



2021 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	\$89,071-\$108,104	\$102,355-\$124,228	\$116,605-\$143,274
Accounts Payable Clerk	\$34,458-\$38,904	\$41,562-\$46,926	\$48,146-\$54,360
Accounts Payable Manager	\$73,813-\$89,586	\$87,160-\$105,785	\$102,489-\$124,389
Accounts Payable Supervisor	\$53,607-\$63,517	\$64,167-\$76,026	\$74,746-\$88,561
Accounts Receivable Clerk	\$35,576-\$63,517	\$42,909-\$48,446	\$50,147-\$56,618
Accounts Receivable Manager	\$74,253-\$87,977	\$86,795-\$102,837	\$101,707-\$120,505
Accounts Receivable Supervisor	\$51,479-\$60,994	\$60,927-\$72,559	\$71,032-\$84,160
Assistant Controller	\$98,018-\$124,822	\$114,303-\$145,560	\$132,830-\$169,153
Controller	\$134,447-\$240,305	\$146,570-\$261,972	\$162,045-\$289,560
Cost Accountant/Analyst	\$58,415-\$70,050	\$67,814-\$81,321	\$78,245-\$93,830
Cost Accounting Clerk	\$33,902-\$39,688	\$40,133-\$46,982	\$45,304-\$53,034
Cost Accounting Manager	\$88,617-\$107,554	\$101,564-\$123,265	\$116,514-\$141,410
Credit & Collections Clerk	\$32,112-\$37,142	\$38,384-\$44,396	\$43,986-\$50,875
Credit & Collections Manager	\$84,245-\$101,024	\$96,441-\$115,649	\$111,163-\$133,304
Junior Accountant	\$60,550-\$72,609	\$65,121-\$78,092	\$71,509-\$85,751
Payroll Coordinator/Clerk	\$38,284-\$44,817	\$45,752-\$53,561	\$52,427-\$61,374
Payroll Manager	\$72,391-\$87,860	\$83,921-\$101,946	\$96,314-\$116,895
Payroll Supervisor	\$52,428-\$62,869	\$61,489-\$73,737	\$71,096-\$85,255
SEC Reporting Manager	\$100,910-\$122,473	\$115,694-\$140,416	\$133,035-\$161,458
Senior Accountant	\$65,536-\$77,648	\$74,619-\$88,411	\$85,360-\$101,138
Staff Accountant	\$60,550-\$72,609	\$65,121-\$78,092	\$71,509-\$85,751

Executive Roles	Entry-Level	Mid-Level	Senior-Level
CFO	\$181,403-\$324,230	\$205,083-\$366,555	\$242,812-\$433,989
VP of Accounting & Finance	\$167,160-\$205,335	\$185,343-\$221,343	\$192,793-\$236,820
VP of Internal Audit	\$145,640-\$194,595	\$154,162-\$205,981	\$161,759-\$216,133
VP of Tax	\$176,826-\$250,904	\$189,950-\$269,524	\$202,833-\$287,806
Finance Roles	Entry-Level	Mid-Level	Senior-Level
Business Systems Analyst	\$68,037-\$81,589	\$83,372-\$99,978	\$98,852-\$118,542
Director of Finance	\$142,702-\$188,393	\$151,422-\$199,907	\$160,430-\$211,797
Finance Manager	\$82,871-\$100,578	\$95,945-\$116,446	\$110,451-\$134,051
Financial Analyst	\$69,172-\$82,948	\$78,817-\$94,514	\$89,635-\$107,487
Internal Audit Roles	Entry-Level	Mid-Level	Senior-Level
Director of Internal Audit	\$117,904-\$157,574	\$125,244-\$167,343	\$132,696-\$177,300
Internal Audit Manager	\$98,762-\$121,315	\$113,328-\$139,208	\$129,740-\$159,368
Internal Auditor	\$58,240-\$69,840	\$71,917-\$86,240	\$84,720-\$101,593
Public Accounting Roles	Entry-Level	Mid-Level	Senior-Level
Associate	\$60,115-\$72,089	\$71,459-\$85,693	\$83,436-\$100,055
Purchasing/Procurement	Entry-Level	Mid-Level	Senior-Level
Procurement Specialist	\$44,846-\$54,428	\$51,422-\$62,409	\$59,087-\$71,714
Purchasing Manager	\$82,120-\$99,667	\$96,190-\$116,744	\$110,519-\$134,136
Small Business Accounting	Entry-Level	Mid-Level	Senior-Level
Accounting Clerk	\$33,442-\$38,681	\$39,537-\$45,729	\$45,159-\$52,232
Bookkeeper	\$33,126-\$39,248	\$38,524-\$45,644	\$44,182-\$52,349
Tax Roles	Entry-Level	Mid-Level	Senior-Level
Director of Tax	\$133,931-\$176,813	\$141,550-\$186,872	\$147,771-\$195,085
Tax Accountant	\$63,533-\$77,110	\$71,874-\$87,233	\$81,206-\$98,560
Tax Manager	\$96,499-\$118,535	\$110,549-\$135,793	\$126,901-\$155,882
Treasury Roles	Entry-Level	Mid-Level	Senior-Level
Treasury Analyst	\$62,498-\$74,946	\$71,370-\$85,585	\$81,303-\$97,495

Architecture, Engineering, & Construction

National Salaries

<i>Energy Roles</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Construction Superintendent	\$85,137	\$101,316	\$124,019
Designer	\$75,801	\$86,994	\$100,679
Drafter	\$42,648	\$60,471	\$72,141
Electrical Engineer	\$81,742	\$99,883	\$139,084
Project Engineer/Manager	\$63,919	\$112,084	\$129,270
Safety Engineer/Manager	\$93,890	\$111,607	\$114,842
Scheduler	\$64,715	\$71,399	\$119,139
Technician/Operator	\$51,506	\$67,473	\$82,644

<i>Engineering & Construction</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Buyer	\$66,147	\$72,830	\$90,441
Civil/Structural Engineer	\$86,198	\$103,278	\$128,475
Construction Superintendent	\$83,651	\$107,522	\$125,080
Designer	\$71,557	\$86,994	\$111,129
Drafter	\$51,718	\$59,569	\$77,180
Electrical Engineer	\$93,041	\$113,144	\$135,742
Mechanical Engineer	\$82,856	\$101,050	\$125,186
Project Engineer/Manager	\$88,107	\$102,005	\$125,557
Safety Engineer/Manager	\$91,926	\$93,942	\$133,408
Scheduler	\$58,137	\$86,198	\$131,392
Technician	\$48,854	\$60,259	\$91,184

Manufacturing Roles	Entry-Level	Mid-Level	Senior-Level
Controls Engineer	\$90,177	\$107,840	\$134,150
Designer	\$67,314	\$83,545	\$107,310
Drafter	\$50,127	\$62,009	\$77,604
Electrical Engineer	\$84,606	\$103,650	\$130,649
Engineering Manager	\$99,512	\$127,361	\$150,994
Field Service Technician	\$47,210	\$58,243	\$73,467
Maintenance Supervisor	\$67,738	\$81,211	\$91,078
Manufacturing Engineer	\$74,528	\$93,942	\$112,614
Mechanical Engineer	\$79,196	\$97,231	\$124,231
Metallurgist	\$85,721	\$107,734	\$127,467
Planner	\$60,524	\$74,103	\$110,334
Production Supervisor	\$91,502	\$120,624	\$128,793
Project Engineer	\$86,198	\$104,499	\$128,209
Quality Engineer	\$77,392	\$94,420	\$125,504
Safety Engineer	\$81,424	\$98,239	\$128,634
Supply Chain Manager	\$90,335	\$124,762	\$153,300
Technician	\$45,619	\$54,849	\$82,644

Digital

National Salaries

Digital Media Roles	Entry-Level	Mid-Level	Senior-Level
Account Director	\$88,055	\$106,302	\$126,884
Account Executive	\$48,907	\$60,259	\$77,234
Account Manager	\$57,925	\$67,898	\$82,220
Account Planner	\$55,803	\$65,564	\$77,658
Digital Project Manager	\$67,579	\$87,524	\$103,544
Interactive Producer	\$73,839	\$89,010	\$106,408
Media Buyer	\$55,591	\$67,155	\$80,522
Media Director	\$88,903	\$107,681	\$127,626
Media Planner	\$49,120	\$61,638	\$76,597
Project Manager	\$60,047	\$74,369	\$88,479
Content/Copywriting Roles	Entry-Level	Mid-Level	Senior-Level
Content Marketing Manager	\$59,941	\$72,353	\$87,843
Content Strategist	\$65,564	\$79,674	\$93,784
Copy Editor	\$44,982	\$64,715	\$76,491
Copywriter	\$62,487	\$76,067	\$93,996
Digital/Web Copywriter	\$56,970	\$70,338	\$90,707
Proofreader	\$43,497	\$55,273	\$67,049
Proposal Writer	\$65,033	\$78,082	\$94,632
SEO Writer	\$52,515	\$63,654	\$75,112
Technical Writer	\$62,169	\$77,658	\$86,676
Web Editor	\$46,043	\$67,261	\$77,764

<i>Design/Art Direction Roles</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Apparel Designer	\$56,652	\$66,837	\$75,748
Art Director	\$74,475	\$93,041	\$138,447
Creative Director	\$95,163	\$119,245	\$147,147
Creative Services Manager	\$73,839	\$88,903	\$107,469
Graphic Designer	\$45,725	\$59,623	\$70,974
Illustrator	\$46,786	\$56,546	\$68,216
Infographic Designer	\$47,316	\$57,395	\$68,534
Instructional Designer	\$77,446	\$89,540	\$102,377
Interaction Designer	\$68,640	\$79,461	\$92,723
Key Art Designer	\$79,355	\$89,549	\$115,850
Mobile App Designer	\$65,351	\$90,495	\$106,090
Packaging Designer	\$48,059	\$58,350	\$73,520
Presentation Designer	\$51,348	\$62,169	\$73,308
Product Designer	\$83,281	\$102,271	\$205,252
Typographer	\$46,255	\$54,849	\$68,640
Visual Designer	\$69,701	\$87,206	\$104,393
Web Designer	\$60,365	\$72,990	\$80,204
Web Production Artist	\$47,634	\$58,774	\$67,367
<i>Development/Tech</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Big Data Engineer	\$133,992	\$166,031	\$192,659
Business Analyst	\$83,599	\$99,088	\$118,609
Cloud Computing Analyst	\$81,159	\$100,361	\$124,337
Data Scientist	\$108,106	\$130,809	\$154,149
Database Developer	\$102,907	\$122,428	\$146,404
Database Manager	\$112,774	\$135,583	\$159,241
Developer (UI/Front End)	\$69,701	\$84,342	\$106,620

<i>Development/Tech</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Full Stack Developer	\$85,084	\$104,499	\$125,611
Mobile App Developer	\$122,428	\$145,555	\$175,607
Quality Assurance Manager	\$92,510	\$108,954	\$133,355
Quality Assurance Tester	\$82,326	\$89,964	\$124,019
Software Developer	\$106,620	\$129,218	\$152,027
Systems Analyst	\$82,008	\$99,831	\$119,988
<i>Digital Marketing</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Brand Manager	\$71,611	\$96,648	\$106,514
Community Manager	\$50,181	\$62,063	\$75,642
Digital Acquisition Specialist	\$83,599	\$102,165	\$122,110
Digital Analytics Manager	\$83,175	\$101,528	\$120,730
Digital Marketing Manager	\$70,232	\$85,296	\$101,952
Digital Strategist	\$68,534	\$92,510	\$116,169
Email Marketer	\$53,788	\$67,367	\$81,583
Event Marketing Specialist	\$45,725	\$57,925	\$69,171
Marketing Analyst	\$56,122	\$67,792	\$79,886
Marketing Manager	\$74,581	\$90,283	\$106,090
Marketing Researcher	\$54,318	\$65,139	\$78,082
Merchandise Manager	\$69,383	\$79,037	\$91,662
PR Manager	\$74,051	\$91,980	\$105,878
Product Manager	\$71,080	\$85,084	\$109,803
SEM Specialist	\$55,485	\$68,216	\$81,795
SEO Specialist	\$53,682	\$66,094	\$79,780
Social Media Specialist	\$50,605	\$63,442	\$73,839
Visual Merchandiser	\$46,149	\$55,803	\$65,458
Web Analytics Specialist	\$63,017	\$77,446	\$105,560

<i>Studio/Production</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Desktop Publisher	\$37,450	\$46,255	\$51,135
Photo Re-toucher	\$40,951	\$55,273	\$68,534
Photographer	\$40,632	\$54,318	\$66,200
Pre-Press Specialist	\$55,167	\$65,458	\$69,701
Production Artist	\$45,407	\$56,758	\$62,487
Production Manager/Director	\$63,336	\$76,173	\$93,890
Project Manager	\$60,047	\$75,218	\$89,434
Studio Manager	\$57,713	\$71,186	\$84,448
Traffic Manager	\$48,695	\$59,835	\$74,263
Video Producer	\$62,063	\$79,568	\$94,208
<i>UX/UI</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Information Architect	\$82,538	\$102,271	\$119,351
Interactive Designer	\$68,534	\$79,780	\$95,587
UI Designer	\$70,974	\$78,613	\$101,210
UI Developer	\$84,872	\$103,226	\$123,064
User Researcher	\$74,793	\$83,493	\$102,059
UX/UI Manager	\$105,772	\$137,493	\$162,636
UX Designer	\$82,114	\$101,316	\$121,685

Healthcare

National Salaries, Hourly Rates

<i>Clinical</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Advanced Practice			
Nurse Practitioner	\$44.42	\$53.91	\$61.95
Physician Assistant	\$48.91	\$56.52	\$64.26
Allied Health			
Dialysis Technician	\$16.14	\$18.74	\$21.59
Medical Assistant	\$15.41	\$17.62	\$19.70
Medical Lab Tech	\$18.99	\$22.32	\$25.52
Pharmacist	\$54.82	\$64.56	\$72.64
Pharmacy Tech	\$16.06	\$18.89	\$21.39
Phlebotomy Tech	\$13.91	\$16.58	\$19.08
Polysomnographer	\$22.74	\$27.60	\$31.91
Radiology Tech	\$25.09	\$29.56	\$33.60
Surgical Tech	\$19.59	\$22.88	\$25.68
Sonographer	\$29.53	\$34.59	\$40.07
Nursing			
Licensed Practical Nurse	\$20.91	\$24.73	\$27.88
Registered Nurse	\$33.63	\$39.06	\$44.83
Acute Care	\$33.38	\$38.83	\$44.26
Case Management	\$33.53	\$38.94	\$44.69
Specialized Acute Care	\$32.89	\$38.30	\$43.64
Home Care	\$32.76	\$38.12	\$43.40
Outpatient Care	\$31.06	\$36.20	\$40.99

<i>Non-Clinical</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Access Services			
Director, Access Services	\$54.64	\$57.63	\$60.69
Director, Revenue Cycle	\$85.99	\$90.88	\$96.14
Eligibility Specialist	\$23.89	\$27.76	\$31.81
Front Desk Receptionist	\$13.69	\$16.28	\$18.55
Insurance Verification	\$22.23	\$25.54	\$29.30
Manager, Access Services	\$34.80	\$39.21	\$44.95
Medical Receptionist	\$13.96	\$17.21	\$19.35
Patient Access Specialist	\$22.46	\$26.25	\$29.82
Scheduler	\$14.75	\$17.42	\$19.88
Accounting			
Accounting Clerk	\$17.46	\$20.62	\$23.54
AP Clerk	\$17.79	\$21.42	\$24.70
AP Supervisor	\$28.25	\$33.78	\$39.34
Billing and Collections			
Collections Representative	\$18.35	\$22.11	\$25.83
Collections Supervisor	\$27.13	\$32.08	\$37.38
Customer Service			
Commercial Insurance	\$19.57	\$23.32	\$27.17
Personal Insurance	\$16.36	\$19.52	\$22.46
Data Entry Operator	\$15.12	\$18.26	\$20.24
Data Entry Operator Lead	\$18.83	\$22.01	\$24.94
Data Entry Supervisor	\$22.91	\$26.99	\$31.50
Insurance Claims			
Clerk	\$17.29	\$20.42	\$23.49
Processor	\$19.27	\$22.16	\$25.40

<i>Non-Clinical</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Insurance Billing Clerk	\$16.37	\$19.75	\$22.70
Medical Billing Clerk	\$16.37	\$19.75	\$22.70
Charge Capture and Coding			
Certified Coder	\$18.70	\$22.02	\$25.04
Medical Records			
Executive Assistant	\$28.05	\$34.26	\$40.11
Medical Records Admin	\$40.24	\$46.63	\$53.50
Medical Records Clerk	\$15.74	\$18.51	\$21.70
Medical Secretary	\$16.43	\$19.17	\$21.60
Medical Transcriptionist	\$16.77	\$19.83	\$22.47

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	\$52,427	\$65,508	\$78,589
FOH Manager	\$41,612	\$52,015	\$62,418
Executive Chef	\$48,616	\$60,770	\$72,924
Sous Chef	\$38,419	\$47,998	\$57,577
Full-Service, Annual Revenue \$2.5MM-\$4.0MM			
General Manager	\$59,946	\$74,881	\$89,816
FOH Manager	\$46,144	\$57,680	\$69,216
Executive Chef	\$56,341	\$70,452	\$84,563
Sous Chef	\$43,157	\$53,972	\$64,787
Full-Service, Annual Revenue \$4.0MM-\$10.0MM			
General Manager	\$66,847	\$83,533	\$100,219
FOH Manager	\$51,706	\$64,684	\$77,662
Executive Chef	\$62,521	\$78,074	\$93,730
Sous Chef	\$49,234	\$61,594	\$73,851
Quick Casual Restaurants			
Multi-Unit Manager	\$62,933	\$78,692	\$94,451
General Manager	\$46,453	\$58,092	\$69,731
FOH Manager	\$36,874	\$46,041	\$55,208
Quick Casual Restaurants			
Multi-Unit Manager	\$57,886	\$72,306	\$86,829
General Manager	\$43,878	\$54,796	\$65,714
FOH Manager	\$35,020	\$43,775	\$52,530

Hotel Careers	Entry-Level	Mid-Level	Senior-Level
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Under 150 Rooms, Annual Revenue Under \$2.0MM			
General Manager			
Economy	\$39,243	\$49,028	\$58,813
Select-Service	\$46,968	\$58,710	\$70,452
Full-Service	\$60,358	\$75,499	\$90,537
Director of Sales			
Select-Service	\$42,127	\$52,633	\$63,139
Full-Service	\$54,281	\$67,877	\$81,473
150-250 Rooms, Annual Revenue \$2.0MM-\$5.0MM			
General Manager			
Select-Service	\$57,062	\$71,276	\$85,490
Full-Service	\$69,525	\$86,932	\$104,339
Director of Sales			
Select-Service	\$51,500	\$64,272	\$77,147
Front Office Manager			
Select-Service	\$40,891	\$51,088	\$61,285
Full-Service	\$44,084	\$54,590	\$65,405
250-400 Rooms, Annual Revenue \$5.0MM-\$10.0MM			
General Manager	\$86,314	\$107,944	\$129,574
Assistant Gen. Manager	\$68,392	\$85,490	\$102,588
Director of Sales	\$67,362	\$84,151	\$100,940
Sales Manager	\$45,526	\$56,856	\$68,289
Director of Catering	\$57,371	\$71,688	\$86,005
Director of F&B	\$65,508	\$81,885	\$98,262
Executive Chef	\$63,345	\$79,207	\$95,069
Executive Housekeeper	\$50,264	\$62,830	\$75,396

Hotel Careers	Entry-Level	Mid-Level	Senior-Level
Front Office Manager	\$48,286	\$60,358	\$72,409
400+ Rooms, Annual Revenue \$10.0MM+			
General Manager	\$103,824	\$129,780	\$155,736
Assistant Gen. Manager	\$79,310	\$99,189	\$119,068
Director of Sales	\$76,117	\$95,172	\$114,227
Sales Manager	\$47,586	\$59,431	\$71,276
Director of Catering	\$66,950	\$83,636	\$100,322
Director of F&B	\$72,924	\$91,155	\$109,386
Executive Chef	\$72,306	\$90,434	\$108,562
Executive Housekeeper	\$54,281	\$67,877	\$81,473
Front Office Manager	\$57,062	\$71,379	\$85,696
Private Club Careers	Entry-Level	Mid-Level	Senior-Level
Annual Revenue Under \$4.0MM			
Chief Operating Officer	\$99,704	\$124,630	\$149,556
General Manager	\$87,756	\$109,695	\$131,634
Food & Beverage Director	\$56,238	\$70,246	\$84,254
Executive Chef	\$60,564	\$75,705	\$90,846
Catering Director	\$46,144	\$57,680	\$69,216
Membership Director	\$47,998	\$59,946	\$71,894
Annual Revenue \$4.0MM-\$8.0MM			
Chief Operating Officer	\$115,978	\$145,024	\$173,967
General Manager	\$100,734	\$125,969	\$151,204
Food & Beverage Director	\$68,598	\$85,799	\$102,588
Executive Chef	\$69,525	\$86,932	\$104,339
Catering Director	\$54,281	\$67,877	\$81,473
Membership Director	\$66,744	\$70,555	\$84,666

Private Club Careers	Entry-Level	Mid-Level	Senior-Level
Annual Revenue \$8.0MM+			
Chief Operating Officer	\$138,226	\$172,834	\$207,339
General Manager	\$116,184	\$145,230	\$174,276
Food & Beverage Director	\$73,233	\$91,052	\$105,369
Executive Chef	\$81,885	\$102,382	\$122,879
Catering Director	\$62,418	\$78,074	\$93,627
Membership Director	\$64,890	\$81,061	\$97,232

Human Resources

National Salaries

Benefits	Entry-Level	Mid-Level	Senior-Level
Benefits Analyst	\$54,068-\$64,062	\$62,627-\$74,203	\$72,058-\$85,377
Benefits Assistant/Associate	\$35,941-\$42,073	\$42,894-\$50,215	\$49,750-\$58,239
Benefits Director	\$120,201-\$168,516	\$128,209-\$179,743	\$136,196-\$190,941
Benefits Manager	\$85,698-\$104,010	\$98,316-\$119,324	\$112,695-\$136,777
Retirement Specialist	\$41,733-\$50,044	\$48,711-\$58,412	\$56,304-\$67,519
Benefits/Comp/HRIS	Entry-Level	Mid-Level	Senior-Level
Benefits & Comp Specialist	\$52,555-\$63,023	\$61,343-\$73,622	\$70,794-\$84,894
Benefits & HRIS Specialist	\$43,681-\$52,381	\$50,282-\$60,296	\$58,087-\$69,657
Director HRIS, Benefits & Comp	\$117,646-\$164,057	\$125,801-\$175,449	\$134,086-\$187,007
Manager HRIS, Benefits & Comp	\$88,330-\$107,203	\$102,881-\$124,863	\$118,798-\$144,184
Compensation	Entry-Level	Mid-Level	Senior-Level
Compensation Analyst	\$61,276-\$73,480	\$73,798-\$88,498	\$86,415-\$103,627
Compensation Director	\$126,243-\$170,718	\$134,437-\$181,798	\$143,403-\$193,921
Compensation Manager	\$92,790-\$112,618	\$108,428-\$131,597	\$125,344-\$152,128
Employee/Labor Relations	Entry-Level	Mid-Level	Senior-Level
Employee Relations Director	\$115,836-\$160,455	\$123,546-\$171,136	\$131,778-\$182,539
Employee Relations Manager	\$87,652-\$107,668	\$99,656-\$122,413	\$113,705-\$139,671
Labor Relations Director	\$130,687-\$176,727	\$139,457-\$188,586	\$148,560-\$200,897
Labor Relations Manager	\$98,895-\$120,029	\$121,849-\$147,886	\$144,960-\$175,936
Generalist	Entry-Level	Mid-Level	Senior-Level
HR Coordinator	\$37,567-\$43,977	\$44,081-\$51,604	\$48,691-\$57,000
HR Director	\$115,836-\$160,455	\$123,641-\$171,136	\$131,774-\$182,539
HR Generalist	\$60,041-\$72,000	\$65,855-\$78,971	\$74,066-\$88,818
HR Manager	\$88,119-\$106,949	\$102,622-\$124,552	\$118,843-\$144,239

Generalist	Entry-Level	Mid-Level	Senior-Level
HR Specialist	\$42,931-\$51,481	\$50,113-\$60,094	\$57,883-\$69,412
Vice President of HR	\$159,654-\$271,687	\$179,934-\$306,169	\$207,378-\$352,899
HRIS	Entry-Level	Mid-Level	Senior-Level
Compensation Director	\$126,243-\$170,718	\$134,437-\$181,798	\$143,403-\$193,921
HRIS Analyst	\$60,089-\$72,057	\$71,981-\$86,317	\$84,135-\$100,893
HRIS Manager	\$86,501-\$104,985	\$101,897-\$123,670	\$118,353-\$143,644
Learning & Development	Entry-Level	Mid-Level	Senior-Level
Learning & Development Dir.	\$142,739-\$177,457	\$151,986-\$188,952	\$163,567-\$203,350
Learning Coordinator	\$49,421-\$59,264	\$63,033-\$75,588	\$75,944-\$91,071
Learning Manager	\$81,415-\$98,813	\$93,345-\$113,292	\$107,026-\$129,896
Learning Specialist (Trainer)	\$53,343-\$64,164	\$62,918-\$75,449	\$73,160-\$87,731
Organizational Dev.	Entry-Level	Mid-Level	Senior-Level
Director of Talent Mngmt.	\$119,318-\$165,279	\$127,258-\$176,276	\$135,184-\$187,258
Manager of Talent Management	\$89,414-\$108,520	\$104,547-\$126,888	\$121,286-\$147,202
Talent Acquisition	Entry-Level	Mid-Level	Senior-Level
Director of Talent Acquisition	\$113,575-\$157,323	\$121,137-\$167,799	\$128,693-\$178,265
Head of Recruitment	\$99,688-\$131,606	\$105,059-\$138,699	\$110,683-\$146,123
Manager of Talent Acquisition	\$84,955-\$103,109	\$98,254-\$119,249	\$113,417-\$137,652
Recruiter	\$51,962-\$63,067	\$60,699-\$73,670	\$70,304-\$85,326
Recruiting Coordinator	\$75,324-\$92,521	\$87,956-\$108,042	\$101,890-\$125,158
Staffing Specialist	\$51,508-\$62,515	\$59,166-\$71,809	\$68,227-\$82,806

Legal

National Salaries

Law Firm	Entry-Level	Mid-Level	Senior-Level
In-House Counsel	\$96,820	\$117,678	\$149,350
Lawyer	\$97,335	\$116,133	\$138,535
Paralegal	\$48,153	\$63,603	\$72,100
Legal Specialists	Entry-Level	Mid-Level	Senior-Level
Law Librarian	\$55,620	\$67,723	\$82,915
Patent Agent	\$70,555	\$85,233	\$95,018
Records Manager	\$69,010	\$78,538	\$90,383
Records Clerk	\$36,308	\$42,745	\$47,380
Docket/Calendar Clerk	\$42,488	\$48,410	\$61,800
File Clerk	\$39,655	\$44,805	\$52,273
Time & Billing Clerk	\$39,398	\$44,290	\$54,333
Administration Roles	Entry-Level	Mid-Level	Senior-Level
Administrative Assistant	\$42,488	\$50,470	\$57,680
Compliance Administrator	\$63,860	\$72,615	\$87,550
Compliance Analyst	\$76,478	\$80,340	\$100,683
Compliance Director	\$93,473	\$130,038	\$149,608
Legal Administrator	\$67,465	\$82,400	\$102,228
Legal Secretary	\$42,745	\$54,590	\$64,118
Legal Receptionist	\$36,308	\$40,428	\$47,123
Legal Word Processor	\$40,943	\$52,788	\$65,148
Office Clerk	\$34,763	\$36,565	\$42,230
Office Manager	\$56,393	\$60,255	\$68,238

Manufacturing

National Salaries

Manufacturing Roles	Entry-Level	Mid-Level	Senior-Level
Controls Engineer	\$90,177	\$107,840	\$134,150
Designer	\$67,314	\$83,545	\$107,310
Drafter	\$50,127	\$62,009	\$77,604
Electrical Engineer	\$84,606	\$103,650	\$130,649
Engineering Manager	\$99,512	\$127,361	\$150,966
Field Service Technician	\$47,210	\$58,234	\$73,467
Maintenance Supervisor	\$67,738	\$81,211	\$91,078
Manufacturing Engineer	\$74,528	\$93,942	\$112,614
Mechanical Engineer	\$79,196	\$97,231	\$124,231
Metallurgist	\$85,721	\$107,734	\$127,467
Planner	\$60,524	\$74,103	\$110,334
Production Supervisor	\$91,502	\$120,624	\$128,793
Project Engineer	\$86,198	\$104,499	\$128,209
Quality Engineer	\$77,392	\$94,420	\$125,504
Safety Engineer	\$81,424	\$98,239	\$128,634
Supply Chain Manager	\$90,335	\$124,762	\$153,300
Technician	\$45,619	\$54,849	\$82,644
Industrial Roles (Hourly)	Entry-Level	Mid-Level	Senior-Level
Assembler Electronics			
General	\$15.41	\$18.01	\$20.39
Precision	\$19.08	\$22.41	\$25.68
Assembler Fabricator	\$15.38	\$18.13	\$20.84
Assembler Product			

Industrial Roles (Hourly)	Entry-Level	Mid-Level	Senior-Level
Bench	\$16.07	\$19.53	\$22.77
Machine	\$18.09	\$21.58	\$24.95
Assembly Line Foreman	\$22.33	\$26.81	\$31.54
Assembly Supervisor	\$26.64	\$31.21	\$36.14
Assistant Foreman	\$22.06	\$25.62	\$29.45
Assistant Plant Manager	\$31.88	\$37.36	\$43.19
Assistant Production Supervisor	\$20.76	\$24.35	\$28.14
Building Maintenance Worker	\$19.38	\$22.33	\$25.27
CAD/CAM Design Drafter	\$24.42	\$28.59	\$33.16
CAD/CAM/CAE Technician	\$25.36	\$30.00	\$34.89
Clerk Inventory Control	\$16.23	\$19.18	\$21.88
Computer Control Operator	\$25.53	\$30.20	\$35.17
Electromechanical Technician	\$26.79	\$33.08	\$38.14
Electronics Technician	\$26.17	\$30.98	\$35.89
Forklift Operator	\$14.96	\$18.07	\$20.63
Helper Machine Operator	\$15.76	\$18.84	\$21.41
Helper Production	\$13.40	\$15.68	\$17.77
Injection Molder	\$14.68	\$16.95	\$19.29
Inspector Quality Control	\$18.59	\$21.54	\$24.70
Inventory Clerk	\$16.23	\$19.18	\$21.88
Janitor	\$12.91	\$15.37	\$17.27
Laborer Production	\$12.78	\$15.98	\$18.77
Laborer Warehouse	\$14.33	\$17.26	\$19.27
Logistics Manager	\$33.05	\$39.39	\$46.16
Machine Feeder	\$13.28	\$16.59	\$19.31
Machine Operator	\$17.42	\$20.78	\$23.89

Industrial Roles (Hourly)	Entry-Level	Mid-Level	Senior-Level
Machinist General	\$20.34	\$23.88	\$27.44
Machinist Production	\$19.22	\$22.91	\$27.44
Mail Clerk	\$14.86	\$17.27	\$18.93
Maintenance Manager	\$30.21	\$36.29	\$41.60
Maintenance Mechanic	\$22.48	\$26.81	\$31.06
Maintenance Supervisor	\$29.68	\$35.13	\$40.82
Manufacturing Worker	\$13.97	\$16.49	\$18.94
Materials Handler	\$14.80	\$17.84	\$20.58
Materials Handler Warehouse	\$14.50	\$17.70	\$20.12
Molding Machine Operation	\$16.20	\$19.34	\$22.18
Order Filler	\$14.20	\$17.11	\$19.41
Packager Manual	\$13.20	\$15.72	\$17.92
Packer Shipper	\$13.40	\$15.53	\$17.24
Plant Manager	\$48.38	\$59.50	\$71.17
Production Scheduler	\$25.06	\$30.07	\$34.58
Quality Control Manager	\$43.27	\$49.29	\$56.01
Quality Inspector	\$18.59	\$21.54	\$24.70
Shipping and Receiving Clerk	\$18.35	\$21.52	\$24.85
Stock Handler	\$14.80	\$17.84	\$20.58
Tester Quality Control	\$27.09	\$32.64	\$38.08
Warehouse Manager	\$31.94	\$36.68	\$41.87
Welder	\$20.58	\$24.02	\$27.51

Office Support/Corporate Services

National Salaries, Hourly Rates

<i>Administrative</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Administrative Assistant	\$19.03	\$22.04	\$25.35
Administrative Assistant, CEO	\$31.50	\$36.58	\$42.01
Administrative Secretary	\$21.83	\$27.41	\$32.37
Executive Assistant	\$28.05	\$34.26	\$40.11
File Clerk	\$14.61	\$18.04	\$20.01
Front Desk Receptionist	\$13.69	\$16.28	\$18.54
General Clerk	\$16.37	\$18.66	\$20.93
Mailroom Clerk	\$14.55	\$17.27	\$18.93
Receptionist	\$14.69	\$16.85	\$19.48
Secretary	\$16.32	\$19.67	\$22.70
Secretary (Bilingual)	\$18.54	\$21.96	\$25.43
<i>Healthcare Admins</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Office Manager	\$26.63	\$29.98	\$33.92
<i>Banking</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Administrative Assistant	\$19.03	\$22.04	\$25.35
Banking Loan Clerk	\$16.34	\$19.68	\$22.57
Banking Loan Processor	\$18.41	\$21.74	\$24.70
Banking Loan Reviewer	\$30.25	\$36.51	\$42.28
Financial Service Rep	\$14.07	\$16.77	\$18.42
<i>Customer Service</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Call Center Representative			
Complex Calls	\$17.93	\$21.42	\$24.76
General Calls	\$12.47	\$14.89	\$17.03

Customer Service	Entry-Level	Mid-Level	Senior-Level
Specialized Calls	\$15.06	\$18.04	\$20.55
Sales Representative	\$14.45	\$16.55	\$19.18
Call Center Supervisor	\$22.93	\$26.68	\$30.58
Customer Service Representative			
General Calls	\$15.94	\$19.21	\$22.40
Specialized Calls	\$20.93	\$24.70	\$28.59
Financial	\$16.95	\$20.23	\$22.46
Commercial Insurance	\$19.57	\$23.31	\$27.17
Personal Insurance	\$16.36	\$19.52	\$22.46
Data Entry Operator	\$15.12	\$17.79	\$20.24
Data Entry Operator Lead	\$18.83	\$22.01	\$24.94
Data Entry Supervisor	\$22.91	\$26.99	\$31.50
Export/Import Clerk	\$17.15	\$20.53	\$23.08
Help Desk Representative	\$22.09	\$26.08	\$29.87
Order Processing Clerk	\$16.40	\$19.37	\$21.91
Order Processing Supervisor	\$25.18	\$30.84	\$35.76
Word Processor	\$15.12	\$17.79	\$20.24
Human Resources	Entry-Level	Mid-Level	Senior-Level
Benefits Clerk	\$18.87	\$22.50	\$26.07
HR Assistant/Clerk	\$18.44	\$21.61	\$23.85
Sales and Marketing	Entry-Level	Mid-Level	Senior-Level
Survey Worker, Marketing	\$14.80	\$17.43	\$19.66
Telemarketing Representative	\$14.45	\$16.55	\$19.18

Real Estate

National Salaries

<i>Real Estate Roles</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Residential Appraiser	\$45,560	\$55,283	\$63,875
Commercial Appraiser	\$88,686	\$103,112	\$118,281
Commercial Leasing Manager	\$87,043	\$115,423	\$160,737
Real Estate Loan Officer	\$70,362	\$81,394	\$93,867
Community Dev. Manager	\$99,441	\$115,237	\$133,044
Compliance Specialist	\$53,392	\$59,846	\$68,207
Sr. Compliance Specialist	\$63,024	\$73,428	\$85,567
Escrow Officer	\$40,447	\$49,974	\$60,590
Commercial Escrow Officer	\$60,770	\$70,677	\$92,700
Foreclosure Specialist	\$37,292	\$44,346	\$53,127
Land Admin. Manager	\$152,593	\$167,713	\$187,833
Leasing Consultant	\$28,043	\$31,028	\$34,445
Lease Administrator	\$47,457	\$53,688	\$68,948
Lease Admin. Manager	\$65,128	\$76,946	\$101,023
Mortgage Collection Manager	\$68,483	\$83,511	\$96,775
Mortgage Credit Analyst	\$46,189	\$55,907	\$65,238
Sr. Mortgage Credit Analyst	\$60,261	\$67,820	\$75,633
Mortgage Loan Officer	\$35,811	\$43,782	\$77,556
Real Estate Attorney	\$131,713	\$151,051	\$167,394
Real Estate Consultant	\$56,596	\$65,856	\$77,717
Property Manager	\$87,097	\$100,328	\$115,429
Residential Property Manager	\$52,033	\$59,722	\$67,414
Retail Real Estate Manager	\$108,680	\$129,344	\$149,905

Real Estate Zoning Manager	\$99,963	\$112,397	\$125,007
<i>Real Estate Roles</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Real Estate Sales Agent	\$41,995	\$42,988	\$54,680
Real Estate and Relocation Dir.	\$138,208	\$162,556	\$202,284
Title Examiner	\$39,179	\$42,242	\$45,182
Mortgage Loan Serv. Manager	\$134,030	\$160,302	\$276,461
Commercial Real Estate Exec.	\$257,951	\$300,223	\$369,495
Retail Real Estate Exec.	\$234,883	\$284,620	\$362,020

Technology

National Salaries

Data Roles	Entry-Level	Mid-Level	Senior-Level
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Big Data

Data Warehouse	\$75,988	\$93,773	\$108,975
Hadoop Developer	\$74,872	\$84,703	\$94,796
Software Dev. Architect	\$87,969	\$100,375	\$113,665

Database Administration

Oracle Admin.	\$86,584	\$98,001	\$116,802
SQL-Server Admin.	\$75,427	\$91,283	\$107,571

Database Development

ETL Developer	\$74,019	\$91,413	\$104,879
Oracle Developer	\$89,487	\$91,014	\$105,371
SQL-Server Developer	\$59,531	\$71,523	\$83,701

Enterprise Software	Entry-Level	Mid-Level	Senior-Level
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Collaboration Tools

SharePoint Developer	\$112,342	\$132,455	\$146,304
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CRM/ERP

Oracle App. Developer	\$81,411	\$94,251	\$112,024
Salesforce Developer	\$70,699	\$97,475	\$107,606
SAP Apps	\$101,973	\$123,131	\$145,915

Functional Areas	Entry-Level	Mid-Level	Senior-Level
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Business Analysis

Business Analyst	\$75,149	\$88,049	\$101,926
Data Analyst	\$64,455	\$76,948	\$89,424

Functional Areas	Entry-Level	Mid-Level	Senior-Level
Project Management			
Product Manager	\$94,004	\$114,047	\$134,325
Program Manager	\$76,610	\$95,927	\$110,810
Project Coordinator	\$44,473	\$51,626	\$59,369
Project Manager	\$89,090	\$108,086	\$127,299
Scrum Master	\$84,095	\$97,832	\$113,064
QA/Testing			
Automated QA Tester	\$52,048	\$63,874	\$75,284
Manual QA Tester	\$46,256	\$58,634	\$65,484
Performance Engineer	\$75,754	\$89,479	\$103,773
Technical Writing			
Instructional Designer	\$52,173	\$63,726	\$75,239
Infrastructure			
Entry-Level			
Mid-Level			
Senior-Level			
Desktop/Help Desk			
Support Professional	\$50,332	\$58,329	\$65,878
Network Engineering			
Network Administrator	\$68,103	\$81,840	\$95,887
Systems Administrative Engineering			
Linux/Unix Engineer	\$61,053	\$71,407	\$81,869
Storage Administrator	\$68,170	\$80,591	\$93,928
Cloud Dev./Engineer	\$82,805	\$100,741	\$117,642
Windows Engineer	\$60,921	\$67,234	\$74,927
Security			
Entry-Level			
Mid-Level			
Senior-Level			
Network Engineering			
Certified Ethical Hacker	\$47,309	\$63,576	\$64,164
Cybersecurity Engineer	\$97,221	\$112,482	\$128,348

Security	Entry-Level	Mid-Level	Senior-Level
Network Engineer	\$77,492	\$92,644	\$109,049
Security Engineer	\$76,426	\$88,694	\$101,493
Software Development	Entry-Level	Mid-Level	Senior-Level
Application Architecture			
Software Architect	\$104,114	\$120,702	\$138,355
Software Dev. Engineer	\$97,563	\$104,309	\$107,676
DevOps			
Configuration Engineer	\$72,355	\$88,217	\$103,751
DevOps Developer	\$114,124	\$136,667	\$147,929
Software Engineering			
.NET Developer	\$71,051	\$94,112	\$116,645
AI Apps. Engineer	\$83,209	\$105,129	\$124,045
Data Scientist	\$89,735	\$108,045	\$126,589
Embedded Engineer	\$73,955	\$90,443	\$107,075
Full Stack Web Dev.	\$85,608	\$111,886	\$119,037
JavaScript Developer	\$79,532	\$99,482	\$113,126
Machine Learning Eng.	\$83,542	\$119,345	\$140,903
Mobile Developer	\$71,227	\$101,698	\$113,775
Python Developer	\$86,173	\$103,931	\$120,419
Software Engineer	\$83,754	\$100,838	\$117,604
Web and App Design			
Graphic Designer	\$51,245	\$63,161	\$73,779
PHP Developer	\$64,161	\$85,793	\$102,526
Ruby Developer	\$75,723	\$90,169	\$105,174
UI/Visual Designer	\$70,156	\$83,021	\$92,982
UX/Interaction Design.	\$85,875	\$101,333	\$123,007

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 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**
- **Business Development**
- **Corporate Services**
- **Consulting**
- **Digital Media & Marketing**
- **Education**
- **Financial Services**
- **Healthcare**
- **Hospitality**
- **Human Resources**
- **Legal & Compliance**
- **Manufacturing & Engineering**
- **Office Support**
- **Real Estate**
- **Risk and Finance**
- **Security**
- **Supply Chain**
- **Technology**

TBG Locations

Boston, MA

31 St. James Ave, 6th Floor
Boston, MA 02116

Chicago, IL

398 West Army Trail Road,
Suite #124351
Bloomingdale, IL 60108

Deerfield Beach, FL

700 West Hillsboro Blvd
Deerfield Beach, FL 33441

Edison, NJ

1090 King Georges Post
Road, Suite 202
Edison, NJ 08837

Englewood Cliffs, NJ

375 Sylvan Ave, Suite 15
Englewood Cliffs, NJ 07632

Farmingdale, NY

10 Dubon Court,
Farmingdale, NY 11735

Fairborn, OH

3162 Presidential Drive,
Fairborn, OH 45324

Las Vegas, NV

8379 West Sunset Rd,
Suite 105
Las Vegas, NV 89113

Los Angeles, CA

750 N. San Vincente Blvd,
Suite 7A63
Los Angeles, CA 90069

Nashville, TN

6339 Charlotte Pike,
#1102
Nashville, TN 37209

New York Headquarters

1430 Broadway, 13th Floor
New York, NY 10018

North Andover, MA

630 Turnpike St, 2nd Floor
North Andover, MA 01845

Philadelphia, PA

1800 JFK Blvd, Suite 1403
Philadelphia, PA 19103

Pittsburgh, PA

2366 Golden Mile Hwy,
#426
Pittsburgh, PA 15239

Raleigh, NC

300 Fayetteville St,
#1442 Raleigh, NC 27602

Redwood City, CA

303 Twin Dolphin Drive,
6th Floor
Redwood City, CA 90069

St. Louis, MO

331 N New Ballas Rd,
Saint Louis, MO 63141

Salt Lake City, UT

1760 W 2100 St,
Suite #25452
Salt Lake City, UT 84199

San Francisco, CA

220 Montgomery Street,
San Francisco, CA 94104

Southampton, NY

33 Flying Point Road,
Suite 105
Southampton, NY 11968

Southbury, CT

1 Pomperaug Office Park,
Suite 305
Southbury, CT 06488

Stamford, CT

30 Oak Street, Suite 403
Stamford, CT 06905

Tampa, FL

301 W. Platt Street,
Tampa, FL 33606

