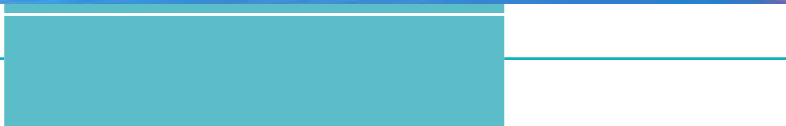
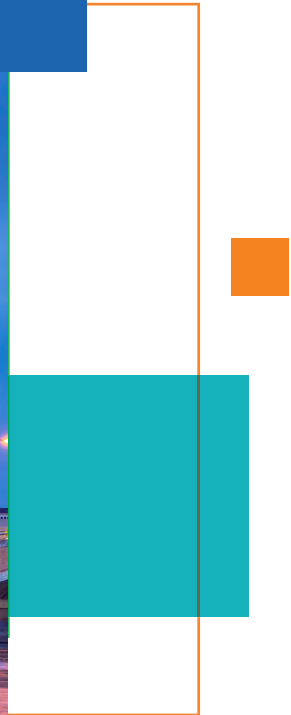




2021

Des Moines 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)	\$105,571	\$132,157	\$155,624	\$180,555
	Product Owner	\$68,921	\$84,821	\$104,325	\$125,714
	Product Manager	\$75,975	\$91,301	\$108,628	\$126,374
	RTE/Release Train Engineer	\$70,106	\$81,576	\$95,198	\$110,058
	ScrumMaster	\$78,712	\$93,589	\$110,234	\$127,323
Database & Business Intelligence	Big Data Engineer/Architect	\$69,418	\$80,967	\$94,386	\$108,397
	Business Intelligence (BI) Analyst	\$54,565	\$64,367	\$76,147	\$89,130
	Business Intelligence (BI) Architect	\$101,674	\$115,054	\$129,892	\$144,832
	Business Intelligence (BI) Developer	\$70,762	\$84,305	\$100,040	\$116,557
	Database Architect	\$100,458	\$120,980	\$143,239	\$166,770
	Data Center Director	\$55,123	\$59,680	\$64,087	\$68,079
	Data Management Director	\$109,802	\$139,597	\$166,303	\$189,856
	Data Modeler	\$67,930	\$80,553	\$95,214	\$110,481
	Data Scientist	\$89,784	\$107,846	\$128,207	\$149,803
	Development Operations (DevOps) Engineer	\$76,559	\$90,168	\$105,596	\$121,456
	Data Warehouse Analyst	\$64,359	\$77,264	\$90,384	\$103,352
	Data Warehouse Developer	\$67,530	\$78,736	\$91,940	\$105,925
	Data Warehouse Manager	\$105,841	\$118,276	\$130,842	\$142,950
	Database Administrator (DBA)	\$61,583	\$76,854	\$94,231	\$112,238
	Database Administration (DBA) Manager	\$84,546	\$99,800	\$113,698	\$127,769
	Database Analyst	\$48,174	\$58,754	\$72,135	\$87,673
	Database Administrator (DBA)	\$64,239	\$80,072	\$98,083	\$116,738
	Reporting Analyst	\$48,873	\$56,815	\$65,817	\$75,052
	Software Developer, Big Data	\$68,967	\$81,706	\$96,365	\$112,144
	SQL Server Database Administrator	\$71,646	\$86,860	\$104,027	\$121,614

Category	Title	25th	50th	75th	90th
CRM / ERP	Data Analyst	\$44,872	\$53,951	\$64,620	\$75,851
	Customer Relationship Management (CRM) Administrator	\$42,984	\$52,502	\$64,631	\$80,307
	CRM Application Architect	\$94,535	\$109,822	\$127,722	\$147,197
	Salesforce Developer / Engineer	\$78,307	\$90,915	\$103,982	\$116,530
	ERP Analyst	\$60,513	\$70,279	\$81,532	\$93,199
	ERP Program Manager	\$87,626	\$105,621	\$125,927	\$147,841
	ERP Programmer	\$58,030	\$71,392	\$87,555	\$105,080
	ERP Project Manager	\$64,122	\$79,043	\$95,057	\$111,764
	SAP Consultant	\$71,666	\$88,378	\$108,130	\$131,803
	SAP Program Manager	\$112,055	\$142,663	\$174,978	\$207,401
	SAP Project Manager	\$112,225	\$137,186	\$159,992	\$180,723
Executives	Chief Digital Officer	\$147,772	\$191,521	\$245,352	\$304,777
	Chief Information Officer (CIO)	\$134,338	\$174,110	\$223,047	\$277,070
	Chief Information Security Officer	\$127,688	\$156,600	\$188,416	\$220,919
	Chief Technology Officer (CTO)	\$108,619	\$141,683	\$179,034	\$218,214
	Vice President (VP), IT	\$121,288	\$149,998	\$180,909	\$211,702
Mobile Development	Android Developer	\$65,393	\$77,915	\$92,319	\$107,857
	iOS Developer	\$68,394	\$81,217	\$95,962	\$111,821
	Hybrid Mobile Application Developer	\$65,998	\$81,378	\$101,063	\$125,495
Network Infrastructure	Citrix Administrator	\$70,027	\$84,760	\$102,540	\$121,672
	Citrix Engineer	\$85,286	\$98,937	\$113,837	\$128,806
	Cloud Architect (AWS, Azure, Google)	\$92,084	\$112,589	\$129,919	\$144,615
	Cloud Developer (AWS, Azure, Google)	\$72,437	\$85,753	\$101,114	\$117,682
	Cloud Engineer (AWS, Azure, Google)	\$81,871	\$99,817	\$122,570	\$150,018
	Enterprise Infrastructure Architect	\$64,176	\$72,886	\$82,605	\$92,749
	Linux Administrator	\$61,699	\$73,867	\$87,305	\$100,880
	Network Administrator (Cisco, Juniper)	\$50,126	\$60,001	\$71,464	\$83,423
	Network Architect	\$101,702	\$120,004	\$136,421	\$151,517
	Network Engineer (Cisco, Juniper)	\$59,813	\$72,094	\$86,409	\$101,451
	Server Administrator	\$49,974	\$59,363	\$70,214	\$81,473
Storage Engineer (EMC, Hitachi, IBM)	\$68,852	\$84,758	\$104,426	\$126,474	

Category	Title	25th	50th	75th	90th
	System(s) Engineer	\$64,373	\$77,586	\$92,742	\$108,453
	Systems Administrator	\$49,974	\$59,363	\$70,214	\$81,473
	Systems Architect	\$92,422	\$114,062	\$136,974	\$160,266
	Telecommunications Analyst	\$52,301	\$63,818	\$76,780	\$90,072
	Unified Communications Engineer	\$70,587	\$84,056	\$99,395	\$115,171
	Unix Administrator	\$81,631	\$96,731	\$111,829	\$127,039
	VMware (Virtualization)				
Programming/ Software Engineering	Applications Development Manager	\$100,470	\$119,804	\$139,990	\$160,849
	Applications Engineer	\$61,607	\$71,567	\$84,047	\$99,507
	Applications Systems Architect	\$98,404	\$113,204	\$130,137	\$147,909
	Fullstack Developer	\$74,017	\$87,589	\$103,247	\$120,273
	Java Architect	\$85,917	\$103,837	\$122,004	\$140,713
	Java Developer	\$60,839	\$72,625	\$85,936	\$100,096
	.NET Architect	\$93,842	\$111,492	\$127,501	\$142,330
	.NET Developer	\$62,279	\$74,302	\$88,606	\$105,269
	Software Development Engineer in Test	\$52,177	\$64,084	\$76,778	\$89,325
	Software Engineer	\$59,921	\$71,725	\$85,237	\$99,762
	Software Support Engineer	\$50,244	\$59,542	\$70,154	\$81,072
Info Security	Cybersecurity Architect	\$81,252	\$97,734	\$116,545	\$136,251
	Governance Risk & Compliance Auditor	\$49,813	\$59,508	\$71,440	\$84,871
	Information Security Director	\$106,652	\$132,886	\$155,236	\$174,211
	Information Security Engineer	\$71,520	\$86,855	\$103,719	\$120,981
	Information Security Risk Analyst	\$56,511	\$68,237	\$81,951	\$96,523
	Penetration Tester	\$62,939	\$81,508	\$103,962	\$128,472
	SecDevOps Engineer	\$80,773	\$95,747	\$112,897	\$130,646
	Systems Analyst	\$65,306	\$77,864	\$91,936	\$106,254
Technical Support	Help Desk Manager / Supervisor	\$56,172	\$65,471	\$76,292	\$88,018
	Help Desk Support	\$36,051	\$42,167	\$49,288	\$56,791
	LAN/WAN Administrator	\$49,135	\$58,795	\$69,995	\$81,668
	Network Operations Technician (NOC)	\$42,816	\$50,595	\$59,993	\$70,334
	PC Technician	\$32,859	\$39,260	\$46,197	\$53,149
	Technical Support Analyst	\$38,531	\$46,240	\$56,264	\$68,675

Category	Title	25th	50th	75th	90th
Quality Assurance / Software Testing	Quality Assurance Engineer	\$62,419	\$72,247	\$83,017	\$94,260
	Performance Test Engineer	\$70,573	\$82,179	\$95,645	\$109,649
	Release Engineer	\$70,106	\$81,576	\$95,198	\$110,058
	Software Quality Assurance (SQA) Analyst	\$50,600	\$60,718	\$71,986	\$83,493
Web Design/ Development, Ui/Ux, and Content Management	Content Manager	\$45,685	\$55,272	\$67,059	\$80,215
	(UI Developer – ReactJS)	\$68,079	\$81,438	\$97,470	\$114,676
	Content Specialist	\$36,129	\$42,012	\$48,468	\$54,961
	Front End Developer (JavaScript)	\$57,576	\$68,564	\$80,944	\$93,684
	UX Designer	\$56,654	\$67,808	\$81,083	\$95,938
	Web Developer	\$44,353	\$54,741	\$66,732	\$79,328
Techno-Functional	Business Analyst / Business Systems Analyst	\$53,835	\$63,916	\$75,945	\$88,945
	Business Process Management Consultant	\$55,800	\$69,910	\$87,788	\$109,806
	Change Management Analyst	\$49,274	\$57,671	\$67,493	\$77,765
	Geographic Information Systems (GIS) Analyst	\$43,681	\$50,441	\$58,570	\$67,541
	Instructional Designer	\$49,102	\$57,537	\$67,845	\$80,230
	IT Program Manager	\$87,593	\$105,902	\$126,592	\$149,095
	IT Project Coordinator	\$45,569	\$54,861	\$66,579	\$80,489
	IT Project Manager	\$65,308	\$80,921	\$97,737	\$115,409
	Organizational Change Management Consultant	\$74,774	\$87,849	\$103,488	\$120,439
	Project Lead - Systems Programming	\$64,049	\$75,886	\$89,033	\$102,326
Technical Writer	\$44,459	\$54,145	\$65,821	\$78,423	

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.

Des Moines Branch Information

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