



2019 Dallas IT Salary Snapshot

The MATRIX-PayScale IT Salary Snapshot for the Dallas 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 Dallas. 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	\$88,831	\$104,548	\$121,871
Scrum Master	\$93,047	\$106,638	\$121,740
Product Owner	\$92,337	\$106,956	\$123,321
Agile Coach	\$117,159	\$138,803	\$160,806
Solution Architect	\$105,008	\$122,650	\$141,942
Quality Assurance / Tester - Automated	\$76,259	\$86,908	\$98,237
Oracle Database Administrator	\$94,652	\$107,951	\$122,386
SQL Server Database Administrator	\$97,023	\$109,972	\$123,935
ETL Data Engineer	\$85,945	\$99,064	\$113,319
Full Stack Developer (.Net)	\$91,616	\$107,381	\$124,252
Full Stack Developer (Java)	\$97,262	\$112,615	\$128,589
Mobile Developer	\$88,085	\$102,838	\$118,466
UX Design Engineer	\$97,641	\$107,661	\$118,703
Front End Developer	\$75,639	\$89,593	\$104,317
Network Administrator (LAN/WAN)	\$60,063	\$70,362	\$81,779
Cyber Security Engineer	\$94,109	\$109,788	\$126,009
Business Analyst	\$76,328	\$88,900	\$103,362
Technical Support Specialist	\$43,409	\$52,003	\$62,142
Linux Administrator	\$89,461	\$104,233	\$120,211
Cloud Engineer	\$88,514	\$106,884	\$130,304
Configuration / Release Manager (CMDB)	\$87,568	\$103,529	\$120,246
DevOps Engineer	\$94,188	\$109,670	\$126,155
SDET Engineer	\$88,344	\$103,803	\$120,133
Data Scientist	\$103,891	\$122,267	\$141,110
AI/Machine Learning	\$97,113	\$114,754	\$133,098
IoT Developer	\$89,124	\$103,989	\$120,234

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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 Dallas unemployment rate being 3.3%, 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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