



# 2025

## Mid-Year

# 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 <sup>1</sup> 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 June 2024. 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. An AI program was developed and utilized to validate the data.

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

The survey responses were entered into Janco's compensation database along with pertinent salary information from other prominent salary surveys that focus on the Information Technology area and normalized data from previous years' studies. Using all the available data, the Benchmark Compensation Ranges were determined. The lower and upper quartiles of the survey data were eliminated when determining the Janco Benchmark Compensation Ranges.

Individuals whose compensation is below the Janco Benchmark Ranges are subject to the forces of the marketplace and other conditions, which are unique to an individual's terms of employment or experience level. Individuals whose compensation is above the Benchmark Ranges are the least impacted by market forces. However, because of their seniority, they are likely candidates for more senior IS management positions at other companies if career advancement is perceived to be limited in their present environment. Individuals whose compensation is within the Benchmark Ranges are compensated relative to their specialty and are normally not subject to marketplace forces. The Janco Total Benchmark Compensation Range has been split into three groups: top-level positions, mid-level positions, and staff positions. Total compensation includes estimated bonus amounts, "perks," and the fair value of supplemental compensation such as additional time off, education cost reimbursements, special business trips, car allowances, stock options, etc.

The methodology and classification for several positions have changed. If the reader uses this information with earlier Janco Studies some positions will not be comparable to those in prior periods. Please refer to the position descriptions in Janco's

[Internet and Information Position Description HandiGuide®](#)

[https://e-janco.com/Job\\_Book.htm](https://e-janco.com/Job_Book.htm) or the

[PREMIUM Edition Job Description Bundle](#)

[https://e-janco.com/session/add\\_product.aspx?catalog=21](https://e-janco.com/session/add_product.aspx?catalog=21) for the detailed definition of the job content.

## Sample Statistics

*The Compensation Database of competitive compensation statistics for the Information Technology 2025 Compensation Study includes the following:*

### **LARGE COMPANIES**

#### **ORGANIZATIONS RESPONDING**

<b>Positions Surveyed:</b>	<b>73</b>
<b>Number of Enterprises:</b>	<b>108</b>
<b>Population Size:</b>	<b>58,369</b>

<b>Mean Salary:</b>	<b>\$108,643</b>
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### **MID-SIZE COMPANIES**

#### **ORGANIZATIONS RESPONDING**

<b>Positions Surveyed:</b>	<b>73</b>
<b>Number of Enterprises</b>	<b>281</b>
<b>Population Size:</b>	<b>15,122</b>

<b>Mean Salary:</b>	<b>\$103,524</b>
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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 <sup>2</sup>.*

### **INDUSTRY TYPES:**

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

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<sup>2</sup> All the data for Canada in this survey is shown in Canadian dollars.

## Study Summary

**Mean Compensation for all IT Pros for 2024 is \$104,603**

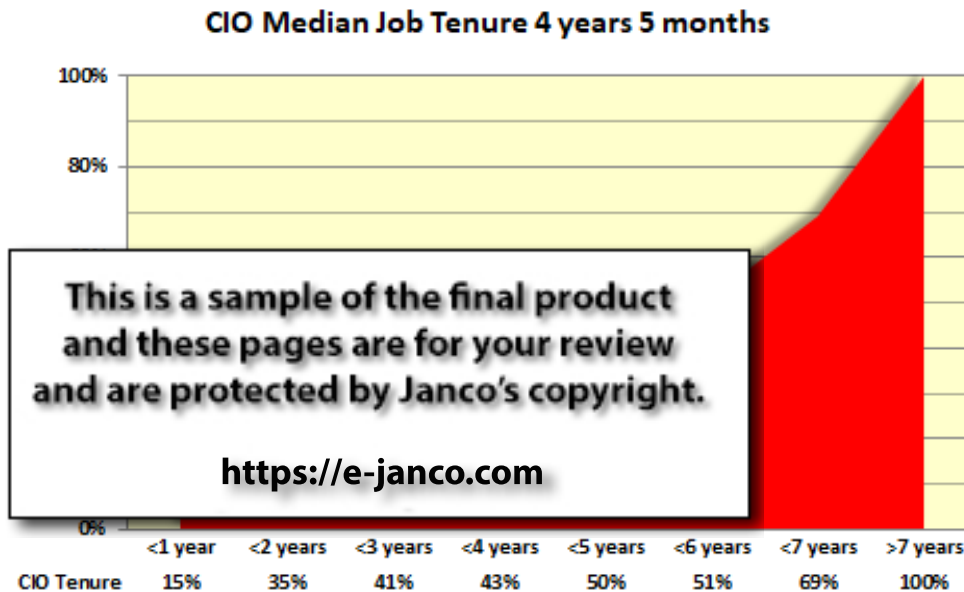
*Two Artificial Intelligence positions were added to the 2025 IT Salary Survey: the Vice President of Artificial Intelligence (aka Chief AI Officer CAIO) and Project Manager of Artificial Intelligence. The positions dropped from the survey were the Supervisor of Word Processing/Data Entry and the Data Entry Operator. AI, Office Automation, and productivity initiatives have driven the elimination of many positions.*

*Our observations for the 2025 Mid Year IT Salary Survey are as follows:*

- Salary increases have slowed to 0.88% from last June
- Many IT organizations have eliminated or automated functions so there is less of a
- **This is a sample of the final product and these pages are for your review and are protected by Janco's copyright.** higher than in Mid-sized on average \$5,119
- **https://e-janco.com** IT Pros in large enterprises is
- annualized inflation rate. quarters – less than the
- With bonuses and fringe benefits, IT Pros fared the best as their total compensation increased by 2.46% in large enterprises and 1.95% in mid-sized enterprises.
- 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.
- Attrition rates in mid-sized enterprises are rising faster than in large enterprises.
- Salary levels in mid-sized enterprises are rising slower than in large enterprises, 1.95% versus 2.64%
- Demand has remained high for IT professionals supporting artificial Intelligence, security, Blockchain, and e-commerce.
- Staffing and retention continue as a primary priority of C-level management.

## CIO Tenure and Compensation

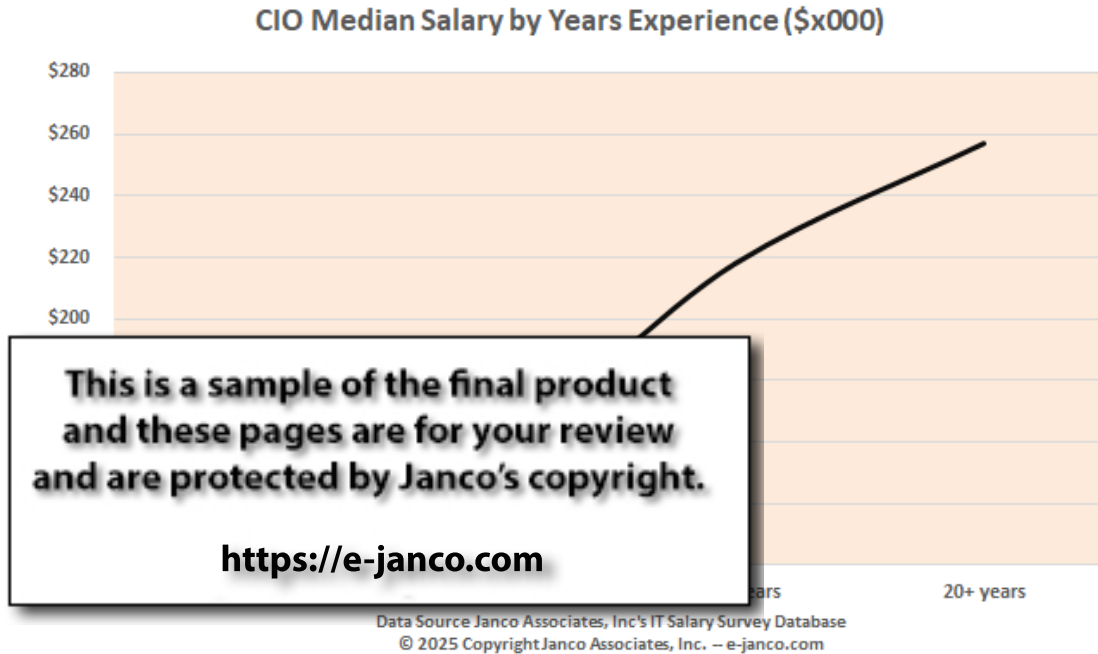
CIO tenure is the length of time in the existing role of an individual. Over the last 12 months, the median tenure of CIOs has risen by one (1) month to 4 Years and 5 months. Over the next 12 months, we will see more retirements which will result in a reduction in the average tenure as more "younger" IT professionals move into that role.



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## Salaries of IT Pros are Based on Years of Experience

We have verified that the total compensation of IT executives, including CIOs, is based on the years of experience.



We analyzed the background of over 264 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.



## 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 51% of the total labor force, Gen Xers are 40%, and Baby Boomers have shrunk to only 9% of the total IT labor force.

### Age Distribution IT Professionals

source BLS & Janco data - Analysis by Janco

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## Fringe Benefits Summary

Benefits	Percent							Change 12 mo
	2019	2020	2021	2022	2023	2024	2025	
Flexible Hours and or Schedule (WFH)	61%	76%	80%	98%	96%	94%	90%	-4%
Insurance - Disability (beyond mandated)	76%	78%	79%	80%	80%	81%	81%	0%
Insurance - Health								%
Insurance - Life								%
401K								%
Personal Performance Bonus								%
Stock Options								%
Enterprise Performance Bonus								%

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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 increased 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 84% from 79% in 2019.

Many companies have stopped contributing as much to 401k plans for their employees as in prior years. More companies are now offering 401K plans.

A looming recession is placing pressure on the remaining firms to control employee expenses more. As a result, there now is pressure to reduce other expenses such as family-paid health insurance versus employee health insurance, life insurance, and disability insurance beyond what is mandated by law, and "unnecessary" travel and trip expenses.

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 1.87%. The positions most in demand are IT staff who have the skills to support AI and e-commerce.

### IT Pros are paid more in larger firms than SMBs

IT executives in large firms have annual compensation of just over \$188K. At the same time, individuals with comparable roles in mid-sized enterprises are paid around \$163K. That is almost \$25K less.

That data also shows the difference in compensation between all IT Pros is increasing in favor of larger enterprises. A more detailed analysis of the data by specific job title shows that CIOs in large enterprises have compensation packages that are around \$240K versus their counterparts in mid-size enterprises \$208K.

Large vs Mid-Sized \$ and %		Mid Year 2024	Mid Year 2025
<b>% Diff Large vs Mid Sized</b>			
Executives	12.9%	13.0%	
Middle Managers	0.0%	0.4%	
Staff	2.9%	4.2%	
All Large Enterprise	4.1%	4.7%	
<b>Mid-Size Enterprises Dollar Diff</b>			
Executives			
Middle Managers			
Staff			
All Mid-Size Enterprises			
<b>IT Positions All Sizes</b>			
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In the last four quarters, as companies work to add technically skilled staff salaries have increased, in mid-sized enterprises and large enterprises. Many positions remain unfilled as there are too few candidates who have the skills or experience being sought. This is driving those salaries higher.

Large Enterprises Mean Compensation			
	Jun 2024	Jun 2025	Change
VP - Chief Information Officer (CIO)	\$240,249	\$240,770	0.22%
VP - Security (CSO)			
VP - Artificial Intelligence (CAIO)			
VP - Administration			
VP - Consulting Services			
VP - Information Services			
VP - Technical Services			
Director - IT Planning			
Director - Production/Data Center			
Director - Systems & Programming	\$185,580	\$185,380	-0.11%

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There was an increase in the base salaries (compensation before bonuses and fringe benefits). In Mid-sized enterprises, it was 1.36%, and in large enterprises 1.59%.

Mid-Sized Enterprises Mean Compensation			
	Jan 2024	Jun 2025	Change
VP - Chief Information Officer (CIO)	\$207,937	\$208,004	0.03%
VP - Security (CSO)			
VP - Artificial Intelligence (CAIO)			
VP - Administration			
VP - Consulting Services			
VP - Information Services			
VP - Technical Services			
Director - IT Planning			
Director - Production/Data Center			
Director - Systems & Programming	\$152,506	\$160,783	5.43%

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## More Jobs for IT Pros Open Than Available Candidates

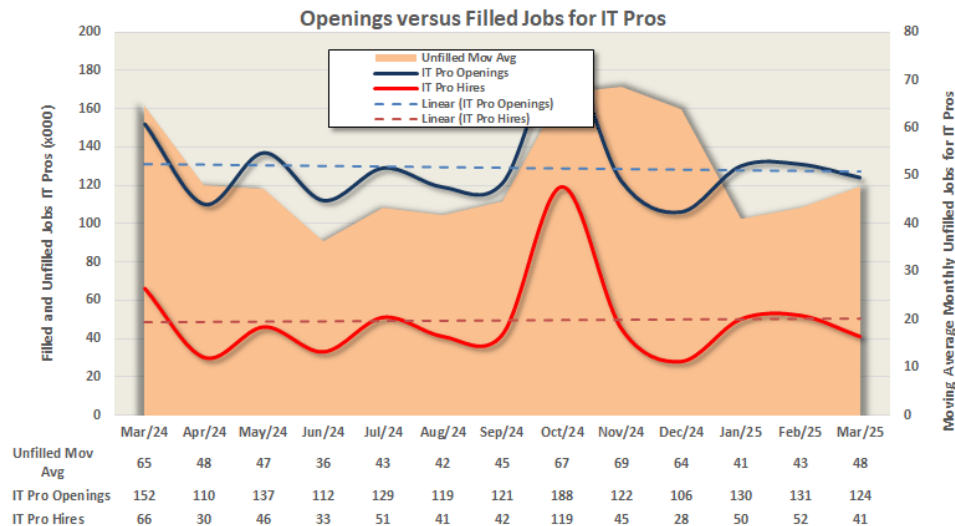
2024 was not a good year for the size of the IT Job Market. There was a reduction in the size of the IT job market.

Annual IT Job Market Gain 2023 vs 2024					
	2023		2024		YTD Diff
	Monthly	YTD	Monthly	YTD	
Jan	(2,600)	(2,600)	(800)	(800)	1,800
Feb	4,900	2,300	1,200	400	(1,900)
Mar	(3,800)	(1,500)	(4,100)	(3,700)	(2,200)
Apr	(13,500)	(15,000)	2,000	(1,700)	13,300
May	1,900	(13,100)	(1,900)	(3,600)	9,500
Jun	3,800	(9,300)	(3,000)	(6,600)	2,700
Jul	(4,200)	(13,500)	400	(6,200)	7,300
Aug	600	(12,900)	(7,800)	(14,000)	(1,100)
Sep	(7,700)	(20,600)	1,000	(13,000)	7,600
Oct	2,700	(17,900)	(3,300)	(16,300)	1,600
Nov	(27,000)	(44,900)	(107,100)	(123,400)	(78,500)
Dec	(3,700)	(48,600)	2,900	(120,500)	(71,900)

Source: Bureau of Labor Statistics - Analysis by Janco Associates, Inc.  
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In 2025 the size of the IT job market could grow slightly. Supporting this opinion is the fact that the number of unfilled positions for IT Pros in March was 83K with an unemployment rate of 4.6% in April

(see <https://e-janco.com/career/employmentdata.html>).



Data Source BLS - Analysis by Janco Associates, Inc. © 2025 Copyright Janco Associates, Inc. - <https://e-janco.com>

## 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 change in the total number of new jobs, as of April 2025, shows the number of new IT jobs is flat.



**IT Job Market Size 2023 versus 2024**
**Annual IT Job Market Gain 2023 vs 2024**

	2023		2024		YTD Diff
	Monthly	YTD	Monthly	YTD	
Jan	(2,600)	(2,600)	(800)	(800)	1,800
Feb	4,900	2,300	1,200	400	(1,900)
Mar	(3,800)	(1,500)	(4,100)	(3,700)	(2,200)
Apr	(13,500)	(15,000)	2,000	(1,700)	13,300
May	1,900	(13,100)	(1,900)	(3,600)	9,500
Jun	3,800	(9,300)	(3,000)	(6,600)	2,700
Jul	(4,200)	(13,500)	400	(6,200)	7,300
Aug	600	(12,900)	(7,800)	(14,000)	(1,100)
Sep	(7,700)	(20,600)	1,000	(13,000)	7,600
Oct	2,700	(17,900)	(3,300)	(16,300)	1,600
Nov	(27,000)	(44,900)	(107,100)	(123,400)	(78,500)
Dec	(3,700)	(48,600)	2,900	(120,500)	(71,900)

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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 2024 vs 2025**

	2024		2025		YTD Diff
	Monthly	YTD	Monthly	YTD	
Jan	(800)	(800)	(5,500)	(5,500)	(4,700)
Feb	1,200	400	8,400	2,900	2,500
Mar	(4,100)	(3,700)	(13,500)	(10,600)	(6,900)
Apr	2,000	(1,700)	(10,600)	(21,200)	(19,500)
May	(1,900)	(3,600)			
Jun	(3,000)	(6,600)			
Jul	400	(6,200)			
Aug	(7,800)	(14,000)			
Sep	1,000	(13,000)			
Oct	(3,300)	(16,300)			
Nov	(107,100)	(123,400)			
Dec	2,900	(120,500)			

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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
<b>Large Enterprises</b>	VP - Artificial Intelligence Director IT Planning Ma M Proje e-Co	VP Information Services VP Administration
<b>Mid-sized Enterprises</b>	VP C Manag M Project Manager AI Project Manager Network Tech Service e-Commerce Specialist Webmaster	Manager Production Services Supervisor Network Services 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 Artificial Intelligence, 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 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](https://e-janco.com/session/add_product.aspx?catalog=962)

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### 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 of the enterprise including a review of computerized and manual systems; information processing equipment and software for acquisition, storage, and retrieval; 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 Activities within the enterprise including responsibility for providing a leadership role in the day-to-day operations of the Information Services function as well as providing direction as the enterprise grows through internal growth and external acquisition.

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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 Artificial Intelligence

The Chief AI Officer (CAIO) is a C-suite executive overseeing a company's overall strategy, acquisition, implementation, and monitoring of AI and Machine Learning (ML) technology. This role requires a deep understanding of the business, technical expertise, and regulatory awareness. The CAIO must be capable of communicating AI-related information effectively across the organization. However, the role is not solely technical; it demands diverse skills, including AI ethics, understanding, and implementation awareness.

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### Vice President - Administration

The Vice President Administration is accountable for providing administrative direction and support 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.

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**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.

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**Vice President - Information Services**

The Vice President Information Services is accountable for directing the information and data integrity of the enterprise's Information Services function, including the enterprise data centers, enterprise technical service centers, enterprise production scheduling functions, enterprise help desks, enterprise communication networks (voice and data), enterprise computer program development, and computer systems operations. He or she is responsible for maintaining the integrity of all electronic and optical books and records of the enterprise including a review of computerized and manual systems, information processing equipment and software for acquisition, storage, and retrieval, 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 activities within the enterprise group. This responsibility includes providing a leadership role in the day-to-day operations of the enterprise's Information Services functions.

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**Vice President - Technical Services**

The Vice President Technical Services is responsible for the overall direction of all computing and communications technology functions associated with Information Services applications, communications (voice and data), and computing services within the enterprise. As the top technical architect of the enterprise, he or she provides a vision of how technology can be applied to the enterprise. These areas include operating systems, voice and data communications, transaction processing, and database administration, the information center, personal computers, electronic and optical storage, and multimedia applications.

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**Director - IT Planning**

The Director IT Planning administers the preparation and reporting of the IS department's seasonal and long-range plans. Based on overall enterprise plans, the director proposes the basic IS philosophies and directions related to planning for and acquiring computer hardware and operating systems as well as application software systems. The director synchronizes individual IS department plans with overall department plans and department plans with division goals and objectives. The director is authorized to prescribe the frequency and formats for other IT departments' submission of data, including budgets, in support of IS plans. The scope of this function extends from planning for the IT department's role in the enterprise to selecting specific hardware and software technologies for satisfying the enterprise's business objectives.

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**Director - Production/Data Center**

The Director - Production/Data Center is responsible for managing the intermediary communication and support between the user community and the technical and operational components of the data center including tracking the activities of the customer support group and ensuring the availability, responsiveness, and effective utilization of the enterprise communication network. The director reports to the Vice President regarding the operation of the production services and the data center.

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**Director - Systems & Programming**

The Director - Systems & Programming is responsible for overseeing the development of systems within Information Systems. This group is responsible for the development of systems on both mainframes and PCs. System development includes configuration data, security, resource monitoring, reporting, and the development of specialized programs. Application programming includes coordinating software issues with other IS organizations, working with other operating systems where necessary, and working towards connectivity with other computer systems.

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**Manager – Application Development**

The Manager Application Development is responsible for the implementation and maintenance of business and technical systems support as well as data transmissions and retrievals from field controllers. The manager is responsible for the evaluation and implementation of standards and procedures that support the enterprise's application infrastructure.

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**Manager – Blockchain**

The Manager Blockchain is responsible for overseeing the Blockchain activities. This individual manages the enterprise's blockchain database systems, cyber currency controls, and blockchain processing systems that form the basis of this initiative. This responsibility includes processing security, cyber currency management systems, resource monitoring, and reporting, and the development of specialized programs. The Manager Blockchain coordinates blockchain processing software issues with other IT organizations including applications and operations.

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**Manager - Computer Operations**

The Manager - Computer Operations is responsible for overseeing the computer operations groups. These groups are responsible for data processing system management and data processing system programming. Data processing system management includes configuration, security, database monitoring, reporting, and the development of specialized programs. The Manager Computer Operations coordinates database issues with other IS organizations including applications development and enterprise operations. The manager also coordinates computer operations issues and enterprise communications issues. The manager must be well-versed in relational database technology, data processing procedures, telecommunications, and computer operations.

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**Manager – Customer Service**

The Manager - Customer Service must provide production-reporting guidance, as well as direct and monitor user production output. The coordinator reports production status to users assists in problem resolution and acts as the key contact for on-site and remote users for terminal and production problems and inquiries. The coordinator reports to the Customer Service Supervisor.

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**Manager - Data Communications**

The Manager - Data Communications is responsible for overseeing the network group within technical services. This group is responsible for all aspects of data communications within the enterprise including terminals, remote printers, local area networks, communications with remote enterprise installations, network security, and the coordination of Voice and Data Communications, including microwave, TI, and ISDN communications.

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**Manager – Data Warehouse**

The Manager Data Warehouse is responsible for all activities and projects in the data warehouse and business intelligence area. This includes troubleshooting and management of technical services for all data warehouse and business intelligence issues. The manager is responsible for system management and system programming for the enterprise's data warehouse.

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**Manager – Database**

The Manager Database is responsible for system programming, troubleshooting, and system management within technical services. The manager is responsible for system management and system programming in the enterprise's computing environment. System management includes configuration, security, resource monitoring, reporting, troubleshooting, and the development of specialized programs. The manager helps coordinate software issues with other IS organizations including applications and operations. The Database Manager serves as a futurist within IT, keeping the enterprise on the "cutting edge" of current database technology.

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**Manager – Internet Systems**

The Manager – Internet Systems is responsible for overseeing the internet programming and system management group within technical services. This group is responsible for all Internet and Intranet systems, system management, and HTML / Java programming in the enterprise's computer environment. System management includes configuration, security, Internet monitoring, and reporting, and the development of specialized programs. The Manager Internet coordinates WEB issues with other IS organizations including applications and operations. The manager must be well versed in relational WEB technology and Internet procedures.

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**Manager - Operating Systems Production**

The Manager - Operating Systems Production is responsible for overseeing the system programming and system management group within technical services. This group is responsible for system management and system programming on enterprise computers. System management includes configuration, security, resource monitoring, reporting, and the development of specialized programs. System programming includes coordinating software issues with other IS organizations (i.e., applications and operations), working with other operating systems (i.e., UNIX) where necessary, and working with connectivity with other computer systems such as mainframes.

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**Manager - Network Services**

The Manager - Network Services manages and supervises the operation of the voice and data communications networks and local online networks. The areas of responsibility are network planning and management, local and remote network hardware installations, the operation of the network service desk, and data center security administration.

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**Manager - Production Services**

The Manager - Production Services is responsible for managing the coordination of communication and support between the user community and the technical and operational functions of IS. The manager is always also responsible for training and managing the Production Control Supervisor and Disaster Recovery Coordinator to provide the highest level of customer service possible.

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**Manager - Production Support**

The Manager - Production Support is responsible for managing the coordination of communication and support between the user community and the technical and operational functions of IS. The manager is also responsible for training and managing the Customer Service Supervisor, Change Control Supervisor, and Production Services Supervisor to provide the highest level of customer service possible.

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**Manager Quality Control**

The Manager Quality Control is responsible for helping to establish and monitor adherence to quality standards in the development of Information Technology. Quality includes both qualitative and quantitative measures. This includes complying with all mandated requirements such as Sarbanes Oxley.

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**Manager – Security and Workstations**

The Manager Security and Workstations are responsible for overseeing the overall coordination, control, and maintenance of access to the enterprise's data resources and ensuring compatibility and integration with enterprise strategies.

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**Manager - Systems and Programming**

The Manager - Systems and Programming is responsible for assisting the director in overseeing the mainframe programming and system management group within Information Systems. This group is responsible for mainframe system management and programming on the enterprise's systems. Enterprise system management includes configuration, security, resource monitoring, reporting, and the development of specialized programs. Enterprise programming includes coordinating enterprise software issues with other IS organizations (i.e., applications and operations), working with other operating systems where necessary, and working with connectivity with other computer systems.

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**Manager - Technical Services**

The Manager - Technical Services directs the technical service staff responsible for the installation, testing, maintenance, documentation, and support of systems software, as well as the modification of existing and creation of new systems software for specific enterprise needs. The manager plans for new and/or changes to hardware objectives and provides staff planning.

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**Manager - Training and Documentation**

The Manager - Training and Documentation is responsible for overseeing new systems installation, as well as being responsible for the preparation of all user and help desk documentation for the installed systems.

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**Manager Voice/Wireless Communications**

The Manager Voice/Wireless Communications Manager is responsible for overseeing all aspects of voice and wireless communications within the enterprise including coordinating with the data communications group and managing the voice and wireless communications group within the technical support.

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**Computer Operations - Shift Manager**

The Computer Operations - Shift Manager manages shift operations and functions supporting centralized and distributed data processing, ensures maximum utilization of personnel and equipment while meeting production schedules and requirements, and manages operational and support personnel. The manager reports to the Production Services/Data Center Director.

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**Computer Operations - Shift Supervisor**

The Computer Operations - Shift Supervisor manages shift operations and functions supporting centralized and distributed data processing, ensures maximum utilization of personnel and equipment while meeting production schedules and requirements, and directs operational and support personnel. The supervisor reports to the Computer Operations Shift Manager.

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**Production Services Supervisor**

The Production Services Supervisor is responsible for supervising the coordination of communication and support between the user community and the technical and operational functions of IS. The supervisor is also responsible for training and supervising the production control specialists and analysts.

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**Project Manager - Applications**

The Project Manager - Applications is responsible for overseeing the transaction-processing group within the technical support group. This group is responsible for the enterprise database systems and transaction processing systems that form the basis of our computer systems. This responsibility includes transaction processing security, resource monitoring, and reporting, and the development of specialized programs. The Project Manager Applications coordinates transaction processing software issues with other IS organizations including applications and operations.

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**Project Manager – Artificial Intelligence**

The Project Manager Artificial Intelligence is responsible for overseeing the Artificial Intelligence/Machine Learning (AI/ML) project team. This group is responsible for the enterprise's AI/ML applications, cyber currency controls, and AI/ML processing systems that form the basis of this initiative. This responsibility includes processing security, cyber currency management systems, resource monitoring, and reporting, and the development of specialized programs. The Project Manager Artificial Intelligence coordinates AI/ML processing software issues with other IT organizations including applications and operations.

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**Project Manager - Distributed Systems**

The Project Manager - Distributed Systems is responsible for the overall management and direction of all technical services functions associated with remote location applications, data communications, and operating systems and applications systems software. The project manager works with data processing in these areas.

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**Project Manager - Network Technical Services**

The Project Manager - Network Technical Services is responsible for managing the technical communications network that supports active projects including but not limited to developing plans and schedules, interfacing with vendors, training personnel, and providing “hands-on” assistance wherever necessary.

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**Project Manager - Systems**

The Project Manager - Systems defines computer systems requirements for the solution of difficult business problems, and formulates procedures for the resolution as well as develops implements, and maintains major systems. The project manager may be assigned to lead a major systems development project or to manage the ongoing maintenance of a group of related systems.

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**Supervisor - Hardware Installations**

The Supervisor - Hardware Installations coordinates the installation of all computers and communication equipment.

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**Capacity Planning Supervisor**

The Capacity Planning Supervisor is responsible for initiating the capacity planning process and developing capacity planning for the technical and operational functions of IS in the future. The supervisor is also responsible for long-range capacity planning to provide the highest level of customer service possible in the future and for developing and maintaining a management reporting system.

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**Change Control Supervisor**

The Change Control Supervisor will be responsible for managing the quality of the enterprise production environment by implementing and overseeing a change control system for newly updated load modules from the test environment to the production environment. This will result in high-quality systems, thus providing customers with quality products and services.

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**Supervisor – BYOD Desktop Support**

The Supervisor – BYOD Desktop Support is responsible for the overall coordination, control, and maintenance of BYOD and personal computers within the enterprise to ensure compatibility and integration with enterprise strategies. The supervisor reports to the Manager of Microcomputer Technology.

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**Supervisor - Network Services**

The Supervisor - Network Services manages and supervises all activities of the network analysts and specialists. The areas of responsibility include terminal and network installations, business dealings with related vendors, the operation of the network service desk, and preparation and administration of network change control and documentation.

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**Webmaster**

The Webmaster oversees technical management of a worldwide website, including integration of approved content, file management and site maintenance, database management and coordination of the retrieval of pertinent information from the site to end-users, and archiving and record management. The Webmaster reports to the Web Analyst or Manager Network Services.

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**BYOD Personal Computer Specialist**

The BYOD Personal Computer Specialist is responsible for the overall coordination, control, and maintenance of BYOD devices and Personal Computers within the enterprise to ensure compatibility and integration with enterprise strategies.

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**Change Control Analyst**

The Change Control Analyst will be responsible for assuring the quality of the enterprise production environment by implementing and maintaining a change control system for new and updated load modules from the test environment to the production environment. This results in high-quality systems, thus providing customers with quality Information Systems products and services.

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**Computer Operator**

The Computer Operator is under the direction of the Lead or Senior Operators. The Computer Operator is responsible for the accurate and timely processing of information in and through all computer systems. This involves the running of system utilities and programs as well as printing, quality control, and media distribution.

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**Data Center Facility Administrator**

The Data Center Facility Administrator maintains accounting and inventory records of equipment, software licenses, software supplies, and maintenance services purchases. The administrator processes the invoices for data processing purchases. The administrator also provides systems documentation library services and coordinates reporting on the data center's performance. The administrator reports to the Director Data Processing.

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**Data Security Administrator**

The Data Security Administrator, under the direction of the Manager Network Services, assumes responsibility for data security including the planning, design, and implementation of security measures that safeguard access to enterprise terminal files and data elements. The administrator provides rapid response to the user community's request for security assistance.

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**Database Specialist**

The Database Specialist is responsible for providing technical and organizational leadership for the enterprise's database environment including overseeing the development and organization of the databases, assessing, and implementing new technologies, and providing Information Services with a long-term perspective on the relationship of database technology to the business opportunities facing the enterprise.

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**Disaster Recovery Coordinator**

The Disaster Recovery Coordinator is responsible for supervising the disaster recovery process and developing planning for the disaster recovery functions of IS. The coordinator is also responsible for long-range disaster recovery planning to provide the highest level of protection possible for the enterprise.

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**E-Commerce Specialist**

The e-commerce specialist is responsible for the design, development, implementation, and operation of systems related to the Internet and public access to enterprise-specific data. The specialist is versed in the implementation and operation of all data-driven systems that use the Internet and have an e-commerce component.

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**Forms and Graphics Designer**

The Forms and Graphics Designer is responsible for assisting the business services analyst in business services forms and graphics management and development in the enterprise's computing environment including the development of specialized forms and graphics relating to the business services area.

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**Hardware Installations Coordinator**

The Hardware Installations Coordinator performs and coordinates the installation of point of sale (POS), electronic order entry (EOE), remote computer equipment (ISC), enterprise computing equipment, and telecommunications systems including both voice and data systems.

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**Internet Developer**

The Internet Developer is responsible for the design, development, implementation, and operation of systems related to the Internet. The specialist is versed in the implementation and operation of types of HTML coding systems such as JAVA that are deployed for general use on the Internet.

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**IT Planning Analyst**

The IT Planning Analyst is responsible for assisting the IT Planning Director in business services software planning practices and procedures on the enterprise's computer system including being responsible for developing and maintaining standard budgeting practices and planning procedures which ensure practical and efficient business planning. The IT Planning Analyst is responsible for planning, organizing, and conducting detailed management analytical studies to define problems, identify deficiencies, and develop solutions that enhance the enterprise's effectiveness and provide the basis for management decisions.

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**Network Control Analyst**

The Network Control Analyst is responsible for the day-to-day operation of the enterprise communications networks. The analyst provides terminal and network equipment installation and relocation as required. The analyst maintains and updates network documentation and ensures that data communications transmission procedures are executed properly and promptly.

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**Network Services Administrator**

The Network Services Administrator assists the Manager Network Services in department administrative functions including writing network documentation and procedures manuals. The administrator maintains documentation that records progress on network projects. The Administrator reports to the Manager Network Services.

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**Network Technician**

The Network Technician is responsible for the day-to-day operation of the enterprise data communications networks including installation and repair of terminals, modems, terminal servers, multiplexers, and leased line equipment.

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**Object Visual Programmer**

The Object Visual Programmer is responsible for assisting in the development, installation, modification, and ongoing support of the object and visual-based applications within the enterprise. Other areas of responsibility will include supporting the web-based environments to maintain environmental continuity.

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**Operations Analyst**

The Operations Analyst is responsible for providing technical planning guidance and directing and monitoring data processing operations. The Analyst analyzes proposed and actual projects in terms of equipment and personnel costs; plans and recommends machine modifications and additional equipment to increase the capacity of the system; monitors and allocates direct access storage device (DASD) space. The Analyst reports to the Senior Operations Analyst.

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**Production Control Analyst**

The Production Control Analyst's principal responsibility is reviewing documentation for the operations production environment. The analyst maintains the enterprise computer job schedules, entailing job setup, report distribution, and screening user requests. The Production Control Analyst reports to the Senior Production Control Analyst and Production Services Supervisor.



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**Production Control Specialist**

The Production Control Specialist is responsible for maintaining the nightly computer job schedules. This entails job setup, report distribution, and screening user requests. The Production Control Specialist reports to the Production Services Supervisor.

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**Programmer/Analyst**

The Programmer/Analyst develops procedures for the solution of well-defined, routine business problems. The Programmer/Analyst converts these procedures into applications and programs required for computer solutions.

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**Senior Network Specialist**

The Senior Network Specialist is responsible for all aspects of network communications at the enterprise including terminals, local area networks, communications with remote enterprise installations, problem-solving, vendor interfacing modem communications, technical training, and network security. The Senior Network Specialist must be familiar with LAN topology and software including MSAU, servers, LAN bridges, and gateways.

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**Software Engineer**

The Software Engineer is responsible for the analysis of business, engineering, and scientific problems and is charged with the documentation and development of well-defined methods, procedures, and programs in the delivery of practical systems solutions.

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**Systems Analyst**

The Systems Analyst devises and designs computer system requirements for the solution of moderately difficult business problems, or segments of more complex problems, and formulates procedures for their solutions. The Systems Analyst plays a major role in the development and implementation of major systems.

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**Systems Programmer**

The Systems Programmer installs, tests, maintains, documents, and provides technical support for systems software, as well as modifies existing and creates new systems software for specific enterprise needs. The Systems Programmer assists with the software product evaluation and testing.

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**Systems Support Specialist**

The Systems Support Specialist is responsible for assisting the Senior Systems Support Specialist in system management and system-programming projects related to the enterprise computers including system configuration, troubleshooting, security, resource monitoring, and the development of specialized programs.

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**Technical Services Specialist**

The Technical Services Specialist is responsible for all aspects of data communications within the enterprise including terminals, local area networks, communications with remote installations, modem communications, and network security. The technical services specialist must be familiar with LAN topology and software including Ethernet, MSAU, servers, LAN bridges, and gateways.

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**Technical Specialist**

The Technical Specialist is responsible for assisting the Senior Technical Specialist in system management and system programming on the enterprise's computer including system configuration, troubleshooting, security, resource monitoring, and the development of specialized programs.

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**Voice Wireless Communications Coordinator**

The Voice/Wireless Communications Coordinator is responsible for all of the enterprise voice/wireless communications within the enterprise. This includes enterprise and warehouse voice/wireless communications incorporating vendor offerings (i.e., Sprint, Centrex, etc.), voice mail, and voice/wireless communications systems.

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**Web Analyst - SEO**

The Web Analyst - SEO oversees the operation of that part of the Wide-Area network (WAN) used for the enterprise's connection to the Internet, as well as protocols and software used for Intranet communications. The areas of responsibility are SEO rankings, network planning and management, WAN hardware installations, Internet security administration, and archiving and record management. The Web SEO Analyst reports to the Manager Network Services.

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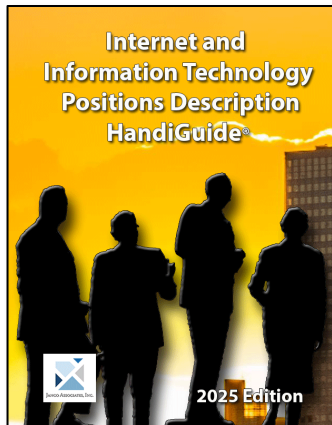
**Wi-Fi LAN Applications Support Analyst**

The Wi-Fi LAN Applications Support Analyst assists the manager of office automation configuring and maintaining the enterprise's Wi-Fi and LAN environments. This includes implementation, configuration, coordination, control, maintenance, troubleshooting, security, usage monitoring, and the development of specialized procedures relating to the use of the LAN environment within the enterprise. The analyst is responsible for the evaluation, selection, and training of new products or services, comprehensive systems analysis, and progressive support methodologies for all Wi-Fi and LAN applications.

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Full Job Descriptions can be purchased individually at <https://e-janco.com>, and <https://ejobdescription.com> in electronic format.

## 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 2025 and is over 900 pages, which includes sample organization charts, a job progression matrix, and 330 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](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 Questionnaire  
Position Description Questionnaire  
Job Progression Matrix (Job Family Classifications) \*

The positions (see the full list by downloading the Table of Contents above) include all the functions within the IT group. They include:

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 publication<sup>3</sup>, 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:

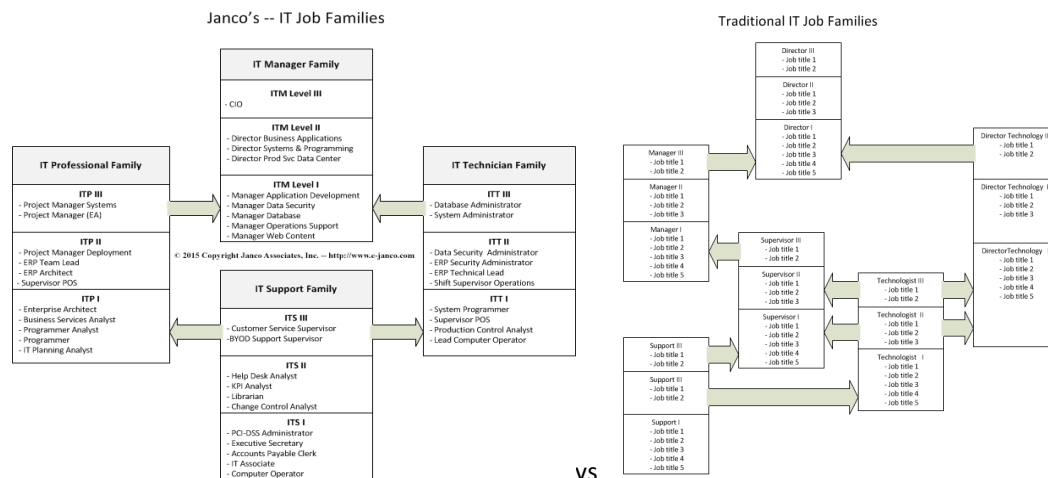
- I. Executive Management
- II. Senior Management
- III. Middle Management
- IV. Staff



## 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>.



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

## Summary Salary Survey - Mid Year 2025

Position	Benchmark 4th Quartile		-----Prior Mean -----		----- Current Mean-----			
	Prior	Current	Base	Total	Base	Base % Change	Total	% Change
<b>Large</b>								
<b>Top</b>								
VP - Chief Information Officer (CIO)	\$385,744	\$385,653	\$211,111	\$211,111	\$211,111		\$211,111	
VP - Security (CSO)	\$229,919	\$229,943	\$198,889	\$198,889	\$198,889		\$198,889	
VP - Artificial Intelligence (CAIO)	\$236,913	\$238,437	\$184,444	\$184,444	\$184,444		\$184,444	
VP - Administration	\$183,093	\$183,736	\$137,778	\$137,778	\$137,778		\$137,778	
VP - Consulting Services	\$206,575	\$208,815	\$148,889	\$148,889	\$148,889		\$148,889	
VP - Information Services	\$246,838	\$246,495	\$155,556	\$155,556	\$155,556		\$155,556	
VP - Technical Services	\$240,371	\$239,831	\$166,667	\$166,667	\$166,667		\$166,667	
Director - IT Planning	\$254,173	\$257,834	\$140,000	\$140,000	\$140,000		\$140,000	
Director - Production/Data Center	\$222,407	\$226,382	\$154,444	\$154,444	\$154,444		\$154,444	
Director - Systems & Programming	\$297,291	\$294,970	\$161,111	\$161,111	\$161,111		\$161,111	
<b>Average</b>			<b>\$165,745</b>	<b>\$185,354</b>	<b>\$167,499</b>	<b>1.06%</b>	<b>\$188,294</b>	<b>1.59%</b>

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## Summary Salary Survey - Mid Year 2025

Position	Benchmark 4th Quartile		-----Prior Mean-----		----- Current Mean-----			
	Prior	Current	Base	Total	Base	Base % Change	Total	% Change
<b>Large</b>								
<b>Mid</b>								
Manager - Application Development	\$130,005	\$129,407	\$106,781	\$108,279	\$105,586	-1.12%	\$107,111	-1.08%
Manager - Blockchain	\$157,886	\$162,670	\$120,630	\$126,182	\$130,198	7.93%	\$136,897	8.49%
Manager - Computer Operations	\$150,650	\$163,414	\$115,978	\$122,301	\$122,278	5.43%	\$127,872	4.56%
Manager - Customer Service	\$140,678	\$141,351	\$116,479	\$122,628	\$117,825	1.16%	\$125,037	1.96%
Manager - Data Communications	\$100,385	\$102,208	\$90,381	\$94,780	\$91,024	0.71%	\$94,381	-0.42%
Manager - Data Warehouse	\$128,904	\$128,862	\$116,088	\$118,853	\$116,006	-0.07%	\$118,796	-0.05%
Manager - Database	\$184,754	\$188,006	\$111,022	\$119,202	\$117,526	5.86%	\$127,106	6.63%
Manager - Internet Systems	\$132,120	\$132,006	\$108,241	\$109,907	\$108,011	-0.21%	\$109,307	-0.55%
Manager - Operating Systems Production	\$122,610	\$122,676	\$110,975	\$114,465	\$111,107	0.12%	\$115,514	0.92%
Manager - Network Services	\$143,095	\$146,847	\$107,101	\$109,075	\$114,605	7.01%	\$116,069	6.41%
Manager - Production Services	\$159,797	\$159,590	\$100,500	\$109,607	\$100,085	-0.41%	\$110,228	0.57%
Manager - Production Support	\$123,928	\$133,887	\$97,040	\$99,496	\$104,204	7.38%	\$107,274	7.82%
Manager - Quality Control	\$107,485	\$106,959	\$94,488	\$99,888	\$98,485	1.48%	\$94,888	1.50%
Manager - Security and Workstations	\$139,586	\$152,284						
Manager - Systems and Programming	\$151,052	\$148,780						
Manager - Technical Services	\$161,417	\$161,621						
Manager - Training and Documentation	\$105,774	\$109,200						
Manager - Voice/Wireless	\$116,356	\$115,090						
Computer Operations - Shift Manager	\$94,442	\$94,182						
Computer Operations - Shift Supervisor	\$70,470	\$72,055						
Production Services Supervisor	\$85,280	\$86,111						
Project Manager - Applications	\$183,004	\$183,819						
Project Manager - Artificial Intelligence	\$161,127	\$161,179						
Project Manager - Distributed Systems	\$126,341	\$126,168	\$105,232	\$114,099	\$104,888	-0.33%	\$114,057	-0.04%
Project Manager - Network Technical	\$129,404	\$128,663	\$105,667	\$106,383	\$104,186	-1.40%	\$104,788	-1.50%
Project Manager - Systems	\$176,843	\$191,526	\$109,328	\$118,163	\$120,921	10.60%	\$128,957	9.13%
Supervisor - Hardware Installations	\$85,318	\$85,205	\$71,235	\$71,845	\$71,008	-0.32%	\$71,738	-0.15%
Capacity Planning Supervisor	\$81,703	\$82,383	\$71,663	\$73,519	\$73,024	1.90%	\$75,086	2.13%
Change Control Supervisor	\$81,488	\$81,613	\$73,224	\$73,744	\$73,474	0.34%	\$74,134	0.53%
Supervisor - Desktop BYOD Support	\$96,142	\$95,948	\$86,371	\$87,071	\$85,985	-0.45%	\$86,759	-0.36%
Supervisor - Network Services	\$99,772	\$98,598	\$84,312	\$85,551	\$81,963	-2.79%	\$83,379	-2.54%
Webmaster	\$91,214	\$92,127	\$81,447	\$82,796	\$83,274	2.24%	\$84,815	2.44%
<b>Average</b>			<b>\$98,515</b>	<b>\$102,375</b>	<b>\$100,168</b>	<b>2.69%</b>	<b>\$104,186</b>	<b>1.77%</b>

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## Summary Salary Survey - Mid Year 2025

Position	Benchmark 4th Quartile		-----Prior Mean -----		----- Current Mean-----			
	Prior	Current	Base	Total	Base	Base % Change	Total	% Change
<b>Large</b>								
<b>Staff</b>								
BYOD / Personal Computer Specialist	\$81,904	\$83,468	\$72,505	\$72,629	\$75,633	4.31%	\$75,739	4.28%
Change Control Analyst	\$83,847	\$85,431	\$69,788	\$70,720	\$72,955	4.54%	\$74,213	4.94%
Computer Operator	\$65,344	\$70,185	\$63,227	\$63,572	\$66,369	4.97%	\$66,798	5.07%
Data Center Facility Administrator	\$63,870	\$67,449	\$62,205	\$62,472	\$65,736	5.68%	\$66,003	5.65%
Data Security Administrator	\$117,871	\$129,457	\$95,112	\$97,538	\$102,013	7.26%	\$104,253	6.88%
Database Specialist	\$176,023	\$184,503	\$104,111	\$109,272	\$112,469	8.03%	\$116,451	6.57%
Disaster Recovery Coordinator	\$109,302	\$120,176	\$97,145	\$99,559	\$104,773	7.85%	\$106,626	7.10%
e-Commerce Specialist	\$99,399	\$99,387	\$94,573	\$96,494	\$94,548	-0.03%	\$96,532	0.04%
Forms and Graphics Designer	\$88,699	\$87,987	\$81,140	\$81,566	\$79,716	-1.75%	\$80,227	-1.64%
Hardware Installations Coordinator	\$66,027	\$65,986	\$65,154	\$65,358	\$65,074	-0.12%	\$65,297	-0.09%
Internet Developer	\$107,722	\$107,626						6%
IT Planning Analyst	\$88,937	\$89,755						4%
Librarian	\$64,365	\$68,812						0%
Network Control Analyst	\$99,251	\$104,690						1%
Network Services Administrator	\$131,488	\$133,788						6%
Network Technician	\$92,269	\$92,970						6%
Object Programmer	\$104,506	\$104,517						9%
Operations Analyst	\$75,597	\$75,579						3%
Production Control Analyst	\$74,333	\$74,281						5%
Production Control Specialist	\$74,779	\$75,435						2%
Programmer/Analyst	\$171,472	\$183,063						4%
Senior Network Specialist	\$161,793	\$169,783	\$97,184	\$103,899	\$100,475	3.39%	\$106,200	2.21%
Software Engineer	\$116,608	\$119,639	\$95,220	\$97,336	\$99,862	4.87%	\$101,880	4.67%
Systems Analyst	\$143,281	\$145,928	\$86,510	\$88,305	\$91,803	6.12%	\$93,262	5.61%
Systems Programmer	\$113,919	\$115,829	\$95,626	\$98,747	\$99,444	3.99%	\$102,355	3.65%
Systems Support Specialist	\$100,962	\$108,190	\$86,218	\$89,525	\$96,787	12.26%	\$101,225	13.07%
Technical Services Specialist	\$85,903	\$87,631	\$74,418	\$75,173	\$77,872	4.64%	\$78,398	4.29%
Technical Specialist	\$116,630	\$130,889	\$95,495	\$97,396	\$109,321	14.48%	\$110,603	13.56%
Voice/Wireless Communications	\$94,706	\$103,618	\$84,532	\$85,086	\$89,891	6.34%	\$90,421	6.27%
Web Analyst	\$98,958	\$112,403	\$86,905	\$87,380	\$100,290	15.40%	\$100,635	15.17%
Wi-Fi LAN Applications Support Analyst	\$94,707	\$100,101	\$77,486	\$78,556	\$79,304	2.35%	\$80,223	2.12%
<b>Average</b>			<b>\$82,046</b>	<b>\$83,780</b>	<b>\$85,979</b>	<b>4.79%</b>	<b>\$87,550</b>	<b>4.50%</b>

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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 <sup>4</sup>

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				

<sup>4</sup> 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.

Title	Min Base	Max Base	Max Total	Mean Base	Mean Total	Benchmark	Akron	Albuquerque	Allentown
VP - Chief Information Officer (CIO)	\$131,201	\$446,015	\$560,160	\$211,328	\$240,249	\$385,744	\$192,729	\$188,163	\$194,987
VP - Security (CSO)	\$141,880	\$236,750	\$261,750	\$198,088	\$209,545	\$229,919	\$168,099	\$164,116	\$170,068
VP - Artificial Intelligence CAIO	\$141,905	\$226,500	\$289,500	\$184,325	\$224,159	\$236,913	\$178,229	\$174,006	\$180,317
VP - Administration	\$101,113	\$185,713	\$229,126	\$137,060	\$145,980	\$183,093	\$117,106	\$114,332	\$118,478
VP - Consulting Services	\$95,950	\$210,000	\$265,000	\$148,149	\$157,959	\$206,575	\$126,716	\$123,714	\$128,201
VP - Information Services	\$104,964	\$225,000	\$338,676	\$150,919	\$173,740	\$244,798	\$139,376	\$136,073	\$141,009
VP - Technical Services	\$95,005	\$209,990	\$314,506	\$166,236	\$177,532	\$240,371	\$142,417	\$139,043	\$144,086
Director - IT Planning	\$95,000	\$225,000	\$367,664	\$147,576	\$175,894	\$257,620	\$141,103	\$137,760	\$142,756
Director - Production/Data Center	\$86,163	\$229,783	\$290,094	\$162,867	\$174,833	\$226,480	\$140,252	\$136,929	\$141,896
Director - Systems & Programming	\$90,271	\$373,968	\$432,725	\$152,332	\$182,967	\$292,528	\$146,778	\$143,300	\$148,497
Manager - Application Development	\$77,224	\$140,485	\$153,228	\$103,906	\$104,905	\$128,567	\$84,156	\$82,162	\$85,142
Manager - Blockchain	\$93,486	\$175,000	\$195,142	\$134,856	\$142,305	\$164,999	\$114,158	\$111,454	\$115,496
Manager - Computer Operations	\$88,881	\$173,606	\$204,550	\$120,269	\$124,780	\$162,409	\$100,099	\$97,727	\$101,272
Manager - Customer Service	\$103,092	\$149,877	\$164,877	\$116,030	\$123,873	\$140,454	\$99,372	\$97,017	\$100,536
Manager - Data Communications	\$72,975	\$100,648	\$113,333						\$74,989
Manager - Data Warehouse	\$97,772	\$129,804	\$141,711						\$95,894
Manager - Database	\$77,224	\$170,000	\$258,444						\$101,961
Manager - Internet Systems	\$93,324	\$146,000	\$156,000						\$86,046
Manager - Operating Systems Production	\$93,975	\$121,045	\$134,222						\$93,971
Manager - Network Services	\$66,150	\$160,000	\$179,000						\$93,354
Manager - Production Services	\$84,840	\$119,804	\$219,000						\$86,724
Manager - Production Support	\$83,453	\$151,695	\$163,511						\$89,353
Manager - Quality Control	\$73,570	\$117,342	\$123,783	\$88,693	\$89,915	\$106,238	\$72,131	\$70,422	\$72,976
Manager - Security and Workstations	\$82,255	\$168,219	\$189,978	\$114,321	\$119,225	\$152,150	\$95,643	\$93,377	\$96,764
Manager - Systems and Programming	\$77,224	\$166,759	\$192,212	\$99,409	\$100,790	\$145,811	\$80,854	\$78,939	\$81,802
Manager - Technical Services	\$91,741	\$185,000	\$203,710	\$117,167	\$120,201	\$160,438	\$96,426	\$94,141	\$97,556
Manager - Training and Documentation	\$76,061	\$115,685	\$126,280	\$93,643	\$96,874	\$109,962	\$77,713	\$75,872	\$78,624
Manager - Voice Wireless Communication	\$69,690	\$136,000	\$140,110	\$88,203	\$89,982	\$114,157	\$72,184	\$70,473	\$73,030
Computer Operations - Shift Manager	\$68,227	\$103,551	\$104,770	\$84,115	\$84,216	\$94,442	\$67,559	\$65,958	\$68,350
Computer Operations - Shift Supervisor	\$62,620	\$70,396	\$77,190	\$66,800	\$69,681	\$71,995	\$55,899	\$54,574	\$56,554
Production Control Specialist	\$60,600	\$82,178	\$84,178	\$66,721	\$66,871	\$75,450	\$53,644	\$52,373	\$54,273
Production Services Supervisor	\$65,650	\$92,421	\$96,021	\$76,760	\$77,577	\$86,390	\$62,233	\$60,758	\$62,962
Project Manager - Artificial Intelligence	\$68,680	\$147,206	\$204,206	\$118,047	\$138,799	\$161,127	\$111,345	\$108,707	\$112,650
Project Manager - Applications	\$73,350	\$180,000	\$256,097	\$108,761	\$112,253	\$182,429	\$90,050	\$87,917	\$91,106
Project Manager - Distributed Systems	\$93,930	\$122,449	\$147,449	\$105,232	\$114,099	\$126,341	\$91,531	\$89,362	\$92,604
Project Manager - Network Technical Services	\$88,849	\$147,140	\$153,140	\$101,277	\$101,672	\$127,209	\$81,562	\$79,629	\$82,517
Project Manager - Systems	\$74,723	\$160,472	\$262,131	\$122,713	\$128,528	\$192,422	\$103,106	\$100,663	\$104,314

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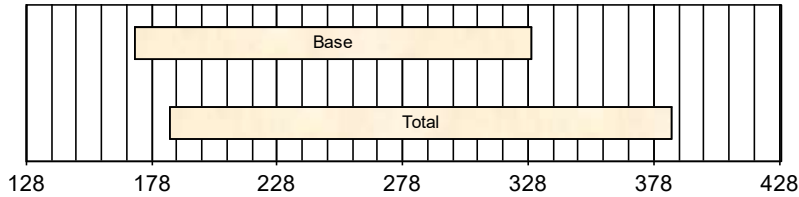
Title	Min Base	Max Base	Max Total	Mean Base	Mean Total	Benchmark	Akron	Albuquerque	Allentown
Supervisor - Hardware Installations	\$64,640	\$95,802	\$99,402	\$71,235	\$71,845	\$85,318	\$57,635	\$56,269	\$58,310
Capacity Planning Supervisor	\$65,650	\$79,000	\$91,743	\$72,570	\$74,476	\$82,157	\$59,745	\$58,329	\$60,445
Change Control Supervisor	\$62,620	\$85,065	\$89,751	\$72,585	\$73,193	\$81,168	\$58,716	\$57,325	\$59,404
Supervisor - Desktop BYOD Support	\$73,106	\$102,412	\$105,912	\$86,371	\$87,071	\$96,142	\$69,849	\$68,194	\$70,667
Supervisor - Network Services	\$65,650	\$109,159	\$115,233	\$79,261	\$80,619	\$97,247	\$64,673	\$63,141	\$65,431
Webmaster	\$73,019	\$95,980	\$100,980	\$81,447	\$82,796	\$91,214	\$66,419	\$64,846	\$67,198
BYOD / Personal Computer Specialist	\$63,441	\$89,455	\$91,302	\$74,550	\$74,609	\$82,926	\$59,852	\$58,433	\$60,553
Change Control Analyst	\$61,610	\$95,010	\$97,906	\$73,326	\$74,567	\$85,616	\$59,819	\$58,401	\$60,519
Computer Operator	\$64,539	\$72,000	\$74,000	\$66,359	\$66,692	\$66,772	\$53,565	\$52,295	\$54,192
Data Center Facility Administrator	\$61,195	\$68,628	\$69,161	\$64,998	\$65,265	\$67,080	\$52,356	\$51,116	\$52,970
Data Security Administrator	\$69,421	\$146,901	\$156,901	\$99,996	\$102,141	\$128,449	\$81,938	\$79,997	\$82,898
Database Specialist	\$64,475	\$142,623	\$256,537	\$111,928	\$114,057	\$184,233	\$91,498	\$89,330	\$92,570
Disaster Recovery Coordinator	\$68,805	\$127,472	\$135,578	\$104,547	\$106,114	\$120,063	\$85,126	\$83,109	\$86,123
e-Commerce Specialist	\$83,319	\$99,000	\$104,236	\$84,572	\$86,484	\$89,289	\$77,488	\$75,574	\$78,315
Forms and Graphics Designer	\$64,640	\$94,554						\$882	\$66,199
Object Visual Programmer	\$76,953	\$113,000						\$903	\$74,511
Hardware Installations Coordinator	\$62,113	\$66,231						\$189	\$53,045
Internet Developer	\$74,798	\$110,163						\$248	\$75,904
IT Planning Analyst	\$72,301	\$95,248						\$407	\$65,707
Network Control Analyst	\$73,209	\$104,004						\$448	\$74,039
Network Services Administrator	\$63,888	\$98,607						\$985	\$65,270
Network Technician	\$67,377	\$104,500						\$059	\$62,237
Operations Analyst	\$64,897	\$82,000	\$82,852	\$68,341	\$68,417	\$75,597	\$54,885	\$53,584	\$55,528
Production Control Analyst	\$61,475	\$74,990	\$81,261	\$67,405	\$69,000	\$74,333	\$55,352	\$54,041	\$56,001
Programmer/Analyst	\$61,457	\$192,452	\$264,809	\$100,784	\$101,955	\$182,796	\$81,789	\$79,851	\$82,747
Senior Network Specialist	\$64,504	\$150,927	\$239,091	\$103,095	\$107,930	\$171,093	\$86,582	\$84,530	\$87,596
Software Engineer	\$62,427	\$127,099	\$139,416	\$98,877	\$100,703	\$119,147	\$80,785	\$78,870	\$81,731
Systems Analyst	\$62,961	\$188,212	\$200,052	\$90,150	\$91,307	\$145,101	\$73,247	\$71,512	\$74,106
Systems Programmer	\$74,023	\$120,194	\$132,213	\$99,278	\$101,860	\$115,746	\$81,713	\$79,777	\$82,671
Systems Support Specialist	\$63,408	\$106,392	\$119,593	\$95,422	\$100,100	\$107,507	\$80,301	\$78,398	\$81,242
Tape Librarian	\$62,620	\$69,000	\$71,500	\$66,265	\$66,765	\$65,827	\$52,807	\$51,555	\$53,425
Technical Services Specialist	\$61,610	\$92,215	\$97,389	\$76,821	\$77,151	\$87,105	\$61,891	\$60,425	\$62,616
Technical Specialist	\$69,690	\$132,655	\$152,457	\$111,269	\$112,172	\$131,863	\$89,985	\$87,853	\$91,039
Voice/Wireless Communications Coordinator	\$69,421	\$112,546	\$117,346	\$88,149	\$88,627	\$102,747	\$71,098	\$69,413	\$71,930
Web Analyst	\$65,392	\$121,925	\$124,516	\$103,087	\$103,316	\$113,802	\$82,881	\$80,917	\$83,852
Wi-Fi LAN Applications Support Analyst	\$62,872	\$106,694	\$120,899	\$78,622	\$79,228	\$99,761	\$63,557	\$62,051	\$64,302

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## VP - Chief Information Officer (CIO)

### Large



Compensation (\$ '000)

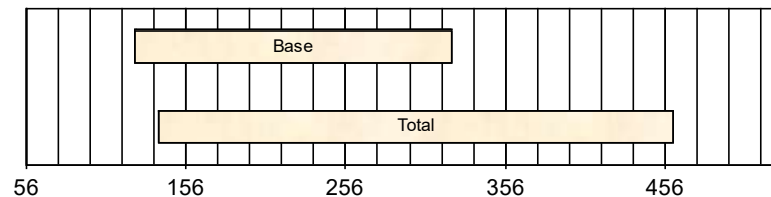
Benchmark Range		
<b>Base:</b>	<b>\$170,524</b>	<b>- \$328,580</b>
<b>Total:</b>	<b>\$185,336</b>	<b>- \$385,653</b>

Sample  
Organizations  
Total

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### Mid-Size



Compensation (\$ '000)

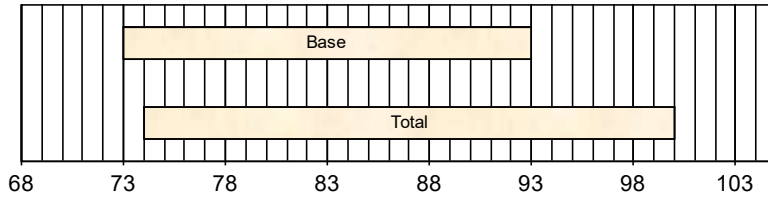
Benchmark Range		
<b>Base:</b>	<b>\$123,946</b>	<b>- \$321,486</b>
<b>Total:</b>	<b>\$139,334</b>	<b>- \$461,486</b>

#### Sample Statistics

		<b>Base</b>	<b>Total</b>
Organizations:	126 Min:	\$70,665	\$101,442
Total Sample:	242 Mean:	\$177,227	\$208,004
	Max:	\$465,746	\$745,746

# Wi-Fi LAN Applications Support Analyst

## Large



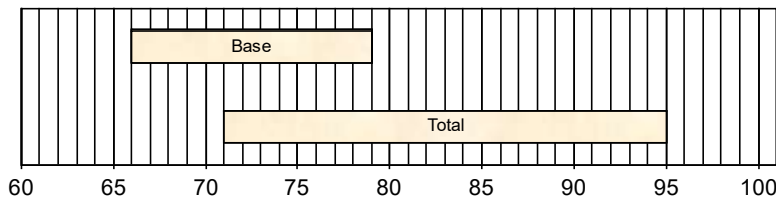
Compensation (\$ '000)

Benchmark Range		
<b>Base:</b>	<b>\$73,152</b>	<b>- \$92,999</b>
<b>Total:</b>	<b>\$73,612</b>	<b>- \$100,101</b>

### Sample Statistics

			<b>Base</b>	<b>Total</b>
Organizations:	38	Min:	\$67,000	\$67,920
Total Sample:	352	Mean:	\$79,304	\$80,223
		Max:	\$106,694	\$120,899

## Mid-Size



Compensation (\$ '000)

Benchmark Range		
<b>Base:</b>	<b>\$66,222</b>	<b>- \$79,459</b>
<b>Total:</b>	<b>\$70,615</b>	<b>- \$94,856</b>

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