COMPENSATION RANGE ANALYSIS

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Target Compensation by Engagement Type

Base salary and hourly rate targets for senior Microsoft Fabric, Power BI, and BI architecture roles, benchmarked against current market evidence — for recruiters scoping an offer.

REVIEWED
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SOURCES CITED
8 primary sources

ROLE SCOPE
Senior Fabric / BI Architect

WHY THE NUMBERS LOOK HIGH

Professionals in Microsoft Fabric, Power BI, and modern data architecture command strong compensation not only because these platforms take years to master technically, but because the role itself sits at the intersection of technology, analytics, and business decision-making. The most effective practitioners are not merely report developers or dashboard builders. They must understand what information is meaningful and actionable to executives and operational leaders, how to frame metrics in ways that support better decisions, how to gather and refine business requirements, and how to manage stakeholders with different priorities, expectations, and levels of technical understanding.

In addition, today's business and technology environment expects these professionals to wear many hats. A senior Fabric or BI architect is often expected to think like a data engineer, analytics engineer, semantic modeler, AI enabler, security and governance partner, low-code and code-first builder, and business translator — all while staying current on a rapidly evolving platform. That ongoing relevance requires continuous learning, constant exposure to changing best practices, and substantial personal investment in certifications, experimentation, and hands-on skill development. The compensation ranges below are therefore best understood as payment for a rare combination of technical depth, business acumen, architectural judgment, and sustained professional upkeep.

Expected Compensation

Engagement	Screening Target	Annualized Baseline*	Benefits Included	Why This Range
Permanent W-2	$175K–$190K+ base	$175K–$190K+	**Yes.** Health, PTO, 401(k) match — additional to base pay, not a trade-off like the contract rows below	Strong target for a senior, full-time architect / strategy / lead BI–Fabric hire
W-2 contract + benefits	$85–$95/hr	$177K–$198K	**Yes.** Health insurance and PTO via the employer of record; retirement match not standard	Lower rate because the employer of record absorbs part of the cost
W-2 contract, no benefits	$90–$100/hr	$187K–$208K	**No.** Hourly pay only — no health insurance, PTO, or retirement contribution	Higher rate to fully offset the benefits this row does not receive
1099 / C2C	$95–$105+/hr	$198K–$218K+	**No.** Contractor self-funds benefits and retirement, plus the employer-side 15.3% self-employment tax	Highest rate: zero benefits plus the added self-employment tax burden

**Annualized Baseline = hourly rate × 2,080 standard full-time-equivalent hours/year, so every row can be compared against the Permanent W-2 base figure on an apples-to-apples dollar basis. It assumes full-year, full-time utilization and is not a guarantee of hours or duration. Contract length is unrelated to whether benefits are included — that is not what distinguishes the two contract rows above.*

Selected Market Evidence Sources

1 Perficient — Solutions Architect, Microsoft Fabric

EMPLOYER POSTING

Perficient currently advertises a Microsoft Fabric Solutions Architect role with a published base salary range of $150,000–$190,000. This is one of the strongest direct role-specific data points because it is an employer posting for a Fabric-focused architecture position rather than a generalized salary estimate.

builtinchicago.org/job/solutions-architect-microsoft-fabric

2 KORE1 — Data Architect Salary Guide 2026

STAFFING AGENCY GUIDE

KORE1 reports that Senior Data Architects typically fall in the $150K–$185K base range, while Principal / Lead Data Architects are shown at $175K–$210K, and Enterprise Data Architects at $175K–$215K. This strongly supports the proposed permanent W-2 target range for senior-level architecture work.

kore1.com/data-architect-salary-guide

3 Robert Half — U.S. Data Architect

STAFFING AGENCY

Robert Half lists a current U.S. Data Architect range of approximately $136,750–$189,750. The upper end aligns closely with the proposed $175K–$190K+ salaried benchmark for senior professionals in this category.

roberthalf.com/us/en/job-details/data-architect

4 Built In — 2026 Data Architect Salary in the U.S.

SALARY SURVEY

Built In reports an average base salary of roughly $146,200 and average total compensation of about $188,584 for Data Architects in the U.S. This is especially useful because it captures a more tech-oriented market view and brings total compensation close to the upper end of the recommended W-2 target.

builtin.com/salaries/us/data-architect

5 Glassdoor — U.S. Data Architect Compensation

SALARY SURVEY

Glassdoor reports approximately $181K median total pay for Data Architects, with broader ranges that can extend higher depending on employer and level. While not Fabric-specific, it reinforces that architecture-level analytics and data-platform professionals often land in the same general compensation band as the proposed target.

glassdoor.com/Salaries/data-architect-salary

6 U.S. Bureau of Labor Statistics — Database Architects

FEDERAL DATA

The BLS lists mean annual wages for Database Architects at approximately $144,440. This is a useful baseline because it reflects a broad occupational average before adding premiums for seniority, consulting experience, platform specialization, leadership scope, remote market competition, and modern cloud/Fabric expertise.

bls.gov/news.release/ocwage.t01.htm

7 U.S. Bureau of Labor Statistics — Employer Costs for Employee Compensation

FEDERAL DATA

BLS reports that benefits accounted for approximately 30.1% of private-industry employer compensation in the March 2026 release. This provides an objective foundation for explaining why W-2 with benefits can reasonably accept a somewhat lower hourly rate than a no-benefits or independent-contractor structure.

bls.gov/news.release/ecec.nr0.htm

8 Internal Revenue Service — Self-Employment Tax

FEDERAL DATA

The IRS explains that self-employment tax is generally 15.3% of net earnings from self-employment, subject to applicable rules and Social Security limits. This gives a clear, defensible rationale for why a 1099 / C2C rate should be meaningfully higher than a comparable W-2 rate.

irs.gov/taxtopics/tc554

Why the Hourly Premium for 1099 / C2C Is Defensible

- A contractor usually does not receive employer-paid health insurance, PTO, holidays, retirement match, or similar benefits.
- A contractor assumes additional administrative cost, periods of downtime between engagements, and self-employment tax obligations.
- As a result, a higher 1099 / C2C rate is not an aggressive ask; it is simply the market mechanism used to restore economic equivalence relative to W-2 employment.

SUPPLEMENTARY ANALYSIS — ADDED AUGUST 2026

Reading the Evidence: Context for the Screening Conversation

The eight sources above triangulate from three different vantage points — a live employer posting, staffing-agency placement data, and federal wage statistics — which is a stronger basis for a target range than any single salary aggregator alone. The table below restates the same sources with their methodology, so a recruiter can quickly explain *why* a given number is being cited rather than just what it is.

Source	What It Measures	Strength / Limitation
Perficient posting	Actual employer-published base range for a live Fabric-titled role	Most role-specific; single employer, single posting
KORE1	Staffing-desk placement bands by architect seniority tier	Reflects real placements; agency has incentive to justify higher bands
Robert Half	Staffing-desk salary guide for the Data Architect title	Broad "Data Architect" title, not Fabric-specific
Built In	Self-reported salaries, tech-leaning employer base	Skews toward funded/tech employers vs. traditional enterprise
Glassdoor	Self-reported total pay across all employer types	Broad sample; total pay blends base, bonus, and stock
BLS (OEWS)	Federal survey mean wage, all industries, all employers	Most neutral floor figure; does not adjust for seniority or specialization
BLS (ECEC)	Federal survey of the benefits share of total employer cost	Explains, not overrides, the W-2-vs-1099 rate gap
IRS	Statutory self-employment tax rate	Fixed by law; the clearest, least-disputable data point in the set

A quick way to sanity-check a 1099 / C2C ask against a W-2 offer

Multiply an hourly W-2 rate by roughly 2,080 working hours to get an annualized figure, then compare it against the loaded cost of a W-2 hire — base salary plus the ~30.1% benefits load reported by BLS. A contractor rate that lands close to that loaded W-2 figure, once self-employment tax and lost PTO are backed out, is priced fairly rather than aggressively. This framing tends to land better with finance stakeholders than a bare hourly-rate comparison, because it expresses the contractor premium as cost parity rather than a markup.

One Nuance Worth Flagging

The BLS "Database Architects" occupational code (SOC 15-1243) is the closest federal match to this role, but it is a broader bucket than "Microsoft Fabric architect" — it includes database architects who never touch a BI or analytics stack. That is precisely why it is used here only as a *floor*, not a target: the $144,440 mean sits well below every Fabric- and BI-specific figure in this report, which is expected, since federal occupational codes lag the market's naming of newer, more specialized roles by design. When a hiring manager pushes back with a lower BLS-adjacent number, that gap — general database work versus modern cloud-analytics architecture — is the most defensible response, not a disagreement with the BLS data itself.

8 / 8 links verified live | **3 independent data vantage points** | **Checked August 2026**

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> *It's unwise to pay too much, but it's worse to pay too little. When you pay too little, you sometimes lose everything, because the thing you bought was incapable of doing the thing it was bought to do. The common law of business balance prohibits paying a little and getting a lot — it can't be done.*
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> Known as the Common Law of Business Balance — popularly, though not verifiably, attributed to John Ruskin

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Bottom Line

The evidence does not suggest that every employer or recruiter must meet the same number. Compensation will always vary by geography, company size, urgency, industry, and total package. However, taken together, these sources support the conclusion that for a senior Microsoft Fabric / Power BI / BI architecture profile, a target of **$175K–$190K+ base** on permanent W-2 roles, roughly **$85–$95/hr** for W-2 contract roles with benefits, **$90–$100/hr** for W-2 contract roles without benefits, and **$95–$105+/hr** for 1099 / C2C work is commercially reasonable and well supported.

Note: This document is intended as a recruiter discussion aid. Base salary, total compensation, and hourly contract rates are related but not perfectly interchangeable.