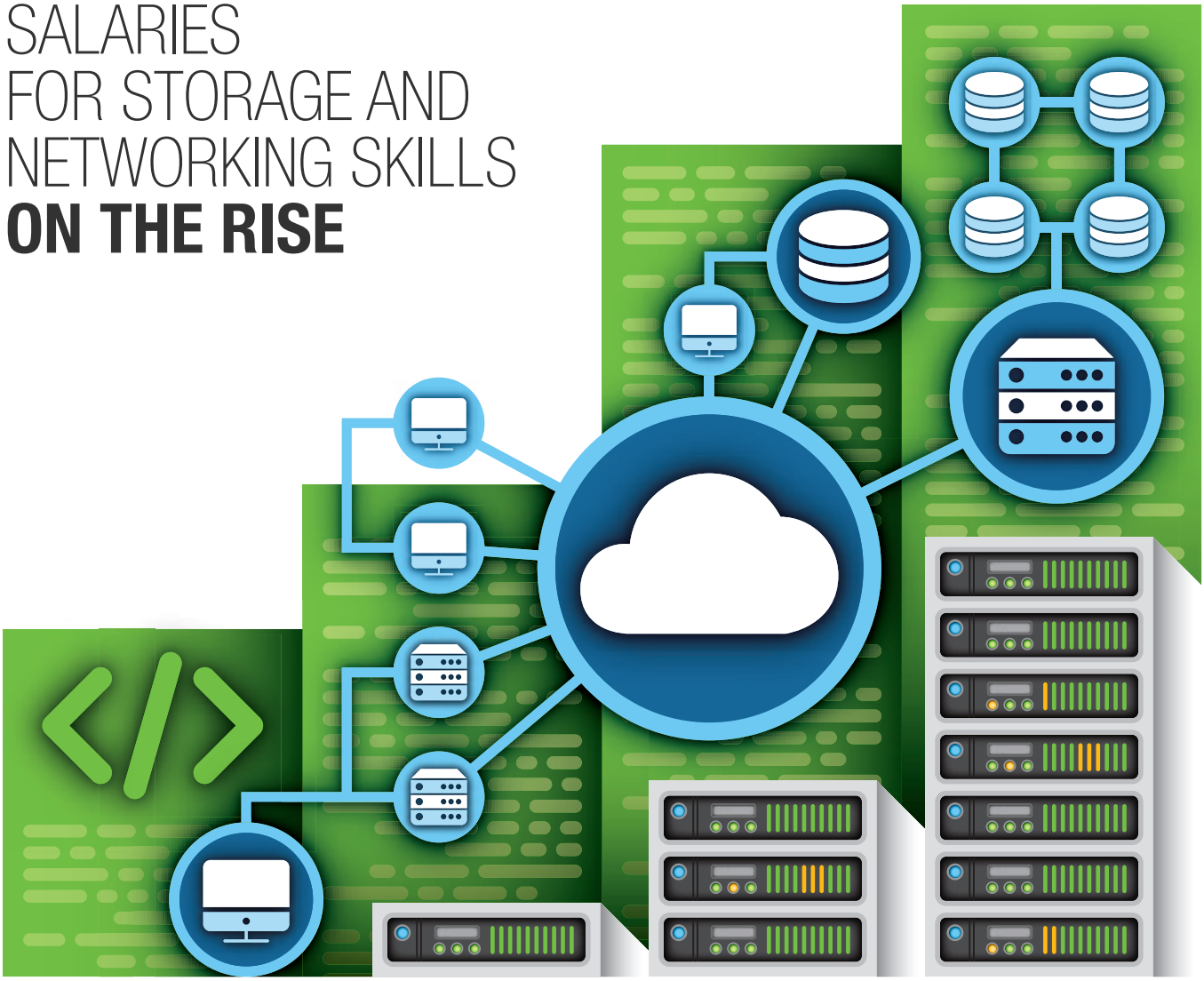
Dice Tech Salary Survey

Released March 28, 2017

SALARIES FOR STORAGE AND NETWORKING SKILLS **ON THE RISE**



Dice®

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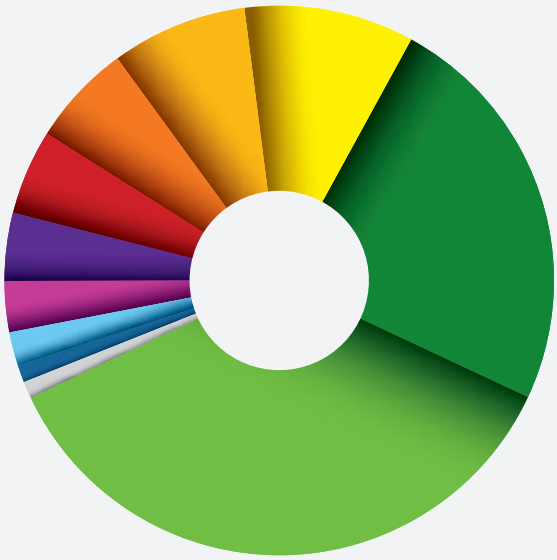
Salaries for Storage and Networking Skills on the Rise

Dice Salary Survey finds critical skills areas and programming language fluency warrant most increases, indicating where specific skills are in highest demand

Storage and networking skills warranted pay increases among technology professionals across the country with hospitality, Internet, manufacturing, consumer products and banking seeing the most industry-specific increases, according to the annual salary survey by Dice. Overall technology salaries in the U.S. were essentially flat year-over-year (-1%), at $92,081 annually from $93,328^ in 2015, with some areas across the country and specific skills areas seeing increases.

Highly-skilled technology professionals remain in the most demand, especially those candidates proficient in the technologies needed to support industry transformation and growth. For example, both the storage and networking sectors, the categories where Dice has found the most salary increases overall,

REASONS FOR SALARY INCREASE*



36%	Merit raise	6%	Became employed (full time, first job, etc.)
24%	Changed employers	4%	Higher commission or bill rate
10%	Internal promotion	3%	Other
8%	Cost of living	2%	More hours (overtime)
6%	Mandated company-wide increase	1%	Counteroffer
		1%	Obtained certification

* Percentages add up to more than 100% due to rounding.

AVERAGE U.S. TECH SALARY 10-YEAR TREND

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
AVG. SALARY	$74,570	$78,035	$78,845	$79,384	$81,327	$85,619	$87,526	$88,479	$93,328	$92,081
YR/YR CHANGE	1.7%	4.6%	1.0%	0.7%	2.4%	5.3%	2.2%	1.1%	5.5%	-1.3%

are undergoing major disruption. The migration from hardware-based storage to cloud storage[1] and the explosion of IoT technologies connecting billions of devices (Gartner) are creating a demand for skills to support these transitions and growth. When industries experience transformation at this level, it creates skills demand and increased salaries.

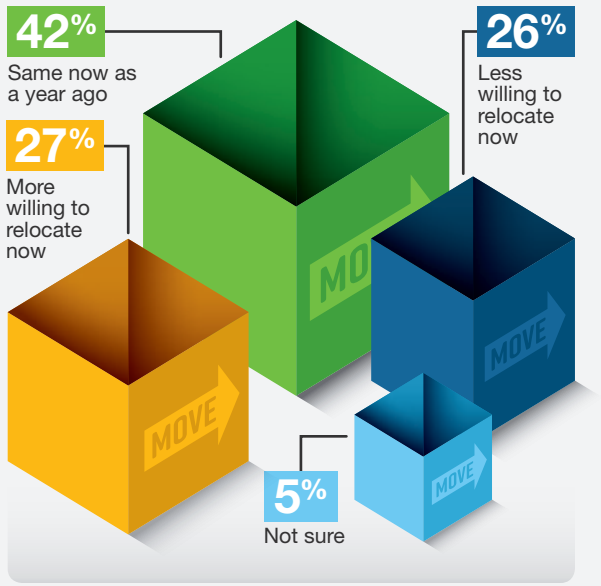
The top ten biggest salary increases over 2015 were associated with the following skills: 1) Compellent (11%); 2) Drupal (9%); 3) JCL (7%); 4) FCoE (7%); 5) Nimble (6%); 6) Hbase (6%); 7) MariaDB (5%); 8) Pure Storage (5%); 9) vCloud (5%); 10) T1 or T3 (5%).

Overall, the highest-paid skills in 2016 were: 1) HANA $128,958; 2) MapReduce $125,009; 3) Cloud Foundry $124,038; 4) Hbase $123,934; 5) Omnigraffle $123,782; 6) Cassandra $123,459; 7) Apache Kafka $122,728; 8) SOA – Service Oriented Architecture $122,094; 9) Ansible $121,382; and 10) Jetty $120,978. New in 2016 are Cloud Foundry, Apache Kafka and Ansible.

The biggest increases for programming languages include: Drupal (9%), JCL (7%), XSLT (4%) and Objective C (3%).

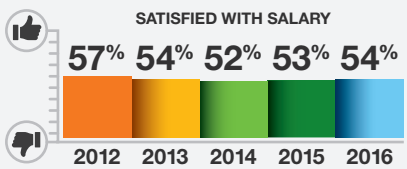
RELOCATING

ARE YOU MORE OR LESS WILLING TO RELOCATE TO A NEW CITY OR STATE FOR A JOB THAN ONE YEAR AGO?



SALARY SATISFACTION

SALARY SATISFACTION BEGINS TO REBOUNDED AFTER TWO YEARS OF DECLINE.



Confidence in finding a favorable new position in 2017.

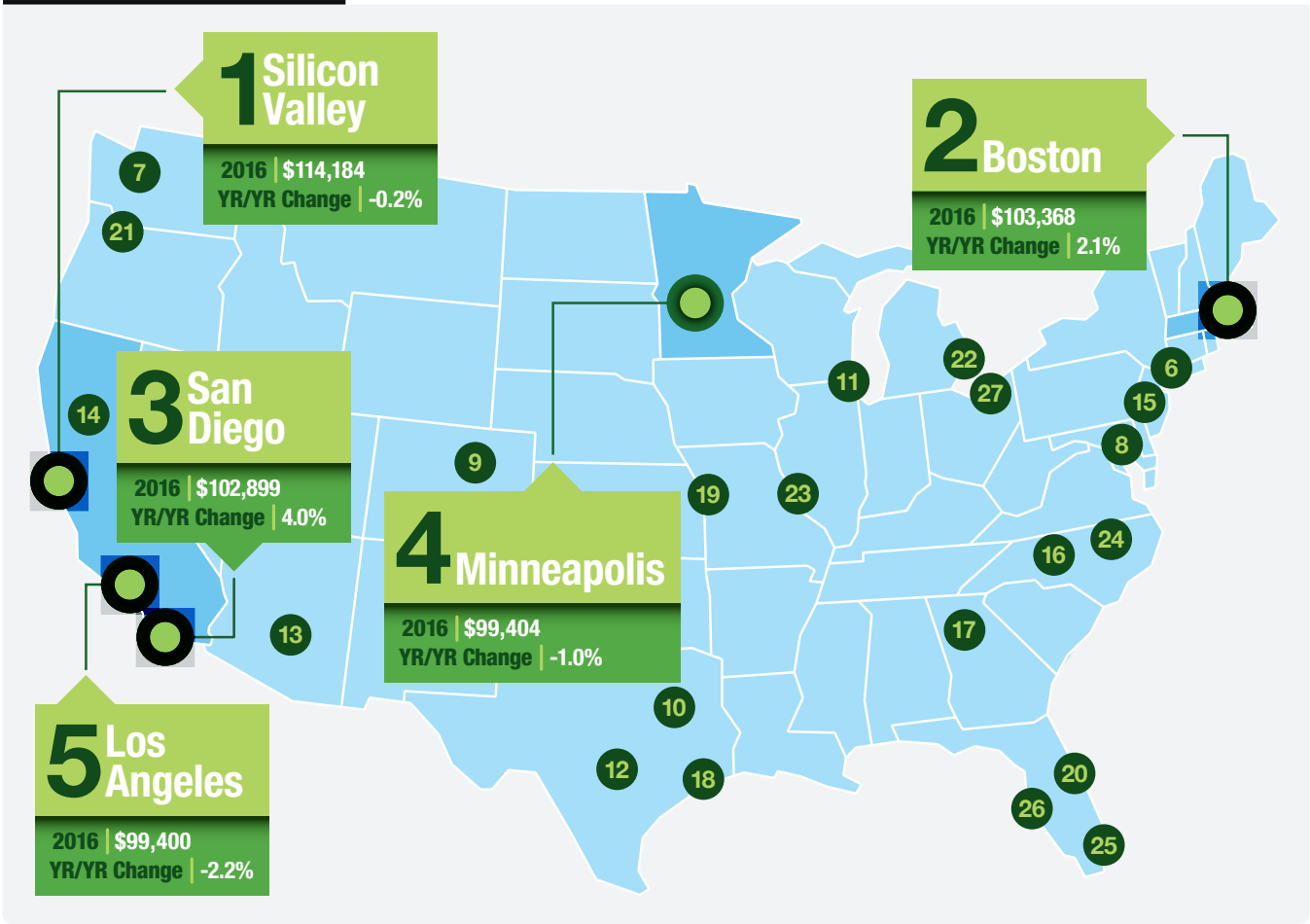
CHANGING EMPLOYERS

OF THE 40% OF TECH PROS THAT ANTICIPATE CHANGING EMPLOYERS IN 2017, HERE'S WHY.

63%	Higher compensation	AVERAGE SALARY $77,801
43%	Better working conditions	AVERAGE SALARY $86,416
31%	More responsibility	AVERAGE SALARY $83,481
19%	Anticipate losing current position	AVERAGE SALARY $101,803
16%	Shorter commute	AVERAGE SALARY $87,324
15%	Relocation	AVERAGE SALARY $80,987
12%	Other	AVERAGE SALARY $91,171

1. 451 Research: "Voice of the Enterprise: Storage," 2016

TOP TECH METROS BY SALARY



	METRO	2016	YR/YR CHANGE
6	New York	$99,345	-1.7%
7	Seattle	$99,290	-2.3%
8	DC/Baltimore	$97,958	-3.4%
9	Denver	$96,530	0.2%
10	Dallas	$95,130	2.1%
11	Chicago	$94,610	0.7%
12	Austin	$93,962	-4.8%
13	Phoenix	$92,521	3.0%
14	Sacramento	$90,567	-6.9%

	METRO	2016	YR/YR CHANGE
15	Philadelphia	$90,414	-4.6%
16	Charlotte	$89,215	-1.3%
17	Atlanta	$88,214	-7.6%
18	Houston	$88,166	-5.6%
19	Kansas City	$87,452	-2.2%
20	Orlando	$86,490	-0.2%
21	Portland	$85,588	-7.2%
22	Detroit	$85,400	-2.3%
23	St. Louis	$83,717	3.1%

	METRO	2016	YR/YR CHANGE
24	Raleigh	$83,504	-7.3%
25	Miami	$82,478	-1.6%
26	Tampa	$81,285	-7.6%
27	Cleveland	$78,818	-4.2%

SEE MORE: For additional market information, an interactive map of average U.S. tech salaries by state and key metro area is provided at: dice.com/salarymap

"Skills that were used a year ago may not be as prominent today; skills that are relevant today will evolve tomorrow. This creates a marketplace where both tech professionals and employers must keep their fingers on the pulse of skills training and demand," said Bob Melk, President, Dice. The skills areas which garnered salary increases indicate where professionals and employers should focus their training and recruiting efforts."

Tech pros remain confident in their career choices and are willing to relocate for even more opportunity. Fifty-four percent of those surveyed say they are satisfied with their compensation, up one point from 2015, and 27 percent are more willing to relocate to a new city for a job, up two points from 2015.

While 67 percent of tech pros remain confident they could find a favorable new position, in 2017, finding

a relevant position for their skillsets is the biggest concern (15%), followed by keeping their skills up to date (14%) and position elimination (10%), all of which underscore the increasing need for professionals to continue skills development and training and to understand the value of each skills area.

Sixty-one percent of tech pros received a salary increase from a year ago and 9 percent reported a decrease. Increased compensation is the most common motivator employers provided to tech pros in 2016 (18%), followed by flexible work location and ability to telecommute (14%) and more interesting and challenging assignments (12%).

TOP SALARIES BY STATE

STATE	2016	YR/YR CHANGE	STATE	2016	YR/YR CHANGE	STATE	2016	YR/YR CHANGE	STATE	2016	YR/YR CHANGE
AL	$ 79,672	0.5%	IL	$ 93,198	1.2%	MT*	$ 75,229	12.2%	RI*	$ 88,101	6.2%
AK*	$ 78,275	15.2%	IN	$ 74,276	-4.5%	NE*	$ 82,233	0.4%	SC	$ 76,784	-5.5%
AZ	$ 91,006	1.6%	IA	$ 78,960	-2.1%	NV*	$ 85,800	8.1%	SD*	$ 65,848	-5.8%
AR*	$ 74,038	-4.5%	KS*	$ 89,132	2.2%	NH*	$ 90,985	-4.7%	TN	$ 82,749	4.8%
CA	$104,706	-1.3%	KY*	$ 80,121	7.5%	NJ	$ 99,197	0.2%	TX	$ 90,869	-1.1%
CO	$ 96,018	0.1%	LA*	$ 74,824	-3.6%	NM*	$ 80,098	2.2%	UT	$ 89,798	0.7%
CT	$ 93,632	0.4%	ME*	$ 71,172	5.1%	NY	$ 96,801	-2.9%	VT*	$ 77,267	-0.6%
DE*	$ 73,275	-21.9%	MD	$ 93,551	-6.8%	NC	$ 84,589	-3.6%	VA	$ 99,835	-0.7%
DC	$ 96,645	2.0%	MA	$103,711	2.6%	ND*	$ 77,196	-4.9%	WA	$ 96,521	-4.1%
FL	$ 83,226	-2.0%	MI	$ 82,398	-2.7%	OH	$ 83,268	0.9%	WV*	$ 93,951	40.6%
GA	$ 85,995	-7.5%	MN	$ 99,062	0.5%	OK*	$ 77,206	-4.8%	WI	$ 79,006	-9.5%
HI*	$ 81,047	-17.0%	MS*	$ 61,740	1.5%	OR	$ 84,073	-4.2%	WY*	$ 68,850	-3.3%
ID*	$ 68,342	-20.0%	MO	$ 82,284	0.8%	PA	$ 87,350	-1.1%			

SEE MORE: For additional market information, an interactive map of average U.S. tech salaries by state and key metro area is provided at: dice.com/salarymap

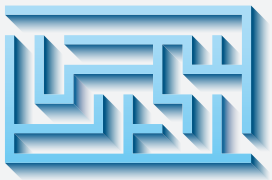
* Sample size less than 100 respondents, therefore, not statistically valid, but presented for continuity purposes only.

TOP MOTIVATORS

WHAT WAS THE PRIMARY MOTIVATOR YOUR EMPLOYER PROVIDED YOU IN 2016?

18% Increased compensation

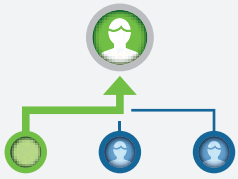
14% Flexible work location/telecommute



12% More interesting or challenging work

9% Flexible work hours

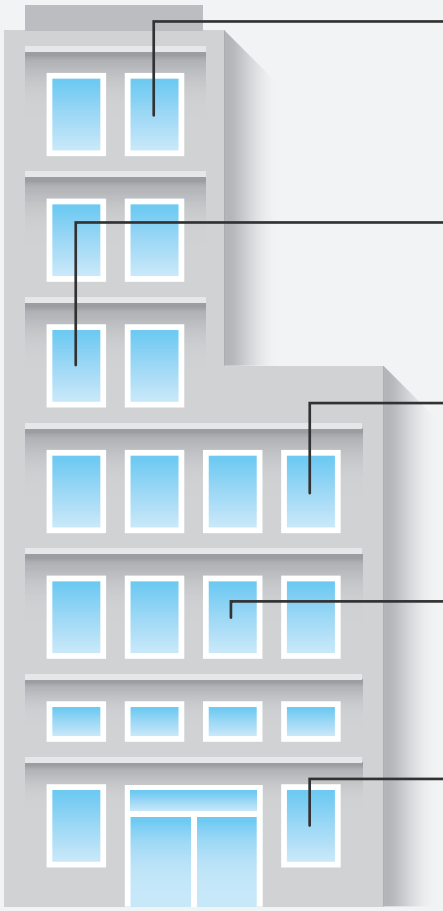
3% Training and certification courses



3% Promotion or New Title

PERCENTAGE OF EMPLOYERS PROVIDING MOTIVATORS TO RETAIN TALENT.

TOP SALARY BY JOB TITLE



1. **Tech Management** (CEO, CIO, CTO, VP, Dir.)
   $136,934
   YR/YR CHANGE -0.1%
2. **Systems Architect**
   $125,946
   YR/YR CHANGE -4.7%
3. **Tech Management** (Srategist, Architect)
   $125,360
   YR/YR CHANGE 1.9%
4. **Security Engineer**
   $115,946
   YR/YR CHANGE 7.5%
5. **Project Manager**
   $112,339
   YR/YR CHANGE -0.3%

	JOB TITLE	2016	YR/YR CHANGE
6	MIS Manager	$107,145	3.6%
7	Software Engineer	$106,495	4.3%
8	Database Administrator	$100,732	-2.7%
9	Developer: Database	$ 99,127	8.6%
10	Developer: Applications	$ 94,793	1.3%
11	Business Analyst	$ 90,836	-2.3%
12	QA Engineer	$ 88,089	n/a
13	Programmer/ Analyst	$ 86,243	3.3%
14	Network Engineer	$ 84,779	-3.5%
15	Security Analyst	$ 84,612	3.4%
16	Web Developer/ Programmer	$ 82,781	0.2%
17	Systems Administrator	$ 79,583	-0.8%
18	QA Analyst	$ 78,089	n/a
19	QA Tester	$ 69,921	-14.6%
20	Technical Support	$ 56,346	-1.0%
21	Desktop Support Specialist	$ 50,508	-1.6%
22	Help Desk	$ 45,693	4.8%
23	PC Technician	$ 45,236	6.2%

AVERAGE SALARY BY EXPERIENCE

YEARS	SALARY	YR/YR CHANGE
Under 1	$ 47,389	-5.8%
1–2	$ 54,414	-2.7%
3–5	$ 66,681	-1.2%
6–10	$ 82,223	0.8%
11–15	$ 94,693	-0.9%
Over 15	$111,620	0.7%

HOURLY RATES FOR CONTRACTORS

YEARS	BASE RATE PER HOUR	YR/YR CHANGE
2012	$ 63.61	1.7%
2013	$ 65.70	3.3%
2014	$ 66.70	1.5%
2015	$ 69.16	3.7%
2016	$ 69.05	-0.2%

AVERAGE SALARY BY EMPLOYMENT TYPE

U.S. Average
$92,081
YR/YR CHANGE -1.3%

Full-Time Workers
$91,067
YR/YR CHANGE 0.0%

Consultant
$114,473
YR/YR CHANGE -2.0%

Consultant (Base Rate Per Hour)
$69.05
YR/YR CHANGE -0.2%

TOP-PAYING SKILLS

FOR SEVEN IN-DEMAND TECH ROLES

SEE MORE: For additional salary info on skills, see Top-Paying Skills and Experience on pages 12-13.

BIG DATA

- **APACHE KAFKA** — $122,728 — YR/YR CHANGE: N/A
- **ELASTICSEARCH** — $120,002 — YR/YR CHANGE: N/A
- **PIG** — $119,118 — YR/YR CHANGE: -4.2%
- **SOLR** — $119,032 — YR/YR CHANGE: 0.1%
- **MAPREDUCE** — $125,009 — YR/YR CHANGE: -0.3%
- **HADOOP** — $118,625 — YR/YR CHANGE: -2.5%
- **HBASE** — $123,934 — YR/YR CHANGE: 5.7%
- **HIVE** — $118,589 — YR/YR CHANGE: -1.3%
- **CASSANDRA** — $123,459 — YR/YR CHANGE: 2.2%
- **RABBITMQ** — $116,909 — YR/YR CHANGE N/A

CLOUD

- **HANA** (HIG PERFORMANCE ANALYTICAL APPLICATION) — $128,958 — YR/YR CHANGE: -3.3%
- **CLOUD FOUNDRY** — $124,038 — YR/YR CHANGE: N/A
- **PAAS** (PLATFORM AS A SERVICE) — $120,403 — YR/YR CHANGE: -4.4%
- **AMAZON REDSHIFT** — $119,197 — YR/YR CHANGE: N/A
- **CLOUDERA** — $118,896 | YR/YR CHANGE: -9.0%
- **DOCKER** — $118,873 | YR/YR CHANGE: 0.2%
- **AMAZON ROUTE 53** — $118,828 — YR/YR CHANGE: N/A
- **IAAS** (INFRASTRUCTURE AS A SERVICE) — $117,422 — YR/YR CHANGE: N/A

DEVOPS

- **ANSIBLE** — $121,382 — YR/YR CHANGE: N/A
- **KORN SHELL** — $118,273 — YR/YR CHANGE: 1.4%
- **JENKINS** — $113,354 — YR/YR CHANGE: 0.5%
- **PUPPET** — $112,883 — YR/YR CHANGE: -3.7%
- **CHEF** — $112,523 — YR/YR CHANGE: -3.8%
- **VAGRANT** — $111,422 — YR/YR CHANGE: 3.3%

PROJECT MANAGEMENT

- **CMMI** (CAPABILITY MATURITY MODEL INTEGRATION) — $119,466 — YR/YR CHANGE: -0.6%
- **PMBOK** (PROJECT MANAGEMENT BODY OF KNOWLODGE) — $118,233 — YR/YR CHANGE: 0.7%
- **LEAN** — $111,970 | YR/YR CHANGE: 1.7%
- **SCRUM** — $109,876 | YR/YR CHANGE: 1.4%
- **KANBAN** — $112,932 | YR/YR CHANGE: 2.5%
- **AGILE** — $108,459 | YR/YR CHANGE: 0.5%
- **ISO 27000** — $112,556 | YR/YR CHANGE: -6.2%

MOBILE

- **OBJECTIVE C** — $116,667 — YR/YR CHANGE: 2.5%
- **SWIFT** — $110,877 — YR/YR CHANGE: -1.1%

DESIGN UI/UX

- **OMNIGRAFFLE** — $123,782 — YR/YR CHANGE: -1.9%
- **BALSAMIQ** — $110,744 — YR/YR CHANGE: 1.2%

FRONT END DEV

- **JSON** (JAVASCRIPT OBJECT NOTATION) — $107,258 — YR/YR CHANGE: 1.5%
- **ANGULAR** — $105,496 — YR/YR CHANGE: 0.0%

Dice

Source: 2017–2016 Dice Tech Salary Survey

KEEPING SKILLS CURRENT TO BOOST YOUR CAREER AND COMPENSATION

For technology professionals across the United States, certain skills are in high demand: Those tech professionals with backgrounds in database and networking technology, as well as a select group of programming languages, earned the biggest salary increases over the past 12 months.

For tech professionals with those skills, this data comes as good news. The database and networking sectors are undergoing major disruption, requiring workers with not only a high degree of specialization, but also the experience to wrangle huge, complex systems. Given how the technologies undergirding these sectors are evolving, professionals must rigorously keep their skills up-to-date in order to stay relevant—one of the key reasons why many employers are offering training and education as perks.

High-Paying Specialties

Topping the list of highest-paid skills and languages was HANA, the high-performance analytical database application, followed by MapReduce, Cloud Foundry, HBase, and (rounding out the top five) Omnigraffle. While HANA first appeared on last year's edition of this list, Cloud Foundry is making a first-time appearance, along with—outside of the top five—Apache Kafka and Ansible.

Skills that enjoyed the biggest salary increases over last year's report were (in descending order) Compellent, Drupal, JCL, FCoE, Nimble, HBase, and Pure Storage.

Despite the essential flatness in average technology salaries, some 61 percent of tech pros reported their salaries increasing from a year ago; by contrast, only 9 percent said their annual pay had decreased. Around 54 percent of tech pros also said they were satisfied with their compensation, virtually the same as the 2015 Salary Survey. Some 27 percent said they would consider relocating to a new city for a job, up two points from 2015.

Keeping Skills Up-to-Date

Although many tech pros are enjoying high pay and rising salaries, some 15 percent expressed concern over their ability to find an appropriate position for their skill-sets. Another 14 percent worried about keeping their skills up to date, while 10 percent expressed unease over potential job elimination.

A key step toward keeping skills up-to-date is **figuring out what you actually need to know**. While that sounds incredibly simple on the surface, it can actually take some time to sort out what knowledge is necessary to advance your career, and what's

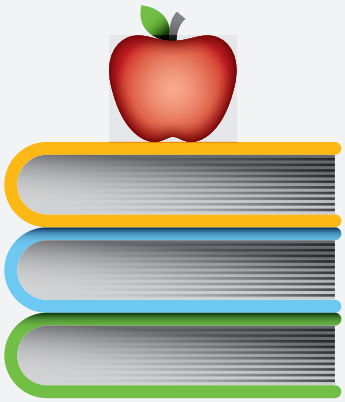
TOP-PAYING SKILLS

1	HANA	6	Cassandra
2	MapReduce	7	Apache Kafka
3	Cloud Foundry	8	SOA
4	HBase	9	Ansible
5	Omnigraffle	10	Jetty

15% **of tech pros expressed concern about keeping their skills up to date.** In a high-paced industry where technology changes rapidly, this isn't surprising. Here are three strategies for staying on top of your skill-sets.

Know what you need to know

Find a mentor for advice and encouragement



Take advantage of employer paid training opportunities

extraneous. Paying attention to your industry is a must; if you see an uptick in chatter around a new programming language or platform, that's a good indicator that you should learn as much as possible about it. Making a point of reading up on the topics presented at relevant conferences, even if you don't attend the events, is another solid way of determining what others in your industry are concerned about.

Mentors are equally important; seek one out, if you haven't already. An effective mentor encourages your career evolution and helps you through technical challenges. While such figures are easiest to find within the walls of your company, you can also seek out advice from people who are prominent in your particular field.

Employers also recognize the importance of employees learning new things, and many are more than willing to pay for professional development and training. Although a company may prove reluctant to pay out more in salaries or perks, they're often willing to devote the necessary funds to educate their employees on the latest and greatest platforms. If you're locked in salary negotiations with a particular firm that seems reluctant to meet your goal number, **see if they're willing to pay you to learn**; the training path can quickly turn into a win-win for everyone.

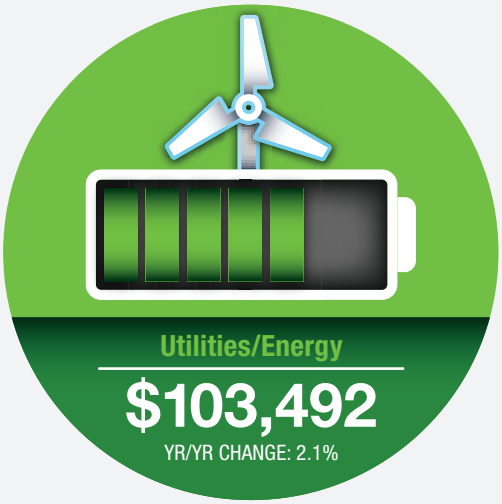
TOP SALARIES BY INDUSTRY

$100,000+

Bank/Financial/Insurance

$103,860

YR/YR CHANGE: 1.2%



Utilities/Energy

$103,492

YR/YR CHANGE: 2.1%

$90,000+

Aerospace & Defense

$99,992

YR/YR CHANGE: -4.7%

Pofessional Services

$98,506

YR/YR CHANGE: -1.2%

Computer Software

$98,455

YR/YR CHANGE: -0.7%

Computer Hardware

$97,569

YR/YR CHANGE: -0.9%

Medical/ Pharmaceutial/ Biotechnology

$97,077

YR/YR CHANGE: -0.6%

Entertainment Media

$95,568

YR/YR CHANGE: -5.0%

Consumer Products

$95,051

YR/YR CHANGE: 2.8%

Telecommunications

$92,549

YR/YR CHANGE: -0.6%

Internet Services

$92,079

YR/YR CHANGE: 2.6%

Manufacturing

$90,488

YR/YR CHANGE: 3.9%

$80,000+

Distributor/ Wholesale

$89,081

YR/YR CHANGE: -0.6%

Retail/ ECommerce

$88,771

YR/YR CHANGE: -1.7%

Government

$88,555

YR/YR CHANGE: -0.6%

Healthcare Providers

$88,270

YR/YR CHANGE: 1.3%

Hospitality/ Travel

$86,805

YR/YR CHANGE: 5.0%

Marketing/ Advertising

$86,669

YR/YR CHANGE: -1.4%

TOP-PAYING TECH SKILLS AND EXPERIENCE

SKILL	2016	YR/YR CHANGE
HANA (High Performance Analytical Application)	$ 128,958	-3.3%
MapReduce	$ 125,009	-0.3%
Cloud Foundry	$ 124,038	n/a
Hbase	$ 123,934	5.7%
Omnigraffle	$ 123,782	-1.9%
Cassandra	$ 123,459	2.2%
Apache Kafka	$ 122,728	n/a
SOA (Service Oriented Architecture)	$ 122,094	-1.9%
Ansible	$ 121,382	n/a
Jetty	$ 120,978	1.3%
PaaS (Platform as a Service)	$ 120,403	-4.4%
Elasticsearch	$ 120,002	n/a
ABAP (Advanced Business Application Programming)	$ 119,961	0.5%
NoSQL	$ 119,498	1.3%
CMMI (Capability Maturity Model Integration)	$ 119,466	-0.6%
Amazon Redshift	$ 119,197	n/a
Pig	$ 119,118	-4.2%
Solr	$ 119,032	0.1%
Cloudera	$ 118,896	-9.0%
Docker	$ 118,873	0.2%
Amazon Route 53	$ 118,828	n/a
Hadoop	$ 118,625	-2.5%
Hive	$ 118,589	-1.3%
Korn Shell	$ 118,273	1.4%
PMBok (Project Management Body of Knowledge)	$ 118,233	0.7%
Dynomo DB	$ 118,119	n/a
Groovy	$ 117,897	-0.1%
IaaS (Infrastructure as a Service)	$ 117,422	n/a
JAX-RS (Java API RestFUL Services)	$ 116,997	n/a
RabbitMQ	$ 116,909	n/a
JDBC (Java Database Connectivity)	$ 116,833	2.0%
SOX (Sarbanes Oxley)	$ 116,743	0.6%
Objective C	$ 116,667	2.5%
FCoE (Fibre Channel over Ethernet)	$ 116,145	7.2%
UML (Unified Modeling Langauage)	$ 115,285	-3.6%
XSLT (Extensible Stylesheet Language Transformations)	$ 115,089	3.5%
Redis	$ 114,922	2.8%
ETL (Extract Transform and Load)	$ 114,892	2.6%
SDN (Software Defined Network)	$ 114,739	-2.3%
Informatica	$ 114,143	1.1%
Jenkins	$ 113,354	0.5%
Kanban	$ 112,932	2.5%
Puppet	$ 112,883	-3.7%
ISO 27000	$ 112,556	-6.2%
Chef	$ 112,523	-3.8%
Perl	$ 112,284	0.0%
Splunk	$ 112,181	2.4%
Lean	$ 111,970	1.7%
Gradle	$ 111,927	n/a
webMethods	$ 111,892	-1.6%
Waterfall	$ 111,804	1.7%
Weblogic	$ 111,783	0.2%

SKILL	2016	YR/YR CHANGE
RDBMS (Relational Database Management System)	$ 111,729	0.3%
Spark	$ 111,666	1.7%
Zookeeper	$ 111,593	-2.5%
Compellent	$ 111,457	11.4%
Vagrant	$ 111,422	3.3%
JSP (JavaServer Pages)	$ 111,290	2.8%
Load Balancers	$ 111,163	1.5%
Solaris	$ 111,151	-1.7%
Mongo DB	$ 111,131	0.8%
Mokito	$ 111,072	n/a
Swift	$ 110,877	-1.1%
TOAD (Tool for Application Development)	$ 110,858	1.8%
AIX	$ 110,839	0.6%
JBoss	$ 110,760	-1.7%
Balsamiq	$ 110,744	1.2%
SOAP (Simple Object Access Protocol)	$ 110,656	1.5%
Hibernate	$ 110,520	-3.6%
Wan Opt	$ 110,365	3.6%
Business Intelligence	$ 110,364	2.4%
C	$ 110,320	0.1%
EMC Documentum	$ 110,313	-3.5%
OpenStack	$ 110,142	-7.8%
Websphere	$ 110,007	1.0%
Confluence	$ 109,978	1.4%
Scrum	$ 109,876	1.4%
SDLC (System Development Life Cycle)	$ 109,762	-0.8%
Sybase	$ 109,719	1.4%
3Par	$ 109,654	2.8%
Fortran	$ 109,386	-6.3%
Change Management	$ 109,221	-0.3%
DOORS (Dynamic Object-Oriented Requirements System)	$ 109,218	-1.8%
Teradata	$ 109,119	0.8%
XAML (eXtensible Application Markup Language)	$ 109,089	-0.5%
EMC	$ 109,032	-0.2%
Tomcat	$ 108,993	1.1%
Nginx	$ 108,931	-0.8%
Rally	$ 108,889	-1.2%
Fibre Channel	$ 108,668	-0.9%
NumPy	$ 108,594	n/a
EDI (Electronic Data Interchange)	$ 108,531	-1.8%
Amazon S3/Amazon AWS	$ 108,501	0.0%
RestFUL	$ 108,486	n/a
Agile	$ 108,459	0.5%
Cloud Computing	$ 107,944	1.0%
Apache Accumulo	$ 107,903	n/a
R	$ 107,858	-6.9%
Data Warehouse	$ 107,538	1.1%
Postgres	$ 107,392	-2.3%
Tableau	$ 107,375	n/a
Informix	$ 107,327	-2.5%
Pure Storage	$ 107,260	5.3%
Disaster Recovery	$ 107,260	2.7%

NOTE: Several new tech skills were added to the 2016 survey and therefore yr/yr change is not available.

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TOP-PAYING TECH SKILLS AND EXPERIENCE

Continued from pg. 12

SKILL	2016	YR/YR CHANGE
JSON (JavaScript Object Notation)	$ 107,258	1.5%
Glassfish	$ 107,193	0.5%
Siebel	$ 107,055	4.4%
Data Science	$ 107,041	-6.0%
ITIL (Information Technology Infrastructure Library)	$ 106,852	0.4%
Alfreso	$ 106,784	-3.9%
JIRA	$ 106,713	-1.0%
ERP (Enterprise Resource Planning)	$ 106,650	-4.3%
Oracle eBusiness	$ 106,473	-0.4%
Cognos	$ 106,394	-0.5%
FreeBSD (Free Berkeley Softoware Distribution)	$ 106,241	2.3%
vCloud	$ 106,151	4.7%
Amazon CloudFront	$ 106,102	n/a
Shell	$ 105,818	-0.9%
SaaS (Software as a Service)	$ 105,651	-2.6%
Python	$ 105,612	0.7%
Workday	$ 105,510	2.7%
Angular	$ 105,496	0.0%
BASH (Bourne Again SHell)	$ 105,434	0.4%
MariaDB	$ 105,423	5.4%
MPLS (Multi Protocol Label Switching)	$ 105,386	2.3%
Kendo UI	$ 105,325	n/a
JDE (JD Edwards)	$ 105,101	-4.8%
TCL (Transation Control Language)	$ 105,022	-11.2%
Oracle DB	$ 104,955	-0.7%
Azure	$ 104,918	-0.2%
Nimble	$ 104,854	6.1%
Java/J2EE	$ 104,575	-0.7%
MicroStrategy	$ 104,521	-4.4%
DHTML	$ 104,345	1.4%
Six Sigma	$ 104,256	-0.7%
Unix	$ 104,078	-1.3%
Qlik Tech	$ 104,047	-9.5%
PCI (Peripheral Component Interconnect)	$ 103,982	-1.5%
HL7 (Health Level 7)	$ 103,955	0.7%
Telepresence	$ 103,819	-0.7%
Tivoli	$ 103,603	0.8%
Hitachi	$ 103,570	-3.2%
Node.js	$ 103,482	-3.9%
Ajax	$ 103,384	0.9%
JCL (Job Control Language)	$ 103,302	7.2%
NetApp	$ 103,289	-3.1%
Visio	$ 103,217	0.3%
CloudStack	$ 103,156	-8.2%
SAN (Storage Area Network)	$ 103,015	0.9%
C++	$ 102,918	-3.0%
XML	$ 102,706	-0.2%
Ruby	$ 102,637	-2.4%
Application Delivery	$ 102,618	2.2%
DB2	$ 102,603	0.4%
ISO 9000	$ 102,397	0.2%
Metro Ethernet	$ 102,233	1.4%

SKILL	2016	YR/YR CHANGE
Apache Web Server	$ 102,196	-1.7%
HP Eva	$ 102,079	-5.6%
Linux	$ 101,977	-0.1%
Unified Communication	$ 101,907	0.8%
PL/SQL	$ 101,858	0.2%
T-SQL (Transact SQL)	$ 101,836	1.1%
Salesforce.com	$ 101,464	-2.3%
Visual C++	$ 101,402	-5.7%
SUN	$ 101,237	-5.3%
Rackspace	$ 101,136	-5.4%
SAP	$ 101,032	-3.0%
BABOK (Business Analysis Body of Knowledge)	$ 100,914	-8.8%
ASP	$ 100,890	1.4%
IIS	$ 100,757	2.5%
Snagit	$ 100,713	2.0%
Virtualization	$ 100,653	0.8%
C#	$ 100,439	-0.3%
iSCSI (Internet Small Computer System Interface)	$ 100,406	1.1%
OS 390	$ 100,395	-1.3%
IDS/IPS (Intrusion Dection /Prevention Systems)	$ 100,330	-0.3%
CRM (Customer Relationship Management)	$ 100,321	-1.3%
TypeScript	$ 100,174	n/a
Knockout	$ 100,132	-6.3%
Alcatel Lucent	$ 99,942	1.2%
Lucidchart	$ 99,930	-0.9%
ASP.net	$ 99,925	-0.7%
Camtasia	$ 99,768	3.9%
SAS	$ 99,655	-2.6%
z/OS	$ 99,587	-1.0%
MVS	$ 99,568	-2.9%
Cucumber	$ 99,477	n/a
Data Analysis	$ 99,298	-18.9%
Open VMS	$ 99,218	3.8%
Assembler/Assembly	$ 99,132	-1.4%
VMWare ESXi (Elastic Sky X Integrated)	$ 98,842	0.2%
Django	$ 98,746	-3.0%
MS SQL	$ 98,741	-0.2%
Xen	$ 98,739	-0.7%
SASS (Systematically Awesome Style Sheets)	$ 98,636	n/a
VSAM (Virtual Storage Access Method)	$ 98,568	1.0%
Box	$ 98,565	-0.7%
Backbone	$ 98,508	-7.2%
WebGL	$ 98,492	n/a
jQuery	$ 98,441	n/a
Infosphere Data Stage	$ 98,430	-7.9%
SQL	$ 98,374	-0.4%
Matlab	$ 98,370	-10.0%
Heroku	$ 98,176	-4.2%
SQLite	$ 97,828	-2.1%
Digital Ocean	$ 97,812	-1.3%
.NET	$ 97,703	-0.9%
Selenium	$ 97,542	n/a

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Dice Salary Survey Methodology

The 2016 Dice Salary Survey was administered online by Dice.com, with 12,907 employed technology professionals responding between October 26, 2016 and January 24, 2017. Respondents were invited to participate in the survey in one of two ways: 1) via an email invitation to Dice.com's registered ("searchable") database members; 2) through a notification on the Dice.com home page and/or via "pop-up" invitations. The latter method was used only to improve response rates for a small number of respondent types. A cookie methodology was used to ensure that there was no duplication of responses between or within the various sample groups, and duplicate responses from a single email address were removed. The Dice Salary Survey was adjusted for inflation in 2013 for technology professionals earning salaries of $350,000 and above were not automatically eliminated from the survey if they met other criteria.

^Due to a high number of outliers in the data, the 2015 salary number was revised to better reflect a change in outlier methodology and an adjusted number has been reported this year.

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