHANGE 1.1%

3 Data Architect


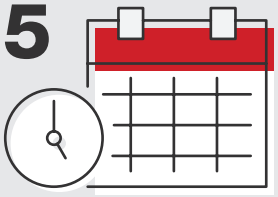
2014 $119,360

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)

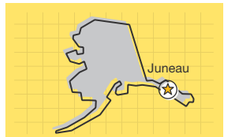

2014 $66.70

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%

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

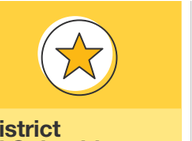
Arkansas*
2014 $74,353
YR/YR CHANGE -1.1%

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%

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%

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%

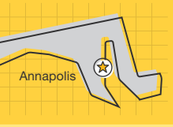
Iowa
2014 $73,968
YR/YR CHANGE 4.1%

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

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%

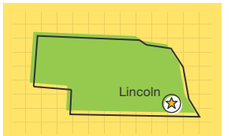
Michigan
2014 $82,226
YR/YR CHANGE 5.7%

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

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

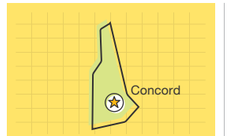
Missouri
2014 $84,205
YR/YR CHANGE 13.8%

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



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

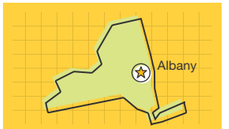
Nevada
2014 $81,651
YR/YR CHANGE 1.9%



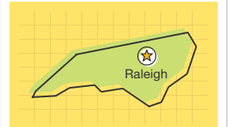
New Hampshire
2014 $86,438
YR/YR CHANGE 1.2%

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

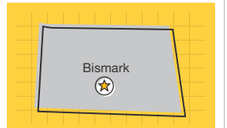
New Mexico*
2014 $83,563
YR/YR CHANGE 10.2%



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%

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%

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%

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

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

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

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

* 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%

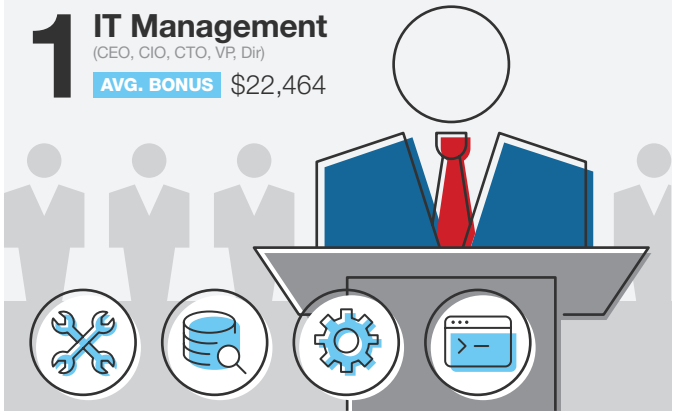
18 Manufacturing

2014 $82,525

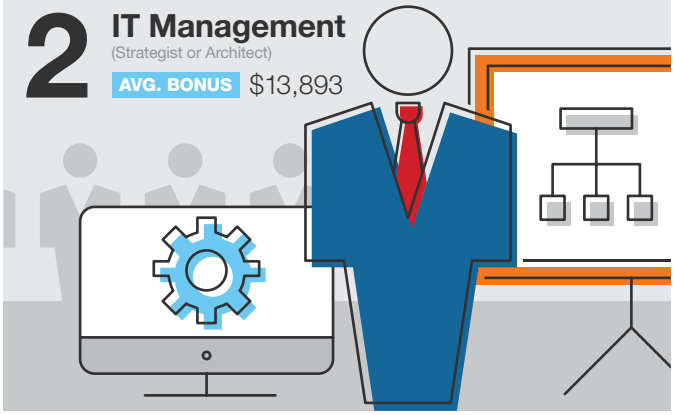
YR/YR CHANGE -1.9%

Top Bonus Earning Titles

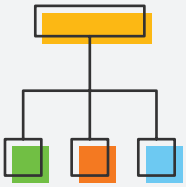
1 IT Management
(CEO, CIO, CTO, VP, Dir)
AVG. BONUS $22,464



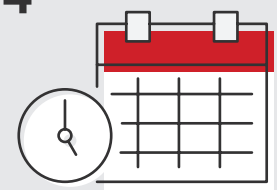
2 IT Management
(Strategist or Architect)
AVG. BONUS $13,893



3 Systems Architect
AVG. BONUS $12,327

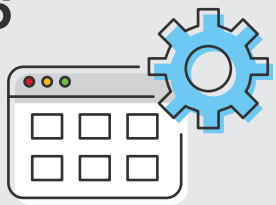


4 Project Manager
AVG. BONUS $9,671



5 Database Administrator
AVG. BONUS $9,422

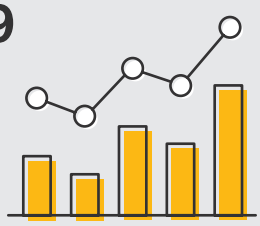
6 Software Engineer
AVG. BONUS $8,304



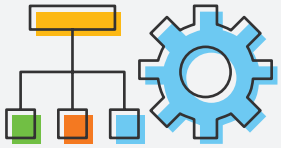
7 Developer: Applications
AVG. BONUS $8,292

8 Technical Recruiter
AVG. BONUS $8,239

9 Business Analyst
AVG. BONUS $7,582



10 Systems Engineer
AVG. BONUS $7,540



While bonuses are not as pervasive in tech as in say financial services, employers are more frequently rewarding top tech talent with bonuses than they have in the past. Performance pay is now offered by companies in a multitude of industries to tech professionals. You should specifically inquire about the bonus policies at companies you are interviewing with. Here are some ways to appropriately ask about bonus possibilities:

- I am just curious if you offer rewards for team members who exceed their performance plans. Are there any additional opportunities for top performers?; or
- I do currently get an annual bonus based on my performance. Could you talk to me about whether your company offers bonuses and, if so, how they are structured?; or
- I'd love to hear more about the opportunities to grow at your company. Are there opportunities to exceed expectations and receive either additional compensation or additional consideration for moving up?

The key is to ask the question in a manner that shows you expect to exceed expectations.

Six Steps to Get the Salary You Expect

When it comes to securing compensation that matches your value to a company, knowledge is half the battle. You need to know the market range for the skills you possess and the demand level for those skills. At the same, you need to know how to leverage that information in a negotiation. The following six steps will help you make the most of the information in the 2015 Dice Salary Survey.

Know your worth. Before you enter into any negotiation, estimate what your skills and experience are worth in your market. In addition to using benchmark studies like the Dice the Salary Survey, you should talk to contacts within your professional network for additional insight. Keep in mind that current demand for your skill set, the employer's size and your geographic area all play a significant role in determining pay levels. Use your research to come up with a range instead of a hard figure so you have some wiggle room to negotiate.

Consider the employer. You may have more or less room to negotiate depending on the prospective employer. For example, your bargaining power may be limited if the job offer is from a newly formed startup with limited funding. In situations like these, you might ask if the company would be willing to re-evaluate your compensation after six months of strong performance on the job.

Demonstrate your value. Show why it is worthwhile for the company to make a slightly higher investment in your services. To do so, you'll need to illustrate how you have benefited past employers. For example, did your knowledge of a particular application save a previous company 15 percent in consulting fees? Could it have a similar impact on the prospective employer's bottom line? If you made such points earlier in the hiring process, you may want to provide further detail to support your case.

Look beyond the money. Remember that your base salary is just part of the total compensation and benefits package. If the hiring manager is constrained by a rigid budget or pay structure, consider negotiating for additional vacation days, telecommuting options or flexible scheduling. Determine ahead of time which factors you would be willing to compromise on.

Consider your long-term career growth. Before accepting or declining an employment offer, think about what impact the job will have on your career. A smaller-than-hoped-for salary may be acceptable if you're given the opportunity to work with a fast-growing technology or take charge of a high-profile project that will bolster your resume.

Get it in writing. Once you've agreed on terms, ask the employer to draw up a letter that outlines the specifics of the offer, such as the position's key responsibilities, salary and any special arrangements that resulted from the negotiations. Having everything in writing will prevent misunderstandings down the line.

As you negotiate with a prospective employer, think twice about drawing a hard line in the sand unless you are willing to walk away from the offer. Bluffing is rarely an effective strategy. Also keep the negotiations cordial. You don't want to damage your relationship with a future colleague or your professional reputation.

Negotiating a job offer is rarely a comfortable process, but keep in mind that hiring managers often expect a bit of haggling. They understand that tech professionals who feel properly valued are more likely to stay with the company for the long term. With the proper preparation and approach, you'll give yourself the best chance of receiving an offer that works for both you and your new employer.

Top-Paying Tech Skills and Experience

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.

Top-Paying Tech Skills and Experience

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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