

SEARCH TECHNOLOGY

ANNUAL

SALARY GUIDE

2017



ADMINISTRATION

	<i>Low</i>	<i>Median</i>	<i>High</i>
Chief Information Officer	\$153,000	\$250,000	\$345,000
Chief Technology Officer	\$142,000	\$209,000	\$276,000
Chief Information Security Officer	\$110,000	\$150,000	\$190,000
Vice President of Technology	\$133,000	\$167,000	\$202,000
Information Systems (IS) Mgr/Director	\$104,000	\$137,000	\$171,000

APPLICATION DEVELOPMENT

Manager	\$104,000	\$131,000	\$159,000
Project Manager	\$90,000	\$110,000	\$140,000
Business Analyst	\$78,000	\$90,000	\$110,000
Developer/Technical Analyst	\$70,000	\$85,000	\$120,000
Technical Lead	\$90,000	\$110,000	\$148,000
Applications Architect	\$101,000	\$134,000	\$167,000
Mobil Application Developer	\$85,000	\$110,000	\$145,000
QA/Testing Manager	\$80,000	\$95,000	\$125,000
QA Associate/Analyst	\$61,000	\$79,000	\$95,000

** Legacy development 8% less*

CONSULTING & SYSTEMS INTEGRATION

Director	\$125,000	\$155,000	\$190,000
Project Manager/Senior Manager	\$110,000	\$140,000	\$170,000
Project Manager/Senior Consultant	\$82,000	\$105,000	\$140,000
Staff Consultant	\$65,000	\$90,000	\$115,000
Package Implementation Specialist	\$60,000	\$85,000	\$110,000
ERP Implementation Mgr	\$115,000	\$136,000	\$155,000
ERP Implementation Analyst	\$98,000	\$115,000	\$135,000

** Add 12% for SAP, Oracle, Peoplesoft expertise*

** Add 14% for Energy Industry specific expertise*

DATA/DATABASE ADMINISTRATION

Database Administrator	\$86,000	\$117,000	\$148,000
Business Intelligence Architect	\$109,000	\$135,000	\$155,000
Data Modeler/Analyst	\$83,000	\$105,000	\$130,000
Business Intelligence Developer	\$90,000	\$110,000	\$135,000
Data Analyst/Report Writer	\$65,000	\$82,000	\$100,000

INFRASTRUCTURE

Network Architect	\$90,000	\$125,000	\$150,000
Network/Infrastructure Manager	\$85,000	\$115,000	\$140,000
Cloud/Network Engineer	\$80,000	\$105,000	\$135,000
Network/Systems Administrator	\$70,000	\$90,000	\$115,000
Systems/Telecom Engineer	\$62,000	\$85,000	\$110,000
Cyber Security	\$90,000	\$110,000	\$140,000
Data Center Manager	\$120,000	\$140,000	\$160,000

TECHNICAL SERVICE, HELP DESK, TECH SUPPORT, & SECURITY

Manager	\$70,000	\$90,000	\$115,000
Help Desk/Desktop Support Tier 1	\$37,000	\$45,000	\$52,000
Help Desk/Desktop Support Tier 2	\$45,000	\$53,000	\$61,000
Help Desk/Desktop Support Tier 3	\$56,000	\$69,000	\$83,000
Instructor/Trainer	\$49,000	\$70,000	\$95,000
Business Continuity Specialist	\$83,000	\$106,000	\$130,000

** Add 12% for SAP, Oracle, Peoplesoft expertise*

** Add 14% for Energy Industry specific expertise*

SEARCH TECHNOLOGY

ANNUAL

SALARY GUIDE

2017

UNDERSTANDING THE GUIDE

Salary information is based on national averages, adjusted by geographic salary differentials and Search Technology marketplace data. Houston base salaries have traditionally been 3 to 6% above national averages. Base salaries will fluctuate within different geographic regions of the Greater Houston Area, and among various industries and company sizes. The amounts in this guide represent base compensation only and do not include any cash bonuses, cash incentives or long-term incentives such as stock options.

The median base salary means that half the individuals employed in this position will earn above the median amount, and half will earn below it. The low represents the 25th percentile, and the high represents the 75th percentile; therefore, half of the individuals employed in this position will earn a salary outside the range given in this guide.

THE HOUSTON JOB MARKET

In December of 2016, Peter Jankowski, the Greater Houston Partnership's Vice President of Research, said "The worst of the energy downturn is now over and Houston's economy will see some growth in 2017". The Dallas Fed reported Houston Job growth of 1.7 percent in the second half of 2016, after a 1.0 percent decline in the first half of 2016. The collective assessment by various economists indicate that Houston's economy is gradually improving, but we are not out of the woods yet. But, moderate to slow growth is much better than a decline as was experienced in the first half of 2016.

Over the past several years, technology departments have been challenged to cut costs resulting in leaner teams that have stretched the capabilities of the organization's technology professionals. These IT professionals have been challenged to control costs while implementing strategic projects to keep the organization operating competitively.

In 2017, we anticipate some Oil and Gas

centric organizations further managing budgets and costs specifically within their IT departments. This will translate to continued hiring freezes for permanent positions as well as some further layoffs. But, based on past history, we also anticipate this will translate to contract opportunities in order to further sustain ongoing projects as well as budget management.

Today, companies are seeking competitive advantages in retaining top employees and are also being intentional on long term hiring methods. Based on this competitive landscape, compensation will be a key focus of technology executives, as will the qualifications companies expect in their technology professionals.

ABOUT SEARCH TECHNOLOGY

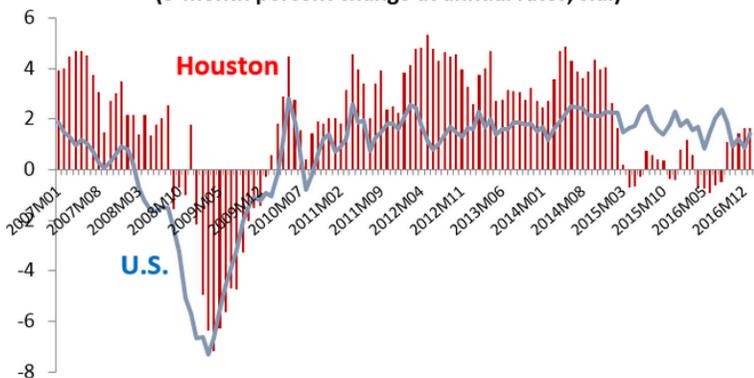
Search Technology, a Search Services company, is one of Houston's premier recruitment firms specializing in permanent and contract placement of Technology resources. Our recruitment managers have industry technology experience, and have obtained various technology certifications. Additionally, members of our team have history of working at Big Four consulting firms, software companies, and various industry companies. These backgrounds and their participation in the business community provide our recruitment managers with an acute knowledge of current technology demands, the Houston job market, as well as an extensive list of professional contacts.

In addition to the services provided by Search Technology, Search Services also offers direct hire, temporary, and temp-to-hire services for office & administrative positions through Search Support, and finance & accounting recruiting and staffing through our Search Finance division.

FOR MORE INFORMATION, PLEASE CONTACT US OR VISIT US ON THE WEB:

(713) 838-2822
info@searchsvc.com
www.searchsvc.com

Slow But Still Positive: Houston Job Growth In 2015-16
(3-month percent change at annual rates, s.a.)



Texas Workforce Commission and Bureau of Labor Statistics



6575 W. Loop South, Suite 180
Bellaire, Texas 77401
(713) 838-2822
www.searchsvc.com