

REGION 1 AVERAGE RATES						
#	JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT	#
1	Business Analyst	\$ 38.32	\$ 49.35	\$ 63.06	\$ 71.60	1
2	Cloud Engineer	\$ 45.98	\$ 59.78	\$ 74.49	\$ 85.87	2
3	Database Administrator	\$ 40.72	\$ 52.62	\$ 67.10	\$ 76.39	3
4	Database Architect	\$ 47.35	\$ 61.07	\$ 75.25	\$ 85.74	4
5	Database Manager	\$ 43.18	\$ 54.42	\$ 70.13	\$ 81.81	5
6	Graphic Designer	\$ 32.51	\$ 40.17	\$ 50.13	\$ 58.03	6
7	Help Desk Manager	\$ 34.74	\$ 41.47	\$ 50.69	\$ 58.11	7
8	IT Manager	\$ 43.41	\$ 53.37	\$ 67.68	\$ 78.73	8
9	IT Specialist	\$ 38.49	\$ 54.29	\$ 68.02	\$ 79.78	9
10	Network Administrator	\$ 38.02	\$ 48.19	\$ 62.38	\$ 71.58	10
11	Network Architect	\$ 46.44	\$ 59.16	\$ 73.82	\$ 83.94	11
12	Operations Manager	\$ 41.17	\$ 51.04	\$ 64.24	\$ 74.80	12
13	Programmer	\$ 39.22	\$ 54.09	\$ 66.44	\$ 75.44	13
14	Project Manager	\$ 43.36	\$ 54.51	\$ 73.24	\$ 88.21	14
15	Security Analyst	\$ 43.94	\$ 56.15	\$ 70.85	\$ 81.50	15
16	Security Manager	\$ 46.92	\$ 60.87	\$ 75.65	\$ 88.58	16
17	Software Analyst	\$ 39.50	\$ 51.02	\$ 64.22	\$ 73.86	17
18	Software Architect	\$ 49.09	\$ 63.79	\$ 79.27	\$ 88.91	18
19	Software Developer	\$ 40.45	\$ 55.14	\$ 68.46	\$ 77.61	19
20	Software Manager	\$ 46.95	\$ 59.47	\$ 74.37	\$ 86.10	20
21	Systems Administrator	\$ 36.60	\$ 46.99	\$ 61.16	\$ 71.30	21
22	Systems Analyst	\$ 39.73	\$ 50.91	\$ 62.50	\$ 72.04	22
23	Systems Architect	\$ 48.63	\$ 61.23	\$ 76.89	\$ 87.55	23
24	Systems Developer	\$ 41.69	\$ 54.92	\$ 68.20	\$ 77.93	24
25	Technical Writer	\$ 29.93	\$ 35.65	\$ 43.10	\$ 50.12	25
26	Tester	\$ 34.59	\$ 41.57	\$ 51.88	\$ 58.92	26
27	Training Developer	\$ 34.68	\$ 41.89	\$ 51.84	\$ 59.04	27
28	Web Administrator	\$ 36.93	\$ 46.94	\$ 59.24	\$ 67.59	28
29	Web Designer	\$ 34.99	\$ 44.19	\$ 54.71	\$ 62.07	29
30	Web Developer	\$ 39.56	\$ 53.14	\$ 64.81	\$ 73.46	30
31	Web Manager	\$ 41.16	\$ 51.50	\$ 65.73	\$ 76.36	31

REGION 2 AVERAGE RATES					
JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT	#
Business Analyst	\$ 38.04	\$ 49.32	\$ 62.38	\$ 70.66	1
Cloud Engineer	\$ 45.63	\$ 59.13	\$ 73.60	\$ 84.78	2
Database Administrator	\$ 40.33	\$ 52.23	\$ 66.63	\$ 75.54	3
Database Architect	\$ 46.99	\$ 60.53	\$ 74.69	\$ 84.88	4
Database Manager	\$ 42.93	\$ 54.07	\$ 69.34	\$ 80.90	5
Graphic Designer	\$ 32.17	\$ 39.86	\$ 49.82	\$ 57.52	6
Help Desk Manager	\$ 34.36	\$ 41.04	\$ 50.23	\$ 57.67	7
IT Manager	\$ 42.88	\$ 52.91	\$ 67.10	\$ 77.91	8
IT Specialist	\$ 38.29	\$ 53.80	\$ 67.38	\$ 79.11	9
Network Administrator	\$ 37.68	\$ 47.83	\$ 61.85	\$ 70.77	10
Network Architect	\$ 46.02	\$ 58.63	\$ 72.84	\$ 82.80	11
Operations Manager	\$ 40.86	\$ 50.60	\$ 63.75	\$ 74.39	12
Programmer	\$ 38.94	\$ 53.64	\$ 66.04	\$ 74.50	13
Project Manager	\$ 42.92	\$ 54.03	\$ 72.57	\$ 87.04	14
Security Analyst	\$ 43.43	\$ 55.62	\$ 70.08	\$ 80.71	15
Security Manager	\$ 46.43	\$ 60.28	\$ 75.04	\$ 87.59	16
Software Analyst	\$ 39.19	\$ 50.54	\$ 63.35	\$ 72.87	17
Software Architect	\$ 48.64	\$ 63.14	\$ 78.12	\$ 88.06	18
Software Developer	\$ 40.10	\$ 54.63	\$ 67.73	\$ 76.77	19
Software Manager	\$ 46.37	\$ 58.94	\$ 73.87	\$ 85.53	20
Systems Administrator	\$ 36.09	\$ 46.66	\$ 60.80	\$ 70.78	21
Systems Analyst	\$ 39.42	\$ 50.18	\$ 62.12	\$ 71.45	22
Systems Architect	\$ 48.19	\$ 60.65	\$ 75.81	\$ 86.15	23
Systems Developer	\$ 41.36	\$ 54.60	\$ 67.24	\$ 76.92	24
Technical Writer	\$ 29.64	\$ 35.46	\$ 42.72	\$ 49.71	25
Tester	\$ 34.26	\$ 41.37	\$ 51.38	\$ 58.50	26
Training Developer	\$ 34.39	\$ 41.69	\$ 51.48	\$ 58.55	27
Web Administrator	\$ 36.50	\$ 46.58	\$ 58.75	\$ 66.99	28
Web Designer	\$ 34.63	\$ 43.94	\$ 54.27	\$ 61.60	29
Web Developer	\$ 39.24	\$ 52.58	\$ 64.12	\$ 72.84	30
Web Manager	\$ 40.74	\$ 50.85	\$ 65.14	\$ 75.64	31

REGION 3 AVERAGE RATES				
JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT
Business Analyst	\$ 41.15	\$ 52.77	\$ 66.93	\$ 76.66
Cloud Engineer	\$ 49.17	\$ 63.54	\$ 78.51	\$ 90.68
Database Administrator	\$ 42.93	\$ 55.50	\$ 70.94	\$ 81.27
Database Architect	\$ 50.30	\$ 64.64	\$ 80.03	\$ 90.61
Database Manager	\$ 45.85	\$ 57.54	\$ 74.55	\$ 86.62
Graphic Designer	\$ 34.52	\$ 43.04	\$ 53.63	\$ 61.76
Help Desk Manager	\$ 36.66	\$ 43.95	\$ 53.69	\$ 62.23
IT Manager	\$ 46.05	\$ 56.68	\$ 71.63	\$ 83.01
IT Specialist	\$ 41.04	\$ 57.15	\$ 72.41	\$ 84.33
Network Administrator	\$ 40.07	\$ 50.97	\$ 66.21	\$ 75.64
Network Architect	\$ 48.77	\$ 62.43	\$ 77.46	\$ 88.32
Operations Manager	\$ 43.73	\$ 54.92	\$ 69.36	\$ 80.76
Programmer	\$ 41.36	\$ 57.30	\$ 70.24	\$ 80.39
Project Manager	\$ 46.16	\$ 57.88	\$ 77.19	\$ 92.53
Security Analyst	\$ 46.62	\$ 59.87	\$ 74.69	\$ 86.02
Security Manager	\$ 50.11	\$ 64.79	\$ 80.80	\$ 93.72
Software Analyst	\$ 42.10	\$ 54.10	\$ 67.41	\$ 77.91
Software Architect	\$ 52.20	\$ 68.22	\$ 82.96	\$ 93.33
Software Developer	\$ 43.12	\$ 58.54	\$ 72.14	\$ 82.41
Software Manager	\$ 49.84	\$ 63.51	\$ 79.57	\$ 92.30
Systems Administrator	\$ 38.65	\$ 50.07	\$ 65.54	\$ 75.20
Systems Analyst	\$ 41.79	\$ 53.92	\$ 66.02	\$ 76.15
Systems Architect	\$ 51.57	\$ 64.71	\$ 80.34	\$ 91.61
Systems Developer	\$ 44.09	\$ 58.72	\$ 72.21	\$ 82.42
Technical Writer	\$ 31.17	\$ 37.85	\$ 45.65	\$ 52.92
Tester	\$ 36.50	\$ 43.90	\$ 54.84	\$ 61.85
Training Developer	\$ 36.56	\$ 44.52	\$ 54.60	\$ 61.79
Web Administrator	\$ 39.05	\$ 50.09	\$ 62.75	\$ 71.02
Web Designer	\$ 37.05	\$ 47.10	\$ 57.62	\$ 65.37
Web Developer	\$ 41.75	\$ 56.62	\$ 68.77	\$ 78.29
Web Manager	\$ 43.50	\$ 54.30	\$ 69.85	\$ 80.95