

# IT Market Compensation Study

## Compensation Data by Job Title Sample Data

Compensation Data by Job Title				
Applications Development Analyst - 2.09				
Annual Dollars (\$'000s)	Base Salary	Total Target Short-Term Incentives/Bonuses	Total Actual Short-Term Incentives/Bonuses	Total Cash Compensation
<b>Percentile</b>				
P90	87.7	7.6	8.2	86.5
P75	70.3	6.1	6.1	73.1
Median (P50)	63.1	4.0	3.0	61.1
P25	51.9	3.1	2.3	54.1
P10	42.0	2.4	1.6	43.5
<b>Average Weighted by</b>				
Incumbent	62.7	5.1	5.2	64.6
Organization	64.0	4.4	4.0	65.6
<b>Counts</b>				
Incumbent Count	6318	3658	3655	6608
Organization Count	102	43	58	102
<b>Median by Scope Variant</b>				
<b>A</b>	40.9	2.3	2.1	41.0
(Incumbent Count)	(369)	(81)	(92)	(369)
<b>B</b>	57.5	4.3	4.2	61.0
(Incumbent Count)	(2548)	(1558)	(1470)	(2548)
<b>C</b>	71.0	5.4	5.1	73.0
(Incumbent Count)	(3020)	(1904)	(2521)	(3020)
<b>D</b>	75.6	4.5	2.5	76.6
(Incumbent Count)	(649)	(101)	(180)	(649)

  

Short-Term Incentives/Bonuses	
In percentages	
Percent of Organizations Offer	79.0%
Percent of Incumbents Eligible	78.6%
Percent of Incumbents Received	54.6%
Average Total Actual as Percent of Base Salary	8.8%
Average Total Target as Percent of Base Salary	7.4%
In \$'000s	
Median Actual Annual Incentives/Bonuses	4.7
Median Actual Project Milestone Pay	3.2
Median Actual All Other Short-Term Incentives/ Bonuses <sup>1</sup>	1.8

  

Salary Range (\$'000s)	Median (P50)	Organization Count
Maximum	78.5	82
Midpoint	67.0	74
Minimum	48.5	82

<sup>1</sup>Includes Short-Term Incentives/Bonuses other than Project Milestone Pay and Annual Incentives/Bonuses awarded for 2002. Sign-on Bonuses were excluded from this calculation.

\*Insufficient information to report  
\*\*More than 30% of incumbents reported by one organization

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\*Sample from 2003 Study