Experience Level	Yrs Exp
III	4 to 6
IV	6 plus
V	8 plus
VI	10 plus

Source: **Payscale**

The leader in compensation management with 10,000 customers, 53% of the Fortune 500, and prices 27 million jobs annually with $1.4 trillion in value across 198 countries.

Job Title	Base		
	25th	50th	75th
Business Intelligence Analyst III	95.4	108.8	118.1
Business Intelligence Analyst IV	124.4	141.4	154.5
Business Intelligence Architect III	111.1	129.8	139.7
Business Intelligence Architect IV	124.7	155.5	163.8
Business Process Analyst III	85.3	96	106.4
Business Process Analyst IV	104.2	116.6	130.1
Business Process Analyst V	134.4	148.2	162.6
Cloud Computing Analyst	81.7	88.6	96
Configuration Analyst III	105.6	117.6	127.2
Configuration Analyst IV	94.4	104.3	114.2
Customer Help Desk Technician III	53.7	61.8	71.3
Cyber Forensics Analyst III	100	105.5	115
Cyber Forensics Analyst IV	124	136.5	149
Cyber Forensics Analyst V	149.9	160.5	175.9
Cyber Security Analyst III	89.6	104.5	114.6
Cyber Security Analyst IV	110.7	123.4	132.5
Data Engineer III	110	122.7	134.5
Data Engineer IV	130.1	146.4	160.5
Data Engineer V	152.2	169.3	189.8
Data Entry Operator III	38.7	43.6	50.1
Data Entry Operator IV	44.3	50.1	57.4
Data Management Analyst III	90.4	104.9	117.3
Data Management Analyst IV	106.4	125.8	133
Data Mining III	108.5	121.9	137.4
Data Scientist III	128.2	141.4	153.5
Data Scientist IV	152.4	164.5	175.4
Documentation Control Specialist III	69.4	80.9	89.8
E-Learning Specialist III	84.3	99	104.6
Field Service Representative--Computer Equipment III	64.7	74.3	87
HRIS Analyst III	84	94.2	104.1
HRIS Analyst IV	101.3	112.9	125.3
HRIS Clerk III	53.3	58.4	65.4
IT Analyst III	97	110.9	122.5
IT Applications Architect III	108.3	117	127.8
IT Applications Architect IV	121.1	132.5	145
IT Asset Management Administrator	61.7	71.6	83.4
IT Auditor III	93.4	103.4	113.3
IT Auditor IV	106.2	117.8	131.6
IT Business Management Specialist	67.8	79.3	89.3

IT Business Systems Analyst III	88.6	98.8	110.2
IT Business Systems Analyst IV	104.3	115.9	128.4
IT Business Systems Analyst V	123.7	136.8	151.6
IT Business Systems Architect	135.6	147	158.8
IT Business Systems Consultant III	104.7	114.9	126.1
IT Business Systems Consultant IV	110.2	122.6	137.2
IT Business Systems Consultant V	122	135.9	151.4
IT Business Systems Consultant VI	142.7	156.6	172.4
IT Call Center Architect III	97.5	101	110.5
IT Capacity Planner III	98.5	110.4	120.4
IT Change Management Analyst	88.7	100.5	111.2
IT Client/Server Database Analyst III	82.2	100.8	114.2
IT Client/Server Database Analyst IV	106	115	125.9
IT Client/Server Database Analyst V	123	140.2	156.5
IT Cloud Engineer III	109.9	119.3	127.6
IT Cloud Engineer IV	132.4	140.8	145.6
IT Cloud Engineer V	142.1	158.3	170.7
IT Communications Specialist III	84.3	92.4	102.7
IT Computer Operations/Production Support III	81.8	91.4	102.4
IT Computer Operations/Production Support IV	99.6	112.9	123.5
IT Computer Operator III	52.4	59.4	66.4
IT Computer Operator IV	62.5	71.2	77.3
IT Customer Relationship Management (CRM) III	119.9	128.4	140.9
IT Customer/Product Support Technician III	84	103.5	110.5
IT Data Center Administrator III	91	103.6	110.8
IT Data Center Administrator IV	116.2	137.8	149.2
IT Data Center Administrator V	122.4	142	162.9
IT Data Center Technician III	61.1	69.9	79.1
IT Data Center Technician IV	66.6	76.8	85.9
IT Data Modeler	104.1	113.1	120.8
IT Data Security Analyst III	98.1	112.5	121
IT Data Security Analyst IV	124.6	132.8	143
IT Data Warehouse Administrator III	111.6	121.1	125.7
IT Data Warehouse Analyst III	102	114.9	125.1
IT Data Warehouse Analyst IV	118.6	131.4	142.2
IT Data Warehouse Programmer	101.3	113	126
IT Data Warehouse Project Manager	128.8	140.2	156.9
IT Database Administrator III	102.8	115.9	127.9
IT Database Administrator IV	122.2	133.9	145.2
IT Database Administrator V	137.9	153.6	167.2
IT Database Analyst III	97.7	109.9	122.4
IT Database Analyst IV	117.6	130.3	143.5
IT Database Analyst V	133.1	149.6	167.2
IT Database Architect III	106	120.4	133.1
IT Database Architect IV	124	136.3	149
IT Database Architect V	135.6	149.4	163.6
IT Database Report Writing Analyst	61.7	70.2	80.5
IT Decision Support Administrator	86.8	100.1	112
IT Decision Support Specialist	90.6	101	109.8
IT DevOps Engineer III	119.1	128.6	136.5

IT DevOps Engineer IV	134.7	143.2	152.1
IT DevOps Engineer V	143.4	163	179.8
IT Disaster Recovery Administrator	96.3	111.2	125.5
IT Disaster Recovery Analyst	94	106.9	119.2
IT Distributed System Management III	98.5	104.6	117.3
IT Distributed System Management IV	125	137.5	162.6
IT Documentation Editor	67	79	94.3
IT Documentation Specialist III	81.5	91.5	103
IT Documentation Specialist IV	112.8	122.3	128.1
IT Electronic Data Interchange (EDI) Specialist III	81.7	92.1	104.4
IT Electronic Data Interchange (EDI) Specialist IV	82.1	106.5	121.1
IT End User Specialist III	82	90.8	98.6
IT Enterprise Application Integration (EAI) III	103.9	116.3	127.1
IT Enterprise Application Integration (EAI) IV	126	141.3	151.8
IT Enterprise Architect	145.9	162.5	176.7
IT Enterprise Exchange III	116	125	133
IT Enterprise Exchange IV	138.8	142.1	144.4
IT ERP (Enterprise Resource Planning) Business Analyst III	96.6	108.7	119.1
IT ERP (Enterprise Resource Planning) Business Analyst IV	116.5	127.6	136.4
IT ERP (Enterprise Resource Planning) Business Analyst V	125.5	135.1	145.9
IT ERP (Enterprise Resource Planning) Configurer	95.5	106	117.3
IT ERP (Enterprise Resource Planning) Programmer III	105	116	128.7
IT ERP (Enterprise Resource Planning) Programmer IV	119.3	127.2	138.1
IT ERP (Enterprise Resource Planning) Programmer V	128.6	135.2	143
IT ERP (Enterprise Resource Planning) Support Spec. III	97	106.3	119.6
IT ERP (Enterprise Resource Planning) Sys. Admin.	90.1	101	116.4
IT ERP (Enterprise Resource Planning) Team Lead I	117.3	123.2	130.3
IT ERP (Enterprise Resource Planning) Team Lead II	131.4	146.2	159.5
IT ERP (Enterprise Resource Planning) Team Lead III	153.3	167.3	192.2
IT ERP (Enterprise Resource Planning)/Oracle-PS Bus. Analyst III	108.8	119.6	135.6
IT ERP (Enterprise Resource Planning)/Oracle-PS Prog. III	114.1	126.2	138.4
IT ERP (Enterprise Resource Planning)/SAP Bus. Analyst III	117.2	129.4	141.9
IT ERP (Enterprise Resource Planning)/SAP Programmer III	116	127.9	139.9
IT Firmware/Embedded Software Engineer III	112.2	123.3	128.4
IT Firmware/Embedded Software Engineer IV	141.5	154.8	164.4
IT Firmware/Embedded Software Engineer V	159	179	186.6
IT Firmware/Embedded Software Engineer VI	201.9	211.6	229.7
IT Hardware Engineer III	87.9	96	107.4
IT Hardware Engineer IV	98.2	107.5	120.2
IT Hardware Engineer V	120.2	129.6	147
IT Hardware Engineer VI	108.9	119.8	129.6
IT Hardware Engineer VII	124.6	137.3	150.9
IT Help Desk Support Specialist III	60.4	69.1	79
IT Help Desk Support Specialist IV	88.9	102.6	118.4
IT Help Desk Technician III	48.1	54.5	61.6
IT Human Resources Generalist	87.7	102.1	112.9
IT Identity and Access Management Analyst III	78.4	95.8	103.5
IT Identity and Access Management Analyst IV	84.2	97.1	106.9
IT Information Security Architect III	113.9	125.1	135.3
IT Information Security Architect IV	131.3	147.9	160.3

IT Information Services Consultant	116.6	131.4	144.5
IT Infrastructure Engineer III	108.3	121.4	130.8
IT Infrastructure Engineer IV	122.7	133.6	145.2
IT Infrastructure Engineer V	141.6	156.8	168
IT Internet/Flash Web Developer	66.8	72.9	87.4
IT Internet/Web Analyst III	94.3	103.7	113.1
IT Internet/Web Analyst IV	110.9	126	132.9
IT Internet/Web Analyst V	122.9	136	158.9
IT Internet/Web Applications Programmer III	99.8	111.6	121.9
IT Internet/Web Applications Programmer IV	124.3	133.9	145.1
IT Internet/Web Architect III	110.5	120.3	130.7
IT Internet/Web Architect IV	121.8	129.4	147.5
IT Internet/Web Content Administrator III	87.2	107.1	109.7
IT Internet/Web Customer Service Representative III	39.6	41.6	44.3
IT Internet/Web Database Architect III	93.6	115.5	135.6
IT Internet/Web Designer III	91.3	105.6	118.6
IT Internet/Web Designer IV	118.1	128.1	142
IT Internet/Web Developer III	92.7	104.6	114.1
IT Internet/Web Developer IV	116.2	129	140.1
IT Internet/Web E-Commerce Business Analyst III	87.4	102.5	117.1
IT Internet/Web E-Commerce Business Analyst IV	117.5	142.6	150.6
IT Internet/Web Infrastructure III	116.5	130.5	143.7
IT Internet/Web Infrastructure IV	132.2	146	164.7
IT Internet/Web Java Developer III	97.4	112	122.9
IT Internet/Web Java Developer IV	127	135.1	141.8
IT Internet/Web Marketing Analyst III	86.5	99.2	125
IT Internet/Web Project Manager	87.1	100.1	112.8
IT Internet/Web Security Analyst	75	89.6	101.6
IT Internet/Web Software Engineer III	92.7	105.1	117.2
IT Internet/Web Software Engineer IV	110.6	124.4	139.5
IT Internet/Web Software Engineer V	134.1	155.8	172.8
IT Internet/Web Technical Administrator III	95.5	106.7	116.4
IT Internet/Web Traffic Analyst	61.3	73.2	86.7
IT Internet/Web Videographer	54.2	63.6	75.8
IT Knowledge Engineer	116.2	125	142.6
IT LAN Administrator III	76.1	86.1	96.6
IT LAN Administrator IV	95.4	105.1	115.5
IT LAN Administrator V	112.7	124.1	140.4
IT LAN Support Technician III	72.6	81.5	94.8
IT LAN Support Technician IV	106.5	108.3	114.1
IT LAN/WAN Integrator III	119.9	131.5	143.9
IT Librarian--Computer	43.1	55.5	64
IT Master Data Management Specialist III	106	118.8	129.2
IT Microsoft Exchange Administrator III	95.8	118.5	122.8
IT Microsoft Systems Administrator III	91.2	107.4	117.9
IT Middleware Administrator III	99.4	112.5	123
IT Middleware Administrator IV	124.1	137.6	159.2
IT Mobile Applications Developer III	104.6	122.8	136.2
IT Mobile Applications Developer IV	127.7	148	160.4
IT Network Architect III	116.6	128.5	139.4

IT Network Architect IV	128.3	139.8	151.6
IT Network Control Technician III	86	98.4	113.1
IT Network Engineer III	97.5	108.1	118.2
IT Network Engineer IV	109.2	119.3	131.5
IT Network Engineer V	124.9	137.4	152.3
IT Network Engineer VI	127.9	167.3	174.8
IT Network Planning Analyst III	89.9	100.2	112.5
IT Network Planning Analyst IV	109	120.1	132.3
IT Network Planning Analyst V	121.1	132.6	145.9
IT Network Storage Engineer III	110.8	120.6	125.9
IT Network Storage Engineer IV	126.5	141.4	150.6
IT Object Engineer III	117.1	129.9	137.5
IT Office Automation Analyst	59.7	60.1	72.3
IT Off-Line Equipment Operator	32.5	37.3	47.2
IT Operations Analyst--Client Server III	83.1	94.3	107.9
IT Operations Analyst--Client Server IV	96.9	111.8	128.2
IT Operations System Administrator III	99.4	110.8	117
IT Operations System Administrator IV	125.2	130.7	141.9
IT Oracle III	125.3	131	137.6
IT Oracle IV	121.4	137.7	141.5
IT Outsourcing Technical Advisor	114.9	123.5	134.2
IT PC Analyst III	81	89	98.3
IT PC Analyst IV	95.2	107.3	119.9
IT PC Technician III	67	75.5	85.2
IT PC Technician IV	72.5	80.2	89.7
IT PC/LAN Analyst III	77.3	87.3	97.3
IT Peoplesoft III	116.3	117.9	126.2
IT Peoplesoft IV	128.5	136.5	158.7
IT Product Architect III	112.3	120.2	132.9
IT Product Architect IV	134.4	144	159.1
IT Product Developer	93.7	104.5	114.6
IT Product Engineer	103.7	115.4	127.8
IT Product Manager III	112.4	127.4	137.9
IT Product Manager IV	127.2	138.3	150.5
IT Product Owner	92.7	104.9	113.3
IT Programmer (Applications) III	87.8	97.6	108
IT Programmer (Applications) IV	101.8	111.6	122.2
IT Programmer (Applications) V	115.5	126.4	139.2
IT Programmer (Operating Systems) III	90.2	100.1	111
IT Programmer (Operating Systems) IV	105.3	115.3	126
IT Programmer (Operating Systems) V	116.4	127.4	137.8
IT Programmer/Analyst III	91.8	100.9	110.7
IT Programmer/Analyst IV	106.4	115.8	126.6
IT Programmer/Analyst V	118.3	130.1	140.9
IT Project Management Specialist	81.6	95.3	110.2
IT Project Manager III	102.5	114.7	128
IT Project Manager IV	121.1	133.7	145.7
IT Quality Assurance Analyst III	91.2	99.8	107.8
IT Quality Assurance Analyst IV	95.2	104	110.9
IT Quality Assurance Analyst V	107.6	116.3	125

IT Quality Assurance Consultant	93.2	103	115.7
IT Recruiter	60.2	71.3	88.6
IT Release/Build Engineer III	95.7	103.6	116.2
IT Release/Build Engineer IV	123.7	142.4	147
IT Release/Build Engineer V	142.2	163.8	169.1
IT SAP Administrator III	98.7	111.3	123.8
IT SAP Administrator IV	119.7	132.3	145.5
IT SAP Business Team Member III	123.8	129.8	136.4
IT SAP Business Team Member IV	131.7	143.6	155
IT SAP Programmer Analyst III	116	122.5	127.4
IT SAP Programmer Analyst IV	142.8	148.1	156.6
IT SAP Programmer III	92.8	110.1	121.6
IT SAP Programmer IV	108.1	122	127.5
IT SAP Programmer V	113.1	124.6	132.2
IT SAP Team Leader	119.8	142.9	168.7
IT SAP Technical Consultant III	121.2	132.1	139.1
IT SAP Technical Consultant IV	151.4	157.5	162.8
IT Scrum Master III	112	123.1	130.4
IT Scrum Master IV	126.1	158.7	166.4
IT Search Engine Optimization (SEO) Analyst III	84.2	93.3	109.8
IT Search Engine Optimization (SEO) Analyst IV	101.3	111.6	124.6
IT Security Analyst III	97.6	109.2	121.8
IT Security Analyst IV	120.1	133.4	146.4
IT Security Specialist (Internet/Web) III	117	127.8	144.3
IT Security Specialist (Network) III	102.7	112.4	122.3
IT Security Specialist (Network) IV	131.9	144.4	154.8
IT Software Developer III	100.5	112.1	124.3
IT Software Developer IV	120.1	132.5	146.7
IT Software Developer V	137.3	152.5	169.5
IT Software Developer VI	186.9	207.8	217.9
IT Software Development Programmer/Analyst III	111.8	123.3	136
IT Software Development Programmer/Analyst IV	117.1	128.2	141.5
IT Software Engineer III	97.2	107.6	118.6
IT Software Engineer III (Systems)	105.9	115.2	124.8
IT Software Engineer IV	115.2	124.8	137.2
IT Software Engineer IV (Systems)	119.4	130.1	140.1
IT Software Engineer V	134	146.4	162.1
IT Software Engineer VI	141.1	151.8	172.8
IT Software Implementation Specialist III	83.2	92.2	101.3
IT Software Implementation Specialist IV	98.7	113.1	123
IT Software Test Automation Engineer III	101.2	112.6	122.3
IT Software Test Automation Engineer IV	123.4	136.3	147.1
IT Software Test Automation Engineer V	150.7	167.5	188.9
IT Software/Application Beta Tester III	91.1	101.7	112.7
IT Software/Application Beta Tester IV	108.2	120.7	134.4
IT Supply Chain Specialist III	80.4	102.7	115.7
IT Supply Chain Specialist IV	107.8	116.5	123.7
IT Systems Administrator (UNIX) III	100.1	109.4	119.5
IT Systems Administrator (UNIX) IV	117.1	122.5	128.8
IT Systems Administrator III	92.8	104.2	115.8

IT Systems Administrator IV	112.5	125.3	139.3
IT Systems Analyst III	93	103.1	112
IT Systems Analyst IV	110	120.4	130.9
IT Systems Application Analyst III	88.8	99.4	111.1
IT Systems Application Analyst IV	103	113.6	124.1
IT Systems Application Analyst V	110.8	123.5	137.3
IT Systems Architect III	100.7	115.1	125.8
IT Systems Architect IV	129.5	140.1	151.7
IT Systems Integration Consultant III	105.8	125.7	138.4
IT Systems Integration Consultant IV	131.4	151.3	161.5
IT Systems Security Specialist III	100.7	113.4	124.7
IT Tech Research Leader--Emerging Technologies	129	139.8	153.3
IT Technical Consultant III	145	153	166.5
IT Technical Research Analyst	102.1	113.6	124.2
IT Technical Support Analyst III	71.8	82.4	94.2
IT Technical Support Analyst IV	94.6	106	122.2
IT Technical Support Analyst V	113.8	129.6	142
IT Telecommunications Analyst (Voice) III	71.4	80.5	90.7
IT Telecommunications Analyst (Voice) IV	73.8	85.5	94.9
IT Telecommunications Analyst (Voice) V	90.1	95.1	107.6
IT Telecommunications Analyst Data/Voice III	82.8	93.2	101.7
IT Telecommunications Analyst Data/Voice IV	96.9	110.9	125.1
IT Telecommunications Analyst Data/Voice V	95.4	111.4	133
IT Telecommunications Analyst III	72.4	82	89.2
IT Telecommunications Analyst IV	79.5	90.2	103.6
IT Telecommunications Analyst V	89.2	102.2	116.2
IT Telecommunications Engineer III	92.4	102.8	114.4
IT Telecommunications Engineer IV	107.6	120.9	133.6
IT Telecommunications Engineer V	114.1	130.8	144.4
IT Telecommunications Engineer VI	136.7	152	167.4
IT Telecommunications Help Desk Support Specialist III	62.4	70.7	82.2
IT Telecommunications Technician III	67.9	79.8	91.3
IT Telecommunications Technician IV	89.5	97.1	106.9
IT Training Specialist III	77.5	89.1	98.9
IT Training Specialist IV	91.7	104.4	118.3
IT User Experience Specialist III	103.2	115.5	125.5
IT User Experience Specialist IV	130	143.7	156.5
IT User Experience Specialist V	144.4	157.1	163.1
IT User Interface Engineer III	107.1	117.2	126.5
IT User Interface Engineer IV	132.6	144.6	155.2
IT User Interface Engineer V	162.1	176.9	187.7
IT Vendor Relationship Analyst III	95.3	106.8	118.6
IT Voice Systems Engineer III	102.9	111.7	122.8
IT Voice Systems Engineer IV	130.6	149.5	163.1
Learning Technology Specialist	65.2	75.4	84
Microsoft NET III	103.9	117	129
Multimedia Designer III	88.4	99.4	108.1
Multimedia Designer IV	105.2	121.8	133.2
Multimedia Designer V	115.6	137.6	162.3
Numerical Control Programmer III	88.2	99.2	109.1

Operations Research Analyst V	127.2	137.8	151.4
Salesforce Administrator III	99.2	123.2	136.5
Salesforce Developer III	108.5	115.9	123.9
Salesforce Developer IV	127.6	135.9	145.6
Software Architect	138.4	154.7	168.4
SQL Developer III	90.3	95.8	118.1
SQL Developer IV	104.3	115.7	125.4
SQL Developer V	109.6	127.1	149.7
Systems Engineer III	98.7	108.8	119
Systems Engineer IV	115.9	128.9	141.3
Systems Engineer V	147.5	159.1	173.9
Systems Engineer VI	152.1	161.4	171
Technical Architect	136.3	145	155.8