

US Salary Data 2026: 350k Job Postings: findings, method and data card

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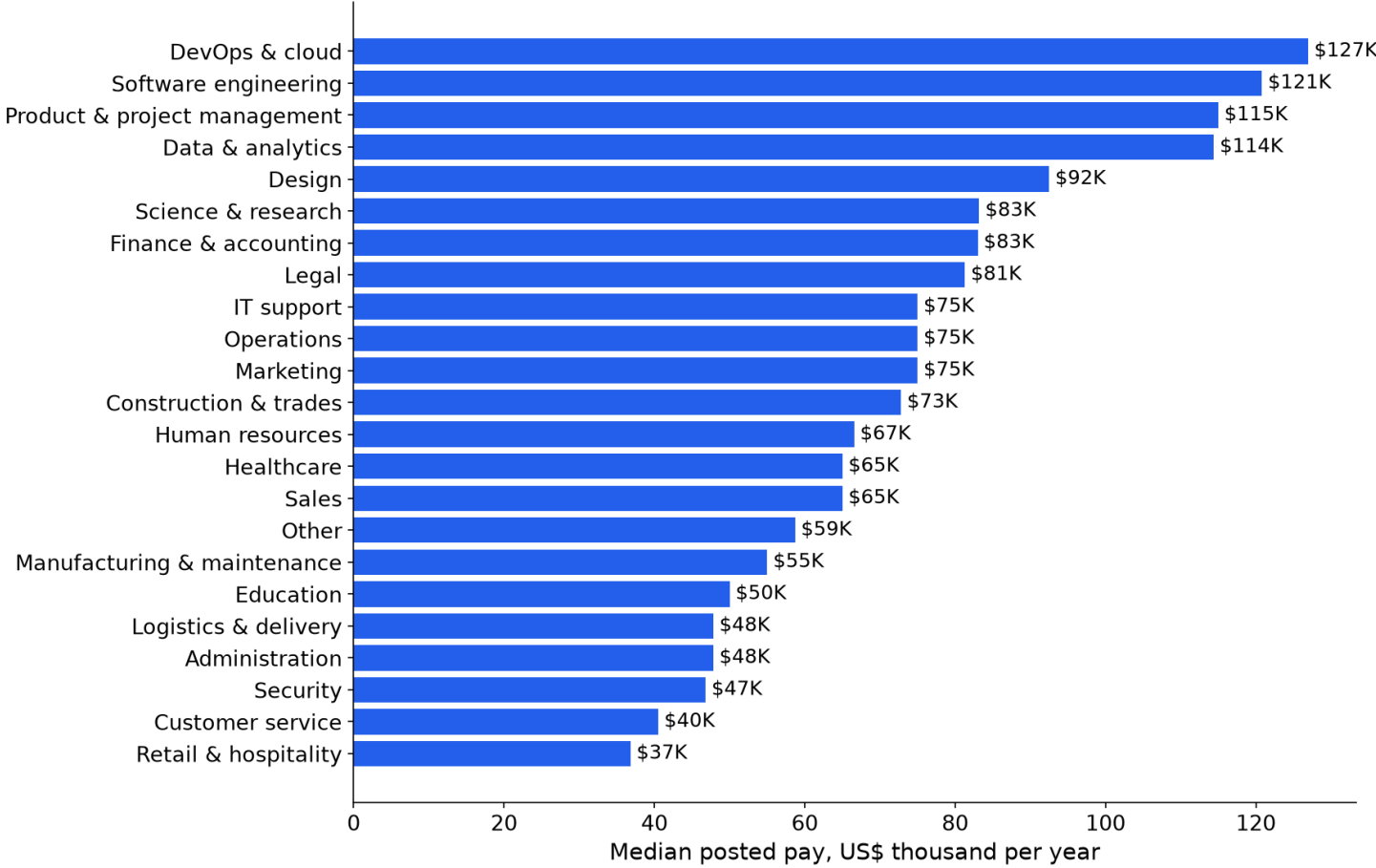
How this dataset was acquired. Every row comes from the [Radar API](#), Fliar's company-data API and MCP server. Radar reads public job postings from job boards and company career pages every day and parses each one into structured fields: title, employer, location, work mode, experience asked, category and pay. This release keeps the United States postings that state pay, published between January 2024 and June 2026, removes re-posts of the same job, and annualises every pay figure (hourly, weekly, monthly or annual) to **US dollars per year**. It is built for salary benchmarking by role family, seniority, state, metro area, industry and experience. It holds no job descriptions, application links or recruiter names. Salary statistics for any title, city and skill set, refreshed daily, are served by `POST /v1/jobs/salary-benchmark` ([reference](#)) or the `salary_benchmark` MCP tool; the postings themselves by `POST /v1/jobs/search`.

This file is a 25% sample: 88,798 of 350,328 job postings with pay. It keeps every record for a fixed subset of companies. The subset is chosen by a hash, so it stays the same from one release to the next. The findings and tables below were computed on the **full** data. For the rest, the withheld fields and monthly updates, [get a Radar API key \(docs\)](#). Each row's `fliar_profile_url` opens the company's full profile on Fliar.

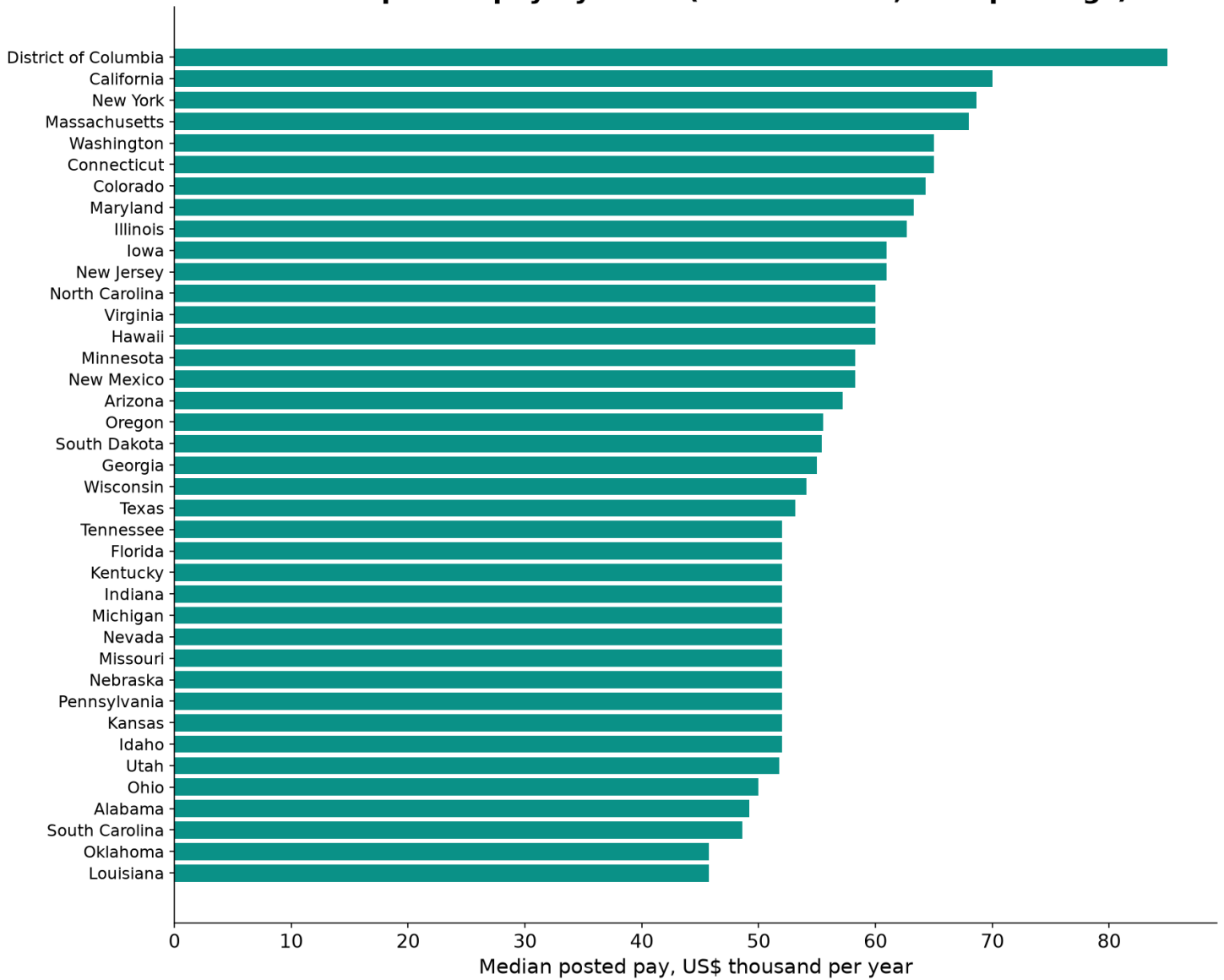
Key findings

1. **350,328 US job postings that state pay, from 73,471 employers**, posted January 2024 to June 2026 (222,579 in 2026). The median posted pay is **\$60,000 a year** (middle half \$41,600 to \$97,500).
2. **53% of postings quote an hourly rate** and 44% an annual salary; hourly postings annualise ($\times 2,080$ hours) to a median \$43,680, against \$88,000 for annual-salary postings.
3. **DevOps & cloud has the highest median** (\$126,950), then software engineering (\$120,805) and product & project management (\$115,000); retail & hospitality is lowest (\$36,816).
4. **Highest-paying states** (1,000+ postings): District of Columbia (\$85,000), California (\$70,000) and New York (\$68,640); lowest: Oklahoma (\$45,760). California holds 22% of postings.
5. **San Francisco–Oakland–Berkeley is the best-paying large metro** (median \$98,500), ahead of San Jose–Sunnyvale–Santa Clara (\$96,550); Jacksonville is lowest among metros with 1,000+ postings (\$49,000).
6. **Seniority ladder**: entry \$41,600, mid \$70,000, senior \$100,000, manager \$83,200, director \$130,000; remote-marked postings pay a median \$88,000 against \$59,700 onsite.

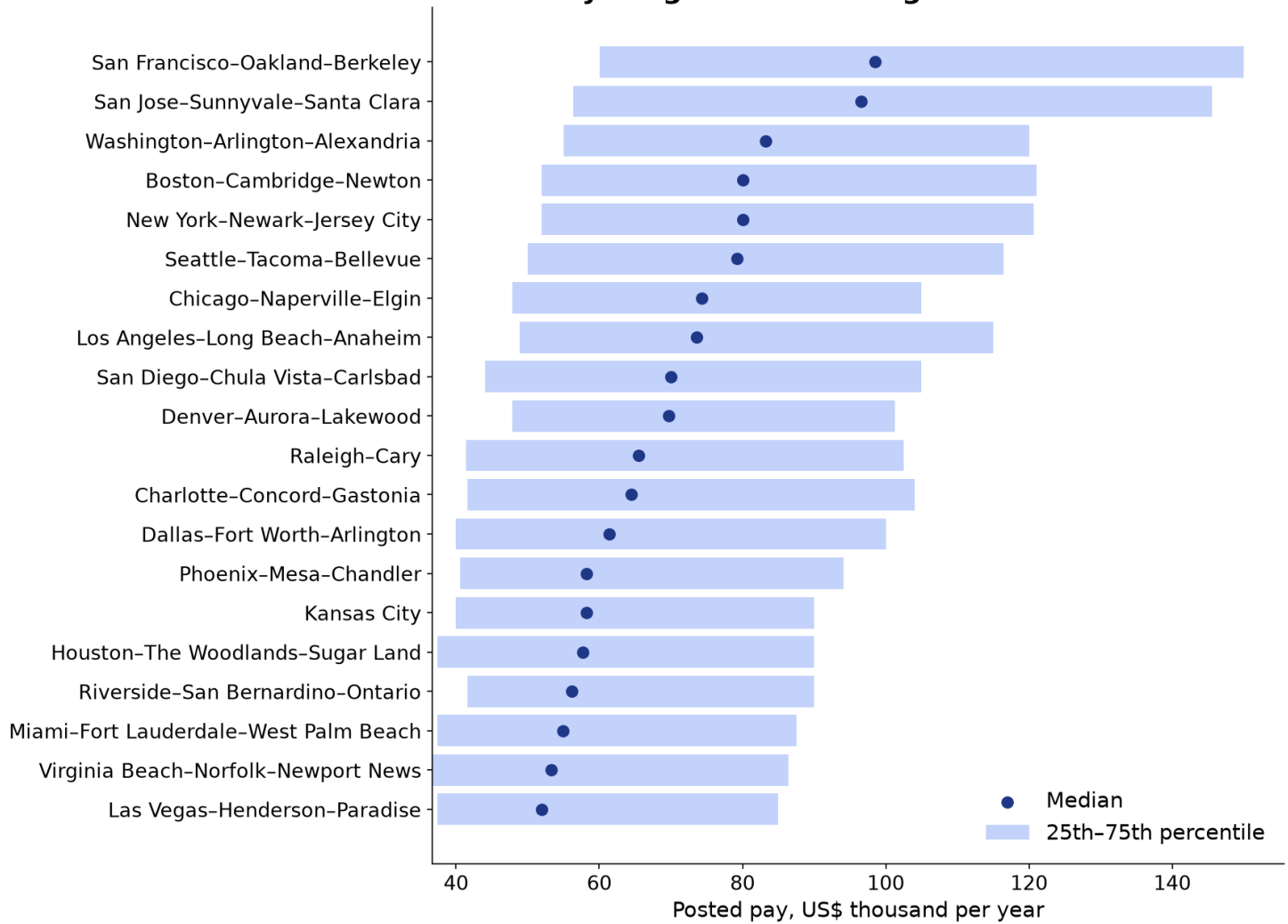
United States: median posted pay by role family



Median posted pay by state (states with 1,000+ postings)



Pay range in the 20 largest metro areas



US salary percentiles by role family and seniority (US\$ per year)

Groups with at least 50 postings. Midpoint of the posted range, annualised.

Role family	Seniority	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
Administration	entry	1,131	780	\$32,240	\$37,440	\$41,600	\$52,000	\$65,000
Administration	mid	305	265	\$36,837	\$41,600	\$52,000	\$63,000	\$75,490
Administration	senior	482	385	\$39,550	\$50,000	\$67,040	\$93,900	\$120,001
Administration	lead	80	74	\$36,198	\$42,793	\$55,062	\$93,000	\$125,000
Administration	manager	603	521	\$35,360	\$43,680	\$55,000	\$75,000	\$100,380
Administration	director	146	127	\$41,709	\$55,000	\$88,450	\$130,625	\$165,500
Administration	executive	80	76	\$44,616	\$73,750	\$108,590	\$144,552	\$175,500
Construction & trades	intern	266	206	\$33,280	\$37,440	\$41,600	\$49,920	\$57,252
Construction & trades	entry	749	512	\$35,360	\$39,600	\$47,320	\$62,400	\$80,016
Construction & trades	mid	1,185	763	\$45,000	\$54,080	\$73,000	\$94,500	\$120,000
Construction & trades	senior	1,175	646	\$62,400	\$80,000	\$109,000	\$134,000	\$155,600
Construction & trades	lead	400	289	\$49,920	\$57,200	\$72,800	\$100,000	\$129,190
Construction & trades	manager	1,052	647	\$65,000	\$85,000	\$107,750	\$130,000	\$160,000

Role family	Seniority	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
Construction & trades	director	120	93	\$89,500	\$130,000	\$156,015	\$180,000	\$200,000
Customer service	entry	1,780	1,249	\$29,120	\$33,280	\$39,520	\$45,760	\$56,160
Customer service	mid	384	302	\$35,360	\$40,836	\$49,400	\$65,000	\$90,000
Customer service	senior	168	140	\$37,440	\$47,221	\$65,700	\$100,000	\$132,616
Customer service	lead	141	115	\$29,120	\$34,840	\$41,600	\$56,160	\$89,600
Customer service	manager	855	698	\$37,440	\$45,760	\$70,000	\$98,080	\$126,634
Customer service	director	78	75	\$66,164	\$86,225	\$141,500	\$176,875	\$220,900
Data & analytics	entry	178	107	\$41,600	\$53,040	\$75,980	\$100,000	\$114,506
Data & analytics	mid	258	199	\$62,047	\$72,800	\$90,000	\$120,480	\$145,600
Data & analytics	senior	607	442	\$80,000	\$96,407	\$122,800	\$149,664	\$175,000
Data & analytics	lead	232	180	\$93,678	\$113,855	\$152,450	\$186,138	\$215,645
Data & analytics	manager	253	203	\$88,540	\$100,000	\$128,000	\$165,000	\$196,500
Data & analytics	director	115	87	\$116,800	\$135,375	\$166,800	\$197,450	\$223,000
Design	entry	165	125	\$41,600	\$50,000	\$63,700	\$73,000	\$88,140
Design	mid	226	160	\$47,694	\$60,000	\$75,000	\$91,448	\$117,825
Design	senior	495	341	\$75,000	\$90,000	\$107,000	\$132,860	\$160,000
Design	lead	835	549	\$80,000	\$110,000	\$140,000	\$167,189	\$197,100
Design	manager	140	119	\$75,000	\$90,000	\$118,822	\$153,188	\$177,975
Design	director	68	61	\$91,400	\$138,300	\$180,000	\$200,000	\$224,806
DevOps & cloud	mid	74	56	\$62,832	\$90,000	\$112,700	\$135,150	\$148,680
DevOps & cloud	senior	274	182	\$84,918	\$100,000	\$122,750	\$145,600	\$174,560
DevOps & cloud	lead	98	78	\$109,760	\$120,000	\$143,475	\$162,435	\$186,210
Education	intern	80	60	\$31,200	\$35,152	\$41,600	\$60,074	\$70,500
Education	entry	799	459	\$31,200	\$34,726	\$41,600	\$56,160	\$96,883
Education	mid	385	263	\$33,280	\$41,600	\$54,080	\$70,829	\$99,299
Education	senior	163	116	\$37,976	\$62,400	\$100,000	\$132,400	\$166,400
Education	lead	1,567	952	\$33,280	\$37,440	\$82,884	\$140,000	\$175,794
Education	manager	441	337	\$37,440	\$46,800	\$66,560	\$92,150	\$125,000
Education	director	387	297	\$37,440	\$47,840	\$66,560	\$100,000	\$139,360
Finance & accounting	intern	292	219	\$34,207	\$39,520	\$50,002	\$62,400	\$79,040
Finance & accounting	entry	1,568	1,131	\$37,440	\$46,875	\$60,000	\$80,000	\$110,000
Finance & accounting	mid	1,694	1,208	\$49,279	\$60,000	\$74,133	\$92,000	\$124,800
Finance & accounting	senior	3,242	1,870	\$63,803	\$76,812	\$90,000	\$110,000	\$143,090
Finance & accounting	lead	641	481	\$53,560	\$62,300	\$80,000	\$105,050	\$151,400
Finance & accounting	manager	3,175	1,790	\$74,542	\$95,000	\$120,000	\$140,000	\$170,000
Finance & accounting	director	988	724	\$92,700	\$120,000	\$150,000	\$180,000	\$204,650
Finance & accounting	executive	538	390	\$96,400	\$130,000	\$160,000	\$197,575	\$225,000
Healthcare	intern	231	143	\$33,000	\$37,440	\$42,640	\$57,980	\$78,328
Healthcare	entry	5,112	2,537	\$33,280	\$37,440	\$45,760	\$69,229	\$105,000
Healthcare	mid	2,258	1,208	\$37,440	\$49,920	\$74,870	\$105,000	\$144,000
Healthcare	senior	1,014	628	\$32,742	\$50,000	\$85,000	\$126,300	\$176,320
Healthcare	lead	789	523	\$37,440	\$49,920	\$79,040	\$124,800	\$150,600
Healthcare	manager	3,208	1,831	\$53,317	\$72,738	\$90,317	\$118,435	\$150,345

Role family	Seniority	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
Healthcare	director	1,350	908	\$72,450	\$93,150	\$120,000	\$165,000	\$207,945
Healthcare	executive	134	116	\$79,328	\$130,000	\$164,861	\$209,125	\$232,482
Human resources	intern	89	78	\$33,280	\$37,440	\$41,600	\$50,000	\$62,400
Human resources	entry	427	281	\$35,360	\$41,600	\$50,000	\$62,400	\$76,960
Human resources	mid	471	408	\$45,781	\$60,000	\$70,000	\$85,000	\$104,000
Human resources	senior	412	355	\$63,207	\$79,780	\$97,785	\$120,000	\$144,000
Human resources	lead	79	73	\$37,440	\$53,500	\$94,300	\$130,000	\$174,560
Human resources	manager	596	513	\$56,181	\$80,000	\$100,000	\$125,000	\$150,000
Human resources	director	329	287	\$75,000	\$100,000	\$135,000	\$165,000	\$194,200
Human resources	executive	73	69	\$82,783	\$138,550	\$170,000	\$200,000	\$229,200
IT support	entry	165	141	\$35,360	\$41,205	\$50,000	\$61,412	\$76,614
IT support	mid	346	189	\$49,960	\$56,160	\$72,800	\$80,001	\$101,477
IT support	senior	219	161	\$66,860	\$80,948	\$105,000	\$130,000	\$154,386
IT support	lead	59	46	\$63,215	\$86,800	\$110,000	\$145,000	\$164,640
IT support	manager	139	131	\$70,298	\$91,888	\$117,600	\$145,000	\$156,380
IT support	director	51	50	\$114,473	\$137,950	\$151,300	\$180,500	\$200,000
Legal	entry	515	338	\$37,440	\$49,920	\$90,000	\$128,750	\$160,000
Legal	mid	454	297	\$50,000	\$63,708	\$90,000	\$125,900	\$160,000
Legal	senior	501	352	\$62,400	\$83,500	\$120,400	\$160,000	\$190,000
Legal	lead	90	81	\$51,414	\$70,000	\$81,550	\$118,875	\$161,219
Legal	manager	235	208	\$52,000	\$83,350	\$120,000	\$150,000	\$172,080
Legal	director	131	113	\$75,000	\$107,200	\$141,045	\$186,844	\$214,075
Legal	executive	55	50	\$112,548	\$156,250	\$180,000	\$207,000	\$226,771
Logistics & delivery	intern	140	104	\$36,400	\$40,602	\$52,000	\$64,922	\$83,200
Logistics & delivery	entry	3,386	1,544	\$31,200	\$35,360	\$40,560	\$48,097	\$67,600
Logistics & delivery	mid	455	277	\$35,204	\$43,680	\$53,040	\$72,800	\$109,200
Logistics & delivery	senior	195	166	\$48,780	\$67,852	\$90,000	\$113,800	\$146,772
Logistics & delivery	lead	216	187	\$37,440	\$42,796	\$52,000	\$78,500	\$128,725
Logistics & delivery	manager	777	603	\$49,620	\$62,500	\$80,000	\$115,000	\$150,000
Logistics & delivery	director	99	91	\$102,603	\$130,000	\$155,851	\$185,675	\$210,750
Manufacturing & maintenance	intern	299	229	\$35,360	\$39,520	\$45,760	\$54,080	\$70,000
Manufacturing & maintenance	entry	3,565	2,054	\$32,240	\$36,920	\$41,600	\$52,000	\$70,000
Manufacturing & maintenance	mid	1,543	915	\$41,600	\$49,920	\$63,336	\$85,000	\$105,000
Manufacturing & maintenance	senior	1,957	1,054	\$56,947	\$75,200	\$105,000	\$132,400	\$160,000
Manufacturing & maintenance	lead	691	520	\$42,640	\$52,499	\$77,000	\$124,700	\$162,150
Manufacturing & maintenance	manager	1,312	946	\$56,160	\$71,970	\$98,520	\$126,670	\$162,408
Manufacturing & maintenance	director	171	153	\$58,506	\$75,000	\$132,690	\$175,000	\$200,000
Manufacturing & maintenance	executive	69	60	\$53,184	\$82,500	\$138,156	\$187,500	\$212,368
Marketing	intern	243	217	\$25,054	\$31,200	\$37,440	\$42,505	\$52,000
Marketing	entry	760	475	\$33,280	\$41,600	\$50,000	\$59,888	\$75,000
Marketing	mid	889	640	\$45,752	\$60,000	\$75,000	\$93,600	\$124,840
Marketing	senior	689	517	\$60,800	\$75,000	\$95,000	\$125,174	\$154,840
Marketing	lead	198	170	\$52,000	\$80,000	\$120,000	\$150,000	\$185,810

Role family	Seniority	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
Marketing	manager	1,885	1,432	\$56,000	\$75,000	\$95,000	\$123,000	\$151,880
Marketing	director	918	711	\$73,154	\$100,000	\$132,500	\$167,824	\$200,000
Marketing	executive	174	147	\$101,350	\$140,000	\$170,000	\$200,000	\$235,250
Operations	intern	176	130	\$33,280	\$40,092	\$47,840	\$55,000	\$69,500
Operations	entry	1,010	678	\$31,200	\$37,440	\$45,760	\$61,470	\$80,000
Operations	mid	1,957	1,397	\$45,760	\$55,000	\$70,000	\$91,000	\$115,000
Operations	senior	1,473	923	\$67,813	\$83,100	\$106,522	\$130,000	\$158,060
Operations	lead	831	590	\$40,560	\$52,000	\$86,800	\$120,000	\$154,700
Operations	manager	7,990	4,292	\$43,680	\$59,285	\$81,186	\$112,200	\$143,000
Operations	director	1,538	1,097	\$65,000	\$95,000	\$132,900	\$170,000	\$200,000
Operations	executive	250	217	\$60,288	\$115,000	\$169,940	\$200,000	\$226,106
Other	intern	923	707	\$31,200	\$35,360	\$41,600	\$52,000	\$69,763
Other	entry	4,891	2,981	\$31,200	\$35,360	\$42,650	\$60,000	\$83,721
Other	mid	433	343	\$31,408	\$40,000	\$52,000	\$68,900	\$90,000
Other	senior	2,872	1,778	\$52,909	\$75,000	\$96,260	\$124,687	\$150,000
Other	lead	1,648	1,243	\$32,404	\$39,520	\$60,819	\$120,000	\$158,176
Other	manager	10,640	6,392	\$37,440	\$49,920	\$70,187	\$104,000	\$140,000
Other	director	4,101	2,968	\$50,000	\$79,040	\$120,000	\$166,000	\$200,000
Other	executive	1,090	870	\$70,000	\$118,766	\$151,250	\$193,375	\$225,000
Product & project management	entry	53	22	\$48,922	\$52,000	\$72,800	\$93,600	\$93,600
Product & project management	mid	267	235	\$63,263	\$80,000	\$107,400	\$135,200	\$164,128
Product & project management	senior	422	330	\$90,000	\$118,363	\$140,000	\$166,400	\$193,800
Product & project management	lead	178	136	\$85,600	\$121,200	\$148,448	\$179,650	\$208,472
Product & project management	manager	3,410	2,154	\$65,000	\$85,000	\$110,000	\$137,500	\$165,602
Product & project management	director	140	124	\$120,360	\$145,950	\$175,000	\$201,661	\$225,500
Retail & hospitality	intern	170	65	\$27,040	\$33,280	\$39,260	\$48,880	\$62,369
Retail & hospitality	entry	5,988	2,271	\$24,960	\$30,160	\$34,320	\$37,856	\$43,680
Retail & hospitality	mid	1,277	726	\$31,200	\$35,360	\$43,680	\$55,000	\$75,000
Retail & hospitality	senior	110	79	\$31,200	\$34,320	\$47,778	\$79,751	\$107,050
Retail & hospitality	lead	796	433	\$28,080	\$32,240	\$37,440	\$43,680	\$52,000
Retail & hospitality	manager	4,122	1,881	\$33,280	\$37,960	\$48,880	\$64,888	\$80,170
Retail & hospitality	director	173	139	\$36,618	\$52,000	\$80,000	\$115,000	\$154,350
Retail & hospitality	executive	72	61	\$32,831	\$35,360	\$73,500	\$101,250	\$138,636
Sales	intern	359	180	\$27,032	\$35,480	\$45,000	\$52,378	\$104,200
Sales	entry	4,553	2,454	\$29,120	\$33,280	\$41,600	\$60,146	\$84,970
Sales	mid	1,724	1,127	\$45,000	\$57,300	\$74,447	\$100,000	\$143,790
Sales	senior	1,067	699	\$52,000	\$75,000	\$100,000	\$128,080	\$160,000
Sales	lead	401	286	\$31,200	\$39,520	\$60,601	\$129,000	\$170,000
Sales	manager	5,757	3,607	\$42,000	\$55,000	\$75,050	\$110,000	\$150,000
Sales	director	1,127	870	\$70,000	\$100,000	\$132,500	\$170,000	\$200,000
Sales	executive	262	212	\$100,000	\$120,125	\$152,900	\$184,625	\$224,500
Science & research	intern	68	52	\$31,200	\$37,440	\$46,800	\$70,522	\$104,000
Science & research	entry	298	189	\$33,784	\$43,885	\$55,000	\$73,512	\$106,710

Role family	Seniority	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
Science & research	mid	133	107	\$48,401	\$57,500	\$72,000	\$90,000	\$133,260
Science & research	senior	389	281	\$62,376	\$84,150	\$110,000	\$144,100	\$170,500
Science & research	lead	101	76	\$52,000	\$70,000	\$95,000	\$150,000	\$170,000
Science & research	manager	108	99	\$65,000	\$78,811	\$96,700	\$115,627	\$153,752
Science & research	director	154	122	\$100,000	\$132,233	\$167,250	\$205,615	\$226,185
Security	entry	124	97	\$33,280	\$37,336	\$41,600	\$53,040	\$80,000
Security	mid	131	103	\$41,704	\$52,150	\$77,904	\$99,840	\$134,100
Security	senior	225	167	\$67,900	\$85,910	\$108,895	\$140,000	\$162,696
Security	lead	135	122	\$65,924	\$105,956	\$132,900	\$165,476	\$182,623
Security	manager	162	139	\$49,920	\$90,000	\$129,250	\$165,400	\$184,660
Security	director	55	53	\$75,534	\$120,000	\$149,000	\$196,085	\$214,000
Software engineering	intern	60	53	\$39,338	\$45,075	\$52,000	\$70,720	\$83,200
Software engineering	entry	265	186	\$41,760	\$65,000	\$83,300	\$100,000	\$115,000
Software engineering	mid	378	225	\$65,000	\$82,100	\$110,120	\$140,000	\$166,880
Software engineering	senior	1,614	858	\$87,614	\$106,000	\$130,000	\$158,975	\$182,000
Software engineering	lead	730	442	\$98,000	\$116,550	\$149,265	\$180,000	\$209,066
Software engineering	manager	534	390	\$81,176	\$111,679	\$140,393	\$171,512	\$204,850
Software engineering	director	179	151	\$119,700	\$150,700	\$180,000	\$212,500	\$225,600
Software engineering	executive	52	46	\$107,375	\$135,000	\$171,550	\$209,222	\$230,000

US salaries by state (all states)

Sorted by number of postings.

State	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct	Hourly share	Top city
California	75,912	19,495	\$37,440	\$45,760	\$70,000	\$112,597	\$156,000	53.8%	Los Angeles
Texas	28,850	9,850	\$29,120	\$36,035	\$53,145	\$90,000	\$130,000	55.1%	Houston
Colorado	18,397	6,600	\$37,440	\$44,304	\$64,272	\$97,000	\$135,000	49.6%	Denver
New York	18,215	6,920	\$36,417	\$45,000	\$68,640	\$104,000	\$150,000	45.5%	New York
Florida	17,270	6,818	\$31,200	\$37,440	\$52,000	\$83,200	\$124,800	56.0%	Orlando
Arizona	14,849	5,379	\$33,280	\$40,000	\$57,200	\$92,560	\$132,400	55.4%	Phoenix
Illinois	14,609	5,660	\$34,320	\$41,600	\$62,700	\$95,784	\$132,142	47.5%	Chicago
Massachusetts	13,798	4,817	\$37,440	\$45,313	\$67,998	\$103,000	\$146,000	50.1%	Boston
North Carolina	12,775	4,995	\$31,200	\$39,187	\$60,000	\$97,521	\$140,000	52.1%	Charlotte
Washington	11,021	4,047	\$38,438	\$45,760	\$65,000	\$100,734	\$143,520	56.3%	Seattle
Virginia	8,439	3,547	\$31,200	\$39,520	\$60,000	\$99,000	\$140,000	50.6%	Virginia Beach
New Jersey	8,113	3,526	\$35,360	\$41,600	\$60,940	\$99,528	\$140,000	55.0%	Newark
Indiana	6,636	2,909	\$31,200	\$37,440	\$52,000	\$86,500	\$125,000	56.0%	Indianapolis
Ohio	6,584	3,125	\$31,200	\$37,440	\$50,000	\$80,000	\$115,000	57.8%	Columbus
Missouri	6,135	2,713	\$31,720	\$37,440	\$52,000	\$81,120	\$119,300	57.5%	Kansas City
Connecticut	5,740	2,415	\$35,755	\$41,600	\$65,000	\$103,085	\$146,500	48.0%	Hartford
Tennessee	5,477	2,710	\$31,200	\$37,440	\$52,000	\$83,200	\$122,512	53.9%	Memphis
Michigan	5,412	2,576	\$31,200	\$37,440	\$52,000	\$83,200	\$120,000	57.7%	Detroit
Georgia	5,080	2,600	\$29,120	\$37,440	\$55,000	\$90,000	\$127,500	52.1%	Atlanta

State	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct	Hourly share	Top city
Pennsylvania	4,867	2,446	\$31,200	\$37,960	\$52,000	\$83,200	\$120,000	55.2%	Philadelphia
Minnesota	4,506	2,071	\$34,320	\$41,600	\$58,240	\$85,000	\$125,000	52.0%	Minneapolis
Nevada	4,423	2,281	\$31,200	\$37,440	\$52,000	\$83,280	\$125,000	58.2%	Las Vegas
Oregon	4,386	1,989	\$36,067	\$41,600	\$55,500	\$87,000	\$124,800	59.6%	Portland
Utah	4,378	2,022	\$31,200	\$37,440	\$51,740	\$84,080	\$124,800	59.8%	Salt Lake City
Kansas	4,070	1,842	\$31,200	\$37,440	\$52,000	\$83,200	\$120,000	59.8%	Overland Park
Iowa	3,453	1,580	\$32,760	\$40,560	\$60,944	\$94,348	\$124,800	48.2%	Iowa City
District of Columbia	3,290	1,774	\$41,600	\$58,455	\$85,000	\$123,375	\$164,100	31.2%	Washington
Maryland	3,268	1,665	\$33,781	\$41,600	\$63,275	\$96,000	\$135,000	52.3%	Baltimore
Wisconsin	3,031	1,481	\$32,240	\$40,000	\$54,080	\$81,120	\$118,000	56.5%	Madison
Hawaii	3,023	1,131	\$35,360	\$41,600	\$60,000	\$99,000	\$140,000	50.5%	Honolulu
Kentucky	2,949	1,605	\$31,200	\$37,440	\$52,000	\$85,000	\$125,000	54.1%	Louisville
Alabama	2,589	1,267	\$27,040	\$33,280	\$49,201	\$76,960	\$115,000	53.3%	Birmingham
New Mexico	2,548	1,243	\$31,200	\$37,440	\$58,240	\$90,480	\$130,000	54.5%	Albuquerque
Oklahoma	2,461	1,126	\$27,560	\$33,280	\$45,760	\$75,000	\$110,240	61.0%	Tulsa
Louisiana	2,048	1,067	\$24,960	\$31,715	\$45,760	\$72,800	\$108,701	61.4%	Baton Rouge
Idaho	2,029	1,009	\$32,592	\$37,440	\$52,000	\$85,000	\$120,000	61.1%	Meridian
South Carolina	1,907	1,096	\$29,120	\$35,000	\$48,610	\$75,000	\$110,000	59.4%	Charleston
Nebraska	1,441	745	\$31,200	\$36,400	\$52,000	\$80,000	\$114,000	57.2%	Omaha
South Dakota	1,099	591	\$33,530	\$41,314	\$55,380	\$85,000	\$125,000	54.8%	Sioux Falls
Alaska	829	406	\$35,360	\$41,600	\$54,766	\$81,286	\$115,010	65.6%	Anchorage
Rhode Island	780	423	\$33,374	\$41,080	\$56,160	\$83,200	\$120,000	60.6%	Providence
New Hampshire	670	376	\$33,280	\$41,600	\$57,260	\$86,420	\$129,471	55.5%	Manchester
Arkansas	666	421	\$24,960	\$33,280	\$45,880	\$74,880	\$113,100	56.0%	Little Rock
North Dakota	469	238	\$32,864	\$38,480	\$52,000	\$80,000	\$116,438	64.4%	Fargo
Montana	377	237	\$31,200	\$37,440	\$50,000	\$79,000	\$109,714	69.8%	Billings
Mississippi	353	261	\$24,960	\$31,200	\$47,840	\$80,000	\$121,280	59.8%	Jackson
Maine	76	67	\$33,280	\$37,440	\$47,793	\$63,980	\$102,805	71.1%	Portland
Vermont	58	44	\$37,440	\$41,600	\$50,449	\$76,812	\$100,000	69.0%	Burlington
Delaware	56	51	\$31,200	\$33,950	\$52,000	\$74,493	\$140,000	67.9%	Wilmington
West Virginia	56	54	\$28,288	\$32,880	\$41,600	\$56,680	\$92,000	64.3%	Charleston
Wyoming	29	24	\$30,960	\$35,360	\$49,920	\$62,400	\$82,482	69.0%	Casper

US salaries by metro area

Metros are grouped from their principal cities only; postings in other suburbs are not counted here. Tech = software, data and cloud roles.

Metro area	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct	Tech share	Most common role
Los Angeles–Long Beach–Anaheim	14,470	5,872	\$39,520	\$48,880	\$73,600	\$115,000	\$155,000	3.1%	Healthcare
Phoenix–Mesa–Chandler	12,934	4,860	\$33,280	\$40,560	\$58,240	\$94,112	\$135,200	3.2%	Healthcare
New York–Newark–Jersey City	10,932	4,765	\$39,520	\$52,000	\$80,000	\$120,640	\$162,500	5.1%	Healthcare
Denver–Aurora–Lakewood	8,972	3,900	\$40,000	\$47,840	\$69,680	\$101,270	\$140,360	3.6%	Healthcare

Metro area	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct	Tech share	Most common role
Dallas–Fort Worth–Arlington	8,651	3,653	\$31,200	\$40,000	\$61,360	\$100,000	\$140,000	5.7%	Healthcare
San Francisco–Oakland–Berkeley	6,662	2,955	\$43,680	\$60,026	\$98,500	\$150,000	\$189,400	5.3%	Healthcare
Chicago–Naperville–Elgin	6,244	2,824	\$37,440	\$47,840	\$74,288	\$105,000	\$142,500	3.4%	Finance & accounting
Boston–Cambridge–Newton	5,972	2,383	\$39,520	\$52,000	\$80,000	\$121,062	\$164,000	4.7%	Healthcare
San Jose–Sunnyvale–Santa Clara	5,938	2,437	\$41,600	\$56,371	\$96,550	\$145,600	\$184,000	6.7%	Manufacturing & maintenance
Washington–Arlington–Alexandria	5,020	2,524	\$39,520	\$55,000	\$83,200	\$120,001	\$160,000	5.9%	Healthcare
Seattle–Tacoma–Bellevue	4,690	1,981	\$41,600	\$50,000	\$79,215	\$116,480	\$159,230	4.6%	Healthcare
Charlotte–Concord–Gastonia	4,468	2,201	\$32,240	\$41,600	\$64,500	\$104,000	\$142,500	4.3%	Healthcare
San Diego–Chula Vista–Carlsbad	3,948	1,714	\$37,440	\$44,056	\$70,000	\$105,000	\$150,000	3.3%	Healthcare
Raleigh–Cary	3,926	1,881	\$31,200	\$41,380	\$65,520	\$102,500	\$145,600	4.9%	Healthcare
Houston–The Woodlands–Sugar Land	3,794	2,058	\$29,120	\$37,440	\$57,649	\$90,000	\$129,175	1.9%	Healthcare
Virginia Beach–Norfolk–Newport News	3,563	1,607	\$30,000	\$36,660	\$53,300	\$86,410	\$125,000	2.6%	Healthcare
Miami–Fort Lauderdale–West Palm Beach	3,404	1,839	\$31,200	\$37,440	\$54,886	\$87,553	\$130,000	1.5%	Healthcare
Las Vegas–Henderson–Paradise	3,226	1,767	\$31,200	\$37,440	\$52,000	\$85,000	\$127,810	1.9%	Healthcare
Kansas City	3,179	1,577	\$33,280	\$40,000	\$58,240	\$90,000	\$129,962	2.7%	Healthcare
Riverside–San Bernardino–Ontario	3,093	1,482	\$35,360	\$41,600	\$56,160	\$90,000	\$132,600	1.0%	Healthcare
Minneapolis–St. Paul–Bloomington	2,738	1,378	\$35,953	\$45,000	\$63,471	\$93,600	\$133,030	1.8%	Healthcare
Indianapolis–Carmel	2,643	1,363	\$31,200	\$38,779	\$56,160	\$98,088	\$135,200	3.1%	Healthcare
Rochester (NY)	2,558	1,048	\$35,360	\$41,382	\$59,280	\$90,000	\$125,000	2.2%	Healthcare
Portland–Vancouver–Hillsboro	2,552	1,245	\$36,920	\$42,074	\$59,109	\$93,600	\$127,992	2.0%	Healthcare
Honolulu	2,358	902	\$35,360	\$41,600	\$60,000	\$96,900	\$140,000	2.8%	Healthcare
Austin–Round Rock–Georgetown	2,324	1,336	\$31,200	\$39,520	\$57,718	\$93,600	\$144,700	4.0%	Healthcare
Atlanta–Sandy Springs–Alpharetta	2,237	1,372	\$31,200	\$44,990	\$70,250	\$107,700	\$144,410	6.1%	Healthcare
Philadelphia–Camden–Wilmington	2,204	1,027	\$35,144	\$43,680	\$65,000	\$99,200	\$136,240	2.7%	Healthcare
Tampa–St. Petersburg–Clearwater	2,182	1,247	\$31,200	\$37,440	\$54,080	\$85,000	\$125,100	1.8%	Healthcare
Spokane	2,114	1,054	\$36,739	\$42,562	\$58,219	\$90,000	\$125,000	1.8%	Healthcare
Memphis	2,090	1,137	\$31,200	\$39,000	\$60,000	\$93,600	\$130,000	2.1%	Healthcare
Louisville	2,090	1,193	\$31,200	\$39,520	\$56,160	\$90,000	\$127,966	1.9%	Healthcare
Sacramento–Roseville	1,789	1,009	\$36,920	\$43,992	\$65,000	\$100,200	\$140,000	1.2%	Healthcare
Detroit–Warren–Dearborn	1,723	960	\$33,280	\$41,600	\$62,400	\$96,810	\$137,209	3.8%	Healthcare
St. Louis	1,526	821	\$33,280	\$39,520	\$53,310	\$83,200	\$119,300	2.1%	Healthcare
Salt Lake City	1,488	929	\$33,280	\$40,545	\$62,400	\$100,000	\$140,000	3.1%	Healthcare
Baltimore–Columbia–Towson	1,450	794	\$33,679	\$41,600	\$62,900	\$93,600	\$135,280	1.8%	Healthcare
Nashville–Davidson–Franklin	1,430	857	\$32,760	\$39,520	\$52,000	\$83,200	\$125,000	2.0%	Healthcare
Orlando–Kissimmee–Sanford	1,411	878	\$31,200	\$37,440	\$55,000	\$83,450	\$124,800	1.7%	Healthcare
San Antonio–New Braunfels	1,380	835	\$29,120	\$35,360	\$50,000	\$79,040	\$120,000	3.2%	Healthcare
Hartford	1,360	602	\$41,600	\$58,326	\$92,500	\$126,984	\$167,590	8.5%	Healthcare
Columbus	1,307	801	\$31,200	\$37,440	\$52,000	\$83,200	\$124,800	2.7%	Healthcare
Cleveland–Elyria	1,302	761	\$31,200	\$40,000	\$55,560	\$85,000	\$124,800	1.3%	Healthcare

Metro area	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct	Tech share	Most common role
Albuquerque	1,194	652	\$31,200	\$37,440	\$52,000	\$83,140	\$130,000	2.8%	Healthcare
Pittsburgh	1,063	630	\$31,200	\$37,440	\$50,000	\$75,000	\$113,166	2.2%	Healthcare
Jacksonville	1,057	711	\$31,200	\$35,360	\$49,000	\$75,000	\$114,400	0.8%	Healthcare
Cincinnati	990	635	\$31,200	\$37,440	\$52,000	\$85,000	\$120,000	1.7%	Healthcare
Milwaukee–Waukesha	865	494	\$33,280	\$42,000	\$60,000	\$88,060	\$125,000	0.8%	Healthcare
Omaha	814	472	\$32,481	\$38,480	\$56,103	\$84,968	\$124,407	2.8%	Operations
Oklahoma City	788	467	\$27,040	\$35,000	\$49,920	\$80,000	\$119,720	1.6%	Healthcare
Boise	549	340	\$33,280	\$38,022	\$55,000	\$89,440	\$127,200	0.4%	Healthcare

Top 50 US cities by postings with pay

#	City	Postings	Employers	25th pct	Median	75th pct	Hourly share	Most common role
1	Los Angeles, CA	7,605	3,596	\$50,003	\$77,000	\$118,560	43.7%	Healthcare
2	New York, NY	7,051	3,299	\$60,000	\$85,000	\$127,500	30.1%	Healthcare
3	Denver, CO	6,888	3,178	\$50,000	\$71,261	\$105,000	40.3%	Healthcare
4	Phoenix, AZ	6,675	2,960	\$42,089	\$64,480	\$100,000	50.3%	Healthcare
5	Chicago, IL	5,022	2,305	\$50,000	\$75,960	\$110,000	30.5%	Finance & accounting
6	Boston, MA	4,670	1,925	\$52,000	\$80,000	\$120,000	36.4%	Healthcare
7	Charlotte, NC	4,192	2,110	\$41,600	\$65,000	\$104,274	49.9%	Healthcare
8	San Francisco, CA	3,940	1,992	\$65,515	\$102,500	\$150,000	34.0%	Finance & accounting
9	Houston, TX	3,438	1,897	\$37,440	\$60,000	\$93,000	50.5%	Healthcare
10	Washington, DC	3,290	1,774	\$58,455	\$85,000	\$123,375	31.2%	Operations
11	Raleigh, NC	3,258	1,643	\$41,600	\$70,000	\$104,000	43.6%	Healthcare
12	San Diego, CA	3,070	1,410	\$45,760	\$70,720	\$108,701	48.2%	Healthcare
13	San Jose, CA	2,688	1,320	\$52,000	\$86,200	\$132,000	43.0%	Manufacturing & maintenance
14	Rochester, NY	2,558	1,048	\$41,382	\$59,280	\$90,000	52.2%	Healthcare
15	Las Vegas, NV	2,392	1,415	\$37,440	\$53,654	\$90,019	54.9%	Healthcare
16	Seattle, WA	2,376	1,195	\$54,080	\$82,546	\$124,800	41.5%	Healthcare
17	Honolulu, HI	2,358	902	\$41,600	\$60,000	\$96,900	49.7%	Healthcare
18	Dallas, TX	2,305	1,446	\$41,600	\$65,000	\$104,000	47.7%	Sales
19	Virginia Beach, VA	2,208	1,070	\$37,440	\$56,603	\$93,525	53.3%	Healthcare
20	Spokane, WA	2,114	1,054	\$42,562	\$58,219	\$90,000	58.6%	Healthcare
21	Louisville, KY	2,090	1,193	\$39,520	\$56,160	\$90,000	49.7%	Healthcare
22	Memphis, TN	2,090	1,137	\$39,000	\$60,000	\$93,600	49.2%	Healthcare
23	Atlanta, GA	2,016	1,246	\$45,008	\$72,172	\$108,040	40.5%	Healthcare
24	Plano, TX	2,004	974	\$41,600	\$70,000	\$109,200	49.3%	Healthcare
25	Austin, TX	1,957	1,155	\$41,600	\$61,300	\$100,000	46.6%	Sales
26	Indianapolis, IN	1,953	1,088	\$40,000	\$58,240	\$98,800	52.4%	Healthcare
27	Philadelphia, PA	1,925	954	\$43,992	\$65,000	\$99,000	41.8%	Healthcare
28	Kansas City, MO	1,859	990	\$39,520	\$55,300	\$83,200	51.4%	Healthcare
29	Minneapolis, MN	1,832	1,010	\$47,840	\$67,500	\$100,000	37.8%	Operations
30	Irvine, CA	1,791	853	\$53,234	\$80,000	\$120,000	40.2%	Finance & accounting
31	Scottsdale, AZ	1,738	855	\$39,520	\$56,254	\$94,000	51.7%	Healthcare

#	City	Postings	Employers	25th pct	Median	75th pct	Hourly share	Most common role
32	Colorado Springs, CO	1,519	777	\$39,520	\$55,000	\$87,500	49.4%	Healthcare
33	St. Louis, MO	1,519	817	\$39,520	\$54,000	\$83,200	54.6%	Healthcare
34	Tempe, AZ	1,492	652	\$41,600	\$55,000	\$90,820	54.0%	Finance & accounting
35	Salt Lake City, UT	1,488	929	\$40,545	\$62,400	\$100,000	49.2%	Healthcare
36	Portland, OR	1,475	803	\$43,680	\$60,000	\$94,740	55.5%	Healthcare
37	Syracuse, NY	1,460	688	\$41,600	\$62,133	\$90,320	57.4%	Healthcare
38	Riverside, CA	1,427	718	\$41,600	\$61,000	\$92,650	57.7%	Healthcare
39	Sacramento, CA	1,422	838	\$45,760	\$70,000	\$105,000	54.0%	Healthcare
40	Orlando, FL	1,387	859	\$37,440	\$55,000	\$85,000	55.7%	Healthcare
41	San Antonio, TX	1,375	833	\$35,360	\$50,000	\$79,040	56.8%	Healthcare
42	Hartford, CT	1,360	602	\$58,326	\$92,500	\$126,984	25.8%	Healthcare
43	Miami, FL	1,353	805	\$37,440	\$54,080	\$90,000	50.8%	Healthcare
44	Tampa, FL	1,353	852	\$40,000	\$59,654	\$90,000	49.3%	Healthcare
45	Baltimore, MD	1,316	720	\$41,600	\$63,349	\$94,000	50.9%	Healthcare
46	Columbus, OH	1,303	798	\$37,440	\$52,000	\$83,542	55.7%	Healthcare
47	Cleveland, OH	1,302	761	\$40,000	\$55,560	\$85,000	47.2%	Healthcare
48	Buffalo, NY	1,283	617	\$42,345	\$60,000	\$89,520	44.9%	Healthcare
49	Stockton, CA	1,274	712	\$42,338	\$60,000	\$98,000	62.9%	Healthcare
50	Tallahassee, FL	1,272	665	\$39,395	\$58,775	\$100,000	47.2%	Healthcare

Top 50 highest-paying job titles in the US

Titles lower-cased with location suffixes removed; titles with 50+ postings from 10+ employers, ranked by median.

#	Job title	Postings	Employers	25th pct	Median	75th pct	Role family	Top state
1	Primary Care Physician	68	35	\$168,052	\$200,000	\$239,124	Healthcare	California
2	Vice President	58	51	\$150,000	\$180,000	\$195,000	Finance & accounting	California
3	Dentist	68	48	\$80,600	\$175,000	\$205,000	Healthcare	California
4	Chief Financial Officer	150	133	\$143,331	\$172,500	\$201,701	Finance & accounting	California
5	Medical Science Liaison	50	38	\$144,300	\$172,500	\$185,075	Healthcare	Massachusetts
6	Medical Director	92	70	\$100,000	\$170,000	\$220,000	Healthcare	California
7	Project Executive	52	38	\$146,155	\$167,550	\$200,000	Operations	California
8	Director Of Engineering	63	58	\$130,000	\$164,444	\$200,000	Manufacturing & maintenance	California
9	Lead Software Engineer	65	54	\$127,500	\$152,000	\$174,750	Software engineering	California
10	Engineering Manager	137	127	\$121,650	\$150,000	\$200,000	Manufacturing & maintenance	California
11	Director Business Development	51	48	\$117,500	\$150,000	\$162,750	Sales	California
12	Chief Operating Officer	54	51	\$91,250	\$150,000	\$180,295	Operations	California
13	Chief Of Staff	84	79	\$125,000	\$150,000	\$178,601	Operations	California
14	Psychiatric Mental Health Nurse Practitioner	52	30	\$113,750	\$149,880	\$190,710	Healthcare	Texas
15	Senior Tax Manager	51	39	\$139,500	\$148,000	\$172,500	Finance & accounting	Illinois
16	Machine Learning Engineer	54	45	\$117,500	\$145,300	\$165,975	Data & analytics	California
17	Director	211	174	\$110,000	\$145,000	\$174,525	Operations	California
18	Senior Software Engineer	272	202	\$118,675	\$140,500	\$165,700	Software engineering	California

#	Job title	Postings	Employers	25th pct	Median	75th pct	Role family	Top state
19	Technical Program Manager	57	51	\$105,000	\$140,000	\$163,400	Product & project management	California
20	Senior Product Manager	132	120	\$124,750	\$140,000	\$170,000	Product & project management	California
21	Senior Program Manager	51	49	\$115,421	\$140,000	\$150,000	Operations	California
22	Director Of Business Development	63	60	\$100,000	\$140,000	\$173,750	Sales	California
23	Solutions Architect	50	45	\$118,203	\$139,898	\$153,750	Design	California
24	Senior Data Scientist	60	54	\$123,412	\$139,109	\$157,000	Data & analytics	California
25	Senior Data Engineer	55	52	\$120,000	\$139,105	\$150,000	Data & analytics	California
26	Business Development Director	55	50	\$107,000	\$137,500	\$172,450	Sales	California
27	Travel Nuclear Medicine Technologist	67	41	\$121,498	\$135,200	\$141,960	Healthcare	California
28	Family Nurse Practitioner	69	57	\$111,842	\$135,000	\$145,600	Healthcare	New York
29	Psychiatric Nurse Practitioner	95	48	\$117,820	\$135,000	\$158,500	Healthcare	Colorado
30	Senior Project Manager	381	275	\$115,000	\$134,100	\$160,000	Product & project management	California
31	Senior Manager	87	74	\$116,525	\$132,400	\$151,320	Operations	California
32	Clinical Pharmacist	59	51	\$118,830	\$131,394	\$145,600	Healthcare	California
33	Plant Manager	65	57	\$110,000	\$130,000	\$150,000	Manufacturing & maintenance	California
34	Director Of Finance	77	70	\$110,000	\$130,000	\$155,000	Finance & accounting	California
35	Senior Electrical Engineer	97	77	\$110,000	\$128,600	\$157,500	Manufacturing & maintenance	California
36	Veterinarian	94	63	\$110,500	\$126,250	\$150,000	Healthcare	California
37	Embedded Software Engineer	53	40	\$101,000	\$126,000	\$160,000	Software engineering	California
38	Physician Assistant	273	183	\$108,000	\$126,000	\$149,760	Healthcare	California
39	Family Medicine Physician	129	63	\$37,440	\$125,000	\$230,000	Healthcare	California
40	Sales Director	88	80	\$89,340	\$125,000	\$170,000	Sales	California
41	Controller	266	230	\$100,000	\$125,000	\$150,000	Finance & accounting	California
42	Pharmacist	151	89	\$114,400	\$125,000	\$144,000	Healthcare	California
43	Nurse Practitioner	598	355	\$107,275	\$125,000	\$145,000	Healthcare	California
44	Attorney	121	61	\$100,000	\$125,000	\$160,000	Legal	California
45	Senior Scheduler	63	43	\$117,550	\$125,000	\$145,000	Construction & trades	California
46	Associate Director	73	54	\$85,000	\$123,750	\$151,500	Operations	Indiana
47	Psychologist	70	50	\$104,250	\$123,548	\$156,000	Healthcare	Florida
48	Clinical Psychologist	81	41	\$111,000	\$123,028	\$152,000	Healthcare	California
49	Associate Veterinarian	90	70	\$105,000	\$120,000	\$150,000	Healthcare	California
50	Senior Estimator	156	116	\$110,000	\$120,000	\$155,000	Construction & trades	California

US salaries by industry / occupation group

Occupation codes mapped to their major group; free-text categories normalised into the same groups.

Group	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct	Hourly share
Software & IT	8,472	3,525	\$62,194	\$88,132	\$117,500	\$150,000	\$180,000	24.6%
Legal & Compliance	1,970	1,106	\$51,980	\$70,000	\$100,000	\$145,450	\$180,000	18.7%
Operations & Consulting	24,003	9,761	\$45,000	\$66,500	\$100,000	\$138,220	\$175,000	17.4%

Group	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct	Hourly share
Banking, Finance & Accounts	16,471	7,142	\$45,500	\$60,000	\$82,000	\$112,000	\$150,000	22.7%
Military	107	48	\$28,080	\$44,845	\$80,600	\$111,000	\$140,000	28.0%
Science & Research	1,287	671	\$40,115	\$52,146	\$77,522	\$111,974	\$150,000	37.8%
Engineering & Manufacturing	14,810	6,234	\$37,440	\$48,000	\$75,000	\$110,000	\$146,000	50.1%
Human Resources	977	751	\$39,520	\$49,920	\$69,846	\$100,000	\$133,153	38.6%
Marketing, Media & Communications	3,671	2,198	\$36,400	\$45,760	\$67,500	\$105,000	\$148,450	44.7%
Healthcare & Pharma	28,742	8,873	\$33,280	\$41,600	\$66,123	\$103,792	\$135,200	70.9%
Construction & Real Estate	3,294	1,872	\$37,440	\$45,760	\$62,400	\$92,500	\$125,350	60.4%
Education & Training	8,151	3,008	\$32,000	\$39,520	\$56,116	\$100,000	\$166,400	72.4%
Community & Social Service	2,882	1,553	\$35,360	\$41,600	\$54,080	\$75,000	\$104,759	60.7%
Sales & Business Development	15,572	7,271	\$31,200	\$37,170	\$52,000	\$83,000	\$130,000	41.1%
Logistics & Supply Chain	12,056	4,862	\$32,760	\$37,440	\$46,985	\$67,600	\$95,000	70.6%
Security & Protective Services	846	520	\$33,280	\$37,440	\$45,760	\$60,262	\$95,000	76.1%
Facilities & Maintenance	5,536	2,993	\$31,200	\$37,440	\$45,760	\$62,400	\$78,000	82.5%
Admin & Office Support	9,028	5,871	\$31,616	\$37,440	\$44,720	\$57,500	\$80,484	65.7%
Customer Service & BPO	3,698	2,132	\$31,200	\$36,920	\$44,720	\$61,490	\$103,500	65.8%
Agriculture	102	69	\$33,280	\$36,400	\$41,600	\$47,840	\$62,160	84.3%
Retail & E-commerce	2,598	1,200	\$30,160	\$34,024	\$39,520	\$49,920	\$69,495	82.8%
Personal Care & Services	2,985	1,490	\$27,040	\$32,240	\$39,520	\$52,000	\$72,800	89.4%
Hospitality & Food	6,426	2,790	\$24,960	\$31,200	\$35,360	\$41,600	\$54,800	91.8%

US salaries by years of experience asked

Only postings that state a minimum experience. The 16+ band is small (a few hundred postings) and mixes senior and mis-parsed figures.

Experience asked	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct	Most common role
0-1 yrs	41,995	17,380	\$30,730	\$35,162	\$41,600	\$57,000	\$83,200	Retail & hospitality
2-3 yrs	14,343	7,277	\$38,480	\$49,920	\$65,000	\$86,800	\$120,000	Healthcare
4-6 yrs	8,925	4,543	\$57,200	\$75,000	\$95,000	\$121,023	\$150,000	Operations
7-10 yrs	5,380	2,643	\$83,200	\$104,003	\$130,000	\$160,000	\$190,000	Operations
11-15 yrs	1,077	665	\$62,400	\$120,000	\$152,000	\$190,000	\$222,640	Operations
16+ yrs	255	207	\$52,000	\$62,400	\$76,960	\$130,000	\$177,260	Operations

US postings with pay by month

Collection grows sharply in 2026; monthly counts reflect collection as well as hiring.

Month	Postings	Employers	States	25th pct	Median	75th pct	Hourly share
2024-01	297	158	34	\$41,600	\$63,480	\$107,000	50.5%
2024-02	278	140	34	\$43,680	\$62,450	\$107,708	68.3%
2024-03	1,647	625	47	\$39,832	\$64,480	\$115,000	56.2%
2024-04	3,332	1,394	47	\$40,989	\$62,450	\$105,445	59.7%
2024-05	3,793	1,692	45	\$41,600	\$65,832	\$107,578	52.1%

Month	Postings	Employers	States	25th pct	Median	75th pct	Hourly share
2024-06	5,793	2,086	46	\$46,571	\$71,450	\$111,500	49.6%
2024-07	3,621	1,623	46	\$45,427	\$70,720	\$111,748	51.1%
2024-08	2,989	1,342	45	\$45,240	\$68,640	\$108,445	51.7%
2024-09	3,373	1,995	42	\$41,600	\$62,000	\$99,000	55.2%
2024-10	3,141	2,043	42	\$41,600	\$60,320	\$98,800	55.0%
2024-11	12,097	6,421	44	\$46,000	\$75,000	\$114,400	44.9%
2024-12	13,561	7,292	50	\$45,760	\$72,800	\$112,060	46.7%
2025-01	15,622	7,824	51	\$43,140	\$67,600	\$108,524	50.6%
2025-02	4,554	2,996	50	\$39,520	\$52,500	\$85,028	61.9%
2025-03	7,912	4,724	49	\$41,600	\$53,388	\$90,530	61.4%
2025-04	13,107	7,184	49	\$45,760	\$80,000	\$114,582	43.6%
2025-05	10,269	4,979	51	\$35,360	\$45,760	\$72,000	68.1%
2025-06	4,064	2,090	48	\$37,440	\$52,000	\$85,335	65.6%
2025-07	2,862	1,707	46	\$37,440	\$49,920	\$80,142	65.7%
2025-08	2,541	1,518	48	\$37,450	\$52,000	\$80,000	68.4%
2025-09	2,581	1,562	48	\$39,520	\$52,000	\$85,000	60.7%
2025-10	2,692	1,638	46	\$39,390	\$55,000	\$90,000	62.3%
2025-11	2,602	1,639	48	\$39,520	\$55,000	\$93,600	57.3%
2025-12	5,021	2,227	50	\$41,600	\$70,000	\$157,600	68.4%
2026-01	6,904	4,042	50	\$37,440	\$52,000	\$83,200	62.0%
2026-02	11,080	6,092	50	\$37,440	\$50,000	\$80,000	63.8%
2026-03	17,946	9,122	51	\$37,440	\$52,000	\$80,000	62.4%
2026-04	49,633	19,845	51	\$39,728	\$54,122	\$83,200	57.9%
2026-05	63,584	23,617	51	\$39,520	\$55,000	\$85,000	56.1%
2026-06	73,432	23,956	51	\$45,760	\$71,000	\$110,000	41.2%

Method

1. **Scope.** Postings located in the United States with a title, an employer and stated pay, published 2024-01-01 to 2026-06-30.
2. **Deduplication.** Postings with the same employer, normalised title and month are one posting; the copy with the most structured fields is kept.
3. **Annualisation.** Hourly $\times$ 2,080, daily $\times$ 260, weekly $\times$ 52, bi-weekly $\times$ 26, semi-monthly $\times$ 24, monthly $\times$ 12. Postings without a currency are taken as US\$. A lower bound below a tenth of the upper bound is treated as missing, and the midpoint is then the single figure.
4. **Absurd values dropped.** Annual pay below US\$15,000 or above US\$1,000,000; weekly travel-contract healthcare pay that was annualised as if it were a yearly figure; hourly rates above US\$150 or weekly above US\$5,000 outside professional roles (per-load or per-mile figures); more than US\$200,000 for low-wage titles such as cook, cashier or driver; and a non-US currency (411 postings in all: weekly travel-contract pay mislabelled 297, implausible for role 59, currency differs from country 37, implausible hourly rate 10, below floor 7, implausible weekly rate 1).
5. **Labels.** `role_family` from the posting, else keyword rules on the title, else the category. `seniority` from the posting or title, else from years asked (≤ 1 entry, 2–5 mid, 6–10 senior, 11+ lead). `metro` groups principal cities of each metro area. `remote` from the posting's work-mode field and "remote" / "hybrid" in the title.

6. **Privacy and provenance.** URLs, source names, descriptions and recruiter details are not published; posting IDs are hashes. Postings whose employer or title names a job board or data provider are dropped.
7. **Company link.** `company_domain` is filled only when the lower-cased employer name matches exactly one US company in Fliar's index.
8. **Sample.** Each company key is ranked by `sha1(key)` . Keys are taken in rank order until the file holds `max(25%, 5,000)` rows (capped at 100,000).
9. **Profile links.** Links are built from Fliar's company index and checked against it. A row whose company has no public profile has an empty link.

Columns

Column	Description
<code>posting_id</code>	stable 12-character ID of the source listing (a hash, not the source ID); a listing the employer re-posted with a new title or month keeps its ID, so about 1.6% of rows share an ID with another row
<code>posted_month</code>	month the posting was published (YYYY-MM)
<code>company</code>	hiring company name as posted
<code>company_domain</code>	company website domain when the name matches exactly one US company in Fliar's index, else blank
<code>job_title</code>	job title as posted (phone/e-mail-like strings removed)
<code>role_family</code>	role family (from the posting, else inferred from the title, else from the category)
<code>seniority</code>	intern / entry / mid / senior / lead / manager / director / executive; blank when neither title nor experience gives a signal
<code>experience_band</code>	minimum experience asked, banded; blank when not stated
<code>city</code>	city
<code>state</code>	two-letter state code
<code>metro</code>	metro area when the city is one of its principal cities, else blank
<code>industry_category</code>	industry / occupation group (occupation codes mapped to their major group, free text normalised)
<code>remote</code>	onsite / remote / hybrid when stated
<code>pay_period</code>	pay period as posted: hourly, weekly, monthly or annual
<code>salary_min_usd</code>	lower end of the posted range, US\$ per year (blank when only one figure is posted)
<code>salary_max_usd</code>	upper end of the posted range, US\$ per year
<code>salary_mid_usd</code>	midpoint of the range (or the single figure), US\$ per year
<code>fliar_profile_url</code>	full company profile on Fliar (financials, funding, team, news)

Available only through the [Radar API](#): job descriptions and application links; skills lists and education asked; raw salary figures as posted; postings after June 2026 and the daily refresh; the remaining postings; company profile, financials, funding and contacts.

Limitations

- Pay-transparency laws make postings from some states (California, Colorado, Washington, New York) far more likely to state pay, so those states are over-represented.
- Posted pay is an offer range, not realised pay; it usually excludes bonus, equity and benefits.
- Collection grows sharply in 2026 (April–June 2026 hold most rows), so month-to-month changes mix collection with hiring.
- Hourly pay is annualised at 2,080 hours; part-time and per-diem roles are therefore overstated as annual income.

- Staffing agencies post on behalf of clients and appear as the employer.
- Role families and seniority are keyword-based and can be wrong for unusual titles; seniority is blank for many postings.

Citation

Fliar Research (2026). *US Salary Data 2026: 350k Job Postings* (sample release). Data: Radar API, <https://github.com/fliarbi/radar-api-mcp>. Licence CC BY-NC 4.0.