

10 Years of Tech Salaries Across America: 2025 State Rankings

Tech jobs are booming, but not everyone is earning more.

Over the past 10 years, most U.S. states saw tech salaries rise, but in **more than 1 in 10 states**, real wages dropped after adjusting for inflation.

In this DesignRush report, we reviewed tech salary data across 50 states from 2014 to 2024. Using BLS data and wage statistics, we calculated real pay growth (or decline) for six high-paying tech roles. Then we ranked the states based on how much tech workers’ earnings changed over the decade.

Key Findings

- **Idaho** had the highest tech salary growth over 10 years: **+26.1%**, or **\$24,738** more in 2024.
- **Wyoming** had the largest drop: **−6.6%**, or **\$8,158** less than in 2014.
- **Montana, Kentucky, and Florida** ranked in the top 5 growth states, despite not being major tech hubs.
- **Delaware, Rhode Island, and Mississippi** were among the 5 worst states, each with salary drops over **3%**.
- **New York, Oregon, and New Jersey** also saw declines, surprising for high-cost, tech-heavy states.
- Of six tech roles analyzed, only **five** showed real income growth. Computer & Info Research Scientists saw a decline.

Top 5 States with Highest Tech Salary Growth in 2025

After adjusting for inflation, these are the top states based on real income growth for six major tech roles:

Rank	State	Inflation-Adjusted 2014 Salary	Salary 2024	Earnings Increase (US\$)	Growth (%)
1	Idaho	\$94,687	\$119,425	\$24,738	26.13%
2	Montana	\$81,022	\$99,550	\$18,528	22.87%
3	North Dakota	\$80,024	\$97,592	\$17,568	21.95%
4	Kentucky	\$89,084	\$104,138	\$15,054	16.90%
5	Florida	\$100,272	\$117,155	\$16,883	16.84%

View [Full Ranking](#)

1. Idaho (26.13%)

Idaho takes the top spot with a 10-year salary increase of \$24,738, rising from \$94,687 in 2014 to \$119,425 in 2024. Tech pay in the state grew over 26% even after adjusting for inflation.

Roles like Network Architects saw some of the biggest gains, with salaries jumping nearly 31%. Boise's affordable living, remote work trend, and growing startup scene are helping Idaho attract more tech talent than ever before ([BBN Times](#)).

2. Montana (22.87%)

Montana comes in second with a real salary growth of \$18,528 over the last decade. Average tech wages grew from \$81,022 in 2014 to \$99,550 in 2024.

Remote-friendly hiring and lower costs of living have made Montana increasingly attractive for tech workers. Information Security Analysts had the strongest growth here, with salaries climbing nearly 35%, a sign that even rural states are becoming part of the digital economy.

3. North Dakota (21.95%)

In third place, North Dakota tech salaries rose by \$17,568 over 10 years, growing from \$80,024 to \$97,592. The state's energy and agriculture sectors are going digital, helping drive demand for skilled tech roles. Network Architects, in particular, saw salaries soar by nearly 40%, making it the best-paid tech role in the state.

4. Kentucky (16.90%)

Kentucky ranks fourth, with average tech pay rising from \$89,084 in 2014 to \$104,138 in 2024, a \$15,054 gain.

The state is seeing more investment in areas like logistics tech, automation, and business services. Cities like Louisville and Lexington have become [key centers](#) for e-commerce and distribution, which is fueling demand for tech talent and boosting wages.

5. Florida (16.84%)

Florida ranks fifth best state, with a salary bump of \$16,883 over the decade. Tech wages increased by 17%, from \$100,272 in 2014 to \$117,155 in 2024.

Miami's fintech boom, no personal income tax, and increasing tech investment from out-of-state companies are making Florida a fast-growing hotspot for high-paying tech jobs.

5 States with the Highest Tech Salary Decline in 2025

Rank	State	Inflation-Adjusted 2014 Salary	Salary 2024	Earnings Increase (US\$)	Decline (%)
1	Wyoming	\$123,258	\$115,100	-\$8,158	-6.62%
2	Delaware	\$128,248	\$119,822	-\$8,426	-6.57%
3	Rhode Island	\$119,591	\$114,742	-\$4,849	-4.05%
4	Mississippi	\$88,747	\$85,290	-\$3,457	-3.90%
5	Kansas	\$102,486	\$99,930	-\$2,556	-2.49%

1. Wyoming (-6.62%)

Wyoming is the worst state for tech professionals based on salary trends over the last decade. Average tech pay fell by \$8,158, from \$123,258 in 2014 to \$115,100 in 2024, marking a -6.62% decline, the largest in the country.

The drop may reflect limited digital transformation in the state’s economy, which relies heavily on mining and energy.

2. Delaware (-6.57%)

Delaware ranks second-worst for tech salary growth, with earnings down by 6.57% in 10 years.

Tech salaries dropped from \$128,248 to \$119,822, a loss of \$8,426. The state’s former strength in fintech and legal tech may be fading, with companies shifting operations to more competitive and cost-effective locations.

3. Rhode Island (-4.05%)

Rhode Island is among the top 3 states with the biggest tech salary declines. From 2014 to 2024, average wages fell by \$4,849, from \$119,591 to \$114,742.

The decline likely stems from limited job growth and competition from neighboring state, Massachusetts, which offers higher pay and more tech opportunities.

4. Mississippi (-3.90%)

Mississippi ranks fourth in tech salary decline, with a 3.9% drop over the decade. Already on the lower end of salary spectrum, Mississippi dropped from \$88,747 to \$85,290. The \$3,457 decline could signal slow adoption of IT transformation across key industries.

5. Kansas (-2.49%)

Kansas is the fifth-worst state for tech salary growth over the past decade. Average tech pay dropped by \$2,556, from \$102,486 in 2014 to \$99,930 in 2024.

While there’s some growth in aerospace tech, the overall tech industry in Kansas hasn’t seen much progress.

Where Tech Workers Earn More in 2025

Some states continue to offer the highest tech salaries in the country. But, that doesn’t mean salaries are growing fast.

California leads with the highest average pay at \$152,825, up from \$140,600 in 2014, an 8.7% increase. Washington follows, with salaries rising from \$131,119 to \$149,435, a 14% gain.

Meanwhile, Maryland, Virginia, and Massachusetts also offer high wages but only saw small increases between 4% and 5% over the decade.

Even though these states pay well, the salary growth mostly kept pace with inflation. That means tech workers didn’t gain much more buying power compared to 10 years ago

How Key Tech Roles Have Changed (2014–2024)

Role	2014 Salary (Adj.)	2024 Salary	Growth (%)
Web Developers	\$81,682	\$87,949	7.67%
Information Security Analysts	\$82,723	\$116,076	6.87%
Software Developers	\$90,450	\$125,526	5.70%
Computer Network Architects	\$93,508	\$125,573	2.28%
Computer Hardware Engineers	\$96,299	\$128,078	1.30%
Computer & Info Research Scientists	\$103,841	\$132,991	−2.46%

1. Web Developers

Web Developers saw the biggest percentage growth, up 7.67% over the decade. This is likely driven by the rise of digital-first businesses, online commerce, and marketing automation.

2. Information Security Analysts

Security analysts gained \$33,000 more than a decade ago — a 6.87% increase. Demand for cybersecurity talent is soaring as businesses face growing threats and compliance regulations.

3. Software Developers

Software developers saw strong growth (+5.7%) and a \$35K salary bump. From mobile apps to AI tools, companies across all industries need software talent to build and maintain digital systems.

4. Computer Network Architects

Network Architects earned \$32K more in 2024 than in 2014, but their salary growth was more modest at 2.28%. While the demand remains steady, especially for cloud networking, salary growth lagged behind inflation.

5. Computer Hardware Engineers

Despite a \$31K increase, this role saw only 1.3% real wage growth. Much of the hardware market has matured, and job demand has shifted more toward software and AI development.

6. Computer & Information Research Scientists

This is the only role experiencing a decline (–2.46%). While still well-paid, research roles in academia and R&D have seen slower hiring and fewer funding opportunities in recent years.

Methodology

This analysis is based on U.S. Bureau of Labor Statistics' Occupational Employment and Wage Statistics (OEWS). Data includes:

- Inflation-adjusted 2014 salaries using CPI
- 2024 nominal salaries
- States with full data coverage (Colorado excluded as per BLS notice)
- Key tech occupations selected via SOC codes

For source accuracy, see [BLS tables](#) and CPI info.