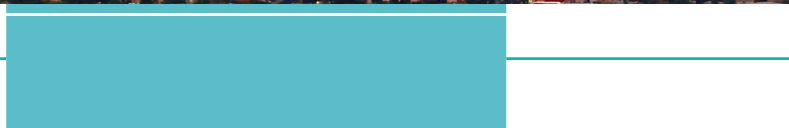
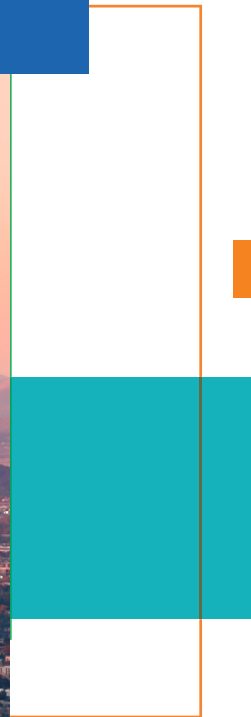




# 2021

## Phoenix 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.



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# 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)	\$112,648	\$141,707	\$168,181	\$198,966
	Product Owner	\$74,573	\$92,150	\$113,606	\$136,998
	Product Manager	\$84,115	\$100,916	\$119,856	\$139,205
	RTE/Release Train Engineer	\$94,887	\$113,011	\$133,076	\$153,456
	ScrumMaster	\$86,261	\$102,738	\$120,979	\$139,506
Database & Business Intelligence	Big Data Engineer/Architect	\$80,763	\$94,667	\$110,778	\$127,556
	Business Intelligence (BI) Analyst	\$63,278	\$74,772	\$88,452	\$103,344
	Business Intelligence (BI) Architect	\$108,392	\$122,498	\$138,117	\$153,850
	Business Intelligence (BI) Developer	\$74,305	\$88,613	\$104,980	\$121,919
	Database Architect	\$103,280	\$125,571	\$149,902	\$176,138
	Data Center Director	\$58,203	\$63,262	\$68,053	\$72,336
	Data Management Director	\$107,168	\$134,863	\$159,435	\$180,835
	Data Modeler	\$71,074	\$84,771	\$100,573	\$116,961
	Data Scientist	\$95,346	\$114,502	\$135,822	\$158,038
	Development Operations (DevOps) Engineer	\$84,568	\$100,235	\$117,843	\$135,817
	Data Warehouse Analyst	\$67,549	\$81,850	\$95,905	\$109,325
	Data Warehouse Developer	\$76,225	\$88,729	\$103,421	\$118,922
	Data Warehouse Manager	\$119,237	\$132,942	\$146,405	\$158,975
	Database Administrator (DBA)	\$66,969	\$84,739	\$104,860	\$125,686
	Database Administration (DBA) Manager	\$95,974	\$113,279	\$128,426	\$142,950
	Database Analyst	\$53,111	\$65,027	\$80,002	\$97,236
	Database Administrator (DBA)	\$68,431	\$86,338	\$106,577	\$127,488
	Reporting Analyst	\$54,098	\$63,304	\$73,621	\$84,097
	Software Developer, Big Data	\$82,375	\$97,623	\$114,834	\$132,892
	SQL Server Database Administrator	\$77,934	\$95,021	\$114,174	\$133,728

Category	Title	25th	50th	75th	90th
CRM / ERP	Data Analyst	\$47,364	\$57,299	\$69,054	\$81,503
	Customer Relationship Management (CRM) Administrator	\$45,101	\$56,324	\$70,268	\$88,221
	CRM Application Architect	\$100,835	\$117,460	\$136,946	\$158,277
	Salesforce Developer / Engineer	\$86,876	\$101,409	\$116,275	\$130,437
	ERP Analyst	\$68,739	\$79,912	\$92,685	\$105,810
	ERP Program Manager	\$92,060	\$111,381	\$132,969	\$156,124
	ERP Programmer	\$67,017	\$82,694	\$101,568	\$121,949
	ERP Project Manager	\$72,964	\$90,818	\$109,488	\$128,427
	SAP Consultant	\$71,155	\$88,011	\$108,052	\$132,382
	SAP Program Manager	\$119,604	\$154,080	\$190,318	\$226,833
	SAP Project Manager	\$118,256	\$145,857	\$170,575	\$192,563
Executives	Chief Digital Officer	\$182,126	\$240,078	\$311,201	\$389,771
	Chief Information Officer (CIO)	\$165,569	\$218,253	\$282,910	\$354,337
	Chief Information Security Officer	\$152,791	\$188,161	\$226,600	\$265,373
	Chief Technology Officer (CTO)	\$129,602	\$169,680	\$214,596	\$261,493
	Vice President (VP), IT	\$132,319	\$161,971	\$194,557	\$227,403
Mobile Development	Android Developer	\$77,101	\$91,997	\$108,777	\$126,404
	iOS Developer	\$80,785	\$96,041	\$113,267	\$131,350
	Hybrid Mobile Application Developer	\$71,968	\$88,854	\$109,609	\$133,863
Network Infrastructure	Citrix Administrator	\$75,520	\$91,271	\$110,254	\$130,655
	Citrix Engineer	\$93,568	\$108,864	\$125,468	\$142,074
	Cloud Architect (AWS, Azure, Google)	\$95,740	\$117,437	\$135,471	\$150,459
	Cloud Developer (AWS, Azure, Google)	\$85,564	\$101,430	\$119,460	\$138,468
	Cloud Engineer (AWS, Azure, Google)	\$87,680	\$107,558	\$133,326	\$165,590
	Enterprise Infrastructure Architect	\$64,820	\$73,758	\$83,655	\$93,926
	Linux Administrator	\$67,027	\$80,889	\$95,814	\$110,625
	Network Administrator (Cisco, Juniper)	\$51,038	\$61,540	\$73,628	\$86,172
	Network Architect	\$111,027	\$131,951	\$150,428	\$167,300
	Network Engineer (Cisco, Juniper)	\$64,584	\$78,090	\$93,609	\$109,711
	Server Administrator	\$53,098	\$63,260	\$74,929	\$86,986
Storage Engineer (EMC, Hitachi, IBM)	\$72,236	\$88,814	\$109,090	\$131,479	

Category	Title	25th	50th	75th	90th
	System(s) Engineer	\$70,985	\$85,984	\$103,031	\$120,580
	Systems Administrator	\$53,098	\$63,260	\$74,929	\$86,986
	Systems Architect	\$90,360	\$111,580	\$133,922	\$156,553
	Telecommunications Analyst	\$55,258	\$67,990	\$82,041	\$96,265
	Unified Communications Engineer	\$76,885	\$91,880	\$108,872	\$126,279
	Unix Administrator	\$86,696	\$103,124	\$119,526	\$136,329
	VMware (Virtualization)				
Programming/ Software Engineering	Applications Development Manager	\$115,311	\$136,854	\$158,599	\$179,849
	Applications Engineer	\$64,170	\$75,026	\$89,128	\$107,631
	Applications Systems Architect	\$104,943	\$121,016	\$139,418	\$158,817
	Fullstack Developer	\$79,414	\$93,959	\$110,299	\$127,517
	Java Architect	\$89,188	\$108,806	\$128,293	\$147,978
	Java Developer	\$71,365	\$85,624	\$101,409	\$117,781
	.NET Architect	\$102,400	\$122,750	\$140,901	\$157,563
	.NET Developer	\$68,469	\$81,877	\$97,424	\$115,001
	Software Development Engineer in Test	\$55,633	\$69,060	\$83,265	\$97,253
	Software Engineer	\$71,028	\$85,277	\$101,262	\$118,024
	Software Support Engineer	\$58,692	\$69,440	\$81,659	\$94,186
Info Security	Cybersecurity Architect	\$81,627	\$99,112	\$118,801	\$139,136
	Governance Risk & Compliance Auditor	\$53,554	\$64,444	\$77,820	\$92,857
	Information Security Director	\$123,280	\$152,872	\$177,752	\$198,479
	Information Security Engineer	\$81,392	\$100,580	\$120,935	\$141,181
	Information Security Risk Analyst	\$61,406	\$75,321	\$91,345	\$108,186
	Penetration Tester	\$67,292	\$87,984	\$112,707	\$139,464
	SecDevOps Engineer	\$88,897	\$105,793	\$124,963	\$144,650
	Systems Analyst	\$67,560	\$81,150	\$96,318	\$111,715
Technical Support	Help Desk Manager / Supervisor	\$62,077	\$72,435	\$84,081	\$96,157
	Help Desk Support	\$36,084	\$42,235	\$49,294	\$56,606
	LAN/WAN Administrator	\$50,918	\$61,465	\$73,606	\$86,210
	Network Operations Technician (NOC)	\$46,278	\$54,542	\$64,421	\$75,142
	PC Technician	\$33,149	\$40,856	\$48,912	\$56,851
	Technical Support Analyst	\$40,040	\$48,338	\$59,204	\$72,906

Category	Title	25th	50th	75th	90th
Quality Assurance / Software Testing	Quality Assurance Engineer	\$62,897	\$73,361	\$84,774	\$96,729
	Performance Test Engineer	\$75,625	\$88,068	\$102,480	\$117,447
	Release Engineer	\$73,507	\$85,844	\$100,423	\$116,256
	Software Quality Assurance (SQA) Analyst	\$52,028	\$62,762	\$74,572	\$86,497
Web Design/ Development, Ui/Ux, and Content Management	Content Manager	\$47,540	\$57,568	\$69,820	\$83,409
	(UI Developer – ReactJS)	\$78,058	\$93,319	\$111,558	\$131,027
	Content Specialist	\$43,623	\$51,788	\$60,390	\$68,819
	Front End Developer (JavaScript)	\$62,043	\$74,644	\$88,662	\$102,925
	UX Designer	\$60,907	\$73,208	\$87,736	\$103,818
	Web Developer	\$49,311	\$61,586	\$75,540	\$90,054
Techno-Functional	Business Systems Analyst	\$56,902	\$67,734	\$80,656	\$94,630
	Business Process Management Consultant	\$61,558	\$76,853	\$96,110	\$119,492
	Change Management Analyst	\$52,664	\$61,713	\$72,273	\$83,293
	Geographic Information Systems (GIS) Analyst	\$46,003	\$53,656	\$63,170	\$74,239
	Instructional Designer	\$57,111	\$67,155	\$79,537	\$94,720
	IT Program Manager	\$91,866	\$111,483	\$133,441	\$157,185
	IT Project Coordinator	\$46,348	\$56,083	\$68,163	\$82,208
	IT Project Manager	\$72,341	\$90,508	\$109,570	\$129,040
	Organizational Change Management Consultant	\$79,455	\$94,057	\$112,069	\$132,596
	Project Lead Systems Programming	\$66,602	\$79,372	\$93,438	\$107,570
Technical Writer	\$49,045	\$60,496	\$74,258	\$89,097	

## 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.

## Phoenix Branch Information

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