



Addison Group

# 2024 Workforce Planning Guide

*The Hiring Tide is Turning.  
Here's how to plan for what's next.*

## A WORD FROM THE CEO

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Just when it seemed that we had established a new normal, the tide is shifting yet again as our turbulent economy creates an even more complex hiring landscape. Talent shortages in some industries are countered by layoffs in others. Employees continue to seek flexibility while more employers want a return to the office. Is it any wonder that candidates and companies are more cautious?

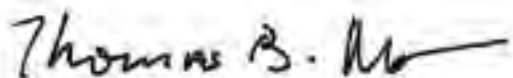
Despite the volatility, demand for talent is still high in many professions, and salaries are forecasted to increase in growing industries like healthcare. Competitive salaries and benefits, culture, work/life balance, inclusivity, and professional development continue to be driving factors for candidates. As business leaders, we must be proactive in addressing the challenges and opportunities of our ever-changing job market while aligning the needs of both job seekers and job creators.

At Addison Group, our core value is to put people first and process second. This is the foundation of our successful relationships with clients and candidates. Only by thoroughly understanding the needs of both can we grow relationships that lead to a productive workforce comprised of diverse backgrounds and skills.

This Workforce Planning Guide deep-dives into current market and industry trends, while also sharing the impact those trends have had on national salaries and key local markets. We have also included practical advice for employers to consider as they devise their 2024 hiring plans.

Developing an effective talent strategy is no simple feat, but I hope this resource provides you with helpful guidance and actionable insights. I wish your organization much success in the coming year.

Sincerely,



Thomas B. Moran  
Chief Executive Officer, Addison Group

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## WHAT TO EXPECT FOR 2024

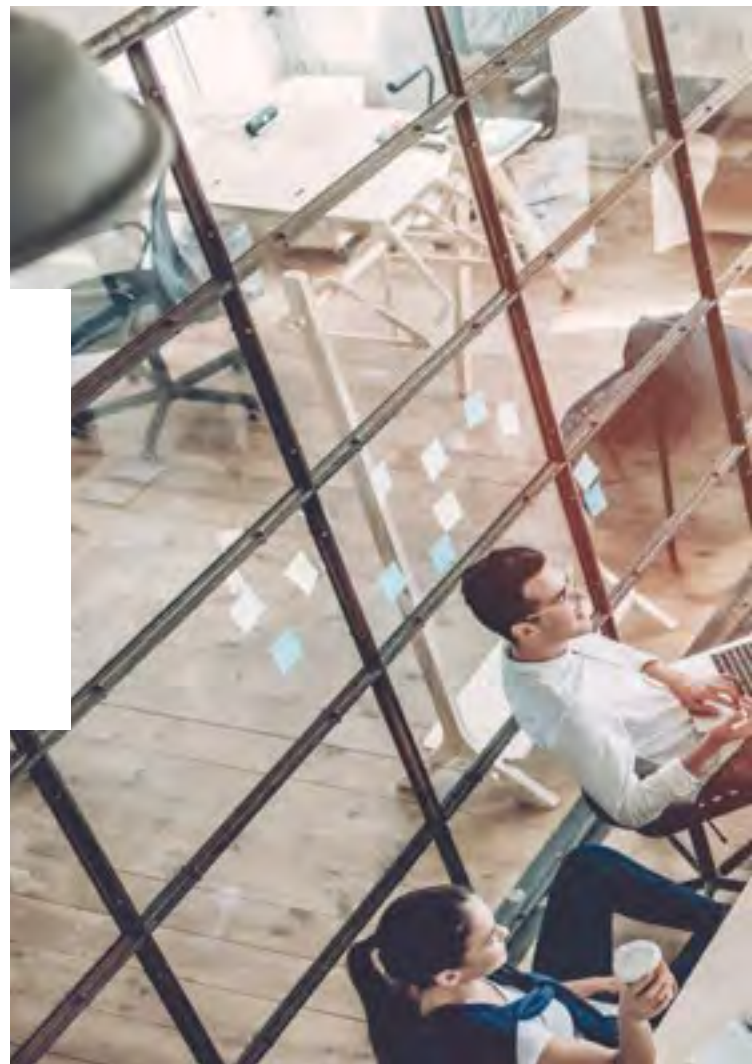
Uncertain. Resilient. The job market continues to be a roller coaster amid a volatile economy that is growing despite interest rate hikes and continued recession fears. Strong labor numbers and falling inflation indicate the country may be headed towards a softer landing than predicted.<sup>1</sup> Yet, economic worries have slowed hiring in most industries. Job openings are still plentiful, but both employers and candidates are putting on the brakes with hiring decisions – sometimes to the detriment of both.

To meet these challenges, companies need to evaluate recruiting practices and determine the right mix of compensation, benefits, and culture to attract the right talent at the right time. Here's what to look for.

### HIRING: FROM RED HOT TO COOL DOWN

Last year's frenzied job market has shifted massively in the last six months, with pockets of high demand in industries like healthcare and information technology and low demand in others. Companies that averaged wage increases of 4.4% over the past year<sup>3</sup> are now hitting pause. Talent shortages persist, especially in mid-level positions like customer service and project management, but recession concerns have locked hiring managers into 'wait and see mode' putting projects on hold or maxing out current staff.<sup>4</sup>

Those already employed still want flexibility and fair compensation, yet reports of workforce cuts and corporate restructuring have made them more cautious about seeking a new opportunity. Those who are looking have lofty expectations and are receiving multiple offers. Heading into 2024, companies hiring need to work harder to make the case with candidates and be prepared to counter offer. Those pausing need to weigh the financial cost of leaving positions open. [Figure 1]





## REMOTE WORK REWIND

It seems like only yesterday that employers could not fill jobs unless they offered fully remote work. Flash-forward to 2023 where the tide is turning. Some high demand roles, like medical coders and health information managers, are still fully remote. But companies across the U.S., from major cities on the coasts to smaller markets, are steering back to hybrid and on-site work.

***“WE HAVE SEEN TRENDS ACROSS CERTAIN INDUSTRIES WE SUPPORT, WHERE SOME COMPANIES ARE TAKING LONGER TO MAKE HIRING DECISIONS.”***

***- ED KAVANAGH, President HR & Administrative, Addison Group***

Even Zoom, the quintessential work-from-home brand, shifted to a hybrid environment, requiring employees within 50 miles to work in-office at least two days a week.<sup>6</sup> Business leaders point to lower productivity as the primary reason for the return on-site. While new studies indicate fully remote positions lead to lower productivity, higher job turnover in the past couple of years also



*"Looking ahead to 2024, SIA projects 3% growth for the staffing industry (3.8% excluding the travel nurse segment) in line with expectations for slight GDP growth and high interest rates creating a headwind. Beyond cyclical factors, we believe the US staffing industry is benefiting from secular growth drivers, such as greater acceptance of contingent work arrangements, a shift to remote work that has enlarged the talent pool, and the emergence of staffing platform technology.<sup>14</sup>" - Staffing Industry Analysts (SIA)*

plays a role as new hires take more time to get up to speed. Companies recruiting workers on-site need to double down on culture with more social events and continuous learning opportunities.

## MORE INCENTIVES PLEASE

Forecasts show many are still planning a 4% wage increase in 2024, only slightly down from 2023.<sup>9</sup> Workers who are already hesitant to leave their current employer may be even harder to recruit in another 6-12 months. That means companies will continue to pay higher salaries to win talent. If they reduce remote work, they will need to ratchet up their benefits like bonuses, wellness programs, mental health services, tuition reimbursement, and pet-friendly policies. Culture is still a top priority for job candidates, and it rises in importance when you ask people to spend more time on-site. Skills development, coaching, and opportunities for promotion can mean as much, if not more, in a final job decision.<sup>10</sup>

## AGING WORKFORCE BOOM & BUST

By 2031, over 150 million jobs will shift to workers over 55, making up more than a quarter of the workforce.<sup>11</sup> This massive shift is both a boom and bust for recruiting. These older workers bring knowledge, experience, and often greater reliability to organizations. Employers struggling to fill administrative and consulting roles are looking more to retired leaders who are heading back to work for economic and social reasons.

## EMPLOYERS NOW TAKE AN AVERAGE OF 11 WEEKS TO FILL VACANT ROLES – UP FROM 7 WEEKS IN 2021.<sup>2</sup>

In contrast, industries like accounting are seeing retirement-age workers exit in droves. That leaves companies scrambling for talent as young people steer towards other finance careers. Other industries like construction and manufacturing are experiencing the same exodus. More employers are adding new perks to keep boomers around longer—Booking.com and lending giant Fannie May recently introduced 'Grandparent's Leave' which offers paid leave to spend time with their grandchildren. Paid sabbaticals are also gaining popularity.<sup>12</sup>



## AI IS READY TO TRANSFORM WORK

The combination of tighter hiring budgets and staffing shortages are leading more companies to explore how AI and other emerging technologies can fill the gaps. It's no secret that ChatGPT and other AI software can impact professions such as marketing, education, and administration. However, automation is already impacting many industries from medical imaging analysis in healthcare to robots and remote operations in manufacturing. Today AI primarily enhances the way professionals work. Within the next decade, activities that account for up to 30% of hours worked across the U.S. economy could be automated.<sup>13</sup> Lower wage roles in office support and customer service will likely see a decline. As people leave shrinking occupations, they will have to shift to new industries. For employers, this will require a mindset shift to hire for competency rather than credentials. It also opens the door to recruit from more diverse groups and provide training that will prepare their next generation of workers.

Figure 1

### THE COST OF A JOB VACANCY: A SIMPLISTIC EXAMPLE<sup>5</sup>

Annual salary / by 220 Working Days x the Average Days it generally takes to hire.

For example, if base pay is \$100,000 and it normally takes 60 days to fill the role, the unfilled position can cost a company \$454 per day and \$27,240 in 60 days.

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3. REUTERS, US JOB GROWTH SLOWING, BUT WAGE GAINS REMAIN STRONG, 2023
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13. MCKINSEY GLOBAL INSTITUTE, GENERATIVE AI AND THE FUTURE OF WORK IN AMERICA, 2023
14. SIA, US STAFFING INDUSTRY FORECAST: SEPTEMBER 2023 UPDATE, 2023





## EMPLOYEES NEED MORE CONVINCING



## EMPLOYEES NEED MORE CONVINCING

In a field known for 'churn and burn,' last year was one for the record books with higher job turnover than in any other three-year period.<sup>1</sup> Those now settled into new jobs are not in a hurry to leave. A turbulent economy plus healthy compensation packages over the past few years have decreased the pool of candidates and increased the competition for talent.

As employers continue to face a tight job market, they will need to take a closer look at their compensation packages and be prepared

Recruiting for these positions goes beyond attractive compensation packages to revisiting upskilling of in-house teams as well as more focus on under qualified candidates who have potential but require training and certifications. Employers will need to reward employees who earn CPAs, CFAs, and CFPs or risk losing them to competitors. Many companies also expect to increase outsourcing to fill the gaps.<sup>4</sup> Incorporating contingent labor as part of the workforce can provide employers with flexibility to scale and the ability to assess performance and fit before offering a permanent role.

**DURING THE 12-MONTH PERIOD THROUGH JANUARY 2023, FINANCIAL PROFESSIONALS NETTED THE BIGGEST INCREASES IN BASE SALARIES IN A DECADE.<sup>2</sup>**



for counter offers. Beyond salary levels, evaluate what creative work/life balance and benefits may entice candidates from paid paternity leave to on-site daycare or more flexible vacation packages.

## STAY OPEN-MINDED

Despite a complex economy that requires more guidance from financial and accounting professionals, there's a serious talent shortage that's going to worsen in the next few years. While 75% of CPA's reached retirement age in 2020, the good news is that finance and accounting are now ranking as top career choices among Gen Z candidates.<sup>3</sup>

## AFTER BURNOUT – FLEXIBILITY & HEALTH

Finance employees, who are tired of 70–80-hour work weeks, are now making their health and well-being a priority. And they are in a market where they can afford to wait for opportunities that provide them with not only better pay but improved work/life balance.

That means companies who are shifting back to the office

full-time need to carefully consider how this will impact retention. While many high profile finance leaders like J.P. Morgan & Chase CEO Jamie Dimon are demanding workers be in the office every day, most employees don't want to go back in full-time. Employers may find candidates more receptive to a hybrid schedule that allows for two days in the office, but pushing to three days in may result in a higher attrition rate down the road.

## CANDIDATES DESIRE TECH-TRAINING

With pressure mounting on financial organizations to update legacy systems and manage increased regulations and data security



issues, ramping up technology skills needs to be a priority. Accounts Payable and Payroll positions are also requiring more tech-savvy talent. But more companies are challenged to find candidates with finance and accounting expertise who also have knowledge in artificial

intelligence and machine learning.<sup>5</sup> Employers who are proactive in offering candidates critical tech skills are adding another effective tool to their recruiting strategy.



### IN-DEMAND ROLES

- Accountant
- Financial Analyst
- Financial Reporting
- Technical Accounting
- CFO

## National Average Salaries

Finance	
CFO	\$261,739
VP of Finance	\$222,107
FP&A Director	\$207,069
FP&A Manager	\$156,855
Senior Financial Analyst	\$112,415
Mergers and Acquisitions Analyst	\$116,229
Finance Planning Analyst	\$101,568
Treasury Analyst	\$87,878
Accounting / Reporting	
Chief Accounting Officer	\$227,071
Controller	\$191,885
Assistant Controller	\$165,753
Director of Corporate Accounting	\$156,664
Director of Financial Reporting	\$179,490
Director of Lease / Revenue Recognition	\$152,884
Accounting Manager	\$146,925
Lease / Revenue Recognition Manager	\$147,751
Technical / Financial Reporting Manager	\$151,911
Senior Accountant	\$99,881
Senior Lease / Revenue Accountant	\$76,862
Senior Technical / SEC Accountant	\$101,625
Lease / Revenue Recognition Accountant	\$65,948
Staff Accountant	\$63,959

## National Average Salaries

Tax / Audit	
Director of Tax	\$183,006
Tax Manager	\$140,049
Senior Tax Accountant	\$92,450
Tax Accountant	\$75,233
Director of Internal Audit	\$183,737
Internal Audit Manager	\$165,286
Senior Internal Auditor	\$115,172
Internal Auditor	\$92,921
Operational	
Accounts Receivable Manager	\$93,565
Accounts Receivable Specialist	\$51,965
Collection Specialist	\$56,230
Billing Specialist	\$48,267
Accounts Payable Manager	\$86,492
Accounts Payable Specialist	\$50,280
Payroll Manager	\$98,189
Payroll Specialist	\$58,427
Bookkeeper	\$51,989
Data Entry Specialist	\$41,020



[Click here to view salaries by location](#)

1. ADDISON GROUP, FINANCE & ACCOUNTING TEAM  
 2. CFO DIVE, SALARIES FOR FINANCIAL PROFESSIONALS RISE 5% YET LAG INFLATION, 2023  
 3. SIA, FINANCE RANKS AS TOP CAREER CHOICE FOR GEN Z WORKERS, 2023  
 4. ACCOUNTING TODAY, THE ROLE OF CONTINGENT LABOR IN ACCOUNTING FIRMS SET TO EXPAND IN 2023, 2022  
 5. AVIDXCHANGE, FINANCIAL SERVICES INDUSTRY FACES A HIRING CRISIS, 2022







**RISING DEMAND  
KEEPS CANDIDATES  
IN CONTROL**

An aging population with a need for advanced medical technology and treatment makes healthcare one of the fastest-growing U.S. industries. More jobs and increased competition mean candidates are still in the driver's seat. That's especially true with high demand for revenue cycle and operational roles, from medical collection specialists to practice managers.

It's becoming a hiring tug of war as healthcare organizations tighten budgets due to economic concerns while candidates ask for higher wages and benefits. Competition is adding even more

Employers who hope to win over and retain professionals should consider the potential cost of attrition with remote vs. on-site candidates. The Cleveland Clinic reports that their top job search keywords are still 'remote' and 'work-from-home', and lack of flexibility is a top reason for people leaving the organization.<sup>3</sup>

### GROWTH IN DATA-BASED ROLES

With AI advancements transforming the consumer healthcare experience as well as an ever-improving IT infrastructure, the demand for tech-focused roles continues to be high.

Healthcare information management and medical coding are two of the most in-demand roles – not surprising considering these positions are anticipated to grow up to 17% by 2031.<sup>5</sup>

As technology increases, so do the cyberhackers who aim to steal patient data. Today, some hospitals produce nearly 50 petabytes of data daily, an incredibly large volume of information to

process, let alone safeguard.<sup>6</sup> Organizations that experience data breaches, risking patient privacy and identity, can face serious

**THE U.S. WILL ADD MORE THAN 130,000 NEW JOBS FOR HEALTHCARE MANAGERS AND ADMINISTRATORS OVER THE NEXT 10 YEARS.<sup>2</sup>**



pressure – companies have to go the extra mile to get the best candidates. For example, many are adding more 30-60-90-day retention bonuses.<sup>1</sup>

### FLEXIBILITY STILL DRIVES RETENTION

What's one thing most healthcare job seekers won't give up? Flexibility. While many organizations aim to get workers back on-site, there's pushback on full-time, on-site work. Compromising with a shift to hybrid work from fully remote roles is increasing, outside of data analytics positions which have been remote for years.

**42% OF CANDIDATES WOULD STILL OUTRIGHT REJECT ROLES THAT LACK FLEXIBILITY.<sup>4</sup>**

reputational damage. All of this is paving the way for a huge influx of cyber security professionals.

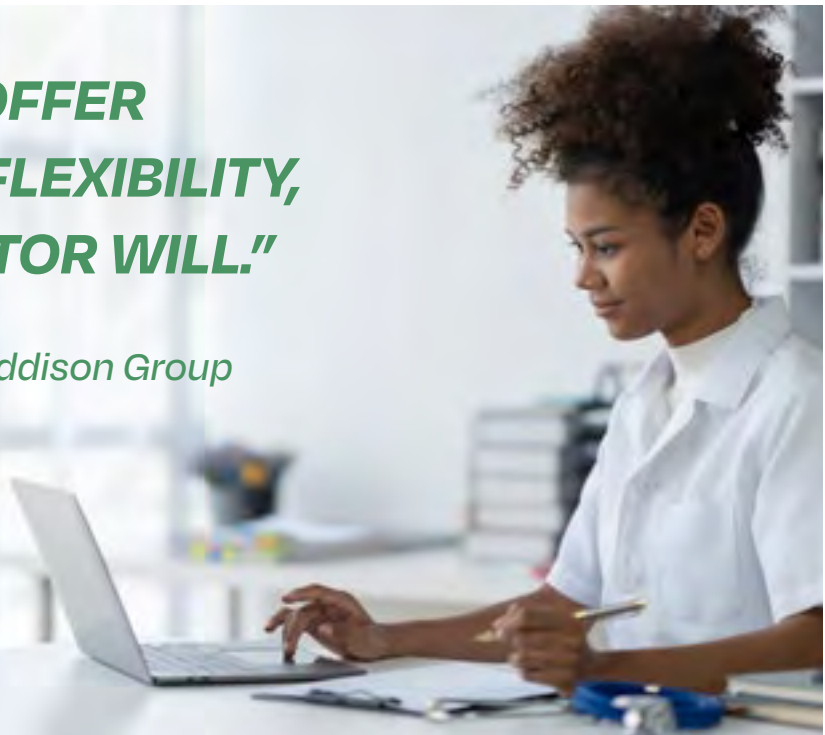


While the healthcare career outlook is strong, some healthcare organizations are experimenting with using AI to replace certain tasks such as medical necessity, prior authorization position, and scheduling. Employers considering this also need to keep in mind the costs to implement, maintain, and update – all of which can cost up to a \$1,000,000.<sup>7</sup>



**“IF YOU DON’T OFFER SOME KIND OF FLEXIBILITY, YOUR COMPETITOR WILL.”**

**- KELLY GORHAM,  
President, Healthcare, Addison Group**



**IN-DEMAND ROLES**

- **Health Information Management Director**
- **Medical Collection Specialist**
- **Medical Coder**
- **Inpatient/Outpatient Auditor**

1. ADDISON GROUP, 2023  
2. U.S. BUREAU OF LABOR STATISTICS  
3. CLEVELAND CLINIC, REIMAGINING THE NON-CLINICAL HEALTHCARE WORKPLACE, 2022  
4. YAHOO! FINANCE, WE’RE NOW FINDING OUT THE DAMAGING RESULTS OF THE MANDATED RETURN TO THE OFFICE—AND IT’S WORSE THAN WE THOUGHT, 2023  
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6. FORBES, HEALTHCARE CYBERSECURITY SPECIALISTS WILL FACE UNPRECEDENTED DEMAND IN THE COMING YEARS, 2023  
7. FOLIO3, THE FINANCIAL COST OF AI IN HEALTHCARE – A COMPREHENSIVE GUIDE FOR 2023, 2022



## National Average Salaries

Health Information Management	
Health Information Management Director	\$121,488
Inpatient Auditor	\$93,600
Inpatient Coder	\$85,280
Outpatient Auditor	\$83,200
Outpatient Coder	\$69,680
Profee Auditor	\$76,960
Provider Educator	\$83,200
Clinical Documentation Improvement Specialist	\$56,505
Revenue Cycle	
Revenue Cycle Analyst	\$84,484
Financial Counselor	\$66,315
Insurance Verification Specialist	\$58,106
Medical Scheduler	\$47,853
Utilization Review Specialist	\$47,040
Credentialing Specialist	\$44,440
Insurance and Accounts Receivable Coordinator	\$43,138
Patient Access Specialist	\$41,731
Payment Collector	\$41,265
Medical Clerk	\$40,931
Authorization Coordinator	\$40,812
Medical Receptionist	\$40,067
Medical Assistant	\$37,686
Call Center Agent	\$37,232
Customer Service Specialist	\$36,641
Financial Counselor	\$66,315
Denial Management Analyst	\$81,070
Healthcare Leadership	
Department Manager	\$104,942
Practice Manager	\$99,879
Clinical Lead	\$77,236
Case Manager	\$49,986
Long-Term Care Administrator	\$65,961
Medical Administrator	\$37,306
Medical Records Administrator	\$47,049



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# POCKETS OF OPTIMISM AMID CAUTION

Recent layoffs at companies like Google and Microsoft have many Information Technology (IT) workers more cautious about making a job change.<sup>1</sup> Company leaders note recession fears and a hiring spree to meet demand during COVID-19 as key reasons for the downsizing. This cooling trend is expected to continue into 2024 – yet there are bright spots.

There's still high demand for highly qualified roles like data analysts, process automation, and software development specialists, as well as more mid-level roles. Silicon Valley's loss may also be everyone else's gain. Tech

## WAGES REMAIN A KEY RECRUITING DRIVER

For most candidates considering a job change in the coming months, wages remain the number one incentive.<sup>3</sup> That's a challenge for many companies that have faced reduced revenues and hiring budget cuts over recent months. But amid well-publicized tech staff reductions, job candidates are starting to become more open-minded on salary negotiations. Companies that can emphasize other benefits like job security, a positive corporate culture, and education opportunities will be better positioned for hiring.

**59%** OF INFORMATION TECHNOLOGY EMPLOYEES WORK IN INDUSTRIES OTHER THAN THE TECH INDUSTRY<sup>2</sup>

## FLEXIBILITY GETTING SQUEEZED

A year ago, tech workers flocked to fully remote work – now they are competing for jobs that may offer one to two days of remote work, if they are lucky. It's a tectonic shift accelerated by tech industry leaders like Elon Musk and Mark Zuckerberg who cite productivity concerns and decreased collaboration as reasons to bring employees

companies in growing markets like Texas, North Carolina, and Florida, as well as non-tech industries like insurance, healthcare, and banking, can benefit from layoffs of qualified employees.

The long-term outlook for technology overall is positive and IT professionals still have one of the lower unemployment rates at around 2%.<sup>2</sup> For employers aiming to find talent in this tight market, showcasing a strong brand reputation and financial stability can help attract job candidates seeking more security.

back to the office. But most technology professionals still prefer hybrid work, with the flexibility to work where they want ranking higher on their priorities than pay. Baby boomers are the generation that most prefer remote work, while Gen Z wants to go into the office to make connections and take advantage of opportunities for mentorship.<sup>4</sup>

## COMMUNICATION IS CRUCIAL

Communication skills continue to be one of the most valued skillsets in the IT sector, yet the most lacking. 83% of managers struggle with employees who have poor soft skills.<sup>6</sup> Some of the most important skills that employers





seek include active listening, clear and concise written and verbal writing and speaking, as well as non-verbal communications. This is an issue

with many candidates but can especially be a challenge with non-native English speakers. More than half of the creative jobs in many IT innovation clusters are held by foreign born workers.<sup>7</sup> Companies who help facilitate improvement of communications skills as well as English language skills may find greater success in attracting and retaining top talent.

**64% OF REMOTE TECH EMPLOYEES SAY IT WOULD TAKE MORE THAN A 20% PAY INCREASE TO GET THEM TO WORK IN-OFFICE 5 DAYS A WEEK.<sup>5</sup>**



### IN-DEMAND ROLES

- Project management
- Software development
- Data-related positions
- Cybersecurity

## National Average Salaries

Data Security Operations & Infrastructure	
Chief Information Security Officer	\$221,793
VP Infrastructure	\$188,031
Network Architect	\$164,502
DevSecOps Engineer	\$145,620
Risk Manager	\$127,207
Cyber Security Engineer	\$124,407
Network Security Engineer	\$122,885
Information Security Manager	\$115,663
Information Security Analyst	\$114,338
Network Security Administrator	\$111,286
Network Operations Analyst	\$106,849
Network Engineer	\$106,387
Network Administrator	\$91,064
Data Center Technician	\$57,469

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## National Average Salaries

Enterprise Systems & Applications	
VP IT	\$236,689
VP of Development	\$226,149
Chief Information Officer	\$221,591
VP Engineering	\$211,228
Cloud Architect	\$175,952
Solutions Architect	\$173,898
Data Scientist	\$168,689
Senior Salesforce Product Manager	\$156,299
Internet Consultant	\$150,862
Product Manager	\$148,885
IT Manager	\$148,120
Data Architect	\$143,606
Software Development Engineer Architect	\$140,543
Application Architect	\$140,421
Systems Engineer	\$140,114
SAP Programmer	\$139,875
Data Engineer	\$134,331
C++ Professor	\$134,166
Business Intelligence Manager	\$132,543
Python Developer	\$132,090
Cloud Engineer	\$132,025
Sharepoint Developer	\$126,428
Quality Assurance (QA) Engineer	\$121,423
Full Stack Engineer	\$120,640
Data Security Operations & Infrastructure	
DBA and Application Developer	\$120,533
Machine Learning Engineer	\$120,533
Scrum Master	\$119,270
Application Engineer	\$118,731
Software Engineer	\$117,714
MuleSoft Quality Assurance Engineer	\$117,158
Data Warehouse Engineer	\$117,117



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## National Average Salaries

Data Security Operations & Infrastructure	
DevOps Engineer	\$116,914
PeopleSoft Developer	\$116,359
Java Software Engineer	\$114,987
Engineer	\$114,311
Agile Coach	\$113,910
.NET Developer	\$113,178
Database Developer	\$110,455
Salesforce Developer	\$110,007
Game Designer	\$109,429
Front-End Developer	\$108,065
Game Developer	\$107,658
VR Specialist	\$107,658
Personal Home Page (PHP) Developer	\$102,106
Intelligence Analyst	\$100,188
Game Engineer	\$94,787
Salesforce Administrator	\$94,345
Microsoft Access Developer	\$93,054
Business Intelligence Developer	\$92,068
Data Analyst	\$86,581
Salesforce Business Analyst	\$84,334
Enterprise Systems & Applications	
System Admin	\$91,064
Desktop Support	\$58,118
(SQL) Server Database Administrator	\$116,497
Salesforce and (ERP) Systems Administrator	\$116,127
Quality Assurance (QA) Analyst	\$86,056
Quality Assurance (QA) Manager	\$178,319
PMO Manager	\$165,933
Program Manager	\$144,661
Help Desk Manager	\$118,206
Delivery Manager	\$66,638
Compliance Analyst	\$42,384



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# OUTLOOK STRONG, DESPITE MARKET UNCERTAINTY



While economic turbulence did impact many human resources roles in 2023, the long-term outlook for HR remains positive. Jobs are projected to grow 6% from 2022 to 2032 with over 78,000 openings projected annually over the next decade.<sup>1</sup> New roles and responsibilities in HR related to wellbeing, digital transformation, and sustainability have also led to more non-traditional HR career paths than ever before.

HR is especially in demand in industries like healthcare, finance, and manufacturing.<sup>2</sup> Employers in markets like San Antonio and

including offering flexibility, wellness programs, and increased PTO.

While remote work is still a key topic during recruiting conversations, hybrid is becoming the new norm with a shift at many companies to a two-day remote schedule. In certain parts of the country, especially in the South, there's a more dramatic shift back to having HR roles fully on-site.

### EMPLOYEE WELLNESS IS A PRIORITY

Stress and burnout are at record levels with 87% of Americans feeling anxious about

the economy and many employees worried that they are losing ground financially.<sup>6</sup> As human resource professionals work to tackle these issues, they must first address their own burnout crisis resulting from the weight of responsibilities during and post-pandemic. Employers who commit to providing work/life balance and prioritize proactive mental health support for all team members will be more appealing to

candidates. Adding mental health days, encouraging employees to use allotted PTO, and adjusting workloads as needed, can all make a big difference.

**HR SALARIES HAVE REACHED THEIR HIGHEST LEVEL IN 20 YEARS AND EMPLOYERS ARE PLANNING TO STAY FAIRLY AGGRESSIVE ON PAY GOING INTO NEXT YEAR.<sup>5</sup>**



Charlotte, where healthcare and financial technology (FinTech) business is booming, are seeing a boost in HR job openings.

### HR DEMAND DRIVING SALARIES & BENEFITS

Compensation levels remain strong for HR professionals, with 2023 continuing a trend of increases that averaged 4%, up from 3% in 2022.<sup>3</sup> High demand for HR pros should continue to put candidates in a solid position in 2024 with employers planning increases amid inflationary pressures.<sup>4</sup> Business leaders will also look for other ways to stay competitive

### HR PROS NEED FUTURE SKILLS NOW

From talent acquisition software to online video conferencing, human resources departments use technology daily to make hiring and onboarding more efficient. AI tools like ChatGPT and AI-powered predictive analytics tools are already helping HR pros create career development plans, write job descriptions, screen candidates, and reduce bias in hiring.



In fact, human resources analytics and human resources information systems managers are two of the fastest growing positions in the

U.S., as organizations leverage data to manage recruiting, measure performance, and plan for compensation and workforce retention.<sup>7</sup>

**42% OF HR PROFESSIONALS SAY THEIR COMPANY PLANS TO CONTINUE USING, EXPANDING UPON, OR DEVELOPING WORKPLACE AUTOMATION OVER THE NEXT FIVE YEARS.<sup>8</sup>**

More HR leaders are committed to using technology to boost productivity and meet increasingly complex demands. Not only can these tools help bridge labor gaps, but they enable HR teams to focus more time on strategic work. With the fast-changing work landscape, human resources professionals must have access to skills development to help them adapt and move ahead. Employers who offer this kind of training in 2024 will have a hiring advantage.



## IN-DEMAND ROLES

- Human Resources Information Systems Manager
- HR Business Partner
- Benefits Manager
- Benefits Specialist
- Compensation Analyst
- DEI and Social Impact Consultant

1. BLS, OCCUPATIONAL OUTLOOK HANDBOOK, 2023

2. CNN BUSINESS, THE JOB MARKET ENTERS A NEW PHASE AS THE GREAT RESIGNATION ENDS, 2023

3. HUMAN RESOURCE EXECUTIVE, WHAT TO KNOW ABOUT SALARY TRENDS IN 2023, 2022

4. SHRM, EMPLOYERS BUDGETING 4% PAY RAISES IN 2024, 2023

5. SHRM, SALARY INCREASE BUDGETS HIT TWO-DECADE HIGH, 2023

6. LINKEDIN, DOMINATING HR TRENDS 2023 AND BEYOND, 2023

7. HRDIVE, HR ANALYTICS ROLES ON THE RISE, 2023

8. SHRM, WHAT WILL HR LOOK LIKE IN 2030?, 2022

## National Average Salaries

Total Rewards	
Total Rewards Director	\$153,521
Compensation & Benefits Manager	\$140,053
Compensation Manager	\$117,794
Benefits Manager	\$99,690
Compensation Analyst	\$86,497
Benefits Administrator	\$78,468
Benefits Specialist	\$68,255
Human Resources	
VP of HR	\$186,174
HR Director	\$164,988
HR Business Partner	\$113,893
HR Manager	\$112,871
HR Consultant	\$107,031
HRIS Manager	\$160,605
HRIS Analyst	\$94,047
HR Generalist	\$72,857
HR Coordinator	\$55,885
HR Assistant	\$43,379
Organizational Development	
Learning & Development Manager	\$143,102
Organizational Development Manager	\$130,008
Employee Relations Manager	\$104,774
Training Manager	\$99,380
Organizational Development Specialist	\$80,621
DEI and Social Impact Consultant	\$77,094
Talent Acquisition	
Recruitment Director	\$156,600
Talent Acquisition Director	\$151,692
Executive Recruiter	\$85,109
Talent Acquisition Specialist	\$71,234
Recruiter	\$70,088
Recruiting Coordinator	\$51,830



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**RETURN TO OFFICE  
LEADS TO HIGHER  
DEMAND**

A transition to hybrid and on-site work across industries has dramatically increased the demand for administrative professionals. Office management, scheduling appointments, meeting planning, facilities coordination, and travel arrangements – tasks that disappeared a few years ago – have returned in full force. More companies like Disney and Amazon and even Zoom are emphasizing the benefits of in-person collaboration, camaraderie, and mentorship.<sup>1</sup>

Higher consumer spending and continued talent shortages have also led to a boom in

## FOLLOW THROUGH ON DIVERSITY

94% of the nation's nearly three million administrative workers are women. They work primarily in support roles as indispensable business partners to the teams and executives that they support.<sup>5</sup> As demand for office support increases, it's even more vital for employers to commit to follow through on diversity and inclusion. Currently, only 16% of Hispanics and 9% of African American candidates work in these roles.<sup>6</sup> While more companies recruit for diversity, many are also backtracking on DEI initiatives and minority retention is suffering.<sup>7</sup>

**COMPANY LEADERS REPORT THAT AN EFFECTIVE CUSTOMER CARE EXPERIENCE IS NOW A TOP PRIORITY FOR THE NEXT 12-24 MONTHS.<sup>4</sup>**



## DIGITAL LITERACY IS A MUST-HAVE SKILL

Beyond crucial interpersonal and organizational skills, administrative professionals today require strong technology skills. Proficiency in basic computer software programs like Microsoft Word and Excel are certainly expected in candidates but that's just the beginning. Now administrative staff support teams by managing data

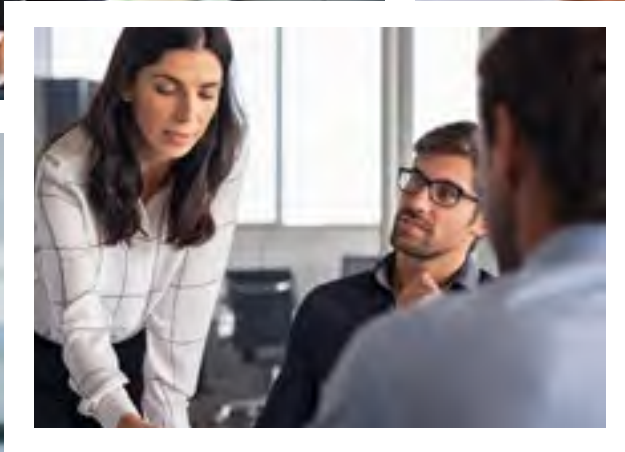
inbound and outbound customer service jobs, especially in the consumer goods, tech, and healthcare industries.<sup>2</sup>

Companies who seek to recruit for these jobs should recognize that flexibility is still highly desired by candidates. Many of these candidates are women who play a bigger part than their male counterparts in managing family priorities at home.<sup>3</sup>

Employers wooing on-site administrative staff should consider other flexible options like job sharing or a compressed work week.

entry in Customer Relationship Management systems as well as using workflow automation and AI-powered Chatbots to streamline scheduling and customer service. Employers seeking to attract and retain top administrative talent should plan to invest in tech training that will boost their skills and productivity.





### HOW CHATGPT IS HELPING ADMINISTRATIVE PROFESSIONALS

- Automating Repetitive Tasks
- Answering FAQs
- Streamlining Communication
- Summarizing Data
- Scheduling
- Providing Customer Support
- Managing Emails

1. BBC, THE COMPANIES BACKTRACKING ON FLEXIBLE WORK, 2023  
2. MCKINSEY & COMPANY, THE STATE OF CUSTOMER CARE IN 2022, 2022  
3. NPR, WOMEN ARE EARNING MORE MONEY. BUT THEY'RE STILL PICKING UP A HEAVIER LOAD AT HOME, 2023  
4. MCKINSEY & COMPANY, THE STATE OF CUSTOMER CARE IN 2022, 2022  
5. US CENSUS, RECOGNIZING THE NATION'S 2.78 MILLION ADMINISTRATIVE PROFESSIONALS, 2022  
6. ZIPPA, ADMINISTRATIVE PROFESSIONAL DEMOGRAPHICS AND STATISTICS IN THE US, 2023  
7. HR MORNING, DIVERSITY RECRUITMENT IS HEALTHY, DIVERSITY RETENTION ISN'T, 2023

## National Average Salaries

Legal	
Paralegal	\$66,075
Litigation Specialist	\$60,883
Legal Assistant	\$58,240
Law Clerk	\$52,378
Administrative	
Contracts Administrator	\$94,284
Executive Assistant	\$81,024
Sales Administrator	\$70,031
Meeting Planner	\$60,987
Sales Assistant	\$54,187
Marketing Coordinator	\$53,298
Project Assistant	\$48,989
Administrative Assistant	\$48,129
Facilities Support	
Safety Coordinator	\$97,178
Facilities Manager	\$95,944
Office Manager	\$89,885
Facilities Coordinator	\$79,241
Delivery and Mail Sorter	\$44,514
Office Clerk	\$40,714
Receptionist	\$33,083



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# MARKETERS LOOKING FOR STABILITY



## MARKETERS LOOKING FOR STABILITY

Internet and social media advertising is growing by double digits each year and has quickly taken the lead as the primary marketing vehicle for most companies. That bodes well for digital marketing strategists, SEO, and PPC specialists, and social media professionals with estimated job growth at 10% in the next 10 years.<sup>1</sup>

Despite a positive long-term outlook, companies are currently taking a cautious approach to planning media budgets amid recession fears, and that has digital marketers holding tight onto current positions in a 'watch

a position to easily negotiate for flexible work hours. While flexibility is still a top priority of digital marketers today, a growing number of employers are holding firm on bringing workers back into the office full-time. At most, they are willing to negotiate one to two days a week of hybrid. That means marketers who are working hours away from their current position may have to rethink either their location or their job.

Employers looking to have a leg up on securing and retaining top talent can differentiate themselves by offering different types of flexibility such as compressed work weeks.

They should partner with employees to create a work/life balance that demonstrates they are invested in their well-being.

## AI WILL TRANSFORM ROLES BUT NOT REPLACE HUMANS

It's all the talk right now. AI (Artificial Intelligence) is expected to impact Digital Marketing significantly within the next three to five years, leaving many wondering if

they will have a job. AI is already able to write

**57% OF MARKETING LEADERS PRIORITIZE ANALYTICS EXPERIENCE WHEN HIRING NEW TALENT.<sup>2</sup>**



and see' mode. Strong candidates, especially those in high-demand roles like data analysis, will likely have multiple offers on the table. Some may source job offers with the intention of asking their current employer for a raise rather than moving to a new company. Beyond salary, company stability, growth opportunities, and a commitment to work/life balance will play a role in helping companies entice candidates to make a move.

## WORKERS WANT REMOTE, EMPLOYERS DON'T

In 2022, marketing jobs ranked second highest for remote work.<sup>3</sup> Employees were in

**82.6% OF MARKETERS SAY HYBRID WORK IS IMPORTANT TO THEM, BUT 1 IN 10 HAD REQUESTS TO EMPLOYERS FOR GREATER FLEXIBILITY DENIED.<sup>4</sup>**

content, create images and logos, edit videos, make translations, and edit strings of code. While AI will automate monotonous marketing



tasks, there will still be the need for human emotional intelligence, decision-making, and creativity in the field.<sup>5</sup>

Digital marketers will need to learn the skills to supervise and direct AI using human judgment for it to be truly effective. Employers can win marketing candidates over by staying current with the latest AI training.

***“IT’S NIGHT AND DAY FROM LAST YEAR. COMPANIES ARE REQUIRING EMPLOYEES RETURN TO THE OFFICE AND CANDIDATES MAY NOT HAVE A CHOICE.”***

*– MIKE WEAST, President, IT & Digital Marketing, Addison Group*



1. BUREAU OF LABOR STATISTICS  
2. REUTERS STATE OF MARKETING 2023  
3. FORBES ADVISOR, REMOTE WORK AND STATICS AND TRENDS IN 2023, 2023  
4. MARKETING WEEK, 2022  
5. FORBES, WILL ARTIFICIAL INTELLIGENCE CHANGE THE WORLD OF DIGITAL MARKETING FOREVER?, 2023

## National Average Salaries

Digital Marketing	
Business Intelligence Analyst	\$82,134
Content Manager	\$80,039
Data Analyst	\$86,581
Digital Marketing Analyst	\$74,994
Digital Marketing Manager	\$96,610
e-Commerce Director	\$118,723
Email Marketing Specialist	\$80,680
SEO Specialist	\$68,193
Social Media Manager	\$52,071
Technical Writer	\$77,484
UI Designer	\$93,455
UX Designer	\$93,455
Web Developer	\$108,065



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# HOW TO PLAN FOR 2024



## DON'T LET FEAR RULE

Economic turmoil over the past 12 months has companies in every industry on high alert. But don't let fear hinder you from moving forward with the right talent. Conditions vary by industry and geographic market. Competition is intense, and employers are losing ideal candidates by moving too slow. If a higher salary isn't an option, learn what else motivates your candidate. Work/life balance, increased PTO, and upskilling may help seal the deal.

## KEEP FLEXIBILITY TOP OF MIND

As employers require workers back in the office, they should recognize that flexibility continues to be a key motivator, second only to salary and ranking even higher than a positive work culture.<sup>1</sup> Flexibility can come in different forms than one or two days of remote work – it can mean job sharing, split-shifts, and compressed work weeks. While the debate about remote work continues, there's no question that companies who continue to offer flexibility will have a distinct advantage with candidates.



## APPLY BRAND POLISH

When salary increases are put on hold and flexibility is pushed back, candidates need more reasons to get excited about your company. Employees place a high priority on a brand that aligns with their own values.<sup>2</sup> Companies must take a hard look at their website, social media platforms, recruiting materials, and customer reviews to determine what kind of story these channels communicate. How are you helping candidates envision the kind of difference they could make if they join your team?



### CAST A WIDER NET

A tight job market means industries need to get serious about recruiting untapped talent. Organizations like Hire Heroes USA (veterans and military spouses) and Best Buddies International<sup>3</sup> (individuals with intellectual and developmental disabilities) provide valuable guidance with candidate matching and assimilation. Demand for contract workers has also surged in the last year as hiring managers hesitate to bring more full-time staff on board.<sup>4</sup>

### AI DISRUPTION IS HERE

AI is here to stay and it's only going to become more advanced. HR leaders are already using it to improve recruiting with AI-driven candidate interviews and assessments. Business leaders are evaluating whether AI may eliminate certain job roles, with predictions that a quarter of all work tasks may disappear. While AI may eliminate some roles, it will add new jobs and greatly improve worker efficiency in many others.<sup>5</sup> Companies need to prepare teams with AI skills development to ensure employees can stay ahead of the curve.



1. TALENTCULTURE, FLEXIBILITY: KEY TO EMPLOYEE RETENTION IN 2023, 2022  
2. QUALTRICS, EMPLOYEES WHO FEEL ALIGNED WITH COMPANY VALUES ARE MORE LIKELY TO STAY, 2022  
3. MEDIA PARTNERS, TAPPING INTO THE UNTAPPED TALENT, 2022  
4. YAHOO! FINANCE, RECESSION FEARS IN THE US HAVE CAUSED DEMAND FOR CONTRACT WORKERS TO SURGE BY MORE THAN 25%, 2022  
5. HARVARD BUSINESS REVIEW, COMPANIES THAT REPLACE PEOPLE WITH AI WILL GET LEFT BEHIND, 2023



## YOUR TRUSTED PARTNER DEDICATED TO DRIVING RESULTS

Whether you are looking for permanent or contingent talent in your information technology, finance and accounting, healthcare, human resources, administrative or digital marketing departments, Addison Group can help your organization quickly find the in-demand team members needed to drive growth and competitiveness.

We take a consultative approach, leveraging our nationwide network of human capital experts to find individuals with the right skills, knowledge, and cultural fit to ensure a perfect match. Our focus is to find the right person for the role or project, meeting the distinctive requirements your business deserves.

If you would like to learn more about how Addison Group can help your company find and retain in-demand talent, contact us today and let's start a conversation.

### SOURCES AND METHODOLOGY

The salaries listed in this report and appendix include both national and select metro location averages in the United States and do not include bonuses, benefits, or other incentives. Factors such as experience, education, supply and demand for a role, and other market conditions will further affect the salaries for each role.

Our salary calculations incorporate diverse sources (e.g., [LaborIQ](#)) to ensure the salaries listed accurately reflect current market conditions. Multiple sources of data, including proprietary, as well as our recruiters and client-facing teams, who were consulted for their knowledge of current salary and market conditions across the country, were used to determine the national averages.

### WE ARE WHERE YOU ARE

Austin, TX  
Atlanta, GA  
Boston, MA  
Charlotte, NC  
Chicago, IL (HQ)  
Cleveland, OH  
Dallas, TX  
Denver, CO  
Fort Worth, TX  
Houston, TX

Los Angeles, CA  
Menlo Park, CA  
Minneapolis, MN  
Nashville, TN  
New York, NY  
Oklahoma City, OK  
Orange County, CA  
Philadelphia, PA  
Phoenix, AZ  
Reston, VA

Rockville, MD  
San Antonio, TX  
San Francisco, CA  
Schaumburg, IL  
Seattle, WA  
Tampa, FL  
Tulsa, OK  
Washington, DC







## Finance &amp; Accounting Salaries

Finance	National Average	Atlanta	Austin	Boston	Charlotte
CFO	\$261,739	\$301,000	\$294,456	\$302,309	\$248,652
VP of Finance	\$222,107	\$225,439	\$249,870	\$256,534	\$211,002
FP&A Director	\$207,069	\$186,362	\$208,104	\$239,165	\$196,716
FP&A Manager	\$156,855	\$152,934	\$156,933	\$181,168	\$149,012
Senior Financial Analyst	\$112,415	\$120,846	\$119,160	\$129,839	\$106,794
Mergers and Acquisitions Analyst	\$116,229	\$124,946	\$124,946	\$134,244	\$110,418
Finance Planning Analyst	\$101,568	\$109,186	\$106,646	\$96,491	\$96,490
Treasury Analyst	\$87,878	\$94,469	\$92,272	\$101,499	\$83,484
<b>Accounting / Reporting</b>					
Chief Accounting Officer	\$227,071	\$261,132	\$261,132	\$262,267	\$215,717
Controller	\$191,885	\$182,291	\$201,479	\$221,627	\$163,102
Assistant Controller	\$165,753	\$178,184	\$166,996	\$191,445	\$157,465
Director of Corporate Accounting	\$156,664	\$160,581	\$157,839	\$180,947	\$148,831
Director of Financial Reporting	\$179,490	\$170,516	\$179,580	\$207,311	\$179,580
Director of Lease / Revenue Recognition	\$152,884	\$164,350	\$164,350	\$176,581	\$145,240
Accounting Manager	\$146,925	\$135,906	\$139,579	\$143,252	\$139,579
Lease / Revenue Recognition Manager	\$147,751	\$140,363	\$148,120	\$170,652	\$140,363
Technical / Financial Reporting Manager	\$151,911	\$145,835	\$153,430	\$175,457	\$144,315
Senior Accountant	\$99,881	\$85,398	\$100,081	\$111,867	\$105,874
Senior Lease / Revenue Accountant	\$76,862	\$85,701	\$103,764	\$90,697	\$73,019
Senior Technical / SEC Accountant	\$101,625	\$99,084	\$119,409	\$119,918	\$96,544
Lease / Revenue Recognition Accountant	\$65,948	\$75,840	\$92,327	\$77,819	\$62,651
Staff Accountant	\$63,959	\$65,878	\$75,152	\$75,472	\$60,761
<b>Tax / Audit</b>					
Director of Tax	\$183,006	\$196,731	\$211,372	\$215,947	\$173,856
Tax Manager	\$140,049	\$150,553	\$161,757	\$165,258	\$133,047
Senior Tax Accountant	\$92,450	\$99,384	\$106,780	\$109,091	\$87,828
Tax Accountant	\$75,233	\$80,875	\$86,894	\$88,775	\$71,471
Director of Internal Audit	\$183,737	\$180,062	\$248,045	\$216,810	\$174,550
Internal Audit Manager	\$165,286	\$161,980	\$206,608	\$195,037	\$157,022
Senior Internal Auditor	\$115,172	\$120,931	\$135,327	\$135,903	\$109,413
Internal Auditor	\$92,921	\$95,244	\$109,182	\$109,647	\$88,275

Operational	National Average	Atlanta	Austin	Boston	Charlotte
Accounts Receivable Manager	\$93,565	\$89,600	\$115,398	\$103,260	\$115,344
Accounts Receivable Specialist	\$51,965	\$53,735	\$54,340	\$70,594	\$52,552
Collection Specialist	\$56,230	\$60,540	\$60,753	\$74,882	\$56,459
Billing Specialist	\$48,267	\$45,782	\$57,475	\$63,387	\$52,171
Accounts Payable Manager	\$86,492	\$86,145	\$110,188	\$99,521	\$105,359
Accounts Payable Specialist	\$50,280	\$56,689	\$57,475	\$69,628	\$54,510
Payroll Manager	\$98,189	\$93,554	\$127,871	\$120,159	\$119,065
Payroll Specialist	\$58,427	\$56,238	\$71,475	\$79,841	\$68,674
Bookkeeper	\$51,989	\$61,393	\$62,967	\$76,131	\$65,756
Data Entry Specialist	\$41,020	\$43,050	\$45,645	\$52,249	\$46,107



## Finance &amp; Accounting Salaries

Finance	National Average	Chicago	Cleveland	Dallas/ Ft. Worth	Denver
CFO	\$261,739	\$284,249	\$266,974	\$300,346	\$301,000
VP of Finance	\$222,107	\$241,208	\$226,549	\$254,868	\$225,439
FP&A Director	\$207,069	\$224,877	\$211,210	\$212,246	\$176,009
FP&A Manager	\$156,855	\$156,855	\$159,992	\$160,776	\$141,170
Senior Financial Analyst	\$112,415	\$122,083	\$114,663	\$120,284	\$111,853
Mergers and Acquisitions Analyst	\$116,229	\$126,225	\$118,554	\$124,365	\$110,418
Finance Planning Analyst	\$101,568	\$110,303	\$103,599	\$108,678	\$100,806
Treasury Analyst	\$87,878	\$95,436	\$89,636	\$94,029	\$90,075
<b>Accounting / Reporting</b>					
Chief Accounting Officer	\$227,071	\$227,071	\$231,612	\$260,564	\$252,730
Controller	\$191,885	\$176,534	\$195,723	\$220,188	\$182,291
Assistant Controller	\$165,753	\$157,466	\$169,068	\$190,202	\$140,890
Director of Corporate Accounting	\$156,664	\$170,137	\$159,797	\$179,772	\$175,464
Director of Financial Reporting	\$179,490	\$181,285	\$183,080	\$188,465	\$180,387
Director of Lease / Revenue Recognition	\$152,884	\$166,032	\$155,942	\$175,434	\$175,817
Accounting Manager	\$146,925	\$146,778	\$149,864	\$146,925	\$125,621
Lease / Revenue Recognition Manager	\$147,751	\$160,458	\$150,706	\$155,139	\$150,706
Technical / Financial Reporting Manager	\$151,911	\$164,975	\$154,949	\$151,911	\$151,151
Senior Accountant	\$99,881	\$104,875	\$101,879	\$99,881	\$100,880
Senior Lease / Revenue Accountant	\$76,862	\$83,472	\$78,399	\$96,078	\$90,697
Senior Technical / SEC Accountant	\$101,625	\$110,365	\$103,658	\$124,491	\$100,863
Lease / Revenue Recognition Accountant	\$65,948	\$71,620	\$67,267	\$85,732	\$80,786
Staff Accountant	\$63,959	\$75,472	\$65,238	\$73,393	\$75,791
<b>Tax / Audit</b>					
Director of Tax	\$183,006	\$181,176	\$186,666	\$209,999	\$175,686
Tax Manager	\$140,049	\$152,093	\$142,850	\$160,706	\$140,749
Senior Tax Accountant	\$92,450	\$115,563	\$94,299	\$106,086	\$95,224
Tax Accountant	\$75,233	\$81,703	\$76,738	\$86,330	\$75,985
Director of Internal Audit	\$183,737	\$199,538	\$187,412	\$210,838	\$175,469
Internal Audit Manager	\$165,286	\$148,757	\$168,592	\$189,666	\$152,063
Senior Internal Auditor	\$115,172	\$115,172	\$117,475	\$132,160	\$100,776
Internal Auditor	\$92,921	\$92,456	\$94,779	\$106,627	\$85,487

Operational	National Average	Chicago	Cleveland	Dallas/ Ft Worth	Denver
Accounts Receivable Manager	\$93,565	\$122,884	\$119,492	\$112,085	\$115,024
Accounts Receivable Specialist	\$51,965	\$60,733	\$52,672	\$52,780	\$58,240
Collection Specialist	\$56,230	\$60,392	\$55,277	\$59,009	\$56,492
Billing Specialist	\$48,267	\$60,516	\$52,678	\$55,825	\$53,040
Accounts Payable Manager	\$86,492	\$124,228	\$105,499	\$107,025	\$112,008
Accounts Payable Specialist	\$50,280	\$60,540	\$55,621	\$55,825	\$60,320
Payroll Manager	\$98,189	\$111,341	\$114,001	\$124,200	\$112,929
Payroll Specialist	\$58,427	\$75,268	\$60,240	\$69,423	\$68,000
Bookkeeper	\$51,989	\$65,767	\$60,598	\$61,159	\$65,000
Data Entry Specialist	\$41,020	\$51,818	\$48,654	\$44,335	\$48,505





## Finance &amp; Accounting Salaries

Finance	National Average	Houston	Los Angeles	Minneapolis	Nashville
CFO	\$261,739	\$335,026	\$264,356	\$296,027	\$252,578
VP of Finance	\$222,107	\$284,297	\$224,328	\$251,203	\$188,791
FP&A Director	\$207,069	\$265,048	\$209,140	\$234,195	\$155,302
FP&A Manager	\$156,855	\$155,286	\$158,424	\$177,403	\$125,484
Senior Financial Analyst	\$112,415	\$116,350	\$113,540	\$113,539	\$113,539
Mergers and Acquisitions Analyst	\$116,229	\$120,297	\$117,391	\$115,067	\$112,161
Finance Planning Analyst	\$101,568	\$111,725	\$102,584	\$91,411	\$76,176
Treasury Analyst	\$87,878	\$95,787	\$88,757	\$79,090	\$84,802
<b>Accounting / Reporting</b>					
Chief Accounting Officer	\$227,071	\$290,651	\$229,342	\$228,206	\$219,124
Controller	\$191,885	\$193,804	\$193,804	\$192,844	\$153,508
Assistant Controller	\$165,753	\$157,467	\$167,411	\$145,863	\$132,601
Director of Corporate Accounting	\$156,664	\$200,530	\$158,231	\$177,187	\$151,181
Director of Financial Reporting	\$179,490	\$229,747	\$181,285	\$203,003	\$152,567
Director of Lease / Revenue Recognition	\$152,884	\$195,692	\$154,413	\$172,912	\$147,533
Accounting Manager	\$146,925	\$150,598	\$148,394	\$124,886	\$102,848
Lease / Revenue Recognition Manager	\$147,751	\$189,121	\$149,229	\$167,106	\$142,580
Technical / Financial Reporting Manager	\$151,911	\$194,446	\$153,430	\$171,811	\$129,124
Senior Accountant	\$99,881	\$100,880	\$100,880	\$100,880	\$85,898
Senior Lease / Revenue Accountant	\$76,862	\$103,764	\$77,631	\$86,931	\$74,172
Senior Technical / SEC Accountant	\$101,625	\$116,869	\$102,641	\$114,938	\$98,068
Lease / Revenue Recognition Accountant	\$65,948	\$84,413	\$66,607	\$74,587	\$63,640
Staff Accountant	\$63,959	\$81,868	\$64,599	\$72,338	\$61,720
<b>Tax / Audit</b>					
Director of Tax	\$183,006	\$201,307	\$184,836	\$206,980	\$155,555
Tax Manager	\$140,049	\$154,054	\$141,449	\$158,395	\$135,147
Senior Tax Accountant	\$92,450	\$101,695	\$93,375	\$104,561	\$89,214
Tax Accountant	\$75,233	\$86,518	\$75,985	\$85,089	\$72,600
Director of Internal Audit	\$183,737	\$242,533	\$185,574	\$207,807	\$177,306
Internal Audit Manager	\$165,286	\$166,940	\$166,939	\$186,938	\$159,501
Senior Internal Auditor	\$115,172	\$115,057	\$116,324	\$130,260	\$101,351
Internal Auditor	\$92,921	\$95,244	\$93,850	\$105,094	\$85,487

Operational	National Average	Houston	Los Angeles	Minneapolis	Nashville
Accounts Receivable Manager	\$93,565	\$110,429	\$124,156	\$121,522	\$103,803
Accounts Receivable Specialist	\$51,965	\$52,000	\$76,464	\$55,129	\$48,880
Collection Specialist	\$56,230	\$58,137	\$71,875	\$60,317	\$54,648
Billing Specialist	\$48,267	\$55,002	\$71,475	\$55,358	\$51,700
Accounts Payable Manager	\$86,492	\$105,444	\$119,460	\$111,305	\$99,117
Accounts Payable Specialist	\$50,280	\$55,000	\$76,346	\$58,595	\$51,700
Payroll Manager	\$98,189	\$122,365	\$133,770	\$118,080	\$115,023
Payroll Specialist	\$58,427	\$68,398	\$86,303	\$72,225	\$64,294
Bookkeeper	\$51,989	\$60,256	\$72,102	\$65,528	\$56,640
Data Entry Specialist	\$41,020	\$43,680	\$50,039	\$50,558	\$41,059



## Finance & Accounting Salaries

Finance	National Average	New York	Oklahoma City	Philadelphia	Phoenix
CFO	\$261,739	\$366,435	\$213,317	\$271,685	\$255,196
VP of Finance	\$222,107	\$310,950	\$181,017	\$230,547	\$190,346
FP&A Director	\$207,069	\$289,897	\$168,761	\$214,938	\$180,150
FP&A Manager	\$156,855	\$219,597	\$127,837	\$162,185	\$145,091
Senior Financial Analyst	\$112,415	\$95,553	\$146,140	\$91,618	\$116,687
Mergers and Acquisitions Analyst	\$116,229	\$151,098	\$94,727	\$120,646	\$99,608
Finance Planning Analyst	\$101,568	\$102,586	\$82,778	\$105,428	\$91,411
Treasury Analyst	\$87,878	\$114,241	\$71,621	\$91,217	\$90,075
<b>Accounting / Reporting</b>					
Chief Accounting Officer	\$227,071	\$317,899	\$185,063	\$235,700	\$194,600
Controller	\$191,885	\$268,639	\$134,320	\$199,177	\$182,291
Assistant Controller	\$165,753	\$215,479	\$116,027	\$172,052	\$178,184
Director of Corporate Accounting	\$156,664	\$203,663	\$127,681	\$162,617	\$154,314
Director of Financial Reporting	\$179,490	\$233,337	\$146,284	\$186,311	\$153,823
Director of Lease / Revenue Recognition	\$152,884	\$198,749	\$124,600	\$158,694	\$131,022
Accounting Manager	\$146,925	\$165,291	\$95,501	\$152,508	\$132,233
Lease / Revenue Recognition Manager	\$147,751	\$192,076	\$120,417	\$153,366	\$126,623
Technical / Financial Reporting Manager	\$151,911	\$197,484	\$123,807	\$157,684	\$144,315
Senior Accountant	\$99,881	\$115,363	\$84,899	\$103,676	\$85,598
Senior Lease / Revenue Accountant	\$76,862	\$99,921	\$62,643	\$79,783	\$91,081
Senior Technical / SEC Accountant	\$101,625	\$132,113	\$82,824	\$105,487	\$96,544
Lease / Revenue Recognition Accountant	\$65,948	\$85,732	\$53,748	\$68,454	\$70,894
Staff Accountant	\$63,959	\$83,147	\$70,355	\$66,389	\$68,756
<b>Tax / Audit</b>					
Director of Tax	\$183,006	\$256,208	\$149,150	\$189,960	\$156,836
Tax Manager	\$140,049	\$182,064	\$128,845	\$145,371	\$120,022
Senior Tax Accountant	\$92,450	\$120,185	\$91,526	\$95,963	\$87,828
Tax Accountant	\$75,233	\$97,803	\$75,233	\$78,092	\$64,475
Director of Internal Audit	\$183,737	\$257,232	\$137,803	\$190,719	\$157,463
Internal Audit Manager	\$165,286	\$214,872	\$123,965	\$171,567	\$141,650
Senior Internal Auditor	\$115,172	\$149,724	\$93,865	\$119,549	\$98,702
Internal Auditor	\$92,921	\$120,797	\$75,731	\$96,452	\$79,633

Operational	National Average	New York	Oklahoma City	Philadelphia	Phoenix
Accounts Receivable Manager	\$93,565	\$106,880	\$98,358	\$115,250	\$115,024
Accounts Receivable Specialist	\$51,965	\$73,206	\$49,255	\$50,385	\$57,240
Collection Specialist	\$56,230	\$77,564	\$55,392	\$47,964	\$56,492
Billing Specialist	\$48,267	\$65,970	\$45,662	\$48,770	\$54,080
Accounts Payable Manager	\$86,492	\$103,153	\$91,101	\$110,960	\$105,326
Accounts Payable Specialist	\$50,280	\$72,524	\$50,722	\$52,159	\$59,122
Payroll Manager	\$98,189	\$124,342	\$103,650	\$109,856	\$112,929
Payroll Specialist	\$58,427	\$83,100	\$53,458	\$56,296	\$66,560
Bookkeeper	\$51,989	\$79,646	\$52,720	\$53,964	\$61,892
Data Entry Specialist	\$41,020	\$48,970	\$41,281	\$40,992	\$48,505



## Finance &amp; Accounting Salaries

Finance	National Average	San Antonio	San Francisco	Seattle	Tampa
CFO	\$261,739	\$252,579	\$348,375	\$325,865	\$264,880
VP of Finance	\$222,107	\$200,341	\$295,624	\$276,523	\$225,439
FP&A Director	\$207,069	\$165,655	\$275,609	\$250,553	\$189,882
FP&A Manager	\$156,855	\$125,484	\$156,855	\$180,383	\$133,170
Senior Financial Analyst	\$112,415	\$89,932	\$149,624	\$145,577	\$98,363
Mergers and Acquisitions Analyst	\$116,229	\$92,983	\$92,984	\$144,705	\$130,758
Finance Planning Analyst	\$101,568	\$81,254	\$135,187	\$126,452	\$80,239
Treasury Analyst	\$87,878	\$70,302	\$116,966	\$109,408	\$72,060
<b>Accounting / Reporting</b>					
Chief Accounting Officer	\$227,071	\$219,124	\$302,232	\$275,891	\$232,975
Controller	\$191,885	\$185,169	\$255,399	\$225,465	\$158,305
Assistant Controller	\$165,753	\$159,952	\$225,424	\$194,760	\$136,746
Director of Corporate Accounting	\$156,664	\$151,181	\$208,520	\$184,080	\$148,831
Director of Financial Reporting	\$179,490	\$173,208	\$210,901	\$200,131	\$161,541
Director of Lease / Revenue Recognition	\$152,884	\$147,533	\$210,980	\$190,341	\$126,129
Accounting Manager	\$146,925	\$124,886	\$154,271	\$165,291	\$137,669
Lease / Revenue Recognition Manager	\$147,751	\$118,201	\$155,139	\$180,995	\$130,612
Technical / Financial Reporting Manager	\$151,911	\$121,529	\$163,304	\$175,457	\$134,441
Senior Accountant	\$99,881	\$79,905	\$132,942	\$125,351	\$90,392
Senior Lease / Revenue Accountant	\$76,862	\$76,862	\$126,822	\$120,673	\$68,791
Senior Technical / SEC Accountant	\$101,625	\$81,300	\$135,263	\$126,523	\$90,954
Lease / Revenue Recognition Accountant	\$65,948	\$65,948	\$110,793	\$88,700	\$59,023
Staff Accountant	\$63,959	\$63,959	\$85,129	\$85,833	\$63,639
<b>Tax / Audit</b>					
Director of Tax	\$183,006	\$176,601	\$243,581	\$237,908	\$162,143
Tax Manager	\$140,049	\$131,646	\$154,054	\$175,061	\$150,553
Senior Tax Accountant	\$92,450	\$92,450	\$123,051	\$125,270	\$77,658
Tax Accountant	\$75,233	\$75,233	\$100,135	\$110,593	\$61,691
Director of Internal Audit	\$183,737	\$160,770	\$244,544	\$220,484	\$167,384
Internal Audit Manager	\$165,286	\$132,229	\$165,286	\$185,947	\$140,493
Senior Internal Auditor	\$115,172	\$92,138	\$153,294	\$130,720	\$99,048
Internal Auditor	\$92,921	\$74,337	\$123,678	\$105,465	\$85,952



Operational	National Average	San Antonio	San Francisco	Seattle	Tampa
Accounts Receivable Manager	\$93,565	\$105,076	\$130,691	\$115,024	\$97,890
Accounts Receivable Specialist	\$51,965	\$52,542	\$80,489	\$58,240	\$51,592
Collection Specialist	\$56,230	\$54,871	\$75,658	\$58,240	\$46,349
Billing Specialist	\$48,267	\$48,277	\$75,237	\$54,080	\$49,471
Accounts Payable Manager	\$86,492	\$105,141	\$125,748	\$111,462	\$98,553
Accounts Payable Specialist	\$50,280	\$52,832	\$80,365	\$62,400	\$50,852
Payroll Manager	\$98,189	\$97,510	\$140,811	\$132,235	\$105,947
Payroll Specialist	\$58,427	\$57,866	\$90,846	\$75,000	\$54,886
Bookkeeper	\$51,989	\$59,116	\$75,897	\$63,000	\$52,612
Data Entry Specialist	\$41,020	\$45,230	\$52,673	\$52,520	\$39,965



## Finance & Accounting Salaries

Finance	National Average	Tulsa	Washington, DC
CFO	\$261,739	\$213,317	\$314,872
VP of Finance	\$222,107	\$181,017	\$267,195
FP&A Director	\$207,069	\$168,761	\$249,104
FP&A Manager	\$156,855	\$127,837	\$188,697
Senior Financial Analyst	\$112,415	\$91,618	\$115,226
Mergers and Acquisitions Analyst	\$116,229	\$94,727	\$133,663
Finance Planning Analyst	\$101,568	\$82,778	\$102,585
Treasury Analyst	\$87,878	\$71,621	\$105,717
<b>Accounting / Reporting</b>			
Chief Accounting Officer	\$227,071	\$185,063	\$273,166
Controller	\$191,885	\$156,386	\$220,668
Assistant Controller	\$165,753	\$132,602	\$182,328
Director of Corporate Accounting	\$156,664	\$125,331	\$188,467
Director of Financial Reporting	\$179,490	\$146,284	\$215,926
Director of Lease / Revenue Recognition	\$152,884	\$124,600	\$183,919
Accounting Manager	\$146,925	\$102,848	\$147,660
Lease / Revenue Recognition Manager	\$147,751	\$120,417	\$177,744
Technical / Financial Reporting Manager	\$151,911	\$123,807	\$182,749
Senior Accountant	\$99,881	\$94,887	\$114,863
Senior Lease / Revenue Accountant	\$76,862	\$62,643	\$92,465
Senior Technical / SEC Accountant	\$101,625	\$82,824	\$122,255
Lease / Revenue Recognition Accountant	\$65,948	\$53,748	\$79,335
Staff Accountant	\$63,959	\$73,873	\$86,345
<b>Tax / Audit</b>			
Director of Tax	\$183,006	\$181,176	\$220,156
Tax Manager	\$140,049	\$147,051	\$168,479
Senior Tax Accountant	\$92,450	\$91,526	\$111,217
Tax Accountant	\$75,233	\$82,756	\$90,505
Director of Internal Audit	\$183,737	\$137,803	\$221,036
Internal Audit Manager	\$165,286	\$123,965	\$190,079
Senior Internal Auditor	\$115,172	\$93,865	\$114,596
Internal Auditor	\$92,921	\$75,731	\$83,629

Operational	National Average	Tulsa	Washington, DC
Accounts Receivable Manager	\$93,565	\$96,982	\$120,550
Accounts Receivable Specialist	\$51,965	\$48,760	\$62,488
Collection Specialist	\$56,230	\$54,464	\$60,385
Billing Specialist	\$48,267	\$44,799	\$52,050
Accounts Payable Manager	\$86,492	\$89,762	\$118,390
Accounts Payable Specialist	\$50,280	\$49,155	\$57,787
Payroll Manager	\$98,189	\$101,650	\$125,855
Payroll Specialist	\$58,427	\$52,551	\$65,245
Bookkeeper	\$51,989	\$51,270	\$62,542
Data Entry Specialist	\$41,020	\$40,230	\$47,508



## Healthcare Salaries

Health Information Management	National Average	Atlanta	Austin	Boston	Charlotte
Health Information Management Director	\$121,488	\$123,993	\$122,795	\$152,148	\$140,515
Inpatient Auditor	\$93,600	\$94,630	\$92,815	\$71,076	\$67,438
Inpatient Coder	\$85,280	\$86,218	\$84,565	\$64,759	\$61,443
Outpatient Auditor	\$83,200	\$84,115	\$82,503	\$63,179	\$59,945
Outpatient Coder	\$69,680	\$70,446	\$69,096	\$52,912	\$50,204
Profee Auditor	\$76,960	\$77,807	\$76,315	\$58,441	\$55,449
Provider Educator	\$83,200	\$84,115	\$82,503	\$63,179	\$59,945
Clinical Documentation Improvement Specialist	\$56,505	\$57,282	\$55,275	\$67,797	\$51,487
<b>Revenue Cycle</b>					
Revenue Cycle Analyst	\$84,484	\$74,520	\$79,556	\$87,886	\$86,236
Financial Counselor	\$66,315	\$69,380	\$60,692	\$75,054	\$71,649
Insurance Verification Specialist	\$58,106	\$60,053	\$57,401	\$69,091	\$60,983
Medical Scheduler	\$47,853	\$40,619	\$40,117	\$51,239	\$40,251
Utilization Review Specialist	\$47,040	\$47,511	\$47,733	\$58,379	\$45,095
Credentialing Specialist	\$44,440	\$42,572	\$42,165	\$53,890	\$42,446
Insurance and Accounts Receivable Coordinator	\$43,138	\$41,499	\$39,554	\$52,788	\$43,654
Patient Access Specialist	\$41,731	\$40,825	\$41,976	\$49,136	\$41,575
Payment Collector	\$41,265	\$41,524	\$40,070	\$52,237	\$39,588
Medical Clerk	\$40,931	\$38,207	\$41,581	\$51,595	\$39,377
Authorization Coordinator	\$40,812	\$40,367	\$41,157	\$53,745	\$56,645
Medical Receptionist	\$40,067	\$38,439	\$40,803	\$51,073	\$38,736
Medical Assistant	\$37,686	\$35,794	\$38,984	\$50,511	\$37,091
Call Center Agent	\$37,232	\$36,169	\$36,608	\$47,524	\$37,106
Customer Service Specialist	\$36,641	\$37,150	\$36,616	\$46,040	\$36,960
Financial Counselor	\$66,315	\$69,380	\$60,692	\$75,054	\$71,649
Denial Management Analyst	\$81,070	\$83,737	\$75,876	\$83,795	\$77,202
<b>Healthcare Leadership</b>					
Department Manager	\$104,942	\$100,594	\$104,438	\$136,873	\$111,240
Practice Manager	\$99,879	\$102,230	\$93,631	\$125,262	\$92,892
Clinical Lead	\$77,236	\$79,908	\$72,321	\$104,794	\$75,095
Case Manager	\$49,986	\$51,219	\$37,567	\$47,959	\$45,810
Long-Term Care Administrator	\$65,961	\$64,052	\$67,147	\$71,081	\$62,446
Medical Administrator	\$37,306	\$37,803	\$37,842	\$47,495	\$37,038
Medical Records Administrator	\$47,049	\$46,906	\$46,801	\$61,477	\$46,284



Health Information Management	National Average	Chicago	Cleveland	Dallas/ Ft. Worth	Denver
Health Information Management Director	\$121,488	\$142,815	\$124,032	\$134,549	\$137,801
Inpatient Auditor	\$93,600	\$89,127	\$86,104	\$97,906	\$75,262
Inpatient Coder	\$85,280	\$81,205	\$78,450	\$89,203	\$68,572
Outpatient Auditor	\$83,200	\$79,224	\$76,537	\$87,027	\$66,900
Outpatient Coder	\$69,680	\$66,350	\$64,100	\$72,885	\$56,028
Profee Auditor	\$76,960	\$73,283	\$70,797	\$80,500	\$61,882
Provider Educator	\$83,200	\$79,224	\$76,537	\$87,027	\$66,900
Clinical Documentation Improvement Specialist	\$56,505	\$55,510	\$59,196	\$54,608	\$63,946
<b>Revenue Cycle</b>					
Revenue Cycle Analyst	\$84,484	\$92,073	\$71,525	\$75,483	\$87,308
Financial Counselor	\$66,315	\$63,175	\$58,889	\$62,675	\$67,472
Insurance Verification Specialist	\$58,106	\$58,527	\$56,774	\$58,030	\$65,054
Medical Scheduler	\$47,853	\$40,480	\$40,959	\$39,930	\$46,008
Utilization Review Specialist	\$47,040	\$47,616	\$47,991	\$45,954	\$56,266
Credentialing Specialist	\$44,440	\$43,887	\$45,606	\$45,944	\$54,056
Insurance and Accounts Receivable Coordinator	\$43,138	\$48,202	\$43,132	\$42,790	\$51,022
Patient Access Specialist	\$41,731	\$42,492	\$42,434	\$41,458	\$48,188
Payment Collector	\$41,265	\$41,503	\$38,999	\$39,620	\$53,401
Medical Clerk	\$40,931	\$42,271	\$38,316	\$41,293	\$49,886
Authorization Coordinator	\$40,812	\$42,860	\$44,365	\$39,009	\$50,756
Medical Receptionist	\$40,067	\$40,702	\$38,542	\$40,101	\$47,312
Medical Assistant	\$37,686	\$39,105	\$36,317	\$39,111	\$49,310
Call Center Agent	\$37,232	\$37,476	\$37,088	\$35,662	\$42,970
Customer Service Specialist	\$36,641	\$37,360	\$37,294	\$36,540	\$43,233
Financial Counselor	\$66,315	\$63,175	\$58,889	\$62,675	\$67,472
Denial Management Analyst	\$81,070	\$76,343	\$69,879	\$84,565	\$84,210
<b>Healthcare Leadership</b>					
Department Manager	\$104,942	\$108,256	\$104,598	\$101,171	\$136,991
Practice Manager	\$99,879	\$103,200	\$89,805	\$97,527	\$122,967
Clinical Lead	\$77,236	\$84,778	\$73,128	\$78,056	\$93,669
Case Manager	\$49,986	\$48,262	\$43,048	\$43,217	\$48,307
Long-Term Care Administrator	\$65,961	\$72,816	\$62,299	\$66,935	\$72,128
Medical Administrator	\$37,306	\$37,336	\$38,574	\$36,514	\$42,256
Medical Records Administrator	\$47,049	\$49,217	\$46,182	\$47,498	\$56,942



## Healthcare Salaries

Health Information Management	National Average	Houston	Los Angeles	Minneapolis	Nashville
Health Information Management Director	\$121,488	\$136,611	\$141,982	\$125,803	\$115,139
Inpatient Auditor	\$93,600	\$84,329	\$82,672	\$86,722	\$96,689
Inpatient Coder	\$85,280	\$76,833	\$75,323	\$79,013	\$99,094
Outpatient Auditor	\$83,200	\$74,959	\$73,486	\$77,086	\$85,946
Outpatient Coder	\$69,680	\$62,778	\$61,544	\$64,559	\$71,979
Profee Auditor	\$76,960	\$69,337	\$67,974	\$71,304	\$79,500
Provider Educator	\$83,200	\$74,959	\$73,486	\$77,086	\$85,946
Clinical Documentation Improvement Specialist	\$56,505	\$61,228	\$60,629	\$71,973	\$58,784
<b>Revenue Cycle</b>					
Revenue Cycle Analyst	\$84,484	\$84,845	\$84,651	\$82,053	\$79,890
Financial Counselor	\$66,315	\$57,747	\$70,555	\$69,107	\$65,995
Insurance Verification Specialist	\$58,106	\$57,764	\$67,299	\$63,309	\$53,761
Medical Scheduler	\$47,853	\$39,535	\$48,621	\$50,669	\$40,207
Utilization Review Specialist	\$47,040	\$51,710	\$52,124	\$60,495	\$50,503
Credentialing Specialist	\$44,440	\$49,294	\$49,604	\$50,498	\$41,568
Insurance and Accounts Receivable Coordinator	\$43,138	\$37,890	\$50,035	\$54,476	\$40,462
Patient Access Specialist	\$41,731	\$41,844	\$50,878	\$48,741	\$40,768
Payment Collector	\$41,265	\$38,900	\$53,415	\$49,212	\$40,747
Medical Clerk	\$40,931	\$44,905	\$45,270	\$48,993	\$43,026
Authorization Coordinator	\$40,812	\$45,299	\$46,207	\$44,049	\$39,494
Medical Receptionist	\$40,067	\$42,617	\$46,502	\$49,183	\$41,410
Medical Assistant	\$37,686	\$38,822	\$45,055	\$45,128	\$37,068
Call Center Agent	\$37,232	\$35,342	\$43,339	\$45,983	\$35,445
Customer Service Specialist	\$36,641	\$36,008	\$44,115	\$45,353	\$36,645
Financial Counselor	\$66,315	\$57,747	\$70,555	\$69,107	\$65,995
Denial Management Analyst	\$81,070	\$85,047	\$87,961	\$83,176	\$72,557
<b>Healthcare Leadership</b>					
Department Manager	\$104,942	\$103,005	\$118,633	\$111,629	\$104,354
Practice Manager	\$99,879	\$97,609	\$139,125	\$100,704	\$92,049
Clinical Lead	\$77,236	\$77,476	\$97,797	\$80,625	\$73,451
Case Manager	\$49,986	\$46,840	\$66,403	\$58,839	\$41,403
Long-Term Care Administrator	\$65,961	\$65,600	\$81,773	\$66,503	\$58,048
Medical Administrator	\$37,306	\$36,587	\$45,994	\$47,903	\$35,923
Medical Records Administrator	\$47,049	\$49,406	\$54,173	\$55,415	\$47,845

Health Information Management	National Average	New York	Oklahoma City	Philadelphia	Phoenix
Health Information Management Director	\$121,488	\$152,065	\$105,448	\$134,527	\$123,391
Inpatient Auditor	\$93,600	\$77,493	\$118,685	\$74,133	\$76,636
Inpatient Coder	\$85,280	\$70,604	\$108,135	\$67,543	\$69,824
Outpatient Auditor	\$83,200	\$68,882	\$105,498	\$65,896	\$68,121
Outpatient Coder	\$69,680	\$57,689	\$88,354	\$55,188	\$57,051
Profee Auditor	\$76,960	\$63,716	\$97,585	\$60,954	\$63,012
Provider Educator	\$83,200	\$68,882	\$105,498	\$65,896	\$68,121
Clinical Documentation Improvement Specialist	\$56,505	\$66,110	\$49,633	\$60,018	\$62,468
<b>Revenue Cycle</b>					
Revenue Cycle Analyst	\$84,484	\$103,743	\$68,894	\$77,628	\$68,708
Financial Counselor	\$66,315	\$105,014	\$60,151	\$72,865	\$48,566
Insurance Verification Specialist	\$58,106	\$68,984	\$55,727	\$65,839	\$49,926
Medical Scheduler	\$47,853	\$51,107	\$39,099	\$43,449	\$39,605
Utilization Review Specialist	\$47,040	\$56,490	\$44,096	\$51,282	\$50,664
Credentialing Specialist	\$44,440	\$50,979	\$46,554	\$49,559	\$45,712
Insurance and Accounts Receivable Coordinator	\$43,138	\$54,424	\$43,049	\$48,573	\$46,802
Patient Access Specialist	\$41,731	\$49,382	\$38,093	\$44,690	\$44,220
Payment Collector	\$41,265	\$52,993	\$41,585	\$48,433	\$44,943
Medical Clerk	\$40,931	\$49,461	\$37,653	\$46,443	\$42,095
Authorization Coordinator	\$40,812	\$49,295	\$32,179	\$51,529	\$49,846
Medical Receptionist	\$40,067	\$49,191	\$37,968	\$44,253	\$40,948
Medical Assistant	\$37,686	\$48,580	\$37,535	\$40,664	\$37,791
Call Center Agent	\$37,232	\$48,036	\$35,208	\$40,246	\$36,349
Customer Service Specialist	\$36,641	\$46,019	\$35,299	\$39,760	\$37,055
Financial Counselor	\$66,315	\$105,014	\$60,151	\$72,865	\$48,566
Denial Management Analyst	\$81,070	\$99,314	\$72,967	\$86,926	\$67,982
<b>Healthcare Leadership</b>					
Department Manager	\$104,942	\$145,645	\$94,184	\$113,697	\$97,933
Practice Manager	\$99,879	\$137,053	\$91,333	\$106,972	\$97,377
Clinical Lead	\$77,236	\$99,427	\$74,265	\$84,417	\$78,272
Case Manager	\$49,986	\$61,675	\$34,448	\$44,048	\$42,970
Long-Term Care Administrator	\$65,961	\$74,418	\$56,347	\$69,963	\$72,044
Medical Administrator	\$37,306	\$45,913	\$36,813	\$39,575	\$38,982
Medical Records Administrator	\$47,049	\$58,106	\$44,786	\$52,415	\$48,672



## Healthcare Salaries

Health Information Management	National Average	San Antonio	San Francisco	Seattle	Tulsa
Health Information Management Director	\$121,488	\$124,303	\$180,876	\$163,079	\$105,444
Inpatient Auditor	\$93,600	\$103,990	\$66,924	\$93,305	\$83,622
Inpatient Coder	\$85,280	\$94,746	\$60,975	\$85,011	\$76,189
Outpatient Auditor	\$83,200	\$92,435	\$59,488	\$82,938	\$74,330
Outpatient Coder	\$69,680	\$77,414	\$49,821	\$69,460	\$62,252
Profee Auditor	\$76,960	\$85,503	\$55,026	\$76,718	\$68,756
Provider Educator	\$83,200	\$92,435	\$59,488	\$82,938	\$74,330
Clinical Documentation Improvement Specialist	\$56,505	\$52,804	\$104,248	\$69,403	\$50,276
<b>Revenue Cycle</b>					
Revenue Cycle Analyst	\$84,484	\$73,141	\$101,772	\$83,331	\$77,284
Financial Counselor	\$66,315	\$67,202	\$89,426	\$70,374	\$78,562
Insurance Verification Specialist	\$58,106	\$55,823	\$73,096	\$65,749	\$56,615
Medical Scheduler	\$47,853	\$39,076	\$52,147	\$50,130	\$39,278
Utilization Review Specialist	\$47,040	\$47,016	\$91,497	\$59,561	\$43,281
Credentialing Specialist	\$44,440	\$43,095	\$57,166	\$50,161	\$47,480
Insurance and Accounts Receivable Coordinator	\$43,138	\$42,960	\$54,705	\$53,945	\$45,467
Patient Access Specialist	\$41,731	\$39,436	\$62,608	\$53,585	\$39,300
Payment Collector	\$41,265	\$43,097	\$58,610	\$48,893	\$47,421
Medical Clerk	\$40,931	\$38,389	\$67,421	\$51,859	\$37,664
Authorization Coordinator	\$40,812	\$36,749	\$62,342	\$40,941	\$45,682
Medical Receptionist	\$40,067	\$38,229	\$62,854	\$50,797	\$37,873
Medical Assistant	\$37,686	\$38,402	\$58,952	\$52,735	\$35,451
Call Center Agent	\$37,232	\$35,444	\$47,838	\$44,150	\$35,418
Customer Service Specialist	\$36,641	\$35,882	\$48,078	\$45,708	\$35,962
Financial Counselor	\$66,315	\$67,202	\$89,426	\$70,374	\$78,562
Denial Management Analyst	\$81,070	\$74,191	\$105,824	\$89,075	\$69,153
<b>Healthcare Leadership</b>					
Department Manager	\$104,942	\$94,296	\$144,431	\$135,763	\$98,684
Practice Manager	\$99,879	\$91,260	\$173,964	\$131,637	\$91,117
Clinical Lead	\$77,236	\$74,217	\$126,202	\$93,552	\$71,823
Case Manager	\$49,986	\$39,467	\$63,684	\$52,692	\$34,889
Long-Term Care Administrator	\$65,961	\$61,185	\$78,183	\$84,512	\$58,642
Medical Administrator	\$37,306	\$36,468	\$48,378	\$47,867	\$36,911
Medical Records Administrator	\$47,049	\$44,759	\$75,342	\$58,175	\$44,150

Health Information Management	National Average	Washington, DC
Health Information Management Director	\$121,488	\$139,626
Inpatient Auditor	\$93,600	\$88,112
Inpatient Coder	\$85,280	\$80,280
Outpatient Auditor	\$83,200	\$78,322
Outpatient Coder	\$69,680	\$65,594
Profee Auditor	\$76,960	\$72,448
Provider Educator	\$83,200	\$78,322
Clinical Documentation Improvement Specialist	\$56,505	\$65,175
Revenue Cycle		
Revenue Cycle Analyst	\$84,484	\$91,993
Financial Counselor	\$66,315	\$69,109
Insurance Verification Specialist	\$58,106	\$66,204
Medical Scheduler	\$47,853	\$47,853
Utilization Review Specialist	\$47,040	\$54,644
Credentialing Specialist	\$44,440	\$54,167
Insurance and Accounts Receivable Coordinator	\$43,138	\$52,080
Patient Access Specialist	\$41,731	\$50,018
Payment Collector	\$41,265	\$53,946
Medical Clerk	\$40,931	\$48,205
Authorization Coordinator	\$40,812	\$43,354
Medical Receptionist	\$40,067	\$47,836
Medical Assistant	\$37,686	\$46,917
Call Center Agent	\$37,232	\$43,976
Customer Service Specialist	\$36,641	\$42,987
Financial Counselor	\$66,315	\$69,109
Denial Management Analyst	\$81,070	\$83,802
Healthcare Leadership		
Department Manager	\$104,942	\$145,187
Practice Manager	\$99,879	\$117,674
Clinical Lead	\$77,236	\$86,723
Case Manager	\$49,986	\$57,555
Long-Term Care Administrator	\$65,961	\$74,836
Medical Administrator	\$37,306	\$45,477
Medical Records Administrator	\$47,049	\$55,427





## Information Technology Salaries

Data Security Operations & Infrastructure	National Average	Atlanta	Austin	Boston	Charlotte
Chief Information Security Officer	\$221,793	\$204,460	\$295,626	\$267,925	\$221,793
VP Infrastructure	\$188,031	\$176,390	\$243,756	\$226,960	\$188,031
Network Architect	\$164,502	\$162,606	\$178,530	\$204,270	\$143,938
DevSecOps Engineer	\$145,620	\$128,232	\$147,863	\$151,630	\$133,823
Risk Manager	\$127,207	\$108,081	\$130,138	\$156,154	\$131,771
Cyber Security Engineer	\$124,407	\$132,707	\$124,536	\$116,755	\$135,238
Network Security Engineer	\$122,885	\$132,729	\$126,258	\$120,909	\$130,796
Information Security Manager	\$115,663	\$118,121	\$116,694	\$129,623	\$121,457
Information Security Analyst	\$114,338	\$125,380	\$113,676	\$105,989	\$127,373
Network Security Administrator	\$111,286	\$118,483	\$116,240	\$122,155	\$113,287
Network Operations Analyst	\$106,849	\$111,665	\$114,214	\$127,825	\$103,191
Network Engineer	\$106,387	\$109,513	\$115,151	\$129,197	\$98,409
Network Administrator	\$91,064	\$98,739	\$97,581	\$95,139	\$92,509
Data Center Technician	\$57,469	\$54,246	\$56,874	\$70,448	\$54,922
Enterprise Systems & Applications					
VP IT	\$236,689	\$216,175	\$288,810	\$268,687	\$320,580
VP of Development	\$226,149	\$203,125	\$275,792	\$270,378	\$308,174
Chief Information Officer	\$221,591	\$207,198	\$287,920	\$255,265	\$329,916
VP Engineering	\$211,228	\$198,435	\$284,089	\$259,954	\$298,927
Cloud Architect	\$175,952	\$174,592	\$189,794	\$222,028	\$157,245
Solutions Architect	\$173,898	\$134,105	\$178,079	\$167,750	\$143,099
Data Scientist	\$168,689	\$129,575	\$171,904	\$168,381	\$142,432
Senior Salesforce Product Manager	\$156,299	\$148,368	\$157,155	\$164,911	\$147,291
Internet Consultant	\$150,862	\$156,541	\$165,652	\$181,613	\$169,173
Product Manager	\$148,885	\$153,082	\$162,965	\$175,584	\$141,867
IT Manager	\$148,120	\$146,185	\$146,251	\$162,850	\$148,158
Data Architect	\$143,606	\$137,414	\$143,297	\$157,749	\$140,829
Software Development Engineer Architect	\$140,543	\$132,993	\$142,124	\$141,785	\$130,813
Application Architect	\$140,421	\$136,401	\$146,113	\$155,839	\$127,024
Systems Engineer	\$140,114	\$123,100	\$139,679	\$146,670	\$127,280
SAP Programmer	\$139,875	\$132,806	\$141,559	\$141,427	\$126,600
Data Engineer	\$134,331	\$129,292	\$133,713	\$148,992	\$133,063
C++ Professor	\$134,166	\$138,371	\$148,297	\$156,549	\$138,313
Business Intelligence Manager	\$132,543	\$130,771	\$130,308	\$138,276	\$130,259
Python Developer	\$132,090	\$126,320	\$133,411	\$138,084	\$123,433
Cloud Engineer	\$132,025	\$128,801	\$134,841	\$137,584	\$123,092
Sharepoint Developer	\$126,428	\$122,105	\$127,760	\$133,908	\$119,875
Quality Assurance (QA) Engineer	\$121,423	\$116,530	\$126,975	\$126,514	\$111,619
Full Stack Engineer	\$120,640	\$117,999	\$123,917	\$123,575	\$110,699

Data Security Operations & Infrastructure	National Average	Atlanta	Austin	Boston	Charlotte
DBA and Application Developer	\$120,533	\$117,566	\$123,076	\$125,544	\$112,369
Machine Learning Engineer	\$120,533	\$117,566	\$123,076	\$125,544	\$112,369
Scrum Master	\$119,270	\$111,110	\$114,190	\$121,093	\$120,081
Application Engineer	\$118,731	\$115,185	\$119,825	\$121,622	\$110,921
Software Engineer	\$117,714	\$112,162	\$121,067	\$117,940	\$111,180
MuleSoft Quality Assurance Engineer	\$117,158	\$115,101	\$120,574	\$120,684	\$107,634
Data Warehouse Engineer	\$117,117	\$111,664	\$113,940	\$126,478	\$116,728
DevOps Engineer	\$116,914	\$116,505	\$120,977	\$120,158	\$109,209
PeopleSoft Developer	\$116,359	\$112,264	\$115,875	\$130,126	\$115,966
Java Software Engineer	\$114,987	\$111,055	\$120,342	\$117,459	\$110,315
Engineer	\$114,311	\$112,672	\$114,394	\$133,111	\$108,579
Agile Coach	\$113,910	\$106,331	\$106,150	\$116,955	\$114,497
.NET Developer	\$113,178	\$107,997	\$113,133	\$115,906	\$110,613
Database Developer	\$110,455	\$106,614	\$110,609	\$120,521	\$107,771
Salesforce Developer	\$110,007	\$102,262	\$107,101	\$112,145	\$112,991
Game Designer	\$109,429	\$91,996	\$94,867	\$105,686	\$94,312
Front-End Developer	\$108,065	\$103,718	\$108,333	\$118,711	\$105,852
Game Developer	\$107,658	\$81,703	\$74,923	\$86,883	\$79,181
VR Specialist	\$107,658	\$81,703	\$74,923	\$86,883	\$79,181
Personal Home Page (PHP) Developer	\$102,106	\$98,388	\$102,275	\$112,846	\$100,614
Intelligence Analyst	\$100,188	\$80,375	\$73,908	\$103,514	\$72,556
Game Engineer	\$94,787	\$91,996	\$94,867	\$105,686	\$94,312
Salesforce Administrator	\$94,345	\$99,727	\$99,482	\$100,032	\$95,251
Microsoft Access Developer	\$93,054	\$90,568	\$93,453	\$105,773	\$92,117
Business Intelligence Developer	\$92,068	\$97,177	\$92,419	\$91,375	\$88,256
Data Analyst	\$86,581	\$86,737	\$89,432	\$98,566	\$86,796
Salesforce Business Analyst	\$84,334	\$87,549	\$85,593	\$86,033	\$82,290
Enterprise Systems & Applications					
System Admin	\$91,064	\$98,739	\$97,581	\$95,139	\$92,509
Desktop Support	\$58,118	\$60,682	\$62,850	\$64,805	\$59,690
(SQL) Server Database Administrator	\$116,497	\$115,500	\$116,220	\$128,164	\$115,259
Salesforce and (ERP) Systems Administrator	\$116,127	\$114,409	\$117,248	\$127,736	\$115,595
Quality Assurance (QA) Analyst	\$86,056	\$84,816	\$87,761	\$89,953	\$80,241
Quality Assurance (QA) Manager	\$178,319	\$169,021	\$177,403	\$192,132	\$167,325
PMO Manager	\$165,933	\$158,965	\$167,131	\$187,646	\$164,327
Program Manager	\$144,661	\$146,274	\$146,603	\$168,907	\$150,702
Help Desk Manager	\$118,206	\$124,297	\$124,700	\$143,302	\$122,198
Delivery Manager	\$66,638	\$70,086	\$76,694	\$78,550	\$72,480
Compliance Analyst	\$42,384	\$40,595	\$43,705	\$50,085	\$42,145



## Information Technology Salaries

Data Security Operations & Infrastructure	National Average	Chicago	Cleveland	Dallas/ Ft. Worth	Denver
Chief Information Security Officer	\$221,793	\$308,412	\$225,661	\$313,244	\$243,132
VP Infrastructure	\$188,031	\$252,234	\$200,506	\$252,809	\$210,744
Network Architect	\$164,502	\$183,744	\$137,969	\$159,500	\$164,416
DevSecOps Engineer	\$145,620	\$151,509	\$145,946	\$132,901	\$141,610
Risk Manager	\$127,207	\$165,179	\$109,003	\$122,130	\$138,514
Cyber Security Engineer	\$124,407	\$137,656	\$100,834	\$134,303	\$122,947
Network Security Engineer	\$122,885	\$136,894	\$103,355	\$125,102	\$126,130
Information Security Manager	\$115,663	\$134,059	\$103,334	\$114,866	\$143,622
Information Security Analyst	\$114,338	\$127,706	\$90,372	\$124,659	\$111,059
Network Security Administrator	\$111,286	\$125,330	\$95,595	\$114,795	\$115,960
Network Operations Analyst	\$106,849	\$121,040	\$94,824	\$107,831	\$114,127
Network Engineer	\$106,387	\$119,629	\$92,696	\$104,821	\$110,527
Network Administrator	\$91,064	\$101,338	\$83,462	\$87,450	\$101,523
Data Center Technician	\$57,469	\$61,914	\$57,372	\$55,928	\$61,992
Enterprise Systems & Applications					
VP IT	\$236,689	\$307,893	\$233,230	\$295,956	\$246,492
VP of Development	\$226,149	\$295,791	\$227,621	\$280,904	\$246,521
Chief Information Officer	\$221,591	\$300,731	\$227,109	\$316,032	\$237,795
VP Engineering	\$211,228	\$287,075	\$222,729	\$286,105	\$234,698
Cloud Architect	\$175,952	\$198,203	\$151,246	\$172,108	\$179,376
Solutions Architect	\$173,898	\$154,952	\$141,000	\$164,699	\$145,232
Data Scientist	\$168,689	\$155,155	\$134,841	\$160,352	\$140,697
Senior Salesforce Product Manager	\$156,299	\$170,691	\$133,126	\$148,016	\$158,318
Internet Consultant	\$150,862	\$192,348	\$144,752	\$163,164	\$168,825
Product Manager	\$148,885	\$177,124	\$138,947	\$152,169	\$164,209
IT Manager	\$148,120	\$167,983	\$130,835	\$136,924	\$163,159
Data Architect	\$143,606	\$158,599	\$121,757	\$135,628	\$149,911
Software Development Engineer Architect	\$140,543	\$149,796	\$120,763	\$132,900	\$147,726
Application Architect	\$140,421	\$154,873	\$122,610	\$136,277	\$141,920
Systems Engineer	\$140,114	\$144,646	\$138,248	\$130,810	\$140,006
SAP Programmer	\$139,875	\$151,245	\$123,598	\$134,380	\$140,042
Data Engineer	\$134,331	\$148,845	\$115,854	\$127,509	\$142,467
C++ Professor	\$134,166	\$174,097	\$123,214	\$139,476	\$148,738
Business Intelligence Manager	\$132,543	\$154,530	\$115,610	\$152,794	\$132,888
Python Developer	\$132,090	\$144,490	\$114,560	\$126,550	\$134,379
Cloud Engineer	\$132,025	\$146,045	\$116,304	\$129,370	\$135,943
Sharepoint Developer	\$126,428	\$139,339	\$110,358	\$121,878	\$130,524
Quality Assurance (QA) Engineer	\$121,423	\$133,396	\$109,376	\$118,624	\$123,595
Full Stack Engineer	\$120,640	\$133,295	\$106,808	\$119,016	\$123,207

Data Security Operations & Infrastructure	National Average	Chicago	Cleveland	Dallas/ Ft. Worth	Denver
DBA and Application Developer	\$120,533	\$133,295	\$106,245	\$118,064	\$124,055
Machine Learning Engineer	\$120,533	\$133,295	\$106,245	\$118,064	\$124,055
Scrum Master	\$119,270	\$122,235	\$96,774	\$106,576	\$140,790
Application Engineer	\$118,731	\$129,621	\$104,033	\$114,599	\$126,095
Software Engineer	\$117,714	\$127,085	\$104,872	\$119,019	\$122,981
MuleSoft Quality Assurance Engineer	\$117,158	\$129,576	\$102,475	\$115,912	\$120,146
Data Warehouse Engineer	\$117,117	\$126,636	\$100,001	\$108,025	\$131,970
DevOps Engineer	\$116,914	\$129,319	\$104,183	\$114,797	\$121,247
PeopleSoft Developer	\$116,359	\$129,126	\$100,934	\$110,548	\$124,419
Java Software Engineer	\$114,987	\$127,701	\$97,478	\$112,588	\$119,473
Engineer	\$114,311	\$132,293	\$108,961	\$110,070	\$131,478
Agile Coach	\$113,910	\$116,849	\$94,916	\$99,313	\$142,008
.NET Developer	\$113,178	\$119,707	\$93,636	\$108,871	\$116,674
Database Developer	\$110,455	\$122,253	\$95,841	\$105,600	\$116,189
Salesforce Developer	\$110,007	\$111,777	\$86,536	\$103,184	\$113,972
Game Designer	\$109,429	\$105,215	\$81,967	\$90,552	\$100,881
Front-End Developer	\$108,065	\$119,256	\$91,173	\$102,266	\$112,477
Game Developer	\$107,658	\$99,231	\$56,090	\$85,480	\$93,806
VR Specialist	\$107,658	\$99,231	\$56,090	\$85,480	\$93,806
Personal Home Page (PHP) Developer	\$102,106	\$112,905	\$87,016	\$96,958	\$107,282
Intelligence Analyst	\$100,188	\$132,270	\$86,148	\$90,430	\$121,349
Game Engineer	\$94,787	\$105,215	\$81,967	\$90,552	\$100,881
Salesforce Administrator	\$94,345	\$104,921	\$85,334	\$90,409	\$104,019
Microsoft Access Developer	\$93,054	\$104,041	\$82,536	\$89,553	\$101,486
Business Intelligence Developer	\$92,068	\$103,442	\$78,493	\$134,885	\$94,806
Data Analyst	\$86,581	\$98,418	\$84,109	\$82,620	\$94,673
Salesforce Business Analyst	\$84,334	\$95,194	\$73,854	\$116,708	\$89,241
Enterprise Systems & Applications					
System Admin	\$91,064	\$101,338	\$83,462	\$87,450	\$101,523
Desktop Support	\$58,118	\$65,986	\$47,191	\$57,441	\$62,411
(SQL) Server Database Administrator	\$116,497	\$130,639	\$100,849	\$124,473	\$128,355
Salesforce and (ERP) Systems Administrator	\$116,127	\$128,935	\$101,437	\$110,641	\$124,355
Quality Assurance (QA) Analyst	\$86,056	\$96,782	\$75,217	\$82,038	\$88,997
Quality Assurance (QA) Manager	\$178,319	\$202,845	\$157,722	\$165,547	\$177,954
PMO Manager	\$165,933	\$194,947	\$144,256	\$157,478	\$176,598
Program Manager	\$144,661	\$174,209	\$133,029	\$144,680	\$152,548
Help Desk Manager	\$118,206	\$144,871	\$105,012	\$115,525	\$129,890
Delivery Manager	\$66,638	\$87,777	\$63,580	\$69,575	\$79,657
Compliance Analyst	\$42,384	\$54,217	\$39,361	\$40,236	\$51,998



## Information Technology Salaries

Data Security Operations & Infrastructure	National Average	Houston	Los Angeles	Minneapolis	Nashville
Chief Information Security Officer	\$221,793	\$316,623	\$257,390	\$230,901	\$226,980
VP Infrastructure	\$188,031	\$256,963	\$208,477	\$194,213	\$203,410
Network Architect	\$164,502	\$175,847	\$155,607	\$155,016	\$165,812
DevSecOps Engineer	\$145,620	\$159,119	\$147,915	\$128,202	\$154,062
Risk Manager	\$127,207	\$131,567	\$140,529	\$126,844	\$117,811
Cyber Security Engineer	\$124,407	\$129,261	\$132,191	\$122,472	\$127,713
Network Security Engineer	\$122,885	\$128,024	\$128,593	\$121,713	\$134,889
Information Security Manager	\$115,663	\$114,934	\$129,042	\$115,984	\$122,052
Information Security Analyst	\$114,338	\$117,475	\$121,895	\$112,996	\$118,401
Network Security Administrator	\$111,286	\$117,857	\$112,725	\$114,696	\$117,687
Network Operations Analyst	\$106,849	\$114,866	\$104,869	\$112,357	\$112,984
Network Engineer	\$106,387	\$114,200	\$103,141	\$106,164	\$111,795
Network Administrator	\$91,064	\$97,493	\$94,417	\$94,310	\$104,817
Data Center Technician	\$57,469	\$54,189	\$59,014	\$58,546	\$59,110
Enterprise Systems & Applications					
VP IT	\$236,689	\$298,497	\$260,412	\$228,523	\$238,445
VP of Development	\$226,149	\$284,424	\$245,148	\$237,120	\$232,124
Chief Information Officer	\$221,591	\$319,918	\$252,217	\$230,978	\$227,362
VP Engineering	\$211,228	\$289,990	\$250,317	\$224,283	\$221,407
Cloud Architect	\$175,952	\$185,957	\$168,983	\$173,240	\$177,063
Solutions Architect	\$173,898	\$172,018	\$190,613	\$132,858	\$172,517
Data Scientist	\$168,689	\$167,517	\$189,453	\$127,665	\$169,483
Senior Salesforce Product Manager	\$156,299	\$146,767	\$163,084	\$142,038	\$148,053
Internet Consultant	\$150,862	\$163,463	\$176,283	\$156,904	\$150,897
Product Manager	\$148,885	\$161,834	\$158,738	\$161,422	\$154,905
IT Manager	\$148,120	\$142,536	\$154,849	\$145,998	\$133,005
Data Architect	\$143,606	\$133,337	\$152,469	\$131,141	\$132,827
Software Development Engineer Architect	\$140,543	\$134,754	\$141,221	\$133,903	\$122,736
Application Architect	\$140,421	\$139,550	\$140,324	\$133,999	\$138,051
Systems Engineer	\$140,114	\$154,203	\$143,687	\$121,352	\$148,072
SAP Programmer	\$139,875	\$131,655	\$142,285	\$130,639	\$135,147
Data Engineer	\$134,331	\$123,796	\$142,691	\$124,962	\$123,237
C++ Professor	\$134,166	\$139,996	\$153,416	\$135,167	\$132,576
Business Intelligence Manager	\$132,543	\$156,588	\$138,552	\$141,172	\$125,266
Python Developer	\$132,090	\$124,659	\$137,042	\$122,621	\$126,387
Cloud Engineer	\$132,025	\$127,071	\$137,224	\$126,671	\$129,212
Sharepoint Developer	\$126,428	\$119,789	\$132,072	\$118,924	\$120,590
Quality Assurance (QA) Engineer	\$121,423	\$121,368	\$127,380	\$115,272	\$122,377
Full Stack Engineer	\$120,640	\$117,334	\$124,651	\$116,403	\$119,731



Data Security Operations & Infrastructure	National Average	Houston	Los Angeles	Minneapolis	Nashville
DBA and Application Developer	\$120,533	\$116,047	\$125,261	\$115,597	\$117,869
Machine Learning Engineer	\$120,533	\$116,047	\$125,261	\$115,597	\$117,869
Scrum Master	\$119,270	\$112,662	\$116,228	\$126,440	\$109,040
Application Engineer	\$118,731	\$114,480	\$120,915	\$115,508	\$111,452
Software Engineer	\$117,714	\$122,421	\$122,392	\$113,611	\$116,577
MuleSoft Quality Assurance Engineer	\$117,158	\$113,721	\$121,395	\$113,473	\$117,335
Data Warehouse Engineer	\$117,117	\$108,381	\$119,911	\$112,568	\$98,565
DevOps Engineer	\$116,914	\$115,726	\$120,866	\$114,231	\$119,127
PeopleSoft Developer	\$116,359	\$107,383	\$123,968	\$109,436	\$107,267
Java Software Engineer	\$114,987	\$113,692	\$122,062	\$121,412	\$145,803
Engineer	\$114,311	\$142,018	\$137,816	\$114,169	\$126,970
Agile Coach	\$113,910	\$106,689	\$108,973	\$115,027	\$80,353
.NET Developer	\$113,178	\$106,483	\$116,429	\$125,840	\$151,269
Database Developer	\$110,455	\$102,968	\$116,650	\$103,422	\$102,860
Salesforce Developer	\$110,007	\$100,658	\$112,455	\$135,963	\$178,709
Game Designer	\$109,429	\$87,599	\$100,732	\$89,548	\$87,788
Front-End Developer	\$108,065	\$100,695	\$114,677	\$99,010	\$100,849
Game Developer	\$107,658	\$87,912	\$135,812	\$81,178	\$146,352
VR Specialist	\$107,658	\$87,912	\$135,812	\$81,178	\$146,352
Personal Home Page (PHP) Developer	\$102,106	\$94,753	\$108,383	\$94,679	\$94,935
Intelligence Analyst	\$100,188	\$95,827	\$108,562	\$86,996	\$95,871
Game Engineer	\$94,787	\$87,599	\$100,732	\$89,548	\$87,788
Salesforce Administrator	\$94,345	\$97,821	\$98,393	\$95,535	\$103,525
Microsoft Access Developer	\$93,054	\$87,439	\$99,043	\$90,119	\$88,686
Business Intelligence Developer	\$92,068	\$142,295	\$97,967	\$118,984	\$86,541
Data Analyst	\$86,581	\$82,782	\$93,288	\$85,015	\$82,773
Salesforce Business Analyst	\$84,334	\$123,725	\$90,935	\$105,963	\$80,813
Enterprise Systems & Applications					
System Admin	\$91,064	\$97,493	\$94,417	\$94,310	\$104,817
Desktop Support	\$58,118	\$55,662	\$63,241	\$61,347	\$57,283
(SQL) Server Database Administrator	\$116,497	\$125,089	\$126,011	\$119,088	\$131,400
Salesforce and (ERP) Systems Administrator	\$116,127	\$110,121	\$122,946	\$110,602	\$111,424
Quality Assurance (QA) Analyst	\$86,056	\$83,784	\$88,156	\$85,152	\$88,060
Quality Assurance (QA) Manager	\$178,319	\$164,148	\$185,405	\$163,994	\$170,446
PMO Manager	\$165,933	\$162,406	\$173,516	\$159,695	\$155,726
Program Manager	\$144,661	\$148,950	\$146,749	\$143,259	\$154,623
Help Desk Manager	\$118,206	\$114,654	\$136,693	\$121,664	\$112,449
Delivery Manager	\$66,638	\$70,595	\$70,536	\$77,749	\$78,391
Compliance Analyst	\$42,384	\$41,865	\$48,108	\$50,952	\$42,119



## Information Technology Salaries

Data Security Operations & Infrastructure	National Average	New York	Oklahoma City	Philadelphia	Phoenix
Chief Information Security Officer	\$221,793	\$324,998	\$197,065	\$246,002	\$194,933
VP Infrastructure	\$188,031	\$260,503	\$175,970	\$203,910	\$167,520
Network Architect	\$164,502	\$167,050	\$165,637	\$160,203	\$136,291
DevSecOps Engineer	\$145,620	\$147,845	\$137,916	\$134,308	\$133,102
Risk Manager	\$127,207	\$157,695	\$112,107	\$127,351	\$110,285
Cyber Security Engineer	\$124,407	\$134,577	\$107,726	\$123,814	\$107,316
Network Security Engineer	\$122,885	\$135,364	\$112,074	\$121,212	\$105,122
Information Security Manager	\$115,663	\$156,397	\$102,359	\$121,818	\$103,644
Information Security Analyst	\$114,338	\$124,103	\$99,041	\$113,853	\$97,140
Network Security Administrator	\$111,286	\$121,259	\$106,212	\$112,256	\$96,908
Network Operations Analyst	\$106,849	\$116,074	\$106,327	\$108,869	\$94,183
Network Engineer	\$106,387	\$112,192	\$106,189	\$105,921	\$91,386
Network Administrator	\$91,064	\$101,827	\$90,068	\$89,127	\$79,623
Data Center Technician	\$57,469	\$69,829	\$56,645	\$57,954	\$56,035
Enterprise Systems & Applications					
VP IT	\$236,689	\$328,071	\$203,313	\$250,106	\$207,205
VP of Development	\$226,149	\$305,620	\$219,153	\$236,560	\$198,178
Chief Information Officer	\$221,591	\$327,267	\$191,117	\$252,647	\$193,384
VP Engineering	\$211,228	\$286,095	\$206,837	\$229,895	\$195,053
Cloud Architect	\$175,952	\$182,235	\$171,407	\$175,437	\$152,828
Solutions Architect	\$173,898	\$154,896	\$120,134	\$150,874	\$279,423
Data Scientist	\$168,689	\$153,820	\$116,606	\$146,916	\$272,596
Senior Salesforce Product Manager	\$156,299	\$169,930	\$135,210	\$148,446	\$140,586
Internet Consultant	\$150,862	\$198,077	\$130,033	\$158,777	\$146,334
Product Manager	\$148,885	\$171,655	\$149,105	\$148,513	\$149,792
IT Manager	\$148,120	\$165,109	\$131,315	\$148,676	\$129,056
Data Architect	\$143,606	\$155,418	\$124,087	\$138,128	\$128,811
Software Development Engineer Architect	\$140,543	\$145,073	\$123,080	\$136,810	\$121,541
Application Architect	\$140,421	\$149,552	\$129,149	\$135,566	\$125,835
Systems Engineer	\$140,114	\$141,644	\$131,812	\$135,645	\$125,790
SAP Programmer	\$139,875	\$151,961	\$123,057	\$131,645	\$128,302
Data Engineer	\$134,331	\$145,105	\$116,882	\$129,826	\$121,508
C++ Professor	\$134,166	\$169,257	\$139,852	\$137,496	\$121,443
Business Intelligence Manager	\$132,543	\$153,945	\$114,614	\$146,112	\$115,334
Python Developer	\$132,090	\$143,531	\$115,367	\$125,819	\$120,262
Cloud Engineer	\$132,025	\$143,550	\$116,729	\$127,486	\$122,333
Sharepoint Developer	\$126,428	\$137,064	\$110,895	\$121,494	\$115,611
Quality Assurance (QA) Engineer	\$121,423	\$133,057	\$109,875	\$114,951	\$114,196
Full Stack Engineer	\$120,640	\$131,186	\$107,109	\$116,364	\$112,307

Data Security Operations & Infrastructure	National Average	New York	Oklahoma City	Philadelphia	Phoenix
DBA and Application Developer	\$120,533	\$131,011	\$106,575	\$116,349	\$111,638
Machine Learning Engineer	\$120,533	\$131,011	\$106,575	\$116,349	\$111,638
Scrum Master	\$119,270	\$108,089	\$108,295	\$123,146	\$87,404
Application Engineer	\$118,731	\$124,099	\$106,729	\$116,786	\$106,141
Software Engineer	\$117,714	\$126,353	\$102,765	\$115,526	\$108,711
MuleSoft Quality Assurance Engineer	\$117,158	\$127,409	\$104,051	\$113,207	\$109,393
Data Warehouse Engineer	\$117,117	\$117,528	\$105,104	\$117,529	\$98,806
DevOps Engineer	\$116,914	\$127,719	\$105,826	\$113,030	\$107,675
PeopleSoft Developer	\$116,359	\$126,587	\$101,579	\$112,966	\$105,445
Java Software Engineer	\$114,987	\$122,667	\$110,400	\$111,069	\$93,485
Engineer	\$114,311	\$138,184	\$145,760	\$115,920	\$107,304
Agile Coach	\$113,910	\$98,353	\$107,591	\$121,260	\$83,386
.NET Developer	\$113,178	\$117,990	\$100,820	\$108,144	\$93,211
Database Developer	\$110,455	\$119,383	\$96,514	\$106,641	\$100,418
Salesforce Developer	\$110,007	\$110,403	\$98,154	\$104,087	\$80,237
Game Designer	\$109,429	\$103,651	\$82,398	\$92,023	\$86,498
Front-End Developer	\$108,065	\$117,763	\$93,187	\$103,998	\$97,155
Game Developer	\$107,658	\$92,158	\$119,069	\$81,620	\$89,236
VR Specialist	\$107,658	\$92,158	\$119,069	\$81,620	\$89,236
Personal Home Page (PHP) Developer	\$102,106	\$111,247	\$88,403	\$98,564	\$92,308
Intelligence Analyst	\$100,188	\$121,940	\$87,768	\$96,951	\$99,173
Game Engineer	\$94,787	\$103,651	\$82,398	\$92,023	\$86,498
Salesforce Administrator	\$94,345	\$104,726	\$90,710	\$92,102	\$83,188
Microsoft Access Developer	\$93,054	\$103,072	\$83,819	\$91,903	\$87,011
Business Intelligence Developer	\$92,068	\$97,960	\$79,914	\$119,915	\$82,874
Data Analyst	\$86,581	\$97,870	\$76,999	\$86,543	\$80,652
Salesforce Business Analyst	\$84,334	\$86,814	\$73,208	\$102,924	\$76,948
Enterprise Systems & Applications					
System Admin	\$91,064	\$101,827	\$90,068	\$89,127	\$79,623
Desktop Support	\$58,118	\$63,399	\$56,429	\$61,083	\$51,716
(SQL) Server Database Administrator	\$116,497	\$130,306	\$111,930	\$122,879	\$105,458
Salesforce and (ERP) Systems Administrator	\$116,127	\$126,593	\$103,376	\$112,648	\$104,664
Quality Assurance (QA) Analyst	\$86,056	\$93,913	\$78,409	\$84,247	\$78,748
Quality Assurance (QA) Manager	\$178,319	\$206,272	\$152,812	\$172,411	\$163,355
PMO Manager	\$165,933	\$197,898	\$145,546	\$170,164	\$143,469
Program Manager	\$144,661	\$170,970	\$131,611	\$137,673	\$124,508
Help Desk Manager	\$118,206	\$150,156	\$105,605	\$121,568	\$113,834
Delivery Manager	\$66,638	\$85,181	\$65,708	\$79,314	\$65,259
Compliance Analyst	\$42,384	\$52,639	\$41,273	\$47,292	\$39,363



## Information Technology Salaries

Data Security Operations & Infrastructure	National Average	San Antonio	San Francisco	Seattle	Tulsa
Chief Information Security Officer	\$221,793	\$291,146	\$183,893	\$295,169	\$170,841
VP Infrastructure	\$188,031	\$235,235	\$145,916	\$232,448	\$157,418
Network Architect	\$164,502	\$155,885	\$117,896	\$144,098	\$142,929
DevSecOps Engineer	\$145,620	\$138,967	\$106,495	\$110,044	\$150,554
Risk Manager	\$127,207	\$123,014	\$99,326	\$104,746	\$110,643
Cyber Security Engineer	\$124,407	\$120,527	\$86,162	\$106,673	\$102,373
Network Security Engineer	\$122,885	\$115,395	\$86,037	\$103,418	\$106,234
Information Security Manager	\$115,663	\$107,826	\$96,409	\$116,155	\$100,888
Information Security Analyst	\$114,338	\$110,372	\$77,968	\$96,994	\$94,595
Network Security Administrator	\$111,286	\$104,730	\$78,914	\$97,971	\$97,719
Network Operations Analyst	\$106,849	\$99,820	\$77,059	\$96,450	\$96,138
Network Engineer	\$106,387	\$100,118	\$76,073	\$94,152	\$93,529
Network Administrator	\$91,064	\$82,455	\$65,528	\$76,414	\$82,361
Data Center Technician	\$57,469	\$56,468	\$46,956	\$52,921	\$50,743
Enterprise Systems & Applications					
VP IT	\$236,689	\$292,173	\$109,977	\$212,025	\$184,468
VP of Development	\$226,149	\$264,291	\$179,087	\$265,079	\$184,237
Chief Information Officer	\$221,591	\$279,370	\$181,213	\$283,544	\$168,641
VP Engineering	\$211,228	\$274,600	\$171,963	\$252,239	\$183,120
Cloud Architect	\$175,952	\$165,213	\$134,061	\$165,555	\$150,893
Solutions Architect	\$173,898	\$153,411	\$140,988	\$165,447	\$138,426
Data Scientist	\$168,689	\$143,505	\$150,434	\$170,320	\$135,163
Senior Salesforce Product Manager	\$156,299	\$142,499	\$137,673	\$148,627	\$122,179
Internet Consultant	\$150,862	\$152,294	\$120,487	\$151,045	\$126,174
Product Manager	\$148,885	\$152,378	\$112,709	\$123,798	\$137,262
IT Manager	\$148,120	\$131,131	\$110,181	\$121,771	\$131,278
Data Architect	\$143,606	\$121,630	\$142,767	\$156,595	\$114,700
Software Development Engineer Architect	\$140,543	\$133,630	\$101,200	\$117,480	\$114,624
Application Architect	\$140,421	\$137,491	\$104,642	\$126,824	\$112,569
Systems Engineer	\$140,114	\$133,350	\$102,285	\$103,298	\$146,583
SAP Programmer	\$139,875	\$140,388	\$99,748	\$120,173	\$106,651
Data Engineer	\$134,331	\$113,462	\$133,598	\$154,701	\$107,728
C++ Professor	\$134,166	\$125,216	\$108,311	\$110,028	\$106,043
Business Intelligence Manager	\$132,543	\$117,832	\$95,894	\$97,830	\$110,140
Python Developer	\$132,090	\$125,361	\$109,328	\$125,060	\$102,539
Cloud Engineer	\$132,025	\$131,747	\$104,442	\$127,220	\$101,896
Sharepoint Developer	\$126,428	\$119,018	\$108,305	\$127,020	\$98,814
Quality Assurance (QA) Engineer	\$121,423	\$122,833	\$86,834	\$106,023	\$97,291
Full Stack Engineer	\$120,640	\$124,832	\$89,299	\$110,165	\$92,217

Data Security Operations & Infrastructure	National Average	San Antonio	San Francisco	Seattle	Tulsa
DBA and Application Developer	\$120,533	\$120,236	\$95,334	\$116,053	\$93,044
Machine Learning Engineer	\$120,533	\$120,236	\$95,334	\$116,053	\$93,044
Scrum Master	\$119,270	\$104,136	\$87,810	\$97,043	\$110,171
Application Engineer	\$118,731	\$119,916	\$87,814	\$105,811	\$94,862
Software Engineer	\$117,714	\$118,263	\$87,013	\$106,115	\$92,367
MuleSoft Quality Assurance Engineer	\$117,158	\$121,538	\$87,057	\$107,619	\$90,038
Data Warehouse Engineer	\$117,117	\$101,516	\$105,668	\$120,408	\$100,234
DevOps Engineer	\$116,914	\$118,357	\$86,135	\$105,266	\$92,196
PeopleSoft Developer	\$116,359	\$98,864	\$115,839	\$135,784	\$93,543
Java Software Engineer	\$114,987	\$115,828	\$51,015	\$74,307	\$88,057
Engineer	\$114,311	\$115,472	\$83,713	\$92,349	\$128,563
Agile Coach	\$113,910	\$102,611	\$84,438	\$90,551	\$108,462
.NET Developer	\$113,178	\$107,445	\$83,169	\$102,901	\$91,680
Database Developer	\$110,455	\$97,450	\$104,159	\$121,695	\$87,767
Salesforce Developer	\$110,007	\$96,146	\$80,104	\$99,134	\$92,999
Game Designer	\$109,429	\$80,808	\$94,753	\$111,318	\$76,149
Front-End Developer	\$108,065	\$92,091	\$107,799	\$117,090	\$86,318
Game Developer	\$107,658	\$134,502	\$75,660	\$71,258	\$78,851
VR Specialist	\$107,658	\$134,502	\$75,660	\$71,258	\$78,851
Personal Home Page (PHP) Developer	\$102,106	\$86,943	\$101,931	\$114,444	\$81,763
Intelligence Analyst	\$100,188	\$105,707	\$75,341	\$89,356	\$77,750
Game Engineer	\$94,787	\$80,808	\$94,753	\$111,318	\$76,149
Salesforce Administrator	\$94,345	\$84,162	\$73,883	\$86,150	\$83,111
Microsoft Access Developer	\$93,054	\$83,423	\$87,397	\$104,243	\$77,009
Business Intelligence Developer	\$92,068	\$81,969	\$65,728	\$63,883	\$72,624
Data Analyst	\$86,581	\$80,255	\$79,407	\$94,643	\$69,990
Salesforce Business Analyst	\$84,334	\$77,703	\$59,553	\$65,704	\$67,356
Enterprise Systems & Applications					
System Admin	\$91,064	\$82,455	\$65,528	\$76,414	\$82,361
Desktop Support	\$58,118	\$52,490	\$43,317	\$51,797	\$51,900
(SQL) Server Database Administrator	\$116,497	\$105,200	\$78,780	\$101,010	\$94,544
Salesforce and (ERP) Systems Administrator	\$116,127	\$99,542	\$110,080	\$128,434	\$95,212
Quality Assurance (QA) Analyst	\$86,056	\$88,082	\$62,778	\$78,137	\$67,578
Quality Assurance (QA) Manager	\$178,319	\$164,394	\$128,170	\$146,173	\$145,114
PMO Manager	\$165,933	\$147,181	\$124,220	\$136,259	\$145,482
Program Manager	\$144,661	\$136,613	\$101,509	\$115,624	\$128,550
Help Desk Manager	\$118,206	\$105,009	\$93,416	\$104,811	\$102,190
Delivery Manager	\$66,638	\$71,855	\$45,922	\$58,541	\$71,320
Compliance Analyst	\$42,384	\$43,291	\$32,704	\$40,000	\$37,417





## Information Technology Salaries

Data Security Operations & Infrastructure	National Average	Washington, DC
Chief Information Security Officer	\$221,793	\$241,331
VP Infrastructure	\$188,031	\$211,033
Network Architect	\$164,502	\$156,246
DevSecOps Engineer	\$145,620	\$140,678
Risk Manager	\$127,207	\$122,328
Cyber Security Engineer	\$124,407	\$124,798
Network Security Engineer	\$122,885	\$125,827
Information Security Manager	\$115,663	\$137,539
Information Security Analyst	\$114,338	\$115,476
Network Security Administrator	\$111,286	\$113,467
Network Operations Analyst	\$106,849	\$108,852
Network Engineer	\$106,387	\$104,512
Network Administrator	\$91,064	\$95,372
Data Center Technician	\$57,469	\$59,288
Enterprise Systems & Applications		
VP IT	\$236,689	\$243,783
VP of Development	\$226,149	\$238,816
Chief Information Officer	\$221,591	\$241,246
VP Engineering	\$211,228	\$218,078
Cloud Architect	\$175,952	\$169,967
Solutions Architect	\$173,898	\$149,956
Data Scientist	\$168,689	\$148,111
Senior Salesforce Product Manager	\$156,299	\$153,668
Internet Consultant	\$150,862	\$155,929
Product Manager	\$148,885	\$149,548
IT Manager	\$148,120	\$150,649
Data Architect	\$143,606	\$147,302
Software Development Engineer Architect	\$140,543	\$140,212
Application Architect	\$140,421	\$134,374
Systems Engineer	\$140,114	\$136,655
SAP Programmer	\$139,875	\$132,624
Data Engineer	\$134,331	\$139,865
C++ Professor	\$134,166	\$137,879
Business Intelligence Manager	\$132,543	\$128,485
Python Developer	\$132,090	\$128,960
Cloud Engineer	\$132,025	\$128,360
Sharepoint Developer	\$126,428	\$125,218
Quality Assurance (QA) Engineer	\$121,423	\$118,104
Full Stack Engineer	\$120,640	\$115,078

Data Security Operations & Infrastructure	National Average	Washington, DC
DBA and Application Developer	\$120,533	\$117,147
Machine Learning Engineer	\$120,533	\$117,147
Scrum Master	\$119,270	\$129,565
Application Engineer	\$118,731	\$116,453
Software Engineer	\$117,714	\$113,480
MuleSoft Quality Assurance Engineer	\$117,158	\$112,016
Data Warehouse Engineer	\$117,117	\$124,549
DevOps Engineer	\$116,914	\$113,386
PeopleSoft Developer	\$116,359	\$124,758
Java Software Engineer	\$114,987	\$114,361
Engineer	\$114,311	\$109,515
Agile Coach	\$113,910	\$125,033
.NET Developer	\$113,178	\$112,895
Database Developer	\$110,455	\$112,986
Salesforce Developer	\$110,007	\$113,608
Game Designer	\$109,429	\$86,541
Front-End Developer	\$108,065	\$111,011
Game Developer	\$107,658	\$88,133
VR Specialist	\$107,658	\$88,133
Personal Home Page (PHP) Developer	\$102,106	\$105,869
Intelligence Analyst	\$100,188	\$113,262
Game Engineer	\$94,787	\$99,909
Salesforce Administrator	\$94,345	\$98,733
Microsoft Access Developer	\$93,054	\$97,789
Business Intelligence Developer	\$92,068	\$91,549
Data Analyst	\$86,581	\$92,849
Salesforce Business Analyst	\$84,334	\$83,679
Enterprise Systems & Applications		
System Admin	\$91,064	\$95,372
Desktop Support	\$58,118	\$58,973
(SQL) Server Database Administrator	\$116,497	\$113,750
Salesforce and (ERP) Systems Administrator	\$116,127	\$121,333
Quality Assurance (QA) Analyst	\$86,056	\$83,703
Quality Assurance (QA) Manager	\$178,319	\$165,871
PMO Manager	\$165,933	\$168,115
Program Manager	\$144,661	\$147,709
Help Desk Manager	\$118,206	\$120,030
Delivery Manager	\$66,638	\$66,780
Compliance Analyst	\$42,384	\$47,582



## Human Resources Salaries

Total Rewards	National Average	Atlanta	Austin	Boston	Charlotte
Total Rewards Director	\$153,521	\$141,106	\$151,312	\$214,436	\$161,705
Compensation & Benefits Manager	\$140,053	\$135,532	\$131,616	\$165,293	\$149,361
Compensation Manager	\$117,794	\$107,412	\$114,228	\$150,766	\$133,830
Benefits Manager	\$99,690	\$89,655	\$94,894	\$126,063	\$106,406
Compensation Analyst	\$86,497	\$77,265	\$79,911	\$100,269	\$76,558
Benefits Administrator	\$78,468	\$75,591	\$77,721	\$89,059	\$76,717
Benefits Specialist	\$68,255	\$61,900	\$63,211	\$80,671	\$58,262
<b>Human Resources</b>					
VP of HR	\$186,174	\$175,446	\$227,064	\$247,237	\$272,053
HR Director	\$164,988	\$153,364	\$174,402	\$217,107	\$193,157
HR Business Partner	\$113,893	\$118,491	\$111,245	\$128,460	\$118,678
HR Manager	\$112,871	\$106,344	\$111,376	\$144,770	\$117,287
HR Consultant	\$107,031	\$107,573	\$103,294	\$119,368	\$109,325
HRIS Manager	\$160,605	\$148,390	\$157,134	\$200,545	\$165,271
HRIS Analyst	\$94,047	\$98,968	\$89,888	\$92,573	\$101,824
HR Generalist	\$72,857	\$68,997	\$70,475	\$83,643	\$69,804
HR Coordinator	\$55,885	\$54,604	\$55,430	\$63,789	\$56,079
HR Assistant	\$43,379	\$41,307	\$41,418	\$52,714	\$40,952
<b>Organizational Development</b>					
Learning & Development Manager	\$143,102	\$144,861	\$138,970	\$167,347	\$145,459
Organizational Development Manager	\$130,008	\$133,708	\$117,906	\$169,561	\$132,835
Employee Relations Manager	\$104,774	\$99,593	\$104,509	\$142,855	\$115,190
Training Manager	\$99,380	\$100,948	\$91,133	\$129,500	\$98,865
Organizational Development Specialist	\$80,621	\$81,992	\$79,433	\$92,778	\$80,905
DEI and Social Impact Consultant	\$77,094	\$71,042	\$73,174	\$88,736	\$73,324
<b>Talent Acquisition</b>					
Recruitment Director	\$156,600	\$144,483	\$166,288	\$209,422	\$183,001
Talent Acquisition Director	\$151,692	\$141,811	\$160,242	\$207,147	\$178,430
Executive Recruiter	\$85,109	\$85,241	\$82,201	\$97,452	\$87,210
Talent Acquisition Specialist	\$71,234	\$69,381	\$70,532	\$82,625	\$71,032
Recruiter	\$70,088	\$68,617	\$70,048	\$80,687	\$70,781
Recruiting Coordinator	\$51,830	\$49,471	\$49,983	\$63,965	\$48,770

Total Rewards	National Average	Chicago	Cleveland	Dallas/ Ft. Worth	Denver
Total Rewards Director	\$153,521	\$166,237	\$154,465	\$151,969	\$173,554
Compensation & Benefits Manager	\$140,053	\$141,432	\$149,799	\$121,071	\$159,133
Compensation Manager	\$117,794	\$118,886	\$135,577	\$100,651	\$138,829
Benefits Manager	\$99,690	\$101,821	\$111,423	\$87,745	\$116,455
Compensation Analyst	\$86,497	\$89,568	\$80,536	\$81,848	\$98,230
Benefits Administrator	\$78,468	\$76,894	\$70,537	\$75,525	\$90,616
Benefits Specialist	\$68,255	\$71,905	\$65,488	\$65,176	\$78,910
<b>Human Resources</b>					
VP of HR	\$186,174	\$226,205	\$204,646	\$248,564	\$216,789
HR Director	\$164,988	\$181,192	\$168,151	\$179,311	\$184,555
HR Business Partner	\$113,893	\$113,388	\$95,302	\$114,495	\$118,370
HR Manager	\$112,871	\$115,313	\$108,884	\$110,951	\$127,529
HR Consultant	\$107,031	\$105,923	\$90,108	\$103,267	\$115,795
HRIS Manager	\$160,605	\$164,088	\$151,995	\$155,994	\$176,204
HRIS Analyst	\$94,047	\$89,682	\$77,025	\$99,718	\$95,900
HR Generalist	\$72,857	\$71,950	\$66,466	\$70,442	\$83,942
HR Coordinator	\$55,885	\$53,334	\$50,183	\$54,804	\$64,707
HR Assistant	\$43,379	\$42,233	\$43,984	\$45,606	\$51,117
<b>Organizational Development</b>					
Learning & Development Manager	\$143,102	\$149,700	\$127,586	\$138,267	\$150,074
Organizational Development Manager	\$130,008	\$146,428	\$118,854	\$122,731	\$141,922
Employee Relations Manager	\$104,774	\$108,358	\$108,736	\$99,579	\$123,537
Training Manager	\$99,380	\$109,436	\$92,627	\$93,712	\$109,504
Organizational Development Specialist	\$80,621	\$79,775	\$69,739	\$77,560	\$81,254
DEI and Social Impact Consultant	\$77,094	\$82,214	\$69,603	\$72,739	\$86,504
<b>Talent Acquisition</b>					
Recruitment Director	\$156,600	\$174,382	\$162,013	\$171,883	\$175,223
Talent Acquisition Director	\$151,692	\$168,726	\$155,751	\$165,042	\$174,165
Executive Recruiter	\$85,109	\$81,415	\$75,592	\$84,538	\$96,407
Talent Acquisition Specialist	\$71,234	\$68,206	\$65,251	\$70,231	\$83,302
Recruiter	\$70,088	\$66,964	\$62,678	\$67,754	\$82,073
Recruiting Coordinator	\$51,830	\$50,729	\$52,585	\$53,860	\$61,973



## Human Resources Salaries

Total Rewards	National Average	Houston	Los Angeles	Minneapolis	Nashville
Total Rewards Director	\$153,521	\$156,481	\$169,518	\$161,275	\$126,654
Compensation & Benefits Manager	\$140,053	\$126,648	\$145,540	\$146,204	\$113,752
Compensation Manager	\$117,794	\$107,790	\$122,330	\$123,696	\$102,249
Benefits Manager	\$99,690	\$93,526	\$104,403	\$106,808	\$83,968
Compensation Analyst	\$86,497	\$79,362	\$94,902	\$99,024	\$65,634
Benefits Administrator	\$78,468	\$73,551	\$87,884	\$88,565	\$67,125
Benefits Specialist	\$68,255	\$64,142	\$74,846	\$79,826	\$51,494
<b>Human Resources</b>					
VP of HR	\$186,174	\$252,420	\$220,705	\$202,747	\$168,351
HR Director	\$164,988	\$183,812	\$180,809	\$173,087	\$140,615
HR Business Partner	\$113,893	\$115,765	\$111,801	\$117,791	\$100,239
HR Manager	\$112,871	\$115,076	\$123,684	\$119,338	\$96,109
HR Consultant	\$107,031	\$104,111	\$112,956	\$112,623	\$90,798
HRIS Manager	\$160,605	\$161,308	\$167,947	\$160,793	\$126,300
HRIS Analyst	\$94,047	\$95,543	\$101,526	\$95,741	\$83,379
HR Generalist	\$72,857	\$69,166	\$80,954	\$81,974	\$61,252
HR Coordinator	\$55,885	\$54,565	\$62,599	\$61,901	\$49,834
HR Assistant	\$43,379	\$50,703	\$48,376	\$47,820	\$40,641
<b>Organizational Development</b>					
Learning & Development Manager	\$143,102	\$139,307	\$153,688	\$143,792	\$118,182
Organizational Development Manager	\$130,008	\$125,162	\$138,976	\$129,422	\$110,096
Employee Relations Manager	\$104,774	\$102,564	\$119,117	\$112,896	\$90,883
Training Manager	\$99,380	\$98,485	\$109,712	\$102,777	\$84,916
Organizational Development Specialist	\$80,621	\$82,345	\$84,146	\$90,056	\$69,829
DEI and Social Impact Consultant	\$77,094	\$78,997	\$83,727	\$87,015	\$63,480
<b>Talent Acquisition</b>					
Recruitment Director	\$156,600	\$176,322	\$172,359	\$164,242	\$134,171
Talent Acquisition Director	\$151,692	\$168,942	\$172,318	\$161,805	\$130,088
Executive Recruiter	\$85,109	\$86,136	\$95,602	\$96,112	\$77,426
Talent Acquisition Specialist	\$71,234	\$71,532	\$80,463	\$79,270	\$64,422
Recruiter	\$70,088	\$66,997	\$79,876	\$78,367	\$62,993
Recruiting Coordinator	\$51,830	\$59,146	\$59,369	\$58,070	\$49,127



Total Rewards	National Average	New York	Oklahoma City	Philadelphia	Phoenix
Total Rewards Director	\$153,521	\$197,571	\$130,307	\$158,227	\$151,456
Compensation & Benefits Manager	\$140,053	\$176,489	\$113,415	\$154,685	\$139,228
Compensation Manager	\$117,794	\$159,332	\$97,475	\$135,320	\$120,982
Benefits Manager	\$99,690	\$130,539	\$80,533	\$111,076	\$101,774
Compensation Analyst	\$86,497	\$104,791	\$58,398	\$82,324	\$79,563
Benefits Administrator	\$78,468	\$96,818	\$63,663	\$77,911	\$70,363
Benefits Specialist	\$68,255	\$82,103	\$48,948	\$65,969	\$64,491
<b>Human Resources</b>					
VP of HR	\$186,174	\$274,281	\$149,340	\$210,932	\$175,376
HR Director	\$164,988	\$214,856	\$139,175	\$173,111	\$157,789
HR Business Partner	\$113,893	\$134,459	\$89,492	\$108,266	\$93,167
HR Manager	\$112,871	\$140,170	\$98,374	\$115,634	\$107,257
HR Consultant	\$107,031	\$130,067	\$83,212	\$102,751	\$88,563
HRIS Manager	\$160,605	\$185,961	\$134,436	\$162,999	\$149,278
HRIS Analyst	\$94,047	\$105,379	\$76,816	\$94,224	\$81,198
HR Generalist	\$72,857	\$88,995	\$57,899	\$72,063	\$66,196
HR Coordinator	\$55,885	\$68,325	\$49,035	\$56,796	\$50,308
HR Assistant	\$43,379	\$49,590	\$46,558	\$47,679	\$43,877
<b>Organizational Development</b>					
Learning & Development Manager	\$143,102	\$179,733	\$114,204	\$143,030	\$131,136
Organizational Development Manager	\$130,008	\$173,514	\$127,842	\$133,030	\$114,202
Employee Relations Manager	\$104,774	\$143,353	\$90,213	\$113,420	\$103,272
Training Manager	\$99,380	\$132,529	\$100,564	\$104,567	\$91,187
Organizational Development Specialist	\$80,621	\$97,872	\$69,664	\$81,649	\$70,980
DEI and Social Impact Consultant	\$77,094	\$94,148	\$60,675	\$82,158	\$63,867
<b>Talent Acquisition</b>					
Recruitment Director	\$156,600	\$204,163	\$132,641	\$165,292	\$151,034
Talent Acquisition Director	\$151,692	\$203,555	\$127,406	\$161,724	\$146,875
Executive Recruiter	\$85,109	\$104,777	\$72,447	\$86,259	\$77,640
Talent Acquisition Specialist	\$71,234	\$86,654	\$64,365	\$73,396	\$65,044
Recruiter	\$70,088	\$86,861	\$60,065	\$71,077	\$62,068
Recruiting Coordinator	\$51,830	\$60,458	\$54,279	\$56,799	\$51,633



## Human Resources Salaries

Total Rewards	National Average	San Antonio	San Francisco	Seattle	Tulsa
Total Rewards Director	\$153,521	\$141,194	\$197,142	\$180,965	\$130,018
Compensation & Benefits Manager	\$140,053	\$117,273	\$166,152	\$165,172	\$134,268
Compensation Manager	\$117,794	\$100,899	\$146,203	\$146,443	\$112,782
Benefits Manager	\$99,690	\$85,007	\$122,438	\$117,064	\$95,270
Compensation Analyst	\$86,497	\$74,313	\$89,699	\$88,841	\$72,238
Benefits Administrator	\$78,468	\$73,579	\$80,942	\$92,331	\$65,221
Benefits Specialist	\$68,255	\$58,927	\$76,782	\$71,569	\$59,424
<b>Human Resources</b>					
VP of HR	\$186,174	\$221,971	\$252,998	\$310,384	\$148,840
HR Director	\$164,988	\$165,581	\$208,042	\$213,326	\$136,571
HR Business Partner	\$113,893	\$102,178	\$126,331	\$124,748	\$95,208
HR Manager	\$112,871	\$105,985	\$136,926	\$131,340	\$97,351
HR Consultant	\$107,031	\$97,009	\$122,301	\$119,938	\$88,206
HRIS Manager	\$160,605	\$141,904	\$211,212	\$185,656	\$136,242
HRIS Analyst	\$94,047	\$87,275	\$105,048	\$106,007	\$78,618
HR Generalist	\$72,857	\$67,208	\$76,047	\$82,699	\$61,734
HR Coordinator	\$55,885	\$53,736	\$58,465	\$66,636	\$47,967
HR Assistant	\$43,379	\$42,287	\$56,170	\$47,277	\$47,527
<b>Organizational Development</b>					
Learning & Development Manager	\$143,102	\$121,017	\$179,548	\$160,225	\$120,948
Organizational Development Manager	\$130,008	\$111,973	\$156,593	\$140,554	\$112,994
Employee Relations Manager	\$104,774	\$96,731	\$134,563	\$135,477	\$94,123
Training Manager	\$99,380	\$86,654	\$121,927	\$112,184	\$87,944
Organizational Development Specialist	\$80,621	\$68,681	\$94,708	\$98,030	\$64,398
DEI and Social Impact Consultant	\$77,094	\$73,787	\$92,342	\$88,385	\$66,416
<b>Talent Acquisition</b>					
Recruitment Director	\$156,600	\$156,976	\$201,564	\$202,857	\$130,688
Talent Acquisition Director	\$151,692	\$152,517	\$196,233	\$201,789	\$126,468
Executive Recruiter	\$85,109	\$81,977	\$89,799	\$101,858	\$73,609
Talent Acquisition Specialist	\$71,234	\$68,825	\$80,055	\$84,310	\$64,044
Recruiter	\$70,088	\$67,458	\$76,040	\$84,741	\$59,549
Recruiting Coordinator	\$51,830	\$50,213	\$68,267	\$57,612	\$56,196

Total Rewards	National Average	Washington, DC
Total Rewards Director	\$153,521	\$182,586
Compensation & Benefits Manager	\$140,053	\$148,185
Compensation Manager	\$117,794	\$126,365
Benefits Manager	\$99,690	\$107,985
Compensation Analyst	\$86,497	\$104,279
Benefits Administrator	\$78,468	\$100,818
Benefits Specialist	\$68,255	\$81,317
<b>Human Resources</b>		
VP of HR	\$186,174	\$232,134
HR Director	\$164,988	\$194,169
HR Business Partner	\$113,893	\$129,461
HR Manager	\$112,871	\$134,872
HR Consultant	\$107,031	\$121,960
HRIS Manager	\$160,605	\$183,802
HRIS Analyst	\$94,047	\$108,847
HR Generalist	\$72,857	\$92,325
HR Coordinator	\$55,885	\$72,755
HR Assistant	\$43,379	\$52,804
<b>Organizational Development</b>		
Learning & Development Manager	\$143,102	\$156,891
Organizational Development Manager	\$130,008	\$139,651
Employee Relations Manager	\$104,774	\$129,834
Training Manager	\$99,380	\$111,141
Organizational Development Specialist	\$80,621	\$95,731
DEI and Social Impact Consultant	\$77,094	\$95,755
<b>Talent Acquisition</b>		
Recruitment Director	\$156,600	\$183,029
Talent Acquisition Director	\$151,692	\$184,687
Executive Recruiter	\$85,109	\$107,960
Talent Acquisition Specialist	\$71,234	\$90,603
Recruiter	\$70,088	\$90,036
Recruiting Coordinator	\$51,830	\$63,097



## Administrative Salaries

Legal	National Average	Atlanta	Austin	Boston	Charlotte
Paralegal	\$66,075	\$76,223	\$75,838	\$79,178	\$57,293
Litigation Specialist	\$60,883	\$66,801	\$74,079	\$73,205	\$54,231
Legal Assistant	\$58,240	\$65,375	\$72,907	\$75,914	\$57,039
Law Clerk	\$52,378	\$44,103	\$58,346	\$82,529	\$46,487
<b>Administrative</b>					
Contracts Administrator	\$94,284	\$103,448	\$84,049	\$102,780	\$108,674
Executive Assistant	\$81,024	\$84,545	\$76,721	\$91,692	\$84,118
Sales Administrator	\$70,031	\$67,255	\$74,780	\$91,113	\$75,548
Meeting Planner	\$60,987	\$59,283	\$60,151	\$71,095	\$58,038
Sales Assistant	\$54,187	\$57,427	\$37,195	\$70,260	\$38,434
Marketing Coordinator	\$53,298	\$55,925	\$54,708	\$60,240	\$55,112
Project Assistant	\$48,989	\$46,258	\$49,507	\$58,106	\$51,877
Administrative Assistant	\$48,129	\$46,349	\$58,472	\$61,710	\$47,410
<b>Facilities Support</b>					
Safety Coordinator	\$97,178	\$98,644	\$99,469	\$100,037	\$93,756
Facilities Manager	\$95,944	\$90,983	\$103,073	\$133,442	\$104,129
Office Manager	\$89,885	\$85,943	\$89,679	\$115,736	\$96,219
Facilities Coordinator	\$79,241	\$75,981	\$73,251	\$93,434	\$81,043
Delivery and Mail Sorter	\$44,514	\$44,930	\$45,166	\$50,602	\$46,527
Office Clerk	\$40,714	\$41,123	\$39,374	\$50,161	\$40,383
Receptionist	\$33,083	\$33,762	\$35,969	\$39,192	\$37,328

Legal	National Average	Chicago	Cleveland	Dallas/ Ft. Worth	Denver
Paralegal	\$66,075	\$77,765	\$64,457	\$75,256	\$74,368
Litigation Specialist	\$60,883	\$71,307	\$60,375	\$71,244	\$70,769
Legal Assistant	\$58,240	\$70,703	\$58,595	\$70,196	\$63,391
Law Clerk	\$52,378	\$66,263	\$42,827	\$55,977	\$48,558
Administrative					
Contracts Administrator	\$94,284	\$100,085	\$91,810	\$79,095	\$89,671
Executive Assistant	\$81,024	\$77,287	\$70,538	\$89,319	\$85,156
Sales Administrator	\$70,031	\$78,454	\$75,362	\$66,164	\$70,031
Meeting Planner	\$60,987	\$58,308	\$50,464	\$59,629	\$65,817
Sales Assistant	\$54,187	\$55,679	\$50,714	\$36,922	\$61,808
Marketing Coordinator	\$53,298	\$53,823	\$49,970	\$54,345	\$64,252
Project Assistant	\$48,989	\$52,951	\$46,618	\$50,476	\$54,754
Administrative Assistant	\$48,129	\$52,618	\$47,233	\$57,301	\$51,902
Facilities Support					
Safety Coordinator	\$97,178	\$97,850	\$93,710	\$109,309	\$116,868
Facilities Manager	\$95,944	\$93,641	\$98,509	\$108,020	\$120,971
Office Manager	\$89,885	\$90,722	\$92,193	\$88,779	\$74,417
Facilities Coordinator	\$79,241	\$77,710	\$75,301	\$76,500	\$92,999
Delivery and Mail Sorter	\$44,514	\$43,715	\$45,941	\$47,801	\$50,796
Office Clerk	\$40,714	\$41,163	\$41,978	\$39,911	\$54,884
Receptionist	\$33,083	\$43,680	\$31,169	\$36,860	\$44,483





## Administrative Salaries

Legal	National Average	Houston	Los Angeles	Minneapolis	Nashville
Paralegal	\$66,075	\$77,261	\$82,624	\$75,850	\$57,239
Litigation Specialist	\$60,883	\$73,684	\$78,242	\$70,466	\$54,970
Legal Assistant	\$58,240	\$64,853	\$60,929	\$68,391	\$51,788
Law Clerk	\$52,378	\$57,354	\$66,514	\$56,823	\$60,927
<b>Administrative</b>					
Contracts Administrator	\$94,284	\$81,952	\$107,150	\$90,293	\$78,389
Executive Assistant	\$81,024	\$92,124	\$88,616	\$92,375	\$75,115
Sales Administrator	\$70,031	\$66,851	\$79,269	\$82,330	\$66,258
Meeting Planner	\$60,987	\$58,960	\$66,401	\$65,375	\$49,653
Sales Assistant	\$54,187	\$37,196	\$65,514	\$66,779	\$42,147
Marketing Coordinator	\$53,298	\$55,000	\$56,222	\$61,339	\$46,488
Project Assistant	\$48,989	\$51,015	\$57,218	\$55,527	\$46,950
Administrative Assistant	\$48,129	\$57,543	\$59,510	\$57,803	\$48,680
<b>Facilities Support</b>					
Safety Coordinator	\$97,178	\$121,918	\$113,119	\$108,793	\$96,995
Facilities Manager	\$95,944	\$104,064	\$97,729	\$102,157	\$97,383
Office Manager	\$89,885	\$91,044	\$94,144	\$95,817	\$87,864
Facilities Coordinator	\$79,241	\$83,131	\$81,556	\$86,456	\$72,074
Delivery and Mail Sorter	\$44,514	\$46,283	\$51,274	\$48,849	\$44,897
Office Clerk	\$40,714	\$39,853	\$45,873	\$50,069	\$37,252
Receptionist	\$33,083	\$36,778	\$39,302	\$36,218	\$31,471

Legal	National Average	New York	Oklahoma City	Philadelphia	Phoenix
Paralegal	\$66,075	\$82,340	\$57,714	\$83,617	\$73,902
Litigation Specialist	\$60,883	\$78,016	\$55,450	\$76,092	\$67,263
Legal Assistant	\$58,240	\$78,900	\$46,544	\$66,717	\$53,325
Law Clerk	\$52,378	\$61,402	\$42,741	\$51,481	\$45,420
Administrative					
Contracts Administrator	\$94,284	\$102,560	\$72,906	\$109,028	\$73,969
Executive Assistant	\$81,024	\$97,196	\$68,033	\$82,070	\$88,340
Sales Administrator	\$70,031	\$94,122	\$66,343	\$79,675	\$63,650
Meeting Planner	\$60,987	\$69,010	\$42,639	\$63,909	\$50,250
Sales Assistant	\$54,187	\$61,085	\$48,674	\$41,360	\$51,221
Marketing Coordinator	\$53,298	\$64,378	\$44,326	\$54,454	\$51,669
Project Assistant	\$48,989	\$57,419	\$44,455	\$50,822	\$50,077
Administrative Assistant	\$48,129	\$59,676	\$45,178	\$53,428	\$48,914
Facilities Support					
Safety Coordinator	\$97,178	\$110,745	\$103,534	\$92,033	\$88,893
Facilities Manager	\$95,944	\$122,357	\$88,964	\$96,033	\$93,513
Office Manager	\$89,885	\$105,436	\$82,373	\$92,038	\$71,737
Facilities Coordinator	\$79,241	\$98,094	\$77,949	\$82,288	\$77,302
Delivery and Mail Sorter	\$44,514	\$49,903	\$47,793	\$46,276	\$45,453
Office Clerk	\$40,714	\$47,389	\$36,436	\$45,258	\$45,463
Receptionist	\$33,083	\$47,682	\$37,599	\$41,870	\$40,981



## Administrative Salaries

Legal	National Average	San Antonio	San Francisco	Seattle	Tulsa
Paralegal	\$66,075	\$64,404	\$86,671	\$90,322	\$63,475
Litigation Specialist	\$60,883	\$63,090	\$77,049	\$81,871	\$58,587
Legal Assistant	\$58,240	\$63,889	\$83,845	\$72,764	\$48,573
Law Clerk	\$52,378	\$51,900	\$66,185	\$69,752	\$42,739
<b>Administrative</b>					
Contracts Administrator	\$94,284	\$75,576	\$111,651	\$128,887	\$71,818
Executive Assistant	\$81,024	\$77,204	\$93,158	\$92,776	\$73,493
Sales Administrator	\$70,031	\$61,646	\$83,494	\$79,443	\$70,635
Meeting Planner	\$60,987	\$64,222	\$67,961	\$69,501	\$44,668
Sales Assistant	\$54,187	\$37,557	\$64,007	\$64,031	\$54,680
Marketing Coordinator	\$53,298	\$49,806	\$62,772	\$62,035	\$46,723
Project Assistant	\$48,989	\$48,234	\$60,159	\$58,486	\$46,141
Administrative Assistant	\$48,129	\$51,340	\$65,821	\$61,008	\$44,794
<b>Facilities Support</b>					
Safety Coordinator	\$97,178	\$89,617	\$91,178	\$110,855	\$105,581
Facilities Manager	\$95,944	\$91,277	\$124,364	\$118,208	\$92,098
Office Manager	\$89,885	\$84,139	\$111,104	\$104,367	\$85,769
Facilities Coordinator	\$79,241	\$72,773	\$70,413	\$99,220	\$79,851
Delivery and Mail Sorter	\$44,514	\$46,010	\$52,306	\$49,901	\$47,821
Office Clerk	\$40,714	\$38,574	\$51,348	\$51,517	\$37,504
Receptionist	\$33,083	\$34,355	\$47,915	\$40,164	\$30,762

Legal	National Average	Washington, DC
Paralegal	\$66,075	\$95,116
Litigation Specialist	\$60,883	\$84,354
Legal Assistant	\$58,240	\$83,107
Law Clerk	\$52,378	\$61,733
Administrative		
Contracts Administrator	\$94,284	\$130,662
Executive Assistant	\$81,024	\$97,341
Sales Administrator	\$70,031	\$95,767
Meeting Planner	\$60,987	\$73,526
Sales Assistant	\$54,187	\$65,298
Marketing Coordinator	\$53,298	\$64,423
Project Assistant	\$48,989	\$58,415
Administrative Assistant	\$48,129	\$60,755
Facilities Support		
Safety Coordinator	\$97,178	\$102,591
Facilities Manager	\$95,944	\$113,169
Office Manager	\$89,885	\$112,847
Facilities Coordinator	\$79,241	\$94,882
Delivery and Mail Sorter	\$44,514	\$51,526
Office Clerk	\$40,714	\$49,952
Receptionist	\$33,083	\$39,780



## Digital Marketing Salaries

Digital Marketing	National Average	Atlanta	Austin	Boston	Charlotte
Business Intelligence Analyst	\$82,134	\$89,547	\$78,067	\$85,146	\$81,326
Content Manager	\$80,039	\$94,183	\$74,045	\$92,266	\$91,481
Data Analyst	\$86,581	\$85,455	\$85,011	\$98,566	\$86,796
Digital Marketing Analyst	\$74,994	\$88,299	\$71,598	\$86,669	\$83,330
Digital Marketing Manager	\$96,610	\$101,815	\$93,852	\$122,172	\$100,447
e-Commerce Director	\$118,723	\$127,414	\$136,184	\$162,092	\$138,612
Email Marketing Specialist	\$80,680	\$83,257	\$77,782	\$89,777	\$83,860
SEO Specialist	\$68,193	\$73,544	\$67,114	\$72,487	\$72,640
Social Media Manager	\$52,071	\$46,260	\$47,462	\$54,838	\$50,285
Technical Writer	\$77,484	\$86,872	\$81,747	\$97,610	\$78,192
UI Designer	\$93,455	\$89,483	\$88,975	\$104,347	\$93,064
UX Designer	\$93,455	\$89,483	\$88,975	\$104,347	\$93,064
Web Developer	\$108,065	\$102,185	\$102,978	\$118,711	\$105,852

Digital Marketing	National Average	Chicago	Cleveland	Dallas/ Ft. Worth	Denver
Business Intelligence Analyst	\$82,134	\$82,109	\$70,669	\$140,693	\$87,004
Content Manager	\$80,039	\$77,880	\$87,324	\$73,220	\$95,765
Data Analyst	\$86,581	\$84,118	\$84,109	\$82,620	\$94,673
Digital Marketing Analyst	\$74,994	\$74,480	\$81,226	\$70,830	\$88,070
Digital Marketing Manager	\$96,610	\$99,514	\$90,063	\$91,276	\$115,792
e-Commerce Director	\$118,723	\$148,108	\$135,486	\$128,898	\$155,247
Email Marketing Specialist	\$80,680	\$82,485	\$72,500	\$77,441	\$87,709
SEO Specialist	\$68,193	\$68,454	\$59,055	\$65,628	\$74,387
Social Media Manager	\$52,071	\$57,533	\$48,042	\$57,046	\$57,692
Technical Writer	\$77,484	\$76,765	\$69,629	\$75,854	\$94,224
UI Designer	\$93,455	\$88,752	\$80,952	\$89,403	\$99,552
UX Designer	\$93,455	\$88,752	\$80,952	\$89,403	\$99,552
Web Developer	\$108,065	\$101,928	\$91,173	\$102,266	\$112,477



Digital Marketing	National Average	Houston	Los Angeles	Minneapolis	Nashville
Business Intelligence Analyst	\$82,134	\$151,203	\$91,008	\$123,347	\$65,063
Content Manager	\$80,039	\$73,366	\$85,191	\$84,670	\$84,075
Data Analyst	\$86,581	\$82,782	\$93,288	\$85,015	\$70,867
Digital Marketing Analyst	\$74,994	\$70,744	\$77,527	\$80,422	\$75,654
Digital Marketing Manager	\$96,610	\$97,218	\$106,265	\$110,510	\$89,917
e-Commerce Director	\$118,723	\$129,363	\$127,535	\$137,872	\$116,344
Email Marketing Specialist	\$80,680	\$78,473	\$82,838	\$85,824	\$67,783
SEO Specialist	\$68,193	\$64,984	\$68,685	\$74,743	\$57,164
Social Media Manager	\$52,071	\$45,320	\$65,965	\$54,890	\$44,609
Technical Writer	\$77,484	\$85,125	\$94,931	\$91,212	\$82,895
UI Designer	\$93,455	\$86,414	\$99,377	\$88,950	\$74,205
UX Designer	\$93,455	\$86,414	\$99,377	\$88,590	\$74,205
Web Developer	\$108,065	\$100,695	\$114,677	\$99,010	\$86,343

Digital Marketing	National Average	New York	Oklahoma City	Philadelphia	Phoenix
Business Intelligence Analyst	\$82,134	\$80,956	\$65,350	\$117,420	\$74,546
Content Manager	\$80,039	\$98,026	\$68,042	\$79,200	\$80,142
Data Analyst	\$86,581	\$97,870	\$70,512	\$86,543	\$80,652
Digital Marketing Analyst	\$74,994	\$89,691	\$63,346	\$73,833	\$74,229
Digital Marketing Manager	\$96,610	\$122,835	\$84,387	\$93,999	\$90,995
e-Commerce Director	\$118,723	\$191,521	\$103,630	\$148,257	\$104,771
Email Marketing Specialist	\$80,680	\$100,225	\$65,246	\$79,627	\$71,025
SEO Specialist	\$68,193	\$84,954	\$53,498	\$65,090	\$58,797
Social Media Manager	\$52,071	\$68,935	\$38,065	\$51,149	\$50,418
Technical Writer	\$77,484	\$92,414	\$63,714	\$78,490	\$88,235
UI Designer	\$93,455	\$102,450	\$74,369	\$90,844	\$85,444
UX Designer	\$93,455	\$102,450	\$74,369	\$90,844	\$85,444
Web Developer	\$108,065	\$117,763	\$85,336	\$103,998	\$97,155



## Digital Marketing Salaries

Digital Marketing	National Average	San Antonio	San Francisco	Seattle	Tulsa
Business Intelligence Analyst	\$82,134	\$66,358	\$92,190	\$71,033	\$65,897
Content Manager	\$80,039	\$69,667	\$104,983	\$91,877	\$65,287
Data Analyst	\$86,581	\$76,288	\$133,233	\$123,716	\$69,990
Digital Marketing Analyst	\$74,994	\$68,122	\$94,887	\$85,978	\$63,550
Digital Marketing Manager	\$96,610	\$82,384	\$126,330	\$108,126	\$93,904
e-Commerce Director	\$118,723	\$113,392	\$163,894	\$170,551	\$109,639
Email Marketing Specialist	\$80,680	\$71,491	\$95,941	\$89,750	\$68,515
SEO Specialist	\$68,193	\$60,893	\$75,702	\$74,585	\$57,507
Social Media Manager	\$52,071	\$52,467	\$59,490	\$52,552	\$46,004
Technical Writer	\$77,484	\$75,608	\$91,326	\$97,540	\$59,387
UI Designer	\$93,455	\$75,869	\$156,875	\$144,360	\$75,096
UX Designer	\$93,455	\$75,869	\$156,875	\$144,360	\$75,096
Web Developer	\$108,065	\$87,539	\$180,871	\$153,059	\$86,318

Digital Marketing	National Average	Washington, DC
Business Intelligence Analyst	\$82,134	\$90,932
Content Manager	\$80,039	\$78,080
Data Analyst	\$86,581	\$101,697
Digital Marketing Analyst	\$74,994	\$77,104
Digital Marketing Manager	\$96,610	\$116,316
e-Commerce Director	\$118,723	\$153,157
Email Marketing Specialist	\$80,680	\$97,605
SEO Specialist	\$68,193	\$81,882
Social Media Manager	\$52,071	\$62,121
Technical Writer	\$77,484	\$91,646
UI Designer	\$93,455	\$108,135
UX Designer	\$93,455	\$108,135
Web Developer	\$108,065	\$121,589





# Addison Group

Austin, TX  
Atlanta, GA  
Boston, MA  
Charlotte, NC  
Chicago, IL (HQ)  
Cleveland, OH  
Dallas, TX  
Denver, CO  
Fort Worth, TX  
Houston, TX

Los Angeles, CA  
Minneapolis, MN  
Menlo Park, CA  
Nashville, TN  
New York, NY  
Oklahoma City, OK  
Orange County, CA  
Philadelphia, PA  
Phoenix, AZ  
Reston, VA

Rockville, MD  
San Antonio, TX  
San Francisco, CA  
Schaumburg, IL  
Seattle, WA  
Tampa, FL  
Tulsa, OK  
Washington, DC