



2024

IT Salary Survey

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Methodology

The Compensation Study utilized data from the Janco Associates Compensation Database for Information Technology professionals. This database contains compensation information for many firms across the United States and Canada. The database is classified by normalized job position, considering similarities in job function and responsibilities, rather than merely job title.

From this database, compensation benchmark ranges are established for each normalized job position. In analyzing the study data, the upper and lower quartiles are eliminated to determine Janco's Benchmark Ranges. The benchmark ranges are then used to assess the alignment of a company's actual compensation to the marketplace for each job function. The results can be assessed using the following guidelines:

BELOW BENCHMARK RANGE:

Highly impacted by forces of the marketplace.

WITHIN BENCHMARK RANGE:

Subject to the normal forces of the marketplace for similar job function(s) and responsibilities.

ABOVE BENCHMARK RANGE:

Not subject to the forces of the marketplace.

The Janco Benchmark ¹ represents our assessment of the compensation level required for organizations to remain competitive and minimize the risk of losing employees to other organizations.

Reviews were conducted from the standpoint of a comparison of base salary and, when appropriate, from the additional standpoint of total compensation. Total compensation is determined by adding the budgetary bonus amounts and an equivalent cash value for "above-standard" compensation to an individual's base salary.

The Compensation Study data was divided into two categories. Large companies are companies whose gross revenues are equal to or greater than \$500 MM or more than 1,000 total employees. Mid-sized companies are companies whose gross revenues are less than \$500 MM and less than 1,000 employees.

All salaries are normalized to a national standard, considering the cost of living in the metropolitan areas presented. Note some metro areas may not have enough data points to be statistically accurate to plus or minus 5%. However, all the national numbers are statistically valid for plus or minus 1.2%.

The Information Technology Compensation Study was compiled by Janco Associates Inc. (Janco) and eJobDescription.com (a division of Janco Associates) in January 2022. A survey form was sent to a representative number of businesses throughout the United States and Canada in a variety of different industries. Janco's survey and extensive internet-based polling allow us to include a substantial number of data points from outside of Janco's traditional information base. The historical data is generated from prior studies created by Janco and its principals.

¹ The Benchmark is typically the top quartile paid to the job position. Based on our analysis that is the amount that an enterprise would have to pay to hire a new top-level performer in that role.

Sample Statistics

The Compensation Database of competitive compensation statistics for the Information Technology 2024 Compensation Study includes the following:

LARGE COMPANIES

ORGANIZATIONS RESPONDING

Positions Surveyed:	73
Number of Enterprises:	72
Population Size:	55,845

Mean Salary:	\$102,178
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MID-SIZE COMPANIES

ORGANIZATIONS RESPONDING

Positions Surveyed:	73
Number of Enterprises:	199
Population Size:	11,831

Mean Salary:	\$97,980
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The study includes most positions in a typical IS organization for mid-size to large-size companies. This update includes data gathered from Janco's polling, as well as a "survey of surveys" including data from across the United States and Canada ².

INDUSTRY TYPES:

Aerospace	Agriculture	Distribution
Education	Executive Search	Financial Services
Food Services	Health Care	Government
Grocery/Supermarket	Insurance	Manufacturing
Mortgage Banking	Publishing	Pharmaceutical
Software Development	Telecommunications	Utility

² All the data for Canada in this survey is shown in Canadian dollars.

Study Summary

Mean Compensation for all IT Pros for 2023 is \$100,079 up by 2.59%

Our observations for the 2024 IT Salary Survey are as follows:

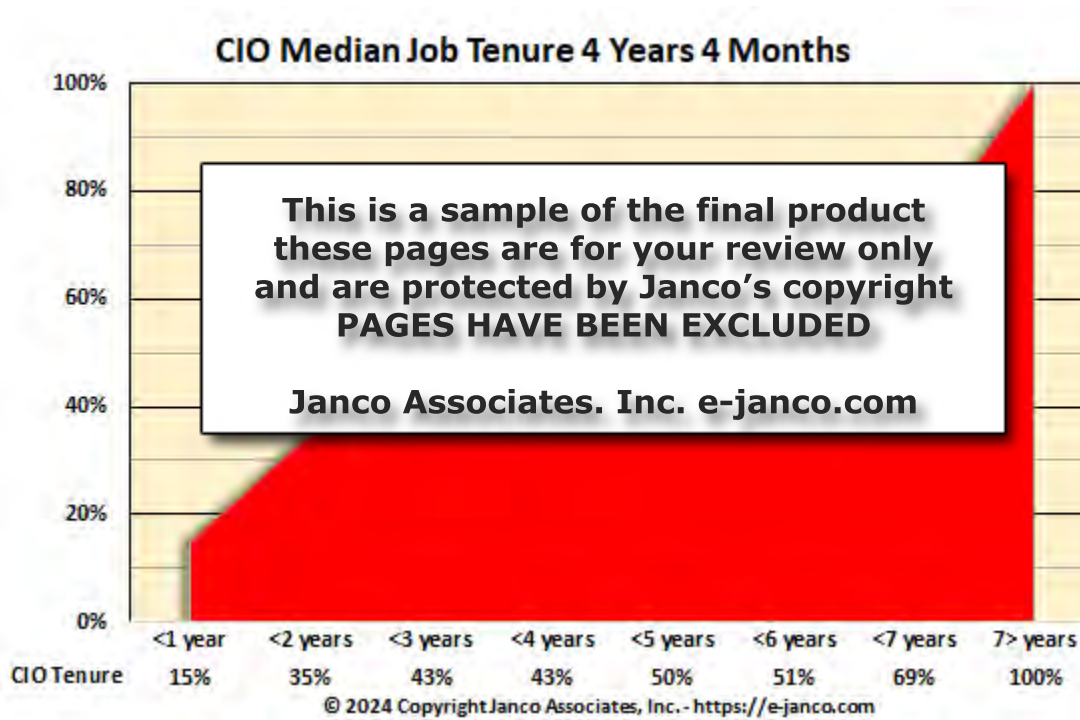
- Base salaries for all IT Pros increased by 2.6% - now \$95,879
- Median salaries for IT Pros in large enterprises is \$103,178 with executives' median of \$183,515
- Salaries for IT Professionals in aggregate rose 2.59% in the past 4 quarters – less than the annualized inflation rate
- Retirements of IT Professionals peaked as more “Baby boomers” opted out of returning to work
- Salary compression is occurring as “new hires” are offered salaries at the top end of the pay ranges for existing positions – often paid more than current employees in the same position
- Total mean compensation for all IT Professionals increased from \$97,557 to \$100,079
- Attrition rates in mid-sized enterprises are rising faster than in large enterprises
- Salary levels in mid-sized enterprises are rising faster than in large enterprises 3.04% versus 2.26%
- Consultants who augment IT Staff and skills now are in high demand
- Demand has remained highest for IT professionals who support security, Blockchain, Work From Home (WFH), and e-commerce
- Staffing and retention continue as a primary priority of C-level management

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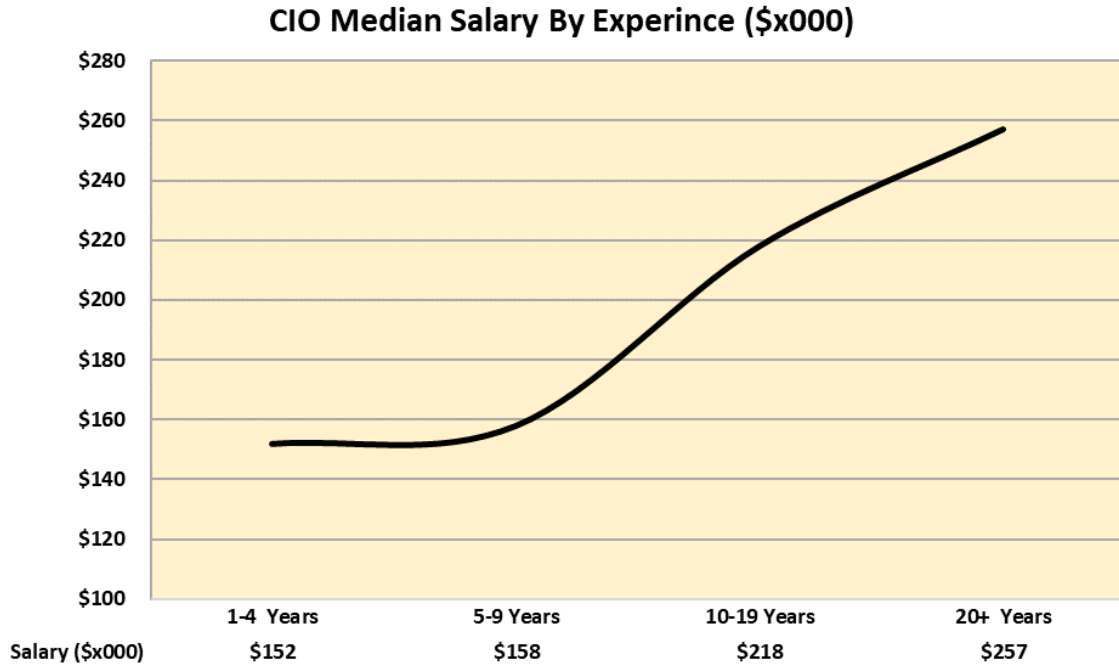
CIO Tenure and Compensation

CIO tenure is the length of time in the existing role of an individual. Over the last 12 months, the median tenure of CIOs has fallen by one (1) month to 4 Years and 4 months. Over the next 12 months, we will see more retirements which will result in a reduction in the average tenure as more "younger" IT professionals move into that role.



Salaries of IT Pros are Based on Years of Experience

In a review of the compensation of CIOs, we verified that the total compensation of IT Professionals and CIOs is based on the years of experience of the individual.



Data Source Janco Associates, Inc's IT Salary Survey Data Base
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We analyzed the background of over 250 CIOs. We found a direct correlation between the years of experience and the total compensation including bonuses and other fringe benefits. Experience includes not only IT technology but also business and industry-specific experience.

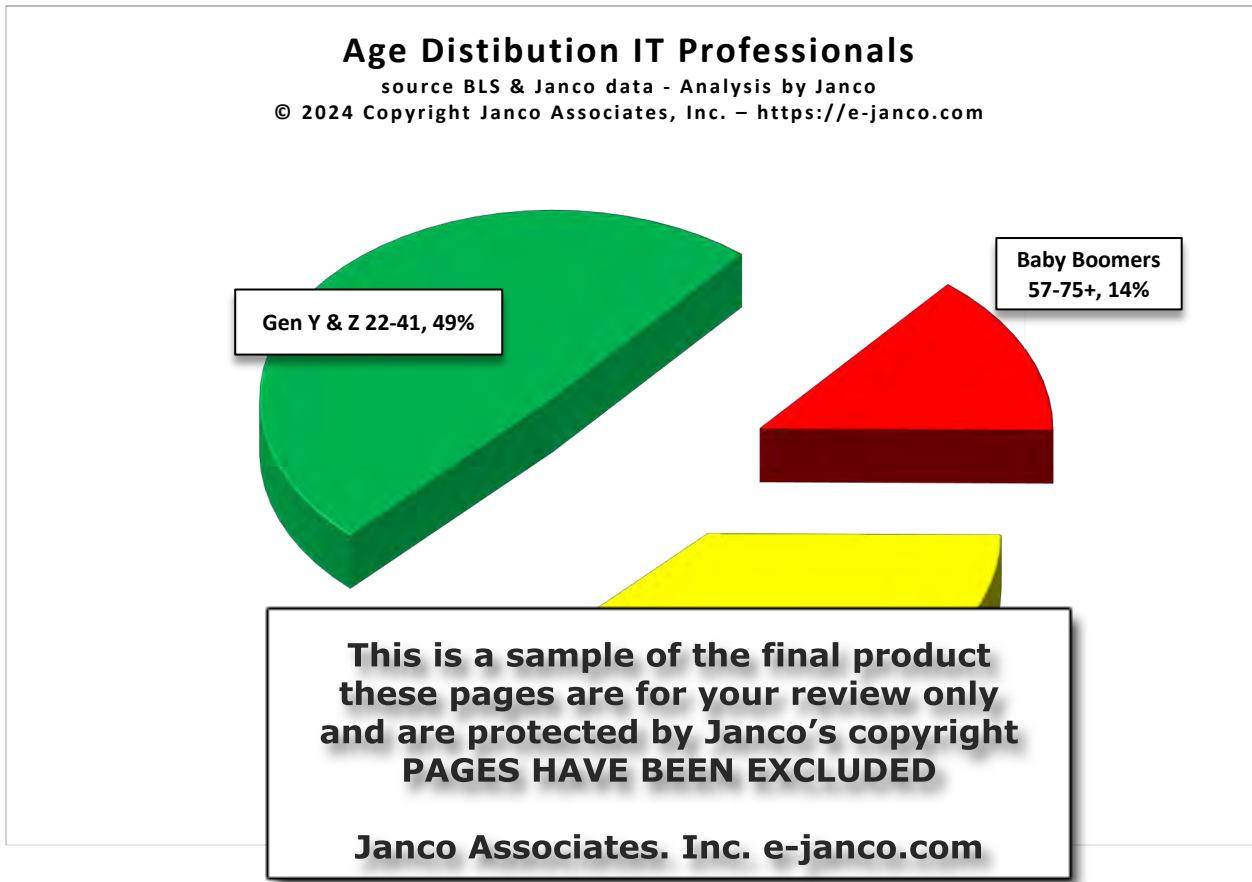
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Median Age of IT Pros

We are starting to see the “new generation” of IT Pros taking over. Many if not most of the Baby Boomers are retiring or already have. The net impact is that the “median” age of CIOs will be falling for at least the next few years.

Based on BLS data, Gen Y and X (Millennials) makeup over 49% of the total labor force, Gen Xers are 37%, and Baby Boomers have shrunk to only 14% of the total labor force.



Fringe Benefits Summary

Benefits	Percent						Change 12 mo
	2019	2020	2021	2022	2023	2024	
Flexible Hours and or Schedule (WFH)	61%	76%	80%	98%	96%	94%	-2%
Insurance - Disability (beyond mandated)	76%	78%	79%	80%	80%	81%	1%
Insurance - Health	79%	76%	77%	79%	80%	82%	2%
Insurance - Life	63%	60%	60%	60%	61%	60%	-1%
401K	39%	40%	41%	40%	42%	43%	1%
Personal Performance Bonus	45%	22%	20%	17%	19%	20%	1%
Stock Options	10%	11%	10%	6%	6%	5%	-1%
Enterprise Performance Bonus	16%	10%	9%	2%	3%	4%	1%

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Flexible work hours, including Work From Home (WFH), are now a benefit that many companies are re-evaluating and mandating that some time needs to be onsite.

With the increase in demand for IT professionals, companies have started to improve the fringe benefits offered. The number of companies picking up 100% of Health insurance has risen to 81% from 79% in 2019.

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ies of all sizes. In the case
s for their employees as in
sited with an increase to
mployee expenses more. As
health insurance versus
what is mandated by law,

Based on our data and interviews with our key clients we see this trend continuing.

Compensation and IT Job Market Trends

Data collected shows that the mean compensation for IT professionals increased by 2.59%. The positions most in demand are IT staff who have the skills to support e-commerce and WFH support.

In the last three quarters, salaries as companies work to add staff salaries have increased, in Mid-sized enterprises (3.04%) and large enterprises (2.16%).

Total Compensation	2023	2024	% Change
Large Enterprise			
Executives	\$176,231	\$183,515	4.13%
Middle Managers	\$97,189	\$98,726	1.58%
Staff	\$80,914	\$82,238	1.64%
All Large Enterprise	\$100,022	\$102,178	2.16%
Mid-Size Enterprises			
Executives	\$149,844	\$152,234	1.59%
Middle Managers	\$96,612	\$98,856	2.32%
Staff	\$78,643	\$81,253	3.32%
All Mid-Size Enterprises	\$95,092	\$97,980	3.04%
IT Positions All Sizes	\$97,557	\$100,079	2.59%

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However, there was a greater increase in the base salaries (compensation before bonuses and fringe benefits). In Mid-sized enterprises (3.00%) and large enterprises (2.22%)

Base Compensation	2023	2024	% Change
Large Enterprise			
Executives	\$160,404	\$167,170	4.22%
Middle Managers	\$96,612	\$98,856	2.32%
Staff	\$78,643	\$81,253	3.29%
All Large Enterprise	\$100,022	\$102,178	2.16%
Mid-Size Enterprises			
Executives	\$149,844	\$152,234	1.59%
Middle Managers	\$96,612	\$98,856	2.32%
Staff	\$78,643	\$81,253	3.29%
All Mid-Size Enterprises	\$90,959	\$93,684	3.00%
IT Positions All Sizes	\$93,471	\$95,897	2.60%

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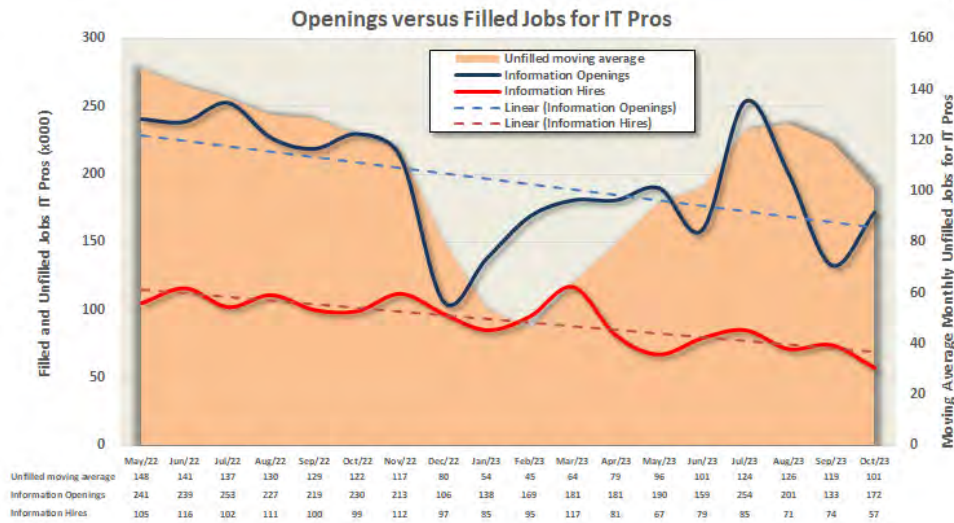
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More Jobs for IT Pros Open Than Available Candidates

2023 was not a good year for the size of the IT Job Market. In May 2022, the number of IT pros hired was 105K. Since then, there has been a steady decline in the number of IT Pros hired to 57K in October 2023.

We currently do not see any change in that trend. In our professional opinion, in 2024 the size of the IT job market will remain at about the same levels as the 4th quarter of 2023 with growth in size limited to minimal levels.

Supporting this opinion is the fact that the number of unfilled positions for IT Pros has fallen from 148K to 101K in the past 18 months. There still is demand, however not at the peak of the post-pandemic hiring frenzy.



Data Source BLS - Analysis by Janco Associates, Inc.
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BLS IT Compensation Analysis

High-tech industries matter to the U.S. economy because they produce a large share of total output, and from a workforce standpoint, they employ large numbers of skilled workers and provide higher wages for all types of workers. There are various ways that high-tech industries can be defined, and those definitions can have an impact on analyses. In an article, the BLS defined high-tech industries as those having high concentrations of workers in STEM (Science, Technology, Engineering, and Mathematics) occupations.

Title	Job Summary	Education	Median Pay Ranges January 2023
Computer and Information Research Scientist	Invents and designs new approaches to computing technology and finds innovative uses for existing technology.	Master's degree	\$114,520 to \$119,013
Computer Network Architect	Designs and builds data communication networks, including local area networks (LANs), wide area networks (WANs), and Intranets.	Bachelor's degree	\$98,996 to \$104,650
Computer programmer	Writes and tests code that allows computer applications and software programs to function properly.	Bachelor's degree	\$82,240 to \$93,623
Computer support specialists	Provides help and advice to computer users and organizations.	Associate degree Optional	\$52,810 to \$64,897
Computer Systems Administrator	Studies an organization's current computer systems and designs and implements new systems.	Bachelor's degree	\$86,124 to \$88,270
Computer Systems Analyst	Studies an organization's current computer systems and designs and implements new systems.	Bachelor's degree	\$87,020 to \$101,960
Software Developer	Some develop applications that allow people to do specific tasks on a computer or another device. Others develop the underlying systems that run the devices or that control networks.	Bachelor's degree	\$95,510 to \$99,152
Network and Computer Systems Administrator	Responsible for the day-to-day operation of enterprise networks	Bachelor's degree	\$74,957 to \$81,100
Software Developer	Some develop applications that allow people to do specific tasks on a computer or another device. Others develop the underlying systems that run the devices or that control networks.	Bachelor's degree	\$101,813 to \$103,560
Web Developer	Design and create websites.	Associate degree	\$67,990 to \$73,554

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Mean Compensation IT Executives

Compensation has just reached the level of where it was in January 2008. We can see the median compensation for IT executives (leaders and staff IT professionals) once reaching the peak of 2008, remains stagnant.

Large Enterprises – Executive Salaries

Compensation for Information Technology executives in large enterprises has been the set of IT jobs that had increases in compensation. It has increased by 4.13%, going from \$176,231 to \$183,515. Many of those increases are due to individual and organizational performance bonuses. The total compensation for IT executives is shown in the table below. The greatest increases were for the CIO where base compensation for CIOs rose by over 16% -- getting close to \$259K.

Large Enterprises Mean Compensation		Jan 2023	Jan 2024	Change
VP - Chief Information Officer (CIO)		\$232,002	\$274,121	18.15%
VP - Security (CSO)		\$199,559	\$204,832	2.64%
VP - Administrative				
VP - Consulting Services				
VP - Information Systems				
VP - Technical Services				
Director - IT Planning				
Director - Product Development				
Director - Systems				

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Total Compensation	2023	2024	% Change
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IT Positions All Sizes	\$97,557	\$100,079	2.59%

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Mid-Sized Enterprises – Executive Salaries

Compensation for Information Technology executives in SMBs jumped due to the demand caused by the economic recovery. The total compensation for these individuals has increased by 1.83%, going from \$149,844 to \$152,234. The total compensation for those is shown in the table below.

Mid-Sized Enterprises Mean Compensation	Jan 2023	Jan 2024	Change
VP - Chief Information Officer (CIO)	\$195,322	\$209,931	7.48%
VP - Security (CSO)	\$151,573	\$155,843	2.82%
VP - Administration	\$117,331	\$118,116	0.67%
VP - Consulting Services	\$171,177	\$172,367	0.70%
VP - Information Systems			
VP - Technical Services			
Director - IT Planning			
Director - Product Development			
Director - Systems			

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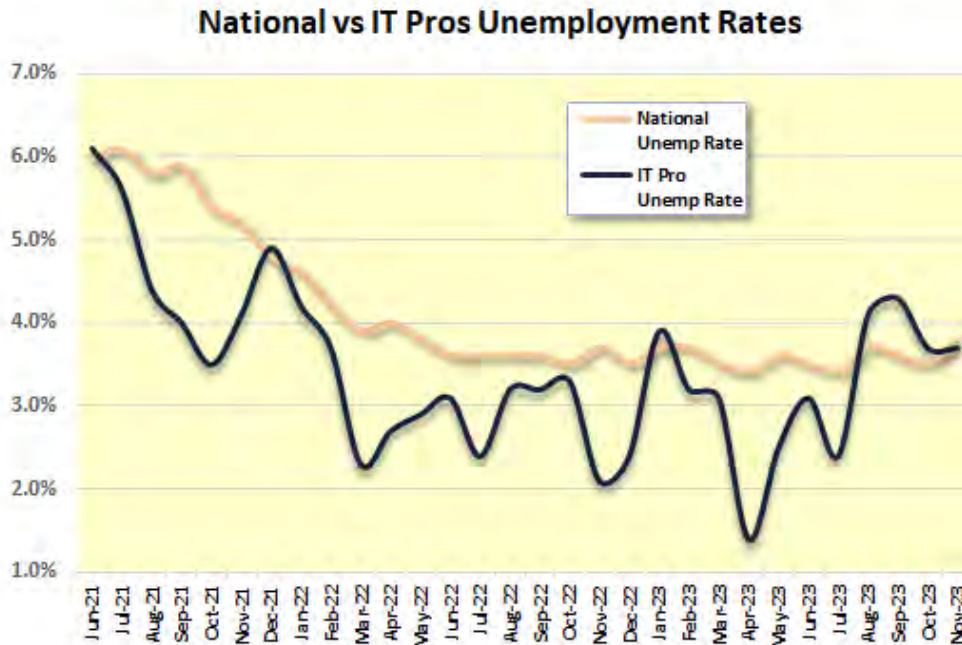
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National Data – U.S.

National Unemployment Rate

The national unemployment rate was at a record low of 3.5% before the shutdowns. It then jumped to 14.7% at its peak, before slowly moving down. It currently is at 3.9%.



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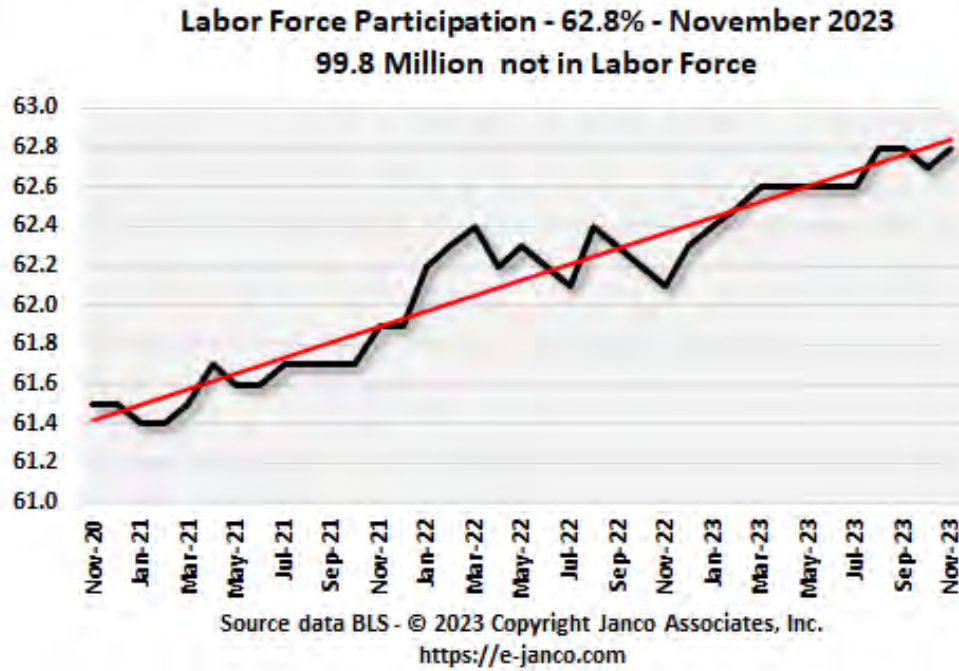
To see current data, go to <https://e-janco.com/career/employmentdata.html>

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Labor Participation Rate

With the massive lay-offs and terminations due to the Covid-19 shutdown, the labor participation rates plummeted by almost 3% with just under 100 million no longer in the labor force. However, the trend for the past several months has been up.



For more recent data go to <https://e-janco.com/Career/EmploymentData.html>

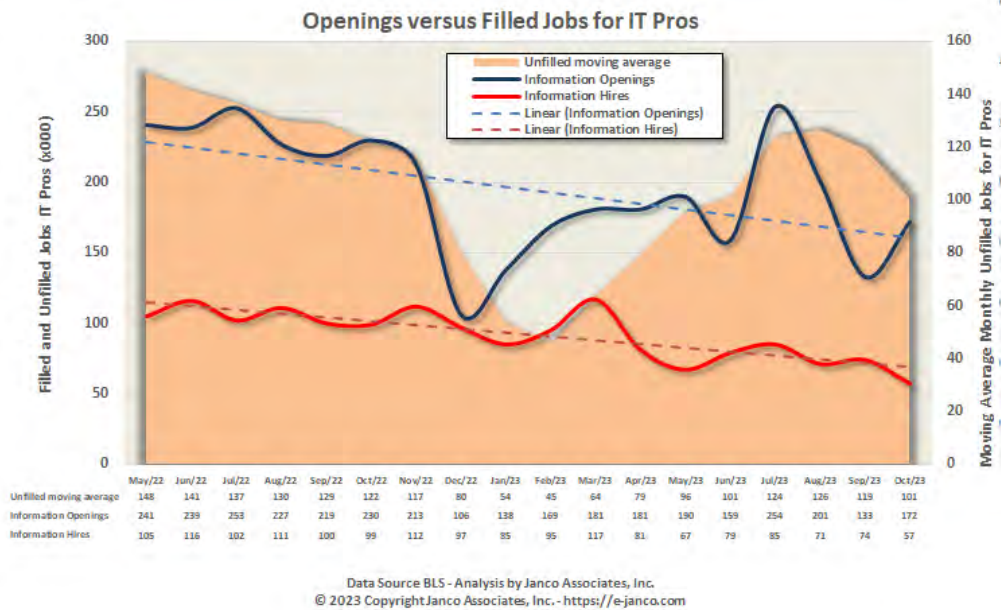
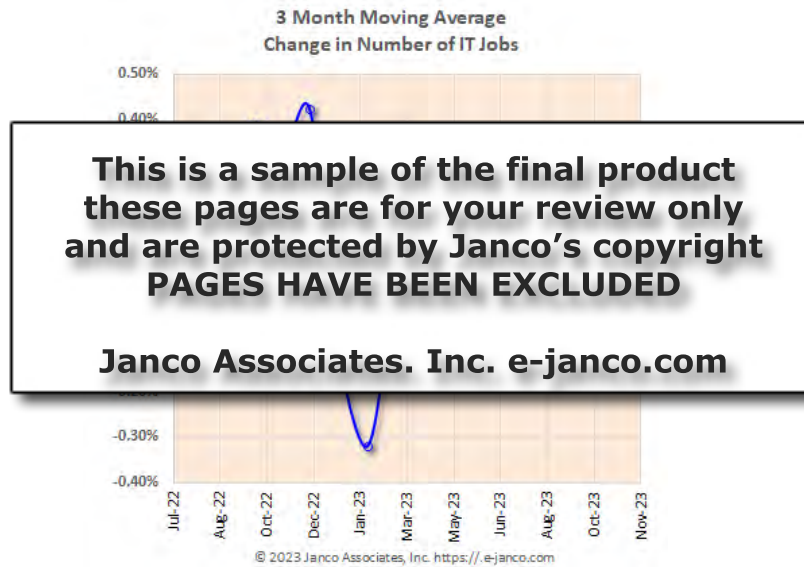
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IT Job Market Analysis

What follows is a set of analysis data by IT Position surveyed by Janco Associates based on data collected by the firm. At this point, IT hiring is high but slowing.

The 3-month moving average of the increase in the total number of new jobs, as of July 2022, shows the number of new IT jobs is decreasing. At the same time, hiring by enterprises reflects the decrease in demand.



IT Job Market Size 2021 versus 2023
Annual IT Job Market Gain 2021 vs 2022

	2021		2022		YTD Diff
	Monthly	YTD	Monthly	YTD	
Jan	14,400	14,400	18,900	18,900	4,500
Feb	12,700	27,100	2,600	21,500	(5,600)
Mar	5,700	32,800	29,500	51,000	18,200
Apr	15,100	47,900	26,300	77,300	29,400
May	2,500	50,400	20,000	97,300	46,900
Jun	18,500	68,900	20,400	117,700	48,800
Jul	9,900	78,800	8,200	125,900	47,100
Aug	25,400	104,200	13,600	139,500	35,300
Sep	12,900	117,100	9,100	148,600	31,500
Oct	13,400	130,500	15,000	163,600	33,100
Nov	73,600	204,100	89,800	253,400	49,300
Dec	9,000	213,100	13,600	267,000	53,900

Source: Bureau of Labor Statistics - Analysis by Janco Associates, Inc.
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To see the latest IT Job Market data, go to <https://e-janco.com/career/employmentdata.html>

Annual IT Job Market Gain 2022 vs 2023

	2022		2023		YTD Diff
	Monthly	YTD	Monthly	YTD	
Jan	18,900	18,900	(2,600)	(2,600)	(21,500)
Feb	2,600	21,500	4,900	2,300	(19,200)
Mar	29,500	51,000	(3,800)	(1,500)	(52,500)
Apr	26,300	77,300	(13,500)	(15,000)	(92,300)
May	20,000	97,300	1,900	(13,100)	(110,400)
Jun	20,400	117,700	3,800	(9,300)	(127,000)
Jul	8,200	125,900	(4,200)	(13,500)	(139,400)
Aug	13,600	139,500	600	(12,900)	(152,400)
Sep	9,100	148,600	(7,700)	(20,600)	(169,200)
Oct	15,000	163,600	(7,400)	(28,000)	(191,600)

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Demand for IT Professionals

Many enterprises are now looking to improve service levels and expand the impact of technology across all phases of typical enterprise operations. This has resulted in the use of more specialists for key projects and bringing "off-shore" computer operations back into the company's direct control.

	Positions with Higher Demand	Positions with Lower Demand
Large Enterprises	CIO - Chief Information Officer VP - Security (CSO)	Director Production & Data Center Director Systems & Programming
Mid-sized Enterprises	Project Manager Network Tech Service Webmaster	Network Control Analyst IT Planning Analyst

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Large organizations are planning to beef up their middle management as those enterprises focus on Big Data, Blockchain, and Smartphone and tablet connectivity. In addition, many CIOs in larger enterprises are now getting closer to retirement. Succession planning and promotion of Millennials into that role is becoming a priority.

Job Descriptions

The following position descriptions have been adapted from *Internet and Information Technology Position Description HandiGuide®*, published by Janco Associates, Inc., expressly for inclusion in this publication. They are copyright © 2023 by Janco Associates Inc. and are not to be utilized for any purpose other than use with this Compensation Study.

Full job descriptions can be ordered at https://e-janco.com/session/add_product.aspx?catalog=962

Vice President - Chief Information Officer

The Chief Information Officer (CIO) is accountable for directing the information and data integrity of the enterprise and its groups and for all Information Service functions of the enterprise, including all data centers, technical service centers, production scheduling functions, help desks, communication networks (voice and data), computer program development, and computer systems operations. He or she is responsible for maintaining the integrity of all electronic and optical books and records, information processing equipment and software, and the definition of all information processing and communication systems and operations. He or she has a leadership role in the day-to-day operations of the enterprise and the enterprise grows through internal growth and external expansion.

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Vice President - Chief Security Officer

The Chief Security Officer (CSO) is responsible for the overall direction of all security functions associated with Information Technology applications, communications (voice and data), and computing services within the enterprise. At the same time, the CSO must be aware of the implications of legislated requirements that impact security for the enterprise. This includes but is not limited to Sarbanes Oxley Section 404 requirements. The CSO has the responsibility for global and enterprise-wide information security; he/she is also responsible for the physical security, protection services, and privacy of the corporation and its employees. The CSO oversees and coordinates security efforts across the enterprise, including information technology, human resources, communications, legal, facilities management, and other groups, to identify security initiatives and standards. The CSO works closely with the chief information officer and must have a strong working knowledge of information technology.

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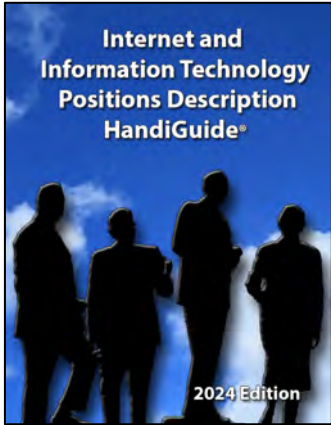
Vice President - Administration

The Vice President Administration is accountable for providing administrative direction and supports systems as well as communication of performance and inter-enterprise billings between the Information Services organization and its internal and external users. This includes all Information Service functions of the enterprise, including all data centers, technical service centers, production scheduling functions, help desks, communication networks (voice and data), computer program development, and computer systems operations. He or she is responsible for maintaining the integrity of the books and records of Information Services and the office of the Chief Information Officer including computerized and manual systems. He or she provides overall support in the management and definition of all computer and communication activities within the enterprise.

Vice President - Consulting Services

The Vice President Consulting Services is accountable for directing the business and operational application of information and data in the enterprise and its groups including reviews of applications including computerized and manual systems; software acquisition, storage, and retrieval approaches; and definition of the strategic direction of all information processing and communication systems and operations. He or she provides overall management and definition of all computer and communication business and operation activities within the enterprise.

IT Job Description HandiGuide



Full Suite of tools to help manage the HR processes -- includes 324 position Descriptions, Job Progression Matrix, Organization Charts, and Employee Termination in electronic checklist form.

IT Job Descriptions are updated to reflect the latest compliance requirements. The Internet and IT Position Descriptions HandiGuide was fully updated in 2024 and is over 900 pages, which includes sample organization charts, a job progression matrix, and 325 Internet and IT job descriptions. The book addresses all mandated requirements, including the ADA, and is in an easy-to-use format. If you have ordered this in the past look at the version history to see the changes, we have made you should consider ordering the

update service.

[Sample Job Description](#) [Table of Contents](#)

Electronic Distribution ONLY https://e-janco.com/Job_Book.htm

The Internet and Information Technology Position Descriptions HandiGuide® was completed in 2024 and is well over 900 pages, which includes sample organization charts, a job progression matrix, and detailed job descriptions. The book also addresses Fair Labor Standards and the ADA and is in a new easier-to-read format. Also included are tools to help you expand, evaluate, and define your enterprise's unique additional requirements. Those tools include:

Job Evaluation
Position Description
Job Progression

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The position
functions v

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(e) include all the

Chief Information Officer (CIO), Chief Security Officer (CSO). Chief Technology Officer (CTO), Director Electronic Commerce, Manager Data, Security/Special Project Supervisor, Disaster Recovery Coordinator Manager Metrics Internet/Intranet Administrator Metrics Measurement Analyst, Manager Wireless Systems, Webmaster, PCI-DSS Coordinator, Programmer, Object Programmer, and over 300 others.

Job Families

This Compensation Study is most helpful when used in conjunction with another Janco publication³, the *Internet and Information Technology Position Description HandiGuide*®. This management book contains position descriptions for over 238 jobs in the Information Systems organization divided into four management levels and five functional families. The *Internet and Information Technology Position Description HandiGuide*® will facilitate staff planning and organizational development, enhance recruiting programs, increase internal coordination, and improve service levels.

The *Internet and Information Technology Position Description HandiGuide*® provides a formal definition of the Information Technology department in any size organization. The positions are organized into four management levels:

- I. Executive Management
- II. Senior Management
- III. Middle Management
- IV. Staff

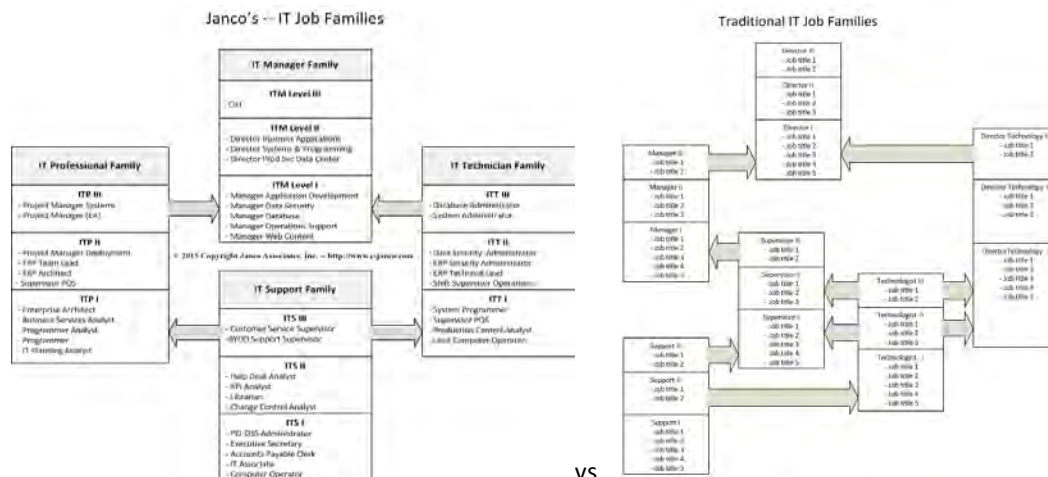


IT Job Family Classification

A job family is a series of progressively higher, related jobs distinguished by levels of knowledge, skills, and abilities (competencies) and other factors, that provide promotional and compensation opportunities.

Job Classification system is a basis for career planning and setting pay ranges for IT Pros.

For more information, go to <https://e-janco.com/it-job-family.html>.



³ All Janco's publications can be obtained at the following sites: <https://e-janco.com> and ejobdescription.com.

Job Description Structure

Job Title

Position Purpose

Problems and Challenges

Essential Position Functions

Principal Accountabilities

Authority

Job Contacts

Job Specifications

Career Ladder

Other features:

Job Progression Matrix

Discussion of the Fair Labor Standards Act

Implications of the Americans with Disabilities Act

POSITION TITLES

Executive Management - VP Chief Information Officer, VP Chief Security Officer, VP Administration, VP Consulting Services, VP Human Resources, VP Information Services, VP Technical Services.

Senior Management - Director of Data Processing, Director of IT Planning, Director of Production Services Data Center, Director of Systems, Director of Systems & Programming, Director of Technical Services, Director of Telecommunication Services, Manager of Accounting, Director of Telecommunication Services, Manager of Accounting, Manager of Administration and Facilities, Manager of Application Technology, Manager of Availability and Automated Operations, Controller and Manager of Planning, Manager of Computer Operations, Manager of Customer Site Support, Manager of Customer Services Center, Manager of Data Security, Manager of Data and Systems Engineering, Manager of Enterprise Architecture, Manager of Facility and Equipment Support, Manager of Information Architecture, Manager of Microcomputer Technology, Manager of Network Services, Manager of Operating Systems Production, Manager of Operations Support, Manager of Output Processing, Manager of Personal Computing & Office Automation Support, Manager of Planning and Integration Services, Manager of Contracts and Pricing and Property Management, Manager of Production Services, Manager of Production Support, Manager of Site Management, Manager of Site and Shift Operations, Manager of Site Software and Device Services, Manager of SLA Reporting, 184 Manager of Software Engineering, Manager of Store Systems, Manager of Systems and Programming, Manager of Tape Library Support, Manager of Technical Services, Executive Management, Vice President Administration, Vice President Chief Information Officer, Executive Management Vice President Administration, Vice President Chief Information Officer, Vice President Consulting Services, Vice President Human Resources, Vice President Information Services, Vice President Technical Services, Senior Management, Director of Data Processing, Director of IT Planning, Director of Production Services/Data Center, Director of Systems, Director of Systems & Programming, Director of Technical Services, Director of Telecommunication Services, Manager of Accounting, Manager of Administration and Facilities, Manager of Application Technology, Manager of Availability and Automated Operations, Controller and Manager of Planning, Manager of Computer Operations, Manager of Customer Site Support, Manager of Customer Services Center, Manager of Data Security, Manager of Data and Systems Engineering, Manager of Enterprise Architecture, Manager of Facility and Equipment Support, Manager of Information Architecture, Manager of Microcomputer Technology, Manager of Network Services, Manager of Operating Systems Production, Manager of Operations Support, Manager of Output Processing, Manager of Personal Computing & Office Automation Support, Manager of Planning and Integration Services, Manager of Contracts and Pricing and Property Management, Manager of Production Services, Manager of Production Support, Manager of Site Management, Manager of Site and Shift Operations, Manager of Site Software and Device Services, Manager of SLA Reporting, Manager of Software Engineering, Manager of Store Systems, Manager of Systems and Programming, Manager of Tape Library Support, Manager of Technical Services, Manager of Telecommunications Installation & Maintenance, Manager of Telephone and Radio Services, Manager of Training & Documentation, Manager of Transaction Processing, Manager of User Support, Manager of Voice and Data Communications.

Middle Management - Assistant Manager of Computer Operations, Assistant Supervisor of Computer Operations, Capacity Planning Supervisor, Change Control Supervisor, Computer Operations Shift Manager, Computer Operations Shift Supervisor, Customer Service Supervisor, Database Manager, Data Communications Manager, Data Entry Supervisor, Disaster Recovery - Special Projects Supervisor, Information Center Manager, Lead Customer Service Coordinator, Office Automation Applications Manager, Production Control Specialist, Production Services Supervisor, Project Manager of Applications, Project Manager of Distributed Systems, Project Manager - Network Technical Services, Project Manager - Systems, Supervisor of Hardware Installations, Supervisor of Microcomputer Support, Supervisor of Network Services, Supervisor - POS, Supervisor - POS Training, Voice Communications Manager, Word Processing Supervisor.

Staff - Accountant, Assistant Network Control Analyst, Assistant Programmer/Analyst, Business Services Analyst, Change Control Analyst, Computer Equipment/Network Analyst, Computer Operator, Customer Service Coordinator, Data Center Facility Administrator, Data Entry Clerk, Data Security Administrator, Database Specialist, Disaster Recovery Coordinator, Forms & Graphics Designer, 4th GL Specialist, Hardware Installations Coordinator, IT Planning Analyst, Junior Computer Operator, LAN Applications Support Analyst, Lead Computer Operator, Network Control Analyst, Network Services Administrator, Network Technician, On-Line Transaction Processing Analyst, Operations Analyst, Operations Training Coordinator, Personal Computer BYOD Specialist, Planning Integration & Control Administrator, POS Coordinator, POS Hardware Coordinator, POS - Senior Coordinator, Print Operator, Production Control Analyst, Programmer/Analyst, Quality Measurement Analyst, Senior 4th GL Specialist, Senior Network Specialist, Senior Operations Analyst, Senior Production Control Analyst, Senior Programmer/Analyst, Senior Systems Analyst, Senior Systems Programmer, Senior Systems Support Specialist, Senior Technical Specialist, Software Engineer, Systems Analyst, Systems Programmer, Systems Support Specialist, Tape Librarian, Technical Services Specialist, Technical Specialist, Telecommunications Technician, Voice Communications Coordinator, Voice Communications Specialist, Word Processing Lead Operator, Word Processing Operator.

FORMATS AVAILABLE:

Word Processing Files (Word) one for each job description using long file names

Word Processing Book (Word) entire book as an editable word file

Electronic Book (Fully indexed and network ready Adobe Pages) READ ONLY (non-extractable or editable)

To inquire about purchasing selected job descriptions and salary information only, contact our marketing department at email support@e-janco.com or go to <https://ejobdescription.com>.

Summary Salary Survey Data

The following tables show the relative compensation amounts by position within company size. For example, the first table displays compensation including/excluding perks in large companies for the top level, the second for Mid-Level, and the third for Staff IT positions. The remaining tables display compensation in mid-size companies for the same classifications. All amounts on these charts are in US Dollars.

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Summary Salary Survey - 2024

Position	Benchmark 4th Quartile		-----Prior Mean-----		----- Current Mean-----				
	Prior	Current	Base	Total	Base	Base % Change	Total	% Change	
Large									
Top									
VP - Chief Information Officer (CIO)	\$536,953	\$553,910	\$211,311	\$232,002	\$245,739	16.29%	\$274,121	18.15%	
VP - Security (CSO)	\$232,370	\$228,454	\$187,924	\$199,559	\$195,158	3.85%	\$204,832	2.64%	
VP - Administration	\$181,284	\$183,118	\$134,516	\$141,994	\$137,109	1.93%	\$145,293	2.32%	
VP - Consulting Services	\$205,022	\$206,359	\$145,729	\$154,018	\$147,719	1.37%	\$156,603	1.68%	
VP - Information Services	\$243,629	\$246,891	\$150,117	\$175,691	\$155,105	3.32%	\$179,187	1.99%	
VP - Technical Services	\$239,708	\$240,789	\$165,135	\$175,179	\$167,071	1.17%	\$177,935	1.57%	
Director - IT Planning	\$252,395	\$254,119	\$137,478	\$159,789	\$140,573	2.25%	\$162,429	1.65%	
Director - Production/Data Center	\$220,739	\$222,370	\$152,222	\$165,133	\$154,646	1.59%	\$167,234	1.27%	
Director - Systems & Programming	\$295,929	\$297,066	\$159,208	\$182,717	\$161,407	1.38%	\$183,999	0.70%	

Average

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Summary Salary Survey - 2024

Position	Benchmark 4th Quartile		-----Prior Mean-----		----- Current Mean-----			
	Prior	Current	Base	Total	Base	Base % Change	Total	% Change
Large								
Mid								
Manager - Application Development	\$128,178	\$129,901	\$104,546	\$106,037	\$106,573	1.94%	\$108,119	1.96%
Manager - Blockchain	\$142,699	\$157,563	\$111,687	\$116,003	\$119,984	7.43%	\$125,124	7.86%
Manager - Computer Operations	\$150,051	\$151,095	\$116,344	\$121,895	\$116,869	0.45%	\$122,657	0.62%
Manager - Customer Service	\$139,816	\$141,039	\$116,481	\$122,170	\$117,201	0.62%	\$122,534	0.30%
Manager - Data Communications	\$99,875	\$100,698	\$90,664	\$94,624	\$91,007	0.38%	\$94,735	0.12%
Manager - Data Warehouse	\$126,610	\$128,890	\$112,610	\$114,835	\$116,061	3.06%	\$118,533	3.22%
Manager - Database	\$184,558	\$184,777	\$110,877	\$118,680	\$111,069	0.17%	\$118,784	0.09%
Manager - Internet Systems	\$136,925	\$131,915	\$102,443	\$108,288	\$107,831	5.26%	\$109,593	1.20%
Manager - Operating Systems Production	\$121,938	\$122,929	\$111,227	\$114,287	\$111,612	0.35%	\$114,534	0.22%
Manager - Network Services	\$142,885	\$143,259	\$107,299	\$109,395	\$107,429	0.12%	\$109,468	0.07%
Manager - Production Services	\$157,318	\$159,706	\$96,448	\$104,403	\$100,317	4.01%	\$108,153	3.59%
Manager - Production Support	\$123,403	\$124,410	\$97,692	\$100,107	\$98,004	0.32%	\$100,395	0.29%
Manager - Quality Control	\$107,178	\$107,786	\$91,636	\$93,298	\$91,789	0.17%	\$93,610	0.33%
Manager - Security and Workstations	\$138,813	\$139,673	\$106,830	\$111,882	\$107,998	1.09%	\$112,754	0.78%
Manager - Systems and Programming	\$142,243	\$151,410	\$108,055	\$110,548	\$110,608	2.36%	\$113,073	2.28%
Manager - Technical Services	\$161,179	\$161,595	\$119,312	\$122,387	\$119,480	0.14%	\$122,552	0.13%
Manager - Training and Documentation	\$102,260	\$105,301	\$83,457	\$85,424	\$88,689	6.27%	\$90,505	5.95%
Manager - Voice/Wireless	\$116,092	\$116,652	\$93,045	\$94,290	\$93,193	0.16%	\$94,376	0.09%
Computer Operations - Shift Manager	\$93,399	\$94,697	\$84,382	\$84,703	\$84,556	0.21%	\$84,856	0.18%
Computer Operations - Shift Supervisor	\$68,182	\$70,141	\$62,675	\$64,669	\$65,243	4.10%	\$67,014	3.63%
Data Entry Supervisor	\$64,779	\$67,171	\$61,634	\$62,146	\$62,342	1.15%	\$63,019	1.40%
Production Control Specialist	\$73,683	\$74,940	\$65,166	\$65,461	\$65,701	0.82%	\$66,011	0.84%
Production Services Supervisor	\$84,113	\$84,639	\$70,783	\$72,256	\$71,759	1.38%	\$73,366	1.54%
Project Manager - Applications	\$182,805	\$183,345	\$110,468	\$115,948	\$110,594	0.11%	\$116,099	0.13%
Project Manager - Distributed Systems	\$124,843	\$127,130	\$104,854	\$111,512	\$106,810	1.87%	\$113,944	2.18%
Project Manager - Network Technical	\$127,423	\$129,812	\$106,288	\$106,943	\$106,484	0.18%	\$107,420	0.45%
Project Manager - Systems	\$173,620	\$176,779	\$103,729	\$110,335	\$109,201	5.28%	\$117,183	6.21%
Supervisor - Hardware Installations	\$81,789	\$84,625	\$69,654	\$70,613	\$69,849	0.28%	\$70,728	0.16%
Capacity Planning Supervisor	\$81,246	\$81,913	\$71,515	\$73,504	\$72,083	0.79%	\$73,743	0.33%
Change Control Supervisor	\$77,479	\$81,223	\$72,045	\$72,428	\$72,696	0.90%	\$73,294	1.20%
Supervisor - Desktop BYOD Support	\$94,769	\$96,259	\$86,380	\$86,948	\$86,607	0.26%	\$87,358	0.47%
Supervisor - Network Services	\$97,209	\$99,640	\$82,246	\$83,277	\$84,046	2.19%	\$85,344	2.48%
Webmaster	\$91,813	\$89,336	\$76,363	\$77,933	\$77,693	1.74%	\$79,066	1.45%

Average

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Summary Salary Survey - 2024

Position	Benchmark 4th Quartile		-----Prior Mean-----		----- Current Mean-----				
	Prior	Current	Base	Total	Base	Base % Change	Total	% Change	
Large									
Staff									
BYOD / Personal Computer Specialist	\$80,148	\$81,663	\$69,080	\$69,218	\$72,024	4.26%	\$72,193	4.30%	
Change Control Analyst	\$83,042	\$83,390	\$68,715	\$69,773	\$68,874	0.23%	\$69,960	0.27%	
Computer Operator	\$63,890	\$65,910	\$58,835	\$59,725	\$59,300	0.79%	\$60,165	0.74%	
Data Center Facility Administrator	\$60,551	\$62,363	\$58,642	\$58,936	\$59,137	0.84%	\$59,468	0.90%	
Data Entry Clerk	\$57,125	\$59,417	\$59,500	\$59,500	\$58,333	-1.96%	\$58,333	-1.96%	
Data Security Administrator	\$117,612	\$118,139	\$95,420	\$97,894	\$95,647	0.24%	\$98,150	0.26%	
Database Specialist	\$175,818	\$175,982	\$103,780	\$108,722	\$104,029	0.24%	\$108,888	0.15%	
Disaster Recovery Coordinator	\$108,715	\$109,936	\$97,911	\$100,188	\$98,413	0.51%	\$100,651	0.46%	
e-Commerce Specialist	\$99,284	\$99,317	\$94,117	\$95,724	\$94,408	0.31%	\$95,946	0.23%	
Forms and Graphics Designer	\$81,557	\$83,034	\$66,759	\$67,966	\$69,113	3.53%	\$70,286	3.41%	
Object Programmer	\$103,513	\$104,630	\$90,299	\$91,158	\$91,259	1.06%	\$92,169	1.11%	
Hardware Installations Coordinator	\$64,454	\$64,373	\$60,312	\$60,524	\$61,847	2.55%	\$62,148	2.68%	
Internet Developer	\$107,727	\$107,315	\$88,469	\$92,065	\$89,121	0.74%	\$92,717	0.71%	
IT Planning Analyst	\$88,135	\$89,424	\$81,109	\$81,962	\$81,600	0.61%	\$82,507	0.66%	
Librarian	\$60,039	\$62,579	\$57,848	\$58,216	\$58,595	1.29%	\$59,010	1.36%	
Network Control Analyst	\$98,867	\$99,480	\$87,553	\$89,876	\$87,811	0.30%	\$90,048	0.19%	
Network Services Administrator	\$129,921	\$130,905	\$74,469	\$78,600	\$75,040	0.77%	\$79,060	0.58%	
Network Technician	\$86,449	\$90,941	\$68,066	\$68,956	\$73,432	7.88%	\$74,666	8.28%	
Operations Analyst	\$74,898	\$75,521	\$68,248	\$68,330	\$68,451	0.30%	\$68,556	0.33%	
Production Control Analyst	\$73,683	\$74,135	\$66,691	\$68,161	\$67,009	0.48%	\$68,432	0.40%	
Programmer/Analyst	\$170,453	\$171,259	\$93,726	\$96,096	\$93,890	0.18%	\$96,236	0.15%	
Senior Network Specialist	\$161,315	\$161,882	\$96,946	\$103,298	\$97,364	0.43%	\$103,442	0.14%	
Software Engineer	\$116,034	\$116,386	\$94,616	\$96,833	\$94,775	0.17%	\$96,960	0.13%	
Systems Analyst	\$141,933	\$142,997	\$85,011	\$86,993	\$85,942	1.09%	\$87,921	1.07%	
Systems Programmer	\$113,450	\$114,301	\$95,944	\$98,913	\$96,388	0.46%	\$99,249	0.34%	
Systems Support Specialist	\$93,414	\$98,926	\$75,178	\$77,373	\$82,146	9.27%	\$85,131	10.03%	
Technical Services Specialist	\$81,254	\$84,383	\$70,858	\$71,532	\$71,377	0.73%	\$72,152	0.87%	
Technical Specialist	\$113,623	\$115,788	\$90,548	\$92,117	\$93,813	3.61%	\$95,562	3.74%	
Voice/Wireless Communications	\$94,426	\$94,757	\$84,379	\$84,983	\$84,633	0.30%	\$85,236	0.30%	
Web Analyst	\$96,535	\$97,815	\$73,639	\$76,162	\$84,618	14.91%	\$85,348	12.06%	
Wi-Fi LAN Applications Support Analyst	\$94,505	\$94,823	\$77,540	\$78,525	\$77,719	0.23%	\$78,794	0.34%	

Average

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Summary Salary Survey - 2024

Position Mid-Size	Benchmark 4th Quartile		-----Prior Mean -----		----- Current Mean-----			
	Prior	Current	Base	Total	Base	Base % Change	Total	% Change
Top								
VP - Chief Information Officer (CIO)	\$536,949	\$541,412	\$170,748	\$195,322	\$179,543	5.15%	\$209,931	7.48%
VP - Security (CSO)	\$194,758	\$214,023	\$148,797	\$151,573	\$151,421	1.76%	\$155,843	2.82%
VP - Administration	\$132,534	\$133,846	\$114,932	\$117,331	\$115,717	0.68%	\$118,116	0.67%
VP - Consulting Services	\$237,409	\$239,058	\$151,888	\$171,177	\$153,692	1.19%	\$172,367	0.70%
VP - Information Services	\$231,571	\$232,868	\$143,873	\$152,763	\$144,548	0.47%	\$153,474	0.47%
VP - Technical Services	\$238,320	\$238,891	\$143,604	\$159,192	\$144,265	0.46%	\$159,844	0.41%
Director - IT Planning	\$214,344	\$214,780	\$108,971	\$116,538	\$109,610	0.59%	\$117,250	0.61%
Director - Production/Data Center	\$190,696	\$191,291	\$117,811	\$131,427	\$118,591	0.66%	\$132,123	0.53%
Director - Systems & Programming	\$306,392	\$306,207	\$138,987	\$153,275	\$138,460	-0.38%	\$152,509	-0.50%
		Average	\$137,735	\$149,844	\$139,538	1.31%	\$152,384	1.59%

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Summary Salary Survey - 2024

Position Mid-Size	Benchmark 4th Quartile		-----Prior Mean-----		----- Current Mean-----				
	Prior	Current	Base	Total	Base	Base % Change	Total	% Change	
Mid									
Manager - Application Development	\$164,621	\$166,488	\$98,664	\$102,051	\$105,771	7.20%	\$109,158	6.96%	
Manager - Blockchain	\$152,667	\$154,010	\$114,512	\$120,721	\$116,866	2.06%	\$123,023	1.91%	
Manager - Computer Operations	\$273,665	\$248,527	\$106,756	\$114,999	\$112,767	5.63%	\$120,420	4.71%	
Manager - Customer Service	\$122,731	\$123,063	\$92,576	\$94,949	\$93,346	0.83%	\$95,648	0.74%	
Manager - Data Communications	\$117,677	\$118,176	\$91,193	\$93,777	\$91,551	0.39%	\$93,999	0.24%	
Manager - Data Warehouse	\$141,697	\$142,560	\$109,671	\$114,876	\$110,863	1.09%	\$115,785	0.79%	
Manager - Database	\$168,470	\$170,798	\$107,466	\$113,159	\$112,099	4.31%	\$118,270	4.52%	
Manager - Internet Systems	\$150,414	\$148,945	\$101,932	\$106,270	\$112,482	10.35%	\$116,318	9.46%	
Manager - Operating Systems Production	\$122,442	\$124,047	\$105,385	\$105,921	\$105,864	0.45%	\$106,426	0.48%	
Manager - Network Services	\$215,561	\$218,319	\$99,902	\$108,836	\$100,002	0.10%	\$108,848	0.01%	
Manager - Production Services	\$126,323	\$128,840	\$104,390	\$107,762	\$106,680	2.19%	\$110,042	2.12%	
Manager - Production Support	\$118,447	\$121,710	\$95,249	\$102,604	\$100,838	5.87%	\$108,712	5.95%	
Manager - Quality Control	\$124,277	\$124,631	\$96,033	\$99,571	\$95,873	-0.17%	\$99,436	-0.14%	
Manager - Security and Workstations	\$152,633	\$162,281	\$101,470	\$105,076	\$104,935	3.41%	\$109,489	4.20%	
Manager - Systems and Programming	\$173,783	\$175,703	\$110,852	\$116,305	\$114,555	3.34%	\$120,310	3.44%	
Manager - Technical Services	\$184,875	\$190,532	\$95,434	\$100,526	\$106,146	11.22%	\$112,340	11.75%	
Manager - Training and Documentation	\$128,080	\$130,265	\$84,358	\$86,883	\$88,509	4.92%	\$90,654	4.34%	
Manager - Voice/Wireless	\$114,268	\$114,569	\$89,550	\$90,515	\$89,870	0.36%	\$90,778	0.29%	
Computer Operations - Shift Manager	\$79,253	\$80,789	\$73,776	\$74,051	\$74,711	1.27%	\$74,964	1.23%	
Computer Operations - Shift Supervisor	\$99,092	\$99,513	\$74,621	\$75,922	\$75,890	1.70%	\$77,192	1.67%	
Data Entry Supervisor	\$64,616	\$66,964	\$61,552	\$61,801	\$62,606	1.71%	\$63,054	2.03%	
Production Control Specialist	\$66,515	\$68,961	\$62,729	\$63,649	\$63,441	1.13%	\$64,207	0.88%	
Production Services Supervisor	\$99,032	\$99,587	\$81,801	\$84,488	\$80,584	-1.49%	\$82,783	-2.02%	
Project Manager - Applications	\$202,583	\$202,645	\$108,943	\$115,268	\$109,048	0.10%	\$115,410	0.12%	
Project Manager - Distributed Systems	\$129,237	\$130,843	\$103,234	\$109,995	\$106,076	2.75%	\$112,677	2.44%	
Project Manager - Network Technical	\$116,921	\$133,111	\$87,203	\$87,922	\$114,252	31.02%	\$115,669	31.56%	
Project Manager - Systems	\$178,487	\$178,901	\$106,330	\$117,386	\$107,098	0.72%	\$118,392	0.86%	
Supervisor - Hardware Installations	\$72,045	\$73,168	\$64,835	\$65,764	\$66,336	2.31%	\$67,836	3.15%	
Capacity Planning Supervisor	\$73,386	\$74,424	\$68,062	\$68,476	\$68,848	1.16%	\$69,214	1.08%	
Change Control Supervisor	\$96,168	\$96,683	\$85,083	\$89,854	\$85,026	-0.07%	\$89,757	-0.11%	
Supervisor - Desktop BYOD Support	\$109,916	\$109,523	\$90,255	\$92,138	\$90,192	-0.07%	\$92,106	-0.03%	
Supervisor - Network Services	\$120,978	\$121,530	\$84,517	\$85,174	\$84,600	0.10%	\$85,385	0.25%	
Webmaster	\$94,237	\$96,884	\$77,645	\$78,516	\$82,990	6.88%	\$83,939	6.91%	

Average

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Summary Salary Survey - 2024

Position Mid-Size	Benchmark 4th Quartile		-----Prior Mean-----		----- Current Mean-----				
	Prior	Current	Base	Total	Base	Base % Change	Total	% Change	
Staff									
BYOD / Personal Computer Specialist	\$78,935	\$80,488	\$62,914	\$64,092	\$64,751	2.92%	\$65,515	2.22%	
Change Control Analyst	\$62,584	\$66,272	\$61,954	\$62,065	\$62,594	1.03%	\$62,724	1.06%	
Computer Operator	\$74,139	\$76,643	\$60,265	\$60,964	\$62,191	3.20%	\$63,263	3.77%	
Data Center Facility Administrator	\$82,159	\$362,114	\$78,158	\$81,054	\$103,784	32.79%	\$106,221	31.05%	
Data Entry Clerk	\$49,883	\$60,100	\$51,955	\$51,966	\$58,700	12.98%	\$58,700	12.96%	
Data Security Administrator	\$107,683	\$110,025	\$75,660	\$77,173	\$79,943	5.66%	\$81,731	5.91%	
Database Specialist	\$157,757	\$159,909	\$90,032	\$94,371	\$93,264	3.59%	\$97,984	3.83%	
Disaster Recovery Coordinator	\$99,536	\$100,540	\$90,064	\$91,329	\$90,576	0.57%	\$91,820	0.54%	
e-Commerce Specialist	\$96,103	\$96,832	\$87,752	\$88,798	\$88,174	0.48%	\$89,207	0.46%	
Forms and Graphics Designer	\$81,013	\$82,987	\$68,493	\$70,105	\$72,432	5.75%	\$73,485	4.82%	
Object Programmer	\$98,490	\$100,227	\$85,212	\$89,015	\$85,909	0.82%	\$89,588	0.64%	
Hardware Installations Coordinator	\$63,319	\$65,314	\$60,108	\$62,069	\$60,534	0.71%	\$62,493	0.68%	
Internet Developer	\$127,417	\$127,534	\$86,901	\$94,181	\$87,188	0.33%	\$94,331	0.16%	
IT Planning Analyst	\$89,232	\$89,677	\$79,877	\$83,823	\$80,127	0.31%	\$84,073	0.30%	
Librarian	\$62,541	\$64,541	\$62,765	\$62,909	\$62,631	-0.21%	\$62,800	-0.17%	
Network Control Analyst	\$76,305	\$84,439	\$70,615	\$71,321	\$74,239	5.13%	\$75,033	5.20%	
Network Services Administrator	\$135,622	\$137,929	\$78,131	\$80,086	\$81,160	3.88%	\$83,382	4.12%	
Network Technician	\$97,372	\$98,636	\$71,188	\$72,849	\$74,616	4.82%	\$76,642	5.21%	
Operations Analyst	\$83,233	\$83,791	\$72,864	\$74,598	\$72,727	-0.19%	\$74,446	-0.20%	
Production Control Analyst	\$78,813	\$80,069	\$72,817	\$73,337	\$72,639	-0.24%	\$73,257	-0.11%	
Programmer/Analyst	\$202,397	\$203,403	\$92,272	\$95,993	\$93,306	1.12%	\$97,124	1.18%	
Senior Network Specialist	\$139,132	\$140,692	\$96,925	\$100,525	\$99,393	2.55%	\$103,195	2.66%	
Software Engineer	\$211,209	\$211,244	\$107,177	\$115,573	\$107,106	-0.07%	\$115,426	-0.13%	
Systems Analyst	\$179,674	\$180,297	\$85,941	\$89,670	\$87,101	1.35%	\$90,961	1.44%	
Systems Programmer	\$142,255	\$142,582	\$85,298	\$88,703	\$85,586	0.34%	\$88,956	0.28%	
Systems Support Specialist	\$132,232	\$136,695	\$69,015	\$71,664	\$73,502	6.50%	\$77,069	7.54%	
Technical Services Specialist	\$87,678	\$89,521	\$67,508	\$68,883	\$69,178	2.47%	\$70,587	2.47%	
Technical Specialist	\$96,983	\$98,379	\$71,249	\$72,375	\$72,150	1.26%	\$73,291	1.26%	
Voice/Wireless Communications	\$85,487	\$86,163	\$74,507	\$75,452	\$75,183	0.91%	\$76,159	0.94%	
Web Analyst	\$98,356	\$99,769	\$78,204	\$79,878	\$78,893	0.88%	\$80,559	0.85%	
Wi-Fi LAN Applications Support Analyst	\$91,781	\$95,013	\$68,610	\$73,111	\$72,759	6.05%	\$78,808	7.79%	

Average

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Statistics Presented by City

The following pages present the numerical results of Janco’s Compensation Study in a tabular fashion. Shown are the normalized minimum and maximum for the base salary, as well as the total compensation (including supplemental compensation) for each position, as well as Janco’s benchmark. The remaining columns show figures for 78 typical United States metro areas, as well as 24 selected metro areas in Canada, with adjustments made based on such factors as cost of living, local economic indicators, and regional industry forecasts. City data includes perks. The US city’s data is in US dollars and the Canadian city’s data is in Canadian Dollars. The city data is the median.

The cities listed are:

US Cities

Akron	Albuquerque	Allentown	Anchorage	Atlanta	Atlantic City	Austin
Baltimore	Bellingham	Boise	Boston	Buffalo	Charleston	Charlotte
Cheyenne	Chicago	Cincinnati	Cleveland	Colorado Springs	Columbus	Dallas
Denver	Des Moines	Detroit	Duluth	Gary	Grand Rapids	Green Bay
Honolulu	Houston	Indianapolis	Kansas City, Missouri	Las Vegas	Lexington	Little Rock
Los Angeles	Louisville	Madison	Memphis	Miami	Milwaukee	Minneapolis
Nashville	New Orleans	New York	Oakland	Oklahoma City	Olympia	Omaha
Orange County CA	Orlando	Peoria	Philadelphia	Phoenix	Pittsburgh	Portland, Maine
Portland, Oregon	Provo/Orem	Raleigh-Durham	Rockford	Sacramento	Salt Lake City	San Antonio
San Diego	San Francisco	San Jose	Seattle	Sioux Falls	St. Louis	Stamford
Syracuse	Toledo	Topeka	Tucson	Tulsa	Washington	Wichita
Winston-Salem						

Canadian Cities ⁴

Calgary AB	Charlotte PE	Edmonton AB	Fredericton NB	Guelph ON	Halifax NS	Hamilton ON
Hull QC	London ON	Montreal QC	Niagara Falls ON	Ottawa ON	Québec City QC	Regina SK
Saskatoon SK	Sault Ste. Marie ON	St. John’s NF	Sudbury ON	Toronto ON	Vancouver BC	Victoria BC
Whitehorse YT	Windsor ON	Winnipeg MB				

⁴ On the tables that follow and in the Excel files (if you have purchased that option) the only dollars which are in Canadian Dollars are the mean dollars for the Canadian cities. All other values are in US Dollars only.

Large Enterprises

Compensation for positions in cities in the United States and Canada

The Compensation Study data was divided into two categories. Large companies are companies whose gross revenues are equal to or greater than \$500 MM or more than 1,000 total employees. Mid-sized companies are companies whose gross revenues are less than \$500 MM and less than 1,000 employees.

All salaries are normalized to a national standard, considering the cost of living in the metropolitan areas presented. Note some metro areas may not have enough data points to be statistically accurate to plus or minus 5%. However, all the national numbers are statistically valid for plus or minus 1.2%

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Title	Min Base	Max Base	Max Total	Min Total	Mean Base	Mean Total	Benchmark	Akron	Albuquerque	Allentown
Capacity Planning Supervisor	\$65,000	\$79,000	\$65,000	\$91,743	\$72,083	\$73,743				
Change Control Supervisor	\$58,257	\$85,065	\$58,257	\$89,751	\$72,696	\$73,294				
Supervisor - Desktop BYOD Support	\$72,382	\$102,412	\$72,382	\$105,912	\$86,607	\$87,358				
Supervisor - Network Services	\$65,000	\$109,159	\$65,000	\$115,233	\$84,046	\$85,344				
WebMaster	\$71,246	\$95,980	\$71,246	\$100,980	\$77,693	\$79,066				
BYOD / Personal Computer Specialist	\$62,813	\$89,455	\$62,813	\$91,302	\$72,024	\$72,193				
Change Control Analyst	\$58,009	\$95,010	\$58,009	\$97,906	\$68,874	\$69,960				
Computer Operator	\$55,000	\$66,772	\$55,000	\$72,520	\$59,300	\$60,165				
Data Center Facility Administrator	\$55,000	\$65,000	\$55,000	\$65,589	\$59,137	\$59,468				
Data Entry Clerk	\$50,500	\$60,500	\$50,500	\$60,500	\$58,333	\$58,333				
Data Security Administrator	\$68,733	\$130,631	\$68,733	\$140,631	\$95,647	\$98,150				
Database Specialist	\$63,836	\$134,020	\$63,836	\$247,934	\$104,029	\$108,888				
Disaster Recovery Coordinator	\$68,124	\$113,354	\$68,124	\$121,460	\$98,413	\$100,651				
e-Commerce Specialist	\$82,494	\$99,000	\$82,494	\$104,226	\$94,408	\$95,946				
Forms and Graphics Designer	\$56,384	\$94,554	\$56,384	\$96,954	\$69,113	\$70,286				
Object Visual Programmer	\$76,191	\$113,000	\$76,191	\$118,000	\$91,259	\$92,169				
Hardware Installations Coordinator	\$55,000	\$66,231	\$55,000	\$66,899	\$61,847	\$62,148				
Internet Developer	\$74,057	\$110,163	\$74,057	\$125,510	\$89,121	\$92,717				
IT Planning Analyst	\$71,585	\$95,248	\$71,585	\$97,248	\$81,600	\$82,507				
Network Control Analyst	\$72,485	\$95,710	\$72,485	\$111,148	\$87,811	\$90,048				
Network Services Administrator	\$55,426	\$98,607	\$55,426	\$186,771	\$75,040	\$79,060				
Network Technician	\$56,436	\$104,500	\$56,436	\$108,450	\$73,432	\$74,666				
Operations Analyst	\$64,254	\$82,000	\$64,254	\$82,591	\$68,451	\$68,556				
Production Control Analyst	\$58,500	\$74,990	\$58,500	\$81,261	\$67,009	\$68,432				
Programmer/Analyst	\$55,426	\$176,271	\$55,426	\$248,627	\$93,890	\$96,236				
Senior Network Specialist	\$63,865	\$138,237	\$63,865	\$226,401	\$97,364	\$103,442				
Software Engineer	\$57,062	\$125,680	\$57,062	\$137,997	\$94,775	\$96,960				
Systems Analyst	\$55,001	\$188,212	\$55,001	\$200,052	\$85,942	\$87,921				
Systems Programmer	\$73,290	\$120,194	\$73,290	\$132,213	\$96,388	\$99,249				
Systems Support Specialist	\$55,426	\$102,505	\$55,426	\$115,706	\$82,146	\$85,131				
Tape Librarian	\$55,827	\$65,827	\$55,827	\$66,564	\$58,595	\$59,010				
Technical Services Specialist	\$55,001	\$92,215	\$55,001	\$97,389	\$71,377	\$72,152				
Technical Specialist	\$56,395	\$117,962	\$56,395	\$137,764	\$93,813	\$95,562				
Voice/Wireless Communications Coordinator	\$68,733	\$100,081	\$68,733	\$104,881	\$84,633	\$85,236				
Web Analyst	\$64,745	\$108,421	\$64,745	\$111,012	\$84,618	\$85,348				
Wi-Fi LAN Applications Support Analyst	\$62,249	\$97,723	\$62,249	\$111,928	\$77,719	\$78,794				

Title	Min Base	Max Base	Max Total	Min Total	Mean Base	Mean Total	Benchmark	Akron	Albuquerque	Allentown
VP - Chief Information Officer (CIO)	\$129,902	\$747,936	\$129,902	\$862,081	\$245,739	\$274,121				
VP - Security (CSO)	\$140,475	\$236,750	\$140,475	\$261,750	\$195,158	\$204,832				
VP - Administration	\$100,112	\$185,713	\$100,112	\$229,126	\$137,109	\$145,293				
VP - Consulting Services	\$95,000	\$210,000	\$95,000	\$265,000	\$147,719	\$156,603				
VP - Information Services	\$103,924	\$225,000	\$103,924	\$338,676	\$155,105	\$179,187				
VP - Technical Services	\$94,065	\$209,990	\$94,065	\$314,506	\$167,071	\$177,935				
Director - IT Planning	\$94,059	\$225,000	\$94,059	\$367,664	\$140,573	\$162,429				
Director - Production/Data Center	\$85,310	\$229,783	\$85,310	\$290,094	\$154,646	\$167,234				
Director - Systems & Programming	\$89,377	\$373,968	\$89,377	\$432,725	\$161,407	\$183,999				
Manager - Application Development	\$76,460	\$140,485	\$76,460	\$153,228	\$106,573	\$108,119				
Manager - Blockchain	\$92,560	\$175,000	\$92,560	\$195,142	\$119,984	\$125,124				
Manager - Computer Operations	\$88,001	\$154,378	\$88,001	\$185,321	\$116,869	\$122,657				
Manager - Customer Service	\$102,072	\$149,877	\$102,072	\$164,877	\$117,201	\$122,534				
Manager - Data Communications	\$72,253	\$97,646	\$72,253	\$110,389	\$91,007	\$94,735				
Manager - Data Warehouse	\$96,804	\$129,804	\$96,804	\$129,804	\$96,804	\$96,804				
Manager - Database	\$76,460	\$170,000	\$76,460	\$170,000	\$76,460	\$76,460				
Manager - Internet Systems	\$92,400	\$146,000	\$92,400	\$146,000	\$92,400	\$92,400				
Manager - Operating Systems Production	\$93,045	\$121,045	\$93,045	\$121,045	\$93,045	\$93,045				
Manager - Network Services	\$65,495	\$160,000	\$65,495	\$160,000	\$65,495	\$65,495				
Manager - Production Services	\$84,000	\$119,804	\$84,000	\$119,804	\$84,000	\$84,000				
Manager - Production Support	\$82,627	\$138,940	\$82,627	\$138,940	\$82,627	\$82,627				
Manager - Quality Control	\$72,842	\$117,342	\$72,842	\$117,342	\$72,842	\$72,842				
Manager - Security and Workstations	\$81,441	\$149,587	\$81,441	\$149,587	\$81,441	\$81,441				
Manager - Systems and Programming	\$76,460	\$166,759	\$76,460	\$192,212	\$110,608	\$113,073				
Manager - Technical Services	\$90,832	\$185,000	\$90,832	\$203,710	\$119,480	\$122,552				
Manager - Training and Documentation	\$75,308	\$111,317	\$75,308	\$121,913	\$88,689	\$90,505				
Manager - Voice Wireless Communication	\$69,000	\$136,000	\$69,000	\$140,110	\$93,193	\$94,376				
Computer Operations - Shift Manager	\$67,551	\$103,551	\$67,551	\$104,837	\$84,556	\$84,856				
Computer Operations - Shift Supervisor	\$62,000	\$68,245	\$62,000	\$75,039	\$65,243	\$67,014				
Data Entry Supervisor	\$55,000	\$70,000	\$55,000	\$72,000	\$62,342	\$63,019				
Production Control Specialist	\$60,000	\$82,178	\$60,000	\$84,178	\$65,701	\$66,011				
Production Services Supervisor	\$57,345	\$92,421	\$57,345	\$97,518	\$71,759	\$73,366				
Project Manager - Applications	\$72,624	\$180,000	\$72,624	\$256,097	\$110,594	\$116,099				
Project Manager - Distributed Systems	\$93,000	\$122,449	\$93,000	\$147,449	\$106,810	\$113,944				
Project Manager - Network Technical Services	\$87,969	\$147,140	\$87,969	\$153,140	\$106,484	\$107,420				
Project Manager - Systems	\$73,983	\$142,698	\$73,983	\$244,357	\$109,201	\$117,183				
Supervisor - Hardware Installations	\$64,000	\$95,802	\$64,000	\$99,402	\$69,849	\$70,728				

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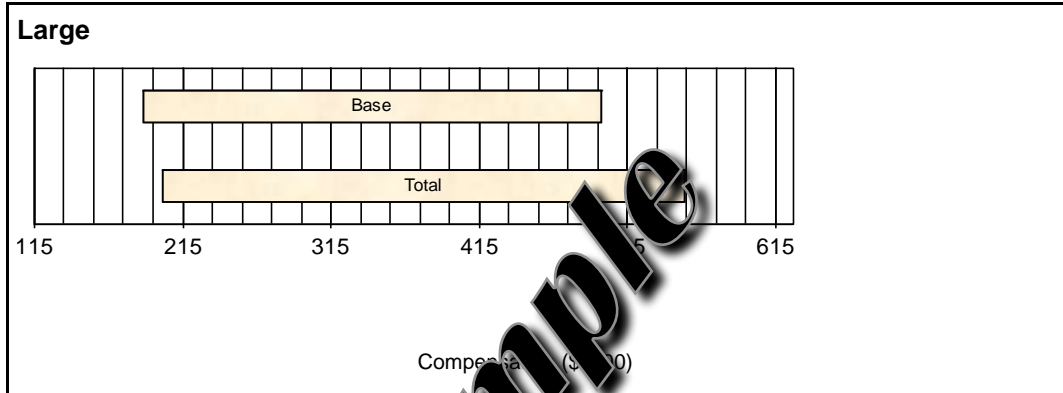
National IT Salary Analysis by Position

Only available with the full version of the IT Salary Survey

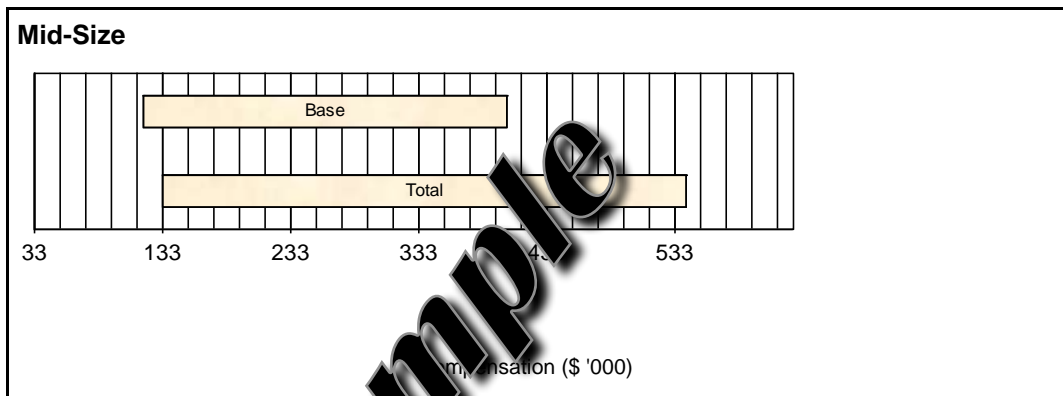
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VP - Chief Information Officer (CIO)



Benchmark Range		Sample Statistics		Base	Total
Base:	\$187,821 - \$453,412	Organizations:	46	Min: \$129,902	\$158,284
Total:	\$202,011 - \$553,412	Total Sample:	2418	Mean: \$245,739	\$274,121
				Max: \$747,936	\$862,081



Benchmark Range		Sample Statistics		Base	Total
Base:	\$117,601 - \$411,412	Organizations:	130	Min: \$55,659	\$86,046
Total:	\$132,795 - \$541,412	Total Sample:	244	Mean: \$179,543	\$209,931
				Max: \$623,280	\$903,280