

Salary Report

2019



Los Angeles

Seattle

San Francisco

Boston

New York City

Chicago

Washington DC

Tech Edition

San Francisco's reigning command of the **global tech sector** shows no sign of slowing down.

These days, Silicon Valley is learning to share its spotlight as tech outfits pop up and flourish in cities with more room to grow. But in digging into the data, there's a lot to learn from the Bay Area's hiring activity.

At Vetterly, we sit at a unique crossroads in the world of hiring: thousands of job-seekers and employers use our online marketplace to discover top talent and make big career moves, every day. And when it comes to salary and compensation, we believe that when all parties are on equal footing, everyone is poised to have a better hiring experience. The following data reflects San Francisco employer practices and the offers they've extended across the technology sector.



Average Salary by Role

When considering salary, San Francisco is the place to be—but you already knew that.

To start, we dug into the data that felt like the most meaningful baseline for both employers and job-seekers: salary by role and years of experience. There's a lot to learn, but here are a few highlights: Mobile Engineers with over six years of experience tend to see a salary premium over their peers in traditional engineering roles, reflecting the strong trend toward establishing and maintaining stellar mobile experiences. Senior Technology Managers are paid generously, likely to do with the Bay Area's large crop of established corporate headquarters.

Engineering Roles	0-1 Years	1-2 Years	2-4 Years	4-6 Years	6+ Years
Front End Engineer	\$94K	\$113K	\$123K	\$134K	\$142K
Back End Engineer	\$96K	\$118K	\$129K	\$138K	\$148K
Full Stack Engineer	\$93K	\$115K	\$126K	\$136K	\$147K
Mobile Engineer	\$98K	\$112K	\$118K	\$138K	\$153K

Other Tech Roles	0-1 Years	1-2 Years	2-4 Years	4-6 Years	6+ Years
Tech Management	—	—	\$143K	\$147K	\$165K
Product Management	\$95K	\$107K	\$122K	\$134K	\$147K
Data Science	\$103K	\$117K	\$127K	\$145K	\$161K
DevOps / Infrastructure	\$98K	\$112K	\$134K	\$138K	\$162K
QA Engineer	\$89K	\$100K	\$109K	\$126K	\$140K
Design	\$79K	\$89K	\$104K	\$125K	\$139K
UI / UX	\$81K	\$93K	\$108K	\$132K	\$142K

San Francisco Salary Premiums

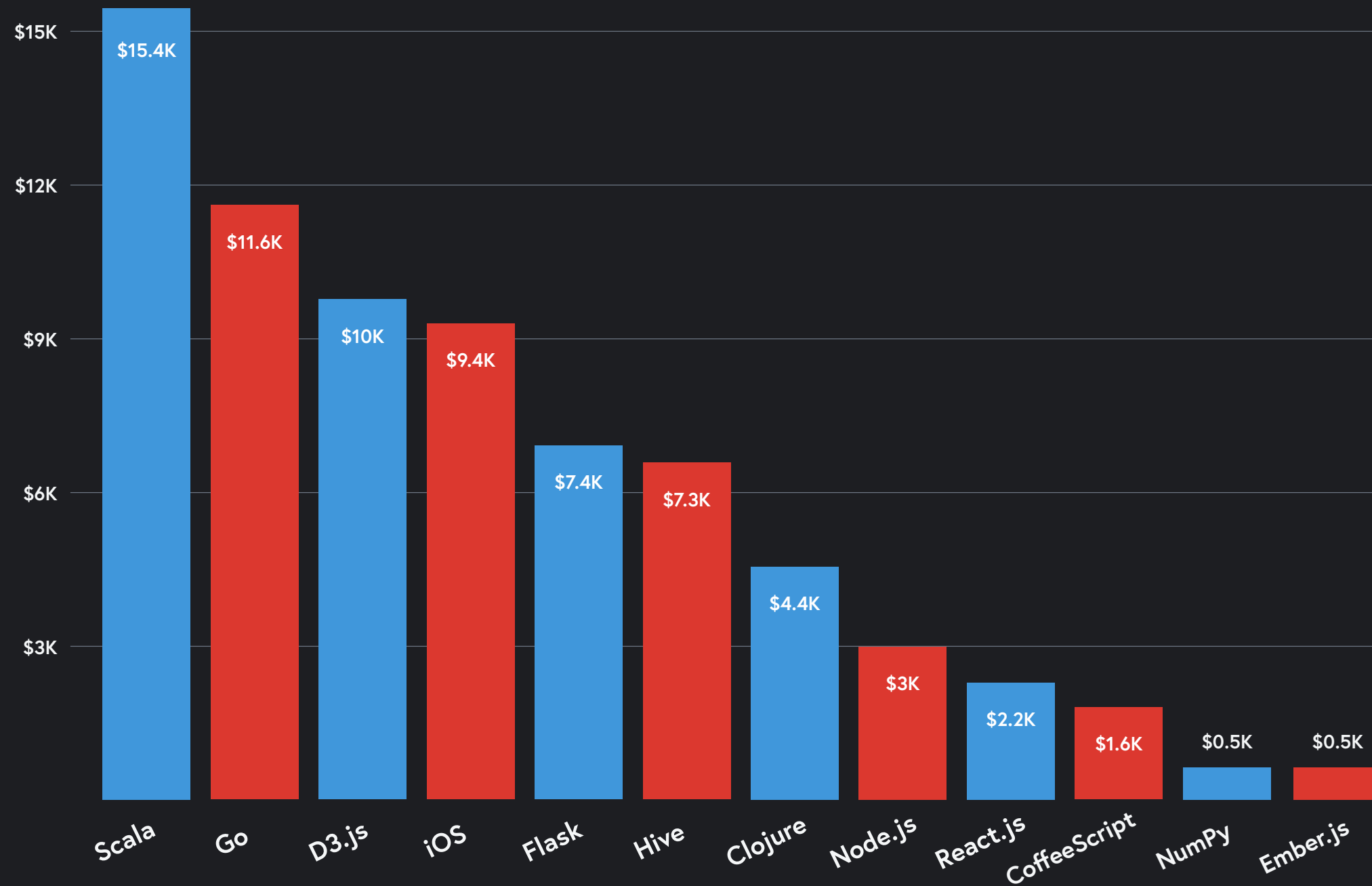
While there are many factors that influence salary premiums, as someone wise once said, it often comes down to *location, location, location*.

Cost of living varies from place to place, and salaries for the same role fluctuate based on where that person is, on the ground. SF reigns supreme when compared to all cities analyzed in this data set—on average, salaries in the Bay Area are 10% greater than in NYC and a whopping 22% greater than in Chicago. And although those in San Francisco are paid more than in other locations across the country, Data Scientists and Mobile Engineers receive a lower premium than their peers in the Bay Area tech world.

	Front End Engineer	Back End Engineer	Full Stack Engineer	Mobile Engineer	Tech Management	Product Management	Data Science	DevOps / Infrastructure	QA Engineer	Design	UI/UX
San Francisco vs. New York	+10%	+9%	+9%	+9%	+5%	+10%	+7%	+12%	+19%	+10%	+9%
San Francisco vs. Los Angeles	+15%	+12%	+15%	+7%	+10%	+13%	+4%	+25%	+7%	+20%	+23%
San Francisco vs. Washington DC	+21%	+21%	+19%	+18%	+16%	+21%	+19%	+19%	+29%	+14%	+18%
San Francisco vs. Chicago	+25%	+22%	+25%	+16%	+18%	+16%	+18%	+24%	+25%	+25%	+28%
San Francisco vs. Boston	+25%	+18%	+21%	+6%	+13%	+19%	+9%	+18%	+14%	+15%	+13%
San Francisco vs. Seattle	+10%	+4%	+6%	+9%	+3%	+12%	+7%	+5%	+13%	+9%	+10%

■ Greatest differentials

Average Salary Premium by Specialty Programming Skills



When you're looking for a job, it's helpful to know what exactly employers are looking *for*.

As such, job-seekers often ask "what skills are the most valuable?" or "where should I focus my education as I move forward in my career?" Based on this demand, we've compiled the average salary premium job-seekers have received for possessing certain skills over job-seekers who don't have the same kind of mastery.

For instance, a Back-End Engineer with knowledge of Scala could expect an average salary premium of \$15k over a job-seeker without Scala experience. Go is another skill that we've seen rise in popularity, with an expected premium of \$11.6k over someone who doesn't have the ability to code with Go. Finally, although both skill sets are in high demand, our data has shown that iOS Engineers typically receive a \$9.4k salary premium to Android Engineers, a huge increase over last year's data.

Average Salary Premium by Popular Programming Skills

Language matters, as demonstrated by the data we collected around popular programming skills across different levels and years of experience.

Notable observations include the relative premium associated with Python, especially in comparison to .NET and PHP, which have fallen slightly out of favor in recent years. Additionally, average junior salaries for those who know Ruby, although a high demand skill, is likely moderated by recent coding school graduates that focus on Ruby on Rails. This gap persists as years of experience increase, despite overall salary growth in the last year.

	0-1 Years	1-2 Years	2-4 Years	4-6 Years	6+ Years
.NET	\$87K	\$93K	\$103K	\$118K	\$136K
C/C++	\$97K	\$101K	\$111K	\$126K	\$149K
Java	\$102K	\$104K	\$113K	\$127K	\$147K
JavaScript	\$96K	\$98K	\$109K	\$121K	\$137K
PHP	\$84K	\$96K	\$104K	\$117K	\$133K
Python	\$102K	\$104K	\$116K	\$129K	\$150K
Ruby/Ruby on Rails	\$100K	\$102K	\$113K	\$127K	\$144K

Headquartered in a sunny, plant-filled office in New York City, Vetterly is changing the way people hire and get hired.



We use machine learning and real-time data to match talented job-seekers with inspiring companies. As a passionate team of doers and thinkers, our goal is to enrich and automate the recruiting process, make hiring more rewarding for everyone, and create a happier and more accountable working world.

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