

# Computerworld's 2003 Salary Survey

SENIOR MANAGEMENT POSITIONS						MIDDLE MANAGEMENT POSITIONS			
CIO/vice president of IT	Chief technology officer	Chief security officer	Director of systems development	Director of IT/IS operations	Internet technology strategist	Computer operations manager	*Database manager	Help desk/technical support manager	*Information security manager
Average salary <b>\$122,950</b>	Average salary <b>\$117,797</b>	Average salary <b>\$90,267</b>	Average salary <b>\$112,076</b>	Average salary <b>\$90,417</b>	Average salary <b>\$95,213</b>	Average salary <b>\$72,124</b>	Average salary <b>\$85,044</b>	Average salary <b>\$68,256</b>	Average salary <b>\$79,241</b>
Bonus <b>\$28,328</b>	Bonus <b>\$24,290</b>	Bonus <b>\$10,711</b>	Bonus <b>\$14,866</b>	Bonus <b>\$10,169</b>	Bonus <b>\$14,341</b>	Bonus <b>\$4,675</b>	Bonus <b>\$9,310</b>	Bonus <b>\$6,191</b>	Bonus <b>\$6,226</b>
Total <b>\$151,278</b>	Total <b>\$142,087</b>	Total <b>\$100,978</b>	Total <b>\$126,942</b>	Total <b>\$100,586</b>	Total <b>\$109,554</b>	Total <b>\$76,799</b>	Total <b>\$94,354</b>	Total <b>\$74,447</b>	Total <b>\$85,467</b>

## A Sampling of Average Total Compensation by Industry

Business services <b>\$133,263</b>	Computer services/consulting <b>\$147,033</b>	Computer services/consulting <b>\$139,000</b>	Computer reseller <b>\$133,501</b>	Biotechnology <b>\$134,157</b>	Computer services/consulting <b>\$108,318</b>	Computer services/consulting <b>\$82,627</b>	Computer services/consulting <b>\$116,186</b>	Computer services/consulting <b>\$94,093</b>	Business services <b>\$102,000</b>
Computer services/consulting <b>\$151,105</b>	Education <b>\$95,167</b>	Energy <b>\$101,000</b>	Computer services/consulting <b>\$132,713</b>	Business services <b>\$105,484</b>	Education <b>\$73,900</b>	Education <b>\$69,714</b>	Finance/real estate/insurance <b>\$106,750</b>	Education <b>\$53,534</b>	Computer services/consulting <b>\$78,845</b>
Education <b>\$123,964</b>	Finance/real estate/insurance <b>\$134,000</b>	Finance/real estate/insurance <b>\$113,160</b>	Finance/real estate/insurance <b>\$132,756</b>	Computer services/consulting <b>\$120,381</b>	Finance/real estate/insurance <b>\$111,171</b>	Finance/real estate/insurance <b>\$101,714</b>	Manufacturing (noncomputer) <b>\$91,354</b>	Finance/real estate/insurance <b>\$71,750</b>	Finance/real estate/insurance <b>\$97,922</b>
Energy <b>\$143,259</b>	Manufacturing (computer) <b>\$157,840</b>	Health care <b>\$108,333</b>	Health care <b>\$106,146</b>	Education <b>\$73,338</b>	Health care <b>\$92,700</b>	Manufacturing (noncomputer) <b>\$73,302</b>	Manufacturing (computer) <b>\$87,154</b>	Government (federal) <b>\$85,879</b>	Government (federal) <b>\$97,922</b>
Finance/real estate/insurance <b>\$165,719</b>	Telecommunications <b>\$147,143</b>		Manufacturing (computer) <b>\$130,167</b>	Finance/real estate/insurance <b>\$117,446</b>	Manufacturing (computer) <b>\$125,467</b>		Manufacturing (noncomputer) <b>\$77,468</b>	Health care <b>\$73,900</b>	Health care <b>\$73,900</b>
Government (state/local) <b>\$106,373</b>				Government (state/local) <b>\$74,048</b>	Telecommunications <b>\$114,100</b>		Health care <b>\$73,400</b>	Telecommunications <b>\$94,533</b>	Telecommunications <b>\$94,533</b>
Health care <b>\$152,025</b>				Health care <b>\$91,991</b>			Telecommunications <b>\$76,914</b>		
Manufacturing (noncomputer) <b>\$143,993</b>				Manufacturing (noncomputer) <b>\$103,685</b>					
Retail <b>\$187,500</b>				Food/beverage <b>\$121,775</b>					
				Manufacturing (computer) <b>\$106,700</b>					
				Retail <b>\$119,573</b>					

## A Sampling of Average Total Compensation by Company Size (Ranked by Revenue)

Less than \$100M <b>\$123,058</b>	Less than \$100M <b>\$131,186</b>	Less than \$100M <b>\$87,523</b>	Less than \$100M <b>\$110,474</b>	Less than \$100M <b>\$83,658</b>	Less than \$100M <b>\$106,411</b>	Less than \$100M <b>\$67,596</b>	Less than \$100M <b>\$86,654</b>	Less than \$100M <b>\$62,030</b>	Less than \$100M <b>\$74,581</b>
\$100M to \$999.9M <b>\$158,639</b>	\$100M to \$999.9M <b>\$136,738</b>	\$100M to \$999.9M <b>\$109,920</b>	\$100M to \$999.9M <b>\$118,337</b>	\$100M to \$999.9M <b>\$107,798</b>	\$100M to \$999.9M <b>\$106,606</b>	\$100M to \$999.9M <b>\$77,502</b>	\$100M to \$999.9M <b>\$89,973</b>	\$100M to \$999.9M <b>\$72,644</b>	\$100M to \$999.9M <b>\$93,287</b>
\$1B to \$9.9B <b>\$201,212</b>	\$1B to \$9.9B <b>\$182,412</b>	\$1B to \$9.9B <b>\$106,500</b>	\$1B to \$9.9B <b>\$142,669</b>	\$1B to \$9.9B <b>\$131,722</b>	\$1B to \$9.9B <b>\$115,193</b>	\$1B to \$9.9B <b>\$82,809</b>	\$1B to \$9.9B <b>\$108,666</b>	\$1B to \$9.9B <b>\$92,021</b>	\$1B to \$9.9B <b>\$102,000</b>
More than \$10B <b>\$232,812</b>		More than \$10B <b>\$133,333</b>	More than \$10B <b>\$162,918</b>	\$10B or more <b>\$147,578</b>	\$10B or more <b>\$113,704</b>	\$10B or more <b>\$92,295</b>	\$10B or more <b>\$99,711</b>		

\* - Indicates the total base for this particular job title was fewer than 100 respondents. These figures should be used for comparison only, because they don't constitute a statistically significant sampling.  
**GOLD TEXT** - Indicates the total base for this particular industry or region was fewer than 30 respondents but more than 15 respondents. These figures should be used for comparison only.

MIDDLE MANAGEMENT POSITIONS					STAFF AND ENTRY-LEVEL POSITIONS				
IT/IS manager	Network manager	Product manager	Application development manager	Project manager	Database analyst/administrator	Help desk/technical support specialist	Information security specialist	Technology/business analyst	Network administrator
Average salary <b>\$73,621</b>	Average salary <b>\$65,697</b>	Average salary <b>\$85,302</b>	Average salary <b>\$85,291</b>	Average salary <b>\$81,981</b>	Average salary <b>\$68,398</b>	Average salary <b>\$43,737</b>	Average salary <b>\$64,243</b>	Average salary <b>\$62,626</b>	Average salary <b>\$50,067</b>
Bonus <b>\$6,298</b>	Bonus <b>\$5,167</b>	Bonus <b>\$8,430</b>	Bonus <b>\$7,994</b>	Bonus <b>\$6,624</b>	Bonus <b>\$3,193</b>	Bonus <b>\$1,551</b>	Bonus <b>\$4,827</b>	Bonus <b>\$4,611</b>	Bonus <b>\$2,320</b>
Total <b>\$79,919</b>	Total <b>\$70,864</b>	Total <b>\$93,732</b>	Total <b>\$93,285</b>	Total <b>\$88,605</b>	Total <b>\$71,591</b>	Total <b>\$45,288</b>	Total <b>\$69,070</b>	Total <b>\$67,237</b>	Total <b>\$52,387</b>

### A Sampling of Average Total Compensation by Industry

Business services <b>\$73,518</b>	Computer services/consulting <b>\$94,731</b>	Computer services/consulting <b>\$92,948</b>	Computer services/consulting <b>\$104,152</b>	Computer services/consulting <b>\$93,472</b>	Computer services/consulting <b>\$75,978</b>	Business services <b>\$47,452</b>	Computer services/consulting <b>\$81,169</b>	Computer services/consulting <b>\$72,471</b>	Business services <b>\$47,430</b>
Computer services/consulting <b>\$95,884</b>	Education <b>\$59,469</b>	Manufacturing (computer) <b>\$100,762</b>	Finance/real estate/insurance <b>\$99,550</b>	Energy/utility <b>\$104,583</b>	Education <b>\$54,455</b>	Computer services/consulting <b>\$46,991</b>	Defense/aerospace <b>\$61,687</b>	Finance/real estate/insurance <b>\$67,909</b>	Computer services/consulting <b>\$53,481</b>
Education <b>\$63,394</b>	Finance/real estate/insurance <b>\$91,903</b>	Manufacturing (noncomputer) <b>\$110,025</b>	Health care <b>\$87,218</b>	Finance/real estate/insurance <b>\$84,066</b>	Finance/real estate/insurance <b>\$79,847</b>	Education <b>\$37,185</b>	Education <b>\$49,129</b>	Health care <b>\$69,784</b>	Education <b>\$47,535</b>
Energy/utilities <b>\$85,633</b>	Government (federal) <b>\$65,704</b>	Government (state/local) <b>\$65,801</b>	Manufacturing (noncomputer) <b>\$91,166</b>	Government (state/local) <b>\$64,560</b>	Government (state/local) <b>\$59,498</b>	Finance/real estate/insurance <b>\$45,426</b>	Energy <b>\$71,600</b>	Manufacturing (noncomputer) <b>\$66,171</b>	Finance/real estate/insurance <b>\$52,873</b>
Finance/real estate/insurance <b>\$84,055</b>	Government (state/local) <b>\$61,833</b>	Health care <b>\$61,833</b>	Telecommunications <b>\$112,657</b>	Manufacturing (computer) <b>\$103,131</b>	Manufacturing (noncomputer) <b>\$66,045</b>	Government (state/local) <b>\$42,620</b>	Finance/real estate/insurance <b>\$71,159</b>	Telecommunications <b>\$54,193</b>	Government (federal) <b>\$56,614</b>
Government (state/local) <b>\$71,728</b>	Health care <b>\$61,833</b>	Manufacturing (noncomputer) <b>\$67,901</b>		Manufacturing (noncomputer) <b>\$91,105</b>	Health care <b>\$71,726</b>	Health care <b>\$45,390</b>	Government (federal) <b>\$65,940</b>	Government (state/local) <b>\$48,030</b>	Government (state/local) <b>\$48,030</b>
Health care <b>\$78,187</b>				Telecommunications <b>\$92,225</b>	Telecommunications <b>\$74,527</b>	Manufacturing (computer) <b>\$52,297</b>		Health care <b>\$53,261</b>	Health care <b>\$53,261</b>
Manufacturing (noncomputer) <b>\$81,574</b>						Manufacturing (noncomputer) <b>\$44,373</b>		Manufacturing (computer) <b>\$59,687</b>	Manufacturing (computer) <b>\$59,687</b>
Retail <b>\$80,920</b>								Manufacturing (noncomputer) <b>\$50,586</b>	Manufacturing (noncomputer) <b>\$50,586</b>
Telecommunications <b>\$90,744</b>									
Wholesale <b>\$72,895</b>									

### A Sampling of Average Total Compensation by Company Size (Ranked by Revenue)

Less than \$100M <b>\$67,201</b>	Less than \$100M <b>\$64,641</b>	Less than \$100M <b>\$90,822</b>	Less than \$100M <b>\$88,983</b>	Less than \$100M <b>\$84,236</b>	Less than \$100M <b>\$64,813</b>	Less than \$100M <b>\$40,901</b>	Less than \$100M <b>\$64,766</b>	Less than \$100M <b>\$68,627</b>	Less than \$100M <b>\$50,149</b>
\$100M to \$999.9M <b>\$85,517</b>	\$100M to \$999.9M <b>\$71,844</b>	\$100M to \$999.9M <b>\$86,103</b>	\$100M to \$999.9M <b>\$90,459</b>	\$100M to \$999.9M <b>\$77,874</b>	\$100M to \$999.9M <b>\$73,219</b>	\$100M to \$999.9M <b>\$49,120</b>		\$100M to \$999.9M <b>\$66,260</b>	\$100M to \$999.9M <b>\$56,624</b>
\$1B to \$9.9B <b>\$92,945</b>	\$1B to \$9.9B <b>\$90,105</b>		\$1B to \$9.9B <b>\$101,301</b>	\$1B to \$9.9B <b>\$92,959</b>	\$1B to \$9.9B <b>\$74,683</b>	\$1B to \$9.9B <b>\$50,565</b>	\$1B to \$9.9B <b>\$69,729</b>	\$1B to \$9.9B <b>\$66,620</b>	\$1B to \$9.9B <b>\$58,524</b>
\$10B or more <b>\$99,423</b>		\$10B or more <b>\$93,521</b>	\$10B or more <b>\$98,008</b>	\$10B or more <b>\$99,230</b>	\$10B or more <b>\$82,562</b>		\$10B or more <b>\$78,959</b>	\$10B or more <b>\$68,510</b>	\$10B or more <b>\$52,002</b>

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### A Sampling of Additional Job Titles

Communications manager*	E-commerce manager	Database architect	E-commerce specialist	Database developer/modeler	Network architect	Quality assurance specialist	Webmaster	Technical trainer
Average salary <b>\$69,306</b>	Average salary <b>\$82,974</b>	Average salary <b>\$79,900</b>	Average salary <b>\$65,757</b>	Average salary <b>\$67,140</b>	Average salary <b>\$76,747</b>	Average salary <b>\$63,320</b>	Average salary <b>\$48,473</b>	Average salary <b>\$54,976</b>
Bonus <b>\$4,413</b>	Bonus <b>\$10,297</b>	Bonus <b>\$10,150</b>	Bonus <b>\$5,521</b>	Bonus <b>\$4,511</b>	Bonus <b>\$5,538</b>	Bonus <b>\$3,739</b>	Bonus <b>\$3,575</b>	Bonus <b>\$5,796</b>
Total <b>\$73,719</b>	Total <b>\$93,271</b>	Total <b>\$90,050</b>	Total <b>\$71,278</b>	Total <b>\$71,651</b>	Total <b>\$82,285</b>	Total <b>\$67,059</b>	Total <b>\$52,048</b>	Total <b>\$60,772</b>
BASE: 64 RESPONSES	BASE: 38 RESPONSES	BASE: 34 RESPONSES	BASE: 39 RESPONSES	BASE: 54 RESPONSES	BASE: 38 RESPONSES	BASE: 69 RESPONSES	BASE: 74 RESPONSES	BASE: 53 RESPONSES

\*(Voice, data, telecommunications)

**STAFF AND ENTRY-LEVEL POSITIONS**

Network engineer	Programmer/analyst	Project leader	Software developer	Software engineer	Systems administrator	Systems architect	Systems programmer	Technician	Web application developer
Average salary <b>\$62,563</b>	Average salary <b>\$59,947</b>	Average salary <b>\$70,660</b>	Average salary <b>\$65,036</b>	Average salary <b>\$71,489</b>	Average salary <b>\$58,454</b>	Average salary <b>\$77,375</b>	Average salary <b>\$63,331</b>	Average salary <b>\$41,285</b>	Average salary <b>\$54,723</b>
Bonus <b>\$4,054</b>	Bonus <b>\$3,435</b>	Bonus <b>\$5,893</b>	Bonus <b>\$4,546</b>	Bonus <b>\$4,241</b>	Bonus <b>\$2,471</b>	Bonus <b>\$7,282</b>	Bonus <b>\$3,104</b>	Bonus <b>\$2,143</b>	Bonus <b>\$1,228</b>
Total <b>\$66,617</b>	Total <b>\$63,382</b>	Total <b>\$76,553</b>	Total <b>\$69,582</b>	Total <b>\$75,730</b>	Total <b>\$60,925</b>	Total <b>\$84,657</b>	Total <b>\$66,435</b>	Total <b>\$43,428</b>	Total <b>\$55,951</b>

**A Sampling of Average Total Compensation by Industry**

Computer services/consulting <b>\$67,645</b>	Business services <b>\$57,812</b>	Computer services/consulting <b>\$79,469</b>	Business services <b>\$64,709</b>	Computer services/consulting <b>\$74,048</b>	Computer services/consulting <b>\$64,395</b>	Computer services/consulting <b>\$83,255</b>	Computer services/consulting <b>\$66,367</b>	Business services <b>\$40,769</b>	Computer services/consulting <b>\$52,203</b>
Education <b>\$53,773</b>	Computer services/consulting <b>\$67,235</b>	Finance/real estate/insurance <b>\$78,651</b>	Computer services/consulting <b>\$72,404</b>	Defense/aerospace <b>\$86,322</b>	Education <b>\$47,567</b>	Education <b>\$77,116</b>	Education <b>\$53,791</b>	Computer services/consulting <b>\$46,396</b>	Education <b>\$44,534</b>
Finance/real estate/insurance <b>\$75,554</b>	Education <b>\$47,799</b>	Government (state/local) <b>\$75,906</b>	Education <b>\$53,759</b>	Energy <b>\$61,000</b>	Finance/real estate/insurance <b>\$64,276</b>	Finance/real estate/insurance <b>\$84,978</b>	Finance/real estate/insurance <b>\$71,284</b>	Education <b>\$29,644</b>	Finance/real estate/insurance <b>\$59,197</b>
Government (state/local) <b>\$62,480</b>	Finance/real estate/insurance <b>\$66,850</b>	Manufacturing (noncomputer) <b>\$72,446</b>	Finance/real estate/insurance <b>\$66,702</b>	Finance/real estate/insurance <b>\$73,372</b>	Government (state/local) <b>\$56,202</b>	Manufacturing (computer) <b>\$100,519</b>	Government (state/local) <b>\$60,906</b>	Finance/real estate/insurance <b>\$47,677</b>	Manufacturing (computer) <b>\$66,668</b>
Health care <b>\$56,241</b>	Government (state/local) <b>\$59,619</b>	Telecommunications <b>\$74,913</b>	Health care <b>\$54,600</b>	Health care <b>\$80,014</b>	Health care <b>\$56,060</b>	Manufacturing (noncomputer) <b>\$78,657</b>	Health care <b>\$67,475</b>	Manufacturing (computer) <b>\$40,545</b>	Manufacturing (computer) <b>\$66,668</b>
Manufacturing (noncomputer) <b>\$61,603</b>	Health care <b>\$57,076</b>		Manufacturing (noncomputer) <b>\$57,800</b>	Manufacturing (computer) <b>\$80,024</b>	Manufacturing (noncomputer) <b>\$56,495</b>	Telecommunications <b>\$69,654</b>	Manufacturing (noncomputer) <b>\$64,347</b>	Manufacturing (noncomputer) <b>\$44,853</b>	Manufacturing (noncomputer) <b>\$62,709</b>
Telecommunications <b>\$73,656</b>	Manufacturing (noncomputer) <b>\$62,066</b>		Mining/construction <b>\$72,000</b>	Manufacturing (noncomputer) <b>\$68,123</b>	Retail <b>\$63,590</b>		Retail <b>\$69,643</b>	Telecommunications <b>\$44,311</b>	
	Retail <b>\$73,342</b>			Telecommunications <b>\$76,961</b>	Telecommunications <b>\$66,235</b>		Telecommunications <b>\$62,661</b>		

**A Sampling of Average Total Compensation by Company Size (Ranked by Revenue)**

Less than \$100M <b>\$58,946</b>	Less than \$100M <b>\$59,960</b>	Less than \$100M <b>\$74,986</b>	Less than \$100M <b>\$63,316</b>	Less than \$100M <b>\$67,996</b>	Less than \$100M <b>\$55,997</b>	Less than \$100M <b>\$79,696</b>	Less than \$100M <b>\$61,312</b>	Less than \$100M <b>\$34,703</b>	Less than \$100M <b>\$51,986</b>
\$100M to \$999.9M <b>\$68,041</b>	\$100M to \$999.9M <b>\$62,036</b>	\$100M to \$999.9M <b>\$75,729</b>	\$100M to \$999.9M <b>\$70,650</b>	\$100M to \$999.9M <b>\$79,635</b>	\$100M to \$999.9M <b>\$62,967</b>	\$100M to \$999.9M <b>\$80,174</b>	\$100M to \$999.9M <b>\$65,853</b>	\$100M to \$999.9M <b>\$45,032</b>	\$100M to \$999.9M <b>\$60,633</b>
\$1B to \$9.9B <b>\$70,511</b>	\$1B to \$9.9B <b>\$69,197</b>	\$1B to \$9.9B <b>\$77,421</b>	\$1B to \$9.9B <b>\$79,342</b>	\$1B to \$9.9B <b>\$80,131</b>	\$1B to \$9.9B <b>\$65,004</b>	\$1B to \$9.9B <b>\$84,968</b>	\$1B to \$9.9B <b>\$70,287</b>	\$1B to \$9.9B <b>\$61,177</b>	\$1B to \$9.9B <b>\$61,525</b>
\$10B or more <b>\$83,799</b>	\$10B or more <b>\$69,655</b>	\$10B or more <b>\$81,949</b>	\$10B or more <b>\$76,605</b>	\$10B or more <b>\$78,439</b>	\$10B or more <b>\$70,626</b>	\$10B or more <b>\$94,888</b>	\$10B or more <b>\$71,286</b>	\$10B or more <b>\$47,735</b>	\$10B or more <b>\$64,650</b>

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