

Annual U.S. IT Salary Survey

At median annual salaries of **\$88,000** for staff and **\$112,000** for management, the base pay for today's IT professional has remained flat this year. However, **58%** of staff and **62%** of managers say they're satisfied with their total compensation. Keep reading to find out which positions earn the highest compensation levels.

By Susan Nunziata



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Susan Nunziata
InformationWeek Reports

Susan Nunziata, Editorial Director at InformationWeek, leads the InformationWeek content team and contributors to guide topics, direct strategies, and pursue new ideas, all in the interest of sharing practicable insights with our community.

Nunziata was most recently Director of Editorial for EnterpriseEfficiency.com, a UBM Tech community. Prior to joining UBM Tech, Nunziata was Editorial Director for the Ziff Davis Enterprise portfolio of websites, which includes eWEEK, Baseline, and CIO Insight. From 2010-2012, she also served as Editor in Chief of CIO Insight. Prior to joining Ziff Davis Enterprise, she served as Editor in Chief of Mobile Enterprise from 2007 to 2010. A frequent public speaker, Nunziata has entertained audiences with compelling topics such as "Enterprise Mobility" and "The Multigenerational Workforce." She even managed to snag invitations to speak at the MIT Sloan CIO Symposium – not once, but twice (and those folks are smart).

In a past life, she worked as a lead editor for entertainment and marketing publications, including Billboard, Music Business International, and Entertainment Marketing Letter.

A native New Yorker, in August 2011 Nunziata inexplicably picked up stakes and relocated to the only place in the country with a higher cost of living: The San Francisco Bay Area. A telecommuter, her office mates are two dogs and two extremely well fed cats. She holds a Bachelor's degree in Journalism from St. John's University in Jamaica, N.Y. (and she doesn't even watch basketball).

Salary Survey Executive Summary

Median annual base salaries for IT staff and leadership remained flat this year, holding at \$88,000 for staffers and \$112,000 for managers, according to the results of the InformationWeek 2016 U.S. IT Salary Survey.

The results, based on responses from 1,535 IT staff and 1,390 IT managers in 2016, also indicate a widening gender gap. Of the 2,925 total IT respondents, only 15% were female. Female IT staffers earned a median annual base salary of \$72,000, compared with \$90,000 earned by their male counterparts. Female IT managers earned a median annual base salary of \$102,000, compared with \$110,000 earned by their male counterparts.

Beyond the most basic corporate perks — health insurance and 401(k) match accounts — IT professionals receive little in the way of additional benefits. Less than one third of all respondents reported receiving any of the following employee benefits: tuition reimbursement; stock options; sabbaticals or extended vacations; and day care or day care subsidies.

Nonetheless, the majority of respondents say they are either “satisfied” or “very satisfied” with their total compensation package. Among IT staff respondents, 58% are “satisfied” or “very satisfied” with their total comp, while 62% of IT manager respondents said the same. Likewise, the majority of IT staff respondents (61%) and IT manager respondents (65%) said they are either “satisfied” or “very satisfied” with their current job.

Is IT as promising a career path today as it was five years ago? More than half of IT staff respondents (53%) and nearly two thirds of IT manager respondents (62%) said yes. More than a third of staffers (35%) and 31% of managers said it is not as promising, and the remaining respondents declared themselves unsure.

But is IT intellectually challenging? Only 35% of staffers and 40% of managers said they feel they are being challenged intellectually on the job. Another 52% of staffers and 50% of managers said they are “somewhat challenged,” with the rest declaring themselves “not at all challenged” by their work in IT.

Read on to find out which IT staff and leadership positions earn the highest median compensation.



Survey Name InformationWeek 2016 U.S. IT Salary Survey

Survey Date February 2016

Region United States

Total Number of Respondents 2,925 IT professionals, 1,535 at staff level, and 1,390 with management-level job functions

Purpose To track IT salary and compensation trends from the perspective of those on the front lines, InformationWeek conducts an annual U.S. IT Salary Survey. Now in its 18th year, it's one of the largest employee-based IT salary surveys in the country. This year, nearly 3,000 full-time IT professionals completed the web-based survey. The goal of this trendable study is to measure various aspects of compensation, benefits, and job satisfaction. This report focuses on the 1,535 IT staff and 1,390 IT managers who participated in the survey.

Methodology The survey was designed by InformationWeek and fielded online. The survey was promoted in InformationWeek's daily and weekly newsletters. In addition, email invitations with an embedded link to the survey were sent to qualified IT professionals from UBM databases. The survey was fielded from October 2015 to February 2016.

The information in this report is based on responses from 1,535 IT staff and 1,390 IT managers. Unemployed and part-time workers were excluded from these results, as were respondents from outside the United States. This report uses median, rather than mean or average figures for salary and percentage changes in order to eliminate distortions caused by extremes at the high or low ends of the responses.

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10 Best-Paying IT Staff Jobs

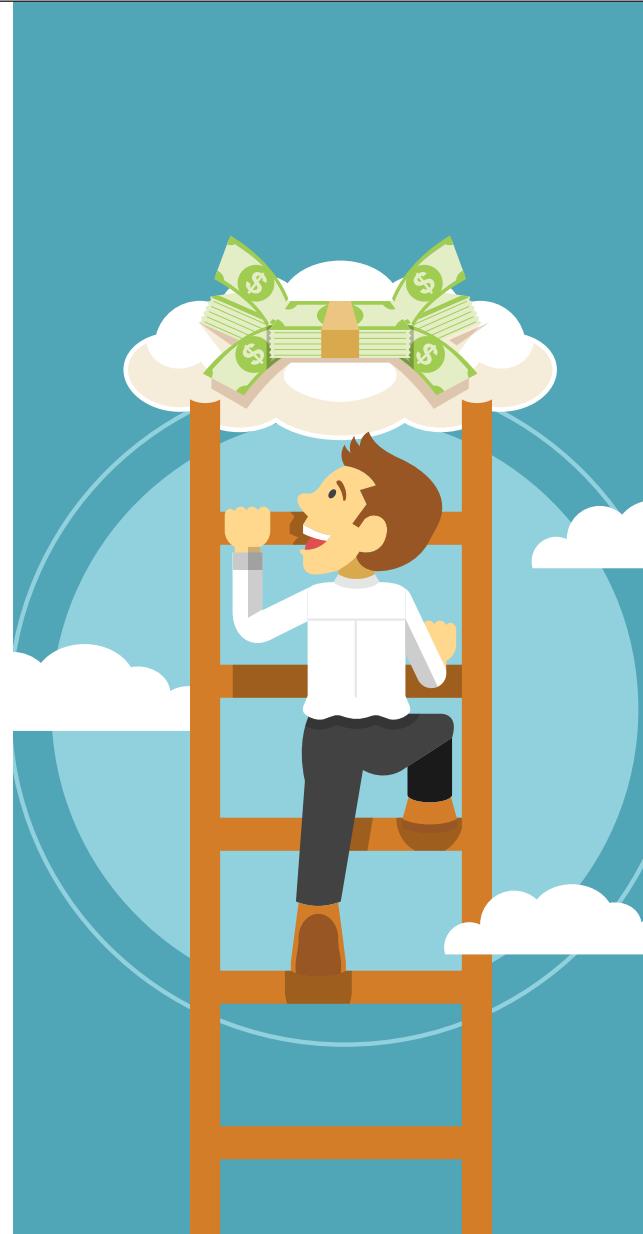
Median base annual salary for IT workers was flat this year, according to the results of the InformationWeek 2016 U.S. IT Salary Survey. Still, certain roles — including architect, project leader, and security specialist — are commanding much higher median salaries than other roles. See if you're in one of the 10 best-paying IT staff positions and how your total compensation stacks up.

The average IT staffer has been in the profession for 19 years and at his current company for 7 years, feels relatively secure about his present job, and is generally satisfied with his salary. (And, yes, in case you're wondering, the average IT staffer is most likely male). This is the profile we can draw from the InformationWeek 2016 U.S. IT Salary Survey.

Median base annual salary for IT workers was flat this year at \$88,000, while median total

compensation for 2016 (including any bonuses or other direct cash payments) was \$91,000, down 1.1% over the prior year. Still, certain roles — including architect, project leader, and security specialist — are commanding a much higher median compensation. We're highlighting the 10 best-paying IT staff positions here.

But first, let's talk about how we arrived at this information. The compensation data presented here is drawn from information provided by

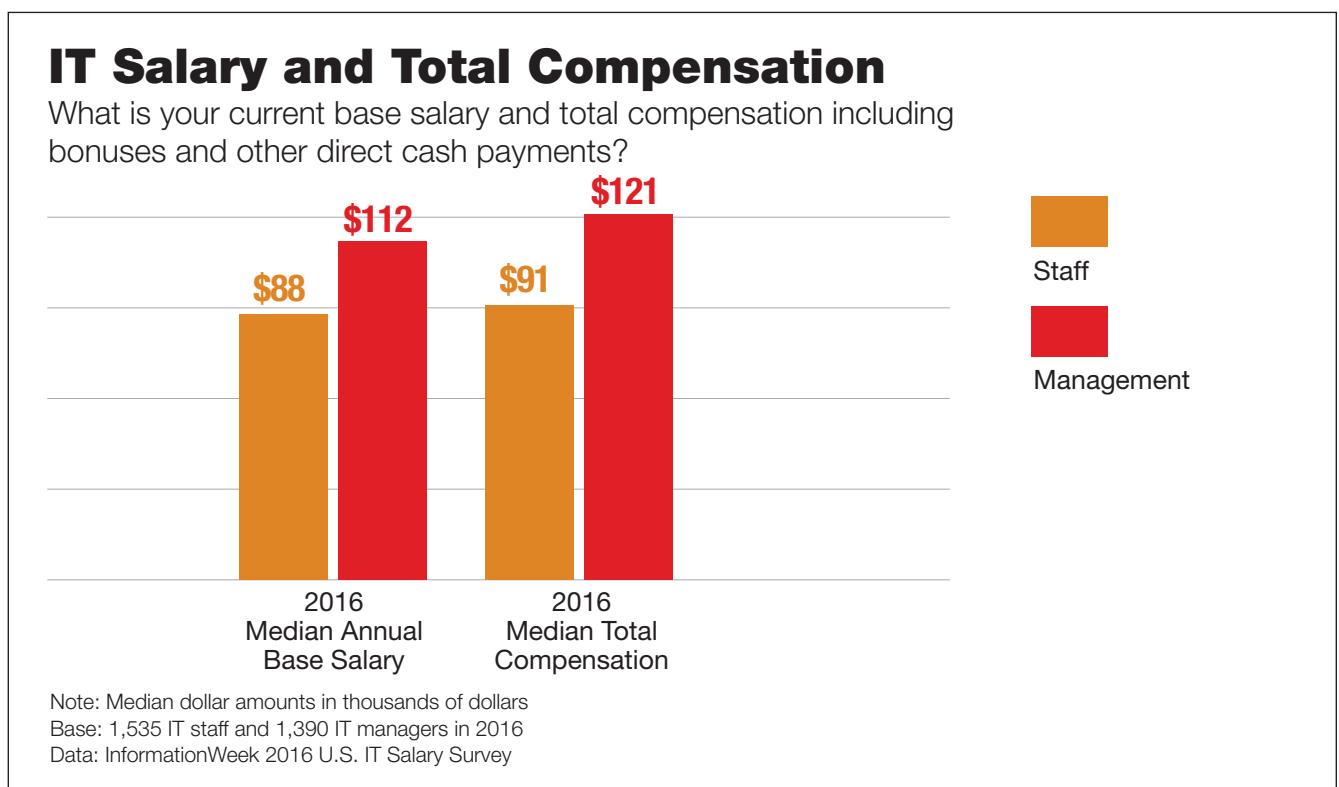


FAST FACT

57%

of IT staff respondents said aligning business and technology goals is critical to their jobs.

Figure 1



1,535 U.S. IT staffers responding to our survey. In addition to IT staff, we also received responses to our survey from 1,390 IT managers.

In total, we received 450 survey responses from women in IT staff or management roles, and 2,475 responses from men in IT

staff or management roles. (More on manager compensation follows.)

Beyond salary, perks offered to IT staffers are pretty minimal. The majority of respondents (79%) said their company offers health insurance, and 72% said their company

offers a 401k match program.

When asked what types of noncash and indirect cash rewards they expect to receive in the next 12 months, 33% of respondents said they expect a company-paid smartphone, 24% said they expect tuition reimbursement, and 21% expect reimbursement for certifications.

Only 2% of respondents said they expect to receive day care or day care subsidies.

When it comes to skill sets, the top five responses among IT staffers had little to do with technological know-how. IT staff respondents identified the following five skills as most critical to their jobs (multiple responses were allowed):

- Aligning business and technology goals (57% of respondents)
- Analyzing data (56%)
- Interacting with customers (49%)
- Collaborating with internal stakeholders (48%)
- Experimenting with cutting-edge technology (47%)

Yet, when asked what training they would find most valuable in developing their careers,

the overwhelming majority of respondents (74%) cited technology-specific training, and 49% cited certification courses (multiple responses were allowed).

Only 14% of respondents said project management training would be valuable for their career development, and only 7% cited people-management skills training.

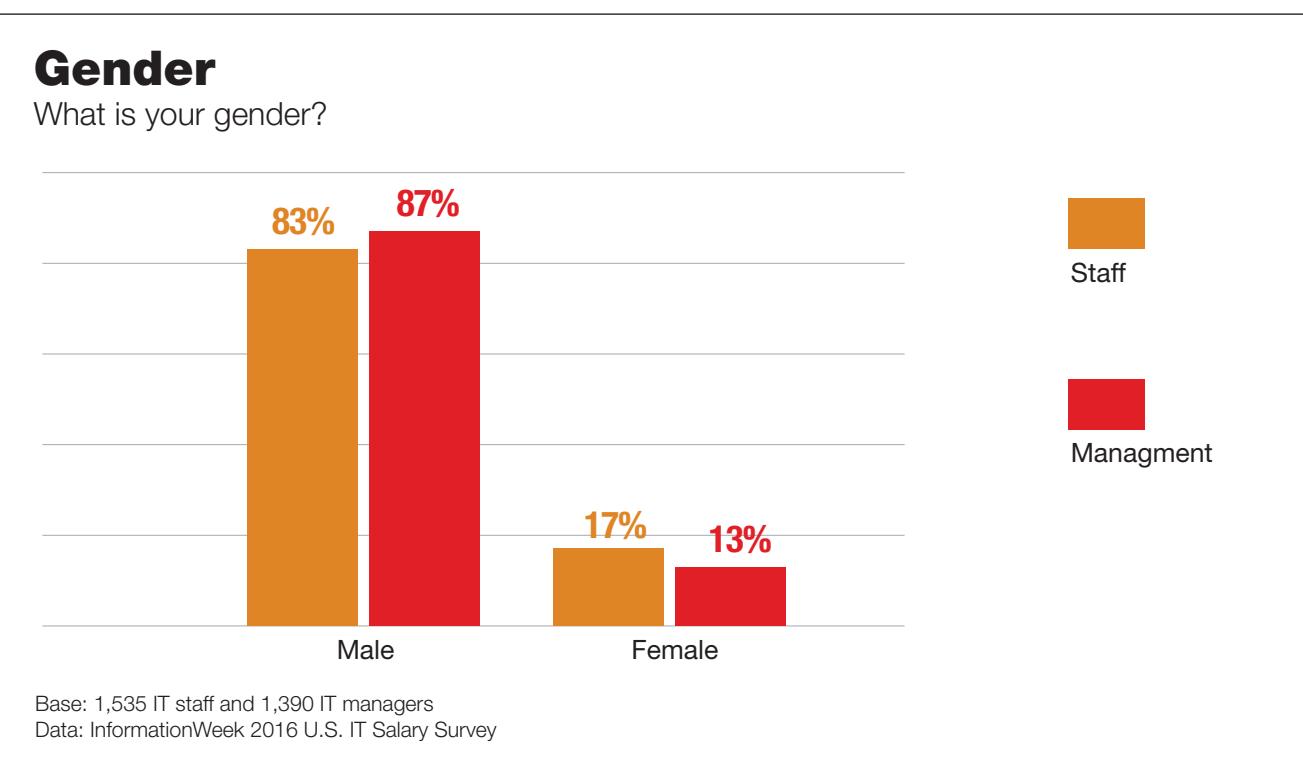
Read on to find out which 10 IT staff positions received the highest median total compensation in 2016. Are you working in one of these hot jobs? Are you looking to make a career move to earn more? What's your IT employment outlook for 2017? Here's what you need to know:

1. Architect

2016 median total comp: \$137,000

Job description: According to careers website Dice.com, [the IT architect is a relatively new role](#). It is directly related to the rapid decentralization and added complexities associated with the PC and client server revolution (and everything else that has occurred since then), according to Dice. In other words, as IT environments and systems became more complex, it

Figure 2



was apparent that a "complexity manager" was required. That person is the architect.

2. Software Engineer

2016 median total comp: \$120,000

Job description: According to the Institute of Electrical and Electronics Engineers (IEEE),

software engineering means applying the principles of engineering to the software development field. Software engineering differs from other branches of engineering in that professionals are building an intangible structure and not a tangible one. Software Engineering Insider [further defines the role](#) as

one in which writing code is only one stage in a process that begins long before a product is designed and continues long afterward.

3. Systems Architect

2016 median total comp: \$119,000

Job description: According to careers website Monster.com, a systems architect [develops and implements systems and networks](#) to keep a company's computers running properly. As part of the maintenance and development of a computer system, an architect might install new software and work with hardware for users. This role is more defined than the broader [architect](#) role.

4. Project Leader

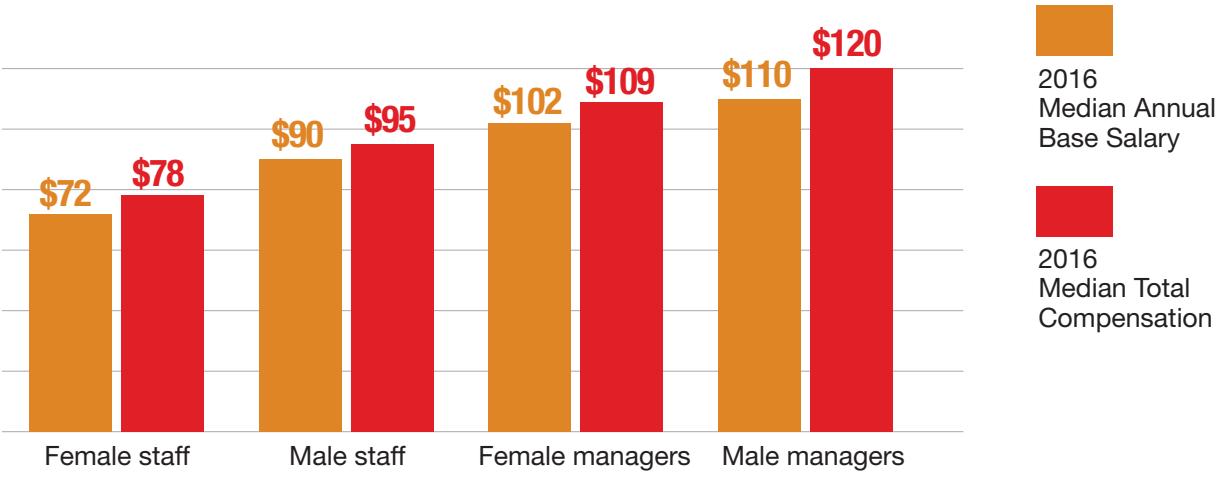
2016 median total comp: \$108,000

Job description: Project manager and project leader are titles that are often used interchangeably, though the roles are different. According to [a blog post](#) by Toni Garbinger Nobush of consulting firm Project Leadership Services, "Both [project] managers and leaders are professionals who are tasked with planning, executing, and closing a project. Both are in charge of

Figure 3

Gender Gap

What is your current base salary and total compensation including bonuses and other direct cash payments?



Note: Median dollar amounts in thousands of dollars
 Base: 450 female and 2,475 male IT professionals in 2016
 Data: InformationWeek 2016 U.S. IT Salary Survey

a project team, but only project leaders inspire and motivate that team. Project leaders take the time to get to know the team, keep them in the loop, and act as mentors ... Project leaders don't just get a project done; they improve communication, employee satisfaction and quality of work."

5. Security Specialist or Certified Security Professional

2016 median total comp: \$103,000

Job description: Security specialist is a broad term that can include a variety of roles and responsibilities. According to careers website [IT Career Finder](#), "IT security specialists install,

FAST FACT

\$101,000

is the 2016 median total compensation for software developers.

configure and upgrade security software to prevent cyber-attacks, educate [technical and non-technical] employees on computer security, monitor networks for security breaches, and inevitably respond to successful attacks with the appropriate countermeasures."

6. Software Developer

2016 median total comp: \$101,000

Job description: Software Developers are one of the IT positions worthy of an entire page on the U.S. Bureau of Labor Statistics website. [According to the BLS](#), "Software developers are the creative minds behind computer programs. Some develop the 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."

7. Database Administrator

2016 median total comp: \$100,000

Job Description: The U.S. Bureau of Labor Statistics offers [this description for database administrators](#): "Database administrators (DBAs) use specialized software to store and organize data, such as financial information

Figure 4

Critical Business and Technical Skills

Which of the following business or technical skills are critical to your job?

	Staff	Management
Aligning business and technology goals	57%	82%
Analyzing data	56%	61%
Interacting with customers	49%	53%
Collaborating with internal stakeholders	48%	68%
Experimenting with cutting-edge technology	47%	57%
Securing data and applications	43%	54%
Preparing reports	41%	54%
Managing network and systems infrastructure	39%	51%
Integrating enterprise applications	34%	40%
Building vendor relationships	33%	59%
Developing applications	32%	34%
Integrating, normalizing or cleansing data	29%	30%
Managing vendors	27%	58%
Building project teams	20%	52%
Seeking out new business opportunities	14%	27%
Other	3%	3%

Note: Multiple responses allowed

Base: 1,535 IT staff and 1,390 IT managers

Data: InformationWeek 2016 U.S. IT Salary Survey

and customer shipping records. They make sure that data are available to users and are secure from unauthorized access."

8. Business Analyst

2016 median total comp: \$88,000

Job Description: In a [blog post](#), Laura Brandenbergs of virtual training website Bridging the Gap said the role of an IT business analyst is changing. "A traditional IT Business Analyst job description was more technology-focused and the role was often defined around a system or small set of systems, commonly proprietary systems in use by only one organization," she wrote.

"This kind of job description still exists today, but it is both career-limiting and offering decreased value to the organization. More and more, we're seeing expanding IT Business Analyst job descriptions that offer professionals the opportunity to shift more towards a business-focus and/or work at a more strategic level in the technology aspect of their roles. These jobs provide IT Business Analysts the opportunity to grow their skills, expand their value, and become more marketable."

Figure 5

Rewards for Next 12 Months

Please specify the type(s) of noncash and indirect cash rewards you expect to receive in the next 12 months.

	Staff	Management
Health insurance	79%	76%
401(k) match	72%	70%
Company-paid smartphone	33%	53%
Other further education/training	28%	28%
Tuition reimbursement	24%	26%
Certification reimbursement	21%	24%
Stock purchase plan	14%	12%
Health club membership	12%	12%
Stock options	11%	17%
Company-paid phone/fax/cable modem/DSL lines	7%	12%
Company-paid home Internet access	7%	12%
Company car or car allowance	3%	8%
Sabbatical/extended vacation	3%	6%
Day care or day care subsidy	2%	4%
Other	6%	6%

Note: Multiple responses allowed
 Base: 1,535 IT staff and 1,390 IT managers
 Data: InformationWeek 2016 U.S. IT Salary Survey

9. Programmer Analyst

2016 median total comp: \$85,500

Job description: Back in 2012, CNN Money ranked [programmer analyst as one of the 25 best jobs](#) in America. According to the article, "Clients depend on programmer analysts (aka: coders) to execute digital applications and databases from start to finish. They write code and create web designs and software, as well as work with designers and content producers to form a cohesive product."

10. Systems Analyst

2016 median total comp: \$85,000

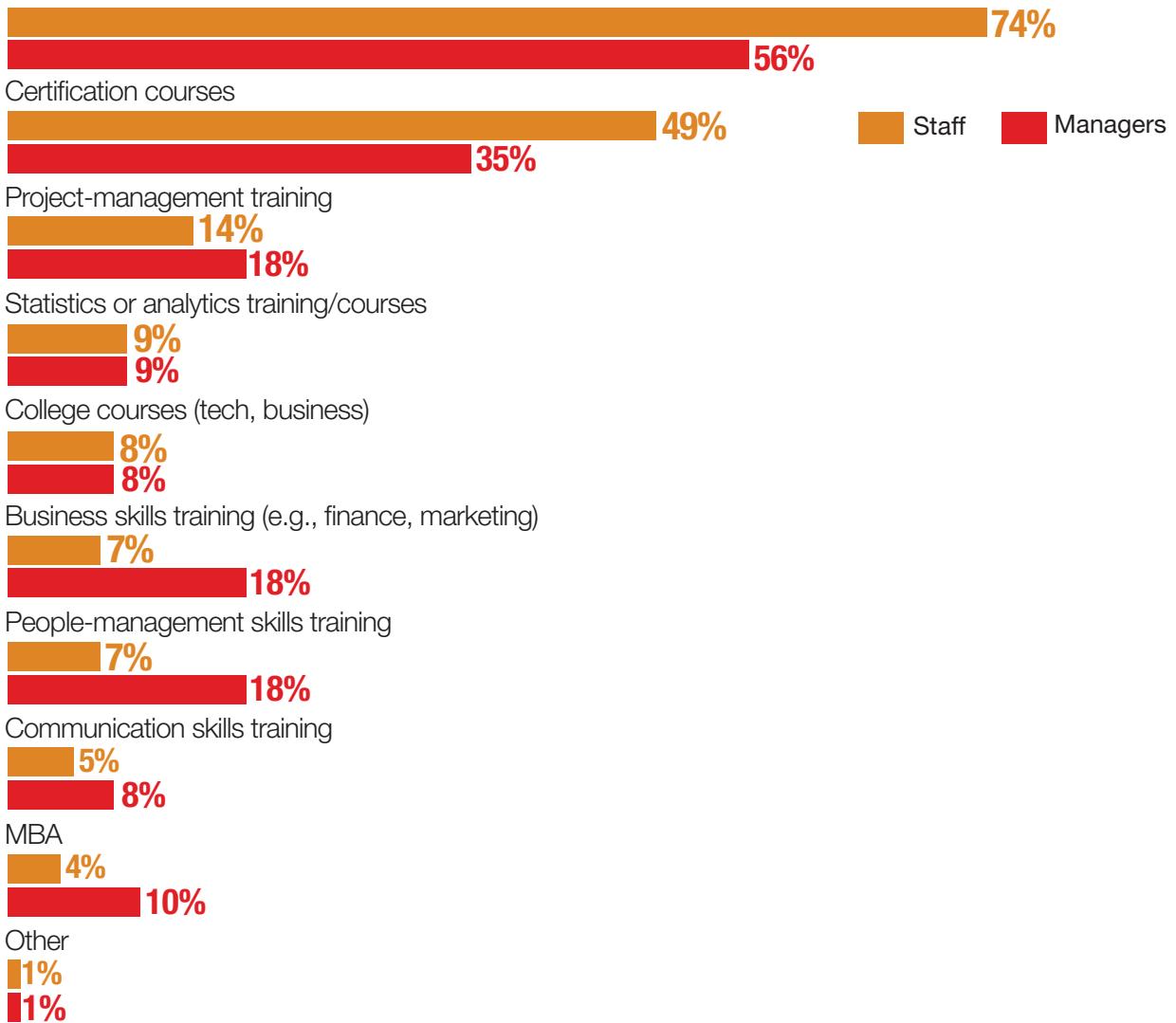
Job description: The U.S. Bureau of Labor Statistics [defines the role](#) like so: "Computer systems analysts study an organization's current computer systems and procedures and design information systems solutions to help the organization operate more efficiently and effectively. They bring business and information technology (IT) together by understanding the needs and limitations of both."

Figure 6

Training Valued

What type of training would you find most valuable to you in developing your career?

Technology-specific training



Note: Two responses allowed

Base: 1,535 IT staff and 1,390 IT managers

Data: InformationWeek 2016 U.S. IT Salary Survey

10 Best-Paying IT Leadership Jobs

In 2016, median base salary for IT management professionals — including CIOs, CTOs, and VPs — is \$112,000 annually, and has remained flat in the past 12 months. Of course, certain management roles are commanding a much higher compensation package than the median, and we're highlighting 10 of them here. See how your compensation stacks up.

The average IT management professional has been in the business for 20 years and at his current company for 9 years, feels intellectually challenged by his work, and is generally secure in his current role. And, yes, he is most likely male. This is the profile we can draw from the results of the InformationWeek 2016 U.S. IT Salary Survey.

In 2016, median base salary for IT management professionals — including CIOs, CTOs, and VPs — is \$112,000 annually, and has

remained flat in the past 12 months. Median total compensation (including any bonuses and other direct cash payments) for 2016 is \$121,000 — also flat year-on-year.

Of course, certain roles are commanding a much higher salary than the median, and we're highlighting 10 of them here. Some, like CIO and CTO, are obvious, while others — including program manager and security roles — may surprise you.

But first, let's talk about how we arrived



at this information. The compensation data presented here is drawn from information provided by 1,390 IT managers. In addition to IT managers, 1,535 U.S. IT staffers responded to our survey. In total, we received 450 survey responses from women in IT staff or management roles, and 2,475 responses from men in IT staff or management roles.

For the purposes of this article, we're focusing on responses received from IT managers. See the previous article for a look at the top-paying IT staff positions.

Beyond the standard benefits, such as company-paid health insurance and 401(k) match, IT management professionals get little in the way of on-the-job perks. More than half of respondents (53%) said they expect to receive a company-paid smartphone this year. That's where the corporate largesse ends for most respondents.

When asked what types of noncash and indirect cash rewards they expect to receive in the next 12 months, 28% said they expect further education or training, and 28% expect tuition reimbursement. Only 4% said they expect day care or day care subsidies, and 6% said they expect a sabbatical or extended vacation. (Multiple responses to this question were allowed.)

Figure 7

What Matters Most

What matters most to you about your job?

	Staff	Management
Base pay	49%	44%
Benefits	44%	37%
Flexible work schedule	42%	38%
Vacation time/paid time off	42%	33%
Job/company stability	41%	39%
My opinion and knowledge are valued	37%	44%
Job atmosphere	36%	33%
Challenge of job/responsibility	32%	38%
Recognition for work well done	29%	29%
Having the tools and support to do my job well	29%	23%
Commute distance	27%	23%
Skill development/Educational/training opportunity	26%	15%
Telecommuting/working at home	25%	17%
Working with highly talented peers	23%	26%
Ability to work with leading-edge technology	20%	22%
Corporate culture and values	20%	28%
My work (job) is important to the company success	20%	32%
Geographic location of job	20%	17%
Potential for promotion	19%	17%
Ability to work on creating "new" innovative IT solutions	18%	25%
Bonus opportunities	14%	17%
Effectiveness of immediate supervision	14%	12%
Involvement in company strategy setting and determining goals	8%	25%
Prestige/reputation of the company	5%	7%

Note: Seven responses allowed

Base: 1,535 IT staff and 1,390 IT managers

Data: InformationWeek 2016 U.S. IT Salary Survey

FAST FACT**56%**

of IT managers surveyed cite technology-specific training as the most valuable training for developing their careers.

When asked if they feel intellectually challenged by their work, 40% of respondents said yes, while another 50% said they felt "somewhat challenged." Only 10% of respondents described their jobs as "not at all challenging."

When it comes to job security, 51% of respondents said they feel "very secure" in their current job, while 41% said they feel "somewhat secure." Only 8% of respondents said they felt insecure in their current job.

When asked to identify the business and technical skills most critical to their jobs, the following five were most cited (multiple responses to this question were allowed):

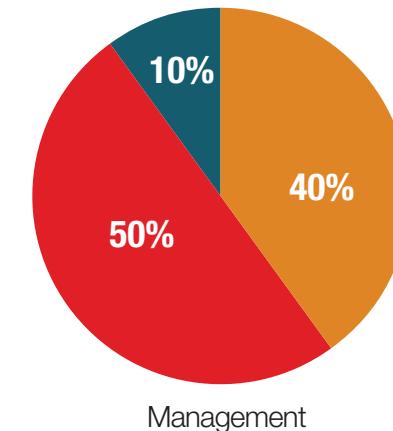
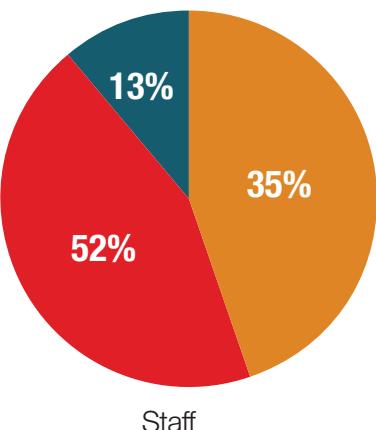
- Aligning business and technology goals (82% of respondents)
- Collaborating with internal stakeholders (68% of respondents)
- Analyzing data (61% of respondents)
- Building vendor relationships (59% of respondents)
- Experimenting with cutting-edge technology (57% of respondents)

Figure 8

Intellectually Challenged

Do you feel that you are being challenged intellectually with the IT projects you are working on?

Challenged Somewhat challenged Not at all challenged



Base: 1,535 IT staff and 1,390 IT managers
 Data: InformationWeek 2016 U.S. IT Salary Survey

Yet, we see a disconnect in the type of training IT management professionals most want when juxtaposed with the critical skills highlighted above. When asked, "What type of training would you find most valuable to you in developing your career?" 56% of respondents cited technology-specific

training, and 35% cited certification courses.

Only 18% of respondents cited each of the following: project-management training, business-skills training, and people-management training. (Multiple responses to the question were allowed.)

Read on to learn which 10 IT management positions received the highest median total

compensation in 2016. Are you working in one of these roles now? Are you looking to make the leap into a management role, or climb the career ladder? Here's what you need to know:

1. Chief Information Officer

2016 median annual comp: \$165,000

Job description: According to the Gartner IT Glossary, "The chief information officer (CIO) oversees the people, processes and technologies within a company's IT organization to ensure they deliver outcomes that support the goals of the business. As digital becomes a core competency, the CIO plays a key leadership role in the critical strategic, technical, and management initiatives — from security and algorithms to customer experience and leveraging data — that mitigate threats and drive business growth."

2. Vice President

2016 median annual comp: \$151,000

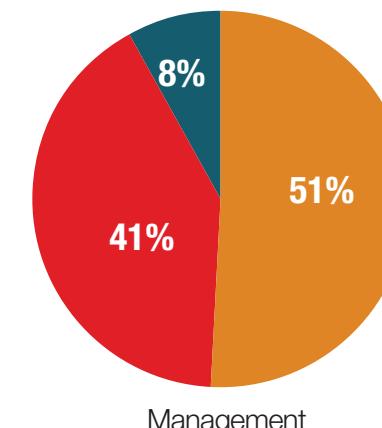
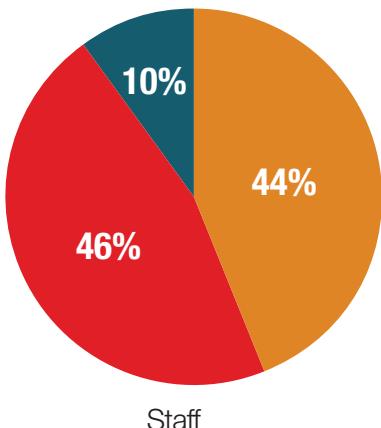
Job description: According to the [Work](#) section of The Houston Chronicle, "The vice president of IT is responsible for planning the information technology future for the organization, as well

Figure 9

Job Security

How would you rate your present job security?

I feel very secure I feel somewhat secure I feel insecure



Base: 1,535 IT staff and 1,390 IT managers
Data: InformationWeek 2016 U.S. IT Salary Survey

as for the implementation and maintenance of current systems. He also must ensure maximum uptime and stability in the company's computer systems and networks. The essence of the role is technology leadership, and the VP of IT must be able to rally the troops around the technology plan and path for the company, especially when

new training is needed for upgrades and system changes." The article also describes the VP of IT position as a "stepping stone" to a CIO role.

3. Chief Technology Officer

2016 median annual comp: \$142,000

Job description: According to the [Society](#)

FAST FACT

36%

of IT managers have a masters degree or a Ph.D.

of Human Resource Management, "The Chief Technology Officer (CTO) is responsible for overseeing all technical aspects of the company. The CTO works with Executive Management to grow the company through the use of technological resources. Using an active and practical approach, the CTO will direct all employees in IT and IO departments to attain the company's strategic goals established in the company's strategic plan."

4. Chief Security Officer

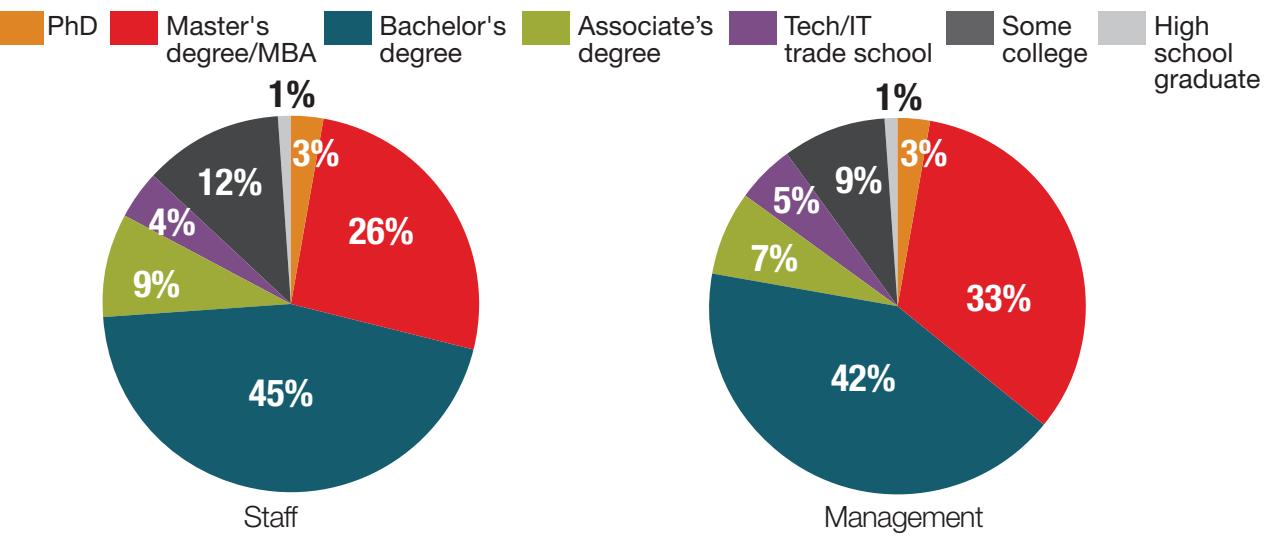
2016 median annual comp: \$137,500

Job description: The Houston Chronicle's Work section describes the role like so: "A CSO is the executive whose ultimate role is to ensure that an organization's security function adds value and gives it a competitive advantage. A major part of a CSO's role within an organization is to help forge strong and secure connections between departments. For example, when corporate departments worry less about security vulnerabilities all around them, they may operate more smoothly with each other. A CSO who can reduce friction between departments thus adds value to an organization."

Figure 10

Education

What is your highest level of education?



5. IT Director

2016 median annual comp: \$126,000

Job description: According to job search website [Career Builder](#), "IT directors oversee information technology infrastructure, activities, and equipment for an organization. They also supervise staff and manage departmental and organizational goals. A typical day in the life of an IT director

might include: analyzing organizational needs and recommending plans for equipment and networks, assessing network and electronic security and overseeing upgrades as necessary, and overseeing the work of IT professionals, such as network engineers, software developers, information security analysts, and computer support specialists."

6. Senior IT Manager

2016 median annual comp: \$125,750

Job description: According to careers website [PayScale](#), “[The] senior IT manager is usually in charge of a group of employees in the field. Employees in this position are responsible for working with computer and technological problems in offices, and are expected to keep the technological aspect and tools of the company running smoothly so that employees in different areas can do their jobs as efficiently as possible. Senior IT managers need to know how to operate most of the programs that the organization uses. They must also be very good problem solvers, as the job consists of a lot of fixing and solving of technology-related problems. Because it is a management position, the senior IT manager should be able to keep a team focused and motivated. This position works with other members of the IT department, so communication skills are a must.”

7. IT Program Manager

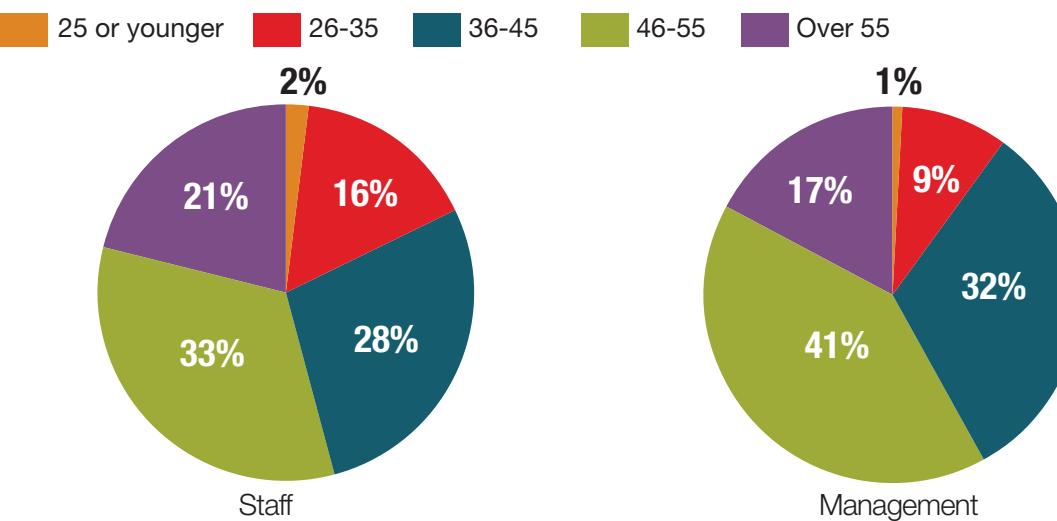
2016 median annual comp: \$123,000

Job description: Careers website [PayScale](#) describes the role like so: “An information

Figure 11

Age

What is your age?



Base: 1,535 IT staff and 1,390 IT managers
 Data: InformationWeek 2016 U.S. IT Salary Survey

technology (IT) program manager is an administrative position for a company with an IT department. This position incorporates elements of managerial work and technical skill, with the manager directing a team of IT specialists. A typical day for an IT program manager includes meetings with subordinates, general oversight of the IT workspace, and collaboration

with other departments. Because of the nature of the department and the type of tasks that are performed, the IT program manager must have an understanding of information technology and computer science. The IT program manager must also be well versed in management techniques and must have charisma, communication skills, and leadership ability.”

FAST FACT

29%

of respondents' companies have annual revenue or operating budget of more than \$1 billion.

8. IT Project Manager

2016 median annual comp: \$104,500

Job description: According to careers website [PayScale](#), "Project managers in information technology (IT) are tasked with planning certain types of projects within a company and ensuring that they are executed and on-track through every stage of the process. This job may require daily evaluations of employees, as well as leadership and motivation, in order to achieve particular goals. IT project managers must ensure that employees have the same shared vision and goals for projects while being assigned specific duties. Problem-solving may be necessary when projects are not going as planned, and they are usually given budgets for projects and must ensure that all parties involved are adhering to financial limits. These project managers oversee projects until they are finished, and evaluate them to determine whether follow-up projects are necessary and what changes can be made for the future. This job may also involve overseeing various personnel and departments to ensure their collaboration."

9. IT Manager

2016 median annual comp: \$104,000

Job description: U.S. News & World Report

Figure 12

Company Revenue

What is the annual revenue or operating budget of your organization?

Less than \$1 million

8%

\$1 million to \$10 million

19%

\$10,000,001 to \$50 million

15%

\$51 million to \$100 million

8%

\$101 million to \$250 million

6%

\$251 million to \$350 million

4%

\$351 million to \$500 million

4%

\$501 million to \$750 million

4%

\$751 million to \$1 billion

3%

\$1.01 billion to \$5 billion

10%

\$5.01 billion to \$10 billion

6%

More than \$10 billion

13%

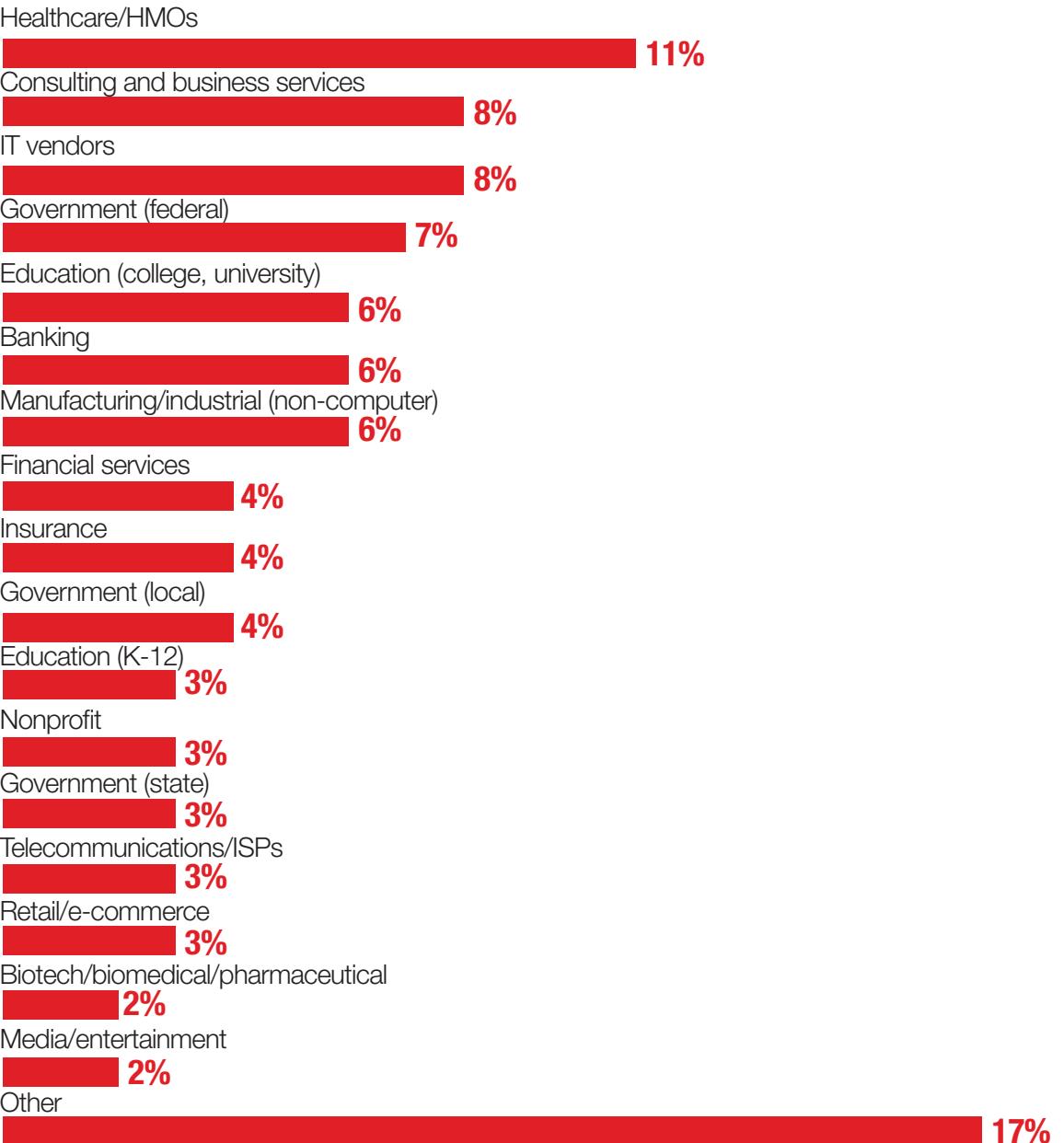
Data: InformationWeek 2016 U.S. IT Salary Survey

ranked IT manager as the [No. 4 best technology job](#) in 2016, behind computer systems analyst, software developer, and web developer. According to U.S. News: "Computer and information systems managers, or information technology managers, are the guides who help organizations navigate the always-changing labyrinth that is modern technology. These all-important employees deliver short- and long-term visions for the company's technology needs and goals. Even though most IT managers have the technical chops to execute the various jobs of the workers they supervise, they are more likely to be caught in a meeting room than a server room. Coordinating technology-related matters with top executives, planning upgrades of existing software or hardware and negotiating with vendors for the service of current products or the purchase of new ones are all common tasks IT managers encounter. IT managers also install and upgrade an organization's computer system and protect the office network from hackers and malware. When the job is done well, many employees won't even notice the work involved. If you haven't had an email interruption or server meltdown in the past few months, you probably have an IT manager to thank."

Figure 13

Industry

Which of the following best describes the industry in which you work?



10. IT Supervisor

2016 median annual comp: \$93,000

Job description: Broad network management is the IT supervisor's primary duty, according to careers website [PayScale](#). "This includes setting up spam filters for email accounts, initializing virus protection software on the network, and helping employees or clients troubleshoot any issues they are having with the computers or Internet," according to Pay-scale. "IT supervisors act as experts in the department and typically supervise subordinate IT specialists, assisting with any escalated concerns that arise. They may train staff and ensure that their employees are performing effectively. They also mediate any disputes or issues that arise. IT supervisors are generally expected to work on call if there are any emergencies with a business's network administration. They are able to work remotely from home if their business allows for it, as long as there is an Internet connection available on both ends." ■

Figure 14

Company Size

How many total employees does your company have?

Fewer than 25



25-50

51-100

101-500

501-1,000

1,001-5,000

5,001-10,000

10,001-20,000

More than 20,000

Data: InformationWeek 2016 U.S. IT Salary Survey