



# PayScale Market Report

## Software Developer

**Job Title:** Software Developer

**Labor Market:** Seattle, Washington, United States

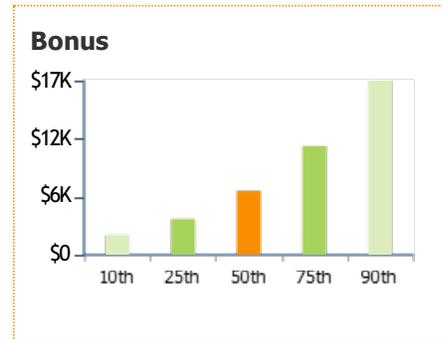
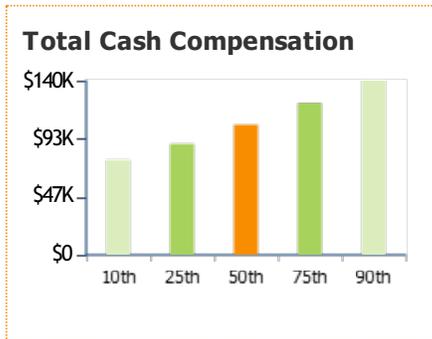
**Years of Experience:** 3-5

**Report Date:** Wednesday, April 20, 2016

**Company:** Company XYZ

## Compensation Summary

This PayScale compensation report represents a snapshot of market results for the position **Software Developer** and location **Seattle, Washington, United States**. To ensure the most accurate report, confirm that the PayScale Job and profile details on the following page describe this position and labor market accurately.



### Total Cash Compensation

**10th:** \$76,141  
**25th:** \$89,021  
**50th:** \$104,436 *Your Target*  
**75th:** \$121,795  
**90th:** \$139,885  
**Average:** \$104,922

### Base Salary

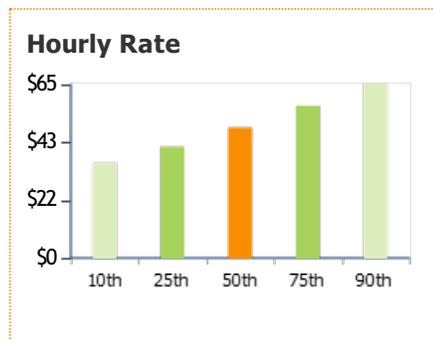
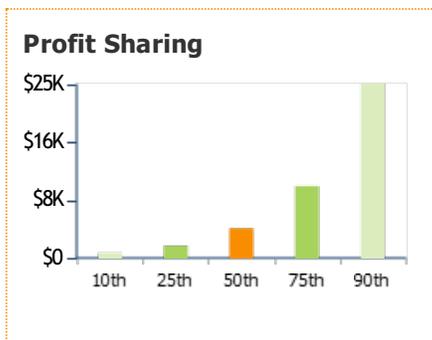
**10th:** \$73,983  
**25th:** \$86,444  
**50th:** \$101,394 *Your Target*  
**75th:** \$118,164  
**90th:** \$135,441  
**Average:** \$101,849

*96% Reported*

### Bonus

**10th:** \$1,958  
**25th:** \$3,581  
**50th:** \$6,393 *Your Target*  
**75th:** \$10,920  
**90th:** \$17,487  
**Average:** \$6,822

*49% Reported*



### Profit Sharing

**10th:** \$775  
**25th:** \$1,797  
**50th:** \$4,246 *Your Target*  
**75th:** \$10,171  
**90th:** \$24,584  
**Average:** \$5,115

*9% Reported*

### Hourly Rate

**10th:** \$35.57  
**25th:** \$41.56  
**50th:** \$48.75 *Your Target*  
**75th:** \$56.81  
**90th:** \$65.12  
**Average:** \$48.97

*4% Reported*

## Job Summary

Write, modify, and debug software for client applications. Use source debuggers and visual development environments. Test and document software for client applications. Write code to create single-threaded, multi-threaded or user interface event driven applications, either stand-alone and those which access servers or services. Typical years experience in field of 3-5. Typically holds Bachelor's Degree. Supervisory Role: No. Skills/Specialties include Ruby on Rails, Java.

## Answers to Compensable Factors

Ordered by matching precedence

1. PayScale Job Title: Software Developer
2. Location: Seattle-Bellevue-Everett, Washington Metropolitan Area
3. Years Experience Range: 3-5
4. Skill/Specialty: Ruby on Rails, Java
5. Certification/License: Skipped
6. Organization Type: Company
7. Organization's Industry: Customer Computer Programming or Software Development
8. Avg. Size of Competing Organizations: 500
9. Typical Degree Level: Bachelor's Degree
10. Supervisory Role: No
11. Employer is a Government Contractor: No

## Report Stats

Report date: **April 20, 2016**

Effective date: **March 21, 2016**

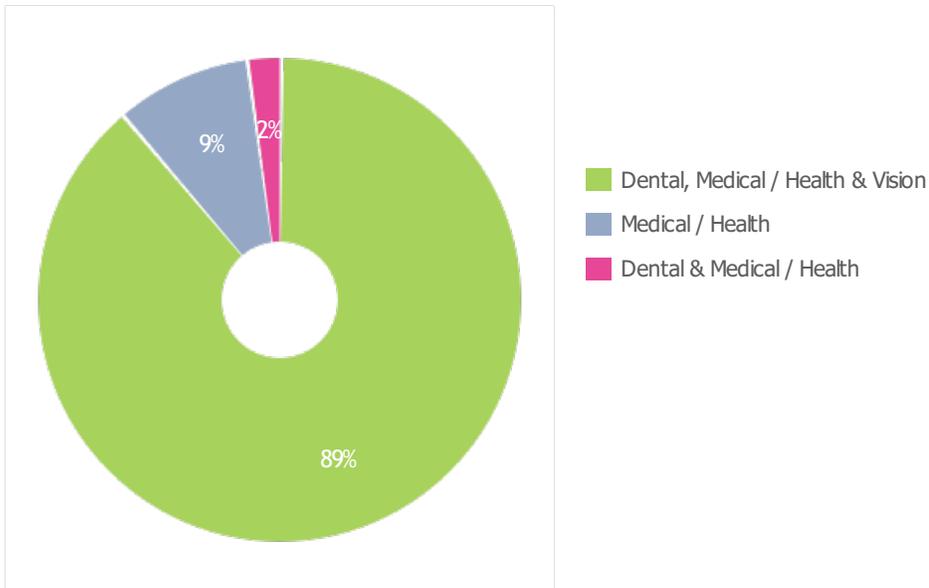
Algorithm version: **2016.02**

Profiles analyzed: **49,214**

Report rating (1 to 5): **3.8**. Pay is mostly consistent but has some variability for this job in this labor market. Use this report with confidence.

## Benefits Summary

The following chart lists popular benefits for the position **Software Developer** and location **Seattle, Washington, United States**. The percentages represent the distribution of data collected from individuals who have reported receiving such benefits from their employers.



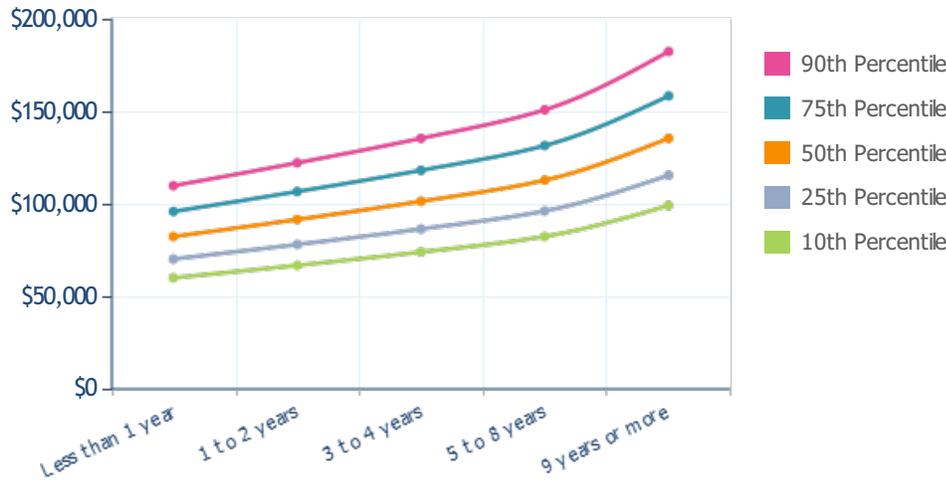
Benefit	Percent Received
Dental, Medical / Health & Vision	89%
Medical / Health	9%
Dental & Medical / Health	2%

### Other Popular Benefits for this Position:

- 401(k)
- Casual Dress/Atmosphere
- Paid Sick Leave
- Paid Holidays / Vacation
- Life Insurance/Disability

Software Developer

## Salary By Experience



	Percent	10th	25th	50th	75th	90th
<b>Base Salary - Your Search</b>		<b>\$73,982</b>	<b>\$86,444</b>	<b>\$101,394</b>	<b>\$118,164</b>	<b>\$135,440</b>
Less than 1 year	16.7%	\$59,998	\$70,175	\$82,320	\$95,883	\$109,796
1 to 2 years	25.6%	\$66,753	\$78,042	\$91,544	\$106,650	\$122,175
3 to 4 years	17.8%	\$73,967	\$86,426	\$101,373	\$118,140	\$135,413
5 to 8 years	20.8%	\$82,364	\$96,160	\$112,785	\$131,508	\$150,868
9 years or more	19.1%	\$99,137	\$115,448	\$135,449	\$158,328	\$182,367

## Methodology



## Data Collection

At PayScale, we administer the largest real-time salary survey in the world with more than 150,000 new survey records being added every month for positions from every industry, company size and location. Our database of more than 54 million salary profiles is updated nightly to reflect the most detailed, up-to-date compensation information available.

We collect data 24/7/365 from visitors to our website, [www.payscale.com](http://www.payscale.com). They come for many reasons, but mostly to prepare to ask for a raise, evaluate a job offer, or just to know how they stack up against others in similar positions.

## Data Validation

### Data Filtration

Profiles are reviewed using advanced, patent-pending algorithms to check for outliers or illogical data sequences before being used in our reports. Any data profile deemed questionable, incomplete, outside expectations or duplicated is discarded and not used in calculating compensation.

### Defend Against Attempts to "Stuff the Ballot Box"

Our validation algorithm automatically detects and rejects excessive data coming from any one person or IP address.

### Standardize the Data

You say "computer programmer," I say "software developer." PayScale technology normalizes data across multiple attributes to recognize that we're talking about the same job.

### Data Accuracy

Our research has shown that our market data is not only within expected ranges, but is more accurate than reports from other data providers. This is because the reported data is more precisely matched to both the type and size of organization, and the skills and experience of the position.

## Data Analysis and Reporting

Individual profiles are maintained in our database in their entirety, preserving the detailed data points that make each record unique. Our software does not modify or blend profile data, use inflation or cost-of-living adjustments, or age data. This way, we help you avoid the shortcomings of traditional surveys that use "averages of averages" or "surveys of surveys" approaches to market data reporting.

## Market Match™

The MarketMatch™ algorithm looks at more than 250 compensable factors and the relationships between those factors when finding the ideal matches for positions. For example, it has the intelligence to identify the facts that most employers pay more for employees with more experience or who are located in large urban areas. Even with as much data as we have (more than 15,000 job titles), there can still be gaps and in those cases, MarketMatch makes sophisticated mathematical predictions to get the answers you need.