

**REGION 1
AVERAGE RATES**

#	JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT	#
1	Business Analyst	\$ 37.97	\$ 49.52	\$ 63.69	\$ 72.52	1
2	Cloud Engineer	\$ 47.48	\$ 62.26	\$ 76.51	\$ 89.25	2
3	Database Administrator	\$ 40.80	\$ 52.63	\$ 68.64	\$ 78.76	3
4	Database Architect	\$ 47.60	\$ 61.20	\$ 77.54	\$ 88.85	4
5	Database Manager	\$ 43.07	\$ 54.67	\$ 72.00	\$ 83.68	5
6	Graphic Designer	\$ 34.10	\$ 41.99	\$ 51.86	\$ 60.23	6
7	Help Desk Manager	\$ 34.89	\$ 41.46	\$ 51.58	\$ 59.35	7
8	IT Manager	\$ 43.98	\$ 54.42	\$ 68.91	\$ 80.35	8
9	IT Specialist	\$ 39.06	\$ 52.76	\$ 67.66	\$ 79.92	9
10	Network Administrator	\$ 38.56	\$ 48.22	\$ 61.99	\$ 71.92	10
11	Network Architect	\$ 46.57	\$ 59.34	\$ 74.43	\$ 85.43	11
12	Operations Manager	\$ 40.51	\$ 49.91	\$ 64.26	\$ 75.08	12
13	Programmer	\$ 39.60	\$ 54.96	\$ 66.97	\$ 76.30	13
14	Project Manager	\$ 43.77	\$ 55.40	\$ 73.76	\$ 88.32	14
15	Security Analyst	\$ 43.56	\$ 57.09	\$ 72.34	\$ 83.47	15
16	Security Manager	\$ 47.39	\$ 61.76	\$ 77.52	\$ 90.52	16
17	Software Analyst	\$ 39.60	\$ 52.00	\$ 66.28	\$ 76.58	17
18	Software Architect	\$ 49.29	\$ 63.98	\$ 81.04	\$ 91.38	18
19	Software Developer	\$ 40.62	\$ 55.91	\$ 69.98	\$ 79.29	19
20	Software Manager	\$ 46.24	\$ 58.84	\$ 74.71	\$ 87.00	20
21	Systems Administrator	\$ 36.66	\$ 47.09	\$ 62.55	\$ 72.55	21
22	Systems Analyst	\$ 40.11	\$ 51.51	\$ 64.85	\$ 75.18	22
23	Systems Architect	\$ 48.71	\$ 62.39	\$ 79.51	\$ 90.60	23
24	Systems Developer	\$ 42.03	\$ 55.07	\$ 69.84	\$ 80.01	24
25	Technical Writer	\$ 30.92	\$ 37.59	\$ 45.91	\$ 53.88	25
26	Tester	\$ 34.46	\$ 42.77	\$ 53.30	\$ 60.84	26
27	Training Developer	\$ 36.38	\$ 44.52	\$ 55.58	\$ 63.90	27
28	Web Administrator	\$ 36.91	\$ 48.35	\$ 61.26	\$ 69.84	28
29	Web Designer	\$ 36.00	\$ 46.57	\$ 56.94	\$ 64.82	29
30	Web Developer	\$ 39.36	\$ 53.23	\$ 64.79	\$ 73.55	30
31	Web Manager	\$ 41.72	\$ 52.22	\$ 67.36	\$ 77.42	31

**REGION 2
AVERAGE RATES**

JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT
Business Analyst	\$ 37.62	\$ 49.01	\$ 62.65	\$ 71.17
Cloud Engineer	\$ 46.69	\$ 61.21	\$ 75.07	\$ 87.42
Database Administrator	\$ 40.31	\$ 52.10	\$ 67.59	\$ 77.26
Database Architect	\$ 47.13	\$ 60.19	\$ 76.28	\$ 87.31
Database Manager	\$ 42.72	\$ 53.82	\$ 70.71	\$ 81.98
Graphic Designer	\$ 33.20	\$ 41.23	\$ 51.11	\$ 59.37
Help Desk Manager	\$ 34.41	\$ 40.86	\$ 50.82	\$ 58.59
IT Manager	\$ 43.33	\$ 53.67	\$ 67.61	\$ 78.65
IT Specialist	\$ 38.61	\$ 52.17	\$ 66.42	\$ 78.53
Network Administrator	\$ 38.04	\$ 47.68	\$ 60.87	\$ 70.47
Network Architect	\$ 46.11	\$ 58.62	\$ 72.97	\$ 83.56
Operations Manager	\$ 40.07	\$ 49.50	\$ 63.20	\$ 73.95
Programmer	\$ 39.15	\$ 54.04	\$ 65.99	\$ 74.85
Project Manager	\$ 43.30	\$ 54.96	\$ 72.62	\$ 86.64
Security Analyst	\$ 42.98	\$ 56.20	\$ 70.97	\$ 81.80
Security Manager	\$ 46.88	\$ 60.90	\$ 76.03	\$ 88.60
Software Analyst	\$ 39.21	\$ 51.06	\$ 64.84	\$ 74.83
Software Architect	\$ 48.75	\$ 63.19	\$ 79.07	\$ 89.39
Software Developer	\$ 40.19	\$ 54.76	\$ 68.33	\$ 77.49
Software Manager	\$ 45.66	\$ 58.17	\$ 73.42	\$ 85.63
Systems Administrator	\$ 36.13	\$ 46.74	\$ 61.41	\$ 71.34
Systems Analyst	\$ 39.62	\$ 50.83	\$ 63.88	\$ 73.86
Systems Architect	\$ 48.24	\$ 61.82	\$ 77.74	\$ 88.45
Systems Developer	\$ 41.62	\$ 54.67	\$ 68.37	\$ 78.53
Technical Writer	\$ 30.53	\$ 37.11	\$ 45.08	\$ 53.08
Tester	\$ 34.17	\$ 42.30	\$ 52.48	\$ 60.10
Training Developer	\$ 36.00	\$ 44.20	\$ 54.79	\$ 62.89
Web Administrator	\$ 36.44	\$ 47.48	\$ 60.07	\$ 68.40
Web Designer	\$ 35.57	\$ 45.76	\$ 55.92	\$ 63.64
Web Developer	\$ 38.92	\$ 52.36	\$ 63.76	\$ 72.52
Web Manager	\$ 41.24	\$ 51.57	\$ 65.93	\$ 76.10

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**REGION 3
AVERAGE RATES**

JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT
Business Analyst	\$ 40.69	\$ 53.08	\$ 67.82	\$ 77.76
Cloud Engineer	\$ 50.47	\$ 66.25	\$ 80.31	\$ 94.20
Database Administrator	\$ 42.87	\$ 55.38	\$ 72.95	\$ 84.17
Database Architect	\$ 50.16	\$ 63.92	\$ 82.41	\$ 93.89
Database Manager	\$ 45.47	\$ 57.08	\$ 76.54	\$ 88.73
Graphic Designer	\$ 36.19	\$ 44.86	\$ 55.58	\$ 64.48
Help Desk Manager	\$ 36.71	\$ 43.80	\$ 54.54	\$ 63.25
IT Manager	\$ 46.42	\$ 57.59	\$ 73.16	\$ 85.19
IT Specialist	\$ 41.35	\$ 55.57	\$ 72.15	\$ 84.86
Network Administrator	\$ 40.52	\$ 50.89	\$ 65.79	\$ 76.19
Network Architect	\$ 48.82	\$ 62.53	\$ 78.37	\$ 89.85
Operations Manager	\$ 42.76	\$ 53.25	\$ 68.94	\$ 80.57
Programmer	\$ 41.59	\$ 58.42	\$ 70.95	\$ 81.42
Project Manager	\$ 46.35	\$ 58.67	\$ 78.04	\$ 93.31
Security Analyst	\$ 46.00	\$ 60.88	\$ 76.44	\$ 88.47
Security Manager	\$ 50.15	\$ 65.48	\$ 82.72	\$ 95.91
Software Analyst	\$ 41.85	\$ 55.09	\$ 69.97	\$ 81.16
Software Architect	\$ 52.09	\$ 67.88	\$ 85.21	\$ 96.51
Software Developer	\$ 42.98	\$ 59.29	\$ 73.95	\$ 84.32
Software Manager	\$ 48.80	\$ 62.38	\$ 79.64	\$ 92.84
Systems Administrator	\$ 38.50	\$ 49.82	\$ 66.77	\$ 76.74
Systems Analyst	\$ 41.96	\$ 54.36	\$ 68.65	\$ 79.76
Systems Architect	\$ 51.32	\$ 65.62	\$ 83.66	\$ 95.83
Systems Developer	\$ 44.18	\$ 58.53	\$ 74.13	\$ 84.86
Technical Writer	\$ 32.21	\$ 39.80	\$ 48.58	\$ 57.11
Tester	\$ 36.38	\$ 45.30	\$ 56.37	\$ 64.46
Training Developer	\$ 38.22	\$ 47.00	\$ 58.54	\$ 67.16
Web Administrator	\$ 38.92	\$ 51.42	\$ 64.73	\$ 73.69
Web Designer	\$ 38.01	\$ 49.57	\$ 60.51	\$ 68.89
Web Developer	\$ 41.37	\$ 56.49	\$ 68.90	\$ 78.71
Web Manager	\$ 43.86	\$ 55.06	\$ 71.55	\$ 82.21