

MATRIX IT Compensation Survey

$$s=kr^2$$



San Francisco Market

February 2008

Methodology

As an ongoing commitment to share industry knowledge with our user groups, we present the MATRIX IT Compensation Survey for San Francisco. The survey is a reflection of the typical percentile range (25th, 50th, and 75th) for 20 of the most common IT positions, based on the statistical median of compensation packages for similar profiles in the local market.

The data in the MATRIX IT Compensation Survey has been generated by PayScale, a leading online compensation and benefits data firm. Employee data is collected through the PayScale Salary Survey and employer data from surveys administered on behalf of trade associations.

The MATRIX IT Compensation Survey reflects the typical total cash compensation for an individual's job based on location, education, certifications, shift, employer type, and other factors. **Compensation in this report reflects only senior level positions (at least 5+ years experience).** PayScale algorithms analyze up to 100 comparable data points (position, location, experience, education, etc.) of individuals with similar attributes to create each report. To ensure integrity, each new profile submitted to PayScale passes through a rigorous filtering process before it can be added to the active database.

IT Compensation Surveys for many other MATRIX local markets across the U.S. can be obtained at www.MatrixResources.com.

Position Titles	Percentile		
	25th	50th	75th
Director of IT	\$102,672	\$123,915	\$147,645
Applications Development Manager	\$106,644	\$121,014	\$135,677
Implementation Manager	\$81,889	\$99,225	\$118,357
Project Manager	\$105,133	\$117,990	\$132,675
Enterprise Software Architect	\$124,439	\$139,718	\$160,378
Quality Assurance / Tester	\$79,221	\$88,767	\$98,872
Oracle Database Administrator	\$97,448	\$109,123	\$121,919
SQL Server Database Administrator	\$95,732	\$107,208	\$120,008
C# / .NET Developer	\$98,236	\$111,200	\$126,353
Java / J2EE Developer	\$108,990	\$119,670	\$131,404
Client/Server Developer	\$99,045	\$109,097	\$120,471
Web Developer	\$84,414	\$94,111	\$104,748
Network Administrator (LAN/WAN)	\$71,722	\$83,308	\$95,065
Help Desk Analyst	\$45,382	\$52,961	\$61,960
Business Analyst (Technical)	\$91,655	\$104,429	\$119,326
Technical Writer	\$73,590	\$84,042	\$96,595
Telecommunications Specialist	\$62,425	\$74,743	\$86,353
Technical Support Analyst	\$63,089	\$72,382	\$83,212
Security Consultant	\$75,747	\$90,388	\$107,109
UNIX Systems Administrator	\$89,111	\$100,859	\$114,412

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