



**SPHERION**<sup>®</sup>

STAFFING & RECRUITING



SPRING 2025

# SALARY GUIDE

**Texas - Victoria & Surrounding Area**

Spherion South Central Texas

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[spherion.com](http://spherion.com)

# How to Read Your Salary Guide

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Accountant	8	\$39.09	\$43.01	\$47.94
Accounting Manager	9	\$62.12	\$68.30	\$76.71
Accounting Supervisor (General)	9	\$42.34	\$46.85	\$52.49
Accounts Payable Clerk	5	\$21.33	\$22.63	\$24.30
Accounts Receivable Clerk	5	\$21.22	\$22.51	\$24.18
Auditor Internal	8	\$42.35	\$46.55	\$51.81
Banking Branch Manager (Major Branch)	8	\$49.71	\$54.66	\$60.98
Banking Branch Manager (Minor Branch)	7	\$40.13	\$43.44	\$47.63
Banking Loan Officer Commercial	8	\$58.39	\$63.65	\$70.44
Banking Loan Officer Consumer	8	\$32.10	\$35.30	\$39.40
Banking Loan Officer Mortgage	8	\$30.39	\$32.97	\$36.53
Chief Financial Officer	100m	\$109.51	\$146.54	\$194.39
Collections Clerk	7	\$21.39	\$23.27	\$25.70
Controller	100m	\$83.65	\$112.35	\$149.16
Financial Analysis Manager	8	\$71.42	\$78.81	\$87.72
Financial Analyst	9	\$50.65	\$55.43	\$61.40
Loan Officer	8	\$31.89	\$35.07	\$39.14
Mortgage Loan Officer	8	\$30.19	\$32.97	\$36.53
Payroll Clerk	6	\$25.60	\$27.73	\$30.45
Payroll Manager	8	\$53.72	\$59.00	\$65.82
Public Accountant	8	\$40.84	\$44.91	\$50.03
Tax Manager	9	\$65.00	\$72.21	\$81.28

Salary data provided by ERI Economic Research Institute. [www.eri.com](http://www.eri.com)  
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## 1 Industry / Vertical Name

## 2 Market Location

The data on the page is specific to this market location.

## 3 Compensation Percentiles

This is intended to help you better estimate compensation for each role, based on the individual's experience and other market factors at play.

The median percentile (50th) represents the midpoint of salary ranges for that specific title based on average years of experience indicated to the left. The low (25th) percentile means that 75% of the salary ranges for that given title & years of experience are higher, 25% are lower. The high (75th) percentile means that 25% of the salary ranges for that given title & years of experience are higher, and 75% are lower.

## 4 Job Title

This shows the position for which each row of compensation data applies.

For more information on a given position and what it entails, please refer to the Job Description document.

## 5 Years of Experience / Organization Size

The years of experience indicate that the compensation estimates are based on that job title with that specific amount of experience.

When you see a \$100m in the row, this indicates that the compensation estimates are based on that job title at an organization with a size of \$100m in revenue. The revenue-based calculation is typically done for executive-level roles.

## 6 Compensation Data

The dollar amounts represent the estimated compensation paid hourly in the market for the given job title, based on data we source from ERI, the Economic Resource Institute.

For more information on ERI, visit [www.eri.com](http://www.eri.com)

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# Accounting Support

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Accounting Data Technician	8	\$21.04	\$22.56	\$24.54
Billing Clerk	6	\$19.44	\$20.92	\$22.90
Bookkeeper	7	\$21.65	\$23.51	\$25.94
Bookkeeping Clerk	8	\$21.04	\$22.56	\$24.54
Buyer Assistant	6	\$19.84	\$21.36	\$23.39
Clerk Accounts Payable	5	\$20.12	\$21.29	\$22.83
Clerk Accounts Receivable	5	\$20.02	\$21.18	\$22.72
Cost Accounting Clerk	6	\$19.82	\$21.34	\$23.36
Credit & Collection Clerk	6	\$21.82	\$23.41	\$25.48
Credit Counselor	7	\$27.81	\$30.31	\$33.55
Payroll Clerk	6	\$24.02	\$25.96	\$28.47
Supervisor Accounts Payable	7	\$31.26	\$34.07	\$37.68
Supervisor Accounts Receivable	7	\$28.56	\$31.11	\$34.40
Supervisor Payroll	7	\$33.32	\$36.56	\$40.72

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# Administration

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Chief Executive Officer	100m	\$160.47	\$223.01	\$305.11
Compensation/Benefits Manager	9	\$60.10	\$66.37	\$74.67
Director Human Resources	100m	\$59.50	\$70.90	\$85.03
Human Resources Manager	8	\$58.63	\$64.63	\$72.81
Learning and Development Directors	100m	\$72.02	\$80.29	\$90.67
Purchasing Agent	7	\$32.26	\$35.45	\$39.54
Social Worker	9	\$25.02	\$26.90	\$29.31
Vice President Human Resources	100m	\$83.20	\$109.51	\$143.56

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# Banking & Finance

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Accountant	8	\$36.75	\$40.37	\$44.98
Accounting Manager	9	\$58.58	\$64.58	\$72.75
Accounting Supervisor (General)	9	\$39.76	\$43.95	\$49.25
Accounts Payable Clerk	5	\$20.12	\$21.29	\$22.83
Accounts Receivable Clerk	5	\$20.02	\$21.18	\$22.72
Auditor Internal	8	\$39.77	\$43.67	\$48.61
Banking Branch Manager (Major Branch)	8	\$46.66	\$51.41	\$57.48
Banking Branch Manager (Minor Branch)	7	\$37.57	\$40.70	\$44.69
Banking Loan Officer Commercial	8	\$54.86	\$59.94	\$66.53
Banking Loan Officer Consumer	8	\$30.26	\$33.22	\$37.03
Banking Loan Officer Mortgage	8	\$28.48	\$31.05	\$34.37
Chief Financial Officer	100m	\$105.03	\$141.91	\$189.95
Collections Clerk	7	\$20.18	\$21.87	\$24.11
Controller	100m	\$79.55	\$107.88	\$144.49
Financial Analysis Manager	8	\$67.59	\$74.83	\$83.55
Financial Analyst	9	\$47.52	\$52.04	\$57.75
Loan Officer	8	\$30.06	\$33.00	\$36.79
Mortgage Loan Officer	8	\$28.48	\$31.05	\$34.37
Payroll Clerk	6	\$24.02	\$25.96	\$28.47
Payroll Manager	8	\$50.50	\$55.59	\$62.16
Public Accountant	8	\$38.37	\$42.14	\$46.94
Tax Manager	9	\$61.37	\$68.38	\$77.23

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# Biotech

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Automation Engineer	9	\$47.11	\$51.90	\$57.96
Automation Technician	6	\$29.36	\$32.00	\$35.39
BioProcess Scientist	10	\$40.32	\$44.80	\$50.50
Bioanalytical Scientist	10	\$37.59	\$41.26	\$45.94
Bioinformatics Technician	8	\$33.24	\$36.49	\$40.65
Biologist	10	\$39.10	\$42.91	\$47.75
Biomedical Engineering Director	100m	\$63.96	\$69.55	\$76.38
Biomedical Equipment Technician	7	\$32.92	\$35.01	\$37.65
Business Process Analyst	8	\$34.69	\$37.64	\$41.40
Buyer	7	\$32.26	\$35.45	\$39.54
Compliance Coordinator	7	\$26.92	\$29.54	\$32.93
Compliance Manager	8	\$50.91	\$56.02	\$62.56
Compliance Specialist	7	\$36.25	\$39.84	\$44.41
Computer Systems Engineer	9	\$52.08	\$56.97	\$63.31
Coordinator	7	\$25.70	\$28.16	\$31.34
Data Integrity Analyst	9	\$46.45	\$51.20	\$57.25
Database Analyst	9	\$45.94	\$50.33	\$55.91
Database Manager	9	\$53.66	\$59.07	\$66.20
Employee Training Specialist	10	\$32.40	\$35.54	\$39.59
Engineering Administration Clerk	8	\$28.06	\$30.78	\$34.28
Engineering Document Control Clerk	5	\$20.43	\$21.91	\$23.86
Engineering Manager	9	\$75.68	\$83.68	\$93.83
Engineering Specialist	9	\$62.23	\$68.51	\$76.97
Environmental Health and Safety Director	100m	\$58.07	\$63.58	\$71.12
Environmental Health and Safety Specialist	9	\$29.11	\$32.17	\$36.13

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# Biotech

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Facilities Coordinator	7	\$20.36	\$22.25	\$24.74
Facilities Supervisor	7	\$36.36	\$39.97	\$44.55
Human Resources Generalist	8	\$32.70	\$35.94	\$40.09
Human Resources Supervisor	8	\$37.09	\$41.03	\$46.04
IT Technical Support Specialist	7	\$32.84	\$36.05	\$40.17
Laboratory Assistant	7	\$25.17	\$27.06	\$29.49
Laboratory Technician	7	\$26.08	\$28.57	\$31.80
Logistics Engineer	10	\$43.51	\$47.99	\$53.68
Management Analyst	9	\$38.28	\$42.34	\$47.49
Manufacturing Director	100m	\$75.60	\$83.09	\$92.59
Manufacturing Engineer	10	\$48.93	\$53.86	\$60.12
Manufacturing Head	100m	\$106.97	\$126.14	\$151.04
Manufacturing Manager	9	\$53.07	\$58.41	\$65.40
Manufacturing Operator	5	\$18.67	\$19.96	\$21.68
Manufacturing Specialist	7	\$25.27	\$27.17	\$29.60
Manufacturing Supervisor	8	\$32.31	\$35.48	\$39.54
Materials Specialist	6	\$24.14	\$27.82	\$32.67
Materials Supervisor	8	\$35.54	\$39.28	\$44.07
Operations Director	100m	\$79.16	\$91.31	\$106.86
Operations Engineer	10	\$41.28	\$45.57	\$51.00
Operations Supervisor	8	\$40.23	\$44.73	\$50.44
Principal Scientist	11	\$67.23	\$74.42	\$83.09
Process Engineer	10	\$45.90	\$50.59	\$56.51
Process Engineering Manager	9	\$52.62	\$57.92	\$64.83
Process Technician	7	\$21.60	\$23.60	\$26.21

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## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Program Manager	7	\$47.26	\$51.54	\$56.90
Project Coordinator	8	\$22.24	\$24.82	\$28.20
Project Engineer	9	\$53.10	\$58.37	\$65.15
Project Manager (Experience)	8	\$54.95	\$61.18	\$69.48
Project Manager (Revenue)	100m	\$62.47	\$69.92	\$79.39
Quality Assurance Analyst	8	\$40.40	\$44.32	\$49.31
Quality Assurance Manager	9	\$51.32	\$56.49	\$63.18
Quality Assurance Supervisor	8	\$31.68	\$35.00	\$39.28
Quality Control Analyst	8	\$25.76	\$28.40	\$31.83
Quality Control Chemist	8	\$28.69	\$31.65	\$35.47
Quality Control Coordinator	9	\$25.37	\$27.98	\$31.36
Quality Control Manager	9	\$51.32	\$56.49	\$63.18
Quality Control Supervisor/Administrator	8	\$38.10	\$42.11	\$47.21
Quality Data Specialist	9	\$31.27	\$34.32	\$38.25
Quality Director	100m	\$57.24	\$67.02	\$79.83
Regulatory Affairs Associate	7	\$30.60	\$33.61	\$37.49
Risk Management Manager	9	\$60.44	\$66.78	\$75.09
Scientist Clinical Research	7	\$36.45	\$39.76	\$43.96
Security Administrator	9	\$36.34	\$40.21	\$45.13
Senior Human Resources Generalist	9	\$35.26	\$38.76	\$43.22
Supply Chain Coordinator	7	\$23.19	\$25.38	\$28.23
Sustainability Director	100m	\$55.17	\$65.28	\$78.92
Systems Administrator	9	\$39.56	\$43.69	\$48.95
Systems Engineer	11	\$52.52	\$57.74	\$64.44
Technical Operations Manager	8	\$36.94	\$41.23	\$46.71



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# Biotech

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Technical Writer	8	\$38.68	\$41.89	\$45.98
Validation Engineer	8	\$41.64	\$45.67	\$50.78
Validation Technician	7	\$38.60	\$42.41	\$47.23

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# Contact Center

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Call Center Sales Representative	6	\$15.65	\$16.88	\$18.45
Customer Center Representative (Complex Calls)	6	\$20.81	\$22.60	\$24.96
Customer Center Representative (General Calls)	7	\$16.74	\$18.22	\$20.16
Customer Center Representative (Specialized Calls)	6	\$18.01	\$19.37	\$21.18
Customer Service Representative (General Calls)	8	\$19.29	\$20.90	\$23.05
Customer Service Representative (Specialized Calls)	8	\$23.59	\$25.68	\$28.39
Information Center Representative	6	\$24.19	\$26.68	\$29.91
Telemarketing Supervisor	7	\$28.35	\$30.89	\$34.15
Telephone Solicitor	6	\$15.65	\$16.88	\$18.45

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# Engineering

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Automation Engineer	9	\$47.11	\$51.90	\$57.96
CAD Technician	7	\$34.00	\$37.33	\$41.59
Chemical Engineers	8	\$53.61	\$59.29	\$66.63
Civil Engineer	8	\$44.40	\$48.97	\$54.73
Controls Engineer	8	\$36.54	\$40.38	\$45.27
Design Engineer	10	\$51.16	\$56.26	\$62.79
Drafter	7	\$33.24	\$35.80	\$39.05
Electrical Engineer	9	\$49.94	\$54.95	\$61.33
Electrical Technician	7	\$34.60	\$37.50	\$41.20
Electronics Technician	8	\$33.65	\$36.94	\$41.15
Engineering Supervisor	9	\$62.23	\$68.51	\$76.97
Engineering Technician	8	\$31.54	\$34.61	\$38.55
Environmental Engineer	10	\$47.87	\$52.71	\$58.85
Field Service Engineer	7	\$32.77	\$36.20	\$40.61
Manufacturing Engineer	10	\$48.93	\$53.86	\$60.12
Materials Engineers	10	\$56.07	\$61.23	\$67.95
Mechanical Engineer	9	\$48.65	\$53.56	\$59.79
Petroleum Engineers	10	\$75.17	\$82.14	\$90.87
Project Manager	9	\$53.10	\$58.37	\$65.15
Quality Assurance Engineer	9	\$40.56	\$44.77	\$50.13
Quality Engineer	8	\$39.24	\$43.11	\$48.00
Quality Technician	8	\$20.99	\$22.91	\$25.44
Safety Engineer	11	\$48.75	\$53.67	\$59.91
Structural Engineer	11	\$51.62	\$56.76	\$63.35
Test Engineer	10	\$48.98	\$53.91	\$60.18

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# Hospitality

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Attendant Checkroom	5	\$12.52	\$13.36	\$14.47
Attendant Dining Room	3	\$12.44	\$13.20	\$14.19
Busboy/Girl	2	\$10.57	\$11.12	\$11.91
Business to Business Sales Consultant	9	\$32.02	\$35.13	\$39.12
Concierge	6	\$16.46	\$17.53	\$18.89
Coordinator Special Events	8	\$27.67	\$30.57	\$34.32
Counter Attendant	3	\$12.55	\$13.31	\$14.31
Decorator Set	7	\$28.78	\$31.56	\$35.16
Decorator Store	6	\$19.84	\$21.67	\$24.08
Director Cashiering	100m	\$49.35	\$58.23	\$69.89
Director Food Services	100m	\$42.45	\$53.90	\$69.09
Dishwasher	3	\$11.79	\$12.33	\$13.06
Event Specialist	8	\$24.55	\$27.05	\$30.31
Events Director	8	\$42.41	\$46.85	\$52.45
Events Manager	8	\$34.77	\$38.47	\$43.19
Events and Promotions Coordinator	8	\$21.92	\$24.14	\$27.05
Guide Tour	5	\$14.53	\$15.72	\$17.21
Planner Special Meetings	8	\$34.77	\$38.47	\$43.19
Printer Operator Color	6	\$19.22	\$20.68	\$22.62
Printing Customer Services Coordinator	6	\$23.79	\$26.06	\$29.01
Printing Services Sales Representative	7	\$31.44	\$34.27	\$37.91
Printing Supervisor	7	\$34.36	\$37.74	\$42.06
Registrar College or University	7	\$53.74	\$59.51	\$67.16
Sales Representative Hotel	7	\$31.17	\$35.31	\$40.69
Set Designer	7	\$32.10	\$35.45	\$39.76

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# Hospitality

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Show Host/Hostess	7	\$31.68	\$34.32	\$37.69
Showroom Display Coordinator	7	\$25.79	\$28.63	\$32.31
Showroom Display Manager	8	\$30.53	\$33.93	\$38.32
Special Events Coordinator	8	\$27.67	\$30.57	\$34.32
Special Events Manager	8	\$34.77	\$38.47	\$43.19
Supervisor Cashiers	7	\$23.57	\$25.96	\$29.07
Supervisor Dining Room	6	\$22.74	\$24.56	\$26.91
Supervisor Food Services	6	\$19.98	\$21.43	\$23.31
Ticket Agent	6	\$20.53	\$22.16	\$24.29
Ticket Sales Supervisor	6	\$22.33	\$24.12	\$26.44
Ticket Seller Transportation	6	\$20.53	\$22.16	\$24.29
Ticket Taker	4	\$11.78	\$12.62	\$13.75
Transcriber Video	6	\$15.58	\$16.79	\$18.34
Usher	4	\$12.12	\$12.84	\$13.81
Waiter/Waitress	4	\$13.04	\$14.20	\$15.70
Waiter/Waitress Captain	6	\$22.74	\$24.56	\$26.91
Waiter/Waitress Counter	3	\$12.55	\$13.31	\$14.31
Waiters/Waitress' Assistant	3	\$11.58	\$12.25	\$13.16

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# Industrial

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Assembly Line Foreman	7	\$29.29	\$32.14	\$35.81
Assembly Supervisor	8	\$31.04	\$34.08	\$37.97
Assistant Foreman	7	\$28.90	\$31.31	\$34.39
Assistant Plant Manager	7	\$34.94	\$38.34	\$42.69
Assistant Production Supervisor	7	\$29.41	\$32.07	\$35.48
Building Maintenance Worker	7	\$23.06	\$24.78	\$26.99
CAD/CAM Design Drafter	7	\$34.46	\$37.84	\$42.15
CAD/CAM/CAE Technician	7	\$34.00	\$37.33	\$41.59
CDL Driver	6	\$25.42	\$27.83	\$30.95
Custodian	5	\$15.35	\$16.46	\$17.89
Electrician Journeyman	7	\$27.56	\$30.41	\$34.11
Electromechanical Technician	5	\$32.20	\$35.34	\$39.37
Electronics Assembler (General)	8	\$19.82	\$21.49	\$23.70
Electronics Assembler (Precision)	7	\$21.63	\$23.50	\$25.95
Electronics Technician	8	\$33.65	\$36.94	\$41.15
Fabricator Assembler	6	\$18.94	\$20.39	\$22.31
Forklift Operator	6	\$20.19	\$21.74	\$23.78
Heating & Air Conditioning Technician (HVAC)	7	\$27.67	\$30.15	\$33.34
Injection Molder	6	\$18.53	\$19.93	\$21.77
Inventory Control Clerk	6	\$20.61	\$22.07	\$23.99
Logistics Manager	10	\$43.51	\$47.99	\$53.68
Machine Feeder	5	\$16.67	\$17.98	\$19.63
Machine Operator Helper	6	\$18.80	\$19.99	\$21.55
Machinist General	8	\$25.41	\$27.83	\$30.96
Mail Clerk	5	\$17.33	\$18.42	\$19.85

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# Industrial

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Maintenance Manager	8	\$38.75	\$42.53	\$47.33
Maintenance Mechanic	6	\$26.94	\$28.99	\$31.60
Maintenance Supervisor	7	\$36.36	\$39.97	\$44.55
Manager Warehouse	8	\$43.44	\$47.90	\$53.59
Manual Packager	5	\$16.48	\$17.47	\$18.72
Manufacturing Worker	6	\$17.55	\$18.67	\$20.12
Materials Handler	5	\$18.60	\$20.01	\$21.86
Materials Handler Warehouse	5	\$17.33	\$18.66	\$20.37
Molding Machine Operator	6	\$23.07	\$25.23	\$28.04
Non-CDL Driver	6	\$16.63	\$17.93	\$19.58
Numerical Control Machine Operator	6	\$23.62	\$25.85	\$28.74
Numerical Control Machine Setup Operator	6	\$25.23	\$27.63	\$30.74
Numerical Control Programmer	7	\$35.76	\$39.54	\$44.37
Order Filler	5	\$16.35	\$17.55	\$19.05
Packer Shipper	6	\$16.58	\$17.88	\$19.53
Plant Manager (Experience)	8	\$67.69	\$75.40	\$84.71
Plant Manager (Revenue)	100m	\$67.14	\$75.79	\$86.23
Plumbing Service Technician	8	\$22.21	\$24.31	\$27.05
Product Assembler (Bench)	8	\$21.21	\$22.89	\$25.10
Product Assembler (Machine)	6	\$21.92	\$23.97	\$26.66
Production Helper	6	\$16.52	\$17.71	\$19.21
Production Laborer	5	\$17.06	\$18.28	\$19.83
Production Machinist	6	\$25.29	\$27.69	\$30.80
Production Manager	9	\$56.91	\$62.68	\$70.57
Production Scheduler	7	\$28.13	\$30.84	\$34.35

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# Industrial

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Quality Control Inspector	8	\$23.65	\$25.71	\$28.40
Quality Control Manager	9	\$51.32	\$56.49	\$63.18
Quality Control Tester	6	\$32.42	\$35.59	\$39.65
Shipping & Receiving Clerk	6	\$18.95	\$20.15	\$21.74
Stock Handler	5	\$18.60	\$20.01	\$21.86
Tool & Die Maker	7	\$33.55	\$36.84	\$41.05
Warehouse Laborer	5	\$20.26	\$21.56	\$23.27
Welder	6	\$25.98	\$28.45	\$31.66



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# Information Technology

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Applications Manager	8	\$64.12	\$71.60	\$80.60
Artificial Intelligence Engineer	7	\$53.14	\$58.06	\$64.38
Business Analyst	9	\$42.82	\$46.95	\$52.19
Business Intelligence Analyst	10	\$49.14	\$54.11	\$60.47
Business Systems Analyst	8	\$45.40	\$49.74	\$55.26
Cloud Architect	9	\$61.66	\$66.45	\$72.72
Cloud Engineer	8	\$53.24	\$58.24	\$64.76
Cloud System Engineer	8	\$53.24	\$58.24	\$64.76
Computer Programmer Analyst	9	\$46.23	\$50.96	\$56.99
Computer Programming Manager	8	\$64.12	\$71.60	\$80.60
Computer Software Developer	8	\$50.61	\$55.37	\$61.51
Computer System Analyst	8	\$46.20	\$50.61	\$56.22
Computer Systems Programmer	9	\$45.29	\$49.63	\$55.14
Cybersecurity Engineer	9	\$55.44	\$60.65	\$67.64
Data Scientist	9	\$55.46	\$61.01	\$68.38
Database Administrator	8	\$46.67	\$51.43	\$57.51
Database Analyst	9	\$45.94	\$50.33	\$55.91
Database Developer	9	\$40.93	\$45.19	\$50.61
DevOps Developer	10	\$46.95	\$51.73	\$57.85
Full-stack Developers	8	\$52.91	\$57.88	\$64.35
Help Desk/Desktop Support	6	\$24.19	\$26.68	\$29.91
IT Applications Programming Manager	8	\$64.12	\$71.60	\$80.60
IT Applications Programming Supervisor	8	\$60.14	\$66.44	\$74.74
IT Auditor	11	\$43.59	\$48.09	\$53.81
IT Business Systems Analyst	8	\$45.40	\$49.74	\$55.26

**SPRING**  
**2025**

# Information Technology

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
IT Computer Programmer Lead	8	\$56.26	\$61.96	\$69.73
IT Computer Programming Supervisor	9	\$57.37	\$63.20	\$71.20
IT Database Administrator	8	\$46.67	\$51.43	\$57.51
IT Help Desk Representative	6	\$24.19	\$26.68	\$29.91
IT Help Desk Supervisor	7	\$38.75	\$42.53	\$47.34
IT Network Control Technician	7	\$33.10	\$36.11	\$39.96
IT Programmer Analyst	9	\$46.23	\$50.96	\$56.99
IT Systems Analyst	8	\$46.20	\$50.61	\$56.22
IT Systems Analyst Lead	8	\$53.36	\$59.10	\$66.72
IT Systems Programmer	9	\$45.29	\$49.63	\$55.14
Information Security Analyst	9	\$44.91	\$49.21	\$54.68
Machine Learning Engineer	6	\$55.51	\$60.74	\$67.74
Network Administrator	8	\$40.51	\$44.73	\$50.10
Network Analyst	10	\$45.88	\$50.57	\$56.56
Network Engineer	10	\$46.96	\$51.75	\$57.86
Network Security Engineer	9	\$47.32	\$51.82	\$57.55
Project Manager	8	\$57.99	\$64.31	\$72.95
Scrum Master	7	\$46.04	\$50.44	\$56.03
Security Analyst	9	\$47.76	\$52.29	\$58.07
Security Engineer	9	\$54.33	\$59.74	\$66.78
Software Architect	9	\$61.19	\$65.91	\$72.16
Software Developer	8	\$50.61	\$55.37	\$61.51
Software Engineer	8	\$53.38	\$58.39	\$64.94
Software Programmer	8	\$46.14	\$50.54	\$56.15
Systems Administrator	9	\$39.56	\$43.69	\$48.95

**SPRING**  
**2025**

# Information Technology

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
UX Designer	9	\$43.14	\$47.30	\$52.58
Web Developer	9	\$44.76	\$48.14	\$52.43
Website Manager	9	\$46.24	\$49.72	\$54.13

**SPRING**  
**2025**

# Insurance & Banking

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Banking Loan Clerk	5	\$19.23	\$20.58	\$22.39
Claims Analyst	7	\$24.69	\$26.73	\$29.36
Customer Service Representative Insurance (Commercial)	6	\$22.91	\$24.93	\$27.56
Customer Service Representative Insurance (Personal)	6	\$18.89	\$20.46	\$22.55
Insurance Claims Clerk	6	\$21.06	\$22.58	\$24.58
Loan Processor	6	\$21.32	\$23.17	\$25.59
Mortgage Clerk	6	\$18.88	\$20.45	\$22.54
New Accounts Representative Financial	6	\$19.91	\$21.73	\$24.14

**SPRING**  
**2025**

# Legal

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Lawyer Corporate	9	\$74.54	\$83.00	\$93.69
Legal Aide	7	\$31.06	\$34.31	\$38.49
Legal Analyst	7	\$31.06	\$34.31	\$38.49
Legal Assistant	7	\$31.06	\$34.31	\$38.49
Paralegal	7	\$31.06	\$34.31	\$38.49

**SPRING**  
**2025**

# Non-Clinical Health Care

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Billing Clerk Medical	6	\$20.21	\$21.77	\$23.84
Case Manager	7	\$39.30	\$42.35	\$46.19
Clerk Medical Records	5	\$21.02	\$22.70	\$24.89
Health Information Services Director	8	\$53.54	\$57.83	\$63.39
Medical Receptionist	5	\$17.52	\$18.73	\$20.34
Medical Records Coding Technician	7	\$23.23	\$25.13	\$27.59
Medical Secretary	7	\$18.43	\$19.95	\$21.98
Medical Stenographer	6	\$18.03	\$19.39	\$21.20

**SPRING**  
**2025**

# Office & Admin

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Administrative Secretary	7	\$27.73	\$30.41	\$33.87
Assistant Administrative	8	\$20.72	\$22.63	\$25.15
Benefits Clerk	6	\$19.44	\$20.95	\$22.95
Bilingual Secretary	7	\$21.39	\$23.53	\$26.34
Computer Data Entry Supervisor	6	\$26.61	\$28.79	\$31.60
Executive Assistant	7	\$32.32	\$35.93	\$40.58
Executive Secretary, CEO	8	\$38.75	\$42.80	\$47.95
File Clerk	5	\$17.61	\$18.83	\$20.44
Front Desk Receptionist	5	\$16.81	\$18.19	\$20.00
General Clerk	6	\$19.53	\$20.90	\$22.72
Human Resources Assistant	6	\$20.92	\$22.58	\$24.77
Inside Sales Clerk	6	\$19.52	\$20.91	\$22.75
Inventory Clerk	6	\$20.61	\$22.07	\$23.99
Inventory Control Clerk	6	\$20.61	\$22.07	\$23.99
Key Entry Operator	5	\$17.94	\$19.18	\$20.81
Lead Data Entry Operator	6	\$19.60	\$21.10	\$23.10
Legal Secretary	6	\$27.09	\$29.89	\$33.51
Mailroom Clerk	5	\$17.33	\$18.42	\$19.85
Office Manager	7	\$27.85	\$30.72	\$34.43
Order Processing Supervisor	7	\$32.49	\$35.42	\$39.18
Personnel Assistant	6	\$20.92	\$22.58	\$24.77
Receptionist	6	\$16.32	\$17.58	\$19.19
Secretary	6	\$21.53	\$23.25	\$25.50
Word Processor Operator	7	\$19.58	\$20.95	\$22.78

**SPRING**  
**2025**

# Sales & Marketing

## Texas - Victoria

Title	Yrs of Exp/ Org Size	Low (25th)	Med (50th)	High (75th)
Account Analyst	8	\$33.92	\$37.03	\$40.99
Account Manager Sales	8	\$51.73	\$57.20	\$64.37
Digital Content Marketing Analyst	8	\$39.34	\$43.50	\$48.77
Graphic Designer	7	\$30.86	\$33.86	\$37.72
Interactive Designer	8	\$39.65	\$43.50	\$48.39
Market Research Analyst	8	\$44.09	\$47.76	\$52.38
Marketing Manager	8	\$65.98	\$73.13	\$81.68
Project Manager	8	\$54.95	\$61.18	\$69.48
Sales Analyst	9	\$32.52	\$35.74	\$39.86
Sales Manager Product or Brand	9	\$59.77	\$65.44	\$73.14
Sales Representative	7	\$28.49	\$31.04	\$34.32
Telemarketing Representative	6	\$15.65	\$16.88	\$18.45
Web Developer	9	\$44.76	\$48.14	\$52.43



**LET'S  
GET  
TO  
WORK.**