



2021

San Francisco 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)	\$133,284	\$164,427	\$198,286	\$239,864
	Product Owner	\$92,241	\$114,738	\$142,552	\$173,252
	Product Manager	\$122,164	\$147,893	\$177,515	\$198,524
	RTE/Release Train Engineer	\$120,480	\$144,672	\$188,096	\$198,685
	ScrumMaster	\$110,440	\$131,521	\$171,096	\$180,523
Database & Business Intelligence	Big Data Engineer/Architect	\$103,990	\$122,210	\$143,470	\$165,778
	Business Intelligence (BI) Analyst	\$79,619	\$95,037	\$113,822	\$134,894
	Business Intelligence (BI) Architect	\$127,162	\$145,675	\$166,693	\$188,304
	Business Intelligence (BI) Developer	\$92,001	\$110,858	\$133,038	\$156,555
	Database Architect	\$134,109	\$161,973	\$194,514	\$231,230
	Data Center Director	\$76,226	\$82,466	\$88,456	\$93,855
	Data Management Director	\$154,636	\$187,449	\$219,527	\$249,466
	Data Modeler	\$92,974	\$110,545	\$131,141	\$152,743
	Data Scientist	\$133,385	\$160,874	\$192,389	\$226,016
	Development Operations (DevOps) Engineer	\$107,578	\$127,669	\$150,428	\$173,820
	Data Warehouse Analyst	\$86,234	\$102,774	\$120,161	\$137,588
	Data Warehouse Developer	\$90,463	\$106,091	\$124,630	\$144,401
	Data Warehouse Manager	\$144,351	\$162,200	\$181,185	\$199,810
	Database Administrator (DBA)	\$78,649	\$97,982	\$120,276	\$143,585
	Database Administration (DBA) Manager	\$133,298	\$155,196	\$176,920	\$199,199
	Database Analyst	\$73,733	\$91,411	\$114,358	\$142,035
	Database Administrator (DBA)	\$79,163	\$98,318	\$120,352	\$143,335
	Reporting Analyst	\$63,652	\$74,882	\$87,700	\$100,929
	Software Developer, Big Data	\$118,722	\$141,496	\$168,133	\$197,435
	SQL Server Database Administrator	\$88,754	\$107,985	\$129,990	\$152,771

Category	Title	25th	50th	75th	90th
CRM / ERP	Data Analyst	\$66,012	\$79,967	\$96,458	\$113,916
	Customer Relationship Management (CRM) Administrator	\$58,444	\$73,864	\$94,101	\$121,842
	CRM Application Architect	\$120,017	\$141,649	\$167,626	\$196,530
	Salesforce Developer / Engineer	\$107,235	\$125,379	\$144,491	\$163,058
	ERP Analyst	\$81,021	\$94,229	\$109,448	\$125,220
	ERP Program Manager	\$121,369	\$146,813	\$176,334	\$209,007
	ERP Programmer	\$80,364	\$99,294	\$122,299	\$147,370
	ERP Project Manager	\$102,880	\$126,584	\$152,706	\$180,499
	SAP Consultant	\$91,716	\$112,732	\$138,845	\$172,326
	SAP Program Manager	\$153,775	\$194,153	\$239,789	\$287,932
	SAP Project Manager	\$138,335	\$168,546	\$197,122	\$223,712
Executives	Chief Digital Officer	\$214,355	\$276,373	\$353,052	\$437,958
	Chief Information Officer (CIO)	\$194,868	\$251,248	\$320,956	\$398,144
	Chief Information Security Officer	\$183,316	\$223,565	\$268,766	\$315,393
	Chief Technology Officer (CTO)	\$161,661	\$205,746	\$256,838	\$311,586
	Vice President (VP), IT	\$167,423	\$205,083	\$247,106	\$289,919
Mobile Development	Android Developer	\$111,885	\$134,100	\$160,034	\$188,524
	iOS Developer	\$117,985	\$141,338	\$168,724	\$198,845
	Hybrid Mobile Application Developer	\$98,127	\$121,359	\$151,257	\$188,527
Network Infrastructure	Citrix Administrator	\$90,063	\$111,427	\$137,810	\$166,819
	Citrix Engineer	\$126,017	\$147,739	\$171,643	\$195,812
	Cloud Architect (AWS, Azure, Google)	\$121,166	\$144,493	\$166,343	\$186,238
	Cloud Developer (AWS, Azure, Google)	\$117,460	\$140,138	\$166,912	\$196,637
	Cloud Engineer (AWS, Azure, Google)	\$108,209	\$134,963	\$171,021	\$218,359
	Enterprise Infrastructure Architect	\$83,526	\$96,369	\$111,285	\$127,486
	Linux Administrator	\$84,192	\$100,934	\$119,544	\$138,409
	Network Administrator (Cisco, Juniper)	\$63,821	\$76,852	\$92,042	\$107,946
	Network Architect	\$139,706	\$164,777	\$189,010	\$212,446
	Network Engineer (Cisco, Juniper)	\$79,731	\$96,455	\$115,931	\$136,346
	Server Administrator	\$68,596	\$81,977	\$97,502	\$113,673
Storage Engineer (EMC, Hitachi, IBM)	\$90,456	\$112,200	\$139,338	\$169,971	

Category	Title	25th	50th	75th	90th
	System(s) Engineer	\$89,222	\$107,600	\$128,666	\$150,467
	Systems Administrator	\$68,596	\$81,977	\$97,502	\$113,673
	Systems Architect	\$113,398	\$139,169	\$167,931	\$198,361
	Telecommunications Analyst	\$67,342	\$82,519	\$99,730	\$117,477
	Unified Communications Engineer	\$99,554	\$118,559	\$140,162	\$162,327
	Unix Administrator	\$103,806	\$124,342	\$146,141	\$169,204
	VMware (Virtualization)				
Programming/ Software Engineering	Applications Development Manager	\$151,525	\$180,810	\$211,202	\$241,466
	Applications Engineer	\$83,150	\$98,886	\$119,925	\$148,231
	Applications Systems Architect	\$124,122	\$144,940	\$169,361	\$195,583
	Fullstack Developer	\$103,716	\$123,548	\$146,975	\$173,058
	Java Architect	\$113,434	\$136,265	\$160,472	\$186,272
	Java Developer	\$110,363	\$132,859	\$158,674	\$186,570
	.NET Architect	\$127,344	\$151,066	\$174,176	\$196,668
	.NET Developer	\$103,810	\$124,351	\$149,204	\$178,685
	Software Development Engineer in Test	\$81,390	\$100,139	\$120,427	\$140,682
	Software Engineer	\$102,892	\$123,955	\$148,478	\$175,334
	Software Support Engineer	\$71,234	\$84,982	\$100,825	\$117,261
Info Security	Cybersecurity Architect	\$106,389	\$128,228	\$153,480	\$180,175
	Governance Risk & Compliance Auditor	\$70,465	\$85,793	\$105,333	\$128,592
	Information Security Director	\$153,354	\$186,154	\$216,280	\$243,237
	Information Security Engineer	\$114,833	\$140,190	\$168,093	\$196,538
	Information Security Risk Analyst	\$81,833	\$100,434	\$122,276	\$145,627
	Penetration Tester	\$82,949	\$107,719	\$138,134	\$171,709
	SecDevOps Engineer	\$112,617	\$134,389	\$159,323	\$185,139
	Systems Analyst	\$87,144	\$104,489	\$123,977	\$143,847
Technical Support	Help Desk Manager / Supervisor	\$76,815	\$90,036	\$105,377	\$121,780
	Help Desk Support	\$49,015	\$58,143	\$68,867	\$80,239
	LAN/WAN Administrator	\$64,388	\$77,584	\$92,951	\$109,032
	Network Operations Technician (NOC)	\$54,257	\$64,460	\$76,845	\$90,551
	PC Technician	\$43,342	\$52,544	\$62,653	\$72,934
	Technical Support Analyst	\$50,718	\$62,417	\$78,355	\$99,541

Category	Title	25th	50th	75th	90th
Quality Assurance / Software Testing	Quality Assurance Engineer	\$81,958	\$96,244	\$112,474	\$129,976
	Performance Test Engineer	\$95,084	\$111,602	\$130,925	\$151,183
	Release Engineer	\$91,036	\$107,262	\$126,852	\$148,637
	Software Quality Assurance (SQA) Analyst	\$64,027	\$77,189	\$91,934	\$107,039
Web Design/ Development, Ui/Ux, and Content Management	Content Manager	\$66,799	\$81,421	\$99,548	\$120,053
	(UI Developer – ReactJS)	\$98,126	\$117,941	\$141,837	\$167,607
	Content Specialist	\$55,455	\$64,936	\$75,325	\$85,800
	Front End Developer (JavaScript)	\$93,802	\$112,647	\$134,014	\$156,111
	UX Designer	\$88,306	\$107,130	\$130,111	\$156,444
	Web Developer	\$65,833	\$82,266	\$101,590	\$122,257
Techno-Functional	Business Systems Analyst	\$77,030	\$92,172	\$110,465	\$130,576
	Business Process Management Consultant	\$83,135	\$104,250	\$131,940	\$167,728
	Change Management Analyst	\$64,527	\$76,769	\$91,309	\$106,736
	Geographic Information Systems (GIS) Analyst	\$60,431	\$71,195	\$84,700	\$100,551
	Instructional Designer	\$73,960	\$88,208	\$106,346	\$129,305
	IT Program Manager	\$121,208	\$147,132	\$177,283	\$210,912
	IT Project Coordinator	\$57,402	\$69,967	\$86,109	\$106,017
	IT Project Manager	\$101,181	\$125,165	\$151,725	\$180,204
	Organizational Change Management Consultant	\$100,833	\$121,225	\$146,905	\$176,839
	Project Lead Systems Programming	\$84,737	\$100,812	\$118,674	\$136,725
Technical Writer	\$70,432	\$87,132	\$107,409	\$129,494	

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.

San Francisco Information

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