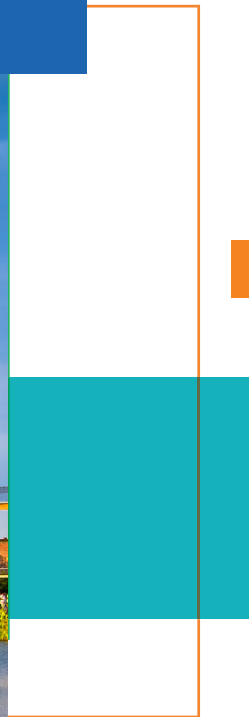




2021

Birmingham 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 Birmingham metropolitan area.

Category	Title	25th	50th	75th	90th
Agile	Agile Coach (Enterprise)	\$106,917	\$138,089	\$165,024	\$193,622
	Product Owner	\$64,065	\$79,376	\$98,190	\$118,844
	Product Manager	\$82,913	\$100,850	\$121,268	\$142,325
	RTE/Release Train Engineer	\$83,937	\$100,498	\$118,911	\$137,760
	Scrum Master	\$76,307	\$91,362	\$108,101	\$125,237
Database & Business Intelligence	Big Data Engineer/Architect	\$68,292	\$80,143	\$93,944	\$108,393
	Business Intelligence (BI) Analyst	\$57,186	\$67,762	\$80,477	\$94,499
	Business Intelligence (BI) Architect	\$103,727	\$117,577	\$132,891	\$148,315
	Business Intelligence (BI) Developer	\$69,251	\$83,348	\$99,725	\$116,926
	Data Analyst	\$42,542	\$51,775	\$62,783	\$74,523
	Data Architect	\$95,225	\$117,105	\$140,438	\$165,152
	Data Center Director	\$52,851	\$57,421	\$61,755	\$65,636
	Data Management Director	\$101,753	\$133,087	\$160,286	\$183,450
	Data Modeler	\$65,064	\$78,172	\$93,376	\$109,233
	Data Scientist	\$90,496	\$109,714	\$131,220	\$153,869
	Data Warehouse Analyst	\$62,804	\$76,774	\$90,617	\$104,023
	Data Warehouse Developer	\$67,072	\$78,308	\$91,567	\$105,624
	Data Warehouse Manager	\$106,675	\$119,726	\$132,536	\$144,594
	Database Administrator (DBA)	\$62,036	\$78,561	\$97,278	\$116,659
	Database Administration (DBA) Manager	\$83,032	\$99,486	\$113,862	\$127,895
	Database Analyst	\$45,739	\$56,218	\$69,622	\$85,438
	Oracle Database Administrator (DBA)	\$62,752	\$79,232	\$97,861	\$117,117
	Reporting Analyst	\$48,505	\$56,772	\$66,115	\$75,676
	Software Developer, Big Data	\$67,694	\$80,659	\$95,634	\$111,886
	SQL Server Database Administrator	\$72,582	\$88,715	\$106,826	\$125,343

Category	Title	25th	50th	75th	90th
CRM / ERP	Customer Relationship Management (CRM) Administrator	\$40,595	\$50,490	\$63,141	\$79,801
	CRM Application Architect	\$93,786	\$109,474	\$127,780	\$147,718
	Salesforce Developer / Engineer	\$75,539	\$88,378	\$101,712	\$114,550
	ERP Analyst	\$61,298	\$71,315	\$82,819	\$94,705
	ERP Program Manager	\$86,442	\$105,358	\$126,505	\$149,265
	ERP Programmer	\$56,437	\$69,817	\$86,036	\$103,663
	ERP Project Manager	\$64,280	\$80,756	\$98,068	\$115,902
	SAP Consultant	\$70,318	\$87,582	\$107,991	\$132,832
	SAP Program Manager	\$108,803	\$142,307	\$177,362	\$212,468
	SAP Project Manager	\$113,345	\$141,383	\$166,609	\$189,215
Executives	Chief Digital Officer	\$146,610	\$193,801	\$251,997	\$316,546
	Chief Information Officer (CIO)	\$133,282	\$176,183	\$229,088	\$287,769
	Chief Information Security Officer	\$134,015	\$166,698	\$202,247	\$238,261
	Chief Technology Officer (CTO)	\$105,720	\$141,076	\$180,551	\$221,844
	Vice President (VP), IT	\$117,574	\$146,310	\$177,302	\$208,238
Mobile Development	Android Developer	\$62,492	\$74,981	\$89,373	\$105,008
	iOS Developer	\$66,722	\$79,822	\$94,955	\$111,374
	Hybrid Mobile Application Developer	\$66,003	\$82,125	\$102,524	\$127,397
Network Infrastructure	Citrix Administrator	\$68,550	\$83,200	\$100,937	\$120,077
	Citrix Engineer	\$83,771	\$97,753	\$112,969	\$128,245
	Cloud Architect (AWS, Azure, Google)	\$88,840	\$111,192	\$129,652	\$144,885
	Cloud Developer (AWS, Azure, Google)	\$70,534	\$83,972	\$99,587	\$116,612
	Cloud Engineer (AWS, Azure, Google)	\$81,426	\$100,464	\$125,208	\$156,152
	Enterprise Infrastructure Architect	\$60,928	\$69,662	\$79,454	\$89,773
	Linux Administrator	\$59,972	\$72,840	\$86,877	\$100,963
	Network Administrator (Cisco, Juniper)	\$46,004	\$55,497	\$66,510	\$78,007
	Network Architect	\$101,595	\$121,745	\$139,528	\$155,739
	Network Engineer (Cisco, Juniper)	\$57,013	\$69,027	\$82,929	\$97,448
	Server Administrator	\$46,473	\$55,427	\$65,774	\$76,515
	Storage Engineer (EMC, Hitachi, IBM)	\$67,462	\$83,261	\$102,735	\$124,483

Category	Title	25th	50th	75th	90th
	System(s) Engineer	\$59,952	\$72,677	\$87,193	\$102,183
	Systems Administrator	\$46,473	\$55,427	\$65,774	\$76,515
	Systems Architect	\$86,930	\$108,733	\$131,379	\$154,227
	Telecommunications Analyst	\$49,126	\$60,518	\$73,217	\$86,168
	Unified Communications Engineer	\$68,104	\$81,564	\$96,854	\$112,556
	Unix Administrator	\$79,128	\$94,656	\$110,042	\$125,660
Programming/ Software Engineering	Applications Development Manager	\$98,634	\$118,696	\$139,027	\$159,296
	Applications Engineer	\$63,613	\$74,387	\$88,139	\$105,691
	Applications Systems Architect	\$97,886	\$113,081	\$130,422	\$148,645
	Fullstack Developer	\$68,772	\$81,884	\$96,947	\$113,315
	Java Architect	\$80,576	\$99,459	\$118,292	\$137,537
	Java Developer	\$59,682	\$71,947	\$85,759	\$100,504
	.NET Architect	\$93,253	\$112,744	\$130,098	\$146,008
	.NET Developer	\$57,994	\$69,998	\$84,239	\$100,963
	Software Development Engineer in Test	\$52,590	\$65,746	\$79,633	\$93,301
	Software Engineer	\$58,684	\$70,826	\$84,716	\$99,716
	Software Support Engineer	\$50,537	\$60,170	\$71,227	\$82,660
Info Security	Cybersecurity Architect	\$78,191	\$94,992	\$113,936	\$133,617
	Governance Risk & Compliance Auditor	\$47,327	\$57,022	\$69,109	\$82,980
	Information Security Director	\$107,133	\$135,840	\$159,762	\$179,507
	Information Security Engineer	\$70,847	\$87,776	\$106,074	\$124,575
	Information Security Risk Analyst	\$57,430	\$70,405	\$85,511	\$101,527
	Penetration Tester	\$60,296	\$79,445	\$102,661	\$128,106
	SecDevOps Engineer	\$77,744	\$92,607	\$109,607	\$127,188
	Systems Analyst	\$60,675	\$72,760	\$86,200	\$99,810
Technical Support	Help Desk Manager / Supervisor	\$53,912	\$63,276	\$74,049	\$85,527
	Help Desk Support	\$31,367	\$36,897	\$43,347	\$50,146
	LAN/WAN Administrator	\$46,014	\$55,549	\$66,604	\$78,142
	Network Operations Technician (NOC)	\$39,731	\$47,024	\$55,838	\$65,533
	PC Technician	\$30,270	\$36,897	\$43,933	\$50,926
	Technical Support Analyst	\$35,640	\$43,247	\$53,327	\$66,167

Category	Title	25th	50th	75th	90th
Quality Assurance / Software Testing	Quality Assurance Automation Engineer	\$58,596	\$68,266	\$78,858	\$89,990
	Performance Test Engineer	\$70,186	\$82,010	\$95,764	\$110,102
	Release Engineer	\$67,756	\$79,363	\$93,169	\$108,277
	Software Quality Assurance (SQA) Analyst	\$48,816	\$58,952	\$70,189	\$81,621
Web Design/ Development, UI/UX, and Content Management	Content Manager	\$44,888	\$54,710	\$66,849	\$80,467
	(UI Developer – ReactJS)	\$66,085	\$79,047	\$94,588	\$111,254
	Content Specialist	\$34,286	\$40,399	\$46,993	\$53,569
	Front End Developer (JavaScript)	\$50,296	\$60,707	\$72,449	\$84,566
	UX Designer	\$53,416	\$64,783	\$78,423	\$93,856
	Web Developer	\$41,778	\$52,307	\$64,487	\$77,348
Techno-Functional	Business Systems Analyst	\$51,096	\$60,857	\$72,559	\$85,292
	Business Process Management Consultant	\$55,784	\$70,679	\$89,755	\$113,747
	Change Management Analyst	\$47,359	\$55,700	\$65,489	\$75,759
	Geographic Information Systems (GIS) Analyst	\$42,908	\$49,906	\$58,456	\$68,108
	Instructional Designer	\$47,837	\$56,292	\$66,833	\$79,934
	IT Program Manager	\$86,190	\$105,372	\$126,860	\$150,174
	IT Project Coordinator	\$44,376	\$53,725	\$65,542	\$79,656
	IT Project Manager	\$63,645	\$80,365	\$98,013	\$116,330
	Organizational Change Management Consultant	\$74,169	\$87,843	\$104,546	\$123,238
	Project Lead Systems Programming	\$59,652	\$71,063	\$83,618	\$96,231
Technical Writer	\$41,905	\$51,677	\$63,536	\$76,424	

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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