EXCEL TECHNICAL

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IBM i - iSeries - AS/400 – Windows – Open-Source IT Salary Guide

At Excel Technical, we have been involved with the placement of IBM Midrange Personnel since 1981. We have been closely tracking these salaries based on our database of over 4,000 IBM Midrange candidates with various ERP and other skills as well as thousands of job listings from our client companies. In today's economy, good candidates are seeking out good employers that can offer security as well as challenging and rewarding opportunities. ***When you need qualified IBM i - iSeries or Windows support staff, Excel Technical*** *is the* ***only*** *call you need to make****. Full-time, part-time, quick short projects, RPG Modernization projects, Web Services, Mobile App – iPad/Android solutions*** *– we can likely fill your IT staffing needs. We can also provide background checks and drug testing, payroll, contract to hire services upon request. Supply of RPG Developers have diminished greatly with less than 1% unemployment & retirement, lack of training young developers and employed developers not wanting to change jobs as easily as 10-15 years ago. Instead of 5-10 candidates per job, it's now more like 2-3 candidates per job opening.*

While competitive salaries are important, they are not the main reason people change jobs in the technical fields. Learning new technology and challenge are at the forefront. Companies that can offer a learning opportunity such as a new software package, modernization development strategy, e-Commerce, Mobile App development projects are more likely to attract long term personnel verses companies that insist on hiring those who already have those skills. The purpose of our salary chart is to give you a realistic guide of salaries in the local Southern California IBM i – AS400 and Microsoft/Network market and these salaries are very comparable to other major metropolitan markets like San Francisco, Chicago, and Dallas. ***Note:*** *Salaries in rural markets may be as much as* ***10 to 15% less****. New York City metropolitan area, San Francisco/Silicon Valley, could be* ***15% higher****.*

PC Help Desk	***$75,000***	***-***	***$85,000***
Computer Operator/Jr Administrator 3 - 6 yrs.	***$85,000***	***-***	***$95,000***
IBM iSeries AS400 Systems Administrator-Sr.	***$98,000***	***-***	***$135,000***
Windows Network Administrator	***$110,000***	***-***	***$138,000***
Sr. Network Engineer / Administrator	***$140,000***	***-***	***$195,000***
IBM i Security Analyst 6+ yrs.	***$150,000***	***-***	***$200,000***
Technical Support Manager	***$145,000***	***-***	***$190,000***
RPG Programmer Analyst - 4 - 7 yrs.	***$115,000***	***-***	***$120,000***
Sr. RPG Programmer Analyst – 10+ yrs.	***$120,000***	***-***	***$150,000***
Sr. COBOL Programmer Analyst – 10+ yrs.	***$125,000***	***-***	***$145,000***
JD Edwards/Oracle-EnterpriseOne Developer	***$158,000***	***-***	***$185,000 + bonus 15-25K***
Sr. Java / Sequel / .Net Developers	***$140,000***	***-***	***$185,000***
Sr. PHP Developers	***$136,000***	***-***	***$170,000***
Business Systems Analyst	***$130,000***	***-***	***$155,000***
Project Leader 10+ yrs. Exp.	***$140,000***	***-***	***$175,000***
Project Manager	***$152,000***	***-***	***$190,000***
Programming/Applications Dev. Manager	***$150,000***	***-***	***$200,000 + bonus***
Contract Programming - RPG - COBOL	***$110/hour***	***-***	***$135/hour***
Contract EDI Support	***$145/hour***	***-***	***$185/hour***
JD Edwards/Oracle-EnterpriseOne	***$175/hour***	***-***	***$200/hour***
Infrastructure / Data Center Manager	***$185,000***	***-***	***$220,000 + bonus***
M.I.S. Manager - staff of 3 - 8	***$175,000***	***-***	***$210,000 + bonus***
M.I.S. Director - staff of 8 - 25	***$225,000***	***-***	***$280,000 + bonus***
M.I.S. Director - staff of 25 - 70	***$275,000***	***-***	***$350,000 + bonus***
CIO - staff of 70 - 200+	***$300,000***	***-***	***$400,000 + bonus***

There are always exceptions above and below the salary ranges above, but these figures will give you a sense of salaries for **major cities**. Unique skills and experience with specific software packages tend to command the upper side of the scale. Contact us with your staffing needs or questions regarding IT staffing or hiring trends.

Bob Langieri – President

Charter Member and Past President of OCEAN IBM System i- iSeries -AS/400 User Group, COMMON member

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