



2021

National IT Salary Survey

As we spoke to our clients about compensation trends this year and looked ahead to 2021, here's what we heard. We also partnered with Payscale to pull the average salaries for tech jobs that are trending upward.

The Compensation Conversation

We see four key trends leading salary and rate negotiation in 2021.

1

Pandemic affecting salary increases

We have heard from companies across the country that the pandemic has disrupted their plans for salary increases in 2021. Some of our clients are exploring variable pay models or customized benefits packages if they can't raise salaries across the board.

2

Geographical location determining pay

Views on geographical location affecting pay is a mixed bag. We see some clients in big cities reducing pay when workers decide to move to less-expensive cities. However, reducing compensation for remote workers could increase the risk for employee turnover and disengagement. One of our clients commented how they compensate employees in line with the local labor market that they're moving into next, and align internal equity to factor in how other employees are paid working in a similar role and/or location.

3

Remote work is no longer a perk; it's the standard

Gone are the days where you could pay an employee less because you offer remote work options as a perk. Remote work is here to stay – long after the pandemic ends – leaving many companies scrambling to pay competitive rates.

4

Transparency and equality in pay

Our recruiters have noticed a definite uptick in transparency with much more open and direct communication. Our Agile coaches have noticed that client employees are more motivated when salaries are transparent. They work harder, they're more productive, and they're better at collaborating. The MATRIX Diversity and Inclusion initiative is studying the issue of gender pay gaps. Gender pay gaps between men and women exist even when other factors, including experience, roles, education and location are controlled. The tech industry isn't leading in this arena. In short, there is much work to be done.

Technology Salaries

Below represents National Total Cash Compensation (salary, bonus, etc) percentiles for specific roles.

Category	Title	25th	50th	75th	90th
Agile/Scrum	Agile Coach	\$117,819	\$149,254	\$180,915	\$219,908
	Product Owner	\$84,427	\$103,665	\$126,260	\$150,189
	Product Manager	\$74,612	\$93,444	\$117,149	\$144,141
	RTE/Release Train Engineer	\$78,061	\$92,740	\$110,457	\$130,205
	ScrumMaster	\$86,248	\$103,765	\$123,436	\$143,734
Database & Business Intelligence	Big Data Engineer/Architect	\$78,863	\$93,739	\$111,205	\$129,762
	Business Intelligence Analyst	\$62,946	\$75,419	\$91,109	\$109,738
	Business Intelligence Architect	\$109,633	\$125,577	\$143,664	\$162,333
	Business Intelligence Developer	\$76,148	\$91,396	\$109,442	\$129,170
	Data Analyst	\$47,817	\$58,333	\$70,882	\$84,388
	Data Architect	\$107,936	\$132,358	\$161,380	\$195,909
	Data Center Director	\$59,592	\$64,995	\$70,259	\$75,129
	Data Management Director	\$84,424	\$131,988	\$174,178	\$208,229
	Data Modeler	\$72,709	\$87,878	\$106,007	\$125,434
	Data Scientist	\$101,029	\$124,889	\$152,877	\$183,092
	Data Warehouse Analyst	\$68,746	\$84,411	\$100,999	\$118,257
	Data Warehouse Developer	\$75,384	\$88,488	\$104,272	\$121,525
	Data Warehouse Manager	\$121,289	\$137,636	\$155,145	\$172,996
	Database Administration Manager	\$90,106	\$113,144	\$134,431	\$156,003
	Database Administrator	\$63,349	\$80,690	\$101,053	\$122,753
	Database Analyst	\$52,849	\$65,573	\$82,434	\$103,579
	DevOps Site Reliability Engineer (SRE)	\$83,567	\$100,260	\$119,371	\$139,394
	Oracle Database Administrator	\$63,602	\$80,568	\$100,393	\$121,435
	Reporting Analyst	\$53,564	\$63,740	\$75,402	\$87,532
	Software Developer, Big Data	\$82,324	\$99,509	\$120,226	\$143,903
SQL Server Database Administrator	\$74,087	\$91,488	\$111,650	\$132,807	

Category	Title	25th	50th	75th	90th
CRM / ERP	CRM Administrator	\$45,215	\$58,555	\$76,317	\$102,208
	CRM Application Architect	\$100,088	\$119,611	\$144,234	\$173,927
	ERP Analyst	\$68,011	\$80,019	\$94,304	\$109,832
	ERP Program Manager	\$99,886	\$121,829	\$146,451	\$172,860
	ERP Programmer	\$63,903	\$80,776	\$102,068	\$126,381
	ERP Project Manager	\$77,399	\$96,881	\$118,107	\$140,596
	Salesforce Adminstrator	\$60,916	\$72,660	\$86,406	\$100,951
	Salesforce Developer / Engineer	\$82,642	\$97,150	\$112,521	\$127,556
	SAP Basis Consultant	\$73,532	\$92,879	\$117,665	\$150,392
	SAP Program Manager	\$119,757	\$156,502	\$196,881	\$239,219
	SAP Project Manager	\$114,302	\$141,963	\$169,858	\$198,625
Executives	Chief Digital Officer	\$150,370	\$197,952	\$257,743	\$325,215
	Chief Information Officer (CIO)	\$138,340	\$182,115	\$237,123	\$299,197
	Chief Information Security Officer (CISO)	\$142,545	\$181,747	\$226,464	\$273,870
	Chief Technology Officer (CTO)	\$132,179	\$172,620	\$218,129	\$265,683
	Vice President , Information Technology	\$134,703	\$167,242	\$202,634	\$238,444
Mobile Development	Android Developer	\$86,833	\$105,912	\$128,681	\$154,358
	iOS Developer	\$79,707	\$96,890	\$117,688	\$141,504
	Hybrid Mobile Application Developer	\$75,341	\$96,736	\$128,250	\$176,160
Network Infrastructure	Citrix Administrator	\$75,132	\$93,805	\$117,107	\$142,994
	Citrix Engineer	\$104,603	\$123,600	\$144,839	\$166,580
	Cloud Architect (AWS, Azure, Google)	\$107,316	\$132,634	\$154,674	\$174,064
	Cloud Developer (AWS, Azure, Google)	\$80,811	\$97,563	\$117,979	\$141,615
	Cloud Engineer (AWS, Azure, Google)	\$88,167	\$110,616	\$141,228	\$182,184
	Enterprise Infrastructure Architect	\$66,943	\$77,541	\$90,555	\$106,512
	Linux Administrator	\$66,826	\$81,040	\$97,509	\$115,252
	Network Administrator (Cisco, Juniper)	\$51,670	\$62,886	\$76,309	\$90,939
	Network Architect	\$110,168	\$132,293	\$153,830	\$175,538
	Network Engineer (Cisco, Juniper)	\$65,439	\$79,889	\$97,380	\$117,024
	Server Administrator	\$54,912	\$66,347	\$80,016	\$94,853
	Storage Engineer (EMC, Hitachi, IBM)	\$75,830	\$94,765	\$119,069	\$147,829
	System(s) Engineer	\$69,660	\$85,221	\$103,729	\$123,875
Systems Administrator	\$54,912	\$66,347	\$80,016	\$94,853	

Category	Title	25th	50th	75th	90th
	Systems Architect	\$98,350	\$123,141	\$150,125	\$178,357
	Telecommunications Analyst	\$52,240	\$64,880	\$79,408	\$94,687
	Unified Communications Engineer	\$80,291	\$97,094	\$116,980	\$138,488
	UNIX Administrator	\$87,740	\$105,957	\$125,288	\$145,905
Programming/ Software Engineering	Applications Development Manager	\$113,070	\$137,724	\$164,633	\$193,742
	Applications Engineer	\$67,946	\$80,161	\$96,115	\$117,021
	Applications Systems Architect	\$103,998	\$122,734	\$145,648	\$171,989
	Fullstack Developer	\$77,841	\$93,967	\$113,930	\$138,107
	Java Architect	\$92,600	\$113,711	\$135,730	\$159,812
	Java Developer	\$72,980	\$89,510	\$109,098	\$131,119
	.NET Architect	\$101,025	\$122,293	\$143,093	\$164,146
	.NET Developer	\$72,846	\$88,605	\$107,902	\$131,449
	Python Developer	\$77,802	\$94,627	\$114,561	\$136,686
	Software Development Engineer in Test	\$64,017	\$80,701	\$99,727	\$120,076
	Software Engineer	\$71,495	\$87,528	\$106,632	\$128,192
	Software Support Engineer	\$60,494	\$72,138	\$85,567	\$99,551
	Info Security	Cybersecurity Architect	\$88,737	\$108,888	\$133,289
Governance Risk & Compliance Auditor		\$53,448	\$65,642	\$82,230	\$104,489
Information Security Director		\$116,624	\$149,670	\$178,457	\$203,507
Information Security Engineer		\$86,965	\$107,806	\$131,470	\$156,515
Information Security Risk Analyst		\$60,894	\$75,094	\$92,127	\$111,042
Penetration Tester		\$67,977	\$93,110	\$126,310	\$165,574
SecDevOps Engineer		\$90,374	\$109,020	\$130,561	\$153,231
Systems Analyst		\$66,684	\$80,666	\$96,674	\$113,318
Technical Support	Help Desk Manager	\$59,068	\$70,425	\$84,452	\$101,022
	Help Desk Support	\$36,444	\$43,543	\$52,112	\$61,614
	LAN/WAN Administrator	\$52,150	\$63,520	\$77,096	\$91,853
	Network Operations Technician (NOC)	\$43,951	\$52,759	\$63,978	\$77,421
	PC Technician	\$32,071	\$39,230	\$47,328	\$55,811
	Technical Support Analyst	\$39,438	\$48,139	\$59,582	\$74,060

Category	Title	25th	50th	75th	90th
Quality Assurance/ Software Testing	Quality Assurance (QA) / Test Automation Engineer	\$65,687	\$77,314	\$90,831	\$106,065
	Performance Test Engineer	\$78,936	\$92,668	\$108,789	\$125,799
	Release Engineer	\$78,061	\$92,740	\$110,457	\$130,205
	Software Quality Assurance (SQA) Analyst	\$54,514	\$66,088	\$79,083	\$92,496
Web Design/ Development, Ui/Ux, and Content Management	Content Manager / Content Management Analyst	\$55,743	\$68,513	\$84,712	\$103,714
	(UI Developer – ReactJS)	\$81,889	\$99,413	\$121,604	\$147,452
	Content Specialist / Social Media Specialist	\$40,940	\$49,266	\$58,846	\$69,282
	Front End Developer (JavaScript)	\$63,212	\$76,702	\$92,217	\$108,523
	UX Designer	\$67,928	\$82,996	\$101,497	\$122,940
	Web Developer	\$46,800	\$59,288	\$74,266	\$90,874
Techno-Functional	Business Analyst / Business Systems Analyst	\$59,561	\$71,623	\$86,517	\$103,547
	Business Process Consultant / BPM Consultant	\$67,035	\$85,794	\$110,205	\$141,396
	Change Management Analyst	\$53,731	\$64,028	\$76,339	\$89,536
	Geographic Information Systems (GIS) Analyst	\$46,161	\$54,660	\$65,788	\$79,884
	Instructional Designer	\$55,766	\$66,697	\$81,403	\$101,769
	IT Program Manager	\$100,641	\$123,206	\$148,562	\$175,937
	IT Project Coordinator	\$48,628	\$59,501	\$73,161	\$89,511
	IT Project Manager	\$76,404	\$96,183	\$117,860	\$141,011
	Organizational Change Management Consultant / OCM Consultant	\$84,096	\$102,636	\$126,854	\$156,663
	Project Lead – Applications / Systems Programming	\$66,017	\$79,101	\$93,882	\$109,116
Technical Writer	\$50,872	\$63,627	\$79,429	\$97,016	

About MATRIX

MATRIX pinpoints the exact solutions you need to discover and develop high performing teams—for today’s challenges and tomorrow’s opportunities. Our blend of IT and professional staffing, and agile consulting gets you further, faster. Over 37 years, we’ve built a stellar reputation and national reach by doing the right thing.