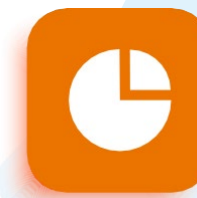


2023

# Technology Salary Demands

A COMPREHENSIVE GUIDE





# Introduction

Tech layoffs have been in the headlines, with over 100,000 tech workers losing their jobs in 2022. Despite these job losses, technology roles remain in high demand across many sectors.

Multiple variables play a role in whether a candidate accepts a new job. Compensation, company culture, career progression, job security, and work flexibility are just a few of the factors that candidates weigh when deciding whether to pursue and accept a new role.

Compensation is one key factor why a candidate may change jobs. Due to high demand for talent, **salaries for technology jobs often exceed \$100,000** for those with a Bachelor's degree and four to six years of experience in their role.

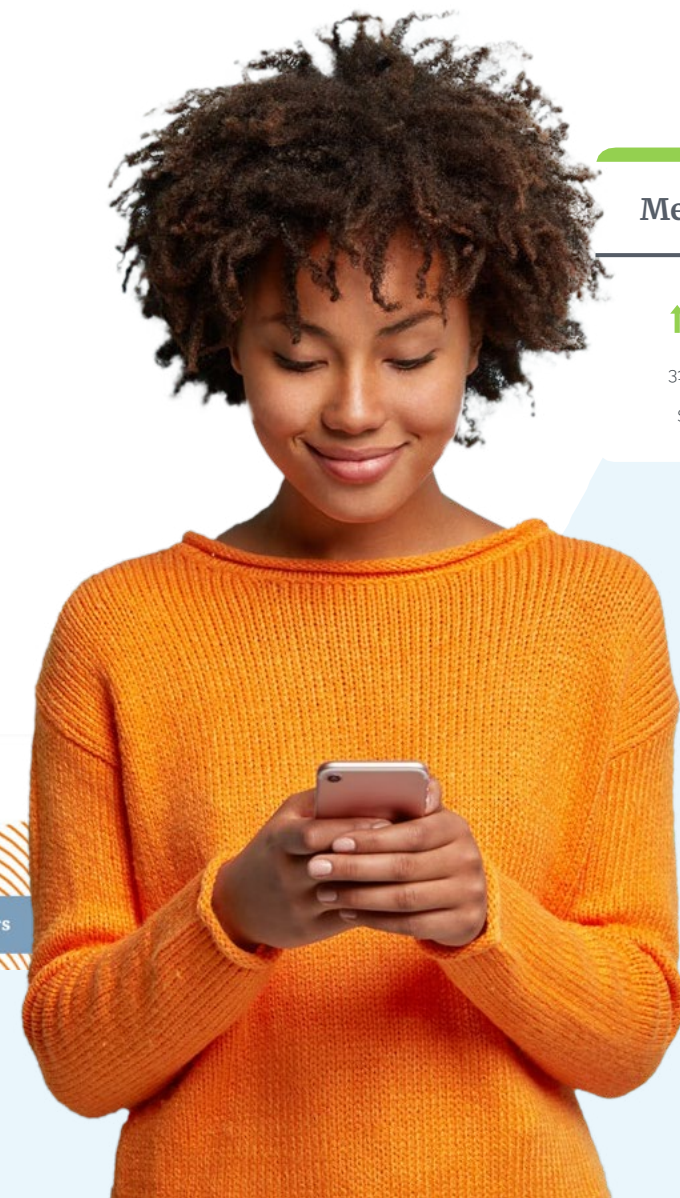
LaborIQ forecasts 64 million hires in 2023. It stands to reason that organizations, HR leaders, compensation and hiring managers need a reliable source to keep a close eye on compensation demands for today's tech jobs.

# 1.5%

The unemployment rate in the U.S. for computer and mathematical occupations as of January 2023 is one of the lowest of any occupation type.

I want answers for an Software Developer in the San Jose-Sunnyvale-Santa Clara, CA metro area.

Get Answers



### Median Salary

↑ \$145,475

31.5% higher than the National Median Salary of \$110,648

### Recommended Salary

↑ \$154,863

30.1% higher than the National Recommended Salary of \$119,001





## This compensation guide focuses on:



Several key technology roles, and the variance of salaries by city



Comparisons of varying experience and education levels and the market-driven salary for each

As a note, all salaries listed in this guide are **recommended salaries** for new hires based on **supply and demand** of the factors listed in each section. These rates are different from median salaries, which represent people already employed in these roles. The recommended salary represents the benchmark rate of what a candidate would command in today's job market. For more information on methodology, please see the glossary at the end of this guide.





# Salary Comparisons Across Major Tech Hubs



The following table lists the recommended base salary for a candidate with a bachelor's degree and four to six years of experience for some of the most common technology job titles.

Location	Computer Systems Analysts	Data Scientists	Information Security Analysts	Information Technology Managers	Product & User Interface Designers	Software Developers
Atlanta-Sandy Springs-Roswell, GA	\$102,480	\$120,729	\$110,906	\$148,793	\$103,957	\$114,615
Boston-Cambridge-Nashua, MA-NH	\$115,043	\$132,872	\$107,933	\$143,688	\$120,963	\$122,461
Chicago-Naperville-Elgin, IL-IN-WI	\$100,274	\$123,120	\$112,917	\$139,511	\$112,354	\$112,512
Dallas-Fort Worth-Arlington, TX	\$113,793	\$139,666	\$121,634	\$147,137	\$117,519	\$119,074
Denver-Aurora-Lakewood, CO	\$121,917	\$125,222	\$108,603	\$155,145	\$110,669	\$124,521
Los Angeles-Long Beach-Anaheim, CA	\$124,602	\$147,372	\$117,935	\$140,201	\$119,571	\$132,140
New York-Newark-Jersey City, NY-NJ-PA	\$124,337	\$148,940	\$133,906	\$165,703	\$117,634	\$138,231
San Jose-Sunnyvale-Santa Clara, CA	\$147,523	\$197,122	\$163,158	\$183,713	\$138,692	\$154,863
Seattle-Tacoma-Bellevue, WA	\$124,580	\$149,998	\$111,103	\$150,991	\$131,149	\$146,428
Washington-Arlington-Alexandria, DC-VA-MD-WV	\$127,159	\$149,622	\$119,744	\$154,634	\$128,936	\$125,375

Source: LaborIQ®



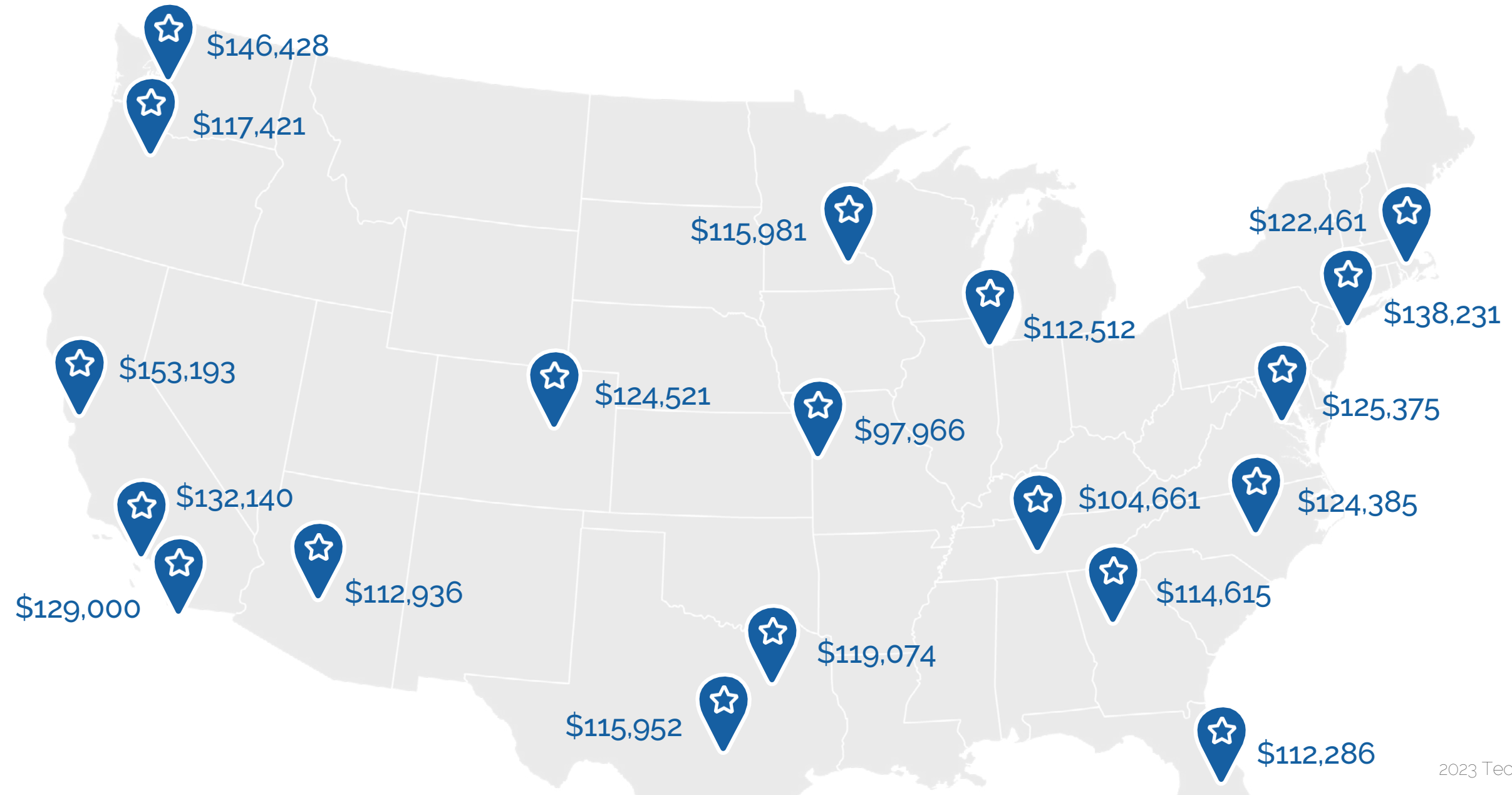
# Software Developers

Taking a broader look at compensation for software developers across the U.S., it's clear there is a premium for salary in many locations on the west coast, mid-Atlantic, and northeast regions of the country. While cost of living can play an important role in pay differences across locations, local supply and demand for the roles is also a key factor.

Many organizations have implemented remote and hybrid work strategies, or are in the process of opening offices in new locations. And pay transparency laws, requiring published pay ranges, have led businesses to expand the range of education, experience and skills required for a given job. These strategies open up a new pool of talent, which can lead to headcount savings, depending upon the location.

## SOFTWARE DEVELOPER | RECOMMENDED SALARY BY MARKET Bachelor's Degree | 4-6 years of experience in role | as of January 2023

*Note: The salaries listed show a snapshot as of the date of publication, but longer-term trends and forecasts reveal how the pace of compensation changes can vary from one location to another.*







# Pay Transparency | Job Requirements & Salary Ranges by Location

Salaries can vary widely by education and experience of the employee or candidate, as well as by location of employment. With many states and cities implementing pay transparency laws, businesses who may hire workers in those locations are tasked with establishing pay ranges for their roles. To establish pay ranges, businesses can consider the possible range of education and experience required for each position. Expanding the education and experience requirements can result in cost savings and grow the talent pool for the position.

As an example, we've provided salary ranges for software developers, across different cities, based on varying education and experience levels

## BOSTON-CAMBRIDGE-NASHUA, MA-NH

Education	Experience			
	<6 months	1-2 years	4-6 years	8-10 years
Associate's	\$93,410	\$105,118	\$118,549	\$139,229
Bachelor's	\$100,035	\$110,394	\$122,461	\$141,790
Master's	\$121,801	\$127,561	\$134,796	\$149,501

Source: LaborIQ®

## LOS ANGELES-LONG BEACH-ANAHEIM, CA

Education	Experience			
	<6 months	1-2 years	4-6 years	8-10 years
Associate's	\$99,591	\$112,670	\$127,787	\$149,674
Bachelor's	\$106,976	\$118,549	\$132,140	\$152,422
Master's	\$130,393	\$136,987	\$145,285	\$160,590

Source: LaborIQ®

## SEATTLE-TACOMA-BELLEVUE, WA

Education	Experience			
	<6 months	1-2 years	4-6 years	8-10 years
Associate's	\$115,531	\$127,910	\$142,143	\$157,671
Bachelor's	\$122,793	\$133,688	\$146,428	\$160,474
Master's	\$140,352	\$147,374	\$156,117	\$166,358

Source: LaborIQ®





# Index

## Term Definitions

**Recommended salary** - Current market competitive salary for new hires. The recommended compensation needed to attract talent in today's market. This is the competitive market rate for the job in a given metro based on the education and experience requirements displayed.

**Median salary** - Salary for existing employees, or in-seat pay. This refers to the "wage in the middle" for the job title that represents what workers in the job, across all education and experience levels, are currently making. Half of the workers in the role earned less than the median salary, and half earned more.

**Supply and demand** - Refers to the availability of talent based on the job requirements, unemployment and metro.

## LaborIQ Data Accuracy


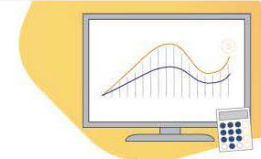

LaborIQ [Compensation Answers](#) are generated through a proprietary [ATILA<sup>®</sup> Technology](#), including our 5-step data refinement and validation process to provide superior compensation accuracy.

Our team of economists and data scientists conducts proprietary research, as well as econometric and statistical analysis on nearly 90 million salary data points to provide salary recommendations, which are validated against paystubs from one of the nation's largest payroll processing providers.

The result is precise, up-to-date compensation for 20,000+ job titles, across nearly 1,600 industries and for 388 markets, all varied by education and experience.

## Precision Pay Answers

Today's compensation for new hires and employee retention. We help companies determine, structure and scale compensation strategies.

 <h3>Salary Answers</h3> <p>Access the recommended salary and recommended salary range for 20,000+ job titles by location, industry and company size.</p>	 <h3>Pay Benchmarks</h3> <p>Compare individuals or teams against current and future market-pay rates. Proactively identify pay gaps to reduce turnover costs.</p>	 <h3>Expert Analysis</h3> <p>Talent supply and market insights into key drivers of compensation demands. Build your candidate pipeline, faster.</p>
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## About LaborIQ

Founded in 2018, LaborIQ set out to be a changemaker in HR Tech and empower human resource professionals with better, faster, more intuitive labor market software. Today, LaborIQ provides thousands of users with fast answers for today's compensation requirements, salary benchmarking, retention dashboards, and job market forecasts for every metro area in the U.S.

LaborIQ software is an ecosystem for hiring, backfilling and compensating any position and provides real answers for today's evolving job market.

For more information, visit [www.LaborIQ.co](http://www.LaborIQ.co).

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