

REGION 1					
AVERAGE RATES					
#	JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT
1	Business Analyst	\$ 38.84	\$ 50.17	\$ 63.63	\$ 72.44
2	Cloud Engineer	\$ 48.22	\$ 62.04	\$ 76.27	\$ 87.87
3	Database Administrator	\$ 41.40	\$ 53.47	\$ 67.81	\$ 77.49
4	Database Architect	\$ 48.33	\$ 61.94	\$ 76.55	\$ 87.50
5	Database Manager	\$ 43.98	\$ 55.20	\$ 71.32	\$ 82.90
6	Graphic Designer	\$ 33.47	\$ 41.43	\$ 51.68	\$ 60.01
7	Help Desk Manager	\$ 35.40	\$ 42.07	\$ 51.35	\$ 59.34
8	IT Manager	\$ 44.58	\$ 55.00	\$ 68.96	\$ 79.72
9	IT Specialist	\$ 39.93	\$ 55.21	\$ 68.87	\$ 81.14
10	Network Administrator	\$ 38.78	\$ 49.52	\$ 63.54	\$ 73.08
11	Network Architect	\$ 46.95	\$ 60.33	\$ 74.79	\$ 85.00
12	Operations Manager	\$ 41.57	\$ 51.34	\$ 64.83	\$ 75.57
13	Programmer	\$ 39.78	\$ 54.78	\$ 67.28	\$ 76.50
14	Project Manager	\$ 44.23	\$ 55.48	\$ 74.06	\$ 89.15
15	Security Analyst	\$ 44.81	\$ 57.35	\$ 72.57	\$ 83.47
16	Security Manager	\$ 47.68	\$ 61.99	\$ 77.29	\$ 90.29
17	Software Analyst	\$ 40.38	\$ 52.22	\$ 65.90	\$ 75.91
18	Software Architect	\$ 49.54	\$ 64.58	\$ 80.36	\$ 90.18
19	Software Developer	\$ 41.12	\$ 55.95	\$ 70.03	\$ 79.17
20	Software Manager	\$ 47.28	\$ 60.49	\$ 75.28	\$ 87.39
21	Systems Administrator	\$ 37.17	\$ 47.77	\$ 61.99	\$ 72.03
22	Systems Analyst	\$ 40.32	\$ 51.81	\$ 63.42	\$ 73.43
23	Systems Architect	\$ 49.19	\$ 62.87	\$ 78.67	\$ 89.88
24	Systems Developer	\$ 42.63	\$ 56.08	\$ 70.02	\$ 79.76
25	Technical Writer	\$ 31.02	\$ 36.78	\$ 44.63	\$ 51.72
26	Tester	\$ 34.69	\$ 41.75	\$ 52.29	\$ 59.42
27	Training Developer	\$ 36.08	\$ 43.95	\$ 54.44	\$ 61.96
28	Web Administrator	\$ 37.80	\$ 48.13	\$ 61.11	\$ 69.16
29	Web Designer	\$ 36.06	\$ 45.56	\$ 56.00	\$ 63.48
30	Web Developer	\$ 40.22	\$ 54.02	\$ 65.96	\$ 74.41
31	Web Manager	\$ 42.29	\$ 52.69	\$ 67.15	\$ 77.30

REGION 2					
AVERAGE RATES					
#	JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT
1	Business Analyst	\$ 38.52	\$ 50.03	\$ 63.05	\$ 71.47
2	Cloud Engineer	\$ 47.29	\$ 61.32	\$ 75.17	\$ 86.61
3	Database Administrator	\$ 40.90	\$ 52.96	\$ 67.32	\$ 76.43
4	Database Architect	\$ 47.85	\$ 61.31	\$ 75.82	\$ 86.59
5	Database Manager	\$ 43.60	\$ 54.73	\$ 70.56	\$ 81.78
6	Graphic Designer	\$ 32.85	\$ 40.99	\$ 51.22	\$ 59.36
7	Help Desk Manager	\$ 34.91	\$ 41.49	\$ 50.79	\$ 58.80
8	IT Manager	\$ 43.88	\$ 54.10	\$ 68.05	\$ 78.35
9	IT Specialist	\$ 39.43	\$ 54.54	\$ 67.99	\$ 80.23
10	Network Administrator	\$ 38.33	\$ 48.89	\$ 62.59	\$ 71.89
11	Network Architect	\$ 46.43	\$ 59.46	\$ 73.53	\$ 83.61
12	Operations Manager	\$ 41.14	\$ 50.89	\$ 64.24	\$ 74.98
13	Programmer	\$ 39.33	\$ 54.23	\$ 66.76	\$ 75.36
14	Project Manager	\$ 43.77	\$ 55.03	\$ 73.39	\$ 87.80
15	Security Analyst	\$ 44.21	\$ 56.65	\$ 71.66	\$ 82.46
16	Security Manager	\$ 47.09	\$ 61.24	\$ 76.27	\$ 88.86
17	Software Analyst	\$ 39.95	\$ 51.56	\$ 64.82	\$ 74.48
18	Software Architect	\$ 48.91	\$ 63.62	\$ 78.75	\$ 88.79
19	Software Developer	\$ 40.65	\$ 55.10	\$ 68.79	\$ 77.75
20	Software Manager	\$ 46.62	\$ 59.71	\$ 74.52	\$ 86.58
21	Systems Administrator	\$ 36.56	\$ 47.41	\$ 61.43	\$ 71.34
22	Systems Analyst	\$ 39.81	\$ 50.93	\$ 62.84	\$ 72.67
23	Systems Architect	\$ 48.66	\$ 62.21	\$ 77.41	\$ 88.02
24	Systems Developer	\$ 42.18	\$ 55.64	\$ 68.83	\$ 78.48
25	Technical Writer	\$ 30.61	\$ 36.54	\$ 44.14	\$ 51.29
26	Tester	\$ 34.40	\$ 41.66	\$ 51.78	\$ 59.07
27	Training Developer	\$ 35.67	\$ 43.62	\$ 53.84	\$ 61.22
28	Web Administrator	\$ 37.27	\$ 47.57	\$ 60.36	\$ 68.24
29	Web Designer	\$ 35.58	\$ 45.11	\$ 55.38	\$ 62.75
30	Web Developer	\$ 39.74	\$ 53.53	\$ 65.05	\$ 73.55
31	Web Manager	\$ 41.76	\$ 51.97	\$ 66.32	\$ 76.52

REGION 3 AVERAGE RATES					
#	JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT
1	Business Analyst	\$ 41.88	\$ 53.86	\$ 67.94	\$ 77.76
2	Cloud Engineer	\$ 51.62	\$ 66.11	\$ 80.74	\$ 93.08
3	Database Administrator	\$ 43.75	\$ 56.44	\$ 72.00	\$ 82.67
4	Database Architect	\$ 51.38	\$ 65.64	\$ 81.75	\$ 92.86
5	Database Manager	\$ 46.77	\$ 58.41	\$ 76.10	\$ 88.09
6	Graphic Designer	\$ 35.75	\$ 44.58	\$ 55.48	\$ 64.11
7	Help Desk Manager	\$ 37.58	\$ 44.67	\$ 54.57	\$ 63.69
8	IT Manager	\$ 47.43	\$ 58.66	\$ 73.29	\$ 84.42
9	IT Specialist	\$ 42.65	\$ 58.34	\$ 73.53	\$ 86.23
10	Network Administrator	\$ 41.15	\$ 52.67	\$ 67.66	\$ 77.57
11	Network Architect	\$ 49.54	\$ 63.90	\$ 78.84	\$ 89.65
12	Operations Manager	\$ 44.31	\$ 55.32	\$ 70.09	\$ 81.66
13	Programmer	\$ 42.17	\$ 58.36	\$ 71.41	\$ 81.83
14	Project Manager	\$ 47.32	\$ 59.19	\$ 78.55	\$ 94.01
15	Security Analyst	\$ 47.75	\$ 61.36	\$ 76.81	\$ 88.66
16	Security Manager	\$ 51.00	\$ 66.12	\$ 82.76	\$ 95.88
17	Software Analyst	\$ 43.04	\$ 55.52	\$ 69.55	\$ 80.29
18	Software Architect	\$ 52.81	\$ 69.23	\$ 84.72	\$ 95.31
19	Software Developer	\$ 43.93	\$ 59.61	\$ 74.29	\$ 84.40
20	Software Manager	\$ 50.35	\$ 64.70	\$ 80.63	\$ 93.73
21	Systems Administrator	\$ 39.32	\$ 50.85	\$ 66.41	\$ 76.12
22	Systems Analyst	\$ 42.52	\$ 55.02	\$ 67.19	\$ 77.88
23	Systems Architect	\$ 52.24	\$ 66.63	\$ 82.55	\$ 94.41
24	Systems Developer	\$ 45.15	\$ 60.19	\$ 74.33	\$ 84.52
25	Technical Writer	\$ 32.49	\$ 39.15	\$ 47.41	\$ 54.80
26	Tester	\$ 37.02	\$ 44.51	\$ 55.39	\$ 62.74
27	Training Developer	\$ 38.25	\$ 46.87	\$ 57.63	\$ 65.17
28	Web Administrator	\$ 40.15	\$ 51.50	\$ 64.84	\$ 73.20
29	Web Designer	\$ 38.44	\$ 48.83	\$ 59.41	\$ 67.32
30	Web Developer	\$ 42.60	\$ 57.51	\$ 70.07	\$ 79.50
31	Web Manager	\$ 44.81	\$ 56.06	\$ 71.54	\$ 82.25