

Contract Rate Card 2026

Hourly bill rates for W2 contract talent through a staffing firm, by role, level and metro, with the cost of a 3-month or 6-month engagement at 40 hours a week.

OBSERVED OR MODELED

Every cell says which it is. **KORE1 observed** cells come from our own W2 contract placements that started 2023 to 2026, shown only with 5 or more placements. **Modeled** cells use BLS OEWS May 2025 wages, a 24% employer burden and the bill bands we observe.

WHAT A BILL RATE INCLUDES

Wages, payroll taxes, workers' compensation, insurance, state paid sick leave, dental and vision, weekly payroll and recruiting. Bill rates only: this card does not publish what contractors are paid.

INSIDE THIS FILE

Sheet 1 is the national headline table. The next sheets list every role and level nationally. Then one sheet per role (22 roles) with every metro, then the method and revision notes.

ROLE	LEVEL	LOW ¹	MEDIAN	HIGH ¹	3-MONTH COST ²	6-MONTH COST ²
		\$ / HR	\$ / HR	\$ / HR	\$	\$
Help desk / IT support	Level 2	\$44	\$49	\$56	\$25,400	\$50,700
Systems administrator	Mid	\$70	\$79	\$90	\$40,900	\$81,800
Network engineer	Mid	\$95	\$106	\$120	\$55,300	\$110,600
Security analyst / engineer	Mid	\$90	\$102	\$116	\$53,300	\$106,600
Software engineer	Mid	\$96	\$108	\$122	\$56,100	\$112,200
Data engineer / database developer	Mid	\$98	\$110	\$122	\$57,200	\$114,500
ERP / NetSuite / Salesforce consultant	Mid	\$75	\$84	\$95	\$43,700	\$87,300
Business systems analyst	Mid	\$75	\$84	\$95	\$43,700	\$87,300
Business analyst	Mid	\$71	\$81	\$93	\$42,000	\$84,000
IT project / program manager	Mid	\$72	\$81	\$93	\$42,200	\$84,400
Accountant / senior accountant	Senior	\$77	\$87	\$94	\$45,300	\$90,600
Controller / accounting manager	Mid	\$112	\$127	\$148	\$66,100	\$132,300

¹ Low and High are the 25th and 75th percentile bill rates. ² The median at 40 hours a week for 13 weeks (520 hours) and 26 weeks (1,040 hours). All twelve rows are modeled national figures; KORE1's own observed cells follow on the role sheets.

Every role and level, U.S. national

Modeled national bill rates. Dollars per hour; cost at 520 and 1,040 hours.

ROLE	LEVEL	LOW ¹	MEDIAN	HIGH ¹	3-MONTH COST	6-MONTH COST
IT AND INFRASTRUCTURE						
Help Desk / IT Support Technician	Level 1	\$35	\$38	\$44	\$20,000	\$40,000
Help Desk / IT Support Technician	Level 2	\$44	\$49	\$56	\$25,400	\$50,700
Help Desk / IT Support Technician	Level 3	\$55	\$61	\$66	\$32,000	\$63,900
Systems Administrator / Systems Engineer	Junior	\$56	\$61	\$69	\$31,600	\$63,200
Systems Administrator / Systems Engineer	Mid	\$70	\$79	\$90	\$40,900	\$81,800
Systems Administrator / Systems Engineer	Senior	\$90	\$100	\$109	\$52,200	\$104,500
Network Engineer	Junior	\$76	\$83	\$95	\$43,200	\$86,300
Network Engineer	Mid	\$95	\$106	\$120	\$55,300	\$110,600
Network Engineer	Senior	\$115	\$128	\$139	\$66,800	\$133,600
Cloud / DevOps Engineer	Junior	\$76	\$83	\$95	\$43,200	\$86,300
Cloud / DevOps Engineer	Mid	\$95	\$106	\$120	\$55,300	\$110,600
Cloud / DevOps Engineer	Senior	\$115	\$128	\$139	\$66,800	\$133,600
Security Analyst / Engineer	Junior	\$71	\$78	\$90	\$40,400	\$80,700
Security Analyst / Engineer	Mid	\$90	\$102	\$116	\$53,300	\$106,600
Security Analyst / Engineer	Senior	\$113	\$126	\$136	\$65,400	\$130,800
SOFTWARE AND DATA						
Software Engineer / Developer	Junior	\$77	\$83	\$96	\$43,400	\$86,800
Software Engineer / Developer	Mid	\$96	\$108	\$122	\$56,100	\$112,200
Software Engineer / Developer	Senior	\$118	\$131	\$142	\$68,300	\$136,600
QA Tester / Test Engineer	Junior	\$57	\$62	\$72	\$32,500	\$65,000
QA Tester / Test Engineer	Mid	\$73	\$83	\$94	\$43,000	\$86,000
QA Tester / Test Engineer	Senior	\$94	\$106	\$114	\$54,900	\$109,900
Data Engineer / Database Developer	Junior	\$80	\$87	\$99	\$45,100	\$90,200
Data Engineer / Database Developer	Mid	\$98	\$110	\$122	\$57,200	\$114,500
Data Engineer / Database Developer	Senior	\$118	\$129	\$140	\$67,200	\$134,400

Every role and level, U.S. national

Modeled national bill rates. Dollars per hour; cost at 520 and 1,040 hours.

ROLE	LEVEL	LOW ¹	MEDIAN	HIGH ¹	3-MONTH COST	6-MONTH COST
Data Scientist / ML Engineer	Junior	\$61	\$67	\$80	\$34,700	\$69,500
Data Scientist / ML Engineer	Mid	\$82	\$95	\$111	\$49,600	\$99,200
Data Scientist / ML Engineer	Senior	\$107	\$122	\$132	\$63,600	\$127,100
Data Analyst / BI Developer	Junior	\$61	\$67	\$80	\$34,700	\$69,500
Data Analyst / BI Developer	Mid	\$82	\$95	\$111	\$49,600	\$99,200
Data Analyst / BI Developer	Senior	\$107	\$122	\$132	\$63,600	\$127,100
ERP AND BUSINESS SYSTEMS						
ERP / NetSuite / Salesforce Consultant	Junior	\$60	\$65	\$74	\$33,700	\$67,500
ERP / NetSuite / Salesforce Consultant	Mid	\$75	\$84	\$95	\$43,700	\$87,300
ERP / NetSuite / Salesforce Consultant	Senior	\$95	\$106	\$115	\$55,300	\$110,600
Business Systems Analyst	Junior	\$60	\$65	\$74	\$33,700	\$67,500
Business Systems Analyst	Mid	\$75	\$84	\$95	\$43,700	\$87,300
Business Systems Analyst	Senior	\$95	\$106	\$115	\$55,300	\$110,600
Business Analyst	Junior	\$56	\$61	\$70	\$31,600	\$63,100
Business Analyst	Mid	\$71	\$81	\$93	\$42,000	\$84,000
Business Analyst	Senior	\$93	\$106	\$114	\$55,000	\$110,000
IT Project / Program Manager / Scrum Master	Junior	\$56	\$61	\$70	\$31,700	\$63,400
IT Project / Program Manager / Scrum Master	Mid	\$72	\$81	\$93	\$42,200	\$84,400
IT Project / Program Manager / Scrum Master	Senior	\$93	\$106	\$114	\$54,900	\$109,800
Project Coordinator	Junior	\$56	\$61	\$70	\$31,700	\$63,400
Project Coordinator	Mid	\$72	\$81	\$93	\$42,200	\$84,400
Project Coordinator	Senior	\$93	\$106	\$114	\$54,900	\$109,800
ACCOUNTING AND FINANCE						
Accountant / Senior Accountant	Junior	\$48	\$52	\$59	\$27,100	\$54,200
Accountant / Senior Accountant	Mid	\$59	\$65	\$75	\$33,900	\$67,900
Accountant / Senior Accountant	Senior	\$77	\$87	\$94	\$45,300	\$90,600

Every role and level, U.S. national

Modeled national bill rates. Dollars per hour; cost at 520 and 1,040 hours.

ROLE	LEVEL	LOW ¹	MEDIAN	HIGH ¹	3-MONTH COST	6-MONTH COST
Controller / Accounting Manager	Junior	\$92	\$100	\$116	\$51,800	\$103,500
Controller / Accounting Manager	Mid	\$112	\$127	\$148	\$66,100	\$132,300
Controller / Accounting Manager	Senior	\$145	\$165	\$178	\$85,900	\$171,900
Financial Analyst / FP&A	Junior	\$57	\$62	\$71	\$32,100	\$64,100
Financial Analyst / FP&A	Mid	\$72	\$82	\$94	\$42,400	\$84,800
Financial Analyst / FP&A	Senior	\$94	\$106	\$114	\$55,000	\$110,000
Audit / SOX / Internal Controls Consultant	Junior	\$48	\$52	\$59	\$27,100	\$54,200
Audit / SOX / Internal Controls Consultant	Mid	\$59	\$65	\$75	\$33,900	\$67,900
Audit / SOX / Internal Controls Consultant	Senior	\$77	\$87	\$94	\$45,300	\$90,600
ENGINEERING AND HR						
Mechanical / Electrical / Manufacturing Engineer	Junior	\$60	\$66	\$73	\$34,100	\$68,200
Mechanical / Electrical / Manufacturing Engineer	Mid	\$75	\$83	\$94	\$42,900	\$85,900
Mechanical / Electrical / Manufacturing Engineer	Senior	\$94	\$105	\$114	\$54,700	\$109,400
HR Generalist / Contract Recruiter	Junior	\$43	\$46	\$53	\$24,200	\$48,400
HR Generalist / Contract Recruiter	Mid	\$52	\$59	\$68	\$30,700	\$61,500
HR Generalist / Contract Recruiter	Senior	\$70	\$79	\$85	\$41,000	\$82,000

Help Desk / IT Support Technician

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	LEVEL 1			LEVEL 2			LEVEL 3		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$35-\$44	\$38	\$20,000	\$44-\$56	\$49	\$25,400	\$55-\$66	\$61	\$32,000
Atlanta, GA	\$36-\$44	\$39	\$20,300	\$44-\$56	\$49	\$25,500	\$55-\$67	\$62	\$32,500
Austin, TX	\$36-\$44	\$39	\$20,200	\$44-\$55	\$49	\$25,400	\$55-\$66	\$61	\$31,600
Boston, MA	\$45-\$55	\$49	\$25,300	\$54-\$67	\$61	\$31,500	\$68-\$81	\$75	\$38,900
Charlotte, NC	\$36-\$43	\$39	\$20,100	\$43-\$54	\$48	\$24,800	\$53-\$64	\$59	\$30,600
Chicago, IL	\$34-\$42	\$37	\$19,200	\$43-\$55	\$48	\$25,100	\$54-\$66	\$61	\$31,600
Dallas-Fort Worth, TX	\$35-\$42	\$38	\$19,500	\$43-\$54	\$48	\$25,000	\$52-\$62	\$57	\$29,800
Denver, CO	\$44-\$54	\$48	\$25,000	\$53-\$66	\$59	\$30,600	\$67-\$81	\$75	\$39,000
Houston, TX	\$33-\$41	\$36	\$18,800	\$42-\$53	\$47	\$24,400	\$52-\$63	\$58	\$30,300
Los Angeles, CA	\$45-\$54	\$49	\$25,400	\$53-\$66	\$58	\$30,400	\$68-\$81	\$75	\$39,200
Milwaukee, WI	\$36-\$43	\$39	\$20,300	\$44-\$53	\$48	\$24,800	\$52-\$62	\$57	\$29,700
Minneapolis-St. Paul, MN	\$42-\$49	\$46	\$23,700	\$47-\$56	\$50	\$26,000	\$56-\$67	\$62	\$32,200
Nashville, TN	\$35-\$42	\$38	\$20,000	\$43-\$52	\$47	\$24,300	\$51-\$60	\$56	\$29,000
New York, NY	\$44-\$54	\$48	\$24,700	\$53-\$67	\$59	\$30,600	\$68-\$82	\$76	\$39,300
Orange County, CA	\$45-\$54	\$49	\$25,400	\$53-\$66	\$58	\$30,400	\$68-\$81	\$75	\$39,200
Philadelphia, PA	\$36-\$44	\$39	\$20,400	\$44-\$55	\$49	\$25,500	\$55-\$66	\$61	\$31,700
Phoenix, AZ	\$36-\$44	\$39	\$20,500	\$44-\$55	\$49	\$25,500	\$54-\$65	\$60	\$31,400
Raleigh-Durham, NC	\$35-\$43	\$38	\$19,600	\$44-\$56	\$49	\$25,600	\$55-\$67	\$62	\$32,200
Salt Lake City, UT	\$36-\$44	\$39	\$20,100	\$44-\$56	\$49	\$25,600	\$55-\$67	\$62	\$32,300
San Diego, CA	\$44-\$53	\$48	\$25,000	\$52-\$62	\$57	\$29,600	\$63-\$74	\$68	\$35,400
San Francisco Bay Area, CA	\$51-\$62	\$55	\$28,700	\$64-\$78	\$71	\$36,800	\$78-\$92	\$85	\$44,100
Seattle, WA	\$45-\$55	\$49	\$25,500	\$55-\$69	\$61	\$31,700	\$70-\$85	\$78	\$40,800
Washington, DC	\$45-\$55	\$49	\$25,400	\$54-\$68	\$61	\$31,500	\$69-\$83	\$77	\$40,000

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 39 placements, primarily Southern California: \$41-\$55, median \$49, 3-month cost \$25,500.

Level 1, 12 placements, primarily Southern California: \$41-\$50, median \$45, 3-month cost \$23,400.

Systems Administrator / Systems Engineer

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$56-\$69	\$61	\$31,600	\$70-\$90	\$79	\$40,900	\$90-\$109	\$100	\$52,200
Atlanta, GA	\$59-\$71	\$64	\$33,300	\$73-\$90	\$80	\$41,700	\$90-\$109	\$101	\$52,400
Austin, TX	\$60-\$73	\$65	\$33,800	\$74-\$94	\$83	\$43,100	\$94-\$113	\$105	\$54,600
Boston, MA	\$70-\$84	\$76	\$39,400	\$84-\$101	\$93	\$48,200	\$101-\$118	\$109	\$56,900
Charlotte, NC	\$48-\$61	\$52	\$27,200	\$62-\$79	\$71	\$37,000	\$79-\$93	\$86	\$44,900
Chicago, IL	\$60-\$73	\$65	\$33,700	\$74-\$93	\$82	\$42,600	\$93-\$111	\$103	\$53,700
Dallas-Fort Worth, TX	\$58-\$72	\$63	\$32,800	\$73-\$93	\$82	\$42,600	\$93-\$112	\$104	\$53,800
Denver, CO	\$64-\$76	\$70	\$36,100	\$77-\$94	\$83	\$43,400	\$94-\$112	\$104	\$54,000
Houston, TX	\$59-\$71	\$64	\$33,200	\$73-\$92	\$80	\$41,800	\$92-\$112	\$104	\$54,100
Los Angeles, CA	\$63-\$76	\$68	\$35,400	\$76-\$94	\$84	\$43,800	\$94-\$112	\$104	\$54,200
Milwaukee, WI	\$53-\$63	\$57	\$29,800	\$65-\$79	\$71	\$37,100	\$80-\$95	\$88	\$45,700
Minneapolis-St. Paul, MN	\$60-\$73	\$65	\$33,900	\$74-\$93	\$82	\$42,400	\$93-\$112	\$104	\$54,100
Nashville, TN	\$56-\$67	\$61	\$31,800	\$68-\$82	\$74	\$38,400	\$82-\$96	\$89	\$46,400
New York, NY	\$70-\$85	\$76	\$39,600	\$85-\$104	\$95	\$49,200	\$102-\$120	\$111	\$57,600
Orange County, CA	\$63-\$76	\$68	\$35,400	\$76-\$94	\$84	\$43,800	\$94-\$112	\$104	\$54,200
Philadelphia, PA	\$56-\$69	\$61	\$31,600	\$71-\$90	\$80	\$41,400	\$90-\$108	\$100	\$51,900
Phoenix, AZ	\$55-\$66	\$59	\$30,900	\$67-\$85	\$74	\$38,700	\$85-\$103	\$95	\$49,400
Raleigh-Durham, NC	\$58-\$72	\$63	\$32,600	\$73-\$94	\$82	\$42,600	\$94-\$114	\$105	\$54,700
Salt Lake City, UT	\$57-\$69	\$62	\$32,000	\$71-\$87	\$79	\$40,900	\$87-\$103	\$95	\$49,500
San Diego, CA	\$63-\$76	\$68	\$35,400	\$76-\$92	\$83	\$43,400	\$92-\$109	\$101	\$52,600
San Francisco Bay Area, CA	\$74-\$91	\$80	\$41,600	\$91-\$116	\$103	\$53,500	\$113-\$136	\$126	\$65,400
Seattle, WA	\$60-\$73	\$66	\$34,100	\$75-\$96	\$83	\$43,100	\$96-\$117	\$108	\$56,400
Washington, DC	\$72-\$89	\$78	\$40,700	\$89-\$111	\$99	\$51,700	\$107-\$127	\$118	\$61,300

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 12 placements, primarily Southern California: \$54-\$70, median \$57, 3-month cost \$29,600.

Network Engineer

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$76-\$95	\$83	\$43,200	\$95-\$120	\$106	\$55,300	\$115-\$139	\$128	\$66,800
Atlanta, GA	\$69-\$90	\$75	\$38,900	\$90-\$120	\$106	\$55,200	\$115-\$139	\$128	\$66,800
Austin, TX	\$75-\$94	\$82	\$42,600	\$94-\$119	\$106	\$55,200	\$115-\$137	\$127	\$66,200
Boston, MA	\$90-\$112	\$97	\$50,700	\$109-\$129	\$124	\$64,300	\$128-\$143	\$133	\$69,000
Charlotte, NC	\$85-\$100	\$92	\$48,000	\$100-\$120	\$107	\$55,400	\$115-\$139	\$128	\$66,700
Chicago, IL	\$88-\$105	\$95	\$49,500	\$103-\$122	\$112	\$58,100	\$120-\$140	\$129	\$67,300
Dallas-Fort Worth, TX	\$77-\$97	\$84	\$43,700	\$97-\$121	\$109	\$56,900	\$117-\$138	\$128	\$66,600
Denver, CO	\$91-\$104	\$99	\$51,200	\$104-\$121	\$110	\$57,100	\$117-\$139	\$129	\$66,900
Houston, TX	\$59-\$81	\$65	\$33,600	\$82-\$112	\$99	\$51,500	\$109-\$131	\$122	\$63,300
Los Angeles, CA	\$88-\$107	\$96	\$49,900	\$104-\$125	\$115	\$59,600	\$123-\$144	\$133	\$69,300
Milwaukee, WI	\$79-\$96	\$86	\$44,900	\$96-\$118	\$106	\$55,300	\$114-\$135	\$125	\$64,900
Minneapolis-St. Paul, MN	\$76-\$94	\$82	\$42,900	\$94-\$114	\$106	\$55,400	\$110-\$127	\$118	\$61,200
Nashville, TN	\$78-\$93	\$84	\$43,800	\$93-\$115	\$103	\$53,400	\$111-\$133	\$123	\$64,200
New York, NY	\$94-\$116	\$102	\$53,100	\$112-\$136	\$125	\$65,200	\$135-\$158	\$146	\$75,900
Orange County, CA	\$88-\$107	\$96	\$49,900	\$104-\$125	\$115	\$59,600	\$123-\$144	\$133	\$69,300
Philadelphia, PA	\$81-\$99	\$88	\$45,600	\$98-\$122	\$110	\$57,000	\$118-\$140	\$130	\$67,400
Phoenix, AZ	\$75-\$93	\$82	\$42,700	\$93-\$118	\$105	\$54,400	\$114-\$137	\$127	\$66,000
Raleigh-Durham, NC	\$72-\$87	\$78	\$40,600	\$87-\$104	\$96	\$49,800	\$102-\$119	\$111	\$57,500
San Diego, CA	\$84-\$108	\$91	\$47,400	\$105-\$130	\$121	\$63,100	\$129-\$149	\$138	\$71,700
San Francisco Bay Area, CA	\$94-\$117	\$102	\$53,100	\$113-\$145	\$127	\$66,200	\$141-\$170	\$158	\$82,100
Seattle, WA	\$97-\$121	\$106	\$55,100	\$117-\$146	\$132	\$68,600	\$142-\$168	\$156	\$80,900
Washington, DC	\$93-\$114	\$101	\$52,400	\$110-\$130	\$123	\$63,900	\$129-\$147	\$136	\$70,800

Cloud / DevOps Engineer

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$76-\$95	\$83	\$43,200	\$95-\$120	\$106	\$55,300	\$115-\$139	\$128	\$66,800
Atlanta, GA	\$69-\$90	\$75	\$38,900	\$90-\$120	\$106	\$55,200	\$115-\$139	\$128	\$66,800
Austin, TX	\$75-\$94	\$82	\$42,600	\$94-\$119	\$106	\$55,200	\$115-\$137	\$127	\$66,200
Boston, MA	\$90-\$112	\$97	\$50,700	\$109-\$129	\$124	\$64,300	\$128-\$143	\$133	\$69,000
Charlotte, NC	\$85-\$100	\$92	\$48,000	\$100-\$120	\$107	\$55,400	\$115-\$139	\$128	\$66,700
Chicago, IL	\$88-\$105	\$95	\$49,500	\$103-\$122	\$112	\$58,100	\$120-\$140	\$129	\$67,300
Dallas-Fort Worth, TX	\$77-\$97	\$84	\$43,700	\$97-\$121	\$109	\$56,900	\$117-\$138	\$128	\$66,600
Denver, CO	\$91-\$104	\$99	\$51,200	\$104-\$121	\$110	\$57,100	\$117-\$139	\$129	\$66,900
Houston, TX	\$59-\$81	\$65	\$33,600	\$82-\$112	\$99	\$51,500	\$109-\$131	\$122	\$63,300
Los Angeles, CA	\$88-\$107	\$96	\$49,900	\$104-\$125	\$115	\$59,600	\$123-\$144	\$133	\$69,300
Milwaukee, WI	\$79-\$96	\$86	\$44,900	\$96-\$118	\$106	\$55,300	\$114-\$135	\$125	\$64,900
Minneapolis-St. Paul, MN	\$76-\$94	\$82	\$42,900	\$94-\$114	\$106	\$55,400	\$110-\$127	\$118	\$61,200
Nashville, TN	\$78-\$93	\$84	\$43,800	\$93-\$115	\$103	\$53,400	\$111-\$133	\$123	\$64,200
New York, NY	\$94-\$116	\$102	\$53,100	\$112-\$136	\$125	\$65,200	\$135-\$158	\$146	\$75,900
Orange County, CA	\$88-\$107	\$96	\$49,900	\$104-\$125	\$115	\$59,600	\$123-\$144	\$133	\$69,300
Philadelphia, PA	\$81-\$99	\$88	\$45,600	\$98-\$122	\$110	\$57,000	\$118-\$140	\$130	\$67,400
Phoenix, AZ	\$75-\$93	\$82	\$42,700	\$93-\$118	\$105	\$54,400	\$114-\$137	\$127	\$66,000
Raleigh-Durham, NC	\$72-\$87	\$78	\$40,600	\$87-\$104	\$96	\$49,800	\$102-\$119	\$111	\$57,500
San Diego, CA	\$84-\$108	\$91	\$47,400	\$105-\$130	\$121	\$63,100	\$129-\$149	\$138	\$71,700
San Francisco Bay Area, CA	\$94-\$117	\$102	\$53,100	\$113-\$145	\$127	\$66,200	\$141-\$170	\$158	\$82,100
Seattle, WA	\$97-\$121	\$106	\$55,100	\$117-\$146	\$132	\$68,600	\$142-\$168	\$156	\$80,900
Washington, DC	\$93-\$114	\$101	\$52,400	\$110-\$130	\$123	\$63,900	\$129-\$147	\$136	\$70,800

Security Analyst / Engineer

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$71-\$90	\$78	\$40,400	\$90-\$116	\$102	\$53,300	\$113-\$136	\$126	\$65,400
Atlanta, GA	\$74-\$93	\$81	\$42,100	\$93-\$117	\$104	\$54,200	\$114-\$137	\$127	\$65,900
Austin, TX	\$75-\$94	\$82	\$42,400	\$94-\$118	\$106	\$55,300	\$114-\$135	\$125	\$65,100
Boston, MA	\$79-\$97	\$86	\$44,800	\$97-\$124	\$108	\$56,300	\$119-\$146	\$135	\$70,100
Charlotte, NC	\$75-\$93	\$82	\$42,500	\$93-\$118	\$104	\$54,200	\$114-\$138	\$127	\$66,300
Chicago, IL	\$73-\$89	\$79	\$41,100	\$89-\$112	\$99	\$51,700	\$109-\$131	\$122	\$63,300
Dallas-Fort Worth, TX	\$75-\$94	\$82	\$42,700	\$94-\$117	\$106	\$55,100	\$114-\$135	\$125	\$64,900
Denver, CO	\$79-\$97	\$85	\$44,400	\$97-\$122	\$108	\$56,400	\$117-\$141	\$131	\$67,900
Houston, TX	\$72-\$89	\$79	\$40,800	\$89-\$112	\$100	\$52,100	\$108-\$129	\$120	\$62,300
Los Angeles, CA	\$69-\$89	\$75	\$39,100	\$89-\$118	\$103	\$53,500	\$113-\$138	\$127	\$66,200
Milwaukee, WI	\$59-\$72	\$64	\$33,200	\$73-\$92	\$81	\$41,900	\$92-\$111	\$103	\$53,300
Minneapolis-St. Paul, MN	\$75-\$93	\$82	\$42,600	\$93-\$115	\$104	\$53,900	\$111-\$131	\$122	\$63,300
New York, NY	\$79-\$98	\$86	\$44,500	\$98-\$124	\$111	\$57,500	\$121-\$145	\$134	\$69,800
Orange County, CA	\$69-\$89	\$75	\$39,100	\$89-\$118	\$103	\$53,500	\$113-\$138	\$127	\$66,200
Philadelphia, PA	\$72-\$92	\$79	\$41,000	\$92-\$117	\$105	\$54,700	\$114-\$135	\$125	\$65,200
Phoenix, AZ	\$72-\$91	\$78	\$40,400	\$91-\$115	\$103	\$53,800	\$112-\$133	\$123	\$64,200
Raleigh-Durham, NC	\$75-\$98	\$82	\$42,600	\$96-\$115	\$112	\$58,100	\$114-\$127	\$118	\$61,300
Salt Lake City, UT	\$56-\$70	\$61	\$31,700	\$72-\$93	\$82	\$42,400	\$93-\$113	\$104	\$54,300
San Diego, CA	\$75-\$93	\$81	\$42,200	\$93-\$119	\$105	\$54,500	\$114-\$138	\$128	\$66,500
San Francisco Bay Area, CA	\$84-\$110	\$91	\$47,400	\$107-\$140	\$125	\$64,900	\$139-\$166	\$154	\$80,100
Seattle, WA	\$95-\$116	\$103	\$53,500	\$112-\$134	\$124	\$64,700	\$133-\$154	\$142	\$74,100
Washington, DC	\$89-\$108	\$97	\$50,600	\$105-\$125	\$116	\$60,200	\$123-\$143	\$133	\$69,000

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 7 placements, primarily Southern California: \$70-\$124, median \$82, 3-month cost \$42,900.

Software Engineer / Developer

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$77-\$96	\$83	\$43,400	\$96-\$122	\$108	\$56,100	\$118-\$142	\$131	\$68,300
Atlanta, GA	\$76-\$94	\$83	\$43,200	\$94-\$118	\$105	\$54,800	\$114-\$136	\$126	\$65,700
Austin, TX	\$76-\$94	\$82	\$42,900	\$94-\$120	\$106	\$55,300	\$116-\$139	\$129	\$67,000
Boston, MA	\$96-\$118	\$105	\$54,400	\$115-\$135	\$128	\$66,400	\$134-\$152	\$140	\$73,000
Charlotte, NC	\$79-\$97	\$85	\$44,400	\$97-\$119	\$108	\$56,100	\$116-\$137	\$127	\$66,000
Chicago, IL	\$76-\$95	\$83	\$43,100	\$95-\$120	\$107	\$55,400	\$115-\$138	\$128	\$66,600
Dallas-Fort Worth, TX	\$77-\$95	\$84	\$43,600	\$95-\$118	\$106	\$55,000	\$114-\$136	\$126	\$65,600
Denver, CO	\$90-\$104	\$98	\$51,000	\$104-\$123	\$109	\$56,800	\$118-\$141	\$131	\$68,000
Houston, TX	\$74-\$91	\$80	\$41,700	\$91-\$115	\$103	\$53,400	\$111-\$132	\$123	\$63,800
Los Angeles, CA	\$93-\$114	\$101	\$52,600	\$111-\$136	\$124	\$64,400	\$135-\$158	\$146	\$76,100
Milwaukee, WI	\$73-\$89	\$79	\$41,200	\$89-\$104	\$98	\$51,000	\$104-\$119	\$110	\$57,200
Minneapolis-St. Paul, MN	\$75-\$93	\$82	\$42,500	\$93-\$116	\$104	\$54,000	\$113-\$134	\$124	\$64,600
Nashville, TN	\$72-\$89	\$79	\$40,800	\$89-\$106	\$100	\$52,200	\$105-\$119	\$110	\$57,300
New York, NY	\$95-\$118	\$104	\$53,900	\$114-\$142	\$127	\$66,200	\$142-\$170	\$157	\$81,800
Orange County, CA	\$93-\$114	\$101	\$52,600	\$111-\$136	\$124	\$64,400	\$135-\$158	\$146	\$76,100
Philadelphia, PA	\$76-\$94	\$82	\$42,900	\$94-\$118	\$106	\$54,900	\$115-\$137	\$127	\$66,100
Phoenix, AZ	\$76-\$94	\$83	\$43,000	\$94-\$117	\$105	\$54,300	\$114-\$136	\$126	\$65,400
Raleigh-Durham, NC	\$76-\$94	\$82	\$42,700	\$94-\$119	\$105	\$54,800	\$114-\$137	\$127	\$66,200
Salt Lake City, UT	\$75-\$92	\$81	\$42,300	\$92-\$115	\$103	\$53,500	\$112-\$134	\$124	\$64,300
San Diego, CA	\$94-\$116	\$102	\$53,000	\$112-\$137	\$126	\$65,300	\$136-\$160	\$148	\$77,000
San Francisco Bay Area, CA	\$116-\$135	\$126	\$65,400	\$134-\$155	\$143	\$74,100	\$153-\$178	\$165	\$85,800
Seattle, WA	\$97-\$119	\$105	\$54,800	\$115-\$145	\$128	\$66,400	\$141-\$171	\$158	\$82,100
Washington, DC	\$90-\$111	\$98	\$51,000	\$107-\$127	\$119	\$62,000	\$126-\$145	\$135	\$70,000

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 16 placements, primarily Southern California: \$91-\$120, median \$105, 3-month cost \$54,600.

Senior, 7 placements, primarily Southern California: \$91-\$138, median \$120, 3-month cost \$62,400.

QA Tester / Test Engineer

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$57-\$72	\$62	\$32,500	\$73-\$94	\$83	\$43,000	\$94-\$114	\$106	\$54,900
Atlanta, GA	\$60-\$74	\$65	\$33,700	\$75-\$92	\$84	\$43,600	\$92-\$108	\$100	\$52,200
Austin, TX	\$59-\$73	\$65	\$33,600	\$74-\$93	\$82	\$42,500	\$93-\$112	\$104	\$53,900
Boston, MA	\$57-\$78	\$62	\$32,200	\$80-\$105	\$97	\$50,400	\$103-\$120	\$111	\$57,700
Charlotte, NC	\$53-\$60	\$57	\$29,700	\$61-\$80	\$64	\$33,300	\$82-\$106	\$99	\$51,200
Chicago, IL	\$60-\$74	\$65	\$33,800	\$75-\$94	\$84	\$43,600	\$94-\$112	\$104	\$54,000
Dallas-Fort Worth, TX	\$59-\$72	\$64	\$33,200	\$73-\$92	\$82	\$42,600	\$92-\$109	\$101	\$52,600
Denver, CO	\$70-\$87	\$76	\$39,500	\$87-\$105	\$98	\$51,000	\$104-\$120	\$111	\$57,600
Houston, TX	\$50-\$65	\$55	\$28,400	\$67-\$89	\$78	\$40,700	\$89-\$108	\$100	\$52,100
Los Angeles, CA	\$60-\$80	\$65	\$33,800	\$82-\$108	\$97	\$50,400	\$106-\$126	\$117	\$60,600
Milwaukee, WI	\$53-\$66	\$57	\$29,700	\$68-\$87	\$77	\$40,200	\$87-\$105	\$97	\$50,500
Minneapolis-St. Paul, MN	\$59-\$72	\$64	\$33,200	\$73-\$92	\$81	\$42,100	\$92-\$110	\$102	\$53,100
Nashville, TN	\$57-\$68	\$62	\$32,400	\$70-\$80	\$76	\$39,300	\$80-\$91	\$85	\$44,000
New York, NY	\$73-\$91	\$79	\$41,200	\$91-\$115	\$104	\$53,800	\$111-\$132	\$122	\$63,700
Orange County, CA	\$60-\$80	\$65	\$33,800	\$82-\$108	\$97	\$50,400	\$106-\$126	\$117	\$60,600
Philadelphia, PA	\$58-\$72	\$63	\$32,900	\$73-\$92	\$81	\$42,400	\$92-\$111	\$102	\$53,300
Phoenix, AZ	\$55-\$69	\$60	\$31,000	\$70-\$89	\$80	\$41,600	\$89-\$106	\$98	\$50,900
Raleigh-Durham, NC	\$63-\$78	\$69	\$35,600	\$78-\$98	\$88	\$45,700	\$98-\$116	\$108	\$56,100
Salt Lake City, UT	\$45-\$57	\$49	\$25,400	\$57-\$74	\$65	\$33,800	\$75-\$91	\$84	\$43,800
San Diego, CA	\$63-\$82	\$69	\$35,800	\$82-\$104	\$95	\$49,600	\$102-\$119	\$111	\$57,500
San Francisco Bay Area, CA	\$71-\$92	\$77	\$40,100	\$92-\$120	\$107	\$55,500	\$116-\$139	\$128	\$66,700
Seattle, WA	\$72-\$90	\$78	\$40,600	\$90-\$118	\$103	\$53,500	\$114-\$139	\$128	\$66,800
Washington, DC	\$73-\$90	\$79	\$41,000	\$90-\$109	\$100	\$52,100	\$107-\$125	\$116	\$60,300

Data Engineer / Database Developer

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$80-\$99	\$87	\$45,100	\$98-\$122	\$110	\$57,200	\$118-\$140	\$129	\$67,200
Atlanta, GA	\$96-\$107	\$104	\$54,100	\$107-\$124	\$110	\$57,200	\$120-\$144	\$133	\$69,200
Austin, TX	\$84-\$101	\$92	\$47,600	\$100-\$122	\$110	\$57,300	\$118-\$140	\$130	\$67,500
Boston, MA	\$98-\$117	\$107	\$55,500	\$114-\$129	\$124	\$64,700	\$128-\$143	\$132	\$68,800
Charlotte, NC	\$86-\$102	\$93	\$48,600	\$101-\$121	\$110	\$57,000	\$117-\$139	\$129	\$67,000
Chicago, IL	\$91-\$108	\$99	\$51,700	\$106-\$123	\$115	\$59,600	\$120-\$139	\$128	\$66,800
Dallas-Fort Worth, TX	\$95-\$113	\$103	\$53,500	\$109-\$123	\$119	\$61,900	\$123-\$137	\$127	\$66,200
Denver, CO	\$99-\$118	\$107	\$55,700	\$114-\$128	\$125	\$65,100	\$127-\$140	\$130	\$67,600
Houston, TX	\$87-\$103	\$95	\$49,200	\$102-\$122	\$110	\$57,100	\$118-\$140	\$129	\$67,200
Los Angeles, CA	\$87-\$109	\$95	\$49,100	\$106-\$128	\$120	\$62,300	\$127-\$147	\$136	\$70,700
Milwaukee, WI	\$79-\$102	\$86	\$44,800	\$100-\$124	\$115	\$59,800	\$121-\$140	\$130	\$67,600
Minneapolis-St. Paul, MN	\$82-\$98	\$89	\$46,500	\$98-\$116	\$106	\$55,300	\$112-\$132	\$122	\$63,300
Nashville, TN	\$61-\$80	\$66	\$34,300	\$82-\$104	\$97	\$50,200	\$103-\$120	\$111	\$57,800
New York, NY	\$68-\$89	\$74	\$38,500	\$89-\$122	\$104	\$54,300	\$117-\$145	\$134	\$69,800
Orange County, CA	\$87-\$109	\$95	\$49,100	\$106-\$128	\$120	\$62,300	\$127-\$147	\$136	\$70,700
Philadelphia, PA	\$94-\$116	\$102	\$53,200	\$113-\$135	\$126	\$65,400	\$134-\$154	\$143	\$74,200
Phoenix, AZ	\$96-\$114	\$104	\$54,100	\$110-\$120	\$120	\$62,400	\$120-\$130	\$120	\$62,400
Raleigh-Durham, NC	\$72-\$92	\$78	\$40,500	\$92-\$117	\$105	\$54,800	\$113-\$134	\$124	\$64,600
Salt Lake City, UT	\$81-\$98	\$88	\$45,700	\$98-\$122	\$109	\$56,500	\$117-\$140	\$130	\$67,500
San Diego, CA	\$92-\$112	\$100	\$51,800	\$109-\$129	\$121	\$62,700	\$128-\$147	\$136	\$70,900
San Francisco Bay Area, CA	\$115-\$130	\$126	\$65,300	\$129-\$148	\$134	\$69,800	\$145-\$171	\$158	\$82,200
Seattle, WA	\$74-\$82	\$81	\$42,100	\$82-\$106	\$84	\$43,500	\$102-\$134	\$124	\$64,400
Washington, DC	\$93-\$115	\$102	\$52,800	\$112-\$138	\$125	\$65,100	\$137-\$162	\$150	\$78,100

Data Scientist / ML Engineer

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$61-\$80	\$67	\$34,700	\$82-\$111	\$95	\$49,600	\$107-\$132	\$122	\$63,600
Atlanta, GA	\$66-\$79	\$72	\$37,200	\$79-\$101	\$86	\$44,900	\$99-\$121	\$112	\$58,500
Austin, TX	\$62-\$83	\$67	\$34,800	\$85-\$115	\$101	\$52,500	\$111-\$134	\$124	\$64,600
Boston, MA	\$75-\$93	\$81	\$42,400	\$93-\$118	\$105	\$54,500	\$115-\$138	\$128	\$66,500
Charlotte, NC	\$71-\$91	\$77	\$40,100	\$91-\$118	\$105	\$54,600	\$115-\$137	\$127	\$66,200
Chicago, IL	\$61-\$75	\$66	\$34,300	\$76-\$98	\$85	\$44,400	\$98-\$118	\$110	\$57,000
Dallas-Fort Worth, TX	\$66-\$86	\$72	\$37,200	\$87-\$109	\$101	\$52,700	\$107-\$123	\$114	\$59,300
Denver, CO	\$71-\$83	\$77	\$40,100	\$83-\$103	\$89	\$46,400	\$101-\$124	\$115	\$59,700
Houston, TX	\$58-\$73	\$63	\$32,900	\$75-\$98	\$85	\$44,000	\$98-\$120	\$111	\$57,800
Los Angeles, CA	\$66-\$87	\$72	\$37,600	\$88-\$118	\$103	\$53,500	\$114-\$139	\$129	\$66,900
Milwaukee, WI	\$65-\$77	\$71	\$37,000	\$77-\$93	\$83	\$43,200	\$93-\$111	\$103	\$53,400
Minneapolis-St. Paul, MN	\$69-\$89	\$75	\$39,100	\$89-\$116	\$103	\$53,500	\$113-\$135	\$125	\$65,200
Nashville, TN	\$58-\$72	\$63	\$32,800	\$73-\$94	\$82	\$42,500	\$94-\$114	\$106	\$55,100
New York, NY	\$74-\$94	\$80	\$41,800	\$94-\$123	\$108	\$56,100	\$118-\$143	\$132	\$68,800
Orange County, CA	\$66-\$87	\$72	\$37,600	\$88-\$118	\$103	\$53,500	\$114-\$139	\$129	\$66,900
Philadelphia, PA	\$60-\$75	\$65	\$33,800	\$77-\$104	\$87	\$45,300	\$101-\$127	\$117	\$61,100
Phoenix, AZ	\$61-\$78	\$67	\$34,700	\$79-\$100	\$91	\$47,300	\$100-\$117	\$108	\$56,400
Raleigh-Durham, NC	\$61-\$80	\$66	\$34,600	\$82-\$106	\$96	\$49,800	\$103-\$122	\$113	\$58,800
Salt Lake City, UT	\$58-\$76	\$63	\$32,900	\$78-\$104	\$91	\$47,400	\$101-\$123	\$114	\$59,000
San Diego, CA	\$68-\$89	\$74	\$38,500	\$89-\$117	\$104	\$54,000	\$114-\$136	\$126	\$65,700
San Francisco Bay Area, CA	\$95-\$119	\$103	\$53,800	\$115-\$146	\$130	\$67,500	\$143-\$171	\$159	\$82,500
Seattle, WA	\$79-\$108	\$86	\$44,900	\$105-\$144	\$127	\$65,900	\$140-\$169	\$157	\$81,500
Washington, DC	\$77-\$94	\$84	\$43,600	\$94-\$121	\$105	\$54,500	\$117-\$143	\$132	\$68,700

Data Analyst / BI Developer

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$61-\$80	\$67	\$34,700	\$82-\$111	\$95	\$49,600	\$107-\$132	\$122	\$63,600
Atlanta, GA	\$66-\$79	\$72	\$37,200	\$79-\$101	\$86	\$44,900	\$99-\$121	\$112	\$58,500
Austin, TX	\$62-\$83	\$67	\$34,800	\$85-\$115	\$101	\$52,500	\$111-\$134	\$124	\$64,600
Boston, MA	\$75-\$93	\$81	\$42,400	\$93-\$118	\$105	\$54,500	\$115-\$138	\$128	\$66,500
Charlotte, NC	\$71-\$91	\$77	\$40,100	\$91-\$118	\$105	\$54,600	\$115-\$137	\$127	\$66,200
Chicago, IL	\$61-\$75	\$66	\$34,300	\$76-\$98	\$85	\$44,400	\$98-\$118	\$110	\$57,000
Dallas-Fort Worth, TX	\$66-\$86	\$72	\$37,200	\$87-\$109	\$101	\$52,700	\$107-\$123	\$114	\$59,300
Denver, CO	\$71-\$83	\$77	\$40,100	\$83-\$103	\$89	\$46,400	\$101-\$124	\$115	\$59,700
Houston, TX	\$58-\$73	\$63	\$32,900	\$75-\$98	\$85	\$44,000	\$98-\$120	\$111	\$57,800
Los Angeles, CA	\$66-\$87	\$72	\$37,600	\$88-\$118	\$103	\$53,500	\$114-\$139	\$129	\$66,900
Milwaukee, WI	\$65-\$77	\$71	\$37,000	\$77-\$93	\$83	\$43,200	\$93-\$111	\$103	\$53,400
Minneapolis-St. Paul, MN	\$69-\$89	\$75	\$39,100	\$89-\$116	\$103	\$53,500	\$113-\$135	\$125	\$65,200
Nashville, TN	\$58-\$72	\$63	\$32,800	\$73-\$94	\$82	\$42,500	\$94-\$114	\$106	\$55,100
New York, NY	\$74-\$94	\$80	\$41,800	\$94-\$123	\$108	\$56,100	\$118-\$143	\$132	\$68,800
Orange County, CA	\$66-\$87	\$72	\$37,600	\$88-\$118	\$103	\$53,500	\$114-\$139	\$129	\$66,900
Philadelphia, PA	\$60-\$75	\$65	\$33,800	\$77-\$104	\$87	\$45,300	\$101-\$127	\$117	\$61,100
Phoenix, AZ	\$61-\$78	\$67	\$34,700	\$79-\$100	\$91	\$47,300	\$100-\$117	\$108	\$56,400
Raleigh-Durham, NC	\$61-\$80	\$66	\$34,600	\$82-\$106	\$96	\$49,800	\$103-\$122	\$113	\$58,800
Salt Lake City, UT	\$58-\$76	\$63	\$32,900	\$78-\$104	\$91	\$47,400	\$101-\$123	\$114	\$59,000
San Diego, CA	\$68-\$89	\$74	\$38,500	\$89-\$117	\$104	\$54,000	\$114-\$136	\$126	\$65,700
San Francisco Bay Area, CA	\$95-\$119	\$103	\$53,800	\$115-\$146	\$130	\$67,500	\$143-\$171	\$159	\$82,500
Seattle, WA	\$79-\$108	\$86	\$44,900	\$105-\$144	\$127	\$65,900	\$140-\$169	\$157	\$81,500
Washington, DC	\$77-\$94	\$84	\$43,600	\$94-\$121	\$105	\$54,500	\$117-\$143	\$132	\$68,700

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 11 placements, primarily Southern California: \$69-\$116, median \$115, 3-month cost \$59,800.

ERP / NetSuite / Salesforce Consultant

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$60-\$74	\$65	\$33,700	\$75-\$95	\$84	\$43,700	\$95-\$115	\$106	\$55,300
Atlanta, GA	\$62-\$80	\$67	\$34,800	\$81-\$102	\$94	\$49,100	\$102-\$118	\$109	\$56,600
Austin, TX	\$61-\$74	\$66	\$34,300	\$75-\$94	\$83	\$43,100	\$94-\$114	\$106	\$55,100
Boston, MA	\$74-\$92	\$81	\$42,100	\$92-\$115	\$102	\$53,300	\$112-\$134	\$124	\$64,400
Charlotte, NC	\$72-\$83	\$78	\$40,700	\$83-\$97	\$88	\$45,700	\$97-\$115	\$107	\$55,400
Chicago, IL	\$58-\$72	\$63	\$32,800	\$73-\$93	\$82	\$42,700	\$93-\$111	\$103	\$53,600
Dallas-Fort Worth, TX	\$69-\$86	\$75	\$39,200	\$86-\$105	\$97	\$50,500	\$103-\$120	\$111	\$57,900
Denver, CO	\$75-\$91	\$81	\$42,200	\$91-\$116	\$101	\$52,700	\$112-\$136	\$126	\$65,600
Houston, TX	\$64-\$79	\$69	\$36,000	\$80-\$99	\$90	\$46,800	\$99-\$117	\$108	\$56,300
Los Angeles, CA	\$74-\$88	\$80	\$41,600	\$88-\$104	\$96	\$50,100	\$103-\$119	\$111	\$57,500
Milwaukee, WI	\$61-\$73	\$66	\$34,500	\$74-\$90	\$81	\$42,100	\$90-\$108	\$100	\$51,800
Minneapolis-St. Paul, MN	\$71-\$83	\$77	\$39,900	\$83-\$97	\$89	\$46,200	\$97-\$114	\$106	\$55,100
Nashville, TN	\$56-\$69	\$61	\$31,600	\$70-\$89	\$79	\$41,000	\$89-\$107	\$99	\$51,600
New York, NY	\$72-\$90	\$78	\$40,400	\$90-\$115	\$102	\$52,900	\$111-\$134	\$124	\$64,500
Orange County, CA	\$74-\$88	\$80	\$41,600	\$88-\$104	\$96	\$50,100	\$103-\$119	\$111	\$57,500
Philadelphia, PA	\$61-\$74	\$66	\$34,600	\$75-\$94	\$83	\$43,300	\$94-\$113	\$104	\$54,200
Phoenix, AZ	\$57-\$71	\$62	\$32,000	\$73-\$94	\$82	\$42,800	\$94-\$114	\$106	\$54,900
Raleigh-Durham, NC	\$61-\$75	\$66	\$34,400	\$77-\$96	\$86	\$44,800	\$96-\$114	\$105	\$54,700
Salt Lake City, UT	\$58-\$70	\$63	\$32,600	\$71-\$84	\$78	\$40,600	\$84-\$97	\$90	\$46,600
San Diego, CA	\$72-\$87	\$79	\$40,900	\$87-\$106	\$94	\$49,100	\$104-\$125	\$116	\$60,300
San Francisco Bay Area, CA	\$76-\$95	\$83	\$43,100	\$95-\$121	\$107	\$55,500	\$117-\$141	\$130	\$67,800
Seattle, WA	\$75-\$94	\$81	\$42,200	\$94-\$119	\$106	\$55,100	\$115-\$137	\$127	\$66,200
Washington, DC	\$73-\$90	\$79	\$41,100	\$90-\$114	\$101	\$52,400	\$111-\$134	\$124	\$64,500

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 15 placements, multi-state: \$73-\$123, median \$91, 3-month cost \$47,200.

Business Systems Analyst

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$60-\$74	\$65	\$33,700	\$75-\$95	\$84	\$43,700	\$95-\$115	\$106	\$55,300
Atlanta, GA	\$62-\$80	\$67	\$34,800	\$81-\$102	\$94	\$49,100	\$102-\$118	\$109	\$56,600
Austin, TX	\$61-\$74	\$66	\$34,300	\$75-\$94	\$83	\$43,100	\$94-\$114	\$106	\$55,100
Boston, MA	\$74-\$92	\$81	\$42,100	\$92-\$115	\$102	\$53,300	\$112-\$134	\$124	\$64,400
Charlotte, NC	\$72-\$83	\$78	\$40,700	\$83-\$97	\$88	\$45,700	\$97-\$115	\$107	\$55,400
Chicago, IL	\$58-\$72	\$63	\$32,800	\$73-\$93	\$82	\$42,700	\$93-\$111	\$103	\$53,600
Dallas-Fort Worth, TX	\$69-\$86	\$75	\$39,200	\$86-\$105	\$97	\$50,500	\$103-\$120	\$111	\$57,900
Denver, CO	\$75-\$91	\$81	\$42,200	\$91-\$116	\$101	\$52,700	\$112-\$136	\$126	\$65,600
Houston, TX	\$64-\$79	\$69	\$36,000	\$80-\$99	\$90	\$46,800	\$99-\$117	\$108	\$56,300
Los Angeles, CA	\$74-\$88	\$80	\$41,600	\$88-\$104	\$96	\$50,100	\$103-\$119	\$111	\$57,500
Milwaukee, WI	\$61-\$73	\$66	\$34,500	\$74-\$90	\$81	\$42,100	\$90-\$108	\$100	\$51,800
Minneapolis-St. Paul, MN	\$71-\$83	\$77	\$39,900	\$83-\$97	\$89	\$46,200	\$97-\$114	\$106	\$55,100
Nashville, TN	\$56-\$69	\$61	\$31,600	\$70-\$89	\$79	\$41,000	\$89-\$107	\$99	\$51,600
New York, NY	\$72-\$90	\$78	\$40,400	\$90-\$115	\$102	\$52,900	\$111-\$134	\$124	\$64,500
Orange County, CA	\$74-\$88	\$80	\$41,600	\$88-\$104	\$96	\$50,100	\$103-\$119	\$111	\$57,500
Philadelphia, PA	\$61-\$74	\$66	\$34,600	\$75-\$94	\$83	\$43,300	\$94-\$113	\$104	\$54,200
Phoenix, AZ	\$57-\$71	\$62	\$32,000	\$73-\$94	\$82	\$42,800	\$94-\$114	\$106	\$54,900
Raleigh-Durham, NC	\$61-\$75	\$66	\$34,400	\$77-\$96	\$86	\$44,800	\$96-\$114	\$105	\$54,700
Salt Lake City, UT	\$58-\$70	\$63	\$32,600	\$71-\$84	\$78	\$40,600	\$84-\$97	\$90	\$46,600
San Diego, CA	\$72-\$87	\$79	\$40,900	\$87-\$106	\$94	\$49,100	\$104-\$125	\$116	\$60,300
San Francisco Bay Area, CA	\$76-\$95	\$83	\$43,100	\$95-\$121	\$107	\$55,500	\$117-\$141	\$130	\$67,800
Seattle, WA	\$75-\$94	\$81	\$42,200	\$94-\$119	\$106	\$55,100	\$115-\$137	\$127	\$66,200
Washington, DC	\$73-\$90	\$79	\$41,100	\$90-\$114	\$101	\$52,400	\$111-\$134	\$124	\$64,500

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 6 placements, primarily Southern California: \$99-\$103, median \$99, 3-month cost \$51,500.

Business Analyst

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$56-\$70	\$61	\$31,600	\$71-\$93	\$81	\$42,000	\$93-\$114	\$106	\$55,000
Atlanta, GA	\$57-\$70	\$62	\$32,300	\$72-\$93	\$80	\$41,800	\$93-\$114	\$105	\$54,700
Austin, TX	\$60-\$74	\$65	\$33,900	\$75-\$99	\$85	\$44,000	\$97-\$119	\$111	\$57,500
Boston, MA	\$76-\$95	\$83	\$43,000	\$95-\$121	\$108	\$56,000	\$116-\$139	\$129	\$67,000
Charlotte, NC	\$56-\$70	\$61	\$31,500	\$72-\$93	\$82	\$42,500	\$93-\$113	\$105	\$54,600
Chicago, IL	\$59-\$73	\$64	\$33,100	\$74-\$96	\$83	\$43,400	\$96-\$117	\$109	\$56,500
Dallas-Fort Worth, TX	\$57-\$71	\$62	\$32,100	\$72-\$93	\$82	\$42,400	\$93-\$114	\$105	\$54,800
Denver, CO	\$57-\$71	\$62	\$32,100	\$72-\$97	\$81	\$42,300	\$95-\$119	\$111	\$57,500
Houston, TX	\$57-\$70	\$62	\$32,100	\$72-\$94	\$80	\$41,700	\$94-\$117	\$108	\$56,400
Los Angeles, CA	\$57-\$72	\$62	\$32,100	\$73-\$98	\$83	\$43,300	\$96-\$119	\$110	\$57,400
Milwaukee, WI	\$58-\$71	\$63	\$32,600	\$73-\$93	\$82	\$42,400	\$93-\$112	\$104	\$53,900
Minneapolis-St. Paul, MN	\$57-\$71	\$62	\$32,300	\$72-\$91	\$81	\$41,900	\$91-\$110	\$102	\$53,000
Nashville, TN	\$58-\$71	\$63	\$32,600	\$73-\$95	\$81	\$42,300	\$95-\$117	\$109	\$56,500
New York, NY	\$69-\$87	\$75	\$39,000	\$87-\$116	\$99	\$51,300	\$112-\$139	\$129	\$66,800
Orange County, CA	\$57-\$72	\$62	\$32,100	\$73-\$98	\$83	\$43,300	\$96-\$119	\$110	\$57,400
Philadelphia, PA	\$55-\$69	\$60	\$31,200	\$71-\$93	\$80	\$41,600	\$93-\$114	\$105	\$54,700
Phoenix, AZ	\$53-\$65	\$57	\$29,800	\$67-\$87	\$75	\$39,100	\$87-\$107	\$99	\$51,400
Raleigh-Durham, NC	\$49-\$64	\$53	\$27,500	\$65-\$88	\$77	\$39,900	\$88-\$108	\$100	\$51,800
San Diego, CA	\$58-\$71	\$63	\$32,700	\$72-\$93	\$80	\$41,700	\$93-\$113	\$105	\$54,600
San Francisco Bay Area, CA	\$64-\$85	\$70	\$36,100	\$85-\$115	\$101	\$52,300	\$112-\$136	\$126	\$65,400
Seattle, WA	\$70-\$88	\$76	\$39,700	\$88-\$114	\$100	\$52,100	\$111-\$135	\$125	\$64,800
Washington, DC	\$74-\$91	\$80	\$41,800	\$91-\$112	\$101	\$52,300	\$109-\$130	\$121	\$62,700

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 10 placements, primarily Southern California: \$90-\$120, median \$116, 3-month cost \$60,400.

IT Project / Program Manager / Scrum Master

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$56-\$70	\$61	\$31,700	\$72-\$93	\$81	\$42,200	\$93-\$114	\$106	\$54,900
Atlanta, GA	\$57-\$71	\$62	\$32,000	\$72-\$94	\$82	\$42,700	\$94-\$115	\$106	\$55,200
Austin, TX	\$57-\$71	\$62	\$32,400	\$72-\$94	\$81	\$42,200	\$94-\$115	\$107	\$55,500
Boston, MA	\$65-\$81	\$71	\$36,900	\$81-\$104	\$91	\$47,400	\$102-\$124	\$115	\$59,600
Charlotte, NC	\$58-\$72	\$63	\$32,600	\$74-\$94	\$83	\$43,400	\$94-\$114	\$106	\$54,900
Chicago, IL	\$60-\$74	\$65	\$33,700	\$75-\$95	\$84	\$43,400	\$95-\$115	\$106	\$55,300
Dallas-Fort Worth, TX	\$55-\$68	\$60	\$31,100	\$70-\$91	\$78	\$40,800	\$91-\$112	\$104	\$54,100
Denver, CO	\$65-\$81	\$70	\$36,600	\$82-\$101	\$93	\$48,200	\$101-\$118	\$109	\$56,800
Houston, TX	\$54-\$68	\$59	\$30,700	\$70-\$92	\$79	\$41,000	\$92-\$113	\$104	\$54,300
Los Angeles, CA	\$59-\$74	\$64	\$33,300	\$76-\$100	\$86	\$44,700	\$98-\$121	\$112	\$58,400
Milwaukee, WI	\$57-\$70	\$62	\$32,100	\$71-\$91	\$80	\$41,400	\$91-\$111	\$103	\$53,400
Minneapolis-St. Paul, MN	\$57-\$69	\$61	\$32,000	\$70-\$89	\$78	\$40,400	\$89-\$108	\$100	\$51,800
Nashville, TN	\$50-\$60	\$55	\$28,400	\$62-\$78	\$68	\$35,400	\$78-\$95	\$88	\$45,500
New York, NY	\$70-\$88	\$76	\$39,800	\$88-\$116	\$100	\$52,300	\$112-\$137	\$127	\$65,900
Orange County, CA	\$59-\$74	\$64	\$33,300	\$76-\$100	\$86	\$44,700	\$98-\$121	\$112	\$58,400
Philadelphia, PA	\$59-\$73	\$64	\$33,300	\$74-\$94	\$83	\$43,000	\$94-\$114	\$106	\$54,900
Phoenix, AZ	\$56-\$69	\$60	\$31,500	\$71-\$92	\$80	\$41,600	\$92-\$112	\$104	\$54,100
Raleigh-Durham, NC	\$57-\$71	\$61	\$32,000	\$72-\$94	\$81	\$42,200	\$94-\$115	\$107	\$55,600
Salt Lake City, UT	\$56-\$68	\$60	\$31,400	\$70-\$90	\$78	\$40,400	\$90-\$110	\$102	\$52,800
San Diego, CA	\$63-\$81	\$68	\$35,500	\$81-\$102	\$93	\$48,500	\$101-\$119	\$110	\$57,200
San Francisco Bay Area, CA	\$75-\$94	\$81	\$42,300	\$94-\$120	\$107	\$55,700	\$115-\$138	\$128	\$66,500
Seattle, WA	\$71-\$90	\$77	\$40,200	\$90-\$119	\$103	\$53,800	\$114-\$139	\$129	\$66,900
Washington, DC	\$69-\$88	\$75	\$39,300	\$88-\$115	\$101	\$52,400	\$112-\$136	\$126	\$65,400

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 21 placements, primarily Southern California: \$105-\$124, median \$116, 3-month cost \$60,400.

Project Coordinator

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$56-\$70	\$61	\$31,700	\$72-\$93	\$81	\$42,200	\$93-\$114	\$106	\$54,900
Atlanta, GA	\$57-\$71	\$62	\$32,000	\$72-\$94	\$82	\$42,700	\$94-\$115	\$106	\$55,200
Austin, TX	\$57-\$71	\$62	\$32,400	\$72-\$94	\$81	\$42,200	\$94-\$115	\$107	\$55,500
Boston, MA	\$65-\$81	\$71	\$36,900	\$81-\$104	\$91	\$47,400	\$102-\$124	\$115	\$59,600
Charlotte, NC	\$58-\$72	\$63	\$32,600	\$74-\$94	\$83	\$43,400	\$94-\$114	\$106	\$54,900
Chicago, IL	\$60-\$74	\$65	\$33,700	\$75-\$95	\$84	\$43,400	\$95-\$115	\$106	\$55,300
Dallas-Fort Worth, TX	\$55-\$68	\$60	\$31,100	\$70-\$91	\$78	\$40,800	\$91-\$112	\$104	\$54,100
Denver, CO	\$65-\$81	\$70	\$36,600	\$82-\$101	\$93	\$48,200	\$101-\$118	\$109	\$56,800
Houston, TX	\$54-\$68	\$59	\$30,700	\$70-\$92	\$79	\$41,000	\$92-\$113	\$104	\$54,300
Los Angeles, CA	\$59-\$74	\$64	\$33,300	\$76-\$100	\$86	\$44,700	\$98-\$121	\$112	\$58,400
Milwaukee, WI	\$57-\$70	\$62	\$32,100	\$71-\$91	\$80	\$41,400	\$91-\$111	\$103	\$53,400
Minneapolis-St. Paul, MN	\$57-\$69	\$61	\$32,000	\$70-\$89	\$78	\$40,400	\$89-\$108	\$100	\$51,800
Nashville, TN	\$50-\$60	\$55	\$28,400	\$62-\$78	\$68	\$35,400	\$78-\$95	\$88	\$45,500
New York, NY	\$70-\$88	\$76	\$39,800	\$88-\$116	\$100	\$52,300	\$112-\$137	\$127	\$65,900
Orange County, CA	\$59-\$74	\$64	\$33,300	\$76-\$100	\$86	\$44,700	\$98-\$121	\$112	\$58,400
Philadelphia, PA	\$59-\$73	\$64	\$33,300	\$74-\$94	\$83	\$43,000	\$94-\$114	\$106	\$54,900
Phoenix, AZ	\$56-\$69	\$60	\$31,500	\$71-\$92	\$80	\$41,600	\$92-\$112	\$104	\$54,100
Raleigh-Durham, NC	\$57-\$71	\$61	\$32,000	\$72-\$94	\$81	\$42,200	\$94-\$115	\$107	\$55,600
Salt Lake City, UT	\$56-\$68	\$60	\$31,400	\$70-\$90	\$78	\$40,400	\$90-\$110	\$102	\$52,800
San Diego, CA	\$63-\$81	\$68	\$35,500	\$81-\$102	\$93	\$48,500	\$101-\$119	\$110	\$57,200
San Francisco Bay Area, CA	\$75-\$94	\$81	\$42,300	\$94-\$120	\$107	\$55,700	\$115-\$138	\$128	\$66,500
Seattle, WA	\$71-\$90	\$77	\$40,200	\$90-\$119	\$103	\$53,800	\$114-\$139	\$129	\$66,900
Washington, DC	\$69-\$88	\$75	\$39,300	\$88-\$115	\$101	\$52,400	\$112-\$136	\$126	\$65,400

Accountant / Senior Accountant

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$48-\$59	\$52	\$27,100	\$59-\$75	\$65	\$33,900	\$77-\$94	\$87	\$45,300
Atlanta, GA	\$49-\$60	\$53	\$27,700	\$60-\$79	\$67	\$34,800	\$80-\$99	\$92	\$47,900
Austin, TX	\$49-\$59	\$53	\$27,600	\$59-\$73	\$65	\$33,800	\$74-\$89	\$82	\$42,800
Boston, MA	\$57-\$70	\$62	\$32,400	\$71-\$91	\$79	\$41,300	\$91-\$111	\$103	\$53,400
Charlotte, NC	\$51-\$64	\$56	\$29,000	\$66-\$88	\$74	\$38,300	\$88-\$111	\$102	\$53,200
Chicago, IL	\$51-\$59	\$56	\$28,900	\$61-\$73	\$64	\$33,500	\$74-\$88	\$82	\$42,500
Dallas-Fort Worth, TX	\$50-\$59	\$55	\$28,400	\$60-\$73	\$65	\$33,600	\$74-\$89	\$83	\$43,000
Denver, CO	\$56-\$69	\$61	\$31,600	\$71-\$92	\$79	\$41,300	\$92-\$112	\$104	\$54,000
Houston, TX	\$51-\$61	\$56	\$29,000	\$61-\$76	\$66	\$34,500	\$77-\$94	\$87	\$45,200
Los Angeles, CA	\$52-\$65	\$57	\$29,600	\$67-\$86	\$75	\$38,900	\$86-\$105	\$97	\$50,400
Milwaukee, WI	\$48-\$57	\$52	\$27,000	\$57-\$71	\$62	\$32,500	\$73-\$88	\$82	\$42,400
Minneapolis-St. Paul, MN	\$52-\$62	\$57	\$29,600	\$63-\$78	\$68	\$35,600	\$78-\$94	\$87	\$45,500
Nashville, TN	\$46-\$55	\$50	\$26,200	\$56-\$68	\$61	\$31,600	\$70-\$83	\$77	\$40,200
New York, NY	\$60-\$74	\$65	\$33,700	\$75-\$96	\$84	\$43,600	\$96-\$118	\$109	\$56,700
Orange County, CA	\$52-\$65	\$57	\$29,600	\$67-\$86	\$75	\$38,900	\$86-\$105	\$97	\$50,400
Philadelphia, PA	\$52-\$61	\$56	\$29,300	\$63-\$78	\$68	\$35,400	\$78-\$95	\$88	\$45,600
Phoenix, AZ	\$47-\$57	\$52	\$26,800	\$57-\$73	\$63	\$32,700	\$74-\$91	\$84	\$43,600
Raleigh-Durham, NC	\$48-\$58	\$52	\$27,100	\$58-\$73	\$64	\$33,200	\$74-\$90	\$83	\$43,400
Salt Lake City, UT	\$46-\$57	\$50	\$26,100	\$57-\$74	\$64	\$33,300	\$75-\$92	\$86	\$44,500
San Diego, CA	\$55-\$67	\$60	\$31,000	\$69-\$88	\$76	\$39,700	\$88-\$107	\$99	\$51,600
San Francisco Bay Area, CA	\$65-\$79	\$70	\$36,500	\$79-\$101	\$88	\$45,700	\$99-\$121	\$112	\$58,000
Seattle, WA	\$58-\$70	\$63	\$32,700	\$72-\$90	\$79	\$41,000	\$90-\$109	\$101	\$52,300
Washington, DC	\$57-\$71	\$62	\$32,400	\$72-\$93	\$81	\$42,100	\$93-\$114	\$106	\$55,000

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 11 placements, primarily Southern California: \$42-\$85, median \$44, 3-month cost \$23,100.

AP / AR / Billing Specialist

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 6 placements, primarily Southern California: \$42–\$85, median \$74, 3–month cost \$38,500.

No modeled cells are published for this role because BLS publishes no matching occupation wage. KORE1 observed cells only.

Controller / Accounting Manager

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$92-\$116	\$100	\$51,800	\$112-\$148	\$127	\$66,100	\$145-\$178	\$165	\$85,900
Atlanta, GA	\$97-\$121	\$105	\$54,700	\$116-\$149	\$131	\$68,000	\$147-\$179	\$165	\$86,000
Austin, TX	\$95-\$118	\$103	\$53,800	\$114-\$147	\$128	\$66,400	\$145-\$177	\$164	\$85,300
Boston, MA	\$116-\$144	\$127	\$65,800	\$139-\$187	\$156	\$81,300	\$195-\$245	\$227	\$117,900
Charlotte, NC	\$100-\$123	\$109	\$56,800	\$119-\$155	\$132	\$68,600	\$151-\$188	\$174	\$90,500
Chicago, IL	\$96-\$119	\$104	\$54,100	\$115-\$148	\$129	\$67,000	\$146-\$179	\$165	\$86,000
Dallas-Fort Worth, TX	\$97-\$120	\$105	\$54,600	\$115-\$148	\$129	\$67,200	\$146-\$177	\$164	\$85,200
Denver, CO	\$111-\$135	\$121	\$62,900	\$134-\$169	\$148	\$76,800	\$165-\$201	\$186	\$96,600
Houston, TX	\$95-\$118	\$103	\$53,800	\$114-\$147	\$127	\$66,300	\$144-\$176	\$163	\$84,800
Los Angeles, CA	\$99-\$124	\$108	\$56,100	\$119-\$163	\$134	\$69,600	\$166-\$211	\$195	\$101,500
Milwaukee, WI	\$83-\$107	\$90	\$47,000	\$104-\$137	\$120	\$62,400	\$136-\$166	\$153	\$79,700
Minneapolis-St. Paul, MN	\$96-\$118	\$104	\$54,100	\$114-\$146	\$127	\$66,200	\$142-\$173	\$160	\$83,300
Nashville, TN	\$90-\$111	\$98	\$50,900	\$108-\$142	\$121	\$62,700	\$137-\$170	\$157	\$81,900
New York, NY	\$120-\$150	\$130	\$67,800	\$147-\$206	\$166	\$86,300	\$213-\$275	\$255	\$132,500
Orange County, CA	\$99-\$124	\$108	\$56,100	\$119-\$163	\$134	\$69,600	\$166-\$211	\$195	\$101,500
Philadelphia, PA	\$95-\$118	\$104	\$53,800	\$114-\$147	\$127	\$66,300	\$144-\$176	\$163	\$85,000
Phoenix, AZ	\$80-\$101	\$87	\$45,300	\$99-\$132	\$113	\$58,900	\$129-\$159	\$147	\$76,600
Raleigh-Durham, NC	\$96-\$117	\$104	\$54,100	\$113-\$146	\$125	\$65,300	\$141-\$174	\$161	\$83,800
Salt Lake City, UT	\$92-\$113	\$100	\$51,800	\$109-\$141	\$122	\$63,500	\$140-\$171	\$158	\$82,400
San Diego, CA	\$98-\$122	\$106	\$55,300	\$118-\$156	\$133	\$69,200	\$153-\$190	\$176	\$91,300
San Francisco Bay Area, CA	\$117-\$146	\$127	\$66,200	\$143-\$198	\$161	\$83,800	\$206-\$264	\$245	\$127,200
Seattle, WA	\$107-\$130	\$116	\$60,400	\$128-\$158	\$142	\$73,700	\$154-\$184	\$170	\$88,500
Washington, DC	\$111-\$132	\$121	\$62,700	\$131-\$157	\$141	\$73,600	\$154-\$183	\$170	\$88,100

Financial Analyst / FP&A

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$57-\$71	\$62	\$32,100	\$72-\$94	\$82	\$42,400	\$94-\$114	\$106	\$55,000
Atlanta, GA	\$57-\$70	\$62	\$32,300	\$72-\$92	\$80	\$41,600	\$92-\$112	\$104	\$54,100
Austin, TX	\$57-\$71	\$62	\$32,400	\$72-\$93	\$81	\$41,900	\$93-\$113	\$105	\$54,500
Boston, MA	\$67-\$83	\$73	\$38,000	\$83-\$112	\$93	\$48,500	\$108-\$136	\$126	\$65,400
Charlotte, NC	\$60-\$74	\$65	\$33,800	\$75-\$96	\$84	\$43,900	\$96-\$117	\$108	\$56,100
Chicago, IL	\$57-\$70	\$62	\$32,100	\$72-\$92	\$81	\$42,000	\$92-\$111	\$103	\$53,600
Dallas-Fort Worth, TX	\$56-\$69	\$61	\$31,600	\$71-\$91	\$80	\$41,400	\$91-\$110	\$102	\$52,800
Denver, CO	\$60-\$73	\$65	\$33,800	\$74-\$94	\$83	\$43,100	\$94-\$113	\$105	\$54,500
Houston, TX	\$57-\$71	\$62	\$32,400	\$72-\$92	\$81	\$41,900	\$92-\$111	\$103	\$53,300
Los Angeles, CA	\$60-\$72	\$65	\$33,800	\$73-\$94	\$81	\$42,200	\$94-\$115	\$106	\$55,300
Milwaukee, WI	\$56-\$68	\$61	\$31,500	\$69-\$86	\$77	\$39,900	\$86-\$103	\$96	\$49,700
Minneapolis-St. Paul, MN	\$57-\$71	\$61	\$32,000	\$72-\$92	\$82	\$42,600	\$92-\$110	\$102	\$53,100
Nashville, TN	\$56-\$68	\$61	\$31,600	\$70-\$79	\$77	\$40,200	\$79-\$87	\$80	\$41,800
New York, NY	\$75-\$92	\$82	\$42,500	\$92-\$121	\$102	\$53,200	\$116-\$144	\$134	\$69,500
Orange County, CA	\$60-\$72	\$65	\$33,800	\$73-\$94	\$81	\$42,200	\$94-\$115	\$106	\$55,300
Philadelphia, PA	\$56-\$67	\$61	\$31,500	\$69-\$90	\$76	\$39,300	\$90-\$112	\$104	\$53,900
Phoenix, AZ	\$54-\$66	\$59	\$30,800	\$68-\$86	\$75	\$39,100	\$86-\$105	\$97	\$50,600
Raleigh-Durham, NC	\$54-\$68	\$59	\$30,500	\$69-\$89	\$79	\$40,900	\$89-\$107	\$99	\$51,400
Salt Lake City, UT	\$49-\$62	\$53	\$27,600	\$63-\$83	\$72	\$37,500	\$83-\$102	\$95	\$49,200
San Diego, CA	\$58-\$73	\$63	\$33,000	\$74-\$94	\$84	\$43,700	\$94-\$113	\$105	\$54,400
San Francisco Bay Area, CA	\$71-\$90	\$77	\$40,200	\$90-\$118	\$104	\$53,800	\$114-\$138	\$128	\$66,500
Seattle, WA	\$72-\$89	\$78	\$40,800	\$89-\$113	\$99	\$51,500	\$110-\$134	\$124	\$64,500
Washington, DC	\$63-\$77	\$68	\$35,500	\$77-\$99	\$86	\$44,700	\$97-\$119	\$111	\$57,500

Audit / SOX / Internal Controls Consultant

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$48-\$59	\$52	\$27,100	\$59-\$75	\$65	\$33,900	\$77-\$94	\$87	\$45,300
Atlanta, GA	\$49-\$60	\$53	\$27,700	\$60-\$79	\$67	\$34,800	\$80-\$99	\$92	\$47,900
Austin, TX	\$49-\$59	\$53	\$27,600	\$59-\$73	\$65	\$33,800	\$74-\$89	\$82	\$42,800
Boston, MA	\$57-\$70	\$62	\$32,400	\$71-\$91	\$79	\$41,300	\$91-\$111	\$103	\$53,400
Charlotte, NC	\$51-\$64	\$56	\$29,000	\$66-\$88	\$74	\$38,300	\$88-\$111	\$102	\$53,200
Chicago, IL	\$51-\$59	\$56	\$28,900	\$61-\$73	\$64	\$33,500	\$74-\$88	\$82	\$42,500
Dallas-Fort Worth, TX	\$50-\$59	\$55	\$28,400	\$60-\$73	\$65	\$33,600	\$74-\$89	\$83	\$43,000
Denver, CO	\$56-\$69	\$61	\$31,600	\$71-\$92	\$79	\$41,300	\$92-\$112	\$104	\$54,000
Houston, TX	\$51-\$61	\$56	\$29,000	\$61-\$76	\$66	\$34,500	\$77-\$94	\$87	\$45,200
Los Angeles, CA	\$52-\$65	\$57	\$29,600	\$67-\$86	\$75	\$38,900	\$86-\$105	\$97	\$50,400
Milwaukee, WI	\$48-\$57	\$52	\$27,000	\$57-\$71	\$62	\$32,500	\$73-\$88	\$82	\$42,400
Minneapolis-St. Paul, MN	\$52-\$62	\$57	\$29,600	\$63-\$78	\$68	\$35,600	\$78-\$94	\$87	\$45,500
Nashville, TN	\$46-\$55	\$50	\$26,200	\$56-\$68	\$61	\$31,600	\$70-\$83	\$77	\$40,200
New York, NY	\$60-\$74	\$65	\$33,700	\$75-\$96	\$84	\$43,600	\$96-\$118	\$109	\$56,700
Orange County, CA	\$52-\$65	\$57	\$29,600	\$67-\$86	\$75	\$38,900	\$86-\$105	\$97	\$50,400
Philadelphia, PA	\$52-\$61	\$56	\$29,300	\$63-\$78	\$68	\$35,400	\$78-\$95	\$88	\$45,600
Phoenix, AZ	\$47-\$57	\$52	\$26,800	\$57-\$73	\$63	\$32,700	\$74-\$91	\$84	\$43,600
Raleigh-Durham, NC	\$48-\$58	\$52	\$27,100	\$58-\$73	\$64	\$33,200	\$74-\$90	\$83	\$43,400
Salt Lake City, UT	\$46-\$57	\$50	\$26,100	\$57-\$74	\$64	\$33,300	\$75-\$92	\$86	\$44,500
San Diego, CA	\$55-\$67	\$60	\$31,000	\$69-\$88	\$76	\$39,700	\$88-\$107	\$99	\$51,600
San Francisco Bay Area, CA	\$65-\$79	\$70	\$36,500	\$79-\$101	\$88	\$45,700	\$99-\$121	\$112	\$58,000
Seattle, WA	\$58-\$70	\$63	\$32,700	\$72-\$90	\$79	\$41,000	\$90-\$109	\$101	\$52,300
Washington, DC	\$57-\$71	\$62	\$32,400	\$72-\$93	\$81	\$42,100	\$93-\$114	\$106	\$55,000

Mechanical / Electrical / Manufacturing Engineer

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$60-\$73	\$66	\$34,100	\$75-\$94	\$83	\$42,900	\$94-\$114	\$105	\$54,700
Austin, TX	\$67-\$79	\$73	\$38,000	\$79-\$100	\$85	\$44,000	\$98-\$122	\$113	\$58,600
Dallas-Fort Worth, TX	\$63-\$76	\$69	\$35,800	\$76-\$95	\$84	\$43,500	\$95-\$114	\$105	\$54,800
Houston, TX	\$72-\$89	\$79	\$40,900	\$89-\$115	\$99	\$51,700	\$112-\$137	\$127	\$65,900
Los Angeles, CA	\$70-\$87	\$76	\$39,600	\$87-\$107	\$98	\$51,100	\$105-\$123	\$114	\$59,300
Orange County, CA	\$70-\$87	\$76	\$39,600	\$87-\$107	\$98	\$51,100	\$105-\$123	\$114	\$59,300
San Diego, CA	\$71-\$87	\$77	\$40,000	\$87-\$109	\$97	\$50,200	\$106-\$127	\$118	\$61,400
San Francisco Bay Area, CA	\$94-\$115	\$102	\$52,900	\$111-\$133	\$124	\$64,500	\$132-\$152	\$140	\$73,100

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 9 placements, multi-state: \$74-\$128, median \$86, 3-month cost \$44,800.

HR Generalist / Contract Recruiter

Bill rate per hour by market. Low and High are the 25th and 75th percentile, median shaded; 3-month cost is the median at 520 hours.

MARKET	JUNIOR			MID			SENIOR		
	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS	LOW-HIGH	MEDIAN	3 MONTHS
United States (national)	\$43-\$53	\$46	\$24,200	\$52-\$68	\$59	\$30,700	\$70-\$85	\$79	\$41,000
Austin, TX	\$44-\$54	\$48	\$24,900	\$53-\$67	\$59	\$30,700	\$68-\$83	\$76	\$39,800
Dallas-Fort Worth, TX	\$37-\$48	\$40	\$21,000	\$47-\$63	\$54	\$28,300	\$65-\$79	\$73	\$38,200
Houston, TX	\$42-\$52	\$46	\$23,700	\$50-\$64	\$56	\$29,000	\$66-\$81	\$75	\$38,800
Los Angeles, CA	\$46-\$57	\$50	\$26,000	\$56-\$72	\$62	\$32,400	\$74-\$90	\$84	\$43,500
Orange County, CA	\$46-\$57	\$50	\$26,000	\$56-\$72	\$62	\$32,400	\$74-\$90	\$84	\$43,500
Phoenix, AZ	\$43-\$53	\$47	\$24,200	\$51-\$66	\$57	\$29,900	\$68-\$82	\$76	\$39,600
San Diego, CA	\$47-\$57	\$51	\$26,400	\$57-\$74	\$63	\$32,900	\$75-\$92	\$86	\$44,500
San Francisco Bay Area, CA	\$57-\$71	\$62	\$32,300	\$73-\$95	\$82	\$42,500	\$95-\$117	\$108	\$56,100

KORE1 OBSERVED CELLS (OWN PLACEMENTS, STARTED 2023 TO 2026)

All levels, 17 placements, primarily Southern California: \$52-\$70, median \$69, 3-month cost \$36,000.

Method

OBSERVED

KORE1 W2 contract and contract-to-hire placements that started 2023 to 2026, published only with at least 5 placements. 15 observed cells from 180 placements across 13 roles. Most of our placements are in Southern California, and the label says so.

MODELED

BLS OEWS May 2025 occupation and metro hourly wage (25th percentile for junior and Level 1, median for mid and Level 2, 75th percentile for senior and Level 3), times a 24% employer burden, times the bill-to-cost range KORE1 observes on its own placements.

EXCLUDED

Payrolling, direct-hire, offshore and corp-to-corp arrangements, placements outside the normal bill-to-pay range, and roles outside IT, ERP, data, engineering and accounting and finance.

Revision history

Rev. 2026-Q4 Effective October 16, 2026. First release of the downloadable rate card, 1,365 cells across 22 roles.

Next January 2027. The index is refreshed quarterly with new placements and the latest BLS release.

Cite as: KORE1. KORE1 Contract Rate Index, version 2026-Q4 (effective October 16, 2026). <https://www.kore1.com/contract-rate-card-2026/>

Full methodology: <https://www.kore1.com/contract-rate-methodology/>

A firm quote for a specific role: <https://www.kore1.com/staffing-solutions-contact/>

Sources: KORE1 placement records; U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics, May 2025; IRS Publication 15 (2026).