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In the Money— IT Salaries Rise Again

Salaries have gone up for the third time in as many years, according to the 11th annual survey of compensation and benefits. So, are you getting what you deserve? ■ BY MICHAEL DOMINGO

Good news once again: *Redmond* magazine's 11th annual survey of compensation for Microsoft IT professionals shows that salaries have gone up for a third year in a row. And so have raises and bonuses. Overall, salaries climbed 3.3 percent, which might look more like a merit raise and pales in comparison to last year's 12 percent jump. Nonetheless, it's better than what the market is dictating.

But here's a sobering fact: The 3.3 percent salary gain is actually lower than the inflation rate. The U.S. Bureau of Labor Statistics reports that the Consumer Price Index rose 4.3 percent from June 2005 to June 2006. So, with inflation creeping up, how will you make up the difference?

According to some reports, such as one from AMR Research, U.S. companies on average were expected to increase their IT budgets by 19.5 percent this year. If your

company is one of them, perhaps you can convince them to redirect some of that budget your way, in the form of a much-deserved raise.

The Big Picture

We'll look into how you might justify a raise, but before we get to that, let's jump into the rest of the big-picture numbers. This year's 1,280 respondents report an average base salary of \$70,901. Maybe that 3.3 percent gain doesn't make you want to jump up and click your heels. After all, it hardly lives up to the big gains locked in between the 2004 and 2005 surveys. The good news: Even at that tepid pace, our Microsoft-savvy respondents were doing better than the IT arena as a whole.

According to the most recent wage data from the U.S. Bureau of Labor Statistics, compiled from May 2005, network and computer systems administrators earned a mean

Call, Raise or Fold

Asking for a raise can be a stressful experience. If you're brave enough, taking the direct approach and going in with a sincere disposition can work, as long as you don't put an ultimatum on the table.

"I personally just took a deep breath, walked into her office and explained to her what I wanted and why I thought I deserved it," says Mark Full, a SQL database administrator in San Diego. "She said she would review the request and get back to me. It actually worked out better than I had expected."

That kind of impromptu performance might backfire. After all, a salary negotiation is never a good time to appear unprepared. "Document, document, document," is the mantra of David Abowitt, an MCSE and senior systems manager with the non-profit Jewish Federation Los Angeles. "Show all your skills, projects and [provide] salary surveys to show your case."

"I've always listed, in as much detail as possible, the achievements over a long period of time [and] I've shown growth in accepting additional responsibilities," says Ken Scott, a senior server specialist with a regional medical center in Wichita, Kansas. "I never threaten to leave; I simply state the facts."

These words of advice offer no guarantee that you'll get what you want. So, Terry Constable, a systems administrator for NetBank, has one more suggestion to keep you grounded: "Prepare for rejection."

— M.D.



Computers for Life

Ken Scott

Sr. Server Specialist

Wichita, Kan.

Via Christi Health System

Salary: \$80,000

Years in Computer Industry: 24

Certifications: MCP

Ken Scott began selling computers—Tandy TRS 80 Models II and III to be exact—back in 1982, shortly after his first time seeing what the machines might mean for businesses. “I originally saw a Sony PC dedicated to accounting at an Office Machine show in 1981,” he told us. “I wanted to be involved with them ever since.”

He sold for other companies and eventually started his own business—an endeavor that didn’t work, but one that he says was very helpful in his IT career. “I’ve been told I work with business departments really well,” he explains. “[It helps to] understand the flow of accounting and what affects productivity in a particular department.”

Scott says that he’s pretty happy in his current position as a senior server specialist at the non-profit that he’s worked for since 1992. The benefits are good, he says (“although once you’ve worked for yourself, you appreciate any kind of benefits,” he laughs), and he has a lot of say in what he works on every day. He’s enthused about a new, three-stage project, which will let IT know if any application is malfunctioning—before it impacts the end user. “It’s fun to see a department excited about a product you’re implementing.”

Scott says his salary matches his current title, but he’s actually doing a lot more than the moniker suggests, so Scott has been trying to get a promotion (with a raise) to a position that better reflects his duties. It hasn’t happened—yet. “When you work for a non-profit, one of the first things they’ll cut back is money for promotions,” he says.

Scott says he’ll probably work with computers in some capacity for the rest of his life: “Something in the consulting field, advising—something less strenuous, and hopefully not for a 24-hour shop.”

—Becky Nagel

2006 Compensation

Base Salary	\$70,901
Raise/Increase	\$ 4,307
Bonus	\$3,223
Age	41.7 years
Years in IT	12.1
Mean: With MCP or better	\$69,431
Mean: Other Certifications	\$69,098
Male vs. Female	11:2
Education	58% have at least a 4-year degree
Overall Satisfaction with Compensation, 5 being best	4.25

Chart 1. A quick view of the results show a nice 3 percent jump from last year’s salary. Raises went up slightly, while bonuses also gained. Respondents this year are older and claim two more years of experience. Details for each can be found elsewhere in this article or in the Adobe .PDF version.

salary of \$63,210. That’s just 0.3 percent above last year.

Our survey reveals that the community is not only getting richer, it is getting older and taking on more responsibilities as well. For yet another year, the majority of respondents say they are more than 40 years old—41.7 years on average, to be precise—and collectively, the group claims an average of 12.1 years of experience. Like the real world, IT workers are making more and getting grayer (and maybe it’s time you begin to plan your retirement).

At 54, Ken Scott, a senior server specialist with a regional medical center in Wichita, Kansas, says he is already “thinking about retirement, so salary and benefits are very important.”

One more component of compensation—raises—is up again this year. Tack on another 19.4 percent to last year’s figure—in 2005, it was \$3,472—and you’re looking at \$4,307. That figure gibes with the expectations of 8 percent of 2005 respondents, who predicted that raises would be in the \$4,000-\$4,999 range in 2006. (Only

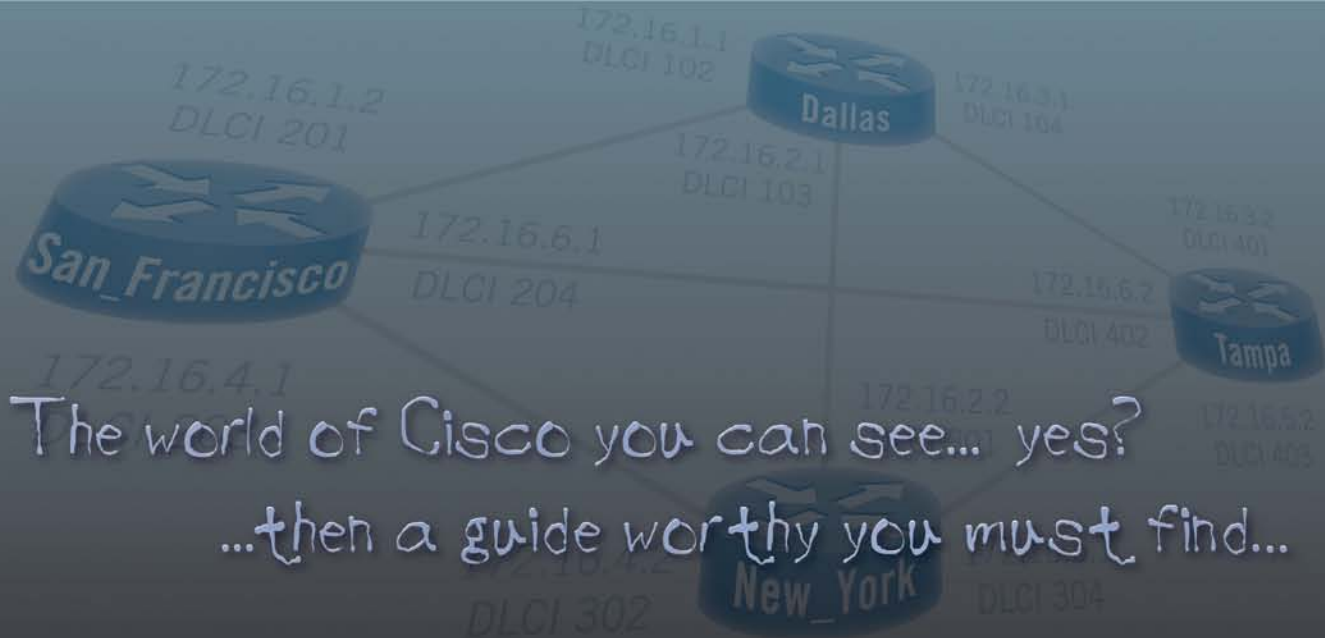
19.6 percent of respondents thought there would be no salary increase or even a decrease in 2006.)

Bonuses, on the other hand, barely budged, ending 2 percent higher than last year. But combine that data and you begin to see some evidence pointing to companies looking to retain employees in a market short of skilled IT workers. BLS data, for example, shows that the network and computer worker segment has added 155,000 jobs since August 2003 and they

Methodology

Unlike surveys from previous years, this survey was done internally by Redmond Media Group and Rita Zurcher. From a battery of about 120 questions that were sent out to 40,000 people culled from our own databases of IT professionals, we received 1,314 responses. Of those, we removed all non-U.S. answers and ended up with a total of 1,280 valid surveys. The report has an error margin of 3 percent.

—M.D.



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IT Power Trip

Timothy Carroll

Network Engineer
Morrisville, N.C.

Years in Computer Industry: 9

Salary: \$60,000 + benefits

Certifications: MCSA: Security W2K, MCSE: Security W2K, CompTIA Security+

You couldn't find a person more fit for an IT job than Timothy Carroll, a network engineer with a small developer of custom Web applications in North Carolina. He wrote his first program on a Tandy/Radio Shack TRS-80 Model III computer—at the age of 4. "I've been hooked ever since," Carroll confesses.

Over the course of his 11-year career in IT, he's gained three security certifications—Microsoft's MCSA: Security, MCSE: Security and CompTIA's Security+—which he says gave him a competitive edge worth an extra \$10,000 to \$20,000—and he's looking to add more. "I want to understand the new technology, primarily, and I want to be able to prove I understand the new technology," Carroll says.

He's currently finishing up his MCSE: Security 2003 upgrade, and in the future, he's interested in getting the MCSE: Messaging and a SQL Server-specific certification, like the MCDDBA—all of which are Microsoft certifications. The certifications align with his company's Microsoft infrastructure, and help pave the way for Carroll to launch a career as a Microsoft expert or MVP.

And he feels he's in good hands: "I think it is evolving into a very mature program with very specific goals for each certification. I like that certifications are becoming more specialized; it adds meaning to them on what you can do."

Carroll says he's "especially attracted to network security" and jokes that he gets a "power trip" from being the guy with "the keys to the whole company's infrastructure." He also welcomes the challenges. "No two days are the same!" he says. "The other IT jobs I had weren't nearly as interesting. I really thoroughly enjoy all the security-related tasks I get to do each day."

—Dan Hong

expect job growth to continue at 4.2 percent yearly. What's more, the BLS expects job growth to remain positive through 2012. So, IT workers this year continue to be in demand or, at least, have some advantage going into upcoming salary negotiations.

Can Certification Make a Difference?

Because this year's survey is done as a joint venture with MCPmag.com, one unique factor we look at with some depth is the impact of certification on compensation. In the past decade since we've conducted this survey, certification has had a positive effect. The last three years, however, the shine has been wearing off. About a third of you in 2005 said being an MCP carried no weight with your companies at the

negotiation table. The same holds true in 2006.

Steve Andrews, a systems administrator with a county government agency, says his certification helped earn him a \$2,000 increase at his last job. But he says that "certifications have no impact in my current [job]."

David Guibord, a network administrator with a marketing services company in Farmington Hills, Michigan, says "[certification] initially got me the job." But he adds that the letters after his name have had "no impact since." He's still playing the certification game since he plans to keep his Cisco CCNA current, which expired last year, and go after his CCSA, to keep up on any advances in router technology.

Guibord's example underscores a complex problem with certification:

2006 Salary of All Respondents, By Range

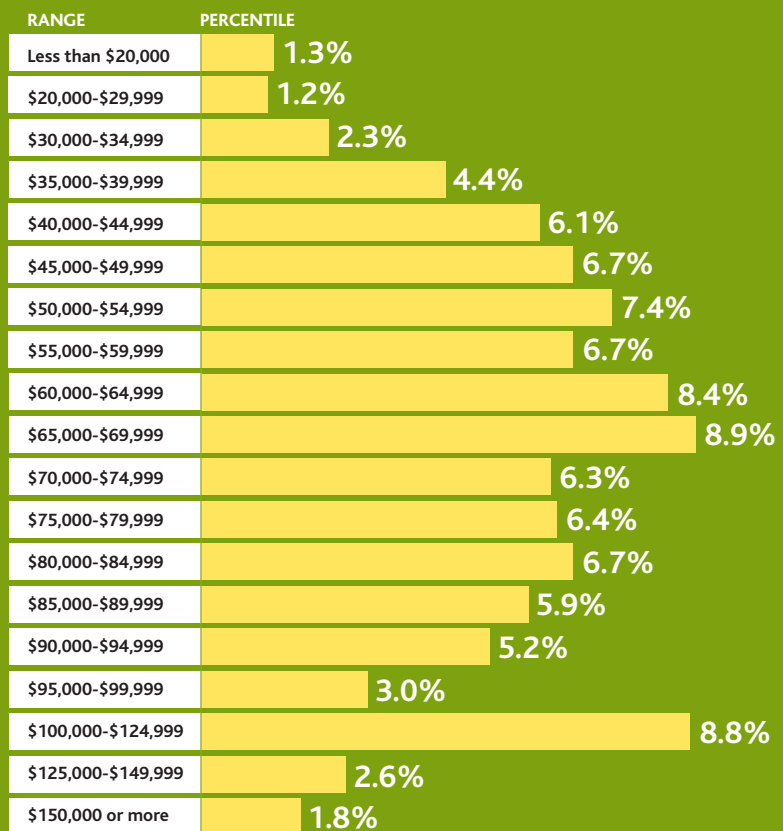


Chart 2. We asked all respondents to select the range of their annual salary before taxes, bonuses or other types of compensation. The majority of salaries landed somewhere above \$50,000 and below \$84,900. Mean salary this year was \$70,901.



In the Money

While it can help you gain or maintain expertise, which can in turn get you hired, there's often no lasting impact beyond that.

Add to that the fact that the market for IT workers with MCP titles has been saturated for some time—last we checked, Microsoft claimed 1.8 million people worldwide have at least an MCP. For quite a few years, our survey has even shown that those without certification made more than those who claim the acronyms, with non-MCPs, at \$78,962, gaining almost another thousand from last year. Still, more than a third of respondents say they'll continue to get certified on Microsoft platforms or otherwise.

Will You Be in IT in 5 Years?

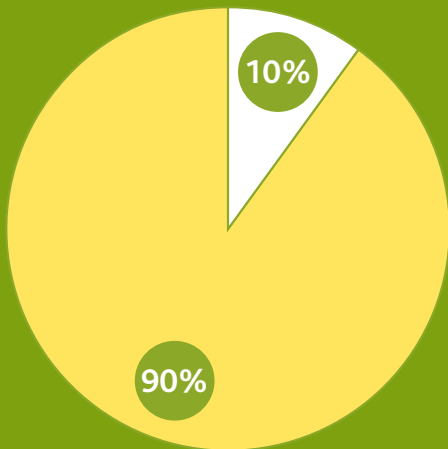


Chart 3. The results show that most respondents see an IT career as a long-term career choice, besting last year's result by 4 percentage points.

Narrowing the Field

Putting certification aside, one other strong salary factor is expertise. If you can specialize, you can separate yourself from the pack. Working for an outsourcing firm continues its hot streak, this year improving to \$86,437 (it was \$84,139 in 2005). Specializing in Oracle or data warehousing can help too, each earns \$85,637 and \$85,167, respectively. At the bottom of the list is help desk support, which still commands a respectable \$65,828.

Base Salary, Job Title



Chart 4. Job title, as in years past, is one of many determining factors in salary. We asked respondents to choose the title that best describes their current position. Managers and project leads top the list this year, while help desk workers remain at the bottom. Numbers are 2005 average base salary.

Work in specific industries also has advantages. Those fortunate enough to work in research and development are at the top of the list when it comes to 2006 salaries, at \$98,750. Defense/military (\$80,441) and trans-

portation/utility (\$80,242) industries rank a distant second and third, respectively. Aerospace salary averages this year have dropped, from \$88,571 in 2005 (when it ranked at No. 1) to \$79,423.

All Salaries Are Not Created Equal

Why is it that your salary doesn't seem to mesh with the data you've just read? Simple. When poring over the numbers, be aware of some of the factors that may influence your compensation:

- 1. Company Health**—Is it doing well? How is it doing versus the competition? Does some of the wealth trickle down to employees?
- 2. Benefits**—How does your company's package compare? And does your company consider bennies a part of the compensation package?
- 3. Residence**—Pretty much the formula is: big city, big bucks.
- 4. Skill Set**—Some companies offer monetary incentives for learning something new and stepping in to do that job. They save money and get a more valuable employee in the process.
- 5. Personal Performance**—How much do you contribute to the bottom line, or how much did you save them? Some bonuses are tied to this factor at many companies.
- 6. Personality**—If you're generally pleasant, they'll want to keep you around.

These are just a few of the factors to consider as you evaluate your salary against the numbers. As well, remember that our survey shows an average of 12 years of experience. You're competing with a highly skilled workforce so, as job hunters like to say, "salary is commensurate with experience." —M.D.



In the Money

Base Salary, Microsoft Certification

No Microsoft Certification	\$78,962
MCP, NT 4.0	\$72,164
MCP, Windows 2000	\$69,757
MCP, Windows 2003 Server	\$68,426
MCP, Developer	\$73,409
MCP, Other	\$66,765
MCP+Internet	\$73,536
MCSA, Windows 2000	\$71,672
MCSA, Windows 2003	\$71,250
MCSA: Messaging, Windows 2000	\$66,667
MCSA: Messaging, Windows 2003	\$58,333
MCSA: Security, Windows 2000	\$68,452
MCSA: Security, Windows 2003	\$66,944
MCSE, NT 4.0	\$71,900
MCSE, Windows 2000	\$69,905
MCSE, Windows 2003	\$67,057
MCSE: Messaging, Windows 2000	\$63,804
MCSE: Messaging, Windows 2003	\$67,143
MCSE: Security, Windows 2000	\$70,395
MCSE: Security, Windows 2003	\$72,024
MCSE+Internet	\$69,563
MCAD, VS .NET	\$79,022
MCSD, VS 6.0	\$74,722
MCSD, VS .NET	\$74,063
MCDBA, SQL Server 7	\$68,250
MCDBA, SQL Server 2000	\$71,515
MCT	\$70,648
MCDST	\$71,466
MCTS: SQL Server	\$91,500
MCTS: .NET	\$55,000

Chart 5. All respondents provided their current annual income before taxes. The MCDST proved to be hot gainer for Microsoft last year, and the results here seem to prove it—the title gained \$14,299 over last year's result of \$57,167. The MCDBA: SQL 7 was the biggest gainer last year; this year, it dropped back to 2004 figures.

For those who specialize in Microsoft's more esoteric technologies, the figures get even bigger. Try Commerce Server on for size. Those who claim it as a specialty report an average salary exceeding the six-figure mark, at \$108,125. Identity Integration Server experts come in just \$5,000 shy of that figure, while one of the more hyped server technologies, BizTalk Server, nearly joined the club, at \$99,583.

At the bottom of the list are those who deploy Small Business Server (\$66,830, better than 2005 by \$4,609) and Windows client support personnel (\$67,275, better by \$2,833 over 2005).

We found that education plays a small factor in compensation. More than half the respondents say they attended some college, with more than one-third of those surveyed having obtained a four-year degree or pursued post-graduate studies. Only a tiny fraction claimed not to have any higher-level education.

The Future of Hiring

One negotiation tactic that can work—one we never recommend if you intend to bluff—is seeking other job offers. This year, more of you report that your companies plan to hire, at 44 percent (better than 2005 by 4 points). Of those who say their companies plan to hire, 42 percent believe they will take on at least one more person, while fully one in four expects to add at least 11 more IT workers.

The results back up job data that companies are seeking to fill IT positions. Yet again, the BLS is a good source here, projecting that some 1.1 million IT jobs will be added by 2012. More than a third of those jobs will be in computer systems design and related services, according to the BLS study. (See www.bls.gov/opub/mlr/2004/02/art5full.pdf for comparisons.)

Those numbers bode well for the job seeker, especially when it comes time to negotiate salary.

IT: The Career We Love

You're working in IT for a reason and it's not because it's what you were



In the Money

born to do. Many of you find IT fulfilling after having toiled in other professions. Guibord knew life as a truck driver. David Abowitt, an MCSE and senior systems manager with the non-profit Jewish Federation Los Angeles, worked in sales.

"What interested me the most was how easily I resolved problems and pleased others," says Phillip Newberry, who also moved from a career in sales to IT consulting. "It appeared to be a natural for me, while others

struggled with understanding it."

Our respondents generally seem satisfied with their current career choice. For the second year, we asked about your career happiness. On a scale of one to five, with five being "very satisfied," we found that overall compensation rated a score of 4.25, an improvement over last year (4.09). The lowest rated category, "Other fringe benefits," scored a 3.78, still better than last year's 3.47.

With job satisfaction running higher

this year overall, it's only natural that 90 percent of respondents say they plan to be around in the next five years. That means most of them may actually be around when Windows "Vienna" finally ships. **R**

Michael Domingo is the editor of MCPmag.com, a sister site to Redmond-mag.com, as well as co-editor of RCPmag.com. You can reach him via e-mail at mdomingo@redmondmag.com.

Salary by Other Certifications

PMI Project Management Professional	\$87,917
Red Hat RHCE	\$86,875
Sun SCJP	\$85,357
Check Point CCSE	\$84,643
Check Point CCSA	\$82,500
Other	\$78,800
Novell CNE	\$77,857
IBM-Lotus (any)	\$77,500
Sun Solaris (any)	\$75,192
Hewlett Packard ASE	\$74,722
Citrix CCEA	\$74,500
IBM (other than Lotus)	\$73,200
Cisco CCNA	\$71,823
Hewlett Packard (other)	\$71,220
Novell CNA	\$70,809
Cisco CCNP	\$70,500
CompTIA (other)	\$70,000
Citrix CCA	\$69,461
Dell (any)	\$69,211
Cisco CCDA	\$68,269
CompTIA Server+	\$67,250
Apple (any)	\$66,923

CompTIA CTT+	\$66,000
CompTIA Security+	\$61,848
CompTIA A+	\$59,961
CompTIA Network+	\$59,342
Oracle OCA	\$97,857*
ISACA CISA	\$92,500*
Oracle OCP DBA	\$90,625*
Red Hat (other)	\$83,750*
SANS GIAC Certification (any)	\$83,000*
(ISC)2 CISSP	\$82,800*
CompTIA Project+	\$80,833*
Novell Master CNE	\$80,000*
Cisco Specialization	\$78,214*
Check Point (other)	\$77,500*
Help Desk Institute (any)	\$75,833*
Certified Wireless Network Prof. (any)	\$72,500*
Linux Professional Institute Level I	\$69,643*
Cisco CCDP	\$65,000*
Nortel Networks (any)	\$65,000*
EC-Council (any)	\$63,750*
Macromedia (any)	\$63,500*
CompTIA Linux+	\$61,250*

Chart 6. We asked respondents what certifications they held other than Microsoft's. (See Chart 5 for a breakdown of salaries by specific MCP title for comparison.) Numbers are 2005 average base salaries. As with many comparisons, there are myriad variables (such as experience and multiple certifications) that influence compensation other than the title itself. (*One caveat with the results reported here: We included some titles to compare to last year; however, those titles had 10 or fewer respondents, making them statistically invalid. Thus, they appear in order of descending salary after the CompTIA Network+ title, which is the lowest earning title. Use these numbers at your own risk.)



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Grass Keeps on Growing Green

Bill O'Sullivan

IT Specialist

Dept. of Justice

Salary: \$65,000

Years in IT: 7

Certifications: MCSE, MCSE: Security, CCNA

Last year when we profiled Bill O'Sullivan, he talked about how much he enjoyed his move into the public sector with his job at the Department of Justice, even though he knows he could make more working for a corporation.

This year, he's happier than ever, thanks to recent promotion and with it a raise from \$58,000 to \$65,000 per year. "I'm have more involvement in organizing and leading projects, whether they're security or server upgrades...I take more of a lead role on them."

And he expects more opportunities for promotions and raises in the future, although that's not why he's so happy. According to O'Sullivan, it's still the people you work with, and for, that make all the difference.

"Working with people I respect and people who respect me is more important than the salary alone," he explains. "I think the environment here is much improved over what I've had have in the past."

Because of his history (see last year's profile), he sympathizes with those stuck in bad working environments, and encourages them never to stop looking for a better opportunity: "Keep on looking ... sometimes the positions aren't what you want, sometimes you're unlucky enough that a company has a number of candidates to choose from, but you can't give up."

He also endorses the government route—"We have more autonomy than some might think"—but he does have a warning about security clearances: If you're hired for a job pending a security clearance, part of the process will be to contact your current boss. Once your current boss finds out you're looking for another job, you could be fired—and it might be months before the process is finished. "That's what happened to me," O'Sullivan said. "Four-and-a-half months on unemployment."

Even with that initial set back, O'Sullivan knows he's in the right place for him: "I could see retiring from this position"

—B.N.

In a Sea of Surveys

We at *Redmond* aren't ashamed to admit it: We pore over many resources to see how close our numbers jibe with the real world. Really, it's a lot like you'd do. To help your research, here are a few resources you might check out:

The U.S. Department of Labor's Bureau of Labor Statistics compiles national data on wages and employment for all sectors, including IT. The data is comprehensive, so you'll have to wade through a mountain of numbers to find the tiny slivers that equate to job roles similar to IT. The BLS also defines IT jobs with a broad stroke, so take that into account when making comparisons. <http://bls.gov>

InformationWeek offers up nice numbers with a dollop of job satisfaction data for a hefty fee, but sometimes they offer it for free, like this year. <http://informationweek.com/advisor>

If history is an indication, *Computerworld* will publish its next survey, which even has a tool for determining whether you need to ask for a raise, in October this year. <http://computerworld.com>

Salary.com compiles data that's updated quarterly for a slew of IT jobs, as well as a gazillion other jobs. If you decide to jump to another career path (which only a small number of you plan to do next year), Salary.com can show you what's on the other side of the fence. www.salary.com

Research firm Foote Partners publishes reports that they claim are the best in the IT and HR salary survey business. They're not free, but they're highly accessible and easy to understand. www.footepartners.com

Janco Associates is another research firm who'll make you pony up to peer at their numbers, but you can get a summarized view of the data for free if you walk through the right steps on their Web site. www.e-janco.com

Robert Half Int'l has a vested interest in tracking career data—they're a staffing agency. Nonetheless, reports are reliable and free for those who go through the registration process. www.roberthalftechnology.com/freeresources

—M.D.



In the Money

Increase in Salary

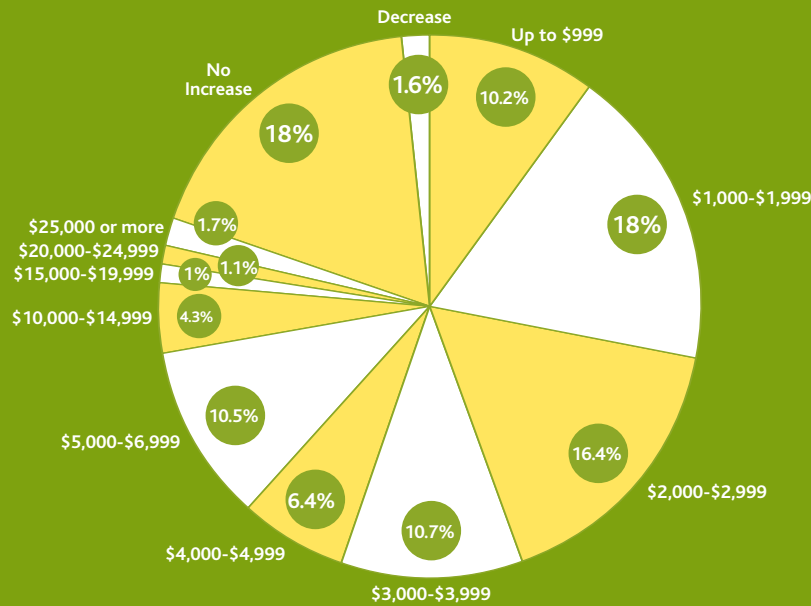


Chart 7. Respondents reported a mean raise of \$4,307. As was the case last year, almost one-fifth of all respondents reported no increase or a decrease in salary.

Effect of Microsoft Certification on Salary

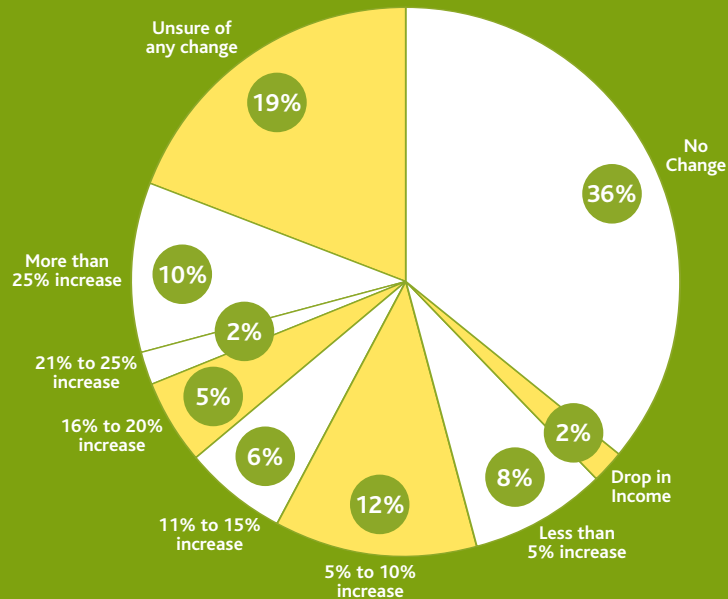


Chart 8. As we've found over the years, the majority of respondents continue to find that certification hasn't had much impact on salary, but salary isn't what drives them to get certified (see chart 21 for those results).



In the Money

Salary by Experience, Job Title

Salary by Experience	1 to 2 years	3 to 5 years	6 to 9 years	10+ years
Network Engineer	*	\$68,043	\$81,755	\$65,449
Systems Administrator	\$47,750	\$64,435	\$62,670	\$64,389
Help Desk/Support	*	\$64,666	\$53,629	\$53,602
Programmer/Analyst	*	\$75,937	\$71,696	\$74,430
Network Project Lead	*	*	*	\$75,556
Programming Project Lead	*	*	*	\$89,583
Manager	\$88,594	\$82,589	\$89,963	\$87,457
Trainer	*	*	\$75,682	\$48,500
DBA/Developer	*	*	\$78,500	\$77,750
Webmaster/Dev./Prod.	*	*	*	\$57,727

* Insufficient data

Chart 9a. As in every year we've conducted this survey, salaries increase with years of experience. The question we asked was, "How many years have you held a job the specifically involves computer networking/programming?" This question doesn't reflect direct experience with Microsoft products (which is shown in chart 8). Also, this question excludes self-employed professionals.

Salary by Experience, Microsoft Certification

Salary by Experience	Mean	No Cert	Any MCP	MCP, W2K	MCP, W2003	MCP, Developer	MCSA, W2K	MCSA, W2003	MCSA Specialization	Any MCSE
1 to 2 years	\$47,333	\$49,750	\$47,500	\$47,500	\$47,500	\$55,000	\$50,000	*	*	\$47,059
3 to 5 years	\$55,945	\$55,945	\$55,945	\$55,945	\$56,250	\$50,313	\$48,000	\$58,889	\$55,875	\$56,121
6 to 9 years	\$65,621	\$65,621	\$65,621	\$65,621	\$70,833	\$71,223	\$69,352	\$66,324	\$65,431	\$65,846
10+ years	\$81,386	\$88,306	\$78,188	\$77,804	\$72,202	\$85,000	\$78,753	\$78,637	\$78,604	\$78,361

Salary by Experience	MCSE, W2K	MCSE, W2003	MCSE: Specialization	MCDBA, SQL 7	MCDBA, SQL2000	MCAD	MCSD, VS 6.0	MCSD, VS .NET	MCT	MCDST
1 to 2 years	\$43,571	*	\$47,500	*	\$25,000	\$55,000	\$55,000	\$0	\$47,500	\$0
3 to 5 years	\$49,583	\$55,875	\$52,500	\$49,167	\$59,167	\$61,071	\$57,500	\$55,945	\$47,500	\$0
6 to 9 years	\$65,948	\$65,623	\$67,500	\$70,278	\$70,625	\$69,500	\$87,500	\$65,621	\$70,417	\$0
10+ years	\$78,329	\$78,373	\$78,389	\$70,278	\$71,912	\$82,500	\$80,357	\$80,357	\$78,447	\$77,045

* Insufficient data

Chart 9b. This chart shows a slightly different twist to the chart 8 (and doesn't account for job title). Just like job titles and years of experience, the same hold true for those holding certification—as the years pile on, you make consistently more.



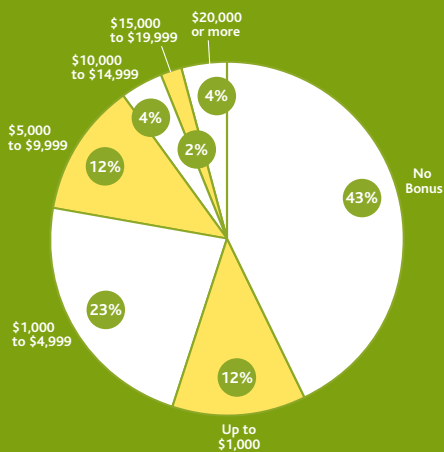
Average Salary by Microsoft Expertise

Commerce Server	\$108,125
Identity Integration Server	\$103,125
BizTalk Server	\$99,583
Content Management Server	\$89,286
Windows Server 2003 DataCenter Edition	\$87,864
Host Integration Server	\$86,563
Live Communications Server	\$82,632
Microsoft Operations Manager	\$82,353
Windows 2000, Datacenter Server	\$81,667
Systems Center	\$81,250
Application Center	\$81,053
Project Server	\$80,941
Windows Server 2003, 64-bit	\$79,675
SharePoint Portal Server	\$79,637
Visual Studio	\$77,698
Windows Server 2003 Web Edition	\$77,125
Systems Management Server	\$76,732
SQL Server	\$74,781
Internet Information Server	\$74,723
Windows NT Server	\$72,941
Exchange	\$72,555
Internet Security/Acceleration Server	\$72,227
Terminal Services	\$70,774
Office/Visio/FrontPage	\$70,701
Windows XP	\$70,027
Windows Server 2003 (Standard or Enterprise Edition)	\$69,828
Storage Server	\$69,714
Windows 2000	\$69,065
Windows Client Support	\$67,275
Small Business Center	\$66,830

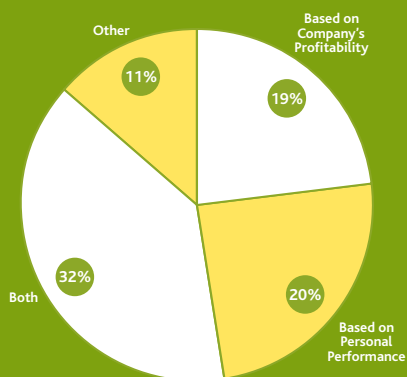
Chart 10. For those professing expertise beyond clients, the more specialized the technology, the better the salary. Those with Commerce Server and Identity Integration Server specialists were the biggest bread winners based on Microsoft technologies. (Speech Server, last year's highest, was bumped due to insufficient data.)



Expected Bonuses for 2005



How Bonuses Are Calculated



When Bonuses Are Paid

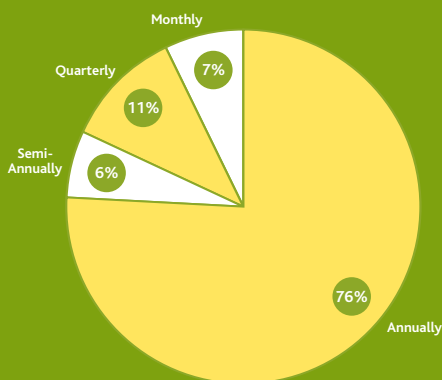


Chart 11a-c. Only 55 percent of readers expect a bonus this year; it was slightly higher last year, at 59 percent. Of the half expecting a bonus, 23 percent predict bonuses will be within \$1,000 to \$5,000.

Additional Compensation Offerings

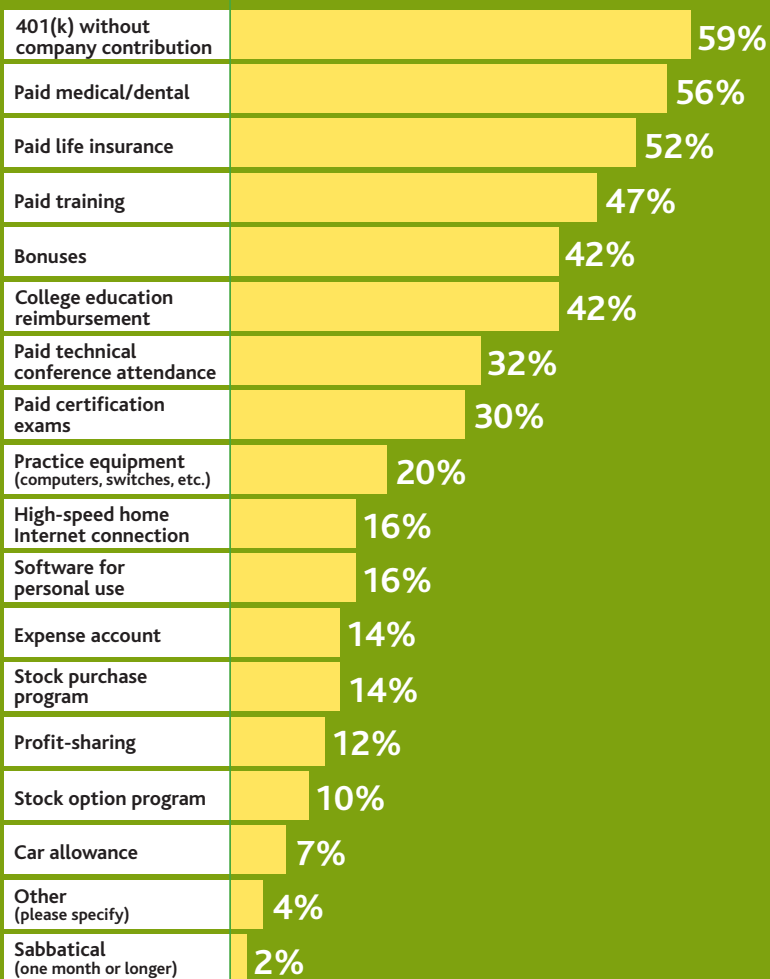


Chart 12. Respondents report that companies are de-emphasizing 401(k) programs, but it still leads as a benefit. The usual suspects—paid life insurance, medical/dental and training—follow closely behind.



In the Money

Salary by Education Level

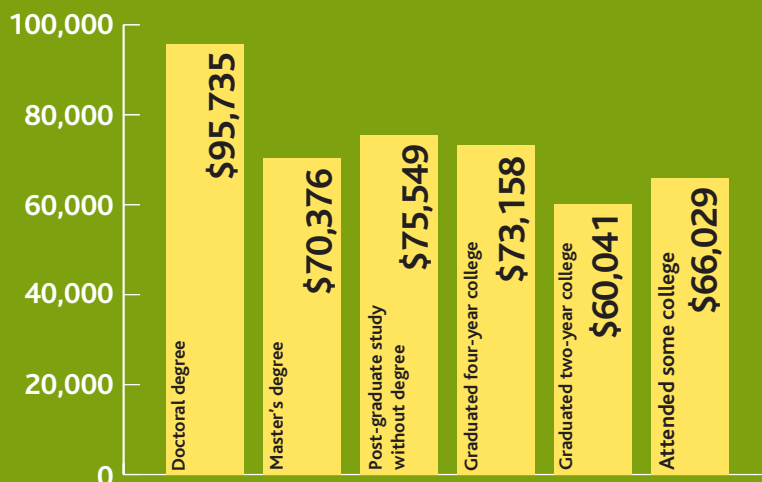


Chart 13. The correlation between formal education and compensation is obvious, although it's simply one variable among many. More than half of the respondents hold at least a four-year degree. (Those who responded "Some high school or less" was omitted this time, due to insufficient data.)

Average Salaries for the Self-Employed

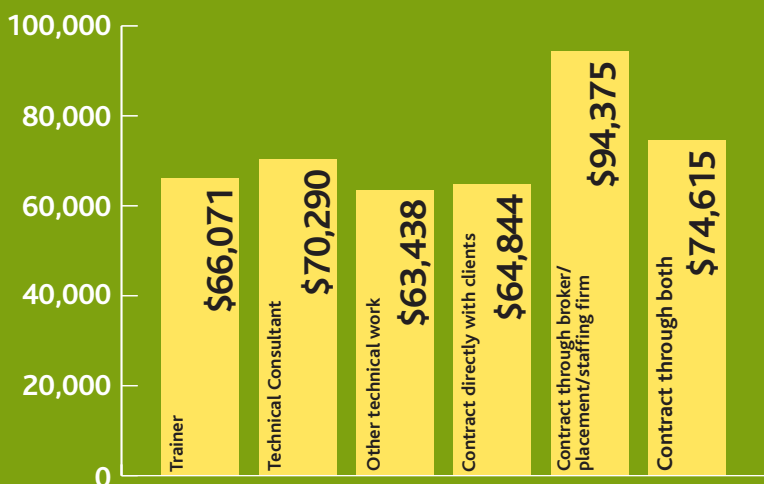


Chart 14a-b. The average salary this year for the self-employed IT professional is \$69,248.

Average Salaries for the Self-Employed MCP

MCP	\$72,043
MCSA, Win2K	\$66,406
MCSA, Win2003	\$58,182
MCSA, Specialist	\$52,500
MCSE, Win2K	\$71,023
MCSE, Win2003	\$64,091
MCSE, Specialist	*
MCAD	\$80,625
MCSD, VS 6.0	\$80,625
MCSD, VS .NET	\$80,278
MCDBA, SQL 7.0	*
MCDBA, SQL 2000	*
MCT	*
MCDST	*

*Insufficient data.

Chart 14c. The average salary this year for the self-employed IT professional is about \$76,200.



In the Money

Salary by Industry

Research and development	\$98,750
Defense/military	\$80,441
Transportation/utilities	\$80,242
Aerospace	\$79,423
Insurance/real estate/law	\$79,115
Business services/consultancy (non-computer)	\$79,000
Finance/banking/accounting	\$78,736
Telecommunications	\$77,250
Computer/IT services: network/data processing/system integration/ASP/ISP/programming/Web development/ISV	\$76,462
ISP/ASP	\$76,250
Marketing/entertainment/advertising/media	\$74,342
Manufacturing (computer related)	\$71,896
Government	\$70,556
Food/restaurant	\$70,500
Communications carrier	\$70,000
Retail and distribution (including online)	\$69,573
Advertising	\$67,500
Medical/dental/healthcare	\$66,858
Engineering	\$66,250
Webmaster/developer/producer: Develop, deploy and manage Web sites and Web-based applications.	\$66,200
Construction/refineries/petroleum	\$59,167
Education	\$57,609

Chart 15. Research and development, almost breaking the six-figure ceiling, top last year's big winners, aerospace and ISPs. Defense and transportation trail at the second and third spots.

Salary by Skill (average)

Outsourcing	\$86,437
Oracle	\$85,367
Data warehousing	\$85,167
Software design	\$84,984
Extranets	\$82,813
Research/development	\$82,325
Portable/embedded computing	\$81,771
E-commerce	\$81,257
Database development	\$78,899
Hardware design	\$76,619
Customer relationship mgmt.	\$76,438
Unix	\$75,804
Linux	\$74,913
Strategic planning	\$74,392
Database administration	\$74,201
Accounting software	\$74,094
Intranets	\$74,078
Security	\$73,839
Novell	\$73,519
Systems management	\$73,293
Wireless/mobile computing	\$72,122
VPN/remote management	\$71,755
Systems integration	\$71,724
Training	\$71,664
Web services	\$71,412
Backup and storage mgmt.	\$71,396
Messaging/e-mail	\$71,256
Windows 2000/2003 testing...	\$70,555
Telephony	\$70,308
Routers and switches	\$70,263
Web site development/mgmt.	\$70,066
LAN/WAN internetworking	\$69,834
Help desk support	\$65,828

* Insufficient data

Chart 16. Specialists enjoy greater compensation, and those whose expertise extends beyond the bounds of Microsoft technology tend to make more.



Hiring IT Professionals

Does Your Company Plan to Hire in the Next 12 Months?

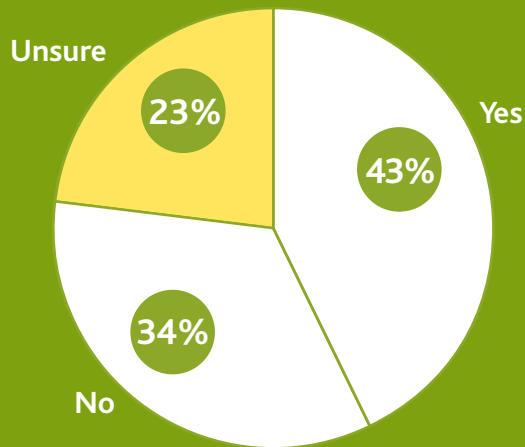
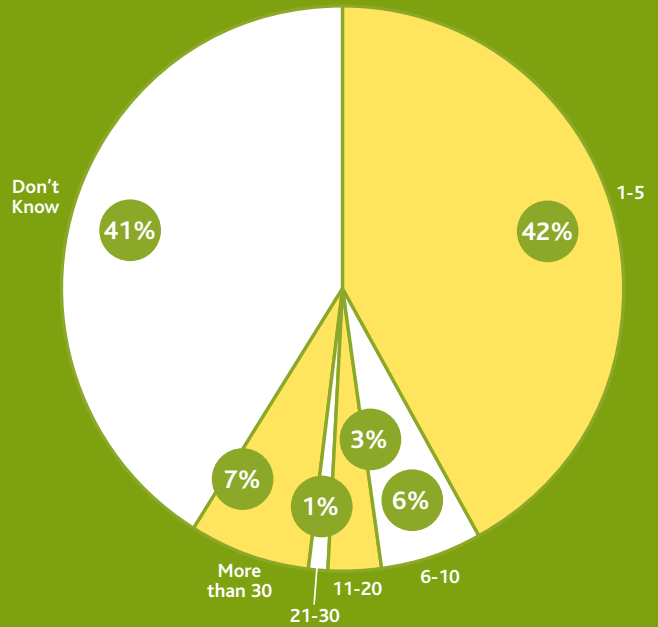


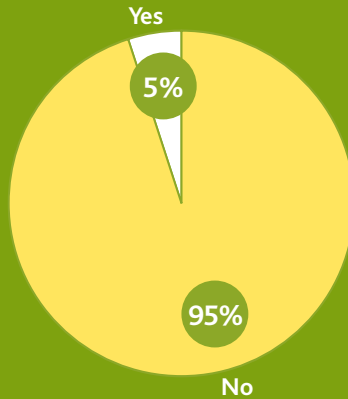
Chart 17a-b. We asked respondents if their companies plan on hiring more IT professionals in the coming months. Of those who were aware, 42 percent reported a handful would be added to their ranks.

How Many does your company plan to hire?

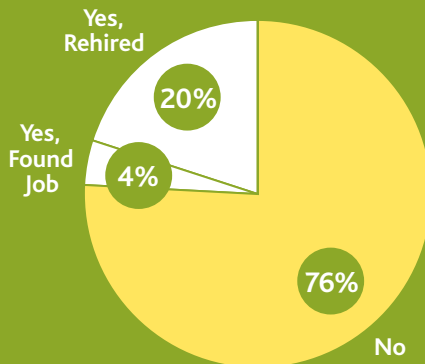




Have You Been Laid Off in the Last 12 months?



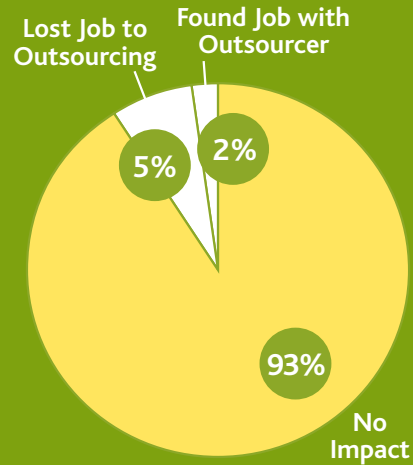
Have You Been Rehired/ Found a New Position?



Charts 18a-b. Like last year, only 5 percent of those surveyed were out of work at some time this year. Of those, only a quarter of respondents found work; most of those managed to find work within a month of unemployment.

How Outsourcing Has Affected Jobs

Impact of Outsourcing on your Job?



Will Outsourcing Impact You Next Year?

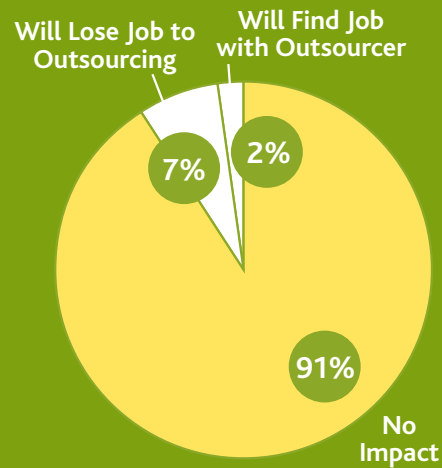


Chart 19a-b. This is the third year we asked this question and a trend is developing: outsourcing has little impact on IT workers in general.



Career Happiness

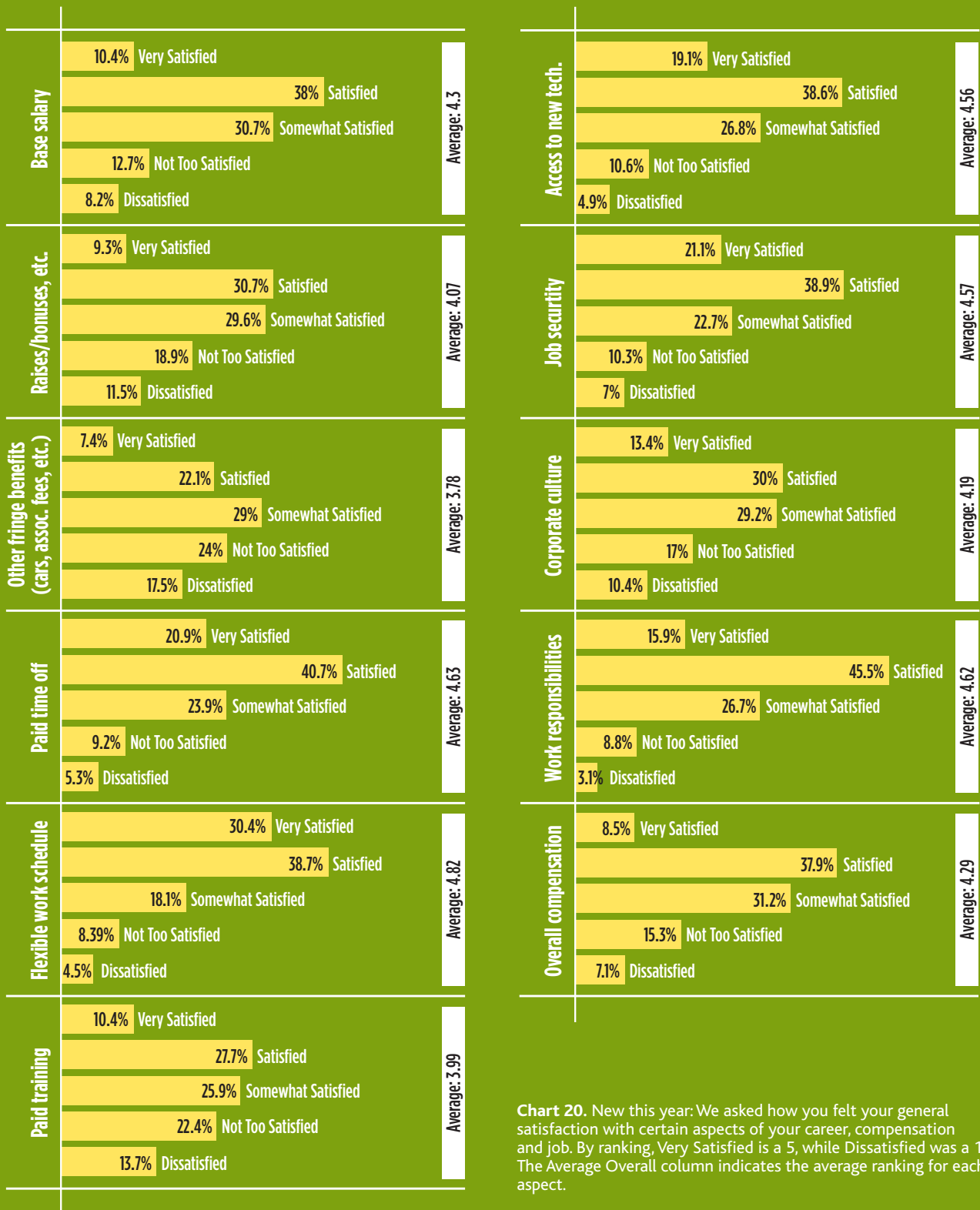


Chart 20. New this year: We asked how you felt your general satisfaction with certain aspects of your career, compensation and job. By ranking, Very Satisfied is a 5, while Dissatisfied was a 1. The Average Overall column indicates the average ranking for each aspect.



The Reasons for Certification

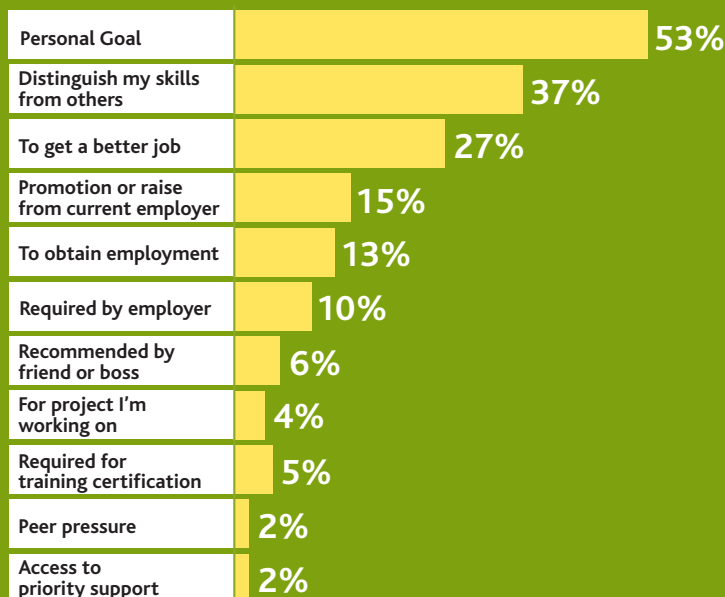


Chart 21. We asked respondents to list all the reasons they achieved their most recent credential. While personal goal still topped others, it's not the big motivator it was last year (75 percent in 2005's survey).

Means of Certification Preparation

Books	87%
On-the-job training	65%
TechNet	46%
Disk or CD-based software	43%
Microsoft Press materials	37%
Documentation other than TechNet	36%
Conferences	32%
Microsoft Practice Test Provider exams	32%
Web or magazine articles	31%
Webinars/Webcasts	31%
Certification Web sites	30%
Exam software not from a Microsoft Practice Test Provider	28%
CTEC instructor-led training	25%
Online/distance/Web training/e-training	22%
College or university courses	19%
Braindump sites	17%
User Groups	14%
Bootcamps	13%
Other instructor-led training	9%
Non-Microsoft partner training	9%
Videos	8%
Study groups	7%

Chart 22. We asked respondents to list all the methods they've used in the last year to prepare for certification exams.

Who Pays for Training

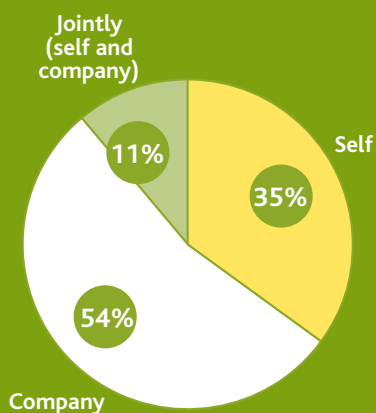


Chart 23. This year's figures are up, with slightly more respondents getting an assist from their companies. Coincidentally, 47 percent of respondents consider paid training an added compensation benefit.



Average Salary by State, by Microsoft Certification (continued on next page)

	Average	No Cert	Any MCP	MCP W2K	MCP W2003	MCP, Dev.	MCSA, Win2K	MCSA, W2003	MCSA: Special-ization	Any MCSE
Alabama	\$69,559	\$70,000	\$69,318	\$64,167	*	*	\$65,000	\$47,500	\$47,500	\$71,786
Alaska	\$63,750	*	*	*	*	*	*	*	*	*
Arizona	\$71,081	\$67,500	\$69,063	\$66,591	\$85,000	\$80,000	\$70,000	\$85,000	\$87,500	\$62,500
Arkansas	\$70,357	*	*	*	*	*	*	*	*	*
California	\$77,847	\$84,167	\$75,948	\$81,689	\$71,053	\$75,500	\$77,625	\$73,214	\$60,625	\$80,326
Colorado	\$74,038	\$87,500	\$73,214	\$84,583	\$87,500	*	\$47,500	\$95,000	*	\$75,682
Connecticut	\$89,773	\$104,167	\$84,375	\$81,250	\$77,500	\$112,500	\$82,500	\$77,500	\$92,500	\$81,250
Delaware	\$69,500	*	*	*	*	*	*	*	*	*
Florida	\$68,629	\$72,500	\$67,010	\$56,875	\$60,500	\$112,500	\$72,500	\$40,000	\$45,000	\$65,870
Georgia	\$76,087	\$93,750	\$72,368	\$65,938	\$60,000	\$55,833	*	\$64,375	\$61,250	\$63,750
Hawaii	\$65,000	*	*	*	*	*	*	*	*	*
Idaho	\$103,750	*	*	*	*	*	*	*	*	*
Illinois	\$76,398	\$90,682	\$73,457	\$82,308	\$73,864	\$82,500	\$86,750	\$74,500	\$65,833	\$80,375
Indiana	\$60,455	\$62,500	\$60,132	\$65,625	\$66,500	\$77,500	\$69,167	\$82,500	*	\$68,056
Iowa	\$69,250	*	*	*	*	*	*	*	*	*
Kansas	\$61,500	\$62,500	\$61,346	\$62,500	\$53,750	\$57,500	*	\$55,833	\$55,000	\$62,500
Kentucky	\$60,556	\$72,500	\$57,143	\$47,500	*	*	\$52,500	*	*	\$55,000
Louisiana	\$61,250	*	*	*	*	*	*	*	*	*
Maine	\$43,750	*	*	*	*	*	*	*	*	*
Maryland	\$84,872	\$97,000	\$79,444	\$91,250	\$65,000	\$57,500	\$92,500	\$65,000	*	\$89,231
Massachusetts	\$79,091	\$82,500	\$78,929	\$77,500	\$72,500	*	\$82,500	\$62,500	\$75,000	\$84,167
Michigan	\$66,765	\$64,167	\$67,321	\$68,571	\$68,500	\$84,167	\$69,167	\$72,500	\$82,500	\$67,000
Minnesota	\$75,172	\$66,875	\$76,500	\$75,000	\$65,000	*	\$84,375	\$42,500	\$77,500	\$66,667
Mississippi	\$68,750	*	*	*	*	*	*	*	*	*
Missouri	\$72,583	\$67,500	\$73,000	\$63,500	\$77,500	\$112,500	\$65,833	\$112,500	\$52,500	\$69,265
Montana	\$49,167	*	*	*	*	*	*	*	*	*
Nebraska	\$61,136	\$62,500	\$60,357	\$67,500	*	\$42,500	*	*	*	\$65,000
Nevada	\$65,625	*	*	*	*	*	*	*	*	*
New Hampshire	\$80,357	*	*	*	*	*	*	*	*	*
New Jersey	\$84,459	\$110,000	\$80,469	\$79,500	\$91,250	\$137,500	\$79,500	\$112,500	\$82,500	\$77,917
New Mexico	\$64,531	\$85,000	\$61,607	\$71,250	\$74,167	*	\$60,833	\$55,000	*	\$58,500
New York	\$71,339	\$78,750	\$68,017	\$72,895	\$69,722	\$62,500	\$58,125	\$74,500	\$102,500	\$76,250
North Carolina	\$63,077	\$51,875	\$65,714	\$45,500	\$55,000	\$47,500	\$52,500	\$47,500	\$45,000	\$53,333
North Dakota	\$33,000	*	*	*	*	*	*	*	*	*
Ohio	\$69,213	\$73,750	\$68,571	\$76,667	\$78,500	\$82,500	\$70,500	\$89,167	\$75,000	\$80,000
Oklahoma	\$55,000	\$50,000	\$60,357	\$47,500	\$42,500	\$87,500	\$37,500	\$47,500	\$47,500	\$42,500
Oregon	\$59,457	\$45,833	\$61,500	\$59,643	\$67,500	\$62,500	\$60,000	\$69,167	\$52,500	\$59,643
Pennsylvania	\$69,583	\$62,115	\$71,951	\$69,773	\$73,929	\$62,500	\$77,500	\$108,750	*	\$70,313
Rhode Island	\$77,500	*	*	*	*	*	*	*	*	*
South Carolina	\$64,667	\$58,500	\$67,750	\$62,500	*	*	\$70,000	*	\$67,500	\$69,167
South Dakota	\$62,500	*	*	*	*	*	*	*	*	*
Tennessee	\$63,696	\$84,000	\$58,971	\$51,250	\$37,500	\$35,000	*	\$87,500	*	\$78,750
Texas	\$66,676	\$81,111	\$62,601	\$54,107	\$57,292	\$65,000	\$46,563	\$63,750	\$60,833	\$59,412
Utah	\$74,643	*	*	*	*	*	*	*	*	*
Vermont	\$42,500	*	*	*	*	*	*	*	*	*
Virginia	\$86,803	\$94,821	\$84,415	\$84,625	\$84,000	\$84,167	\$98,214	\$82,500	\$64,167	\$79,868
Washington	\$74,479	\$82,500	\$72,628	\$70,357	\$68,500	*	\$72,955	\$68,056	\$62,500	\$72,237
West Virginia	\$55,000	*	*	*	*	*	*	*	*	*
Wisconsin	\$59,833	\$61,667	\$59,022	\$48,846	\$58,611	*	\$43,750	\$56,500	\$41,667	\$56,250
Wyoming	\$80,000	*	*	*	*	*	*	*	*	*

*Insufficient data.

Chart 24. We asked respondents what state they lived in; the MCSA and MCSE specializations combines results Messaging and Security titles (both Windows 2002 and 2003 versions).



Average Salary by State, by Microsoft Certification (cont. from previous page)

	MCSE, W2K	MCSE, W2003	MCSE: Special- ization	MCDDBA, SQL 7	MCDDBA, SQL 2K	MCAD	MCSD VS6	MCSD VS.NET	MCT	MCDST
Alabama	\$60,833	\$47,500	\$50,000	*	*	*	*	*	*	*
Alaska	*	*	*	*	*	*	*	*	*	*
Arizona	\$54,643	\$75,833	\$55,000	\$60,000	\$87,500	\$80,000	\$80,000	\$80,000	\$67,500	\$52,500
Arkansas	*	*	*	*	*	*	*	*	*	*
California	\$80,870	\$68,750	\$82,500	\$76,250	\$82,500	\$81,667	\$81,667	\$82,500	\$59,167	\$75,000
Colorado	\$77,500	\$80,500	\$75,500	\$87,500	*	\$52,500	\$52,500	\$52,500	*	\$82,500
Connecticut	\$81,250	\$62,500	\$92,500	*	\$112,500	\$112,500	\$112,500	\$112,500	\$112,500	*
Delaware	*	*	*	*	*	*	*	*	*	*
Florida	\$58,462	\$65,000	\$47,813	\$57,500	\$77,500	\$112,500	\$112,500	\$112,500	*	\$82,500
Georgia	\$72,500	\$48,333	\$52,500	*	*	\$55,833	\$55,833	\$55,833	*	*
Hawaii	*	*	*	*	*	*	*	*	*	*
Idaho	*	*	*	*	*	*	*	*	*	*
Illinois	\$86,750	\$75,000	\$88,500	*	\$65,833	\$81,250	\$73,500	\$81,250	\$112,500	\$87,500
Indiana	\$72,500	\$87,500	\$67,500	*	*	\$77,500	\$77,500	\$77,500	\$87,500	\$47,500
Iowa	*	*	*	*	*	*	*	*	*	*
Kansas	*	\$55,833	\$57,500	*	*	\$57,500	\$57,500	\$57,500	*	*
Kentucky	\$77,500	*	*	*	*	\$77,500	\$77,500	\$77,500	\$52,500	*
Louisiana	*	*	*	*	*	*	*	*	*	*
Maine	*	*	*	*	*	*	*	*	*	*
Maryland	\$99,000	\$70,833	\$79,167	\$67,500	\$90,000	\$57,500	\$65,833	\$57,500	*	\$112,500
Massachusetts	\$67,500	*	\$57,500	*	*	*	*	*	*	\$97,500
Michigan	\$62,500	\$72,500	\$32,500	*	\$72,500	\$84,167	\$84,167	\$84,167	*	\$67,500
Minnesota	\$69,000	\$42,500	\$67,500	*	*	*	*	*	*	*
Mississippi	*	*	*	*	*	*	*	*	*	*
Missouri	\$70,833	\$79,167	\$70,500	\$52,500	\$62,500	\$90,000	\$79,167	\$90,000	*	\$52,500
Montana	*	*	*	*	*	*	*	*	*	*
Nebraska	*	\$67,500	*	*	*	\$42,500	\$42,500	\$42,500	*	*
Nevada	*	*	*	*	*	*	*	*	*	*
New Hampshire	*	*	*	*	*	*	*	*	*	*
New Jersey	\$75,500	\$112,500	\$85,000	\$62,500	\$137,500	\$114,167	\$114,167	\$114,167	\$69,167	*
New Mexico	\$65,833	\$55,000	*	*	\$57,500	*	*	\$92,500	*	*
New York	\$73,125	\$52,500	\$79,000	*	\$47,500	\$62,500	\$65,833	\$65,000	\$62,500	*
North Carolina	\$52,500	\$47,500	\$47,500	*	*	\$47,500	\$47,500	\$47,500	\$52,500	\$82,500
North Dakota	*	*	*	*	*	*	*	*	*	*
Ohio	\$85,682	\$83,750	\$77,500	\$72,500	\$42,500	\$82,500	\$65,833	\$62,500	\$67,500	*
Oklahoma	*	\$47,500	*	*	\$77,500	\$82,500	\$82,500	\$82,500	\$87,500	*
Oregon	\$60,500	\$77,500	\$72,500	*	*	\$62,500	\$62,500	\$62,500	*	*
Pennsylvania	\$65,625	\$77,500	\$87,500	*	*	\$62,500	\$60,000	\$62,500	\$62,500	\$87,500
Rhode Island	*	*	*	*	*	*	*	*	*	*
South Carolina	\$67,500	*	\$47,500	*	*	*	*	*	\$67,500	*
South Dakota	*	*	*	*	*	*	*	*	*	*
Tennessee	\$55,000	\$87,500	*	*	*	\$35,000	\$35,000	\$35,000	*	*
Texas	\$49,833	\$63,611	\$55,000	\$47,500	\$52,500	\$64,500	\$67,500	\$64,500	\$62,500	\$47,500
Utah	*	*	*	*	*	*	*	*	*	*
Vermont	*	*	*	*	*	*	*	*	*	*
Virginia	\$74,773	\$57,500	\$57,500	\$52,500	\$72,500	\$85,000	\$85,000	\$85,000	\$92,500	\$72,500
Washington	\$74,583	\$61,071	\$75,500	\$87,500	\$62,500	*	\$112,500	*	\$62,500	\$63,750
West Virginia	*	*	*	*	*	*	*	*	*	*
Wisconsin	\$45,714	\$54,167	\$52,000	*	\$57,500	*	*	*	\$42,500	\$37,500
Wyoming	*	*	*	*	*	*	*	*	*	*

*Insufficient data



Avg. Salary by Metropolitan Area, Microsoft Certification (cont. on next page)

	Average	No Cert	Any MCP	MCP W2K	MCP W2003	MCP, Dev.	MCSA, Win2K	MCSA, W2003	MCSA: Special ization	Any MCSE
Albuquerque	\$58,636	\$85,000	\$52,777	\$72,500	*	*	*	*	*	\$55,000
Atlanta	\$77,968	\$112,500	\$75,666	\$71,666	\$72,500	\$87,500	*	\$82,500	\$112,500	\$74,500
Austin	\$73,653	\$115,833	\$61,000	\$45,625	\$70,000	\$92,500	*	\$67,500	*	\$60,000
Baltimore	\$76,500	\$137,500	\$69,038	\$72,500	\$67,500	\$37,500	\$75,000	\$57,500	*	\$79,500
Birmingham	\$66,500	*	*	*	*	*	*	*	*	*
Boston	\$71,704	\$60,000	\$73,552	\$76,500	\$65,000	*	\$67,500	\$65,000	\$67,500	\$76,388
Charlotte	\$71,250	\$72,500	\$72,727	\$49,166	\$55,000	*	*	\$47,500	\$47,500	\$60,000
Chicago	\$79,728	\$87,500	\$78,333	\$83,392	\$76,500	\$87,500	\$86,363	\$74,500	\$65,833	\$82,619
Cincinnati	\$73,000	*	*	*	*	*	*	*	*	*
Cleveland	\$75,357	\$82,500	\$73,409	\$65,833	\$72,500	\$82,500	\$82,500	\$82,500	\$82,500	\$80,500
Columbus	\$62,031	\$48,750	\$65,192	\$75,833	\$82,500	*	\$67,500	\$92,500	*	\$71,071
Dallas/Fort Worth	\$65,972	\$75,625	\$62,685	\$56,944	\$57,500	\$62,500	\$59,166	\$60,000	\$60,833	\$60,500
Denver	\$82,236	\$74,166	\$85,166	\$97,500	\$100,000	*	*	\$112,500	*	\$86,666
Des Moines	\$80,500	*	*	*	*	*	*	*	*	*
Detroit	\$72,777	\$85,833	\$70,166	\$72,500	\$69,166	\$90,000	\$77,500	\$72,500	\$82,500	\$73,333
Houston	\$72,500	\$50,625	\$76,406	\$58,500	\$97,500	*	*	\$97,500	*	\$66,944
Indianapolis	\$67,500	*	*	*	*	*	*	*	*	*
Kansas City	\$64,444	\$66,250	\$63,928	\$62,500	\$52,500	\$57,500	*	\$57,500	\$57,500	\$66,666
Las Vegas	\$72,500	*	*	*	*	*	*	*	*	*
Los Angeles	\$73,430	\$86,785	\$68,970	\$72,222	\$66,428	\$57,500	\$75,416	\$72,500	\$38,750	\$77,857
Memphis	\$63,500	*	*	*	*	*	*	*	*	*
Miami	\$64,722	*	*	*	*	*	*	*	*	*
Milwaukee	\$68,541	\$57,500	\$71,111	\$52,500	\$61,500	*	\$42,500	\$50,000	*	\$58,214
Minneapolis	\$77,291	\$82,500	\$77,065	\$72,142	\$87,500	*	\$98,333	*	\$112,500	\$69,687
Nashville	\$50,625	*	*	*	*	*	*	*	*	*
New Orleans	\$47,500	*	*	*	*	*	*	*	*	*
New York	\$89,870	\$91,718	\$89,166	\$87,222	\$82,500	\$137,500	\$73,571	\$82,500	\$100,500	\$85,250
Oklahoma City	\$56,500	*	*	*	*	*	*	*	*	*
Omaha	\$60,500	*	*	*	*	*	*	*	*	*
Orlando	\$61,428	*	*	*	*	*	*	*	*	*
Philadelphia	\$77,685	\$68,500	\$79,772	\$80,416	\$75,833	*	\$78,750	\$150,000	*	\$70,833
Phoenix	\$75,000	\$74,166	\$71,547	\$70,833	\$97,500	\$92,500	\$76,250	\$97,500	\$87,500	\$65,000
Pittsburgh	\$62,500	*	*	*	*	*	*	*	*	*
Portland, OR	\$70,937	*	\$70,937	\$54,166	\$65,000	\$62,500	\$60,000	\$67,500	\$65,000	\$57,500
Sacramento	\$78,125	\$92,500	\$76,818	\$82,083	\$57,500	*	\$72,500	\$57,500	*	\$59,166
Salt Lake City	\$77,500	*	*	*	*	*	*	*	*	*
San Antonio	\$66,875	\$111,250	\$58,000	\$56,500	\$67,500	*	\$60,000	\$67,500	*	\$66,250
San Diego	\$89,027	\$77,500	\$91,964	\$108,750	\$112,500	*	\$67,500	\$70,000	*	\$106,250
San Francisco	\$87,717	\$105,000	\$84,078	\$90,714	\$77,500	\$105,000	\$92,500	\$77,500	\$82,500	\$88,571
San Jose	\$89,333	\$100,416	\$81,944	\$80,833	\$80,000	*	\$80,000	\$77,500	*	\$76,500
Seattle	\$77,928	\$102,000	\$73,916	\$72,045	\$69,166	*	\$75,277	\$68,333	\$55,000	\$75,357
St. Louis	\$75,882	\$95,000	\$72,678	\$66,250	\$60,000	*	\$72,500	*	*	\$71,250
Tucson	\$65,833	*	*	*	*	*	*	*	*	*
Washington, DC	\$96,610	\$108,437	\$92,440	\$95,625	\$83,750	\$80,833	\$100,000	\$80,000	\$64,166	\$90,125

* Insufficient data

Chart 25. We asked respondents to name the metropolitan area in which they reside, then tabulated the average 2005 base salary. The MCSA and MCSE specializations combines results Messaging and Security titles (both Windows 2002 and 2003 versions).



Avg. Salary by Metropolitan Area, Microsoft Certification (cont. from prev. page)

	MCSE, W2K	MCSE, W2003	MCSE: Special- ization	MCDDBA, SQL 7	MCDDBA, SQL 2K	MCAD	MCSD VS6	MCSD VS.NET	MCT	MCDST
Albuquerque	\$57,500	*	*	*	*	*	*	*	*	*
Atlanta	\$72,500	\$67,500	\$52,500	*	*	\$87,500	\$87,500	\$87,500	*	*
Austin	\$50,000	\$82,500	\$32,500	*	*	\$92,500	\$92,500	\$92,500	\$67,500	*
Baltimore	\$72,500	\$57,500	\$57,500	*	*	\$37,500	\$37,500	\$37,500	*	*
Birmingham	*	*	*	*	*	*	*	*	*	*
Boston	\$65,000	\$67,500	\$80,000	\$67,500	\$67,500	*	*	*	\$67,500	\$67,500
Charlotte	\$37,500	\$47,500	\$42,500	*	*	*	*	*	*	*
Chicago	\$86,041	\$75,000	\$88,500	*	\$77,500	\$87,500	\$76,250	\$87,500	\$112,500	\$87,500
Cincinnati	*	*	*	*	*	*	*	*	*	*
Cleveland	\$82,500	\$82,500	\$82,500	*	*	\$82,500	\$82,500	\$82,500	*	*
Columbus	\$77,500	\$92,500	*	\$72,500	*	*	\$72,500	*	*	*
Dallas/Fort Worth	\$57,500	\$60,000	\$58,750	\$47,500	\$52,500	\$62,500	\$62,500	\$62,500	*	\$47,500
Denver	\$104,166	\$87,500	\$95,833	\$87,500	*	\$52,500	\$52,500	\$52,500	*	\$92,500
Des Moines	*	*	*	*	*	*	*	*	*	*
Detroit	\$69,166	\$72,500	*	*	*	\$90,000	\$90,000	\$90,000	*	*
Houston	\$44,166	*	\$47,500	*	*	\$62,500	\$72,500	\$62,500	\$57,500	*
Indianapolis	*	*	*	*	*	*	*	*	*	*
Kansas City	*	\$57,500	\$55,000	\$52,500	*	\$57,500	\$57,500	\$57,500	*	*
Las Vegas	*	*	*	*	*	*	*	*	*	*
Los Angeles	\$83,214	\$70,000	\$84,166	*	*	\$57,500	\$57,500	\$57,500	\$67,500	\$67,500
Memphis	*	*	*	*	*	*	*	*	*	*
Miami	*	*	*	*	*	*	*	*	*	*
Milwaukee	\$51,250	\$47,500	\$60,000	*	\$57,500	*	*	*	\$42,500	*
Minneapolis	\$75,625	*	\$80,000	*	\$25,000	*	*	*	*	*
Nashville	*	*	*	*	*	*	*	*	*	*
New Orleans	*	*	*	*	*	*	*	*	*	*
New York	\$82,954	\$72,500	\$87,500	*	\$137,500	\$114,166	\$105,000	\$114,166	\$52,500	*
Oklahoma City	*	*	*	*	*	*	*	*	*	*
Omaha	*	*	*	*	*	*	*	*	*	*
Orlando	*	*	*	*	*	*	*	*	*	*
Philadelphia	\$63,750	\$87,500	\$87,500	*	*	*	*	*	*	\$87,500
Phoenix	\$57,500	\$90,000	\$57,500	\$37,500	\$92,500	\$92,500	\$92,500	\$92,500	*	\$52,500
Pittsburgh	*	*	*	*	*	*	*	*	*	*
Portland, OR	\$57,500	\$72,500	\$72,500	*	*	\$62,500	\$62,500	\$62,500	*	\$77,500
Sacramento	\$57,500	\$57,500	*	*	*	*	*	*	\$57,500	*
Salt Lake City	*	*	*	*	*	*	*	*	*	*
San Antonio	\$57,500	\$67,500	*	*	*	*	*	*	*	*
San Diego	\$100,000	\$67,500	\$90,000	\$67,500	*	*	*	*	*	*
San Francisco	\$85,833	\$77,500	\$87,500	\$97,500	\$112,500	\$107,500	\$107,500	\$100,000	*	*
San Jose	\$80,000	*	\$62,500	*	*	*	*	*	*	*
Seattle	\$78,055	\$57,500	\$84,166	*	*	*	\$112,500	*	\$62,500	\$57,500
St. Louis	\$85,000	\$57,500	\$67,500	*	\$62,500	\$67,500	\$67,500	\$67,500	*	\$52,500
Tucson	*	*	*	*	*	*	*	*	*	*
Washington, DC	\$88,076	\$70,833	\$79,166	\$67,500	\$86,250	\$82,500	\$82,500	\$82,500	\$92,500	\$100,000

* Insufficient data



Salary by Type of Community, Job Title

	Total	DBA/ Developer	Help Desk/ Support	Manager	Network Engineer	Network Project Lead
Major metropolitan	\$78,014	\$74,853	\$59,628	\$95,922	\$73,837	\$75,870
Metropolitan	\$68,490	\$86,667	\$54,375	\$81,810	\$68,186	*
Medium City		\$74,500	\$46,190	\$80,616	\$66,023	*
Small town, town or rural area		\$73,500	\$52,308	\$73,879	\$63,281	*

	Programmer/ Analyst	Programming Project Lead	Systems Administrator	Trainer	Webmaster/ Dev./Prod.
Major metropolitan	\$80,172	\$96,818	\$69,515	*	\$71,786
Metropolitan	\$65,125	\$80,357	\$62,207	*	*
Medium City	\$68,056	*	\$60,903	*	*
Small town, town or rural area	\$72,045	*	\$47,344	*	*

* insufficient data

Chart 26. We asked respondents what type of community they worked in. For the purposes of this survey, we defined major metropolitan areas as having over 500,000 residents; metropolitan areas as having from 200,000 to 500,000 residents; medium cities as having 50,000 to 200,000 residents; and small town, town or rural areas as having fewer than 50,000 residents.

Salary by Type of Community, Microsoft Certification

	Average	No Cert	Any MCP	MCP W2K	MCP 2003	MCP, Dev.	MCSA, Win2K	MCSA, W2003	MCSA: Special- ization	Any MCSE
Small town, town or rural area	\$58,902	\$57,308	\$58,786	\$57,273	\$62,031	\$48,929	\$63,333	\$59,231	\$44,643	\$59,561
Medium City	\$67,510	\$68,710	\$67,105	\$64,437	\$65,985	\$76,071	\$68,750	\$66,875	\$61,042	\$71,071
Metropolitan	\$68,490	\$75,890	\$66,706	\$67,393	\$64,390	\$63,125	\$69,324	\$65,921	\$76,000	\$70,000
Major metropolitan	\$78,014	\$89,495	\$75,511	\$75,512	\$72,781	\$84,091	\$75,590	\$77,098	\$69,516	\$75,429

	MCSE, W2K	MCSE, W2003	MCSE: Special ization	MCDBA, SQL 7	MCDBA, SQL 2K	MCAD	MCSD VS6	MCSD VS.NET	MCT	MCDST
Small town, town or rural area	\$56,058	\$58,906	\$53,182	\$58,750	\$58,000	\$48,929	\$50,000	\$54,375	\$60,000	\$67,500
Medium City	\$68,971	\$70,357	\$65,208	\$65,000	\$70,833	\$75,278	\$75,682	\$72,500	\$80,000	\$78,333
Metropolitan	\$70,521	\$62,000	\$64,022	\$72,500	\$71,875	\$68,611	\$69,500	\$70,682	\$69,000	\$72,500
Major metropolitan	\$73,422	\$71,087	\$73,640	\$70,625	\$76,429	\$83,190	\$80,139	\$83,190	\$70,682	\$67,500

*Insufficient data

Chart 27. Same as above, but by MCP Certification.



Microsoft Certification's Impact on Employability

	Average	Any MCP	MCP W2K	MCP W2003	MCP, Dev.	MCSA, Win2K	MCSA, W2003	MCSA: Special-ization	Any MCSE	MCSE, W2K
Primary factor	6%	6%	9%	4%	0%	8%	2%	4%	6%	8%
One of several factors	43%	46%	43%	45%	61%	42%	43%	50%	42%	39%
No	38%	37%	34%	37%	36%	35%	45%	34%	41%	40%
Not sure	13%	11%	14%	14%	3%	15%	10%	12%	11%	13%

	MCSE, W2003	MCSE: Special-ization	MCDDBA, SQL 7	MCDDBA, SQL 2K	MCAD	MCSD VS6	MCSD VS.NET	MCT	MCDST
Primary factor	2%	0%	0%	0%	0%	2%	0%	12%	4%
One of several factors	46%	45%	39%	42%	62%	60%	59%	44%	44%
No	44%	43%	56%	48%	33%	32%	37%	36%	44%
Not sure	8%	12%	5%	10%	5%	6%	4%	8%	8%

* No responses

Chart 28. We asked respondents whether they believed their certification would improve or enhance their ability to find or keep a job or lead to a job promotion over the next 12 months. Note that those individuals with newer credentials tend to be more optimistic about the value of certification.