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WHAT ORACLE TECHNOLOGY PROFESSIONALS EARN: THE 2009 IOUG SALARY SURVEY

The Premier Survey for Information Management Salaries

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RESEARCH

TABLE OF CONTENTS

<i>Executive Summary Key Findings</i>	3
<i>Database Administrators</i>	6
<i>Analysts and Developers</i>	14
<i>IT Managers</i>	20
<i>Demographics</i>	26

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Data collection and analysis performed with SurveyMethods.

EXECUTIVE SUMMARY

The economy over the past year has been turbulent, marked by painful cutbacks in many sectors. However, Oracle technology professionals appear to be weathering the storm. A new survey shows Oracle professionals reporting more robust compensation this year over last, with companies placing a high premium on database administrators. Database administrator (DBA) salaries remained steady, and more bonuses were seen. Specialties drawing the highest salaries this year include multi-terabyte database and storage management.

The role of the database administrator is expanding, and this is being reflected in the compensation companies are offering for this position. Bonuses are up, and premiums are being offered to DBAs that are managing larger, complex sites. In addition, these professionals are assuming a wider range of specialties and responsibilities, which provide greater opportunities for compensation growth.

Still, a sizeable segment of professionals saw changes in their jobs as a result of economic conditions, and many remain concerned about the impact of tighter budgets on their departments' performance.

A new survey conducted among 481 members of the Independent Oracle Users Group (IOUG) by Unisphere Research, in partnership with Ntirety, finds an increase in the number of Oracle technology professionals are near or surpassing the \$100,000 mark in their base salaries. The average salary for all the positions covered in this survey is \$95,900. More professionals are making more than \$100,000 a year. A third now make more than this benchmark, up from 30 percent in the survey a year ago. (See Figure 1.)

Oracle technology professionals covered in this survey include database administrators, analysts and developers, and IT managers. Each category is covered in detail within the pages of this report. More than half of the respondents overall are DBAs, and 16 percent are analyst/developers. Respondents came from a wide range of company sizes and types. One out of three is from a smaller organization with fewer than 1,000 employees. About 16 percent come from IT service firms, and 14 percent are with government organizations. One out of 10 represent the utility, communications, and transportation sector. By region, 87 percent of respondents come from the United States or Canada. Only North American results were included in the salary statistics shown in this report. (See Figures 24-27 in the Demographics section at the end of this report.)

Key findings include the following:

- Overall, the average base salary reported within this survey is about \$96,000 a year. There has been some movement upward in salary ranges over the past year. About a third now report making more than \$100,000, up from 30 percent in last year's survey. (See Figure 1.)
- At least 44 percent of Oracle technology professionals and managers report they received some type of bonus over the past year as well. The average bonus for all the positions covered in the survey is \$7,566. More professionals are seeing increased bonuses. About half, 45 percent, say their annual bonuses topped the \$5,000 mark, well over the 35 percent that saw these levels in last year's survey. (See Figure 2.)
- While most Oracle technology professionals seem to have skirted the worst of the economic downturn, more than a quarter did see some kind of impact on their day-to-day jobs. About 16 percent saw their jobs restructured to incorporate more responsibilities, and four percent say they were moved to another part of the business. (See Figure 3.)

While many respondents' jobs were unaffected by the recent economy, leaner budgets have not made their jobs any easier. One respondent, for example, reported that there has been a noticeable "increase in work pressure. They're now seeking full dedication and error-free performance. To keep our jobs in the safe zone, we need to be creative and implement new ideas that are profitable and revenue generators."

Another respondent says that the economy has put a crimp into training and development efforts. "We have no funding for conferences, and only minimal funding for training and books to learn," she says. "It's often necessary to just figure things out with little or no training or reference materials."

Still another respondent reported that his team is "now supporting almost twice the number of databases as compared to before the economic downturn." The IT manager at a university reports that his team is looking to consolidate database and IT operations between departments. "We now offer storage virtualization in an effort to reduce hardware and maintenance expenditures by schools, colleges and departments."

Some respondents may even see a silver lining in the economic crunch: "The economic downturn did not affect us directly," says a respondent. "But, indirectly, it helps us to maintain low level of attrition and high team-build skills."

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