

Information Technology Director / Manager

Plan, direct, or manage the information technology activities for an organization. Areas of technical responsibility may include computer hardware, software applications, networks, databases, data processing, computer programming, system security, project management, user system training, and help desk. May be responsible for managing budgets, maintaining systems, planning, system implementation and staffing. May supervise technical staff.

Degree of Match

More	14.3%
Equal	47.6%
Less	38.1%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	21	2	21	21
	Number of Employees	23	3	23	23
	Average	\$65,784	*****	7.4	6.7
	P25	\$54,400	*****	5.0	4.0
	P50	\$62,424	*****	7.0	5.0
	P75	\$79,000	*****	10.0	9.0
Bonus Eligibility	Eligible	28.6%			
	Not Eligible	71.4%			

SAMPLE

Information Technology Director / Manager (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$400,000	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
\$400,000 - \$699,999	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
\$700,000 - \$999,999	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
\$1,000,000 - \$1,499,999	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
\$1,500,000 - \$2,999,999	Number of Responses	4	1	4	4
	Number of Employees	5	2	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
\$3,000,000 - \$4,999,999	Number of Responses	4	0	4	4
	Number of Employees	5	0	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
>= \$5,000,000	Number of Responses	8	1	8	8
	Number of Employees	8	1	8	8
	Average	\$82,889	*****	9.4	7.9
	P25	\$75,416	*****	6.7	4.5
	P50	\$81,703	*****	8.8	6.5
	P75	\$94,845	*****	12.5	10.3

Information Technology Director / Manager (continued)

Region		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	9	1	9	9
	Number of Employees	11	2	11	11
	Average	\$62,219	*****	4.7	4.4
	P25	\$54,700	*****	4.0	4.0
	P50	\$61,200	*****	5.0	5.0
	P75	\$64,000	*****	6.0	5.0
South Central U.S. (AR, KS, LA, MO, OK, TX)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	5	0	5	5
	Number of Employees	5	0	5	5
	Average	\$64,938	*****	10.5	8.0
	P25	\$62,424	*****	8.5	4.0
	P50	\$64,665	*****	10.0	5.0
	P75	\$79,000	*****	12.0	10.0
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	3	1	3	3
	Number of Employees	3	1	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Information Technology Director / Manager (continued)

City / State		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Oregon	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
P75	*****	*****	*****	*****	
Portland, OR	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
P75	*****	*****	*****	*****	
Washington	Number of Responses	4	0	4	4
	Number of Employees	5	0	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
P75	*****	*****	*****	*****	

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	14	0	14	14
	Number of Employees	15	0	15	15
	Average	\$63,568	*****	6.5	5.9
	P25	\$54,475	*****	4.3	4.0
	P50	\$61,600	*****	6.5	5.0
P75	\$65,871	*****	8.0	7.0	
Suburban	Number of Responses	4	1	4	4
	Number of Employees	4	1	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
P75	*****	*****	*****	*****	
Rural	Number of Responses	3	1	3	3
	Number of Employees	4	2	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
P75	*****	*****	*****	*****	

Information Technology Director / Manager (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
P75	*****	*****	*****	*****	
Energy and Climate Action	Number of Responses	2	0	2	2
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
P75	*****	*****	*****	*****	
Environmental Health, Environmental Justice	Number of Responses	7	1	7	7
	Number of Employees	7	1	7	7
	Average	\$57,300	*****	6.3	6.3
	P25	\$53,950	*****	3.0	3.0
	P50	\$61,200	*****	5.0	5.0
P75	\$66,000	*****	10.0	10.0	
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	12	1	12	12
	Number of Employees	13	2	13	13
	Average	\$67,008	*****	8.5	7.2
	P25	\$54,544	*****	5.8	4.8
	P50	\$63,212	*****	7.5	5.5
P75	\$80,102	*****	9.4	7.3	

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