2020 Des Moines IT Salary Snapshot

The MATRIX-PayScale IT Salary Snapshot for the Des Moines market reflects the typical percentile range (25th, 50th, and 75th) for common IT positions, based on the statistical median of compensation packages for similar profiles in Des Moines. MATRIX partners with PayScale for this survey to capture the typical total cash compensation for each job based on location, experience, education, certifications, and other factors.

Compensation reflects, on average, 5 – 7 years of experience.

Position Title	25th	50th	75th
Agile Coach	$91,816	$109,744	$127,709
Business Analyst	$56,256	$65,445	$76,072
Cloud Engineer	$72,674	$87,155	$105,171
Cybersecurity Engineer	$78,917	$91,999	$106,156
Data Scientist	$92,750	$110,292	$128,431
DevOps Engineer	$75,326	$87,352	$100,181
ETL Data Engineer	$76,089	$87,062	$99,103
Front End Developer	$64,445	$75,562	$88,049
Full Stack Developer (.Net)	$65,807	$77,600	$90,268
Full Stack Developer (Java)	$70,428	$81,682	$93,179
Linux Administrator	$65,517	$76,267	$87,978
Mobile Developer	$74,350	$87,672	$102,979
Network Administrator (LAN/WAN)	$52,356	$61,236	$71,305
Oracle Database Administrator	$90,880	$103,414	$116,378
Product Owner	$83,093	$95,876	$110,760
Project Manager	$71,023	$83,482	$97,341
Quality Assurance / Tester – Automated	$64,502	$73,414	$83,310
Salesforce Developer	$83,999	$93,987	$103,449
Scrum Master	$87,721	$101,028	$115,829
Security Architect	$81,573	$94,863	$109,010
Security Engineer / Analyst	$77,462	$90,459	$104,991
Solution Architect	$89,137	$104,308	$121,090
SQL Server Database Administrator	$94,579	$106,875	$119,396
Technical Support Specialist	$35,560	$42,027	$49,655
UX Design Engineer	$95,889	$108,382	$122,498

Updated February 2020

Timely Tips For Hiring Managers
Do You Have What It Takes to Attract and Retain Top Talent?

IT professionals are enjoying the most vibrant job market most of them have ever seen. According to the IT trade group CompTIA, in the first half of 2019, tech job postings in the U.S. rose 32% from the prior year. At the end of November 2019, U.S. employers had more than 320,000 open IT jobs. With unemployment rates staying below 4% and rates for IT professionals less than half that, finding and retaining top talent is tough. It's no secret that compensation is typically the highest deciding factor when it comes to employment, but here are some other things you can do to secure the best workers.

Strong Onboarding Improves New Hire Retention by 82%

A negative onboarding experience can cause new hires to leave a company, essentially doubling the cost of what is spent to source and hire them. For example, the average US employer spends $4,000 and 24 days to hire a new worker, according to a Glassdoor study. That same study also found companies with a strong onboarding process improve new hire retention by 82% and productivity by over 70%. *(The Staffing Stream)*

Teams Should Include a Mix of Personalities

Type-A high performers can bring a degree of competitiveness to their work that can be counterproductive in a team setting, as the idea of a "superstar" presumes that the person defines themselves by standing out from the crowd. Instead of leading to group success, an all-star team could end up divided, unhappy, and unproductive. Thus, teams should be built up of both leaders and followers. *(Paycor)*

Five Indispensable Soft Skills

Creativity: No company can grow without fresh ideas, the pushing of boundaries, and unique ways of thinking.
Persuasion: People who know how to get others on board, and who can successfully debate the importance of strong ideas.
Collaboration: A team that works in tandem is so much stronger than any one person could be on their own.
Adaptability: Employees who can face change with positivity, open-mindedness, and flexibility.
Emotional Intelligence: Employees who are highly attuned to subtle social cues, have strong and genuine people skills, and are keenly self-aware. *(Real Simple)*

Experience Doesn't Equal Talent

"Experience does not equal integrity," said Entrepreneur CEO Julia McCoy. "Experience doesn't equal humility. Experience doesn't equal raw talent. If anything, many times, experience sometimes brings in arrogance, a know-it-all attitude, and an inability to change. So, in the end, I'd rather hire a talented, willing novice and teach them everything I know in order to become great. Plus they're much more likely to stay loyal for the long haul!" *(Money Magazine)*

About MATRIX

MATRIX pinpoints the solutions needed to discover and develop high-performing teams for today's challenges and tomorrow's opportunities. Our blend of IT/professional staffing and agile consulting will take you further, faster.

2016-2020 BEST of Staffing® CLIENT SATISFACTION DIAMOND AWARD 5 YEARS

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