COMPARABLY

FAIR PAY REPORT

This report provides detailed compensation data intended to be used as a resource for fair pay discussions.

Developer | Over 10 Years experience | San Francisco, CA | Company Size: 10,000+ Employees   April 25, 2017

A **Developer** with **Over 10 Years** experience in **San Francisco** should make **$170,500**

Based on data from 2,880 Developers

* Refer to Methodology below for compensation details

Median Salary

$170,500

Average Salary

$158,555

Developer Salary Range in San Francisco

MEDIAN
$171k

AVERAGE
$159k

$91k $108k $170k $177k $194k $225k+
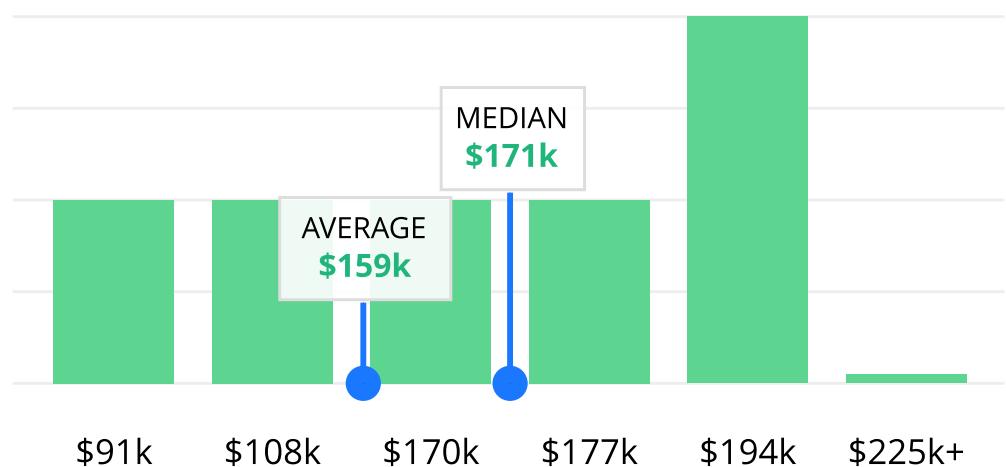
Avg. Compensation $158,555
Base Salary: **$134,805**
Bonus: **$23,750**

Median Compensation: $170,500

Equity Compensation
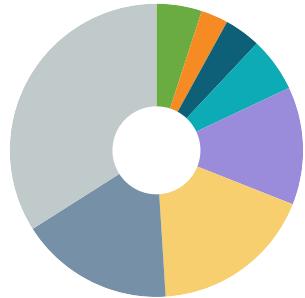
Public Company

- 100K+ – **5%**
- 80-100K+ – **3%**
- 60-80K – **4%**
- 40-60k – **6%**
- 10-40K – **13%**
- 0-10K – **18%**
- I Don't Know – **17%**
- I Don't Get Equity – **34%**

Compensation by Company Size

$140k

$135k

$130k

$125k

1-10   11-50   51-200   201-500   501-1k   1k-5k   5k-10k   10k+
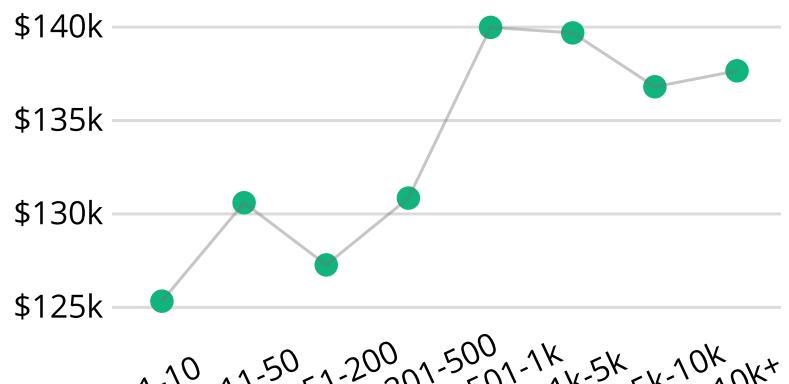
Compensation includes salary & bonus

Methodology

The salary information included in this report comes from compensation data gathered from anonymous employee contributions, government data, industry reports and other publicly available sources. Every salary record we include in these reports goes through an automated and human verification process to ensure its accuracy.