

2009 HOUSTON

IT SALARY SURVEY



JDA PROFESSIONAL SERVICES, INC.

Information Technology Staffing Specialists Since 1981



OVERVIEW

Houston-area IT salaries are expected to increase through 2009 despite national economic conditions.

As Houston faces a softening employment market resulting in an overall leveling of salary growth compared to the last four years, Houston IT salaries are expected to grow upwards of 4 percent in 2009¹. While 4 percent growth represents the high end of the range for 2009, IT salary growth is likely to trend towards the low range of estimates - approximately 2 percent¹. The forecasted 2 to 4 percent salary growth range contrasts with 2008's higher 4 to 6 percent range. Given the state of the national economy, which will put further pressure on Houston-area salaries, we predict salary growth to continue to remain flat over the next two years. Bonuses are expected to diminish as well. While 73 percent of Houston companies utilized cash bonus programs averaging 5 to 10 percent of base salaries in 2008, we anticipate that bonuses will be lower or even eliminated in 2009 and 2010 due to the squeeze on corporate profits¹. Though bonus programs and salary growth show signs of leveling, we think this is a temporary situation.

The Houston-area IT labor market remains strong compared to the rest of the country for highly qualified people that possess specialized skills. These specialized professionals will require appropriate, and perhaps aggressive, compensation to be attracted to and retained by an employer. We estimate that the greatest salary growth will go to specialists in high-demand, high-value positions, particularly ERP, .Net, and SharePoint developers. Consequently, passive candidates with high demand skills in secure positions will need greater incentives to change jobs. To attract these candidates we recommend that you add 5 to 10 percent to the salaries shown in this survey in order to extend a competitive offer.

Good people are still hard to find and retain.

Lesser salary growth will go to IT professionals with more common, less specialized skills such as infrastructure¹. As the pool of unemployed professionals increases, salaries could potentially decrease for some new hires in these areas, but this is expected to be a short-lived situation as the economy eventually improves over the downturn cycle.

With instability in the present economy, IT employees are shifting their priorities, putting greater emphasis on job security and less emphasis on traditional compensation. Unlike past years, there will be less voluntary turnover in the IT industry. Given softening demand, there will be fewer opportunities for candidates, and, for this reason, there will be more IT professionals who will elect to stay in their current positions. In 2007 and 2008, IT candidates expected multiple offers, leading to salary increases of 10 to 30 percent upon a change in jobs. For those who elect to change jobs in 2009, we are already seeing fewer options and fewer offers.

The 2009 Houston IT Salary Survey is an effective tool to use in guiding your salaries throughout the year. Please note that the salaries represented in this survey are based on current salaries from the last quarter of 2008 to the first quarter of 2009. These salaries are equal to what your employees should have been making during this time frame.

If you would like more information about this survey, or if you are interested in speaking with one of our recruiters about your current hiring needs, please contact JDA today at 713-548-5400. We wish you and your company continued success, and we look forward to serving your IT staffing needs in 2009.

Sources

1. "2009 IT Executive Survey", JDA Professional Services, Inc. - December 2008

JDA Professional Services, Inc. conducted an annual survey of Houston-area IT executives in December 2008. The survey responses were provided by more than 90 Houston-area IT executives from companies whose IT departments range in size from 10 to over 100 employees.

MANAGEMENT

Over the past couple of years, globalization has been changing the roles and responsibilities of IT leaders from a highly technical function to one which focuses on a combination of business strategies and technical solutions with the ability to lead multi-generational and multi-cultural teams. Because of this we have seen an increase in salaries for IT leadership positions across the board, especially for those with skills in specific industry or product niches or in bi-lingual areas. Increases have been greater for those whose companies are in aggressive growth mode and experiencing global expansion, as a good portion of their compensation is in the way of performance-based bonuses and incentives.

	SALARY			HOURLY BILL RATE		
	LOW	AVG	HIGH	LOW	AVG	HIGH
CIO ^{1 5 6 7}	\$ 175 K	\$ 210 K	\$ 310 K	\$ 163	\$ 195	\$ 286
CTO ^{1 5 6 7}	\$ 125 K	\$ 168 K	\$ 200 K	\$ 117	\$ 156	\$ 186
IT Director - Large Company ^{1 5 6}	\$ 145 K	\$ 165 K	\$ 245 K	\$ 135	\$ 154	\$ 227
IT Director - Mid-Size Company ^{2 5 6}	\$ 115 K	\$ 140 K	\$ 175 K	\$ 108	\$ 131	\$ 163
IT Director - Small Company ^{3 6}	\$ 80 K	\$ 110 K	\$ 135 K	\$ 76	\$ 103	\$ 126
CISO - Chief Information Security Officer ^{1 7}	\$ 125 K	\$ 153 K	\$ 178 K	\$ 117	\$ 143	\$ 165
Security Manager	\$ 78 K	\$ 98 K	\$ 128 K	\$ 74	\$ 92	\$ 120
Audit Director	\$ 106 K	\$ 126 K	\$ 165 K	\$ 100	\$ 118	\$ 154
IT Audit Manager	\$ 98 K	\$ 120 K	\$ 145 K	\$ 92	\$ 113	\$ 135
Business Applications Manager - Large Company ¹	\$ 120 K	\$ 148 K	\$ 190 K	\$ 113	\$ 138	\$ 176
Business Applications Manager - Mid-size Company ²	\$ 105 K	\$ 120 K	\$ 138 K	\$ 99	\$ 113	\$ 129
Data Center Manager ¹	\$ 75 K	\$ 91 K	\$ 125 K	\$ 71	\$ 86	\$ 117
Infrastructure Manager - Large Company ¹	\$ 105 K	\$ 120 K	\$ 140 K	\$ 99	\$ 113	\$ 131
Infrastructure Manager - Mid-size Company ²	\$ 89 K	\$ 110 K	\$ 125 K	\$ 84	\$ 103	\$ 117
Service Desk Manager - ITIL ⁷	\$ 95 K	\$ 115 K	\$ 130 K	\$ 90	\$ 108	\$ 122
Help Desk Manager	\$ 70 K	\$ 88 K	\$ 110 K	\$ 67	\$ 83	\$ 103
PMO Manager - with PMP	\$ 100 K	\$ 126 K	\$ 150 K	\$ 94	\$ 118	\$ 140
Project Manager - with PMP	\$ 80 K	\$ 110 K	\$ 135 K	\$ 76	\$ 103	\$ 126

SECURITY AND AUDIT

During the past 4 years, companies have spent so much on compliance that they are now finding it absolutely necessary to cut back and do more with less. As a result, in 2009, hiring and salaries in both security and audit are expected to remain flat. In the security arena, information protection continues to be a big issue, so companies are focused on hiring professionals with a business and risk management approach who possess a strong body of technical knowledge as well as certifications such as CISA, CPA, and CISSP. These highly specialized professionals are responsible for examining the risks versus costs of data protection and for making recommendations which will help the company prevent overspending while still avoiding the most serious of risks. Outsourcing continues to be the trend for core security functions such as anti-virus and security monitoring.

	SALARY			HOURLY BILL RATE		
	LOW	AVG	HIGH	LOW	AVG	HIGH
Security Architect	\$ 75 K	\$ 99 K	\$ 125 K	\$ 71	\$ 93	\$ 117
Security Administrator	\$ 47 K	\$ 76 K	\$ 95 K	\$ 46	\$ 72	\$ 90
Internal Auditor	\$ 55 K	\$ 73 K	\$ 103 K	\$ 53	\$ 70	\$ 97
IT/IS Auditor	\$ 68 K	\$ 79 K	\$ 110 K	\$ 65	\$ 75	\$ 103

DATABASE / DATA WAREHOUSING

With an increase in the importance of data resulting from SOX, competitive business requirements, and other higher standards, there is a significant increase in demand and salaries for senior- and mid-level data warehousing specialists, especially those with specific skills such as data modeling and analytics management reporting. On the flip side, there is a decrease in the demand for DBA professionals as the outsourcing of these services becomes increasingly popular. Oddly enough, as demand for these professionals fall, salaries continue to rise slightly in particular areas.

	SALARY			HOURLY BILL RATE		
	LOW	AVG	HIGH	LOW	AVG	HIGH
Senior Data Warehousing Specialist	\$ 90 K	\$ 105 K	\$ 125 K	\$ 85	\$ 99	\$ 117
Data Warehousing Specialist	\$ 68 K	\$ 86 K	\$ 108 K	\$ 65	\$ 82	\$ 102
ETL Developer	\$ 85 K	\$ 93 K	\$ 120 K	\$ 81	\$ 88	\$ 113
Senior DBA	\$ 85 K	\$ 93 K	\$ 125 K	\$ 81	\$ 88	\$ 117
Junior DBA	\$ 68 K	\$ 75 K	\$ 89 K	\$ 65	\$ 71	\$ 84
Oracle Developer - PL/SQL Database-Focused	\$ 83 K	\$ 95 K	\$ 115 K	\$ 79	\$ 90	\$ 108
Data Analyst ⁷	\$ 65 K	\$ 86 K	\$ 95 K	\$ 62	\$ 82	\$ 90
Report Writer	\$ 51 K	\$ 64 K	\$ 78 K	\$ 50	\$ 61	\$ 74

ERP

The ERP market has been full of activity. On one side, we are seeing a rise in demand and a small rise in salaries for Oracle SME's as well as functional analysts. Meanwhile, demand for Oracle developers is falling as many companies begin to outsource these services to 3rd party vendors or off-shore them to countries like India, causing salaries in that sector to stall. On the SAP side, with much of the software being 10+ years old, companies are being forced to either purchase new software releases or go without support. As a result we are seeing an increase in demand, especially for doer-level SAP professionals such as functional configuration analysts, and we expect that to continue over the next few years as more companies look to enhance their SAP modules via upgrades, new developments, and the addition of various sub-modules. As demand continues to rise, SAP professionals are becoming increasingly more difficult to find, and as a result, these highly skilled professionals who are available are demanding higher salaries. For professionals with expertise in rarer modules such as HR, FI, costs, and MM, you should expect to add 10 percent to their base salaries over the next few years in order to attract and hire the best candidates.

	SALARY			HOURLY BILL RATE		
	LOW	AVG	HIGH	LOW	AVG	HIGH
Oracle Developer - PL/SQL, Forms, Reports, Discoverer	\$ 70 K	\$ 84 K	\$ 115 K	\$ 67	\$ 80	\$ 108
Oracle Functional Analyst	\$ 80 K	\$ 92 K	\$ 120 K	\$ 76	\$ 87	\$ 113
PeopleSoft Developer - PeopleTools	\$ 65 K	\$ 86 K	\$ 97 K	\$ 62	\$ 82	\$ 92
PeopleSoft Functional Analyst	\$ 85 K	\$ 96 K	\$ 120 K	\$ 81	\$ 91	\$ 113
SAP - Developer ABAP	\$ 85 K	\$ 102 K	\$ 120 K	\$ 81	\$ 96	\$ 113
SAP Functional Analyst - Configuration	\$ 80 K	\$ 94 K	\$ 120 K	\$ 76	\$ 89	\$ 113
ERP Administrator	\$ 65 K	\$ 86 K	\$ 97 K	\$ 62	\$ 82	\$ 92

WEB DEVELOPMENT

As the web continues to revolutionize the way companies do business, the needs and demands in this area are continually changing. On one hand, demand for developers and designers has leveled, and salaries have hit a plateau as more companies opt for web templates as opposed to custom-built sites. On the other hand, as many companies look for ways that their websites can help increase profits and usability such as e-marketplace virtualization, demand for web professionals who have a strong understanding of business processes and search engine optimization has increased significantly. In some cases these professionals are developers and/or designers, and in other cases they are simply interactive marketing experts. Since there are still very few that meet these qualifications, salaries for those that do are rising.

	SALARY			HOURLY BILL RATE		
	LOW	AVG	HIGH	LOW	AVG	HIGH
Web Developer - PHP, ASP, Flash, HTML	\$ 48 K	\$ 57 K	\$ 68 K	\$ 47	\$ 55	\$ 65
Graphics/Web Designer - Adobe Photoshop	\$ 38 K	\$ 44 K	\$ 65 K	\$ 38	\$ 43	\$ 62
Interactive Marketing/Search Engine Optimization ⁷	\$ 55 K	\$ 76 K	\$ 97 K	\$ 53	\$ 72	\$ 92

APPLICATIONS

Various factors are leading to a rise in overall demand and salaries in this area. First, there is an increase of mergers and acquisitions which has resulted in the need for integration and standardization of various technologies between companies. Because of this, portal development for virtualization has become a leading cause that is driving the most change. In addition, there is a significant increase in the number of implementations and upgrades of ERP systems which has led to a need for upgrades of the applications associated with the ERP systems and integrations of other legacy systems. We are seeing a substantial increase in demand for architects and professionals with knowledge of finance, energy, and trading applications. Because there is a local shortage of these professionals, salaries in those areas are increasing.

	SALARY			HOURLY BILL RATE		
	LOW	AVG	HIGH	LOW	AVG	HIGH
Applications Project Manager/ Team Lead ^{1 2}	\$ 80 K	\$ 102 K	\$ 125 K	\$ 76	\$ 96	\$ 117
Enterprise/Applications Architect	\$ 87 K	\$ 110 K	\$ 135 K	\$ 82	\$ 103	\$ 126
Senior Developer/Team Lead ⁴	\$ 84 K	\$ 105 K	\$ 125 K	\$ 80	\$ 99	\$ 117
Business Analyst - Applications ⁴	\$ 68 K	\$ 85 K	\$ 105 K	\$ 65	\$ 81	\$ 99
Developer - SharePoint	\$ 80 K	\$ 99 K	\$ 125 K	\$ 76	\$ 93	\$ 117
Developer - .NET	\$ 66 K	\$ 86 K	\$ 115 K	\$ 63	\$ 82	\$ 108
Developer - JAVA	\$ 64 K	\$ 86 K	\$ 115 K	\$ 61	\$ 82	\$ 108
Developer - C++	\$ 71 K	\$ 95 K	\$ 110 K	\$ 68	\$ 90	\$ 103
Developer - Client Server	\$ 52 K	\$ 74 K	\$ 86 K	\$ 50	\$ 71	\$ 82
Junior Developer	\$ 48 K	\$ 66 K	\$ 74 K	\$ 47	\$ 63	\$ 71
Quality Assurance - Applications Testing	\$ 49 K	\$ 63 K	\$ 90 K	\$ 48	\$ 61	\$ 85
Quality Assurance - Team Lead	\$ 86 K	\$ 96 K	\$ 115 K	\$ 82	\$ 91	\$ 108
Entry-Level Applications - 4-Year Degree	\$ 38 K	\$ 48 K	\$ 72 K	\$ 38	\$ 47	\$ 69
Entry-Level Applications - 2-Year Degree	\$ 30 K	\$ 33 K	\$ 40 K	\$ 30	\$ 33	\$ 40

MISCELLANEOUS

	SALARY			HOURLY BILL RATE		
	LOW	AVG	HIGH	LOW	AVG	HIGH
Technical Writer	\$ 45 K	\$ 54 K	\$ 75 K	\$ 44	\$ 52	\$ 71
Training	\$ 55 K	\$ 68 K	\$ 90 K	\$ 53	\$ 65	\$ 85

INFRASTRUCTURE

As the process of migrating to virtual global environments has become more stable and companies are electing to put new enterprise upgrades on hold for the present time, we are seeing salaries flattening and a decreasing demand for professionals within this sector. Consequently, we are seeing more outsourcing of network monitoring and network support.

	SALARY			HOURLY BILL RATE		
	LOW	AVG	HIGH	LOW	AVG	HIGH
Infrastructure Project Manager	\$ 86 K	\$ 92 K	\$ 115 K	\$ 82	\$ 87	\$ 108
Communications Architect - CCIE ^{1,2}	\$ 87 K	\$ 110 K	\$ 130 K	\$ 82	\$ 103	\$ 122
Network Engineer	\$ 73 K	\$ 91 K	\$ 115 K	\$ 70	\$ 86	\$ 108
Communications Analyst (Voice) - Configuration Analyst	\$ 63 K	\$ 75 K	\$ 95 K	\$ 61	\$ 71	\$ 90
UNIX/Linux Administrator	\$ 47 K	\$ 75 K	\$ 94 K	\$ 46	\$ 71	\$ 89
UNIX/Linux System Engineer	\$ 63 K	\$ 86 K	\$ 111 K	\$ 61	\$ 82	\$ 104
2nd Level LAN Administrator	\$ 57 K	\$ 71 K	\$ 95 K	\$ 55	\$ 68	\$ 90
1st Level LAN Administrator	\$ 45 K	\$ 58 K	\$ 73 K	\$ 44	\$ 56	\$ 70
Entry-Level Infrastructure - 4-Year Degree	\$ 36 K	\$ 46 K	\$ 65 K	\$ 36	\$ 45	\$ 62
Entry-Level Infrastructure - 2-Year Degree	\$ 24 K	\$ 32 K	\$ 39 K	\$ 24	\$ 32	\$ 39

SERVICE DESK / HELP DESK / DESKTOP

The entire framework of the help desk has shifted over the past few years as companies that moved off-shore some years ago are now moving back on-shore to reduce cost and improve customer service. While these roles have been redefined, the once strong push towards the use of structured methodologies such as ITIL for process improvements is now leveling off. As a result, the demand and salaries for professionals at all levels in this sector have flattened.

	SALARY			HOURLY BILL RATE		
	LOW	AVG	HIGH	LOW	AVG	HIGH
Help Desk - Level III Service Desk	\$ 65 K	\$ 78 K	\$ 95 K	\$ 62	\$ 74	\$ 90
Help Desk - Level II Service Desk	\$ 55 K	\$ 68 K	\$ 73 K	\$ 53	\$ 65	\$ 70
Help Desk - Level I Support	\$ 33 K	\$ 44 K	\$ 52 K	\$ 33	\$ 43	\$ 50
Software Support	\$ 40 K	\$ 53 K	\$ 68 K	\$ 40	\$ 51	\$ 65
Hardware Technician	\$ 30 K	\$ 41 K	\$ 55 K	\$ 30	\$ 40	\$ 53

ASSUMPTIONS

Default:

- Rates apply to greater Houston metropolitan area.
- 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 with \$1 billion in revenue.
2. Mid-size company is defined as 10 to 49 IT employees with revenue over \$250 million and less than \$1 billion.
3. Small company is defined as fewer than 10 IT employees with less than \$250 million in revenue.
4. Indicates hot skill – add 10 to 15 percent to salary (ie: Java, .Net, SharePoint, engineering).
5. Excludes bonuses.
6. Top IT person.
7. Limited pool of candidates.
8. Team member.



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JDA is Reliable: You will have continual, timely access to all JDA staff members.

JDA is Effective: You will be presented with the right professional matches in the least amount of time using our "industry-best" processes and procedures.

JDA is Knowledgeable: You will be provided with the information necessary to make smart staffing and career decisions in this ever-evolving IT employment market.

JDA is Friendly: You will like working with us because we enjoy what we do, and it is reflected in the level of service provided to you.

JDA Professional Services, Inc. is a Houston-based IT staffing firm specializing in the recruitment of strategic-technical to executive-level professionals. We provide staffing solutions through full-time, contract, and project-based placements. Since 1981, we have been helping companies build great IT departments while helping IT professionals find the right career opportunities.

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