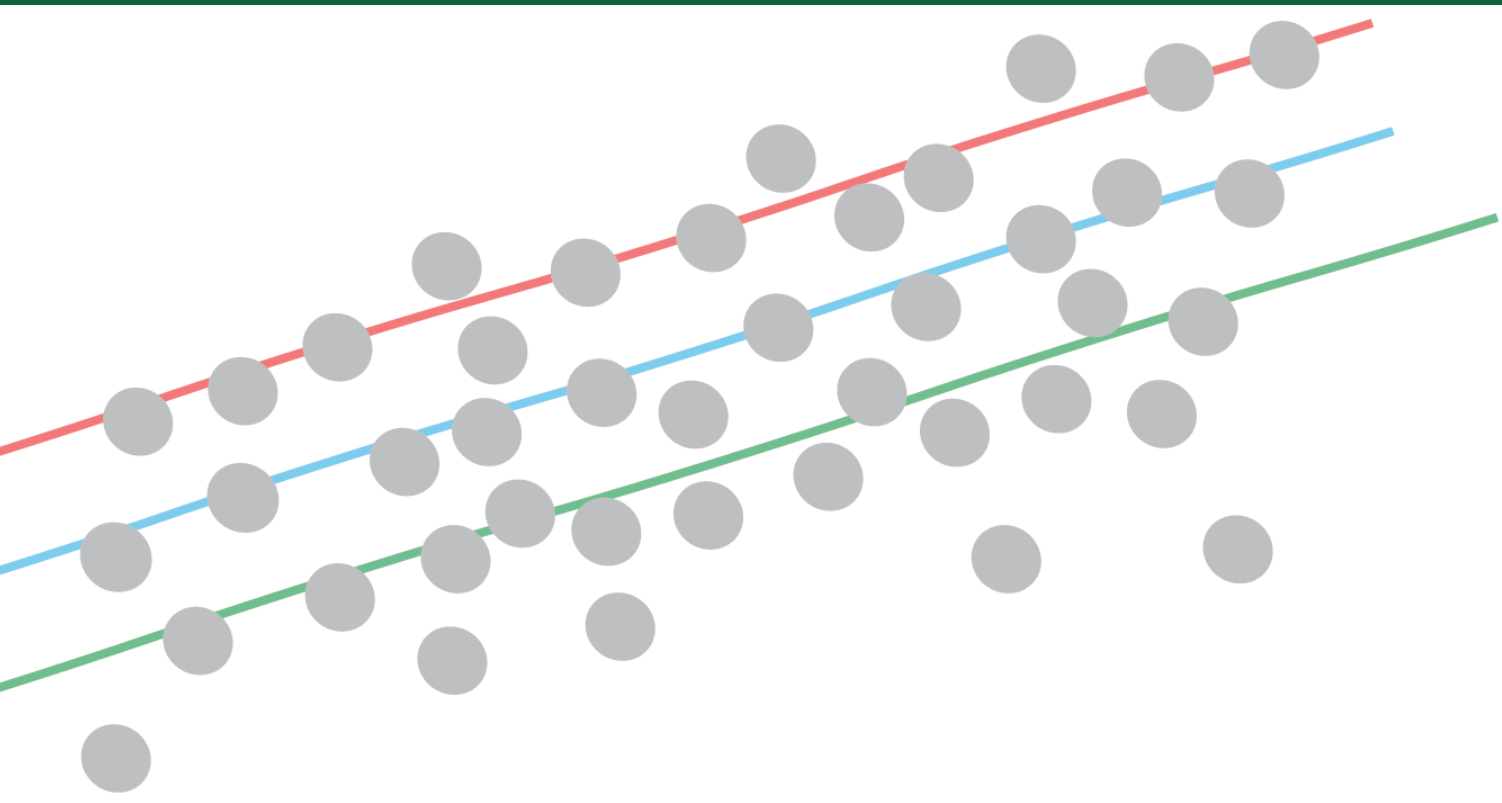


2015

Information Technology & eCommerce Executive Summary



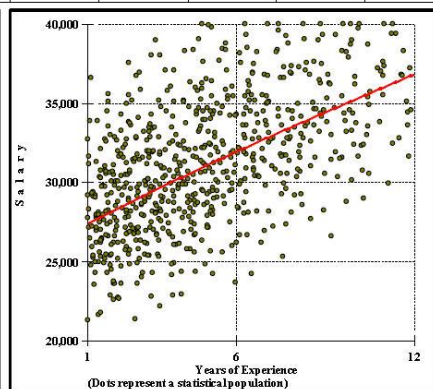
111 Academy Drive, Suite 270
Irvine, CA 92617
877-210-6563
www.salary-surveys.erieri.com

ERI's 2015 Information Technology and eCommerce Salary Survey provides market-based pay data for 130 benchmark jobs in this 260+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2015.

Two pages of information are reported for each benchmark position, including job descriptions, Selected Characteristics of the Occupation (SCOs), total annual direct compensation, incentive/variable pay, survey means, medians and percentiles, and graphs with data points. The survey contains three different sections of data: 1) public data, 2) ERI Assessor databases, and 3) data provided by participants. Please see the example format below:

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$35,965	\$27,101	\$30,225	\$35,433	\$44,396	\$49,774	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$35,965	\$27,101	\$30,225	\$35,433	\$44,396	\$49,774	0.3
ERI Assessor Databases								
Annual Salary		\$31,953	\$27,314	\$29,227	\$31,395	\$34,214	\$36,701	
Incentive/Variable Pay		\$442	\$381	\$407	\$438	\$477	\$512	
Total Direct Annual Compensation		\$32,395	\$27,695	\$29,634	\$31,833	\$34,691	\$37,213	
Survey Participant Database								
Annual Salary		\$25,326	\$17,244	\$20,134	\$23,138	\$27,049	\$30,810	
Incentive/Variable Pay								
Total Direct Annual Compensation	116	\$25,326	\$17,244	\$20,134	\$23,138	\$27,049	\$30,810	1.6

Position Description
 Greets and assists callers in relaying incoming, outgoing, and/or interoffice calls. Operates switchboard equipment. Guides caller to destination and records name, time of call, nature of business, and person called upon. Supplies information to callers/visitors, takes messages, and announces callers/visitors. May issue visitor's pass when required. May perform clerical duties, such as word processing, proofreading, and sorting mail. May receive callers at establishment, determine nature of business, and arrange for appointment with person called upon. May type memos, correspondence, reports, and other documents. May make future appointments and answer inquiries. May perform variety of clerical duties and other duties pertinent to type of establishment. eDOT: 235.662-019



Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

eDOT SCOs*	Mental & Stress Demands	Physical Demands	Other
eDOT code 235.662-019	Understanding & Memory	Strength S	Far Acuity N
Occupational Code 235	Memory F	Occasionally Lift/Carry 0	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry 0	Accommodation N
Education Level 6	Detailed Instruction Memory F	Push/Pull N	Color Vision N
Worker Functions	Sustained Concentration & Persistence	Walking O	Field of Vision O
Data 6	Short Instruction F	Sitting C	Environmental Conditions
People 6	Detailed Instruction N	Standing O	Exposure to Weather N
Things 2	Concentration & Attention F	Sit/Stand Option O	Extreme Cold N
	Work Schedule F	Climbing N	Extreme Heat N
Literacy Demands	Work Routine F	Balancing N	Wet and/or Humid N
Mathematics Level 2	Work Distractions F	Stooping N	Noise Intensity Level 2
Language Level 3	Work Decisions F	Kneeling N	Vibration N
Reasoning Level 3	Work Completion F	Crouching N	Atmospheric Conditions N
Aptitudes	Social Interaction	Crawling N	Proximity to Moving Parts N
General Learning Ability 3	Public Interaction F	Reaching F	Exposure to Electrical Shock N
Verbal Aptitude 4	Assignment/Assistance F	Reaching Upward F	Working in High Places N
Numeric Aptitude 3	Work Review O	Reaching Downward O	Exposure to Radiation N
Spatial Aptitude 2	Peer Interaction F	Handling C	Working With Explosives N
Form Perception 2	Work Behavior F	Fingering F	Exposure to Toxic Chemicals N
Clerical Perception 3	Adaptation	Feeling O	Exposure to Biohazards O
Motor Coordination 3	Adaptation to Change F	Keyboard Use F	Other Environmental Conditions N
Finger Dexterity 3	Hazard Awareness O	Talking C	Additional Measures
Manual Dexterity 3	Travel O	Hearing F	Creativity O
Eye-Hand-Foot Coord. 1	Independent Planning F	Tasting/Smelling N	Administrative Activity F
Color Discrimination 1		Near Acuity F	Discretion/Independent Judgment F

* For an explanation of eDOT SCO values, please see the definitions on page 261.

Sample Information

Benchmark Title	Mean Total Compensation
Systems & Programming Director	\$157,729
Network Control Manager	\$116,321
User Support Analyst Supervisor	\$95,214
Computer Security Coordinator	\$85,190
PC Specialist	\$55,572
Data Control Clerk	\$36,968

Information is from ERI Assessor databases as of March 31, 2015.

Benchmark Job List

Applications & Programming Supervisor	Data Processing Equipment Repairer
Applications Programming Manager	Data Recovery Planner
Business Systems Analyst	Data Warehouse Manager
Client Server Programmer	Database Administrator
Computer Audit Manager	Database Architect
Computer Audit Supervisor	Database Design Analyst
Computer Hardware Engineer	Database Report Writer
Computer Information Scientist	Documentation Clerk
Computer Network Analyst	Documentation Supervisor
Computer Operations Director	e-Commerce Business Analyst
Computer Operations Manager	e-Commerce Marketing Director
Computer Operations Supervisor	e-Commerce Marketing Manager
Computer Operator	e-Commerce Programmer
Computer Peripheral Equipment Operator	e-Commerce Sales Manager
Computer Processing Scheduler	eCommerce Sales Representative
Computer Programmer	e-Commerce Top Officer
Computer Programmer Lead	EDI Manager
Computer Security Coordinator	EDI Specialist
Computer Security Specialist	EDP Audit Director
Computer Service Representative	EDP Auditor
Computer Services Manager	Electronic Mail Coordinator
Computer Systems Hardware Analyst	ERP Programmer
Computer Technical Support Specialist	ERP Project Manager
Contract Administration Manager	Flash Developer
Contract Administration Supervisor	Graphic Designer
Contract Administrator	Help Desk Representative
Data Architect	Help Desk Supervisor
Data Control Clerk	HRIS Analyst
Data Control Supervisor	HRIS Manager
Data Entry Operator	HRIS Supervisor
Data Entry Operator Lead	Infrastructure Project Manager
Data Entry Supervisor	IT Consultant
Data Examination Clerk	IT Procurement Administrator
Data Librarian	IT Procurement Manager

IT User Support Director
Java Architect
LAN/WAN Administrator
Network Communications Technician
Network Control Manager
Network Control Supervisor
Network Control Technician
Network Planning Manager
Operating Systems Programmer
Oracle Developer
PC Specialist
PC Supervisor
Program/Project Management Office Analyst
Program/Project Management Office Director
Program/Project Management Office Manager
Programmer Analyst
Programmer Engineer
Programmer Numerical Control
Programming Director
Programming Supervisor
Project Manager
Python Developer
Quality Assurance Programmer
Quality Assurance Supervisor IT
SAP Analyst
Search Engine Optimization Analyst
Server Administrator
Server Manager
Social Networking Analyst
Social Networking Manager
Social Networking Specialist
Software Design Director

Software Design Manager
Software Design Supervisor
Software Developer Lead
Software Engineer
Software Implementation Specialist
Storage Administrator
Supervisor Operating Systems Programming
Systems & Programming Director
Systems & Programming Manager
Systems Administrator
Systems Analysis Director
Systems Analysis Manager
Systems Analysis Supervisor
Systems Analyst
Systems Analyst Lead
Systems Project Manager
Tape Librarian
Top IT Officer
Unix Administrator
User Support Analyst
User Support Analyst Supervisor
Web Administrator
Web Content Administrator
Web Designer
Web Developer
Web Marketing Analyst
Web Marketing Manager
Web Technical Producer
Webmaster
Website Traffic Analyst