



2020 Salary Guide

TBG

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Overview

The following salary guide dictates the median national salary for specific roles in a variety of industries broken down by level of experience. As these salaries are a reflection of the median of the national average, they may not accurately represent the salaries for your geographic location. To get a more accurate look at the salary range for your geographic location, you may refer to the percentage multipliers below.

Atlanta, GA	106%	Las Vegas, NV	102%	Phoenix, AZ	117%
Austin, TX	109%	Los Angeles, CA	132%	Pittsburgh, PA	98%
Baltimore, MD	103%	Memphis, TN	105%	Portland, OR	111%
Boise, ID	89%	Miami, FL	106%	Providence, RI	102%
Boston, MA	134%	Milwaukee, WI	102%	Raleigh, NC	104%
Charleston, SC	95%	Minneapolis, MN	107%	Richmond, VA	99%
Charlotte, NC	103%	Nashville, TN	102%	Salt Lake City, UT	108%
Chicago, IL	124%	New Orleans, LA	99%	San Antonio, TX	101%
Cleveland, OH	96%	New York, NY	141%	San Diego, CA	129%
Dallas, TX	111%	Oklahoma City, OK	93%	San Francisco, CA	141%
Denver, CO	111%	Orange County, CA	127%	Seattle, WA	127%
Detroit, MI	100%	Orlando, FL	101%	St. Louis, MO	101%
Houston, TX	108%	Paramus, NJ	130%	Stamford, CT	131%
Indianapolis, IN	97%	Philadelphia, PA	115%	Washington D.C.	133%

Example (New York, NY): \$100,000 x 141% = \$141,000

Accounting & Finance

National Salaries

Accounting Roles	Entry-Level	Mid-Level	Senior-Level
Accounting Manager	\$86,477-\$104,955	\$99,374-\$120,610	\$113,209-\$139,101
Accounts Payable Clerk	\$33,454-\$37,771	\$40,351-\$45,559	\$46,744-\$52,777
Accounts Payable Manager	\$71,664-\$86,977	\$84,621-\$102,704	\$99,504-\$120,766
Accounts Payable Supervisor	\$52,046-\$61,667	\$62,298-\$73,812	\$72,569-\$85,982
Accounts Receivable Clerk	\$34,540-\$61,667	\$41,659-\$47,035	\$48,686-\$54,969
Accounts Receivable Manager	\$72,090-\$85,415	\$84,267-\$99,842	\$98,745-\$116,995
Accounts Receivable Supervisor	\$49,980-\$59,217	\$59,152-\$70,446	\$68,963-\$81,709
Assistant Controller	\$95,163-\$121,186	\$110,974-\$141,321	\$128,961-\$164,226
Controller	\$130,531-\$233,306	\$142,301-\$254,342	\$157,325-\$281,195
Cost Accountant/Analyst	\$56,714-\$68,010	\$65,839-\$78,952	\$75,966-\$91,097
Cost Accounting Clerk	\$32,915-\$38,532	\$38,964-\$45,614	\$43,984-\$51,489
Cost Accounting Manager	\$86,036-\$104,421	\$98,606-\$119,675	\$113,120-\$137,291
Credit & Collections Clerk	\$31,177-\$36,060	\$37,266-\$43,103	\$42,705-\$49,393
Credit & Collections Manager	\$81,791-\$98,082	\$93,632-\$112,281	\$107,925-\$129,421
Junior Accountant	\$58,786-\$70,494	\$63,224-\$75,817	\$69,426-\$83,253
Payroll Coordinator/Clerk	\$37,169-\$43,512	\$44,419-\$52,001	\$50,900-\$59,586
Payroll Manager	\$70,283-\$85,301	\$81,468-\$98,977	\$93,509-\$113,490
Payroll Supervisor	\$50,901-\$61,038	\$59,698-\$71,589	\$69,025-\$82,772
SEC Reporting Manager	\$97,971-\$118,906	\$112,324-\$136,326	\$129,160-\$156,755
Senior Accountant	\$63,627-\$75,386	\$72,446-\$85,836	\$82,874-\$98,192
Staff Accountant	\$58,786-\$70,494	\$63,224-\$75,817	\$69,426-\$83,253

Executive Roles	Entry-Level	Mid-Level	Senior-Level
CFO	\$176,119-\$314,786	\$199,110-\$355,879	\$235,740-\$421,349
VP of Accounting & Finance	\$162,291-\$199,354	\$179,945-\$214,896	\$187,178-\$229,922
VP of Internal Audit	\$141,398-\$188,927	\$149,672-\$199,982	\$157,048-\$209,838
VP of Tax	\$171,676-\$243,596	\$184,417-\$261,674	\$196,925-\$279,423
Finance Roles	Entry-Level	Mid-Level	Senior-Level
Business Systems Analyst	\$66,055-\$79,213	\$80,944-\$97,066	\$95,973-\$115,089
Director of Finance	\$138,546-\$182,906	\$147,012-\$194,084	\$155,757-\$205,628
Finance Manager	\$80,457-\$97,649	\$93,150-\$113,054	\$107,234-\$130,147
Financial Analyst	\$67,157-\$80,532	\$76,521-\$91,761	\$87,024-\$104,356
Internal Audit Roles	Entry-Level	Mid-Level	Senior-Level
Director of Internal Audit	\$114,470-\$152,984	\$121,596-\$162,469	\$128,831-\$172,136
Internal Audit Manager	\$95,885-\$117,782	\$110,027-\$135,153	\$125,961-\$154,726
Internal Auditor	\$56,544-\$67,806	\$69,822-\$83,728	\$82,252-\$98,634
Public Accounting Roles	Entry-Level	Mid-Level	Senior-Level
Associate	\$58,364-\$69,989	\$69,378-\$83,197	\$81,006-\$97,141
Purchasing/Procurement	Entry-Level	Mid-Level	Senior-Level
Procurement Specialist	\$43,540-\$52,843	\$49,924-\$60,591	\$57,366-\$69,625
Purchasing Manager	\$79,728-\$96,764	\$93,388-\$113,344	\$107,300-\$130,229
Small Business Accounting	Entry-Level	Mid-Level	Senior-Level
Accounting Clerk	\$32,468-\$37,554	\$38,385-\$44,397	\$43,844-\$50,711
Bookkeeper	\$32,161-\$38,105	\$37,402-\$44,315	\$42,895-\$50,824
Tax Roles	Entry-Level	Mid-Level	Senior-Level
Director of Tax	\$130,030-\$171,663	\$137,427-\$181,429	\$143,467-\$189,403
Tax Accountant	\$61,683-\$74,864	\$69,781-\$84,692	\$78,841-\$95,689
Tax Manager	\$93,688-\$115,083	\$107,329-\$131,838	\$123,205-\$151,342
Treasury Roles	Entry-Level	Mid-Level	Senior-Level
Treasury Analyst	\$60,678-\$72,763	\$69,291-\$83,092	\$78,935-\$94,655

Architecture, Engineering, & Construction

National Salaries

<i>Energy Roles</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Construction Superintendent	\$82,657	\$98,365	\$120,407
Designer	\$73,593	\$84,460	\$97,747
Drafter	\$41,406	\$58,710	\$70,040
Electrical Engineer	\$79,361	\$96,974	\$135,033
Project Engineer/Manager	\$62,057	\$108,819	\$125,505
Safety Engineer/Manager	\$91,155	\$108,356	\$111,497
Scheduler	\$62,830	\$69,319	\$115,669
Technician/Operator	\$50,006	\$65,508	\$80,237

<i>Engineering & Construction</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Buyer	\$64,220	\$70,709	\$87,807
Civil/Structural Engineer	\$83,687	\$100,270	\$124,733
Construction Superintendent	\$81,215	\$104,390	\$121,437
Designer	\$69,473	\$84,460	\$107,892
Drafter	\$50,212	\$57,834	\$74,932
Electrical Engineer	\$90,331	\$109,849	\$131,788
Mechanical Engineer	\$80,443	\$98,107	\$121,540
Project Engineer/Manager	\$85,541	\$99,034	\$121,900
Safety Engineer/Manager	\$89,249	\$91,206	\$129,522
Scheduler	\$56,444	\$83,687	\$127,565
Technician	\$47,431	\$58,504	\$88,528

Manufacturing Roles	Entry-Level	Mid-Level	Senior-Level
Controls Engineer	\$87,550	\$104,699	\$130,243
Designer	\$65,353	\$81,112	\$104,184
Drafter	\$48,667	\$60,203	\$75,344
Electrical Engineer	\$82,142	\$100,631	\$126,844
Engineering Manager	\$96,614	\$123,651	\$146,569
Field Service Technician	\$45,835	\$56,547	\$71,327
Maintenance Supervisor	\$65,765	\$78,846	\$88,425
Manufacturing Engineer	\$72,357	\$91,206	\$109,334
Mechanical Engineer	\$76,889	\$94,399	\$120,613
Metallurgist	\$83,224	\$104,596	\$123,754
Planner	\$58,761	\$71,945	\$107,120
Production Supervisor	\$88,837	\$117,111	\$125,042
Project Engineer	\$83,687	\$101,455	\$124,475
Quality Engineer	\$75,138	\$91,670	\$121,849
Safety Engineer	\$79,052	\$95,378	\$124,887
Supply Chain Manager	\$87,704	\$121,128	\$148,835
Technician	\$44,290	\$53,251	\$80,237

Digital

National Salaries

Digital Media Roles	Entry-Level	Mid-Level	Senior-Level
Account Director	\$85,490	\$103,206	\$123,188
Account Executive	\$47,483	\$58,504	\$74,984
Account Manager	\$56,238	\$65,920	\$79,825
Account Planner	\$54,178	\$63,654	\$75,396
Digital Project Manager	\$65,611	\$84,975	\$100,528
Interactive Producer	\$71,688	\$86,417	\$103,309
Media Buyer	\$53,972	\$65,199	\$78,177
Media Director	\$86,314	\$104,545	\$123,909
Media Planner	\$47,689	\$59,843	\$74,366
Project Manager	\$58,298	\$72,203	\$85,902
Content/Copywriting Roles	Entry-Level	Mid-Level	Senior-Level
Content Marketing Manager	\$58,195	\$70,246	\$85,284
Content Strategist	\$63,654	\$77,353	\$91,052
Copy Editor	\$43,672	\$62,830	\$74,263
Copywriter	\$60,667	\$73,851	\$91,258
Digital/Web Copywriter	\$55,311	\$68,289	\$88,065
Proofreader	\$42,230	\$53,663	\$65,096
Proposal Writer	\$63,139	\$75,808	\$91,876
SEO Writer	\$50,985	\$61,800	\$72,924
Technical Writer	\$60,358	\$75,396	\$84,151
Web Editor	\$44,702	\$65,302	\$75,499

<i>Design/Art Direction Roles</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Apparel Designer	\$55,002	\$64,890	\$73,542
Art Director	\$72,306	\$90,331	\$134,415
Creative Director	\$92,391	\$115,772	\$142,861
Creative Services Manager	\$71,688	\$86,314	\$104,339
Graphic Designer	\$44,393	\$57,886	\$68,907
Illustrator	\$45,423	\$54,899	\$66,229
Infographic Designer	\$45,938	\$55,723	\$66,538
Instructional Designer	\$75,190	\$86,932	\$99,395
Interaction Designer	\$66,641	\$77,147	\$90,022
Key Art Designer	\$77,044	\$86,932	\$112,476
Mobile App Designer	\$63,448	\$87,859	\$103,000
Packaging Designer	\$46,659	\$56,650	\$71,379
Presentation Designer	\$49,852	\$60,358	\$71,173
Product Designer	\$80,855	\$99,292	\$119,274
Typographer	\$44,908	\$53,251	\$66,641
Visual Designer	\$67,671	\$84,666	\$101,352
Web Designer	\$58,607	\$70,864	\$77,868
Web Production Artist	\$46,247	\$57,062	\$65,405
<i>Development/Tech</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Big Data Engineer	\$130,089	\$161,195	\$187,048
Business Analyst	\$81,164	\$96,202	\$115,154
Cloud Computing Analyst	\$78,795	\$97,438	\$120,716
Data Scientist	\$104,957	\$126,999	\$149,659
Database Developer	\$99,910	\$118,862	\$142,140
Database Manager	\$109,489	\$131,634	\$154,603
Developer (UI/Front End)	\$67,671	\$81,885	\$103,515

<i>Development/Tech</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Full Stack Developer	\$82,606	\$101,455	\$121,952
Mobile App Developer	\$118,862	\$141,316	\$170,156
Quality Assurance Manager	\$89,816	\$105,781	\$129,471
Quality Assurance Tester	\$79,928	\$87,344	\$120,407
Software Developer	\$103,515	\$125,454	\$147,599
Systems Analyst	\$79,619	\$96,923	\$116,493
<i>Digital Marketing</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Brand Manager	\$69,525	\$93,833	\$103,412
Community Manager	\$48,719	\$60,255	\$73,439
Digital Acquisition Specialist	\$81,164	\$99,189	\$118,553
Digital Analytics Manager	\$80,752	\$98,571	\$117,214
Digital Marketing Manager	\$68,186	\$82,812	\$98,983
Digital Strategist	\$66,538	\$89,816	\$112,785
Email Marketer	\$52,221	\$65,405	\$79,207
Event Marketing Specialist	\$44,393	\$56,238	\$67,156
Marketing Analyst	\$54,487	\$65,817	\$77,559
Marketing Manager	\$72,409	\$87,653	\$103,000
Marketing Researcher	\$52,736	\$63,242	\$75,808
Merchandise Manager	\$67,362	\$76,735	\$88,992
PR Manager	\$71,894	\$89,301	\$102,794
Product Manager	\$69,010	\$82,606	\$106,605
SEM Specialist	\$53,869	\$66,229	\$79,413
SEO Specialist	\$52,118	\$64,169	\$77,456
Social Media Specialist	\$49,131	\$61,594	\$71,688
Visual Merchandiser	\$44,805	\$54,178	\$63,551
Web Analytics Specialist	\$61,182	\$75,190	\$102,485

Studio/Production	Entry-Level	Mid-Level	Senior-Level
Desktop Publisher	\$36,359	\$44,908	\$49,646
Photo Retoucher	\$39,758	\$53,663	\$66,538
Photographer	\$39,449	\$52,736	\$64,272
Pre-Press Specialist	\$53,560	\$63,551	\$67,671
Production Artist	\$44,084	\$55,105	\$60,667
Production Manager/Director	\$61,491	\$73,954	\$91,155
Project Manager	\$58,298	\$73,027	\$86,829
Studio Manager	\$56,032	\$69,113	\$81,988
Traffic Manager	\$47,277	\$58,092	\$72,100
Video Producer	\$60,255	\$77,250	\$91,464
UX/UI	Entry-Level	Mid-Level	Senior-Level
Information Architect	\$80,134	\$99,292	\$115,875
Interactive Designer	\$66,538	\$77,456	\$92,803
UI Designer	\$68,907	\$76,323	\$98,262
UI Developer	\$82,400	\$100,219	\$119,480
User Researcher	\$72,615	\$81,061	\$99,086
UX/UI Manager	\$102,691	\$133,488	\$157,899
UX Designer	\$79,722	\$98,365	\$118,141

Healthcare

National Salaries, Hourly Rates

<i>Clinical</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Advanced Practice			
Nurse Practitioner	\$43.13	\$52.34	\$60.15
Physician Assistant	\$47.49	\$54.87	\$62.39
Allied Health			
Dialysis Technician	\$15.67	\$18.19	\$20.96
Medical Assistant	\$14.96	\$17.11	\$19.13
Medical Lab Tech	\$18.44	\$21.67	\$24.78
Pharmacist	\$53.22	\$62.68	\$70.52
Pharmacy Tech	\$15.59	\$18.34	\$20.77
Phlebotomy Tech	\$13.50	\$16.10	\$18.52
Polysomnographer	\$22.08	\$26.80	\$30.98
Radiology Tech	\$24.36	\$28.70	\$32.62
Surgical Tech	\$19.02	\$22.21	\$24.93
Sonographer	\$28.67	\$33.58	\$38.90
Nursing			
Licensed Practical Nurse	\$20.30	\$24.01	\$27.07
Registered Nurse	\$32.65	\$37.92	\$43.52
Acute Care	\$32.41	\$37.70	\$42.97
Case Management	\$32.55	\$37.81	\$43.39
Specialized Acute Care	\$31.93	\$37.18	\$42.37
Home Care	\$31.81	\$37.01	\$42.14
Outpatient Care	\$30.16	\$35.15	\$39.80

<i>Non-Clinical</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Access Services			
Director, Access Services	\$53.05	\$55.95	\$58.92
Director, Revenue Cycle	\$83.49	\$88.23	\$93.34
Eligibility Specialist	\$23.19	\$26.95	\$30.88
Front Desk Receptionist	\$13.29	\$15.81	\$18.01
Insurance Verification	\$21.58	\$24.80	\$28.45
Manager, Access Services	\$33.79	\$38.07	\$43.64
Medical Receptionist	\$13.55	\$16.71	\$18.79
Patient Access Specialist	\$21.81	\$25.49	\$28.95
Scheduler	\$14.32	\$16.91	\$19.30
Accounting			
Accounting Clerk	\$16.95	\$20.02	\$22.85
AP Clerk	\$17.27	\$20.80	\$23.98
AP Supervisor	\$27.43	\$32.80	\$38.19
Billing and Collections			
Collections Representative	\$17.82	\$21.47	\$25.08
Collections Supervisor	\$26.34	\$31.15	\$36.29
Customer Service			
Commercial Insurance	\$19.00	\$22.64	\$26.38
Personal Insurance	\$15.88	\$18.95	\$21.81
Data Entry Operator	\$14.68	\$17.73	\$19.65
Data Entry Operator Lead	\$18.28	\$21.37	\$24.21
Data Entry Supervisor	\$22.24	\$26.20	\$30.58
Insurance Claims			
Clerk	\$16.79	\$19.83	\$22.81
Processor	\$18.71	\$21.51	\$24.66

<i>Non-Clinical</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Insurance Billing Clerk	\$15.89	\$19.17	\$22.04
Medical Billing Clerk	\$15.89	\$19.17	\$22.04
Charge Capture and Coding			
Certified Coder	\$18.16	\$21.38	\$24.31
Medical Records			
Executive Assistant	\$27.23	\$33.26	\$38.94
Medical Records Admin	\$39.07	\$45.27	\$51.94
Medical Records Clerk	\$15.28	\$17.97	\$21.07
Medical Secretary	\$15.95	\$18.61	\$20.97
Medical Transcriptionist	\$16.28	\$19.25	\$21.82

Hospitality

National Salaries

<i>Restaurant Careers</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Full-Service, Annual Revenue Under \$2.5MM			
General Manager	\$50,900	\$63,600	\$76,300
FOH Manager	\$40,400	\$50,500	\$60,600
Executive Chef	\$47,200	\$59,000	\$70,800
Sous Chef	\$37,300	\$46,600	\$55,900
Full-Service, Annual Revenue \$2.5MM-\$4.0MM			
General Manager	\$58,200	\$72,700	\$87,200
FOH Manager	\$44,800	\$56,000	\$67,200
Executive Chef	\$54,700	\$68,400	\$82,100
Sous Chef	\$41,900	\$52,400	\$62,900
Full-Service, Annual Revenue \$4.0MM-\$10.0MM			
General Manager	\$64,900	\$81,100	\$97,300
FOH Manager	\$50,200	\$62,800	\$75,400
Executive Chef	\$60,700	\$75,800	\$91,000
Sous Chef	\$47,800	\$59,800	\$71,700
Quick Casual Restaurants			
Multi-Unit Manager	\$61,100	\$76,400	\$91,700
General Manager	\$45,100	\$56,400	\$67,700
FOH Manager	\$35,800	\$44,700	\$53,600
Quick Casual Restaurants			
Multi-Unit Manager	\$56,200	\$70,200	\$84,300
General Manager	\$42,600	\$53,200	\$63,800
FOH Manager	\$34,000	\$42,500	\$51,000

Hotel Careers	Entry-Level	Mid-Level	Senior-Level
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Under 150 Rooms, Annual Revenue Under \$2.0MM			
General Manager			
Economy	\$38,100	\$47,600	\$57,100
Select-Service	\$45,600	\$57,000	\$68,400
Full-Service	\$58,600	\$73,300	\$87,900
Director of Sales			
Select-Service	\$40,900	\$51,100	\$61,300
Full-Service	\$52,700	\$65,900	\$79,100
150-250 Rooms, Annual Revenue \$2.0MM-\$5.0MM			
General Manager			
Select-Service	\$55,400	\$69,200	\$83,000
Full-Service	\$67,500	\$84,400	\$101,300
Director of Sales			
Select-Service	\$50,000	\$62,400	\$74,900
Front Office Manager			
Select-Service	\$39,700	\$49,600	\$59,500
Full-Service	\$42,800	\$53,000	\$63,500
250-400 Rooms, Annual Revenue \$5.0MM-\$10.0MM			
General Manager	\$83,800	\$104,800	\$125,800
Assistant Gen. Manager	\$66,400	\$83,000	\$99,600
Director of Sales	\$65,400	\$81,700	\$98,000
Sales Manager	\$44,200	\$55,200	\$66,300
Director of Catering	\$55,700	\$69,600	\$83,500
Director of F&B	\$63,600	\$79,500	\$95,400
Executive Chef	\$61,500	\$76,900	\$92,300
Executive Housekeeper	\$48,800	\$61,000	\$73,200

Hotel Careers	Entry-Level	Mid-Level	Senior-Level
Front Office Manager	\$46,880	\$58,600	\$70,300
400+ Rooms, Annual Revenue \$10.0MM+			
General Manager	\$100,800	\$126,000	\$151,200
Assistant Gen. Manager	\$77,000	\$96,300	\$115,600
Director of Sales	\$73,900	\$92,400	\$110,900
Sales Manager	\$46,200	\$57,700	\$69,200
Director of Catering	\$65,000	\$81,200	\$97,400
Director of F&B	\$70,800	\$88,500	\$106,200
Executive Chef	\$70,200	\$87,800	\$105,400
Executive Housekeeper	\$52,700	\$65,900	\$79,100
Front Office Manager	\$55,400	\$69,300	\$83,200
Private Club Careers	Entry-Level	Mid-Level	Senior-Level
Annual Revenue Under \$4.0MM			
Chief Operating Officer	\$96,800	\$121,000	\$145,200
General Manager	\$85,200	\$106,500	\$127,800
Food & Beverage Director	\$54,600	\$68,200	\$81,800
Executive Chef	\$58,800	\$73,500	\$88,200
Catering Director	\$44,800	\$56,000	\$67,200
Membership Director	\$46,600	\$58,200	\$69,800
Annual Revenue \$4.0MM-\$8.0MM			
Chief Operating Officer	\$112,600	\$140,800	\$168,900
General Manager	\$97,800	\$122,300	\$146,800
Food & Beverage Director	\$66,600	\$83,300	\$99,600
Executive Chef	\$67,500	\$84,400	\$101,300
Catering Director	\$52,700	\$65,900	\$79,100
Membership Director	\$54,800	\$68,500	\$82,200

Private Club Careers	Entry-Level	Mid-Level	Senior-Level
Annual Revenue \$8.0MM+			
Chief Operating Officer	\$134,200	\$167,800	\$201,300
General Manager	\$112,800	\$141,000	\$169,200
Food & Beverage Director	\$71,100	\$88,400	\$102,300
Executive Chef	\$79,500	\$99,400	\$119,300
Catering Director	\$60,600	\$75,800	\$90,900
Membership Director	\$63,000	\$78,700	\$94,400

Human Resources

National Salaries

Benefits	Entry-Level	Mid-Level	Senior-Level
Benefits Analyst	\$52,493-\$62,196	\$60,803-\$72,042	\$69,959-\$82,890
Benefits Assistant/Associate	\$34,894-\$40,848	\$41,645-\$48,752	\$48,301-\$56,543
Benefits Director	\$116,700-\$163,608	\$124,475-\$174,508	\$132,229-\$185,380
Benefits Manager	\$83,202-\$100,981	\$95,452-\$115,849	\$109,413-\$132,793
Retirement Specialist	\$40,517-\$48,586	\$47,292-\$56,711	\$54,664-\$65,552
Benefits/Comp/HRIS	Entry-Level	Mid-Level	Senior-Level
Benefits & Comp Specialist	\$51,024-\$61,187	\$59,556-\$71,418	\$68,732-\$82,421
Benefits & HRIS Specialist	\$42,409-\$50,855	\$48,817-\$58,540	\$56,395-\$67,628
Director HRIS, Benefits & Comp	\$114,219-\$159,279	\$122,137-\$170,339	\$130,181-\$181,560
Manager HRIS, Benefits & Comp	\$85,757-\$104,081	\$99,884-\$121,226	\$115,338-\$139,984
Compensation	Entry-Level	Mid-Level	Senior-Level
Compensation Analyst	\$59,491-\$71,340	\$71,649-\$85,920	\$83,898-\$100,609
Compensation Director	\$122,566-\$165,746	\$130,521-\$176,503	\$139,226-\$188,273
Compensation Manager	\$90,087-\$109,338	\$105,270-\$127,764	\$121,693-\$147,697
Employee/Labor Relations	Entry-Level	Mid-Level	Senior-Level
Employee Relations Director	\$112,462-\$155,782	\$119,948-\$166,151	\$127,940-\$177,222
Employee Relations Manager	\$85,099-\$104,532	\$96,753-\$118,848	\$110,393-\$135,603
Labor Relations Director	\$126,881-\$171,580	\$135,395-\$183,093	\$144,233-\$195,046
Labor Relations Manager	\$96,015-\$116,533	\$118,300-\$143,579	\$140,738-\$170,812
Generalist	Entry-Level	Mid-Level	Senior-Level
HR Coordinator	\$36,473-\$42,696	\$42,797-\$50,101	\$47,273-\$55,340
HR Director	\$112,462-\$155,782	\$120,040-\$166,151	\$127,936-\$177,222
HR Generalist	\$58,292-\$69,903	\$63,937-\$76,671	\$71,909-\$86,231
HR Manager	\$85,552-\$103,834	\$99,633-\$120,924	\$115,382-\$140,038

Generalist	Entry-Level	Mid-Level	Senior-Level
HR Specialist	\$41,681-\$49,982	\$48,653-\$58,344	\$56,197-\$67,390
Vice President of HR	\$155,004-\$263,774	\$174,693-\$297,278	\$201,338-\$342,620
HRIS	Entry-Level	Mid-Level	Senior-Level
Compensation Director	\$122,566-\$165,746	\$130,521-\$176,503	\$139,226-\$188,273
HRIS Analyst	\$58,339-\$69,958	\$69,884-\$83,803	\$81,684-\$97,954
HRIS Manager	\$83,982-\$101,927	\$98,929-\$120,068	\$114,906-\$139,460
Learning & Development	Entry-Level	Mid-Level	Senior-Level
Learning & Development Dir.	\$138,582-\$172,288	\$147,559-\$183,449	\$158,803-\$197,427
Learning Coordinator	\$47,982-\$57,538	\$61,197-\$73,386	\$73,732-\$88,418
Learning Manager	\$79,044-\$95,935	\$90,626-\$109,992	\$103,909-\$126,113
Learning Specialist (Trainer)	\$51,789-\$62,295	\$61,085-\$73,251	\$71,029-\$85,176
Organizational Dev.	Entry-Level	Mid-Level	Senior-Level
Director of Talent Management	\$115,843-\$160,465	\$123,551-\$171,142	\$131,247-\$181,804
Manager of Talent Management	\$86,810-\$105,359	\$101,502-\$123,192	\$117,753-\$142,915
Talent Acquisition	Entry-Level	Mid-Level	Senior-Level
Director of Talent Acquisition	\$110,267-\$152,741	\$117,609-\$162,912	\$124,945-\$173,073
Head of Recruitment	\$96,784-\$127,773	\$101,999-\$134,659	\$107,459-\$141,867
Manager of Talent Acquisition	\$82,481-\$100,106	\$95,392-\$115,776	\$110,114-\$133,643
Recruiter	\$50,449-\$61,230	\$58,931-\$71,524	\$68,256-\$82,841
Recruiting Coordinator	\$73,130-\$89,826	\$85,394-\$104,895	\$98,922-\$121,513
Staffing Specialist	\$50,008-\$60,694	\$57,443-\$69,717	\$66,240-\$80,394

Legal

National Salaries

Law Firm	Entry-Level	Mid-Level	Senior-Level
In-House Counsel	\$94,000	\$114,250	\$145,000
Lawyer	\$94,500	\$112,750	\$134,500
Paralegal	\$46,750	\$61,750	\$70,000
Legal Specialists	Entry-Level	Mid-Level	Senior-Level
Law Librarian	\$54,000	\$65,750	\$80,500
Patent Agent	\$68,500	\$82,750	\$92,250
Records Manager	\$67,000	\$76,250	\$87,750
Records Clerk	\$35,250	\$41,500	\$46,000
Docket/Calendar Clerk	\$41,250	\$47,000	\$60,000
File Clerk	\$38,500	\$43,500	\$50,750
Time & Billing Clerk	\$38,250	\$43,000	\$52,750
Administration Roles	Entry-Level	Mid-Level	Senior-Level
Administrative Assistant	\$41,250	\$49,000	\$56,000
Compliance Administrator	\$62,000	\$70,500	\$85,000
Compliance Analyst	\$74,250	\$78,000	\$97,750
Compliance Director	\$90,750	\$126,250	\$145,250
Legal Administrator	\$65,500	\$80,000	\$99,250
Legal Secretary	\$41,500	\$53,000	\$62,250
Legal Receptionist	\$35,250	\$39,250	\$45,750
Legal Word Processor	\$39,750	\$51,250	\$63,250
Office Clerk	\$33,750	\$35,500	\$41,000
Office Manager	\$54,750	\$58,500	\$66,250

Manufacturing

National Salaries

Manufacturing Roles	Entry-Level	Mid-Level	Senior-Level
Controls Engineer	\$87,550	\$104,699	\$130,243
Designer	\$65,353	\$81,112	\$104,184
Drafter	\$48,667	\$60,203	\$75,344
Electrical Engineer	\$82,142	\$100,631	\$126,844
Engineering Manager	\$96,614	\$123,651	\$146,569
Field Service Technician	\$45,835	\$56,547	\$71,327
Maintenance Supervisor	\$65,765	\$78,846	\$88,425
Manufacturing Engineer	\$72,357	\$91,206	\$109,334
Mechanical Engineer	\$76,889	\$94,399	\$120,613
Metallurgist	\$83,224	\$104,596	\$123,754
Planner	\$58,761	\$71,945	\$107,120
Production Supervisor	\$88,837	\$117,111	\$125,042
Project Engineer	\$83,687	\$101,455	\$124,475
Quality Engineer	\$75,138	\$91,670	\$121,849
Safety Engineer	\$79,052	\$95,378	\$124,887
Supply Chain Manager	\$87,704	\$121,128	\$148,835
Technician	\$44,290	\$53,251	\$80,237
Industrial Roles (Hourly)	Entry-Level	Mid-Level	Senior-Level
Assembler Electronics			
General	\$14.96	\$17.49	\$19.80
Precision	\$18.52	\$21.76	\$24.93
Assembler Fabricator	\$14.91	\$17.60	\$20.23
Assembler Product			

Industrial Roles (Hourly)	Entry-Level	Mid-Level	Senior-Level
Bench	\$15.60	\$18.96	\$22.11
Machine	\$17.56	\$20.95	\$24.22
Assembly Line Foreman	\$21.68	\$26.03	\$30.62
Assembly Supervisor	\$25.86	\$30.30	\$35.09
Assistant Foreman	\$21.42	\$24.87	\$28.59
Assistant Plant Manager	\$30.95	\$36.27	\$41.93
Assistant Production Supervisor	\$20.17	\$23.64	\$27.32
Building Maintenance Worker	\$18.82	\$21.68	\$24.53
CAD/CAM Design Drafter	\$23.71	\$27.76	\$32.19
CAD/CAM/CAE Technician	\$24.62	\$29.13	\$33.87
Clerk Inventory Control	\$15.76	\$18.62	\$21.24
Computer Control Operator	\$24.79	\$29.32	\$34.15
Electromechanical Technician	\$26.01	\$32.12	\$37.03
Electronics Technician	\$25.41	\$30.08	\$34.84
Forklift Operator	\$14.52	\$17.54	\$20.03
Helper Machine Operator	\$15.30	\$18.29	\$20.79
Helper Production	\$13.01	\$15.22	\$17.25
Injection Molder	\$14.25	\$16.46	\$18.73
Inspector Quality Control	\$18.05	\$20.91	\$23.98
Inventory Clerk	\$15.76	\$18.62	\$21.24
Janitor	\$12.53	\$14.92	\$16.77
Laborer Production	\$12.41	\$15.51	\$18.22
Laborer Warehouse	\$13.91	\$16.76	\$18.71
Logistics Manager	\$32.09	\$38.24	\$44.82
Machine Feeder	\$12.89	\$16.11	\$18.75
Machine Operator	\$16.91	\$20.17	\$23.19

Industrial Roles (Hourly)	Entry-Level	Mid-Level	Senior-Level
Machinist General	\$19.75	\$23.18	\$26.64
Machinist Production	\$18.66	\$22.24	\$26.64
Mail Clerk	\$14.43	\$16.77	\$18.38
Maintenance Manager	\$29.33	\$35.23	\$40.39
Maintenance Mechanic	\$21.83	\$26.03	\$30.16
Maintenance Supervisor	\$28.82	\$34.11	\$39.63
Manufacturing Worker	\$13.56	\$16.01	\$18.39
Materials Handler	\$14.37	\$17.32	\$19.98
Materials Handler Warehouse	\$14.08	\$17.18	\$19.53
Molding Machine Operation	\$15.73	\$18.78	\$21.53
Order Filler	\$13.79	\$16.61	\$18.84
Packager Manual	\$12.82	\$15.26	\$17.40
Packer Shipper	\$13.01	\$15.08	\$16.74
Plant Manager	\$46.97	\$57.77	\$69.10
Production Scheduler	\$24.33	\$29.19	\$33.57
Quality Control Manager	\$42.01	\$47.85	\$54.38
Quality Inspector	\$18.05	\$20.91	\$23.98
Shipping and Receiving Clerk	\$17.82	\$20.89	\$24.13
Stock Handler	\$14.37	\$17.32	\$19.98
Tester Quality Control	\$26.30	\$31.69	\$36.97
Warehouse Manager	\$31.01	\$35.61	\$40.65
Welder	\$19.98	\$23.32	\$26.71

Office Support/Corporate Services

National Salaries, Hourly Rates

Administrative	Entry-Level	Mid-Level	Senior-Level
Administrative Assistant	\$18.48	\$21.40	\$24.61
Administrative Assistant, CEO	\$30.58	\$35.51	\$40.79
Administrative Secretary	\$21.19	\$26.61	\$31.43
Executive Assistant	\$27.23	\$33.26	\$38.94
File Clerk	\$14.18	\$17.51	\$19.43
Front Desk Receptionist	\$13.29	\$15.81	\$18.00
General Clerk	\$15.89	\$18.12	\$20.32
Mailroom Clerk	\$14.13	\$16.77	\$18.38
Receptionist	\$14.26	\$16.36	\$18.91
Secretary	\$15.84	\$19.10	\$22.04
Secretary (Bilingual)	\$18.00	\$21.32	\$24.69
Healthcare Admins	Entry-Level	Mid-Level	Senior-Level
Office Manager	\$25.85	\$29.11	\$32.93
Banking	Entry-Level	Mid-Level	Senior-Level
Administrative Assistant	\$18.48	\$21.40	\$24.61
Banking Loan Clerk	\$15.86	\$19.11	\$21.91
Banking Loan Processor	\$17.87	\$21.11	\$23.98
Banking Loan Reviewer	\$29.37	\$35.45	\$41.05
Financial Service Rep	\$13.66	\$16.28	\$17.88
Customer Service	Entry-Level	Mid-Level	Senior-Level
Call Center Representative			
Complex Calls	\$17.41	\$20.80	\$24.04
General Calls	\$12.11	\$14.46	\$16.53

Customer Service	Entry-Level	Mid-Level	Senior-Level
Specialized Calls	\$14.62	\$17.51	\$19.95
Sales Representative	\$14.03	\$16.07	\$18.62
Call Center Supervisor	\$22.26	\$25.90	\$29.69
Customer Service Representative			
General Calls	\$15.48	\$18.65	\$21.75
Specialized Calls	\$20.32	\$23.98	\$27.76
Financial	\$16.46	\$19.64	\$21.81
Commercial Insurance	\$19.00	\$22.63	\$26.38
Personal Insurance	\$15.88	\$18.95	\$21.81
Data Entry Operator	\$14.68	\$17.27	\$19.65
Data Entry Operator Lead	\$18.28	\$21.37	\$24.21
Data Entry Supervisor	\$22.24	\$26.20	\$30.58
Export/Import Clerk	\$16.65	\$19.93	\$22.41
Help Desk Representative	\$21.45	\$25.32	\$29.00
Order Processing Clerk	\$15.92	\$18.81	\$21.27
Order Processing Supervisor	\$24.45	\$29.94	\$34.72
Word Processor	\$14.68	\$17.27	\$19.65
Human Resources	Entry-Level	Mid-Level	Senior-Level
Benefits Clerk	\$18.32	\$21.84	\$25.31
HR Assistant/Clerk	\$17.90	\$20.98	\$23.16
Sales and Marketing	Entry-Level	Mid-Level	Senior-Level
Survey Worker, Marketing	\$14.37	\$16.92	\$19.09
Telemarketing Representative	\$14.03	\$16.07	\$18.62

Real Estate

National Salaries

<i>Real Estate Roles</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Residential Appraiser	\$44,233	\$53,673	\$62,015
Commercial Appraiser	\$86,103	\$100,109	\$114,836
Commercial Leasing Manager	\$84,508	\$112,061	\$156,055
Real Estate Loan Officer	\$68,313	\$79,023	\$91,133
Community Dev. Manager	\$96,545	\$111,881	\$129,169
Compliance Specialist	\$51,837	\$58,103	\$66,220
Sr. Compliance Specialist	\$61,188	\$71,289	\$83,075
Escrow Officer	\$39,269	\$48,518	\$58,825
Commercial Escrow Officer	\$59,000	\$68,618	\$90,000
Foreclosure Specialist	\$36,206	\$43,054	\$51,580
Land Admin. Manager	\$148,149	\$162,828	\$182,362
Leasing Consultant	\$27,226	\$30,124	\$33,442
Lease Administrator	\$46,075	\$52,124	\$66,940
Lease Admin. Manager	\$63,231	\$74,705	\$98,081
Mortgage Collection Manager	\$66,488	\$81,079	\$93,956
Mortgage Credit Analyst	\$44,844	\$54,279	\$63,338
Sr. Mortgage Credit Analyst	\$58,506	\$65,845	\$73,430
Mortgage Loan Officer	\$34,768	\$42,507	\$75,297
Real Estate Attorney	\$127,877	\$146,651	\$162,518
Real Estate Consultant	\$54,948	\$63,938	\$75,453
Property Manager	\$84,560	\$97,406	\$112,067
Residential Property Manager	\$50,517	\$57,983	\$65,450
Retail Real Estate Manager	\$105,515	\$125,577	\$145,539

<i>Real Estate Roles</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Real Estate Sales Agent	\$40,772	\$41,736	\$53,087
Real Estate and Relocation Dir.	\$134,183	\$157,821	\$196,392
Title Examiner	\$38,038	\$41,012	\$43,866
Mortgage Loan Serv. Manager	\$130,126	\$155,633	\$268,409
Commercial Real Estate Exec.	\$250,438	\$291,479	\$358,733
Retail Real Estate Exec.	\$228,042	\$276,330	\$351,476

Technology

National Salaries

Data Roles	Entry-Level	Mid-Level	Senior-Level
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Big Data			
Data Warehouse	\$73,775	\$91,042	\$105,801
Hadoop Developer	\$72,691	\$82,236	\$92,035
Software Dev. Architect	\$85,407	\$97,451	\$110,354
Database Administration			
Oracle Admin.	\$84,062	\$95,147	\$113,400
SQL-Server Admin.	\$73,230	\$88,624	\$104,438
Database Development			
ETL Developer	\$71,863	\$88,750	\$101,824
Oracle Developer	\$86,881	\$88,363	\$102,302
SQL-Server Developer	\$57,797	\$69,440	\$81,263

Enterprise Software	Entry-Level	Mid-Level	Senior-Level
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Collaboration Tools			
SharePoint Developer	\$109,070	\$128,597	\$142,043
CRM/ERP			
Oracle App. Developer	\$79,040	\$91,506	\$108,761
Salesforce Developer	\$68,640	\$94,636	\$104,472
SAP Apps	\$99,003	\$119,545	\$141,665

Functional Areas	Entry-Level	Mid-Level	Senior-Level
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Business Analysis			
Business Analyst	\$72,960	\$85,484	\$98,957
Data Analyst	\$62,578	\$74,707	\$86,819

Functional Areas	Entry-Level	Mid-Level	Senior-Level
Project Management			
Product Manager	\$91,266	\$110,725	\$130,413
Program Manager	\$74,379	\$93,133	\$107,583
Project Coordinator	\$43,178	\$50,122	\$57,640
Project Manager	\$86,495	\$104,938	\$123,591
Scrum Master	\$81,646	\$94,983	\$109,771
QA/Testing			
Automated QA Tester	\$50,532	\$62,014	\$73,091
Manual QA Tester	\$44,909	\$56,926	\$63,577
Performance Engineer	\$73,548	\$86,873	\$100,750
Technical Writing			
Instructional Designer	\$50,653	\$61,870	\$73,048
Infrastructure			
Entry-Level			
Mid-Level			
Senior-Level			
Desktop/Help Desk			
Support Professional	\$48,866	\$56,630	\$63,959
Network Engineering			
Network Administrator	\$66,119	\$79,456	\$93,094
Systems Administrative Engineering			
Linux/Unix Engineer	\$59,275	\$69,327	\$79,484
Storage Administrator	\$66,184	\$78,244	\$91,192
Cloud Dev./Engineer	\$80,393	\$97,807	\$114,216
Windows Engineer	\$59,147	\$65,276	\$72,745
Security			
Entry-Level			
Mid-Level			
Senior-Level			
Network Engineering			
Certified Ethical Hacker	\$45,931	\$61,724	\$62,295
Cybersecurity Engineer	\$94,389	\$109,206	\$124,610

Security	Entry-Level	Mid-Level	Senior-Level
Network Engineer	\$75,235	\$89,946	\$105,873
Security Engineer	\$74,200	\$86,111	\$98,537
Software Development	Entry-Level	Mid-Level	Senior-Level
Application Architecture			
Software Architect	\$101,082	\$117,186	\$134,325
Software Dev. Engineer	\$94,721	\$101,271	\$104,540
DevOps			
Configuration Engineer	\$70,248	\$85,648	\$100,729
DevOps Developer	\$110,800	\$132,686	\$143,620
Software Engineering			
.NET Developer	\$68,982	\$91,371	\$113,248
AI Apps. Engineer	\$80,785	\$102,067	\$120,432
Data Scientist	\$87,121	\$104,898	\$122,902
Embedded Engineer	\$71,801	\$87,809	\$103,956
Full Stack Web Dev.	\$83,115	\$108,627	\$115,570
JavaScript Developer	\$77,216	\$96,584	\$109,831
Machine Learning Eng.	\$81,109	\$115,869	\$136,799
Mobile Developer	\$69,152	\$98,736	\$110,461
Python Developer	\$83,663	\$100,904	\$116,912
Software Engineer	\$81,315	\$97,901	\$114,179
Web and App Design			
Graphic Designer	\$49,752	\$61,321	\$71,630
PHP Developer	\$62,292	\$83,294	\$99,540
Ruby Developer	\$73,517	\$87,543	\$102,111
UI/Visual Designer	\$68,113	\$80,603	\$90,274
UX/Interaction Design.	\$83,374	\$98,382	\$119,424

TBG

Where Expertise and Opportunity Meet

TBG has been building better workforces with extraordinary talent based on specific functional experience for over 40 years, one position at a time.

We firmly believe that our continued success is directly related to our deep commitment to excellent customer service for our clients, relationships built with our candidates, and the vast knowledge of our recruiters. Our team of highly-qualified, industry-specific recruiters offers the resources and capabilities of a national firm, yet continually delivers that specialty-boutique personal touch.

Within our many practice areas, we specialize in helping organizations of all sizes tailor staffing solutions from mailroom clerks up to CEOs. We work on various types of employment roles, including temporary, contract, contract to hire, and permanent.

We utilize a team-focused approach to staffing that enables us to marshal the experience of multiple recruiters to pinpoint the ideal candidate for your organization.

Division Overview:

- **Accounting & Finance**
- **Architecture, Engineering, & Construction**
- **Corporate Services**
- **Consulting**
- **Digital Media & Marketing**
- **Financial Services**
- **Healthcare**
- **Hospitality**
- **Human Resources**
- **Legal & Compliance**
- **Manufacturing & Engineering**
- **Office Support**
- **Real Estate**
- **Risk and Finance**
- **Technology**
- **Sales & Marketing**
- **Sports**

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