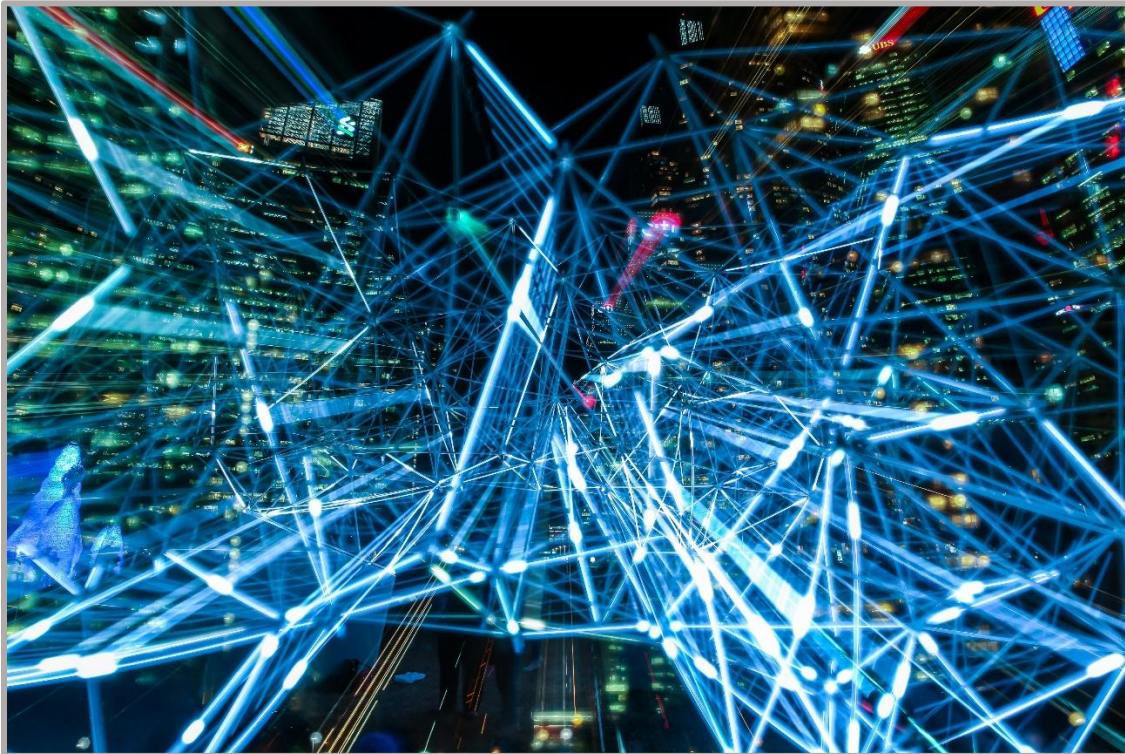


# 2019 Annual Salary Guide

## Information Technology







MindFinders, Inc. is a leading staffing agency headquartered in Washington, DC. We pride ourselves on delivering high quality staffing solutions to local, state, and federal government and Fortune 500 clients. We specialize in staff augmentation for Information Technology (IT) positions, including:

- Software Developer
- Program Manager
- Network Engineer
- Web Developer
- Project Manager
- System Administrator
- System Engineer
- System Architect
- Help Desk and Desktop Specialist
- Data Analyst
- Business Analyst
- Cloud Engineer

We developed the 2019 Annual Salary Guide for Information Technology as a resource for our clients. Given fluctuating employment trends and a competitive, candidate-driven job market, it is essential that hiring managers and decision makers stay up-to-date and informed to attract, recruit, and retain top talent.

## Trends in the Information Technology Industry

Technology professionals are a valuable resource to organizations looking to automate and digitize their operations.

Hot Industries for Tech in 2019	Top Skills and Certifications
 <p><b>Healthcare</b> – Professionals with IT experience are needed to modernize and deliver better patient care.</p>	<ul style="list-style-type: none"> <li>• .NET</li> <li>• Java</li> <li>• C#</li> <li>• Microsoft SQL Server</li> <li>• PHP</li> <li>• VMware</li> <li>• CompTIA A+</li> <li>• CCNP (Cisco Certified Network Professional)</li> <li>• PMP (Project Management Professional)</li> <li>• Agile and Scrum Certifications</li> <li>• Angular</li> <li>• CISSP (Certified Information Systems Security Professional)</li> <li>• CCNA (Cisco Certified Network Associate)</li> <li>• Python</li> <li>• SAS</li> <li>• Virtual Reality</li> </ul>
 <p><b>SaaS</b> – The shift to cloud-based applications means a demand for cloud architects, systems engineers, etc.</p>	
 <p><b>Financial Services</b> – Big data and information security initiatives require technology professionals.</p>	
 <p><b>Manufacturing</b> – Automation requires a rapid need for IT talent within industry.</p>	

## About the Data in this Guide

The data in the 2019 Annual Salary Guide are based on national averages. However, the figures included in this guide have been multiplied by a 133% variance for Washington, DC. Please note that salary levels can be affected by many factors including company size, benefits offered, location, educational requirements, and local supply/demand trends.

Percentile	25th	50 <sup>th</sup> (Midpoint)	75th	95th
<b>Candidate Experience Level</b>	Less experience than average	Average experience	More experience than average	Significant, highly relevant experience
<b>Candidate Skills/Expertise</b>	Skills require development	Necessary skills to meet job requirements	Strong skill set; may include specialized certifications	High level of expertise, including specialized certifications
<b>Job Complexity/Duties</b>	Role may be in an industry with low competition for talent or in a smaller, less complex organization.	Role may be of average complexity or in an industry where competition for talent is moderate.	Role may be fairly complex or in a fairly competitive industry for talent.	Role may be highly complex and more strategic in nature than usual; may be in a highly competitive industry.

## 2019 Annual Salary Guide

Title	Percentiles			
	25th	50th (Midpoint)	75th	95th
<b>ADMINISTRATION</b>				
Chief Information Officer (CIO)	\$228,427.50	\$272,982.50	\$327,180.00	\$389,690.00
Chief Technology Officer (CTO)	\$196,507.50	\$240,397.50	\$292,932.50	\$349,790.00
Chief Security Officer	\$196,840.00	\$241,727.50	\$295,260.00	\$359,100.00
Vice President of Information Technology	\$185,535.00	\$223,107.50	\$266,665.00	\$315,210.00
Director of Technology	\$159,932.50	\$190,855.00	\$228,095.00	\$269,657.50
<b>APPLICATIONS DEVELOPMENT</b>				
Manager	\$141,312.50	\$170,905.00	\$206,150.00	\$243,722.50
Project Manager	\$123,690.00	\$148,295.00	\$177,222.50	\$209,475.00
Systems Analyst	\$102,410.00	\$123,357.50	\$147,630.00	\$174,895.00
Applications Architect	\$149,292.50	\$180,547.50	\$215,792.50	\$256,025.00
Business Systems Analyst	\$104,737.50	\$124,022.50	\$151,287.50	\$180,880.00
Cloud Computing Analyst	\$100,415.00	\$125,685.00	\$156,940.00	\$212,135.00
CRM Business Analyst	\$107,397.50	\$129,010.00	\$153,947.50	\$182,542.50
CRM Technical Developer	\$119,367.50	\$142,642.50	\$170,905.00	\$202,160.00
Developer/Programmer Analyst	\$115,710.00	\$138,985.00	\$166,250.00	\$197,505.00
ERP Business Analyst	\$112,052.50	\$135,660.00	\$161,927.50	\$191,852.50
ERP Technical/Functional Analyst	\$121,030.00	\$144,637.50	\$174,230.00	\$206,150.00
ERP Technical Developer	\$127,347.50	\$152,285.00	\$182,210.00	\$215,460.00
Lead Applications Developer	\$138,320.00	\$166,250.00	\$199,500.00	\$236,740.00
Mobile Applications Developer	\$158,935.00	\$190,855.00	\$229,425.00	\$271,652.50
Technical Writer	\$73,815.00	\$88,445.00	\$106,067.50	\$125,020.00
<b>CONSULTING &amp; SYSTEMS INTEGRATION</b>				
Director	\$156,275.00	\$187,197.50	\$223,440.00	\$266,000.00
Project Manager/Senior Consultant	\$128,012.50	\$153,615.00	\$183,540.00	\$217,455.00
Staff Consultant	\$81,130.00	\$101,745.00	\$126,682.50	\$171,902.50
<b>DATA/DATABASE ADMINISTRATION</b>				
Big Data Engineer	\$169,242.50	\$206,815.00	\$246,715.00	\$291,935.00
Database Manager	\$143,640.00	\$172,235.00	\$204,820.00	\$243,390.00
Database Developer	\$130,672.50	\$156,940.00	\$187,530.00	\$223,107.50
Database Administrator	\$102,410.00	\$129,342.50	\$155,277.50	\$211,802.50
Data Analyst/Report Writer	\$108,727.50	\$129,675.00	\$154,945.00	\$183,540.00
Data Architect	\$148,295.00	\$177,555.00	\$210,140.00	\$249,707.50
Data Modeler	\$105,070.00	\$131,005.00	\$162,260.00	\$218,785.00
Data Scientist	\$136,657.50	\$161,595.00	\$196,175.00	\$232,750.00
Data Warehouse Analyst	\$103,407.50	\$128,012.50	\$158,270.00	\$212,800.00
Business Intelligence Analyst	\$114,047.50	\$140,980.00	\$175,560.00	\$236,740.00
Data Reporting Analyst	\$78,470.00	\$98,420.00	\$121,362.50	\$146,300.00
<b>QUALITY ASSURANCE (QA) &amp; TESTING</b>				
QA Engineer – Manual	\$78,470.00	\$95,095.00	\$111,720.00	\$132,667.50
QA Engineer – Automated	\$93,432.50	\$111,720.00	\$135,992.50	\$160,265.00
QA/Testing Manager	\$108,062.50	\$129,342.50	\$155,610.00	\$184,870.00
QA Associate/Analyst	\$82,792.50	\$98,752.50	\$118,037.50	\$140,647.50

Title	Percentiles			
	25th	50th (Midpoint)	75th	95th
<b>WEB DEVELOPMENT</b>				
Senior Web Developer	\$132,667.50	\$158,935.00	\$189,857.50	\$224,770.00
Web Developer	\$111,055.00	\$133,332.50	\$159,267.50	\$188,860.00
Front-End Web Developer	\$86,450.00	\$105,402.50	\$127,680.00	\$173,565.00
Web Administrator	\$90,440.00	\$109,392.50	\$131,005.00	\$155,610.00
Web Designer	\$97,755.00	\$117,372.50	\$139,982.50	\$168,245.00
E-Commerce Analyst	\$110,057.50	\$131,005.00	\$157,272.50	\$186,200.00
DevOps Engineer	\$120,032.50	\$146,965.00	\$179,217.50	\$237,072.50
<b>NETWORKING/TELECOMMUNICATIONS</b>				
Network Architect	\$151,620.00	\$182,875.00	\$218,785.00	\$259,350.00
Network Manager	\$126,017.50	\$150,955.00	\$180,547.50	\$215,460.00
Network Engineer	\$122,360.00	\$144,637.50	\$173,565.00	\$205,152.50
Wireless Network Engineer	\$135,660.00	\$162,260.00	\$194,512.50	\$230,755.00
Network Administrator	\$99,417.50	\$118,370.00	\$141,977.50	\$168,577.50
Telecommunications Manager	\$106,067.50	\$127,015.00	\$152,285.00	\$180,880.00
Telecommunications Specialist	\$79,135.00	\$95,095.00	\$113,382.50	\$133,997.50
NOC Technician	\$69,492.50	\$83,125.00	\$102,410.00	\$131,337.50
<b>SECURITY</b>				
Data Security Analyst	\$139,650.00	\$166,582.50	\$198,835.00	\$237,072.50
Systems Security Administrator	\$124,687.50	\$149,292.50	\$179,217.50	\$212,467.50
Network Security Administrator	\$123,690.00	\$148,295.00	\$178,220.00	\$211,137.50
Network Security Engineer	\$131,005.00	\$156,940.00	\$188,527.50	\$222,775.00
Information Systems Security Manager	\$154,280.00	\$184,870.00	\$222,442.50	\$265,667.50
IT Auditor	\$123,025.00	\$147,630.00	\$176,557.50	\$209,807.50
<b>SOFTWARE DEVELOPMENT</b>				
Product Manager	\$135,327.50	\$161,927.50	\$193,182.50	\$228,427.50
Software Engineer	\$138,985.00	\$165,585.00	\$197,837.50	\$235,077.50
Software Developer	\$130,672.50	\$156,275.00	\$187,197.50	\$221,445.00
<b>TECHNICAL SERVICES, HELP DESK &amp; OPERATIONS</b>				
Manager	\$109,060.00	\$131,005.00	\$156,607.50	\$184,870.00
Desktop Support Analyst	\$67,830.00	\$81,462.50	\$97,422.50	\$115,045.00
Systems Administrator	\$90,440.00	\$108,727.50	\$130,007.50	\$153,947.50
Systems Engineer	\$114,712.50	\$136,990.00	\$163,922.50	\$193,847.50
Help Desk Tier 3	\$65,170.00	\$77,805.00	\$93,100.00	\$110,057.50
Help Desk Tier 2	\$50,872.50	\$60,847.50	\$72,817.50	\$85,785.00
Help Desk Tier 1	\$42,892.50	\$51,537.50	\$61,180.00	\$73,150.00
Instructor/Trainer	\$76,807.50	\$91,770.00	\$109,725.00	\$129,675.00
PC Technician	\$43,225.00	\$51,870.00	\$61,845.00	\$73,482.50
Business Continuity Analyst	\$116,042.50	\$139,317.50	\$166,582.50	\$197,172.50
Hardware Analyst	\$81,462.50	\$97,755.00	\$117,040.00	\$138,652.50
Cable Technician	\$43,890.00	\$55,860.00	\$67,830.00	\$73,815.00
Product Support Specialist	\$61,512.50	\$74,147.50	\$88,777.50	\$106,067.50
Mobile Device Support Analyst	\$76,142.50	\$90,772.50	\$109,060.00	\$129,675.00
Site Reliability Engineer	\$128,677.50	\$157,605.00	\$192,185.00	\$254,362.50
Computer Operator	\$45,220.00	\$54,530.00	\$64,837.50	\$76,475.00
Mainframe Systems Programmer	\$69,492.50	\$88,445.00	\$110,390.00	\$125,020.00

