

This modeling experiment/simulation demonstrates that companies in the U.S. in IT software programming could be adding up to 56% of additional salary income due to their flexible work arrangements

**EXTENDED SALARIES IN  
THE ICT INDUSTRY IN  
THE U.S. A SIMULATION  
UNDER THE  
SALARY+IMPACT  
INDEX® CERTIFICATION**

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GEORGE MONRAY. PRINCIPAL OF ECONTIME  
CONSULTANTS.

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**ECONTIME  
CONSULTANTS**



# EXTENDED SALARIES IN THE INFORMATION TECHNOLOGY INDUSTRY UNDER THE SALARY+IMPACT INDEX® CERTIFICATION

## CASE STUDY OF SOFTWARE PROGRAMMING IN THE UNITED STATES, YEAR 2026

### Presentation

This experimentation and modeling paper from Econtime Consultants shows a possible simulation of what the economic benefits would be for employees working as programmers in companies in the software sector in the U.S. in the year 2026. It is estimated as a hypothesis what the non-salary benefits would be on top of the financial salaries received by employees after economically evaluating the impact of flexible work (FWA). In reality, we know the financial salaries that programmers charge, but we do not know the real impact on the direct economy of employees by working in a flexible or remote environment. This paper will calculate the deviation between the financial salary actually collected and the economic impacts of having more free time, as well as the savings in direct costs of going to work.

### THE CONTEXT OF WORK AND THE CALCULATION EVPT (ECONOMIC VALUE OF THE PERSONAL TIME)

Data obtained from public sources and also dumps from the use of AI platforms have been taken. Work is limited to the U.S., the programming and software development sector in the United States has an estimated workforce of between 1.7 and 2 million active employees (U.S. Bureau of Labor Statistics, 2025).

The average salaries in the U.S. in the programming industry in 2026 are gross salaries between \$133,000 and \$149,000 (average \$141,000), which generates net salaries between \$99,000 and \$110,000 (average \$104,000) (*Whatstheharay 2026*).

The average age in this industry is 39 years old. In that age group, the average American has between 1 and 2 children. The financial situation of average Americans is 29% debt versus assets, so this initial hypothesis is used in our experimentation model.

Longevity expectations in the U.S. in 2026 are 81.4 years for women and 76.5 for men; applying an average, we get 78.95 (79 years) (*Macrotrends, 2026*).

The family responsibility of each employee is obviously unknown, but we start from the basis of a value of 0.5. This is the value associated with the family burden. The value entered in our model must be between 0 and 1. The closer to 1, the greater the family burden. This value is used to model the degree of dependence on dependents, whether they are children, adults, etc.

En cuanto al cálculo  $T_s$  hemos aplicado una hipótesis o suposición de valor medio estable, no agresivo y moderado de 1,5. Hay que decir que  $T_s$  es la valoración subjetiva que hacen los empleados sobre su tiempo

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free. This value represents how important it is for the employee, the value of their free time versus their working time. If you consider that the time off for an employee is twice as valuable as your working time, then  $T_s = 2$ .

The perception of health that the person has at 39 years of age (average age in the industry analyzed) is usually good, so we have applied a hypothesis-assumption of 90% in the variable "perception of health", understanding that most individuals in these ages are almost in full physical shape, although we must be aware that this will not be the case in all cases.

After modulating calculations based on the EVPT formula (Monray, 2025) of the above variables, we obtain a result of the economic value of Personal Time (EVPT) of \$193.79/hour on average for each employee. That is, the price of each free hour of each employee.

According to data from the *U.S. Bureau of Labor Statistics (BLS)*, workers who telework in professional occupations (including software and IT) perform on average around 40 hours per week, of which approximately 65% are done remotely.

## **OTHER DIRECT COSTS AND SAVINGS DUE TO FLEXIBILITY**

### **Costs of working at home.**

There are a number of costs for the employee when they are working remotely. For example, the energy, heating, air conditioning, or internet costs you incur if you work from home. It is based on the hypothesis or assumption that the company does not pay for this, and if it does, it is already included in the salary.

On the other hand, the employee, when working at home, saves other direct costs derived from going to work by car or some other transport. This translates into lost hours behind the wheel, parking costs, petrol or depreciation of your own vehicle, for example.

In our model, we make a final adjustment to the employee's salary by adding the equation of savings and costs, both induced by flexibility.

### **Conclusions**

We have seen that, after applying the above assumptions, the price per hour worked and paid to an employee in the IT and programming sector is \$48.17 while the value that each free hour or personal hour of his time represents for him scales to \$193.79. Given that companies in this industry are very prone to flexible work designs (FWAs) and remote work, and that 65% of the employee's time is dedicated to work. Imagine if you asked all employees in this industry how much time they have actually recovered this last year of their personal lives because of the corporate flexibility they are offered; In this case we have started from the hypothesis of 6 hours per week.





The results obtained are based on the fact that an average salary, after paying taxes in the US, is \$104,000 in an industry that applies 65% of the time worked flexibly and based on each employee being able to recover 6 hours per week of their free time, in reality, the salary equivalent obtained would be \$162,768. which means an increase of 56% on the financial salary.



Figures 1-2. Extended salary in the ITC industry in the USA year 2026 and sector certification

Now is the time to communicate these good results to employees and publish them on the company's social networks, without a doubt, this will contribute to improving corporate reputation, attracting and retaining talent more easily.

### OUR CERTIFICATION FOR THE IT PROGRAMMING-USA INDUSTRY, 2026

With the Salary+ Impact Index being 56% (5.6), this means that the industry contributes  $\geq 1.3$  points on the financial salary, so it obtains the highest certification, SALARY+IMPACT INDEX PLATINUM.

#### Limitations of the study and use of assumed variables.

The results and conclusions presented in this study are derived from an experimental framework based on assumed variables and statistical projections of the current labor market. Due to the simulated or estimated nature of these variables, the data presented should be interpreted as analytical approximations and trend models, and not as absolute factual records. The author assumes no responsibility for any variations, deviations or discrepancies that may arise when contrasting these assumptions with real and empirical data from the sector. This work is published for informational, guidance and academic purposes only, and therefore does not constitute financial, legal or professional recruitment advice.





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