



# 2026 Compensation Trends Report

**Salary Insights for professional-level roles to gain a competitive advantage with top talent acquisitions.**

Presented by

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EMPLOYMENT PROFESSIONALS

# Compensation Trends for 2026

The following information is an overview of national average salaries across a wide range of professions in the United States. The report is designed to help organizations gain a competitive edge in talent acquisition and retention by providing up-to-date compensation insights. The data is intended to support employers in benchmarking compensation, attracting top talent, and developing effective compensation strategies.

All wage data within this report were sourced via [JobsEQ by Chmura](#) and include entry level, mean, and experienced salary figures.

**Entry Level** – Calculated by determining the **mean of the lower third of all wages**. Wages in this category could be higher or lower than reported.

**Experienced** – Calculated by determining the **mean of the upper two thirds of all wages**. Wages in this category could be higher or lower than reported.

## Accounting and Finance

Job Title	Entry Level	Mean	Experienced
Accountants and Auditors	\$58,700	<b>\$94,800</b>	\$112,900
Actuaries	\$79,400	<b>\$133,900</b>	\$161,200
Bill and Account Collectors	\$36,300	<b>\$50,200</b>	\$57,200
Brokerage Clerks	\$51,000	<b>\$69,800</b>	\$79,200
Budget Analysts	\$64,000	<b>\$94,800</b>	\$110,200
Claims Adjusters, Examiners, and Investigators	\$52,900	<b>\$81,200</b>	\$95,400
Chief Financial Officers	\$100,500	<b>\$277,800</b>	\$366,500
Compliance Officers	\$50,700	<b>\$86,200</b>	\$103,900
Cost Estimators	\$51,300	<b>\$84,500</b>	\$101,100
Credit Analysts	\$57,800	<b>\$98,900</b>	\$119,500
Credit Authorizers, Checkers, and Clerks	\$38,300	<b>\$52,700</b>	\$59,900
Credit Counselors	\$41,900	<b>\$57,700</b>	\$65,600
Financial and Investment Analysts	\$68,200	<b>\$116,800</b>	\$141,100
Financial Managers	\$97,200	<b>\$181,700</b>	\$223,900
Financial Risk Specialists	\$68,000	<b>\$119,500</b>	\$145,300
Financial Specialists, All Other	\$51,600	<b>\$95,700</b>	\$117,700
Insurance Appraisers, Auto Damage	\$57,800	<b>\$76,600</b>	\$86,000
Insurance Claims and Policy Processing Clerks	\$57,800	<b>\$76,600</b>	\$86,000
Insurance Sales Agents	\$41,000	<b>\$84,400</b>	\$106,200
Insurance Underwriters	\$57,400	<b>\$92,700</b>	\$110,400
Loan Interviewers and Clerks	\$39,700	<b>\$52,900</b>	\$59,600
Loan Officers	\$44,800	<b>\$89,100</b>	\$111,300
Payroll and Timekeeping Clerks	\$40,900	<b>\$58,800</b>	\$67,700
Personal Financial Advisors	\$61,100	<b>\$163,100</b>	\$214,100
Procurement Clerks	\$38,900	<b>\$51,800</b>	\$58,300
Securities, Commodities, and Financial Services Sales Agents	\$50,300	<b>\$113,900</b>	\$145,700
Tax Examiners and Collectors, and Revenue Agents	\$43,700	<b>\$72,300</b>	\$86,600
Tax Preparers	\$34,200	<b>\$60,300</b>	\$73,400

## Engineering

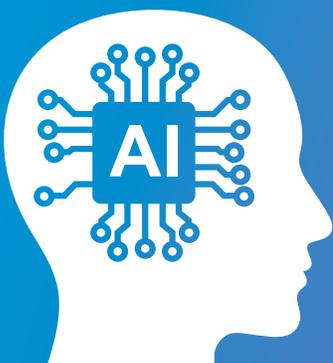
Job Title	Entry Level	Mean	Experienced
Aerospace Engineers	\$94,700	<b>\$144,400</b>	\$169,200
Agricultural Engineers	\$51,900	<b>\$92,100</b>	\$112,100
Architects, Except Landscape and Naval	\$66,400	<b>\$105,600</b>	\$125,200
Architectural and Engineering Managers	\$122,000	<b>\$177,200</b>	\$204,900
Bioengineers and Biomedical Engineers	\$78,100	<b>\$117,200</b>	\$136,700
Chemical Engineers	\$85,200	<b>\$129,100</b>	\$151,000
Civil Engineers	\$72,700	<b>\$109,500</b>	\$127,900
Computer Hardware Engineers	\$92,000	<b>\$154,200</b>	\$185,300
Construction and Building Inspectors	\$50,800	<b>\$79,000</b>	\$93,100
Construction Managers	\$73,400	<b>\$121,300</b>	\$145,300
Drafters	\$49,100	<b>\$73,100</b>	\$85,000
Electrical and Electronic Engineering Technologists and Technicians	\$53,300	<b>\$80,300</b>	\$93,900
Electro-Mechanical and Mechatronics Technologists and Technicians	\$52,000	<b>\$76,700</b>	\$89,100
Electrical Engineers	\$80,100	<b>\$123,900</b>	\$145,800
Electronics Engineers, Except Computer	\$87,200	<b>\$136,100</b>	\$160,500
Engineers, All Other	\$72,800	<b>\$123,800</b>	\$149,400
Environmental Engineers	\$72,500	<b>\$113,400</b>	\$133,900
Health and Safety Engineers, Except Mining Safety Engineers and	\$72,600	<b>\$116,800</b>	\$138,800
Industrial Engineers	\$76,300	<b>\$110,300</b>	\$127,300
Industrial Production Managers	\$81,800	<b>\$131,400</b>	\$156,300
Marine Engineers and Naval Architects	\$81,700	<b>\$117,400</b>	\$135,300
Materials Engineers	\$76,800	<b>\$118,900</b>	\$140,000
Mechanical Engineers	\$75,200	<b>\$112,500</b>	\$131,200
Mining and Geological Engineers, Including Mining Safety Engineers	\$76,600	<b>\$114,900</b>	\$134,100
Nuclear Engineers	\$96,900	<b>\$139,000</b>	\$160,000
Occupational Health and Safety Specialists	\$57,100	<b>\$91,300</b>	\$108,300
Petroleum Engineers	\$89,900	<b>\$153,800</b>	\$185,700
Plant and System Operators	\$47,700	<b>\$78,200</b>	\$93,500
Project Management Specialists	\$65,000	<b>\$109,300</b>	\$131,400
Surveyors	\$49,300	<b>\$80,900</b>	\$96,700

## Human Resources

Job Title	Entry Level	Mean	Experienced
Compensation and Benefits Managers	\$91,300	<b>\$158,100</b>	\$191,500
Compensation, Benefits, and Job Analysis Specialists	\$52,600	<b>\$84,000</b>	\$99,700
Eligibility Interviewers, Government Programs	\$40,500	<b>\$55,700</b>	\$63,400
Human Resources Assistants, Except Payroll, and Timekeeping	\$39,100	<b>\$52,400</b>	\$59,100
Human Resources Managers	\$92,200	<b>\$160,700</b>	\$194,900
Human Resources Specialists	\$49,100	<b>\$81,100</b>	\$97,200
Human Resources Workers	\$49,300	<b>\$82,300</b>	\$98,700
Labor Relations Specialists	\$56,500	<b>\$98,200</b>	\$119,000
Social and Community Service Managers	\$55,600	<b>\$87,700</b>	\$103,700
Training and Development Managers	\$82,800	<b>\$141,700</b>	\$171,200

# Information Technology

Job Title	Entry Level	Mean	Experienced
Cloud Computing	\$80,300	<b>\$139,400</b>	\$168,900
Computer and Information Analysts	\$72,900	<b>\$119,000</b>	\$142,000
Computer and Information Research Scientists	\$87,000	<b>\$154,000</b>	\$187,500
Computer and Information Systems Managers	\$115,800	<b>\$189,600</b>	\$226,500
Computer Network Architects	\$89,200	<b>\$139,200</b>	\$164,300
Computer Network Support Specialists	\$51,200	<b>\$82,500</b>	\$98,100
Computer Programmers	\$63,300	<b>\$108,200</b>	\$130,700
Computer Support Specialists	\$44,300	<b>\$70,000</b>	\$82,900
Computer Systems Analysts	\$71,400	<b>\$114,900</b>	\$136,700
Computer User Support Specialists	\$43,400	<b>\$67,400</b>	\$79,400
Data Scientists	\$70,800	<b>\$125,800</b>	\$153,300
Database Administrators	\$63,500	<b>\$110,100</b>	\$133,400
Database and Network Administrators and Architects	\$71,700	<b>\$118,600</b>	\$142,000
Database Architects	\$92,300	<b>\$144,600</b>	\$170,800
Information Security Analysts	\$78,500	<b>\$130,400</b>	\$156,400
Network and Computer Systems Administrators	\$67,100	<b>\$104,400</b>	\$123,100
Software and Web Developers, Programmers, and Testers	\$79,300	<b>\$137,900</b>	\$167,200
Software Developers	\$90,300	<b>\$147,100</b>	\$175,600
Software Quality Assurance Analysts and Testers	\$67,800	<b>\$112,600</b>	\$135,000
Technical Writers	\$58,900	<b>\$94,300</b>	\$112,000
Web and Digital Interface Designers	\$54,900	<b>\$111,700</b>	\$140,100
Web Developers	\$53,700	<b>\$100,200</b>	\$123,500



## AI'S GROWING ROLE IN SHAPING COMPENSATION AND WORKFORCE STRUCTURE

Nearly two-thirds (64%) of U.S. hiring decision makers say implementing AI tools/technologies would allow them to reduce their workforce size by needing fewer workers, but 86% believe new jobs will emerge to offset roles eliminated by AI in their field/industry. Leaders should consider how AI-driven changes may affect pay structures, job roles, and the value of specialized skills.

## ENTRY-LEVEL ROLES AND COMPENSATION EXPECTATIONS ARE EVOLVING

More is expected of entry-level candidates than in the past, with 85% of U.S. hiring decision makers agreeing that these roles now require candidates to possess greater skills than they have in the past. Nearly 3 in 10 (29%) expect candidates to have AI skills when applying for entry-level positions at their company.

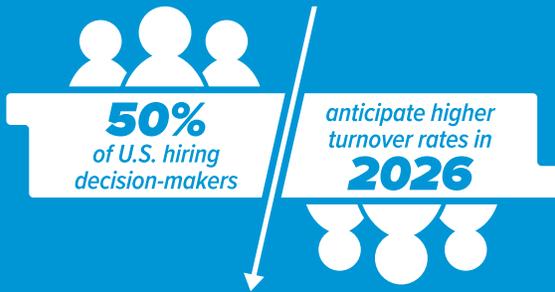
Source: Job Insights Survey\*

## Sales, Marketing, and Creative

Job Title	Entry Level	Mean	Experienced
Advertising and Promotions Managers	\$76,300	<b>\$157,200</b>	\$197,700
Advertising Sales Agents	\$39,100	<b>\$79,700</b>	\$100,100
Art Directors	\$64,800	<b>\$122,200</b>	\$150,900
Commercial and Industrial Designers	\$54,300	<b>\$87,500</b>	\$104,100
Editors	\$43,700	<b>\$87,100</b>	\$108,800
Film and Video Editors	\$44,700	<b>\$84,300</b>	\$104,200
Fundraising Managers	\$78,700	<b>\$137,100</b>	\$166,300
Graphic Designers	\$41,800	<b>\$70,100</b>	\$84,300
Market Research Analysts and Marketing Specialists	\$47,000	<b>\$86,800</b>	\$106,800
Marketing Managers	\$92,200	<b>\$171,500</b>	\$211,100
Media and Communication Workers, All Other	\$42,900	<b>\$83,900</b>	\$104,400
Public Relations Managers	\$86,200	<b>\$163,000</b>	\$201,400
Public Relations Specialists	\$45,900	<b>\$81,800</b>	\$99,800
Real Estate Brokers	\$45,400	<b>\$95,600</b>	\$120,700
Real Estate Sales Agents	\$36,700	<b>\$73,000</b>	\$91,200
Sales Engineers	\$78,200	<b>\$131,400</b>	\$158,000
Sales Managers	\$77,500	<b>\$162,600</b>	\$205,100
Sales Representatives, Wholesale and Manufacturing (Except Technical),	\$56,100	<b>\$116,500</b>	\$146,800
Special Effects Artists and Animators	\$58,200	<b>\$102,400</b>	\$124,500
Wholesale and Retail Buyers, Except Farm Products	\$50,400	<b>\$82,100</b>	\$97,900
Writers and Authors	\$47,100	<b>\$84,800</b>	\$103,700

## Supply Chain and Logistics

Job Title	Entry Level	Mean	Experienced
Buyers and Purchasing Agents	\$50,400	<b>\$82,300</b>	\$98,200
Cargo and Freight Agents	\$40,100	<b>\$56,400</b>	\$64,500
Construction Managers	\$73,400	<b>\$121,300</b>	\$145,300
Cost Estimators	\$51,300	<b>\$84,500</b>	\$101,100
Electricians	\$44,500	<b>\$71,500</b>	\$85,100
Facilities Managers	\$69,300	<b>\$116,100</b>	\$139,500
Logisticians	\$54,700	<b>\$88,200</b>	\$105,000
Operations Specialties Managers	\$86,500	<b>\$161,200</b>	\$198,600
Procurement Clerks	\$38,900	<b>\$51,800</b>	\$58,300
Project Management Specialists	\$65,000	<b>\$109,300</b>	\$131,400
Purchasing Managers	\$93,700	<b>\$151,200</b>	\$179,900
Traffic, Customs, and Transportation Clerks	\$38,000	<b>\$54,900</b>	\$63,300
Transportation, Storage, and Distribution Managers	\$68,000	<b>\$117,700</b>	\$142,500
Wholesale and Retail Buyers, Except Farm Products	\$50,400	<b>\$82,100</b>	\$97,900



**RISING EMPLOYEE TURNOVER AND ITS FINANCIAL IMPACT**

Average annual cost of turnover has jumped to **\$45,236** per company, up from \$36,723 last year, underscoring the urgent need for competitive compensation strategies to retain top talent.



**COMPETITIVE PAY AND BENEFITS ARE ESSENTIAL TO ATTRACT AND RETAIN TALENT**

Leaders should benchmark compensation packages to avoid losing employees to competitors.



Source: Job Insights Survey\*

## A Higher Standard of Service

Express Employment Professionals is distinctly positioned to assist your organization in securing highly skilled talent tailored to your business objectives. For more than four decades, we've leveraged advanced recruiting methodologies and deep industry expertise to consistently attract exceptional candidates that set us apart from our competitors.

To initiate a strategic partnership and discuss the next steps, please connect with your Express representative. Our commitment is to serve as a reliable and trusted resource for your professional projects and placement requirements.

Each Express office is locally owned and operated, enabling our team to maintain a strong connection with the community and remain informed about the dynamics of the local employment market. Our vested interest in the prosperity of the local business environment and job market drives our dedication to client success. Through our franchise business model, we offer agile, independent responses to your specific needs, while our global reach provides access to exceptional resources and support.



\*The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals among 1,002 US hiring decision-makers (defined as adults ages 18+ in the US who are employed full-time or self-employed, work at companies with more than 1 employee, and have full/significant involvement in hiring decisions at their company). The survey was conducted November 3 – 19, 2025. Data are weighted where necessary by company size to bring them in line with their actual proportions in the population.



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