

**Is Your IT Organization  
Prepared to Make the Right  
Offers 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 recruiting and retention plans 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.

Contact JDA today to discuss your company's current information technology staffing needs at [info2@jdapsi.com](mailto:info2@jdapsi.com) or by telephone at **713.548.5400**. We would also welcome the opportunity to schedule a complementary recruiting and retention strategy session with you to discuss your organization's future information technology staffing and retention plans.

**Phone**  
713.548.5400

**Web site**  
<http://www.jdapsi.com>

**E-mail**  
[info2@jdapsi.com](mailto:info2@jdapsi.com)

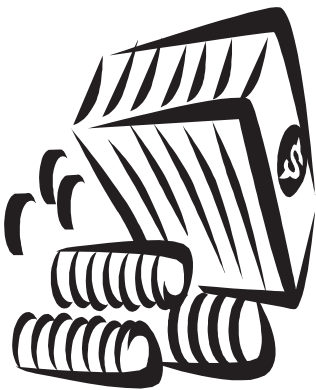


**Professional Services, Inc.**

*Information Technology Staffing Specialist Since 1981*

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**They're Heading Up!**



**2006**

**Houston Area**

**IT Salary Survey**

**Where Are IT Salaries Heading?**

	Salary (in thousands)			Hourly Bill Rates		
	Low	Avg.	High	Low	Avg.	High
<b>Management</b>						
CIO <sup>1 6 9</sup>	\$150	\$180	\$280	\$139	\$167	\$258
CTO <sup>1 6</sup>	\$89	\$105	\$148	\$83	\$98	\$137
IT Director - Large Company <sup>1 6</sup>	\$130	\$156	\$235	\$121	\$145	\$217
IT Director - Mid-Size Company <sup>2 6 8</sup>	\$90	\$115	\$152	\$84	\$107	\$141
IT Director - Small-Size Company <sup>3 6 8</sup>	\$78	\$98	\$120	\$73	\$92	\$112
Business Applications - Large Company <sup>1</sup>	\$101	\$122	\$150	\$94	\$114	\$139
Business Applications - Mid-Size Company <sup>2</sup>	\$92	\$103	\$120	\$86	\$96	\$112
Infrastructure Manager - Large Company <sup>1</sup>	\$91	\$110	\$140	\$85	\$103	\$130
Infrastructure Manager - Mid-Size Company <sup>2</sup>	\$72	\$93	\$118	\$68	\$87	\$110
Communications Manager - Large Company <sup>1</sup>	\$85	\$98	\$130	\$80	\$92	\$121
Communications Manager - Mid-Size Company <sup>2</sup>	\$75	\$85	\$105	\$71	\$80	\$98
Data Center Manager <sup>1</sup>	\$65	\$87	\$120	\$62	\$82	\$112
EAI Architect <sup>1</sup>	\$85	\$115	\$130	\$80	\$107	\$121
PMO Manager	\$85	\$110	\$135	\$80	\$103	\$125
Project Manager with PMP	\$72	\$91	\$118	\$68	\$85	\$110

	Salary (in thousands)			Hourly Bill Rates		
	Low	Avg.	High	Low	Avg.	High
<b>Applications Programming</b>						
Programmer (0 - 2 years) <sup>4</sup>	\$41	\$50	\$55	\$40	\$48	\$52
Programmer/Analyst - Web (2 - 5 years)	\$54	\$76	\$93	\$52	\$72	\$87
Programmer/Analyst - Client/Server (2 - 5 years)	\$48	\$65	\$78	\$46	\$62	\$73
Programmer/Analyst - Java (2 - 5 years) <sup>4</sup>	\$50	\$68	\$90	\$48	\$64	\$84
Programmer/Analyst - .Net (2 - 5 years) <sup>4</sup>	\$55	\$76	\$93	\$52	\$72	\$87
Systems/Business Analyst <sup>1 2 4</sup>	\$61	\$75	\$89	\$58	\$71	\$83
Lotus Notes Developer (2 - 5 years) <sup>9</sup>	\$48	\$65	\$74	\$46	\$62	\$70
Project/Team Leader - Applications <sup>1 2</sup>	\$68	\$82	\$110	\$64	\$77	\$103
Quality Assurance - Engineer/Testing	\$40	\$55	\$72	\$39	\$52	\$68
Web Designer - Front End Graphics	\$32	\$40	\$58	\$31	\$39	\$55
Interactive Marketing <sup>9</sup>	\$55	\$70	\$85	\$52	\$66	\$80
Entry Level - 4 Year Degree	\$34	\$44	\$61	\$33	\$42	\$58
Entry Level - 2 Year Degree	\$24	\$29	\$35	\$25	\$29	\$34

	Salary (in thousands)			Hourly Bill Rates		
	Low	Avg.	High	Low	Avg.	High
<b>Communications</b>						
Communications - Voice <sup>7</sup>	\$36	\$53	\$68	\$35	\$51	\$64
Communications - Data <sup>7</sup>	\$46	\$68	\$96	\$44	\$64	\$90
Communications - Voice Data	\$53	\$75	\$106	\$51	\$71	\$99
CCIE	\$72	\$90	\$120	\$68	\$84	\$112

	Salary (in thousands)			Hourly Bill Rates		
	Low	Avg.	High	Low	Avg.	High
<b>Security and Audit</b>						
Security Administrator	\$45	\$75	\$95	\$43	\$71	\$89
Security Consultant	\$65	\$90	\$110	\$62	\$84	\$103
CSO - Security Manager	\$90	\$120	\$150	\$84	\$112	\$139
IT/IS Auditor	\$55	\$68	\$85	\$52	\$64	\$80
Internal Auditor	\$48	\$65	\$80	\$46	\$62	\$75
IT Audit Manager	\$85	\$100	\$115	\$80	\$93	\$107
Audit Director	\$100	\$120	\$150	\$93	\$112	\$139

	Salary (in thousands)			Hourly Bill Rates		
	Low	Avg.	High	Low	Avg.	High
<b>End-User Computing/Infrastructure</b>						
Hardware Technician	\$24	\$36	\$52	\$25	\$35	\$50
Help Desk	\$28	\$38	\$48	\$28	\$37	\$46
Software Support	\$34	\$43	\$56	\$33	\$41	\$53
Training	\$33	\$45	\$55	\$32	\$43	\$52
Help Desk Manager	\$62	\$72	\$90	\$59	\$68	\$84
1st Level LAN Administrator	\$38	\$53	\$64	\$37	\$51	\$61
2nd Level LAN Administrator	\$49	\$58	\$82	\$47	\$55	\$77
Network Engineer	\$65	\$78	\$98	\$62	\$73	\$92
Infrastructure Project Manager - Software	\$55	\$72	\$91	\$52	\$68	\$85
Lotus Notes Administrator <sup>9</sup>	\$42	\$63	\$87	\$41	\$60	\$82
Database Administrator - Junior	\$57	\$68	\$83	\$54	\$64	\$78
Database Administrator - Senior	\$77	\$85	\$110	\$72	\$80	\$103
Database Analyst	\$62	\$82	\$91	\$59	\$77	\$85
Data Warehousing Specialist	\$58	\$82	\$110	\$55	\$77	\$103
UNIX/Linux Administrator	\$45	\$70	\$91	\$43	\$66	\$85
UNIX/Linux System Engineer	\$62	\$79	\$105	\$59	\$74	\$98
ERP Administrator	\$30	\$42	\$55	\$30	\$41	\$52
Tech Writer	\$37	\$46	\$61	\$36	\$44	\$58
Entry Level Infrastructure - 4 Year Degree	\$31	\$39	\$49	\$31	\$38	\$47
Entry Level Infrastructure - 2 Year Degree	\$20	\$29	\$34	\$20	\$29	\$33

Notes:  
 Rates good for Houston metropolitan area.  
 Assume candidate has 4-year degree unless otherwise noted.  
 Contract term of greater than 6 months.

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

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