

# WageScape

Metro Pay Snapshot · What employers are advertising this quarter

DENVER · Q2 2026

## The market has settled on one price for this title.

# 1.21× P75/P25

Denver's Senior Engineer band has converged this quarter — \$136,300 to \$165,000, one of the tightest single-role bands of any role in any of the 7 new metros. Posting outside it is a deliberate signal, not noise.

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Postings analyzed: Apr 1 – Jun 30, 2026 · Government comparison: BLS OEWS May 2025

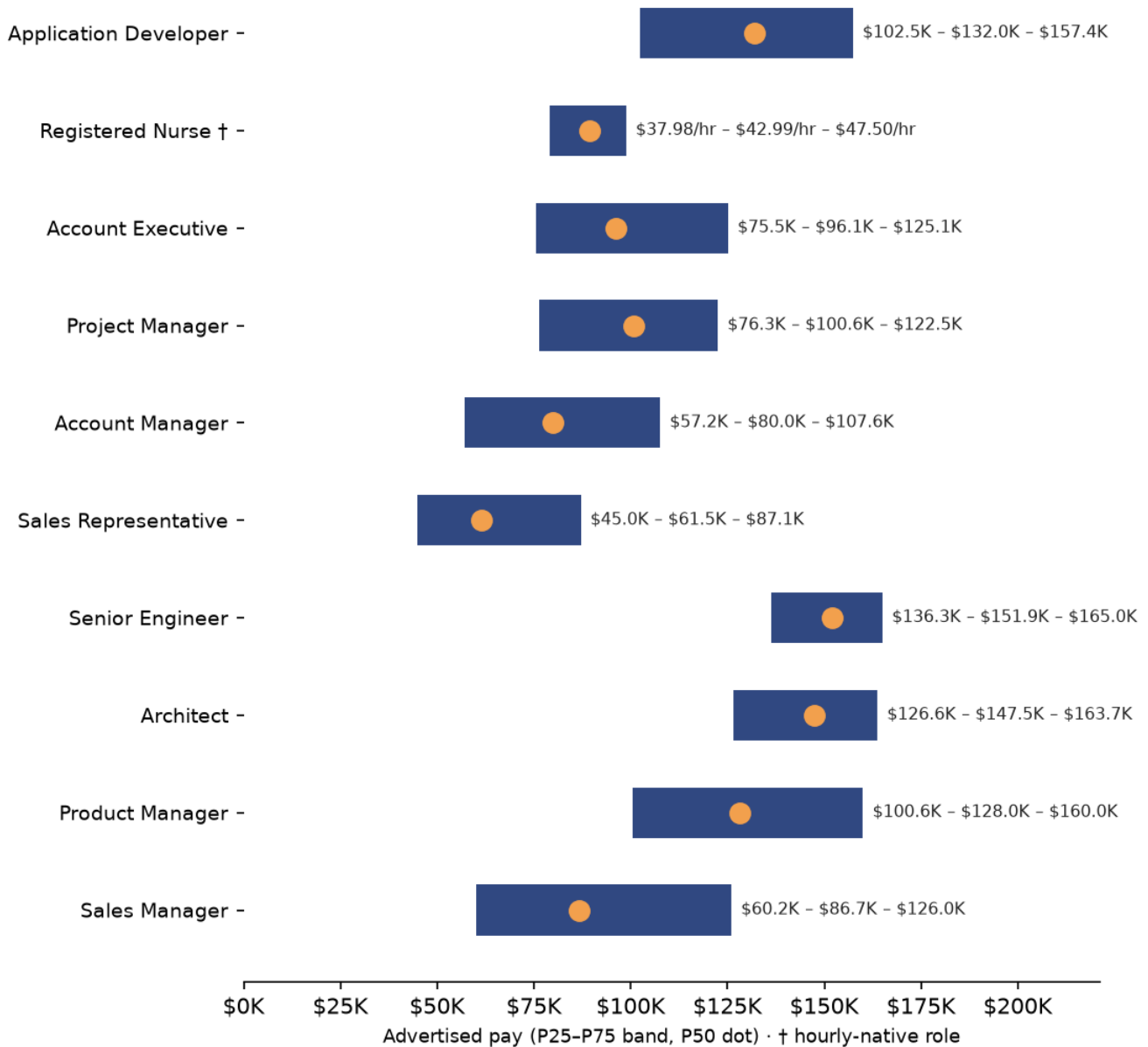
n = 127,093 postings across the 10 highest-volume distinct roles · listing-weighted · WageScape / MarketTrak  
Advertised pay = what employers are offering new hires right now — the forward view surveys can't give you.

Any role, any metro — we'll send the band, free → [payreports.wagescape.com](https://payreports.wagescape.com)

DENVER · THE PAY SPECTRUM · ADVERTISED, Q2 2026

# No role has one market rate — in this metro either

## The 10 occupations Denver is hiring most — P25 / P50 / P75



1. The widest band: Sales Manager — P75 (\$126.0K) pays 2.1× P25 (\$60.2K). Level, scope and structure price this job, not the title. Set bands, not points.
2. The tightest band: Senior Engineer (1.2×) — a converged market. Posting outside \$136.3K–\$165.0K is a deliberate strategy, not noise.
3. The biggest BLS gap: Architect — the advertised median (\$147.5K) runs 49% above the government benchmark. Postings measure the hiring market, not the incumbent one; that gap is the number your next offer actually competes against.

Notes: One row per occupation: overlapping title conventions (e.g. Truck/CDL/Company Driver) consolidate to the highest-volume title.  
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## The BLS check — we show our work

Every advertised median, next to its government benchmark. Postings measure the hiring market, not the incumbent one: hourly postings quote base starting rates — before differentials, overtime and tenure — and salaried posting cohorts skew junior, so advertised medians typically sit below BLS. Driving is the exception: advertised driver pay quotes projected gross — mileage and sign-on included — which runs above the BLS base-wage benchmark. The gap is information, not error.

| Role                  | Denver P50 | BLS median | Δ      | BLS occupation                     |
|-----------------------|------------|------------|--------|------------------------------------|
| Application Developer | \$132.0K   | \$133.1K   | -0.8%  | Software developers                |
| Registered Nurse †    | \$42.99/hr | \$45.00/hr | -4.5%  | Registered nurses                  |
| Account Executive     | \$96.1K    | —          |        | no single SOC equivalent           |
| Project Manager       | \$100.6K   | —          |        | no single SOC equivalent           |
| Account Manager       | \$80.0K    | —          |        | no single SOC equivalent           |
| Sales Representative  | \$61.5K    | \$64.2K    | -4.2%  | Sales representatives, services    |
| Senior Engineer ‡     | \$151.9K   | \$136.0K   | +11.7% | Software developers                |
| Architect             | \$147.5K   | \$99.3K    | +48.5% | Architects, except landscape and n |
| Product Manager       | \$128.0K   | —          |        | no single SOC equivalent           |
| Sales Manager         | \$86.7K    | —          |        | no single SOC equivalent           |

BLS figures: OEWS national medians, May 2025 release (bls.gov); \* = May 2024 release — our latest verified figure for that occupation. Metro-level OEWS comparisons ship in the full edition; BLS medians here are national, and large metros typically run above the national market. † hourly-native role, both figures per hour. Deltas computed from the printed values. ‡ Senior Engineer and Application Developer share BLS SOC 15-1252 but print different benchmarks here (\$135,980 vs \$133,080, ~2.2% apart); unreconciled, accepted by the user as a disclosed gap.

### Your roles aren't on this list?

Request any role in any metro — e.g. "Pharmacy Technician, Des Moines" — and we'll send the advertised P25/P50/P75 band, checked against BLS, within 2 business days. Free for HR and comp teams. It's the same engine behind our custom reports: your roles × your markets, built on demand.

Request your band, free → [payreports.wagescape.com](https://payreports.wagescape.com)

### Methodology

Source: WageScape / MarketTrak — advertised-posting data from public job postings, April 1–June 30, 2026 (single quarter; no period-over-period claims). Sample: 127,093 postings across the metro's 10 highest-volume distinct roles (vague titles such as "Specialist" or "Manager" excluded). Every role is a P25/P50/P75 band, never a lone median; hourly-native roles quoted per hour; rows publish only at n≥500. Pay levels are modeled from postings. Aggregates only; every figure reproduces from a saved, dated query snapshot.