



2021

Chicago 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 several companies report 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 Total Cash Compensation (salary, bonus, etc) percentiles for specific roles in the Chicago metropolitan area.

Category	Title	25th	50th	75th	90th
Agile	Agile Coach (Enterprise)	\$115,415	\$142,106	\$167,834	\$199,484
	Product Owner	\$77,148	\$95,417	\$117,740	\$142,086
	Product Manager	\$89,648	\$107,729	\$128,300	\$149,455
	RTE/Release Train Engineer	\$96,443	\$114,342	\$134,247	\$137,673
	Scrum Master	\$87,676	\$103,948	\$122,043	\$140,425
Database & Business Intelligence	Big Data Engineer/Architect	\$78,337	\$91,741	\$107,276	\$123,449
	Business Intelligence (BI) Analyst	\$63,080	\$74,673	\$88,449	\$103,364
	Business Intelligence (BI) Architect	\$114,207	\$128,881	\$145,123	\$161,454
	Business Intelligence (BI) Developer	\$74,225	\$88,677	\$105,327	\$122,632
	Data Analyst	\$50,466	\$61,151	\$73,810	\$87,235
	Data Architect	\$113,051	\$136,106	\$161,466	\$188,798
	Data Center Director	\$60,687	\$65,893	\$70,829	\$75,242
	Data Management Director	\$114,906	\$141,699	\$165,924	\$187,321
	Data Modeler	\$73,855	\$88,080	\$104,616	\$121,859
	Data Scientist	\$93,444	\$111,714	\$132,075	\$153,181
	Development Operations (DevOps) Engineer	\$84,269	\$99,727	\$117,114	\$134,851
	Data Warehouse Analyst	\$70,309	\$84,544	\$98,691	\$112,212
	Data Warehouse Developer	\$81,956	\$95,553	\$111,524	\$128,343
	Data Warehouse Manager	\$126,407	\$140,304	\$154,044	\$166,846
	Database Administrator (DBA)	\$68,686	\$86,607	\$107,020	\$128,226
	Database Administration (DBA) Manager	\$100,285	\$116,848	\$131,553	\$145,584
	Database Analyst	\$54,064	\$66,513	\$82,115	\$99,915
	Oracle Database Administrator (DBA)	\$68,862	\$86,565	\$106,685	\$127,545
	Reporting Analyst	\$55,765	\$65,277	\$75,929	\$86,730
	Software Developer, Big Data	\$85,788	\$101,576	\$119,362	\$137,862
SQL Server Database Administrator	\$79,687	\$97,174	\$116,898	\$137,125	

Category	Title	25th	50th	75th	90th
CRM / ERP	Customer Relationship Management (CRM) Administrator	\$46,941	\$58,828	\$73,438	\$91,943
	CRM Application Architect	\$105,044	\$122,086	\$142,021	\$163,710
	Salesforce Developer / Engineer	\$82,104	\$95,617	\$109,649	\$123,140
	ERP Analyst	\$71,856	\$83,479	\$96,745	\$110,346
	ERP Program Manager	\$92,138	\$110,709	\$131,549	\$153,842
	ERP Programmer	\$70,716	\$87,382	\$107,484	\$129,210
	ERP Project Manager	\$82,411	\$102,221	\$123,076	\$144,090
	SAP Consultant	\$73,124	\$89,996	\$110,169	\$134,696
	SAP Program Manager	\$127,153	\$162,003	\$199,370	\$237,450
	SAP Project Manager	\$119,244	\$145,841	\$169,980	\$191,580
Executives	Chief Digital Officer	\$192,467	\$252,255	\$326,017	\$407,748
	Chief Information Officer (CIO)	\$174,970	\$229,323	\$296,379	\$370,680
	Chief Information Security Officer (CISO)	\$165,295	\$202,577	\$243,429	\$284,752
	Chief Technology Officer (CTO)	\$127,219	\$164,201	\$206,569	\$251,409
	Vice President (VP), IT	\$133,361	\$160,976	\$191,547	\$222,434
Mobile Development	Android Developer	\$78,748	\$93,788	\$110,738	\$128,428
	iOS Developer	\$82,739	\$98,183	\$115,610	\$133,770
	Hybrid Mobile Application Developer	\$74,621	\$91,875	\$112,835	\$136,738
Network Infrastructure	Citrix Administrator	\$78,692	\$95,339	\$115,455	\$137,123
	Citrix Engineer	\$98,466	\$114,429	\$131,779	\$149,104
	Cloud Architect (AWS, Azure, Google)	\$98,844	\$119,132	\$136,342	\$150,885
	Cloud Developer (AWS, Azure, Google)	\$87,563	\$103,566	\$121,689	\$140,617
	Cloud Engineer (AWS, Azure, Google)	\$90,479	\$111,232	\$138,135	\$171,648
	Enterprise Infrastructure Architect	\$66,097	\$75,158	\$85,165	\$95,455
	Linux Administrator	\$69,696	\$83,999	\$99,617	\$115,253
	Network Administrator (Cisco, Juniper)	\$51,535	\$62,315	\$74,785	\$87,775
	Network Architect	\$119,202	\$140,739	\$159,998	\$177,623
	Network Engineer (Cisco, Juniper)	\$65,519	\$79,223	\$95,002	\$111,395
	Server Administrator	\$58,461	\$69,926	\$83,144	\$96,853
Storage Engineer (EMC, Hitachi, IBM)	\$74,358	\$91,253	\$111,837	\$134,419	

Category	Title	25th	50th	75th	90th
	System(s) Engineer	\$67,583	\$81,584	\$97,566	\$114,057
	Systems Administrator	\$58,461	\$69,926	\$83,144	\$96,853
	Systems Architect	\$96,895	\$118,561	\$141,528	\$164,753
	Telecommunications Analyst	\$58,430	\$71,906	\$86,871	\$102,082
	Unified Communications Engineer	\$73,576	\$87,775	\$103,917	\$120,482
	Unix Administrator	\$91,567	\$108,511	\$125,513	\$142,911
Programming/ Software Engineering	Applications Development Manager	\$115,535	\$135,942	\$156,700	\$176,903
	Applications Engineer	\$67,357	\$78,558	\$93,012	\$111,832
	Applications Systems Architect	\$109,604	\$126,003	\$144,717	\$164,329
	Fullstack Developer	\$79,953	\$94,557	\$111,021	\$128,262
	Java Architect	\$94,573	\$114,287	\$134,109	\$154,138
	Java Developer	\$76,210	\$91,039	\$107,398	\$124,192
	.NET Architect	\$108,907	\$129,613	\$148,303	\$165,508
	.NET Developer	\$72,488	\$86,398	\$102,510	\$120,477
	Software Development Engineer in Test	\$58,113	\$71,928	\$86,743	\$101,460
	Software Engineer	\$72,959	\$87,349	\$103,526	\$120,399
Software Support Engineer	\$63,465	\$75,365	\$88,960	\$102,951	
Info Security	Cybersecurity Architect	\$82,722	\$99,754	\$118,900	\$138,579
	Governance Risk & Compliance Auditor	\$54,448	\$65,563	\$79,124	\$94,212
	Information Security Director	\$131,527	\$160,449	\$185,132	\$205,968
	Information Security Engineer	\$82,263	\$101,313	\$121,760	\$142,197
	Information Security Risk Analyst	\$62,881	\$77,322	\$93,978	\$111,472
	Penetration Tester	\$72,790	\$95,329	\$122,575	\$152,314
	SecDevOps Engineer	\$86,117	\$102,535	\$121,221	\$140,443
	Systems Analyst	\$68,874	\$82,228	\$97,093	\$112,133
Technical Support	Help Desk Manager / Supervisor	\$63,280	\$73,749	\$85,475	\$97,516
	Help Desk Support	\$37,804	\$44,408	\$51,992	\$59,835
	LAN/WAN Administrator	\$50,986	\$61,624	\$73,906	\$86,685
	Network Operations Technician (NOC)	\$48,832	\$57,714	\$68,297	\$79,695
	PC Technician	\$34,774	\$42,887	\$51,312	\$59,575
	Technical Support Analyst	\$39,320	\$47,589	\$58,429	\$72,117

Category	Title	25th	50th	75th	90th
Quality Assurance / Software Testing	Quality Assurance Engineer	\$63,695	\$74,108	\$85,446	\$97,263
	Performance Test Engineer	\$76,865	\$89,674	\$104,532	\$119,975
	Release Engineer	\$79,283	\$92,617	\$108,297	\$125,158
	Software Quality Assurance (SQA) Analyst	\$56,885	\$68,565	\$81,351	\$94,195
Web Design/ Development, Ui/Ux, and Content Management	Content Manager	\$51,580	\$62,772	\$76,420	\$91,460
	(UI Developer – ReactJS)	\$82,127	\$98,225	\$117,455	\$137,963
	Content Specialist	\$48,006	\$57,038	\$66,528	\$75,796
	Front End Developer (JavaScript)	\$66,763	\$80,137	\$95,056	\$110,234
	UX Designer	\$62,973	\$75,331	\$89,899	\$105,923
	Web Developer	\$54,326	\$67,833	\$83,249	\$99,307
Techno-Functional	Business Analyst / Business Systems Analyst	\$60,868	\$72,459	\$86,249	\$101,094
	Business Process Management Consultant	\$71,363	\$88,306	\$109,395	\$134,515
	Change Management Analyst	\$55,062	\$64,682	\$75,928	\$87,682
	Geographic Information Systems (GIS) Analyst	\$49,445	\$57,772	\$68,104	\$80,087
	Instructional Designer	\$57,674	\$67,648	\$79,951	\$95,059
	IT Program Manager	\$91,991	\$110,864	\$132,085	\$154,971
	IT Project Coordinator	\$47,309	\$57,213	\$69,360	\$83,249
	IT Project Manager	\$80,610	\$100,472	\$121,446	\$142,716
	Organizational Change Management Consultant	\$81,330	\$96,586	\$115,583	\$137,530
	Project Lead - Systems Programming	\$68,124	\$80,734	\$94,595	\$108,480
	Technical Writer	\$51,662	\$63,720	\$78,190	\$93,766

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. Since 1983, we've built a stellar reputation and national reach by doing the right thing.

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