MATRIX®
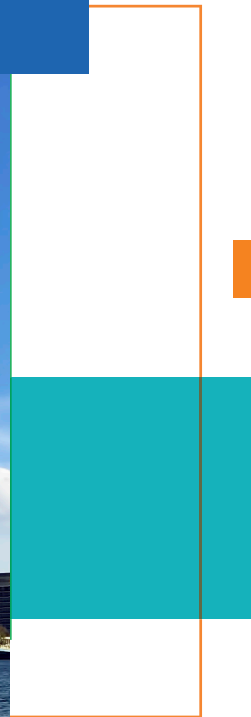
2021
Jacksonville Salary Survey

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 Des Moines metropolitan area.

Category	Title	25th	50th	75th	90th
Agile	Agile Coach (Enterprise)	$106,092	$133,157	$157,269	$184,537
	Product Owner	$66,947	$82,605	$101,796	$122,815
	Product Manager	$79,519	$95,537	$113,609	$132,085
	RTE/Release Train Engineer	$80,161	$95,378	$112,427	$129,954
	ScrumMaster	$72,874	$86,708	$102,207	$118,140
Database & Business Intelligence	Big Data Engineer/Architect	$69,260	$81,148	$94,996	$109,496
	Business Intelligence (BI) Analyst	$55,362	$65,421	$77,515	$90,867
	Business Intelligence (BI) Architect	$103,012	$116,244	$130,867	$145,587
	Business Intelligence (BI) Developer	$69,685	$83,233	$98,907	$115,302
	Database Architect	$100,476	$121,815	$145,052	$169,996
	Data Center Director	$54,303	$58,912	$63,322	$67,292
	Data Management Director	$105,029	$132,814	$157,367	$178,741
	Data Modeler	$67,274	$80,172	$95,143	$110,739
	Data Scientist	$89,191	$107,304	$127,687	$149,246
	Development Operations (DevOps) Engineer	$75,911	$89,624	$105,135	$121,056
	Data Warehouse Analyst	$63,865	$77,115	$90,397	$103,349
	Data Warehouse Developer	$69,060	$80,524	$94,039	$108,357
	Data Warehouse Manager	$109,930	$122,588	$135,129	$147,028
	Database Administrator (DBA)	$60,224	$75,615	$93,102	$111,222
	Database Administration (DBA) Manager	$91,215	$107,851	$122,462	$136,883
	Database Analyst	$48,788	$59,649	$73,420	$89,491
	Database Administrator (DBA)	$60,956	$76,388	$93,919	$112,078
	Reporting Analyst	$49,595	$57,914	$67,310	$76,919
	Software Developer, Big Data	$71,878	$85,258	$100,588	$117,024
	SQL Server Database Administrator	$74,887	$91,047	$109,184	$127,707

Category	Title	25th	50th	75th	90th
CRM / ERP	Data Analyst	$43,031	$52,191	$63,072	$74,636
	Customer Relationship Management (CRM) Administrator	$42,210	$52,214	$64,944	$81,606
	CRM Application Architect	$95,794	$111,472	$129,893	$150,123
	Salesforce Developer / Engineer	$77,030	$89,667	$102,719	$115,230
	ERP Analyst	$61,588	$71,521	$82,924	$94,702
	ERP Program Manager	$88,897	$107,368	$128,142	$150,644
	ERP Programmer	$58,379	$72,052	$88,605	$106,574
	ERP Project Manager	$67,517	$84,005	$101,585	$119,806
	SAP Consultant	$74,551	$92,249	$113,082	$138,076
	SAP Program Manager	$114,159	$146,447	$180,528	$214,888
	SAP Project Manager	$114,037	$140,321	$164,171	$185,704
Executives	Chief Digital Officer	$157,152	$204,875	$263,375	$327,834
	Chief Information Officer (CIO)	$142,865	$186,250	$239,432	$298,031
	Chief Information Security Officer	$137,615	$169,540	$204,557	$240,199
	Chief Technology Officer (CTO)	$108,057	$141,409	$179,363	$219,492
	Vice President (VP), IT	$120,186	$147,480	$177,117	$206,766
Mobile Development	Android Developer	$66,843	$79,802	$94,631	$110,551
	iOS Developer	$71,664	$85,251	$100,801	$117,448
	Hybrid Mobile Application Developer	$63,188	$78,365	$97,723	$121,520
Network Infrastructure	Citrix Administrator	$69,827	$84,414	$102,000	$120,905
	Citrix Engineer	$87,740	$101,900	$117,294	$132,730
	Cloud Architect (AWS, Azure, Google)	$93,717	$115,032	$132,749	$147,535
	Cloud Developer (AWS, Azure, Google)	$74,151	$87,976	$103,914	$121,083
	Cloud Engineer (AWS, Azure, Google)	$82,572	$101,285	$125,448	$155,438
	Enterprise Infrastructure Architect	$63,368	$72,059	$81,749	$91,912
	Linux Administrator	$61,857	$74,487	$88,318	$102,213
	Network Administrator (Cisco, Juniper)	$48,941	$58,994	$70,679	$82,891
	Network Architect	$102,854	$122,263	$139,510	$155,371
	Network Engineer (Cisco, Juniper)	$60,668	$73,193	$87,669	$102,765
	Server Administrator	$48,318	$57,634	$68,416	$79,623
	Storage Engineer (EMC, Hitachi, IBM)	$69,041	$84,953	$104,556	$126,437

Category	Title	25th	50th	75th	90th
	System(s) Engineer	$61,525	$74,402	$89,163	$104,454
	Systems Administrator	$48,318	$57,634	$68,416	$79,623
	Systems Architect	$93,426	$115,532	$138,688	$162,112
	Telecommunications Analyst	$49,923	$61,225	$73,880	$86,815
	Unified Communications Engineer	$67,040	$79,973	$94,684	$109,793
	Unix Administrator	$81,445	$96,777	$112,077	$127,724
	VMware (Virtualization)				
Programming/ Software Engineering	Applications Development Manager	$100,756	$119,922	$139,693	$159,666
	Applications Engineer	$58,813	$68,603	$81,303	$97,911
	Applications Systems Architect	$99,157	$114,186	$131,419	$149,631
	Fullstack Developer	$70,827	$84,029	$99,260	$115,847
	Java Architect	$83,215	$101,212	$119,457	$138,344
	Java Developer	$63,344	$75,817	$89,802	$104,593
	.NET Architect	$94,677	$113,392	$130,208	$145,779
	.NET Developer	$61,795	$73,931	$88,298	$105,006
	Software Development Engineer in Test	$54,217	$67,185	$81,008	$94,686
	Software Engineer	$62,122	$74,551	$88,695	$103,825
	Software Support Engineer	$51,287	$60,935	$71,980	$83,371
Info Security	Cybersecurity Architect	$81,305	$98,266	$117,536	$137,651
	Governance Risk & Compliance Auditor	$48,218	$57,984	$70,103	$83,915
	Information Security Director	$113,371	$141,116	$164,415	$183,867
	Information Security Engineer	$70,514	$86,188	$103,211	$120,475
	Information Security Risk Analyst	$59,415	$72,649	$88,117	$104,564
	Penetration Tester	$60,914	$79,322	$101,583	$125,895
	SecDevOps Engineer	$80,177	$95,118	$112,157	$129,732
	Systems Analyst	$61,541	$73,217	$86,185	$99,285
Technical Support	Help Desk Manager / Supervisor	$56,592	$66,118	$77,074	$88,755
	Help Desk Support	$31,672	$37,126	$43,472	$50,151
	LAN/WAN Administrator	$46,141	$55,619	$66,638	$78,159
	Network Operations Technician (NOC)	$43,279	$51,151	$60,641	$71,050
	PC Technician	$31,240	$37,849	$44,898	$51,918
	Technical Support Analyst	$35,300	$42,588	$52,218	$64,475

Category	Title	25th	50th	75th	90th
Quality Assurance / Software Testing	Quality Assurance Engineer	$59,969	$69,658	$80,290	$91,492
	Performance Test Engineer	$71,041	$82,775	$96,393	$110,566
	Release Engineer	$69,464	$81,132	$95,023	$110,246
	Software Quality Assurance (SQA) Analyst	$49,775	$59,924	$71,176	$82,619
Web Design/ Development, Ui/Ux, and Content Management	Content Manager	$44,495	$54,092	$65,916	$79,140
	(UI Developer – ReactJS)	$70,033	$83,791	$100,281	$117,950
	Content Specialist	$36,870	$43,269	$50,184	$57,077
	Front End Developer (JavaScript)	$55,409	$66,493	$78,964	$91,781
	UX Designer	$60,525	$72,808	$87,368	$103,569
	Web Developer	$42,623	$53,006	$65,010	$77,656
Techno-Functional	Business Systems Analyst	$52,951	$62,935	$74,877	$87,846
	Business Process Management Consultant	$55,793	$70,221	$88,581	$111,227
	Change Management Analyst	$48,621	$56,970	$66,735	$76,947
	Geographic Information Systems (GIS) Analyst	$42,831	$49,783	$58,318	$68,041
	Instructional Designer	$50,303	$59,022	$69,796	$83,053
	IT Program Manager	$88,754	$107,531	$128,689	$151,798
	IT Project Coordinator	$44,933	$54,190	$65,821	$79,616
	IT Project Manager	$66,835	$83,591	$101,520	$120,234
	Organizational Change Management Consultant	$74,840	$88,192	$104,404	$122,418
	Project Lead Systems Programming	$61,063	$72,282	$84,635	$97,036
	Technical Writer	$45,249	$55,561	$68,010	$81,476

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.

Jacksonville Information

4720 Salisbury Road Suite 120, Jacksonville, Florida 32256
904.821.8400