

## *Are You Prepared to Make the Right Decisions to Stay on Top?*

Now that the supply and demand curves have changed for IT professionals and demand for top talent is once again exceeding supply, IT salaries are heading north. Our latest salary survey will give you the information you need to develop your career path with confidence.

**JDA Professional Services, Inc.** is the industry leader in providing information technology staffing services to Houston companies. Our range of services includes direct-hire recruiting, retained executive search, contract services, consulting and special projects.

Please send JDA a current resume to [info2@jdapsi.com](mailto:info2@jdapsi.com) so that we can contact you to discuss your career and future plans. Or contact us by telephone at **713.548.5400**. We would welcome the opportunity to schedule career path strategy session with you to discuss your future.

### **Phone**

713.548.5400

### **Web site**

<http://www.jdapsi.com>

### **E-mail**

[info2@jdapsi.com](mailto:info2@jdapsi.com)

**JDA**

**Professional Services, Inc.**

*Information Technology Staffing Specialist Since 1981*

701 N. Post Oak Road, Suite 610  
Houston, Texas 77024-3829

Forwarding and Address Correction Requested  
Return Postage Guaranteed

# 2006 Houston Area IT Salary Survey

## Where Are IT Salaries Heading?



## They're Heading Up!

**JDA**

**Professional Services, Inc.**

*Information Technology Staffing Specialist Since 1981*

Management	Salary (in thousands)			Hourly Pay Rates		
	Low	Avg.	High	Low	Avg.	High
CIO <sup>1 6 9</sup>	\$150	\$180	\$280	\$97	\$117	\$180
CTO <sup>1 6</sup>	\$89	\$105	\$148	\$58	\$69	\$96
IT Director - Large Company <sup>1 6</sup>	\$130	\$156	\$235	\$85	\$101	\$152
IT Director - Mid-Size Company <sup>2 6 8</sup>	\$90	\$115	\$152	\$59	\$75	\$99
IT Director - Small-Size Company <sup>3 6 9</sup>	\$78	\$98	\$120	\$51	\$64	\$78
Business Applications - Large Company <sup>1</sup>	\$101	\$122	\$150	\$66	\$79	\$97
Business Applications - Mid-Size Company <sup>2</sup>	\$92	\$103	\$120	\$60	\$67	\$78
Infrastructure Manager - Large Company <sup>1</sup>	\$91	\$110	\$140	\$60	\$72	\$91
Infrastructure Manager - Mid-Size Company <sup>2</sup>	\$72	\$93	\$118	\$48	\$61	\$77
Communications Manager - Large Company <sup>1</sup>	\$85	\$98	\$130	\$56	\$64	\$85
Communications Manager - Mid-Size Company <sup>2</sup>	\$75	\$85	\$105	\$49	\$56	\$69
Data Center Manager <sup>1</sup>	\$65	\$87	\$120	\$43	\$57	\$78
EAI Architect <sup>1</sup>	\$85	\$115	\$130	\$56	\$75	\$85
PMO Manager	\$85	\$110	\$135	\$56	\$72	\$88
Project Manager with PMP	\$72	\$91	\$118	\$48	\$60	\$77

Applications Programming	Salary (in thousands)			Hourly Pay Rates		
	Low	Avg.	High	Low	Avg.	High
Programmer (0 - 2 years) <sup>4</sup>	\$41	\$50	\$55	\$28	\$33	\$37
Programmer/Analyst - Web (2 - 5 years)	\$54	\$76	\$93	\$36	\$50	\$61
Programmer/Analyst - Client/Server (2 - 5 years)	\$48	\$65	\$78	\$32	\$43	\$51
Programmer/Analyst - Java (2 - 5 years) <sup>4</sup>	\$50	\$68	\$90	\$33	\$45	\$59
Programmer/Analyst - .Net (2 - 5 years) <sup>4</sup>	\$55	\$76	\$93	\$37	\$50	\$61
Systems/Business Analyst <sup>1 2 4</sup>	\$61	\$75	\$89	\$41	\$49	\$58
Lotus Notes Developer (2 - 5 years) <sup>9</sup>	\$48	\$65	\$74	\$32	\$43	\$49
Project/Team Leader - Applications <sup>1 2</sup>	\$68	\$82	\$110	\$45	\$54	\$72
Quality Assurance - Engineer/Testing	\$40	\$55	\$72	\$27	\$37	\$48
Web Designer - Front End Graphics	\$32	\$40	\$58	\$22	\$27	\$39
Interactive Marketing <sup>9</sup>	\$55	\$70	\$85	\$37	\$46	\$56
Entry Level - 4 Year Degree	\$34	\$44	\$61	\$23	\$30	\$41
Entry Level - 2 Year Degree	\$24	\$29	\$35	\$17	\$20	\$24

Communications	Salary (in thousands)			Hourly Pay Rates		
	Low	Avg.	High	Low	Avg.	High
Communications - Voice <sup>7</sup>	\$36	\$53	\$68	\$25	\$35	\$45
Communications - Data <sup>7</sup>	\$46	\$68	\$96	\$31	\$45	\$63
Communications - Voice Data	\$53	\$75	\$106	\$35	\$49	\$69
CCIE	\$72	\$90	\$120	\$48	\$59	\$78

Security and Audit	Salary (in thousands)			Hourly Pay Rates		
	Low	Avg.	High	Low	Avg.	High
Security Administrator	\$45	\$75	\$95	\$30	\$49	\$62
Security Consultant	\$65	\$90	\$110	\$43	\$59	\$72
CSO - Security Manager	\$90	\$120	\$150	\$59	\$78	\$97
IT/IS Auditor	\$55	\$68	\$85	\$37	\$45	\$56
Internal Auditor	\$48	\$65	\$80	\$32	\$43	\$53
IT Audit Manager	\$85	\$100	\$115	\$56	\$65	\$75
Audit Director	\$100	\$120	\$150	\$65	\$78	\$97

End-User Computing/Infrastructure	Salary (in thousands)			Hourly Pay Rates		
	Low	Avg.	High	Low	Avg.	High
Hardware Technician	\$24	\$36	\$52	\$17	\$25	\$35
Help Desk	\$28	\$38	\$48	\$19	\$26	\$32
Software Support	\$34	\$43	\$56	\$23	\$29	\$37
Training	\$33	\$45	\$55	\$23	\$30	\$37
Help Desk Manager	\$62	\$72	\$90	\$41	\$48	\$59
1st Level LAN Administrator	\$38	\$53	\$64	\$26	\$35	\$42
2nd Level LAN Administrator	\$49	\$58	\$82	\$33	\$39	\$54
Network Engineer	\$65	\$78	\$98	\$43	\$51	\$64
Infrastructure Project Manager - Software	\$55	\$72	\$91	\$37	\$48	\$60
Lotus Notes Administrator <sup>9</sup>	\$42	\$63	\$87	\$28	\$42	\$57
Database Administrator - Junior	\$57	\$68	\$83	\$38	\$45	\$55
Database Administrator - Senior	\$77	\$85	\$110	\$51	\$56	\$72
Database Analyst	\$62	\$82	\$91	\$41	\$54	\$60
Data Warehousing Specialist	\$58	\$82	\$110	\$39	\$54	\$72
UNIX/Linux Administrator	\$45	\$70	\$91	\$30	\$46	\$60
UNIX/Linux System Engineer	\$62	\$79	\$105	\$41	\$52	\$69
ERP Administrator	\$30	\$42	\$55	\$21	\$28	\$37
Tech Writer	\$37	\$46	\$61	\$25	\$30	\$41
Entry Level Infrastructure - 4 Year Degree	\$31	\$39	\$49	\$21	\$26	\$33
Entry Level Infrastructure - 2 Year Degree	\$20	\$29	\$34	\$15	\$20	\$23

**Notes:**

Rates good for Houston metropolitan area.

Assume candidate has 4-year degree unless otherwise noted.

Contract term of greater than 6 months.

**Specific:**

1. Large company is defined as greater than 50 IT employees.
2. Mid-sized company is defined as from 10 to 50 IT employees.
3. Small company is defined as fewer than 10 IT employees.
4. Hot skills (Java, Middleware, .NET) add 10% - 15% to salary.
5. Older terminology.
6. Excludes bonuses.
7. Hot skills (Engineering) add 10 - 15%.
8. Top IT person.
9. Limited pool of candidates.

For more information, visit our website at <http://www.jdapsi.com>