



# 2019 Atlanta IT Salary Snapshot

The MATRIX-PayScale IT Salary Snapshot for the Atlanta market is a reflection of the typical percentile range (25th, 50th, and 75th) for the most common IT positions, based on the statistical median of compensation packages for similar profiles in Atlanta. MATRIX partners with PayScale for this survey that captures the typical total cash compensation for an individual's job based on location, experience, education, certifications, and other factors.

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

Position Title	25th	50th	75th
Project Manager	\$79,301	\$93,596	\$109,394
Scrum Master	\$96,389	\$110,682	\$126,421
Product Owner	\$90,230	\$104,489	\$120,421
Agile Coach	\$100,076	\$119,083	\$138,317
Solution Architect	\$95,645	\$112,078	\$129,790
Quality Assurance / Tester – Automated	\$68,162	\$77,816	\$88,087
Oracle Database Administrator	\$92,463	\$105,660	\$120,078
SQL Server Database Administrator	\$93,698	\$106,310	\$120,025
ETL Data Engineer	\$78,792	\$90,974	\$104,209
Full Stack Developer (.Net)	\$89,342	\$103,678	\$119,531
Full Stack Developer (Java)	\$90,130	\$104,389	\$120,225
Mobile Developer	\$75,655	\$88,443	\$101,951
UX Design Engineer	\$102,265	\$112,927	\$124,700
Front End Developer	\$91,464	\$104,975	\$121,105
Network Administrator (LAN/WAN)	\$54,402	\$63,970	\$74,578
Cyber Security Engineer	\$87,432	\$102,618	\$119,721
Business Analyst	\$63,312	\$73,835	\$85,967
Technical Support Specialist	\$37,241	\$44,832	\$53,759
Linux Administrator	\$69,142	\$80,857	\$93,526
Cloud Engineer	\$76,014	\$91,987	\$112,380
Project Coordinator	\$48,313	\$57,464	\$68,059
Security Engineer / Analyst	\$77,805	\$91,166	\$105,744
JavaScript Developer	\$88,546	\$102,321	\$119,456

Updated June 2019

## Do You Have What It Takes to Attract and Retain Top Talent?

According to the Bureau of Labor Statistics, there are now 1.2 million more job openings than unemployed Americans who are seeking a job. With the Atlanta unemployment rate being 3.6%, it's more important than ever that companies do everything they can to not only attract great candidates but also to keep them. It's no secret that compensation is typically the highest deciding factor when it comes to employment, but here are some other factors to consider as well.



**32%** of workers are looking to change jobs in 2019.

Top 5 factors outside salary that candidates consider when looking for a position:

- 1 Location
- 2 Affordable benefits plans
- 3 Job stability
- 4 A good boss
- 5 Good work culture

Following are the **Top 5 Business Actions Taken by Companies to Attract/Retain Employees:**



Increased Wages



Increased Benefits



Offering more flexible work arrangements



Training current employees to fill vacant positions



Hiring more employees that take upfront training

## Soft Skills are Just as Important as Hard Skills When Hiring New Employees



**80%** of respondents said that soft skills would be equally or more important than hard skills when hiring candidates

The top 3 soft skills employers hire for are:

- 1 Ability to be team-oriented
- 2 Attention to detail
- 3 Customer service

## Creativity and Flexibility are Top Priorities When Hiring Today

According to MATRIX's recent industry panel (discussion being Winning the Battle for Top Talent in a Tight Labor Market), broadening your thinking and being flexible when it comes to hiring makes all the difference. Today, people often focus on only attracting millennials. Taking a different approach and thinking about attracting moms returning to work with gaps on their resume, people looking for a chance at a second career, military veterans, young and senior interns looking to learn new skills, etc. could give you access to a much broader pool of high-quality candidates. Be prepared to train employees with strong core competencies on the types of hard skills you're looking for.

Sources: Sources: PayScale, CareerBuilder, SunTrust, Bureau of Labor Statistics

## About MATRIX

MATRIX blends professional staffing, agile consulting, and on-demand recruiting services to help companies solve tough IT and business challenges in an increasingly complex and competitive world. Over the last 10 years, we've delivered more than 1,000 IT projects and filled nearly 25,000 jobs with talented IT professionals for clients across the U.S.

## Need help with talent or a project? Let's talk.

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