

# 2019 Des Moines IT Salary Snapshot

The MATRIX-PayScale IT Salary Snapshot for the Des Moines 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 Des Moines. 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	\$70,251	\$82,536	\$96,228
Scrum Master	\$88,712	\$101,888	\$116,732
Product Owner	\$80,740	\$93,080	\$107,000
Agile Coach	\$92,450	\$109,810	\$126,382
Solution Architect	\$88,667	\$103,717	\$119,727
Quality Assurance / Tester - Automated	\$62,898	\$71,718	\$81,537
Oracle Database Administrator	\$89,572	\$102,045	\$115,133
SQL Server Database Administrator	\$90,249	\$102,154	\$114,608
ETL Data Engineer	\$70,584	\$80,889	\$92,082
Full Stack Developer (.Net)	\$70,500	\$81,294	\$93,864
Full Stack Developer (Java)	\$73,656	\$83,930	\$94,716
Mobile Developer	\$70,818	\$82,574	\$95,178
UX Design Engineer	\$100,712	\$111,108	\$122,537
Front End Developer	\$64,823	\$76,284	\$88,915
Network Administrator (LAN/WAN)	\$52,383	\$61,062	\$70,720
Cyber Security Engineer	\$77,912	\$90,956	\$104,651
Business Analyst	\$60,193	\$70,055	\$81,405
Technical Support Specialist	\$34,510	\$40,783	\$48,225
Linux Administrator	\$64,175	\$74,421	\$85,639
Cloud Engineer	\$71,123	\$85,121	\$102,672
Data Architect	\$82,297	\$95,116	\$109,252
DevOps Engineer	\$74,513	\$86,411	\$99,136
Security Architect	\$80,057	\$92,661	\$105,136
Product Manager	\$75,658	\$87,607	\$100,482

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 Des Moines unemployment rate being 2.8%, 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.

### MATRIX Des Moines Office

699 Walnut St.  
4<sup>th</sup> Floor  
Des Moines, IA 50309  
800.627.3533  
[matrix@matrixres.com](mailto:matrix@matrixres.com)