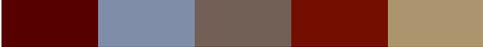


InformationWeek

2014 IT Salary Survey: Government Research Findings





Executive Summary

□

The 328 staff- and 204 managerial-level federal government IT professionals in our survey saw modest bumps in compensation. But that doesn't mean all is well: 29% of staffers had fewer training opportunities, and 21% of managers actually had their benefits cut. Other data points:

>> 61% of managers and 48% of staffers attended agency-paid training; about one-quarter of both groups attended agency-paid certification courses.

>> 55% of managers are looking for new jobs; 50% of staffers say the same.

>> 55% of managers hold an MBA or other master's degree (51%) or PhD (4%).

>> 30% of all 532 respondents say their organizations outsource some IT jobs to US companies (27%) or a combination of US and offshore companies (3%)

>> 13% of staffers and 10% of managers feel insecure in their jobs.

Respondent breakdown: 44% work for organizations with 5,000 or more employees; 25% have over 20,000.

Want more? Visit [InformationWeek Reports](#)

Salary trends

Salary Trend

Median annual base salary

2014 2013 2012

Staff



Management



Note: Median base salary in thousands of dollars

Base: 328 staff and 204 managers in 2014

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV1

Total compensation trends

Compensation Trend

Median total cash compensation; includes any bonuses and other direct cash payments received in the past 12 months

2014 2013 2012

Staff



Management



Note: Median compensation in thousands of dollars

Base: 328 staff and 204 managers in 2014

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV2

Base salary: not much change in 3 years

Change in Base Salary

Median percentage change in base salary

	2012	2013	2014
Staff	0%	0%	1.1%
Management	0%	0%	0.9%

Base: 328 staff and 204 managers in 2014

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV3

Compensation changes in last 12 months

Change in Compensation

Median percentage change in total cash compensation; includes any bonuses and other direct cash payments received in the past 12 months

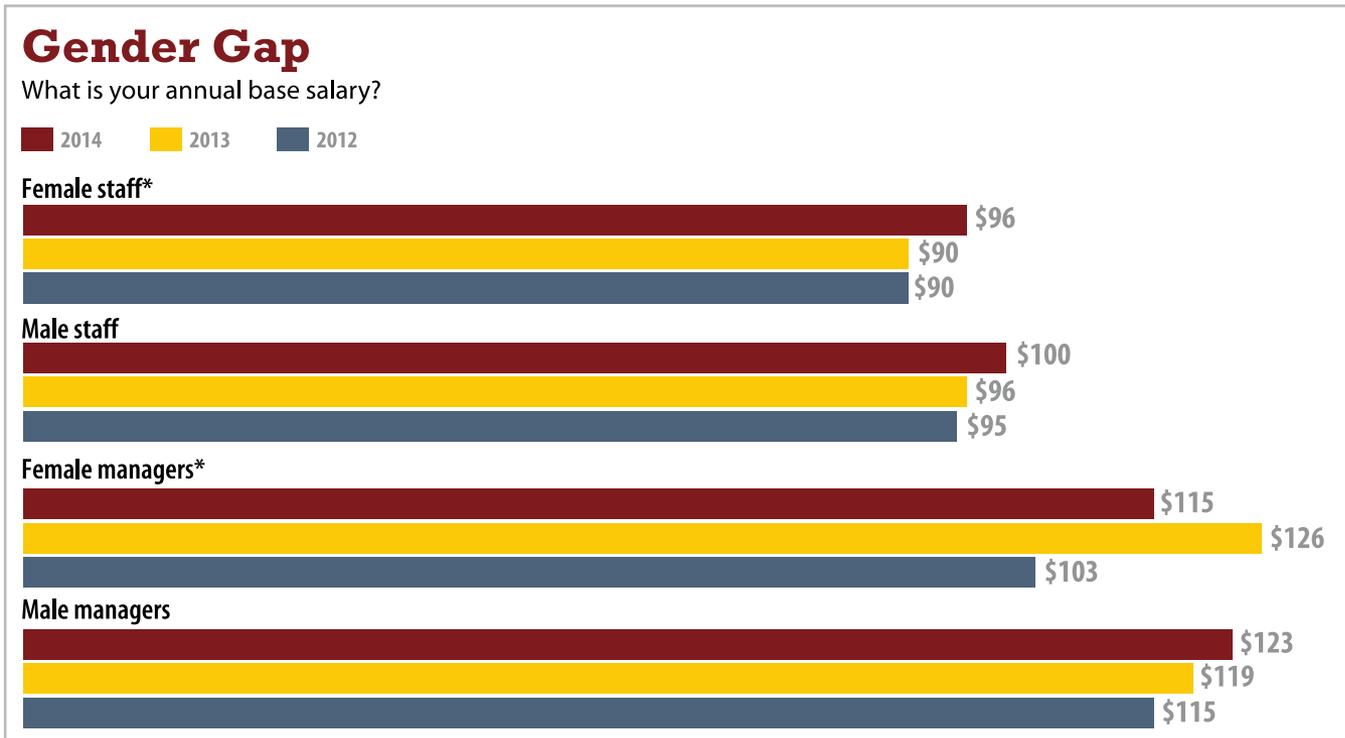
	2012	2013	2014
Staff	0%	.8%	1.1%
Management	0%	1.0%	1.5%

Base: 328 staff and 204 managers in 2014

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV4

Salary and gender: Men fare slightly better



*Low base, use with caution

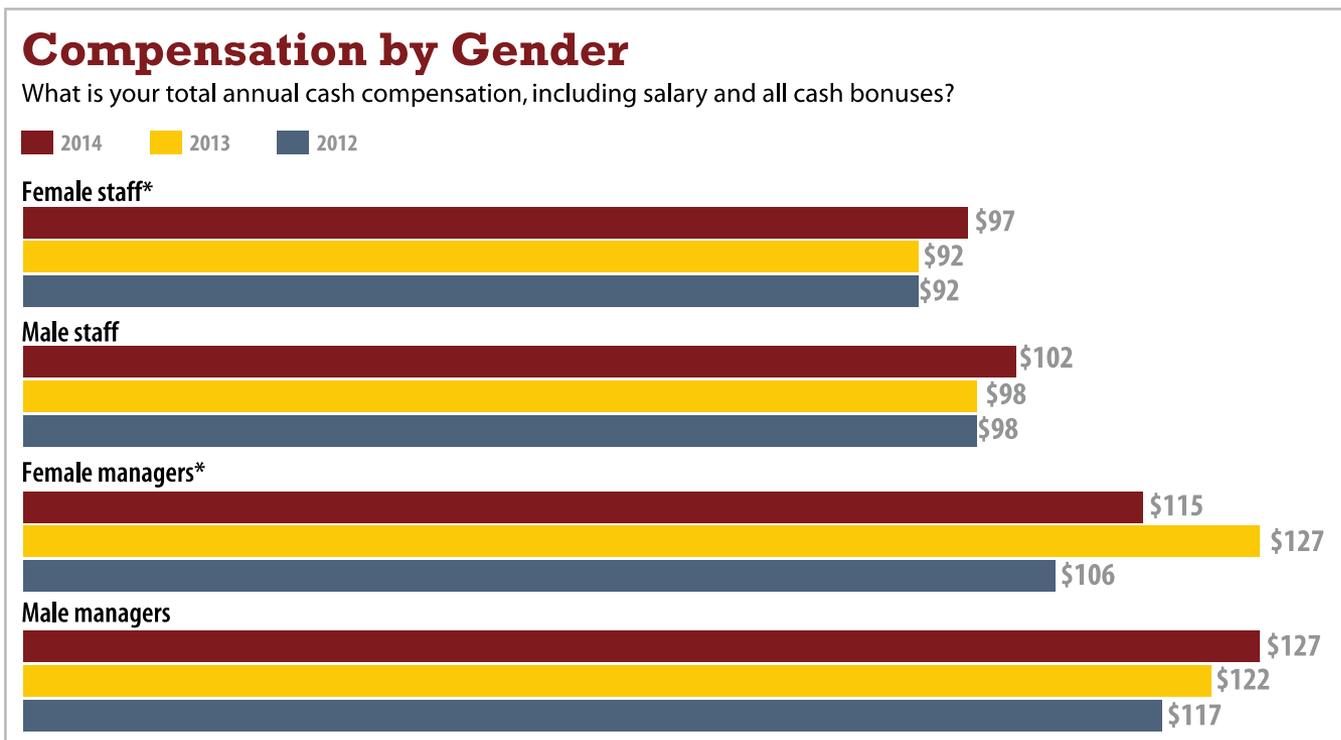
Note: Median base salary in thousands of dollars

Base: 62 females and 470 males

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV5

Compensation and gender: men hold lead



*Low base, use with caution

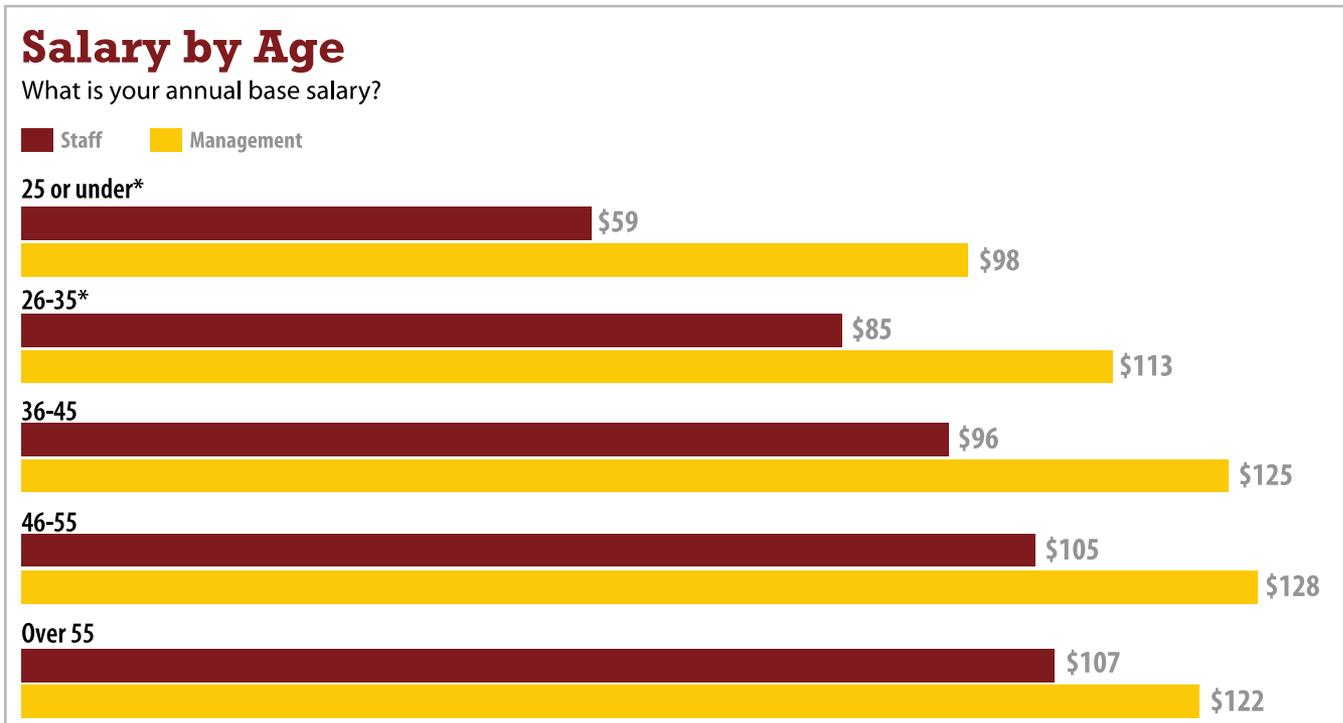
Note: Median compensation in thousands of dollars

Base: 62 females and 470 males

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV6

46-55 age range makes the most



*Low base, use with caution

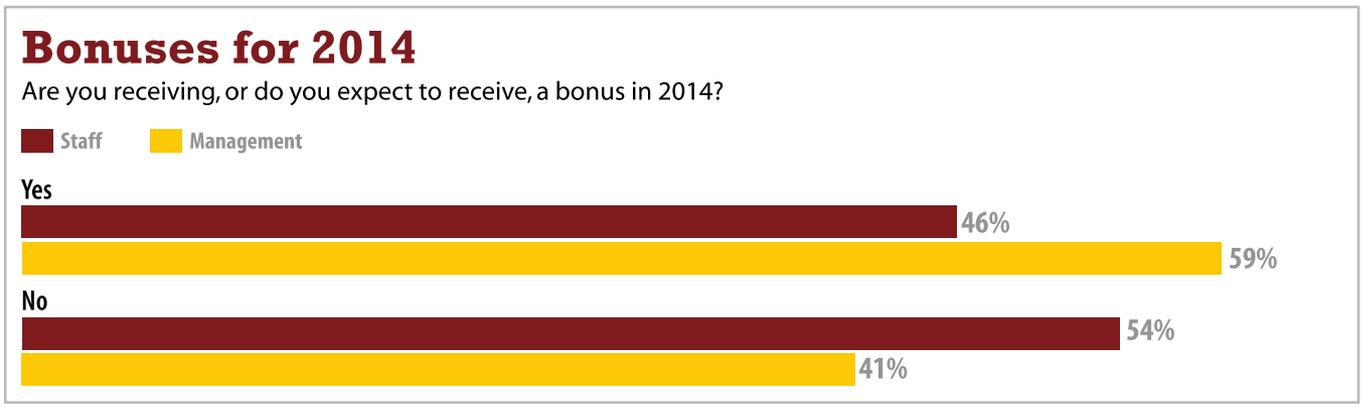
Note: Median base salary in thousands of dollars

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV7

Around half expect bonuses

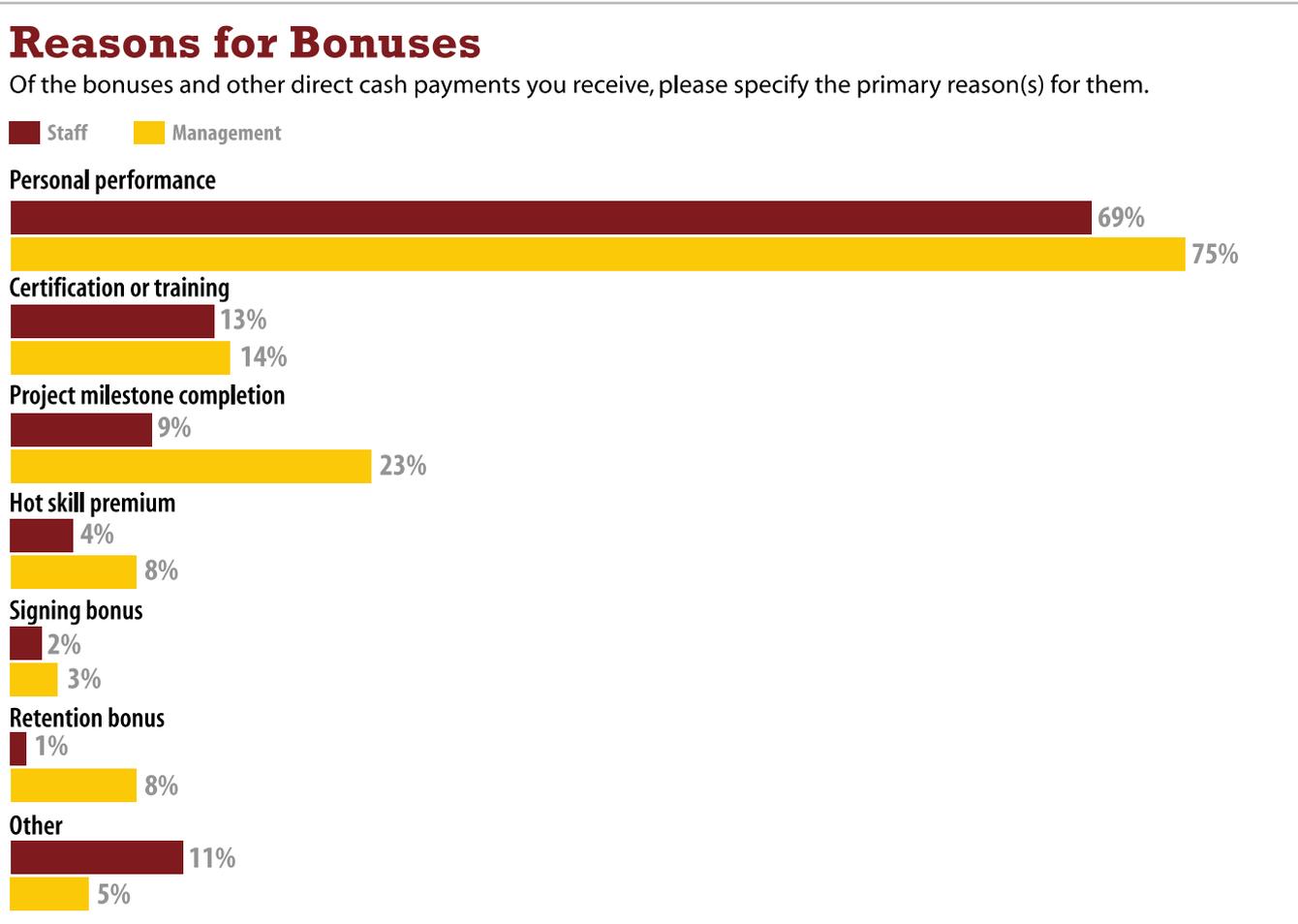


Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV8

'Hot' skills rarely reason for bonus



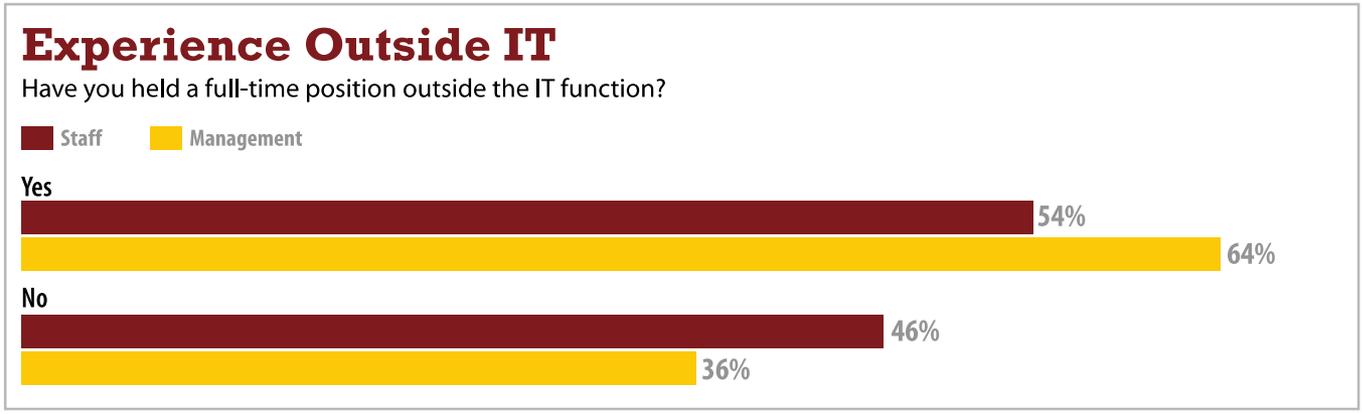
Note: Multiple responses allowed

Base: 152 staff and 118 managers who will, or expect to, receive a bonus in 2014

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV9

Over half have held non-IT jobs



Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

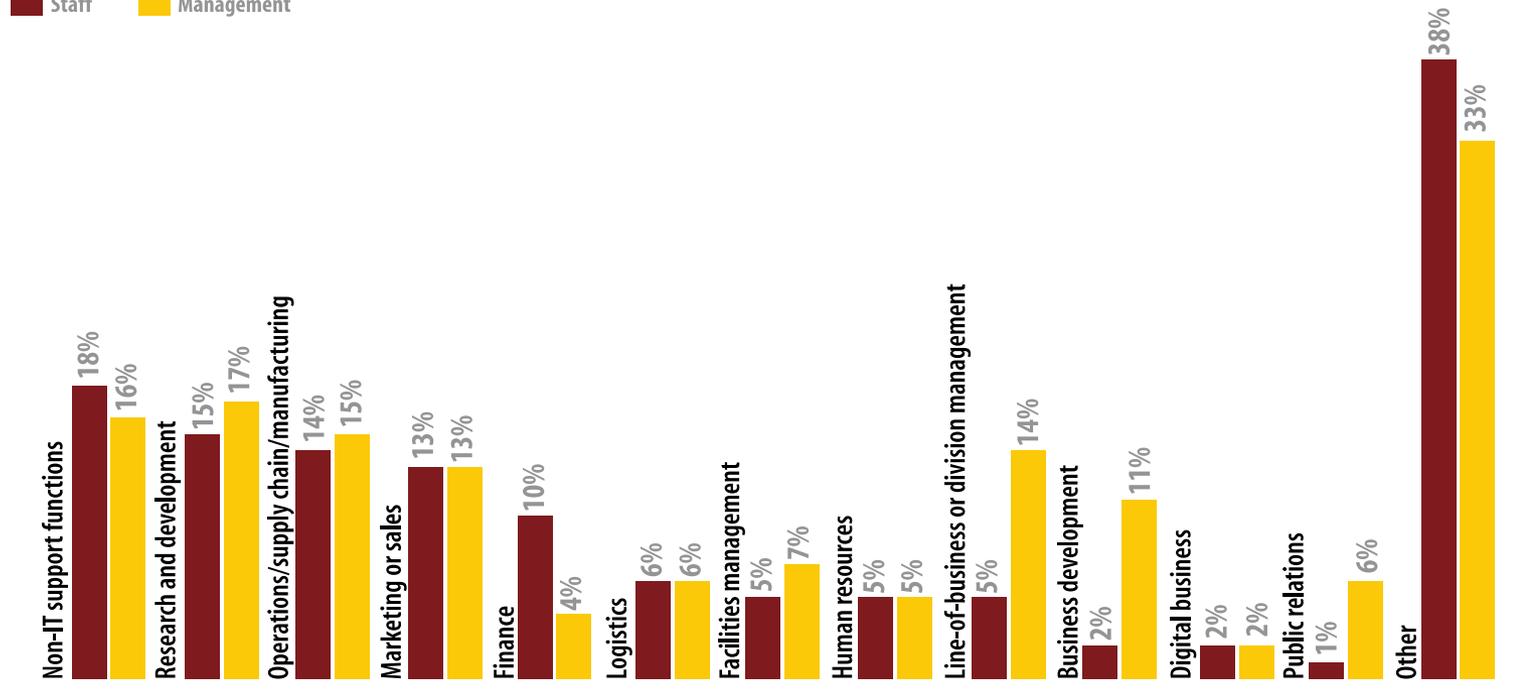
R7860514-GOV10

Support, R&D among top non-IT jobs held

Non-IT Positions Held in Past Jobs

In which non-IT function(s) have you held a full-time position?

■ Staff ■ Management



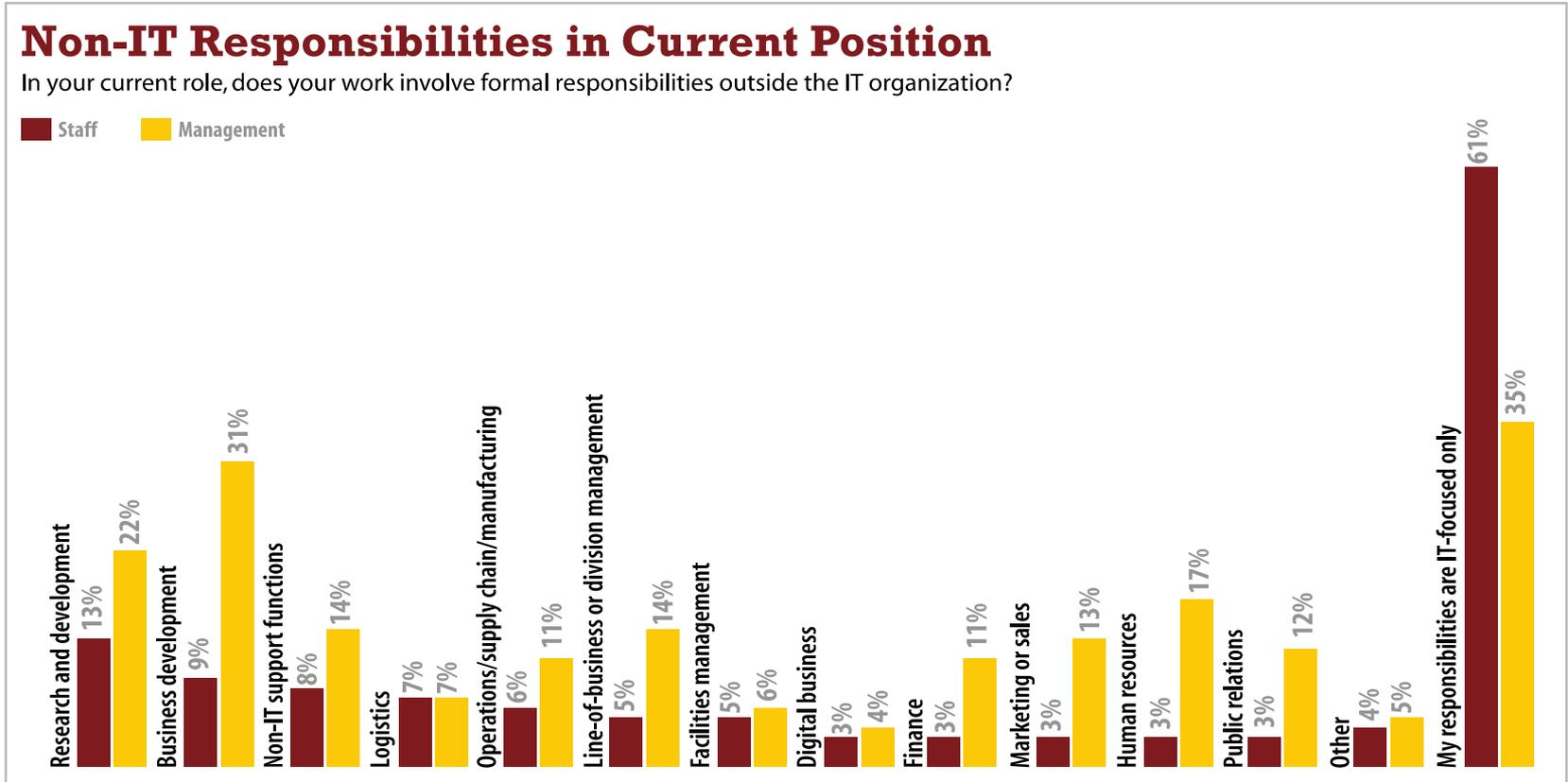
Note: Multiple responses allowed

Base: 178 staff and 131 managers who have worked outside IT

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV/11

Staff performs more IT-related duties than management



Note: Multiple responses allowed

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV/12

Staff roles outside of IT

Staff: Role Outside of IT

To what extent do the following describe your role?

■ Applies to 50% or more of my job ■ Applies to less than 50% of my job ■ Does not apply

I'm physically located in a business unit outside IT



I spend time with peers in a business unit outside IT



I report to a manager outside IT



I'm considered embedded in a business unit outside IT



My salary is allocated to a business unit outside IT



Base: 328 staff

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV13

Management roles outside of IT

Management: Role Outside of IT

To what extent do the following describe your role?

■ Applies to 50% or more of my job ■ Applies to less than 50% of my job ■ Does not apply

I report to a manager outside IT



I spend time with peers in a business unit outside IT



I'm considered embedded in a business unit outside IT



My salary is allocated to a business unit outside IT



I'm physically located in a business unit outside IT



Base: 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

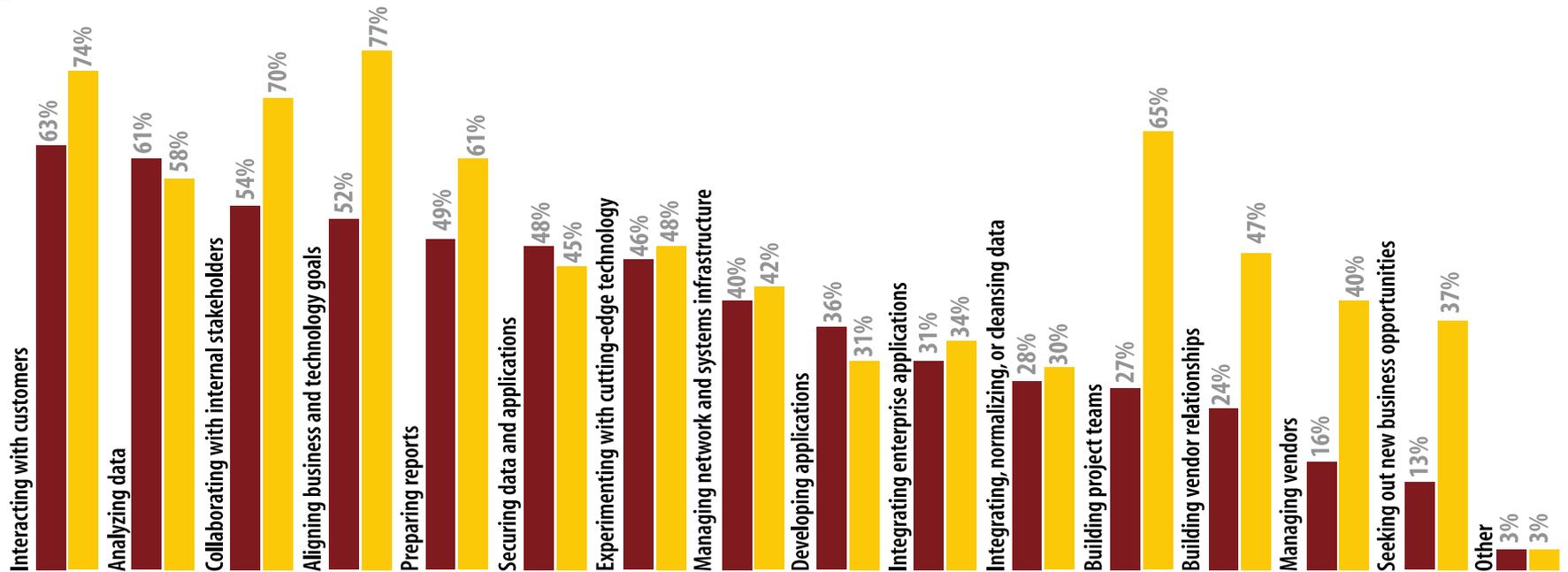
R7860514-GOV14

Customer skills are most important

Critical Business and Technical Skills

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

■ Staff ■ Management



Note: Multiple responses allowed

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV/15

Staff: Coastal regions pay best

Staff Base Salaries by Region

What is your annual base salary?

	2012	2013	2014
Northeast*	\$102	\$89	\$98
Midwest*	\$80	\$84	\$90
South Atlantic	\$106	\$102	\$110
South Central*	\$77	\$82	\$87
Mountain*	\$95	\$98	\$92
Pacific*	\$91	\$95	\$100

*Low base, use with caution

Note: Median salaries in thousands of dollars

Base: 328 staff in February 2014, 479 in January 2013, and 480 in January 2012

Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV16

Staff in southern states saw biggest changes in 2014 pay

Staff Pay Changes by Region

By what percentage did your base salary change this year?

	2012	2013	2014
Northeast*	1.7%	1.7%	0%
Midwest*	0%	1.2%	1.2%
South Atlantic	0%	0%	0.9%
South Central*	0%	0%	1.7%
Mountain*	0%	0%	1.5%
Pacific*	0%	1.1%	0.9%

*Low base, use with caution

Note: Median percentage change in annual base pay

Base: 328 staff in February 2014, 479 in January 2013, and 480 in January 2012

Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV17

Manager salaries highest on coasts

Manager Base Salaries by Region

What is your annual base salary?

	2012	2013	2014
Northeast*	\$110	\$120	\$112
Midwest*	\$108	\$108	\$111
South Atlantic	\$122	\$130	\$130
South Central*	\$105	\$110	\$106
Mountain*	\$100	\$108	\$105
Pacific*	\$115	\$113	\$120

*Low base, use with caution

Note: Median salaries in thousands of dollars

Base: 204 managers in February 2014, 276 in January 2013, and 253 in January 2012

Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV18

Managers in southern states saw biggest pay changes

Management Pay Changes by Region

By what percentage did your base salary change this year?

	2012	2013	2014
Northeast*	0.8%	0%	0%
Midwest*	0.4%	0.5%	0.9%
South Atlantic	1.8%	1.6%	0.8%
South Central*	0%	0%	3.2%
Mountain*	0.8%	1.4%	0%
Pacific*	0%	0%	1.6%

*Low base, use with caution

Note: Median percentage change in annual base pay

Base: 204 managers in February 2014, 276 in January 2013, and 253 in January 2012

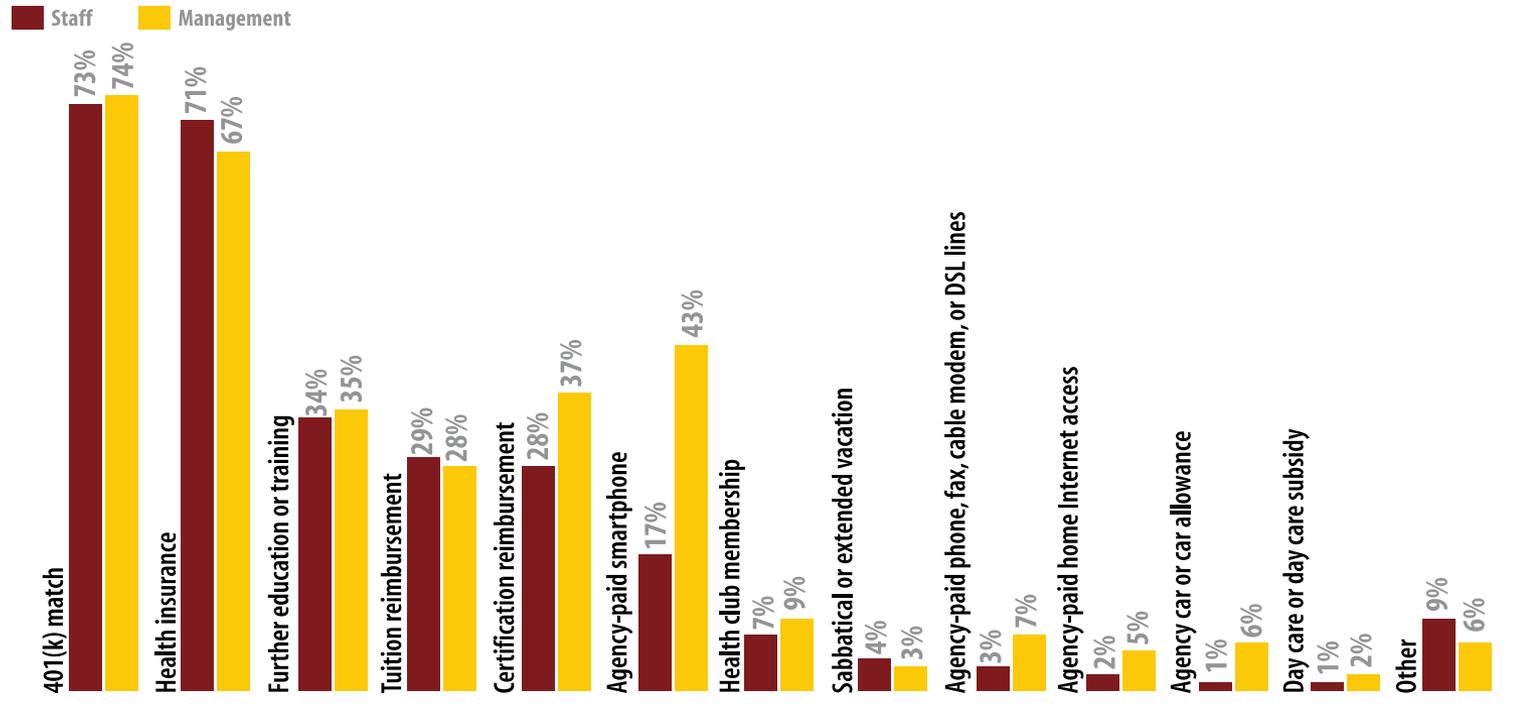
Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV19

401(k) matching tops perk expectations

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.



Note: Multiple responses allowed

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

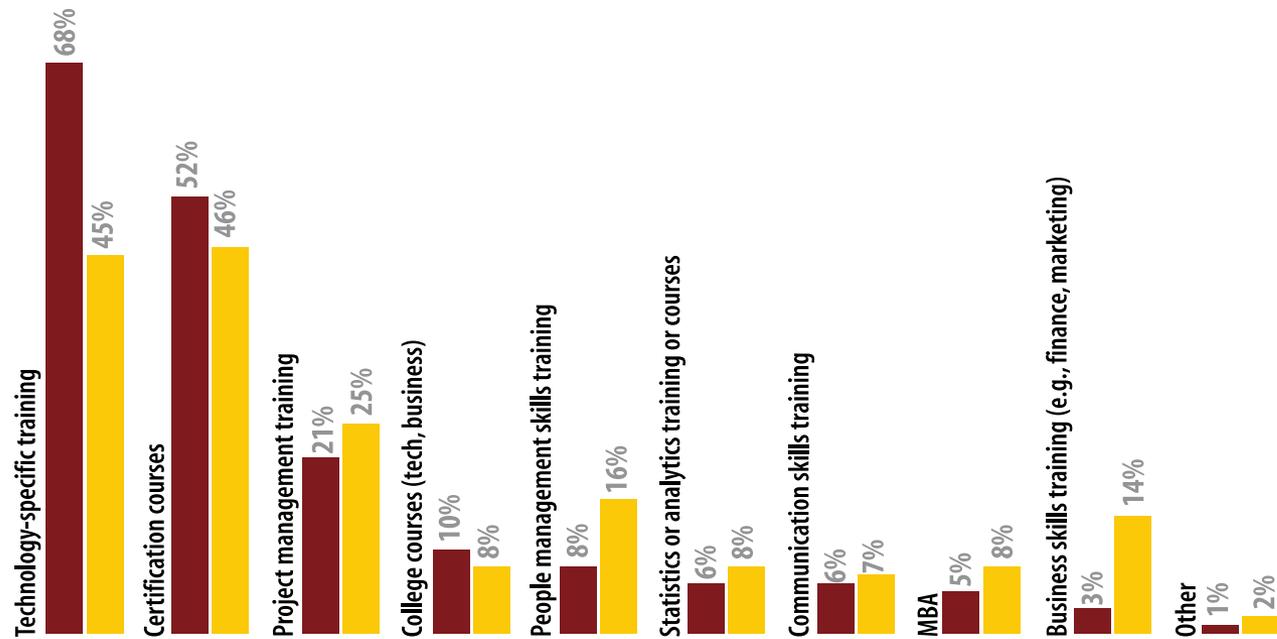
R7860514-GOV/20

Staff wants tech training, management desires certification

Training Valued

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

■ Staff ■ Management



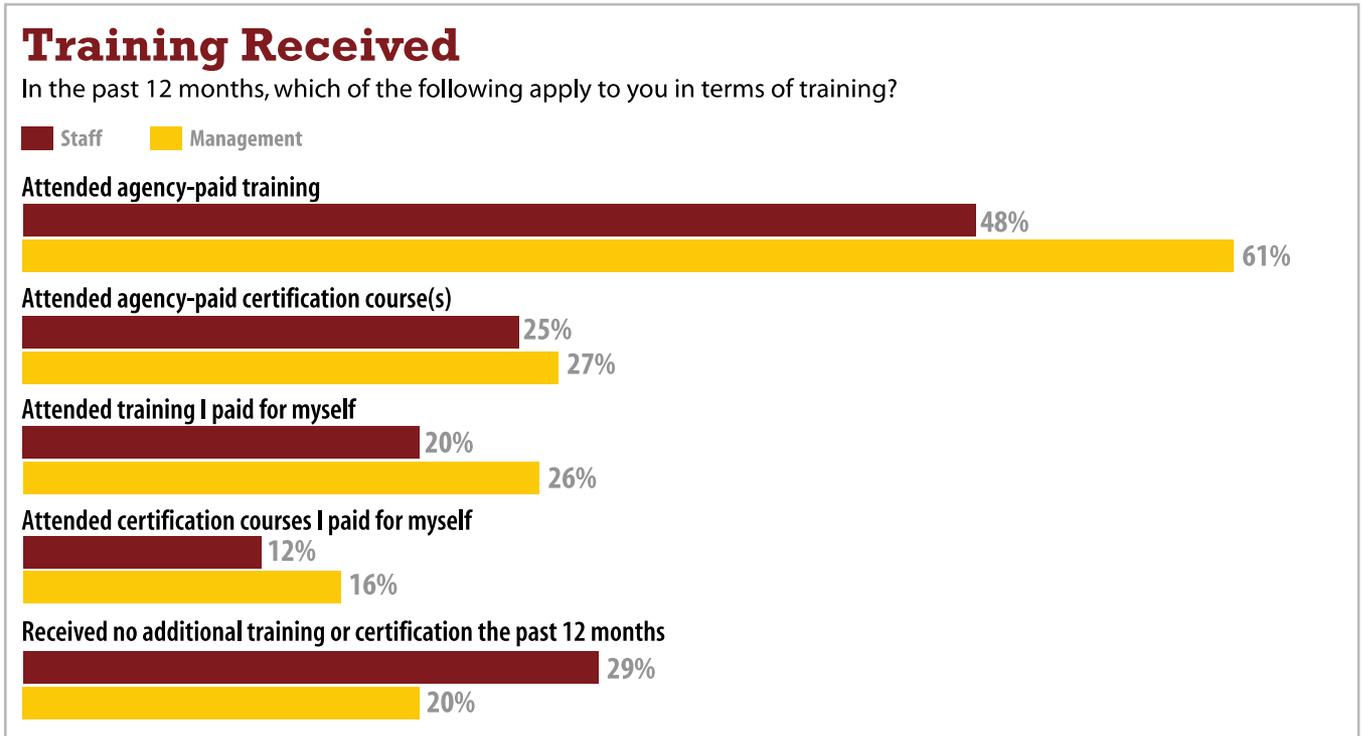
Note: Two responses allowed

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV/21

Training: Mostly agency-paid courses



Note: Multiple responses allowed

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV22

Staffers spend more on own training than managers do

Out-of-Pocket Training Expenses

About how much did you spend on training in the past 12 months for which you were not reimbursed by your agency?

Staff	\$1,000
Management	\$825

Note: Median dollars

R7860514-GOV23

Base: 80 staff and 68 managers who paid for their own training and/or certification course(s)

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

Flexible work schedule matters most to staffers

What Matters Most to Staffers

What matters most to you about your job?

	2012	2013	2014
Flexible work schedule	47%	46%	51%
Base pay	47%	45%	46%
Job or agency stability	51%	44%	42%
Benefits	47%	40%	41%
My opinion and knowledge are valued	36%	38%	40%
Challenge of job or responsibility	41%	42%	39%
Vacation time or paid time off	43%	42%	38%
Working with highly talented peers	24%	28%	32%
Job atmosphere	32%	37%	30%
Commute distance	26%	25%	29%
Recognition for work well done	30%	30%	29%
Ability to work with leading-edge technology	19%	25%	27%
Telecommuting/working at home	23%	27%	24%
Having the tools and support to do my job well	30%	28%	24%
Skill development/educational/training opportunity	28%	24%	24%
Geographic location of job	23%	22%	23%
Ability to work on creating "new" innovative IT solutions	20%	20%	21%
My work (job) is important to the agency's success	21%	18%	19%
Potential for promotion	15%	18%	18%
Agency culture and values	11%	13%	13%
Effectiveness of immediate supervision	13%	11%	12%
Bonus opportunities	9%	9%	8%
Involvement in setting agency strategy and determining goals	4%	6%	7%
Prestige or reputation of the agency	6%	9%	5%

Note: Seven responses allowed

Base: 328 staff in February 2014, 479 in January 2013, and 480 in January 2012

Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV24

Managers care most about others' respect

What Matters Most to Managers

What matters most to you about your job?

	2012	2013	2014
My opinion and knowledge are valued	42%	41%	44%
Flexible work schedule	40%	39%	40%
Base pay	43%	37%	38%
Challenge of job or responsibility	48%	44%	38%
Job or agency stability	42%	41%	37%
Vacation time or paid time off	34%	34%	35%
Benefits	37%	37%	34%
My work (job) is important to the agency's success	23%	30%	30%
Job atmosphere	38%	32%	29%
Working with highly talented peers	27%	33%	28%
Agency culture and values	20%	27%	27%
Recognition for work well done	29%	28%	26%
Geographic location of job	24%	24%	25%
Commute distance	26%	18%	24%
Telecommuting/working at home	25%	17%	24%
Potential for promotion	18%	20%	22%
Ability to work on creating "new" innovative IT solutions	20%	21%	20%
Having the tools and support to do my job well	24%	27%	20%
Involvement in setting agency strategy and determining goals	17%	15%	18%
Effectiveness of immediate supervision	15%	13%	17%
Skill development/educational/training opportunity	22%	19%	17%
Ability to work with leading-edge technology	21%	21%	16%
Bonus opportunities	12%	8%	11%
Prestige or reputation of the agency	8%	9%	10%

Note: Seven responses allowed

Base: 204 managers in February 2014, 276 in January 2013, and 253 in January 2012

Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV25

Flex time most important overall

What Matters Most

What matters most to you about your job?

	Staff	Management
Flexible work schedule	51%	40%
Base pay	46%	38%
Job or agency stability	42%	37%
Benefits	41%	34%
My opinion and knowledge are valued	40%	44%
Challenge of job or responsibility	39%	38%
Vacation time or paid time off	38%	35%
Working with highly talented peers	32%	28%
Job atmosphere	30%	29%
Commute distance	29%	24%
Recognition for work well done	29%	26%
Ability to work with leading-edge technology	27%	16%
Telecommuting/working at home	24%	24%
Having the tools and support to do my job well	24%	20%
Skill development/educational/training opportunity	24%	17%
Geographic location of job	23%	25%
Ability to work on creating "new" innovative IT solutions	21%	20%
My work (job) is important to the agency's success	19%	30%
Potential for promotion	18%	22%
Agency culture and values	13%	27%
Effectiveness of immediate supervision	12%	17%
Bonus opportunities	8%	11%
Involvement in setting agency strategy and determining goals	7%	18%
Prestige or reputation of the agency	5%	10%

Note: Seven responses allowed

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV26

Government IT employees in it for long haul

Years in IT

How many years have you been in the IT profession?

Staff



Management



Note: Median years spent working in IT

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV27

Time at present organization? About 6 years

Years at Organization

How many years have you been at your present organization?

Staff



Management



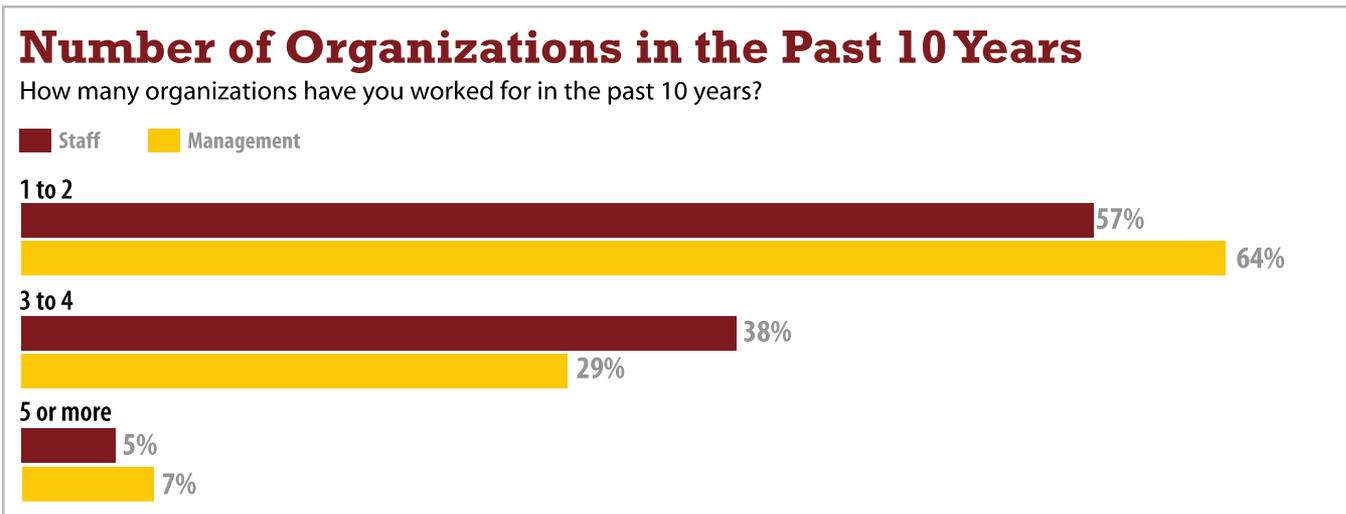
Note: Median years spent at organization

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV28

of organizations in last 10 years?

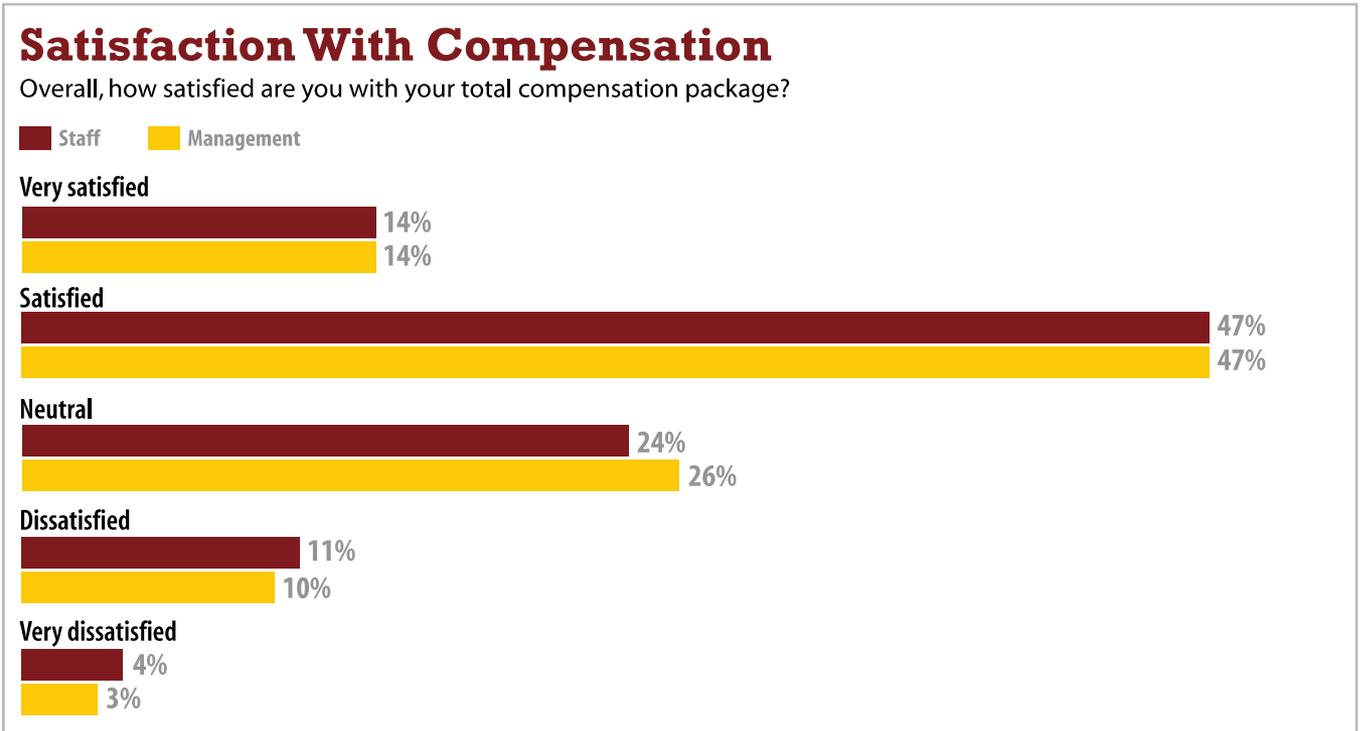


Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV29

Most 'satisfied' with total compensation package



Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV30

Staff compensation satisfaction grows

Staff: Compensation Satisfaction Trend

Overall, how satisfied are you with your total compensation package?

2014 2013 2012

Very satisfied



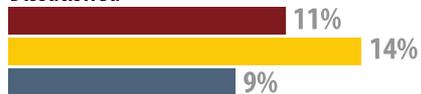
Satisfied



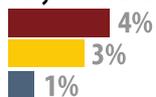
Neutral



Dissatisfied



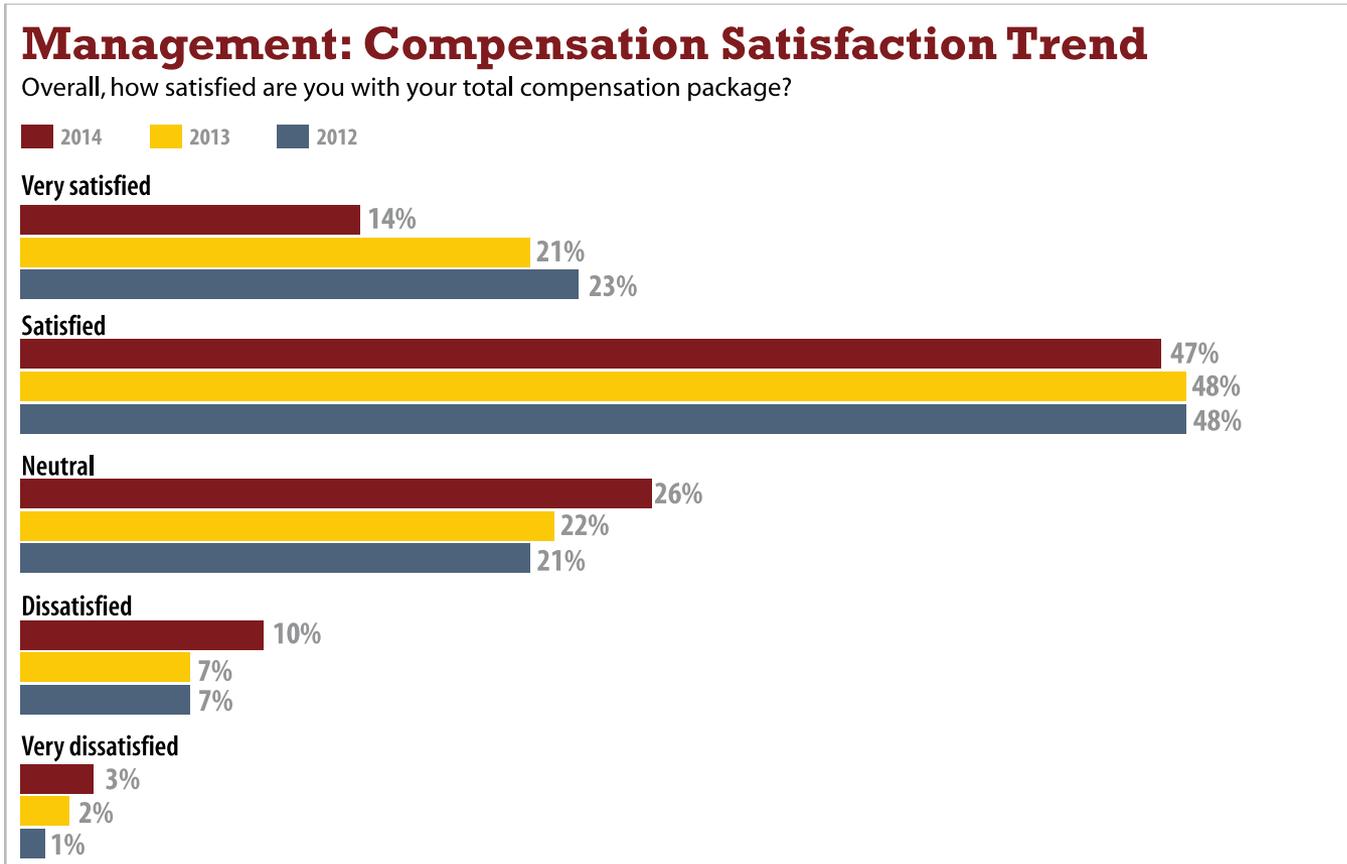
Very dissatisfied



Base: 328 staff in February 2014, 479 in January 2013, and 480 in January 2012
Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV31

Management satisfaction with compensation also up



Base: 204 managers in February 2014, 276 in January 2013, and 253 in January 2012
Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV32

More than half say they're happy overall with job

Overall Satisfaction

Overall, how satisfied are you with all aspects of your job, including compensation, benefits, and other aspects of your employment relationship?

■ Staff ■ Management

Very satisfied



Satisfied



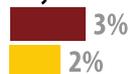
Neutral



Dissatisfied



Very dissatisfied



Base: 328 staff and 204 managers

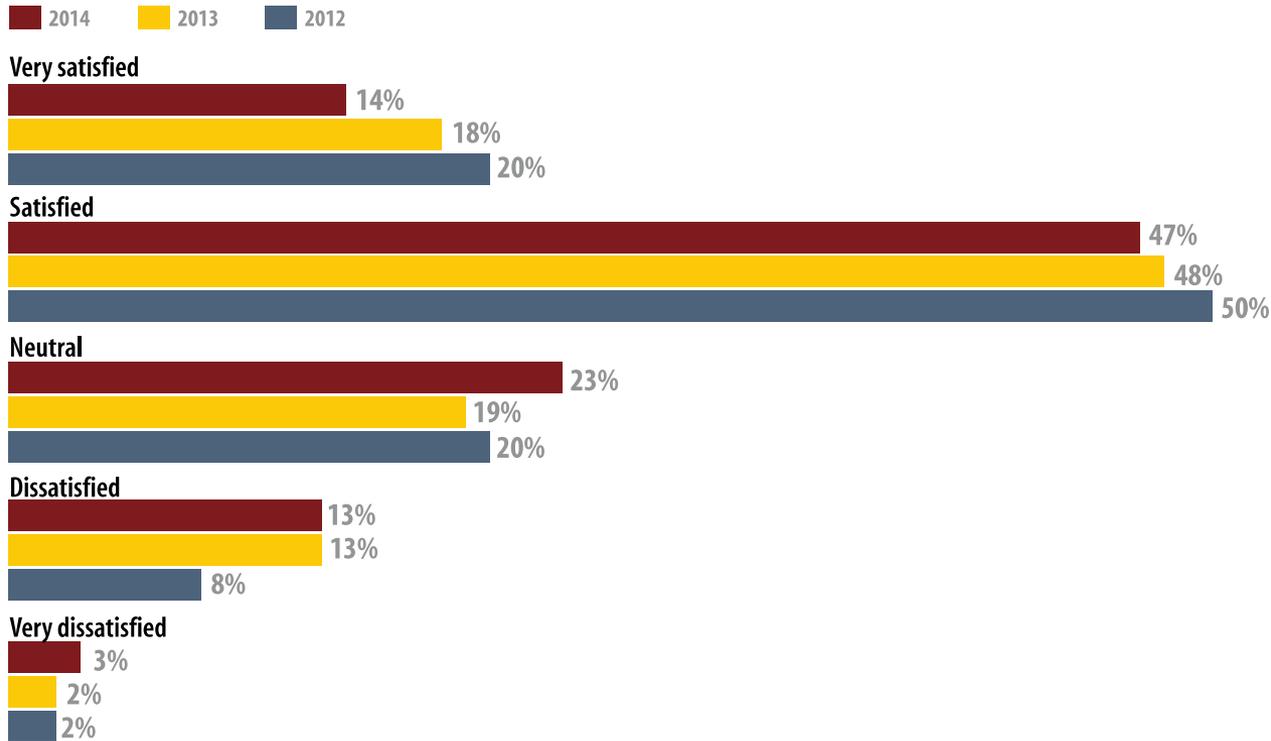
Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV33

Staff: Overall job satisfaction keeps rising

Staff: Overall Satisfaction Trend

Overall, how satisfied are you with all aspects of your job, including compensation, benefits, and other aspects of your employment relationship?



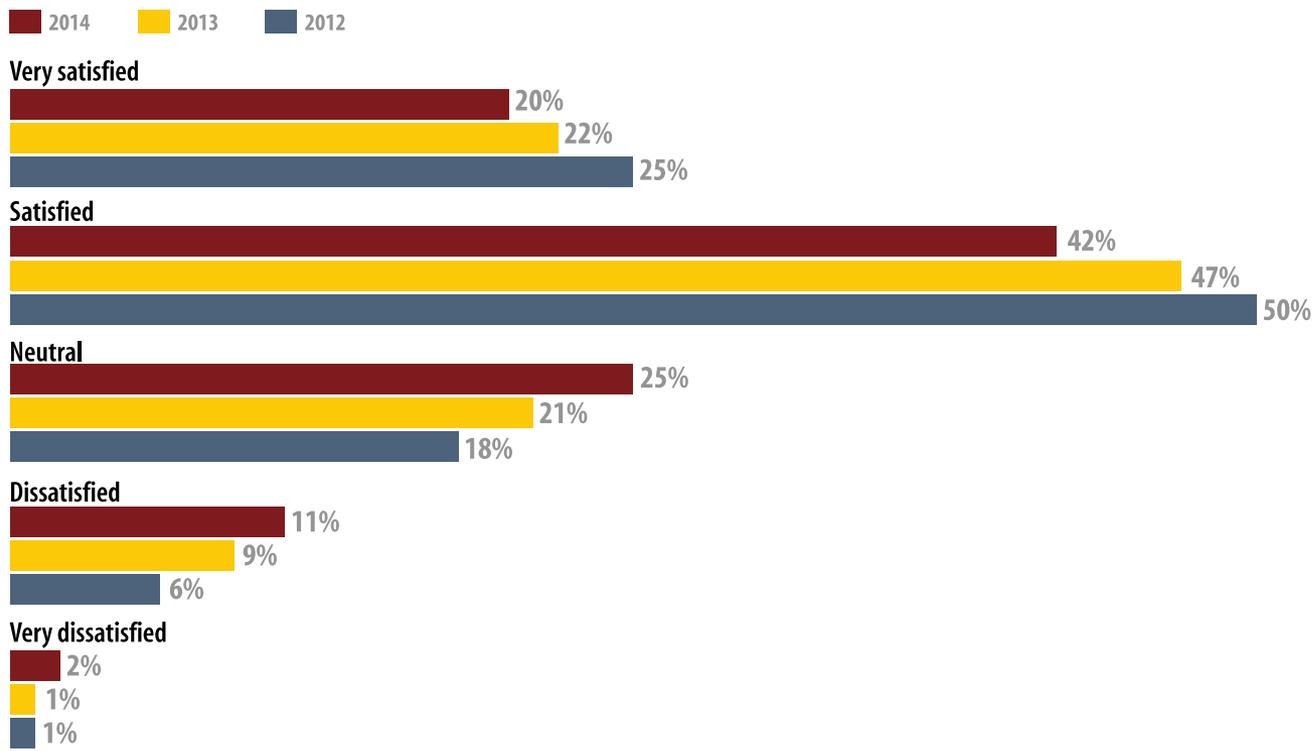
Base: 328 staff in February 2014, 479 in January 2013, and 480 in January 2012
Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV34

Overall job satisfaction on the rise for management, too

Management: Overall Satisfaction Trend

Overall, how satisfied are you with all aspects of your job, including compensation, benefits, and other aspects of your employment relationship?



Base: 204 managers in February 2014, 276 in January 2013, and 253 in January 2012

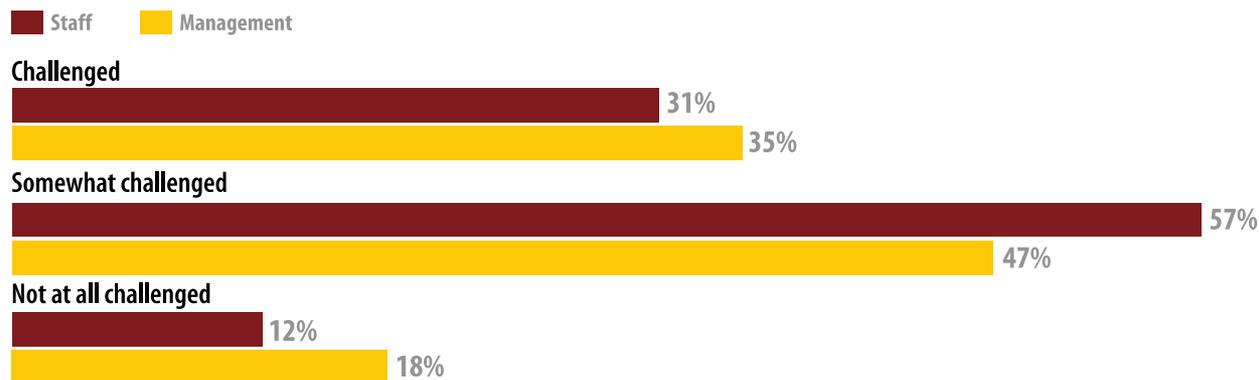
R7860514-GOV35

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

Most find their jobs at least 'somewhat' stimulating

Intellectually Challenged

Are you being challenged intellectually with the IT projects you are working on?

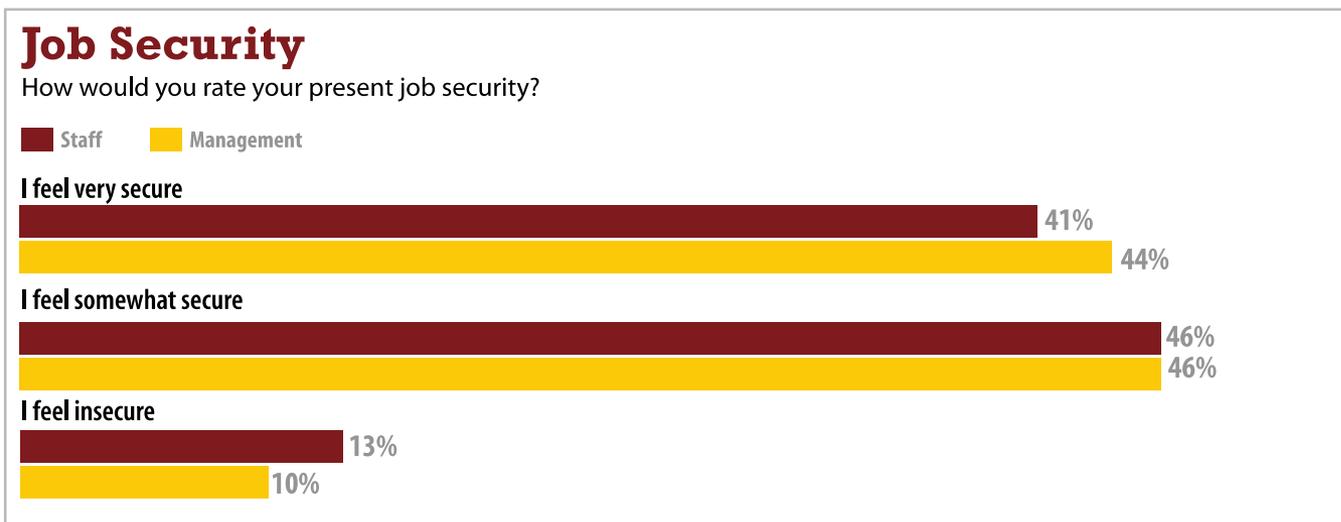


Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV36

Most feel at least 'somewhat' secure in their jobs

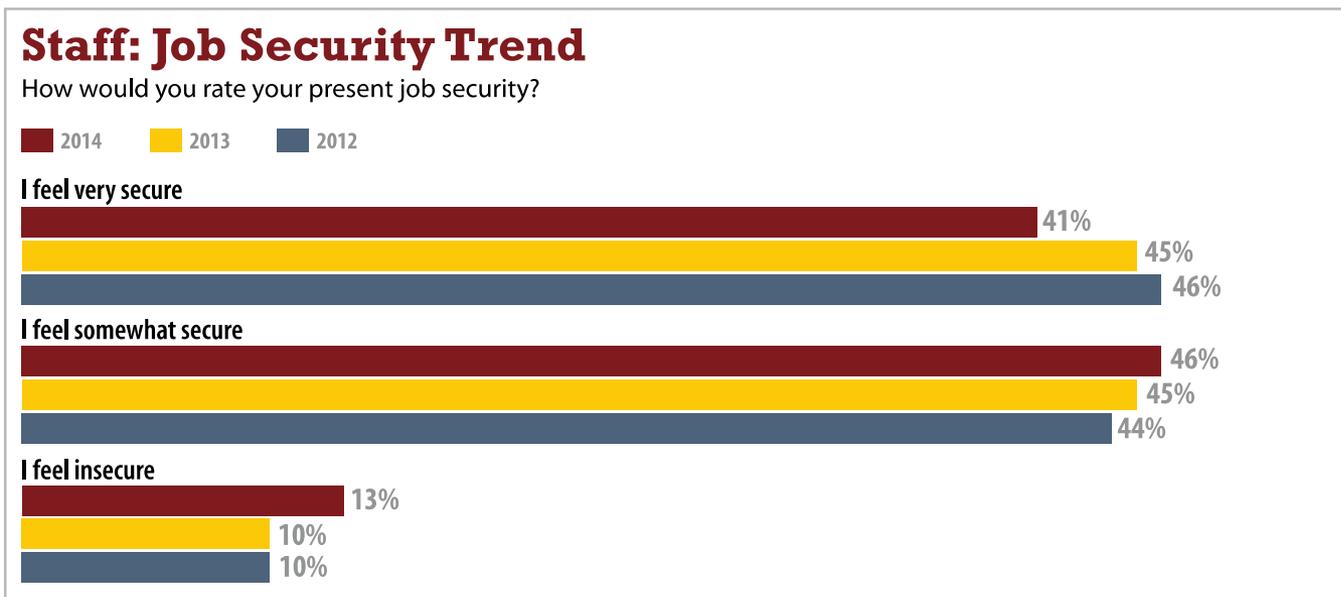


Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV37

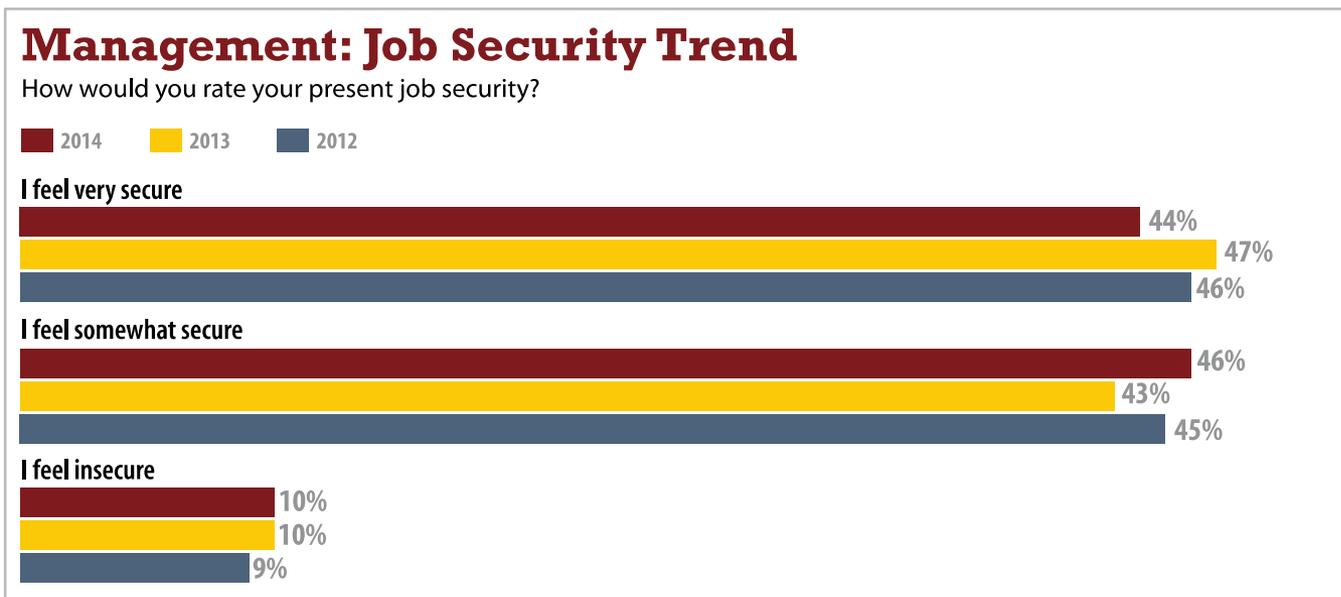
Trend: Staffers feeling less secure about their jobs



Base: 328 staff in February 2014, 479 in January 2013, and 480 in January 2012
Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV38

Management feeling slightly less job security



Base: 204 managers in February 2014, 276 in January 2013, and 253 in January 2012
Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV39

Still a promising career path? Almost half say no

Promising Career Path

Do you believe a career path in IT and the potential for salary advancement are as promising today as they were five years ago?

■ Staff ■ Management

As promising today



Not as promising



Unsure



Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV40

Staff divided on whether IT is still a promising career path

Staff: IT Career Path Trend

Do you believe a career path in IT and the potential for salary advancement are as promising today as they were five years ago?



Base: 328 staff in February 2014, 479 in January 2013, and 480 in January 2012
Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV41

Management on IT career promise: Slight downward trend

Management: IT Career Path Trend

Do you believe a career path in IT and the potential for salary advancement are as promising today as they were five years ago?

2014 2013 2012

As promising today



Not as promising



Unsure

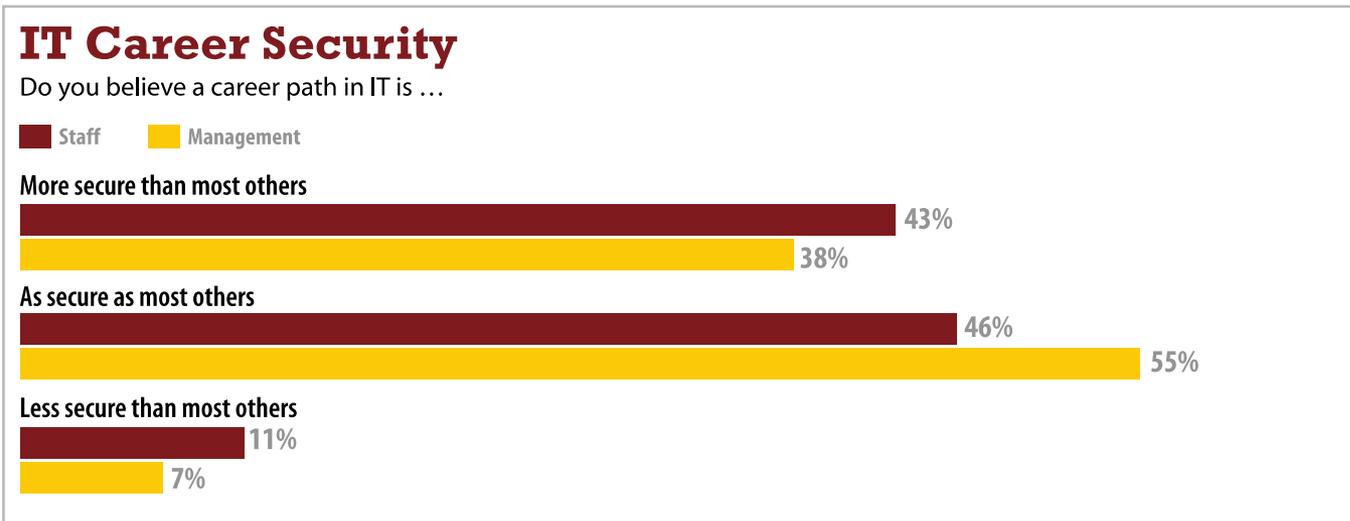


Base: 204 managers in February 2014, 276 in January 2013, and 253 in January 2012

Data: InformationWeek US IT Salary Survey of federal government IT professionals

R7860514-GOV42

IT career just as secure as most others

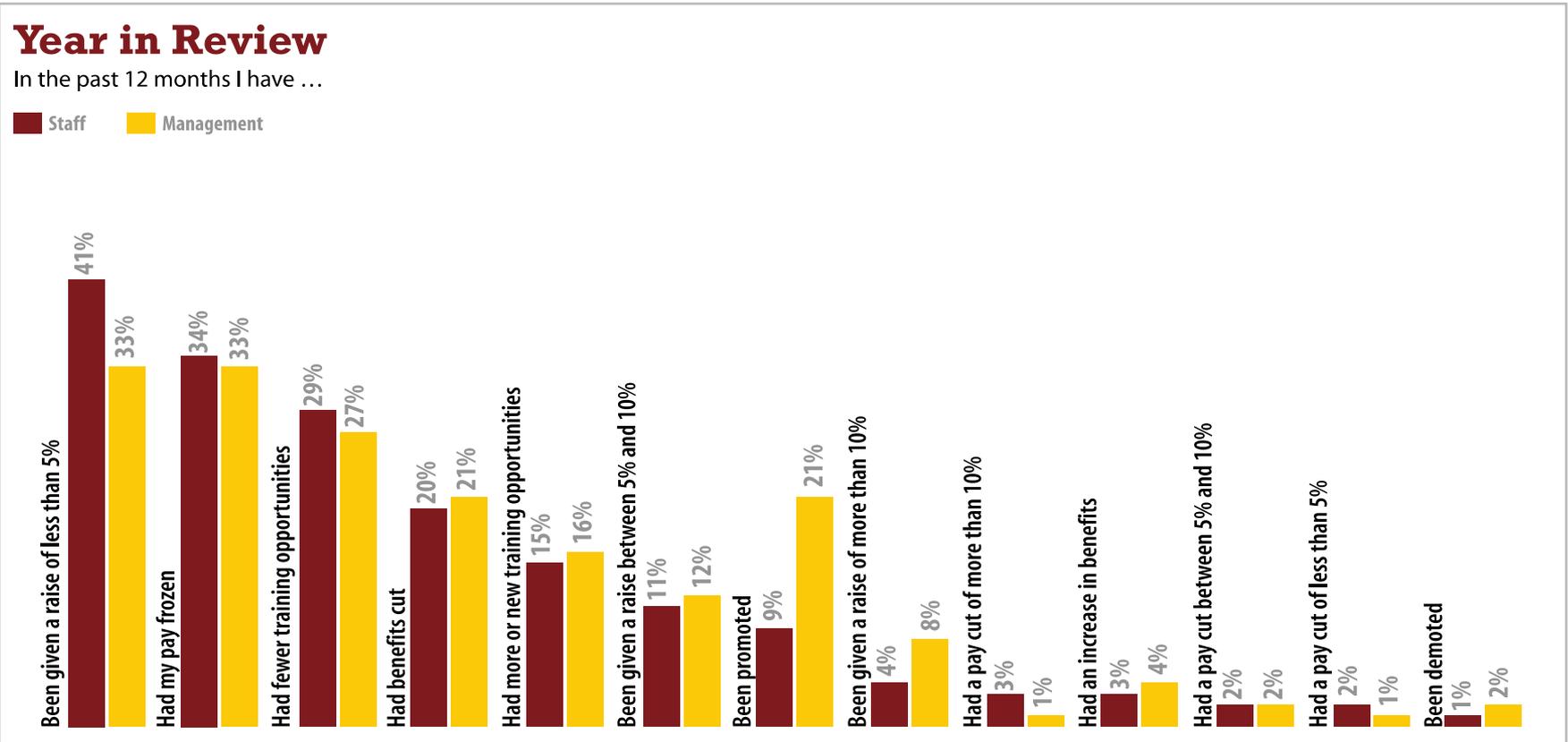


Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV43

Small or no raises at all in last 12 months



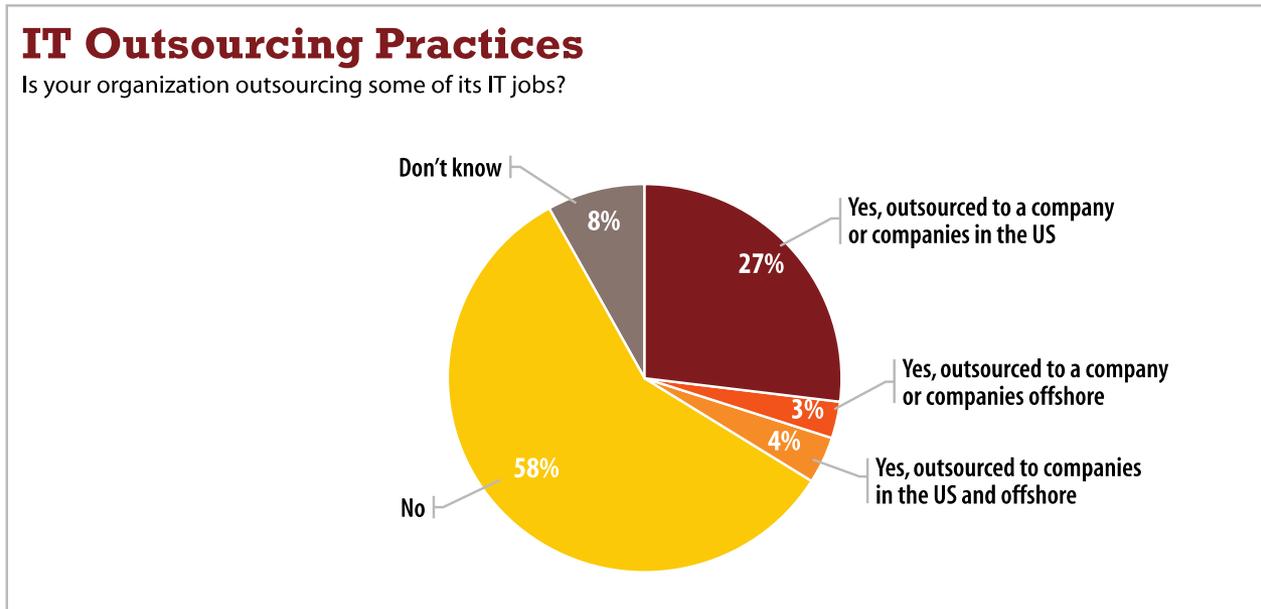
Note: Multiple responses allowed

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV44

At least 34% of organizations outsource some IT



Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

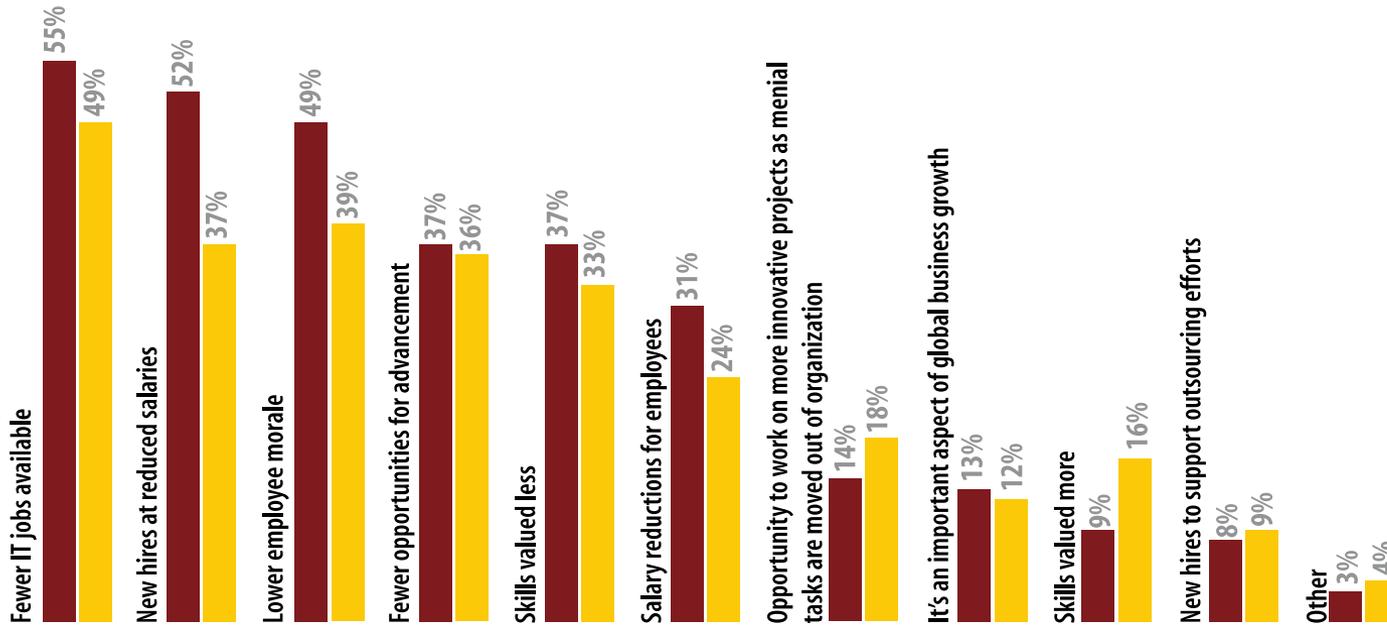
R7860514-GOV45

Outsourcing fallout: fewer IT jobs available

Impact of Outsourcing on IT Professionals

What impact do you feel outsourcing is having on IT professionals?

■ Staff ■ Management



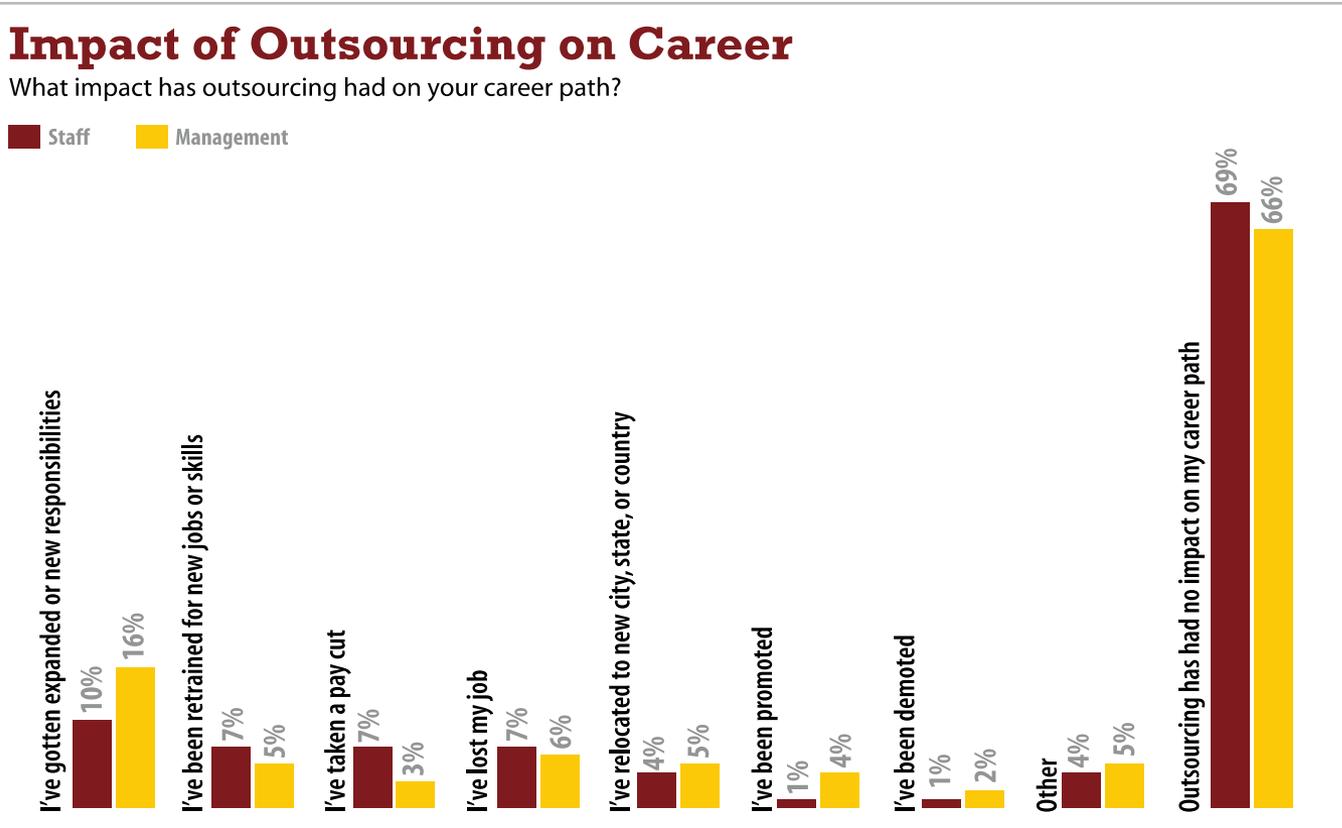
Note: Multiple responses allowed

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV46

Most careers not hurt by outsourcing



Note: Multiple responses allowed

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV47

Over half are job hunting

Looking for a New Job?

Are you looking for a job at a different employer?

■ Staff ■ Management

Yes, actively



Yes, somewhat



No



Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

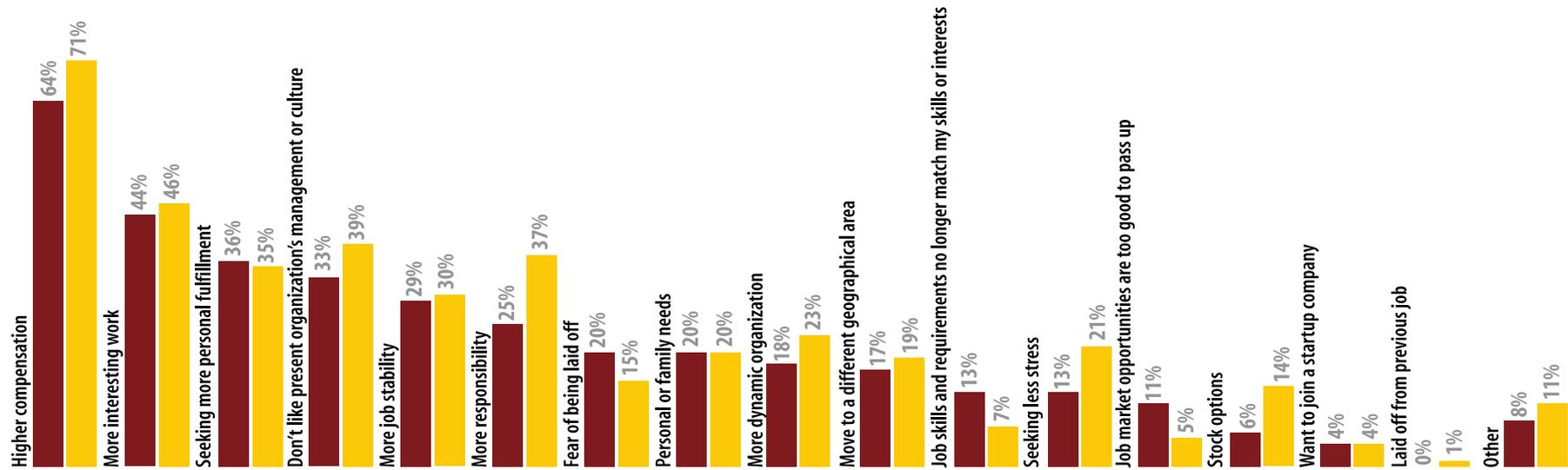
R7860514-GOV48

Those seeking new jobs want more money

Reasons for Seeking a New Job

Why are you looking for a new job?

■ Staff ■ Management



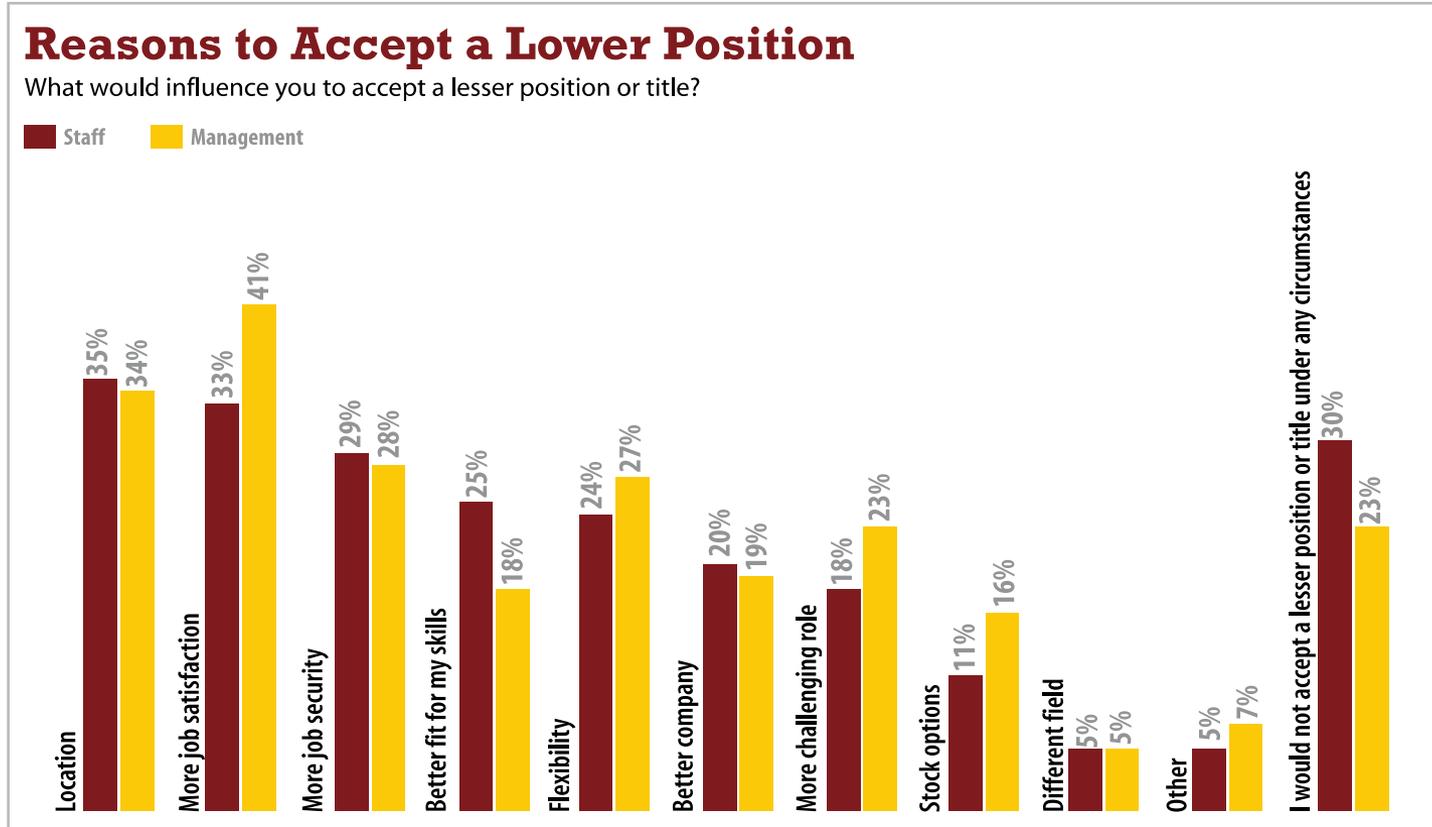
Note: Multiple responses allowed

Base: 163 staff and 112 managers looking for a new job

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV49

Why take a title cut? Better location, more job satisfaction



Note: Multiple responses allowed

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV50

Well-educated: Most have bachelor's or master's

Education

What is your highest level of education?

■ Staff ■ Management

Ph.D.

3%

4%

Master's degree/MBA

35%

51%

Bachelor's degree

40%

31%

Associate degree

7%

5%

Some college

9%

7%

Tech/IT trade school

5%

2%

High school graduate

1%

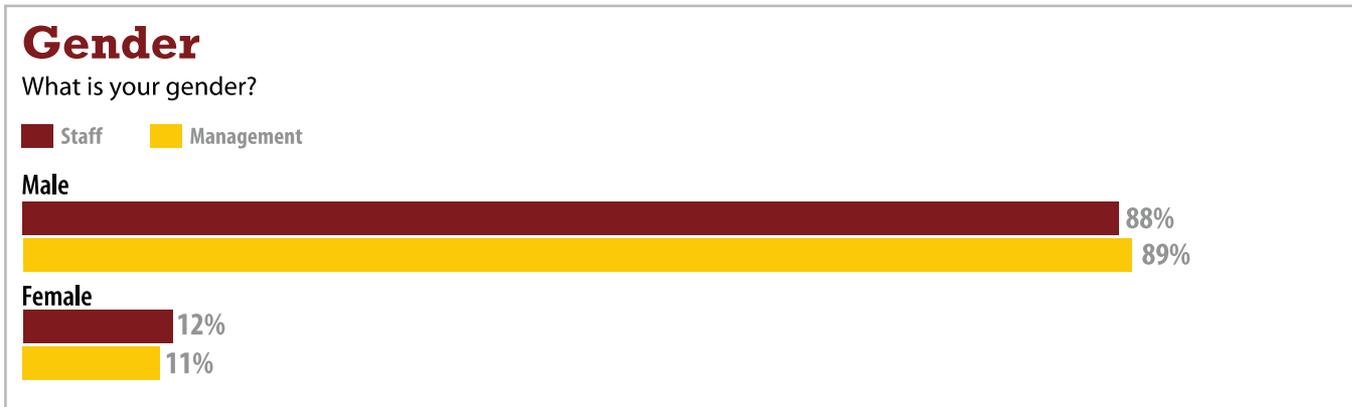
0%

Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV51

Most government IT employees are men

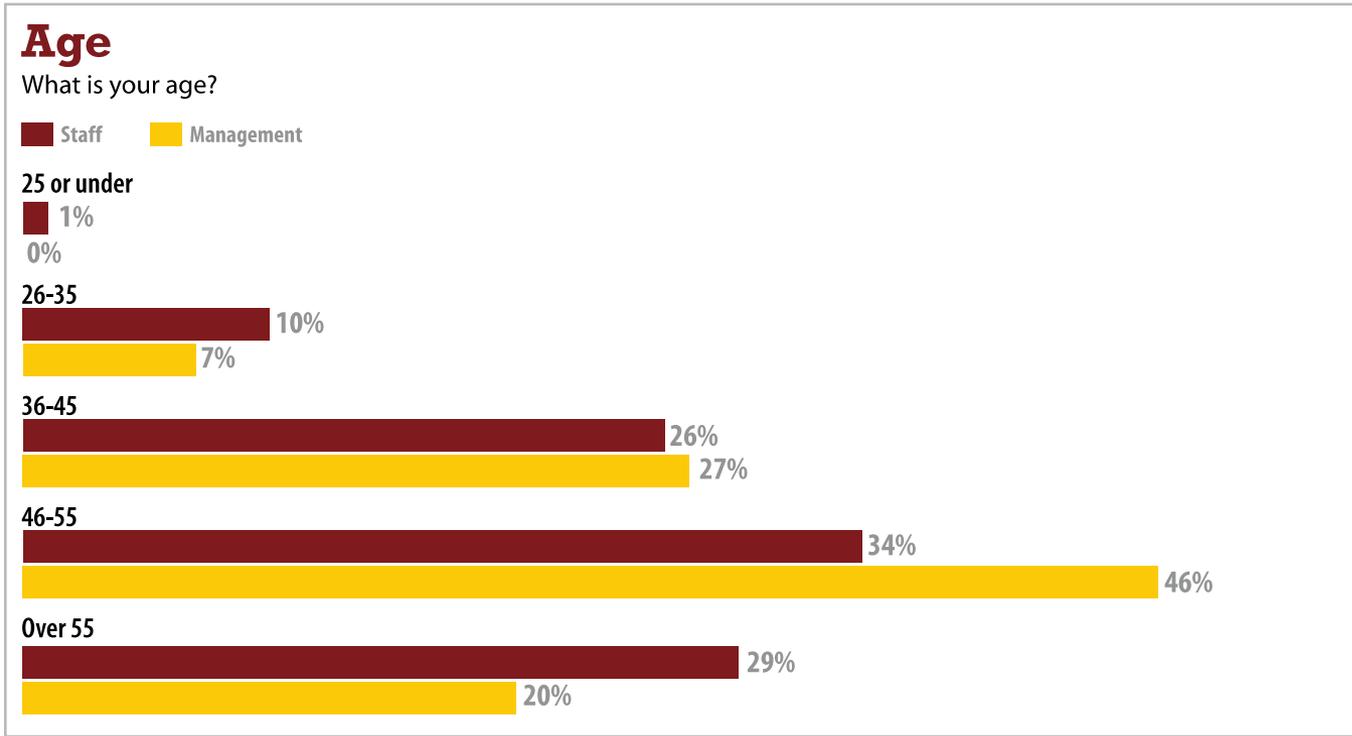


Base: 328 staff and 204 managers

Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV52

Most are 46-55



Base: 328 staff and 204 managers

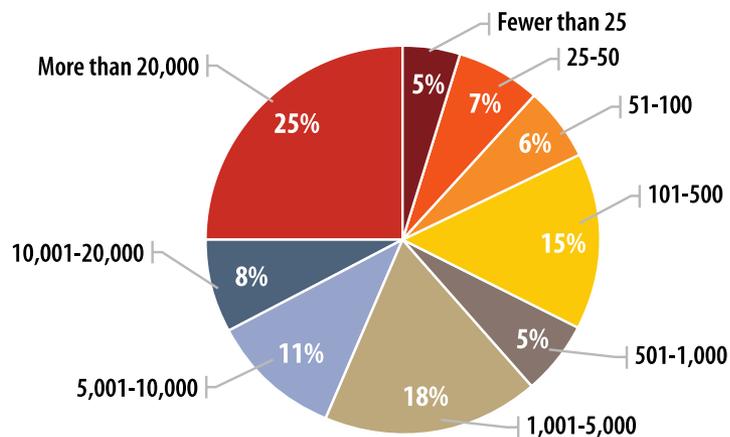
Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV53

Most organizations have 1,000+ employees

Size of Organization

How many employees does your organization have?



Data: InformationWeek 2014 US IT Salary Survey of 532 federal government IT professionals, February 2014

R7860514-GOV54

Research Synopsis

Survey Name 2014 InformationWeek US IT Salary Survey: Federal Government

Survey Date February 2014

Region United States

Number of Respondents 532 federal government IT employees, composed of 328 staff and 204 managers

Purpose To track IT salary and compensation trends from the perspective of those on the front lines, InformationWeek conducts an annual US IT Salary Survey. Now in its 17th year, it's the largest employee-based IT salary survey in the country. This year 11,662 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 532 federal government IT professionals 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 Tech databases. The survey was fielded from November 2013 to February 2014.

The information within this report is based on responses from 532 federal government IT professionals. 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 salary changes to eliminate distortions caused by extremes at the high and low ends of the responses.

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