

WageScape

Metro Pay Snapshot · What employers are advertising this quarter

HOUSTON · Q2 2026

Houston anchors the low end of the market.

\$85,734 RN median

Houston's Registered Nurse median this quarter is the lowest of any of the 7 new metros — 18.4% below Seattle's, the highest. It's still a full band, not a single depressed number: \$35.54–\$47.51/hr.

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

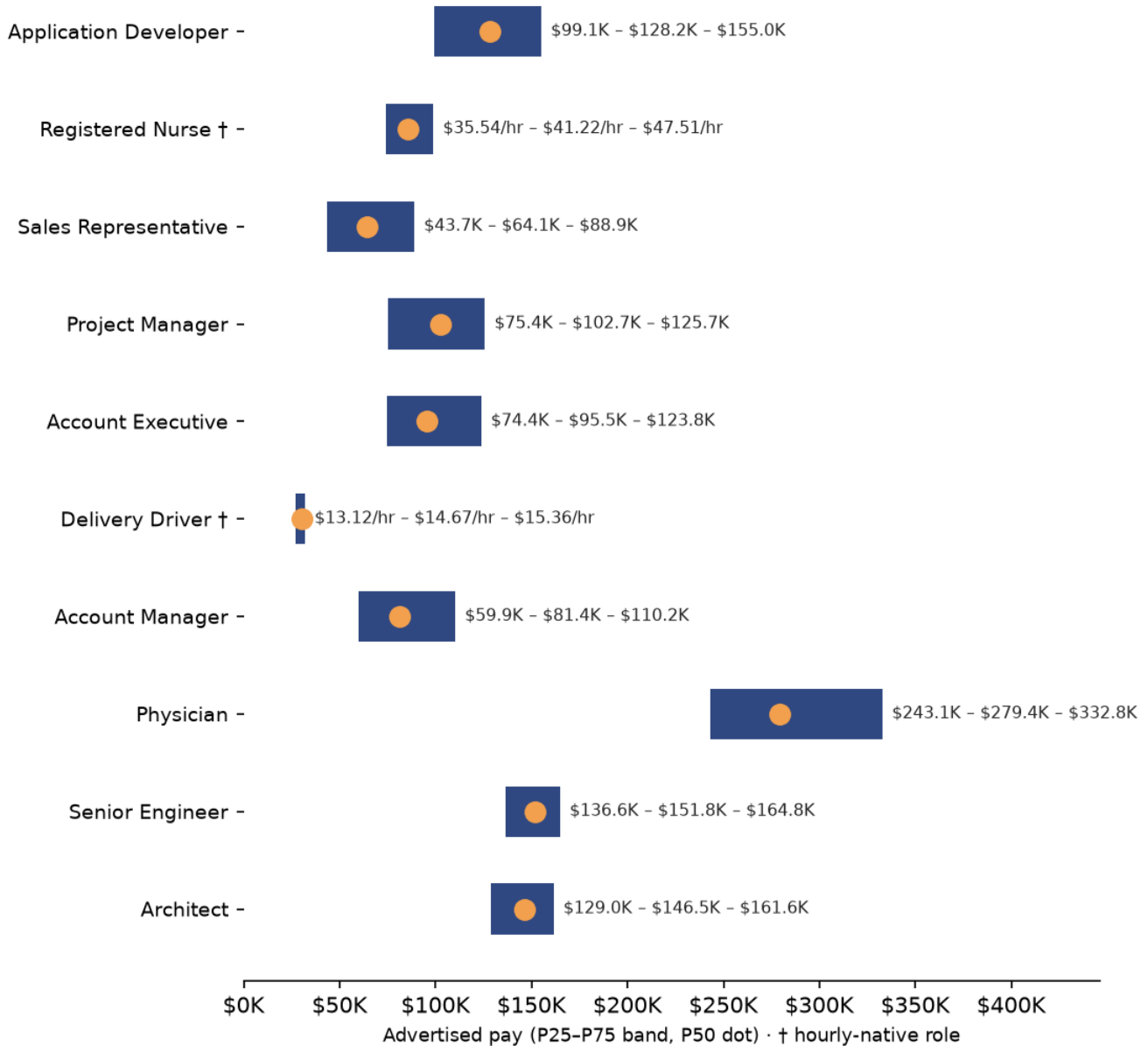
n = 91,514 postings across the 10 highest-volume distinct roles · listing-weighted · WageScape / MarketTrak
Advertised pay = what employers are offering new hires right now — the forward view surveys can't give you.

Any role, any metro — we'll send the band, free → payreports.wagescape.com

HOUSTON · THE PAY SPECTRUM · ADVERTISED, Q2 2026

No role has one market rate — in this metro either

The 10 occupations Houston is hiring most — P25 / P50 / P75



1. The widest band: Sales Representative — P75 (\$88.9K) pays 2.0× P25 (\$43.7K). Level, scope and structure price this job, not the title. Set bands, not points.
2. The tightest band: Delivery Driver (1.2×) — a converged market. Posting outside \$13.12/hr–\$15.36/hr is a deliberate strategy, not noise.
3. The biggest BLS gap: Architect — the advertised median (\$146.5K) runs 48% 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. Delivery Driver only pays one and converts to hourly rate for hourly reports. wagescape.com

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	Houston P50	BLS median	Δ	BLS occupation
Application Developer	\$128.2K	\$133.1K	-3.7%	Software developers
Registered Nurse †	\$41.22/hr	\$45.00/hr	-8.4%	Registered nurses
Sales Representative	\$64.1K	\$64.2K	-0.2%	Sales representatives, services
Project Manager	\$102.7K	—		no single SOC equivalent
Account Executive	\$95.5K	—		no single SOC equivalent
Delivery Driver †	\$14.67/hr	\$20.56/hr	-28.6%	Delivery truck drivers *
Account Manager	\$81.4K	—		no single SOC equivalent
Physician	\$279.4K	\$238.4K	+17.2%	Family medicine; specialists high
Senior Engineer ‡	\$151.8K	\$136.0K	+11.6%	Software developers
Architect	\$146.5K	\$99.3K	+47.5%	Architects, except landscape and n

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

Methodology

Source: WageScape / MarketTrak — advertised-posting data from public job postings, April 1–June 30, 2026 (single quarter; no period-over-period claims). Sample: 91,514 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.