



2019 Chicago IT Salary Snapshot

The MATRIX-PayScale IT Salary Snapshot for the Chicago 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 Chicago. 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	\$77,967	\$91,521	\$106,530
Scrum Master	\$97,937	\$112,261	\$128,077
Product Owner	\$90,091	\$104,297	\$120,201
Agile Coach	\$100,830	\$118,933	\$137,798
Solution Architect	\$94,242	\$109,928	\$126,996
Quality Assurance / Tester - Automated	\$68,025	\$77,349	\$87,172
Oracle Database Administrator	\$97,947	\$111,664	\$126,622
SQL Server Database Administrator	\$98,250	\$111,284	\$125,447
ETL Data Engineer	\$82,762	\$95,125	\$108,483
Full Stack Developer (.Net)	\$74,912	\$87,536	\$101,029
Full Stack Developer (Java)	\$78,146	\$90,208	\$102,734
Mobile Developer	\$79,398	\$92,701	\$106,763
UX Design Engineer	\$102,092	\$112,504	\$123,982
Front End Developer	\$76,512	\$90,502	\$105,197
Network Administrator (LAN/WAN)	\$54,199	\$63,539	\$73,893
Cyber Security Engineer	\$79,990	\$93,348	\$107,143
Business Analyst	\$65,137	\$75,821	\$88,075
Technical Support Specialist	\$38,820	\$46,534	\$55,579
Linux Administrator	\$71,219	\$82,919	\$95,585
Cloud Engineer	\$76,800	\$92,557	\$112,546
Data Architect	\$93,200	\$107,896	\$124,474
DevOps Engineer	\$76,569	\$89,041	\$102,405
Security Architect	\$88,359	\$102,495	\$116,762
Product Manager	\$79,339	\$91,997	\$105,696

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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 Chicago unemployment rate being 4.1%, 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.

Below are the 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 hiring managers surveyed by CareerBuilder 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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